SCHRYVER
LOGISTICS

2025 Sustainability Report

ON THE ROAD TO
SUSTAINABLE LOGISTICS




2025 Sustainability Report
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2025 Sustainability Report

OUR SUSTAINABILITY REPORT

This publication marks the first release of Schryver Logistic's annual sustainability report, another important milestone in our sustainability journey.

Going forward, we intend to use this report to update our customers, employees and other interested readers about our sustainability strategy, our ambitions and our environmental, social and governance (ESG) performance progress.

The **SCHRYVER LOGISTICS Sustainability Report** has been prepared on a voluntary basis and follows the recommendation of the European Union Commission from July 2025 to apply the VSME reporting standard (Voluntary Sustainability Reporting Standard for non-listed SMEs). We have supplemented the VSME requirements with selected aspects of the ESRS (European Sustainability Reporting Standards) to meet the growing and diverse information requirements of our stakeholders.

Our report has been reviewed by Schryver's Board of Directors for accuracy, consistency and integrity of the sustainability information disclosed.

Detailed Information about the basis for preparation can be found in **Appendix II**.

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FOREWORD

The pursuit of sustainability is more than just a trend—it is a necessity!

As a global logistics company, we recognize our responsibility to our employees, business partners, and our planet. With our first-ever sustainability report in our nearly 100-year history, we want to present our strategies and goals that will make us fit for the future. Above all, we want to show where we stand—clearly and transparently—and where we want to go in order to minimize the social and environmental impact of our actions while making a positive contribution to the communities we work with.

Carsten Schryver, CEO
SCHRYVER LOGISTICS



OUR VISION

For and with our business customers, SCHRYVER LOGISTICS aspires to provide credible and impactful sustainable logistics solutions, which drive a positive change for people across the supply chain, partners and communities.

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ABOUT SCHRYVER

Swift and Sure Navigation Since

1929

>300

People Worldwide

>20

Offices Worldwide

Presence in

12

Countries Across

4

Continents

>70.000

Logistics Transactions Per Year



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OUR SUSTAINABILITY GOALS

United Nations Global Compact

Since June 2024, SCHRYVER LOGISTICS is a participant of the **United Nations Global Compact**. We are committed to align our strategies and operations with the ten universal principles on human rights, labour, environment and anti-corruption.

SCHRYVER LOGISTICS supports and is contributing towards the UN Sustainable Development Goals – specifically Good Health and Well-being (#3), Gender Equality (#5), Climate Action (#13), Partnerships for the goals (#17).

Independent Benchmarking

EcoVadis 2023	EcoVadis 2024	EcoVadis 2025
33 / 100	48 / 100	54 / 100

EcoVadis independently assesses our sustainability performance. Learn more: ecovadis.com



Net-zero GHG emissions by 2050
(Scope 1, 2 & 3)
(-25% by 2030)



40% Revenue from low-emission transportation solutions by 2040
(15% by 2030)



35% reduction in energy intensity by 2040
(Scope 1 & 2)
(-10% by 2030)



Zero work-related accidents or fatalities



Gender distribution in management equals gender distribution across the Group



Zero human or working rights violations

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MOMENTS THAT MATTER

01 SOCIAL COMMUNITY ENGAGEMENT

Supporting schools, sports, science or the environment. Our people contribute to societies across the world. Learn more on SCHRYVER LOGISTICS LinkedIn

02 SOCIAL MOBILITY

We empower our employees to grow and develop by living and working abroad in one of more than 20 offices globally.

03 SUSTAINABLE BUILDINGS

69% of our electricity used is renewable, with an energy-efficient headquarters in Germany and on-site solar generation at our Mexico office.

04 ELECTRIFYING COMPANY CARS

We are phasing out fossil fuels. Since 2024, all new company cars use electric or hybrid engines.



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MATERIALITY, STRATEGY & COMMITMENTS

