



# Sustainability Report

## 2024



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# Letter from our CEO

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**The world around us is changing rapidly. Climate challenges, evolving regulations, shifting market expectations, and the growing need for responsible business practices are shaping the way industries operate.**

2024 marked another year of growth and progress for our company, both in terms of business performance and our ongoing commitment to environmental, social, and governance (ESG) standards. As a leading north west European player in tank transport, we continued to strengthen our network, enhance operational excellence, and invest in sustainable solutions that align with our long-term strategy.

A key milestone in October 2024 was the acquisition of Suttons Tankers Ltd., a well-established business with strong presence in the UK and 100-year reputation for safety, quality and reliability. This strategic step expands our footprint, deepens our expertise, and reinforces our ability to serve our customers across an even broader geographic area.

At Schenck, we recognize that our success depends not only on our ability to adapt but also on our commitment to driving positive change. Sustainability is at the core of how we do business. In a complex and dynamic world, we continuously seek ways to reduce our environmental impact, enhance the well-being of our employees, and uphold strong governance principles.

This ESG report reflects our progress, challenges, and ambitions as we navigate these changes while staying true to our values. We know that meaningful change is not achieved in isolation. By working closely with our partners, customers, and employees, we are strengthening our resilience and shaping a more sustainable future.

Whether through innovation, collaboration, or responsible operations, we are committed to making a lasting impact - today and for generations to come.

I invite you to explore this report and discover how we are turning challenges into opportunities and responsibility into action.

**Marcel Claessen**

CEO





# ESG Strategy

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# Goals & Ambitions

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At Schenk, we believe that sustainability and responsible business practices are essential to our long-term success. Our ESG strategy is built around three key pillars—Environmental, Social, and Governance—ensuring that we create value for our stakeholders while contributing to a better world. Sustainability is a journey, and we are continuously working to strengthen our ESG performance.

**To guide our impact and focus our efforts, we have defined ambitions per pillar:**

## Environment

### Reducing Our Footprint

- Align with the Green Deal CO<sub>2</sub> targets and achieve net-zero carbon emissions by 2050
- Reduce CO<sub>2</sub> emissions by 7.5% per year by:
  - Increasing renewable energy use (HVO & (Bio-)LNG (reduced particulate matter and NO<sub>x</sub>)
  - Investing in electric & hydrogen vehicles, solar panels
  - Improving energy efficiency: reduce fuel consumption by using the most advanced and fuel-efficient trucks currently available (with best vecto score available) and smart logistics such as NextDriver
- Minimise waste and enhance recycling and circularity
- Promote sustainable sourcing and reduce supply chain impact

## Social

### Investing in People and Communities

Schenk aims to be an employer of choice, appealing to a wide range of talents - from drivers to administrative professionals, operational experts and managers.

We commit to:

- Promote employee well-being and work-life balance through planning innovations such as StepUp
- Ensure a safe and healthy workplace for all employees
- Invest in a new and expanded PPE/clothing package for drivers
- Invest in leadership development through a dedicated program
- Foster diversity, equity, and inclusion (DEI) at all levels
- Provide fair wages and improve employee well-being
- Support employee development and training

## Governance

### Leading with Integrity

We work towards CSRD (Corporate Sustainability Reporting Directive) compliancy by performing a DMA (Double Material Assessment) in 2024. Schenk guarantees ethical conduct based on clear rules of conduct that we strictly follow and enforce.

We commit to:

- Ensure transparency and accountability in corporate governance
- Uphold strong anti-corruption and anti-bribery policies
- Enhance board diversity and independence
- Establish clear ESG oversight at the board level
- Implement responsible risk management and compliance systems
- Maintain data privacy and cybersecurity standards
- Regularly report ESG progress



# CSRD Preparation

In 2024, in preparation of CSRD compliance, Schenk conducted a Double Materiality Assessment (DMA) according to CSRD standards, resulting in a clear set of material topics.

The outcome of our DMA provides us with a clear and structured view of the ESG topics that matter most—both to our business success and to our stakeholders. These insights form the foundation of our ESG strategy going forward.

The material topics identified through this process are presented in detail in chapter: Stakeholder Engagement & Materiality.

Transparency and accountability will guide our progress as we translate our material topics into tangible results.





# ESG Governance and Integration

At Schenk Tanktransport, ESG principles are firmly embedded in our daily operations and decision-making processes. To ensure structured execution and long-term impact, we have a dedicated ESG governance framework comprising a Steering Committee, a Project Management function, and cross-functional working groups.

## ESG Steering Committee

CEO Marcel Claessen has the role of Chairman of the ESG Steering Committee. In this capacity, he champions ESG as a strategic priority, driven by his personal commitment to sustainable business leadership. The Steering Committee, composed of Marcel Claessen (CEO) and Carlien Siebelt (CFO), provides high-level direction and oversight for our ESG programme.

## ESG Working Groups

Our ESG efforts are supported by multidisciplinary working groups operating throughout the organisation. These teams assess ESG-related opportunities and risks, facilitate dialogue with internal and external

stakeholders, and provide essential input for shaping our sustainability strategy. The insights gathered guide the Steering Committee in defining Schenk's ESG ambitions and action plans. Working group initiatives are executed with the full support and empowerment of the Executive Committee and senior management. The Executive Committee regularly reports progress to the Supervisory Board.

## ESG Coordination

The ESG Project Manager supports the effective coordination of all ESG-related activities across the organisation. Acting as a central point of contact, the role facilitates planning, monitors progress, aligns stakeholders, and ensures timely reporting. The ESG Project Manager also assists in internal and external communication, helping to maintain consistency and clarity across initiatives. While not a decision-maker, the coordinator plays an essential role in connecting teams, streamlining efforts, and ensuring alignment with the broader ESG strategy.





# About Schenk

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# Our Purpose & Vision

At Schenk, our purpose is to deliver **the Best and Most Sustainable Tanker Solution** for our customers' supply chains. We are committed to creating long-term value for our clients and stakeholders by providing safe, innovative, and responsible logistics services.

Our people are at the heart of this purpose. It is their expertise, dedication, and shared values that drive our performance every day. By fostering a culture of safety, collaboration, and continuous improvement, we empower our teams to lead the way in sustainable transport.

We actively support the UN Sustainable Development Goals, and we work hand in hand with our employees, partners, and clients to achieve real impact across people, planet, and performance. Together, we are building a future-ready organisation—reliable, resilient, and responsible.

Founded in 1925, Schenk Tanktransport is a company with a strong European presence and deep expertise in specialised logistics. Since mid-2021, private equity firm Argos Wityu has taken a majority share in Schenk as part of a structured succession programme to ensure continuity and long-term development. Operating across the Netherlands, Belgium, Germany, Luxembourg and, since October 30th 2024, the United Kingdom (Schenk UK), we focus on the safe and efficient transport of mission-critical liquids and gases for a wide range of industries.





# Decarbonising Our Sector

We see decarbonisation not only as a responsibility but as an opportunity to lead innovation. Schenk continues to invest in future-proof operations by increasing use of alternative fuels such as HVO, LNG and biofuels, and by exploring technologies like hydrogen (H<sub>2</sub>)- and electric-powered trucks. Our ambition is to operate with the lowest possible environmental footprint and to support customers in their own energy transition by co-developing green supply chain solutions.

## Hydrogen Powered ADR Transport

In 2024, we further strengthened our capabilities by securing a SWIM subsidy to support the deployment of 19 hydrogen trucks. These trucks will be fuelled by green hydrogen and powered by H<sub>2</sub> Internal Combustion Engines (H<sub>2</sub>ICE), enabling them to be registered as zero-emission vehicles. Procurement is planned for 2025-2027, reflecting our proactive approach toward low-emission logistics. This project was executed in close collaboration with key customers from the industrial gas sector, specifically Air Products and Air Liquide.

## Electrification of ADR Transport

In 2025, the first electric vehicles that are approved and suited for the transport of ADR goods (Atmospheric Tank (AT) and Flammable Liquids (FL) classifications) will become available. Schenk is actively investigating together with suppliers and customers how and where these trucks can be deployed most cost-effectively. Potential applications include fine-meshed distribution of bottled gases and deliveries under the Zero Emission Urban Logistics Covenant, such as supplying oxygen to hospitals in city centres.





# Our Values and Governance



**SAFETY FIRST**



**CUSTOMER  
DRIVEN**



**EXCELLENCE IN  
PERFORMANCE**



**KNOW-HOW**



**SUSTAINABILITY**



**HANDS-ON**

Integrity, excellence and innovation are at the core of our identity. We promote a culture of safety, ownership and continuous learning across all functions—from the workshop to the boardroom.

