ESG Report
2025

SCHENK
TANKTRANSPORT

Contents

Letter from our CEO

Sustainability at Schenk is not a separate agenda. It is embedded in how we operate — every day, across our network.

We operate in a sector where safety, reliability and responsibility are inseparable. Transporting liquids and gases — often under strict regulatory conditions — requires discipline, expertise and consistency. The same discipline drives how we approach sustainability.

For us, sustainability is about making our operations better and more future-proof. This means reducing emissions where we can, improving the way we use energy and resources, investing in our people, and strengthening how we manage risks and make decisions.

At the same time, we are realistic about the nature of our business. Heavy-duty tanker transport is energy-intensive, and many of the technologies required for large-scale zero-emission operations — particularly in ADR transport — are still under development.

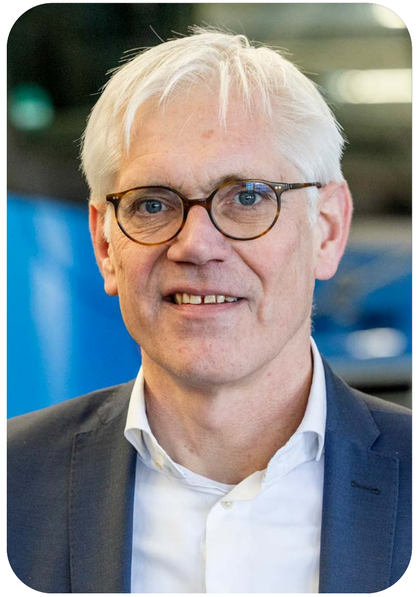
This means progress is not linear. It requires step-by-step improvements, practical solutions and close collaboration with customers and suppliers.

In 2025, our focus is therefore not on promises, but on progress.

We are improving fuel efficiency and increasing the use of lower- and zero-carbon fuels. We are preparing for new technologies such as electric and hydrogen vehicles, while recognising the operational constraints that come with them.

We are strengthening our data quality and reporting, so that we can make better decisions and provide more reliable insights to our stakeholders.

We are also investing in our people. Safe operations remain our absolute priority. In addition, we focus on training, leadership, engagement and creating working conditions that support both performance and well-being in a 24/7 transport environment.



Finally, we are strengthening our governance. This includes clearer responsibilities, stronger policies and better integration of ESG into day-to-day decision-making. Our objective is not only to comply with regulations, but to continue to build a company that is resilient, transparent and trusted.

Our purpose remains unchanged: to deliver the Best and Most Sustainable Tanker Solution for our customers' supply chains. What continues to evolve is how we measure, manage and transparently report the progress we make towards that ambition.

Marcel Claessen
CEO, Schenk Tanktransport

Executive Summary

Sustainability at Schenk is not a separate agenda. It is embedded in our daily operations, decision-making and long-term strategy. As a specialised provider of tanker transport solutions across North-West Europe, we recognise our responsibility to operate safely, efficiently and transparently while supporting our customers in meeting their own sustainability ambitions.

This report presents Schenk's sustainability performance for 2025 and has been prepared using the European Sustainability Reporting Standards (ESRS) as the primary reference framework. The reporting approach presented in this report is guided by the outcomes of the Double Materiality Assessment (DMA) completed in 2024, which identified the sustainability topics most relevant to Schenk and its stakeholders. During 2025, Schenk further strengthened its ESG governance framework and continued to develop its policies, targets, reporting processes and performance indicators.

Our Most Material Sustainability Topics

The Double Materiality Assessment identified climate change mitigation, energy use, air pollution, resource use and circularity, health and safety, training and skills development, working conditions, diversity, and business conduct as Schenk's most material sustainability topics. These topics form the foundation of our ESG strategy, management approach and reporting.

Environmental Performance

Climate change mitigation remains a strategic priority. Schenk aims to reduce the carbon intensity of its Scope 1 and Scope 2 emissions by 7.5% annually and remains committed to achieving net-zero Scope 1 and Scope 2 emissions by 2050. To support this ambition, Schenk continues to invest in fleet efficiency, route optimisation, telematics and lower-carbon transport solutions, while preparing for the deployment of battery-electric and hydrogen-powered vehicles from 2026 onwards.

Key environmental results in 2025 include:

- Total Scope 1 and Scope 2 emissions (market-based) decreased from 100,716 tCO_2e to 93,308 tCO_2e.
- Carbon intensity improved from 0.24 to 0.21 tCO_2e per €1,000 turnover, representing a reduction of 12.5% compared with 2024.

In parallel, Schenk continues initiatives aimed at waste reduction, resource efficiency, recycling and extending the useful life of operational assets such as trucks, trailers and equipment, supporting a more circular approach to resource use.

Social Performance

A safe, skilled and engaged workforce is essential to Schenk's operations. Schenk continues to invest in employee development, safety management and workforce well-being across all operating countries.

Key social results in 2025 include:

- Lost Time Injury Rate (LTIR) improved from 1.79 to 1.02 per 200,000 worked hours, outperforming the company's 2025 target of 1.1.
- 32,138 training hours were delivered across the Group.
- Schenk employed 2,643 people across the Netherlands, United Kingdom, Germany, Belgium and Luxembourg at year-end 2025.

While safety performance improved significantly, Schenk continues to monitor and address areas requiring further improvement, including safety incidents and environmental spills, through ongoing analysis, preventive actions and continuous improvement programmes.

Governance and Responsible Business Conduct

Strong governance provides the foundation for Schenk's sustainability approach. During 2025, Schenk further strengthened its ESG governance structure, reporting processes and internal controls. Clear accountability, responsible business conduct, anti-corruption measures, whistleblower protection and cybersecurity management form key elements of Schenk's governance framework. Schenk continues to improve ESG data quality, reporting controls and management oversight in preparation for evolving sustainability reporting requirements and future assurance readiness.

Looking Ahead

Sustainability remains a continuous improvement journey. Schenk's priorities for the coming years include:

- Further reduction of greenhouse gas emissions.
- Expansion of lower-carbon and zero-emission transport solutions.
- Continuous improvement of health and safety performance.
- Ongoing investment in employee development and engagement.
- Further strengthening of ESG governance, data quality and reporting processes.
- Preparation for future assurance and evolving regulatory requirements.

Schenk remains committed to its purpose of delivering the Best and Most Sustainable Tanker Solution for its customers' supply chains while building a safe, resilient and future-ready organisation.

12.5%
carbon intensity reduction

93,308 tCO_2e
Scope 1 & 2 emissions

1.02
LTIR

32,138
training hours

2,643
employees

1. Sustainability at Schenk

Sustainability at Schenk

Schenk is a specialised transport service provider with a strong European presence and deep expertise in the road and intermodal transport of bulk liquids, gases and packed gases. The company operates in a sector where safety, reliability and sustainability are closely interconnected.

The operational discipline required to safely transport mission-critical products also provides a strong foundation for reducing emissions, managing risks, developing people and meeting the evolving expectations of customers and regulators. This integrated approach enables Schenk to address sustainability in a practical and operationally embedded way.

Schenk's purpose is to deliver the Best and Most Sustainable Tanker Solution for its customers' supply chains. This translates into supporting customers with safe, high-quality and progressively lower-impact transport services, while building a resilient organisation for the long term.

Our sustainability ambition

Schenk aims to be the most sustainable tanker solution provider in North-West Europe by combining operational excellence with lower-carbon transport solutions, a strong safety culture and responsible governance. We support not only the decarbonisation of our own operations, but also contribute to innovation and optimisation within the supply chains of our customers. This ambition reflects a balanced approach, integrating performance, sustainability and long-term value creation.

At the same time, Schenk is further developing and formalising its sustainability targets and KPIs. These are currently being refined and will be progressively implemented and disclosed from 2026 onwards, enabling more structured monitoring and active performance management across the organisation. Further details on actions, progress and targeted improvements are provided in section 5.

Our strategy in three commitments

Commitment	What it means for Schenk	Main focus areas
Reducing our impact	Schenk works to actively reduce emissions, energy consumption, air pollution and resource impacts across its transport activities and value chain. This reflects a structured and continuous approach to minimising environmental impact.	Climate transition, fuel efficiency, HVO, Bio-LNG, electric and hydrogen technology, renewable electricity, and waste and circularity, supporting the ongoing shift towards lower-carbon and more resource-efficient operations.
Being a people business	Schenk aims to be an employer of choice for drivers, technicians, planners, office employees and managers, supporting a safe, engaging and inclusive working environment across all roles.	Health and safety, training, work-life balance, adequate wages, collective bargaining, diversity and employee engagement, supporting the development and well-being of the workforce.
Doing business with integrity	Schenk embeds responsible business conduct within governance, decision-making and daily operations, supporting transparency, accountability and trust across stakeholders.	Corporate culture, Code of Conduct, anti-corruption, whistleblower protection, ESG governance, data quality and risk management, providing a structured framework for responsible and compliant operations.

Business model and value chain

Schenk's core business consists of road and intermodal transport of bulk liquids and gases, as well as the road transport of packed gases, both nationally and internationally. These activities are supported by complementary services, including maintenance workshops, tank and trailer repair, fixed storage facilities, heating of loaded tanks, and the handling of empty containers and trailers. In addition, Schenk provides scheduling and Vendor Managed Inventory (VMI) services, supporting customers in optimising and managing their supply chains. Together, these capabilities enable an integrated and reliable transport offering across the value chain.

The main product groups transported include dangerous goods and liquid food products, including products handled in compliance with HACCP requirements and medical-grade standards where applicable. Within dangerous goods, Schenk transports gases, flammable liquids, corrosive substances, and other classified materials and articles. The customer base spans key sectors, including Industrial Gases, Energies, Chemicals and Food, reflecting a diversified and resilient business portfolio.

The nature of these activities means that safety, fuel use, emissions, air pollution, resource use and workforce well-being are central to Schenk's operations. These factors are therefore closely embedded in the company's sustainability approach, supporting responsible performance and continuous improvement across the value chain.

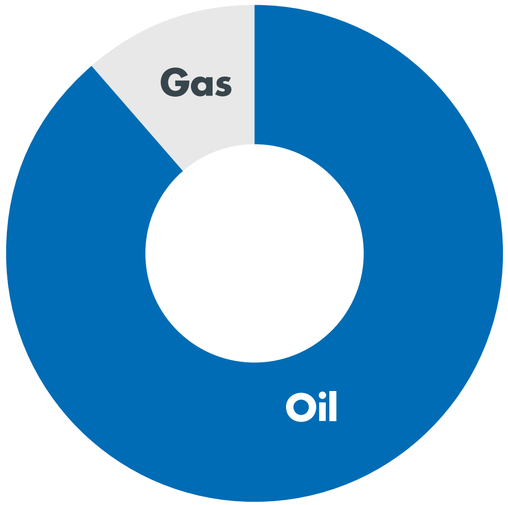
Schenk's sustainability-related goals for transport services are focused on reducing emissions and environmental impact across operations and the value chain. This includes annual CO_2 reduction efforts, a long-term ambition to achieve net zero by 2050, and the continued expansion of lower-carbon transport solutions such as HVO and Bio-LNG including activities related to the transport of (bio-)LNG as part of the natural gas value chain.

In addition, Schenk is preparing for the introduction of electric ADR trucks and hydrogen-powered vehicles, alongside the increased use of renewable electricity, improved energy efficiency and ongoing waste reduction initiatives. These efforts are closely embedded in operational practices and support safer and more sustainable transport services.

These goals are closely aligned with the evolving needs of customers seeking more sustainable transport solutions and contribute directly to Schenk's ambition to support customer decarbonisation and long-term supply chain resilience, while reflecting the company's continued involvement in the broader (fossil and transitioning) gas value chain.

