



Sustainability Report

2023

Content

Letter from our CEO	3
ESG Strategy	4
Our Company	8
Stakeholders	15
Environment	18
Our People	21
Governance	28
Next Steps	34

Letter from our CEO

Dear colleagues, customers, partners and shareholders,

Schenk places great value on our position in the world of our customers. It is not without reason that our vision is expressed as follows:

To deliver the Best and Sustainable Tanker Solution for your Supply Chain

We believe that achieving this vision requires a consistent and well-balanced focus on sustainability, our social surroundings and robust governance practices.

Welcome to our 2023 Environmental, Social, and Governance (ESG) Report. In this document, we present a summary of our sustainability, social responsibility, and governance activities from the past year, reflecting our commitment to transparency and integration of ESG principles. Explore our strategy, initiatives, progress and challenges. We appreciate your interest in our ESG efforts; we trust this report provides valuable insights into our dedication to sustainability and responsible business practices.

Marcel Claessen,
CEO



ESG Strategy

As a company approaching its centenary, we have always consistently and proactively adapted to evolving circumstances and customer needs. Climate change and drastic changes in the labour market have become seamlessly integrated into our business strategy, where prioritising responsible practices for both people and the planet are key. Through ongoing innovation and investment in our people, teams, equipment, processes, and systems, we ensure the highest standards of safety, sustainability, effectiveness, and reliability across all our operations. By considering the impact of our actions on the planet, people, and profitability, we mitigate risks and capitalise on emerging opportunities in a rapidly changing world. Embracing our ESG strategy not only aligns with our ethical principles but also positions Schenk to succeed in a more sustainable and socially responsible future.

Schenk's purpose is to be a driver of sustainability in its sector



Goals & Ambitions



Environment

Respond to climate change

Target 2030: Align with the Green Deal CO2 targets.

Minimising our impact through Carbon Footprint Reduction Initiatives:

- Reduce Carbon Intensity
- Monitor & Register CO2 Scope I
- Expand CO2 Reduction Programmes with Stakeholders
- Increase share of renewable energy consumption vs fossil
- Increase Fuel Efficiency
- Sustainable procurement



People

Happy & Healthy People

Schenk aims to be an employer of choice, appealing to a wide range of talents from drivers to administrative professionals, operational experts and managers. Our commitment is to provide a safe, secure, and healthy work environment where our people can be who they can and want to be, fostering their growth and prosperity.

- Physical Health Promotion Programmes | Vitality & Obesity
- Safe working conditions Programme | Social Security
- Integrate DE&I themes
- Increase share of women in total workforce
- Execute Employee survey
- Employee training sessions



Governance

Safe & Sustainable operations

We will be CSRD compliant in 2025. Schenk guarantees ethical conduct based on clear rules of conduct that we strictly follow and enforce.

- Cyber Security Training Office Staff | Decrease Phish prone Percentage
- Training & Education of Ethics & Integrity
- Rewards & Sanction Policy
- Responsible & Sustainable procurement

Risk Analysis & Material Topics

In 2022, in preparation of the CSRD Directive, we executed a strategic ESG and operational risk-assessment, based on an assessment of our material topics using frameworks and ESG benchmarks and our understanding of stakeholders' expectations, resulting in the Schenk Risk Matrix.

From this analysis we selected ESG risk factors, that resulted in the ESG pillars mentioned here, that fed our ESG strategy.

Our current risk analysis is due to be reviewed and finetuned by performing a DMA according to CSRD guidelines in 2024.

CSRD ESRS	SASB - Road Transportation	SDG	ESG	Schenk ESG pillars
DMA planned in 2024	GHG Emissions Air Quality	07. Affordable and clean energy 09. Industry innovation and infrastructure 13. Climate action 17. Partnerships for the goals	Environment	Respond to Climate Change Minimising our impact through carbon footprint reduction: 1. Alternative Fuels 2. Alternative Technologies 3. Behavioural change 4. Sustainable Procurement
DMA planned in 2024	Employee Health & Safety	03. Good health & well-being 05. Gender equality 08. Decent work and economic growth 13. Climate action 16. Peace, Justice and strong institutions 17. Partnerships for the goals	Social	Happy & Healthy People 1. Employee physical & mental health, safety & well-being 2. Employee Development 3. Engagement 4. Diversity, Equality & Inclusivity
DMA planned in 2024	Critical Incident Management	10. Reduced inequalities 16. Peace, Justice and strong institutions 17. Partnerships for the goals	Governance, ethics & transparency	Safe and sustainable operations 1. Code of conduct 2. Corporate social responsibility policy 3. Quality Management policy 4. IT & Cybersecurity policy

ESG Governance

The ESG themes are embedded in our daily way of working and governance. To underline our commitment, we have set up an ESG SteerCo, project management, and working groups.

ESG Steering Committee

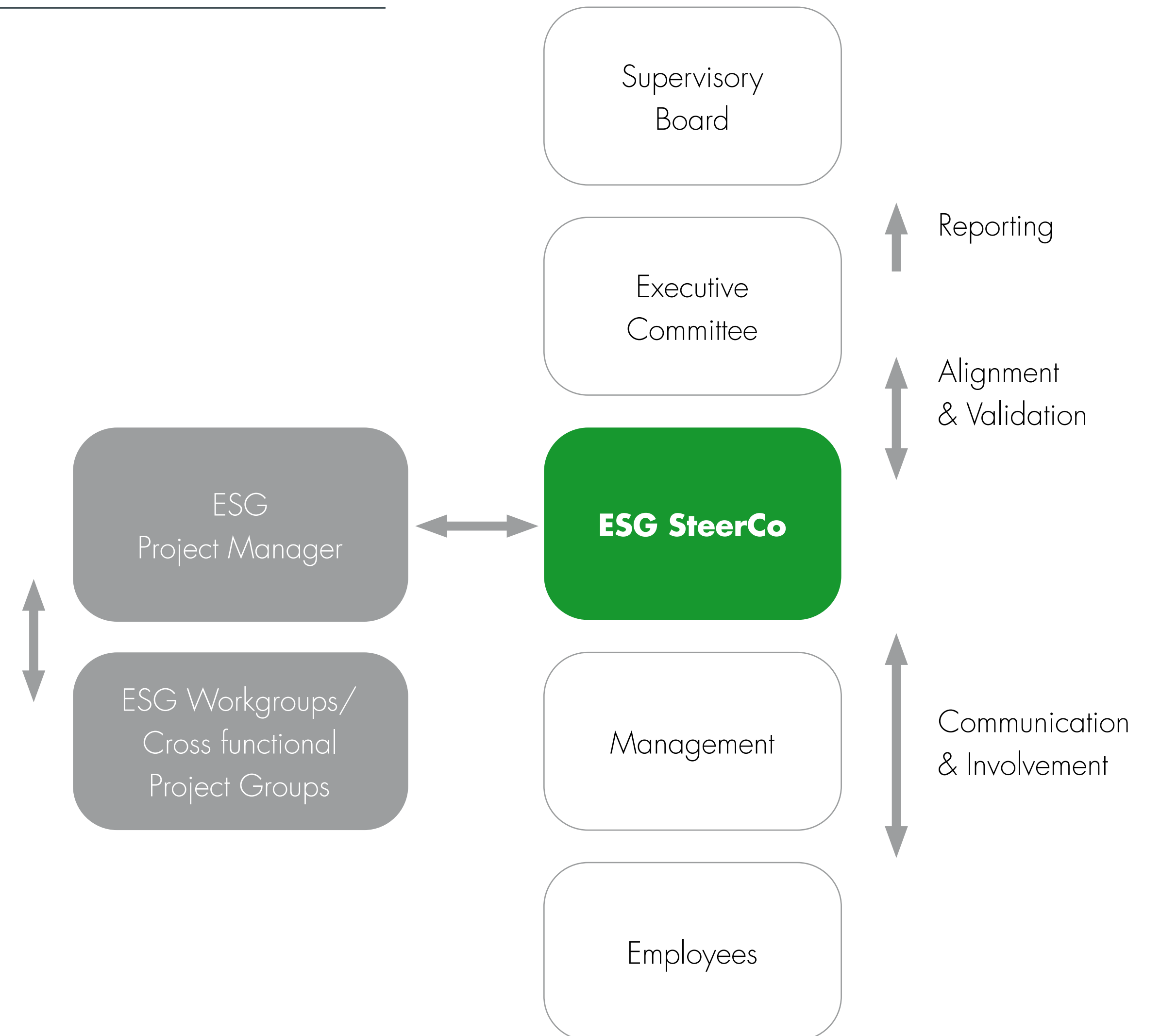
As of his start with the company in December 2023, CEO Marcel Claessen is chairman of the ESG SteerCo. He acts as the company wide sponsor of the ESG project, based on his personal conviction and commitment. Schenk ESG SteerCo consists of Marcel Claessen, CEO and Carlien Siebelt, CFO.