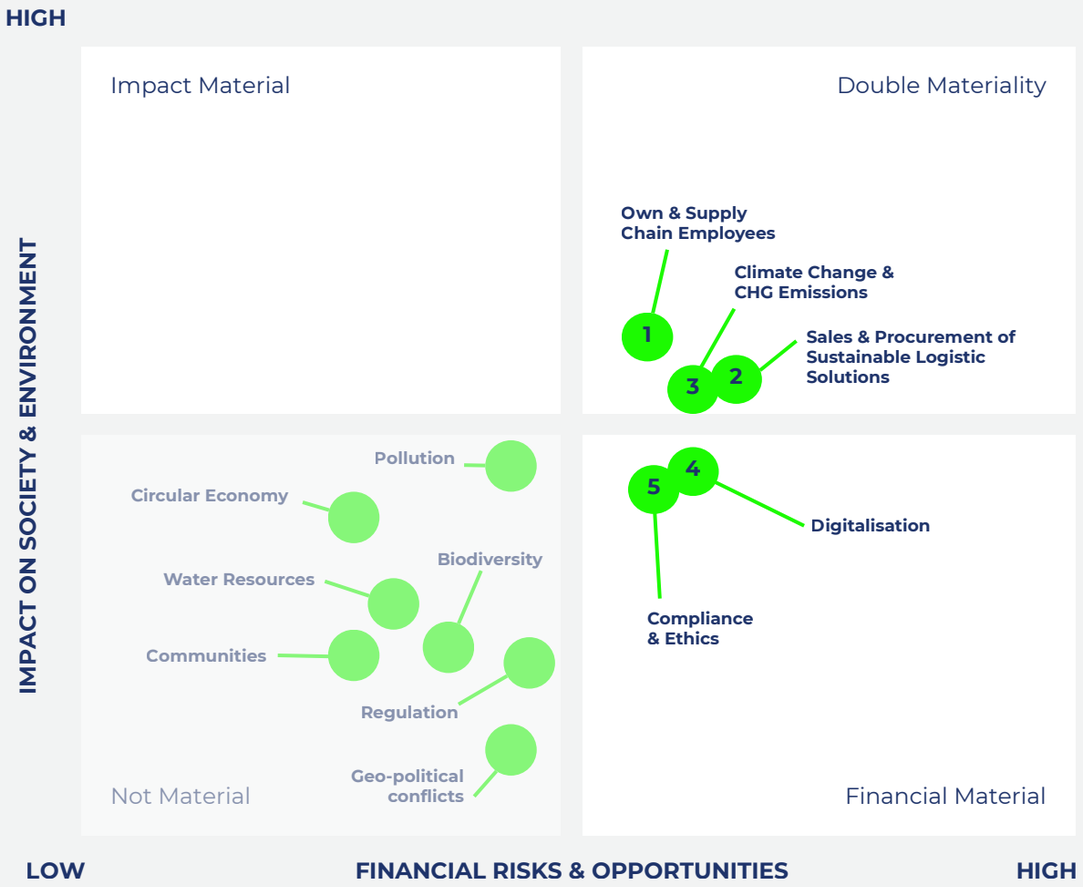
Business Model

With nearly a century of expertise, we are at the forefront of delivering reliable and sustainable logistics solutions. We are specialized in project cargo, but carry all types of shipments for business clients around the globe.

With over 300 employees worldwide, offices throughout Europe, South- and North-America we are an **asset-light integrated logistics services provider** with a large network of subcontractors, partners (carriers, airlines, freight forwarders) and agents. We are ideally positioned to offer our customers the best possible planning, organization and handling of sea, air, rail and road transport.

Double Materiality Assessment

In 2024, we started our sustainability journey by conducting a double materiality assessment in alignment with the ESRS. We concluded that five sustainability topics are of material importance for our sustainability efforts. These build the foundation of our vision, priorities, targets and action plans.



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TOP 3 SUSTAINABILITY PRIORITIES

1. Our Employees and Supply Chain Partners

We prioritize the well-being, safety, and development of our employees and those within our supply chain. By creating a supportive, inclusive environment and advocating for fair labour practices, we ensure that everyone involved in our operations is respected, valued, and empowered to contribute to our shared success.

2. Sales and Procurement of Sustainable Logistic Solutions

We are dedicated to offering and procuring logistics solutions that prioritize environmental and social sustainability. Our logistic offers include low emission options, helping our customers achieve their own sustainability goals. In procurement, we work towards selecting partners and suppliers who share our commitment to minimizing environmental impact, promoting innovation, and adhering to superior social standards.

3. Climate Change and GHG Emissions

Recognizing the urgent need to combat climate change, we actively work to reduce greenhouse gas emissions across our operations and extended value chain. Through investment in green technologies and provision of low-emission transportation solutions, we are committed to doing our part in mitigating climate impacts and guiding the logistics industry toward a low-carbon future.

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ENVIRONMENT

» For us, sustainable logistics means taking responsibility — for the future of us all, so that there will still be something to transport tomorrow. «



Wolfgang Oberer
General Manager
SCHRYVER LOGISTICS Ecuador

The transportation of goods around the globe still relies heavily on fossil fuels and is responsible for about 11% of global greenhouse gas emissions[1]. Fossil fuel taxation, regulatory technology restrictions and physical climate risks all represent significant financial risks for our business model, whilst technological progress, a growing availability of alternative fuels and changing customer demands offer opportunities for decarbonising logistics services.

For SCHRYVER LOGISTICS, our environmental impact is primarily a result of the type of fuel used by our suppliers who provide sea, land, and air transportation services. To control our direct and indirect emissions we have developed an environmental policy statement, set climate targets, established a Scope 1, 2 and 3 GHG emission inventory, developed a climate transition plan and are working with our supplier base to offer low-emission logistic solution to our customers.

[1] World Economic Forum, 2025

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ENERGY USE AND MIX

(SCOPE 1 & 2)



A detailed breakdown of energy use and mix can be found in Appendix IV – ESG Data Tables.

3,363 MWh total energy consumption

6% total renewable energy share

69% renewable electricity share

We use energy in our own operations (Scope 1 & 2) for our offices, company cars as well as for our own medium- and heavy-duty vehicles. The increase in energy consumption results from our growing trucking fleet, which accounts for 75% of our total energy use.

Since 69% of our electricity demand already originates from renewable sources, a further reduction in fossil fuel use is dependent on the fuel efficiency and fuel source of our trucking fleet.

