

 LOGWIN

Your Logistics

2022

2023

2024

2025

2026

2027

**Europe-wide Fashion
Logistics**

**Australia – Reliable
Import and Export**

**Logistics Completely
Lifted Off:
Helicopter Logistics**

**Working Together for
a Sustainable Future**

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4.000

Employees



190

Locations



37

Countries



2,2 bn.

Sales





THIS IS US

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Customer communication is our top priority

Proximity to customers, dialogue with partners, and exchange with colleagues worldwide – that's what our daily work is all about. Because we have our own offices, we're close to everything that happens on the ground, enabling us to respond quickly and find the right solution for every requirement. Our motivation is to make a difference and to do everything to the satisfaction of our customers. This is only possible if our employees work hand in hand with partners and customers around the world, communicate transparently, and find appropriate approaches and solutions for every challenge.





For Future Generations

Children are the future. That is why a manufacturer from Denmark has specialized in designing and producing toys, furnishings, furniture, accessories, clothing, and shoes for babies and children with a focus on sustainability and quality since 2015.



At the beginning of 2023, Logwin Poland won the customer's logistics contract and, together with the customer, set itself a major goal for the coming years: the distribution of B2C and B2B orders to numerous European countries as well as to the United States, Canada, Australia, Japan, and South Korea.

Over the past eight years, the customer had already exhausted its maximum storage capacity multiple times, which is why it was looking for an experienced and professional logistics partner. In addition to e-fulfillment services, goods receipt, and warehousing

as well as packaging and labeling, Logwin Poland also handles the unloading of loose containers, the efficient execution and processing of returns, competent processing of export declarations for export shipments, as well as value-added services that are precisely tailored to the customer's specifications. The company is certified to the Global Organic Textile Standard (GOTS), which places demands on us and the entire supply chain. Due to this relationship with the customer, Logwin Poland will also be audited to GOTS and will therefore be able to expand its repertoire of certifications.



A Contract Logistics Gem

Logwin Poland has already been handling contract logistics for a producer and retailer of jewellery and fashion accessories since 2018. A special aspect of this customer is its unique approach to sales – all of its products are transported and presented on stands. These are then delivered to stores throughout Europe via various retail chains and markets.





Storage space has grown from an initial 3,000 m² to an impressive 10,000 m².

For six years, we have been working hand in hand with this customer to meet their ever-evolving needs. Their storage space has grown from an initial 3,000 m² to an impressive 10,000 m². Over the course of our partnership, we have not only created standard displays, but also carried out complex and international projects.

But our work goes far beyond designing, assembling, and transporting displays. Our activities also include relabeling products, modifying packaging, and adding price tags – all tasks that require precision and meticulous attention to detail. Logwin Poland not only provides efficient warehousing services, but also ensures that transportation from our warehouse in Wrocław, Poland to Germany proceeds smoothly and on time via regularly scheduled shipments.



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Always Full Speed Ahead

Whether motorcycles, e-bikes, spare parts, or merchandise, whether from Austria or overseas to the entire world, at the leading European specialist for motorized two-wheelers from Upper Austria, everything revolves around performance – from speed to quality to design – Logwin covers numerous aspects of shipping and takes care of customs requirements in addition to importing and exporting.



What began for Logwin about 15 years ago with exports from Austria to the USA has today developed into a business that ships all over the world. The customer's headquarter in Austria now boasts a logistics center with 100 truck loading docks. The customer wants to expand this growth further over the next few years and Logwin, as a long-standing, reliable logistics partner, would like to continue to support this in the future. For this reason, a key account team at our Salzburg office creates daily reports for the customer's sales representatives all over the world. In addition, we are working on an IT platform to link the interface to the customer and make communication even more transparent. This will ensure that both sides can respond to the smallest changes at any time and the customer can always track the goods during transportation.

High-Performance Shipping

A considerable share of the sea freight shipments lies in Logwin's hands. The customer is provided with the empty equipment for loading on site. Logwin then organizes the transport to the target destinations. In the first half year of last year alone, 5,150 TEU (twenty-foot equivalent units) were shipped in 40-foot full container loads (FCL). Logwin transports advertising materials or merchandise items in less than container loads (LCL).

In order to meet our customers' requirements and fulfill their orders, we have to step on the gas and always deliver full performance. The quality standards are high on both sides, and to provide on-site support at our own locations and target destinations, as well as to continue to handle shipments reliably, we draw on our worldwide network as well as our extensive expertise in the field of sea freight – for satisfied customers, even off the beaten path.



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At Warp Speed from Brazil to the World and Back

Since mid-2021, Logwin Brazil has been handling the entire logistics process for a leading global manufacturer of engines and turbines.





The customer has contracts for the maintenance of gas turbines for power generation throughout the country. To this end, Logwin exports the oversize turbines from Brazil to Germany or the United States by air and sea freight.

Logwin has been active in Latin America for over 45 years and has its own national subsidiary in Brazil. Due to our many years of experience, we are familiar with the various regulations and unique regional conditions and are thus able to offer a fully comprehensive service. In the case of our customer, we pick

up the turbines with special trucks and also arrange transfer to bonded warehouses and to the airport or port. Due to their excessive size, special handling is required throughout the supply chain.

On the main route to Germany, the oversize turbines are transported by air, and shipments to and from the USA as well as to Colombia and Uruguay are carried out by sea freight. Thanks to its operational excellence and reliability, Logwin Brazil was able to secure the business of importing turbines back to Brazil in addition to exporting them.



Europe-wide Fashion Logistics

As a consumer, we are accustomed to always finding the latest products on the shelves or seeing the hottest fashions in the store windows. If an item isn't available, it can be ordered and arrives within a few hours or days. In order for retailers to offer this, smooth supply chain management is required. This is where Logwin comes in – we have made it our business to think outside the box and to update and optimize existing processes. For example, Logwin Solutions manages the international retail and fashion network in 18 European countries for a well-known fashion manufacturer.

Here Today, There Tomorrow

From our branch office in Renningen near Stuttgart to Portugal or Spain, France, and Italy, to Scandinavia, the Balkans, or Eastern Europe – Logwin loads the goods and transports them by truck to wherever the customer needs them. All of the retail countries are supplied according to a schedule specified by the customer – the delivery days and time windows for store deliveries are predefined at each location.