ESG Working Groups

Across the organisation, we analyse potential opportunities and risks, and engage in dialogue with our stakeholders. Based on this information, the ESG committee determines the company's sustainability ambitions and action plans. Actions are carried out by working group members, supported and empowered by the Executive Committee and senior management. The ExCo reports to the Supervisory Board.

ESG Project Manager

The ESG project manager coordinates, plans, coaches, communicates internally and externally, aligns, reports and follows up, ensuring a cohesive result.



Our company

Our purpose and vision

As a leading logistics company, it is Schenk's objective to deliver superior, long-term value and relevant logistics solutions for complex environments and special products to our business relations, value to our shareholders and securing a sustainable working environment for our people.

To deliver the Best and Sustainable Tanker Solution for your Supply Chain

In close cooperation with our stakeholders, we act responsibly towards people and the planet, supporting the UN development goals.

By innovating and investing continuously in our teams, our equipment, our processes and our systems we secure the highest level of safety, sustainability, efficiency and reliability in all our activities.

Decarbonising our Logistics & Services

Our aspiration is to lead the way as pioneers and catalysts in the utilisation and logistics of renewable energy. We continuously invest in state-of-the-art trucks, explore alternative energy-powered trucks and consistently increase the usage of biofuels in our diesel-powered vehicles.

Committed to making a substantial impact in the energy transition, we encourage ongoing collaboration with our suppliers and customers, that are among the major producers of sustainable energy, to develop and implement sustainable supply chain solutions.

Leveraging existing trucking technologies, we integrate renewable fuels and explore options such as battery-electric, H2 fuels-cell and H2ICE solutions. Most challenging is the alignment of legislation, technology and distribution of affordable hydrogen, as current ADR regulations not yet allow the use of hydrogen-powered trucks, which is crucial for the widespread adaptation of hydrogen as a sustainable fuel source in the transportation industry.

Excitingly, our first hydrogen truck is set to be delivered in 2024.

However, transitioning also brings challenges beyond technological advancements. We actively approach and challenge our suppliers and customers to

co-invest in green solutions. We rely on the availability of infrastructure, suitable technologies, and EU legislation that allows E-trucks and Hydrogen trucks in ADR transport.

Transporting sustainable energy

In the beginning stages of our initiative, we invested a lot in acquiring essential equipment and training our staff. This enables them to safely transport sustainable energy sources, like Hydrogen, HVO, SAF, LNG, Bio-LNG, Green Methanol, and Bio-Ethanol for our customers.

At present, we are Europe's biggest road transporter of liquid and gaseous hydrogen. Our ability to leverage economies of scale, provide extensive resources and drive industry-wide innovations allows us to offer superior solutions and services to our customers. We work closely with our customers to find more ways to improve and grow these services.

In 2024, we are preparing to expand our capabilities further by adding Pyrolysis Oil to our renewable raw material portfolio.

Our goal is to guide our suppliers and support and facilitate our customers' transition towards sustainability every step of the way.



Company values & Organisational structure



SAFETY FIRST



CUSTOMER DRIVEN



EXCELLENCE IN PERFORMANCE



KNOW-HOW



SUSTAINABILITY



HANDS-ON

Integrity, excellence, and innovation are the cornerstones of our 99-year legacy. We prioritise integrity by ensuring honesty, transparency, and ethical conduct in every interaction. Excellence drives our culture, as we consistently aim for top quality and service. Innovation propels us forward, inspiring creative solutions to meet our customers' evolving needs.

We communicate these values through regular training and clear messaging, ensuring that every team member, from frontline staff to the CEO, embodies them in daily operations. By adhering to these principles, we fulfil our mission and deliver exceptional value to our customers and stakeholders.

Supervisory Board	Mandate	Executive / Non-Executive	Other
Maarten Meijssen	Chair of Supervisory Board	Non- Executive	
Richard Reis	Member Supervisory Board	Non- Executive	
Jeroen Kamphuis	Member Supervisory Board	Non- Executive	
Naomi Landman	Member Supervisory Board	Non- Executive	
Harry Schenk	Former Co-CEO. Per April 1st 2024 member of Supervisory Board	Non-Executive	
Arjan Schenk	Former Co-CEO. Per April 1st 2024 member of Supervisory Board	Non-Executive	
Marcel Claessen	CEO	Executive	Chair of ESG Steerco. Sponsor ESG project
Carlien Siebelt	CFO	Executive	Member of ESG Steerco
Folkert Tjebbes	COO	Executive	

Schenk Facts



Founded in 1925

HQ Papendrecht

Staff HC 1.745

Turnover 2023 278 mio

Offices



Industry Pillars & Logistic Services

At our company, we use our know-how, versatility and ability to cater to a diverse range of industries.

From the rapidly developing sector of hydrogen and renewable fuels to the complex and demanding landscapes of special chemicals, gases and food, we are committed to provide tailored solutions, meeting the unique needs of each sector to enable the next step in innovation.

Our expertise spans across multiple industries, including but not limited to, logistic services for manufacturing, high tech, healthcare, nutrition and aviation.

Whether it's providing strategic logistic services, delivering specialised cryogenic services, or technical solutions in unique projects, we are dedicated to driving growth and success across all industry pillars.

We aim to remain a front runner in industry trends by building strong partnerships and utilising our diverse expertise to remain a reliable partner and leader in the sectors we serve.



Industry Pillars: the industries we serve



Food



Hydrogen



Gases



Energies



Chemicals



Specialties (e.g. Bitumen and Lubricants)

Schenk Transport Services

As a leading logistics company, it is Schenk's objective to deliver sustainable, superior, long-term value and relevant logistics services or solutions for mission-critical, complex, or specialty products to our business relations and shareholders.

We own and operate an extensive fleet of cutting-edge specialised equipment and trucks, customised to meet the specific requirements of our customers' products.



Schenk's services are characterised by the high degree of specialisation. Throughout the years we developed extensive expertise and knowledge in the field of transportation. Our core products and services can be divided into the following categories:

1. Road Transport & Dedicated Fleet

Transport: We transport mission-critical liquids and gases for demanding clients. We have extensive knowledge of the product to be transported, the applicable safety and quality requirements and we guarantee the most efficient way of transport. Our dedicated fleet is fully integrated in the closed supply chain of the customer.

2. Intermodal Transport: In addition to regular road transport, Schenk offers specific and optimised tank container equipment and services for safe and sustainable transport of liquids and (cryogenic) gases by road, rail and (short & deep-) sea.

3. Cryo Equipment Rental: Schenk has an extensive rental fleet of tankers and tank containers. Our equipment is modern and meets all safety standards. We offer both short and long-term rentals. Schenk also has leases available, allowing you to specify and order equipment that's tailored to your specific needs. We offer leases that include options for regular maintenance and inspections. The rental fleet is available with or without Schenk's transport services.

