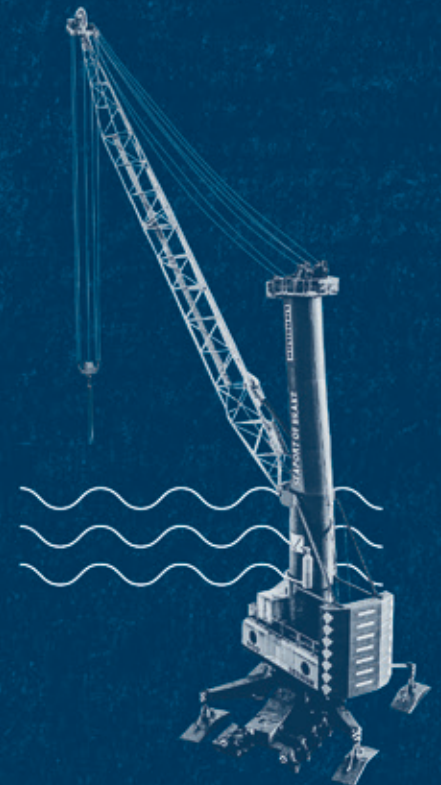




SUSTAIN- ABILITY REPORT



2022

 **J. MÜLLER**

Sustainability Report 2022



SUSTAINABILITY REPORT 2022: ALWAYS ON COURSE - CHANGING WITH THE TIMES

The company history of J. MÜLLER began on May 1, 1821 with the founding of a trading and freight forwarding business by Johann Müller. Now spanning more than 200 years, the company's history embodies the history of the globalization of the flow of goods.

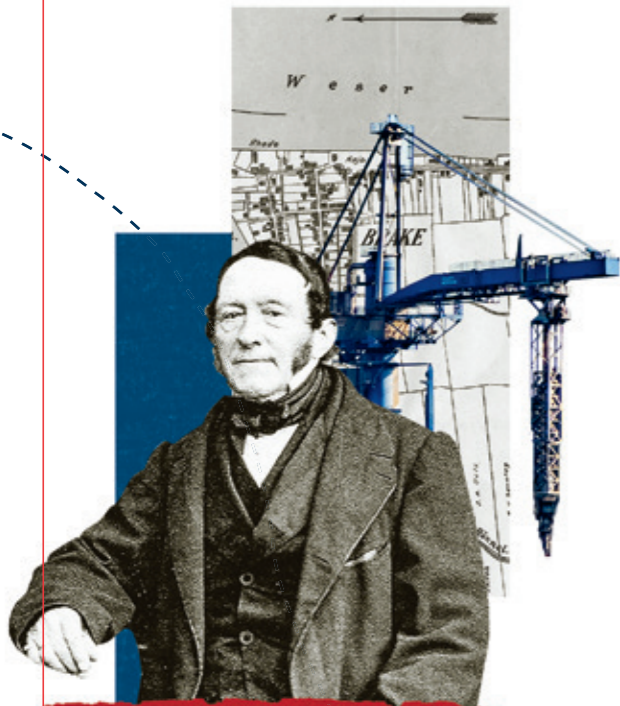
Above all, it is a story of close customer relations, a cosmopolitan down-to-earth attitude, Hanseatic reliability and a highly dedicated commitment to our value proposition. You can't change the wind, but you can set the right sails. Facing new challenges every day is what we have stood for for more than 200 years.

We have always been and remain aware of our responsibility for our actions. More than ever, we focus on people and the environment. Our company history helps us to shape our future. Proud of our 200-year tradition and open to the ideas and innovations of the present, the J. MÜLLER Group is developing its plans for the future.

The three pillars of sustainability- ecology, economy and social responsibility- are an integral part of our corporate policy. Our corporate mission statement is characterized by sustainable action in order to preserve our living space for future generations.

We are proud of our first sustainability report, which was compiled by a team of dedicated employees from all areas of the company. We would like to say THANK YOU to everyone involved!

Executive Board and Management



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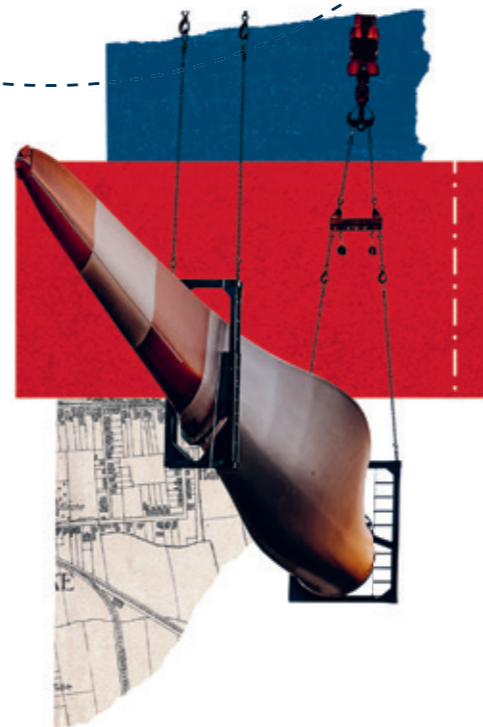
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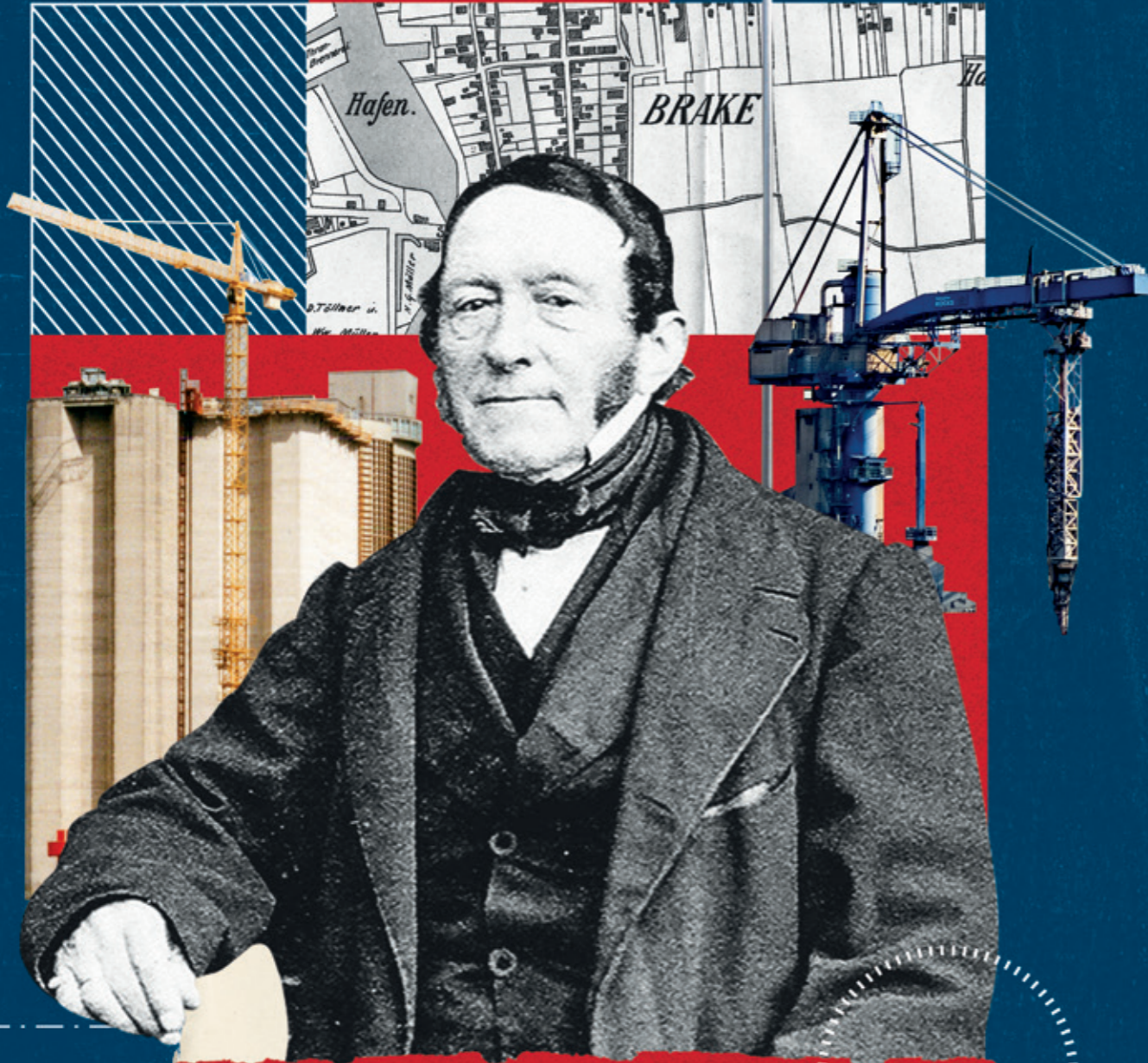
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01



Handwritten signature: Johann Müller

J. MÜLLER – the specialist among port service providers

STRATEGIC FIELD OF ACTION: THE COMPANY

J. MÜLLER operates seaport terminals and seaport logistics and provides freight forwarding and chartering services (→ p. 11). The focus is on bulk and general cargo. Both service and customer structure are diverse (→ p. 13). Credibility is one of our most important values (→ p. 15). Our business activities take a long-term view (→ p. 14) and we design our business strategy with sustainability in mind (→ p. 18).

J. MÜLLER – FACTS AND FIGURES AT A GLANCE



2021:
200 years of J. Müller.

2013:
Commissioning of silo 6, creating around 47,000 tons of additional storage capacity. Largest single investment in the company's history.

2006:
Start of construction of the 55 ha Brake North port expansion area (Niedersachsenkai) with a 450 m long heavy-duty quay for handling heavy and general cargo.

1973:
World premiere- commissioning of the Grain Elevator with 600 t/h discharging capacity with just one suction pipe.

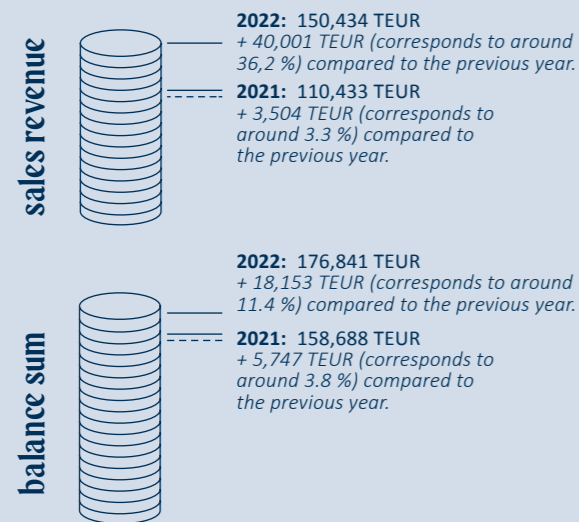
1968:
Structural innovation- multi-purpose hall for rain-sensitive bulk goods in three sectors, which is served directly from seagoing vessels via movable roofs by the slewing luffing cranes.

1926:
Conversion of the bucket elevators to pneumatic lifters to increase the efficiency of the grain handling terminal.

1821:
Foundation of the forwarding business by Johann Müller.

From our mission statement

Leading in the niche. Anchored in the SME sector. Located in the region. Solution-oriented together. Innovative by tradition.



We consider the development of the net assets and financial position as well as the operating earnings situation to be good. We attribute the increase in sales revenue primarily to the clearly positive development in the forest products/wood and coffee segments.