Current status of fossil fuel sector revenue information

Sector	Revenue (€ x 1,000)
Coal	-
Oil	96,610
Gas	12,337
Total	108,947



Schenk value chain

Value chain stage	Main actors and activities	Key sustainability topics
Upstream	Includes suppliers and subcontractors providing trucks, trailers, tanks, PPE, clothing, fuels, tyres, cleaning materials, maintenance services and other operational inputs, supporting the continuity and reliability of Schenk's transport activities.	Resource inflows, supplier practices, embodied emissions and air pollution related to production and extraction, as well as responsible sourcing, supporting a structured approach to upstream sustainability impacts.
Own operations	Covers Schenk's core operational activities, including transport operations, driving, planning, loading and unloading, maintenance, offices, workshops and fleet management, forming the backbone of service delivery.	Climate change, energy use, air pollution, working time, health and safety, work-life balance, training and corporate culture, reflecting the integration of environmental and social considerations into daily operations.
Downstream	Includes customers receiving transport services, with increasing demand for lower-carbon logistics solutions and sustainability-related data for their own reporting and value chain transparency.	Customer decarbonisation, reliable service delivery, safe operations, Scope 3 emissions data and innovation partnerships, supporting collaboration and shared progress towards more sustainable supply chains.

Sustainability governance

Sustainability is governed through Schenk's ESG governance framework, which provides a clear structure for oversight, decision-making and implementation. The Supervisory Board oversees ESG strategy, while the Executive Committee holds ultimate responsibility for implementation. The ESG Steering Committee sets direction and priorities and conducts the annual review of ESG performance. ESG Working Groups are responsible for operational rollout and embedding across the organisation, supported by coordination, monitoring and reporting from the ESG Project Manager.

Specific responsibilities are clearly allocated within management. The Group SHEQ Director holds board-level responsibility for Health & Safety, the Group IT Director oversees IT and cyber resilience, and the Group HR Director is responsible for people-related governance. This distribution of responsibilities supports effective oversight and accountability across key areas.

Progress is monitored through a structured set of mechanisms, including annual ESG reviews, dashboard reporting, audits, quarterly updates, leadership briefings and ongoing working group follow-up. This approach supports continuous improvement, transparency and alignment across the organisation.

What this means for customers

Customers increasingly rely on partners that can deliver safe, reliable transport services, supported by credible sustainability data and practical lower-carbon solutions.

Schenk's ESG governance framework is designed to translate sustainability priorities into consistently executed operational practices and customer-relevant services, enabling customers to meet their own sustainability goals and reporting requirements.

2. Double materiality assessment

Double materiality assessment

In preparation for ESRS reporting, Schenk conducted a Double Materiality Assessment (DMA). The DMA provides a structured approach to identifying the sustainability matters that are most relevant from two perspectives: the impacts Schenk has or may have on people and the environment, and the risks and opportunities that may influence Schenk's financial performance.

The assessment considered Schenk's business activities, value chain, stakeholders, geographic footprint, sector developments, ESG frameworks and regulatory trends. It incorporated input from internal subject-matter experts and was supported by external sustainability expertise.

The outcome of the DMA forms a robust foundation for this Sustainability Statement and guides the further development of Schenk's ESG strategy, policies, targets and actions.

Material topics identified

Area	Material topics	Why it matters for Schenk
Environment	Climate change mitigation, energy, air pollution, resource inflows and resource outflows.	Schenk operates in an energy-intensive sector that relies on fuels, vehicles, tanks, trailers, tyres, PPE, cleaning materials and other resources. These activities contribute to emissions, air pollution and resource use, making environmental performance a key focus area. This drives a structured approach to managing impacts and improving efficiency across operations and the value chain.
Social	Working time, adequate wages, collective bargaining, work-life balance, health and safety, training and skills development, diversity.	A significant part of the workforce operates in a 24/7 transport environment. Safe operations, effective training, fair working conditions and employee well-being are therefore essential to maintaining service quality and supporting long-term organisational resilience. These topics are closely embedded in daily operations and workforce management.
Governance	Corporate culture and business conduct.	A strong culture of integrity, safety, anti-corruption and open reporting supports responsible decision-making across the organisation. This provides a solid foundation for maintaining stakeholder trust, ensuring compliance and supporting consistent and transparent business practices.

Strategic implications

The DMA confirms that Schenk's most material sustainability topics are directly connected to its business model. Climate change mitigation and energy use are linked to fuel consumption and fleet choices. Air pollution is linked to combustion engines and upstream production of fuels and materials. Circular economy topics are linked to the resources required for trucks, trailers, tanks, PPE and maintenance. Own workforce topics are linked to the 24/7 nature of transport, safety exposure and the need for skilled and engaged employees.

The main climate-related transition risk is the gradual shift away from fossil fuels, which may reduce transport volumes in fossil-fuel-related markets and affect turnover in that part of the business. The main opportunity is to strengthen competitiveness through lower-carbon fuels and technologies such as HVO, Bio-LNG, battery-electric vehicles and hydrogen-powered trucks. These solutions can support customer demand for more sustainable transport and improve Schenk's position as a sustainability frontrunner in its sector.

How we manage material topics

Management step	How Schenk applies it
Identify	Analyse business activities, value chain, geographies, stakeholders, market trends, regulatory developments and ESRS topics.
Assess	Evaluate impact materiality using scale, scope, irremediability and likelihood; evaluate financial materiality using magnitude and likelihood.
Prioritise	Apply thresholds to determine material topics and validate results in management sessions.
Manage	Translate material topics into policies, actions, targets, KPIs and working group responsibilities.
Monitor	Use dashboards, ESG reporting cycles, audits, policy reviews and management updates to track progress and improve data quality.

Publication approach

The detailed scoring methodology is available in the appendix, providing full transparency on the underlying assessment approach.

The main body of this report focuses on the implications of the DMA for Schenk's strategy, actions and performance, supporting a clear link between materiality outcomes and operational implementation.

3. Basis for preparation

Basis for preparation

This Sustainability Statement has been prepared on a consolidated basis, with the scope aligned to that used for Schenk's financial statements. The statement covers Schenk's own operations as well as relevant upstream and downstream value chain activities, supporting a comprehensive view of sustainability performance.

This Sustainability Statement has been prepared using the European Sustainability Reporting Standards (ESRS) as the primary reference framework. The ESRS structure has been used to guide the scope, content and presentation of this report. As Schenk continues to develop its sustainability reporting processes, further improvements are being made to data completeness, reporting controls and assurance readiness to support future reporting requirements.

Schenk has not omitted information relating to intellectual property, know-how, innovation results, impending developments or matters under negotiation, supporting transparency and completeness in its disclosures.

Specific reporting circumstances

Several quantitative sustainability metrics are subject to measurement uncertainty. This primarily relates to greenhouse gas emissions—particularly Scope 3 emissions—as well as energy consumption, fuel use and other environmental indicators that depend on supplier data, emission factors, conversion factors, estimates or third-party data inputs.

The main sources of uncertainty include data availability and quality, reliance on third-party inputs, the use of assumptions, emission and conversion factors, methodological limitations and the current maturity of supplier reporting. Where complete primary data is not yet available, Schenk applies reasonable assumptions and professional judgement. These assumptions are reviewed and progressively refined as data systems, reporting processes and methodologies continue to develop and mature.

Within its management environment, Schenk relies on a number of recognised standards and certifications, including ISO 22000 (Schenk Food NV and Schenk Papendrecht BV), ISO 9001 (Schenk Tanktransport GmbH), SQAS (Schenk Papendrecht BV) and ISO 14001 (Schenk UK Ltd), providing a structured framework for quality, safety and environmental management.

Sustainability data has not yet been subject to external assurance; however, ongoing improvements in data collection, controls and reporting processes provide a foundation for future assurance readiness.

In addition, certain year-on-year variations may be influenced not only by underlying operational performance, but also by improvements in data collection processes, reporting practices and the introduction of new tools and methodologies during the reporting period. As a result, comparability with prior reporting periods may be affected to a limited extent. Schenk continues to standardise its data management and reporting approach to enhance consistency, transparency and reliability over time.

How to read this report

This publication version retains the ESRS structure while presenting the information in a more accessible and reader-friendly format.

Technical disclosure details, methodology explanations and data tables are included where relevant, ensuring transparency and completeness of information. Additional mapping is provided in the ESRS disclosure index, supporting navigation and alignment with the formal ESRS requirements.

4. Environmental information

Environmental information

Schenk's environmental impact is primarily linked to its transport operations, energy use, fuel consumption, air emissions and the materials required to operate a specialised tanker fleet. These activities are central to the company's operations and therefore form a key focus within its sustainability approach.

Schenk's environmental strategy is focused on reducing greenhouse gas emissions, improving operational efficiency, and progressively replacing fossil fuels where feasible. In parallel, the company is preparing for the introduction of new technologies and continues to strengthen the responsible management of resource use and waste, supporting ongoing environmental improvement across operations and the value chain.

Reducing our impact: climate change and energy

Climate change is recognised as a material topic for Schenk, as core activities rely on fuels, energy and fleet assets. Transport-related emissions represent the primary driver of the company's climate impact and are therefore a key focus within its environmental strategy.

Schenk's transition approach is centred on three priorities: the increased use of zero- or lower-carbon fuels, the continuous improvement of fleet and operational efficiency, and the preparation for zero- and low-emission vehicle technologies. These priorities support a structured and forward-looking approach towards reducing emissions and enhancing energy performance across operations.

Climate Change impacts, risks and opportunities

Description	I / R / O	Actual / Potential	Value chain	Time horizon
The road transport of fluids and gases generates significant GHG emissions through fuel use and upstream fuel production.	Impact (-)	Actual	Own operations, upstream	ST / MT / LT
Schenk's decarbonisation measures (lower-emission fuels, EV/H_2 trucks, solar, charging infrastructure, fuel-efficiency, refurbishment of assets to extend their operational lifetime and improve resource efficiency) contribute to reducing climate impact.	Impact (+)	Actual	Own operations	MT / LT
Supplier innovation in hydrogen-powered vehicles may support Schenk's future decarbonisation.	Impact (+)	Potential	Upstream	MT / LT
Transition to sustainable fuels and technologies can strengthen Schenk's reputation, competitiveness and customer offering.	Opportunity	Potential	Own operations, downstream	ST / MT / LT
Shift away from fossil fuels may reduce turnover in fossil-fuel-related transport segments.	Risk	Potential	Own operations, downstream	ST / MT
High energy use in transport, offices and equipment contributes to Schenk's environmental footprint.	Impact (-)	Actual	Own operations	ST / MT / LT
Energy-intensive upstream materials and downstream activities such as tank-cleaning add to overall energy-related impact.	Impact (-)	Actual	Upstream, downstream	ST / MT / LT
Customer resistance to additional sustainability costs may hinder implementation of energy transition measures.	Risk	Potential	Downstream, own operations	ST / MT
Stricter carbon requirements increase demand for sustainable logistics, supporting Schenk's position as a frontrunner.	Opportunity	Potential	Downstream, own operations	MT / LT

Abbreviations used in the IRO tables:
I = Impact
R = Risk
O = Opportunity
ST = Short term
MT = Medium term
LT = Long term

Schenk has adopted a transition plan for climate change mitigation, supported by clearly defined targets. Our targets include an annual CO_2 intensity reduction of 7.5% (Scope I and II) and a long-term ambition to achieve net-zero emissions by 2050.

These targets are supported by a combination of measures, including fuel transition, fleet renewal, driver coaching, route optimisation, telematics and close collaboration with customers. Together, these actions provide a structured and operationally embedded approach to reducing emissions and improving environmental performance.

What this means for customers

Schenk actively collaborates with customers to develop and implement lower-carbon transport solutions, including HVO, Bio-LNG, battery-electric pilots and hydrogen-based solutions where feasible.

In doing so, Schenk helps customers reduce transport-related Scope 3 emissions and enhances the availability and quality of logistics-related sustainability data within their value chains.

Climate transition plan

Schenk's transition plan for climate change mitigation is embedded within its overall business strategy and supports its ambition to be the most sustainable road tanker solution provider in North-West Europe. The plan focuses on progressively reducing reliance on conventional fossil fuels by increasing the use of lower-carbon fuels, improving operational efficiency, and preparing for zero-emission technologies where technically and commercially feasible.

