

2024

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# Your Logistics



CLOSE BY | INTERNATIONAL | PROFESSIONAL | DEDICATED





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**3.800**  
Employees



**190**  
Locations



**40**  
Countries



**1,3 Mrd.**  
in Revenue

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CLOSE



Our keen interest in market developments, various industries, new trends, and our customers' needs drives us to always take a close look at processes. We listen carefully to our clients around the world and are on site to offer the best solutions. We support each other within the Logwin network and take responsibility for our customers and for each other.

BY





# FAST SERVICE

**More than four million tons of cargo are handled every year at the world's largest air freight hub in Hong Kong. Logwin has been operating there with its own locations since 1972.**

Under the leadership of Nicolai Möller and Emil Lui, a 70-member team coordinates air freight shipments and related logistics in this highly demanding market. Serving as a central hub, the Hong Kong office works closely with Logwin's branches in Shenzhen and Guangzhou. "In addition to air and sea freight, we operate our own warehouses, manage local distribution,

and develop customized packaging, transport, and security solutions for our customers in the electronics, pharmaceutical, and fashion industries," explains Nicolai Möller, Logwin Country Director China & Hong Kong.

## Leading in Fashion Logistics

For several European fashion brands, the Hong Kong team manages logistics all the way to the store shelves. Twice a week, imported goods from Europe arrive at Logwin's Hong Kong facility. Immediately upon arrival, they are transferred to the Logwin cross-docking warehouse. After consolidating the



goods with items from mainland China or other Asian countries, Logwin delivers the merchandise to the customer's shops and retail points in Hong Kong on the same day. "In e-commerce, we often have to reach the destination airport in Southeast Asia by the next morning after receiving orders late in the evening. That's an extremely tight time frame," says Möller. "During peak periods such as Black Friday or special sales campaigns, shipment volumes can increase up to fivefold. We meet these challenges through early planning, securing freight capacity, and maintaining close communication and data exchange with our customers." To ensure simultaneous deliveries to stores

worldwide during major promotions, Logwin manages e-commerce volumes via Hong Kong for export to Thailand, Singapore, Malaysia, and Cambodia, among others. Emil Lui, Logwin General Manager Air Freight Hong Kong, heads the air freight team. She adds: "Our tailor-made IT solutions seamlessly connect all logistics processes. If deviations occur, we can respond immediately." Customer proximity, industry expertise, and in-depth market knowledge are what set Logwin Hong Kong apart.





# EXCELLENT SERVICE FOR LATIN AMERICA

**Internationally operating companies from manufacturing and trade move within a complex environment of country-specific practices and regulations that are constantly evolving.**

## **Close to the Customer with On-Site Support**

With our Logwin network, we offer exactly what these customers need: locations in all key countries staffed with dedicated employees who are familiar not only with the technical requirements but also with local specifics. Thanks to their close relationships with customers, they understand each business in all its dimensions.

One example is a leading German manufacturer of pressure, temperature, and other measurement technology for whom we import goods from Europe to Brazil and then distribute them to Central America. With on-site support from Logwin employees at three customer locations in Brazil, we are especially close: our staff are present on-site several days a week, contributing their expertise at every point along the supply chain.

## **Meeting Customer Needs**

Our Logwin employees provide on-site support not only in coordinating the supply chain but also by supplying the customer's internal systems with all relevant information for issuing import and export documents, keeping inventory up to date, and managing complex customs requirements.

"We are deeply integrated into our customers' processes and understand all requirements—for example, in handling sensitive goods, including documentation and delivery times. Because we receive direct feedback, we can continuously adapt and improve our services," explains Fabricio Liza, responsible for the Latin America region at Logwin.

Supported by our innovative IT system, we deliver excellent customer service at all locations. Across the entire supply chain, we capture data and make it available in real time. This allows our customers to monitor the status of their shipments at any time. "At the same time, this transparency enables our teams to provide outstanding consolidation performance and to respond quickly to any changes," adds Patrick Monge, Managing Director of Logwin Mexico.





### Commitment to Innovation

A German technology group also benefits from our deep customer understanding combined with excellent IT solutions. The company exports its products via Munich to the APEC region. The long-standing collaboration began with the goal of improving process quality, minimizing errors, and ensuring full transparency across all logistics activities. To achieve this, our team first established an electronic EDI interface with the customer, optimizing data exchange. This laid the foundation for implementing RFID gate technology, allowing item-level tracking of serial-numbered goods at all times. "Using the EDI data as a reference for the target inventory, we reconcile all goods move-

ments in real time via the customer's RFID labels.

As a result, we successfully digitalized the entire cargo handling process at the airport," reports Francesco Manzo, Logwin Site Manager in Munich. The results speak for themselves: processing times were reduced by 70 percent, and cargo handling was significantly improved through optimized barcode labeling. "To this day, we remain the only provider of this specific solution – and we look forward to extending this success to other customers," says Manzo.





# ON-SITE PARTNERSHIP

**When everyone does what they do best, the result is excellence — as seen at Logwin's Langenselbold location. Since 2003, Logwin has been working successfully with a customer from the medical technology sector — a partnership that continues to evolve.**



It all began at the customer's production plant. When the production site opened in Langenselbold in 2003, the customer appointed Logwin as its logistics partner for shipping operations. On a 1,000-square-meter shipping area located right inside the customer's production hall, Logwin's logistics experts took over the packing and staging of finished products. Coordinating the processes so that goods could be dispatched on time was a real challenge given the limited space available.



With the opening of the new 8,300-square-meter logistics center in Langenselbold in October 2024, Logwin took on and optimized additional processes — most recently by commissioning the factory train. Logwin stages the materials for production supply in a designated transfer area. From there, the factory train delivers the goods to the “stations” inside the production hall and picks up finished products on its return journey. “As logistics experts, we always have to stay alert,” says Sven Salamon, Branch Manager at Logwin Langenselbold. “Never run empty is standard practice.” Logwin can also respond quickly to peaks in demand. “Usually, three of our team members are assigned to the factory train, but we can scale up the team at any time if needed,” explains Salamon.