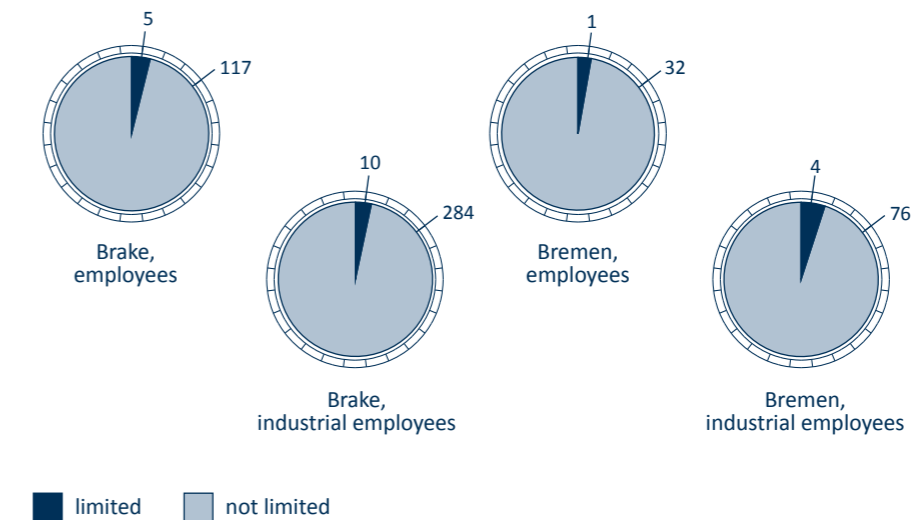
THIS IS J. MÜLLER

Customer-oriented. Flexible. Innovative. Ecological.

We are northern Germany's leading provider of seaport logistics services for agricultural, bulk and general cargo. As a medium-sized family business- managed by the 6th generation- we can look back on over 200 years of company tradition. We always have an eye on the future: Because 200 years can only be achieved by constantly working on innovative solutions. Hand in hand. Within the company itself and with customers, service providers and stakeholders. We see ourselves as the economic engine of the Lower Weser region, a modern service provider, a reliable Hanseatic business partner and a responsible employer.

LOCATION BRAKE		LOCATION BREMEN
26 km from the Weser estuary	↔	53 km from the Weser estuary
2 terminals		2 terminals
Draught up to 11.90 m <i>(expansion to 12.80 m planned)</i>		Draught up to 10.20 m

Number of employees excluding trainees



The J. MÜLLER Group operates seaport terminals for the handling and seaport logistics of bulk and general cargo as well as project cargo. The sites are located in Brake and Bremen. In addition to handling and storage at the seaport terminals, we also offer forwarding and chartering services. Thirdly, we offer further product-specific processing options - depending on customer requirements.

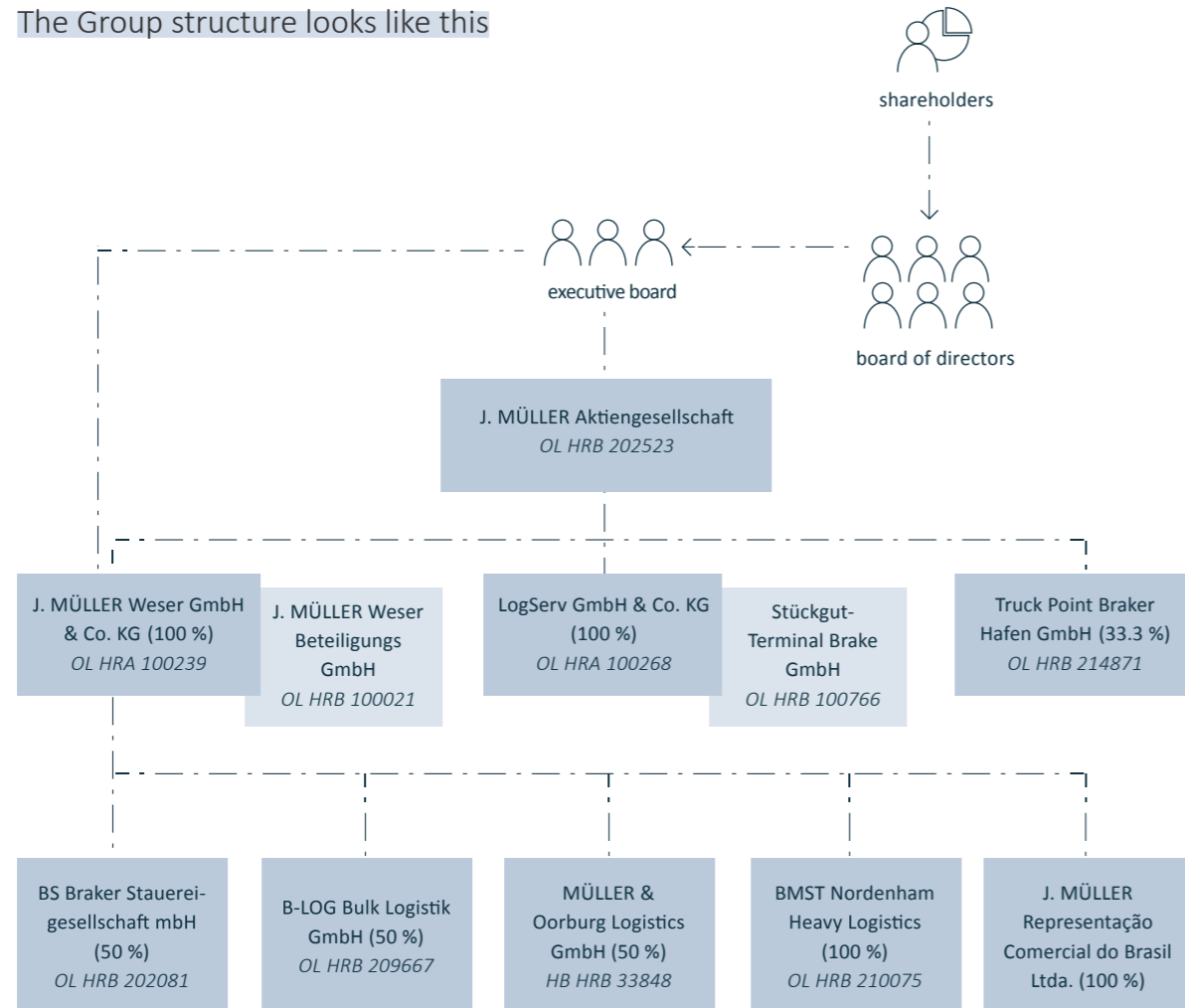
GRI 2-6
2-1

GRI 2-23

GRI 2-7
2-8

GRI 2-1

The Group structure looks like this



Strategic

J. MÜLLER AG is based in Brake and acts as a real estate and management company. On the one hand, it manages the Group strategically. On the other hand, it manages the fixed assets that it owns. It leases these to the operating companies. The fixed assets are located in the ports of Brake and Bremen. They consist of handling machines, stationary conveyor technology, silos, warehouses and open spaces.

J. MÜLLER AG is not a listed stock corporation. It is owned by three family branches. The shares are registered shares with restricted transferability, which are distributed among the three shareholder families.

Operative

The main operating company is: J. MÜLLER Weser GmbH & Co. KG. It is based in Brake. It operates the above-mentioned seaport terminals, but not the sulphur business. This is handled by LogServ Logistik-Services GmbH & Co. KG, which is based in Brake.

GRI 2-1



We are a member of the Zentralverband der deutschen Seehafenbetriebe e. V. (Central Association of German Seaport Operators), Hamburg. The collective agreement applies to all our industrial employees. This collective agreement does not apply to our commercial employees. They have individual, collectively agreed contracts. We are also a member of these associations: Wirtschaftsverband Weser e. V. (Weser Business Association), Bremen and Deutscher Verband Tiernahrung e. V., Bonn (German Association for Animal Nutrition). We are a member of other associations (see appendix).

GRI 2-7

GRI 2-28 2-15

Our management structure

The Supervisory Board currently consists of six members and decides on appointments to the Executive Board. The shareholders decide on the composition of the Supervisory Board.

The Management Board consists of three members and manages J. MÜLLER AG: responsibility is based on the schedule of responsibilities and departmental responsibilities. The Management Board reports to the Supervisory Board. Management Board members responsible for operational business also perform managing director functions at J. MÜLLER Weser GmbH & Co. KG.

There are other managing directors in the operating companies. If tasks are delegated separately, this is done as an individual assignment. We communicate these to all employees.

GRI 2-9 2-10 2-11 2-12 2-13 2-14

WHAT J. MÜLLER DOES

We work with various customer groups. Here is a selection:

- Producers,
- Recipients,
- Freight forwarders or
- Shipping companies.

Due to volatile markets, the handling volume in the individual product areas fluctuates. The customer structure is diverse- from major international customers to medium-sized customers.

GRI 2-6

1st business segment

- Grain and feedstuffs, agricultural products, other bulk goods
- Marine proteins
- Ship Services (inland navigation, agency, chartering)
- Operation

2nd business segment

- Forest products, steel, wind power/projects
- Coffee
- Technology
- IT

GRI 201-1

J. MÜLLER IS ECONOMICALLY SUCCESSFUL

Considering the difficult overall economic conditions in the context of the global economic impact of the Russia-Ukraine conflict, the J. MÜLLER Group achieved a good result in the past financial year. The lean structures with short decision-making paths have paid off positively. The measures implemented to prevent the spread of infection within the company were largely scaled back in the spring of 2022 and completely lifted at the end of 2022. Economic aid was not utilized in 2022 either, and short-time working was avoided.

The J. MÜLLER Group's revenue from services increased by EUR 40,000,000 in 2022 compared to the previous year to around EUR 150,000,000.

sales	107,000,000 €	110,000,000 €	150,000,000 €
year	2020	2021	2022

handling and chartering bulk	4,731	4,584	5,210
breakbulk	2,187	2,294	2,805
total	6,918	6,878	8,015
J. MÜLLER group (tt.)	2020	2021	2022

THAT'S HOW WE DO IT: STRATEGY, LEADERSHIP AND ORGANIZATION

Our goals
Act sustainably
Motivating performance
Grow and invest
Exceeding expectations
Building a market position
Leading the niche

Our success factors
Credibility
Customer orientation
Initiative
Interaction
Identification
Personnel policy

Our values, principles and standards of conduct are set out in our mission statement and our Code of Conduct. One of our management principles is: Everyone is a cog in the J. MÜLLER clockwork.

- We lead cooperatively, encourage initiative and involve our employees.
- We promote entrepreneurial thinking.
- We define tasks and responsibilities transparently.
- We provide information directly, solution-oriented and with respect.
- We address mistakes openly and learn from them.
- Our own behavior serves as a role model.



One of our most important values: credibility

Writing down values and implementing values: These are two things. For us, credibility in practice means that we are reliable and predictable. We keep our promises and agreements.

You can find our complete mission statement on our website.

Trusting and open communication at all levels

Our focus is on the satisfaction of our customers. To this end, we are in constant contact and monitor the market. This enables us to offer services that meet current and specific requirements. We record the results of customer meetings in visit reports.

We maintain an open-door policy with fair and respectful communication with our employees. It is important to us that this also applies to customers, suppliers, representatives of authorities, external bodies and our neighbors. There are designated contact persons for the individual groups.

- External inquiries or complaints are forwarded to the relevant departments for processing.
- An operational emergency plan regulates communication with the authorities and the neighborhood.

The company management defines the corporate policy and integrates it into business processes so that it is implemented rather than just sitting in a desk drawer. This is how we proceed:

- We allocate our targets to the relevant business areas. We regularly evaluate progress in management reviews.
- Corporate policy and strategic objectives should be known at all levels of the Group.
- This also includes: We regularly communicate the requirements of customers, authorities and laws to our employees. The company management is responsible for the flow of information and assigns competencies, responsibilities and powers.

GRI 2-23

GRI 2-29
2-12

GRI 2-22
2-26

RESPONSIBLE HANDLING OF RISKS FOR OUR COMPANY

Trusting and open communication: this helps us to identify impacts, opportunities and risks for our company. This is important because we see various risks that could have a negative impact on our earnings, net assets and financial position.

This is a selection of the effects and risks that currently concern us:



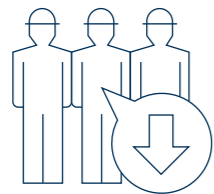
1. natural and environmental disasters

Natural and environmental disasters have a direct impact on local people. However, they can also have a negative impact on demand for cargo handling and seaport logistics.



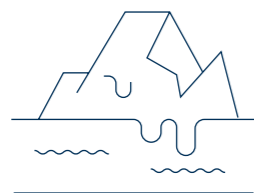
2. new regulations

New regulations (for example in food/feed or environmental law) can increase costs or lead to volume shifts. Especially if they are not implemented in the same way across Germany or the EU.