Schenk is governed by a Supervisory Board and Executive Committee that ensure alignment between strategy, sustainability and risk management. Our ESG SteerCo, composed of the CEO and CFO, sponsors the company-wide ESG programme and oversees integration across business units.

Supervisory Board	Mandate	Executive / Non-Executive	Other
Maarten Meijssen	Chair of Supervisory Board	Non-Executive	
Arne Louwagie	Member	Non-Executive	
Richard Reis	Member	Non-Executive	
Jeroen Kamphuis	Member	Non-Executive	
Naomi Landman	Member	Non-Executive	
Harry Schenk	Member	Non-Executive	

Executive Committee	Mandate	Executive / Non-Executive	Other
Marcel Claessen	CEO	Executive	Chair of ESG Steerco. Sponsor ESG project
Carlien Siebelt	CFO	Executive	Member of ESG Steerco



# Schenk Facts

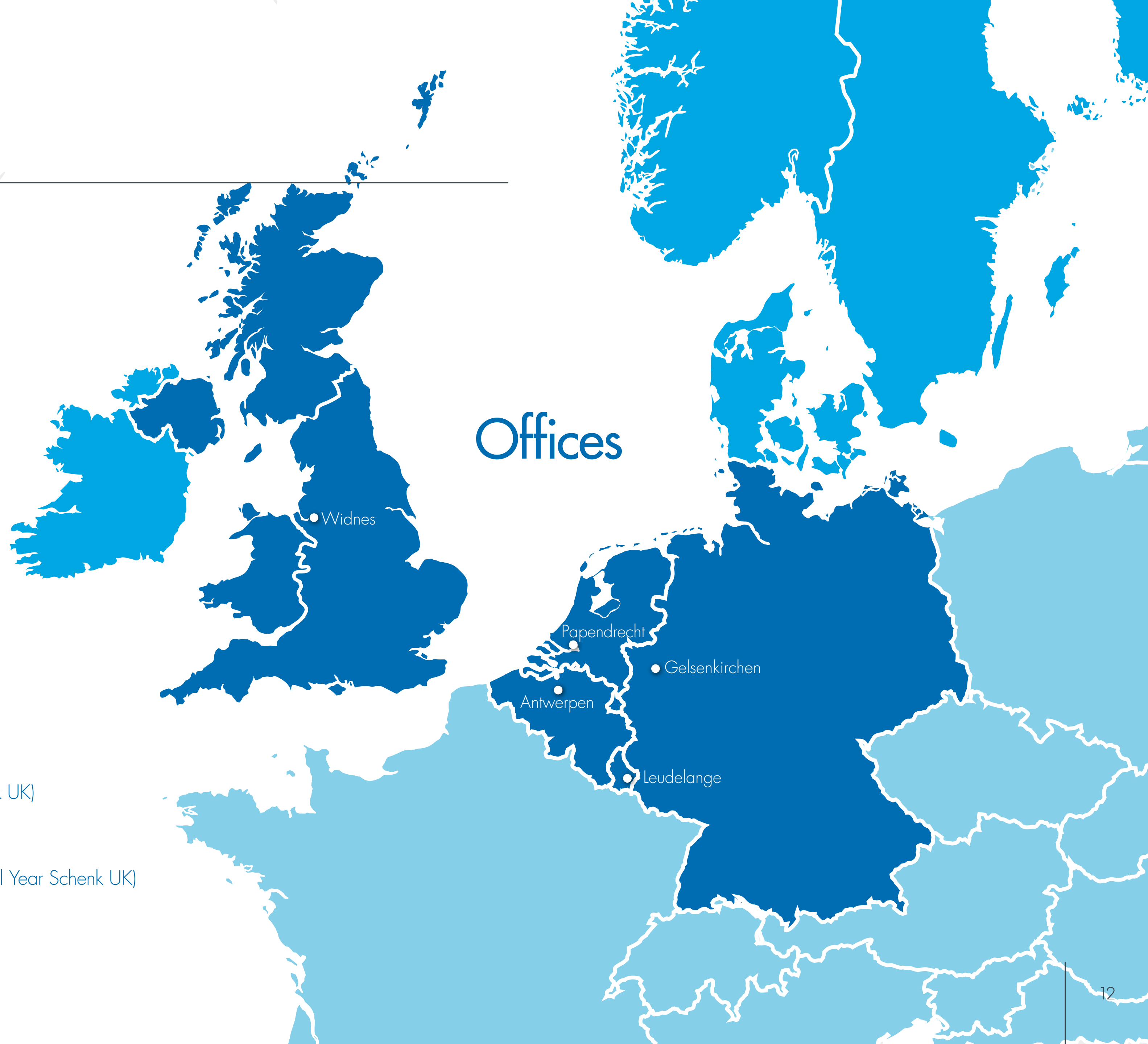


Founded in 1925

HQ Papendrecht, NL

Total Employees 2680 (incl. Schenk UK)

Turnover €426 million (2024 incl. Full Year Schenk UK)





# Industry Expertise & Tailored Solutions

At Schenk, we leverage our deep expertise and adaptability to serve a broad range of industries—from renewable fuels and hydrogen to chemicals, gases, food, healthcare, and aviation. We provide tailored logistics solutions that meet the unique needs of each sector, supporting innovation and operational excellence.

By combining specialised services, technical know-how, and strategic partnerships, we help our clients move forward safely and sustainably. Our goal is to remain a trusted and forward-thinking partner in every market we serve.





# Industry Pillars: The industries We Serve

Schenk operates across a broad spectrum of high-demand, high-complexity industries, including:



## Gases

Cryogenic, industrial, and specialty gases



## Food

Liquid bulk food transport



## Energies

Hydrogen, (Bio)LNG, Biofuels, Petrol, Diesel, JetA1, SAF, LPG



## Chemicals

Additives, Ethylene, AdBlue, Alcohol, Ammonia, Chlorine etc.



## Hydrogen

Liquid and gaseous hydrogen



## Specialties

Bitumen, Lubricants, Powders, Liquid Waste



# Delivering Value Through Specialised Logistics

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As a leading logistics partner, Schenk is committed to delivering sustainable, long-term value through reliable and relevant logistics solutions for mission-critical, complex, and specialty products. Our services are designed to meet the evolving needs of both our customers and stakeholders.

We operate a modern fleet of highly specialised trucks and equipment, tailored to the specific characteristics and safety requirements of each product we transport. With decades of experience, Schenk has built strong expertise in handling demanding logistics challenges.

Our core services include:

## Road Transport

Schenk's Road transport division specializes in providing reliable and efficient road tank-transport services tailored to meet our customers' business needs. Whether transporting liquids or gases for industries such as food, hydrogen, energy, chemicals, or lubricants, Schenk has the right fleet and expertise to ensure safe and timely delivery.

Schenk's state-of-the-art vehicles are equipped with advanced tracking systems, enabling real-time monitoring and seamless logistics management. Committed to sustainability and operational excellence, Schenk strives to offer customers the best in road transport solutions across Europe.



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*"In line with our commitment to sustainability, we prioritize eco-friendly practices throughout our operations. From optimizing route planning to investing in fuel-efficient technologies and embracing hydrogen and electric propulsion, we continuously seek ways to minimize our environmental footprint. By choosing our services, you not only benefit from reliable transportation but also actively support a greener, more sustainable future."*

Hans Mulder, General Manager Road Transport

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## Contract Logistics

Schenk's Contract Logistics offering is designed for business partners who value long-term collaboration, operational reliability, and a dedicated solution. Schenk supports the recurring transport of mission-critical products through a fully integrated logistics solution—tailored to the customer's supply chain.

The services include a dedicated fleet, high-quality specialised equipment, and experienced drivers trained to handle complex and sensitive products with the highest standards of safety and care. Whether transporting liquids or gases for industries such as food, hydrogen, energy, chemicals, or lubricants, Schenk provides the capacity, technical expertise, and planning precision to keep our customers' operations running smoothly.

Contract Logistics at Schenk is built on the principle of true partnership. While the customer's team retains full control over trip scheduling, Schenk's planning department ensures equipment and personnel are ready when and where they need them. The result is a seamless integration into the customer's closed-loop supply chain—efficient, safe, and aligned with shared sustainability goals.

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*"At Schenk, Contract Logistics is about reliability and trust. We work side-by-side with our partners to deliver tailored logistics solutions that ensure seamless operations every day. It's not just about transport—we empower our customers to stay ahead through dependable service, shared expertise and a strong commitment to continuous improvement."*

Frank van Oorschot, General Manager Contract Logistics

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### Intermodal Solutions: Sustainable, Flexible, Tailor-Made

Schenk offers tailor-made intermodal transport solutions for liquids and gases, designed to meet the specific needs of our customers across diverse industries. We specialise in engineering solutions where others reach their limits—delivering reliability and innovation in even the most complex logistical challenges. Whether by deep sea, short sea, or rail, Schenk's intermodal services combine flexibility with operational excellence.

