

Logistics Life⁶

From WkRad to Wanko Web

The next Phase in our Journey

Artificial Intelligence in the Warehouse

New Perspectives Through Smart
Logistics

It's the Attitude That Counts!

Economic Success and Teamwork

WANKO
INFORMATIONSLOGISTIK

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FOREWORD.

Dear readers,

This issue of Logistics Life is all about openness. No matter which area we work in, openness and subsequent trust form the basis of successful collaboration.

On the following pages, we would like to highlight the many facets of openness - from open communication within our teams and transparent collaboration with our partners to openness towards new challenges and work methods.

In our new medium "Logistics Highlights", we highlight inspiring stories from our projects that underline how openness leads to trust.

Openness characterizes both Wanko and the entire FleetGO Group. As a group, we are able to provide an even broader and more innovative range of logistics solutions. We look forward to continued successful cooperation within the Group and with our customers and partners.

And because I cannot mention the word openness enough, here it is one more time:

"Honesty and openness is always the foundation of insightful dialog."
- Bell Hooks

Happy reading!

Jennifer Wagner

Marketing and UX & UI Design,
Editor of Logistics Life



It's the Attitude that Counts!



Dear readers,
In January, we held appraisal interviews with our young trainees at Wanko. The focus here was particularly on the 1st and 2nd year trainees. The aim was to get an update on the progress, performance and well-being of the trainees in the company through mutual feedback. My older boss (in case he's reading this: yes, anyone who uses the word „kokolores“, mean-

ing nonsense in German, is old) mentioned one thing about all trainees: their attitude to work. I therefore saw a welcome opportunity to persuade my lovely colleague from the marketing team to postpone the internal deadline for the Logistics Life so that I could give my two cents on interpersonal relations in the company again this year. I think you will agree with me when I say that the debate about the right attitude to work is not lim-

„Coming together is a start. Staying together is progress. Working together is success.“ - Henry Ford

ited to our company. This topic is also hotly debated in the media, particularly with regard to individual generations. I don't want to go into this any further, however, because I don't think emotional discussions like these are productive and I prefer working together rather than against each other. So let's instead talk about what we need as a company and therefore as a society. Nowadays, due to economic and political circumstances and incidents, we have to reckon with significantly more headwinds than was the case 15 years ago. We tend to focus more on the „me“ instead of the „we“ and, especially in these times, are more concerned with ensuring that our own person is not at a disadvantage. This is also reflected in a lot of companies. The „Gscheidhafer!“ (Bavarian for smart ass) colleague prefers to present himself to the boss rather than give his entire team credit for his success. You can do that, but it doesn't help in the long run. Our economic prosperity is based on teamwork. As a company, we can only be innovative and successful if we work together. By ensuring good communication, by paying attention to interactions and variety, by questioning ourselves from time to time. „We've always done it this way“ doesn't get us anywhere, nor does obsessing over details or nagging. We should dare to dream. Visions get us much further than pessimism.

So my advice to you if, like me, you are not satisfied with current developments: Show yourself and your colleagues that things can be different. Find a common ground, something that drives you. Where do you see potential in your tasks, where is there room for improvement? Do you see a disruptive factor? Then simply tackle it, actions speak louder than words. Have the courage to change things. In conversations with our trainees, we notice how much young people appreciate input, motivation and guidance. So take your young colleagues with you, give them tips and tricks for their work life

and share your experience. Focus on the positive and you will see that different generations can work together wonderfully.



P.S. from the user of the „old“ word „Kokolores“: I agree with what my colleague writes. We need to start at precisely these points and promote new, perhaps old, positive, future-oriented straightforwardness. If we can then convey to our „youngsters“ that old values such as discipline, loyalty and commitment are nothing reprehensible, but can be something truly satisfying, then we have won.

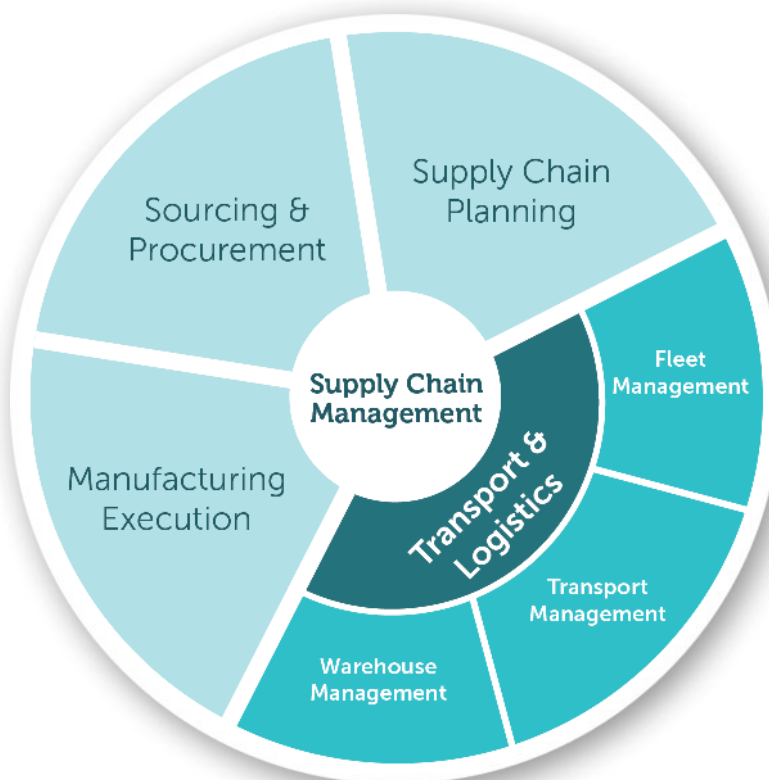
Christian Schulz, Head of HR & Finances at Wanko

Who is FleetGO?