Delivery to the store in Paris, for example, proceeds as follows: The goods are loaded at the customers premises on Tuesday. This is picked up by Logwin Renningen by lunchtime and delivered to the relevant partner in the greater Paris area on the same day. Our local partner is then responsible for sorting the goods and delivering them to the respective stores before they open the next morning. This tight schedule is only possible if everything from dispatching vehicles and drivers to communicating with the stores runs smoothly. Logwin has its own branches in Spain, Portugal, and Romania and handles the nationwide distribution of goods on its own. This means that goods loaded in Renningen on Monday can already be unloaded in Bucharest on Wednesday and delivered to the stores on Thursday.

Due to the increasing volume of shipments to Romania, we were able to increase our departure density to three vehicles per week, making us one of the largest shippers to Romania in the Stuttgart region. In order to meet delivery deadlines and save additional time, longer routes are manned by two truck drivers. Ultimately, our aim is to reduce empty runs and low capacity utilization. We can guarantee this through the flexible working methods of our employees in Renningen as well as close customer contact.





In addition to supply chain management for the fashion manufacturer's retail and wholesale channels, Logwin also handles consolidation, goods sorting and truck loading, among other things. In addition, we offer all our customers the opportunity to view the shipment data and the current location of the load via an online solution. Thanks to reliable collaboration between the individual sites and transparent communication, we can always provide our customers with up-to-date information.



ComPETent Logistics to Increase Sustainability

With each passing day, pollution from plastic packaging and other plastics that are not disposed of properly – especially in emerging and developing countries – is increasing worldwide. A family-owned company from Italy specializes in recycling plastics and waste, offering turnkey production systems in a variety of configurations.





Starting from the raw material, plastics can be freed from various impurities in our customer's "washing plants" and decomposed into rPET flakes, which are then processed for bottle-to-bottle production. Today, in the third generation, these systems are sold all over the world and can be found on all continents. Logwin Milan has handled a number of projects for the customer since 2020, ranging from 61 to 326 standard twenty-foot containers (twenty-foot equivalent units, abbreviated TEU) to Nigeria, China, India, and Chile. As such, Logwin handled the next project, with 190 TEU bound for Mexico, in 2023. Each system is transported in 40-foot open-top containers and in several wooden crates on 40-foot flat rack containers. These types of containers are suitable for transporting large machines and heavy, oversize components.

The company follows the same service-oriented approach as Logwin, offering not only machines, but complete customer-specific solutions. This includes complete preassembly, interface validation prior to shipment, remote support or on-call team, preventive maintenance and installation monitoring, and spare parts programs. Logwin not only provides customers with shipping solutions, but also supports them with loading plans, shipping planning at the various loading points, checking letters of credit, document delivery to banks, information on possible import restrictions, export customs clearance and spare parts deliveries.

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Efficiently Managing Global Freight Flows

As an international logistics service provider, we rely on our broad, worldwide network and a standardized IT system to meet the needs of our customers. Our employees work day and night at our subsidiaries in 37 countries around the world to ensure that the wide variety of goods continues to flow smoothly from Asia, Europe, Central and South America and Australia.





Australia – Reliable Import and Export

Over the past 45 years, Logwin Australia has evolved into a reliable partner for the Australian economy with expertise and organizational competence in the fields of import and export.

Importing consumer goods and retail items into Australia requires reliable organization and detailed expertise in customs clearance. Logwin has been operating in Australia for over four decades and is certified as a Trusted Trader and accredited by the Home Affairs Division of the Australian Border Force. We serve our customers at four locations – Sydney, Melbourne, Brisbane and Perth – handling demanding import regulations and export orders.

We Keep Our Eyes on Everything for Our Customers

Australia's strict customs processes and border controls require unconditional adherence to compliance guidelines. To ensure that this is the case, Logwin has set up a central customs clearance department in Sydney based on the "control tower" principle. In this context, the Logwin Order Tracking System (LOTS) supports our customers along the global supply chains not only with immediate insights into the shipment status, but also offers – in addition to customer-specific information on order numbers and partial deliveries – access to shipment-related documents such as commercial invoices and packing lists.



Sustainability and Renewable Energies

Logwin Australia handled the delivery of plant components and equipment for a lithium hydroxide refinery near Perth in 2022 and 2023. Australia is the world's largest exporter of lithium, accounting for 46 percent of its products in 2022 alone. The light metal is primarily used for rechargeable batteries, and Logwin ships goods for this demanding supply chain by air and sea freight from more than 70 locations in 15 countries. In addition, we ensure time-critical customs clearance on schedule and arrange the clearance of goods at the port until delivery to the construction site in an organized manner. In addition,

Logwin Australia has recently supported the transportation of large equipment for off-grid renewable energy projects to Western Australia and made deliveries to mining areas over 1,000 km away. Our national organization in Australia has been actively offsetting the carbon emissions generated by our sites since 2009 in cooperation with our long-standing partner the Carbon Reduction Institute. We also cooperate with the environmental organization One Earth – One Ocean, which aims to rid the world's waters of plastic waste, oil and pollutants. Our employees participate in the organization's annual beach clean-ups in the greater Sydney area.



Brisbane

Sydney



Melbourne





Spain and Portugal – a Unique Distribution Network

Logwin has enjoyed logistical success out of the Spanish capital Madrid since 1990 and covers the entire Iberian Peninsula through its other locations in Barcelona and Porto. With a broad network, extensive expertise, and a wide range of services, we offer tailor-made solutions for import, distribution and return management.

Due to their geographical location, the Madrid, Barcelona and Porto branches form a single distribution line. As an important import location due to its proximity to the coast, Barcelona acts as the gateway for goods from all over Europe. From the central station in Madrid, all destinations in Spain can be supplied within one day. In recent years, Porto has developed into an important European textile location. Thanks to the cooperation of the three locations, we can support our customers from a wide range of industries in the areas of import and distribution – the spectrum of shipments thus ranges from low-priced goods on sale to renowned fashion brands. The trucks are loaded with hanging clothing and then delivered to the individual stores.

Special transportation management

The trucks depart from Madrid and Barcelona to the city centers as well as to all surrounding cities. Distribution in the rest of the country is handled by selected partners. The products are delivered in large

quantities on pallets or in cartons to the individual stores. This requires the flawless organization of shipments as well as efficient loading of trucks. In addition, Logwin handles the return management of luxury goods from the fashion industry as well as retail services for large retail chains in the non-food sector.

