



Sustainability Report 2022



best solutions in bulk logistics

WWW.SCHMIDT-heilbronn.de

About this report

GRI 2-2, GRI 2-3, GRI 2-5

Content of the report

The content of the SCHMIDT Sustainability Report includes essential core topics and information on the subject of sustainability and corporate governance that affect Karl Schmidt GmbH & Co. KG (Group) directly or indirectly. This includes the presentation of the current situation, the definition of targets and goal values and the identification of opportunities and risks.

The core topics of the report result from the size of the company, the locations and the activities or the industry sector of the SCHMIDT GROUP as well as from external expectations of reporting, e.g. by organisations such as the Global Reporting Initiative (GRI) and EcoVadis as well as other external interest groups. When compiling the contents of the report, there are therefore sector-related focal points, e.g. on the environmental impact of CO₂ emissions, resource and energy consumption, as well as on various social practices. Due to the international nature of the company's activities, it is necessary to include cross-border aspects. The structure of the report is based on the GRI standards. The aim of the report is to cover the transparency interests of the main stakeholders. In addition, insights into relevant focal points of the SCHMIDT GROUP's sustainability performance are to be provided. Stakeholders have the opportunity to voice their concerns at any time in the form of feedback on the reporting.

Reporting Scope

This report, unless otherwise specified, refers to the SCHMIDT-GROUP with all its locations and companies in Germany and abroad.

Reporting Period

The reporting period covers the year 2022 and follows the last informal report with the reference year 2021 (publication: end of 2022).

Publication of the report

Der Schmidt's sustainability report is updated and published annually. The latest version of this report can be found on the company website (<https://www.schmidt-heilbronn.de/en/>) and is also available for download.

GRI-Standard

This report is based on the GRI Standards and addresses the topics relevant to the SCHMIDT GROUP. The report makes no claim to completeness ("Comprehensive"), but is to be understood as a GRI-referenced claim. This report is not subject to an external audit..

Note on the readability of the text

The generic masculine chosen in this report refers simultaneously to male, female and other gender identities. For better readability and for reasons of language simplification, the use of masculine and feminine forms of language is dispensed with. All gender identities are expressly included, insofar as the statements require this.

SCHMIDT accepts no liability for errors or omissions in this publication.

This document is a translation of the original German language version. In the event of any conflict between the english language translation and the original german language version, the original german language version shall prevail.

Content

Foreword by the management	1
The SCHMIDT-GROUP	
About the SCHMIDT-GROUP	2
Company structure	3
Company governance and development	4
Strategy Development and Monitoring	
Essential objectives	5
Strategy development	5
Sustainable corporate strategy	6
Stakeholder identification	7
Stakeholder communication	8
Materiality analysis	9
Chances and risk-assessment	10
Progress documentation	11
Implementation of Activities—Examples	
Project „Digitalization of proposal Management“	12
Corporate Governance and Compliance	
Objectives and activities	13
Tax Concept and Tax Compliance	14
Whistleblowing system and violations	15
SCHMIDT-Code of Conduct	16
Social Sustainability	
Human rights	17
Employee diversity, equal opportunities and tolerance	18
Employee attractiveness	19
Educational opportunities at SCHMIDT	21
Occupational safety and health protection	22
Health management	22
Safety metrics and performance measurement	23
Ecological Sustainability	
Climate change as a fundamental issue	24
Analysis of ecologically relevant energy consumption	25
Energy management and climate protection	26
Water consumption and water management	28
Waste management	29
Emissions management according to the GHG Protocol	30
Consumption of material resources	31
Land use and biodiversity	31

Content

Responsibility

UN Global Goals for Sustainable Development	32
Responsibility within the supply chain	33
Customer responsibility and social responsibility	34

Initiatives, Associations and Organisations

Member initiatives.....	35
Political influence	35

Audits

Certifications.....	36
SQAS.....	36

EcoVadis

The EcoVadis Sustainability Assessment	37
Corrective action plan 2021/2022.....	37

Appendix

GRI-content index.....	38
------------------------	----

Imprint	47
---------------	----

Foreword by the management

GRI 2-22, GRI 2-23

Dear Ladies and Gentlemen,

In a time marked by numerous challenges, we would like to take a moment together with you to reflect on the current situation and our responsibility. We are aware that, as a logistics company and part of a interconnected global economy, we are called upon to find solutions to the complex problems surrounding us.