The FleetGO Group combines a wide range of logistics solutions under one roof to meet the diverse needs of our customers. Our extensive range ensures that the right solution is found for every requirement.

Our mission is to improve the efficiency of the full chain of transport & logistics processes for companies across Europe with our comprehensive software suite for Warehouse-, Transportation- and Fleet Management. Empowering our clients to regain freedom to focus on their core business and ultimately drive cost savings and staying ahead of their competitors.

We understand that our customers are operating in a very traditional but highly competitive market, and we strive to empower them to stay ahead of their competitors by optimizing and fully digitizing their processes and support in compliance with European legislation, utilizing cutting edge and highly innovative technology using state of the art hard- and software to drive efficiency and sustainability.



“We want to serve the transport and logistics sector with a modular end-to-end solution.”

Wanko has been part of the FleetGO Group since 2022, which has now been supplemented by the new member EuroTracs. Logistics Life spoke to Jens Beukers, Chief Operating Officer at FleetGo Group and Sven Claessens, Managing Partner at EuroTracs about the background.

What is the strategy behind the takeover of Eurotracs?

JB: The vision of the FleetGO Group is to be a leading provider of innovative transport, fleet management and storage solutions in Europe. We want to offer a holistic software suite that covers the entire process from order management and warehousing to route planning, telematics and fleet management.

SC: We have joined forces with the FleetGO Group to become more competitive and strengthen our product development, introduction of new solutions and sales. The FleetGO Group has great complementary products and services. In combination with EuroTracs' services, this creates a unique offer for our customers.

JB: In addition, we consider Belgium to be a very interesting expansion market within Europe. EuroTracs will play a central strategic role there. The company has a strong presence in Belgium as well as in France, the Netherlands and the DACH region.

How does Eurotracs differ from the rest of the group's offerings?

JB: EuroTracs' offering differs from current FleetGO Group offerings in terms of service and target group. FleetGO was already well equipped to provide high-end enterprise solutions and tailor-made services to meet specific

needs of mostly mid to large-sized customers. With the introduction of the EuroTracs proposition, we can further enhance the offerings by integrating more standardized off-the-shelf products and services. This addition to the portfolio brings a blend of standardization and customization, achieved through adaptable configuration settings, making it suitable for clients of all sizes and ensuring a uniform and scalable solution.

Will there only be one telematics and one TMS solution in the group?

JB: We want to serve the transport and logistics sector with a modular end-to-end solution. As part of this unified portfolio, we will offer both highly standardized and additional tailor-made business solutions. By bringing the two together, we aim to create a more diverse offering that effectively appeals to a wider range of customers across all markets.

What do existing customers get out of it?

SC: Customers now have access to the additional offering from the FleetGO Group. In addition, EuroTracs' development capacities will also be increased. In addition to functionality, technological innovation also benefits from this. Thanks to the European presence of the FleetGO Group, we will be able to support our customers in other international markets in the future.

Mr. Beukers, Mr. Claessens, thank you very much for the interview.

FROM WKRAD TO WANKO WEB: THE NEXT PHASE OF OUR JOURNEY

User Centered Development at Wanko

A lot has changed at Wanko over the past year. Terms such as UX/UI, SCRUM and sprints are now part of our development team's daily vocabulary for innovations. These changes are a direct result of advancing digitalization, which is also influencing our company processes. In order to keep pace with current developments, we are working on several innovations in the desktop and mobile area in addition to supporting our existing customers. Some of you may have already heard or read about our „WkRad“ project, but what exactly is it and why is it a good idea?

Many of our customers and interested parties are already aware of our ongoing developments: We are currently working on a web interface for our tried and tested software. As already mentioned, „WkRad“ is just a working title. The end product will be known as „Wanko Web“ and will be available to our existing and prospective customers in the foreseeable future.

One thing is certain: it is not an easy task. Modernizing software in the B2B sector is a well-known challenge. Customer-specific re-



Concept Wanko Web Transport Management - Desktop

quirements, complex processes and evolved implementations over time are all hurdles that can be particularly difficult when it comes to modernization. This is where UX/UI comes into play.

The abbreviation „UX“ stands for „user experience“, while „UI“ stands for „user interface“. What exactly do these terms mean and why are they so important for development? Let's think about this together.

Imagine you receive a ballpoint pen as a gift. It looks great, but when you try to write with it, you run into a problem: it lacks the click mechanism to advance the refill, and there are no obvious buttons or sliders to extend the refill. How do you react? You would probably think: „This pen doesn't work, get rid of it!“ At this point, a beautiful quote by Frank Chimero comes into play: „People ignore design that ignores people.“ This essentially means that design and functionality must be adapted to the user, according to their habits and thought patterns. Good design therefore requires a balance between respect for established solutions and the courage to break new ground in order to meet the growing demands of users.



Program icon Wanko Web

The renewal of software requires patience and planning. Every hurdle should be seen as an opportunity for improvement and innovation. Ultimately, user satisfaction and efficiency determine the success of our software and drive us to continuously work towards a better, user-centered future.

