

# **Foresight**

**Sustainability Report 2022**  
**EgeTrans Internationale Spedition GmbH**



### Preface by CEO Marcel Steinmüller

Since the end of 2018, I have been the CEO of EgeTrans Internationale Spedition GmbH together with my parents Bettina and Peter Steinmüller. In this short time we had to master several challenges together.

In addition to external factors such as the Corona pandemic, the war in Eastern Europe, the energy crisis and rising inflation, we also had to overcome various internal hurdles. The continued growth of our business also caused our workforce to grow. When my parents took over management in 1993, EgeTrans employed 7 people. In July 2022, we employed 171 people at EgeTrans headquarters in Marbach am Neckar. I am proud of how our employees have contributed to the positive development of recent years through their actions. At the same time, procedures, routines and processes must be rethought and further developed.

Personal.  
Flexible.  
Committed.  
Sustainable.

During this time, I have once again become aware of the importance of our four core values. How much four terms can serve as a guide for behavior and decision-making. How significantly four terms have shaped our corporate identity to date and continue to do so undiminished.

For me, these values are an important compass when it comes to focusing on long-term goals. They are the basis for the development and implementation of strategies and decisions. Sustainable corporate governance is particularly close to my heart. You can read about how we have harmonized economic, ecological and social aspects in 2022 on the following pages.

In the future, we at EgeTrans will continue to uphold our values so that we can continue to act sustainably and with foresight.



Marcel Steinmüller  
Marbach am Neckar, July 2023

### About this report

This sustainability report was created for EgeTrans Internationale Spedition GmbH – hereafter referred to as EgeTrans – headquartered in Marbach am Neckar, Germany, and covers the period from January 1st to December 31st, 2022.

For reasons of better readability, the simultaneous use of the language forms male, female and diverse (m/f/d) is waived. All references to persons apply equally to all genders. The sustainability report is published at [www.egetrans.com](http://www.egetrans.com).

### Sustainable Development Goals of the United Nations

All sustainability efforts implemented at EgeTrans are in line with the 17 sustainability goals of the UN General Assembly, which have been defined by the United Nations Global Compact as Sustainable Development Goals (SDGs).

## SUSTAINABLE DEVELOPMENT GOALS



We are aware that we have an impact on all 17 goals, either directly or indirectly and therefore try to minimize our own negative impacts („Act Responsibly“) and at the same time make as positive a contribution as possible („Find Opportunities“).

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Our company



# EgeTrans 2022 in figures

29,974

Traded sea freight, in TEU  
(Twenty-Foot Equivalent Unit)

13,114

Traded air freight,  
in tons

33,182

Traded air freight,  
in cubic meters

Number of employees,  
thereof 32 trainees

171

Core competencies  
Supply Chain Management

5

Sea freight | Air freight  
Overland | Warehousing  
Customs services

**The EgeTrans Internationale Spedition GmbH**

As a medium-sized and globally operating family business, we have been offering our customers customized logistics solutions combined with first-class service for over 60 years. Through know-how and uncompromising reliability we have made a mark internationally and have risen to become a modern logistics service provider.

Our core competence lies in procurement logistics in the field of sea and air transportation. Since the beginning of our operations, we have placed great emphasis on sustainable business relationships – with our customers, suppliers and employees. In a constantly changing market environment, we are able to grow healthily and organically. Willingness to perform and innovative strength are both indispensable foundations and qualities of EgeTrans.

**Core values**

Our core values define us: how we see ourselves and how business partners should also perceive us. They are the benchmark for our daily work.

**Personal.**  
**Flexible.**  
**Committed.**  
**Sustainable.**

**With passion our employees take care about the needs of our customers.**

**For the logistics processes of our customers we make everything possible.**

**Our employees enjoy working in their jobs.**

**We think ahead – in every respect.**

**Service and quality**

As a logistics service provider, our company's success is based on exceptional service. Willingness and commitment make us an indispensable partner for our customers. We would like to maintain this relationship in the future. We have the incentive to continuously improve our service portfolio and to expand our services in order to sustainably increase the satisfaction of our customers. Striving for continuous improvement is the benchmark for our actions.

We select our logistics partners, including shipping companies, airlines and trucking companies, with great care. We make sure that our partner companies work to a high standard of quality, also from the point of view of sustainability. Ultimately, it is the customer who decides which transport routes are suitable for his shipment – depending on delivery deadlines, impending line stoppages or unpredictable urgencies. As a service provider, we can point out options for more sustainable transport routes. The final decision, however, will be made by the customer.

EgeTrans stands for an extraordinary level of service quality. In order to live up to this premium idea, we set very high standards for our quality of work, our appearance towards customers and business partners and our service orientation. This is reflected in a seamless customer support, a constant flow of information, very fast response times, a clearly defined personal contact person for each customer and the support of the entire team. We optimize processes – in the interest of both the customer and EgeTrans.

We have anchored this value system in our code of conduct – the ET Code. It contains guidelines and principles of conduct for dealing with each other, with our business partners, the public and all other stakeholders.



## *Ecology*

**Our environment**



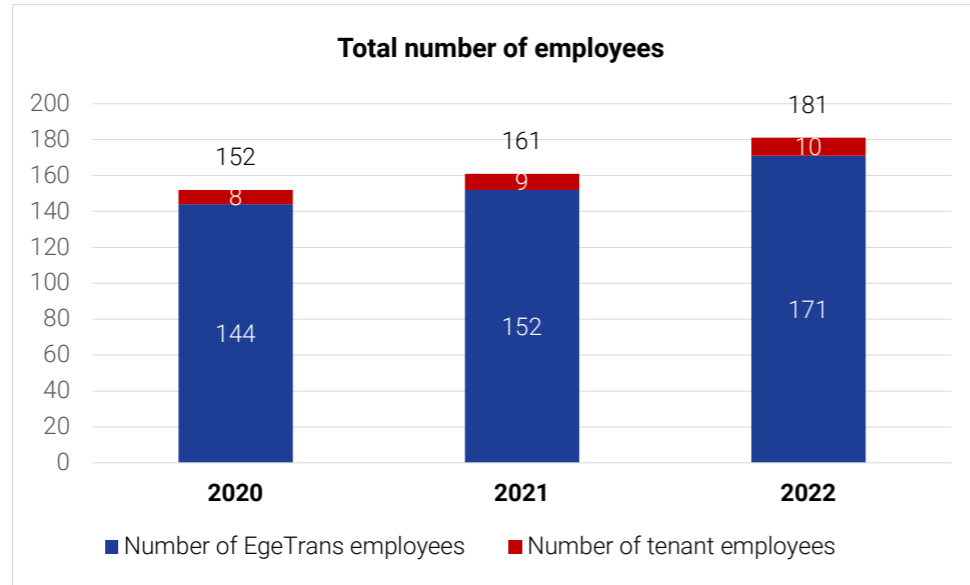
Our business activities in global world trade have an impact on the environment. Together with our business partners, we arrange freight space to best meet our customers logistics challenges. In doing so, we seek to minimize negative environmental impacts, conserve resources and protect the environment to preserve it for future generations.

As a service provider without own trucks, container ships or aircraft, we rely primarily on actions that we can implement at our company headquarters in Marbach am Neckar. Our aim is to minimize energy consumption and greenhouse gas emissions, avoid waste wherever possible and promote sustainable consumption within the company.



