

SUSTAINABILITY REPORT 2021

MILESTONES

”

AS A THIRD-GENERATION FAMILY BUSINESS, WE DO NOT THINK IN TERMS OF QUARTERLY PERIODS, BUT IN THE LONG TERM. RESPONSIBILITY IS NOT SHIFTED, BUT ASSUMED. THIS ALSO INCLUDES RESPONSIBILITY FOR OUR NATURAL ENVIRONMENT AND FOR THE PEOPLE WHO WORK FOR US AND LIVE AT OUR SITES.

“



Dear Readers,

The past year has seen a renewed focus on climate change, despite the ongoing pandemic situation. Perhaps, as many scientists say, we cannot prevent climate change. But we can certainly influence its speed and strength.

As a company, we are aware of the special responsibility we bear in this regard. Accordingly, we multiplied our efforts last year to minimise our resource consumption and, above all, to systematically record it where, for a variety of reasons, it has not yet been done.

I am pleased that we have thus set further milestones on the way to an ever smaller ecological footprint, as also evidenced by the current CDP score, which we achieved earlier than planned. Nevertheless, we are aware that much remains to be done and that we must not - and will not - slacken our efforts.

Yours

Nikolaus Külps
CEO Schnellecke Group

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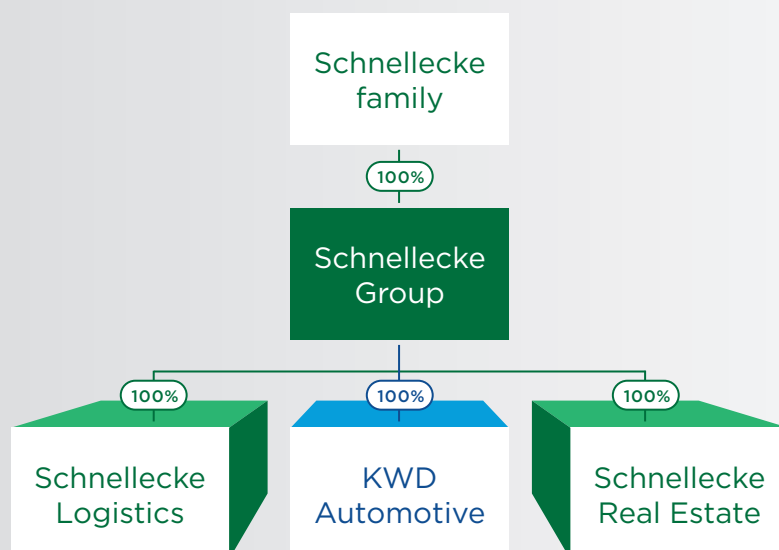
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VALUE-ADDED LOGISTICS FOR AUTOMOTIVE AND OTHER INDUSTRIES

The Schnellecke Group is an internationally operating family business that offers a variety of logistics services (3PL). One focus here is value-added logistics for the automotive industry. The logistics and production divisions cover essential parts of the supply chain for companies all over the world. The portfolio is rounded off by the planning and construction of logistics real estate

We develop overall concepts that range from transport and warehousing to pre-assembly and value-added services to the sequential production of individual parts and modules and container-compatible packaging. We also produce individual body parts and assemblies for vehicle construction under the KWD Automotive umbrella brand.

Value-added logistics from Schnellecke is a household name. Only a few companies have the extensive know-how that we use to help our customers make their processes more efficient. An important role is played by our commitment to continuous innovation, thanks to which we are always among the first to make technological innovations usable in logistics practice.



78
Locations

13
Countries

**Approx.
17,300**
Employees

€ 1,135 Mio.
Sales



Logistics for the supply chain

With our three divisions Logistics, Transport and Production, we cover essential parts of the supply chain for companies all over the world. More than 2,000,000 sqm of hall space is available at over 70 locations worldwide.

The basis of our activity is the holistic consideration of all flows of goods and logistics processes, from procurement through the various stages of production to the distribution of finished goods. We integrate a wide range of functions into our customers' value chains, depending on their requirements.

Innovation: a driving force behind our development

RFID, Google Glass, laser picking, Internet of Things (IoT), software development - all of these are used today at Schnellecke, whether for module assembly, warehousing or inventory. Today, successful logistics is no longer conceivable without innovation. Service providers are under constant quality and cost pressure, and this can only be mastered by applying new technologies.

At the same time, we see the opportunities that digital technologies offer for protecting the environment and the people who work for us.

THE WHOLE SPECTRUM OF LOGISTICS

The constant optimisation of the value chain is an essential factor in order to survive in global competition. For this, companies need a partner who takes over the planning, control and implementation of an optimal material flow.

Warehousing, sequencing, module assembly, packaging logistics, transport and production – Schnellecke offers its customers the entire spectrum of logistics. And all over the world.



Reliable supply of the production

In supply logistics, Schnellecke has been the strong partner of numerous international automobile manufacturers for many years. With our innovative strength and experience, we optimise our customers' supply chains and ensure optimal and secure processes. Our services include material supply with vendor parts and modules, warehouse management and order picking, sequencing, JIT/JIS transports, line feeding, container and empties management as well as the entire material flow control.

Packing and shipping

The packaging of automotive parts in consignment sizes for transport to production plants overseas and the complex spare parts logistics including the complete shipping organisation and the necessary IT processing are another core competence of Schnellecke. Thanks to our global infrastructure and presence at the recipient plants, we offer a continuous supply chain without interfaces. At locations in Germany, Spain, Brazil and India, over one million cubic metres of car parts are packed and shipped annually.

Sequencing and commissioning

The production-synchronised delivery of individual parts is becoming increasingly important in the supply industry. We sequence parts and assemblies for more than forty 1st tiers and seven car manufacturers in multi-JIS centres close to the factory using state-of-the-art picking systems as well as parts and module sets and deliver them to the assembly line.

Component assembly

Module assembly is playing an increasingly important role in the supply chain of the automotive industry. In this area, Schnellecke has developed unique selling points. Individual parts are assembled into complete modules in our multi-JIS supply centres in the immediate vicinity of the customer. We are a recognised system partner for many major car manufacturers, taking responsibility for the development of the assembly and delivery process, reliably assembling components worldwide and delivering them just-in-sequence to the production lines.

Welded assemblies and body assemblies

Welded assemblies are playing an increasingly important role in the logistics process chain of the automotive industry. You need special expertise for this. Whether simple connecting parts or complete body assemblies such as complete exhaust systems - we are also the competent partner of the automotive industry for welded assemblies. Responsible for this business division is KWD Automotive AG & Co. KG. The company has been part of the Schnellecke Group since 1994. One of the focal points of KWD is also lightweight construction. With series-proven solutions in aluminium, steel and composite materials, customers are supported in reducing the weight of essential structural parts in vehicle construction.

Spare parts logistics

With well thought-out and customised spare parts logistics, we ensure parts availability, short delivery times and process stability for our customers. Among other things, we take care of warehouse management, inventory management, repackaging into sales-specific packaging, empties dispatch and assembling kits - all from a single source.

Planning, construction and management of logistics real estate

SSchnellecke Real Estate (since 2022 Schnellecke Grundbesitz) is the business division of Schnellecke that specialises in the planning, construction, furnishing and management of logistics real estate. More than two million square metres of halls are currently managed worldwide. One of the strengths of Schnellecke Real Estate is the customised adaptation of infrastructure to individual requirements. The company develops and builds not only for Schnellecke, but also for other customers.

THE SIX CENTRAL SUSTAINABILITY GOALS OF SCHNELLECKE LOGISTICS SE

The UN has set 17 Sustainable Development Goals, which came into force on 01 January 2016 and will initially run until 2030. These Sustainable Development Goals (SDGs) are intended to ensure sustainable development at economic, social and ecological levels worldwide.

In 2019 the goals that are particularly relevant for the company were defined at the management meeting of the Schnellecke Group. The managers were able to select the most important SDGs for Schnellecke with three votes each. They form the framework of the strategy development process on the topic of sustainability within the Schnellecke organisation. Based on this, KPIs are defined and tracked.



HEALTHY LIVING FOR ALL

Ensure a healthy life for all people of all ages and promote their well-being.

Occupational safety and health protection have already been top priorities at Schnellecke for many years.

RANK 1, 36 VOTES



TAKE IMMEDIATE ACTION

Tackling climate change and its impacts.

Implementation of environmental protection measures and kaizens to preserve a world worth living in for future generations, for example through solar power plants, tree planting and more.

RANK 2, 30 VOTES



EDUCATION FOR ALL

Guaranteeing inclusive, equitable and quality education and promoting lifelong learning opportunities for all.

Schnellecke invests in further education and training for its employees and will continue to expand this.

RANK 3, 25 VOTES



SUSTAINABLE METHODS OF CONSUMPTION AND PRODUCTION

Ensuring sustainable consumption and production patterns.

Responsible use of packaging materials and recycling processes within the organisation. Avoiding waste through intensive use of LEAN methods.

RANK 4, 21 VOTES



SUSTAINABLE AND MODERN ENERGY FOR ALL

Ensuring access to affordable, reliable, sustainable and timely energy for all.

The use and implementation of renewable energies in our energy needs is an essential part of contributing to the reduction of CO₂ emissions.

RANK 5, 20 VOTES



PEACE, JUSTICE AND STRONG INSTITUTIONS

Promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable and inclusive institutions at all levels.

Regular audits of the sites with regard to compliance and integrity. Zero tolerance policy towards discrimination. Supporting non-profit organisations in the vicinity of our locations.

RANK 5, 20 VOTES

SUSTAINABILITY AN ESSENTIAL PART OF THE CORPORATE STRATEGY

In 2021 the so-called strategic directions were developed within the strategic goal process. The ten strategic thrusts represent the long-term goals of Schnellecke Logistics SE (SLSE) and are the basis from which all strategic activities as well as the annual goals of SLSE are derived.