The Logwin team in Langenselbold has since grown to 42 employees — when Salamon started in 2007, there were just six. A daily Supply Chain Management Call with the customer is also part of the routine. “This daily exchange is crucial for our services — it allows us to react immediately to new developments,” says Salamon. “With clearly defined KPIs, everything can be managed efficiently.”





# LOGISTICS FOR CONNOISSEURS

For more than 14 years, Logwin Poland has maintained a close partnership with a world-renowned market leader in coffee products. The Logwin team in Poland developed a comprehensive logistics package for the customer, covering order processing in e-commerce, distribution of coffee capsules and machines to end customers, as well as direct deliveries to the client's specialty stores and retail partners.

In the e-commerce segment alone, Logwin handles up to 20,000 orders per month for this customer. As this involves a premium product, maintaining a high level of service quality is essential. "We process individual orders and ship them directly to end customers. Peak order periods often present particular challenges. With customized solutions, an efficient logistics structure, and an expanded picking area, we ensure optimal processing. This allows us to guarantee next-day delivery even for very late order cut-offs," explains Łukasz Kielczewski, Head of Logistics CEE at Logwin. The Logwin team also supported the customer with the integration of a new system, increasing transparency in order processing. This significantly improved communication and collaboration between both teams.

## Growing Together

According to Łukasz Kielczewski, the partnership works so well because the Logwin team has built extensive expertise over the years—about the industry, the market, and the consumer—which the customer highly values. There is regular exchange at all operational levels. "We appreciate that our customer involves the expertise of our dedicated and experienced colleagues even in the early strategic planning stages of distribution processes. The recently signed contract extension is a strong sign of trust and a foundation for further expanding this customer relationship in Poland, with the potential to extend it to other European countries."








INTERNA





With over 190 locations in 40 countries, we connect production sites, retailers, and markets around the globe. While we embrace diversity, we rely on consistent and reliable logistics processes worldwide. Our highly qualified international teams speak multiple languages and are experts in their respective regions.

ATIONAL

# INTERNATIONAL EXPERTISE FOR DELICATE PRODUCTS



**Food and wine lovers with a passion for Mediterranean delicacies exist all over the world. Yet these products are particularly demanding when it comes to handling and transport.**

## **Fresh to the Table**

Most of these goods require specific temperatures and humidity levels, are sensitive to transport damage, and often have limited

shelf life. Added to this are country-specific regulations for food imports and exports, which come with special requirements for documenting transport and logistics processes. Meeting these demands requires high vertical expertise from everyone involved in the supply chain, as well as close contact with customers worldwide and producers in the Mediterranean region. With our excellent international network, we are able to meet these requirements. Our experts in 40 countries across EMEA, Asia,



and the Americas work closely with exporters and importers, opening up global markets for them. Logwin specialists store, consolidate, and ship temperature-controlled food products, including pasta, cheese, wine, and olive oil.

### Supported by Technology

Our internationally staffed teams are supported by a robust, fully integrated IT system and modern communication tools, keeping them seamlessly connected. This ensures fast, efficient, and transparent deliveries. With IT solutions such as LOTS and Logwin Live, customers can track their goods anytime, anywhere, and always receive real-time updates on shipment status.

### With Energy and Dedication

“What makes Logwin especially attractive to our customers is that we have our own locations close to both senders and recipients. We are flexible, agile, and so close to the customer that we focus on the details that matter most in this business,” says Izabell Laday, Country Director Logwin Air & Ocean Italy. “Our passion for the food and wine industry adds an extra dose of energy and dedication to our daily work.”

### Highly Sensitive Foods

One of the most demanding products is Mozzarella from Italy. Delays here are particularly critical, as mozzarella has a very short shelf life and must be continuously refrigerated. Multiple data loggers are used to monitor temperature, humidity, and light conditions for such highly sensitive goods.

Handling premium wines also leaves little room for error. Poottal Natchinee, at Logwin’s Bangkok location, works with numerous importers of Southern European products and manages proper delivery via sea and air freight. When shipment volumes are too small to fill a 20- or 40-foot container, she coordinates consolidation of deliveries for Logwin Thailand.

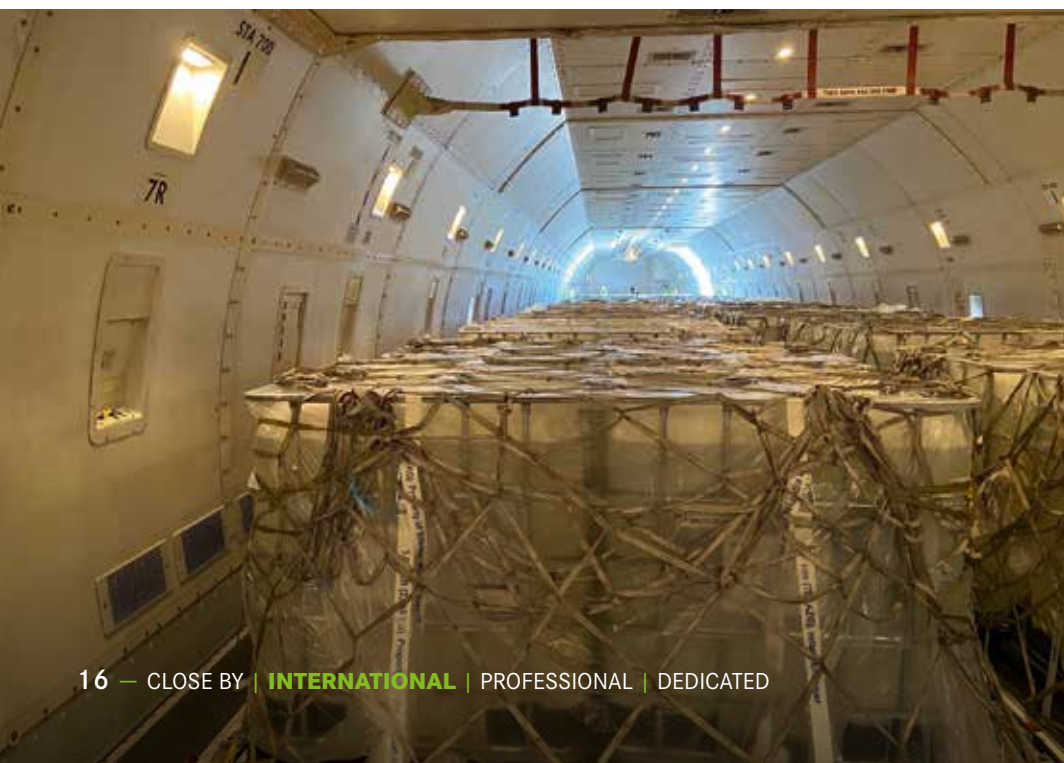
“For the customer, this means products from different origins can be delivered in a single shipment. This provides full transparency, reduces costs, lowers the risk of damage, and simplifies customs clearance,” explains Poottal Natchinee.