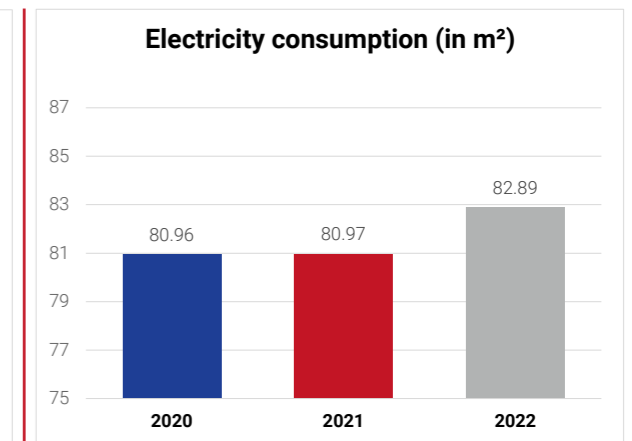
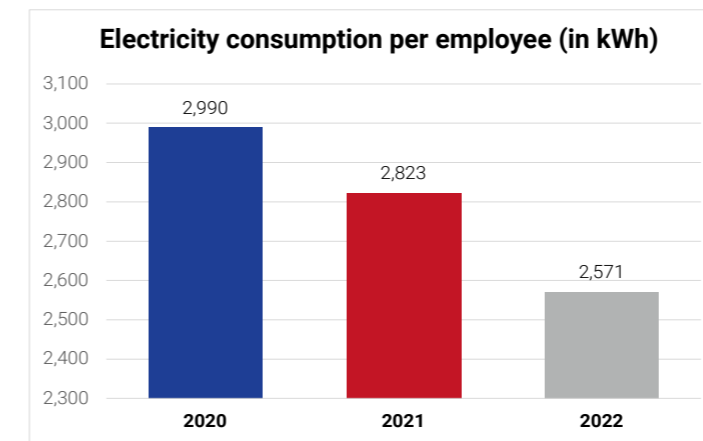
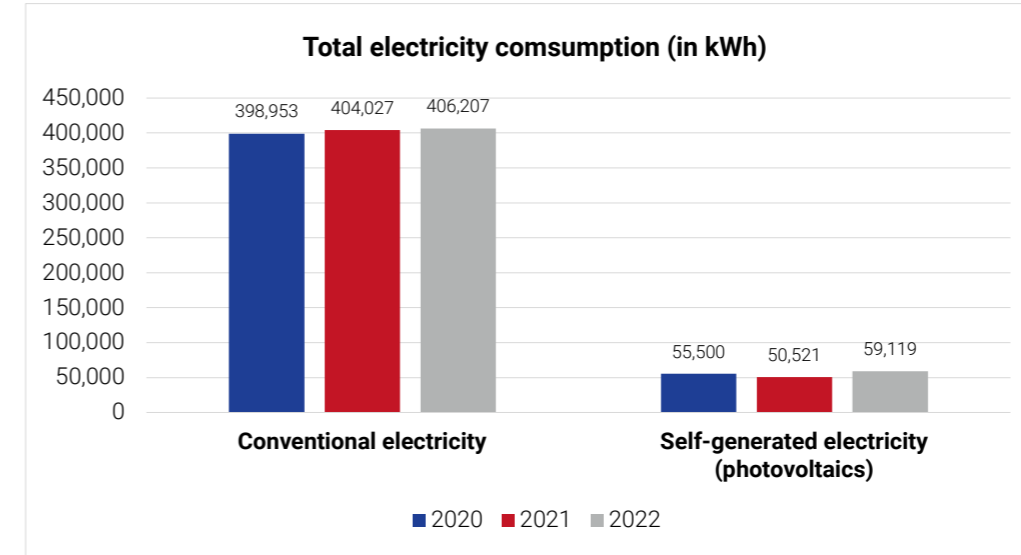
Our administration building was constructed in the years 2015 to 2017 and impresses with its energy efficiency.

All data in this chapter refer to an operating area of 5,613.5 m<sup>2</sup>, which also includes space rented from third parties. In 2022, a total of 181 people worked there, 171 of them for EgeTrans and 10 for the third-party tenants. For the number of employees, colleagues on parental leave were not included in the calculation, but the employees of the third-party tenants were.



### Electricity

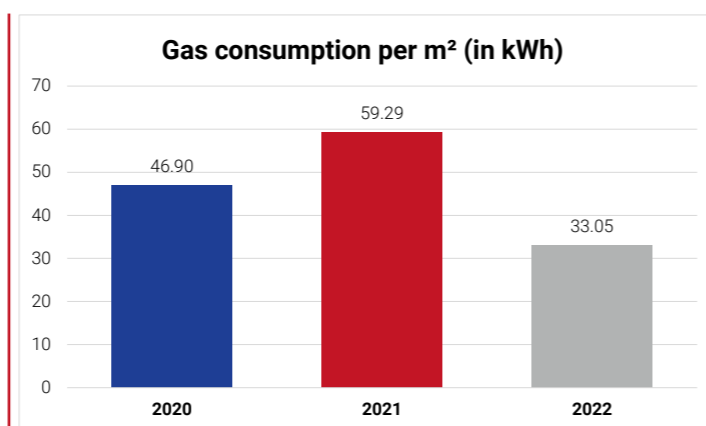
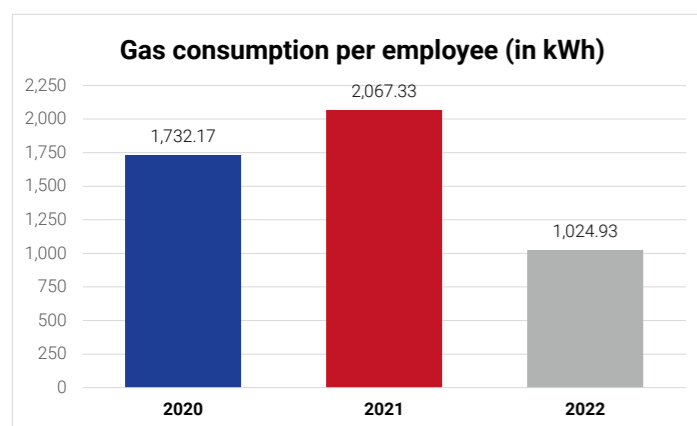
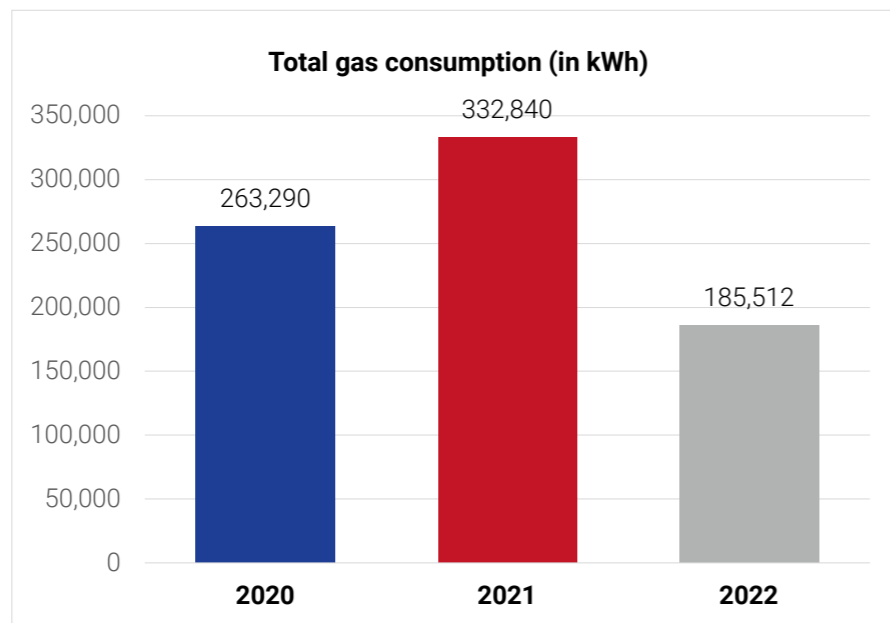
The modern photovoltaic system has a module area of almost 300 square meters, consisting of 180 modules of 1.63 square meters each. This module surface generated 59,119 kWh of electricity in 2022, which corresponds to approximately 13% of the company's own requirements.