The year 2022 is characterized by uncertainties. The impacts of war, rising energy costs and inflation are noticeably affecting us as a company.

Additionally, the focus remains on the climate crisis. Europe experienced record high temperatures last year. These changes not only influence our daily lives but also the way we conduct our business.

As a logistics company, we understand our role as a hub in global supply chains. We recognize that our actions have an impact on the environment and the community. For this reason, we are committed to ensuring that sustainability and efficiency go hand in hand. We invest not only in technologies and strategies to reduce emissions but also strive to make our supply chains more sustainable.

We are proud to support strong partnerships for climate protection, such as H2 Süd (promotion of hydrogen technology), as well as participation in the programmes Operation Clean Sweep, ECTA, Responsible Care and EcoVadis programmes.

Our responsibility extends far beyond our daily operations. As a company deeply rooted in Europe, we are aware of our role in society. We not only supply markets but actively contribute by creating jobs and making sustainable decisions. Our values are the anchor that keeps us steady in these uncertain times.

Therefore, we consistently pursue the approach of developing a sustainable corporate strategy. Unlike a standalone sustainability strategy, our approach acknowledges the integrative nature and, above all, the necessity of the holistic application of sustainability in corporate decisions and processes.

We encourage you to join us on this journey. Our clear stance and determination drive us to push for change and achieve positive impacts.

We thank you for your ongoing support and look forward to the shared steps ahead.



Sonja Többe-Schmidt

Susanne Schad-Schmidt

Thomas Schmidt

The SCHMIDT-GROUP

GRI 2-1, GRI 2-2, GRI 2-6

About SCHMIDT-GROUP

Karl Schmidt GmbH & Co. KG was founded in 1948 by Karl Schmidt and has been family-owned ever since. With around 1,995 employees worldwide at 49 forwarding locations in Europe and the Middle East, more than 919 hauling units and around 6,300 bulk containers, the family-owned company has developed into one of the leading bulk logistics service providers.

In addition to the forwarding companies, the SCHMIDT GROUP consists of 14 other companies. These include companies in the gas sector such as SCHMIDT Gastransporte GmbH & Co. KG, but also consulting companies such as SLC Logistic Consulting GmbH. The various companies and holdings of the SCHMIDT-GROUP are listed in more detail on the Schmidt website.

Services and activities

The SCHMIDT GROUP offers its customers a comprehensive service portfolio. In addition to transport, storage and handling of bulk goods, medical and technical gases, the range of services also includes consulting, planning, construction and operation of logistics centres. In the realisation of these projects, our logistics experts apply their

know-how and extensive product knowledge for best possible results.

Served markets

SCHMIDT mainly serves the German and European market with transport and logistics services in the bulk goods sector and, with the SCHMIDT gas companies, the medical and technical gases sector. With consulting services, in the area of planning, construction and operation of logistics facilities, SCHMIDT is active worldwide with its engineering department



