




Sustainability Report 2022

Pursuing the right path into the future

An intact environment is invaluable. Night Star Express is doing its bit to ensure it stays that way.



Dear Readers,

Night Star Express is continuously working to reduce its environmental footprint. We have successfully achieved just that this year with our consistent drive from previous years. The term „sustainability“ already illustrates such a complex dimension, because good and effective solutions need time to mature. The intensive theoretical discussion and joint exchange are followed by the practical phase. Once this has proved successful, we will take the next step and move on to concrete implementation. We benefit from the fact that we have always worked closely with research institutions such as the Fraunhofer Institute for Logistics and Research in Dortmund, as well as universities and other institutions from business and politics.

This Sustainability Report 2022 gives you some insight into our various activities and projects. The successes are attributable

to the firm conviction that sustainable management also contributes to reducing costs and risks. We not only focus on economic cycles, key figures and efficient processes. For us, sustainability is understood in a much more holistic sense: protecting our environment and our climate as well as truly living responsibility. This also includes social and societal commitment, as well as showing appreciation towards our employees.

We are already on a good path with our growing network and partners, which gives us confidence for the future. We have set ourselves the goal of reducing our CO2 mobility footprint in relation to kilometres travelled by around half by 2030. At the same time, we are developing intelligent solutions to further expand our products and services, both analogue and digital. With our constantly updated certifications, which are subject to the strictest testing criteria,

and we create the basis for truly measurable sustainability. In this way, we document that we are extremely responsible and consciously economical with our valuable resources. Especially in the world of logistics, this is always an exciting challenge.

I hope you enjoy reading

Yours

Matthias Hohmann
Managing Director Night Star Express



Urgently needed spare parts for the combine harvester, seeds for horse breeding in southern Germany, or mudguards for the automotive industry: When it is particularly urgent and the consignment is very special, the drivers of Night Star Express start their sprinters and turn night into day for their customers – including across national borders.

Night Star Express: Shipments on time until early morning

The overnight express service provider Night Star Express delivers customised solutions for night-time shipping via an optimally coordinated line system. As a co-operation company with around 20 strong logistics service providers in its network, it

has been providing professional services of the highest quality standard across Europe and beyond for more than 25 years. The customer promise is: „We deliver the consignments by the next early morning between 7 and 8 a.m. or with a corresponding time surcharge for longer distances.“ Around 1,250 vehicles are in operation every day. More than 5.75 million items are delivered each year, and this trend continues to rise.

With its close-knit, nationwide transport network, Night Star Express can react extremely flexibly as an important link within the supply chains. This is ensured by centrally located main handling facilities (HUBs), which are being expanded in line with demand, as well as regional bases. How can sustainability be implemented in

logistics? Night Star Express deals intensively with this question. The core in this regard is certification in accordance with the current DIN ISO 14001. It is the globally accepted and applied standard for environmental management systems. Night Star Express was one of the first companies nationwide to achieve this certification. Further certifications followed over the years.

Together, we're pursuing a „green“ course The answers to the question of how the company can improve even more sometimes turn out to be very pragmatic. Just one example of many: For the transport of highly sensitive vehicle windows, Night Star Express has developed special racks that make large quantities of usual packaging material superfluous. At the same time, this

makes it possible to create more space in the vehicles and utilise additional capacities. A route planning system that has been thought out down to the last detail, using centrally located main bases in combination with direct trips, reduces the number of kilometres, operating costs and the use of resources. When it comes to cross-border climate protection, Night Star Express and its cooperation partners really pull together. Night Star Express Switzerland, for example, is committed to planting trees in a protected biotope in order to travel in a CO2-neutral manner. We are also in the process of integrating electric vehicles into our fleet as a mobile, environmentally friendly alternative. In addition, we are working intensively to further increase energy efficiency in times of high energy prices. At

our HUB in Hünfeld, for example, we have completely converted our lighting to modern LED lighting technology. Further projects and measures are being developed and are about to be implemented.



First e-transporters take off for climate protection

Electromobility can be used efficiently and cost-effectively for the company's own vehicle fleet. Its use also makes sense for reasons of climate protection. Night Star Express is testing how much the innovative technology can also be applied in the logistics sector at various locations. The findings will be incorporated into a feasibility study that will benefit the entire Night Star Express network.