# PROJECT LOGISTICS – EXCEEDING THE STANDARD







**Custom solutions and tailor-made approaches are essential when it comes to project shipments. This is where the experience and know-how of our project logistics teams are called into action. Tight deadlines and responsibility for massive budgets are part of the daily routine. Whether transporting large plants or particularly heavy or oversized components, which we accompany and monitor from the manufacturer to assembly, it is critical in high-pressure situations to develop solutions quickly to keep often tight schedules on track.**

### **Down Under: “We’re passionate about our customers!”**

Project logistics requires a high degree of commitment and flexibility. Bronwyn Wassell, Branch Manager overseeing project logistics at Logwin in Perth, Australia, embodies both qualities. From the start of planning, she sits at the customer’s table. “We see ourselves as part of the customer and maintain very close ties. This means there is mutual trust and comprehensive communication,” says Wassell.

Good planning is key. Standard solutions are one thing, but the real challenge is anticipating delays and difficulties that often arise during transport and solving problems quickly and reliably. “For a client in the chemical and agricultural sector, we had to manage time-critical supplies from the USA, Europe, and India for a new production facility. Thanks to our global network, we could respond very quickly to issues such as shipping delays and incorrect documentation. Short-notice charter flights often save our customers from high penalties or production stoppages that could result from delays.”

### **Full Commitment in Chile**

The Logwin team in Chile, under the leadership of Country Director Eduardo Vergara, also delivers top performance when it comes to project shipments. From Santiago, the team has managed global project business for Logwin customers for many years. Long-term client relationships are a testament to this success. “Some of our customers have relied on our services for decades when it comes to project shipments. Timely delivery, planning the most efficient and safest transport solutions, and a transparent, open partnership make the difference,” says Vergara. Recently, the team successfully coordinated the delivery of machines and equipment components for the expansion of a new production facility for a major cellulose manufacturer, with supplies coming from Germany, Italy, China, Vietnam, and Canada — all delivered on schedule.





# PREMIUM SUPPLY CHAIN MANAGEMENT FOR EUROPE

**The European transport market is highly competitive. Only those who combine speed, flexibility, sustainability, and customer value in their services can succeed. At Logwin, we have positioned ourselves in Europe as a reliable partner for supply chain solutions. Through high quality standards, IT-driven transparency, and centralized process management, we deliver measurable efficiency and performance advantages.**

Customers expect tailored solutions for centralized warehousing, decentralized distribution, and just-in-time deliveries – all with maximum flexibility. With our network of own locations and integrated partners, connected through a unified IT system, we can provide exactly that.

By seamlessly integrating our customers' IT systems into our own, we can capture and analyze data in real time across the entire supply chain – providing full transparency for both Logwin and our customers. "Our offerings deliver significant added value," says Pierre Sampermans, Head of Supply Chain Management at Logwin Solutions. "Our solutions set us apart from the competition and create strong customer loyalty

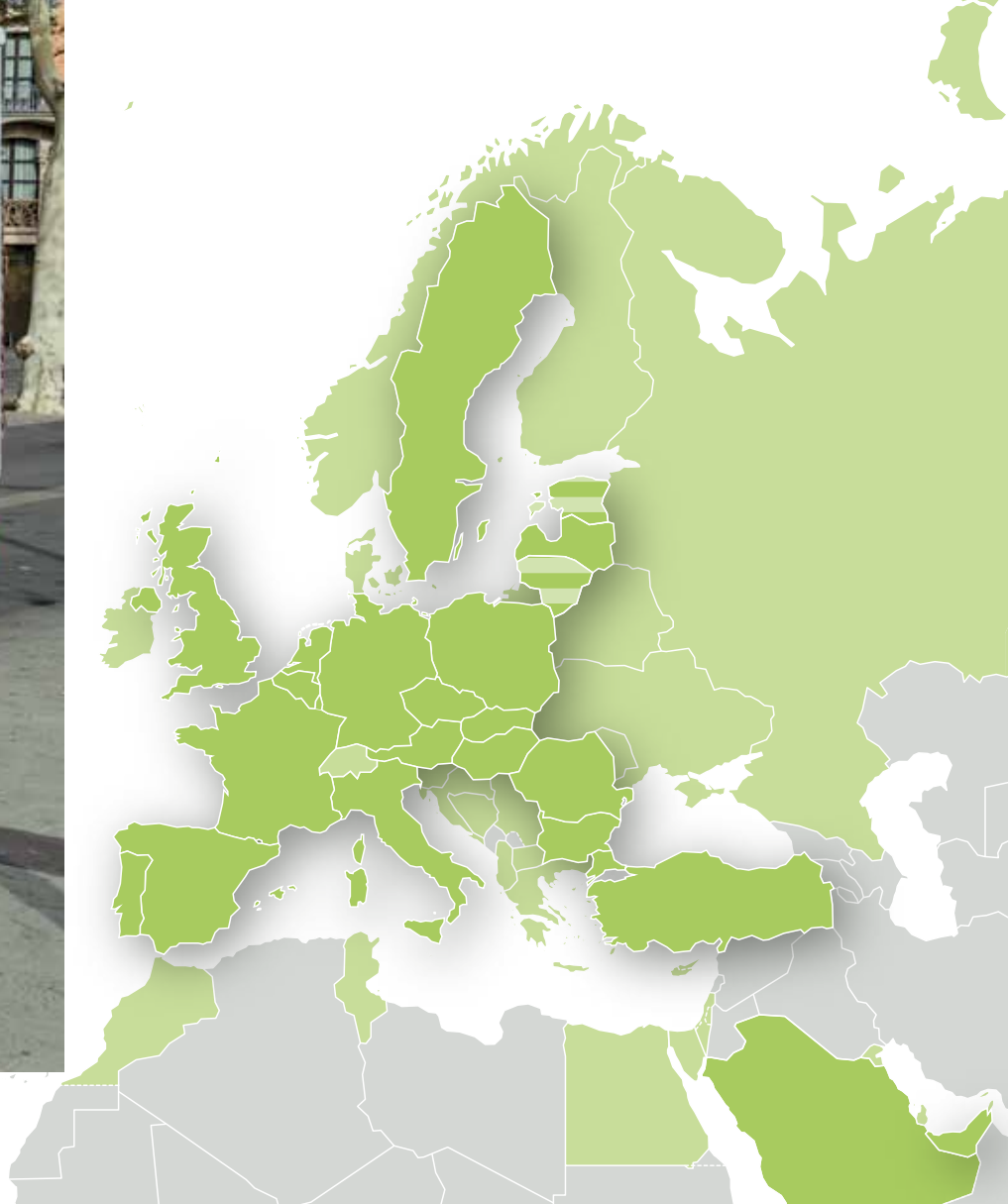
through consistently high service quality." A prime example is our more than 20-year partnership with a premium clothing manufacturer.