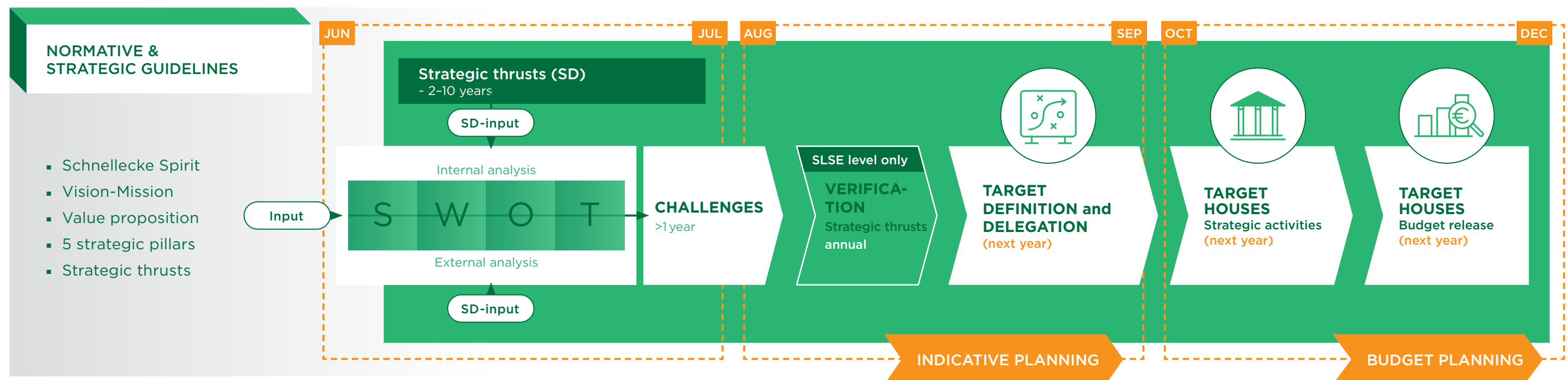
In the area of sustainability, the following relevant directions emerged:

- Responsible management of resources
- Living corporate social responsibility

In addition, Schnellecke prepared an ESG-compliant re-financing in 2021, which will take effect in 2022. We are there-in committed to reducing our CO₂ emissions by 30% by 2027.

The goals within the strategic directions are evaluated annually for Schnellecke Logistics SE and adjusted if necessary. New goals can also be defined for the following year. The framework for this is provided by the corporate mission statement, the Schnellecke Spirit. Based on internal and external analyses as well as an analysis of the environment, an analysis of strengths, weaknesses, opportunities and threats (SWOT analysis) is carried out. This results in the strategic priorities for the following year.

Furthermore, so-called divisional standards were defined for the SLSE in 2021, which ensure that each location is oriented towards central framework requirements. In addition to human resources planning and accounting, occupational safety and health protection as well as environmental protection and energy efficiency are defined as elementary tasks of the locations, which are randomly checked for fulfilment through internal audits.



NATURE

In order to protect our natural environment, we are committed to continuously minimising our consumption of resources within the limits we have been given, to avoiding environmental pollution and to using renewable energies where possible.



GREEN IS OUR NATURAL COLOUR

SCHNELLECKE LOGISTICS SE: CLIMATE NEUTRAL BY 2040

Der Klimawandel wird wahrscheinlich bis zum Ende des Jahrhunderts zu einem der wichtigsten Faktoren für den Verlust der biologischen Vielfalt werden.

Within the framework of the two strategic thrusts "Responsible Management of Resources" and "Living Corporate Social Responsibility", Schnellecke Logistics SE is committed to climate neutrality by 2040. Our concept of sustainability is based on the United Nations (UN) Sustainable Development Goals (SDGs). The SDGs bring together the social and environmental challenges facing the world and us as a company.

Our climate strategy alignment firmly anchors our ambitions in the future development of the company, engaging our customers, local communities and our employees. In this way, we want to become one of the most sustainable logistics service providers worldwide.

Within the ESG (Environmental Social Governance) compliant refinancing, the 30% reduction of CO2 emissions per square metre and the achievement of an A- score in CDP (Carbon Disclosure Project) by 2027 is firmly anchored. All Schnellecke locations worldwide will be additionally certified according to ISO 14001 (environment) and ISO 45001 (occupational safety) by 2024. We are aware that it is important to understand these challenges and the resulting opportunities, to examine their relevance for Schnellecke and to identify possible measures that our company must take.

Numerous fields of optimisation

Areas for optimisation are the use of intelligent forklift technology, modern and sustainable building structures, alternative drive technologies in the transport sector and coupling the loading technology of the forklift trucks with the building management system. Measures such as "cycling to work" or the conversion of the company car fleet also make a significant contribution.

With the formation of international working groups, the concerns and requirements of the regions are included and a global information platform is created to further define sustainability standards.

In addition, further recycling programmes are continuously being set up in order to sustainably reuse materials and conserve resources.

By implementing social projects at our sites, we involve our employees in environmental protection activities, for example by providing clean drinking water in regions where this cannot be taken for granted. Through education and training, we empower employees to achieve our ambitious environmental, economic and social goals.

With our climate neutrality strategy and in consideration of legal requirements, we promote biodiversity to preserve protected areas and waters as part of our business activities in order to leave a livable world for future generations.

Lisa Heimlich and Philipp Heinz Unger,
Schnellecke Logistics SE
Group Sustainability Management



THE CARBON DISCLOSURE PROJECT: SCHNELLECKE ON THE RIGHT TRACK

The Carbon Disclosure Project (CDP) is a non-profit organisation that operates the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. The World Economy considers the CDP the gold standard of carbon reporting, with the richest and most comprehensive data set on corporate and city actions.



Once a year, the CDP collects data and information on CO₂ emissions, climate risks and reduction targets and strategies of companies on a voluntary basis on behalf of investors using standardised questionnaires. Since 2017, Schnellecke has also been required by customers to meet this tender criterion.

The assessment is presented in a four-level system. The steps illustrate the path that a company takes towards greater environmental awareness. These four levels are called: Disclosure (D), Awareness (C), Management (B) and Leadership (A). They are designated with the letters D to A, where D is the lowest level and A the highest.

In our long-term target house, we have set the overriding goal of achieving CDP score B by 2025. This goal goes hand in hand with reducing CO₂ emissions per site, which includes things like how employees travel to work.

This year, we have already taken the first big step and achieved level management with a score of B. A major contribution was made with the worldwide submission of more than 250 Environmental Kaizens last year, specialising in resource savings, but also digitalisation.

We continuously take measures to achieve a reduction in emissions in our supply chain. Through our supplier self-declaration, for example, we want to raise awareness not only at our own sites, but also consider the upstream and downstream supply chain in order to encourage our suppliers to act in an environmentally friendly manner as well.

We also strive to use alternative drive systems for heavy goods transport and to reduce diesel consumption and cut emissions in company vehicles.

Unfortunately, there are also certain limits to our transparent data collection, because as a contract logistics provider with time-limited contracts, we do not provide most of our services in our own properties, but in rented properties or in properties made available to us by our clients. The exact data on electricity consumption or quantities of waste disposed of are therefore not made available to us.

ENVIRONMENTAL MANAGEMENT SYSTEM ACCORDING TO ISO 14001:2015

OIn our IMS manual, areas of application and central requirements are bindingly stipulated and regulated for all companies and employees of the Group and the divisions. Environmental goals are supplemented by local goals and programmes in the locations.

Environmental aspects are identified at the earliest possible stage in the project management process and potential risks are assessed.



ENERGY MANAGEMENT SYSTEM TO SAVE RESOURCES

A strategic goal of Schnellecke Logistics SE and KWD AG is the systematic recording and analysis of energy use in all Group companies. To do this, we record the types of energy (for example electricity, gas, oil, district heating, etc.) at all locations and analyse them with regard

to operational energy use. Energy performance indicators are defined in order to identify potential energy savings. These identified energy saving potentials are documented and implemented in each location with measures to minimise energy consumption.

At Schnellecke, we take into account all environmentally relevant aspects of business activity, for example:

- Controlled and uncontrolled emissions into the atmosphere
- Controlled and uncontrolled contamination of the water
- Waste generation and location
- Analysis of raw materials, consumables and supplies
- Handling environmentally relevant substances
- Contamination of soil
- Consumption of land, water, energy of all forms
- Noise, dust, vibrations and visual influences on the environment

There are certain limits within Schnellecke Logistics SE, because as a contract logistics provider with time-limited contracts, we do not provide most of our services in our own properties, but in rented properties or in properties made available to us by our customers.

When selecting suppliers, we assess not only the qualitative suitability but also the environmental compatibility of products to be procured (raw materials, materials, chemicals). In the case of equal suitability and

economically justifiable pricing, there is a requirement to choose the more environmentally compatible variant and thus to further reduce the impact of a site on the environment.

In the area of waste generated, emphasis is placed on a continuous reduction of waste quantities. Operational waste must be recorded in terms of quantity, disposal types and associated costs, included in the annual report and regularly assessed.

ENERGY CONSUMPTION AND CO₂ EMISSIONS OF THE SCHNELLECKE GROUP

Total Consumption

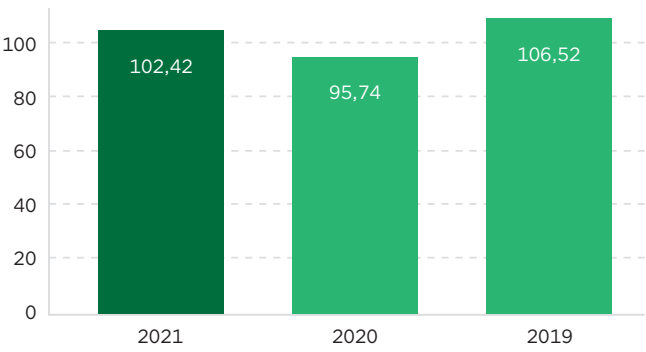
	2021	2020	2019
Power	46,034,387.00	47,348,648.00	59,400,618.00
Natural/liquid gas	18,337,758.15	10,193,654.00	9,179,982.00
Heating oil	92,922.50	228,650.00	169,220.00
Diesel	38,357,549.62	23,172,766.00	24,401,613.00
Petrol	237,374.74	88,759.70	0.00
District heating	13,182,731.00	17,088,150.00	13,373,102.00
Total in kWh (SLSE + KWD)	116,242,723.01	98,120,627.70	106,524,535.00

In 2021 data from South Africa and more detailed data from Mexico were included for the first time. Overall, there were fewer production losses than in 2020. There was an increase in diesel consumption due to the inclusion of data from the Ludwigsfelde transport site. The higher petrol consumption in 2021 is due to three factors (right).

- In 2020 there were extensive travel restrictions due to the pandemic, for example no long holiday trips with company cars.
- In 2021 there were significantly more hybrid vehicles in use (electric plus petrol instead of diesel engine).
- In 2021 petrol consumption from company vehicles in Mexico (Mexicali) was recorded for the first time, accounting for 55% of the total alone.

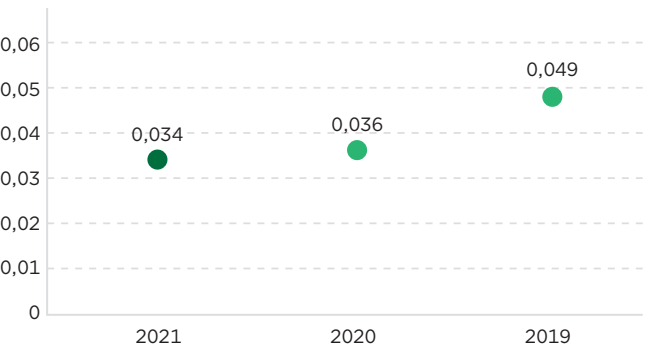
ENERGY CONSUMPTION AND CO₂ EMISSIONS OF THE SCHNELLECKE LOGISTICS SE

SLSE Energieintensität
MWh/Umsatz in Mio.