### Heating and cooling

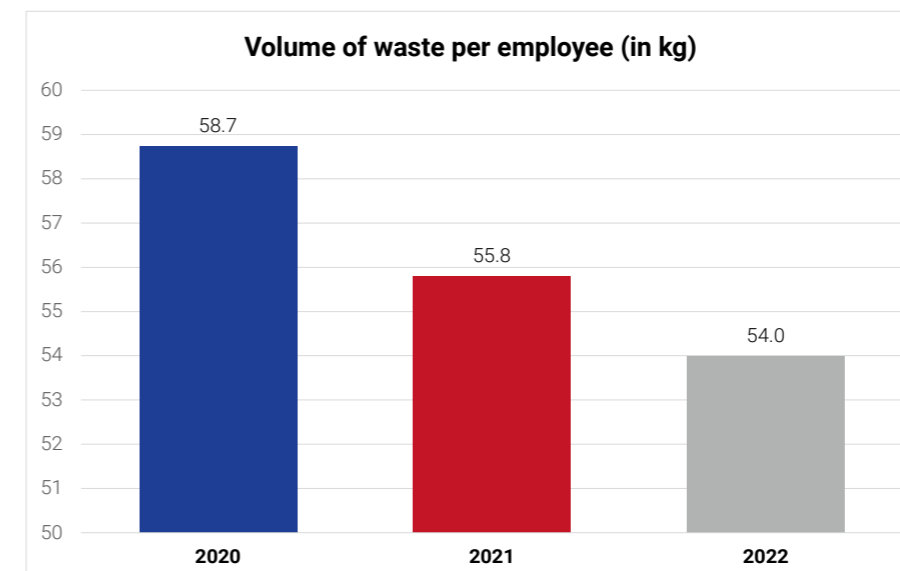
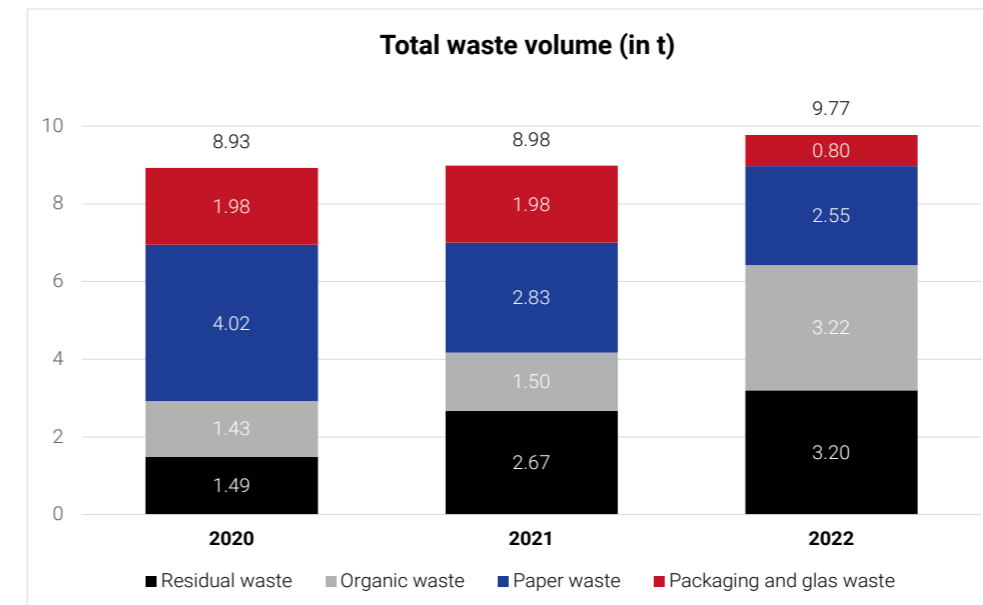
Heating and cooling is done with groundwater. There are two groundwater wells on the property that carry water at a constant temperature of 8 degrees Celsius. It is used for cooling in summer and heating in winter with a heat pump.

In addition to the heat pump, a gas heating system is installed to absorb peak loads that would overload the groundwater wells (for example, during extreme cold).



### Waste management and recycling

We conduct our operations with consideration for the impact on the environment, customers and employees. Therefore, we comply with all applicable laws on emissions, effluents, toxic substances and waste disposal in our operations. All employees are made aware of the need to avoid waste. The increased amount of waste in 2022 is due to the higher number of employees in the office (less home office).



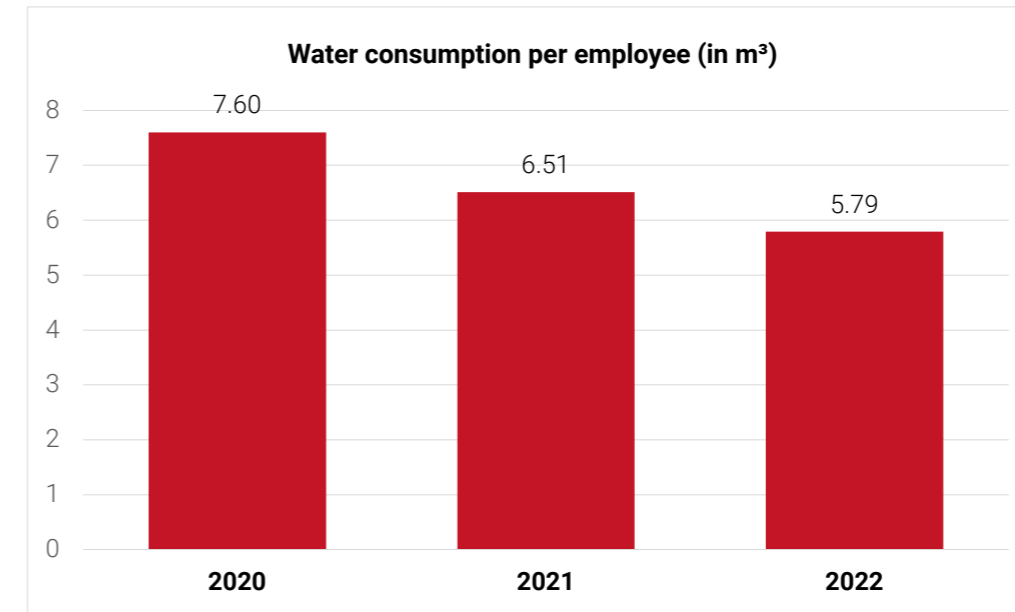
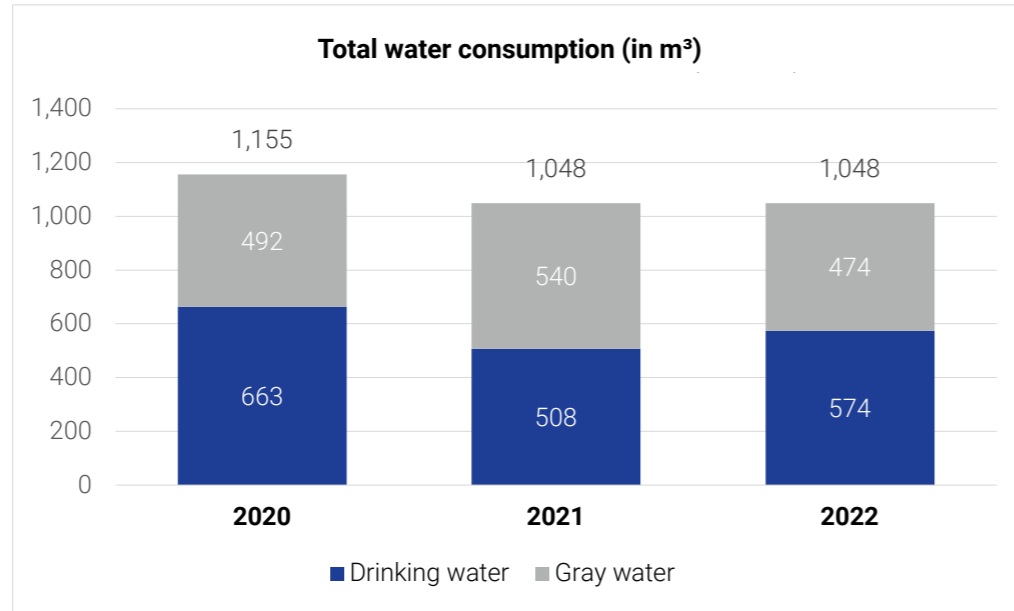
In our company restaurant ATR/UM, we also waive plastic packaging or to-go cups as far as possible. Food waste containers are replaced in a defined disposal cycle. Organic residues are recycled into environmentally friendly energy. In this way, kitchen and food waste as well as overdue food is put to a reasonable and sustainable use. The waste generated is disposed separately in accordance to the applicable regulations.