"Our customer expects smooth and transparent collaboration, with high standards for delivery quality and service," says Marc Laudon, Site Manager in Renningen, who maintains constant contact with the client.

"We support the customer by consistently delivering to their stores across Europe on time." Logwin's response to the volatility of the fashion industry is agile transport management. Our multilingual local teams have a deep understanding of their respective markets and intercultural expertise, allowing them to manage different market requirements as well as language and cultural differences with ease.

"In my daily work, I see how important a functioning, connected Europe is for logistics. Whether it's short lead times, CO<sub>2</sub> reduction, or coordinated processes – none of this would be possible without an integrated supply chain network," adds Franz Bräuer, Manager of the Logwin Hub in Traiskirchen, Austria.





# PRECISION MEETS SPONTANEITY

**The Spanish logistics provider World Pack Express (WPE), headquartered in Barcelona, has been part of the Logwin network since January 2025. Founded in 2008, WPE offers courier services, customs clearance, just-in-time services, as well as sea and air freight.**

The acquisition of WPE is an important step for Logwin in building a closely connected, customer-centric European transport and logistics network. WPE complements both the existing service portfolio and regional coverage.

“In day-to-day operations, little has actually changed at WPE,” says WPE Manager Lidia Martínez. “The positive identity and spirit of WPE are being preserved. This motivates us and gives us great momentum.”

“Together, we can offer our customers more service options, greater capacity, and the opportunity to reach new customer

segments in the region,” adds Mariola Salinas, Business Development Manager at WPE. “As a local provider, we maintain close customer relationships and focus on dedicated transports and services, as well as express and courier deliveries.”

One example is WPE’s collaboration with a large medical technology manufacturer, for whom the team assembles hospital beds and operating tables and, upon request, delivers them directly to clinics. The WPE team views intercultural differences as an opportunity:

“We Spaniards are very open, enjoy acting spontaneously, and can improvise well, while others are extremely precise and plan long-term. There is a lot we can learn from each other,” says Lidia Martínez, looking forward to close collaboration within the Logwin network.









# OUR SERVICES

## AIR & OCEAN

- Rail services
- Gateway traffic
- International land transport
- Onboard courier services

- Food & wine logistics
- Pharmaceutical logistics
- Automotive logistics
- Ship parts logistics

- Sea freight
- Air freight
- Air charter
- Project logistics

- Buyer's consolidation
- Transport insurance
- Customs clearance





- Warehousing
- Hazardous materials storage
- International distribution
- Intermodal transport



# SOLUTIONS



- E-truck transport
- Value-added services
- E-fulfillment
- Supply chain network



- Automotive logistics
- FMCG logistics
- Medical devices & Healthcare logistics
- Fashion & Retail logistics




- On-site services
- Customs clearance
- Transport insurance



 LOGWIN





Being up to date and truly mastering logistics is our standard. Because the joy of doing grows with expertise — the better we manage our logistics processes, the higher customer satisfaction, and the stronger the results. With our user-friendly IT solutions, deep industry knowledge, and specialized equipment for diverse requirements, we provide well-founded solutions for every need and give customers the transparency they expect for their shipments. Through targeted training programs and personnel development initiatives, we maintain a leading edge in knowledge and expertise.

# PROFFES





SIONAL



# GLOBAL PHARMA LOGISTICS FROM HAMBURG

Logistics for medicines, medical devices, and healthcare consumables requires specialized industry knowledge. In 2025, we consolidated our pharma logistics expertise: in January at our Hamburg site (sea freight) and in October at the Logwin Competence Center Frankfurt (air freight). Through knowledge transfer and qualified personnel, we ensure worldwide pharma logistics competence.