- Erhöhung im Umsatz durch die Gewinnung von Neuprojekten in 2021
- Der Strommix in Deutschland ist ggü. 2020 um 8 % gesunken, durch die Erhöhung des Anteils der Erneuerbaren Energien.
- Reduzierung der Energieintensität ggü. Umsatz um 3,85% in 2021 im Vergleich zum Basisjahr 2019, aufgrund der detaillierten Prozessbeschreibung zur Erfassung der Verbräuche.

KPI Energieentwicklung*
tCO₂/m²

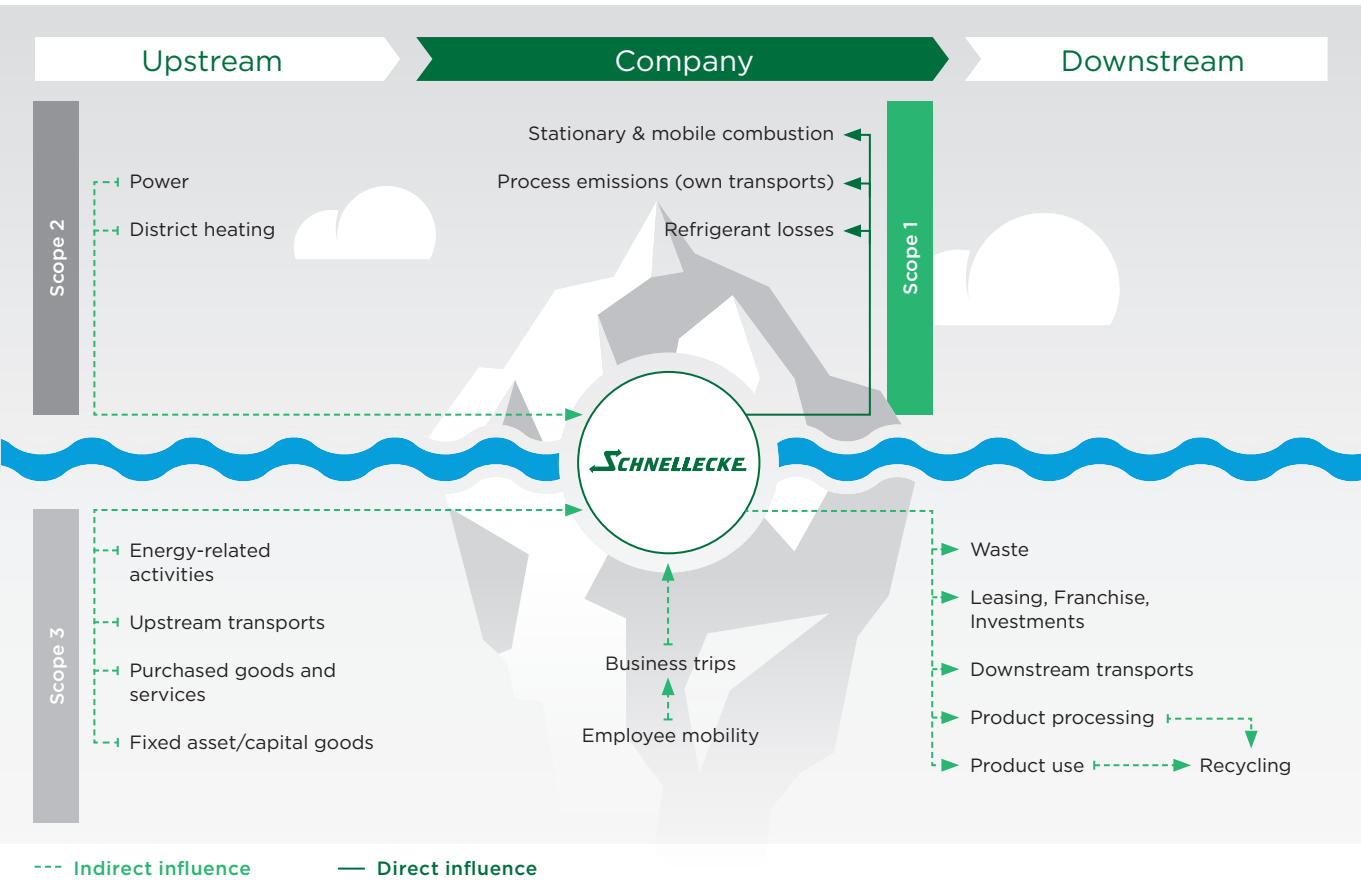


- Sieben weitere Standorte mit zusätzlichen 140.000 m² Gesamtfläche, erfassen ihre Energie-daten in 2021. Durch 404 Produktionsfreie Tage an 14 Logistikstandorten senkt sich der Energiever-brauch ggü. dem Basisjahr 2019.
- * Verbrauchswerte und deren entsprechend regionalen CO₂-Äquivalente im Verhältnis zur bewirtschafteten Gesamtfläche der SLSE.

THE GREENHOUSE GAS PROTOCOL AND SCOPES 1, 2 & 3 EMISSIONS

The classification of emissions into three classes (Scope 1,2 and 3) comes from the Greenhouse Gas Protocol (GHG Protocol). This is a standard for measuring and communicating greenhouse gas emissions that takes into account the entire value chain. The GHG Protocol distinguishes between direct and indirect emissions of greenhouse gases (right).

- Scope 1 refers to the direct release of climate-damaging gases within the company.
- Scope 2 refers to the indirect release of climate-damaging gases by energy suppliers.
- Scope 3 refers to the indirect release of climate-damaging gases in the upstream and downstream supply chain.



CO ₂ Scope 1 by country	Total of CO ₂ [kg]	CO ₂ Scope 2 by country	Total of CO ₂ [kg]	CO ₂ Scope 3*	Summe von CO ₂ [kg]
Scope 1	13,232,769.38	Scope 2	6,385,075.19		
South Africa	23,603.93	South Africa	30,050.40	Employee mobility	431,810.00
Germany	10,531,293.61	Spain	76,408.20	Purchased goods	150,610.00
Mexico	122,567.11	Germany	3,442,643.78	Upstream transports	101,690.00
Slovakia	2,555,304.73	Mexico	2,341,690.60	Business trips	33,200.00
		Slovakia	494,282.21	Overall result	717,310.00
		Overall result (1+2)	19,617,844.57		

CO₂-EMISSIONS TRANSPORT

Diesel					
		THG emission (kg CO ₂ e)		THG emission reduction (kg CO ₂ e in %)	
		EN _{TTW}	EN _{WTW}	EN _{TTW}	EN _{WTW}
STL, Braunschweig* Truck fleet	2021	992,845	1,256,009	-5.96	-5.96
	2020	1,055,730	1,335,562	-2.60	-2.60
	2019	1,083,912	1,371,214		
STL, Zwickau* Truck fleet	2021	1,797,113	2,273,456	-14.24	-14.24
	2020	2,095,619	2,651,084	-10.77	-10.77
	2019	2,348,501	2,970,995		
NC, all * Truck fleet	2021	911,313	1,152,865	-4.93	-4.93
	2020	958,560	1,212,637	-16.79	-16.79
	2019	1,151,986	1,457,332		
STL, Slovakia* Truck fleet	2021	1,193,977	1,510,453	-12.19	-12.19
	2020	1,359,667	1,720,061	-16.58	-16.58
	2019	1,629,974	2,062,015		
STL, Ludwigsfelde* Truck fleet	2021	1,676,995	2,121,500		
	2020	1,676,995	2,121,500		
Total	2021	6,572,243	8,314,283	20.16	20.16
	2020	5,469,576	6,919,344	-11.99	-11.99
	2019	6,214,373	7,861,556		

* only own truck fleet

2021 Increase in overall result

- as the figures for Schnellecke Transportlogistik Ludwigsfelde have been added.
- From 2021 change of name from Logtrans to STL.

Implementation of measures is successful

e.g. driver training and awards for environmentally friendly driving: continuous improvement of CO₂-emissions by lowering diesel consumption.

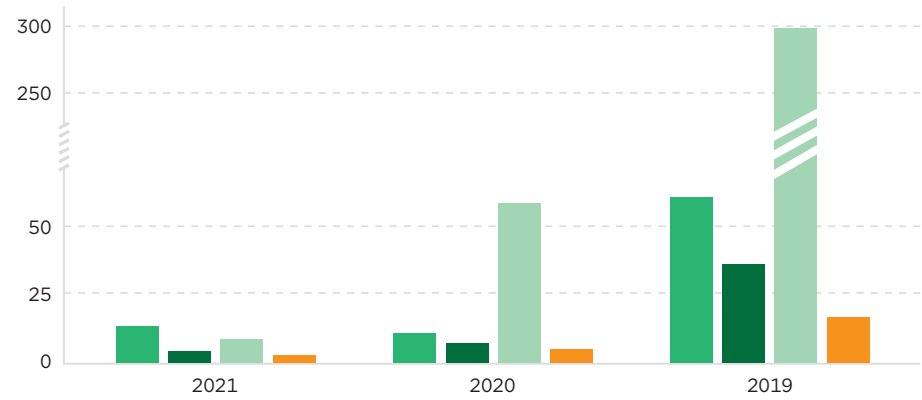
LNG						
		Fleet km	Fleet-consumption		THG Emission (kg CO ₂ e)	
			kg LNG total	kg LNG /100 km	EN _{TTW}	EN _{WTW}
STL, Slovakia* Truck fleet	2021	211,491	52,030	24.60	131,636	162,854

* only own truck fleet

2021 Start of use of 2 LNG machines, therefore no comparative values.

BUSINESS TRIPS

Germany CO₂ comparison



	Kilometres	2021			2020			2019		
		kg CO ₂ e	kg CO ₂ e /km		kg CO ₂ e	kg CO ₂ e /km		kg CO ₂ e	kg CO ₂ e /km	
Aircraft (<785 km)	92,768.00	11,977.00	0.13		73,800.00	9,503.00	0.13	368,224.00	58,092.00	0.16
Aircraft (785 – 3700 km)	37,064.00	2,995.00	0.08		78,096.00	6,602.00	0.08	388,036.00	35,122.00	0.09
Aircraft (> 3700km)	10,889.00	6,941.00	0.64		510,861.00	57,652.00	0.11	2,182,411.00	299,557.00	0.14
Rail transport	52,715.00	1,945.00	0.04		119,966.00	4,940.00	0.04	339,773.00	15,041.00	0.04
	193,436.00	23,858.00	0.88		782,723.00	78,697.00	0.37	3,278,444.00	407,812.00	0.43
Reduction to previous year		-69.68				-80.70				

- This data only includes the trips that have been booked through our service provider
- CO₂ savings through corona pandemic.
- Business travel policy adapted: only carry out absolutely necessary trips.
- Switch to digital variant.