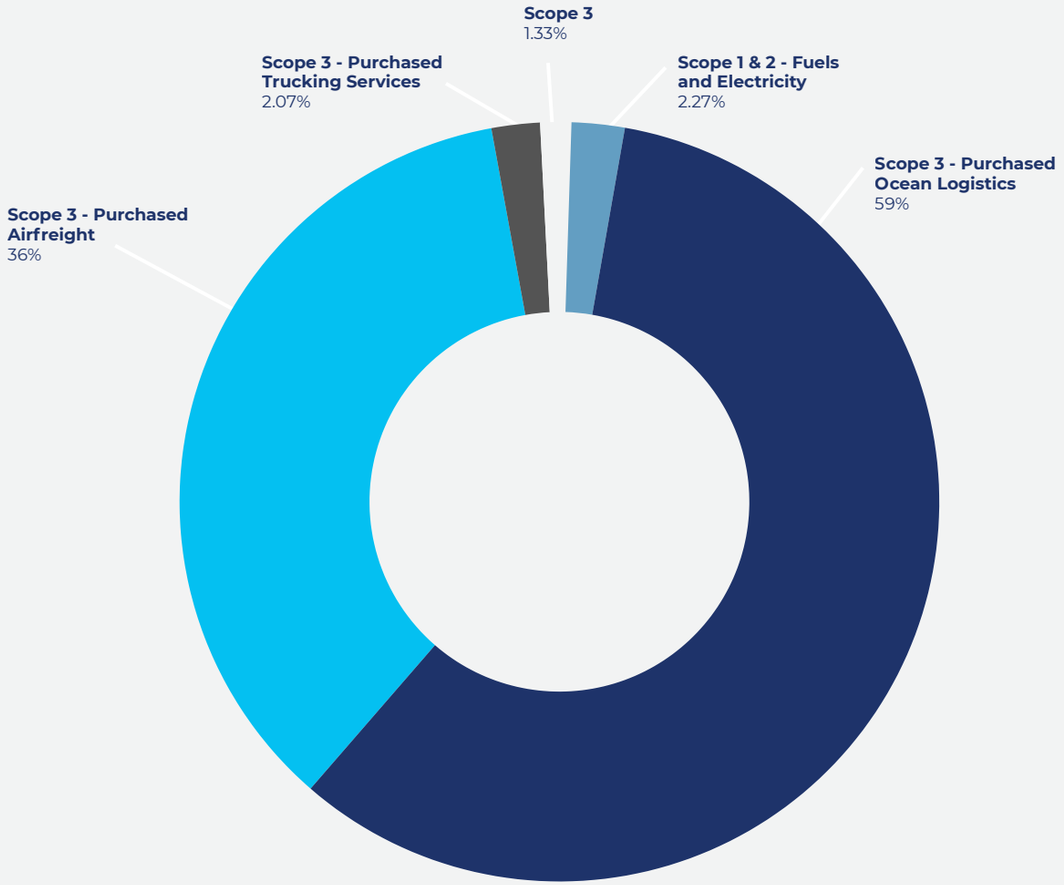
In 2024 we used **0,029 kWh of energy per EUR of revenue**. We aim to reduce our energy intensity by 10% until 2030 and by 35% until 2040 to reach 0,019 kWh / EUR revenue.

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GHG EMISSIONS



+33% Scope 1 & 2 GHG emissions (2025 vs. 2024)

96% of GHG emissions from purchased logistics services (Scope 3.1, 2025)

9.96 tCO2e / Million EUR revenue

(Scope 1 & 2 GHG Intensity, 2025)

GHG Emissions for our own operations (scope 1 & 2) account for 2.3% of total emissions. 97.7% of our GHG emissions result from our extended value chain (scope 3), specifically the purchase of third party logistics services for sea, land and air transportation.

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GHG EMISSIONS

t CO_2e	2025	2024	% change
Scope 1	1,065	760	40%
Scope 2 (market-based)	47	79	-41%
Scope 2 (location-based)	74	160	-54%
Total Scope 1 & 2 (market-based)	**1,112**	**839**	33%
Total Scope 1 & 2 (location-based)	**1,139**	**920**	24%
Scope 3.1 – Purchased Goods & Services	47,322	-	
Scope 3.2 – Capital Goods	72	-	
Scope 3.6 – Business Travel	266	-	
Scope 3.7 – Employee Commuting	315	-	
Total Scope 3	**47,975**		
TOTAL GROSS GHG EMISSIONS (market-based)	**49,087**		
TOTAL GROSS GHG EMISSIONS (location-based)	**49,114**		

Our Scope 1 GHG emission increase is a result of increased fuel consumption for our expanding trucking fleet. The reduction in Scope 2 GHG emissions results from our increasing use of renewable electricity.

Schryver's capital goods emissions result from investment in office equipment and our trucking fleet. More than half of our employees use public transport or low-emission personal transportation, keeping our commuting emissions to a minimum.

Our GHG Inventory is based on operational control and has been prepared according to the GHG Protocol Corporate Accounting and Reporting Standard. A detailed methodology is available in Appendix III.

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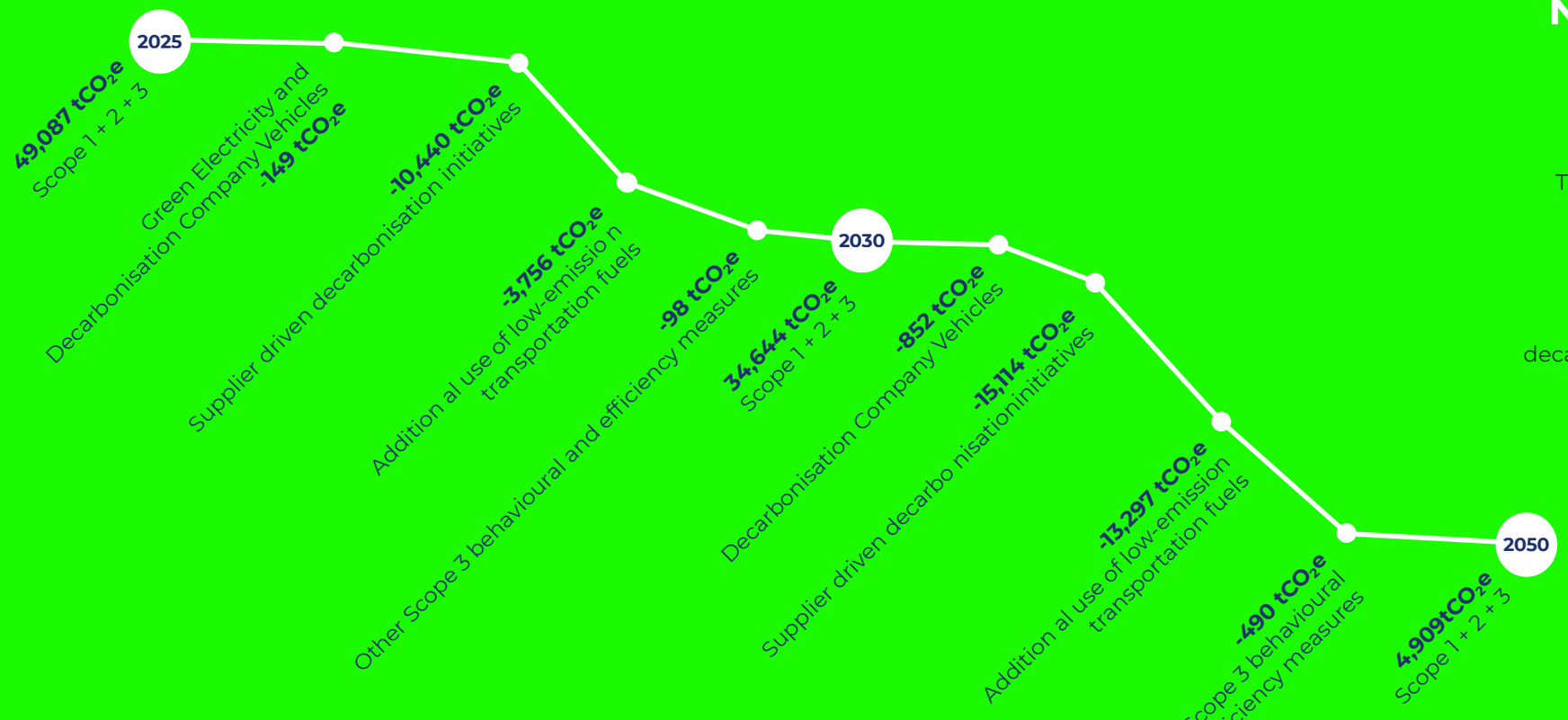
CLIMATE TARGETS & TRANSITION PLAN