## Serving Demanding Pharma Customers

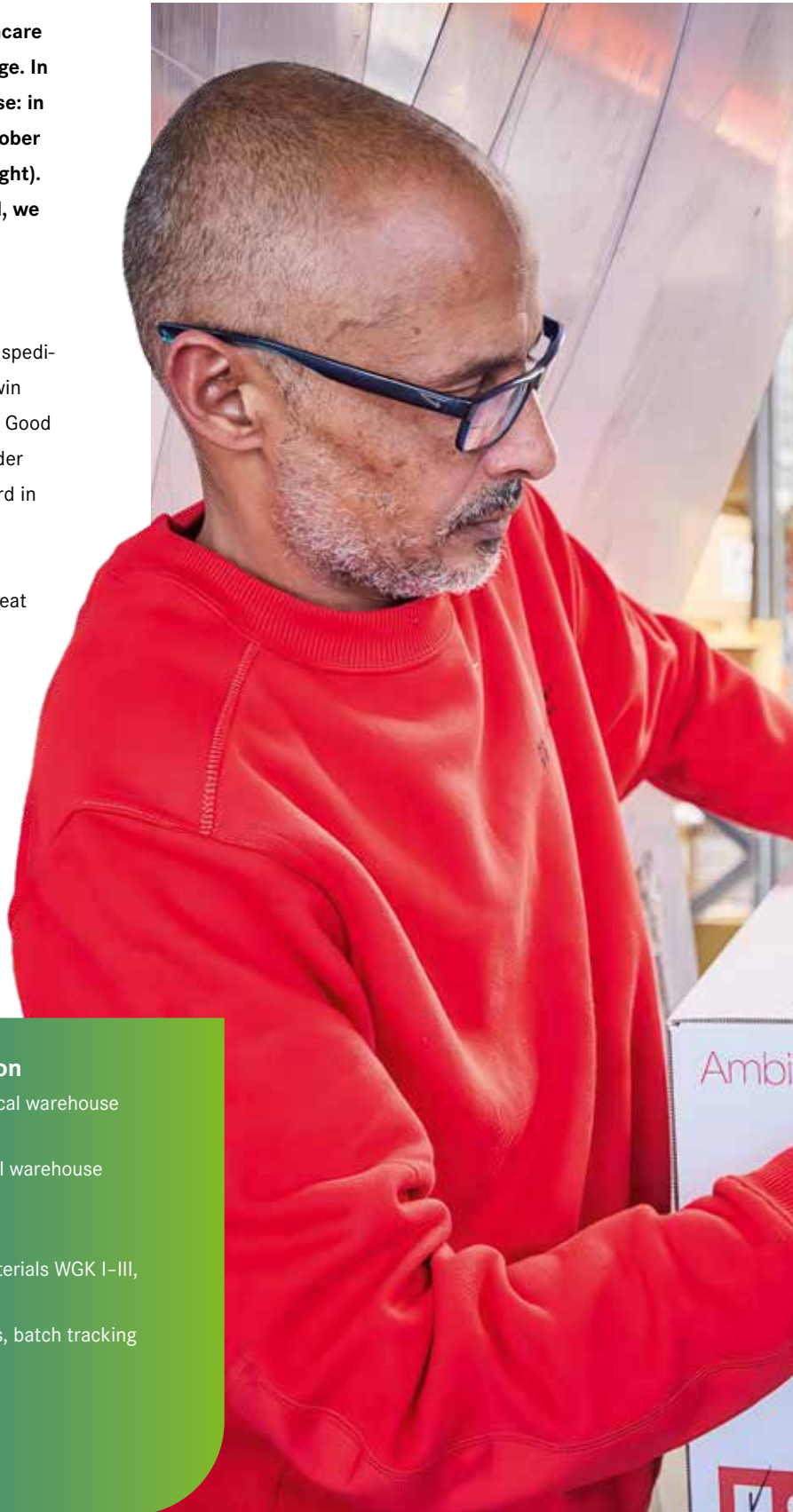
Since January 2025, Hanse-Service Internationale Fachspedition GmbH in Hamburg has been a member of the Logwin network. The company holds official certification under Good Distribution Practice (GDP) and a wholesale license under the German Medicines Act (AMG) – the highest standard in pharma logistics.

“Everyone handling pharmaceutical products carries great responsibility, because proper handling can determine whether a medicine is effective or not,” says Thorsten Eckel, co-CEO of the Hanse-Service Group, alongside Jörg Brinkmann.

“Strict regulations and certification guidelines ensure that raw materials, medicines, and medical devices arrive intact.”

### Hamburg as a pharmaceutical location

- 7,600 m<sup>2</sup> temperature-controlled pharmaceutical warehouse (ambient, 15–25 °C)
- 100 m<sup>2</sup> temperature-controlled pharmaceutical warehouse (cool, 2–8 °C)
- GDP-certified transport and storage processes
- qualified storage of active ingredients/raw materials WGK I–III, all dangerous goods classes except class 1/7
- traceable goods movements, best-before dates, batch tracking
- security and access controls
- air freight/sea freight packaging service
- bi-temp special vehicles
- shipment sizes from parcels to containers







### Temperature-Controlled Delivery to Patients

A fully secure pharma supply chain requires strict adherence to all standards. Key focus areas include temperature control, packaging, and close monitoring via IT systems and personal checks. Sensitive shipments are equipped with data loggers that continuously track compliance with required temperature levels. For example, passive cooling packaging ensures the correct conditions are maintained.“

### Expanding Pharma Excellence Globally

The Hamburg model of pharma excellence is now being rolled out to Logwin locations worldwide near relevant production sites. Additional GDP-certified locations with temperature-controlled warehouses are planned, especially in China, Malaysia, India, and Indonesia, with pharma-focused countries such as Korea and South Africa to follow.

“While Hamburg serves as our sea freight pharma competence center, we have just established a pharma competence center for air freight in Frankfurt, with full support from Hanse-Service,” says Michael Kamrath, Managing Director of Logwin Air & Ocean Germany. “Although we have managed air and sea freight for some pharma customers for decades, this consolidated expertise allows us to successfully expand our pharma logistics capabilities worldwide.”





# PHARMACEUTICALS ARE WELL RECEIVED

Managing Director Jörg Brinkmann founded Hanse-Service Internationale Fachspedition GmbH in 1983, and in 1988 Thorsten Eckel joined as Managing Director. Since then, they have led the company together. They also jointly made the decision to sell the company's shares to Logwin.

## Why did you choose Logwin when selling your company?

**Jörg Brinkmann:** For us, it was about two things – securing the company succession in good time and expanding the global business. At that time, Logwin wanted to strengthen its pharma expertise, which was a perfect fit.

**Thorsten Eckel:** We are excited about the potential offered by Logwin's global network. Previously, we handled transports by sea and air with trusted partner companies. Now, we have already managed shipments to China, India, and Indonesia via Logwin Air & Ocean and their local branches – to the complete satisfaction of all parties involved.

## How did the integration into the Logwin Group go?

**Thorsten Eckel:** It went impressively smoothly. We quickly adapted to the structures of a globally operating company. On the IT side, we have been fully integrated since summer 2025.

## How can you help Logwin expand pharma logistics globally?

**Jörg Brinkmann:** From our long-standing experience, we know that for transport services and handling, you only need one person per site who wears the “pharma hat” – someone with deep pharma knowledge who can manage the supply chain accordingly. Many relevant locations already have such qualified personnel. Whenever additional logistics services are required, we are ready to contribute our expertise.