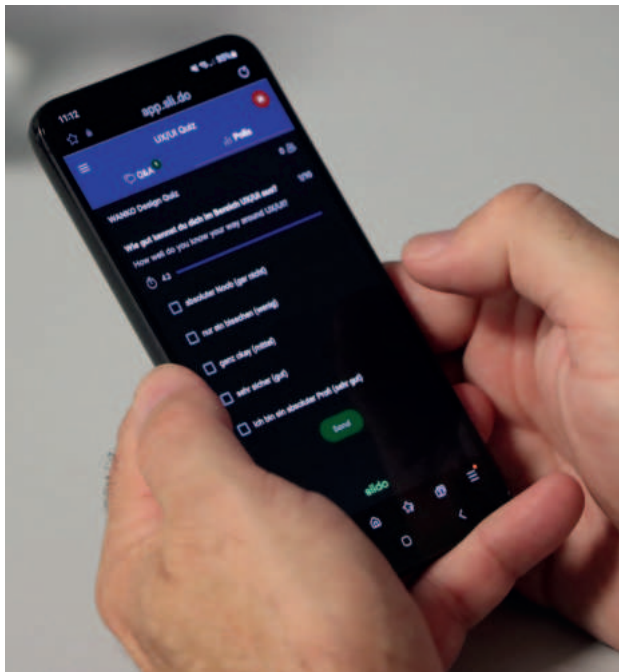
Finally, we would like to give you an outlook on the next steps. At Wanko, we are committed to user-centered development to ensure that our products best meet the needs of our customers. As part of this effort, we have been conducting internal UX/UI workshops across our organization to ensure that we are developing the best solutions.

We are pleased to provide you with an initial insight into our progress. Your feedback and suggestions are always welcome, as your satisfaction and efficiency are our top priorities.

From WkRad to Wanko Web: The next phase of our journey has begun, and we are ready to shape the future of user experience together with you.



Concept Wanko Web Mobile - Tablet



UI/UX Workshop at Wanko



Concept Wanko Web Mobile - Scanner

TWO AS ONE - ONE STAND CONCEPT FOR TWO COMPANIES

A LOOK BEHIND THE SCENES OF OUR TRADE FAIR STAND

“TWO AS ONE”

ONE STAND CONCEPT FOR TWO COMPANIES

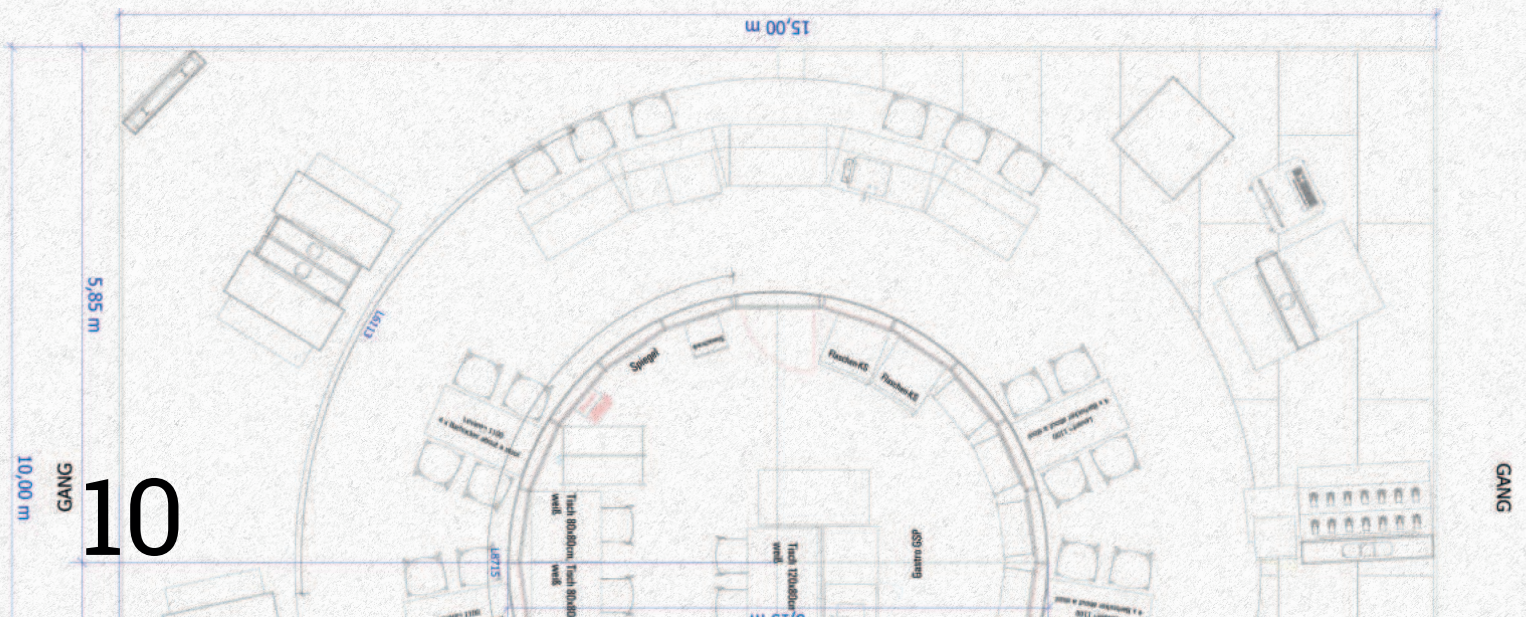
A LOOK BEHIND THE SCENES OF OUR TRADE FAIR STAND

Two as one.

It was decided in 2022. Wanko and Globos will share a stand at Logimat 2023 in Stuttgart. Both companies wanted to share the infrastructure and back office for this equal presence. One stand concept for two companies. The exhibition stand area of 150 square meters was divided exactly in the middle and assigned to Wanko and GLOBOS respectively. The stand architecture and the appearance of the stand were not to be fundamentally different.

One challenge.

Each company has a different corporate identity, with different colors, fonts, design languages, exhibits and customer orientations. Nevertheless, the transport logistics theme unites them both. GLOBOS with more hardware and Wanko with more software.



One circle, the answer.