2025-2030

-14,443 tCO_2e (-30% of 2025 GHG Emissions)

2030-2050

-29,735 tCO_2e (-60% of 2025 GHG Emissions)



TARGETS

Net-zero GHG emissions by 2050

-25% CO_2e by 2030

(Baseline year 2025)

This translates to a reduction of at least 12,272 tCO_2e by 2030 and at least 44,178 tCO_2e by 2050 (90% of 2025 baseline emissions). Residual emissions may be offset.

Progress is primarily driven through supplier led decarbonisation initiatives backed up by industry wide net-zero commitments and the use of alternative, low-emission transportation fuels.

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LOW-EMISSION LOGISTICS SOLUTIONS

- **We enable transparency of logistics emissions**
- **We are working to provide credible low-emission transportation solutions**
- **Our goal: 40% Revenue from low-emission transportation solutions by 2040**

Decarbonising the ocean, land and air logistics services that we purchase and sell is the biggest lever to decarbonise our value-chain emissions and support our customers in achieving their own climate targets.

In 2025, we have taken a big step forward by enabling customer-specific logistics emissions reporting for all modes of transport to help our clients understand, analyse and improve upon their logistic emissions.

From 2026 onwards and upon customer request, we will be phasing-in low-emission logistics solution offers. Working with our trusted partners, we plan to enable a range of alternative fuel choices based on geographic availability, such as:

- HVO, hydrogen, CNG or renewable electricity for road transportation;
- Biofuel, LNG or green-methanol for ocean services;
- Renewable electricity for rail transportation;
- Sustainable Aviation Fuel for airfreight.

Next to fuel substitution efforts, we already offer to support our customers on operational efficiencies resulting from modal-shifts, load- and route-optimisation.

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WATER WITHDRAWAL

2,398m³ water withdrawn globally per year

(+6% vs. 2024)

40% of water withdrawn in high water-stress areas

(-9% vs. 2024)

At Schryver, we use water in our office locations for typical activites such as drinking, cleaning, sanitation and irrigation. Our current water use is comparatively low and equivalent to the total amount of drinking water consumed by 23 average households per year[2].

Due to our operations footprint, 40% of our water withdrawal takes place in areas subject to high water-stress, such as in Germany, Mexico and Peru[3].

Whilst our impact on water resources is limited we work with the German Water Partnership, a non-profit network, seeking to provide innovative solutions for water supply, sanitation and environmental protection, especially in developing countries and emerging economies.

[2] EUREAU, 2021 - 105m3 / household / year

[3] World Resources Institut – Aqueduct Water Risk Atlas, 2025

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SOCIAL

As a family-owned company, our social agenda centers on protecting, valuing, and growing together with every individual. Safety, fair working conditions, and active diversity are the non-negotiable values that drive our success in a globally connected logistics world.

We are conscious that our actions impact the livelihood of our employees, those working in our value chain and local communities where we operate. Our business is faced with industry specific risks such as skilled labour shortages, safety and human rights risks.

Our social agenda focuses on ensuring the safety and well-being of our employees, the respect for human and working rights across the supply chain and on building a leadership team, which reflects the diversity of our workforce in gender, age and nationality.