We Know How It's Done

In order to build and maintain customer relationships, Logwin remains in close contact with customers and partners at all times. Thanks to transparent communication, we can meet any requirement and always find the right solution. Whether luxury clothing or discount goods – Logwin provides all of its services in the best possible way. Our customers satisfaction and the resulting long-term business relationships across a wide range of industries speak for the high quality and expertise of our work.



India – the Logistical Gateway to the World

India is booming as a business location and the logistics market has also grown rapidly. With a global network, tailor-made solutions, extensive know-how, and diverse services, Logwin India is well positioned to support companies in domestic and cross-border transportation and find tailor-made solutions for all aspects of the shipping process.

India is an important transit country between Europe, Asia, and Africa. Despite a highly skilled workforce and moderate labor costs, many companies still face challenges – some locations continue to lack well-developed roads, railroads, and ports, for example, making more complex supply chains difficult to maintain. In addition, specialist knowledge is an advantage when it comes to handling the country's formalities and procedures. Logwin India has developed into an experienced and reliable partner with deep expertise in international trade regulations, complex customs procedures, and compliance requirements. Our aim is to fully support customers from a wide variety of industries and economic sectors in all logistical matters.

Further Expanding Our Presence

Logwin has already been operating successfully in India for 15 years and today has eleven offices in the country. As a next step, Logwin India intends to further expand its presence. To this end, we are expanding at the Pune site and will open a new branch in the rapidly developing metropolis of Ahmedabad.

We have already had a sales office in Pune since 2017. Due to the large number of German companies and the associated suppliers at this location, we want to further expand our business here. As an international logistics company, we rely on our global network for this purpose. Due to its geographical location and the presence of an international airport, the site is a logistical asset for

existing as well as new businesses, thus simplifying the handling of shipments by air freight. Automotive, retail, and engineering customers in the region are already benefiting from our global network and seamless local service. Logwin India is committed to continuing to grow with existing customers and is an expert when it comes to the shipment of goods and the logistics growth of companies in India.



Turkey – The Connective Link between Europe and Asia

Turkey has become an attractive manufacturing location for many European companies. Logwin has maintained a local presence with its Air + Ocean business segment since the end of 2012, with its beginnings in the country dating back to 1989. In the meantime, the location has grown to three offices – two in Istanbul and one in Izmir – and offers all shipping options from air and sea freight to truck transport and, in recent months, increased rail services to almost all European countries.

From Road to Rail

Many European companies in the automotive, fashion, industry, mechanical engineering, electrical engineering, and health care sectors relocate part or even all of their production here, in order to be less dependent on manufacturing and supplies from Asia. Because the geographical proximity to Europe, the infrastructure, and the strong growth momentum, lower energy costs in Turkey, the shorter transit times compared to Asia and rising costs for imports are the advantages of the logistics location on the Bosphorus. As the largest airport in Europe, the newly constructed airport in Istanbul will drive further nearshoring. For this reason, the global Logwin network from Asia, Australia, South America, or Europe works hand in hand with its counterparts in Turkey.

Because of its lower emissions footprint, rail has become a more sustainable transportation option. Compared to truck, air or sea freight, rail freight is a sustainable and equivalent alternative. Comparing transport by road and rail, the following advantages for rail service emerge: In addition to cost savings, train transportation emits significantly less carbon, the impact of driver and tractor shortages in long-distance transport is reduced and loading with 45-Foot-HC pallet-width containers enable a high loading volume similar to that of a truck. In addition, rail freight can offer almost exact delivery scheduling. Currently, shipments from Turkey to Poland (approx. nine to ten days transit time) comprise the largest volume of orders. Logwin also offers transportation to Germany, Austria, Belgium, Italy, Hungary and Slovakia.

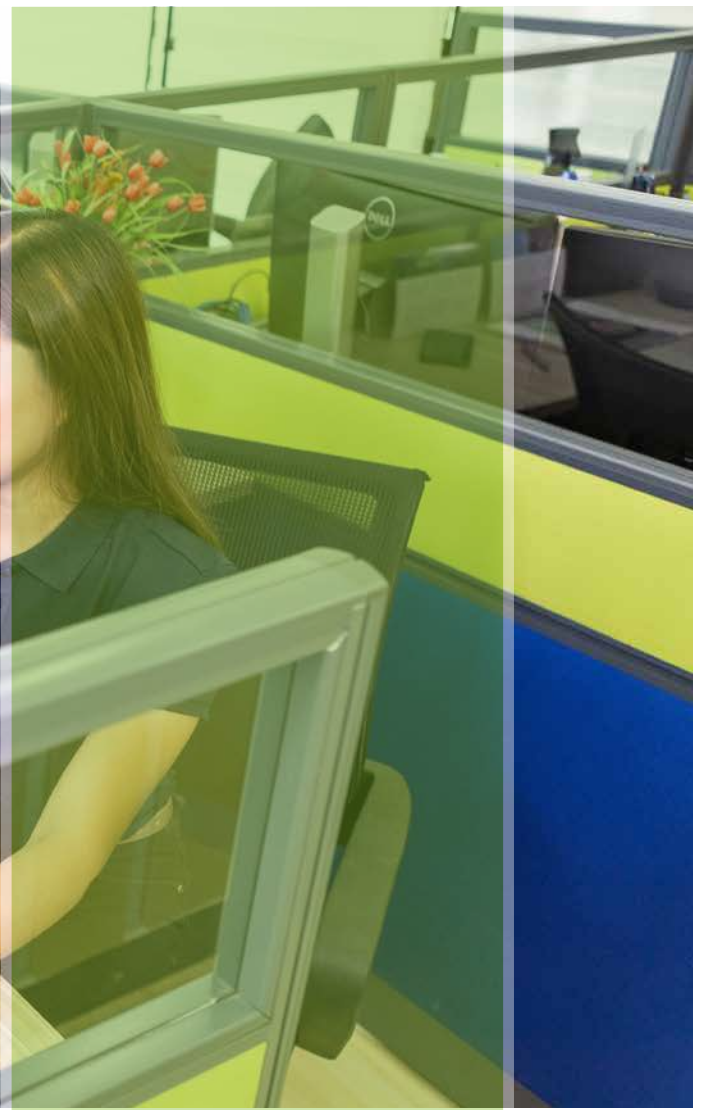


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Standing Out through Operational Excellence

No matter how large and heavy the transport, how far the route or how challenging the conditions: Our employees plan and coordinate transports all over the world by air, sea or land. Our quality standard is to find a suitable solution for all requirements using innovative technology, open communication, efficient IT and competent employees.