4. Transport Planning & Scheduling: Schenk offers planning solutions for liquids and gas transportation.

5. Technical Services for Cryogenic Tanks & Trailers: Developments in transport of cryogenic gases, both with tankers and tank containers, lead to an increasing need for technical support for the equipment. Schenk deploys a dedicated workshop in Alblasterdam (NL) where specialised mechanics maintain, inspect and modify cryogenic equipment.

Stakeholders

Our company's strategy and perspective are shaped by both our own insights and the needs and expectations of all our stakeholders. They play an active and integral role in defining our company's identity, and their vision and engagement significantly influence how we evolve and grow.

Internally, our stakeholders include our employees, advisory board members, and shareholders. Externally, they encompass a broader spectrum of individuals and organisations, such as customers, potential employees, partners, suppliers, investors, the press, governmental organisations, and local communities. We engage in regular dialogue with these stakeholders on various commercial, operational, and ESG-related topics.

Our current stakeholder-mapping is due to be reviewed and finetuned in 2024 according to CSRD guidelines.

Stakeholders

Current & Potential Employees

Involvement & Interest

- Schenk to be the best place to work
- Safe, healthy and pleasant workplace
- Fair, equal and appropriate remuneration package
- Transparent organisation with short lines of communication
- Training and development

Topics

- People first
- Continuously increase awareness on safety and sustainability
- Continuous learning
- Transparent communication
- Vacancies for current and potential employees

Channel & Frequency

- Bilateral- and team-meetings, toolboxes
- Mentor-drivers
- Internal communication channels
- Employer Branding & Recruitment campaigns on a variety of communication channels

Strategic Customers

Involvement & Interest

- Investing in knowledge and technology
- Efficient and sustainable service
- Quality assurance of our processes

Topics

- Safety, Quality, Sustainability
- Strategic, tactical and operational challenges and solutions
- Innovation and technological development
- Operational reporting: KPI's, progress of actions and projects
- Customer satisfaction

Channel & Frequency

- Periodical review meetings
- Formal and informal meetings

Business Partners

Involvement & Interest

- Providing qualitative services and goods
- Continuous improvement of process, supplies, service level and sustainability
- Innovation

Topics

- Quality
- Pricing
- Innovation
- Sustainability
- Service

Channel & Frequency

- Regular supplier performance evaluations (depending on size and volume)

Financial Stakeholders

Shareholders / Advisory Board	Involvement & Interest <ul style="list-style-type: none"> • Optimal use of resources • Reporting and consultation company's performance • Vision and long-term strategy 	Topics <ul style="list-style-type: none"> • Financial Reporting • Budgets • Investments • Acquisitions • Strategy • Sustainability 	Frequency <ul style="list-style-type: none"> • 5 meetings a year
Financial Institutes - Banks	<ul style="list-style-type: none"> • Financial health • Developments & growth • Sustainability 	<ul style="list-style-type: none"> • Quarterly Financial Reporting • Annual strategy and long-term developments incl. sustainability • Acquisitions • Strategy • Sustainability 	<ul style="list-style-type: none"> • Quarterly and Annual meeting

Societal stakeholders

Trade Association - TLN	Involvement & Interest <p>Exchange knowledge and expertise</p>	Topics <p>ESG challenges in our branch</p>	Channel & Frequency <ul style="list-style-type: none"> • Regular meetings • Special topic events
Government & Affected and Local Communities	<ul style="list-style-type: none"> • Compliance with standards & regulations 	<ul style="list-style-type: none"> • Safety and ADR regulations • Environmental Licences • Network of related suppliers • Reporting 	<ul style="list-style-type: none"> • At renewal or application of licences • In case of incidents
Press	<ul style="list-style-type: none"> • Schenk's reputation • Correct and transparent 	<ul style="list-style-type: none"> • Investments and acquisitions • Innovations and developments 	<ul style="list-style-type: none"> • Press Releases • Corporate LinkedIn channel
Schools and other educational institutes	<ul style="list-style-type: none"> • Sharing knowledge • Offer internships • Promote interesting work for future employees 	<ul style="list-style-type: none"> • Inspiration • Training students • Graduation projects 	<ul style="list-style-type: none"> • Presentations on schools • Providing internships • Guest lectures

Carbon Footprint Reduction

Reducing carbon footprints is crucial for combating climate change and minimising adverse environmental effects. This entails adopting cleaner and sustainable practices, such as integrating renewable energy sources, enhancing energy efficiency, minimising waste, advocating for sustainable transportation, and making mindful decisions in our daily operations.

Carbon Footprint Reduction

Schenk is dedicated to supporting the Green Deal's goals for 2030 and aims to align with the CO2 reduction targets.

We are working to achieve these goals by continually improving and investing in changes in behaviour, using more renewable energy, adopting innovative technologies and improving our supply chain management.

Our goal is to operate with the lowest possible environmental footprint, prioritising sustainability at every step of our operations.

Our ambition

Our ambition is clear: to significantly reduce our carbon emissions through a combination of innovative strategies, technological advancements, and responsible practices.

We are actively pursuing initiatives to minimise our environmental impact across all aspects of our business, from optimising energy consumption and transitioning to renewable energy sources, to implementing waste reduction measures and promoting sustainable transportation options.

Schenk not only reduces its own contribution to climate change but also wants to inspire others to join us in our journey towards a cleaner, greener planet.

Our Strategic Targets

2024: Update to target

We intend to transfer our target from nominal carbon footprint reduction to carbon intensity reduction per unit. We apply the same reduction targets for the achieved volume growth and acquisitions as we do for the existing business.

In 2024 we will reformulate our targets by measure of Carbon Intensity.

2028

Carbon Footprint Reduction - minus 35%

2030

Carbon Footprint Reduction - minus 50% in line with the Green Deal CO2 targets.

2050

Carbon neutral - Aligned with the Green Deal Net zero CO2 targets

Carbon Footprint Reduction

Our Objectives, Achievements

Reduce Carbon Footprint

2023: reduced by 4.3% (vs 2022)
 2024 target: by 7.5% (vs 2023)

Monitor & Register CO2 Scope 1

2023: Investigated automation registration
 2024 target: Implement

Expand CO2 reduction programmes with stakeholders

2023: Actively integrated environmentally friendly alternatives in quotes
 2024 target: Continue and extend efforts