The transition reflects the specific characteristics of the tanker transport sector. As a road-based transport provider, Schenk often operates in segments where alternative transport modalities, such as intermodal solutions, are not always viable—particularly in last-mile operations. Technologies such as battery electric and hydrogen-powered vehicles are continuing to develop for heavy-duty and ADR applications, and their large-scale deployment depends on factors such as vehicle availability, route suitability, payload capacity, charging or refuelling infrastructure, customer collaboration and investment capacity.

In this context, Schenk follows a phased and practical approach. In the short term, the focus is on efficiency improvements and the use of alternative fuels. In the medium term, the company is preparing and implementing battery electric and hydrogen pilot projects. Over the longer term, this approach supports the gradual transformation of the fleet towards net-zero emissions by 2050.

Main climate actions and resources

Action name	Scope	Time horizon	Remedy	Progress	Resource type
Transition to low-carbon fuels (HVO, LNG, Bio-LNG)	Own operations and transport services; implemented within Schenk's logistics fleet and customer transport solutions	Ongoing	No	Schenk continues to make alternative fuels such as HVO and Bio-LNG available as part of its broader decarbonisation strategy	Investments in alternative fuels, operational resources and fleet adjustments
Zero-emission fleet transition (BEV and hydrogen trucks)	Own operations; fleet transition affecting Schenk's transport activities and logistics services	Battery-electric ADR trucks pilots planned end 2026; Intended deployment of hydrogen trucks during the period 2026–2027, subject to feasibility	No	BEV pilots prepared and intended deployment of hydrogen trucks during the period 2026–2027, subject to feasibility	Significant investments in new vehicles and required infrastructure
Fleet efficiency and operational optimisation	Own operations; driver behaviour, route planning and fleet management	Ongoing	No	Implementation of telematics, driver coaching, route optimisation and engine idling management	Operational resources such as monitoring tools, driver training and management systems
Energy efficiency and renewable electricity use	Offices and operational sites within Schenk's operations	Ongoing	No	Install solar panels and EV charging stations are being installed	Investments in energy management and charging infrastructure

Climate targets

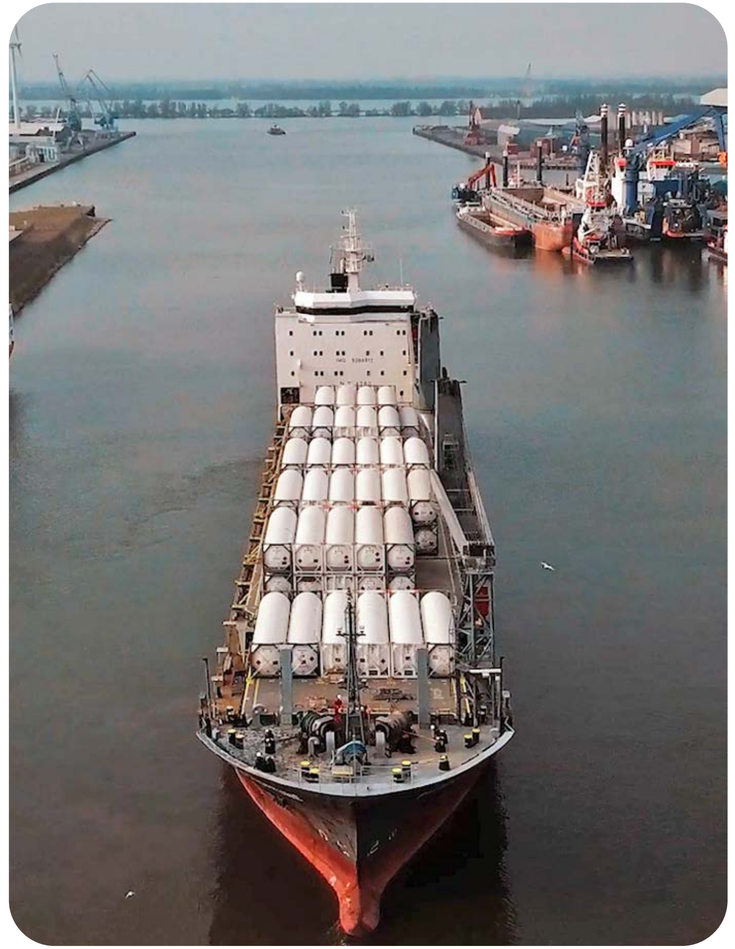
Schenk monitors climate progress through absolute greenhouse gas emissions (GHG emissions) and carbon intensity. This is important because absolute emissions are influenced by organic growth, acquisitions and changes in reporting scope and can therefore show nominal increases even where underlying performance improves. Carbon intensity helps us understand whether operations are becoming more efficient as the business evolves.

Schenk maintains 2021 as its base year for GHG. This base year has been retained to ensure continuity, transparency, and comparability of long-term performance against the Group's decarbonisation pathway. Schenk's emission reduction targets are defined for Scope 1 and Scope 2 emissions. The Group commits to an annual carbon intensity reduction of 7.5% in Scope 1 and Scope 2 emissions compared to the previous year through to 2040.

Beyond 2040, Schenk anticipates an acceleration of emission reductions driven by the large-scale deployment of low-emission and zero-emission technologies, reflecting expected technological developments in the transport sector. These targets are supported by fuel transition, fleet renewal, driver coaching, route optimisation, renewable electricity, telematics and customer collaboration. Together, these measures enable continued efficiency improvements alongside business growth.

This target trajectory is aligned with the objectives of the Paris Agreement, supporting a decarbonisation pathway towards limiting global warming and contributing to the transition to a low-carbon economy.

Scope 3 emissions are disclosed separately, reflecting their different nature, level of uncertainty and degree of operational control. Schenk continues to enhance the completeness and accuracy of Scope 3 reporting in line with ESRS E1 requirements / Greenhouse Gas Protocol (GHG Protocol) and will further expand its reporting scope over time.



In recent years, changes in reported Scope 1 and Scope 2 emissions reflect both operational performance and structural developments within the Group. Changes in absolute emissions are influenced by organic growth and mergers and acquisitions (M&A), rather than a deterioration in operational efficiency. These structural changes are transparently disclosed and distinguished from underlying emission reduction performance.

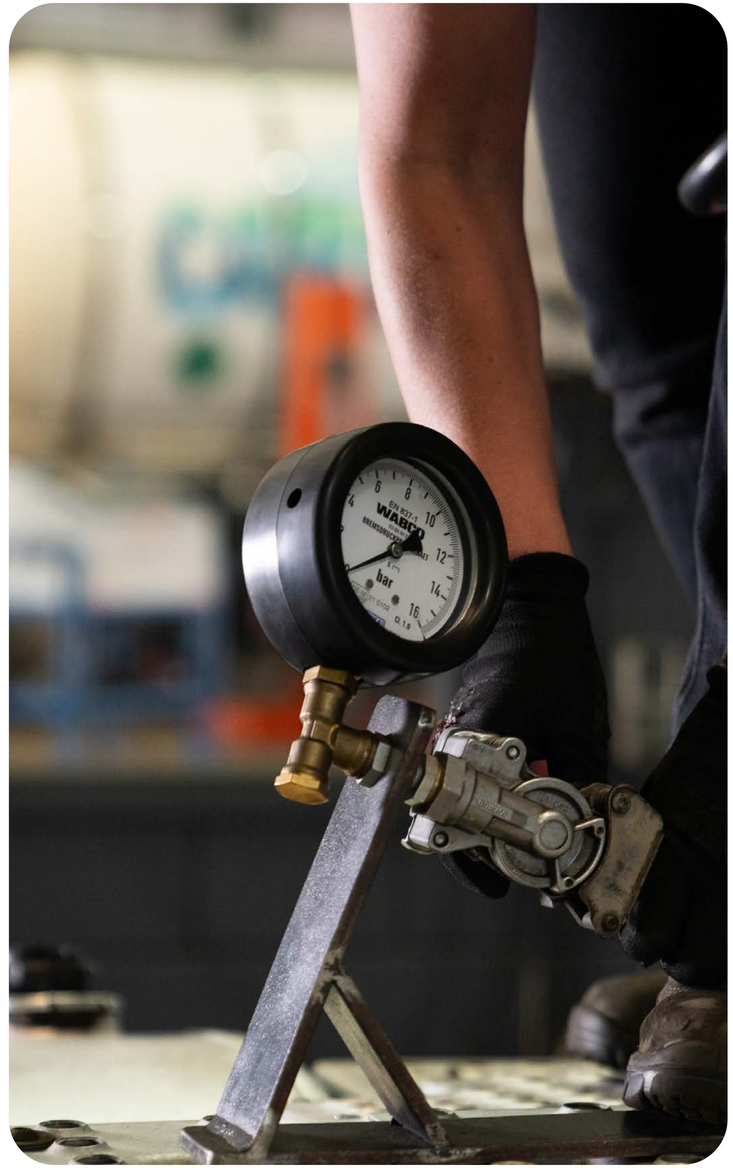
Schenk complements its absolute reduction targets with a turnover-based carbon intensity metric to monitor emissions efficiency during growth. Carbon intensity is calculated as total emissions per unit of turnover and provides additional insight into operational performance independent of changes in organisational size.

This dual approach means that, while absolute emissions may show nominal increases due to growth, efficiency improvements and progress towards decarbonisation remain visible and measurable.

This baseline approach and observed emission developments do not represent a change in ambition. Schenk maintains its core objective of achieving an absolute reduction in Scope 1 and Scope 2 greenhouse gas emissions in line with the Paris Agreement, while growing the business responsibly.

Schenk therefore applies the following approach to performance monitoring:

- Absolute Scope 1 and Scope 2 emissions, reflecting the Group's direct climate impact and reduction trajectory
- Carbon intensity (revenue based), reflecting emissions efficiency over time
- Separate disclosure of Scope 3 emissions, ensuring transparency on value chain impacts



Main climate targets and KPIs

Target	Description	KPI to track progress
Net-zero in 2050	We remain committed to achieving climate neutrality for Scope 1 & Scope 2 by 2050, in line with the objectives of the European Green Deal. This long-term ambition guides our transition strategy and is supported by structural emission-reduction measures across our operations and value chain. We set interim milestones on our pathway to net-zero. They are intended to demonstrate measurable decarbonisation progress through fleet optimisation, increased use of lower-carbon and renewable fuels, energy efficiency improvements and operational excellence. And to show our focus to embed low-carbon solutions at scale, including continued investment in lower- and zero-emission technologies, renewable and alternative fuels, and efficiency-driven operational improvements.	Scope 1 and Scope 2 GHG emissions (market-based) Scope 1 and Scope 2 GHG emissions (location-based) Scope 3 (tCO_2e) Scope 1 and Scope 2 turnover-based carbon intensity

Climate target details

Measurable Target	1. Base year (tCO_2e) 2. Baseline nominal (tCO_2e) 3. Baseline intensity (tCO_2e/turnover)	Target period	Milestones and performance Baseline intensity (tCO_2e/turnover)	Methodology
Scope 1 and Scope 2 7.5% annual tCO_2 turnover-based carbon intensity reduction	1. 2021 2. 71,486 3. 0.32	Annual, within the 2050 ESG objective period	**Year / Target / Actuals** 2021 / 0.32 / 0.32 2022 / 0.30 / 0.27 2023 / 0.28 / 0.25 2024 / 0.26 / 0.24 2025 / 0.24 / 0.21 Progress is monitored via monthly fleet emissions reports, dashboarding and annual audit processes	Calculation based on GHG Protocol
Scope 1 and Scope 2 Net zero by 2050	1. 2021 2. 71,486	By 2050	Schenk's emission reduction targets are defined for Scope 1 and Scope 2 emissions. The Group commits to an annual carbon intensity reduction of 7.5% in Scope 1 and Scope 2 emissions through to 2040. Beyond 2040, Schenk anticipates an acceleration of emission reductions driven by the large-scale deployment of low-emission and zero-emission technologies, reflecting expected technological developments in the transport sector. Changes in reported Scope 1 and Scope 2 emissions are influenced by changes in organisational scope, notably through organic and inorganic growth, rather than a deterioration in operational performance. These structural changes are transparently disclosed and distinguished from underlying emission reduction performance. Schenk defines its reduction targets on a turnover-based carbon intensity metric to monitor emissions efficiency during growth. Carbon intensity is calculated as total emissions per unit of turnover. This provides insight into operational performance independent of changes in organisational size. This baseline approach and observed emission developments do not represent a change in ambition. Schenk maintains its core objective of achieving an absolute reduction in Scope 1 and Scope 2 greenhouse gas emissions in line with the Paris Agreement.	This target trajectory is aligned with the objectives of the Paris Agreement, supporting a decarbonisation pathway towards limiting global warming and contributing to the transition to a low carbon economy.
2 hydrogen trucks in 2026		2026 - 2027	The broader action plan includes the intended deployment of up to 19 hydrogen trucks in the period 2025 –2027, subject to feasibility and customer collaboration. First hydrogen truck planned in 2026	Defined as operational implementation target within the ESG KPI set