approx. 1.995
employees

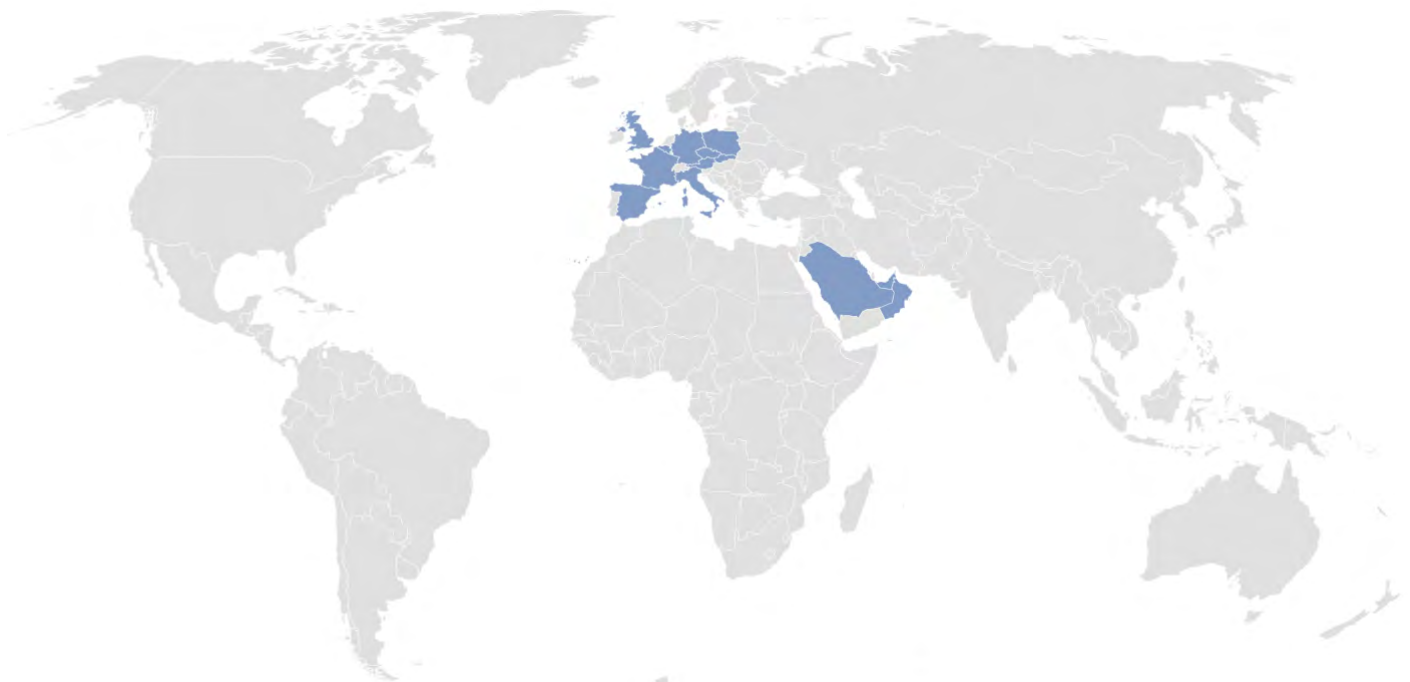


Headquarter:
Rötelstraße 1, 74076
Heilbronn



49 locations
worldwide

Countries with SCHMIDT locations



The SCHMIDT-GROUP

GRI 2-1, GRI 2-9

Company structure

A meaningful and integrated sustainability concept cannot exist only selectively in the company. Sustainability is a cross-sectional task that has to be supported and accepted by all divisions and members of the company. The employees are the foundation without whose support such a corporate orientation cannot and will not succeed. The managers and executives are leading this cooperation and control the implementation within their area of responsibility. They are responsible for their areas, employee concerns and an important interface to the management.

The responsibilities and tasks of the company members are transparently visible on the intranet so that every employee can find and contact the right person.

A specially created office for sustainability underlines its prioritisation and degree of integration in the company. It is also essential that the entire management stands behind the concept and consistently exemplifies its own values. Only in this way sustainability can be fully integrated into the company's values and culture.

Management

Thomas Schmidt / Susanne Schad-Schmidt / Sonja Többe-Schmidt

Strategic Management Circle

Division management abroad / Division management Germany / Transport management / Division management marketing / Commercial management

Departments / Divisions / Branches

Employees of the SCHMIDT-GROUP

**Target agreement
and strategic
orientation**

**Overall planning
and sub-goals**

**Implementation
and Monitoring**

**Operational
realisation**

Management and
strategic manage-
ment circle

Management circle

Specialists in the business
units

SCHMIDT-Employees

In addition to the general structure of the various departments and the responsibilities in the areas of management, the management circle and the respective specialist departments, there is a superordinate structure at the SCHMIDT GROUP consisting of the individual companies of the group or family and the shareholdings. These include for example the companies Schmidt Gastransporte, SGT Schmidt Grewer Gastransporte, Service Center Wesseling, mst Mineral Spedition- und Transport GmbH, Mitra,

GasTransEurope and, of course, Karl Schmidt Spedition GmbH und Co. KG. In addition, transport services are also provided by so-called subcontractors. These subcontractors are in close contact with SCHMIDT in order to facilitate long-term business relationships and high-quality transport. The organisation of the SCHMIDT GROUP is thus very extensively subdivided.

The SCHMIDT-GROUP

Company governance and development

We are aware of the responsibility we bear as a link between producers and their end customers. The diverse experiences in our daily work and the resulting opportunities for improvement have led us to introduce rules of corporate management and control which guide our actions and goals. In accordance with our mission "Best solutions in bulk logistics", we want to present our actions transparently to our stakeholders and make clear that quality and the associated customer satisfaction, the facets of sustainability and our code of conduct are our essential philosophy. Wherever possible, all employees (through training and our Code of Conduct), suppliers (through supplier conditions), customers (quality management) and the public (CSR report, based on the GRI guidelines) are involved.