For several months now, Hellmann Worldwide Logistics has had a VW Crafter with electric drive on the road in the city of Hanover. The model currently has a range of around 120 kilometres with a fully charged battery. At Hellmann, the decision to use electric-powered vans had been in the pipeline for some time. „Many colleagues in the industry are still rather reluctant to try out new technologies. For the time being, they are waiting to see how other users get on with the solution. In the parcel sector, you see ever more e-vehicles in use. These journeys are, of course, predestined for this. However, we definitely wanted to gain experience for our area as well, and check real-terms feasibility,“ explains Steffen Hollens, Branch Manager / CEP Services at Hellmann. Since the beginning of the project, three wallboxes have been installed on the company premises to charge the vehicles. The vehicles have to be charged

for between six and eight hours to go from 0 to 100 per cent. The expansion of electric mobility is taking place gradually: At the plant in Unna, an e-transporter is on the road every day and picks up consignments from the Ruhr area. This is an E-Transit with a range of 317 kilometres. Other models are to follow.

Setting the tone for others to follow

The practical experience should also benefit Night Star Express and its cooperation partners. Matthias Hohmann, Managing Director of Night Star Express, appreciates the way in which the tone is being set for others to follow: „In our industry, it is not easy to develop environmentally friendly and sustainable projects. Well thought-out mobility management and intelligent logistics concepts help to achieve environmental policy objectives. This also includes the conversion of vehicles to alternative fuels, and fuel-saving training.“ Matthias Hohmann is also proud of the company-wide environmental management approach, which is regularly certified according to DIN ISO 14001. „We were the first overnight express service provider to receive this certification back in 2010. So we thought ahead and positioned ourselves accordingly in front of the pack.“



Environmentally friendly and safe: LED lighting

The warehouse at Night Star Express' main handling facility (HUB) in Hünfeld shines in a very special light, as the entire lighting system was recently converted to a high-performance LED lighting management system. This ensures a high level of energy efficiency, work safety, lower operating costs and trouble-free operation. The system also enables intelligent monitoring, control and networking – without expensive interruptions. The modern lighting technology was successively extended to the entire site.

The trans-shipment hall at the HUB Hünfeld is a fascinating world in itself: Employees, freight, machines and vehicles are in constant motion. Every handling or loading operation must be securely in place. Including up in the high-bay warehouses. Without sufficiently good light, effective working would be inconceivable – especially not during shift work – as is the case with Night Star Express as a night express service provider. Lighting is, therefore, a weighty factor for maximum productivity and occupational safety.



The night express service provider had been looking at replacing the old lighting with LED lighting solutions for some time. This is because the cost of lighting – as in other industries – is very high at Night Star Express, which is reflected in the expenditure on electrical power. „The topic of lighting is, therefore, a particular focus for us in terms of sustainable, resource-saving and climate-efficient action,“ emphasises Ulf Horlitz, Head of Quality and Environmental Management at Night Star Express.

Extensive analyses

The project started with a detailed analysis of the needs: What should be illuminated? What is important here? For example, are colours and shapes accurately reproduced?

What does LED mean?

LEDs (or in full: light-emitting diodes) are only about one millimetre in size and are considered a good choice when it comes to energy-efficient lighting. They are so-called semiconductor elements that emit light when electricity flows through them. This process is also called „electroluminescence“ in lighting technology. LEDs essentially consist of five components: a semiconductor crystal (LED chip), the anode (positive pole) and the cathode (negative pole). They are connected with a gold wire, a reflector and a plastic lens that encloses and fixes all the components. LEDs not only have a long service life, but are also particularly energy-efficient due to their low power consumption. Compared to the conventional incandescent lamp, they require a maximum of 80 per cent less energy and still have a strong luminosity. There is now a wide range of different light colours and brightness levels. In addition, many LED lamps are infinitely dimmable and can be operated remotely via voice control and app.

ced? And is LED lighting a pleasant light source? And finally, the important aspect: What is the estimated life cycle assessment and savings? LED lighting not only consumes significantly less electricity, but is also maintenance-free, which, in turn, saves a lot of work and costs. Based on the results obtained, the gradual conversion of the lighting systems began, including in the office buildings and for the outdoor lighting later on. At Night Star Express, the light spot is evolving into a complex data point, and is an important interface within the company's digitalisation offensive. Initial experience has confirmed that it was a wise decision to rely on LED lighting, because after only a short time, this resulted in significant cost savings with a simultaneous reduction in energy consumption.