Carbon reduction pathway*

Schenk Group	2021**	2025	2028	2030	2050
Scope 1: Direct emissions (tCO_2e)	**70,789**	**93,069**			
Scope 2: GHG emissions (tCO_2e)	**697**				
Total emissions in Scope 2 (location-based) (tCO_2e)		196			
Total emissions in Scope 2 (market-based) (tCO_2e)		239			
Total Scope 1 and Scope 2 GHG emissions (location-based) (tCO_2e)	**71,486**	**93,265**			
Total Scope 1 and Scope 2 GHG emissions (market-based) (tCO_2e)		**93,308**			
Turnover (€ x 1.000)	€222,000	€439,000			
Total Scope 1 and Scope 2 Intensity target / actuals	**0.32 / 0.32**	**0.24 / 0.21**	**0.19 /**	**0.16 /**	**0.03 /**

*Since 2021 Schenk has grown significantly organically and through acquisitions.
**2021 - Excl. Schenk UK (acquired end of October 2024)

Energy consumption and mix

Energy consumption at Schenk is predominantly driven by transport fuel use, reflecting the central role of fleet operations within the business model. Offices and operational sites contribute through electricity use, heating, cooling and workshop activities.

Schenk is actively working to reduce its energy impact through a range of measures, including fuel-efficiency improvements, the increased use of renewable electricity, LED lighting, solar panels, EV charging infrastructure and ongoing fleet optimisation. These actions support a structured approach to improving energy efficiency and reducing overall environmental impact across operations.

GHG emissions

Schenk reports Scope 1, Scope 2 and relevant Scope 3 emissions in line with applicable reporting requirements. Scope 1 emissions are primarily linked to direct fuel use within the fleet, while Scope 2 emissions relate to purchased electricity. Scope 3 emissions depend more heavily on third-party data inputs and estimation methodologies.

The ongoing inclusion of additional Scope 3 categories, together with changes in the organisational footprint, may increase reported absolute emissions. At the same time, this development supports a more comprehensive and transparent representation of Schenk's greenhouse gas profile, contributing to improved completeness and clarity in GHG accounting.

GHG emissions summary

Schenk Group (including Schenk UK)	2024	2025	Year difference
Scope 1: Direct emissions (tCO_2e)	**100,462**	**93,069**	**-7.36%**
Scope 2: GHG emissions (tCO_2e)	**201**	**196**	
Total emissions in Scope 2 (location-based) (tCO_2e)	201	196	-2.49%
Total emissions in Scope 2 (market-based) (tCO_2e)	254	239	-5.91%
Total Scope 1 and Scope 2 GHG emissions (location-based) (tCO_2e)	**100,663**	**93,265**	**-7.35%**
Total Scope 1 and Scope 2 GHG emissions (market-based) (tCO_2e)	**100,716**	**93,308**	**-7.36%**
Carbon Intensity	**2024**	**2025**	**Year difference**
Scope 1 and Scope 2 CO_2 Intensity (tCO_2e/turnover)	0.24	0.21	-12.5%

Reporting boundary and comparability note: Following the acquisition of Schenk UK at the end of October 2024, Schenk's total reported greenhouse gas emissions increased compared with the emissions reported in the 2024 ESG Report. The 2024 ESG Report reported total GHG emissions of 67,225 tCO_2e and excluded Schenk UK from Group emissions reporting.
To provide a meaningful year-on-year comparison, the 2024 figures presented in this table have been recalculated to include an estimated full-year contribution from Schenk UK, as if the entity had been part of the Group throughout 2024. This recalculation increases the 2024 baseline and provides a like-for-like comparison with 2025. On this basis, Scope 1 and Scope 2 emissions decreased from 2024 to 2025, reflecting an improvement in underlying emissions performance despite continued business growth.
Scope 1 emissions relating to the period January–October 2024 were estimated using a manual methodology. Scope 2 and Scope 3 reporting for Schenk UK are continuing to develop as data availability, data quality and calculation methodologies mature. Schenk is working to further improve data collection, data quality and reporting methodologies and intends to expand these disclosures in future reporting periods, including comparative information for prior periods where feasible and supported by reliable underlying data.

Performance against Scope 1 and 2 emission reduction target

Schenk's climate target is defined as an annual reduction in Scope 1 and Scope 2 carbon intensity. In 2025, Scope 1 and Scope 2 carbon intensity decreased from 0.24 to 0.21 tCO_2e per €1,000 turnover, representing a reduction of 12.5%. This means that Schenk exceeded its annual intensity reduction target of 7.5%.

Absolute Scope 1 and Scope 2 emissions also decreased, from 100,716 tCO_2e in 2024 to 93,308 tCO_2e in 2025 on a market-based basis, representing a reduction of 7.36%. These figures are based on recalculated 2024 comparative data that include an estimated full-year contribution from Schenk UK. While the acquisition increased Schenk's overall emissions footprint compared with the 67,225 tCO_2e reported in Schenk's 2024 ESG Report, the like-for-like figures presented here show an underlying reduction in Scope 1 and Scope 2 emissions.

Overall, the 2025 results show improved carbon efficiency and a reduction in absolute Scope 1 and Scope 2 emissions, supporting Schenk's longer-term decarbonisation pathway.

Climate-related risks and opportunities

Schenk's diversified operations across multiple sectors and markets provide a solid buffer against climate-related transition risks. While the main transition risk remains the potential reduction in fossil-fuel transport volumes as the energy transition accelerates — potentially affecting turnover in the fuels segment — this exposure is partially mitigated by Schenk's presence in chemicals, gases, food and emerging energy flows. Additional risks include possible restrictions on fossil-fuel-related markets and higher costs associated with sustainable technologies and fuels. At the same time, a key opportunity lies in strengthening Schenk's reputation and competitiveness by offering sustainable transport solutions, supporting customer decarbonisation and positioning Schenk as a frontrunner in lower-carbon tanker transport.

Schenk has not yet completed a standalone quantitative climate resilience or climate scenario analysis. Physical climate risks are monitored through broader operational risk management, while transition risks and opportunities are assessed through the DMA, ESG governance and strategic planning processes. The development of scenario-based insights and initiative tracking is ongoing.

Air pollution

Air pollution is recognised as a material topic, as Schenk operates a fleet that includes combustion-engine trucks using fuels such as diesel, LNG, Bio-LNG and renewable alternatives. These operations can result in emissions including nitrogen oxides, particulate matter, carbon monoxide, hydrocarbons and sulphur dioxide.

In addition, upstream activities—such as fuel extraction and refining, steel production and the transport of materials—also contribute to air pollution impacts across the value chain.

Schenk manages air pollution through a range of measures, including fleet renewal, fuel efficiency improvements, the use of the latest generation vehicles, the progressive replacement of fossil fuels where feasible, the deployment of LNG and Bio-LNG, driver training and route optimisation.

These actions are closely aligned with Schenk's climate transition plan, as many measures that reduce fuel consumption also contribute to lowering air pollutant emissions. Together, this approach supports a structured reduction of both greenhouse gas emissions and air quality impacts across operations.

Air pollution impacts, risks and opportunities

Description	I / R / O	Actual / Potential	Value chain	Time horizon
Schenk's own transport operations generate air emissions through combustion trucks powered by diesel, LNG and renewable fuels. These emissions include pollutants such as NOx, particulate matter, CO, hydrocarbons and SO_2, in addition to greenhouse gas emissions.	Impact (-)	Actual	Own operations	ST / MT / LT
Air pollution may also occur in the upstream value chain through LNG extraction and sea transport, crude oil refining, steel production, mining activities and manufacturing processes linked to fuels, trucks, equipment and materials used by Schenk.	Impact (-)	Potential / expected	Upstream	ST / MT / LT
The use of latest-generation trucks, LNG/Bio-LNG where feasible, renewable fuels where available, and optimised combustion enables Schenk to reduce air pollutants compared with older or more polluting technologies. At the same time, regulatory developments at EU level are expected to further accelerate the transition towards zero-emission technologies. The ongoing revision of the EU Weights and Dimensions Directive introduces an increased weight allowance for zero-emission trucks (from +2 tonnes to up to +4 tonnes), in order to compensate for the additional weight of batteries and hydrogen systems and to avoid loss of payload capacity. This effectively removes a key operational disadvantage of zero-emission vehicles, making them more competitive with conventional diesel trucks. As a result, interest from both customers and Schenk in alternative drivetrains is expected to increase. Sources: European Parliament (2024) and EU Council position (2025) on the revision of the Weights and Dimensions Directive.	Impact (+)	Actual / potential	Own operations	ST / MT / LT
Potential restrictions on gas fracking and on the production of steel, diesel and gasoline could reduce supply and increase prices, leading to higher operational and procurement costs for Schenk.	Risk	Potential financial risk	Upstream, own operations	MT / LT
Increasing regulatory pressure on air pollution may create exposure to higher compliance costs, legal liabilities, reputational damage or stricter requirements if air pollution is not actively managed across the value chain.	Risk	Potential financial / regulatory risk	Own operations, upstream	MT / LT

Air pollution actions and resources

Action name	Scope	Time horizon	Remedy	Progress	Resource type
Transition to low-carbon fuels (HVO, LNG, Bio-LNG)	Own operations and transport services; implemented within Schenk's logistics fleet and customer transport solutions	Ongoing	No	Schenk continues to make alternative fuels such as HVO, LNG and Bio-LNG available and applies these solutions where operationally and commercially feasible	Investments in alternative fuels, operational resources and fleet adjustments
Zero-emission fleet transition (BEV and hydrogen trucks)	Own operations; fleet transition affecting Schenk's transport activities and logistics services	BEV pilots ongoing; electric ADR trucks planned from 2026; Intended deployment of hydrogen trucks during the period 2026–2027, subject to feasibility	No	BEV pilots prepared and intended deployment of hydrogen trucks during the period 2026–2027, subject to feasibility	Significant investments in new vehicles and required infrastructure

At this stage, Schenk has not established separate quantified air pollution targets beyond the broader targets related to climate change, fuel efficiency and fleet improvement.

Air pollution performance is therefore primarily managed through operational controls and the implementation of the decarbonisation measures described above. This integrated approach ensures that actions aimed at reducing greenhouse gas emissions also contribute to lowering air pollutant emissions, supporting a consistent and efficient management of environmental impacts.

Quantitative air pollution indicators (including NOx, particulate matter and SO_2 emissions) are currently not reported at Group level. Schenk is strengthening data collection processes, data quality and calculation methodologies in this area. As reporting maturity continues to develop, Schenk intends to further expand its air pollution disclosures in future reporting periods.

Circular economy and waste

Circular economy is recognised as a material topic, as Schenk relies on fuels, trucks, trailers, tanks, containers, tools, lubricants, cleaning materials, PPE and workwear to support its operations. These resources are essential for safe and efficient transport activities, while also contributing to environmental impacts across their lifecycle, including extraction, production, use, maintenance and end-of-life treatment.