What they have in common, the intersection and the starting point is the circle as the center, which smoothly allows 360-degree outward-facing surfaces. All information and functions are layered around the circle or cylinder like shells.

One focal point for the multi-layered offer.

The center of the circle or cabin cylinder is exactly in the middle of the stand. The surfaces are used equally from both sides. The storage, kitchen and work office space was therefore generous. So that both parties do not interfere with each other.

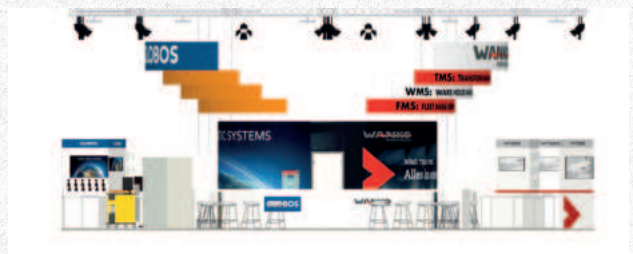
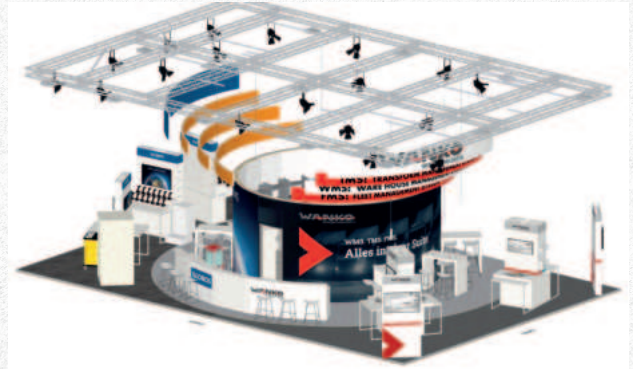
All floor zoning and banners with their specific information were arranged radially with reference to this „circular point of unity“. The round cabin wall was an advantage for both sides, as the curved graphic company representations were clearly visible from everywhere.

Radially arranged, practical and clearly arranged exhibit displays complete the picture.

One well-rounded job.

Once again, both companies were able to make a name for themselves in the minds of visitors and future customers.

In a nutshell: an innovative solution that stands for the self-image of the companies Wanko and GLOBOS.



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TWO AS ONE - ONE STAND CONCEPT FOR TWO COMPANIES

A LOOK BEHIND THE SCENES OF OUR TRADE FAIR STAND

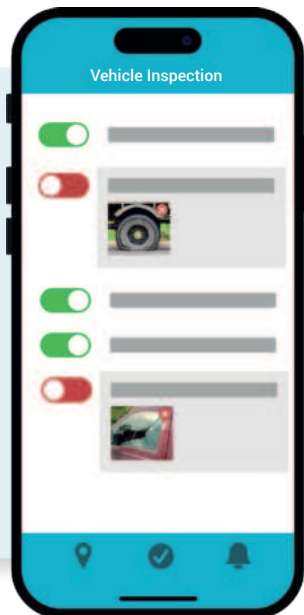
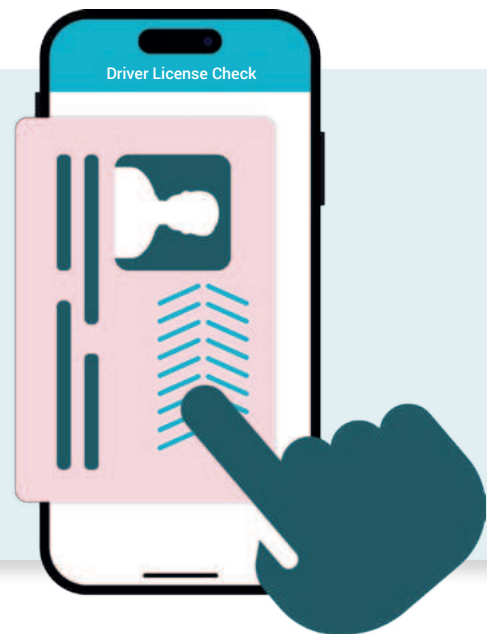


Introducing FleetGO's Latest Innovations in Fleet Management

FleetGO proudly presents two cutting-edge solutions aimed at simplifying fleet management tasks.

Driver License Check

Managing mandatory driver license checks is now effortless thanks to FleetGO's partnership with Edding. Utilizing Edding's patented label technology placed on driver licenses, drivers can perform checks easily with their own mobile phones. This streamlined process saves time and resources, ensuring compliance with regulations.



Vehicle Inspection

Fleet managers can now easily manage vehicle inspections with FleetGO's Inspection App. Designed for seamless integration and full customization, drivers can perform inspections directly from their mobile devices. This eliminates paperwork and manual processes, enhancing efficiency and ensuring compliance.

For more information FleetGO's driver license check or the Vehicle Inspection, visit fleetgo.de.

ARTIFICIAL INTELLIGENCE IN THE WAREHOUSE

NEW PERSPECTIVES THROUGH SMART LOGISTICS

ARTIFICIAL INTELLIGENCE IN THE WAREHOUSE

NEW PERSPECTIVES THROUGH SMART LOGISTICS



Warehouse logistics is currently undergoing a transformation: high-tech solutions are changing the rules of the game and ensuring greater efficiency and performance. By using artificial intelligence (AI), the performance potential in warehouses can be exploited even more effectively.

Precise inventory management

Advanced algorithms and machine learning contribute to precise warehouse management. With the help of AI, reliable forecasts can be made about the development of demand. Inventory can be planned intelligently based on this: Products that are very popular are kept in stock, while goods that are hardly in demand do not block costly shelf space.

The use of artificial intelligence makes it easier for companies to react flexibly to constantly changing market conditions and also saves on warehousing costs.