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The digital transformation is also increasingly making its way into the world of work. It simplifies and optimises work processes, facilitates communication and delivers transparent data in seconds: Night Star Express, its network partners and associates are also taking advantage of these benefits. This is because there is high potential for transformation processes, especially in the logistics sector.

The most recent example is the no-code platform smapOne, with which employees without special programming knowledge can independently put together and use apps according to a modular system. The app has recently been in use at the HUB (main hub) in Hünfeld. A pilot project is currently testing how processes can be improved with digital help. This concerns, for example, checklists and recording of NI items (items that cannot be assigned). This starts with checklists and protocols and extends to audit reports. Senders and recipients are networked via the app and can exchange important information quickly



Intelligently network data and accelerate processes

and easily while complying with the strictest data protection regulations. This enables Night Star Express to react even faster within the company and network – without time-consuming analogue data collection and without wasting vast amounts of paper.

These advantages also benefit the customers, who also increasingly rely on digital solutions for their business processes. All in all, this increases targeted planning, efficiency and competitiveness on both sides and leads to better sustainability. The Night Star Express staff enjoy working with the versatile app: In addition to the paper saving factor, for example, deviations no longer have to be laboriously corrected afterwards by e-mails. Another plus point is the accurate tracking of information, and that it is quickly and clearly available to all involved. Following some extremely positive interim results, the system is to be further

optimised. This is also the result of a lively exchange with other stakeholders who are already using the app successfully.

Other interfaces

Night Star Express also uses digital solutions at other interfaces. For example, the localisation technology What3words has been used for some time. This simple system makes it easy to find and share locations with pinpoint accuracy. This makes work much easier for delivery staff, in particular, as there is no longer any need to search for the exact location of depots. New customers also benefit from a service extension: The three-word address of the storage location can be stored directly during the connection. For existing customers, especially in rural and expansive areas, the processes are also much simpler.

Another offer is the digital parcel box. In addition, Night Star Express will first be improving internal processes at the Unna location. Initially, the parcel terminal will serve as a delivery service point for technicians and spare parts suppliers in the Unna area. The 24/7 pilot terminal has twelve compartments. In concrete terms, this means that twelve journeys can be saved. The way it works is considered uncomplicated and safe. The parcel and goods locking system, which is controlled via intelligent software and connected to the internet, serves as a replacement for a previous analogue depot box. Manufactured by a specialist company, it enables the reliable transfer of goods



even in the event that the sender and recipient are not present at the same time. The principle: The delivery person opens the terminal with a code attached to the parcel and deposits the item in the box. The recipient then receives an opening code via text message, e-mail or push message and takes receipt of the parcel. Once the transfer has taken place, the sender is automatically informed. In the future, other companies and cooperation partners will be able to use the promising technology, which was developed together with the Fraunhofer Institute for Logistics and Research in

Dortmund. What3words is another result of the cooperation project „KoLibRi“ with the aim of developing application software for mobile devices.

Weather data in real time

Real-time information is incredibly valuable for logistics processes. Night Star Express bundles traffic and weather data on a common platform for this purpose. The company and its cooperation partners can thus optimise their route planning and scheduling even further, and the customer can see exactly when he can expect his consi-

gnment despite ice and snow. Night Star Express is also working with the Fraunhofer Institute for Material Flow and Logistics on this project.

Always working on an equal footing with employees

A good salary and job security are important general conditions, but they are no longer enough to attract capable and committed employees and to retain them in the long term. Sustainability also makes an employer increasingly attractive. Night Star Express and its network partners, therefore, rely on innovative and holistic concepts to counteract the prevailing shortage of skilled workers and labour.