Anna Fönschau
HR Director
SCHRYVER LOGISTICS Germany

SCHRYVER LOGISTICS

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EMPLOYEE CHARACTERISTICS



72%

based in Latin America

66%

Workforce Aged <40 years

53%

Female Employees

317

Employees Worldwide

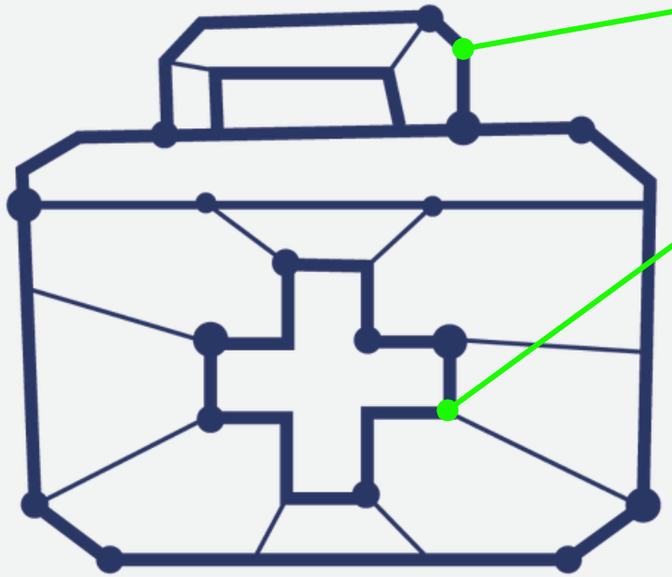
We are proud of employing **a growing workforce (+6.6% in 2025)** diverse in gender, age and nationality. Our employees work primarily in office roles ranging from operations, to sales, customs, administrative job roles and many more.

87% of our employees are permanantly employed, whilst 13% hold a temporary employment contract. The majority of our employees work full-time, whilst 4% choose part-time employment. We practice core and flexible work-time arrangements and allow, depending upon geography, for up to 100 days of mobile work per year.

Our employee turnover rate is 19,9%. 5.7% of employees left our company unvoluntarily (due to dismissal), 9.8% voluntarily (resignation) and a further 4.4 % due to natural causes (retirement, temporary contract expiration or death). **Voluntary resignations in 2025 were driven by one-off effects including organisational change and relocation of office facilities.**

More detailed employee characteristic are available in Appendix IV.

HEALTH AND SAFETY



1 recordable workplace accident in 2025

0.37 injuries per 100 full-time employees

(-10 % vs. 2024)

In 2025 we recorded **one work-related accident.** Our most common near-miss and recordable workplace accidents are a result of slips, trips and falls, accidents whilst commuting to and from work, or stress-related injuries.

Our injury frequency rate of 0.37 work-related accidents per 100 full-time employees lies significantly below the industry average benchmark of 1.88[4], but falls short of our **0 accident target.** Our injury rate performance is a result of low-risk job profiles and a range of training, behavioural, monitoring and reporting measures in the workplace.

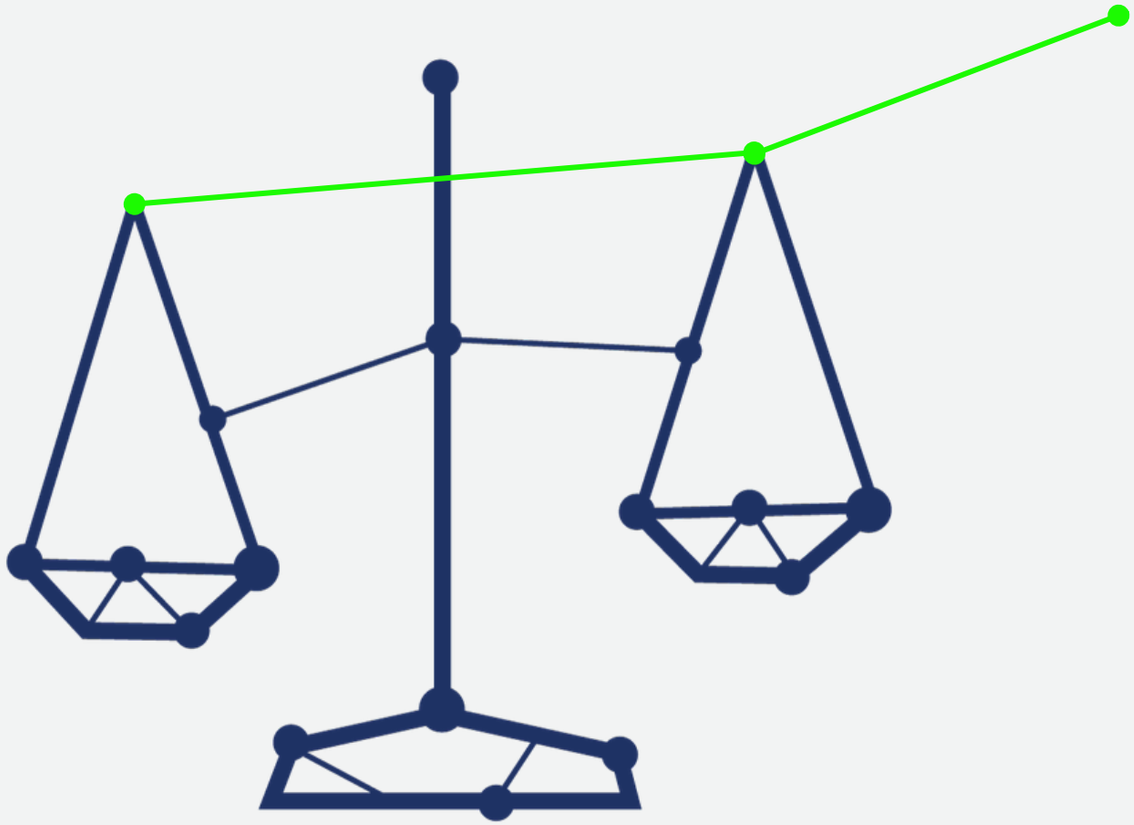
We plan to further reduce our injury rate by offering mental-health and stress-relief training, alcohol and drug-use prevention training as well as carrying out regular employee health check surveys to informal additional measures.

Across the Schryver Group, we recorded **0 work-related fatalities** in 2025 and 2024.