## How are customers responding to the new offering?

**Thorsten Eckel:** Interest is very high. Many Logwin Air & Ocean branches have already been audited by pharma customers – a standard process in the industry before collaboration begins. In that sense, our enthusiasm for the global Logwin network is shared!

**Thorsten Eckel**  
Managing Director  
Hanse-Service Internationale  
Fachspedition GmbH

We're thrilled by the  
opportunities that Logwin's  
global network provides.







Temperature data loggers from Euroscan for seamless documentation of the cold chain during transport



# EXPERTISE IN AUTOMOTIVE LOGISTICS

Bremerhaven is one of the largest automotive hubs in the world. Nearly all leading car shipping lines call at the seaport with their specialized vehicle carriers. This creates ideal conditions for Logwin's 35-member automotive team, which handles over 1.5 million vehicle transports annually worldwide by sea and land. Of these, around 240,000 vehicles are exported and 110,000 imported via the Bremerhaven Auto Terminal.

Our international logistics expertise is in high demand, as shipping and transport processes must be managed and monitored 24/7 at 30 port locations worldwide. This is only possible

through innovative IT solutions, close collaboration with customers, and a team with extensive experience and expertise. "We are proud to organize the global shipping of vehicles for a leading German car manufacturer. Every team member gives their best, and it pays off. From complete process handling to seamless documentation and damage management – everything is delivered daily at the highest quality worldwide," says Sönke Steffen, Branch Manager of Logwin Bremerhaven since 2004. "Our long-standing partnership with the customer is defined by continuous, close exchange of information and knowledge. High service quality and an almost perfect zero-error rate demonstrate the success of our efforts."







## Logistics for Global Automotive Events

This is a task we approach with enthusiasm! Close customer relationships are particularly evident in special projects handled through Bremerhaven. Our global special projects are planned and executed in close collaboration with the Air & Ocean division and offered as a complete end-to-end solution. A memorable example was the transport of 90 special vehicles to an exclusive customer event in Abu Dhabi. Logwin managed the entire operation – including pre- and post-transport handling, carrier and transport contractor selection, and precise return transport. All necessary customs formalities in Bremerhaven and Abu Dhabi were also completed.

## Training: The Key to Success

The foundation of a highly skilled, motivated, and dedicated team is continuous training of young professionals. In Bremerhaven, we are committed to nurturing the next generation. Each year, three to four trainees rotate through our various departments, and many start their careers at Logwin after successfully completing the three-year vocational program.

Our teams include diverse career paths, from interns, refugees, and career changers to department managers – illustrating the inclusive and opportunity-rich environment at Logwin.





# “APP-SOLUTE” TRANSPARENCY



**Convenience solutions make life easier and save time, both professionally and personally. To make collaboration as simple as possible for our customers and ensure they always have access to all information and communication tools, we developed the software solutions Logwin Live and the Logwin Order Tracking System (LOTS).**

Logwin Live delivers exactly what its name promises: real-time shipment data with an attractive interface and user-friendly design. The software works as a portal solution on the desktop at the workplace, on a laptop on the go, and as an app on tablets and smartphones. This enables users to access live shipment information anytime, anywhere. Logwin Live is available worldwide on the internet, and in China as a mini-app via WeCom and WeChat.

Track & trace forms the foundation of Logwin Live. Data tracking begins as soon as a shipment enters the Logwin network and ends upon delivery, fulfilling the demand for maximum transparency. A news section and shipment-specific communication features complete the software. The app continues to evolve based on customer needs for supply chain management.

For complex supply chains of larger projects, we offer tracking via LOTS. LOTS provides more comprehensive and detailed data, allowing every purchase and individual item to be monitored precisely, so that action can be taken immediately when defined events occur. This requires perfect customization, where our expertise comes into play. Our specialists leverage experience from numerous projects to map supply chains accurately and set up individual LOTS systems for each customer.



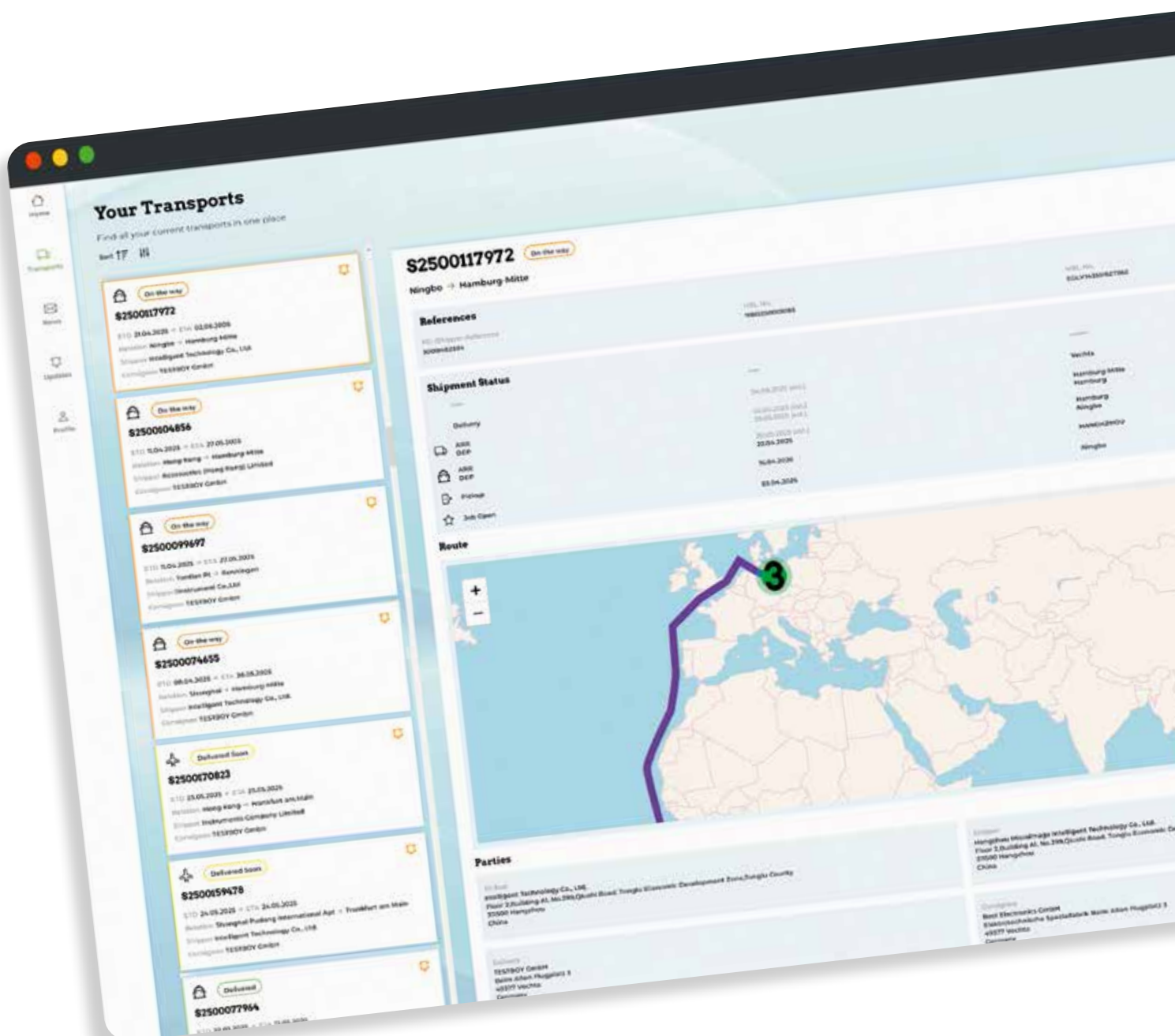
“It always starts with personal consultation and process analysis. In these discussions, we determine what the customer truly wants and needs,” says Benjamin Haas, Director of IT at Logwin Air & Ocean.