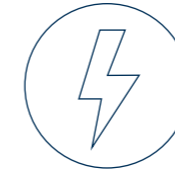
3. labor shortage

A lack of availability of sufficient numbers of skilled workers has direct consequences for the ability to plan our work. As a training company, the social change, in which academization, individualization and privatization are becoming increasingly important, is also making it more difficult to promote young talent internally.



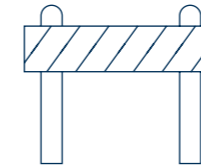
4. rising sea levels

Rising sea levels due to the melting of glaciers and polar ice caps have consequences for terminal operations in Brake and Bremen. A rise of 0.61 to 1.10 meters is expected by the end of the century in the period from 2071 to 2100. (WW-I-8: Sea level | Federal Environment Agency)



5. energy availability

Energy shortages and cost increases for the energy sources relevant to us can place a heavy burden on our company and affect our competitiveness.



6. trade barriers

Trade barriers or unstable political systems: depending on where we are involved in the supply chain, this affects us directly or indirectly.



"WITH REGARD TO THE RISKS, WE ALSO SEE OURSELVES AS A SOLUTION PARTNER: WHEN IT COMES TO FOOD AND FEED SAFETY, WE WORK CLOSELY WITH CUSTOMERS AND AUTHORITIES."

Uwe Schiemann, Project Manager Sustainability

We only take entrepreneurial risks if we can sustainably increase earnings and the potential negative effects remain manageable for us. To make this possible, we draw up an annual inventory, which includes a risk report in which we describe and assess Group-wide risks.



High importance of ports for society

Ports are of the utmost strategic importance for Germany. As part of global logistics chains, they are systemically relevant for the German economy and secure well-paid jobs in the region and throughout Germany.

With its imports of feedstuffs and grain, Brake makes a significant contribution to securing the supply of agricultural and food products in Germany and is an important logistics hub for the German pulp market, among other things.

There is a shortage of public funds to adequately finance port infrastructure measures. In order not to hinder development/growth, it is necessary for the state and federal government to provide sufficient funds for new investments and maintenance investments.

SUSTAINABILITY AS PART OF THE CORPORATE GOALS

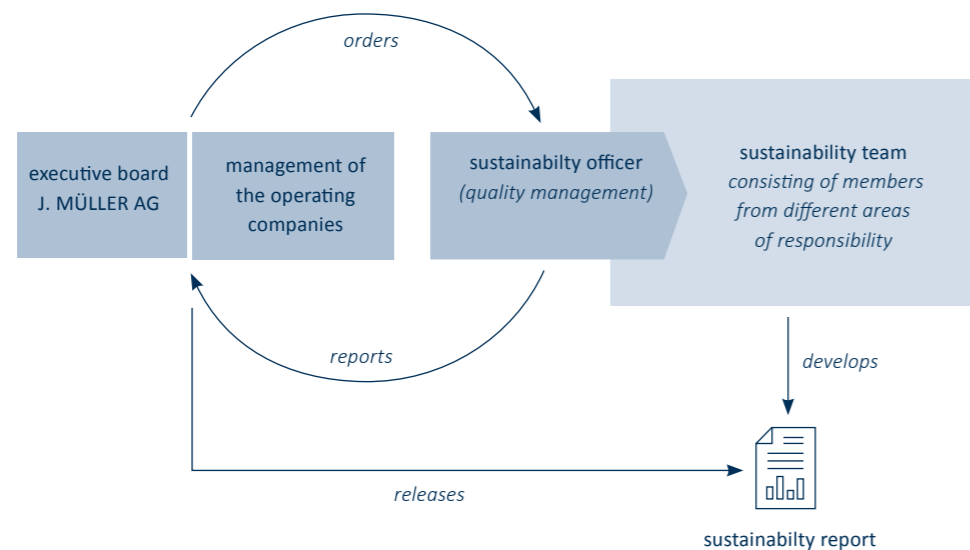
As a family business with over 200 years of tradition, we have had to adapt to many changes. On the one hand, there are legal and regulatory changes. In animal welfare, for example. On the other hand, we are also noticing movement in the population: more and more people are rejecting meat from factory farming. Many people are also concerned about the expansion of wind energy.

These are just two examples. But they show that many factors have a direct impact on our company and our services. As the J. MÜLLER Group, we want to be attentive to these changes. That is why we are producing this sustainability report.



Reporting period: 01/01/2020 –12/31/2022

We publish the sustainability report with reference to the GRI standards. We prepare it annually. This report contains the figures for 2020, 2021 and 2022. The Executive Board and Management approve it.



The topic of sustainability is complex and in flux. We have therefore implemented a sustainability team. It works together across departments and brings in perspectives from different areas. For example, from Sales, Human Resources and Operations.

The Management Board of J. MÜLLER AG and the managing directors of the operating companies have appointed a sustainability officer. Her function is located in Quality Management - a staff unit that reports directly to the Management Board. Our Sustainability Officer is responsible for the scope and content of the reporting and reports directly to the Executive Board and Management.

Measurable corporate goals

The Executive Board and Management regularly set measurable targets. The following are included: customer satisfaction, market development, quality management and environmental targets. A management review is held once a year to set and review the targets.

Our environmental principles

- Store all materials in an environmentally friendly manner.
- Perform our service with the lowest possible environmental impact.
- Train all employees in environmental protection, measures and occupational health and safety.
- Using resources sparingly.
- Reduce waste materials and dispose of them in a more environmentally friendly way.
- Involve and commit suppliers to our environmental objectives.
- Constantly optimize processes and procedures within the scope of technical and economic possibilities.

The impact our services have on our environment and how we can reduce it depends on the respective business area. For this reason, those responsible for the respective business areas set targets for their area of influence - in collaboration with the management. Where possible, we set quantitative targets. The management assesses the progress of the environmental targets annually. We strive for continuous improvement.



When we develop measures, we also incorporate the suggestions and experiences of our employees.

So that we can check whether the measures are effective, they are given fixed deadlines for implementation. The divisional managers are in charge here: they ensure implementation and monitor effectiveness. They pass on their findings to the environmental management officer. The latter updates the target and action plan accordingly.

GRI 2-3

GRI 2-12

GRI 2-17
2-18

GRI 2-16

How we procure and award services, equipment and materials

Whether energy, equipment or services: we procure all of this according to predetermined procedures and requirements that provide us with guidance when selecting and evaluating suppliers and service providers. We combine operational requirements and low costs with compliance with standards, regulations and guidelines. Major repairs or investments must be approved by the management.

We procure services, equipment or facilities according to the following criteria.

- Energy use
- Energy consumption
- Energy efficiency
- Environmental relevance
- Service life

Three examples of what this means in practice:

1. Services for the handling or storage of goods, for example the use of external personnel, fumigation, internal transportation: We only award these to qualified suppliers or service providers who have the appropriate approval and a suitable quality assurance system.
2. Inland waterway barges operating as partiers for J. MÜLLER must carry the (Dutch) Hygiene Code (GMP+ International Standard 4.3.) on board, implement it and provide evidence of compliance.
3. We request certificates of approval (e.g. for disposal or goods handling) from the suppliers. We request qualified services in accordance with legal requirements (e.g. UVV, BG, TÜV).

THE PATH TO OUR TOPICS: MATERIALITY ANALYSIS

The sustainable business strategy and this sustainability report are based on the results of a materiality analysis that we prepared with external support. The aim of this analysis is as follows:

We define and prioritize the ESG issues that are relevant to our stakeholders and the J. MÜLLER AG are of key importance. We derive our measures and objectives from this. We use the concept of dual materiality: this means that we consider interests, expectations and effects from two perspectives:

- **Outside-in:**
What has an external impact on our company and its financial situation?
- **Inside-Out:**
What impact does J. MÜLLER's work have on the environment and people?

We have taken the following approach to the materiality analysis:

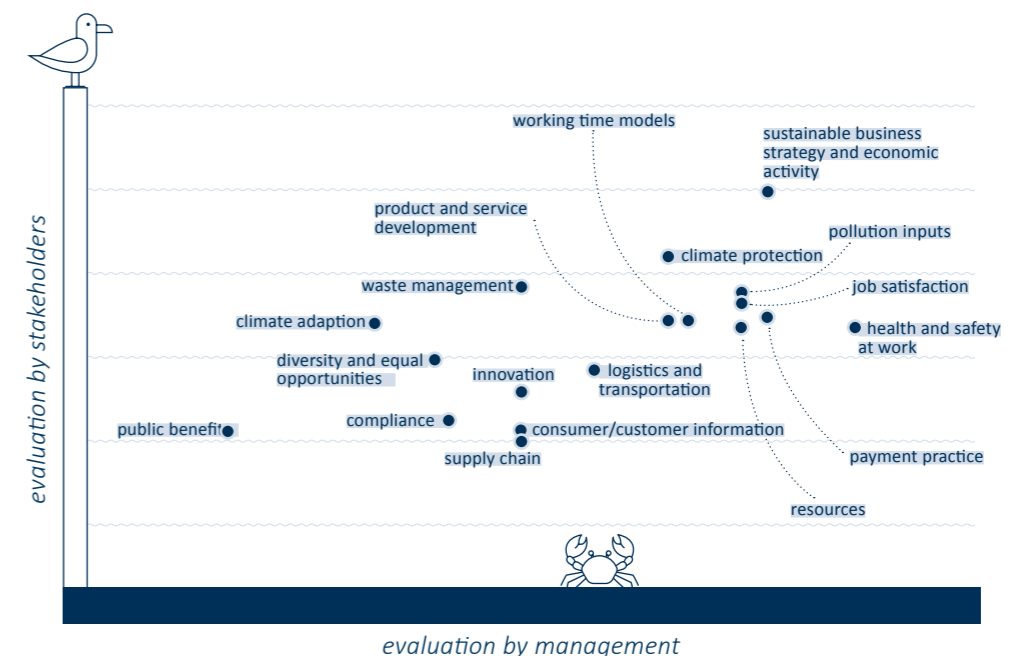
1. **Create a longlist and questionnaire with possible key topics.**
 - a. Analyze sustainability activities and key sustainability issues at companies in the logistics sector.
 - b. Observe existing ESG reporting frameworks, ratings and trend reports.
 - c. Analyze internal documents of J. MÜLLER AG.
 - d. Interviewing our employees.
 - e. Take into account the requirements of the GRI.
2. **Consult stakeholders:**
 - a. Internet-based, representative and anonymous survey of stakeholders on the ranking and prioritization of topics: employees, works councils, managers, board members and managing directors were surveyed.
 - b. The respondents rated the importance of the topics on a scale 1–5 from no importance to low importance to very high importance.
3. **Prepare steps 1 and 2 as a materiality matrix.** Based on:
 - a. Stakeholder interests
 - b. Assessment and evaluation by the management of J. MÜLLER

The result of the materiality analysis is:

For J. MÜLLER AG, the focus is on occupational health and safety, sustainable business strategy and economic activity, resource conservation and fields of action in the context of job satisfaction. These topics are part of our strategic areas of action and are the subject of our reporting.