To enable the safe and efficient transport of products over long distances, Schenk provides a comprehensive service package—including highly trained drivers and a modern fleet of high-quality equipment. Schenk's approach allows them to respond quickly to changing customer demands while maintaining a high degree of adaptability and care.

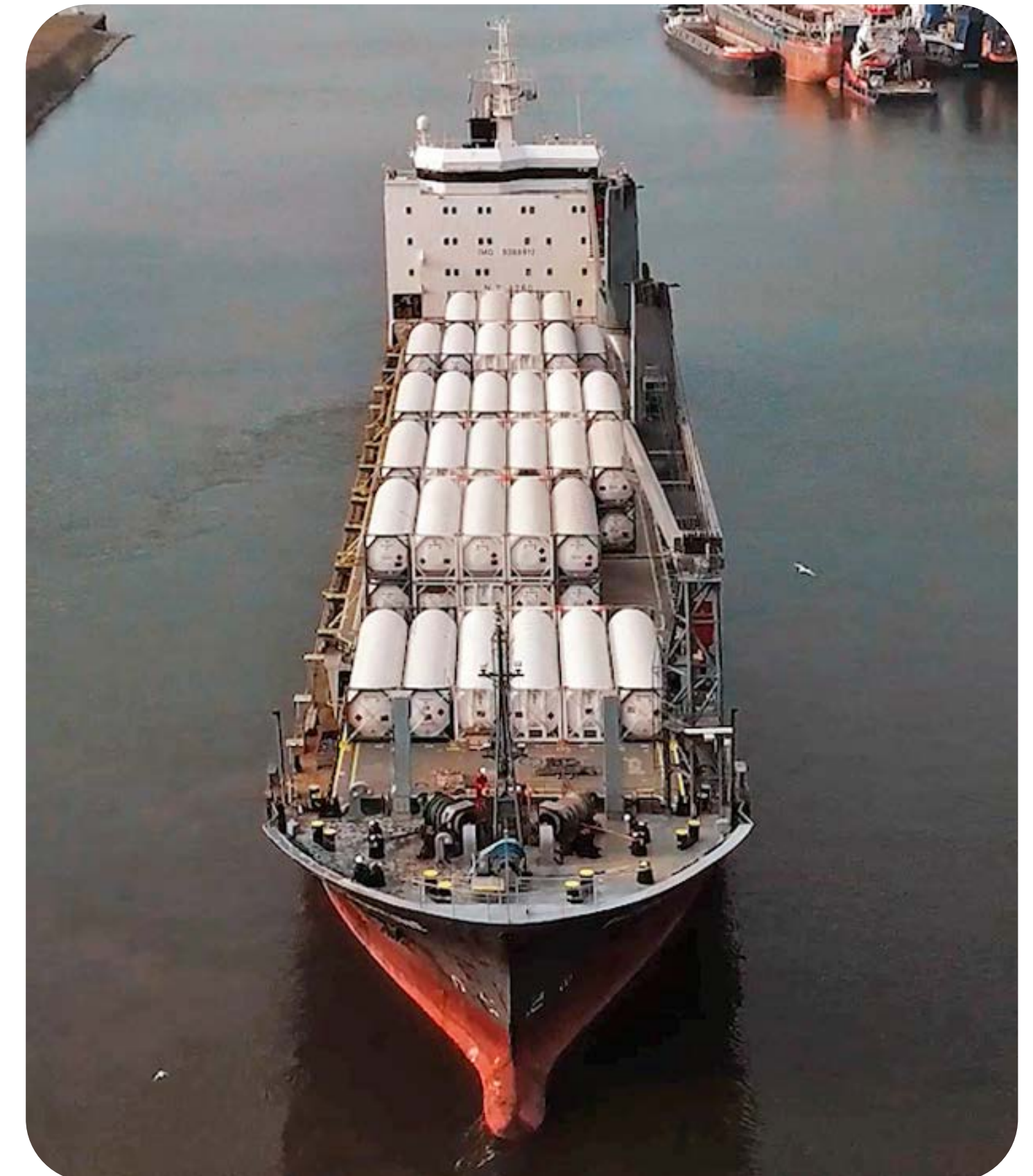
Schenk Intermodal manages the entire logistics chain from origin to final destination, ensuring safety, compliance, and sustainability at every step. By leveraging multimodal solutions, the team helps reduce the environmental impact of transport and contribute to more resilient, future-ready supply chains.

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*"We provide a transparent overview of the entire transport process in advance. By identifying potential constraints in the supply chain upfront, we can avoid them and ensure efficient operations. This approach applies to both long-term partnerships and spot projects"*

Paul van de Reijt, General Manager Schenk Intermodal BV

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### **Cryogenic Equipment Rental & Leasing**

Schenk's extensive rental fleet includes modern tankers and tank containers, available for short- and long-term hire- with or without Schenk's transport services. Lease options allow for custom-built equipment, including scheduled maintenance and inspection services.

### **Transport Planning & Scheduling**

Schenk provides optimised planning services for liquid and gas logistics, helping clients ensure efficient, timely deliveries aligned with their operational needs.

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*Whether it concerns sustainable transport options or other specific requirements, we are here to think and act with you. Our team is available round the clock, even on weekends, so you can rely on our support and service at any time."*

Esther Langerak, Manager Staff Planning

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### **Technical Services for Cryogenic Equipment**

With growing demand for cryogenic gas transport, Schenk operates in total seven dedicated workshops located in the Netherlands, Belgium and the UK. Here, specialised mechanics perform maintenance, inspection, and modifications of cryogenic tanks and trailers, ensuring technical readiness and regulatory compliance.

By combining advanced technology with operational excellence, Schenk continues to support their partners in navigating a complex and evolving supply chain landscape.



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*"At Schenk, we thrive as one integrated team – bringing together strengths from across the organisation. The UK operation adds value not only through regional expertise, but also by exchanging knowledge, practices, and innovations that benefit our wider European network. It's a strong cultural and operational fit that drives mutual progress."*

Michael Cundy, Managing Director Schenk UK

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# Stakeholder Engagement & Materiality





# Double Materiality Assessment (DMA)

At Schenk, we recognise that our long-term success depends on understanding and addressing the needs of all our stakeholders. Their perspectives and engagement actively shape our strategy, operations, and ESG ambitions. Internally, our stakeholders include employees, shareholders, and members of the supervisory board. Externally, we engage with a broad network, including customers, suppliers, investors, government bodies, potential employees, the media, and local communities.

We maintain regular, open dialogue with these stakeholders on key commercial, operational, and sustainability topics. Their insights are vital in guiding our decision-making and ensuring that we continue to create value across people, planet, and performance.

In 2024, in preparation for CSRD compliance, Schenk conducted a Double Materiality Assessment (DMA) according to CSRD standards, resulting in the identification of key material topics.

The outcome provides us with a clear and structured view of the ESG topics that matter most—both to our business success and to our stakeholders. These insights form the foundation of our ESG strategy going forward.

In the coming year, we will integrate the identified material topics into our strategic planning, risk management, and reporting processes. This includes setting measurable goals, aligning internal resources, and prioritising actions where we can create the greatest impact. We will also continue to engage with our stakeholders to ensure our focus remains relevant and responsive in a fast-changing environment.

Transparency and accountability will guide our progress as we translate our material topics into tangible results.

