

GRI index

Statement of use	Kuehne+Nagel has reported in accordance with the GRI Standards for the period 01.01.2022-31.12.2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard / Other Source	Disclosure	Reference	Location / Page	Omission
General standard disclosures				
GRI 102: General disclosures	2-1 Organizational details	AR 2022 ²	17, 18, 111-120	
	2-2 Entities included in the organization's sustainability reporting	SR 2022 ³	62	
	2-3 Reporting period, frequency and contact point	Sustainability Report (1.1.2022-31.12.2022), published 31.3.2023 Contact point for Sustainability Report 2022: Isabel.Krauss@kuehne-nagel.com Annual Report 2022: 1.1.2022-31.12.2022, published 01.03.2023		
	2-4 Restatements of information	SR 2022	62, 66-68	
	2-5 External assurance	SR 2022	62, 66	
	2-6 Activities, value chain and other business relationships	AR 2022 SR 2022	3 6	
	2-7 Employees	SR 2022	68-69	
	2-8 Workers who are not employees	SR 2022	68	
	2-9 Governance structure and composition	AR 2022	17-36	
	2-10 Nomination and selection of the highest governance body	AR 2022	24	
	2-11 Chair of the highest governance body	AR 2022	20	

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GRI 102: General disclosures	2-12 Role of the highest governance body in overseeing the management of impacts	SR 2022	9	
	2-13 Delegation of responsibility for managing impacts	SR 2022	9	
	2-14 Role of the highest governance body in sustainability reporting	SR 2022	9	
	2-15 Conflicts of interest	AR 2022	18	Potential conflicts of interests are disclosed to shareholders
	2-16 Communication of critical concerns	SR 2022	9	
	2-17 Collective knowledge of the highest governance body	AR 2022	19-23	
	2-18 Evaluation of the performance of the highest governance body			Confidentiality constraints
	2-19 Remuneration policies	AR 2022	38	
	2-20 Process to determine remuneration	AR 2022	38	
	2-21 Annual total compensation ratio			Confidentiality constraints
	2-22 Statement on sustainable development strategy	SR 2022	3-4, 7	
	2-23 Policy commitments	SR 2022	45, 50-52	
	2-24 Embedding policy commitments	SR 2022	50-52	
	2-25 Processes to remediate negative impacts	SR 2022	45, 49-51	
	2-26 Mechanisms for seeking advice and raising concerns	SR 2022	45, 49-51	
	2-27 Compliance with laws and regulations	AR 2022	95, 100	
	2-28 Membership associations	SR 2022	21	
2-29 Approach to stakeholder engagement	SR 2022	48-49		
2-30 Collective bargaining agreements	SR 2022	45		

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Materiality assessment and list of material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 2022	10-11
	3-2 List of material topics	SR 2022	10
Customer relations and satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	15
Product and service innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	15, 18-19
Supplier engagement			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	17
Sustainable supply chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	20-21
CO ₂ e/Greenhouse gas emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	23-25, 28-30
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR 2022	66
	305-2 Energy indirect (Scope 2) GHG emissions	SR 2022	66
	305-3 Other indirect (Scope 3) GHG emissions	SR 2022	66
	305-4 GHG emissions intensity	SR 2022	67
Efficient use of resources			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	26-27, 31
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR 2022	67
GRI 303: Water and Effluents 2018	303-5 Water consumption	SR 2022	68

Waste management and recycling			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	32-34
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 2022	32-34
	306-2 Management of significant waste-related impacts	SR 2022	32-34
	306-3 Waste generated	SR 2022	68
	306-4 Waste diverted from disposal	SR 2022	68
	306-5 Waste directed to disposal	SR 2022	68
Management of dangerous goods			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	37
GRI 306: Waste 2016	306-6 Significant spills	SR 2022	37
Employee satisfaction and retention			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	38-40
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR 2022	69-70
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 2022	39
	401-3 Parental leave	SR 2022	39
Employee development			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	40-41
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR 2022	70
	404-2 Programs for upgrading employee skills and transition assistance programs	SR 2022	38-40
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 2022	42

Human Rights, diversity and equal opportunities			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	42-45
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 2022	68-69
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	46-47
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 2022	46-47
	403-2 Hazard identification, risk assessment, and incident investigation	SR 2022	46-47
	403-5 Worker training on occupational health and safety	SR 2022	46-47
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 2022	46-47
	403-9 Work-related injuries	SR 2022	46-47, 70
	403-10 Work-related ill health	SR 2022	47, 70
Responsible communication			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	48-49
Business integrity			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	50-52
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR 2022	2