SCHMIDT-Code of Conduct

Ecology

Economy and
quality
management

Society, work
and social
affairs

Full integration into daily work processes through training and awareness-raising of employees as well as living the values in management.

Our internal quality management documents to us and our customers that we maintain an effective instrument that ensures compliance with our goals and requirements. Furthermore, it informs our employees about management goals, tasks, responsibilities and processes. All employees and managers at SCHMIDT receive our Code of Conduct as an orientation and guideline, which must be adhered to. The Code of Conduct is communicated to the employees in a targeted manner and is always available to them. It is a matter of great concern to the company management to always set the best example. Consistent adherence to quality standards and a corporate management that is geared towards the long term and value creation have resulted in a company that can not only look back on a long history, but has also constantly developed further.



Strategy Development and Monitoring

GRI 2-22, GRI 3-3

Essential objectives

According to our company mission:

„Best solutions in bulk logistics“

we strive to offer all customers a economical service, taking into account that quality and the associated customer satisfaction, occupational health and safety, environmental protection and the understanding of inviolable human rights are also important aspects of every activity.

Derived from this, we pursue the strategy of sensible, organic growth, which ensures the long-term preservation of the company, reconciles economy and ecology and makes them possible in the first place.

In addition to internally financed growth and development of the company, this means taking into account customer and legal requirements in the areas of quality management and environmental protection, ongoing certifications and, beyond that, participation in programmes such as European Chemical Transport Association, Responsible Care, Operation Clean Sweep and the independent sustainability rating EcoVadis.

This results in the short- and medium-term goals for the individual business units, which are internally reviewed annually, adjusted if necessary and pursued further. For example, the active reduction of CO₂ and waste in the sense of environmental protection goals or the significant reduction of occupational accidents in order to provide our employees with a safe workplace. In addition, reliable performance plays a major role in economic objectives of healthy growth. Negative effects should thus be reduced and positive effects increased. Sub-goals have to be inter-linked in this process. This is not always easy to coordinate. One difficulty is to communicate the goals company-wide and to take into account the differences between the individual locations. Different perspectives, legislation, standards and environments have to be reconciled. However, the overarching goals apply company-wide. The sub-goals, the implementation and the strategy are tailored individually to the subsidiaries and locations.

Strategy development

The corporate strategy serves to realise the overriding corporate goals. It provides a route that serves the interests of the company and takes into account the circumstances of the environment. The identification of relevant stakeholders is essential for SCHMIDT's strategic sustainability orientation. Stakeholders are reference groups of a company that have a special interest in certain behaviours and activities of this company. The stakeholder approach describes the consideration of essential interests in management decisions. SCHMIDT identifies certain groups, which will now be explained more in detail.



Strategy Development and Monitoring

GRI 2-22, GRI-2-23, GRI 3-3, GRI 3-2

Sustainable corporate strategy

The sustainable corporate strategy reflects our commitment and dedication to placing sustainability and social responsibility at the core of our business strategy. In addition to economic aspects, it encompasses environmental concerns, safety, ethics and social responsibility, encompassing the essential components of sustainability.

The commitment to principles and practices is not static but evolves continuously. We regularly review our progress and adjust our strategies to remain in line with changing challenges and expectations.

Declaration of commitment



We are committed to environmentally friendly practices to minimize the ecological footprint of our operations. This includes investing in low-emission vehicles, promoting fuel efficiency and utilizing renewable energy wherever possible. Additionally, active conservation of resources and waste reduction are integral to our approach.



We pledge to conduct business ethically, based on integrity and transparency. Corruption, bribery and other illegal practices have no place in our corporate culture. This commitment extends to honest and open dealings with suppliers, customers, and partners.



The safety of our employees is of utmost priority. We ensure that work equipment and environments consistently meet modern safety standards. Our commitment involves adherence to strict safety protocols and controls, training our staff in occupational safety and health protection, the use of cutting-edge technologies and the availability of appropriate protective gear. Specially trained personnel always prioritize the safety of our employees, partners, suppliers and customers.