ATR/UM

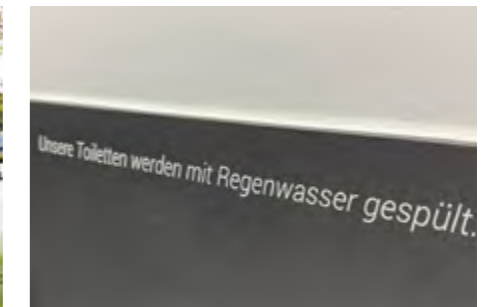
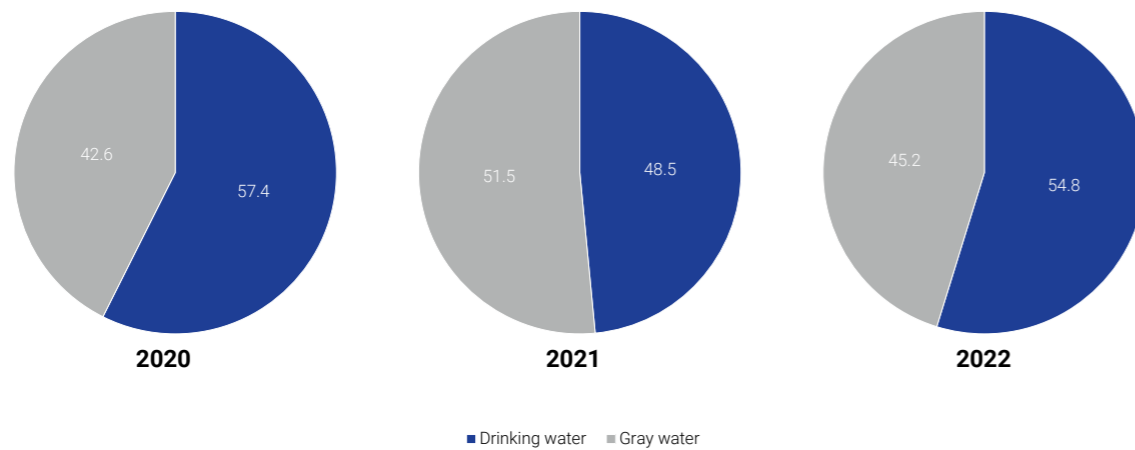


**Water**

Rain and spring water is collected in cisterns and can then be used as so-called „gray water“ for flushing toilets or watering gardens. This can significantly reduce drinking water consumption.



**Share of drinking/gray water in total water consumption (in percent)**

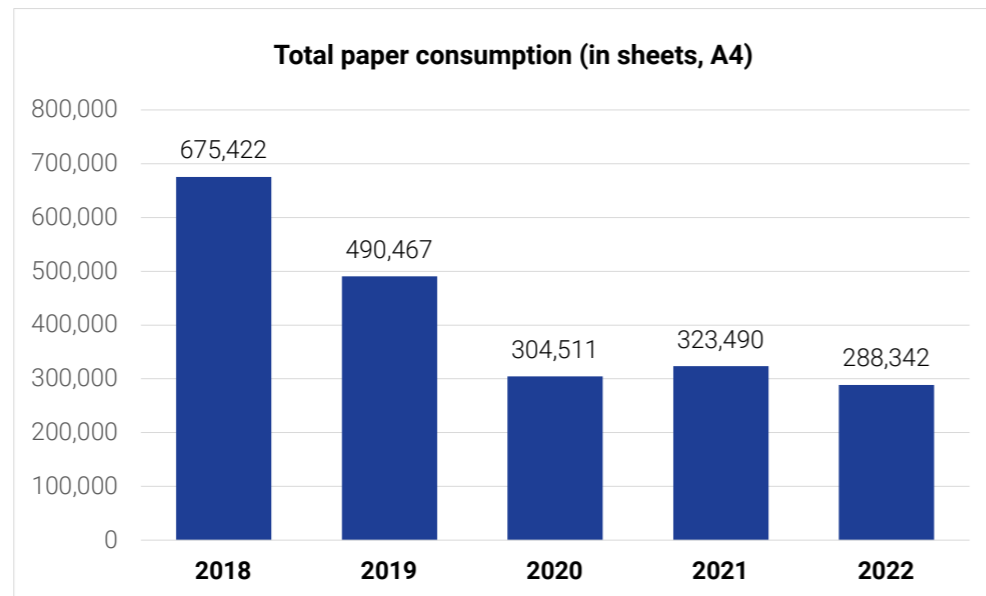


### Paperless Office

In 2018, we launched the „Paperless Office“ initiative. All employees are encouraged to reduce their paper consumption as much as possible.

This means: We only print documents when absolutely necessary. If printing cannot be avoided, all printers are set to duplex printing by default to save paper. Since all workstations are equipped with two monitors, documents can be edited digitally and clearly, which in turn replaces a printout. In addition, documents are archived digitally rather than physically. This means that all relevant information can be accessed from anywhere in the world – enabling networked, workplace-independent work.

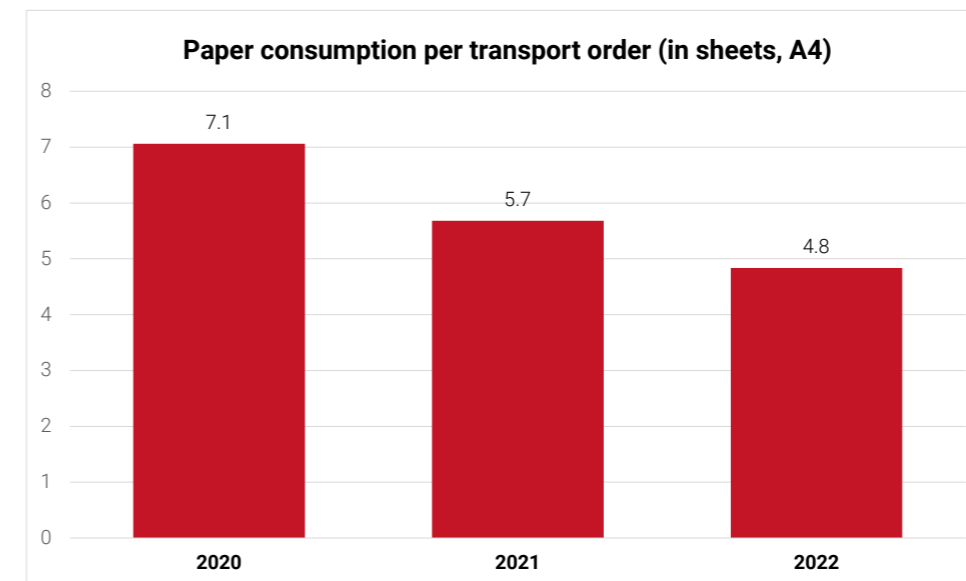
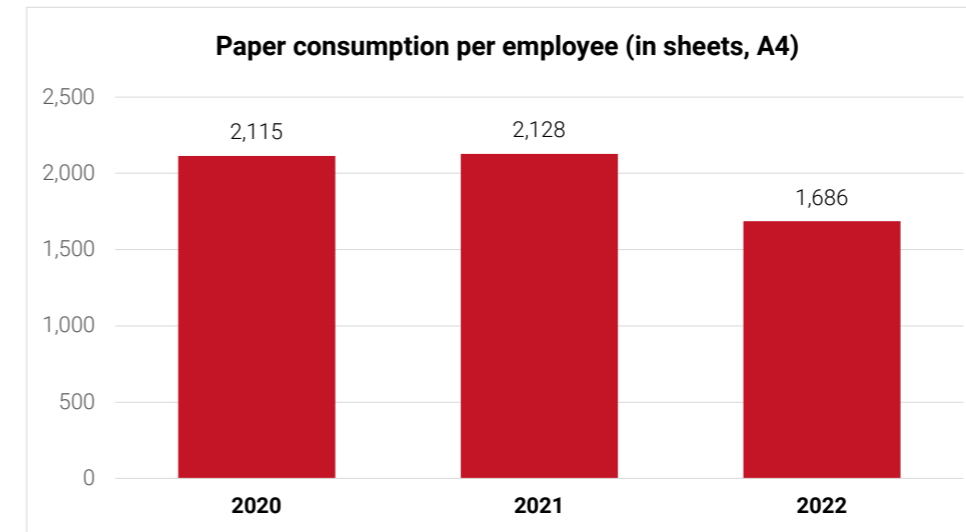
We ask our business partners to send invoices in digital form by e-mail. Using artificial intelligence with character recognition, the content is captured automatically and can thus be processed further. This also avoids paper waste.



For paper, the consumption of tenants was not included:  
 2018: number of employees 113  
 2019: number of employees 136  
 2020: number of employees 144  
 2021: number of employees 152  
 2022: number of employees 171

These measures enabled us to more than halve total paper consumption between 2018 and 2022.