Schenk's circular economy approach focuses on reducing waste, extending the useful life of fleet and equipment, and continuously improving repair and maintenance practices. This includes the refurbishment of tank trailers, enabling assets to be reused and extending their operational lifetime, thereby avoiding the need for new (and resource-intensive) investments. In addition, the company promotes the recycling of PPE where feasible and works collaboratively with suppliers to support the use of more sustainable materials and responsible sourcing practices.

By carrying out repair, maintenance and inspection activities in-house, Schenk also reduces unnecessary transport movements related to external servicing, contributing to lower emissions and improved operational efficiency.

In addition, the use of company-operated home base fuelling locations, including Bio-LNG and biodiesel, supports more efficient fuel use and reduces transport-related emissions within operations.

A practical example of this approach is the transition to a PPE and uniform supplier with defined sustainability commitments and reporting practices, supporting greater transparency and alignment within the supply chain.

Circular economy impacts and approach

Description	I / R / O	Actual / Potential	Value chain	Time horizon
Schenk's daily operations depend on significant resource inflows, including fuels, trucks, trailers, tanks, containers, parts, tools, lubricants, cleaning materials, PPE and workwear.	Impact (-)	Actual	Own operations	ST / MT / LT
Resource use also occurs in the upstream value chain through suppliers of PPE, clothing, trucks, trailers, tanks and containers, including the use of steel, cast iron, aluminium and stainless steel.	Impact (-)	Actual	Upstream	ST / MT / LT
Schenk's use of PPE, clothing and fleet equipment leads to resource outflows over time, including end-of-life workwear, replaced trucks, trailers, tanks and related materials.	Impact (-)	Actual	Own operations	ST / MT / LT
Schenk's collection and recycling programmes for PPE, lifetime extension of trailers and equipment, and reuse or resale of trucks and trailers can reduce resource outflows and support more circular use of materials.	Impact (+)	Actual / potential	Own operations	MT / LT
Implementing resource-efficient practices, recycling programmes and equipment lifetime-extension measures can lead to long-term cost savings, improved competitiveness and stronger sustainability performance.	Opportunity	Potential financial opportunity	Own operations, upstream	MT / LT
Setting up PPE collection and recycling programmes and extending equipment lifetimes may increase costs in the short term, due to additional coordination, supplier requirements and operational changes.	Risk	Potential financial risk	Own operations, upstream	ST / MT
Failure to improve circularity and resource efficiency may lead to higher waste management costs, lower operational efficiency and reputational damage, especially as waste treatment and sustainable materials become more expensive.	Risk	Potential financial / reputational risk	Own operations, upstream	MT / LT

Circular economy policies

Policy name	Key contents	Scope of the policy	Most senior level accountable	Third-party standards	Stakeholder views	Policy availability
Procurement Policy	Encourages suppliers and subcontractors to apply environmentally sound practices, increase the use of secondary materials where reasonably practicable, optimise resource and energy efficiency, minimise waste, and continuously reduce environmental impacts over time. This provides a clear policy basis supporting the transition towards reduced reliance on virgin resources and increased circular use of materials.	Applies to suppliers and subcontractors and promotes alignment across their own operations and supply chains. It is primarily relevant to the upstream value chain. No geographic exclusions are specified, allowing for consistent application across regions.	Schenk's Group Technology & Procurement Director is now listed as the authorising senior level.	While no specific named third-party circular economy standard is identified, the policy aligns with internationally recognised environmental, social and ethical guidelines and standards.	Although no formal stakeholder input process is explicitly described, the policy emphasises long-term, collaborative relationships with suppliers and subcontractors, supporting ongoing dialogue and alignment.	No explicit external availability statement is identified; however, the policy content supports transparency and can be readily communicated where relevant.
CSR & ESG Policy (Updated 2025)	Recognises circular economy and waste reduction as material ESG priorities and embeds these within a structured approach to ESG management. This includes KPI monitoring, annual review cycles, digital dashboard tracking, ESG reporting, and continuous improvement driven by audits and stakeholder feedback.	Applies across all Schenk entities in the Netherlands, Belgium, Germany, Luxembourg, and the United Kingdom. The policy is integrated into operational processes and ESG reporting, supporting consistent implementation across regions.	The Executive Committee holds ultimate responsibility for implementation, with oversight provided by the Supervisory Board, ensuring strong governance and strategic alignment.	References CSRD/ESRS as the primary reporting framework. While no specific circular-economy-only standard is separately identified, alignment with recognised regulatory frameworks is clearly established.	The policy confirms that Schenk actively engages both internal and external stakeholders, with their input forming an integral part of the materiality analysis and ongoing policy development.	The policy is embedded in internal communications, quarterly updates, and leadership briefings, supporting visibility, awareness, and consistent communication across the organisation.

Policy name	Key contents	Scope of the policy	Most senior level accountable	Third-party standards	Stakeholder views	Policy availability
Sustainability Policy Statement	Addresses circular economy principles in practice through measures such as recycling waste streams, structured waste separation, monitoring of water and energy consumption, use of biodegradable cleaning agents, and ongoing efforts to reduce broader environmental impacts. These actions demonstrate a practical and operational approach to sustainability.	Covers Schenk's operations and refers to employees, partners, clients, suppliers, and the public, promoting a broad and inclusive approach across the value chain. No explicit exclusions are stated, supporting applicability across activities and stakeholders.	The Chief Executive Officer is identified as the accountable senior level, ensuring clear leadership and commitment at the highest level.	Aligned with the CEFIC Responsible Care framework, providing a recognised industry basis for environmental and safety performance.	Highlights the importance of mutual learning and collaboration with stakeholders, positioning Schenk as an open and constructive discussion partner aimed at achieving improvements together.	While no separate policy availability mechanism is explicitly specified, the policy is framed in a way that supports openness and stakeholder engagement.
CSR Policy Statement	Sets out Schenk's commitment to raising awareness among employees and subcontractors regarding the impact of their actions on non-renewable resources, while aiming to limit environmental impacts across operations. The policy also includes the assessment of environmental impacts and transparent reporting to stakeholders, supporting accountability and continuous improvement.	Applies across Schenk's operations and extends to employees, subcontractors, business partners, communities, and other stakeholders, reflecting a broad and inclusive approach throughout the value chain.	The statement is formally endorsed and signed by the Chief Executive Officer, demonstrating commitment and accountability at the highest organisational level.	While no specific named circular economy standard is identified, the policy provides a general framework that supports alignment with broader environmental and sustainability practices.	Confirms that stakeholder interests are incorporated into company policies and business activities, with Schenk engaging stakeholders through clear, fair, respectful, timely and substantive dialogue.	States that Schenk informs stakeholders about its CSR policy and publishes results in the ESG annual report, supporting transparency and regular communication.

Circular economy actions and resources

Action name	Scope	Time horizon	Remedy	Progress (only for already disclosed actions)	Action
PPE collection and recycling programme	Relevant across the value chain for PPE and clothing used in operations, with the DMA linking this topic to upstream (UVC), own operations (OO) and downstream value chain (DVC).	Under investigation, reflecting an ongoing assessment phase to determine the most effective approach.	No formal remedy defined at this stage, as the initiative is currently being explored and developed.	Schenk is actively investigating collect and recycle programmes for PPE, with initial steps focused on feasibility and potential implementation routes; no quantitative progress has yet been disclosed.	Supported by operational resources and collaboration with suppliers and waste management partners; no sustainable finance instrument has been identified at this stage.
Lifetime extension / recycling programmes for trucks, trailers and other equipment	Relevant to Schenk's fleet and equipment across the upstream value chain (UVC), own operations (OO) and downstream value chain (DVC), supporting a full lifecycle approach to asset management.	Lifecycle-based, with assets formally classified as "retired" when predefined thresholds are reached: Tractors: ± 950,000 km or 8 years Rigids: ± 950,000 km or 10 years Trailers: ± 24 years This structured approach enables timely evaluation of lifetime extension and recycling options.	No formal remedy defined at this stage, with decisions on end-of-life handling guided by financial and sustainability considerations.	Schenk indicates that end-of-life decisions are based on achieving the most financially and environmentally optimal outcome and is actively exploring lifetime extension and recycling programmes for its equipment; no quantitative progress has been disclosed to date.	Driven by fleet assets, operational decision-making, and integrated maintenance and renewal planning, with a focus on optimising asset use; no sustainable finance instrument has been identified at this stage.
Use of secondary materials and resource-efficient sourcing through procurement	Primarily relevant to the upstream value chain, applying to suppliers and subcontractors as well as their own operations and supply chains, thereby supporting broader value chain alignment.	Ongoing, reflecting continuous implementation and integration within procurement practices.	No formal remedy defined, as the focus is on preventive measures through responsible sourcing and supplier engagement.	Implemented through the Procurement Policy, which encourages the use of secondary materials wherever reasonably practicable and promotes resource and energy efficiency as well as the reduction of environmental impacts over time. No quantitative progress has been disclosed.	Enabled through supplier requirements, procurement processes, environmental management systems, and, where appropriate, ethical audits; no sustainable finance instrument has been identified at this stage.

Action name	Scope	Time horizon	Remedy	Progress (only for already disclosed actions)	Action
Waste separation and recycling in own operations	Primarily focused on own operations, covering office and site waste management, with waste handled by registered carriers where applicable, supporting responsible operational practices.	Ongoing, reflecting continuous implementation and optimisation of waste management practices within operations.	No formal remedy defined, with the focus placed on preventive measures through structured waste separation and recycling activities.	Implemented through a range of measures including recycling waste products, structured waste separation programmes, separation of office waste, collection of green waste, separate return of empty cartridges, and the use of registered hazardous waste carriers. No quantitative progress has been disclosed.	Enabled through operational waste management resources, cleaning services, IT-supported collection of cartridges, and collaboration with registered waste carriers; no sustainable finance instrument has been identified at this stage.
Tyre re-treading and recycling	Focused on Schenk's own fleet and operations, supporting responsible lifecycle management of tyres within operational activities.	Ongoing, reflecting continuous application of re-treading and recycling practices as part of fleet maintenance processes.	No formal remedy defined, with the focus placed on preventive and circular measures through re-treading and end-of-life recycling.	Schenk applies tyre re-treading where possible and ensures that, at end of life, tyres are recycled with recovery of steel, rubber and fabric, avoiding landfill disposal. Tyre pressures are also routinely monitored as part of maintenance practices. No quantitative progress has been disclosed.	Enabled through fleet maintenance processes and collaboration with tyre suppliers, supporting efficient and sustainable asset management; no sustainable finance instrument has been identified at this stage.

Durability of main resource outflows

Product	Durability
Trucks	ca. 950,000 km or 8 years
Trailers	ca. 24 years
Rigids	ca. 950,000 km or 10 years

Schenk has not yet established separate quantified circular economy targets for all resource inflows and outflows. The current focus is on progressively embedding resource efficiency, waste reduction and recycling practices into operational management and supplier engagement. This approach supports continuous improvement while providing a foundation for the future development of more structured and measurable circular economy targets.

5. Social information

Being a people business

Schenk's people are at the heart of its business model. A large part of the workforce operates in a demanding transport environment, characterised by 24/7 planning, safety-critical activities, the handling of dangerous goods, strict customer requirements, and ongoing technological developments. Against this backdrop, own workforce topics are recognised as among Schenk's most material sustainability matters.

The DMA has identified working time, adequate wages, collective bargaining, work-life balance, health and safety, training and skills development, and diversity as key topics. These are addressed through a structured framework including HR policies, health and safety systems, works council consultation, training programmes, collective labour arrangements, grievance channels, and active management oversight.

In addition, Schenk invests in leadership development and the continuous development of its people, with the aim of strengthening capabilities across all levels of the organisation and preparing the workforce for future operational and technological requirements.

This includes building leadership skills, supporting career development and ensuring that employees are equipped to adapt to evolving customer expectations, digitalisation and the ongoing energy transition.

What this means for customers

A safe, well-trained and stable workforce underpins Schenk's ability to deliver reliable and high-quality transport services. For customers, strong workforce practices contribute directly to service continuity, consistent safety performance, and overall operational excellence.