Reliable and Efficient: Delivery Services for Near and Far

Logwin has been providing delivery services in central and southern Germany for a major German fashion chain for more than 30 years. Starting from two of the customer's own central warehouses, Logwin handles the store deliveries as well as additional shipments between the customer's seven central depots.

From Customization to Efficiency

We make sure that the goods get to the stores – the clothing that we deliver to the stores is already fully labeled and marked, ready for the employees to hang and display directly in the store. For this purpose, there are route schedules coordinated with the customer with fixed delivery days and times, on the one hand daily or every two days, depending on the needs of the individual stores. Depending on the scope of delivery, Logwin has a range of truck sizes – including 18-ton, 12-ton, and 7.5-ton vehicles. Equipment also includes swap bodies in sufficient numbers, some of which are owned by Logwin or

rented exclusively for the customer, which simplify handling at the customer's depots. In addition to the supply of clothing and accessories, Logwin also handles other value-added services, such as the return of pallets and clothes hangers. If a store is scheduled to be renovated or modernized, Logwin also takes care of the delivery of the new and the pickup of the old store furnishings.

In addition to the stores, Logwin also supplies the company's seven central depots. For what are known as intercenter shipments, almost 500 new swap bodies had to be adapted to our customer's circumstances within just a few weeks – a logistical





challenge even before things really got going! At the moment, we run 20 tours a day as part of our intercenter operations. Depending on capacity utilization, an additional 20 to 35 special tours per day can be booked. This is especially the case when changing collections, because the fall and winter seasons require more volume due to garments such as winter jackets and thick sweaters. Our job is to respond to these volume fluctuations and coordinate the utilization of shipments accordingly.

As our delivery service and intercenter shipping teams work for this common customer, it is obvious that both areas cooperate with each other – for example, the delivery service drivers deliver to the stores in the morning and then use the same vehicle to handle tours for the intercenter shipping team. In this way, we ensure that capacity is sufficiently utilized. Our quality and expertise, as well as the customer's resulting satisfaction, speak for the many years of cooperation in the field of both delivery services and intercenter shipments.



Logistics Completely Lifted Off: Helicopter Logistics





Organization and Reach

Transporting helicopters sounds a little strange at first – after all, they can fly and thus reach their destination on their own. But these shipments are actually carried out over very long distances. Helicopters only have a range of 500 to 800 kilometers, so flights over the Atlantic, for example, are out of the question.

Complex Shipments

Due to their dimensions, in many cases the helicopters are partially disassembled for loading while still in the hangar, transported by truck to the port of loading, and reassembled at their destination. This complex process must be performed and supervised by trained specialists. The more the helicopter is dismantled, the more time and money it takes to restore it to airworthiness. Our customer specializes in the worldwide transportation of operational as well as nonoperational helicopters – so far Logwin has handled more than ten helicopter shipments by sea and air freight to and from Norway from Cyprus, Poland, South Africa and Australia.

Too Big for Standard

The shipper – this can be the owner or a company that manages the storage space as well as the maintenance of the helicopter – loads and secures the cargo on its own responsibility. In coordination with the customer, we prepare the customs documents, arrange the initial transportation, as well as handle the actual shipping process. In this context, our job is to use our expertise to find the best shipping route and advise on dimensions, transportation options, safety, and costs. In the rarest cases, these are standard processes of FCL shipping in 40-foot containers. With decades of experience in sea and air freight, our employees decide individually, depending on the order, whether the initial transportation of the helicopter should be carried out on a flat-rack container, on a flatbed truck, in a container, or already on airplane pallets. Each job is unique, complex, and entails new requirements.

Communication is the Key

Since we deal with ever-changing contacts, communication between Logwin and the customer, the salesperson, partners, coworkers at the final destination, or other suppliers is essential. This is the only way to ensure a smooth process. In this context, we draw on our broad, international network to ensure that we provide the highest quality and a reliable shipping service.

Cooling for Medical Devices

The airport in Jakarta is one of the largest international commercial airports in Asia. Due to its proximity to the equator and the resulting tropical climate, temperature-sensitive goods require particularly careful handling in order to maintain the cold chain. Only a few shipping companies offer such cold storage in Indonesia. In addition to a duty-free warehouse, our Jakarta branch has a temperature-controlled facility to support customers with temperature-sensitive goods.

With some 277 million people, Indonesia has the fourth-largest population in the world. The archipelago consists of 17,000 islands, which can sometimes pose a logistical challenge. Due to high levels of

government spending in the health care sector, the country is one of the largest pharmaceutical markets and will continue to grow in the future.





The entire operation is in Logwin hands in order to ensure compliance with the cold chain from the transfer process in the terminal via storage right through to delivery.

In addition to incoming and outgoing air and ocean freight shipments, the main services offered at our two locations in Jakarta and Surabaya include customs clearance, trucking, distribution and project loading. The Logwin cooling chamber has two temperature ranges: The system can cover two to eight degrees and 15 to 25 degrees. Individual customer requests regarding temperature settings can be taken into account. Logwin is therefore one of the small number of service providers that can temporarily store such temperature-controlled freight – for all types of goods – in the clearance facility during transit. In order to maintain the entire cold chain –

from the transfer process in the terminal to storage and delivery – everything is done directly by Logwin.

In addition, we offer our customers many years of experience as well as expertise in licensing in the clearance and customs clearance of products from the cold chain and are a skilled partner when it comes to organizing special import permits for certain goods from the pharmaceutical or food sector. Our trained staff performs all processes during cargo handling, monitoring, and handling of temperature-sensitive goods in compliance with ISO 9001 certification.