Night Star Express is also confronted with the consequences of demographic change and the changing needs of the generations. The pursuit of self-realisation, creativity, recognition and transparency in the company play a decisive role. How digitally does

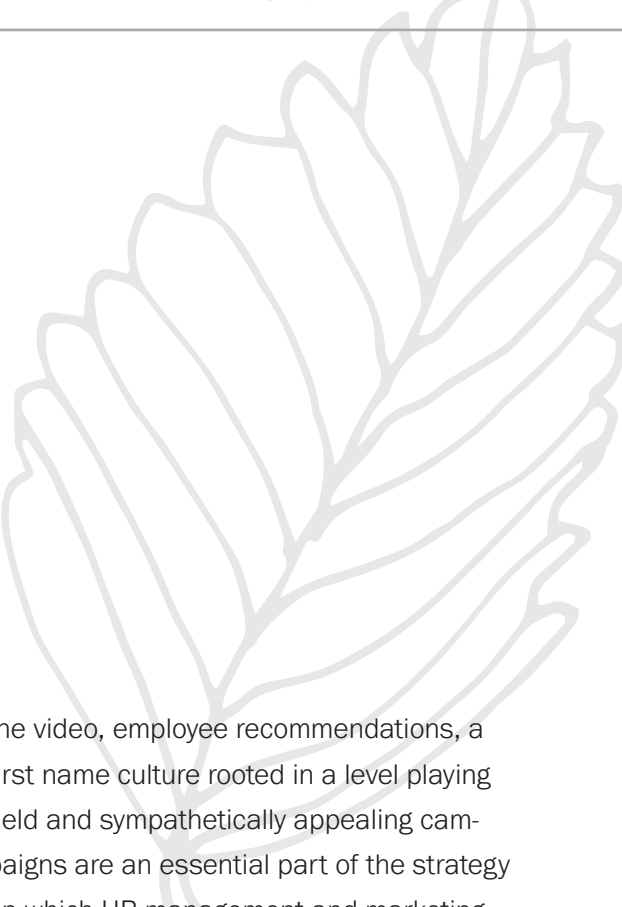
culture like, and how committed is the company to climate protection? Does it also assume social and societal responsibility? These are important questions for applicants looking for a suitable employer. The meaningfulness of work, greater flexibility, the compatibility of family and career and independent work are also increasingly coming into focus. The topic of further training opportunities is also regularly at the top of the agenda during job interviews.

The human being in focus

Night Star Express works intensively with its partners to take into account and reconcile this diversity of needs and factors. It is important to be able to convince and motivate employees. This already starts with the job advertisement. It provides some realistic insight into the field of activity, and does not advertise artificial benefits. Rather, it is about achieving the highest possible level of agreement between the employee and the company through a living and authentic value culture. A linear CV without any gaps is no longer the exclusive focus of modern HR management and the recruiting process at Night Star Express. Instead, it is the person, his character and his willingness to learn.

Employees as brand ambassadors who report on their (realistic) everyday work in

the video, employee recommendations, a first name culture rooted in a level playing field and sympathetically appealing campaigns are an essential part of the strategy on which HR management and marketing work together with a specially developed software. A target group-specific channel mix with maximum reach and efficiency are key to success at Night Star Express. The company's own career pages, print media, job fairs and platforms such as LinkedIn and XING are used for this purpose. In addition, Night Star Express offers the possibility of pursuing a dual study programme (work and study combined) as part of the promotion of young talent and, in cooperation with universities, the supervision of project work.



Because commitment counts: Help and donate for a good cause

Social and corporate responsibility are part of Night Star Express' everyday practice. In doing so, the company supports a range of regional initiatives across all walks of life and age groups. This has already done a lot of good, and the grateful response spurs on our further commitment.

Last year, the starting whistle sounded for the first time, and in the 2022/23 season, the beautiful game will be played for a good cause in Bronnzell, Hesse: True to the motto „Donate, help out!“, the players of the club, staff and management of Night Star Express get involved with young people with disabilities to provide them with much needed jobs in the gardening sector. The „home goal donation“ campaign, which was

launched for the first time last year, benefited Tim Goldbach, a former athlete from the region who is severely disabled after being the victim of a violent crime, and who now urgently needs cost-intensive therapies. The campaign was very well received and a considerable sum was collected. Also, for this year, many employees have already signalled their willingness to help and have already shown it. Other recipients of donations are hospice work, sports clubs, school events and the Tafel e.V. A large donation for the association „Aktion für Kinder in Unna e.V.“ was also a source of particular joy. It ensures that girls and boys from socially disadvantaged families receive fresh fruit, vegetables and healthy meals every day.