Both the average consumption per employee and the average consumption per transport order were reduced in 2022:



2020: 43.132 transport orders  
 2021: 56.919 transport orders  
 2022: 59.597 transport orders



### Energy saving campaign "We save"

We try to achieve our goal of reducing energy consumption through various measures. On the one hand, we use our modern technology in the building, which we set to be as energy-efficient as possible, for example in heating through an optimal utilization ratio of gas heating and heat pump or the adjustment of various light scenes and ventilation cycles to save electricity.

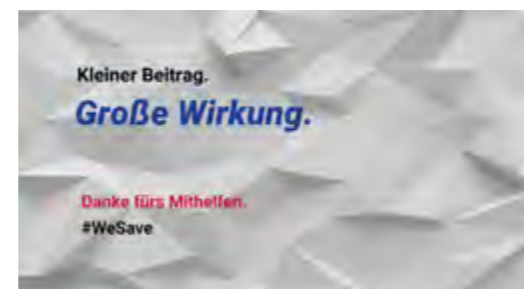
But in addition to all the technical possibilities, we also rely on responsible behavior by all employees. To generate awareness of this, we have launched the "We save" campaign. With this campaign, we regularly remind all employees to make a small contribution in their day-to-day work that can have a big impact when added up. This includes quite ordinary behaviors that every employee can integrate into their daily work routine:

- Switching off lights when leaving the office, kitchenette or meeting room
- Switching off monitors at the end of the working day
- Washing hands with cold water instead of warm water
- Taking the stairs instead of the elevator

To keep these tips ubiquitous, we use all the communication channels at our disposal, such as e-mail, intranet, or digital signage, which we can use to play on various displays and monitors in the building.

The content is neither instructive nor intrusive, but functions primarily through its relaxed, but at the same time educational and informal nature. For example, tips on saving energy were given in various video clips in which employees re-enact everyday scenes from the business world.

Successes in the form of decreasing consumption figures were documented and regularly communicated, which in turn motivated people to keep at it. **#WeSave**



## *Social Issues*

### **Our employees**



EgeTrans is in the best sense a family company. Here we know each other personally, here we stick together as colleagues – just like in a family. A good working atmosphere is not just an empty phrase for us but the base for a positive, professional cooperation. Only those who feel comfortable and secure, enjoy coming to work and can exploit their full potential. We see it as our obligation to create the best possible conditions for all our employees.



# Health and safety

## Best conditions: our company headquarters in Marbach am Neckar

Since 2017, the modern EgeTrans administration building has been located at Ludwigsburger Straße 70, directly on the beautiful banks of the Neckar River in Marbach. There, all employees find optimal working conditions. At the same time, an appropriate transition to private life outside the workplace is made possible.



## The way to the office

By car, public transport, bicycle or even on foot: every employee has various options for getting to the office. If you come by car, employee parking spaces are available outside or in the underground parking garage. To support developments in electromobility, three e-charging stations, each with two charging points, were permanently installed in the underground parking garage in 2022. Marbach has a suburban railway connection, which is served from the directions of Stuttgart/Ludwigsburg and Backnang at a high frequency. There is a bus stop directly in front of the building, which is served from both Marbach and Ludwigsburg. Our administrative building is located in a green area and borders directly on the Neckar cycle path on the same river bank, which makes it easy to reach by bicycle. And some of our employees live directly in Marbach and therefore have the possibility to walk to the building, because it is close to the city.



**To work by bike**

Bicycle enthusiasts will find the best conditions to get to work easily by two-wheeler.

**Infrastructure**

Numerous bicycle parking facilities are available on the company premises, both indoors and outdoors, to which bicycles can be securely attached. Video surveillance of the parking facilities ensures additional security against damage or theft. A total of 14 new bicycle parking spaces were created in 2022.

In a separate bike room, employees can access lockers where they can store washing utensils or valuables. Wet clothes and towels can be hung up there.

Right next door are lockable changing rooms, each equipped with its own shower, sink, mirror, changing bench and toilet. So nothing stands in the way of a fresh start to the working day.

**Job Bike Leasing**

Since 2021 EgeTrans offers its employees job bike leasing. Through the cooperation with BusinessBike, every employee has the opportunity to lease a bicycle from a specialist dealer and thus use it for commuting to work or for private purposes. EgeTrans takes over a "full service" for the employee, in which the bike is regularly checked for current safety standards, among other things, and a fully comprehensive insurance, so that the employee is covered in case of emergency.



**Stadtradeln (city cycling)**

Following the successful premiere in 2021, numerous employees again took part in the "Stadtradeln" campaign in 2022, cycling their way to work in a climate-friendly way. Stadtradeln is a competition in which the aim is to cycle as many everyday journeys as possible in a climate-friendly way over a period of 21 days. It does not matter whether you cycle every day or rarely. Every kilometer counts. In the individual communities throughout Germany, you also have the opportunity to form a team as a company and thus compete against other teams. Whoever has cycled the most kilometers wins. Joint rides not only promote togetherness and team spirit, but employees also do something good for their health at the same time.







### Flexible working at a top level

An open office concept has been implemented in the building, which promotes collaboration but also allows tranquility for concentrated work. In order to ensure a smooth workflow, all employees are required to open the doors between the offices as well as the doors to the corridor. On the one hand, this avoids a reduction of communication of the employees involved in the working process and on the other hand, it promotes interpersonal contact, which should reduce inhibitions and allows an open working atmosphere. Special soundproofing measures in the offices help to reduce the noise level.

Acting with foresight.



In order to promote the health of the employees, EgeTrans offers health examinations on a voluntary base. For example, a vision test is offered once a year. In the course of the Corona pandemic, vaccination campaigns were realized with the support of local doctors directly in the company: simple, uncomplicated and without any scheduling hassle. All EgeTrans employees are trained regularly on the subject of occupational safety in order to prevent accidents at work. Should there ever be an emergency, plans and notices provide ubiquitous information on the necessary course of action. The first aiders defined for each floor are trained at regular intervals.



Every single workstation is ergonomically designed. Height-adjustable desks enable working both sitting and standing. Comfortable office chairs with air-permeable mesh backs support perfect posture while sitting. Free-standing luminaires with integrated light management systems provide motivating light at the workplace by adapting to the employee's bio-rhythm. Each workstation is also equipped with two monitors.



Water dispensers are available in all of the building's tea kitchens, from which employees can help themselves free of charge. There is no need for transportation or arduous crate lugging - a nice side effect which is also good for the environment. All areas of the EgeTrans headquarters are barrier-free.

In order for our employees to be able to balance their professional and private lives in the best way possible, EgeTrans enables flexible working. Any overtime work can be compensated flexibly – either in the form of free time or in return for additional remuneration. In addition, there is a possibility to work in home office.



### A place for relaxation

The ATR/UM forms the heart of the building. Like a horseshoe, it is enclosed on three sides by office wings and thus forms a kind of inner courtyard. The 18-meter-high glass front offers a view into the greenery of the forest in front of it. The ATR/UM was conceived as a counterpole to the office spaces and thus provides the necessary tranquility during breaks.



However, the ATR/UM is not only a place of recreation, but also a company restaurant. In accordance with the motto „Eat good, feel good“, employees are offered high-quality food and drinks. Due to the strong subsidization by the management, all dishes are offered at a low price. Along with variety, quality and very short waiting times, this eliminates the need to go to an external restaurant or snack bar. This promotes cohesion and protects the environment.



The ATR/UM can also convince as an event location. Events of any kind are possible here. We mainly support local organizations, institutions and associations in the realization of their events and offer a platform for cultural exchange in Marbach.



But also, for the internal exchange the ATR/UM offers a nice stage. After the work is done, we meet regularly for a relaxed get-together and talk about professional topics, but also about private matters. Whether it's watching soccer, having a quiz night or simply sharing a party pizza: it's all about the communal experience.

We also support sporting activities outside the company to promote the health of our employees. Every year, an EgeTrans team is registered in the "Ludwigsburger Citylauf" (Ludwigsburg city run). In addition to the entry fees, the company covers the costs for a high-quality running shirt.