[4] Workplace Injury Statistics, DGUV, 2023

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GENDER-PAY GAP



16.5% gender-pay-gap

(weighted average, unadjusted)

Wide range of regional gender-pay differences

Reporting metrics to be improved for 2026

In 2025, based on an unadjusted, weighted average across all Schryver organisations, our male employees received 16.5% more pay. However, on a regional level we observe significant pay differences between our operations in **Latin America, where female employees earn 13.5 % more** on average, compared to our operations in **Germany and the USA, where male employees earn 15.8 % more** than females. This wide regional range is partly a reflection of the differences in management gender composition and partly a result of the shortcomings of the 'unadjusted gender-pay-gap' methodology.

The 'unadjusted gender-pay-gap' methodology accounts for the total hourly pay difference between male and female employees including base salary, variable salary components such as incentives, bonuses as well as benefits in kind. However this metric does not take account of compensation factors such as experience, seniority or job role.

In 2026, **we aim to improve this metric by calculating an 'adjusted gender-pay-gap'** which takes account of job roles and experience level to allow for more meaningful insights.

MINIMUM & LIVING WAGE

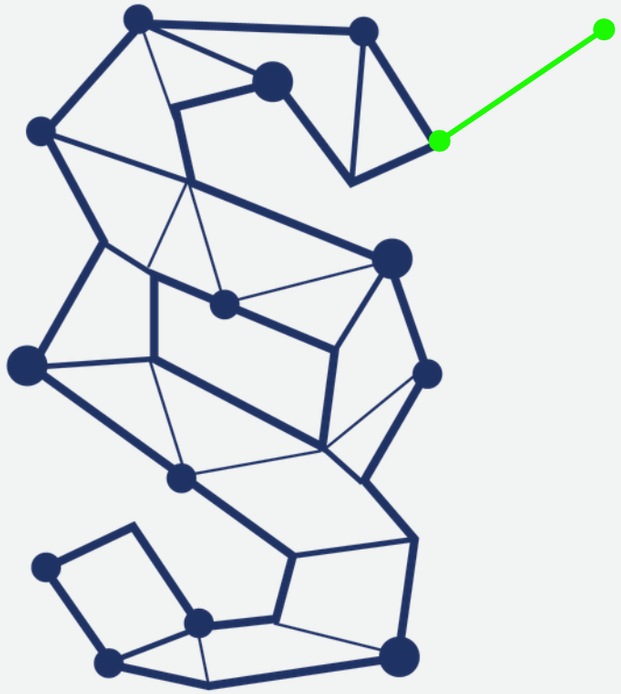
We have not identified any legal minimum wage violations and found that **on average, our lowest wage paid exceeds the legal minimum wage by 22%.**

Whilst the minimum wage stipulates the legally required minimum pay, we aspire to follow fair compensation practices for all employees. As such we **voluntarily benchmark our pay against the 'Living Wage'** concept.

The Global Living Wage Coalition[5] estimates wages which allow workers to afford a decent standard of living, including provisions for food, water, housing, education, health care, transportation, clothing and other essential needs as well as to save up for unexpected events. **Our average weighted pay exceeds the Global Living Wage by 78%**, however those employees in our **lowest paid job roles receive on average 36% less compensation than recommended** by the Global Living Wage Coalition.

[5] www.globallivingwage.org (Benchmarking data available for Brazil, Colombia, Ecuador, Mexico and Peru)

HUMAN RIGHTS



Zero confirmed violations of human or working rights in our own workforce

The logistics industry is subject to a range of working and human rights risks resulting from high cost and time pressures, complex sub-contracting arrangements, labour intensive activities and a lack of transparency. Risks include minimum wage and working time violations, restrictions to freedom of association, forced labour, a lack of safety standards, discrimination and sexual harrassment. These are most likely to occur with transportation service providers or their sub-contractors in our extended value-chain.

We are committed to identify, prevent, mitigate, provide access to remedy and account for how we address adverse human rights impacts. We have developed our **Human Rights Policy Statement**[6], committed to the principles of the **United Nations Global Compact,** set **zero tolerance targets** for human rights violations, started the **risk identification process** and launched our **whistle-blowing tool.** Our policy statement adresses discrimination and harassment, forced labour and human trafficking, child labour, safe working conditions, freedom of association as well as fair wages and working hours in our own workforce and in direct supplier relationships.

Going forward, we plan to conduct country-based human rights risk-assessments and due diligence for our most material suppliers in order to identify severe human rights incidents involving workers in the value chain.

[6] SCHRYVER LOGISTICS Human Rights Policy Statement, 2025

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TRAINING AND DEVELOPMENT

- **30 hours** of training per year and employee
- **77% more investment** in training vs. 2024

On average our people spent three to four days per year on their personal development. This includes onboarding, health & safety, compliance, job-specific training (such as quality management, hazardous goods, driver training or leadership training) as well as higher education. Male employees train on average 31.4 hours per year, whilst female employees receive 27.8 hours of training.

In 2025 we increased our financial investment in training by 77%. In order to deliver more timely, relevant and effective training for our employees and to support their individual development, we plan to expand and formalise our training curriculum using a globally consistent learning management system in the mid-term.

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GOVERNANCE

With 30 years of presence in Brazil, deep European and Brazilian roots, Schryver stands for responsible corporate governance. COP30 in Belém highlights how crucial ethical governance is for global sustainability efforts. Within our Brazilian organisation, we actively live by these values, with a clear focus on gender balance in leadership positions and a culture of transparency and diversity.



Nicolas Jolivet
Sales Director
SCHRYVER LOGISTICS Brazil

Operating in complex, highly regulated and constantly changing environments, we rely on clear governance structures to ensure transparent decision-making, ethical business practices, and effective oversight across our operations and value chain. The extent of our corporate governance efforts have a direct impact on our reputation, our business relationships and our license to operate.