The social responsibility of SCHMIDT is evident in our interpersonal relationships. Discrimination is not tolerated and we strive for an open and collaborative work environment. We believe that lofty goals are best achieved together. However, social responsibility does not end at the boundaries of our company. SCHMIDT also acknowledges its responsibility to the community. This includes ensuring the safety of transportation for third parties, being considerate of local residents at our locations and collaborating with all external parties.

Strategy Development and Monitoring

GRI 2-29

Stakeholder identification

Important for strategy development and internal company processes is the identification of the relevant stakeholders for the company. They exert influence internally and externally and are thus relevant interest groups.

The largest internal stakeholder group are the employees, who are primarily interested in fair working conditions and a good working atmosphere. Also relevant at this point is occupational safety.

Suppliers and subcontractors demand good business relations at good conditions, punctual payment, clear communication and long-term commitment and planning security.

Customers are primarily interested in good prices and high quality.

Authorities have an interest in compliance with rules and regulations and transparent, clear communication.

The public is affected by pollutant and noise emissions - especially at the operating sites or on traffic routes - which is why there is an interest in reducing them. At the same time, the public benefits through the creation of jobs.

Fair competition with competitors is a matter of course. This includes complying with legal requirements and maintaining a factual and objective tone, especially in terms of communication.

A special external stakeholder is EcoVadis, an independent sustainability rating agency. The EcoVadis sustainability rating requires a high degree of transparency and broad data availability. A separate chapter in this report is dedicated to the sustainability rating of EcoVadis.

SCHMIDT-Stakeholder



Strategy Development and Monitoring

GRI 2-29

Stakeholder communication

Cooperation and relationship management with stakeholders and the business environment requires targeted communication. Both internally and externally, communication makes it possible to set out one's own expectations and to identify the expectations of others.

In addition, the information content within a company increases, which is decisive for recognising and implementing opportunities and for noticing and assessing risks at an early stage.

Stakeholder	Stakeholder concerns	Communication channel
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Company and business environment

Employee	–	Compatibility of career and family	–	Company magazine
	–	fair remuneration and working hours	–	Intranet
	–	a safe workplace	–	Mail distribution list
	–	equal treatment	–	Notices
	–	professional development	–	Personal communication

Customers and business partners

Customers	–	Reliability	–	Website
	–	High quality services	–	Audits
	–	good price/performance ratio	–	Tenders
	–	sustainability	–	personal communication
	–	transparency	–	Trade fairs
Suppliers	–	clear guidelines	–	Customer newsletter
	–	long-term contractual relationships	–	Website
	–	punctual payment	–	personal communication
Subcontractors	–	Long-term contractual relationships	–	Trade fairs
	–	Clear guidelines	–	Website
	–	Reliability	–	personal communication

Public	–	Transparency	–	Website
	–	Avoidance of negative environmental impacts	–	Posters
	–	Safeguarding jobs	–	Trade and career fairs
Legislator	–	Acting in accordance with the law	–	Legal register
	–	Transparency	–	Certifications
Competitor	–	Fair competition practices	–	Website
	–	Acting in accordance with the law		