GRI
3-1
3-2
3-3

Materiality matrix

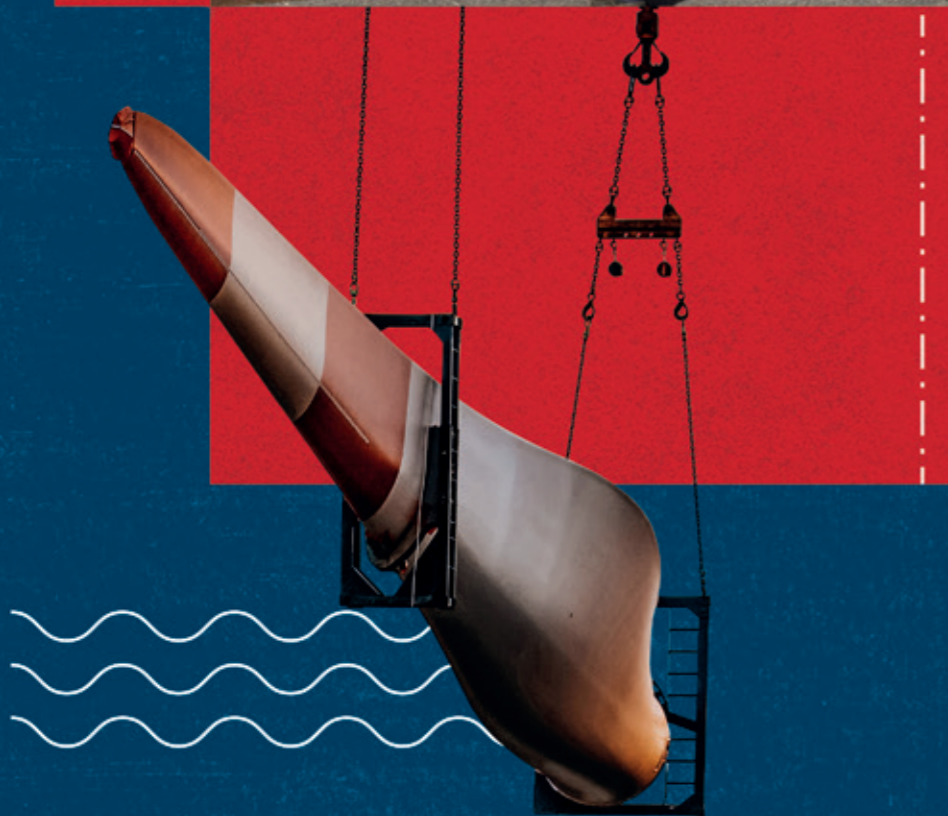


Energy & Environment

*STRATEGIC FIELD OF ACTION:
ENERGY AND ENVIRONMENT*

Die Weser

02

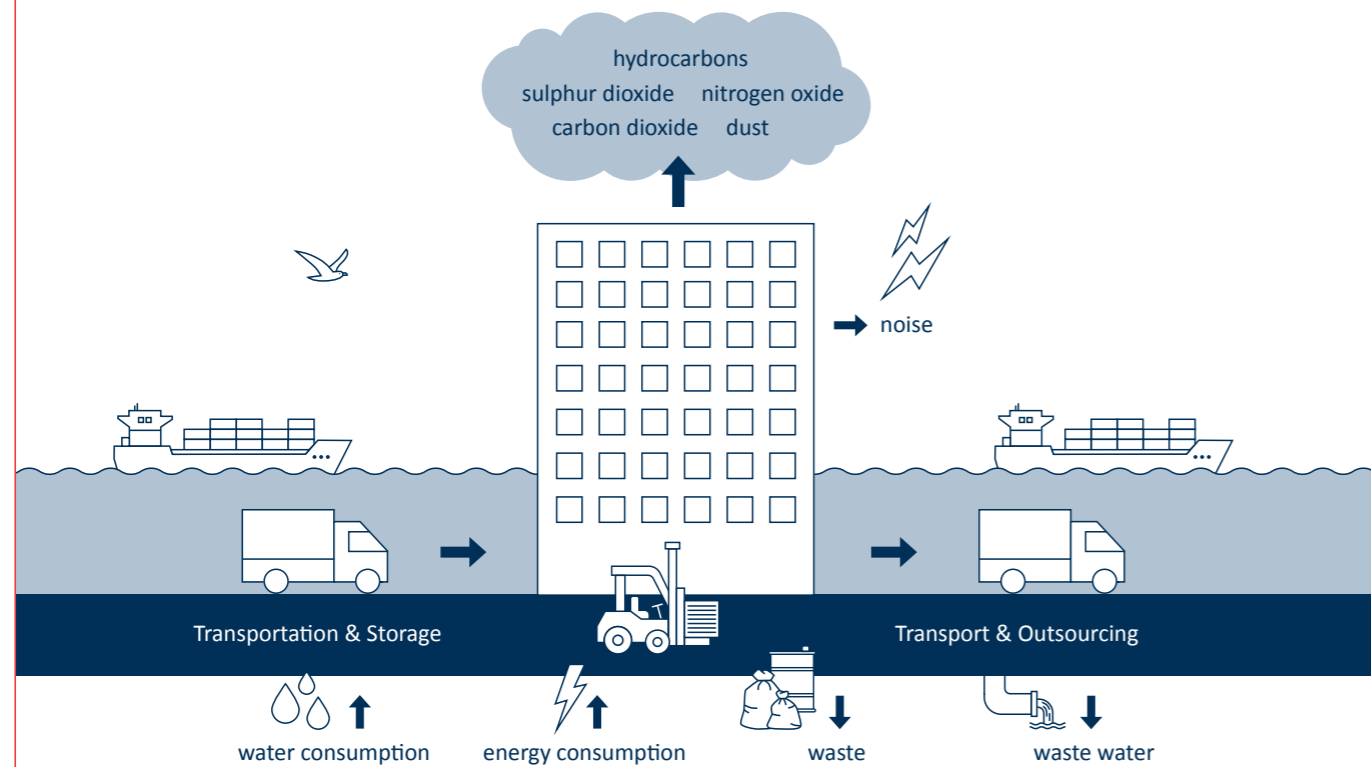


J. MÜLLER is aware of its responsibility for people and nature and designs its management system accordingly (→ p. 24). A look at the figures using diesel as an example shows how energy consumption depends on the goods (→ p. 28). J. MÜLLER also deals with waste management in a field of tension (→ p. 30). This is followed by the status and outlook for climate protection (→ p. 31).

THE FOCUS OF J. MÜLLER

We are constantly striving to reduce environmentally harmful emissions and the consumption of important resources in order to keep our environmental impact as low as possible.

We have identified the following environmental aspects:



To the management system

Responsibility for environmental protection begins with corporate management. Those responsible for the individual business areas set targets for their areas- in consultation with the company management. Where possible, they set quantitative targets.

The departments develop programs with specific measures and responsibilities for implementation. The heads of the individual departments are responsible for implementation and effectiveness monitoring. The Environmental Officer receives reports on implementation and effectiveness from the department heads. She documents and updates the target and action plan.



Our environmental management system meets the requirements of the following standards:

ISO 14001
ISO 50001



“WE NEED INFORMATION TO ACHIEVE OUR ENVIRONMENTAL GOALS. TO ENSURE THIS INFORMATION IS AVAILABLE, WE REGULARLY ANALYZE AND EVALUATE ENERGY CONSUMPTION, WASTE GENERATION AND ENVIRONMENTALLY HARMFUL EMISSIONS.”

Christina Meyer, Head of Quality & Environmental Management / Quality Assurance

For the environment and energy focus, this means that the team usually meets every four weeks to discuss current topics relating to measures and targets. These departments take part:

- the environmental management officer and the energy management officer with support from the technical department
- the facility management
- the technical management

Focus: Energy management

Brake and Bremen energy consumption:

diesel						
liter	1,250,210.00	1,374,574.00	1,892,067.00	154,660.36	176,130.00	191,920.00
mio. kWh	12.45	13.69	18.84	1.54	1.75	1.91
gas						
mio. kWh	0.78	2.62 proportion drying: 1.58	0.78	0.00	0.00	0.00
electricity						
mio. kWh	17.32	17.57	20.73	5.59	5.67	5.39
heating oil						
liter	0.00	0.00	0.00	123,090.00	80,000.00	87,400.00
mio. kWh	0.00	0.00	0.00	1.34	0.87	0.95
district heating						
kWh	0.00	0.00	0.00	0.00	0.00	84,482.00
mio. kWh	0.00	0.00	0.00	0.00	0.00	0.08
drinking water						
1000 m³	4.02	4.31	4.68	2.65	2.52	6.40
	2020	2021	2022	2020	2021	2022
	Brake			Bremen		

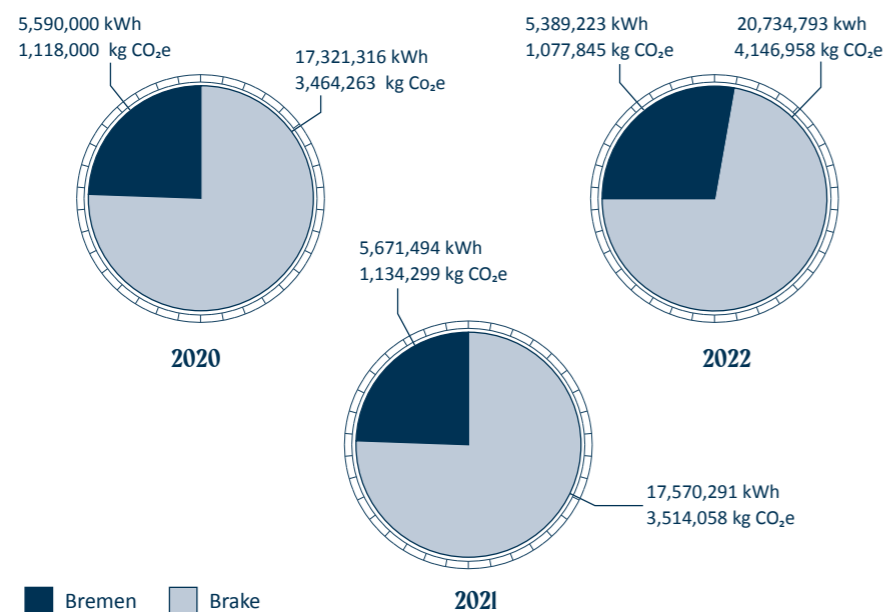
GRI
302-1
303-3

Total energy consumption:

diesel			
liter	1,404,870.36	1,550,704.00	2,083,987.00
mio. kWh	13.99	15.45	20.76
gas			
mio. kWh	0.78	2.62	0.78
electricity			
mio. kWh	22.91	23.24	26.12
heating oil			
liter	123,090.00	80,000.00	87,400.00
mio. kWh	1.34	0.87	0.95
district heating			
kWh	0.00	0.00	84,482.00
mio. kWh	0.00	0.00	0.08
drinking water			
1000 m³	6.67	6.83	11.08
	2020	2021	2022
	total		

	Conversion factors	Source
Diesel	l in kWh 9.96	Federal Office of Economics & Export Control (as of 2020)
Gas	m³ in kWh 9.77	
Heating Oil	l in kWh 10.9	
Electricity	1	
District heating	1	

Electricity consumption in Brake and Bremen:



J. MÜLLER consumes energy and causes emissions in the provision of its services. We have a responsibility to use this energy as efficiently as possible. Depending on the area of the company, we can sometimes influence consumption more (→ example car workshop), sometimes less (→ example diesel). Various factors limit our scope for action. This is because our energy requirements are heavily dependent on the goods we handle. If we handle more mass, this does not necessarily mean that we consume more energy.



We measure and evaluate energy consumption in accordance with the ISO 50001:2018 standard.

An exemplary look at the figures: vehicle workshop in Brake

2020	204,279	83,754	96,074	19,215
2021	432,244	177,220	129,957	25,991
2022	313,996	128,738	127,576	25,515
	kWh	kg CO ₂ e	kWh	kg CO ₂ e
	gas		electricity	

	Conversion factors	kg	Source
Electricity	kWh in CO ₂	0.2	EWE
Gas	kWh in CO ₂	0.41	EWE

The CO₂-equivalents are calculated based on the market.

Let's take a look at the car workshop in Brake. Here, energy consumption shows how changes in business activities can influence consumption. In 2021, the consumption of gas and electricity increased compared to 2020. The increase in consumption was due to the fact that we switched from a 2-shift system to a 3-shift system in the vehicle workshop due to an increase in workload. In 2022, we were able to reduce consumption again compared to the previous year. This was due to the continuous locking of the hall doors.