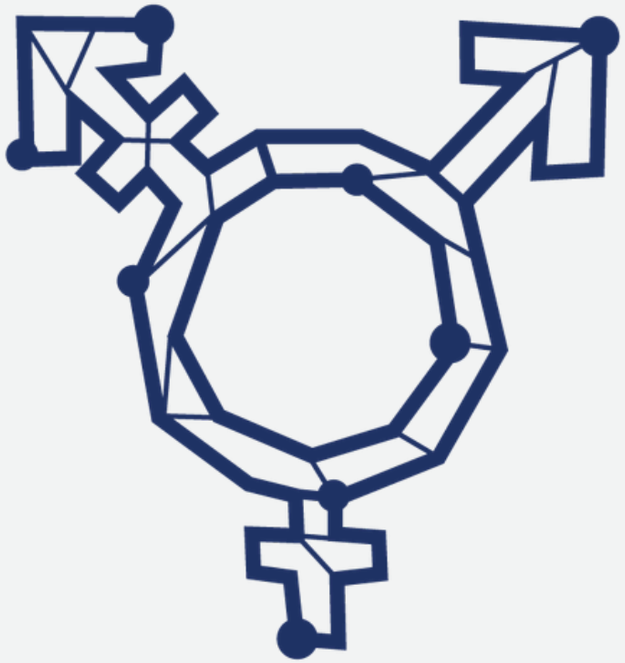
To ensure effective corporate governance, we are focused on maintaining an **impactful leadership team** and a robust **Code of Conduct**[7], managing corruption and bribery risks, establishing **risk management and controls processes** and providing an **anonymous whistle-blowing system** with access to remedy.

[7] SCHRYVER LOGISTICS Code of Conduct, 2025

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MANAGEMENT CHARACTERISTICS



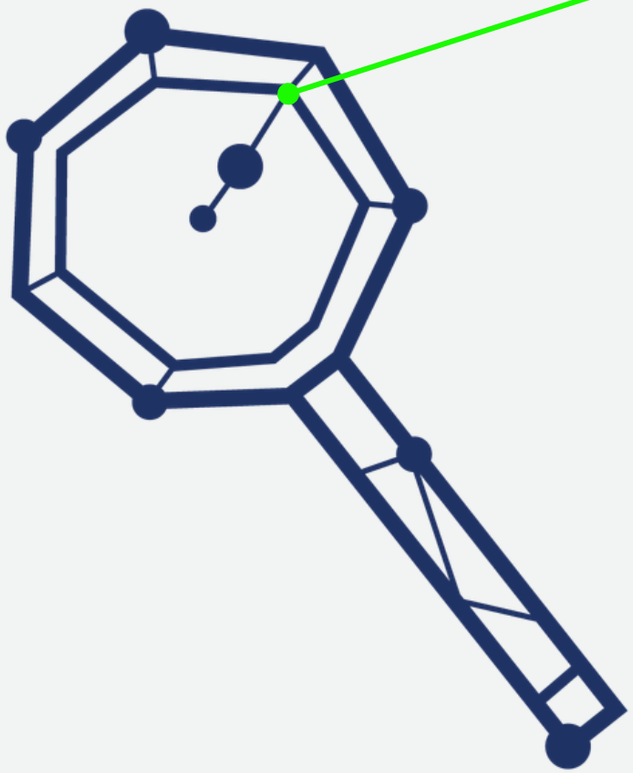
39% females in leadership positions

Until 2035 we have comitted to achieve the same gender distribution across the workforce and management team, where currently female managers are underrepresented (39% in management vs 53% females in the workforce).

Our global management team consists of a Chief Executive Officer, a Chief Commercial Officer, a Chief Financial Officer and several Managing Directors for each of our overseas entities. Management oversight is exercised through the principal shareholders.

We believe that our management team can be most effective, fair and trusted when it represents the characteristics of our workforce. As such we **pay attention to mirror the nationalities, age and gender distribution of our workforce in our management team.** Our management team consists of **eight different nationalities** and **similar to our workforce a large share (32%) of managers are less than 40 years old.**

CORRUPTION AND BRIBERY



Zero convictions or fines for corruption and bribery

SCHRYVER LOGISTICS operates a zero-tolerance policy for all forms of corruption and bribery. Our **Code of Conduct**[8] details our expectations with regards to the prevention, detection and action against corruption and bribery for our own employees as well as our direct business partners.

We maintain business relationships across the globe, with a physical office presence in Europe, South-America, North-America and Northern-Africa. The geographies that we operate in are characterised by very different market conditions, such as vastly ranging levels of transparency, oversight, deterrence and opportunity for corruption and bribery.

In 2025 we have conducted a **country-based risk assessment** to better understand our individual corruption and bribery risk profile. We have analysed eleven countries, where SCHRYVER LOGISTICS has a physical presence, using the 'TRACE bribery risk matrix'. The results indicate that our **overall risk profile is 'medium risk'** (an average 46/100 TRACE points), however for six out of the eleven countries assessed, the risk profile exceeds the global average.

As a result, for countries identified to be of higher risk, we will start to develop additional governance practices, building upon our existing policies, training and controls.