Strategy Development and Monitoring

GRI 3-3, GRI 3-1, GRI 3-2

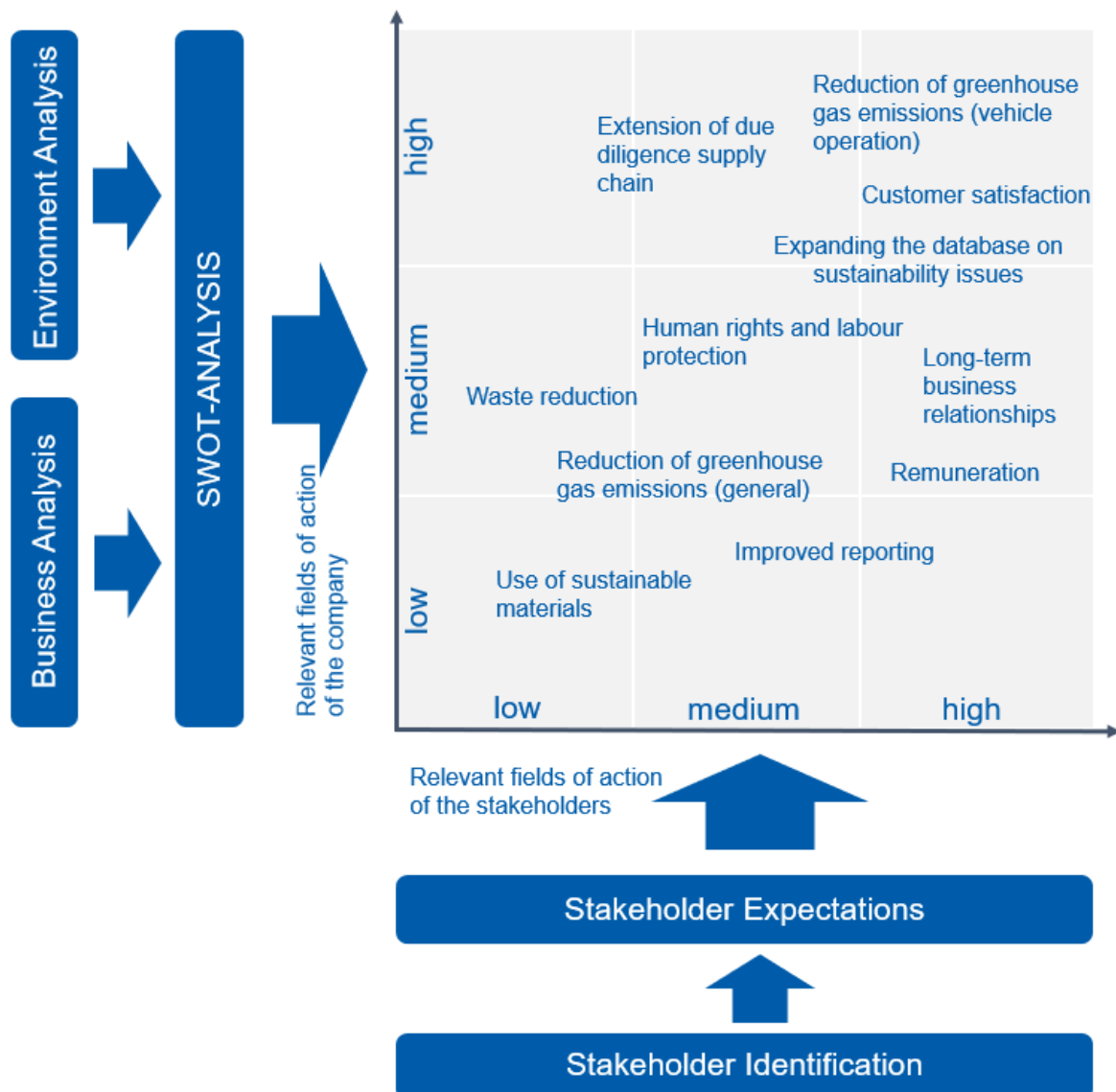
Materiality analysis

In addition to identifying stakeholders and communicating with them, a materiality matrix is a good tool for identifying and prioritising important sustainability decisions. The materiality matrix is based on both stakeholder and company interests and identifies relevant core sustainability fields. The resulting core fields are individually tailored to the company, its size, locations, environment and day-to-day activities. The results of a materiality analysis can therefore always change over time and are therefore regularly reassessed and reviewed.

For a company in the transport industry, this results in a strong prioritisation on the reduction of greenhouse gas emissions. Since SCHMIDT is not active in the manufacturing industry, material consumption is limited, which leads to a rather lower prioritisation at this point.

The materiality analysis is therefore an important instrument for strategy development. From it, measures can be derived whose success and progress can be checked in the further course.

SCHMIDT - Materiality analysis



Strategy Development and Monitoring

Chances- and risk-assessment

Opportunity and risk assessment is an important tool to ensure the ability to act at an early stage and thus also an important basis for entrepreneurial decisions. This analysis must not be understood as static. Its contents and focal points are above all also geared to current events and occurrences.

Significant risks for SCHMIDT are:

- Business activities abroad: political risks, legal risks
- Natural risks (weather, natural disasters) that make transport activities difficult/bring them to a interruption or endanger employees and facilities
- Energy crisis and sharply rising fuel costs (especially LNG trucks)
- Disruption of information and communication systems due to e.g. cyber-crime (possible loss of data, loss of confidential information, disruption of business operations).