South Africa

	2021			2020			2019		
	kg CO ₂ e			kg CO ₂ e			kg CO ₂ e		
Aircraft (<785 km)	0			0			0		
Aircraft (785 – 3700 km)	3,653.00			3,653.00			69,887.00		
Aircraft (> 3700km)	5,688.00			3,924.00			23,570.00		
Rail transport	0			0			0		
	9,341.00			7,577.00			93,457.00		
Reduction to previous year	23.28			-91.89					

CO₂e is a unit of measurement intended to make the effect of all greenhouse gases on the climate comparable. Besides CO₂, there are numerous other gases that are much more harmful to the climate than CO₂. One example of this is methane. If you compare the effect of one tonne of CO₂ on the climate with that of one tonne of methane, it shows: One tonne of methane is about 25 times more harmful to the climate than one tonne of CO₂. Expressed in CO₂e, one tonne of methane therefore corresponds to around 25 tonnes of CO₂ equivalents (CO₂e).

ENERGY CONSUMPTION AND CO₂-EMISSIONS OF KWD AUTOMOTIVE AG & CO. KG

KWD consumption in kWh 2021

	Bohemia	Portugal	Radeberg	Spain	Wolfsburg	KWD Group
Power	10,266,998.10	4,119,470.00	11,098,430.00	1,821,902.00	7,431,358.00	34,738,158.10
Natural gas	2,220,853.97		1,643,269.00	1,445,963.00		5,310,085.97
Liquefied gas	207,586.00		962,453.00			1,170,039.00
Diesel	74,956.00	63,598.00	165,237.00	11,346.00	129,890.00	445,027.00
Petrol	7,031.81					7,031.81
District heating			4,757,701.00		4,319,600.00	9,077,301.00
Total energy consumption	12,777,425.88	4,183,068.00	18,627,090.00	3,279,211.00	11,880,848.00	50,747,642.88

KWD CO₂ Emissions in kg 2021

	Bohemia	Portugal	Radeberg	Spain	Wolfsburg	KWD Group
Power	4,045,197.25	799,177.18	3,440,513.30	471,872.62	2,303,720.98	11,060,481.33
Natural gas	446,391.65		330,297.07	263,165.27		1,039,853.98
Liquefied gas	49,613.05		230,026.27			279,639.32
Diesel	19,938.30	16,917.07	43,953.04	3,018.04	34,550.74	118,377.18
Petrol	1,856.40					1,856.40
District heating			1,332,156.28		1,209,488.00	2,541,644.28
CO₂ Emissions	4,562,996.65	816,094.25	5,376,945.96	738,055.92	3,547,759.72	15,041,852.49

CO₂ Emissions in t pro 10 Mio€ turnover

	Bohemia	Portugal	Radeberg	Spain	Wolfsburg	KWD Group
2017	370.0	838.0	462.0	390.0	266.0	422.4
2018	362.4	581.3	407.0	238.3	438.1	398.5
2019	316.0	491.3	438.4	196.7	527.6	381.7
2020	300.0	498.8	409.9	217.3	406.9	355.1
2021	316.7	175.5	462.0	187.0	536.9	367.1

- Due to the sometimes very different products produced at the individual sites, a turnover of 10 million euros each was defined as the reference value for CO₂ generation. Another common benchmark could not be identified.
- In 2018 a new location was added in Wolfsburg (Vogelsang).
- In 2021 a new site was added in Bedzedin (Czech Republic).

Waste separation rate %

	Bohemia	Portugal	Radeberg	Spain	Wolfsburg	KWD Group
2018	98	98	98.0	100	92.2	98.97
2019	86	98	98.8	93	94.9	82.51
2020	96	83	98.8	93	81.1	92.87
2021	95	74	99.4	94	95.3	92.69

- The general waste is disposed of by municipal waste disposal companies and the figures are estimates
- The sites in Portugal and Spain have a very high mature management system, the improvement of recycling is possible but will not be reflected in a percentage increase.
- KWD Wolfsburg and Bohemia are not yet certified according to ISO 14001. From the time these sites start certification, the data will be more accurate.
- KWD Wolfsburg and Bohemia have a very high reject rate, the improvement programme will reduce the amount of rejects, which will have a direct impact on the recycling rate.
- The KPI value is based on the German professional association and the aim is to bring the international plants up to the German level as a first step.

SUSTAINABILITY GOALS OF THE KWD GROUP

In 2021 those goals that are particularly relevant for the company were presented at a management meeting of the KWD Group.

In our strategy, we pay special attention to sustainability.

For this reason, we have included a separate strategy pillar in our Goal House and defined the goals up to the year 2030. These targets relate to scopes 1 and 2.

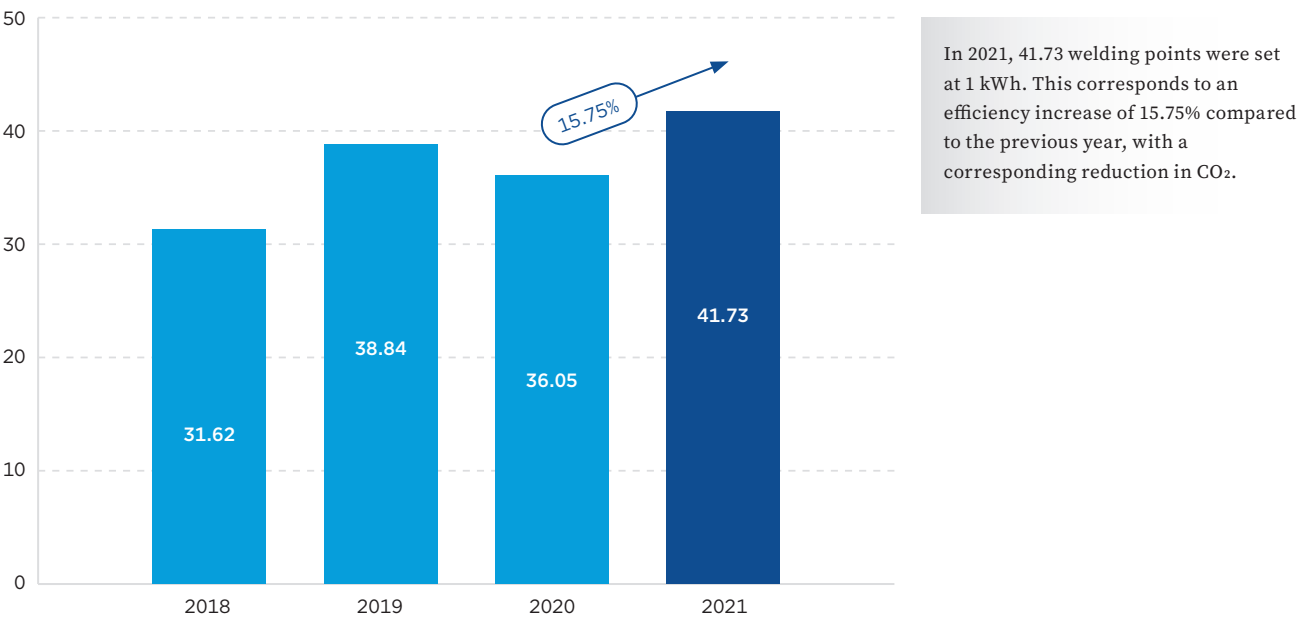


In addition to the existing SDGs of the Schnellecke Group, the KWD sustainability strategy added the following as particularly relevant "Industry, Infrastructure and Innovation".

The three main objectives are to

- Reduce CO₂ emissions per €10 million turnover by 40% (based on 2017).
- Recycling rate of waste for Radeberg 98% and for the raw material sites Bohemia 87%, Portugal 78%, Wolfsburg 87% and Spain 95%.
- Long Term Injury Rate (LTIR): 22

KWD SPAIN: MORE WELDING POINTS PER KWH



KWD PORTUGAL: CONVERSION TO LED

	Conventional light	LED	Saving
Number of luminaires	63.00	48.00	
daily consumption [kWh]	726.00	223.00	
monthly consumption [kWh]	21,773.00	6,705.00	
annual consumption [kWh]	261,274.00	80,456.00	
daily CO ₂ emissions [t]	0.30	0.10	
monthly CO ₂ emissions [t]	10.20	3.20	
annual CO ₂ emissions [t]	307.00	94.50	
daily consumption [tep]	0.16	0.05	
monthly consumption [tep]	5.00	1.40	
annual consumption [tep]	56.00	17.30	

69%

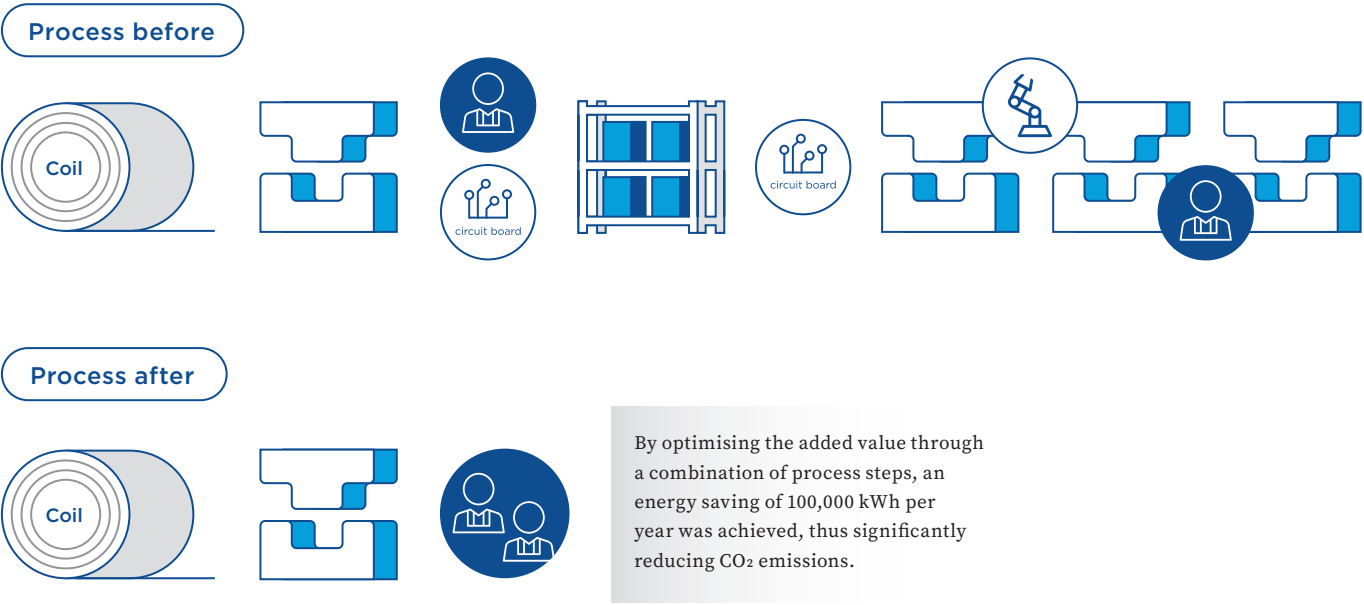
As part of the improvement programme set up by the Facility Management division, LED lights were installed throughout the logistics area.