We are logistics heroes
Night Star is also a member of the „Logistics Heroes“ image campaign and has already actively participated in it. The campaign is based on the initiative „Die Wirtschaftsmacher“ (The Business Makers), in which companies, industry associations and non-material sponsors participate. The aim is to draw attention to the central function of logistics for the economy and society, and to position itself in the competition for young talent and skilled workers.





Revise guidelines for more environmentally friendly packaging



Social and societal increase engagement



Increase business success



Further increase occupational safety



Promote research and development

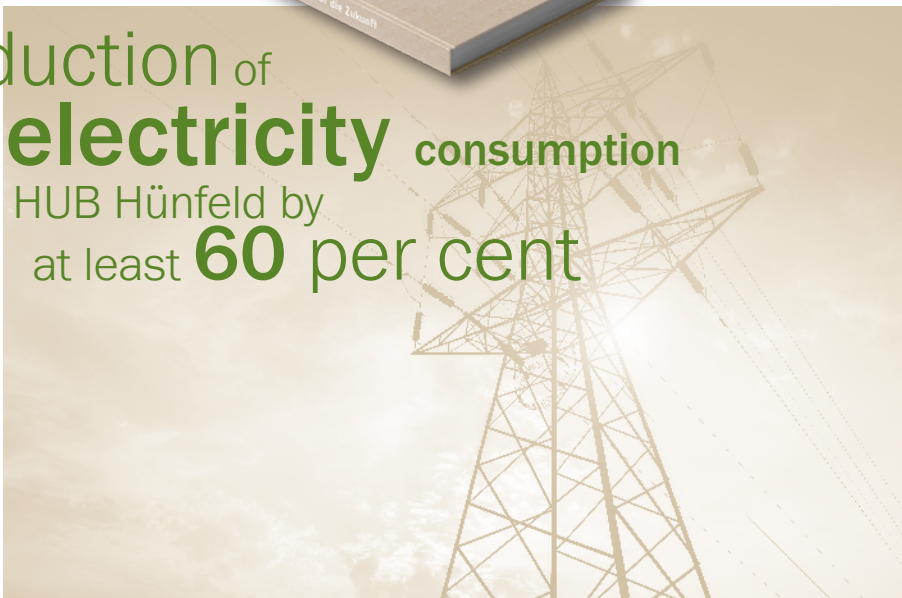


Extension of LED lighting

OUR GOALS FOR 2023