A look at the figures: Energy consumption during transshipment using the example of diesel

GRI 302-3

Brake						
bulk goods, food and animal feed	0.058	0.072	0.043	0.153	0.190	0.114
fertilizer	0.194	0.169	0.289	0.512	0.446	0.763
iron and steel	0.149	0.088	0.129	0.393	0.232	0.340
wood	0.128	0.111	0.132	0.338	0.293	0.348
cellulose	0.079	0.057	0.056	0.209	0.150	0.148
wind turbines	0.527	0.167	0.095	1.391	0.440	0.251
Bremen						
cereals/feed/coffee location GVA	0.025	0.056	0.015	0.067	0.148	0.040
fishmeal	0.056	0.063	0.080	0.148	0.165	0.210
coffee		0.242	0.261		0.638	0.690
product group	2020	2021	2022	2020	2021	2022
	liter/moved ton			kg CO ₂ /moved ton		

Diesel l to CO₂ conversion factor: 2.64
 Source: Federal Office of Economics & Export Control (as of 2020)

This example shows how our annual diesel consumption fluctuates. This is because diesel consumption depends on the product group and the product mix. For the iron or steel product group, for example, we use large diesel-powered forklifts/stackers. If the turnover or product mix changes in this group, this is also reflected in the consumption. Determining specific consumption levels is also a major challenge. J. MÜLLER is working on improving the database.

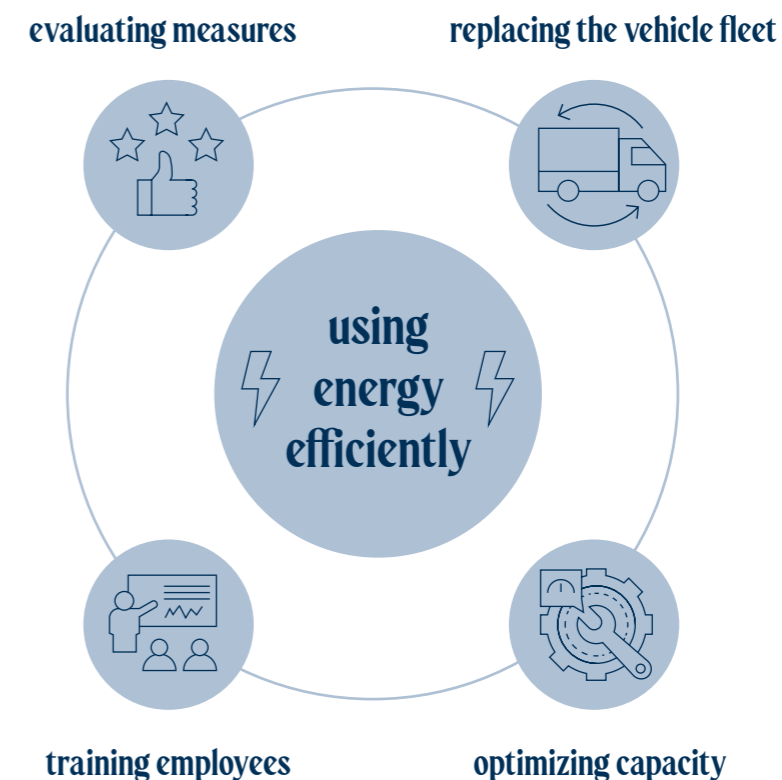


"OUR SCOPE FOR ENERGY SAVINGS IS SOMETIMES LIMITED, AS OUR CONSUMPTION IS LINKED TO THE TURNOVER PER PRODUCT GROUP."

Martin Krahl, Managing Director Operations

It can also be seen that energy consumption fluctuates in the reporting period 2020 to 2022. External circumstances such as volatile markets influence our business activities.

GRI 3-3



Projects, goals and measures

Our goals	Measures
Reduce electricity consumption in 2025.	Install intelligent lighting control systems in silos, warehouses and office buildings.
Energy-efficient renovation of building envelopes.	Replace doors at the vehicle workshop in Brake by the end of 2023. Replace windows in the offices of the grain transportation facility in Bremen by 2024.

GRI 302-4

GRI 306-3

Waste statistics:

hazardous waste in tons (conversion factor m ³ in tons neglected)	206	200	210	no removal necessary	4.03 (1)	no removal necessary
plastics in tons	130	150	182	142	54 (2)	246
wood/paper in tons	265	269	322	114	157	140
biomass in tons	744	396	666	411	265	235
other waste in tons	2211	2084	2099	325	204	199
types of waste	2020	2021	2022	2020	2021	2022
	Brake			Bremen		

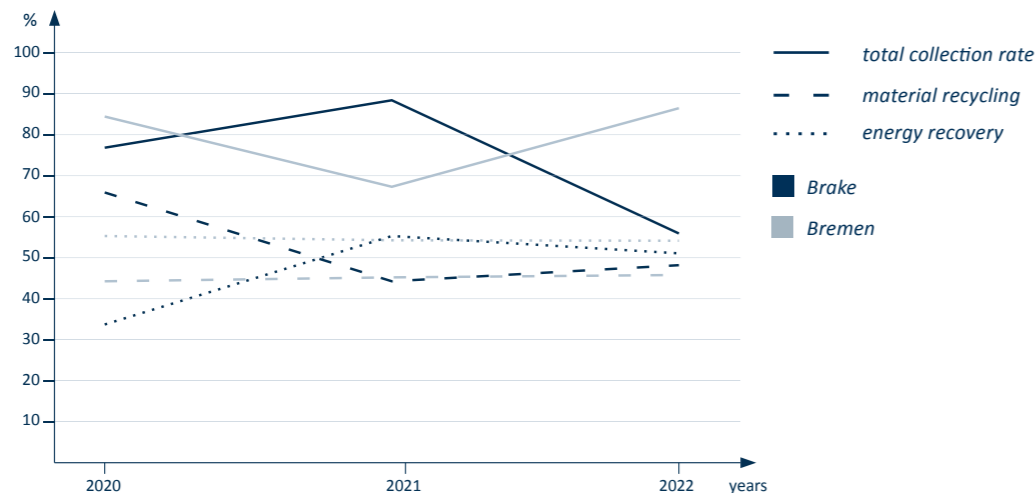
(1) Quantity resulted from collection of sludge trap.
 (2) The fluctuation is due to the dependence on the container of coffee.

GRI 306-1
306-2

J. MÜLLER also operates in a field of tension when it comes to waste management: both the quantity and the type of waste depend heavily on the orders and the individual handling processes. Our services also include the disposal of waste generated by customers.

1. type of goods
2. type of packaging
3. type of handling

→ These three points influence waste management. J. MÜLLER has no direct influence on the quantities of waste itself. Communication, exchange and education along the entire supply chain are important here: in cooperation with our customers, we are constantly looking for ways to optimize, reduce and recycle waste. We last revised our waste concept in 2022.



The sharp fluctuation in the separate collection rate in Brake in 2022 is a special case: construction waste was generated due to a demolition. This is counted as non-separated waste.



"IN WASTE MANAGEMENT, THE MOTTO IS: AVOID BEFORE RECYCLE!"

Alicia Noack, Sustainability Coordinator

Projects, goals and measures

Our goals	Measures
Increase energetic or other utilization.	Optimize material recycling of waste (for example: plastic straps). Sorting of dunnage.
Reduce waste.	Engage in dialog with customers and offer concrete alternatives.

Status and outlook with regard to climate protection

This report is J. MÜLLER's first sustainability report. In accordance with our management principles, we are taking an objective and step-by-step approach to preparing this report. We draw on existing processes, but also establish completely new processes. This has an impact on the scope of the report:

- We can report figures, but not all of them.
- On page 24 you can see the energy consumption for diesel as an energy source: In future reports, we would like to report the consumption of other energy sources as well. We would like to show more energy sources broken down by product group.
- We would also like to report the total GHG emissions from Scope 1 and 2. Also the total CO₂ footprint of J. MÜLLER.



The energy sources electricity and district heating fall under Scope 2. All other energy sources belong to Scope 1.

GRI 305-1
305-2

This is how we deal with Scope 3:

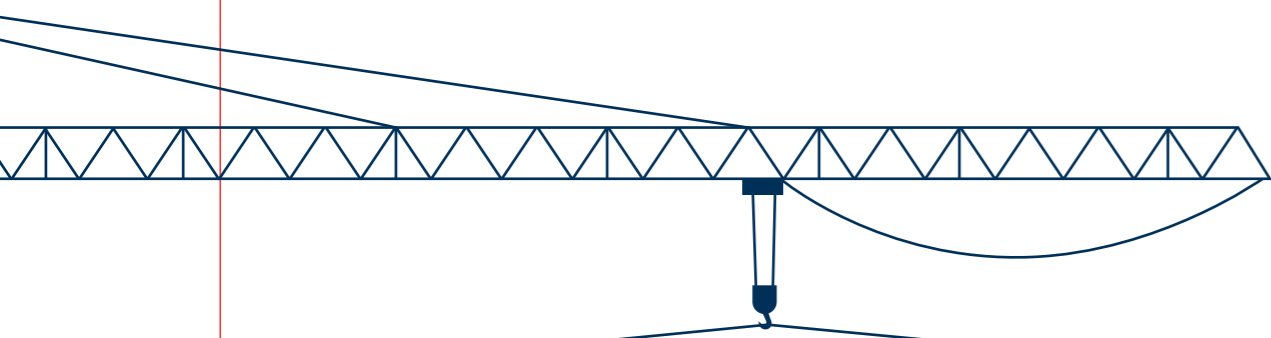
GRI 305-3

In this sustainability report, we are guided by the Guidance for Greenhouse Gas Emission Footprinting for Dry Bulk Terminals study. According to the study, we assume that the emissions in Scope 3 account for less than 1%. We therefore consider the GHG emissions from Scope 3 to be negligible for this report. This may change in the future, depending on how data and technology develop.

Projects, goals and measures

GRI 305-5

Our goals	Measures
Energy self-sufficiency	Expansion of the PV system on the Niedersachsenkai warehouses by 2025.
Use of hydrogen	Use for industrial trucks to reduce diesel consumption by 2026. This also depends on the availability of the vehicles.
Dust emissions	Acquisition of a new transshipment hopper for handling dusty (bulk) goods by mid-2024.



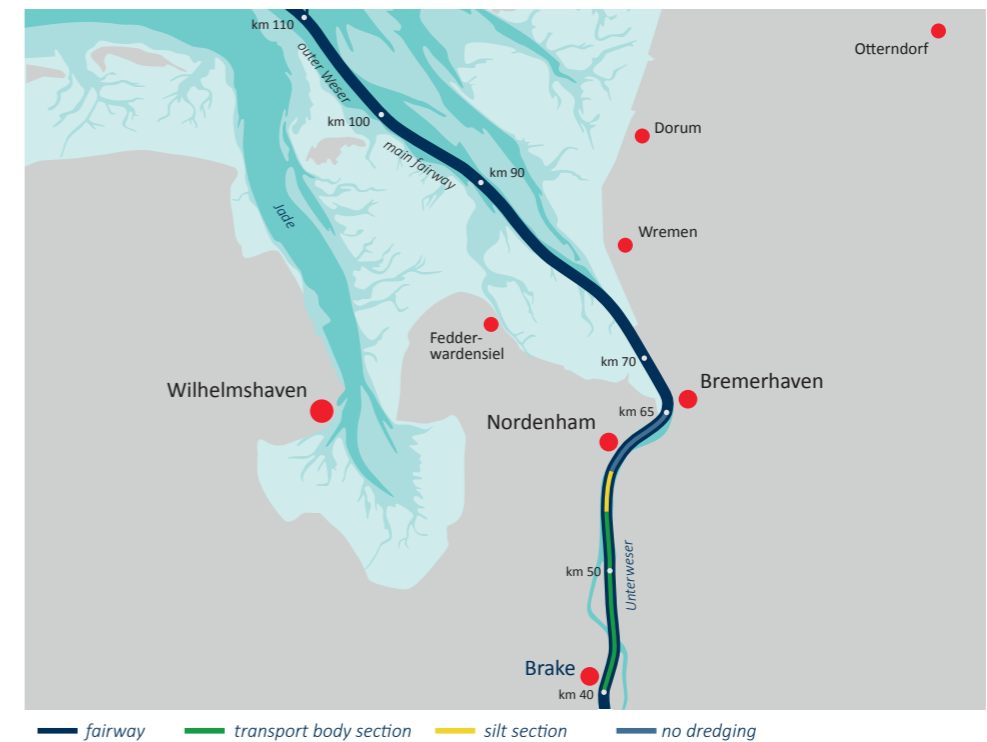
dashPORT software solution for energy saving in the port of Brake

After recording electricity consumers and energy-related processes in the port of Brake, sensible measures for saving energy and avoiding expensive peak loads were derived over the course of the project. The software enables employees to access the energy situation from anywhere and provides various recommendations for action for optimized energy management.

dashPORT is a funded project as part of the Innovative Port Technologies (IHATEC) program. It is supported by funds from the Federal Ministry for Digital and Transport Affairs. The project was awarded the MCN Cup of the Maritime Cluster Northern Germany in 2021 in the category "How can ports and maritime logistics be made more sustainable?" dashPORT is the result of intensive cooperation between several partners. Niedersachsen Ports GmbH & Co. KG, J.Müller AG, Fraunhofer CML and OFFIS have jointly contributed to the realization of the project.