KWD RADEBERG: USE OF ENERGY-SAVING AND EFFICIENT PRESS TECHNOLOGY AND CORRESPONDING CO₂ REDUCTION



A new large servo press and the associated conveyor system were installed in Radeberg at a cost of around seven million euros. The press will produce cold-formed sheet metal components for the automotive industry. Around eight million components are manufactured here every year with maximum energy efficiency, which significantly reduces energy requirements and thus CO₂ emissions. The energy saving compared to a hydraulic transfer press is around 60%, with a simultaneous gain in production efficiency of 100% thanks to modern drive technology.

KWD RADEBERG: PROCESS OPTIMISATION CROSS MEMBER SPARE WHEEL AND CORRESPONDING CO₂ REDUCTION



AGAINST WASTE, FOR MORE SUSTAINABILITY

In 2021 around 300 kaizen were submitted on the topic of sustainability. Here are some examples:



Stamp instead of label

Before: The labelling of damaged materials, which is considered to be "NOK" following control by an external company, by means of a label printed on red paper with the words "Attention" and the date of the control and affixed to the packaging, resulting in a waste of paper and a slowing of the operator's work, since a piece of paper had to be filled out each time and affixed to the material. If the load unit had more than 1 FIFO, traceability could be lost during processing because the load unit only contained a red label.

Now: A stamp was made in red ink with the text "CONTROL NOK" and the day on which this control was carried out. The stamp is applied directly to all FIFOs of the loading unit to make the work more fluid and immediate and to enable traceability during handling. There is no need to mark the material with red labels.

Save paper by scanning

Before: All safety inspections were carried out using a paper checklist, which is a waste of paper and time.

Now: All safety inspections are carried out using an electronic checklist. By simply scanning a QR code, the results are stored in the software and can be easily viewed, reducing paper consumption and saving time.



Save electricity with "green hour"

Before: The lights in the warehouse are on all day.

Now: After the introduction of the "green hour", all 176 luminaires in the warehouse are switched off from 11:30 to 12:30. This saves 2,297 kWh per year.



Stapling without staples

Before: Until now, documents have been stapled together with conventional staples.

Now: Through further development in this area, there are now more ecological solutions. The "stapleless stapler" staples documents together without staples. With this, we are investing in a greener solution for all our offices and departments.

Recycling pallets

Before: High costs for the disposal of wooden pallets, waste of resources.

Now: The pallets are collected free of charge by a company that recycles and sells them.



Digital driver's manuals at Transport Braunschweig/Zwickau

Before: Whenever changes are made to the driver's manuals, the old books must be collected and the new books printed and issued. This concerned Schnellecke's manuals and those of the individual works.

Now: The data is uploaded in PDF form to the Trimble tablet's integrated DMS. The driver can then conveniently view the documents on his tablet. The two-finger zoom function for better viewing is now also possible. There is no need to print out the manuals at all.

Less CO₂ emissions through reachstackers

Before: In Wackersdorf, vehicle parts from the individual deliveries from the various suppliers are brought together, packed into specific kits in folding boxes and shipped to the assembly plants abroad. The ready-packed folding boxes are removed from the packing area by the outgoing goods stacker, pre-stowed and then loaded onto containers.

Now: All container movements at the site are now carried out with the help of a Kalmar Eco Reachstacker. This person is responsible for making empty containers available at the goods-out areas, for moving the full containers to the container warehouse and for loading the railway or trucks. It consumes up to 40% less fuel than older machines and 25% less than newer machines. This not only reduces fuel costs, but also significantly lowers CO₂ emissions.

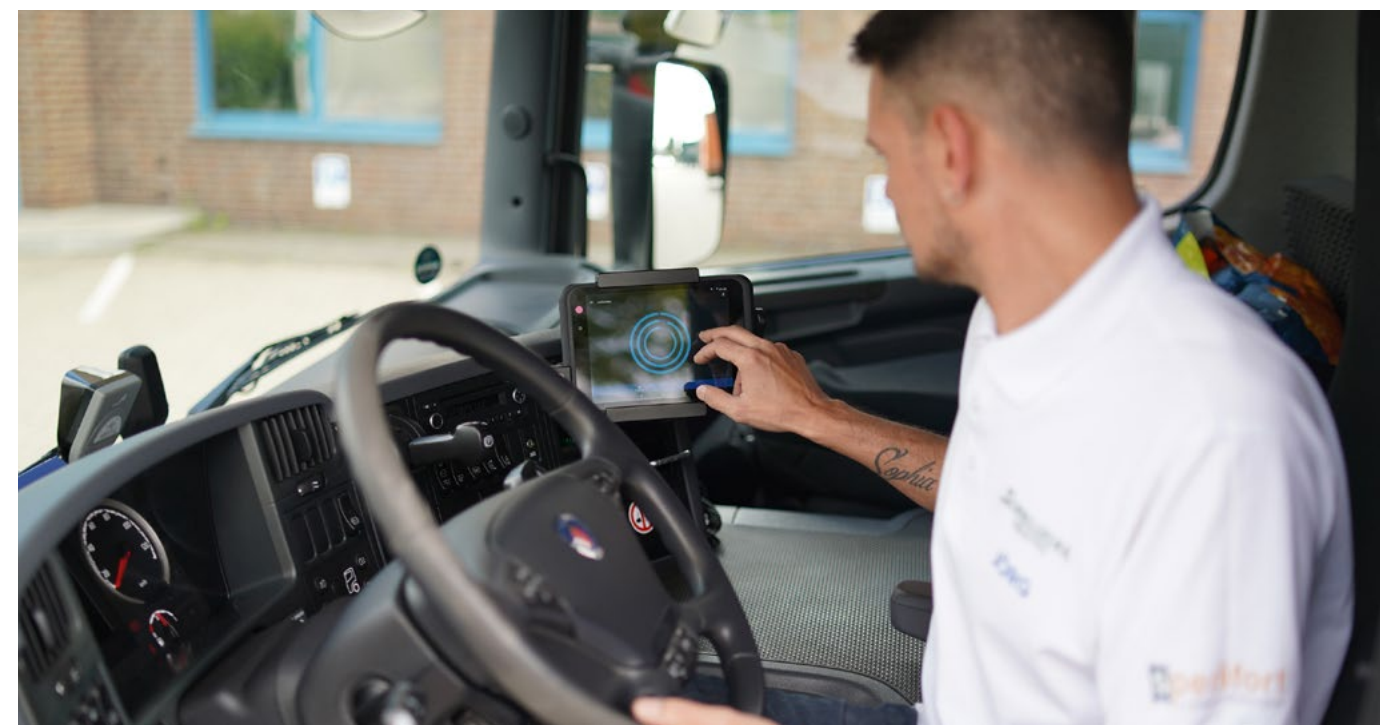


DRIVER TRAINING TO REDUCE FUEL CONSUMPTION

The Driver Coaching Academy provides an example of how modern methods can be used to better master known challenges. This is a project that the telematics specialist Trimble has set up together with the e-learning specialist INNovativ and the professional driver trainers of Economic Drive Stein GmbH. The training courses are a combination of on and off line events in conjunction with telematics tools. The drivers first complete the e-learning programmes in the first three months. This is followed by classroom training. Trimble's "Performance Portal" is used to analyse the driving behaviour. It uses the telematics data transmitted by the truck to provide information about braking behaviour, speed, the duration of idling and cruise control use. "The classroom training was well received," says Ralf Elsner, Head of Business Unit TransportBraunschweig.

"Our participants felt comfortable and reported

that the guidance was very professional. Drivers can use the data processed by Trimble to see how they can directly influence their driving behaviour. This increases their motivation and they have a very good means of self-control." In e-learning, the mentality and age of each driver were decisive factors. "It goes down well with one person and not so well with another," says Elsner. "But we are finding that acceptance is growing. Our drivers are quick on the uptake and can absorb new knowledge quickly. They are professionals in their field." The biggest challenge in driver training is certainly changing one's own behaviour and accepting and recognising the need to change. "Through e-learning, we are able to offer knowledge unbound by time and place," Elsner emphasises. "The driver has the opportunity to complete training on the road and does not have to come to the company on a Saturday, as was the case in the past. That goes down well."



PEOPLE

As a family business, Schnellecke has always felt a special obligation towards its employees. This is a responsibility of which we are still aware and which we take very seriously.



HEALTH AND SAFETY

As a family business, the well-being of our employees is an important concern for Schnellecke. Thus, it is precisely the social aspect that is a lived reality for us. Health and employee motivation are fundamental cornerstones of our work.

The measures for this are described and implemented through the consistent implementation of an occupational safety management system.

IMPFUNGEN AN DEN STANDORTEN

1 DATUM ERSTIMPFUNG
ZEITRAUM
ORT

2 DATUM ZWEITIMPFUNG
ZEITRAUM
ANSPRECHPARTNER

GENERELLE INFORMATIONEN:

- Anonyme Anmeldung – Abreißen der „Impfnummer“
- Biontech
- Ca. 100-140 Impfungen pro Impftag
- Leiharbeiternehmer können ebenso die Impfung wahrnehmen

MITZUBRINGENDE DOKUMENTE:

- Handzettel „Impfnummer“
- Einwilligungserklärung
- Aufklärungsbogen
- Datenschutzbogen
- Krankenkassenkarte und Impfausweis

ZU BEACHTEN:

- Professioneller Antigen-Schnelltest
- Vor Impfung wird ein Schnelltest durchgeführt
- Mind. 30 min vorher nicht Essen, Rauchen, Kaffee trinken oder Kaugummi kauen
- Kollegen mit externer Erstimpfung dürfen im Hause keine Zweitimpfung erhalten
- Einhalten des Mindestabstandes und Maskenpflicht

PROZESSABLAUF:

- Abgabe der Einwilligungserklärung/ Aufklärungsbogens
- Professioneller Antigen-Schnelltest jedes Mitarbeiters (5min Wartezeit)
- positiver Bescheid keine Impfung möglich
- Unterweisung durch Arbeitsmediziner ► in der Gruppe
- Rücksprache zum Aufklärungsbogens mit Arbeitsmediziner
- Verabreichen des Impfstoffes in den Oberarm
- Ausstellen des Impfnachweises

We pay a large part of the membership fee for our company fitness programme for our employees. In addition, we have decided to give employees the option of leasing a company bicycle - an interesting offer, especially in the area of e-bikes. The health and safety of our employees are of great importance to us. We continuously optimise occupational safety with a wide range of measures and offer a comprehensive health programme.