## **Next Steps:**

- Set measurable goals per material topic
- Align internal resources
- Prioritise impactful actions
- Engage with stakeholders
- Report transparently on progress



*“As Head of ESG at Schenk’s majority investor, I’ve had the opportunity to follow the company’s sustainability journey closely in recent years. What stands out is not just the measurable progress — from emissions reduction to stakeholder engagement — but the way ESG has become fully embedded at both board and C-suite level. This is not a side initiative; it’s part of how Schenk makes strategic decisions. That depth of commitment gives us confidence as investors, and it sets a strong foundation for long-term, responsible growth.”*

Jessica Peters, Head of ESG, Argos Wityu



# Material ESG Topics Identified (excl. Schenk UK)

## Environment:

- E1 Climate Change: Mitigation, Energy
- E2 Pollution: Air Pollution
- E5 Circular Economy: Resource inflows and outflows

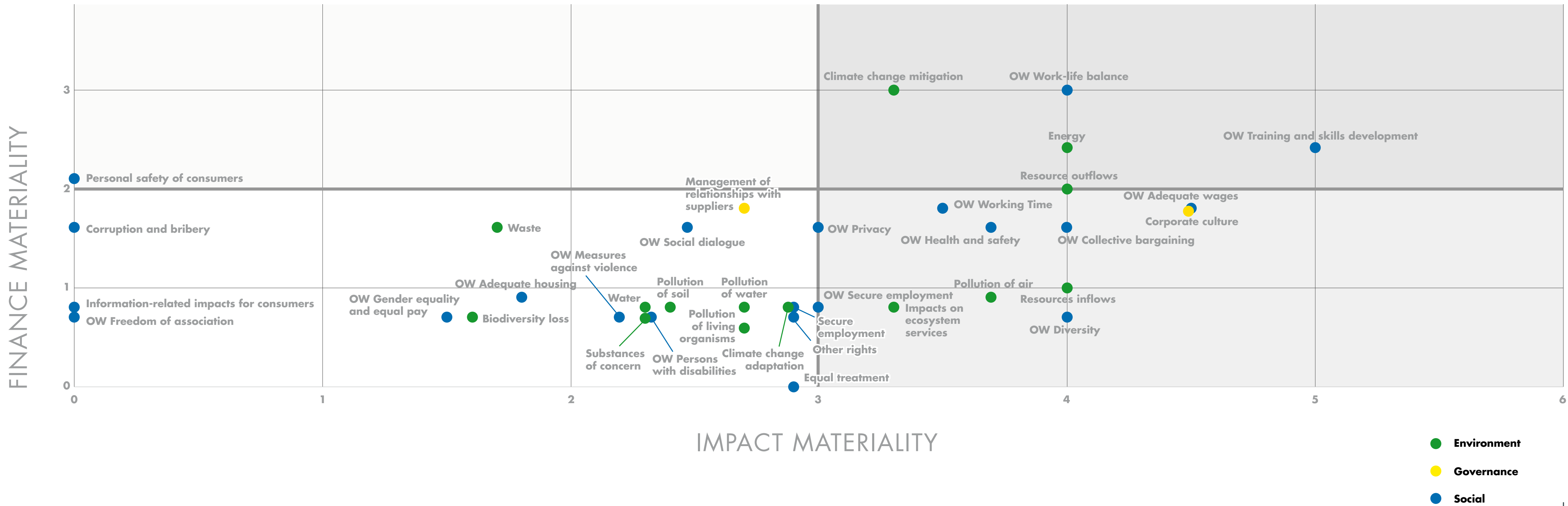
## Social (Own Workforce):

- S1 Working time, Adequate wages, Collective bargaining
- S1 Work-life balance, Health and safety
- S1 Training and skills development, Diversity

## Governance:

- G1 Business Conduct: Corporate culture, Cyber security

These topics will be further integrated into strategic planning and reporting from 2024 onwards.





# Environment Climate & Innovation

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# Our Vision on Environment

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Reducing our carbon footprint is crucial in the fight against climate change and the preservation of our planet. At Schenk, we believe environmental responsibility goes hand-in-hand with operational excellence.

We are committed to aligning with the Green Deal's climate goals, aiming for a 50% reduction in CO2 emissions by 2030 and net-zero by 2050. Our approach focuses on continuous improvement in four key areas: behaviour, energy use, innovation, and supply chain impact.

By embracing cleaner technologies, switching to renewable energy, optimising our processes, and working closely with our partners, we aim to minimise our environmental impact at every step. Sustainability is not just a goal—it is a mindset we integrate throughout our operations.

Our ambition is to significantly reduce our carbon emissions through innovative strategies, technological advancement, and responsible practices. In doing so, we aim to inspire others to join us on the journey towards a cleaner, greener future.

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*"At Schenk, we firmly believe that financial health and environmental responsibility are mutually reinforcing. By investing in smart technologies and efficient processes, we not only reduce our carbon footprint but also strengthen our operational resilience and cost-effectiveness. These investments are not just environmental imperatives—they are sound business decisions that prepare us for a future shaped by climate responsibility and innovation. Every step we take towards reducing emissions is also a step towards a leaner, smarter, and more sustainable enterprise."*

Carlien Siebelt, Chief Financial Officer

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# Our Strategic Targets

To ensure progress toward climate goals, Schenk redefined its reduction targets in 2024. We monitor and manage both our nominal CO<sub>2</sub> emissions and our carbon intensity (turnover), allowing us to track absolute impact as well as operational efficiency. This ensures that our ambitions grow in line with our operations, including acquisitions and volume growth.

## **2028**

35% reduction in carbon footprint (baseline-year: 2021)

## **2030**

50% reduction in line with the Green Deal CO<sub>2</sub> targets

## **2050**

Climate neutral – aligned with the EU Green Deal net-zero objectives





# Reducing Our Footprint – Goals and Ambitions

- **Reduce CO2 emissions** by 7.5% per year by:
  - Increasing renewable energy use (HVO & (Bio-)LNG(reduced particulate matter & NOx)
  - Investing in electric & hydrogen vehicles, solar panels
  - Improving energy efficiency: reduce fuel consumption by using the most advanced and fuel-efficient trucks currently available (with best vecto score available) and smart logistics such as NextDriver
- **Minimise waste** and enhance recycling and circularity
- **Promote sustainable sourcing** where possible, and work towards reducing environmental impact in the supply chain

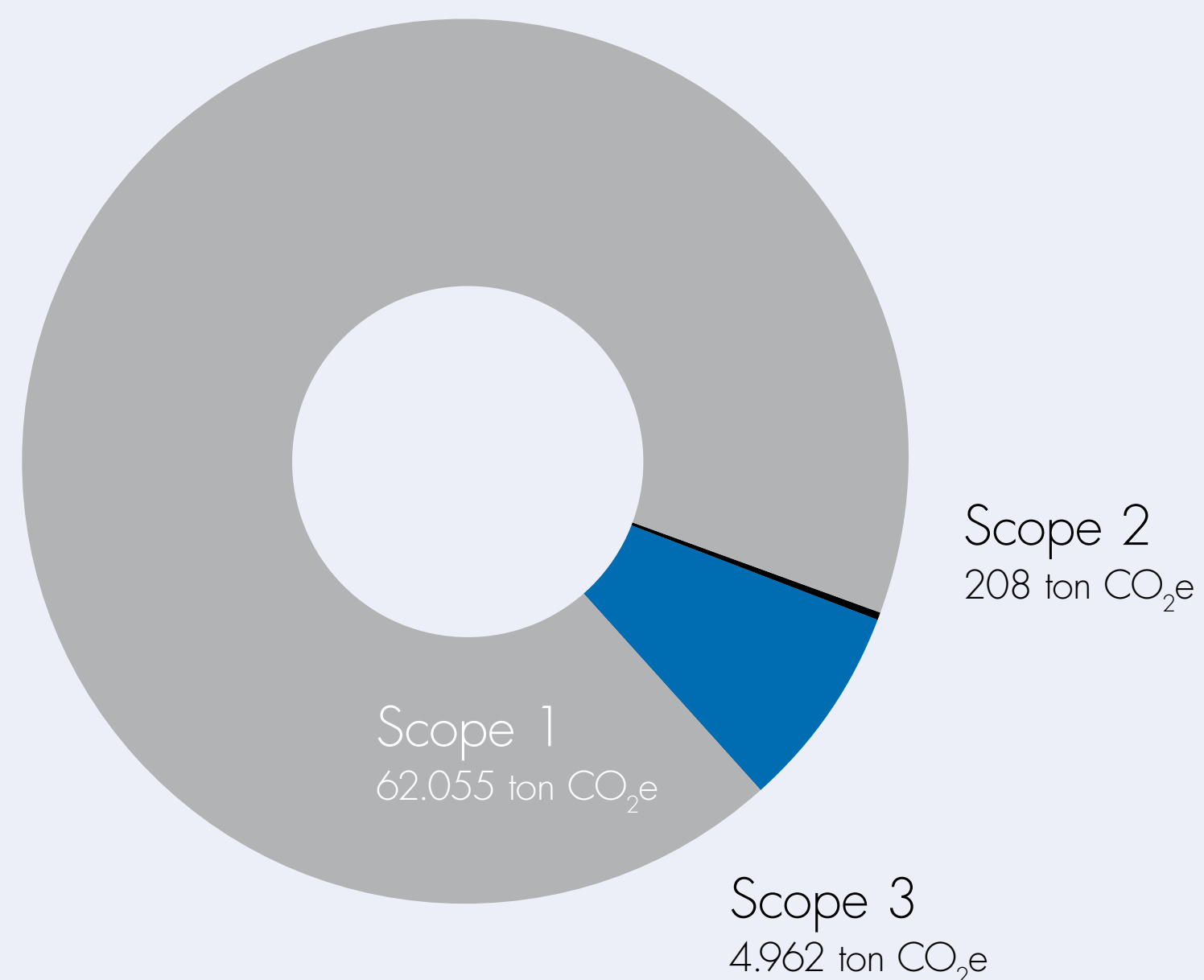




# CO2: Performance Summary

Year	2023	2024*
Scope I	68.398	62.055
Scope II	145	208**
Scope III	5.993	4.962
Total GHG Emissions	74.536	67.225
Reduction versus last year	-6.19%	-9,81%

## GHG Emission 2024\*



(\*) Ex Schenk UK

(\*\*) New calculation method

All figures in this table refer to Schenk's operations **excluding Schenk UK**, which became part of the group as of 30 October 2024. Integration into group-wide ESG reporting is planned from the 2025 reporting year.