Automation

Numerous tasks in the warehouse can be taken over by robots and autonomous vehicles, for example the proper movement and storage of goods. The use of AI in warehouse logistics accelerates material flows, contributes to greater occupational safety and minimizes the error rate.

The use of artificial intelligence also frees up valuable resources. Instead of spending a lot of time on secondary processes, employees are able to concentrate on their main tasks. Another advantage of AI-based systems in the warehouse is the precise localization of products. This significantly increases the speed of picking and packing processes.

Quality management

A company stands and falls with the quality standard of its products and services. Customer ratings have a major influence on the interest of potential customers and therefore also directly on the turnover of goods. The introduction of AI into the quality assurance process ensures that outstanding standards are achieved. Image recognition

technologies can be used to identify damage to products at an early stage. Defective goods are sorted out even before they are dispatched. The result: customer satisfaction shapes the company's image.

Route optimization

When it comes to warehouse logistics, it goes without saying that the delivery of goods must also be considered. Intelligent route planning based on artificial intelligence cannot be beaten in terms of efficiency. The optimum route is calculated by the AI, taking delivery priorities, traffic conditions and weather conditions into account. In addition to shorter delivery times, this also results in lower operating costs and a reduced environmental footprint.

Companies that take the plunge into the intelligent warehouse naturally also face challenges. Depending on which system is to be implemented, the costs can be high. Data protection should also not be overlooked when using artificial intelligence. However, the advantages undoubtedly outweigh the disadvantages in the long term. Today, companies that are actively shaping the future of their industry are in demand. And the future of warehouse logistics is undoubtedly intelligent.

An article by GLOBOS - Our partner for hardware systems in logistics.

Find out more at www.globos.de

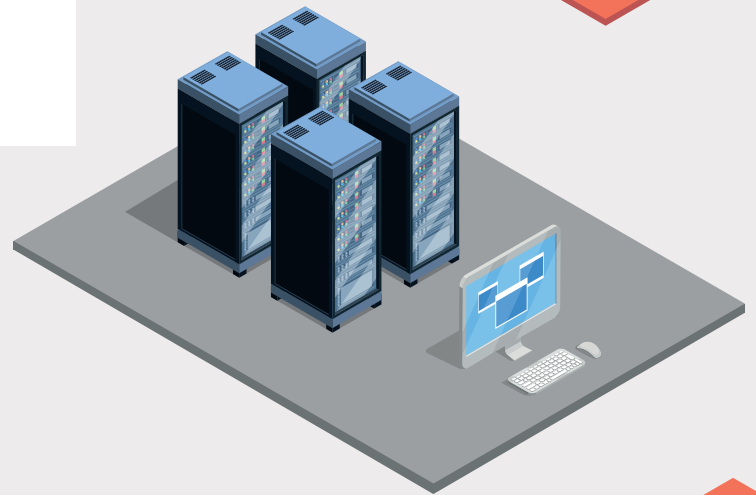


PraMag

**The Software Suite for
Warehouse Management,
Transport Management und
Fleet Management.**

WANKO
INFORMATIONSLOGISTIK

Part of
FleetGo



PraBord



PraCar



Wanko in Numbers:

The projects of Wanko Informationslogistik GmbH at a glance

For over 50 years, Wanko Informationslogistik GmbH has been a leader in the industry, and while we look back on our rich history, we also have our eyes firmly set on the future. With a blend of tradition and innovation, we pride ourselves on implementing new projects that further our mission to continue to provide a wide range of services to our customers.



Did you know that...

...Wanko has successfully completed over 7500 projects in the last 50 years?

From small additions to existing systems to complex global logistics solutions, we have mastered a wide range of challenges and always provide our customers with reliable service.

...we coordinate over 20,000 tours every day?

Our dedicated team works up to 7 days and 24 hours on request to ensure that every shipment reaches its destination on time and efficiently. Using the latest technology, we optimize routes and processes to maximize the efficiency of different supply chains.

...that our solutions are used to plan tours totaling over 3.4 million kilometers every day?

This impressive figure illustrates our commitment to fast and reliable delivery. We pride ourselves on providing a first-class service to our customers nationwide and internationally.

We strive to continuously improve our processes and find new ways to serve our customers even better. With a team of experts and a passion for excellence, we are ready to shape the next 50 years in the logistics industry.

We thank you, our valued customers and partners, for your continued support and look forward to working with you in the future to set new standards in logistics together.

TEAM TALK: THE WANKO PERSPEKTIVE

EMPLOYEES FROM VARIOUS DEPARTMENTS SHARE THEIR INSIGHTS.

TEAM TALK: THE WANKO PERSPEKTIVE

Employees from various departments share their insights.



In your opinion, what are the particular characteristics and strengths of Wanko Information Logistics?

A. Wanko: With comprehensive expertise in logistics and supply chain execution, we offer customized solutions for our customers. Our experienced team of industry experts and young talent creates a dynamic working environment. Our clients include well-known companies for whom we develop and implement customized logistics models. Our flexibility and understanding of processes enable us to operate across industries and to constantly learn new things.

What do you like most about the company and working at Wanko?

Project management: Our team is simply great. There is always support, no matter how much work there is to do. We have experienced colleagues who are willing to help and share their knowledge. The supportive atmosphere makes working here really enjoyable.

IT: The freedom and decision-making powers in my position are priceless. I can drive projects forward and implement them here. Of course, you have to go through certain instances, but the opportunity to make a difference is clearly there.

Back office: The friendly atmosphere and flat hierarchy make working here particularly pleasant. Problems can be addressed openly and solved easily.

Marketing: Despite the takeover by the holding company, the family atmosphere remains. You can approach anyone and the trust is palpable. That was an important factor in my decision to work here.