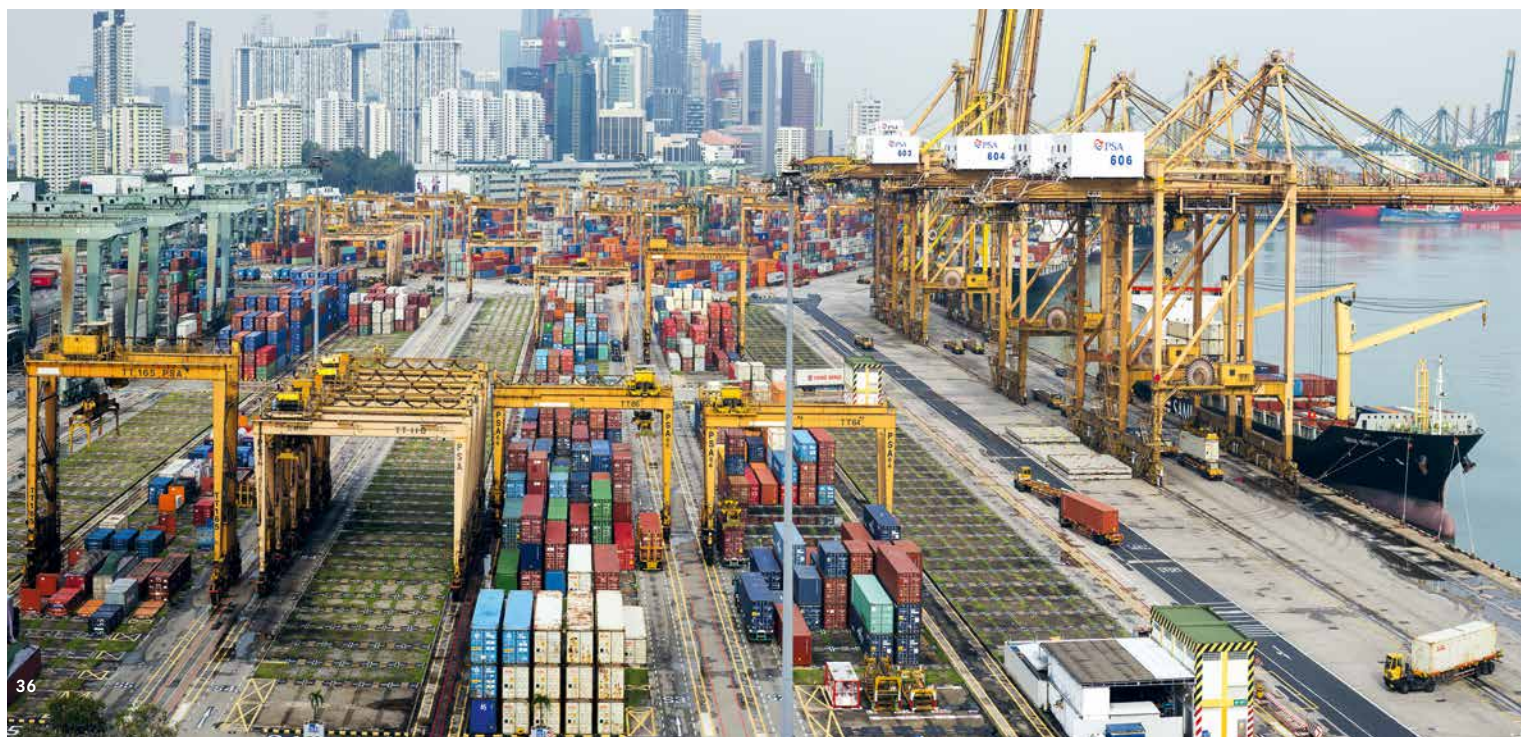


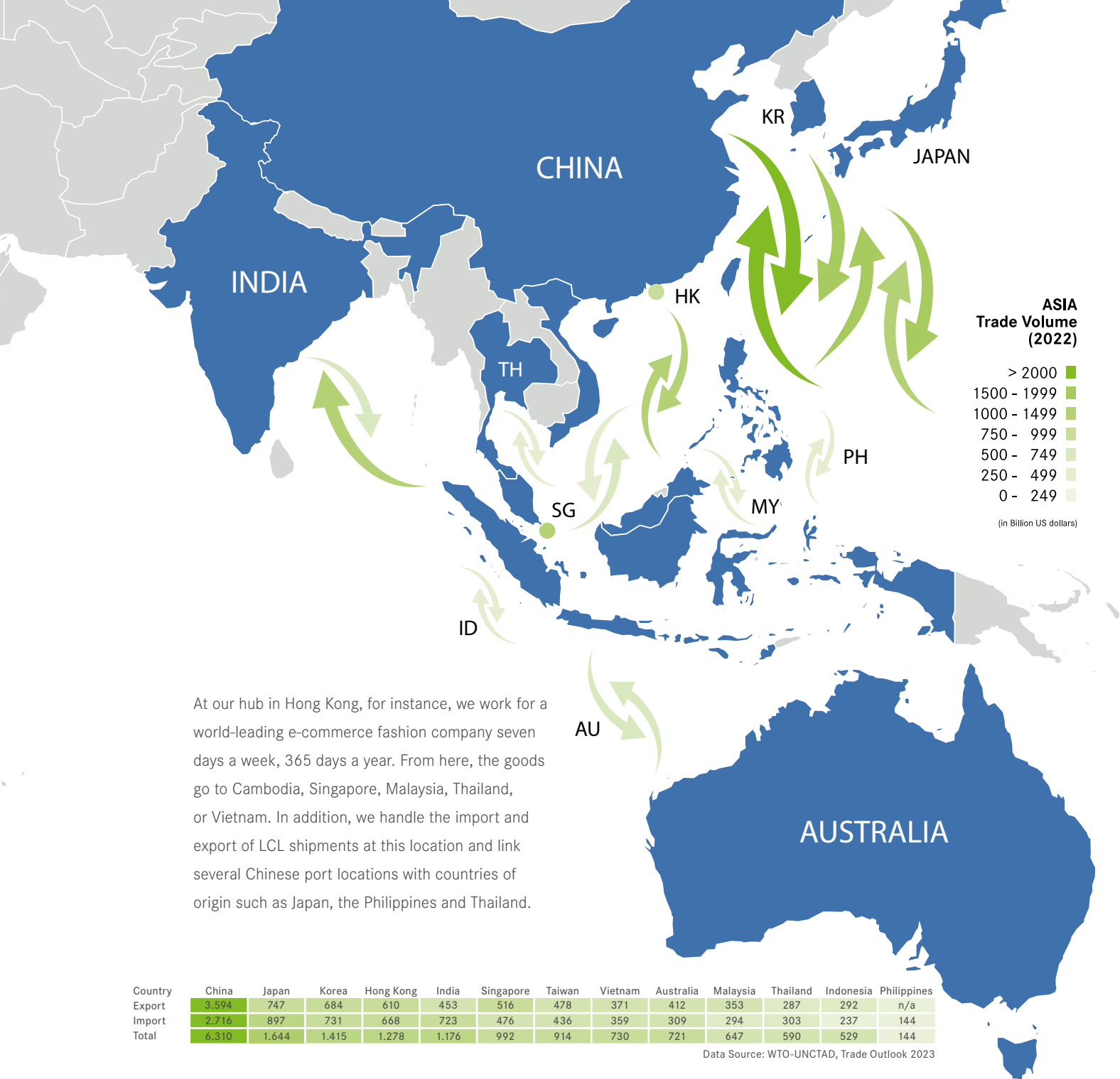
Intra-Asian Trade Dynamics

Logwin maintains a presence in 37 countries internationally, but we don't always ship goods halfway around the world – we offer our customers shipping and full service within a single continent as well. For example, in Asia – especially at our consolidation centers in Hong Kong and Singapore.

The volume of trade within Asia is now larger than the volume of trade with the rest of the world. As a result, Asia is considered one of the largest trading regions in the world – just behind Europe. In particular, China, Japan and South Korea in the Northeast,

as well as Singapore, Indonesia, Malaysia, Thailand and Vietnam in Southeast Asia, are among the most dynamic global economic regions. For example, around half of all exports in Asia are accounted for by the region itself.





In addition to Hong Kong, Singapore is an important location in Asia. Here, at our consolidation center, we handle LCL shipments to and from Europe that come from the Asian countries of origin or are distributed throughout the region. Through our global Logwin network of bulk containers, goods from automotive spare parts to fashion accessories are moved in both directions, while most of them do not leave Asia at all.

We also conduct business with individual customers whose supply chains reflect a large number of trading relationships. For example, we handle the export of goods from China to various countries within Asia via air and sea freight for an international manufac-

turer of IT and telecommunications hardware. In the case of sea freight, the goods are transported from Chongqing by truck or train to Shenzhen, while for air freight the goods are transported by truck via Shanghai. From both Logwin locations in Shenzhen and Shanghai, the goods are then transported to inner-Asian destinations.

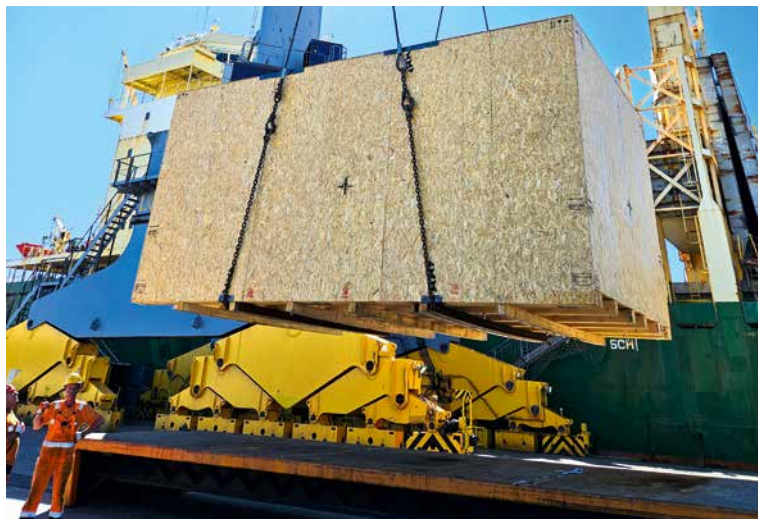
In order to ensure that the supply chain runs smoothly, we have our own facilities not only in China and Singapore, but also in Korea, Malaysia, Indonesia, Thailand, Vietnam, and the Philippines. In the remaining Asian countries, we have been working closely and successfully with selected reliable partners for many years.



Impossible is Nothing

Not only do we ship goods in standard 40-foot containers for our customers, but we also transport large projects such as a nearly 24-ton bulldozer, a precision milling machine with excessive height, crates with machinery for