# Our People Safety, Culture & Engagement

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# Our Culture and Team

At Schenk, we are committed to building a workplace culture where people feel respected, safe, and empowered to thrive—regardless of their role or background. We recognise that our people are our most valuable asset, and their well-being is essential to the long-term success of our company.

We prioritise physical and mental health, safety, inclusiveness, and continuous learning. Our committed teams are crucial to our success: they ensure we meet our promises to customers and deliver on our ESG goals. Across all disciplines—from the road to data and digitisation—we invest in the skills and conditions needed to thrive.

These efforts are rooted in our purpose ‘To be a Driver of Sustainability in our Sector’ and reflect our values of care, responsibility, and performance. We actively promote equal opportunity, uphold human rights, and engage with our people to ensure a supportive and future-ready work culture.

At the heart of our success is a team of passionate and skilled professionals who bring our purpose to life every day. The Schenk culture is built on three interconnected pillars:

- **Purpose** ‘To be a driver of Sustainability in its Sector’,
- **Mastery** ‘I want to be the best in my field of work’,
- **Ownership** ‘I take responsibility and stand within my circle of influence’.

We are committed to creating a safe and open environment built on trust. Within this framework, we invest in leadership, support career growth, and continuously strengthen the capabilities of our teams. This culture enables us to attract and retain the right talent to achieve our goals and drive innovation.

As an international organisation with diverse teams across multiple countries, we believe that collaboration, inclusiveness and a shared culture are key to performance. Whether on the road, in the office, or in the workshop, every team member contributes to our collective progress.

In 2024, we continued to strengthen our company culture through leadership development, engagement surveys, and by investing in both physical and mental well-being.





# Own Workforce: Performance Summary & Targets 2025

## 2024 Own Workforce (incl. Schenk UK)

Metric	Result 2024	Target 2025
Reported discrimination, inclusion or diversity incidents	0	0
Reported human rights incidents	0	0
Reported human rights incidents with suppliers/subcontractor	0	0
Reported corruption incidents	0	0
Reported data security incidents	0	0
Reported whistle blower incidents	0	0
Reported improper behaviour incidents	6	0

## 2024 Engagement Survey

Metric	Result 2024 excl. UK
Engagement Survey - # Surveys	1
Engagement Survey - # of participants	913
Engagement Survey - % of participants vs total HC	52,6%
Engagement Survey - Engagement Rate	62
Engagement Survey - eNPS	Plus 5
Engagement Survey - NPS	75



“At Schenk Tanktransport, we believe that investing in our people is the foundation of our long-term success. Empowering our employees through continuous development, diversity, and wellbeing initiatives is not only our responsibility — it is our commitment to building a resilient, future-ready organization.”