Reduction of electricity consumption in the HUB Hünfeld by at least 60 per cent



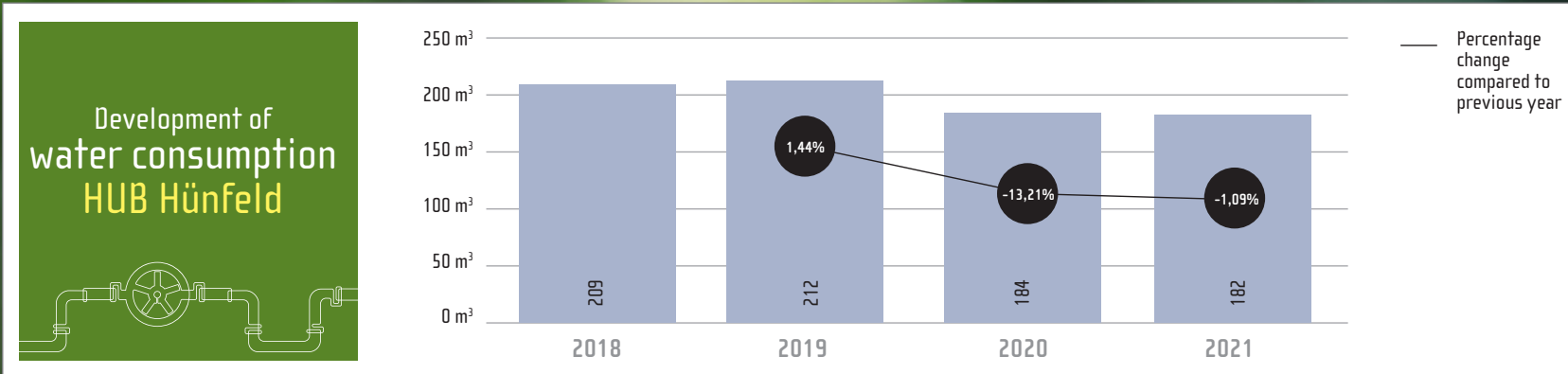
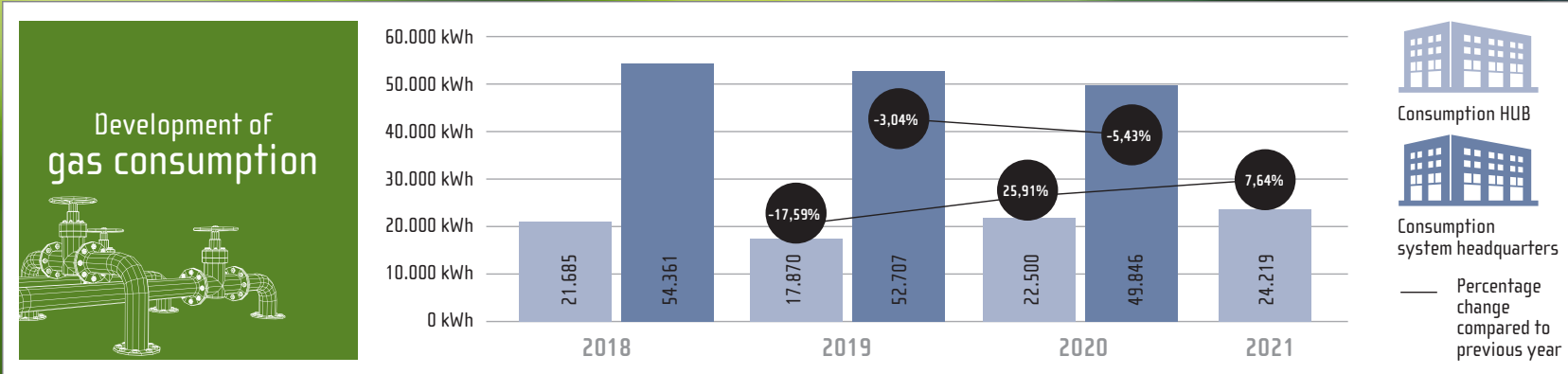
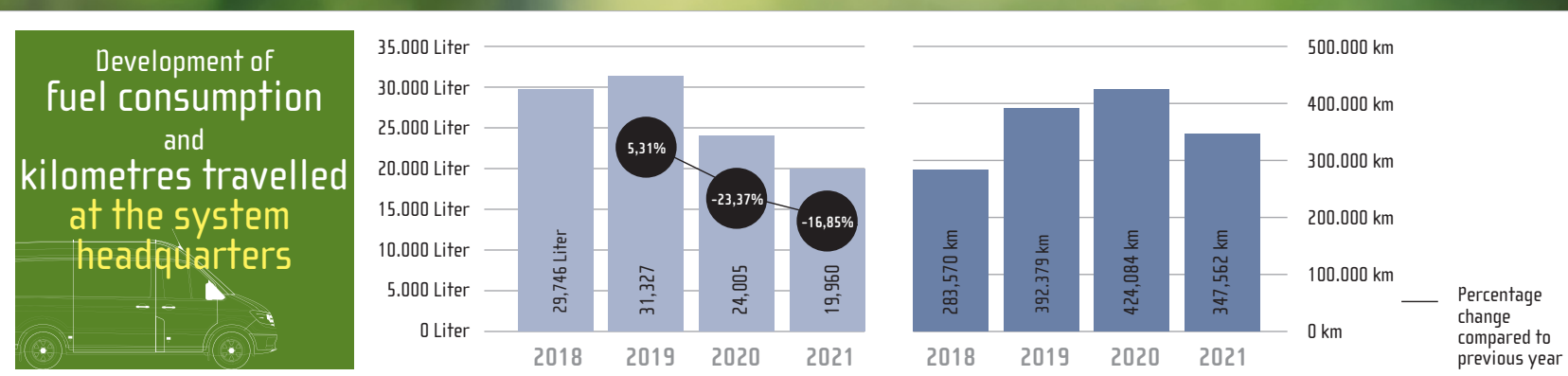
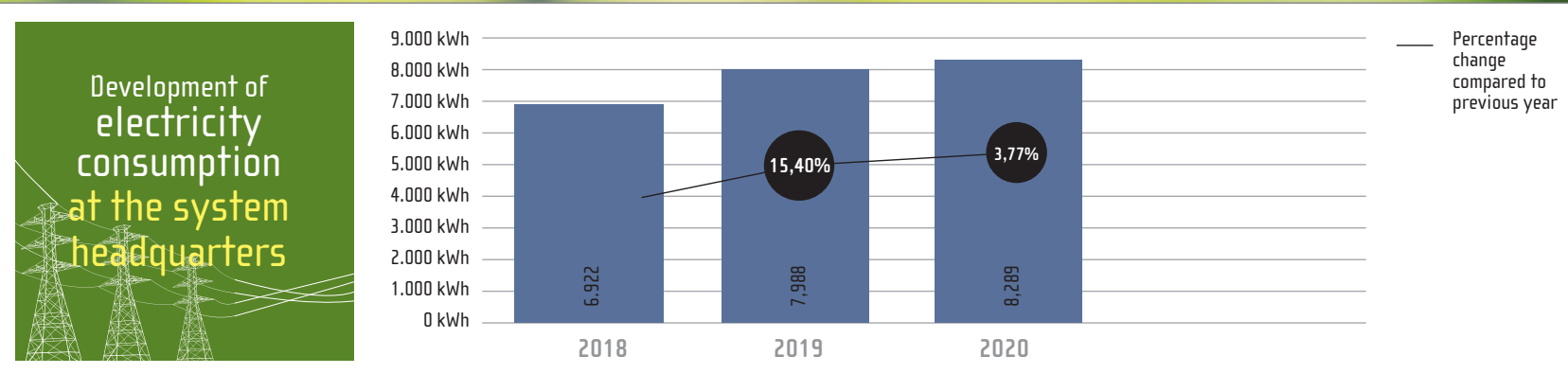
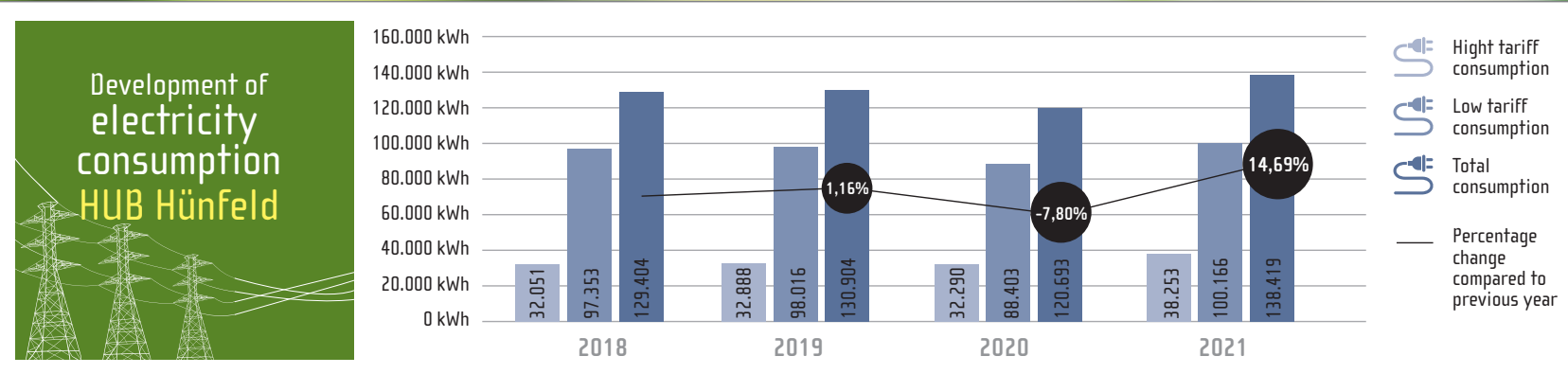
expand e-mobilität



Growing partner network



Attracting even more employees





Night Star Express



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