Three newly certified locations

Our activities are based, among other things, on the internationally recognised ISO 45001:2018 standard. In 2021 the head office of Schnellecke Logistics SE in Wolfsburg, Schnellecke Sachsen GmbH in Leipzig and Schnellecke Logistics Alabama LLC in Tuscaloosa were newly certified according to this standard.

All employees receive regular training to expand their knowledge of occupational safety issues and to identify any potential hazards early on. The occupational safety guidelines of the respective divisions of the Schnellecke Group are communicated to all new employees during the hiring process. Behind a QR code, the company's policies for occupational safety, the environment and energy are stored there and can be called up. These are also available via the employee app on every smartphone.

Risk assessments are carried out for all workplaces and activities and documented accordingly. Identified hazards are evaluated with a risk indicator and displayed graphically (traffic light system). The risk assessments are reviewed at least once a year to ensure that they are up to date.

Occupational safety inspections, shelf inspections and instructions are carried out regularly. Quarterly meetings and workshops for occupational safety and the environment are held regularly.

Occupational health management

Within the framework of its company health management, Schnellecke follows a holistic understanding of health. In doing so, we combine both the preventive and the corrective approach.

- Constantly updated employee information on current legal changes
- Comprehensive offers for corona vaccinations (first, second and booster)
- Cooperation with health authorities in case of case outbreaks
- Implementation of the hygiene concept
- Employee training in general and specifically on corona
- Employee training on home office/mobile working
- Skin screening action
- Preventive medical check-ups G20, G25, G40, V37 (VDU workplace)
- Sick return talks
- Training of HSE experts and implementation of network communication across locations on the topic of health
- Flu vaccinations

With the growing size of the company and the various challenges in workplace and workflow design, it is a constant challenge to offer services that are appropriate for the target group. In 2021 these included:

- Monthly health tips
- Corona rapid tests in the company
- Ergonomics advice at the workplace
- Offer action breaks/Mini workout
- Company fitness/Qualitrain
- Foot measurement
- Test phase exoskeletons
- Fruit basket & water dispenser
- Corona PPE (personal protective equipment) in the workplace
- VDU glasses
- AZUBI FIT programme
- Staff qualification for Corona rapid test collection under supervision
- Health protection instructions
- Fire safety and evacuation drills
- PREVENTON - medical prevention program for executives





"EVERYONE NOTICES IMMEDIATELY THAT IT IS EASIER"

SCHNELLECKE TESTS SOFT EXOSKELETONS IN PACKAGING LOGISTICS

When they hear the word "exoskeleton", some people will first think of science fiction. But this is not about engine-powered fighting machines, more about ergonomics – an issue that has been a priority at Schnellecke for many years.

So it is no wonder that Schnellecke tested the first SoftExoskeletons in use many years ago. "Those were models with steel springs," knows Ralph Tschischke, trainer and occupational safety specialist at Schnellecke Verpackungslogistik in Soltau.

"They weren't really mature yet and the springs often broke, so we decided against using them permanently." In 2018 exoskeletons with motors were used for the first time at Schnellecke in China. That was about lifting very heavy loads. This is not the case at Schnellecke Verpackungslogistik.

Therefore, two different models of SoftExoskeletons have been tested here for about a year, a process that was completed in early summer 2022. "With exoskeletons, you have to decide between two fundamentally different variants," explains Tschischke. "On the one hand, there are the rigid exoskeletons with servo motors.

They take much of the lifting work off the user's hands. And then there are the SoftExoskeletons, as we use them. They are for postural support." So it is not a question of now going from twenty to once lifting loads weighing forty kilos.

The aim is rather to promote the health of the employees and to avoid postural damage and injuries.

Created in a few minutes

Everyone knows the central mistake people make when lifting loads: You bend forward, arch your back and lift the load up using your back muscles. This is often combined with a sideways turning movement. In an optimal exoskeleton, this is prevented by a back splint and two side supports. "They are not rigid, but they sensitise the user not to bend the back and turn at the same time," says Tschischke. At the same time, the leg muscles are supported by elastic straps, making it easier to straighten up from the squat position. We watch a staff member putting on the exoskeleton. First, the arms are passed through two loops not unlike a backpack.

Then the lumbar belt is closed and then the elastic bands above and below the knee. All this is done very simply with the help of Velcro fasteners. In a few minutes, everything is in place. The employee goes to his workplace without that his movements are restricted. Only then does he tighten the whole thing with two hand grips. "This

they sensitise the user

easy closing and releasing is very important," Tschischke emphasises.

"For example, for employees who also drive a forklift truck. Even when they go on a break, they can detach the exoskeleton in a few quick movements and move around unhindered."

Up to 20 per cent relief

Even though SoftExoskeletons "only" provide support, thanks to the elastic straps they can relieve the strain of lifting loads by up to twenty percent. The prerequisite for this is that they are also properly worn. Therefore, they are individually adapted to body size and girth of the employees. "We go through that with the employee the first time," says Tschischke. ^

"The initial wearing time is also only two hours for the time being, because they having to get used to it. The wearing time is then extended by one hour at a time each day." In a preliminary phase, two providers were selected whose products then went into the test. In the process one did not rely on one location, but allowed the exoskeletons to circulate through all





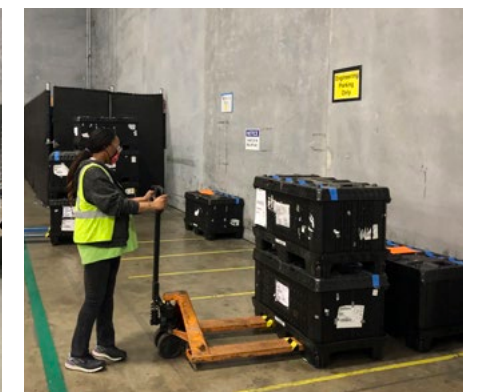
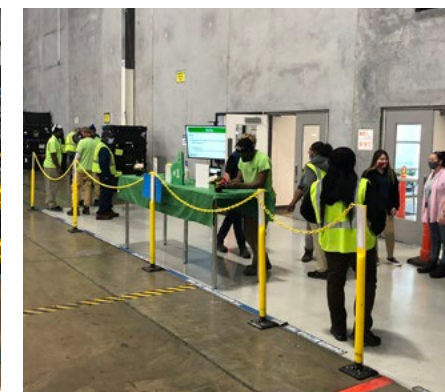
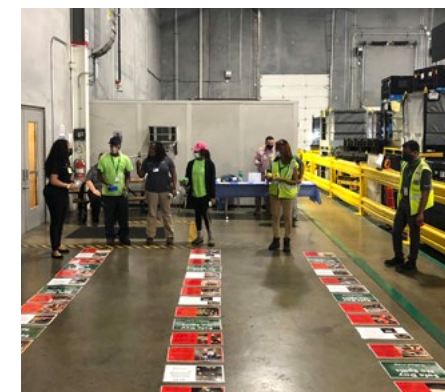
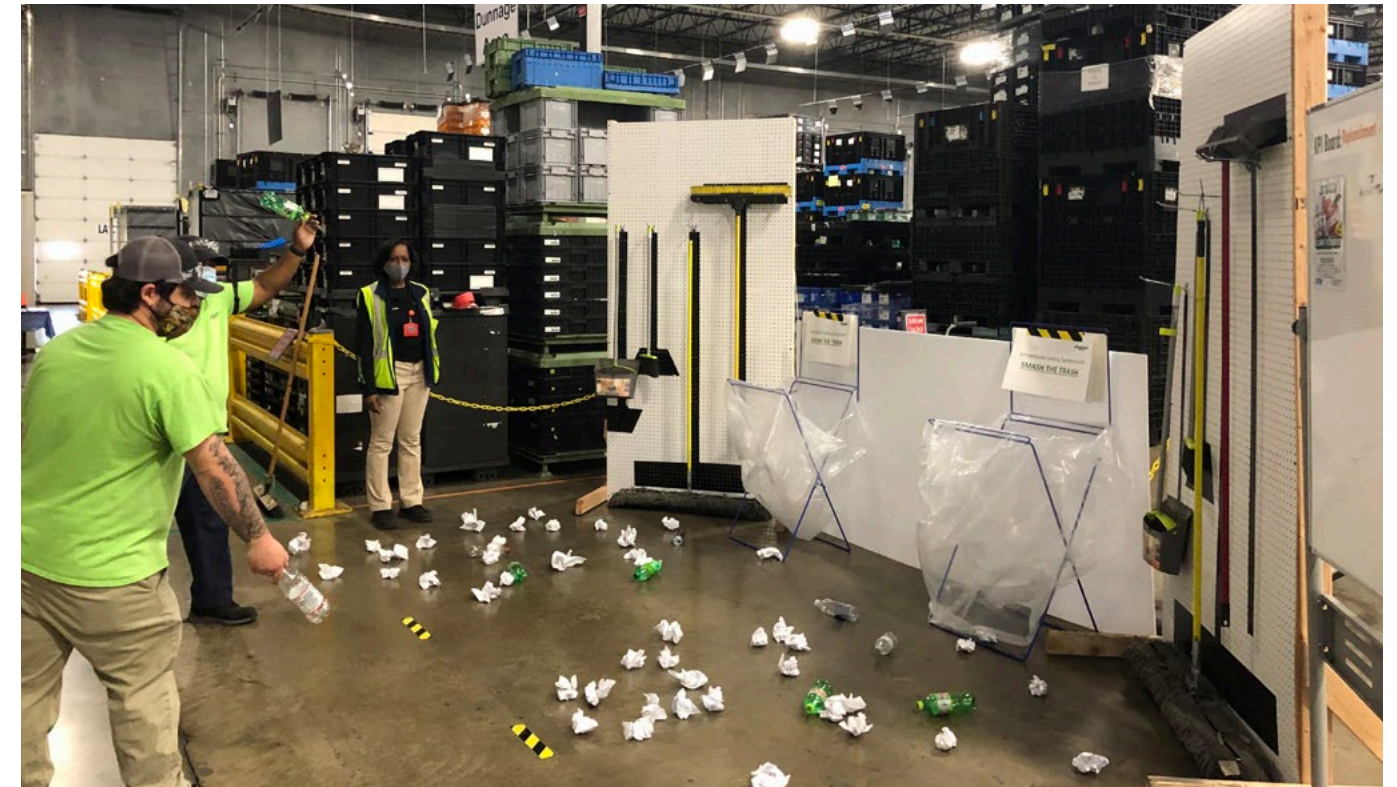
Schnellecke packaging logistics locations. They stayed in one place for three weeks at a time. The employees tested both models one after the other so that they had a comparison. They then gave their feedback. The evaluation of the evaluation forms shows that the model with back support is clearly preferred. Surprisingly, it is mainly younger employees who accept the exoskeleton without reservation. "The older ones are sometimes a bit sceptical," explains Tschischke. "That is where the familiar argument comes in: we never did it that way. The younger ones, on the other hand, are more open to innovation."