the production of liquid foodstuffs, or a loosely loaded trailer as part of a mobile asphalt plant. Whether flat rack, open-top container, or air charter – we find the right shipping solution for every challenge.



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Making a Difference as a Team

Our goal is to make a difference together with our employees – for our customers, but also for society and the environment. That's why we promote our youngest talents, participate in various sporting events, organize team events, and work to preserve our environment. As an international logistics service provider, we assume responsibility every day.





Allowing Talents to Grow Beyond Themselves

An apprenticeship or dual study program is a building block for an entire career. But that's not all - personal and professional development are also important for all career stages. That is why it is important for us to actively involve our young talents around the world - whether during their apprenticeship or afterwards through our one-year training program Flourish@Logwin. This enables them to get to know all facets of logistics at an international level and to further develop their career at Logwin.

„ I would like to already gain practical experience during my studies in order to be able to work directly as a specialist after graduation. There are many exciting things and I enjoy gaining experience in all departments. This helps me gain more knowledge about the different areas in a short time. What impresses me most is the professionalism in all areas of the company. Logwin quickly solves problems and thus ensures benefits for the customer.“



Thanh

Combined trainee and university student, Ho Chi Minh City, Vietnam

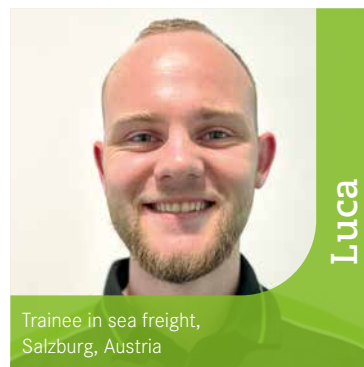


Sina

Trainee in office management, Grossostheim, Germany

„ You are introduced to a new department every three months and gain insights into the company as a whole. And you have freedom - we are allowed to study for school and can plan our working day more freely thanks to the flexible work schedule. I have nice and helpful coworkers who are always happy to support me, even when things get stressful. I was able to go to a school with our training officers and present the vocational training program at Logwin there. I enjoyed telling other students about the opportunities..“