Risks can never be completely avoided. However, risk analysis is an important tool to be able to react to potential risks at an early stage. It serves to reduce their impact and to ensure forward-looking and resilient corporate governance

Key opportunities for SCHMIDT are:

- Economic developments could increase demand for transport
- Limited driver availability leads to higher transport prices

Opportunities are seized at best. Early identification enables us to be prepared and, if implemented correctly, creates competitive advantages.

Nothing works without them - professional drivers at SCHMIDT



Strategy Development and Monitoring

GRI 201-01














Progress documentation

A transparent and efficient strategy programme needs regular progress monitoring. This enables delays and problems to be identified at an early stage and countermeasures and adjustments to be initiated. It is important to regularly review the status of one's own objectives.

The following diagram illustrates the progress made in achieving the defined sustainability goals. Only an excerpt is shown. The various goals can be divided into the following three sustainability categories. Green is the ecologi-

cal sustainability, orange the social level and blue refers to the profitability of sustainable companies

The economic result can be seen in the 2021 annual report in the Federal Gazette. The sales revenue for Karl Schmidt Spedition in 2021 was around 320 million euros

Objective	Status	Classification SGD
Conversion to LED	100 % The conversion has been completed	 
Group-wide reduction of non-hazardous waste (e.g., municipal waste)	100 % Non-hazardous waste was reduced by 4 %	  
Reducing the frequency of accidents	100 % Frequency was reduced by approx. 19 %	
Enhancement of Training Processes through the Implementation of Charamel	60 % Introduction of the Training Tool in Germany and Preparation for Expansion to other SCHMIDT Locations	   
Introduction of new fleet management system	80 % Integration of the workshop into the program	
Damage rate transport below 1	100 % The incidence rate is at 0.5—7 ‰, showing further improvement compared to the previous year 2021.	
Introduction of claims software	0 % - Project initiation paused	

Implementation of Activities—Examples

GRI 2-26, GRI 2-29

Project „Digitalization of proposal management“

An idea can change your entire life. When we combine our ideas, we can change the whole world.

—Keifens, Yuri

The aim of the project was to facilitate idea submission for all SCHMIDT employees. Employee suggestions and improvement proposals are valuable contributions to a company. The digitization of the proposal management system helps give employees a voice and maintain an overview of creative ideas. Each submitted proposal is reviewed and processed accordingly. An additional incentive system rewards employees for their active participation in shaping and optimizing company processes. One proposal received through the system is the introduction of Corporate Benefits.

Project „Corporate Benefits“

The introduction of Corporate Benefits is an idea that was submitted through the optimized proposal management system and was promptly implemented. Corporate Benefits is a platform that provides participating companies with attractive employee offers. From concert tickets to travel, household appliances, or clothing shopping, there is a diverse range of discounts that SCHMIDT employees enjoy using.

Corporate Governance and Compliance

GRI 2-24, GRI 2-25, GRI 2-27, GRI 3-3, GRI 205-02

Objectives and activities

Responsible corporate governance is not an unfamiliar concept for us, especially as an unlisted company. Ethical behaviour and legality naturally also play an important role for SCHMIDT. In this context, corporate governance at SCHMIDT goes beyond more compliance with legal requirements and includes voluntary commitments and principles that take into account the interests of all stakeholders and close gaps in trust.

An important core element is transparency. This is supported by our annual participation in various audits, including the EcoVadis sustainability assessment, and by the publication of this report.



The following aspects are particularly important:

- Confidential handling of information and data protection
- Ensuring professional qualifications
- Mediation in the event of conflicts of interest
- Motivation to act in a value-oriented manner
- Monitoring compliance with legal requirements
- Minimising the negative environmental impact of business activities
- consistent risk management
- avoidance of discrimination, money laundering and corruption

The implementation of responsible corporate governance is detailed work. It is based on internal company guidelines and directives as well as binding standards and laws. Compliance must be monitored by means of appropriate procedures. An essential component is compliance management with the associated risk analysis.

Instruments and measures include:

- Establishment of voluntary self-commitments in the corporate guidelines and Code of Conduct.
- Extension beyond the company's boundaries by means of supplier guidelines and random audits

- Implementation of the necessary structures and processes to control the guidelines and commitments
- Regular evaluation of managers within the regularly scheduled meetings of the management circle
- Continuous communication to promote transparency (internal company magazine, intranet, circulars,...)
- Training of employees on topics such as compliance and anti-corruption
- Clearly defined objectives, such as the targeted reduction of compliance risks.
- Anonymous whistleblower procedure and consistent action in the event of violations, up to and including termination without notice
- Risk management: Risk identification and control, if possible, at the place of action and use of indexes (e.g. corruption index) to determine and take into account country-specific risks.