Marketing, UX&UI: I appreciate the freedom and the opportunity to make many decisions myself. The atmosphere in the team is relaxed and cheerful, and I appreciate the quality of the people I work with.

Which projects or tasks have you particularly enjoyed at Wanko?

Development: I particularly enjoy creative projects, whether it's developing new products, creating UX designs or working out ideas on paper together. The creative exchange and joint design always inspire me anew.

Development: I particularly appreciate the variety of tasks, such as filing in the back office. Even simple tasks offer variety and the opportunity to get to know different areas of the company. I also enjoy working on projects

with other trainees, such as carrying out an inventory together, where we worked together efficiently and received valuable feedback.

Development: A special experience was the opportunity to test and present a new program for our department. The opportunity to prepare a presentation and present the program as a trainee was a great learning opportunity and showed me the appreciation of my work in the company.

Marketing, UX&UI: As a new member of the company, it was a pleasure to lead a UI/UX workshop for all employees together with my colleague. I am happy to see that User Centered Design is now being integrated into the development process for new developments. I would particularly like to highlight the „Wanko Web“ project, especially the „Wanko Web mobile warehouse“, as it marks the start of a new development process. Another exciting project was the interactive Lego model, which we implemented together with our trainees. I really enjoyed the design, graphics and project management, and I hope to be involved in more projects like this in the future.

How has Wanko Information Logistics helped you to grow and develop professionally?

IT: At Wanko, I have the privilege of driving my self-realization. At the beginning, I was supported and encouraged by colleagues from Project Management and Human Resources. Here I enjoy great freedom and self-determination as I develop in my role. Wanko gives me the tools and opportunities to act independently and build my confidence.

Backoffice: Wanko has enabled me to grow both professionally and personally, especially by supporting my training to become a business administrator. I was supported financially and given the freedom to develop flexibly. The acquisition by Main Capital Partners and FleetGO

Group gave me new learning opportunities and the chance to interact with different partners.

Project management: One of the outstanding qualities at Wanko is the opportunity to act independently. Here you are encouraged to take responsibility and accept challenges. Personally, I grew a lot through the opportunity to develop myself in different areas, supported by the company's trust and openness to new ideas and initiatives.

What do you value most about working with your colleagues and about your colleagues in general?

A. Wanko: I like the relaxed atmosphere here, especially the fact that we are all on a first-name basis. Friendships develop, although as a boss I have to be careful about developing friendships. Real friendships at work are rare, they tend to remain good working relationships. As a boss, it is sometimes difficult to set clear boundaries, but most people are still willing to help. What we don't do enough of, however, are joint activities outside of work, such as bike rides. I'm not the type to organize such events, but it would be nice if there was someone in the company who would take care of it.

IT: Our team dynamic is great. The atmosphere is always positive and cheerful - just great. **Marketing:** I appreciate the experience I gain here and the openness that prevails at Wanko.

Project management: In short, the cooperation and collaboration of everyone.

TEAM TALK: THE WANKO PERSPECTIVE

EMPLOYEES FROM VARIOUS DEPARTMENTS SHARE THEIR INSIGHTS.

Which values or principles at Wanko are particularly important to you personally, and how do you live them in your day-to-day work?

A. Wanko: It is important to me to be honest and to stand by our decisions, both towards our employees and our customers. Even when things are financially challenging, we keep our promises. This honesty has even won us contracts, for example in Brazil, where the CEO of Linde appreciated our open commitment to the limits of our performance and trusted us. Something similar happened with another customer, where our transparent approach led to a follow-up project.

Marketing, UX&UI: I appreciate the openness to ideas and the exchange within the team, such as at our UX/UI workshop and the discussions on personas. Such initiatives should take place more often in order to share knowledge within the team. In addition, our team adapts flexibly to the needs of our customers, even if this sometimes entails disadvantages.

Development: The mutual support in the team is remarkable, even if I was not familiar with it at the beginning. I have learned to appreciate this support as it helps me to overcome challenges more quickly. I try to pass on this support and hope that I can also be there for others.

Development: Especially as a trainee, I appreciate the helpfulness in the team. I would like to pass on the support I have received in the future, especially to new trainees, to make it easier for them to get started.

How do you see the future of Wanko Information Logistics and what potential and opportunities do you see for the company in the coming years?

A. Wanko: We are currently going through a challenging restructuring phase. Although we have a powerful product, we need to adapt it to current trends, particularly with regard to

web and cloud-based solutions. The migration to WKRAD will take another 1-2 years, while we are already working with two major customers to integrate the system into their processes. These collaborations bring valuable insights and customizations. In about 2 years, we expect to take off with a modern front end, while we are currently generating solid sales.

IT: The potential is there, especially if all employees pull together. I am particularly optimistic about IT and am already working on concepts that I see very positively.

IT: The number of new trainees is increasing, which points to a promising future. I am convinced that the company will continue to improve in the coming years.

Marketing: Our cooperation with other companies, such as Globos, is showing promising results and positions us well for the future.

What would you like to tell potential new employees about working at Wanko?

Backoffice: I would like to emphasize to new employees that Wanko not only pays fairly, but also offers great opportunities for the future. It's a company that believes in fairness and transparency, and I've personally seen here how dedicated employees can progress successfully.

Project management: An important piece of advice I would give to new employees is to be confident and brave. I firmly believe that you can achieve more than you initially think you can. At Wanko, there are many opportunities to develop and learn new skills. You just have to take the plunge and do your best. I still remember well how I thought certain things were impossible to learn at the beginning. But over time, I have learned that a lot is possible with commitment and dedication. That's why I encourage new employees to get

involved and boldly take on new challenges.