“Often, this also reveals opportunities to streamline and improve processes. Together, we identify the relevant data, then use EDI to format it for further processing.”

Customers do not need to adapt their own IT systems to use Logwin solutions. Logwin Live offers the convenience of everyday apps. Users can customize all functions according to their preferences.

“Our customers can configure their views and functions exactly as they want on their devices,” says Haas.

“They can filter displays of shipments based on their needs and subscribe to push notifications, which automatically report any updates. Many more custom features are already planned for the future.”








DEDIC





Depending on the continent, country, and culture, living conditions and needs vary. Yet the commonalities outweigh the differences. A healthy environment, good health, sufficient food, education and opportunities for development, compassion, and warmth of heart form the foundation for a good life everywhere. We are committed to these values – both as a company and as individuals.

CATED



# EMBRACING DIVERSITY, LEARNING FROM EACH OTHER



**When we ask our employees which of our values they identify with most, the answer is often hard to choose. In our HR programs, all four values are lived simultaneously.**

An ideal work environment should combine variety and routine, security and challenge, teamwork and individual responsibility. This isn't new – even before the current skills shortage, such an environment was already part of everyday life at Logwin. Our programs – Leadership@Logwin, which strengthens leadership skills; Abroad@Logwin, enabling employees to gain two years of professional and cultural experience in Dubai; and the one-year training program Flourish@Logwin for engaged junior professionals – have been in place for many years.

### **Global Exchange**

New in 2025 is Connect@Logwin: depending on their life situation and interests, employees can contribute their expertise at a Logwin site anywhere in the world for a period of two weeks to three months.

“Here, the wishes of our employees align perfectly with those of our customers,” says Sabrina Zwirner, HR Manager at Logwin headquarters in Großostheim.

“Both sides value international experience, digital collaboration, and continuous development.”

Connect@Logwin offers a program that meets individual needs while challenging everyone to adapt quickly to new situations and people.



### **International Team-Building Events**

Employees also encounter new situations and people playfully during digital team-building activities. Once a month, a national organization hosts a web meeting, such as a quiz, yoga session, drawing class, or samba lesson. Colleagues from around the world can meet during work hours for about an hour to connect and have fun together.

“These low-barrier initiatives promote networking and create a structure that reflects the company's values,” says Shweta Navani, HR lead for the Asia Pacific region. Judit Aykler, head of HR at Logwin Austria, adds: “When we strengthen the sense of ‘we’ and make Logwin tangible as a strong community, we have achieved our goal.”





# UBUNTU – COMMUNITY AND HUMANITY

**Commitment to society has a long tradition at Logwin. Employees around the world volunteer for projects in their regions, and the company actively supports this charitable engagement. In South Africa, this commitment is guided by the Ubuntu philosophy.**

Ubuntu emphasizes community, peace, and mutual respect, shaping the work of Logwin employees in South Africa. Over the years, they have supported schools and facilities for people with disabilities, orphanages, senior homes, and environmental conservation projects – including fire prevention and litter collection campaigns on Table Mountain. Each year, employees propose projects ranging from education, food security, and mental health to environmental and animal protection. Once a

project is selected under the global Logwin Charity Initiative, they spring into action.

“We visit facilities such as orphanages and schools to see what is most urgently needed and ensure donations reach their intended recipients,” explains Owen Shaw, Managing Director of Logwin Air & Ocean South Africa.

Initiatives such as the Winter Drive, where employees distribute blankets and clothing to those in need, supporting orphanages, or participating in the Wings for Life Run – which raises funds for spinal cord research and treatment – are now firmly established. A key ambassador for the run in South Africa is Priti Parmar, Executive Assistant at Logwin Air & Ocean South Africa.





In 2025, approximately 230 participants represented Logwin South Africa, taking part in the main event in Johannesburg as well as in Cape Town, Gqeberha (Port Elizabeth), and Durban.

Beyond support for people and the environment, animal welfare is also a major focus for employees in South Africa.

“We believe progress is only possible when we care for all living beings,” says Lloyd Coetzee, Branch Manager of Air & Ocean in Gqeberha (Port Elizabeth). “This year, for example, we are supporting the Society for the Prevention of Cruelty to Animals (SPCA) and a local animal shelter.”

Logwin employees personally delivered donations such as pet food and care products, walked dogs, and visited mobile veterinary clinics. Monetary contributions ensure that animals receive medications and vaccines.