[8] SCHRYVER LOGISTICS Code of Conduct, 2025

WHISTLE BLOWER REPORTS



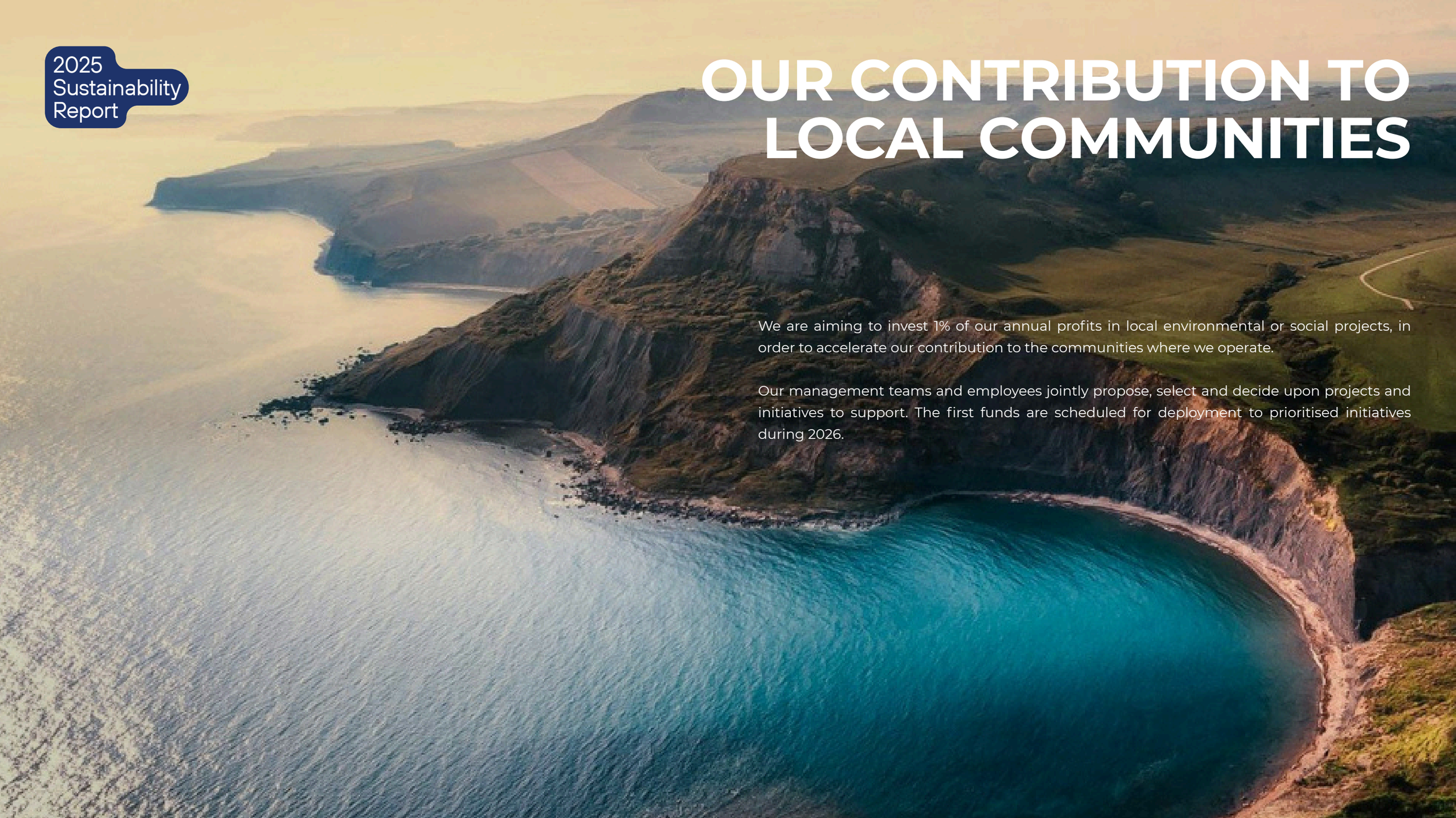
We established our whistle-blowing system in 2023 in alignment with the EU Whistleblower Protection Directive (EU 2019/1937). In 2025 , we have received **one whistle-blower report related to workplace misconduct.** Following investigation, the case was deemed substantiated and disciplinary actions were taken.

Our whistle-blowing system is available online in 15 languages and allows internal and external parties to report, anonymously if desired, any concerns related to safety, discrimination, extortion, fraud, harassment, corruption, data leaks or other related topics. Whistle-blowers receive a confirmation of their report within seven days and feedback on the investigation including any measures taken within three months.

Our whistle-blowing portal can be accessed here

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OUR CONTRIBUTION TO LOCAL COMMUNITIES



We are aiming to invest 1% of our annual profits in local environmental or social projects, in order to accelerate our contribution to the communities where we operate.

Our management teams and employees jointly propose, select and decide upon projects and initiatives to support. The first funds are scheduled for deployment to prioritised initiatives during 2026.

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SUSTAINABILITY GOVERNANCE

Accountability for Sustainability anchored at Executive-level

New Sustainability Reporting Team established in 2025

Internal controls for assurance of sustainability information in place

Sustainability Management at Schryver is operationally anchored within financial controlling and reports ultimately to the CEO of H.J. Schryver & Co. Within it's local entities, the Managing Directors are responsible for implementation of the sustainability strategy. At least once per year, all parties align on sustainability strategy, targets, progress and measures.

Sustainability reporting entails a range of processes for collecting, consolidating and analysing data. In 2025, we have established a Sustainability Reporting Team under the responsibility of the CFO, consisting of our Sustainability Manager, a Controlling Manager and local Data Collection Experts in all Schryver entities. Risks to sustainability reporting result primarily from incorrect or incomplete data collection as well as from processing and analysis errors. To reduce and manage these risks, Schryver has implemented internal controls consisting, of plausibility checks, deviation and trend analysis, sample testing as well as two-person data verification (4-eyes-principles). For our first reporting effort, external expertise has been engaged to advise on Schryver's sustainability reporting and assurance practices.

Our 2025 Sustainability Report has been reviewed by Schryver's Management Team for accuracy, consistency, completeness and integrity of the sustainability information that has been disclosed. External, independent assurance is not being practiced at this point.

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APPENDICES

Our 'ESG Factbook' which includes Appendices with the full set of ESG data, additional VSME disclosures and methodologies is available here.

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IMPRINT

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