Increase use of renewable energy

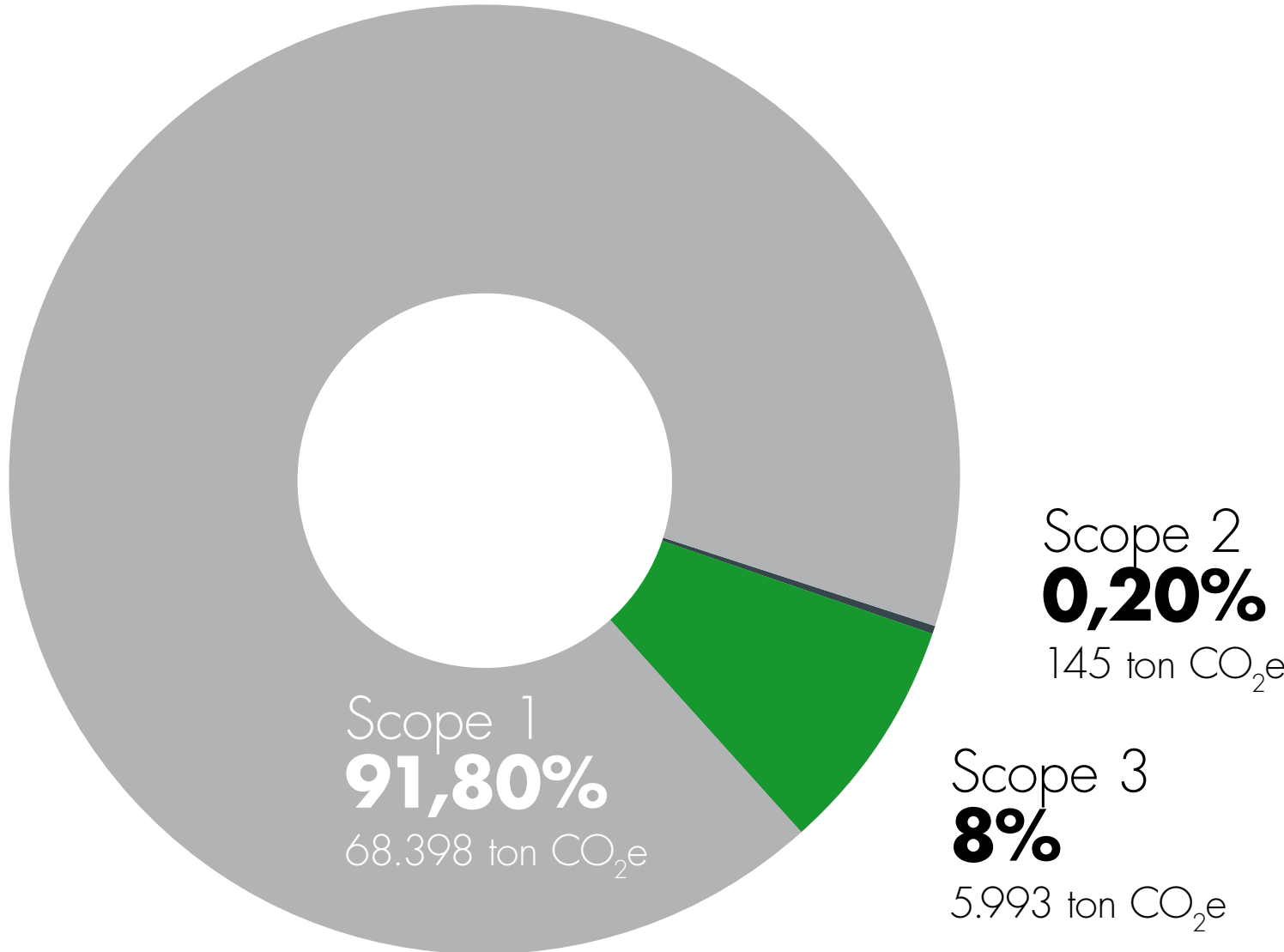
2023: +123% vs 2022

Year	2022	2023
Scope I	71.368	68.398
Scope II	656	145
Scope III	7.429	5.993
Total GHG Emissions	79.453	74.536

Increase Fuel Efficiency

Behavioural changes| Driver Self Coaching App (Efficiency & Safety)
 2023: Select Driver App & Trial
 2024 target: Implement

GHG Emission 2023



Action plan 2024

Carbon Footprint Reduction

- Initiate workgroup Carbon Footprint Reduction and define projects
- Formalise Carbon Intensity Reduction targets and roadmap
- Welcome our first Hydrogen Truck
- Implement E-company car policy
- Monitor and optimise Fuel Efficiency programme
- Implement new company Car policy based on hybrid and full electric cars only

Emissions - Waste

- Investigate number of cleanings reduction
- Investigate biodegradable tank-cleaning products

Our People

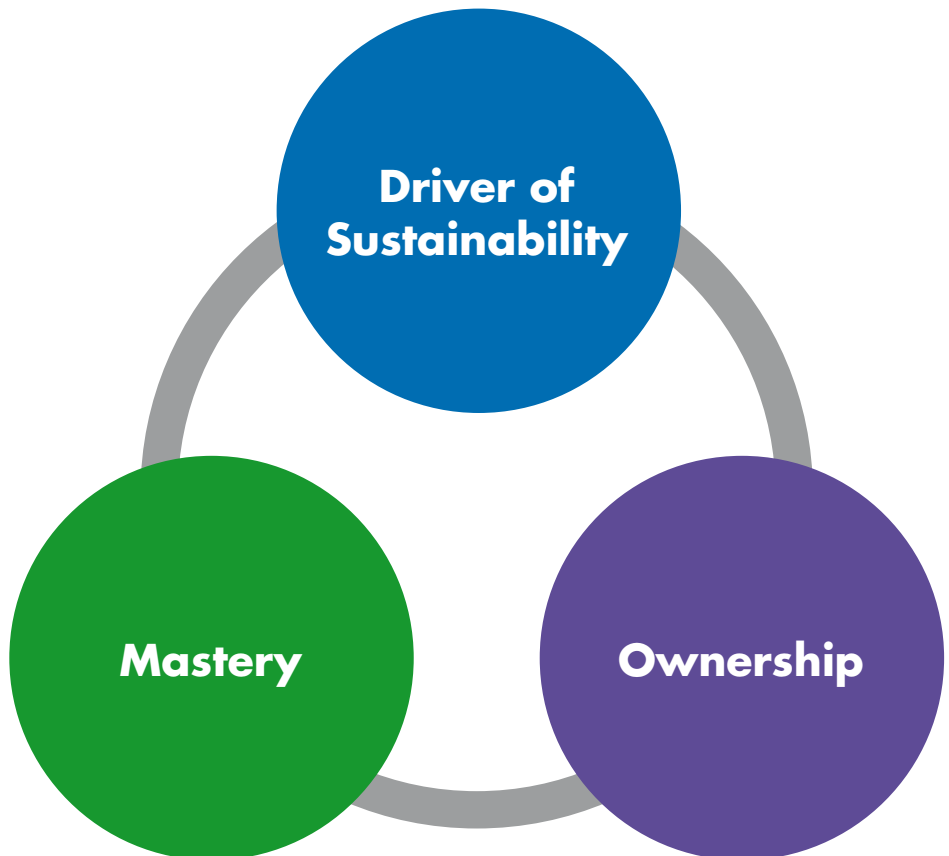
At Schenk, we are committed to creating a welcoming, healthy, safe, secure and motivating environment where our team members can thrive and grow. We value diversity and different viewpoints from around the world. Together, we work to build a workplace where everyone feels supported and fulfilled, promoting happiness and well-being among our staff.

Our efforts are driven by our purpose 'To be a Driver of Sustainability in our Sector' and core values, which are in line with global standards, and tailored to meet the needs of our key stakeholders. We prioritise safety and foster security, diversity, equality, and positive employee relations, while upholding human rights across all aspects of our operations.

Our people and team

Our committed teams are crucial to our success. They make sure we keep our promises to customers and meet our ESG goals.

Our teams are ready to tackle future challenges and demands on the road, in data, digitisation, and setting up sustainable logistics partnerships. These domains are competitive and need skilled professionals.



Our Culture

The Schenk Culture is based on three interconnected pillars, **Purpose** 'To be a driver of Sustainability in its Sector', **Mastery** 'I want to be the best in my field of work', **Ownership** 'I take responsibility and stand within my circle of influence'.

Our ambition

We are committed to creating a safe working environment by fostering trust and an open culture. Within this framework, we invest in leadership skills, support career growth, and continuously enhance the capabilities of our teams. Simultaneously, we attract talent to ensure the attainment of our objectives.