Toos Dankers, Group HR Director

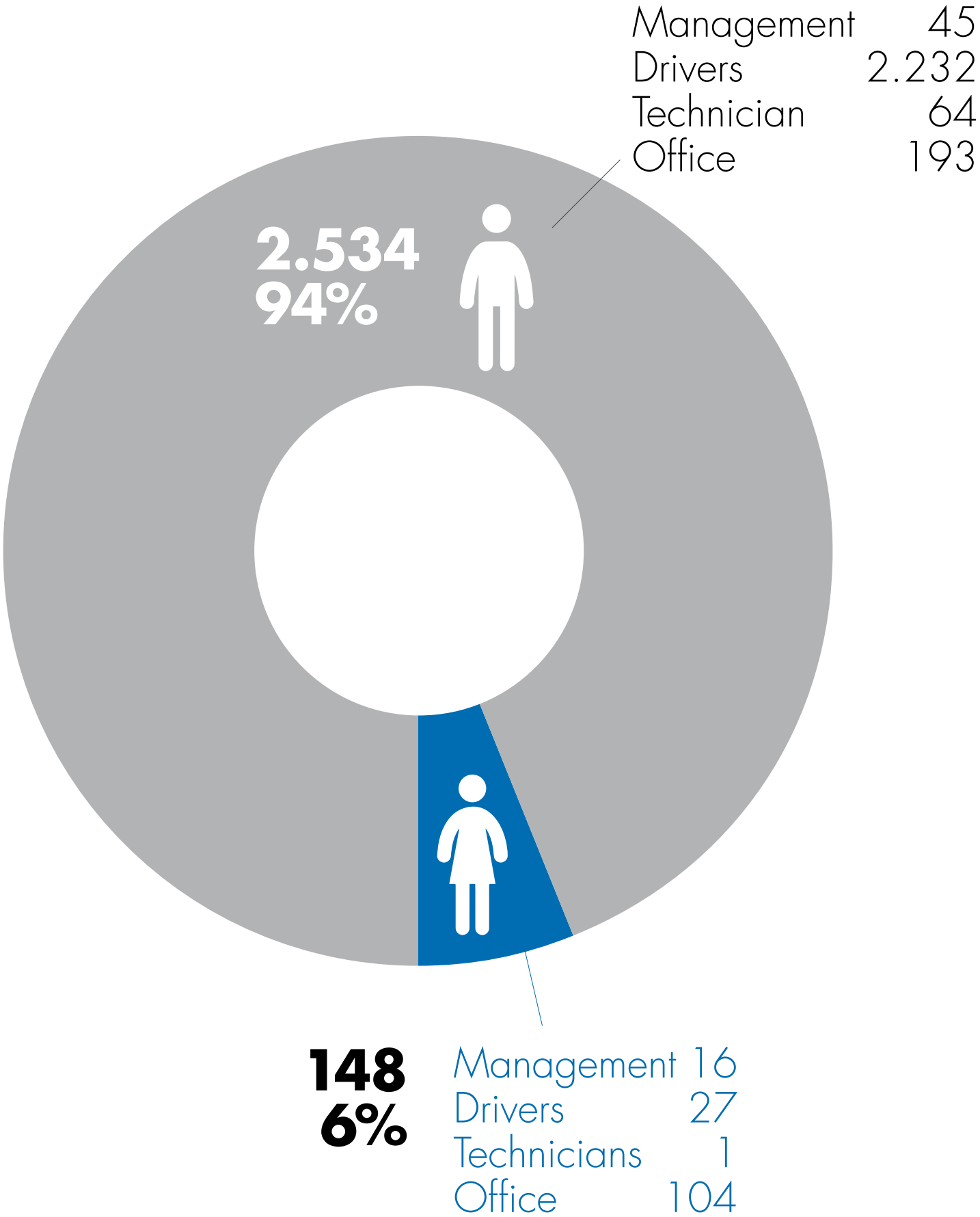


# Our Workforce at a Glance

## 2024 Employee Overview

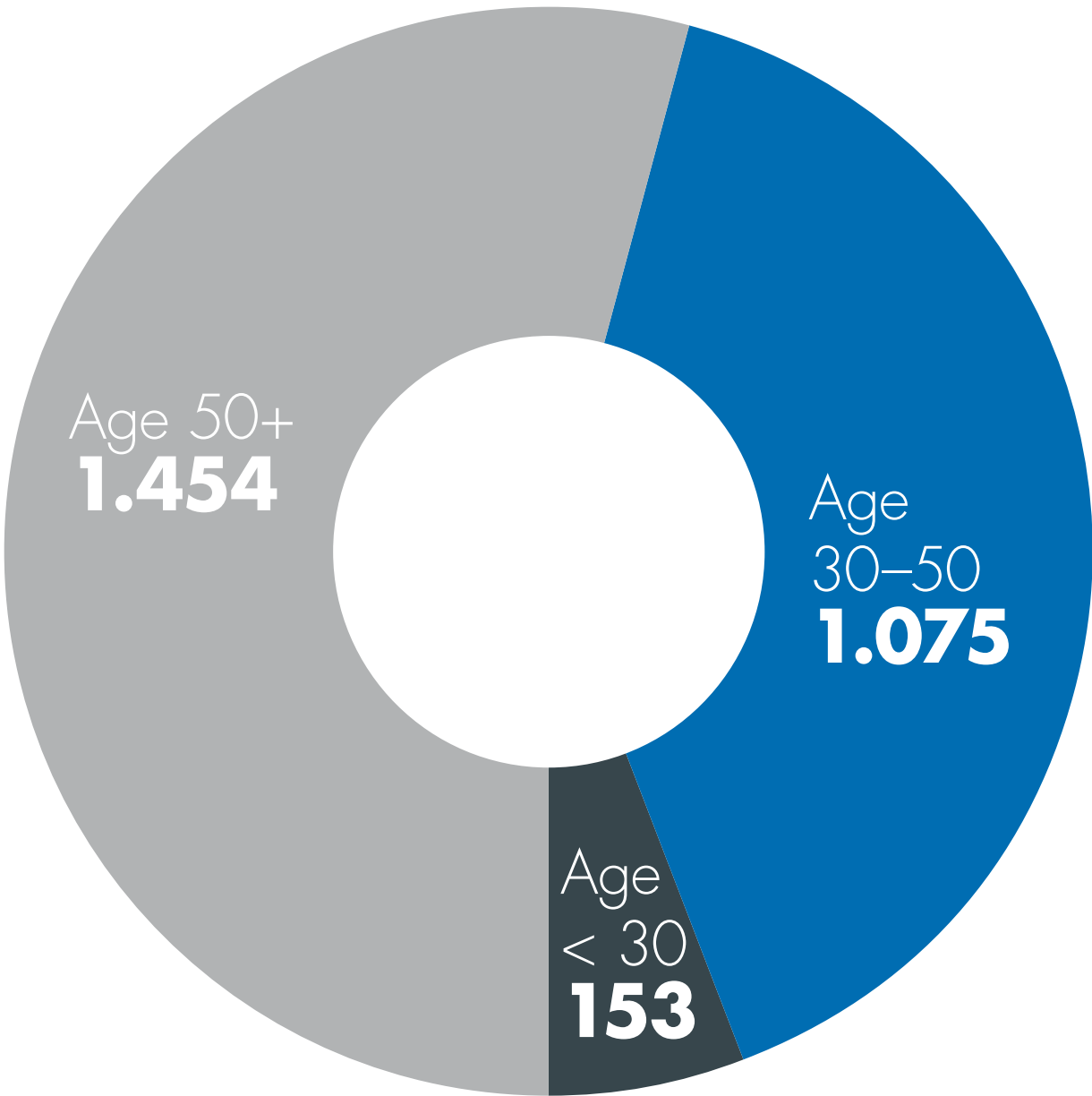
Metric	Actuals 2024 Incl. UK
HC – Number of Employees	2.682
Number of full-time employees	2.285
Number of part-time employees	397
Number of leavers	550
Number of new hires	454
% of employees covered by collective bargaining agreements	85%

## 2024 Gender Distribution Incl. UK

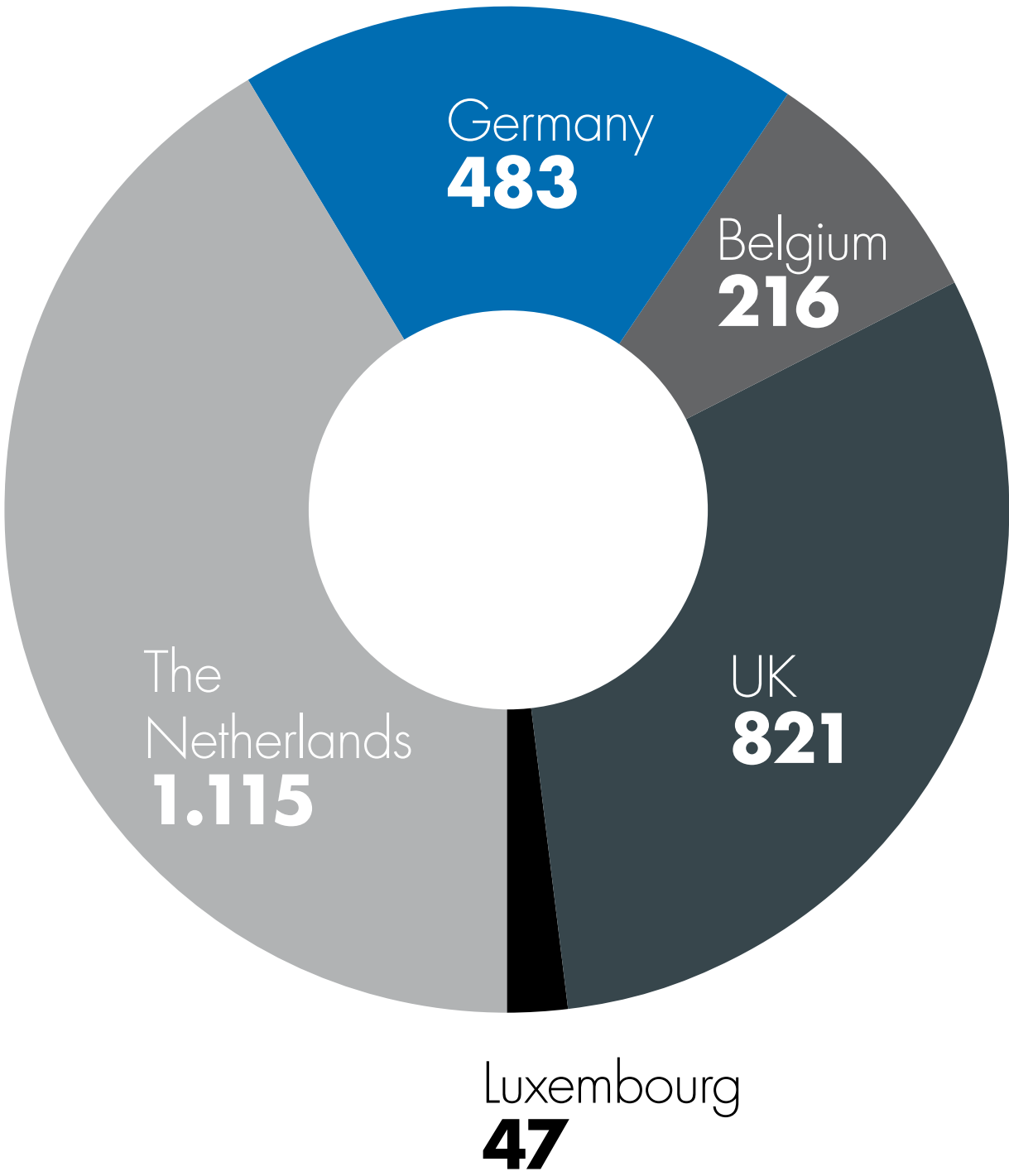




2024 Age Distribution  
Incl. UK



2024 Regional Distribution  
Incl. UK



2024 Diversity & Inclusion Overview  
Incl. UK

Number of nationalities within the company	49
% of Women vs Total Workforce	6%
% of Women in Management Roles	26%
% of Women in Executive Committee (ExCo)	50%
Number of women in Advisory Board	1



# Health & Safety Safe Driving, Safe Operations

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# Our Commitment to Safety

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At Schenk, safety is not just a priority — it is a fundamental core value that defines who we are and how we operate. Our guiding philosophy, encapsulated in the motto “Safe Driving, Safe Operations”, drives our unwavering commitment to protect our people, our customers, and the communities we serve. Every day, our goal is simple yet vital: ensuring that everyone returns home safely.

We have cultivated a deeply embedded safety culture built on learning, responsibility, and transparency. This is reflected in our proactive approach to incident management through in depth root cause analyses and the active promotion of open reporting of near misses and unsafe situations. Every employee is empowered with Stop Work Authority, enabling them to halt operations immediately when a potential hazard is identified - ensuring that safety always comes first.

Our ambition is clear: to ensure the highest standards in the transport of dangerous goods through an uncompromising focus on professional safety. This ambition is underpinned by our belief that achieving a zero-incident environment requires the dedication of well-trained, motivated, and responsible teams. Our safety policy is the foundation for all operational activities, guiding our people to act safely, ethically, and in full compliance with all laws, customer requirements, and Schenk’s internal standards.





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Recognised as one of the best-trained teams in the industry, our drivers and operational staff consistently maintain the highest safety standards. Our comprehensive health and safety management system (SQAS certified) supports this effort and is continuously reviewed and enhanced to meet evolving risks and expectations.

At Schenk, safety is not a destination — it is an ongoing journey. Every team member carries the responsibility to perform their work in a correct, safe, and conscientious way, always considering the well-being of themselves, their colleagues, and the environment.