Initiatives like these reflect the values lived by our employees in South Africa – being close to the community, personally committed to the environment, and dedicated to the well-being of others.







# SUSTAINABLE FOR THE FUTURE

**Companies and consumers worldwide are called upon to act in a climate-friendly manner. Numerous international laws and agreements support this effort. Together with our customers, we develop innovative, environmentally responsible solutions that often go beyond regulatory requirements, making an important contribution to reducing CO<sub>2</sub> emissions.**

For the transport sector, climate protection primarily means switching to alternative drives. At Logwin, we are already leading in this area. From our Traiskirchen site near Vienna, shipments have been distributed in local transport via electric trucks (E-trucks) for more than five years. Since 2025, Vorarlberg has joined the initiative, initially with two E-trucks in test operation; this year, the fleet will grow to seven E-trucks.

“Our customers and we approach these challenges with the same spirit,” says Susan Panick, sustainability expert at Logwin Austria. “We do a lot to avoid emissions and save resources.”

Each E-truck costs Logwin up to €300,000.

“Both the regional E-trucks and the LNG truck we are testing for long-haul transport are equipped with telematics systems. This allows us to continuously track and evaluate data on driving behavior, weather conditions, and road types, as well as how much CO<sub>2</sub> an alternative drive saves compared to conventional engines,” explains Panick. A long-term Logwin customer, aiming for net-zero emissions by 2040, rewards this commitment with firm contracts for E-trucks. Susan Panick



herself has driven an E-truck: “Less noise and no exhaust – especially during frequent trailer hookups and detachments, it’s a clear benefit for drivers.”

The vehicles are a key part of the upstream supply chain, transporting goods to rail terminals, where they continue long distances by environmentally friendly rail.

Charging the E-trucks in Vorarlberg has been very effective. “One of our drivers can charge his truck near his home, thanks to the support of the local private energy provider,” reports Panick.

“With additional E-trucks, a high-performance charging station will be built near our Dornbirn site.” At the Traiskirchen and Vienna sites, E-trucks are charged using green electricity from photovoltaic systems on the warehouse rooftops.

The practical aspects of sustainability go hand in hand with regulatory compliance. Céline Trischberger, CSR Manager at

Logwin, is responsible for sustainability reporting across the group and is currently focused on implementing the Corporate Sustainability Reporting Directive (CSRD). Comprehensive data must be collected and analyzed, with support from specialized software.

“The demand for environmentally friendly solutions is increasing worldwide. Thanks to data collection and analysis, we can act in accordance with strict compliance rules and the EU taxonomy, and implement concrete measures such as purchasing renewable energy or resource-saving equipment,” summarizes Trischberger.

For example, analysis showed that of 222 forklifts tracked in 2025, 204 were already electric, leaving only 18 with combustion engines.

“The data gives us direction. We know where we stand and where we can improve. This also allows us to support our customers in achieving their sustainability goals.”





## North America

For our renowned customers across various industries, we manage complex and demanding air and ocean transports in the U.S. and Canada, including all necessary customs clearance, across the Atlantic and Pacific – handling over 40,000 shipments per year. When desired, we also organize domestic transportation within North America directly to the recipients.



## Europe

Our home and core market – in Europe, we are present for our customers with numerous logistics locations in nearly every country. Our services include warehousing and value-added services, as well as air, ocean, road, and rail transport. By continuously expanding our regional presence, we provide our customers with operational excellence across the entire region and support them in their international activities.



Scan the QR code to explore our locations

## Central and South America

We are present in Brazil, Chile, Mexico, Colombia, and Peru through our own offices in these emerging economic regions of Central and South America. Our experienced teams know the local markets and work with our customers to develop tailored logistics solutions.



## Africa

We have been active in Africa for over 40 years. In South Africa, our more than 100 employees manage air, sea, and land transport, including customs clearance, and operate our own warehouses with high-quality and safety standards.



## Middle East

In Dubai (UAE), the hub of the Middle East, Logwin has offered full-service logistics for many years through its own office, including warehousing, value-added services, as well as air and ocean freight. Since 2025, we have also been present in Riyadh (Saudi Arabia) to serve our customers.





# LOCATIONS

## Countries with Logwin Entities

Australia  
Austria  
Belgium  
Brazil  
Bulgaria  
Chile  
China  
Colombia  
Czech Republic  
France  
Germany  
Hungary  
India  
Indonesia  
Italy  
Kenya  
Latvia  
Luxembourg  
Malaysia  
Mexico  
Netherlands  
New Zealand  
Peru  
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Saudi Arabia  
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South Africa  
South Korea  
Spain  
Sweden  
Taiwan  
Thailand  
Turkey  
United Arab Emirates  
United Kingdom  
United States of America  
Vietnam

## Countries with Partner Companies

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Bahrain  
Bangladesh  
Bolivia  
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Costa Rica  
Croatia  
Cyprus  
Denmark  
Egypt  
Ecuador  
El Salvador  
Estonia  
Finland  
Greece  
Guatemala  
Honduras  
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Ireland  
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Japan  
Jordan  
Lithuania  
Madagascar  
Malta  
Morocco  
Myanmar  
Nicaragua  
Norway  
Oman  
Pakistan  
Panama  
Paraguay  
Qatar  
Slovenia  
Sri Lanka  
Switzerland  
Tunisia  
Ukraine  
Uruguay



### China

For over 50 years, our more than 450 employees at 20 locations in China have been managing sea, air, and land transport – both within Asia and worldwide. With the Logwin China Rail Service, we also offer a reliable solution for fast and flexible transport of goods between China and Europe.



### Southeast Asia

In Southeast Asian countries, as well as in Australia and New Zealand, we support the growing trade within Asia and beyond with over 500 employees across offices and logistics sites. We established our first company in Southeast Asia in 1975, giving us decades of experience to benefit our customers.

### India

We are present in the emerging Indian market with more than 100 employees across nine locations. India's growing economy and high level of expertise offer our customers numerous opportunities. We are happy to support them with comprehensive logistics services.





LOGWIN



We would be happy to send you a copy of our calendar free of charge. Orders can be placed via the Logwin app.



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