„ In cooperation with the Duale Akademie Salzburg, I gain a great deal of complementary experience such as social skills and can improve my language skills by completing the Cambridge certificate. One of my strengths is my sense of responsibility to do important things as quickly as possible. And during our time studying at the Duale Akademie, we spent a week in Frankfurt. That was really cool! “



Luca

Trainee in sea freight, Salzburg, Austria



Johanna

Combined trainee and university student,
Grossostheim, Germany

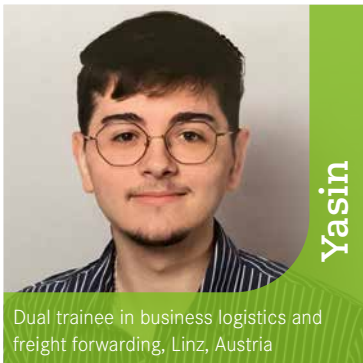
„I didn't have anything to do with logistics before I started training. My goal was to complete a cooperative study program with a focus on foreign languages – as a large international corporation, Logwin had the best program. Logwin is active in all areas of logistics. Working in IT or controlling gives you insights that go beyond day-to-day business. I think it's great to be able to work independently and take on responsibility after the initial orientation.“

„The Flourish program is a perfect way to gain industry-specific knowledge and practical skills. The opportunity to visit our Singaporean customers in Dubai was a valuable experience. My good communication skills helped me a lot and I enjoyed the trainings and joint projects. At Logwin, I like the dynamic environment and enjoy the mix of independent work and team interaction.“



Galih

Participant Logwin Flourish Program,
Jakarta, Indonesia

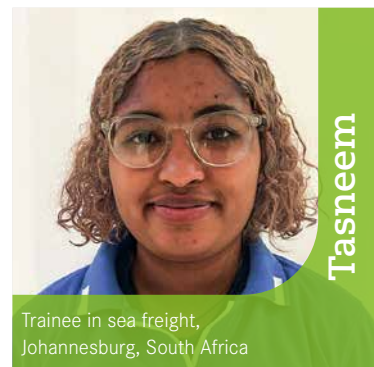


Yasin

Dual trainee in business logistics and
freight forwarding, Linz, Austria

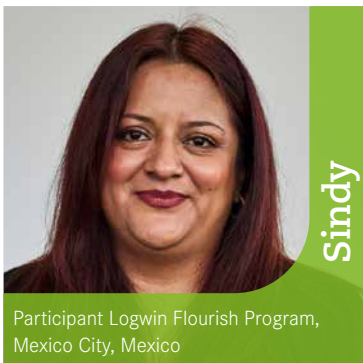
„After business school, I wanted to start a solid future-oriented vocational training program. The opportunity to complete a dual training program at Logwin really impressed and convinced me. What I appreciate about my training is the interaction between the employees in the different departments. It's really great, and we have a lot of fun in the process. I would describe my personal strengths as determined, organized, and helpful. These qualities help me master my daily tasks.“

„Teamwork, trust, and willingness to help are special here. The training is fascinating because you get to know different departments and recognize your own strengths. My strength lies in training and helping with problems. My goal is to become a mentor to other learners. I identify with Logwin's "committed" attribute, because you have to be committed to what you're doing and persevere in the face of challenges.“



Tasneem

Trainee in sea freight,
Johannesburg, South Africa



Sindy

Participant Logwin Flourish Program,
Mexico City, Mexico

„After my experience in field sales force and air freight, the internal Logwin Flourish program in 2022 gave me the opportunity to gain a versatile insight into all areas of our company through various training courses and projects. I was able to put my strengths to good use and expand them. I appreciate the international exchange on a professional level and the commitment of each individual and therefore enjoy working with our global team.“

You can find more information about career and training opportunities at Logwin in the HR section of our website.

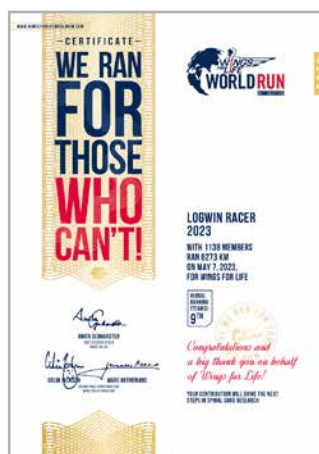


All for One, One for All



For many years, Logwin Racer have been involved on and off the track at the Škoda Velotour as part of the Eschborn-Frankfurt cycling classic – as a sponsor, Logwin is responsible for organizing the refreshment stand for several thousand cyclists. The Logwin team provided drinks and snacks to all participating riders during the race. In addition, around 50 amateur cyclists from the Logwin Racer came together to jointly tackle the three distances ranging from 40 to 92 and 102 kilometers.

At the international Wings for Life World Run App Run, the number of participants from previous years was topped once again – Logwin employees, their families, friends, and customers from 28 countries achieved a combined total of 6,273 kilometers. With 1,138 runners, the Logwin Racer again made up the third largest team in the world in 2023. This was a strong performance at the Wings for Life Foundation's international charity run to raise awareness for paraplegia recovery and research.



At the end of the year, the Logwin Racer faced another running challenge – the goal was 42.295 kilometers at the Mainova Frankfurt Marathon. Whether as relay runners or in the individual race, around 80 Logwin Racer reached the one-of-a-kind finish line on the red carpet in Frankfurt's Festhalle, buoyed by the spectators during the run through the city center and past the unique skyline.





Wings for Life Run in México



Team event with meditation, sports and outdoor cooking in Santiago, Chile

More Than Just a Team



In addition to the major highlights, the Logwin Racer also took part in many regional events in 2023, such as the City Run in Aschaffenburg, the B2Run in Hanover, the half marathon in Poland, the Yellow Ribbon Run in Singapore, and the Frankfurt Office City Run. Through team events, we create a framework that strengthens team spirit within the company and creates stability in our collaboration. These range from an athletic family day to specially created Summer Olympics to traditional hiking tours or an annual soccer tournament to bowling or a bike ride to a day at the interactive Bubble World theme park.