In addition, Schenk supports customers with practical insights and collaboration aimed at improving the performance and resilience of their supply chains, including planning, safety standards and operational efficiency.

Policies and engagement

Schenk's approach to its workforce is supported by a comprehensive set of policies and practices covering health and safety, the Code of Conduct, diversity, equity and inclusion, employee engagement, training, working conditions, and responsible business conduct. These frameworks provide a structured foundation for managing workforce-related topics consistently across the organisation.

Employee representation is primarily organised through the Dutch Works Council, which holds rights of initiative, advice and consent, ensuring formal employee involvement in key decisions. In addition, Schenk applies the Collective Labour Agreement for drivers in the Netherlands and Belgium, while in Germany and in the UK arrangements are established through ongoing and constructive dialogue with the local Works Council.

Employees are supported in raising concerns through multiple accessible channels, including internal reporting processes, HR, management, and whistleblower mechanisms. Remediation processes are in place through grievance handling, incident investigation, corrective actions and structured follow-up. Schenk is further strengthening and formalising these processes as part of its broader ESG and CSRD readiness programme, supporting continuous improvement and transparency.

Workforce impacts, risks and opportunities

Description	I / R / O	Actual / Potential	Value chain	Time horizon
Drivers regularly work more than their contractual 40 hours due to the nature of 24/7 transport operations, night shifts, traffic and loading or unloading delays. Excessive working hours can affect safety, fatigue, productivity and employee well-being.	Impact (-)	Actual	Own operations	ST / MT / LT
Long working hours and insufficient rest may lead to health and safety risks, fatigue-related incidents, sickness absence, employee turnover and reputational damage.	Risk	Potential financial / operational risk	Own operations	ST / MT
Schenk pays fair wages, pays employees on time, offers pension schemes and benchmarks salaries against the market. This supports employee satisfaction, retention, motivation and Schenk's reputation as an employer.	Impact (+)	Actual	Own operations	ST / MT / LT
Schenk follows the CLA for Dutch and Belgium drivers and aligns compensation and working conditions for other employee groups where relevant. This supports fair wages, better working conditions and constructive dialogue with employees and works councils.	Impact (+)	Actual	Own operations	ST / MT / LT
Schenk supports work-life balance through different driver schedules, remote work options for office staff and programmes that support mental and physical health.	Impact (+)	Actual	Own operations	ST / MT / LT
A tight labour market and shortage of drivers may make it difficult to maintain sufficient staffing levels, which can affect work-life balance, retention, sickness absence and business continuity.	Risk	Potential financial / operational risk	Own operations	ST / MT
Most Schenk employees work as driver-operators, often handling dangerous goods and working in a 24/7 operational environment. This creates exposure to physical safety risks and mental pressure.	Impact (-)	Actual	Own operations	ST / MT / LT
Schenk's safety culture, STOP-work policy, training, PPE, health and safety management systems, root-cause analyses and vitality programmes support a safer and healthier working environment.	Impact (+)	Actual	Own operations	ST / MT / LT

Description	I / R / O	Actual / Potential	Value chain	Time horizon
Insufficient health and safety management could lead to traffic, operational or personal incidents, with potential costs, business disruption and reputational damage.	Risk	Potential financial / operational risk	Own operations	ST / MT / LT
Schenk invests in training for drivers, office staff and management, including safety, defensive driving, fatigue, ADR awareness, company rules, leadership and technical skills. This supports safe operations, employee confidence and long-term employability.	Impact (+)	Actual	Own operations	ST / MT / LT
If drivers or employees are not properly trained, this could increase the risk of dangerous situations, incidents, operational disruption and reputational damage.	Risk	Potential financial / operational risk	Own operations	ST / MT
Without a formalised diversity policy for underrepresented groups, limited diversity, especially in driver roles, may affect equality, engagement, access to talent and Schenk's reputation.	Impact (-)	Actual / potential	Own operations	MT / LT
Schenk's efforts to create a more inclusive workforce, including recruiting women drivers and welcoming employees from different backgrounds, can improve representation and broaden the future talent pool.	Impact (+)	Potential	Own operations	MT / LT

Workforce actions and resources

Action name	Scope	Time horizon	Remedy	Progress	Resource type
Employee Health and Safety Initiatives	Applies across all Schenk operations in the Netherlands, Belgium, Germany, Luxembourg and the United Kingdom, covering employee training, personal protective equipment (PPE), safety audits, emergency response plans and accident prevention measures, supporting a consistent and high standard of safety management.	Ongoing, with continuous monitoring, evaluation and improvement embedded in operational practices	Yes; the action is designed to prevent accidents and to mitigate the impact of injuries or harm to employees, supporting a proactive and protective approach.	Progress is reflected through incident reporting, reductions in lost-time incidents and regular safety audits.	Enabled through operational measures, structured training programmes, safety equipment and regular safety audits.
Employee Training and Reskilling Programmes	Focused on internal reskilling aligned with technological developments, including electric vehicles and hydrogen trucks, alongside driver safety training and diversity and inclusion training, supporting workforce readiness for future demands.	Immediate to mid-term (2025–2030), reflecting a phased approach to capability building and skills development.	No formal remedy defined, with the primary focus on strengthening workforce capabilities and future-proofing skills in line with evolving technologies.	Progress is monitored through ongoing employee feedback and performance in skill development, supporting continuous improvement and adaptation.	Enabled through training materials, digital platforms for reskilling, trainers and dedicated employee time for development activities.
Diversity, Equity, and Inclusion (DEI) Initiatives	Applies across Schenk's operations in all five countries and includes equal opportunity recruitment, anti-discrimination training and inclusive practices for women, minorities and workers with disabilities, supporting an inclusive and equitable working environment.	Ongoing, with annual reviews and the development of performance metrics to support continuous progress.	Yes; the action aims to reduce workforce inequalities and promote inclusivity across the organisation.	Progress includes the exploration and development of DEI-related targets, such as workforce gender balance, inclusion initiatives and recruitment goals, supporting a structured approach to further advancement (no quantitative outcomes disclosed).	Enabled through DEI training, inclusive recruitment strategies, HR programmes and employee engagement and involvement.
Workforce Well-being and Employee Support Programmes	Covers employee well-being programmes, including mental health support, work-life balance initiatives and absenteeism management, across Schenk's operations.	Ongoing, reflecting continuous attention to employee well-being and support mechanisms.	Yes; the action aims to address and mitigate issues related to employee well-being, absenteeism and mental health, contributing to a supportive working environment.	Progress is reflected in improvements in absenteeism management and HR reporting data on employee satisfaction and the use of well-being programmes, supporting ongoing monitoring and enhancement.	Enabled through HR resources, employee well-being initiatives, mental health support systems and structured wellness programmes.

Workforce targets

Schenk has defined workforce targets focused on safety, training and the ongoing development of a responsible and inclusive workplace. These targets support continuous improvement in key workforce areas and are embedded within broader HR and operational practices.

While several social indicators are still being further developed as data collection processes continue to mature across regions and entities, this progression enables enhanced consistency, comparability and transparency in workforce reporting over time.

Own workforce target overview

Target	Target nature	Scope of target	Target period	Performance
LTI Target 2025: 1.1 per 200,000 worked hours. LTI Target 2030: 0.5 per 200,000 worked hours	Relative; percentage-based target supporting measurable improvement in safety performance.	Applies to own operations across Schenk entities in the Netherlands, Belgium, Germany, Luxembourg and the United Kingdom, ensuring consistent safety performance monitoring across regions.	Reviewed annually, with a defined milestone. Actuals 2025: 1.02	Performance is monitored through structured monthly reporting, safety audits and incident tracking, enabling continuous oversight and improvement of safety outcomes.
Train 100% of employees on sustainability-related practices within the next 2 years.	Absolute; percentage-based target aimed at full workforce coverage.	Applies to own operations, covering all employees across relevant functions.	Target period: 2025 –2028, reflecting a phased implementation approach.	Progress is reviewed through quarterly tracking, supported by training evaluation forms and integration into annual performance reviews, enabling continuous monitoring and capability development.

Employee characteristics and diversity

Schenk's workforce composition reflects the characteristics of the wider transport sector, where driver and technician roles are predominantly filled by men. Within Schenk, women are more strongly represented in management and office-based functions, contributing to diversity across organisational levels.

Following the Double Materiality Assessment completed in 2024, diversity, equity and inclusion were further identified as important focus areas within Schenk's people strategy. This has led to the further development and formalisation of DEI-related policies, initiatives and governance. Schenk is taking a gradual and practical approach to strengthening diversity and inclusion, with a focus on awareness, policy development and the creation of an inclusive working environment across the organisation.

Employee characteristics summary

Metric	2024	2025	Notes
Continental	1,508	1,688	Headcount
UK	748	955	Headcount
Total headcount by country (2025)		Netherlands 964; UK 955; Germany 446; Belgium 232; Luxembourg 46	Headcount
Continental female employees	87	110	5.77% of total in 2024; 6.5% of total in 2025
Continental unspecified employees	3	3	0.2% of total in 2024; 0.2% of total in 2025

Metric	2024	2025	Notes
Continental male employees	1,418	1,575	94.03% of total in 2024; 93.3% of total in 2025;
UK female employees	47	51	6.28% of total in 2024; 5.34% of total in 2025
UK male employees	701	904	93.72% of total in 2024; 94.66% of total in 2025

Diversity and age metrics

Metric Continental	2024	2025
Number of male individuals in top management	5	7
% of male individuals in top management	71.43	77.78
Number of female individuals in top management	2	2
% of female individuals in top management*	28.57	22.22
Number of employees under 30 years	49	70
% of employees under 30 years	3.25	4.15
Number of employees between 30 - 50 years	583	681
% of employees between 30 - 50 years	38.66	40.34

*In Continental top management, the number of women remained stable at two, while the total top management group increased from seven to nine. As a result, the percentage of women in top management decreased from 28.6% to 22.2%. Schenk recognises this as an area for continued attention within the further formalisation of its DEI approach.

Metric Continental	2024	2025
Number of employees above 50 years old	876	937
% of employees above 50 years old	58.09	55.51
Metric United Kingdom	**2024**	**2025**
Number of male individuals in top management	1	1
% of male individuals in top management	100	100
Number of female individuals in top management	0	0
% of female individuals in top management	0	0
Number of employees under 30 years	20	31
% of employees under 30 years	2.67	3.25
Number of employees between 30 - 50 years	305	398
% of employees between 30 - 50 years	40.78	41.68
Number of employees above 50 years old	424	526
% of employees above 50 years old	56.68	55.08

Training and skills development

Training and skills development are recognised as key enablers of safe operations, service quality and employee growth. Schenk provides a broad range of training programmes, including safety training, Code of Conduct training, cybersecurity training, driver coaching and role-specific operational training.

The effectiveness of these programmes is supported through structured monitoring, including training records, audits, evaluation forms and active management follow-up, enabling continuous improvement and alignment with operational needs.

Driver training and skills development metrics

Training and skill indicators	2025
Schenk Group	
Total amount of training hours	32,138
Average amount of training hours per employee	12.2

Performance in 2025

Safety performance improved significantly in 2025. Schenk reduced its Lost Time Injury Rate (LTIR) from 1.79 to 1.02, outperforming the annual target of 1.1 and continuing the focus on safer operations across the Group. At the same time, the Safety Incident Rate increased slightly from 6.62 to 6.76 and the Spills Rate increased from 0.67 to 0.82. Schenk continues to analyse these incidents and implement preventive measures to further strengthen operational safety and environmental performance.

Regular performance reviews are conducted across the organisation. At present, data relating to the coverage of these reviews is not yet collected consistently for all office-based employees and is therefore not fully available. Schenk aims to establish a standardised data collection process during 2026, enabling comprehensive reporting on performance reviews for office staff from 2027 onwards. This will support the Group in gaining a better understanding of employee development, training effectiveness, and skills-related indicators, thereby strengthening workforce planning and talent development initiatives.