Development: We are looking for people who are willing to get actively involved and deal with the existing chaos. At Wanko, not every process is already firmly established, and this presents both challenges and opportunities. It requires commitment, flexibility and a willingness to adapt to change. If you have these qualities, you will find an inspiring environment in which you can develop personally and professionally.

Development: At Wanko, you can expect a variety of tasks and the opportunity to constantly try out new things. We are a dynamic team that enjoys working together and learning from each other. The diversity of our employees is one of our strengths and we are always happy to meet and welcome new colleagues.

What would you like to tell potential new employees about working at Wanko?

A. Wanko: For me, Wanko is home and battlefield.

IT: Loyalty, synergy, structured chaos

Development: Team spirit/cohesion, diversity, fun at work

IT: In contrast to companies like Google or Facebook, where the focus is often on individual performance and career, we focus more on community and collective progress. If I had to put it in a nutshell: Warm, sustainable, opportunities

Marketing, UX&UI: Friendly, fast-moving and a bit chaotic

Project management: Togetherness, team, wild as a bird

Back office: Employee-oriented, innovative, promotes quality of life

Marketing: Accessible, experienced, togetherness

IT: Fun, exciting, rich in learning

Marketing, UX&UI: Community, progress, orderly chaos





Bild: Freepik.com

OXYTOCIN, TALENTS AND FURRY COLLEAGUES

Generation X, Y, Z and their office dogs

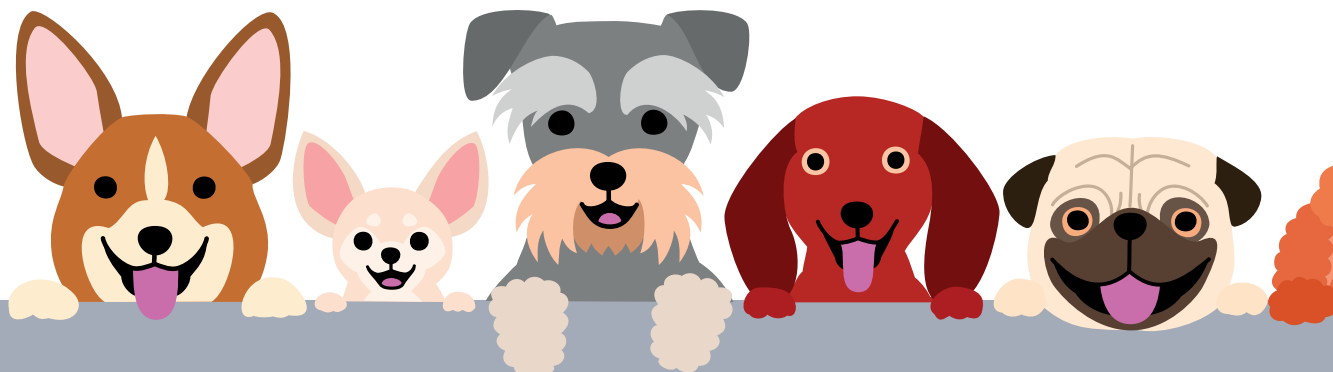
More and more employees want to take their dogs to the office with them. According to statistics from the Bundesverband Bürohund e.V. (BVBH), around 47% of all office workers in Germany own a dog. The need for employees to take their four-legged friends with them wherever they go is becoming an increasingly important, but not always easy, task for companies.

Most people are probably already familiar with the term „office dog“. But what exactly does it mean? An office dog is a dog that is taken into the office or an office-like environment as a team member by its human under appropriate conditions. The animal must be well-mannered and relaxed when interacting with people and other dogs. However, the responsibility lies not only with the dog, but also with its owner. The owner must ensure that the emotional and physical needs of the dog

are met. The owner must ensure that colleagues are not disturbed by the dog during their work.

Meanwhile, the desire for animal employees is also noticeable in the recruitment of new talent, especially among the younger generations. In addition to flexible working hours and the option to work from home, office dogs are a popular benefit for job seekers. References to dog-friendliness in job advertisements and social media posts about office dogs often receive more attention and, above all, more emotional reactions. The company can use these touchpoints to multiply its reach.

Kununu, an employer rating portal, recognized this trend early on and now also offers a corresponding filter function for dog-friendly employers. The platform also selects the most



dog-friendly employers in Austria, Germany and Switzerland, which opens up new opportunities in employer branding. In another BVBH survey, almost half of job seekers stated that they would give up a salary increase in return for the opportunity to bring their four-legged friend to the office. Companies that allow office dogs also have a sympathetic effect on employees and the market.

However, there are also voices that do not tolerate animals in the workplace. This is mainly for health, hygiene or aesthetic reasons, such as allergies or animal hair. It is also important to emphasize that not all people like dogs; many are afraid or feel that animals are out of place in the workplace. These are legitimate reasons that companies must take into account when making their decision. In some companies, it is simply not possible to bring pets into the workplace due to hygiene regulations. The suitability of the premises, the effect on customers and suppliers and the number of four-legged friends in the company must also be taken into account in the decision-making process.

If a company opens up to office dogs after careful consideration, almost all employees are happy. At Wanko, we have decided to allow animal employees as this has many advantages for the company, people and animals. This starts with the working atmosphere and employee loyalty. Dogs contribute to an improved well-being of our employees, promote physical and mental health and lead to more motivated, creative and, above all, happier employees. At this point, the question arises as to how this actually works. Dogs have the ability to positively influence people's behavior. Above all, they reduce long-term stress, increase empathy and general satisfaction. A professor in the field of management at Virginia Commonwealth University found that people with dogs at work showed significantly lower levels of stress. When interacting with a dog, the stress hormone cortisol is lowered, while the hormone oxytocin is increased. Oxytocin is responsible for feelings of love, influences bond-

ing and trust and stimulates the cerebral reward system (dopamine). The so-called love hormone also lowers blood pressure, has an anti-anxiety and anti-inflammatory effect, promotes better digestion, reduces depression and much more. Other areas of science, including behavioral research, use knowledge about oxytocin and dopamine to influence decisions, which is a revenue-generating topic, especially in the area of sales strategies. But now back to the topic. Of course, this process also works in reverse; dogs are not called „man's best friend“ for nothing.