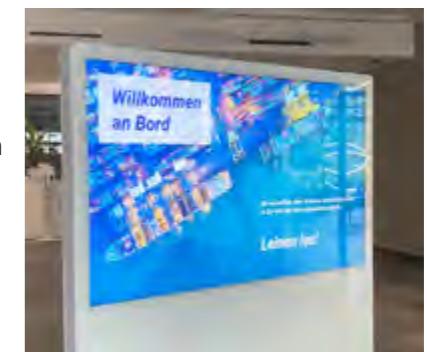


## Development and career management

### The road to EgeTrans

The EgeTrans family keeps growing. When the Steinmüller family took over the management in 1993, the forwarding agency had 7 employees. In the middle of 2022 there were 171 employees – and the trend is rising. In the recruitment process, we focus on authenticity and motivation. We welcome employees who want to make a difference. That is why our recruitment process is characterized by transparency.

No employee will be discriminated or excluded because of race, ethnic origin, gender, religion or ideology, a disability, age or sexual identity. The hiring process is clearly structured. Potential applicants can apply directly on the company website using the integrated application form. In order to ensure a fast and uncomplicated application process, EgeTrans uses a cloud-based HR software. After an application is received, it is internally checked for relevance. In the next step, applicants are contacted by an employee from the HR department to arrange a personal interview at the company's headquarters in Marbach am Neckar. Next, the interview takes place on the premises of EgeTrans at the headquarters in Marbach am Neckar. In principle, an HR employee and a specialist from the respective department of the vacant position are always present. If personal and professional components are in line with the company's values and requirements, the applicants are contacted and an employment contract is presented by the company. If the applicants agree with it, a cooperation will be established.



### Onboarding

A responsible onboarding process paves the way for a successful and long-term bond between employee and company. EgeTrans has therefore developed a comprehensive onboarding program that introduces new employees to the company step by step, both professionally and personally. On the new employee's first day of work, the HR department organizes an onboarding day during which the following points are carried out:

- Creation of technical prerequisites for a smooth start (registration in the company network, distribution of IT hardware)
- Company presentation
- An introduction to the company's structures, principles and values
- A security briefing
- C-TPAT training
- Introduction of the new employees to all departments of the company
- First „get-together“ with colleagues in the department





**The ET Academy: our corporate learning concept**

Lifelong learning is an inner attitude. At EgeTrans, it is a collective consciousness. We always hold the opinion: only those who remain inquisitive and curious achieve something. In the ET Academy, space is created for this conviction by giving our own employees every opportunity for training and further education.

**Promoting and challenging talents**

EgeTrans relies on the next generation. Promoting and challenging its own young talents is an integral part of the company's philosophy. The learning content within the framework of the IHK (Chamber of Industry and Commerce) apprenticeships and the dual courses of study are well-founded, varied and practice-oriented. The entire spectrum is utilized, that is available to EgeTrans as an independent logistics service provider, in order to prepare trainees what global trade means in the 21st century. Whether it's operational business, IT or administration, every area of the company is part of the EgeTrans training concept. This enables the 360-degree view that is necessary to be able to break new ground.

**Making experts better**

The service quality of EgeTrans requires a great logistics know-how. For this reason, the company relies not only on young talents but also on employees who have acquired their knowledge over many years and use it for the benefit of customers and their transport tasks – because that makes the difference in many cases. The development of specialized knowledge is cultivated throughout the organization at EgeTrans, for example through internal trainings and education or foreign assignments.

The goal of the ET Academy is to advance employees in their personal and professional experience as well as their competences. A culture of knowledge transfer and exchange is the base for consolidating and further expanding the company's position as a premium logistics service provider, so that the company is equipped to meet future challenges.



### Training opportunities at EgeTrans

Training at EgeTrans is multifaceted. There are various opportunities to start in the areas of freight forwarding, administration and IT. Trainees can rely on fair pay, very good employment opportunities after their training and a real team spirit. The sound training not only promotes the professional aspect, but also the social development of each individually. The aim is to retain our own trainees to the EgeTrans family in a long term after successfully completing their training.

## Dual studies (DHBW)

- Business Administration | Specialization Forwarding, Transport and Logistics (B.A.)
- Business Administration | Service Management with focus on Logistics and Supply Chain Management (B.A.)
- Computer Science (B.Sc.)

## Apprenticeship (IHK)

- Freight forwarding and logistics services clerk (m/f/d)
- IT specialist for application development (m/f/d)
- IT specialist for system integration (m/f/d)
- Office management assistant (m/f/d)

## Internships

- Vocational orientation at the "Gymnasium" (high school)
- Vocational orientation at the "Realschule" (junior high school)
- Internship in the context of further education
- Internship accompanying apprenticeship
- Pre-study internship
- Practical semester
- Working student activity

### Dual studies at the DHBW

The Baden-Württemberg Cooperative State University (DHBW) system combines theory and practice. The young talents can directly put the theoretical knowledge they learn at the university into practice at EgeTrans. In this process, they learn to independently develop solutions for real logistics challenges at an early stage – for example, in the context of project works. This combination not only makes the course of study varied, but paves the way for students to enter the world of global trade.



### Business Administration | Specialization Forwarding, Transport and Logistics

In this dual course of study, students at the DHBW in Mannheim learn about the business areas of forwarding, transport and logistics operations in theory in order to be able to apply the knowledge they have acquired within the company during the practical phases. In doing so, the young talents perform all tasks related to the daily core business of EgeTrans. In order to ensure that the students also internalize the company structures, EgeTrans provides insights into the administrative departments of the company. This includes, among other things, control and success planning by means of important key figures as well as accounting in the bookkeeping department. Depending on the chosen specialization, students are assigned to the corresponding specialist department.

### Business Administration | Service Management with focus on Logistics and Supply Chain Management

In this study program, in cooperation with the Cooperative State University Stuttgart, students learn everything about logistics and supply chain management in the theory phase. In addition to the content from the business administration course in freight forwarding, transport and logistics, another focus is on Logistics 4.0 - on concepts of digital networking and technologies. Depending on their chosen specialization, students are placed in the appropriate departments.

### Computer Science

At the Cooperative State University in Stuttgart, students learn about theoretical areas of computer science. By working in various teams of the IT department, the young talents gain sound and far-reaching practical know-how in the field of computer science. The tasks during the practical phase include the independent development of software solutions, for example for the online platform ET Connect. In the department Digital Innovations Unit, students gain insights into digital process optimization.



## IHK Region Stuttgart

### Apprenticeship (IHK – Chamber of Commerce and Industry)

The in-company training at EgeTrans offers young talents the optimal balance of theoretical and practical training content. Collegial team structures and fixed contact persons ensure that the junior staff can acquire the necessary know-how. Thanks to the good cooperation with the Chamber of Industry and Commerce (IHK) and the vocational schools in Ludwigsburg and Bietigheim-Bissingen, the trainees benefit from optimal conditions. The trainees are given responsibilities from the start and thus immerse into the exciting world of international trade.



#### Freight forwarding and logistics services clerk (m/f/d)

Training as a freight forwarding clerk is varied right from the start. The trainees go through the operational departments in the company and are responsible, among other things, for planning procurement procedures, managing and controlling processes and transporting goods to destinations all over the world. Both import and export orders, whether by container ship, by airplane or by land, are among the daily tasks of the junior staff. In addition, the trainees gain a rough insight into the administrative areas of the company during their IHK training.

#### IT specialist for application development (m/f/d)

This training program is all about planning and developing software solutions at EgeTrans. During the IHK training, the trainees create technical documentations for software solutions and, in the best case, optimize existing processes. In order to ensure a comprehensive overview, the trainees are also given an insight into the day-to-day business of freight forwarding.

#### IT specialist for system integration (m/f/d)

The core tasks of the IHK training as an IT specialist for system integration include the support of the IT systems in Marbach am Neckar as well as for the other company locations in the USA and Mexico. Furthermore, the installation of hardware and software components is part of the daily tasks. In the department Digital Innovations Unit, the trainees learn how important digital process optimization is in the company. For a better understanding of EgeTrans' core business, the trainees gain insights into the world of logistics.

#### Office management assistant (m/f/d)

The focus of this IHK training is on the administrative areas of the company. At the reception, trainees learn the basics of office communication and deal with assistance tasks. Creative thinking and tasks related to the EgeTrans brand are performed by the trainees in the marketing department. In the bookkeeping department, the basics of accounting are taught. In order to also get to know the core business of the company, the trainees are assigned to operational departments.