Business integrity			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	SR 2022	50
	205-3: Confirmed incidents of corruption and actions taken		If applicable, significant confirmed incidents and public legal cases regarding corruption are disclosed in the Annual Report.
GRI 206: Anti-competitive behaviour	206-1 Legal actions for anti-competitive-behaviour, anti-trust, and monopoly practices		If applicable, significant confirmed incidents and public legal cases regarding corruption are disclosed in the Annual Report.
GRI 207: Tax 2019	207-1 Approach to tax	SR 2022	52
	207-2 Tax governance, control, and risk management	SR 2022	52
	207-3 Stakeholder engagement and management of concerns related to tax	SR 2022	52
Business preparedness, resilience and disaster response			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	52
Data privacy and security			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022	55
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 2022	No substantiated complaints concerning breaches of customer privacy and losses of customer data in the reporting period.



Independent Limited Assurance Report

to the Directors of Kuehne and Nagel Management AG

DNV Business Assurance Germany GmbH (“DNV”, “us” or “we”) were commissioned by Kuehne and Nagel Management AG (“Company”) to provide limited assurance over Selected Information presented in the “Sustainability Report 2022 Edition” (the “Report”) for the reporting year ended 31 December 2022.



Our Conclusion: Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information is not fairly stated and has not been prepared, in all material respects, in accordance with the Criteria.

This conclusion relates only to the Selected Information, and is to be read in the context of this Independent Limited Assurance Report, in particular the inherent limitations explained overleaf.

Our observations and areas for improvement will be raised in a separate report to Company’s Management. Selected observations are provided below. These observations do not affect our conclusion set out above.

- The Company’s emissions calculation methodology for Scope 3 Category 4 is based on that applied by EcoTransIT, which is widely accepted and applied. EcoTransIT uses default values for fuel type and fuel efficiency, depending on the region, and vehicle or vessel involved in the transport of a given shipment. As the Company continues to improve and refine its own data collection capabilities, we recommend continued attention to collecting supplier-specific data.

Selected information

The scope and boundary of our work is restricted to the 2022 performance data included within the Report (the “Selected Information”), listed below:

- Scope 3, Category 4 GHG emissions, Upstream Transportation and Distribution (Million t CO₂e)

Our competence, independence and quality control

DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. Our multi-disciplinary team consisted of professionals with a combination of environmental and sustainability assurance experience.

Reported emissions benefits from purchases of sustainable fuels are expressly excluded from our scope and boundary of work.

To assess the Selected Information, we have referred to the calculation methodologies in the Company’s Reporting Methodology (found on pages 62 and 63 in the Report).

We have not performed any work, and do not express any conclusion, on any other information that may be published in the Report or on the Company’s website for the current reporting period or for previous periods.



Standard and level of assurance

We performed a **limited** assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – ‘Assurance Engagements other than Audits and Reviews of Historical Financial Information’ (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement; and the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our opinion, so that the risk of this conclusion being in error is reduced but not reduced to very low.

Basis of our conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information; our work included, but was not restricted to:

- Conducting interviews with the Company’s management, to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Information;
- Conducting teleconferences with data owners, business unit managers, and other technical and system experts within the Company and at the firm EcoTransIT to review processes and systems for preparing business unit level data consolidated at Company;
- Performing limited substantive testing on the most significant contributors (business unit level), to check that their data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and the context provided to us by Company for the Selected Information is prepared in line with the Criteria;
- Assessing the appropriateness of the Criteria for the Selected Information; and
- Reviewing the Reports and accompanying narrative to the Selected Information in regard to the Criteria.

DNV Business Assurance Germany GmbH

Essen, Germany
31 March 2023



WHEN TRUST MATTERS

Inherent limitations

All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud or other irregularities. Non-financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities. Our assurance relies on the premise that the data and information provided to us by Kuehne & Nagel Management AG have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Limited Assurance Report.

Responsibilities of the Directors of Kuehne & Nagel Management AG and DNV

The Directors of the Company have sole responsibility for:

- Preparing and presenting the Selected information in accordance with the Criteria;
- Designing, implementing and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements;
- Measuring and reporting the Selected Information based on their established Criteria; and
- Contents and statements contained within the Reports and the Criteria.

Our responsibility is to plan and perform our work to obtain limited assurance about whether the Selected Information has been prepared in accordance with the Criteria and to report to the Company in the form of an independent limited assurance conclusion, based on the work performed and the evidence obtained. We have not been responsible for the preparation of the Reports.

DNV Business Assurance

DNV Business Assurance Germany GmbH is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. <https://www.dnv.com>