Direct comparison

But even the more sceptical employees could be convinced by a direct comparison. First they lifted a load with relaxed elastic straps, then the same load with tension, and then lifted again without tension. "Everyone noticed right away: It's much easier with the exoskeleton."

Since the exoskeletons well only weigh a kilogram, there were no problems with the extra weight. Things were different with the heat. Many employees in Soltau said they sweated more. The pads actually rest directly on the body, says Tschischke, but: "We got the exoskeletons in high summer, people sweat then anyway, with or without the exoskeleton. We investigated this and came to the conclusion that this is a purely subjective perception." A criticised pinching or tugging is also not a characteristic of the exoskeleton, but an attitude problem that can be easily remedied.

In the early summer of 2022, the exoskeletons were also tested in other Schnellecke divisions; they are now in the evaluation phase at Schnellecke South Africa.



SAFETY SYMPOSIUM IN VANCE

PERSONALISED HEARING PROTECTION AT THE SOLTAU SITE

Before: In some areas in the company, such as the floor scales, a lot of noise is generated. In our company, employees wear disposable ear protectors for protection. Because it is only available in universal sizes, they fall out for people with large ears and does not provide optimal protection.

After: We have provided staff in areas where there is a lot of noise with personalised hearing protection made for the wearer's ear. This means it fits perfectly in the ear and is very comfortable to wear. With the new hearing protectors, employees are also better protected against noise and can still hear quiet ambient sounds well.



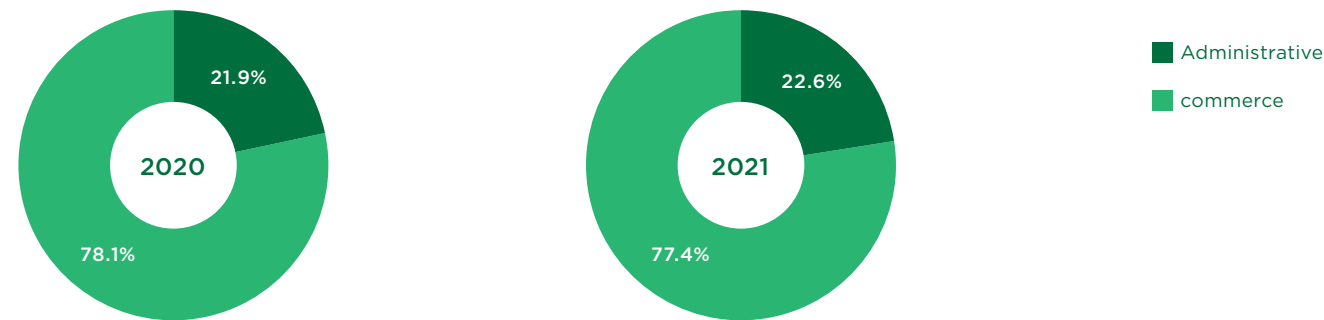
Four times a year, a safety symposium is held for employees at the Vance site (USA), partly virtually because of Covid. The symposium aims to educate and inform on various topics, mainly health and safety, but also on the 5S method, costs for spilled material or near misses. Employees have the opportunity to learn more about their colleagues and their responsibilities, review safety standards and learn how to take better care of themselves at work and at home. Each symposium usually has a different focus. Games that they have invented themselves are also used as a method to deal with the topic. The most important thing is that it is easy and fun for the participants.

Each winner of a game receives a raffle ticket with which they can participate in a draw for prizes. The symposium is also used to fill out questionnaires that provide information about the teams' understanding of safety issues.

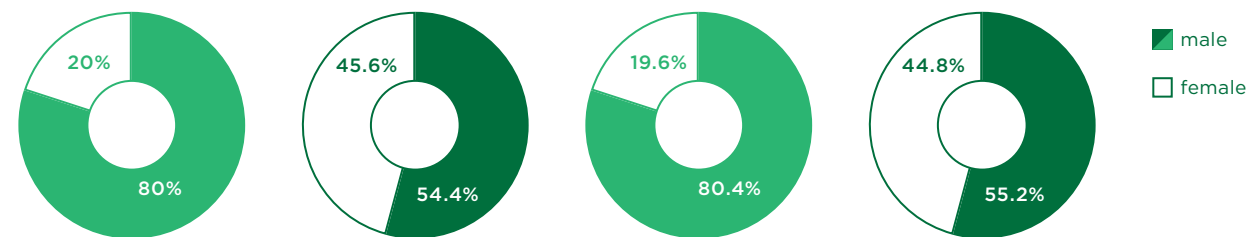
In June 2021, for example, the topic was time and whether employees were taking their time, because most of the current material accidents and property damage were due to employees' haste. Team members in other departments in a hurry caused injuries, health problems and exhaustion. In addition, everyone should take time for themselves, whether for health, personal or work-related reasons. Popular games such as Jenga or the Nintendo Switch were used as well as games developed in-house.

EMPLOYEE KEY FIGURES

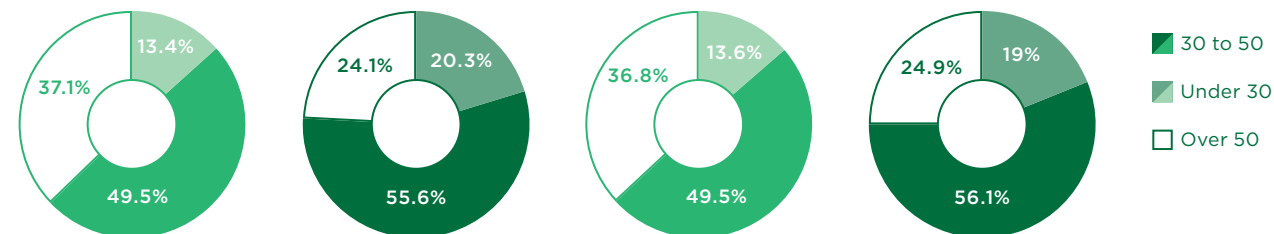
GERMAN EMPLOYEE*



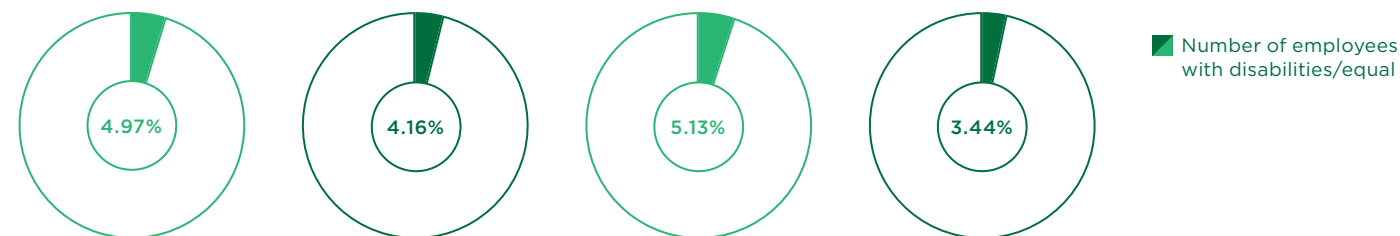
Gender breakdown



Age breakdown



Equivalency



According to Section 154 SGB IX, companies with more than 20 roles must staff at least five per cent of them with severely disabled workers or workers with equal status from 2022 onwards. People with a degree of disability (GdB) of at least 50 are considered severely

disabled. People with a GdB of more than 30 but less than 50 can apply for equality at the Employment Agency: If the application is successful, they are treated the same as severely disabled persons.

*The HR data listed refer to the German companies of the Schnellecke Group.

OCCUPATIONAL SAFETY (SLSE)

1000 Employee ratio

	2021	2020
Germany region	37,91	31,37
Transport region	35,70	33,74
Mexico region	3,68	5,44
South Africa region	15,40	8,50
USA region	1,76	2,73
China region	0,00	-

Due to the introduction of standards and the definition of standardised processes in 2021, the awareness of employees was raised and more transparency was created. By recording accidents that were not recorded in previous years, it looks as if the number of accidents in the Germany region and in the transport division has increased.

Accident severity

	2021	2020
Germany region	21,00	14,10
Transport region	28,39	21,04
Mexico region	42,11	-
South Africa region	6,54	50,10
USA region	18,00	40,25
China region	0,00	-

OCCUPATIONAL SAFETY KWD

Accident frequency per 1 million working hours

	2021
KWD Bohemia	4,00
KWD Portugal	45,10
KWD Radeberg	32,53
KWD Spain	44,00
KWD Wolfsburg	10,46
KWD Group	25,00

"WE HAVE BEEN SUSTAINABLY SENSITISED"

AT SCHNELLECKE, TRAINEES BECOME HSE SCOUTS AND HAVE TO IMPLEMENT A PROJECT



When they hear the term "scout", older people involuntarily think of the Wild West novels they devoured in their childhood. Younger people are more familiar with the term from the world of professional football, where there is more frequent talk of "talent scouts". The Boy Scouts, a US youth organisation, are also well-known. The HSE scouts from Schnellecke have little to do with all this - and yet they have a lot to do with it.

In our company, all trainees have to become HSE scouts in the middle of their second year of training," Lisa Heimlich, Environmental and Sustainability Specialist at Schnellecke Logistics SE, who herself was one of the first cohort of scouts in 2019, tells us.

Although no raccoon caps are donned, the matter is far more serious: The trainees have to choose a project from the areas of project management, health and safety, sustainability and energy or quality management and LEAN, implement it and then document it.

At the start, there were introductory training sessions in each of the subject areas before the trainees could find their project and start implementing it in small groups.

Pallets, paper and health

Lisa decided to do an environmental project. "It was such a spontaneous idea. Every day you see a huge container with pallets, which is collected twice a week and you know that they are just pressed together and burned," she recalls.



"That's when we looked for a company in the vicinity that will Reusing pallets - and even get paid for it. This saves resources and is economically advantageous."

Noah Gomolla, who now works in quality assurance, took up the topic of health with his team. They organised a health day for their site, where not only the usual tips on ergonomics and nutrition are given, but where the employees can directly experience how older colleagues feel at work, for example, with an age simulation suit. An exoskeleton is also available for direct experience.

Anne Fröhling, now an employee in the communications department, dealt with the issue of paper consumption. "A colleague of mine works in accounting. Paper is often only printed on one side and only half of it, scanned and then ends up in the trash."

So she and her team collected energy data and costs and developed suggestions, such as digitising orders for forklift drivers instead of printing them out on paper that is subsequently thrown away.

The HSE scouts have two hours of their working time per week for their project, which lasts three months.