### Internship and working student activity

The third column of training opportunities at EgeTrans is the internship. Initial practical experience and insights into existing company structures can serve as a guide for the future direction of interested persons. To support this, EgeTrans offers various internships. Interested persons can gain work experience while still being at school – in the form of career orientation at the “Gymnasium” (high school – BOGY) and at the “Realschule” (junior high school – BORS) or as part of their studies, as a compulsory internship or even as a voluntary internship. The following options are offered:

- Vocational orientation at the “Gymnasium” (high school)
- Vocational orientation at the “Realschule” (junior high school)
- Internship in the context of further education
- Internship accompanying apprenticeship
- Pre-study internship
- Practical semester
- Working student activity

In addition to the dual study programs, EgeTrans also offers other students the opportunity to gain practical experience in the logistics environment. Depending on the course of studies and the existing interests, the young talents are placed in a suitable department.



### Well-founded training content

The training program of EgeTrans is diverse. The base of a well-founded training is formed by the two introductory weeks, in which the young talents are given exciting insights into the company right from the start. The content includes, among other things, a tour through the company, getting to know each other, lectures on various programs and processes and an initial get-together to internalize the corporate culture right from the start. To ensure a practical orientation, a visit to the container port in Stuttgart is part of the first days. This ensures a gentle, personal introduction to the company.

After the introductory weeks, the trainees in the various operational and administrative departments are assisted by training officers as central contacts. They coordinate the application of trainees within the department, organize apprenticeship interviews and conduct development and feedback meetings. In this way, they accompany our junior staff to a certain extent in their apprenticeship and development. Through their commitment, they make a significant contribution to the comprehensive transfer of knowledge and thus to the achievement of our corporate goals. The report portfolio review is assumed by the training management.



### Practical logistics expertise

The service quality of EgeTrans requires a great logistics know-how. For this reason, we try to convey practical knowledge to our trainees early in the training phase – for example, through regular visits to the cross dock in the Belgian city of Pelt near Antwerp or other excursions, such as to Bremerhaven, for example.

Thanks to the well-founded training content and insights into all areas of the company, the trainees see the „big picture“ of an internationally operating freight forwarding company, learn to better understand interrelationships and are thus equipped for global trade in the 21st century.



### Further education and training

EgeTrans offers each individual employee room to freely develop their personal strengths. At the same time, the company creates individual career paths. Good performance is always rewarded and there are various opportunities for promotion. Should an employee want to change professionally at a hierarchical level, possible options are jointly explored and evaluated.



#### Internal training courses

At EgeTrans, there is an internal training program in which 21 different training courses are offered in regular repetitions. In addition to the logistics topics of the individual forwarding divisions, the focus here is on software topics to ensure that the digital orientation of the company can be easily implemented by the workforce. Training offers from administrative areas such as human resources, marketing or occupational safety round off EgeTrans' internal training program.

#### External training offers

In addition, all employees are free to take advantage of external training and development opportunities to receive impulses from outside the company. In addition to specialist topics, general topics such as management coaching, project management courses and first-aid courses are also available.



#### Cross Trainings

As a part of the cross training, all employees have the opportunity to get an impression of other departments for a few days or a few weeks and get to know them better. This not only expands employee's horizons, but also promotes the understanding and exchange between the departments. In the EgeTrans' variable training concept, every trainee gets an insight into the operational business, IT and administrative areas. This enables the junior staff to gain an overall view of the company during their training, which is also conducive twith regards to permanent employment.

### Internal Trainings

Since 2019, the ET Academy has been offering a further format for internal education: the Internal Trainings. These are presentations by employees who present content from their area of expertise to other colleagues. If an employee is interested in a topic, there is an opportunity for a (voluntary) registration. Internal trainings also promote the exchange of knowledge within the company and create an understanding of the processes and activities of other departments.

### ET Learning World

Unfortunately, due to the Corona pandemic, some events in the area of education, training and further education had to be cancelled. For this reason, the ET Learning World was launched in 2021 – a digital learning platform that enables individual further trainings both within one's own department and across departments. In collaboration with a well-known e-learning provider, the ET Learning World provides numerous learning modules online and tailored to the respective work environment of each employee. For example, in addition to logistics topics, courses are also available on digitalization, management and leadership and intercultural competences. Regularly updated and new content enables us to respond to the many changes in a rapidly changing working world.

### Individual performance assessment

A performance review form is available for regular assessment of the individual work performance. Based on the four Ege-Trans basic values personal, flexible, committed and sustainable, employees are assessed by the respective supervisor on the basis of 35 characteristics. In addition, it is checked whether previously agreed learning and performance goals have been achieved. New personal objectives and concrete actions are defined that are necessary to achieve the goals. Both the supervisor and the evaluated employee first complete the sheet individually and discuss it at a joint meeting.

In addition, trainees use evaluation forms to assess each department they have passed through. Aspects such as support, variety of tasks and the competence of contact persons are assessed on the basis of school grades. Suggestions for improvement can also be submitted.





# Social commitment



Acting with foresight.

### Think local, act global

We at EgeTrans are closely connected to our home region – even though we are operating worldwide. For this reason, we support organizations and associations in the region. In doing so, we focus on supporting children and young people and sponsoring sports. All social commitments are characterized by their long-term nature.

#### Project "Sternentraum"

Since 2010, EgeTrans has been supporting the children's and youth hospice service "Sternentraum" (Star Dream) in Backnang. This project was founded with the aim of helping sick and suffering children in the region. "Sternentraum" has set itself the task of fulfilling the dreams and wishes of children and young people with a serious or chronic illness or a disability. In particular, this work is carried out in the Rems-Murr-Kreis and the region. In the course of time, the children and youth hospice service "Sternentraum" has developed from this. The outpatient hospice service helps families who find themselves in the difficult situation of having to say goodbye to a child with a life-shortening illness. The volunteer caregivers accompany the entire family through this difficult time and help those affected to cope better with what has happened. Both organizations work hand in hand and agree that the focus is on the family with a sick child.



#### Dirk Schulze and "Die Reise mit der Drogeneisenbahn"

Dirk Schulze has been involved in addiction prevention and drug education on a voluntary basis for many years. With his project event "Die Reise mit der Drogeneisenbahn" (The Journey on the Drug Railway), he travels throughout Baden-Württemberg to educate people of all ages about the dangers of drugs and other addictive substances. In doing so, he designs his events as a lively multimedia experience, which he often presents in schools, companies or other institutions. EgeTrans supports him each year so that he can purchase additional equipment for his events or attend further education courses. "Die Reise mit der Drogeneisenbahn" was named project of the month (April 2013) by the Federal Government Commissioner on Narcotic Drugs and thus received nationwide attention.



### Aid project "Peace for Ukraine"

In February 2022, Russia launched a war of aggression against Ukraine, which has kept the Ukrainian population in suspense ever since. Immediately after the outbreak of war, EgeTrans supported the aid organization "Peace for Ukraine" of Ulrich Eitel from Löchgau.

In the beginning, there was a spontaneous call via Whatsapp. And then everything happened very quickly.

Ulrich Eitel is known for his social commitment. During several flood disasters, he was able to get things going privately and help many victims. With the outbreak of the war in Ukraine, it quickly became clear to him that he wanted to help again. The advertising manager of the local newspaper, who lives in Löchgau, used his network in the region and spontaneously contacted his contacts in the retail, catering and healthcare sectors, first via Whatsapp and later by phone. The spontaneous response was overwhelming for Eitel and so he immediately founded the non-profit association "Peace for Ukraine" and mentioned positively the uncomplicated and unbureaucratic handling of the Bietigheim authorities.



Within a few days, the organization of a convoy to the Polish-Ukrainian border, consisting of six vans and a team of 15 drivers and interpreters, all from the region, was ready: Erlligheim, Löchgau, Bietigheim, Oppenweiler, Kirchheim, Ilsfeld, Murr, Großbottwar and Oberstenfeld. Thanks to numerous donations of a material and financial nature, the six vehicles were able to set off for Poland on April 8, 2022. On board they had medicines, hygiene articles and numerous foodstuffs such as 200 crates of mineral water. EgeTrans supported the project with a monetary donation in order to be able to cover the high fuel costs for the vehicles – the main cost share of the project.