Ecology and economy in context: fairway adjustment of the Unterweser Nord

THIS IS PLANNED



Adaptation of Unterweser (North) from kilometer 40 to kilometer 65 to a length of 25 km

The Weser is a habitat for people, animals and plants. At the same time, as a traffic and transportation route, it is an important lifeline for our region. To ensure that this route remains usable, it must be expanded with hydraulic engineering measures. The Weser-Jade-North Sea Waterways and Shipping Authority (WSA WJN) is tackling this with the Outer Weser and Lower Weser (North) projects. Important to know: The Lower Weser (North) is divided into the expansion sections km 40 to km 55 ("transport body section") and km 55 to km 58 ("silt section"). In a third section from km 58 (Bremerhaven) to km 65 (Nordenham), no dredging will take place, as the navigation channel in this area is already sufficiently deep. The construction work on the Lower Weser (North) will not involve adjusting the entire fairway.

The measures only relate to the navigation channel for shipping traffic. Furthermore, no river engineering measures and no changes to the width of the fairway are planned.

GRI 304-2

Currently, ships with a draught of 11.90 m can navigate Unterweser (North) depending on the tide. After the adjustment, ships with a draught of 12.80 m will be able to reach the port of Brake depending on the tide.



"THE TIMELY ADJUSTMENT OF THE FAIRWAY AT UNTERWESER NORD IS ALSO A NECESSARY MEASURE TO ACHIEVE THE GERMAN GOVERNMENT'S CLIMATE TARGETS."

Jan Müller, Chairman of the Executive Board

WHY IS THE ADJUSTMENT NECESSARY?

Economy

The Weser shipping route is interwoven into global logistics chains. This makes it **systemically relevant** for the German economy. The fairway adjustment secures its function for the future. Efficient seaports contribute to **diversification**: This reduces risks in trade handling. They also secure jobs in the region and in Germany.

Ecology

The timely adjustment of the fairway at Unterweser Nord is a necessary measure to achieve the German government's climate targets. This is because it reduces traffic and shifts truck journeys to the waterway. It minimizes underutilization of ships. It helps to reduce CO₂ emissions because fewer detours are required for transportation.

THIS IS WHY ADAPTATION IS IMPORTANT FOR THE BRAKE SITE

Brake is the specialist port on the German North Sea coast and can make a significant contribution to the energy transition: the port enables the handling of heavy goods and project cargo. Brake is also an important logistics hub for the German pulp and wind turbine market. With the grain and animal feed sector, the location makes a significant contribution to food and feed safety. The bundling of incoming goods at one location and the unique scope of the covered storage space offer ideal conditions for quality monitoring.

- The port can only achieve this if the draught is competitive.
- The current draught restriction of 11.90 m jeopardizes the development and existence of the port.
- This is because ship sizes have grown in recent years and continue to do so.
- The possible draught of the ships calling at Brake has increased.

More than 80% of the ships (TDW ≥ 40,000) that have called at our site in Brake since 2017 could not be fully loaded due to draught restrictions.

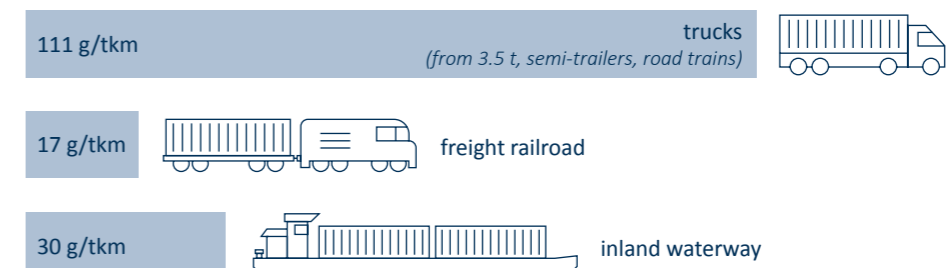
If ships cannot call at a port fully loaded, shipowners and customers look for other options. This is because they are pursuing a one-port strategy. If the fairway is not adapted, traffic will migrate to the western ports (Rotterdam, Ghent, Amsterdam and Antwerp). This would lengthen the transport routes of the subsequent hinterland transports and thus lead to higher CO₂ emissions. Germany would also no longer be independent in terms of ensuring security of supply.

After the fairway adjustment, a considerably larger number of bulk carriers in the segment of more than 50,000 tdw could call at the seaport of Brake fully loaded. More goods can be transported on the Weser without increasing the number of ship calls.

ENVIRONMENTAL PROTECTION

After the fairway adjustment, a considerable reduction in pollutant emissions is expected, for example because fewer trucks will have to travel on the roads. Instead, more use can be made of rail and inland waterway vessels. The Weser habitat must also be preserved for future generations. The project sponsor (Weser-Jade-Nordsee Waterways and Shipping Authority), as well as all parties involved in the process and J. MÜLLER are aware of this. The effects on the river are analyzed in advance by the project sponsor (e.g. changes in groundwater levels, flow behavior or salinity) and the plans are adjusted accordingly. The environmental impacts caused by the project are weighed up in the light of existing environmental and nature conservation legislation. The principle of avoidance - minimization - compensation applies without restriction. To balance the interests of those affected, we rely on an institutional dialog - under the leadership of the state of Lower Saxony.

CO₂ equivalents of the modes of transport



03



The focus is on people

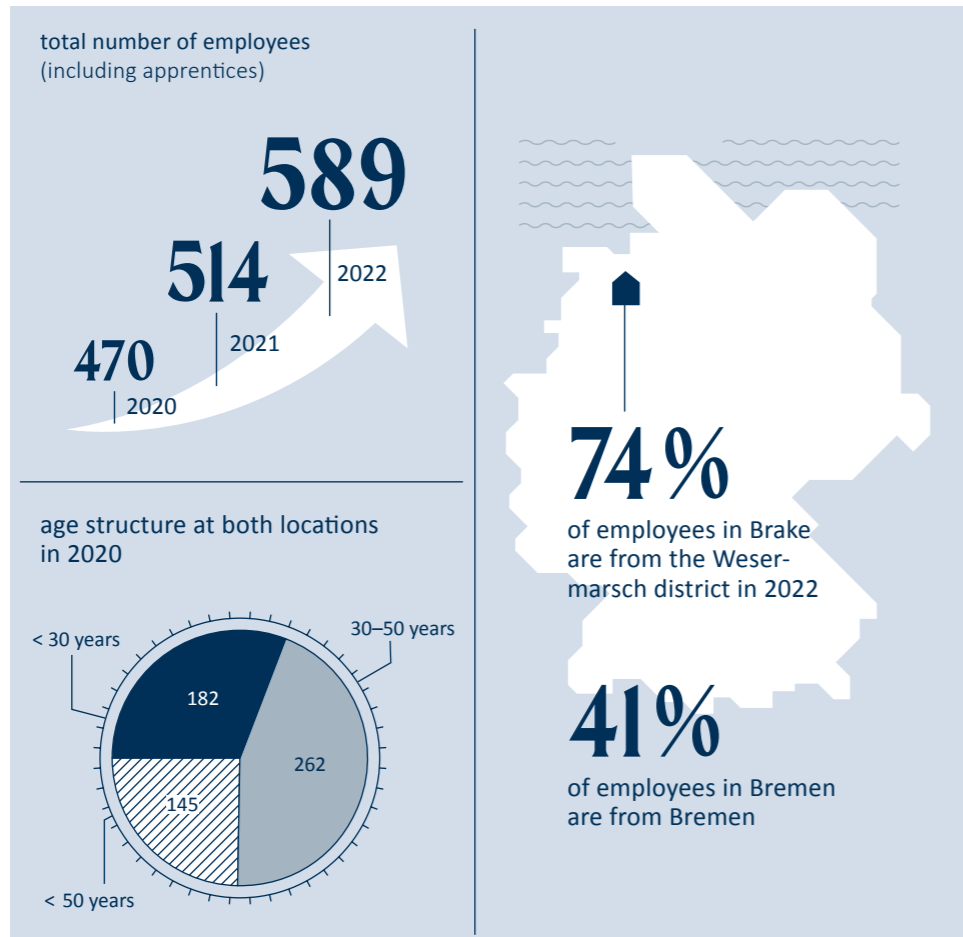
SUCCESS FACTOR: EMPLOYEES

With 589 (2022) employees, we work efficiently and conserve finite resources. We are confronted with a working world that is undergoing radical change (→ p. 38). The topics of work-life balance (→ p. 39) and equality (→ p. 40) shape and influence our management culture (→ p. 42). We combine reliable basic services (→ p. 41) with a wide range of training and development opportunities (→ p. 44) and social commitment (→ p. 50). To strengthen our employees and our company.

J. MÜLLER AS AN ATTRACTIVE EMPLOYER

Our employees are the heart of our company. We promote entrepreneurial thinking and responsible, sustainable action. We act responsibly towards people, animals and the environment.

GRI 401-1a



Further information on the total number and rate of new employees can be found in the appendix on page 64.

The world of work is changing

As a family-run, medium-sized company, we see ourselves as the economic engine of the region. However, we also see current and upcoming challenges. A changing world of work and demographic change go hand in hand. We are not only concerned with the labor shortage, but also with change processes that affect the way we work: Digitalization is influencing processes and communication. On the one hand, it improves working conditions and enables more participation. On the other hand, however, it also requires changes and the adoption of new processes. For the HR department, for example, this means we use a user-friendly, digital applicant management system. Applicants can apply online via the website.



"WE, THE ENTIRE HR DEPARTMENT, SEE OURSELVES AS A SERVICE PROVIDER FOR THE EMPLOYEES OF THE J. MÜLLER GROUP."

Manuela Drews,
Managing Director for Central Services

Combining work and private life

For a port and logistics service provider like J. MÜLLER, where work is carried out 360 days a year with a high presence on site, it is a challenge to reconcile work and private life. We try to accommodate the wishes of our employees with various measures, such as mobile working, part-time work, etc.

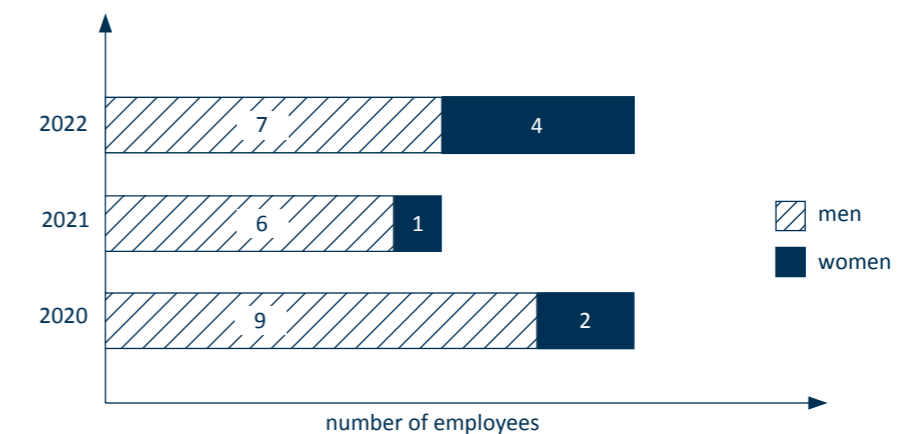
The focus is on people: this is not just a chapter heading. It is the foundation of our employer-employee relationship. We consider the compatibility of work and private life to be very important. This is why we are responding to the changing world of work by offering individual flexible working time models or part-time work where possible.