Health and safety

Health and safety is recognised as one of Schenk's most important social topics. The transport of dangerous goods requires a high level of operational discipline, including strict controls, regular training, structured incident reporting, STOP work principles, audits and a strong focus on continuous improvement.

Schenk supports adherence to health and safety standards through a combination of internal audits and external certifications. These mechanisms provide a structured basis for monitoring performance and identifying opportunities for further strengthening safety practices across operations.

Health and safety indicators (Schenk Group)

Indicator	Description	2024	2025
Lost Time Injury rate	incidents/200,000 worked hours	1.79	1.02
Safety Incident rate	safety incidents/200,000 worked hours	6.62	6.76
Crossover Rate	Contaminations / 10,000 Deliveries	2.72	2.67
Spills Rate	Spills / 10,000 Deliveries	0.67	0.82
Traffic Accidents Rate	Traffic Accidents / 1,000,000 kms	3.62	3.62

Explanation of absence development – Continental

The number of absence days within Continental decreased significantly in 2025 compared to 2024. This change is primarily attributable to a lower level of long-term absence during the reporting period. In addition, increased focus was placed on early contact following sick leave notification and more active management of reintegration by line managers, contributing to a faster return to work.

At the same time, short-term absence declined to a lesser extent. Ongoing attention to absence management remains a priority. The strengthened approach is being applied more consistently across the international organisation, where increased awareness and management focus have also led to improvements.

Health and safety metrics

Health & Safety Metrics (Continental)	2024	2025
% of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	100	100
Number of fatalities in own workforce as result of work-related injuries	0	0
Number of fatalities in own workforce as result of work-related ill health	0	0
Number of recordable work-related accidents for own workforce	33	19
Number of cases of recordable work-related ill health of employees	0	0
Total Number of Days Lost to injuries due to work related accidents	1,855	305
Total Number of Days Lost to work-related ill health	0	0

Health and safety data for the UK operations is not available for periods prior to 2025. This is because the UK entities only became part of the Schenk Group following their acquisition and integration in November 2024. Consequently, health and safety data from these locations was not included in Schenk Group reporting before 2025.

Where metric values are not yet available, Schenk is actively progressing the improvement of data collection, consolidation and reporting consistency across entities. This ongoing development is particularly relevant for work-life balance, training and health and safety indicators, which rely on inputs from HR, operational and incident management systems. These efforts support enhanced data quality, comparability and transparency over time.

Health and safety metrics

Health & Safety Metrics (UK)	2025
% of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	100
Number of fatalities in own workforce as result of work-related injuries	0
Number of fatalities in own workforce as result of work-related ill health	0
Number of recordable work-related accidents for own workforce	11
Number of cases of recordable work-related ill health of employees	0
Total Number of Days Lost to injuries due to work related accidents	277
Total Number of Days Lost to work-related ill health	0

Work-life balance and incidents

Work-life balance is recognised as a material topic, given that many employees operate in a 24/7 transport environment characterised by irregular schedules, time pressure and high service requirements. Schenk acknowledges these challenges and places a strong focus on supporting employees in maintaining a sustainable work-life balance.

To address this, Schenk is working to enhance planning processes, strengthen employee engagement and support well-being through ongoing operational improvements, open dialogue and active management attention. These efforts contribute to creating a more supportive and balanced working environment over time.

Work-life balance metrics

Metrics (Schenk Netherlands)	2024	2025
% of Employees Entitled to Take Family-Related Leaves	100	100
Number of Entitled Male Employees Taking Family-Related Leaves	47	57
Number of Entitled Female Employees Taking Family-Related Leaves	0	4

Schenk is committed to providing a safe, respectful, and inclusive working environment in which employees can raise concerns confidentially and without fear of retaliation. As part of this commitment, employees have access to an independent External Confidential Advisor. The table below provides an overview of reports received during the reporting period and Schenk's assessment of related human rights impacts.

During 2025, Schenk provided employees with access to an independent External Confidential Advisor as part of its commitment to a safe, respectful and inclusive working environment. Five reports were received during the reporting period, relating to sexual harassment (1), aggression and violence (1), bullying and harassment (2), and integrity concerns (1). No reports related to discrimination were recorded.

According to the External Confidential Advisor (NL), employees were able to access the reporting mechanism easily and confidentially. Most reported situations were addressed, often with support from HR, while one situation remained ongoing at the reporting date.

Schenk did not identify any severe human rights incidents during the reporting period. Furthermore, no fines, penalties or compensation related to discrimination, harassment or other human rights matters were reported.

Reports to the External Confidential Advisor (NL) and Human Rights-Related Incidents

Report	2025
Reports to the External Confidential Advisor	5
Sexual harassment reports	1
Aggression & violence reports	1
Bullying & harassment reports	2
Integrity-related reports	1
Discrimination reports	0
Severe human rights incidents	0

Note: Data represent reports received by the External Confidential Advisor (NL only) during the reporting period. Reports do not necessarily constitute substantiated violations and are handled confidentially in accordance with company procedures.

6. Governance information

Conducting business with integrity

Business conduct is recognised as a material topic, given that Schenk operates in a safety-critical and highly regulated transport environment. Strong governance, clearly defined responsibilities, responsible supplier relationships, anti-corruption measures and accessible reporting channels support trust with customers, employees, suppliers, regulators and investors.

Schenk's corporate culture is grounded in safety, responsibility, integrity and continuous improvement. The organisation has established a comprehensive set of policies and procedures covering CSR, ESG, sustainability, quality management, anti-corruption, whistleblower protection, customer service, safety, and IT and cyber resilience.

These governance frameworks are being further strengthened and integrated as part of Schenk's broader CSRD and ESG roadmap, supporting enhanced consistency, transparency and effectiveness in governance practices.

Description	I / R / O	Actual / Potential	Value chain	Time horizon
Schenk's corporate culture is supported by several policies, including its Corporate Social Responsibility policy, Quality Management policy, Corporate Governance policy, IT & Cybersecurity policy, and Sustainability Reporting and Certification Standard. These policies help guide responsible behaviour across the organisation.	Impact (+)	Actual	Own operations	ST / MT / LT
Schenk's STOP-work policy supports a strong safety culture by empowering employees to stop work when they identify unsafe situations. This contributes to physical and mental safety, employee engagement, retention and a motivated workforce.	Impact (+)	Actual	Own operations	ST / MT / LT
Schenk offers facilities and initiatives that support employee health and well-being, such as PMO and Biocheck, contributing to a positive working environment and corporate culture.	Impact (+)	Actual	Own operations	ST / MT / LT
Schenk already has a Code of Conduct in place covering employees and external hires. In 2025, this has been formalised for our Dutch operations. In addition, Schenk maintains an employee handbook that is available to all staff and sets out the applicable rules and regulations based on our policies. Building on this foundation, Schenk is working towards one centrally documented Code of Conduct to ensure consistent guidance across all activities, with further steps planned for 2026.	Impact (-)	Actual	Own operations	ST / MT
The formalisation of one central Code of Conduct and regular training on compliance and conduct topics can improve clarity, consistency and awareness across the organisation.	Impact (+)	Potential	Own operations	ST / MT

Business conduct policies

Policy name	Key contents	Scope of the policy	Most senior level accountable	Third-party standards	Stakeholder views	Policy availability
Sustainability Policy Statement	Focuses on reducing environmental impacts through fuel efficiency measures (including HVO and Bio-LNG), route optimisation, energy efficiency and the use of renewable fuels. The policy also supports active engagement with customers to reduce the environmental impact of transport services, reflecting a collaborative approach to decarbonisation.	Applies to own operations and client-facing services, with relevance across the upstream (suppliers) and downstream (clients) value chain, particularly in relation to low-carbon transport solutions and sustainable fuels.	The Chief Executive Officer is accountable, ensuring strong leadership and commitment at the highest level.	Aligned with internationally recognised frameworks, including ISO 14001 (Schenk UK), the EU Green Deal and CSRD/ESRS, supporting consistency with regulatory and industry developments.	Stakeholders, particularly customers and clients, are actively considered through engagement on low-carbon transport solutions, supporting alignment with evolving expectations.	Available through internal communications and ESG annual reporting, and accessible to clients upon request, supporting transparency and engagement.
Customer Service and Safety Policy	This policy ensures high levels of safety, customer satisfaction and service reliability, while also addressing the sustainability of transport operations and the minimisation of environmental impacts during service delivery.	Covers all customer touchpoints, particularly in delivery and transportation services, and applies across industries with a focus on aligning services with customer expectations and environmental considerations.	Accountability is shared between the Operations Manager and the Chief Commercial Officer, supporting both operational execution and customer alignment.	Aligned with recognised standards including ISO 9001 (Schenk Germany, for quality management) and ISO 45001 (for health and safety), supporting structured and reliable service delivery.	Reflects customer needs for environmentally responsible transport solutions and supports the offering of lower-emission service options where relevant.	Made available through service contracts, client engagements and the internal policy portal for employees, supporting both external and internal accessibility.

Policy name	Key contents	Scope of the policy	Most senior level accountable	Third-party standards	Stakeholder views	Policy availability
CSR & ESG Policy	Outlines Schenk's commitment to corporate social responsibility and environmental sustainability, with a focus on low-carbon transport, safety measures and ethical operations, supporting the delivery of sustainable services to clients.	Applies across operations, transport services and supply chain management, covering both upstream and downstream activities that influence end users and customers.	Oversight is provided by the ESG Steering Committee and the Executive Committee, ensuring alignment with strategic priorities and governance structures.	Aligned with recognised frameworks including CSRD/ESRS, the Global Reporting Initiative (GRI) and the UN Global Compact, supporting structured and transparent ESG reporting.	Customers, employees and external stakeholders have been involved through surveys and engagement processes, supporting the integration of stakeholder perspectives into policy development.	The policy is communicated through internal channels and reflected in ESG reporting, with availability to customers upon request, supporting transparency and accessibility.

Anti-corruption and whistleblower protection

Schenk maintains policies addressing anti-corruption and anti-bribery, which prohibit any form of bribery or corrupt behaviour and set clear expectations for employees and stakeholders in business conduct. Employees are supported in raising concerns through accessible internal reporting channels, with access to confidential support mechanisms.

The policies also reflect a strong commitment to protecting whistleblowers, including a strict zero-tolerance approach to retaliation, supporting a transparent and accountable working environment.

Cybersecurity and data governance

Digital resilience is recognised as an integral part of responsible governance. Schenk manages IT and cybersecurity risks through a structured framework that includes annual risk assessments, vulnerability reporting, penetration testing, incident registration and escalation procedures, root cause analysis, corrective action tracking, data backups, change management processes and periodic user-right reviews.

In addition, all office-based employees with access to IT systems or the internet receive continuous awareness training and are regularly tested through simulated phishing campaigns, supporting proactive risk identification and strengthening cybersecurity resilience. Sustainability reporting controls are embedded within broader ESG, data governance and IT control processes, with ongoing development supporting further maturity, consistency and reliability over time.

Risk management and sustainability reporting controls

Schenk manages sustainability-related risk management and reporting controls through its existing internal control and governance frameworks, rather than through a separate standalone framework dedicated exclusively to sustainability reporting. These controls are embedded within broader ESG governance, data governance and IT control structures, ensuring alignment with overall risk management and operational processes.

The framework includes clearly defined roles and responsibilities, structured ESG KPIs and targets, annual ESG reviews, dashboard monitoring, periodic policy reviews, internal and external audits, stakeholder feedback mechanisms and continuous improvement processes. Together, these elements provide a solid foundation for effective oversight, data reliability and the ongoing development of sustainability reporting practices.

This integrated approach not only supports robust governance and data reliability within Schenk, but also contributes to greater transparency, consistency and reliability of information across the supply chains of its customers, enhancing collaboration and long-term value creation.

7. Looking ahead

Looking ahead

Schenk is progressing from ESG preparation towards implementation and continuous improvement.
The completion of the Double Materiality Assessment (DMA) and the development of this ESRS-based Sustainability Statement provide a stronger and more structured foundation for strategic decision-making, data quality, reporting controls and customer-facing sustainability performance.