The destination was the refugee camp more than 1,300 km away in the Polish town of Przemysl, which lies about 10 km from the border town of Medyka on the Polish-Ukrainian border and roughly between Krakow (Poland) and Lviv (Ukraine). On the way, the convoy keeps meeting other relief teams at gas stations and rest stops. Eitel speaks of a great solidarity among all the helpers, who are united in the cause and driven by the same thing: Helping people.

Once they arrive at the refugee camp, all the aid supplies are loaded onto trucks that continue their journey to the eastern regions of Ukraine, where food, medicine and hygiene items are most urgently needed. In the border region near Przemysl, conditions are in some cases inhumane, reports Eitel, who claims that it will take him a while to come to terms with these impressions. It is difficult to organize the refugee camp, although helpers do their utmost and go to the edge of exhaustion. Thus he arrives in a completely overcrowded mass dormitory, where there is no question of hygiene. In addition to those seeking help, there are also many criminals in the region. Eitel reports of human traffickers, pimps and pedophiles who take advantage of the hopelessness of the people.

After handing over the relief supplies, the task of the team of helpers is not yet finished. The team takes 20 Ukrainian refugees with them to Germany, where Eitel and his team have arranged in advance for safe and lockable living space in refugee homes but also private accommodation in coordination with the authorities in the region.

Eitel emphasizes that in addition to the many dramatic experiences, there were also beautiful moments. For example, he met a Polish monk who was very involved in the camp and provided assistance to many people. He was also encouraged by the small gestures of gratitude and the occasional smiles of people, which kept him going despite physical and mental exhaustion. After three days and more than 2,600 kilometers driven, the team and the 20 refugees arrived safely in Bietigheim in the early



morning of April 11, where a caterer friend of Eitel's agreed to provide a sumptuous meal for everyone.

Ulrich Eitel emphasizes that this relief action was only possible through excellent teamwork. He sincerely thanks all supporters and is thrilled by the overwhelming response and the solidarity of the people to help.



The company EgeTrans supports the aid project financially. In addition, the employees suggested that they would like to make a further financial contribution through private donations of bottle deposits. Many employees followed this call and thus an additional sum could be transferred to the aid project.





### Name sponsoring EgeTrans Arena

EgeTrans has been the arena's name sponsor since the opening of the Stadtwerke Bietigheim-Bissingen's multifunctional hall in December 2012. Since then, it has borne the name EgeTrans Arena. Due to the variability in construction and dismantling, the arena is home to, among others, the successful local hockey team, the Bietigheim Steelers, as well as the SG BBM Bietigheim handball team, which is currently active in the second Handball Bundesliga. With this commitment, EgeTrans is supporting regional sports and is increasingly perceived by the public as a successful company. This commitment reflects the long-term and sustainable orientation of the company, which is firmly anchored in the corporate identity.



### Bietigheim Steelers

Through the name sponsorship of the EgeTrans Arena in 2012, there was also a desire to support the local hockey team – the Bietigheimer Steelers. The company has been a partner of the club since 2012. Here, EgeTrans also shows that both social and sporting commitments are fundamentally designed for the long term. For the first time in the club's history, the Steelers moved up to the highest German hockey league in the 2020/2021 season. In this season the Steelers were able to maintain their position in the league. The Steelers are on a good way and EgeTrans has also played its part in this.



### SG BBM Bietigheim

Since 2018, EgeTrans has been supporting the SG BBM Bietigheim men's handball team, which currently plays in the second German handball league. In doing so, we act side by side with the club's managers. The partnership is based on a common understanding of values. The SG BBM also attaches great importance to the family aspect. With a small team in the administration department, handball at Bundesliga level is presented to the fans once again every season. We are happy about the authentic and well-presented partnership with the SG BBM and are pleased to be able to support top sports in the region.



### VfB Stuttgart

EgeTrans has been a partner of VfB Stuttgart since the 2021/2022 Bundesliga soccer season. The footballers ensure that the game is played with full commitment and passion on the pitch. There are synergies with EgeTrans' core business. Because with passion and personal service, the employees develop tailor-made logistics solutions for the customers. On the big soccer stage, the company underlines its support for regional sports and uses this commitment to gain national recognition. The existing partnership will be extended in the 2022/2023 season.



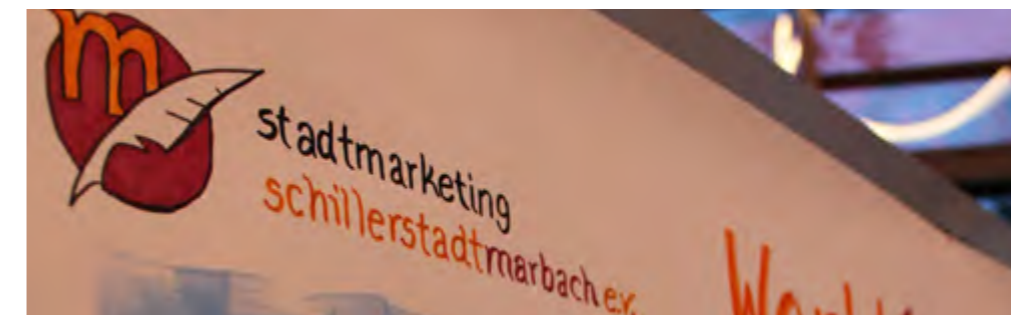
### FC Marbach

For several years now, EgeTrans has been sponsoring the youth of the local soccer club in Marbach. Due to the good long-standing partnership, the cooperation with FC Marbach was expanded in 2019 and the Jugend Fussball.Centrum. (youth soccer center) was launched. With the Jugend Fussball.Centrum. EgeTrans creates optimal conditions for the promotion of sports for the children and young people of Marbach. Thanks to the support from the company, the club can keep the training ground, but also the equipment, facilities and training methods up to date.



### Promoting culture in Marbach and the surrounding area

In addition to supporting sports and charitable organizations, EgeTrans also promotes culture in the Schiller city of Marbach and the surrounding area. As a member of the city marketing association in Marbach, special events such as the Schiller Week are supported every year. During the week around Schiller's birthday on November 10, the town celebrates its famous poet. Various theatrical plays, readings and other cultural programs are planned in this week. Other examples of cultural events include the sculpture symposium, an outdoor theater play, or a concert of local bands that had no source of income during the Corona pandemic.



# Advantage diversity



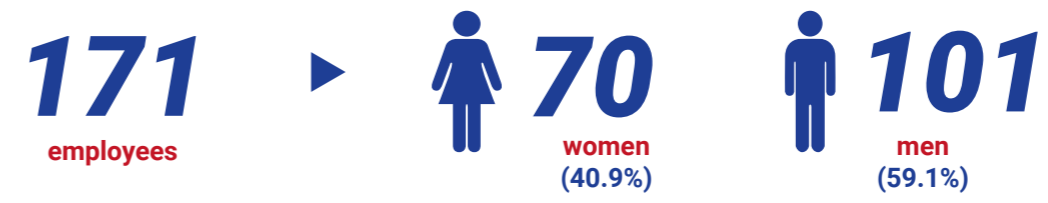
Acting with foresight.

## "A company is only as good as the people who work for it."

For us, diversity means that people with different experiences, opinions and perspectives work together. Each individual helps us moving forward as a team and makes a contribution to the big picture. In our global field of activity, we rely on tolerant, open-minded employees who see diversity as a valuable quality. At EgeTrans, no one is discriminated or excluded on the basis of race, ethnicity, gender, religion or ideology, a disability, age or sexual identity.

We are convinced that heterogeneous groups, which vary in their individual abilities, their expertise as well as in different approaches to solving problems, are often better at solving complex issues than homogeneous groups, and at the same time have a higher innovation potential. Our motto „For each other, with each other“ describes a corporate culture that is committed to the principles of ethics and integrity and promotes mutual appreciation, responsibility and respect within the workforce.

As of July 1st, 2022, 171 people from eight nations were working at EgeTrans. Their average age was approximately 32 years and 2 months. 11.7 % of the employees were older than 45 years. Furthermore, at that time 59.1 % of the workforce was male and 40.9 % female. 85 % of the management positions were held by men – 15 % by women.



**8 nations:**  
Bolivia | Bulgaria | Germany | Italy  
Croatia | Paraguay | Portugal | Turkey

**32** years and 2 months  
average age

**15%**  
women in management positions

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