Our Objectives, Achievements

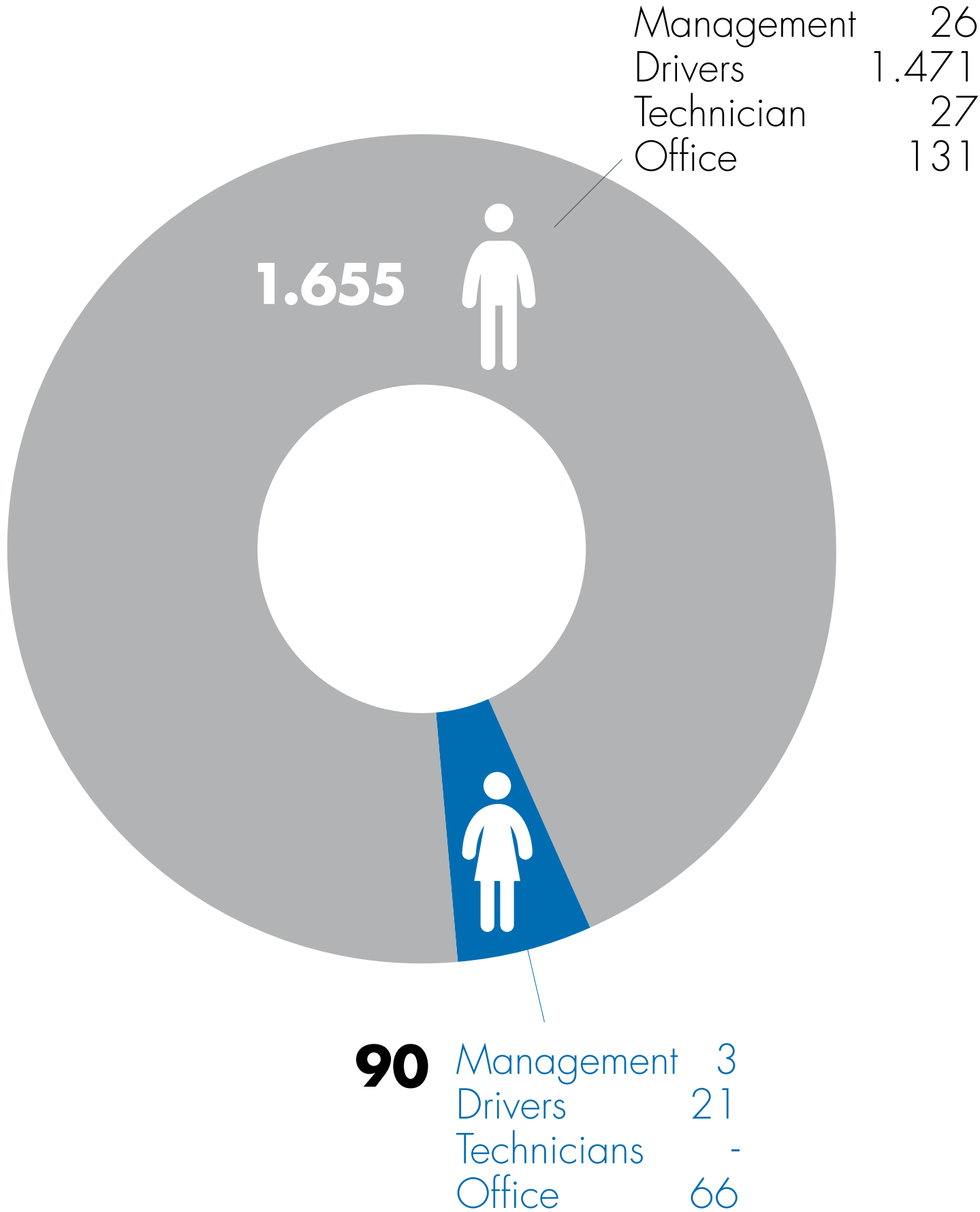
- Employee Engagement Survey:**
 - 2023: in-house survey executed NL drivers
 - 2024: Employee Engagement Survey - all staff
- Employee Engagement Score:**
 - 2024: baseline measurement & Target setting

Action plan 2024

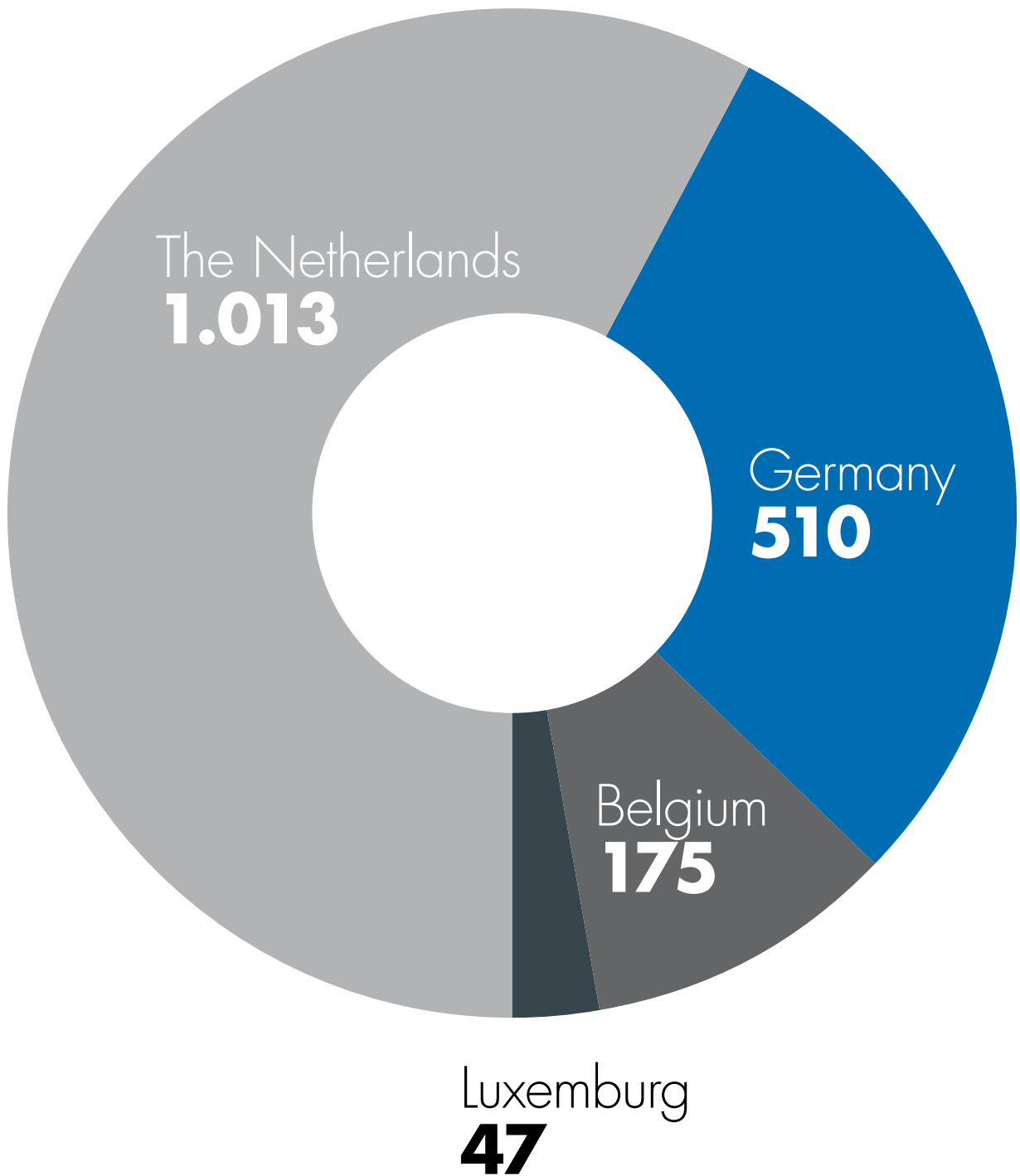
- Starting in 2024, we will introduce a new position within our company: the HR Director, responsible for overseeing and aligning people operations across all locations. The primary objective of this role will be to reinforce our company culture and enhance employee attraction, engagement, and retention by bolstering our employer brand position.
- We will start a leadership programme for our management group to enhance collaboration, result- and group-oriented leadership.
- We will evaluate progress through regular Employee Engagement Surveys and by monitoring attrition rates.