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*“Every safe journey starts with a commitment to people. At Schenk Tanktransport, we empower our teams to make safety a daily habit — because protecting lives and caring for our environment is the ultimate measure of success.”*

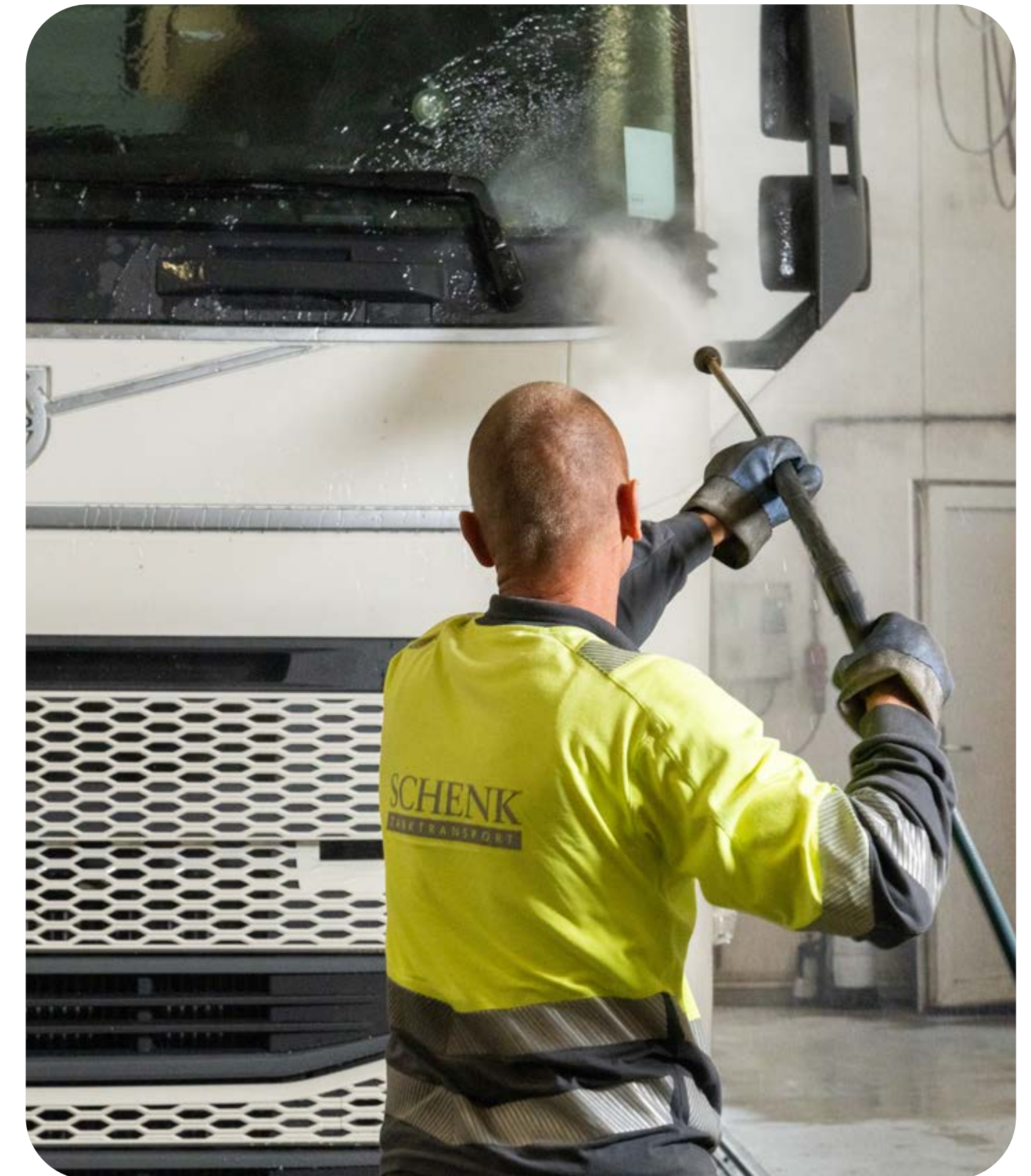
*Jaap Quant, Group SHEQ Director, Schenk Tanktransport*

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**Key initiatives in 2024 included:**

- Expanding training and coaching programmes on operational safety and mental well-being
- Conducting joint environment and safety audits with internal and external specialists
- Strengthening occupational health programmes to prevent work-related illnesses, with a focus on frontline employees

Through these efforts, we continue to foster a proactive, resilient safety culture where well-being and operational excellence go hand-in-hand.





# Health & Safety: Performance Summary & Targets 2025

In 2024, Schenk launched a company-wide safety programme aimed at embedding safety even deeper into our culture. Our plans for 2025 are:

- Empower every employee to take ownership for their own safety and that of their colleagues
- Integrate the programme into our SHEQ framework through targeted campaigns and practical action plans
- Offer comprehensive training to enable proactive risk identification and management
- Emphasise timely, transparent reporting of near-misses and unsafe conditions
- Create an environment where safety is not an obligation, but a shared responsibility

Metric (ex Schenk UK)	2023 Result	2024 Target	2024 Actuals	2025 Targets
Fatal and life-altering incidents	0	0	0	0
Lost Time Injury Rate (LTIR)	1.77	1.24	1.95	1.5
Drivers trained on Life Saving Rules	100%	100%	100%	100%
Safety Flashes participation	96.2%	100%	79.2%	100%
Behaviour-Based Safety Training & Coaching	100%	100%	100%	100%
Baseline Safety Measurement completion	70%	95%	100%	100%
Active participants Vitality App (NL)	18%	11%	11%	15%
Safe Working Conditions Programme	Develop and implement action plan			Sign for Safety
Training Cyber Security Completion Rate	98%	98%	100%	99%
Phish prone Percentage (industry standard is 19,9%)	13.9%	-7% vs last year	11,7%	-10% vs last year





**Governance** Safe & Sustainable Operations

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# Leading with Strong Governance

At Schenk Tanktransport, we strive to lead by example in governance, aiming not just to comply with regulations but to embody transparency, ethics, and accountability. Our commitment to safe and sustainable operations is driven by our adherence to a strong code of conduct and smart use of data, digital tools, and strategic planning, ensuring timely and efficient service delivery to our customers across all regions.

Our Schenk SHEQ (Safety, Health, Environment, Quality) policy continues to be the backbone of our safe and sustainable practices. Regular audits — conducted internally, by customers, and external bodies — validate our compliance with agreed standards and drive continuous improvement.

## Key Achievements

- 100% of scheduled SHEQ audits completed on time
- Strengthened integration of SHEQ practices across all business units, including the newly acquired Schenk UK (formerly Suttons Tankers Ltd UK)





# Ethics & Integrity

## Building a Culture of Trust

Business ethics are fundamental to the way we operate. They shape the way we interact with our employees, customers, and broader stakeholder community. By embedding trust, fairness, and transparency into all facets of our operations, we reinforce the sustainability of our relationships and contribute to long-term success.

Ethical behaviour enhances our reputation, reduces operational risks, and aligns our actions with the values and expectations of the communities we serve. It also strengthens our internal culture and helps us leave a positive, lasting impact on society — fully aligned with Schenk's core values.

## Our Ambition: Ethics First

Our ambition is clear: to maintain and strengthen ethical standards across all aspects of our operations. This commitment now extends even further into the digital domain, recognising the growing importance of data ethics, privacy, and cybersecurity.

We are fostering a culture rooted in honesty, openness, and accountability, ensuring that every decision and action upholds our ethical principles. By doing so, we not only preserve our reputation but also contribute actively to building a more ethical and sustainable business environment.

Ethics and integrity continue to be the foundation of how we operate. We focus on:

- Strengthening internal expertise to ensure reliable, secure, and efficient operations
- Leveraging IT to enhance data management, performance monitoring, and business strategy alignment
- Maintaining a robust quality management system that ensures consistent service across all locations
- Balancing strong growth with the trusted values of our family-owned heritage, while embracing new leadership and professional ways of working

We are proud of our responsible leadership approach, which supports continuous engagement with stakeholders and active participation in shaping our policies and practices.

## For 2025 we aim to:

- Update and formalise the Code of Conduct
- 100% of employees trained on the updated Code of Conduct
- Expand training and education on Ethics & Integrity.
- Develop and introduce a formal Rewards & Sanctions Policy





# Transparency & Accountability

## Upholding Trust through Responsible Governance

At Schenk Tanktransport, transparency and accountability are foundational to our Environmental, Social, and Governance (ESG) strategy. These principles are essential for building and maintaining trust with our stakeholders — employees, customers, investors, and the communities we serve. They reflect our commitment to ethical conduct, sound governance, and long-term, sustainable value creation.