Legal entitlement to parental leave

Furthermore, whether you are a manager, electronics technician or port logistics specialist, all employees in Germany are entitled to parental leave- regardless of gender.

In the period between 2020 and August 2022, a total of 29 employees took parental leave. Of these, 22 were male and 7 were female. All of these employees returned to the company after their parental leave and are currently still working for us.

Number of employees who have taken parental leave:



Equality and respectful treatment

The issues of equality and a non-discriminatory workplace are also important. As a German company, we are subject to the General Equal Treatment Act (AGG). Employees also have the right to freedom of association and collective bargaining. This is stated in our Code of Conduct:

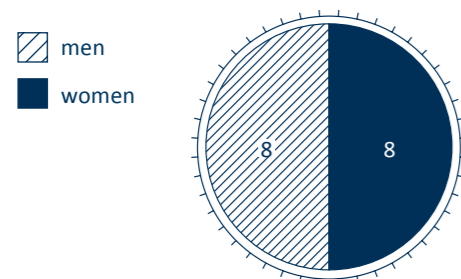
II. Anti-discrimination Regulation

No one shall be discriminated against or given preferential treatment because of their skin color, gender, disability, ideology, culture, sexual orientation, age, religion, ethnic or social origin, nationality, appearance, marital status or political or trade union activity.

Managers lead by example and are responsible for creating a positive working environment for their employees, free from discrimination and harassment.

At the time of preparing this report, there were no known cases of discrimination. Furthermore, there are no known violations of the right to freedom of association or collective bargaining.

Partners / shareholders:



Executive Management Board/Management:

total	3	4	1	1
female	0	1	0	0
male	3	3	1	1
< 30 years	0	0	0	0
30–50 years	0	1	0	0
> 50 years	3	3	1	1
	executive board J. MÜLLER Aktien- gesellschaft	management J. MÜLLER Weser GmbH & Co. KG	management LOG-Serv	management B-LOG

Employees:

total	470	514	589
female	70	74	75
male	400	440	514
of whom severely disabled (m/w/d)	15	14	12
year	2020	2021	2022

Attractive remuneration for all employees

- Standardized starting salaries after training regardless of age and gender
- Industrial employees at both locations are subject to company wage agreements concluded with the ver.di (United Services Trade Union).

BASIC SERVICES AND BENEFITS

These basic benefits are available to all employees in employment subject to social security contributions:

- Company doctor carries out mandatory and optional examinations.
- Parental leave
- J. MÜLLER pays all employees capital-forming benefits from the 7th month of employment.
- J. MÜLLER offers all permanent employees a company pension scheme after the probationary period.
- Disability pension and occupational disability insurance are part of the company pension scheme.
- Our employees can obtain the bike of their choice through company bike leasing.
- J. MÜLLER grants special leave, for example for marriages, silver weddings, 25th or 40th anniversaries.
- We subsidize computer workstation glasses with €120.00.

We use a company suggestion scheme to promote innovation and personal initiative. For preventative health measures, we rely on company fitness in cooperation with EGYM Wellpass: participating employees pay €12 per month and receive access to sports and wellness facilities close to home. They can also attend online courses.



72.8%
of employees participate in the supplementary pension scheme.

GRI 407-1a

full CoC online or in the appendix

GRI 405-1 406-1a 407-1a + b

GRI 406-1a 407-1a

GRI 405-1a

GRI 405-1b

GRI 202 202-1

GRI 40F-2a

PROVEN LEADERSHIP CULTURE

GRI 402

We see ourselves as a modern service provider and a solid employer. We act responsibly towards people, animals and the environment. In terms of our HR strategy, this means that we plan for the long term so that we can respond flexibly to market fluctuations. We focus on occupational safety and the level of training. All employees work together on this. Our managers take on a particularly responsible role: We work on our goals across functional and divisional boundaries. There are direct channels and open doors everywhere at J. MÜLLER. We communicate decisions openly and motivate employees to take the initiative and perform well.

"CHALLENGES ARE OUR BUSINESS - IN ADDITION TO TRADITION, INNOVATION IS ALSO PART OF OUR COMPANY."

Thomas Bielefeld, Deputy Chairman of the Management Board

OUR GOALS IN THE AREA OF PERSONNEL

- We are working to maintain the retention rate of > 90 %.
- Optimization of onboarding and offboarding processes.
- Implementation of another trainee project in 2023/2024 for the J. MÜLLER workforce, in which the values of community, sustainability and social responsibility play a major role.

Our personnel policy

cultivates a cooperative management style

promotes entrepreneurial thinking

plans and acts sustainably

motivates performance





This is employee Kevin Kaarz. Kevin started his training apprenticeship as an automotive mechatronics technician in 2008 and has been working at J. MÜLLER for almost 15 years.

TRAINING AND FURTHER EDUCATION: STRENGTHENING PROFESSIONAL SKILLS

Our long-term HR strategy also includes training and further education. After all, all employees should feel that their tasks are valuable. Individual further training increases both personal and professional skills.

"Our working world is undergoing many changes. New job profiles are emerging and existing ones are changing. The answer to this development is qualification. It is the key to mastering the upcoming challenges together."

Antje Streicher, Head of Human Resources

The HR department coordinates the topic and - in consultation with department heads and employees - puts together an offer that covers as many phases of working life as possible.

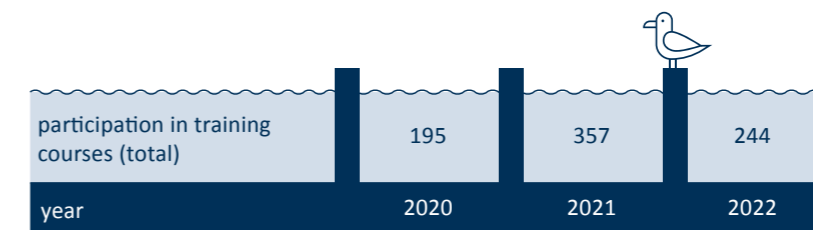
- Individual training opportunities
- Company training courses
- Internships
- Vocational training
- Dual study programme
- Organized induction
- Support and trainee programmes (granting of training scholarships)

Opening up new opportunities and retaining skilled workers

Further training contributes to motivation and opens up opportunities for our employees to reach the next level professionally or financially. They make everyone involved - the employees and the company - fit for future challenges. This approach also helps us to identify internal development and promotion opportunities for existing employees at an early stage and to work on retaining these valuable specialists within the company.

The continuous development of professional, social and personal skills contributes to the stability of our company.

Participation in training courses



In the table, you can see that more training courses were held in 2022 and 2021 than in 2020. Due to the coronavirus pandemic, courses and training sessions were canceled and made up for in subsequent years.

Study programs

- International Logistics Management
- Logistics Management
- Business Studies
- Business Psychology
- Sales and Marketing
- Business Informatics

Master craftsman

- Electrical Engineering
- Logistics
- Industry
- Metal construction

Specialists

- Specialist in freight transport and logistics
- Transport specialist
- Specialist in port Management, transport and logistics
- Commercial specialist
- Technical specialist

We cover the costs of further training for master craftsmen and specialists and promote courses of study as part of further training contracts. Above you can see in which area the further training courses have taken place.



Employees successfully completed a training course in the reporting period.



J. MÜLLER received the TOP TRAINING award for three years on June 12, 2019.

The photo shows the re-certification by the IHK on 03/09/2023 for another three years.

From the left: Stefan Bunting (Head of the Education Department at IHK Oldenburg), Neele Evers, Kaja Hanke (both Human Resources Department at J. MÜLLER), Jan Müller (President of the IHK Oldenburg)

TRAINING

GRI 404-2a

We can grow best together with our employees. In addition to the many years of expertise of highly experienced employees, innovation also requires new perspectives and ideas that provide a breath of fresh air in the processes. For example, from committed, motivated trainees!

J. MÜLLER is an IHK-certified training company. We provide training for both technical and commercial professions. The areas and tasks are varied. But what all 11 of our training programs have in common: There is at least one trainer in each area who manages the structured process. We support all trainees with a development and trainee program. This includes, for example, measures for external and internal exam preparation or in-house tutoring.

No one is thrown in at the deep end with us: Our trainees are not at a loss on their first day at work. They are part of the team right from the start and receive orientation, induction and advice. We use these tried-and-tested measures to achieve this: all trainees are assigned a personal contact person before they start their training. Every training begins with two trainee start days, which make it easier to get started and get to know each other. During training, the trainers provide regular feedback.

OUR APPRENTICESHIPS



1. Businessman for forwarding and logistics services
2. Shipping merchant specializing in tramp shipping
3. Specialist for port logistics
4. Electronics technician for industrial engineering
5. Industrial mechanic specializing in maintenance
6. Automotive mechatronics technician specializing in commercial vehicle technology
7. Agricultural and construction machinery mechatronics technician
8. IT specialist for system administration
9. IT specialist for application development
10. Businessman for office management
11. Dual study program in ship and port operations incl. vocational training as a forwarding and logistics services clerk

GRI 404-2a



Our takeover rate is
90 %

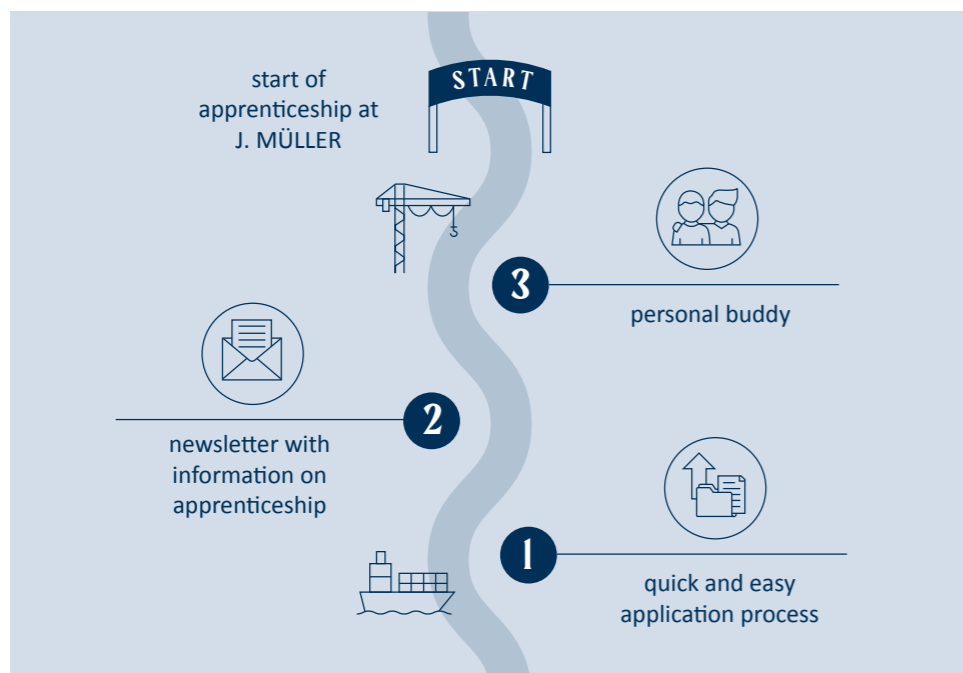
Kaja Hanke, Human Resources Department

A LOOK BEHIND THE SCENES: THIS IS HOW TRAINING WORKS AT J. MÜLLER



The way to J. MÜLLER starts for young professionals on our website: there they will find various information and online application forms.

- We present the various training professions in training videos.
- In the trainee blog, we provide information about news as well as tips and tricks for applications.
- On the Instagram account @jmuellerkarriere, our trainees give a personal insight into their day-to-day training at the port.



We also offer the opportunity to complete an internship before the start of training so that our junior staff can find out even more about the training opportunities. After a quick, simple application process, the training starts:

Their personal contact and a newsletter keep our junior staff up to date. After the starting days, our trainees are immediately given their own tasks and are allowed to take on responsibility early on. They pass through various departments and get to know new colleagues. Depending on the apprenticeship, they can also move between our Brake and Bremen sites.



See something of the world

In the forwarding division, trainees have the opportunity to obtain a qualification as a European business person. This includes a stay abroad with one of our customers.