Our Team

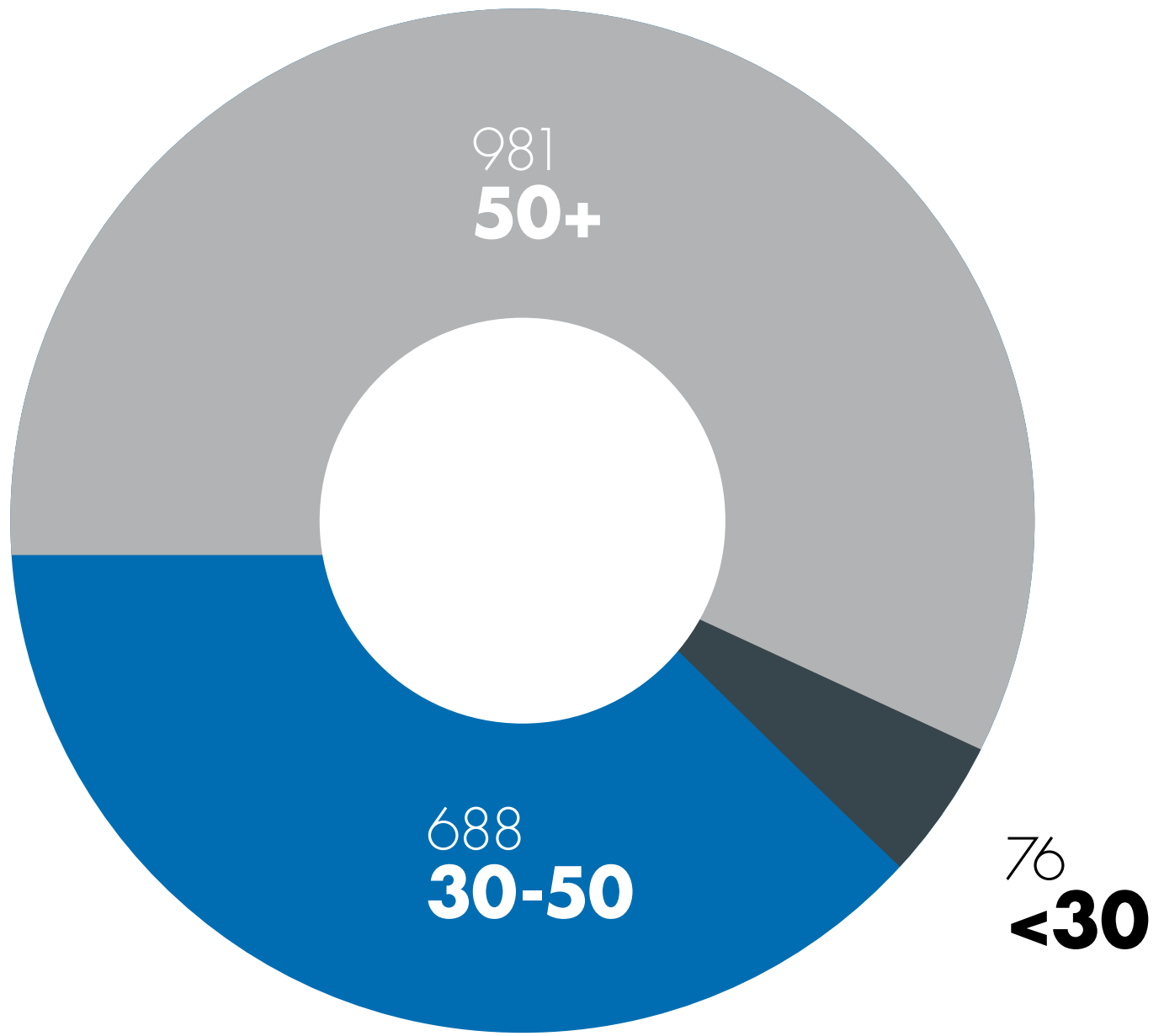
1.745 employees



Number of Employees per country



Age



Health & Safety

Safety comes first for us. It's our top priority, reflected in our motto "Safe driving, Safe operations" and deeply ingrained in our values. We are dedicated to keeping both our team and the public safe, with the goal of ensuring everyone returns home to their families safely. This commitment to quality is at the heart of who we are.

Central to our safety philosophy is the cultivation of a culture that values learning from mistakes by conducting root cause analyses and implementing measures to

prevent future incidents. We encourage open reporting of near misses and anomalies, fostering an environment where transparency and continuous improvement thrive. In accordance with this commitment, we have instituted a robust stop work policy that empowers any employee to halt operations if they identify a potential safety hazard, ensuring that safety always remains of the utmost importance.

This dedication has resulted in our drivers being recognised of the best-trained professionals in the industry. In line with our Safety-First approach, we have implemented the comprehensive health and safety

management system SQAS across our operations. Furthermore, we have instituted training and coaching programmes throughout our company to safeguard workplace well-being and ensure the ongoing health of our employees. Through environment and safety assessments, conducted in collaboration with internal and external specialists, we continuously identify and address potential risks.

To enhance employee well-being, foster a healthier work environment, and mitigate the risk of occupational diseases, we started initiatives on disease prevention and healthcare specifically tailored for frontline workers.



Health & Safety

Lost time Injury Rate

2023: 1.77

2024 Target: 1.24

Accident Prevention Process

In 2023 we started with the enhancement of accident prevention processes, involving systematic measures to identify, mitigate, and eliminate hazards in various environments to reduce the risk of accidents and promote safety. Following steps were involved:

- Hazard Identification.
- Risk Assessment
- Risk Control Measures
- Training and education (coaching)
- Fostering a Safety Culture
- Weekly monitoring and improvement actions

By following these steps and continually refining our safety practices, organisations and communities we can significantly reduce the likelihood of accidents and create safer environments for everyone.

Accident Response Process

Despite preventive measures, accidents may still occur. Having robust emergency response plans in place, along with training in emergency procedures, can minimise the impact of accidents and ensure a swift and effective response to mitigate further harm. Our accident response processes are designed to ensure a swift and effective reaction to incidents, with the primary goal of minimising harm and preventing further damage. Therefore following steps are involved:

- Initial incident assessment, including safety and security to identify severeness
- Clear and direct communication
- Provide assistance: both professional and in-company
- Accurate documentation for reporting, investigation and analysis purposes
- Incident Analysis
- Corrective Actions and preventive actions
- Learning mindset

Regular monitoring and evaluation of safety practices, incident reporting, and feedback mechanisms helps us to identify areas for improvement and ensure that safety measures remain effective over time.

Preventative Medical Examination (Office staff Netherlands)

In 2023, we conducted a Preventive Medical Examination (PME), which assessed the vitality of employees within the organisation.

This provided us with a comprehensive overview of the risk factors affecting the sustainable employability of our staff, enabling both the organisation and the employees themselves to take targeted action accordingly.

From this PME, we identified two focus points that we will address in 2024: obesity and social security.

Our case and care management will further develop programmes at the organisational, departmental, and individual levels to address these topics.

Health & Safety

Our ambition

Ensuring the highest standards in transporting dangerous goods is imperative. Ensuring everyone returns home safely after work is crucial in professional safety. This requires dedicated, well-trained, motivated, and responsible teams and focused people.

Hence, our safety policy systematically guides all operational activities. Everyone is tasked with prioritising their safety and health, as well as that of anyone or anything impacted by their work.

Team members bear responsibility for executing tasks correctly, adhering to quality, safety, health, and environmental requirements outlined by laws, regulations, customers, ethical standards, and our own values.

Our Objectives, Achievements

Fatal and life-altering incidents:

2023: zero | 2024 target: zero

Lost Time Injury:

2023: 1,77 | 2024 target: 1,24

Safety Culture | Training Drivers:

Drivers Trained on Life Saving Rules

2023: 100% | 2024 target: 100%

Safety Flashes

2023: 96,2% | 2024 target: 100%

Behaviour Based Safety Training & Coaching

2023: 100% | 2024 target: 100%

Baseline Measurement & Target setting

2023: 70% | 2024 target: 95%

Improve Vitality | Medical Examinations - Office staff NL:

Questionnaire response: 2023: 77%

Physicals: 2023: 82%

Physical Health Promotion Programmes | Vitality & Obesity:

Promote exercise: Participants Schenk Vitality App NL

2023: 18% active participants

Safe working conditions Programme | Social Security:

2024 target: develop and implement action plan

Action plan 2024

In 2024, we are launching a company-wide safety programme to foster a culture where every team member prioritises safety.