20th anniversary family picnic, Poland



Wings for Life Run in Santos, Brasil



Bowling in Taipei, Taiwan



Summer Olympics of the Renningen team, Germany



Bubble World in Milan, Italy



Bike tour through The Hague by Team Düsseldorf, Germany



Annual soccer tournament in Jakarta, Indonesia



Yellow Ribbon Run, Singapore



Team building on the beach in Tuy Hoa, Vietnam

Working Together for a Sustainable Future

Logistics connects industry and commerce across continents, which is why it plays a central role in global trade. In this context, climate action has also caused many companies to rethink their approach to sustainable transportation and a green supply chain. Furthermore, driven by increasing requirements in different countries, our customers' demand for low-emission and more sustainable solutions in all areas of logistics is also growing.

At Logwin, we operate all over the world and meet the requirements for sustainable business practices in every location, including across borders, taking a holistic approach. Many national organizations have already received ISO 14001 environmental certification – and we are continuously working to increase this number.

In the Air + Ocean business segment, we have been determining our carbon footprint since 2021 and precisely calculating the transportation emissions for our customers per shipment. On this basis, we implement emission-reduced shipping, determine emissions subdivided into initial transportation, main transportation, and onward transportation, and can cut these emissions at any time by changing modes of transportation. We have already carried out initial case studies for our customers, thus actively reducing emissions. For example, together with a service provider, we have transferred numerous shipments from road to rail, thus saving many tons of CO₂ equivalent.

For sustainable operations at office and warehouse locations, employees from all over the world demonstrate that it pays to question familiar patterns and break new ground. This ranges from converting light bulbs to LEDs, introducing timers for electrical appliances, or using motion detectors in the warehouse, to recycling cardboard boxes and foils or doing without paper as part of a purely digital way of working wherever possible.

Every step, no matter how small, makes a difference and often offers more than just one benefit. Together, we will succeed in establishing sustainability in logistics.





Support for Table Mountain National Park, South Africa



Reforestation of the Amazon rainforest, Brazil



In action against plastic waste, Australia



Sustainable energy sources for rural areas, India



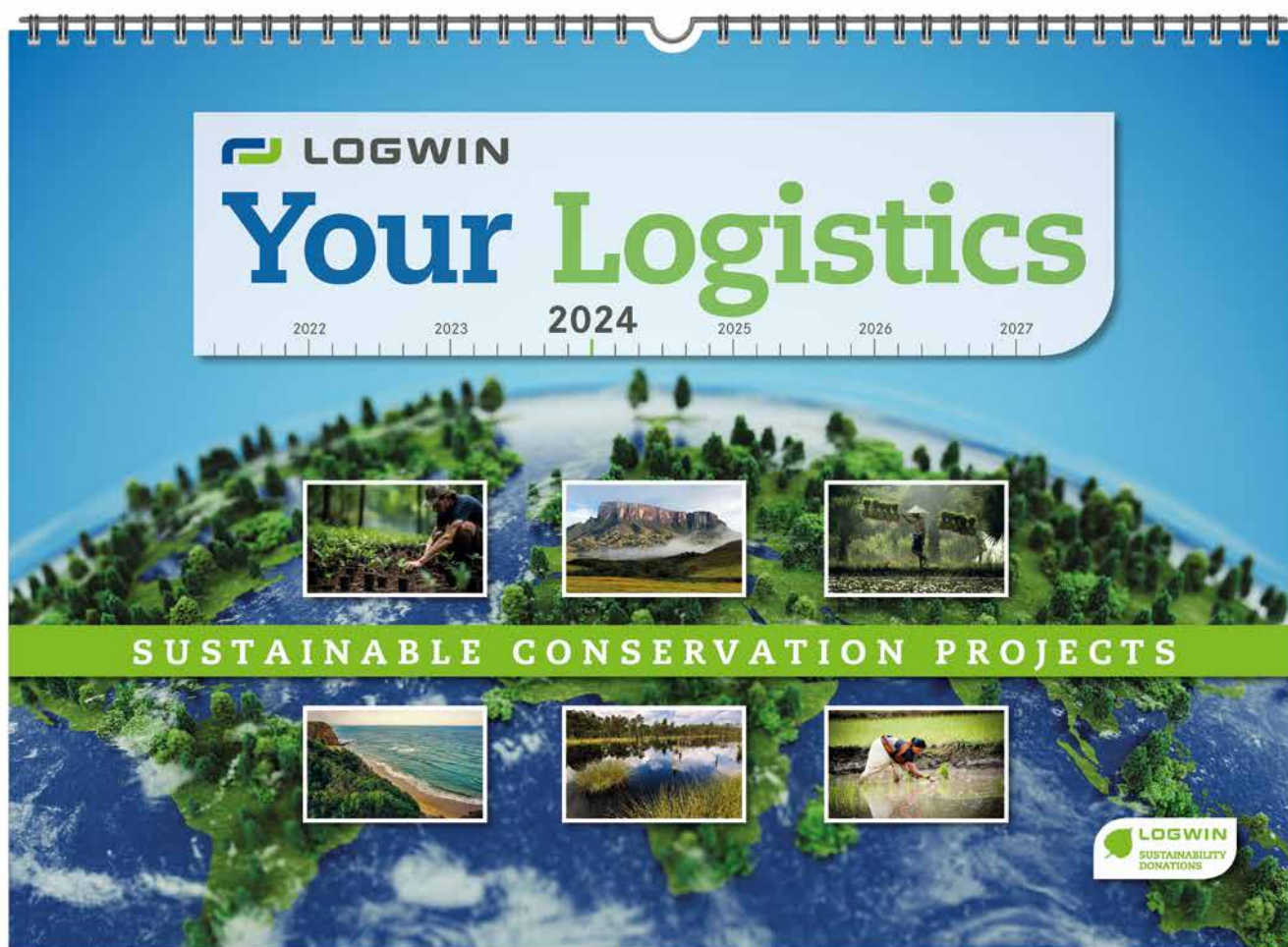
Renaturation of a peatland area, Germany



Biogas for smallholders, Vietnam

To Protect Nature

As an internationally active company, responsible and sustainable business practices are very important to us. For this reason, we not only support our employees, but are also committed to the environment and social issues. Logwin supports many different projects every year as part of the international charity program. This year, we focused on activities and organizations in the field of nature conservation.



In addition to providing financial and active support to the conservation organizations, we have also included the individual projects in our themed Logwin calendar. We would be happy to send you a copy. Place your order via the Logwin app.



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