Our trainees receive an attractive salary plus vacation pay and an annual allowance as well as capital-forming benefits. We also subsidize travel costs to vocational school.

Many activities add variety to the working day and strengthen cohesion and identification with J. MÜLLER:

- Excursions
- Visits
- Sports events
- Trainee projects

After completing the work and passing the exam, we honor completed training courses in a special setting: The ceremony takes place at a height of 90 meters in the meeting room on the silo.

Final photo of the trainee award ceremony at Silo 6 in summer 2021.



GRI 404-2a

Training projects: Promoting identification and commitment

Whether it's strengthening cohesion while cutter-pulling or gutting a house for Lebenshilfe Brake (Life support Brake): in addition to professional skills, our development and trainee programs also contribute to our values and our management approach. Together we are strong. We introduce our trainees in particular to our values, social commitment and sustainable action at an early stage. This strengthens their identification with J. MÜLLER and their skills right from the start of their careers.

The following is a selection of training projects from the reporting period.



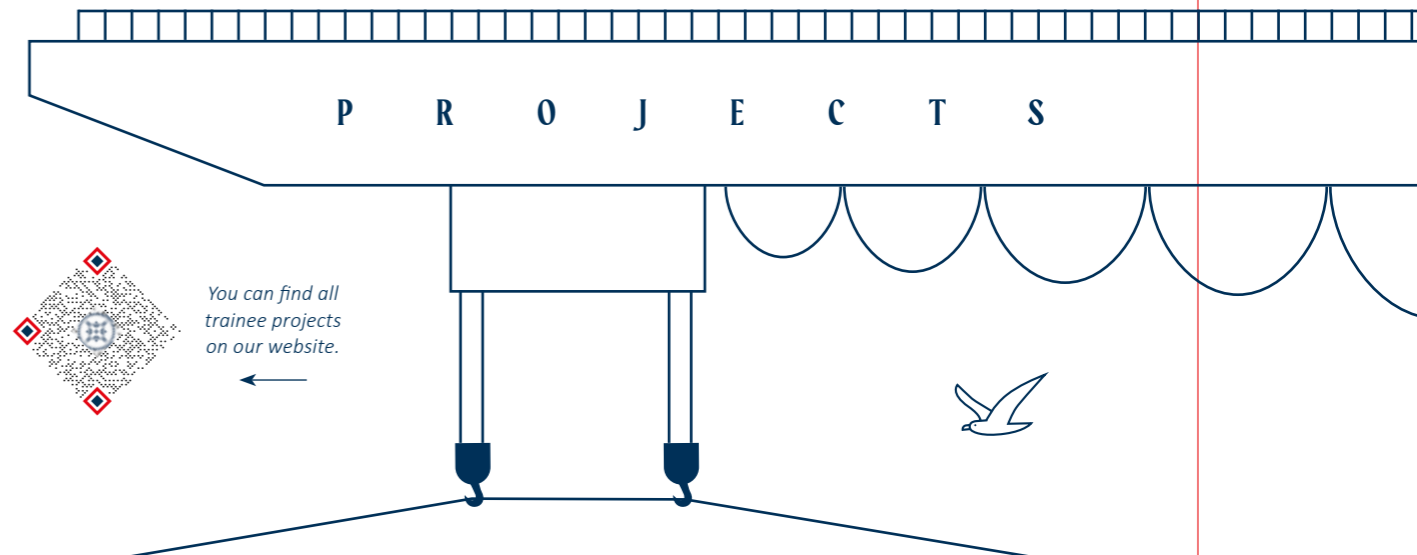
Trainee bike

A port like this is really big: our commercial trainees no longer do their daily errands at the Brake site by car: since August 2020, they have been using the trainee bike and pedaling hard. Sporty and environmentally conscious!



Sustainable exhibition stand

In 2019, our trainees developed the concept for a trade fair stand and implemented the idea themselves. The stand is made of pallets and is still used at trade fairs today, for example at job4u in Bremen.



200 years, 200 hours

To mark our 200th anniversary, we gave our trainees 200 hours off, which they were allowed to use for social activities. We are proud to have won the PIA Award for Social Commitment for this project in 2021.



Future Day

We also maintain an open-door culture when it comes to young talent: J. MÜLLER regularly takes part in Future Day. Pupils explore various professions in a fun way using small projects and tasks.



Apple growing paradise

Community gardening is good for bees and people alike: Our trainees planted 3,000 crocuses as spring food for the bees. They also built seating areas and cleaned the tree nature trail.



Life support Brake

Gutting rooms, trimming hedges, painting the garden house: Our trainees gutted and renovated a house together for Lebenshilfe Brake. All according to the motto: work together and weld the team together!

Occupational health and safety: raising awareness and communicating

MAKE PEOPLE AWARE OF THEIR RESPONSIBILITY

People are at the heart of everything we do: our employees have played a major role in the 200-year existence of our company. We are responsible for occupational health and safety so that they can work effectively and safely- and for the long term. Many of our employees carry out physically demanding tasks and work with complex equipment. The following applies: only a safe workplace enables good performance. In addition to the high standard of training, occupational health and safety is one of our focus areas as a reliable employer.

J. MÜLLER is certified in accordance with ISO 14001. This also results in requirements and rules for emergency preparedness, hazard prevention and other occupational health and safety issues.

Good to know: Occupational safety regulations, measures and processes apply to all employees. This means both for our employees and for employees of external companies.

Instruction on occupational health and safety applies to

100%
of the employees

HOW WE IDENTIFY, ASSESS AND REDUCE RISKS

We regularly carry out risk assessments to identify and evaluate work-related hazards. We determine and evaluate both physical and psychological risks. A risk assessment is available for every activity. It covers all areas of the company, including the risk that could emanate from hazardous substances.



Plant inspections

Further measures include monthly plant inspections. The heads of the respective departments are obliged to do this. They inspect their own areas and other areas, too. This is intended to counteract operational blindness. The heads of the departments also carry out joint inspections. The inspections are open-ended and clearly state that criticism should be voiced.

We create the inspection documentation using an app: this reduces paper consumption and makes it easier to access important data quickly.



Toolbox meetings

We also hold toolbox meetings to promote communication and increase awareness: The short, simple safety briefings take place as required. For example, at the start of a shift or activity. The participants talk about upcoming tasks, possible risks and clearly communicate who is responsible and which employee has which role in the work process.

GRI 403-2 a

GRI 403-2 a

GRI 403-8 a, b, c

GRI 403-1 a

GRI 403-1 b

ASA meetings

GRI 403-4 a, b

In accordance with Section 11 of the German Occupational Safety Act (ASiG), J. MÜLLER is obliged to hold quarterly meetings of the Occupational Safety Committee (ASA). In the run-up to the ASA meetings, the safety officers meet and analyze current key topics. They then bring these to the ASA meeting. One health and safety committee per company is mandatory. As the hazards at our sites in Bremen and Brake are very different, we hold our own ASA meetings at both sites.



"WHEN IT COMES TO OCCUPATIONAL SAFETY, EVERY EMPLOYEE IS RESPONSIBLE FOR THEMSELVES AND THEIR COLLEAGUES. MANAGERS AND THOSE IN POSITIONS OF RESPONSIBILITY IN PARTICULAR HAVE AN IMPORTANT ROLE AND MUST BE AWARE OF THIS."

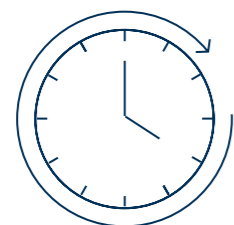
Christian Henning, Head of Operations and Process Management

Digital instructions on occupational health and safety

We draw up operating instructions based on the risk assessments. The instructions are issued at regular intervals. We use modern information and learning formats for this:

- Every employee has access to the instructions.
- We carry out the instructions digitally using EHS software.
- The advantage: each employee receives individual instructions.
- The instructions are specifically adapted to the employee's job.
- Employees can read relevant information around the clock.
- External companies are instructed in accordance with our training documents.
- We monitor the implementation.

GRI 403-5 a



Employees can access their instructions.

24/7

Attention and exchange

Open doors and efforts to keep the topic in the spotlight: These are important pillars of occupational safety and health protection at J. MÜLLER. Organization and communication reduce the risk of accidents in the workplace. Our service providers also comply with all regulations.

In addition to proven processes and clear responsibilities, the contribution of our employees is also important in order to continuously improve safety in the workplace. After all, they are the experts in their field. We motivate our employees to play an active role in shaping occupational health and safety. We therefore involve our employees in risk assessments, risk evaluations and site inspections. They are encouraged to express ideas, comments and objections.

GRI 403-7 a

GRI 403-2 b,c,d, 403-4 a



Current accident figures

There were no fatalities due to work-related injuries in the reporting period. The other figures relating to work-related injuries are as follows:

reportable accidents in Bremen (own employees)	11	6	14
reportable accidents in Bremen (temporary workers)	3	2	2
reportable accidents in Brake (own employees)	40	36	39
reportable accidents in Brake (temporary workers)	4	5	9
Jahr	2020	2021	2022

GRI 403-9 a

Which hazards caused injuries during the reporting period? Or contributed to injuries? We analyze the reasons in the proven processes: carry out risk assessments, draw up operating instructions, provide instruction. Every employee receives initial training. We strive to reduce the number of accidents. We take various measures to achieve this (see → Goals on page 56).

GRI 403-9 c, d

▶ **MAINTAINING HEALTH IN THE LONG TERM**

GRI
403-3 a

The appointed company doctor offers employees both mandatory and optional examinations. J. MÜLLER does not receive the results of examinations due to data protection regulations.

Regardless of whether the employee works physically all day or sits at a desk for long hours, health protection is also part of maintaining working capacity.

Our employees can take the following voluntary measures to maintain their health:

GRI
403-5 a
403-6 a, b

- Company fitness in cooperation with EGYM Wellpass,
- Bicycle leasing and
- Company integration management.

▶ **PROJECTS, GOALS AND MEASURES**

Occupational health and safety is a topic that is always on the move. One example: When J. MÜLLER purchases a new device or vehicle, this also has an impact on specifications and measures relating to occupational safety. We also set ourselves the following goals:

Our goals	Measures
Driving digitalization forward.	For example: increasingly create documentation via app.
Opening our eyes to occupational health and safety.	Conduct further workshops, clearly define responsibilities in the area of occupational health and safety.
We are endeavoring to reduce the number of accidents.	Develop and implement an action plan, including the creation of a new position for occupational health and safety coordination.

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Appendix

Total number of employees in 2020 (excluding 59 apprentices)

total	18	386	6	1
of whom women	10	44	0	0
of whom men	8	342	6	1
	18 commercial	0 industrial	125 commercial	261 industrial
			1 commercial	5 industrial
				1 commercial
				0 industrial
	AG	Weser	LogServ	Müller & Oorburg

Total number of employees in 2021 (excluding 65 apprentices)

total	15	427	6	1
of whom women	8	51	0	0
of whom men	7	376	6	1
	15 commercial	0 industrial	134 commercial	293 industrial
			1 commercial	5 industrial
				1 commercial
				0 industrial
	AG	Weser	LogServ	Müller & Oorburg

Total number of employees in 2022 (excluding 60 apprentices)

total	3	519	6	1
of whom women	0	64	0	0
of whom men	3	455	6	1
	3 commercial	0 industrial	150 commercial	369 industrial
			1 commercial	5 industrial
				1 commercial
				0 industrial
	AG	Weser	LogServ	Müller & Oorburg

Membership of the following associations

1. Oldenburger Münsterland Agricultural and Food Forum (AEV)
2. Bremer Verein der Getreide- und Futtermittelimporteure e. V. (Bremen Association of Grain and Feed Importers)
3. Bremen Port Authority
4. German Coffee Association
5. DSLV German Freight Forwarding and Logistics Association
6. DTV-German Pet Food Association
7. Lower Saxony Transport Association
8. Lower Saxony Port Authority (Seaports of Niedersachsen)
9. Bremen Freight Forwarders Association
10. Economic Association Oldenburg DER KLEINE KREIS e. V.
11. Central Association of German Seaport Operators (ZDS)
12. Wirtschaftsverband Weser e. V.

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