- Our goal is to empower everyone to contribute to a secure workplace and ensure each of us takes care of our own and each other's safety.
- Integrated into our QHSSE framework, this initiative includes campaigns and action plans to standardise practices and improve overall safety.
- Through comprehensive training, we will equip all team members to identify and address risks.
- By emphasising timely and transparent reporting, we aim to manage risks effectively and ensure a safe environment for all.

Diversity, Equality and Inclusion

We ensure that employees are treated with respect and dignity, considering their goals and aspirations, while fostering diversity in our workplace.

We adhere to fair labour practices and comply with national and local laws in all regions of operation.

Our commitment to equal opportunities covers every aspect of employment, and we condemn without any question unlawful behaviour such as discrimination, harassment, or bullying in the workplace.

We are dedicated to cultivating trust, promoting equal opportunities, fostering mutual benefit, and upholding human dignity and rights in all our business dealings. This includes amongst others respecting the diverse cultures, customs, beliefs, religions, and values of individuals and groups.

Additionally, embracing diversity of thought is essential for advancing and evolving our business. Cultivating a culture where everyone feels valued and treated equitably will enable us to tap into a broader, more diverse talent pool and creates resilient teams that can meet customer demands and challenges ahead.

Our ambition

We create a workplace environment that welcomes diversity and inclusion, where everyone can grow and feel be themselves, making valuable contributions to their full potential.

Our Objectives, Achievements

Management trained on diversity, inclusion and discrimination:

2023: 100% | 2024 target: 100%

Women in C-suite position:

2023: 33% | 2024 target: 33%

Share of women in total workforce:

2023: 5%

Nationalities within the company:

2023: 31

Action plan 2024

- DE&I themes are a part of the company-wide programme dedicated aimed at bolstering our safety culture across our company that we will develop in 2024.
- Our primary focus is to cultivate a workplace environment where every team member feels empowered to prioritise safety and security.
- We will increasingly integrate 2024 DE&I criteria in our talent attraction and hiring programmes. In 2024, following EU CSRD disclosure requirements, we will prepare to additionally report on DE&I topics as gender pay gap percentages, salary equity ratios and the number of discrimination incidents. This effort will be finalised by the end of 2024.
- In 2024 we finalise the implementation of our new job family for non-drivers.
- In 2024 we will explore how we can get our team members to spend more time on voluntary work and how to record this.

Safe and sustainable operations.

We aim to lead in governance within our community, going beyond just following rules by sticking to transparent ethics and a strong code of conduct. We use data, digital tools, and smart planning to ensure timely and efficient service delivery to our customers.

Our Schenk QHSSE (Quality, Health, Safety, Security, Environment) policy ensures our actions are safe and sustainable. Regular audits by customers, external bodies and ourselves validate our adherence to agreed-upon standards.

Ethics & Integrity

Business ethics matter because they set the moral guidelines for how we behave in our business environment. They help us build trust and fairness, which are vital for sustainable, lasting relationships with our employees, customers, and stakeholders.

Following ethical standards not only improves our reputation but also reduces risks and helps us succeed in the long run by matching our actions with community values and expectations.

In the end, business ethics are crucial for maintaining credibility, a good corporate culture, and making a positive impact on society. This all fits with our company's core values.

Our ambition

Our ambition regarding ethics is clear: to establish and uphold ethical standards and codes of conduct across all parts of our operations. This includes not just traditional business ethics but also data ethics, as data handling and privacy protection are crucial in today's digital world.

We are dedicated to a culture of honesty, openness, and accountability, making sure that every decision and action follows our ethical principles.

By putting ethics first, we not only maintain our reputation and earn trust from those we work with but also help create a more ethical and sustainable business world.



Ethics & Integrity

Our Objectives, Achievements

Ethics and integrity are the foundation of how we operate. We prioritise building expertise within our team to ensure the reliability, security, and efficiency of our network.

Our IT department plays a vital role in managing data, monitoring performance, and aligning with Schenk’s business strategy.

Our quality management system ensures consistent and coordinated responses to customer needs across all our locations, both now and in the future.

We value responsible leadership and maintain balance between growth and values of a family-owned business with nearly a century of tradition, now that we evolve under new ownership.

We are committed to maintaining the highest standards of integrity and excellence while earning trust in our governance systems.

We engage with stakeholders openly and respectfully, recognising their input in shaping our policies and practices.

Code of Conduct:

2024 target: Update and formalise

2024 target: 100% employees trained on CoC

Continuous & Periodical audits executed on schedule:

2023: 100% | 2024 target: 100%

Action plan 2024

- Update and formalise Code of Conduct
- Investigate installing an Integrity Committee
- Training & Education of Ethics & Integrity
- Rewards & Sanction Policy

Transparency & Accountability

Transparency and accountability are essential to us when it comes to Environmental, Social, and Governance (ESG) principles.

Firstly, they ensure that we maintain trust and credibility with our stakeholders, including employees, customers, investors, and communities. By being transparent about our ESG practices and accountable for our actions, we demonstrate our commitment to ethical behaviour and responsible corporate citizenship.

Secondly, transparency and accountability help us identify areas where we can improve our ESG performance. By openly disclosing information about our environmental impact, social initiatives, and governance practices, we invite feedback that leads to meaningful improvements in our operations and decision-making processes.

Moreover, in an increasingly interconnected world where ESG considerations are becoming central to investment decisions and regulatory requirements, transparency and accountability serve as key differentiators.

By being transparent about our ESG performance and holding ourselves accountable for achieving our sustainability goals, we enhance our competitiveness and attract investors who prioritise responsible investing.

Overall, transparency and accountability are integral to our ESG strategy because they align with our values of integrity, sustainability, and long-term value creation.

By embracing these principles, we not only fulfil our ethical obligations but also drive positive change and contribute to a more sustainable and equitable future.



Transparency & Accountability

Our ambition

Schenk is committed to remaining at the forefront of sustainability reporting regulations and is proactively taking steps to ready itself for CSRD reporting.

Furthermore, active involvement in audit schemes like SQAS, ISO 22000 and Ecovadis assists in evaluating our endeavours in integrity, sustainability, quality, and safety.

Within our quality policy framework, we have established a comprehensive programme of routine audits and exercises.

There is much to do, but a clear plan, a strong management system, and robust reporting practices will mitigate risks.

Our Objectives, Achievements

CSRD & ESRS compliance in 2025

Cyber Security Training Office Staff:

2023: 98%

2024 target: Introduction Cyber Awareness Tool with monthly campaigns

Phish prone Percentage:

2023: Industry transportation Phish prone 19,9%

2023: Current average Phish prone Schenk 13,9%

2024 target: Goal Phish prone 01-01-2025 < 7 %

Action plan 2024

- Execute DMA & Stakeholder mapping according to CSRD guidelines
- Improve Risk Management & Resilience on ESG related topics
- Formalise & Optimise Governance Structure
- Improve stakeholder-engagement
- Publish ESG report 2023
- Ecovadis update
- Review Policies (Social Responsibility - Quality Management)
- Mitigate Cybersecurity risks
- Implement and monitor KPI's
- Continuous improvement plans and actions

Responsible Supply Chain - Sustainable procurement

In the pursuit of sustainability, developing a plan for sustainable procurement is essential. This plan encompasses strategic guidelines and operational procedures to ensure that our procurement practices align with our environmental, social, and economic objectives.

In 2024 we will draft such a plan. We will conduct an analysis of current procurement processes, identifying sustainable suppliers and materials, establishing measurable goals, and implementing monitoring mechanisms to ensure compliance.

By developing a sustainable procurement plan, we can not only reduce our ecological footprint but also generate positive social and economic impacts while strengthening our competitive position and enhancing our reputation.

Our ambition

We aim to source goods and services in a manner that minimises environmental impact, promotes fair labour practices, and supports local communities. By prioritising sustainability throughout our supply chain, we seek to contribute to a more equitable and environmentally sustainable future while delivering value to our stakeholders.