Schenk will continue to work closely with employees, customers, suppliers and partners to translate sustainability priorities into practical action.
The objective is not only to meet reporting requirements, but also to further strengthen a resilient, responsible and future-ready business.

Priority	Next steps
Environmental	Further advance the decarbonisation roadmap, strengthen energy and fuel data, and continue the rollout of HVO, Bio-LNG and fleet efficiency measures. Preparations for BEV and hydrogen pilots are ongoing, alongside continued enhancement of emissions reporting.
Social	Continue to strengthen the safety culture, expand training and development initiatives, and enhance social data collection. Ongoing efforts focus on employee engagement, as well as the further development of diversity and work-life balance initiatives, including targeted leadership development to build and manage a future-proof organisation.
Governance	Further formalise ESG governance and reporting controls, strengthen anti-corruption and whistleblower processes, enhance supplier due diligence and prepare for future external assurance.
Data and reporting	Progress the consolidation of data across entities, address historical data gaps, strengthen dashboard-based monitoring and further develop consistent ESG KPIs.

8. ESRS disclosure index

ESRS disclosure index

The table below provides a structured overview of how the main ESRS disclosure requirements are addressed within this Sustainability Statement, linking each requirement to the relevant sections of the published document.

Topic	Disclosure requirement	Section	Page
ESRS 2 - General disclosures	BP-1 General basis for preparation	Basis for preparation	16
ESRS 2 - General disclosures	BP-2 Specific circumstances	Basis for preparation	16
ESRS 2 - General disclosures	GOV-1 Governance roles	Sustainability governance; Governance information	10; 63
ESRS 2 - General disclosures	GOV-2 Sustainability matters addressed by governance bodies	Sustainability governance	10
ESRS 2 - General disclosures	GOV-3 Incentive schemes	Governance information	n.a.*
ESRS 2 - General disclosures	GOV-4 Statement on due diligence	Due diligence statement	78
ESRS 2 - General disclosures	GOV-5 Risk management and internal controls	Governance information	63
ESRS 2 - General disclosures	SBM-1 Strategy, business model and value chain	Sustainability at Schenk	5
ESRS 2 - General disclosures	SBM-2 Stakeholder interests and views	Double materiality assessment	11

*ESG-related incentive schemes are currently not in place.

Topic	Disclosure requirement	Section	Page
ESRS 2 - General disclosures	SBM-3 Material IROs and strategy interaction	Double materiality assessment; topical sections	11
ESRS 2 - General disclosures	IRO-1 Process to identify and assess material IROs	Double materiality assessment; methodology appendix	12; 79
ESRS 2 - General disclosures	IRO-2 ESRS disclosures covered	ESRS disclosure index	73
ESRS E1 - Climate change	E1-1 Transition plan	Reducing our impact: climate change and energy	21
ESRS E1 - Climate change	E1-2 Policies	Reducing our impact: climate change and energy	21
ESRS E1 - Climate change	E1-3 Actions and resources	Reducing our impact: climate change and energy	21
ESRS E1 - Climate change	E1-4 Targets	Reducing our impact: climate change and energy	21
ESRS E1 - Climate change	E1-5 Energy consumption and mix	Energy consumption and mix	31
ESRS E1 - Climate change	E1-6 GHG emissions	GHG emissions	32
ESRS E1 - Climate change	E1-9 Anticipated financial effects	Climate-related risks and opportunities	35
ESRS E2 - Pollution	E2-1 Policies	Air pollution	36
ESRS E2 - Pollution	E2-2 Actions and resources	Air pollution	36
ESRS E2 - Pollution	E2-3 Targets	Air pollution	36
ESRS E2 - Pollution	E2-4 Pollution of air, water and soil	Air pollution	36

Topic	Disclosure requirement	Section	Page
ESRS E5 - Circular economy	E5-1 Policies	Circular economy and waste	39
ESRS E5 - Circular economy	E5-2 Actions and resources	Circular economy and waste	39
ESRS E5 - Circular economy	E5-3 Targets	Circular economy and waste	39
ESRS E5 - Circular economy	E5-4 Resource inflows	Circular economy and waste	39
ESRS E5 - Circular economy	E5-5 Resource outflows	Circular economy and waste	39
ESRS E5 - Circular economy	E5-6 Financial effects	Circular economy and waste	39
ESRS S1 - Own workforce	S1-1 to S1-5 Policies, engagement, remediation, actions and targets	Being a people business	47
ESRS S1 - Own workforce	S1-6 Employees	Employee characteristics and diversity	53
ESRS S1 - Own workforce	S1-7 Non-employee workers	Social data	46
ESRS S1 - Own workforce	S1-8 Collective bargaining and social dialogue	Policies and engagement	48
ESRS S1 - Own workforce	S1-9 Diversity metrics	Employee characteristics and diversity	53
ESRS S1 - Own workforce	S1-10 Adequate wages	Being a people business	47
ESRS S1 - Own workforce	S1-13 Training and skills development	Training and skills development	56
ESRS S1 - Own workforce	S1-14 Health and safety	Health and safety	58

Topic	Disclosure requirement	Section	Page
ESRS S1 - Own workforce	S1-15 Work-life balance	Work-life balance and incidents	61
ESRS S1 - Own workforce	S1-17 Incidents, complaints and severe human rights impacts	Work-life balance and incidents	61
ESRS G1 - Business conduct	G1-1 Corporate culture and business conduct	Conducting business with integrity	64

Statement on sustainability due diligence index

Core due diligence element	Where it is addressed in this report	Page
Embedding due diligence into governance, strategy and business model	Sustainability at Schenk; Governance information	4; 63
Engaging with affected stakeholders	Double materiality assessment; Being a people business	11; 47
Identifying and assessing negative impacts	Double materiality assessment; Appendix methodology	11
Taking actions to address negative impacts	Environmental information; Social information; Governance information	19; 46; 63
Tracking effectiveness and communicating progress	Data tables, dashboards, ESG reporting, audits and management reviews	Throughout

9. Appendix: methodology & detailed data

Impact materiality methodology

A sustainability matter is considered material from an impact perspective when it relates to Schenk's actual or potential impacts—both positive and negative—on people or the environment across short-, medium- and long-term horizons.

Impact materiality is assessed based on severity and likelihood. Severity is determined by the scale and scope of the impact and, in the case of negative impacts, the extent to which the impact may be difficult or not fully remediable. This structured approach supports a consistent and transparent evaluation of material impacts.

Score	Scale	Scope	Remediability
0	Not available	Not available	Very easy
1	Minimal	Limited	Relatively Easy
2	Low	Concentrate	With effort
3	Medium	Medium	Difficult
4	High	Widespread	Very difficult
5	Critical	Total	Irremediable

Likelihood scale

Likelihood	Probability
Highly unlikely	5%
Unlikely	20%
Possible	55%
Likely	70%
Highly likely	90%
Certain or N/A	100%

Financial materiality methodology

A sustainability matter is considered material from a financial perspective when it triggers, or has the potential to trigger, material financial effects for Schenk.

Financial risks and opportunities are assessed based on their potential magnitude or severity, as well as their likelihood. In this context, Schenk considers gross risks and dependencies on natural, human and social resources as potential sources of financial risk or opportunity.

This approach supports a structured and forward-looking assessment of how sustainability matters may influence financial performance over time.

Financial materiality scoring

Score	Magnitude / severity	Risks & Opportunities Magnitude
4	Critical	> 24,8 mln EUR increase / decrease in turnover or costs
3	High	12,4 - 24,8 mln EUR increase / decrease in turnover or costs
2	Medium	6,2 - 12,4 mln EUR increase / decrease in turnover or costs
1	Low	3,1 - 6,2 mln EUR increase / decrease in turnover or costs
0	Insignificant	0 - 3,1 mln EUR increase / decrease in turnover or costs

GHG emissions - Schenk Continental

	Schenk Continental - 2024	Schenk Continental - 2025	Year Difference
Scope 1: Direct emissions (tCO_2e)	**61,891**	**56,394**	**-8.88%**
Stationary emissions	161	171	6.21%
Mobile emissions	61,730	56,223	-8.92%
Scope 2: GHG emissions (tCO_2e)			
Total emissions in Scope 2 (location-based) (tCO_2e)	201	196	-2.49%
Total emissions in Scope 2 (market-based) (tCO_2e)	254	239	-5.91%
Scope 3: Other indirect emissions (tCO_2e)	**35,735**	**33,301**	**-6.81%**
1. Upstream	656	576	-12.20%
3. Fuel and energy-related activities	20,306	19,093	-5.97%
4. Upstream Transportation & Distribution Services	14,773	13,538	-8.36%
6. Business Travel	-	43	Not available
7. Employee Commute	-	51	Not available
Total GHG emissions (location-based) (tCO_2e)	**97,827**	**89,891**	**-8.11%**
Total GHG emissions (market-based) (tCO_2e)	**97,880**	**89,934**	**-8.12%**

GHG emissions - Schenk UK

	Schenk UK - 2024	Schenk UK - 2025	Year Difference
Scope 1: Direct emissions (tCO_2e)	**38,571**	**36,675**	**-4.92%**
Stationary emissions	-	-	
Mobile emissions	38,571	36,675	
Scope 2: GHG emissions (tCO_2e)			
Total emissions in Scope 2 (location-based) (tCO_2e)			
Total emissions in Scope 2 (market-based) (tCO_2e)			
Scope 3: Other indirect emissions (tCO_2e)	**53**	**11,285**	
1. Upstream			
3. Fuel and energy-related activities	53	11,285	
4. Upstream Transportation & Distribution Services			
6. Business Travel			
7. Employee Commute			
Total GHG emissions (location-based) (tCO_2e)	**38,624**	**47,960**	**24.17%**
Total GHG emissions (market-based) (tCO_2e)	**38,624**	**47,960**	**24.17%**

Reporting boundary and comparability note:
Following the acquisition of Schenk UK at the end of October 2024, Schenk's total reported greenhouse gas emissions increased compared with the emissions reported in the 2024 ESG Report. The 2024 ESG Report reported total GHG emissions of 67,225 tCO_2e and excluded Schenk UK from Group emissions reporting.

To provide a meaningful year-on-year comparison, the 2024 figures presented in this table have been recalculated to include an estimated full-year contribution from Schenk UK, as if the entity had been part of the Group throughout 2024. This recalculation increases the 2024 baseline and provides a like-for-like comparison with 2025. On this basis, Scope 1 and Scope 2 emissions decreased from 2024 to 2025, reflecting an improvement in underlying emissions performance despite continued business growth.

Scope 1 emissions relating to the period January–October 2024 were estimated using a manual methodology. Scope 2 and Scope 3 reporting for Schenk UK are continuing to develop as data availability, data quality and calculation methodologies mature. Schenk is working to further improve data collection, data quality and reporting methodologies and intends to expand these disclosures in future reporting periods, including comparative information for prior periods where feasible and supported by reliable underlying data.

Employees by country

Country	Number of Employees
Netherlands	964
UK	955
Germany	446
Belgium	232
Luxembourg	46

Non-employee workers

Metric	2025
People provided by undertakings primarily engaged in employment activities	73
Self-employed workers	11
Total non-employees	84

Adequate wages indicators

Adequate wages indicators	2024	2025
% of Employees Earning Below Adequate Wage Benchmark	0	0

All employees are paid at or above the applicable adequate wage benchmark, resulting in 0% of employees below the adequate wage threshold.

Wages are determined in line with local market conditions and country-specific benchmarks. Adequate wage assessments are based on applicable statutory minimum wage requirements, relevant collective labour agreements where applicable, and other country-specific labour market benchmarks used within Schenk's remuneration framework. No employees were identified as earning below the applicable adequate wage threshold during the reporting period. While collective labour agreements are not in place in all countries, Schenk aligns its compensation practices with relevant market standards and applicable frameworks to ensure fair and adequate remuneration.

SCHENK

TANKTRANSPORT