What has become of the projects of our dialogue partners?

In Noah's case, it was first the corona pandemic that got in the way of the realisation of the Health Day, then the Ukraine conflict "We had short-time work and therefore postponed the day until the end of 2022 for the time being."

Anne's group was not previously aware of the many processes in which paper plays a role: "Not one, but many measures would have been needed. We have tried to push through optimisations, but have not got that far. Because a lot of things often have to be done with paper because customers insist on it." Lisa and her team, on the other hand, are looking forward to the implementation of their pallet proposal. But the HSE project was successful for all three, as they point out. "We have become sustainably sensitised to the issues involved," Anne emphasises. "Turning off the screen at the end of work, turning off the light, other little things - we've been paying much more attention to this since then.

And with our project work in the work environment, we have also sensitised our colleagues to this." In Lisa's case, her project has led to her now working in the Group Sustainability Management department of Schnellecke Logistics SE, where she is in charge of the future HSE projects. "We want to raise awareness of these issues and have trainees question how things are done here in the company. So that everyone brings the idea of sustainability into their everyday working lives and also their private lives."

And what do the HSE scouts have in common with their namesakes? With the Boy Scouts certainly the ethical approach; with the Scouts in the Wild West the conservation of natural resources, and with the Talent Scouts the sharp eye that discovers potential. In any case, they give the term a new and forward-looking meaning.



SOCIETY

Economic solidity and acting in accordance with laws and regulations, as well as a continuous dialogue with our stakeholders – these are traditionally essential pillars of responsible business activity for a family-owned company like Schnellecke.



EASTER PARCELS, CLOWNS AND A PAVILION

The MargareteSchnelleckeStiftung (Margarete Schnellecke Foundation) will continue to help people in need and give comfort and a little joy to old and sick people in 2021. In 2021 numerous corona-related restrictions continued to affect the activities of the MargareteSchnelleckeStiftung, especially since the Foundation

has a focus in its work on care for the elderly. Nevertheless, a number of actions were successfully implemented.

Here are some examples:

Easter parcels for homeless settlement

What most people take for granted, namely an Easter breakfast with painted eggs and more, cannot be afforded by the residents of the homeless shelter in Wolfsburg's Borsigstrasse. No one knows this better than the married couple Monika and Wolfgang Schmidt, who have been looking after the residents for many years. Even the Corona pandemic did not stop them this year and they delivered food bags with all the necessary ingredients for a successful Easter to their protégés in Borsigstrasse.

The annual campaign was not exactly made any easier by the pandemic. As everywhere, strict hygiene regulations applied. Whereas the Schmidts used to drive up with cars full of food to distribute to the residents, now everything had to be packed separately in bags. And they were expensive. "At best, we pay 65 cents per bag," reports Wolfgang Schmidt. Because the Schmidts do not just provide food for the residents at Easter and Christmas, but on a weekly basis, the additional costs incurred were immense.



So it's good to have a generous and reliable partner in the Margarete Schnellecke Foundation. The foundation made this Easter campaign possible with a donation of 2000 euros. Chairwoman Carolin Külps was on site herself on Easter Saturday and handed over the parcels to the residents together with the Schmidts.

Clinic clowns project

Thanks to the financial support of the Margarete Schnellecke Foundation in the amount of 1,800 euros, the project of the clinic clowns was finally able to start in June at the DRK nursing home Schulzen Hof in Wolfsburg after a delay of one and a half years due to corona. The funding was extended into 2022 due to the success of the campaign.



"Encouragement book" for people with cancer

A member of the self-help group of women affected by cancer in Wolfsburg felt helpless and left alone after her diagnosis. A ray of hope for her during this time was a gift she received: a hand-made book with loving lines. This book gave her hope and confidence.

The woman presented the book in the self-help group and told what it had triggered in her. The group quickly felt the need to present this book to many people who had just been

diagnosed with cancer: to encourage them and show solidarity with them.

The self-help group also enthused the Margarete Schnellecke Foundation for their project and won it as a permanent partner, which supports the production financially. For example, the self-help participants produced numerous "encouragement books" for people suffering from cancer. The self-help organisation has now donated a total of 150 of these books to the Wolfsburg hospital.

Donation for senior citizens' centre in Wolfsburg

Thanks to a donation from the Margarete Schnellecke Foundation, a pavilion with seating was built at the St. Elisabeth Senior Citizens' Centre. In addition to the gazebo and the chairs for the garden, there were also two new rocking chairs for the indoor area.



ABOUT THE FOUNDATION

In 2000 Margarete Schnellecke established a charitable foundation on her 95th birthday. Over the last twenty years, a total of more than 2.5 million euros has been spent on projects for senior citizens, youth development, the homeless and many others in need. In 2020 alone, funding amounting to more than 50,000 euros has been distributed for the "comfort giving" campaigns for senior citizens, for the needy and for many other measures.

SOCIAL COMMITMENT AROUND THE WORLD

In all Schnellecke Group locations worldwide, we are committed to the community in which we live and work. This ranges from support for educational institutions to environmental conservation activities and assistance for people in need or with disabilities. A large number of social institutions around the world have been regularly

supported by Schnellecke for years. The forms of this support are manifold: Donations in kind and money, work by Schnellecke employees or employment in our production.

Below you will find some selected examples of our commitment.

Collecting PET bottle caps in Irapuato

By collecting PET bottle caps, a social and environmental campaign was launched, as the collection and recycling of these caps contributes to the cost of comprehensive treatment for children with cancer. At the same time, the impact of plastic's ecological footprint on our planet is reduced.



Christmas parcel convoy – children helping children

Packages were accepted at the regional collection points of Schnellecke Transportslogistik GmbH Braunschweig, Zwickau and Wolfsburg until the end of November 2021. The Christmas parcel convoy brings presents for needy children to remote and rural areas in Eastern Europe. The parcels are distributed in orphanages and hospitals, institutions for the disabled, kindergartens and schools. The basic idea of the campaign is "children helping children". Kindergarten and school children in Germany (with the support of their parents) wrap a gift for another child. Schnellecke provided the trailer including advertising tarpaulin, the tractor unit, the storage areas for the packages as regional warehouses and financed the hours of the employees, some of whom were released during working hours for the organisation of the regional warehouses.

Corona Special Award for Schnellecke Logistics

Schnellecke Logistics in Wolfsburg had to struggle with the consequences of the Corona pandemic itself, but nevertheless committed itself in many ways to the citizens of the city. During the pandemic, the logistics entrepreneur donated thousands of masks to the Wolfsburg hospital and collected food and other relief supplies for the Wolfsburg food bank, among other things. This unselfish action earned the company the "Corona Special Award".

On 09 September Nikolaus Külps, Chairman of the Executive Board of Schnellecke Logistics, accepted the Entrepreneur Award of Region 38 in the category Corona Special Award on behalf of the company and all employees for an "outstanding, charitable commitment" in the pandemic. Every year, the Verband der Familienunternehmer e.V. (Association of Family Businesses), Braunschweiger Privatbank and FUNKE Medien Niedersachsen award the Region 38 Entrepreneurship Prize to outstanding medium-sized companies that are not only successful, sustainable and innovative, but above all firmly rooted in the region.



Germany: Hay bales for flood area

The town of Erftstadt in North Rhine-Westphalia was particularly hard hit by the consequences of the flood. Numerous people and animals lost their homes in the floods. There were more than 8,000 homeless horses. Fodder stocks also became scarce. In collaboration with

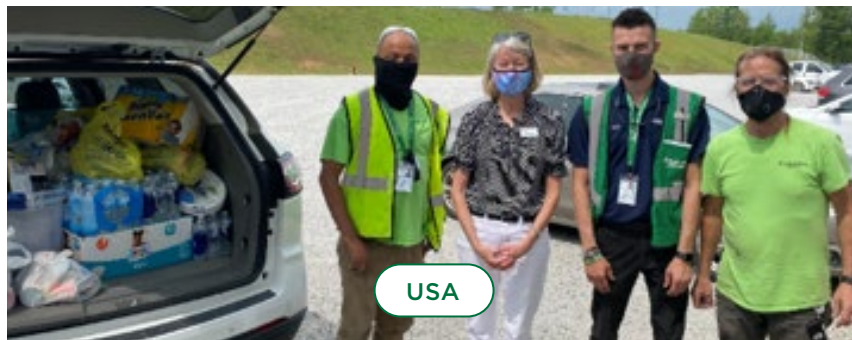
some farmers from the region, Schnellecke procured 30 bales of hay, which were transported to the crisis area. For the transport, Schnellecke provided three trucks including drivers, which transported the delivery weighing around 11 tonnes to Erftstadt.



Donation for people in need

The Chattanooga Area Food Bank brings food to people in our region who don't have the money for it and are asking for help. Working hand in hand with various retailers, manufacturers, farmers, buying groups and individual donors like us, its mission is to end hunger for everyone in our region – today. Schnellecke Logistics donated \$2,020 to support the local community and help the Chattanooga Area Food Bank reach its goal in the fight against hunger.

In addition, other initiatives against hunger were supported, also by Schnellecke employees preparing food for the needy.



USA

Planting campaign

The Hispanic Interest Coalition of Alabama planted the Botanical Garden as part of a local recreation project. The project was financially supported by Schnellecke.

Christmas presents for poor children

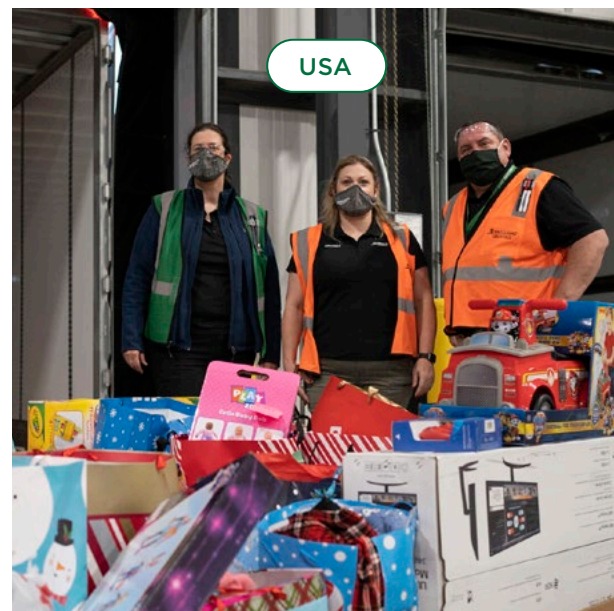
Many of our employees participated in the Angel Tree campaign to collect toys and clothes for needy children. Every year, thousands of gifts for children are collected as part of this programme. The team sent a truckload of Christmas presents to the Salvation Army.

Promoting the COVID vaccination campaign through gifts

Schnellecke was one of the first companies in the USA to motivate its employees to vaccinate through incentives.



USA



USA

IMPRINT

MILESTONES

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