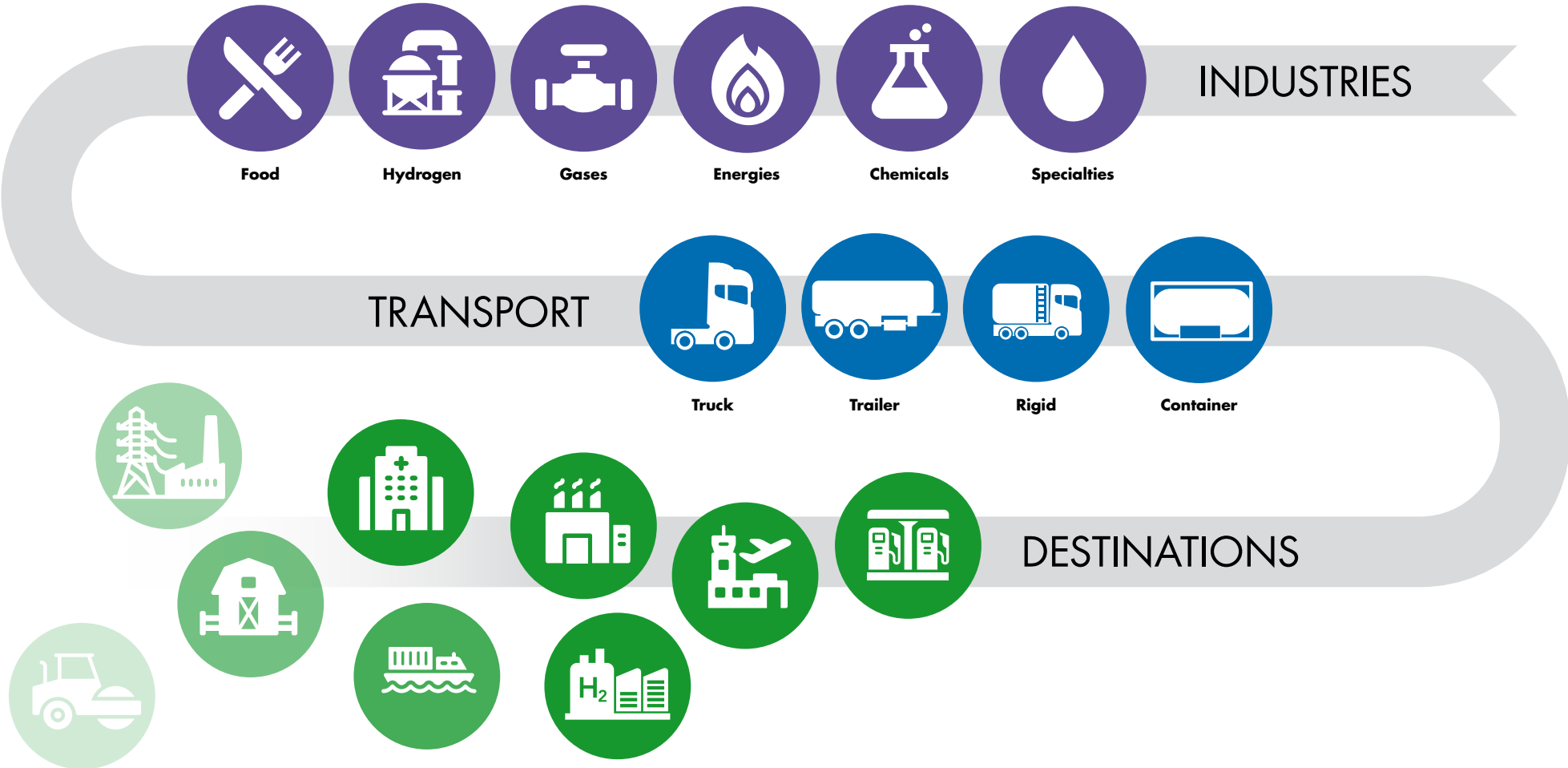
Our Objectives, Achievements
Responsible & Sustainable procurement

2024 target: Define roadmap to sustainable procurement

Action plan 2024

Develop a plan to achieve sustainable procurement, containing:

- Integrate in Code of Conduct
- Self Assessment Survey Suppliers
- Suppliers to sign General Work Agreement / General Procurement Contract



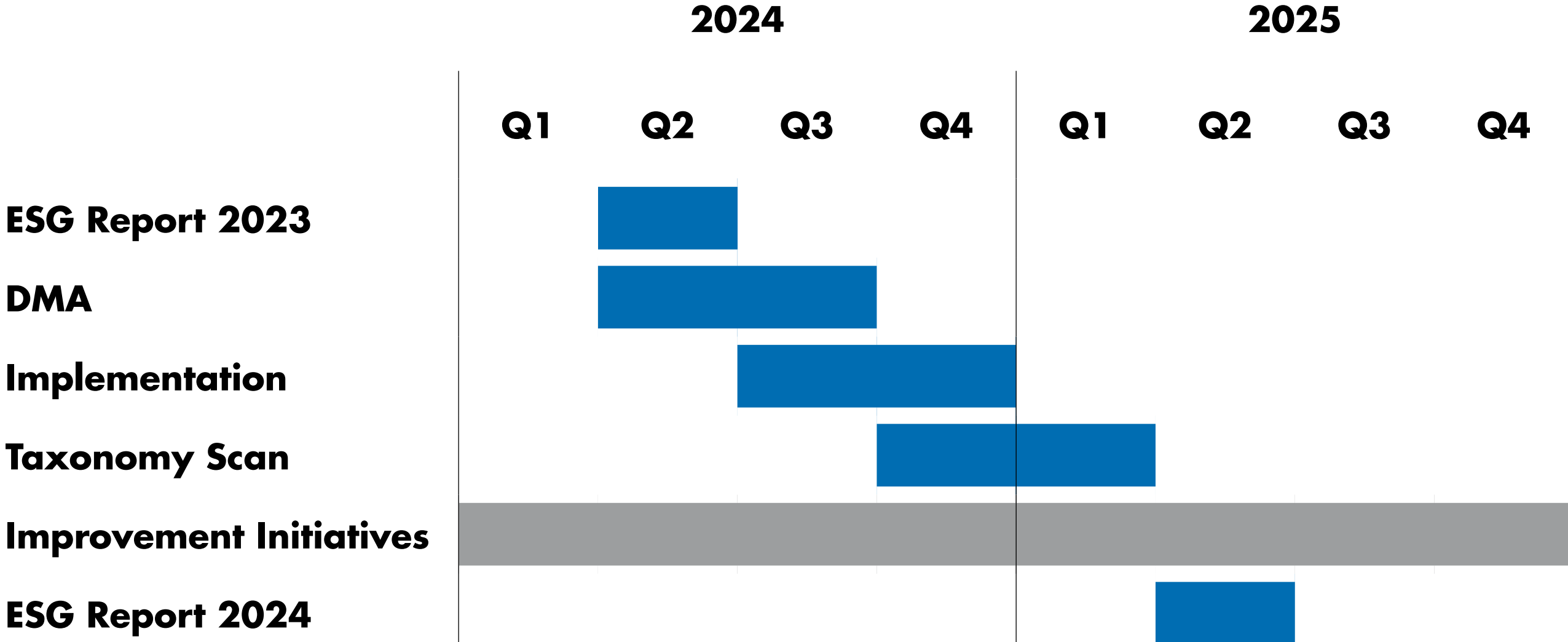
Next Steps

SCHENK
TANKTRANSPORT

Next Steps

This report highlights our commitment to transparent and clear communication on important sustainability matters, going beyond our reporting requirements. We are moving forward into 2024 and 2025 with the goal of being fully prepared for CSRD compliant disclosures by 2026.

This journey is a continuous learning experience as we constantly improve our understanding and implementation of sustainable practices. We welcome opportunities for improvement, recognising that ongoing learning is essential on our sustainability journey.



SCHENK

TANKTRANSPORT