In today's interconnected and highly regulated world, transparency is not just expected — it is a competitive differentiator. By being open about our ESG performance and holding ourselves accountable for progress, we reinforce our reputation as a responsible corporate citizen and a reliable partner. Our approach to transparency fosters valuable stakeholder feedback and drives continuous improvement across environmental, social, and governance domains.

## Governance as a Catalyst for Sustainable Growth

At Schenk, governance is more than compliance — it is the backbone of how we conduct business responsibly and sustainably. We have taken significant steps to strengthen our ESG governance in line with evolving expectations and regulatory requirements such as the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). Our governance model is designed to support transparent decision-making, ensure accountability, and embed ESG oversight at board level. We aim to align our operational decisions with our long-term strategic goals while addressing stakeholder expectations across all dimensions of sustainability.

## Key Governance Focus Areas

- Responsible leadership with clearly defined roles and responsibilities
- Data security and privacy measures to strengthen digital resilience
- Transparent stakeholder engagement and regulator interaction
- Integration of ESG Key Performance Indicators (KPIs) into business monitoring
- Continuous improvement through audits, internal controls, and policy updates





### Audit, Assessment, and Cybersecurity

We actively participate in leading audit and assessment frameworks that guide our ESG journey and promote a culture of transparency and excellence. These include:

- SQAS (Safety & Quality Assessment for Sustainability)
- ISO 22000
- Ecovadis

In 2024, we strengthened our digital governance by introducing a Cyber Awareness Tool, used in monthly training campaigns for office staff. This initiative helped reduce our phishing-prone rate to 11.7%, down from 13.9%, well below the industry average of 19.9%.

### Ambitions and Actions for 2025

Looking ahead, we aim to consolidate our progress through concrete action:

- Achieve full CSRD & ESRS compliance, including the prudent application of the ESRS Omnibus provision for future-proof and proportional sustainability reporting
- Improve ESG-related risk management and organisational resilience
- Formalise and optimise our governance structure
- Publish the ESG Report 2024 (End June 2025)
- Update our Ecovadis submission and improve scoring
- Review and update core governance and ESG policies
- Strengthen cybersecurity monitoring and risk mitigation
- Implement and track ESG KPIs to monitor performance
- Drive continuous improvement based on audits and stakeholder feedback

### Closing Reflection

In 2024, Schenk Tanktransport reaffirmed its commitment to lead with integrity, transparency, and sound governance. These values have shaped our legacy and will continue to guide our future. We are embedding ESG deeply into our culture and operations — not only to meet regulatory requirements, but to lead responsibly and contribute meaningfully to a more sustainable and equitable world.





# Next Steps

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# Preparing for CSRD Reporting

This 2024 ESG Report marks a pivotal moment in Schenk Tanktransport's ongoing journey toward integrated sustainability. Over the past year, we have made significant progress across all ESG pillars — from advancing safety and environmental initiatives to reinforcing social responsibility and corporate governance.

A key achievement was the completion of our Double Materiality Assessment, a foundational step in preparing for Corporate Sustainability Reporting Directive (CSRD) compliance. We also aligned key policies with CSRD and ESRS frameworks, identified reporting gaps, and began streamlining governance processes. Although the EU Omnibus Directive delays mandatory CSRD reporting for our organisation, we have chosen to maintain our original timeline. We will report in 2026 on 2025 data, positioning ourselves as a proactive and prepared leader in ESG transparency, while closely following the developments and guidance emerging from the Omnibus adjustments to ensure alignment and future compliance.

As we enter the implementation phase, our focus is on:

- Aligning internal processes, roles, and data systems
- Deploying a CSRD tool to manage data collection and disclosure
- Defining indicators, setting performance targets, and preparing for external assurance
- Embedding new ESG procedures into day-to-day operations

At the same time, we are addressing important challenges: onboarding new entities like Schenk UK, ensuring data quality and consistency across regions, bridging historical data gaps, and meeting evolving stakeholder and regulatory expectations. We also continue to adapt to uncertainties introduced by new legislative developments, while ensuring our IT systems and governance structures are future-proof and fit for purpose.

## Our ESG Priorities for 2025

- **Environmental:** Advance our decarbonisation roadmap, optimise energy and fuel efficiency, and improve environmental data transparency
- **Social:** Deepen our culture of safety, learning, and inclusion; strengthen employee engagement and well-being; and expand training and development initiatives
- **Governance:** Finalise CSRD and ESRS readiness, enhance ESG risk management, and formalise our governance model with board-level oversight

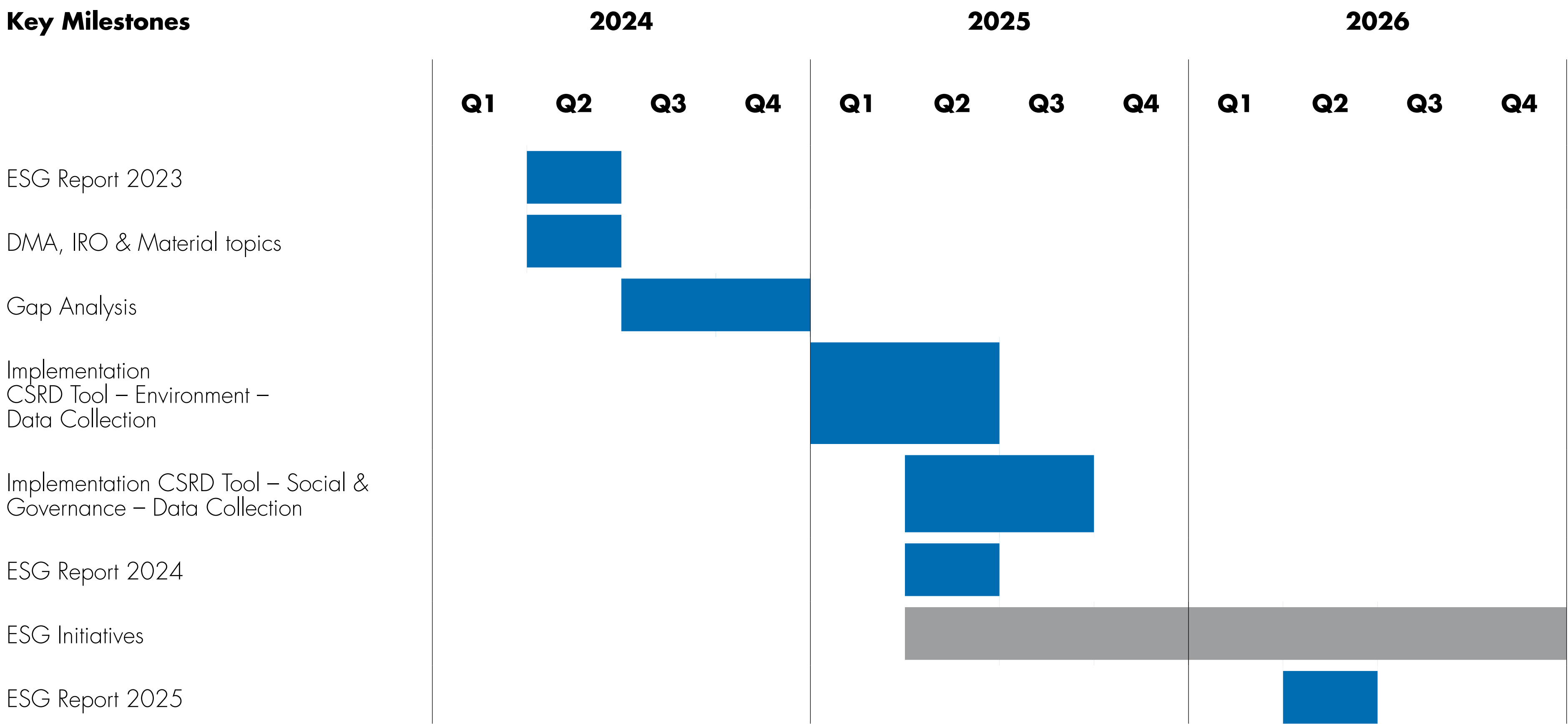
This journey is a continuous learning process — requiring collaboration, adaptability, and open dialogue. Our governance bodies and ESG project teams remain fully engaged in delivering a strong, credible, and forward-looking ESG disclosure process.

At Schenk, we believe that real progress is not only measured in regulatory compliance or performance metrics, but in how we live our values — safety, responsibility, and integrity — in everything we do. As we move into 2025, we are committed to growing sustainably, with and for our people, our partners, and the communities we serve.



# CSRD Roadmap

## Key Milestones





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