The evolution of the dog has led to dogs becoming attached to humans. Our pets are pack animals and don't like being left home alone. Like humans, animals also have problems with loneliness, anxiety and stress. The benefits for dogs range from improved social skills and increased oxytocin release to faster help in the event of illness or injury. Finally, there is another, almost important benefit: if people are allowed to take their dogs to the office with them, fewer animals are handed over to the animal shelter due to time constraints, giving them a chance to live a dignified, full life with their humans.



WANKOS OFFICE DOGGOS

Now our four-legged employees can step into the spotlight.



MR. BEAN ♂

| | |
|---------------------|---------------------------------|
| Age: | 1,5 |
| Breed: | Ital. Greyhound / Prague Ratter |
| Job: | Head of Barking |
| Favorite colleague: | Ryu |

RYU ROTZBUA ♂

| | |
|---------------------|--------------------|
| Age: | 2 |
| Breed: | Mix |
| Job: | Good-Mood-Spreader |
| Favorite colleague: | Mr. Bean |





BASTI ♂

| | |
|---------------------|----------------|
| Age: | 10 |
| Breed: | Dachshund |
| Job: | Cuddle Support |
| Favorite colleague: | Helmut |

RICKI* ♀

| | |
|---------------------|------------------|
| Age: | 14 |
| Breed: | Cairn Terrier |
| Job: | Safety Inspector |
| Favorite Colleague: | Alexander |



*Our dear Ricki has sadly crossed the Rainbow Bridge and leaves an empty bed in our hearts. We wish her endless joy in doggy heaven, where she has enough bones to chew on and plenty of green spaces to romp around in.

Wanko Training Program

2024 / 2025

Basic Training PraCar

- Master data
- Order data
- Disposition route planning
- Restrictions
- Beschränkungen
- Rights and role management
- List and mask configuration
- Tour evaluation and deployment plan

Advanced Training PraCar

- Free optimization base
- Automatic driver assignment
- Tour schedule
- Tour orders tab
- Handling warehouse
- Area planning
- Reference customers

Free Optimization & Simulation

- Optimization procedure
- Optimization parameters
- Procedure for optimizations tasks

Basic Training PraMag

- Basic of bearing assembly in PraMag
- Introduction PraMag programs
- MDE processes

Advanced Training PraMag

- Article program – master data
- Inventory information – inventory management and troubleshooting tips.
- Order program – order management and troubleshooting tips
- Control station – monitoring outgoing goods and troubleshooting tips
- Configuration program – master data – and user administration
- Inventory – preparation, execution and troubleshooting tips.
- Protocols – creating and evaluating
- Useful - masks and list configuration

Administrator Training

- Basic operating system
- Use of MxXQL / Oracle
- Installation of PRACAR3000
- Interfaces

Management

Manuel Döring

Investment

| | |
|---|---------|
| Customers with maintenance contract* | 475,00€ |
| Customers without maintenance contract* | 575,00€ |

***per participant and day (incl. training documents, lunch, drinks, snacks)**

Limited number of participants - Please register in good time and note the general terms and conditions on our homepage.

Crystal Reports

- Data structure
- Layout design
- Call and output

Workflows

- Process control through
- Programming kit

Crystal Reports II

- Crystal Reports for advanced users

Freight billing

- Conditions
- Freight contracts
- Invoice runs
- Credit runs
- Simulations
- Cost comparison

Organisation

Stephan Schwab
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Stephan.Schwab@wanko.de

Online registration at www.wanko.de

Afterword.

The digital evolution - are we ready for the future of logistics?

In the world of logistics, change is constant. From the invention of the wheel to the automation of warehouses, innovations have constantly revolutionized the way we move goods. But in the midst of the digital renaissance, we face a unique challenge - one that not only affects our industry, but touches the very essence of our humanity: Are we ready for the future that digitalization brings?

Humanity has evolved, adapted and survived over thousands of years. But the rapid development of the digital world raises the question of whether our biological evolution can keep up with this pace. In an era where algorithms are taking over route optimization and artificial intelligence is supporting supply chains, we must ask ourselves if our brains and bodies are ready for this new era of logistics.

Digitalization undoubtedly offers countless opportunities and efficiency gains for our industry. But at the same time, we face challenges that go beyond mere technology. The flood of information we are exposed to on a daily basis could overwhelm our cognitive abilities, while the increasing virtualization of relationships and interactions is changing our social structures.

It's time to think not only about technological advances, but also about how we as humans can adapt to this new reality. Perhaps we need to re-think our ways of working to ensure a balanced use of digital technologies. Perhaps we need to invest in education to ensure we have the skills needed for the logistics of the future. And perhaps we also need to address ethical issues to ensure that our progress is in line with our values.

In this time of change, we need to come together as an industry to address these challenges. Wanko Informationslogistik GmbH and the entire FleetGO Group stand ready to help shape the future of logistics - a future shaped not only by technology, but also by the adaptability and innovation of the human spirit.

So let me ask you again: are we ready for the future of logistics? Yes, we are!

Albert Bachmann

Head of Sales & Marketing

AN EXCERPT OF OUR CUSTOMERS...





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