An essential component here is the Code of Conduct. This is binding for all SCHMIDT employees and specifies which values and attitudes the company represents. In addition to defined legal regulations, SCHMIDT's responsible corporate governance includes further obligations and principles.

Corporate Governance and Compliance

GRI 2-24, GRI 2-25, GRI 2-27, GRI 3-3, GRI 207-01, GRI 207-02, GRI 207,03,

Tax Concept and Tax Compliance

An integral part of corporate compliance is the tax concept and responsible handling of tax processes. This includes fulfilling country-specific tax obligations in accordance with the law and utilizing government grants and subsidies judiciously and responsibly.

For SCHMIDT, it is a given that taxes are paid in full and on time. This includes transparent collaboration with authorities, specifically with tax authorities. The individuals tasked with tax responsibilities are appropriately trained and carry out their duties diligently, minimizing the risk of non-compliance and issues.

Monitoring legal regulations also serves the purpose of legal risk control. If discrepancies occur, they are to be reported according to the reporting plan. This ensures that violations are identified and can be rectified or corrected.

Corporate Governance and Compliance

GRI 2-24, GRI 2-25, GRI 2-26, GRI 3-3, GRI 205-03, GRI 206-01, GRI 406-01, GRI 411-01, GRI 418-01

Whistleblowing system and violations

SCHMIDT's central whistleblower system, which can be reached at the following contacts, deserves special mention:

Human Resource Department

Tel: 07131 / 947-208

Management

Thomas Schmidt

07131/947-272



An anonymous and confidential whistleblower procedure is a matter of course.

The whistleblower is automatically protected from any form of retaliation.

Received reports are confidentially reviewed, and, if necessary, measures are determined. The success of the measures is assessed, where possible, after an appropriate period.

Violations, lawsuits and reports

For the year 2022, no reports have been received. Accordingly, with the exception of preventive measures, no reactive processes had to be carried out. It is, of course, essential for an effective whistleblower system that reports are always taken seriously and investigated. The specific approach depends on the individual case. Possible actions for confirmed violations, such as in the areas of discrimination, corruption or harassment, may include warnings, sanctions, and terminations, depending on the severity.

Furthermore, there are no legal proceedings due to anti-competitive behaviour or non-compliance with environmental legislation. No violations of the GDPR or complaints regarding the handling of customer data are known. Cases of money laundering are also not reported.

SCHMIDT - Code of Conduct

GRI 205-02, GRI 3-3

The Code is known and accessible to all employees. In addition, the values and behavioural instructions can be found in the respective standards. The management, executives

and employees have to review this Code of Conduct annually to ensure that it is up to date and to align all activities in the company accordingly.

Compliance with applicable law & internal rules

Compliance with all applicable laws and legal regulations to be applied in the company serves as a guideline for us and our employees to act responsibly. Compliance is an inseparable part of SCHMIDT's corporate culture.

Fighting corruption

We reject any form of corruption and expect the same from our suppliers, customers and partners.

Conflicts of interest

We avoid conflicts between private interests (directly, indirectly or through related persons or companies) and the legitimate interests of the company. The use of company funds for any improper or unlawful purpose is not permitted.

Acting in accordance with commercial business principles

We operate in accordance with sound commercial principles. This includes, for example:

- We only enter into transactions that are to the economic benefit of the company.
- We process and invoice customer orders completely and on time.
- We handle the company's financial resources prudently. We comply with the company's rules of procedure.
- We observe the dual control principle in all decisions.

Customer relations

We respect our customer relationships and strive for long-term partnerships. We commit ourselves to always develop, offer and implement effective and sustainable solutions, true to our mission and in line with our values and in the interest of our customers.

Supplier relationships

We respect our supplier guidelines and strive for long-term partnerships. We are committed to working with our suppliers in an honest, trustworthy, reliable and binding manner,

in line with our mission and values. We expect our suppliers to adhere to the values and behavioural measures of the Supplier Guide.

Fair working conditions and social responsibility (CSR)

We live up to our social responsibility and ensure that our employees worldwide work under fair and acceptable working conditions. We treat all people fairly and respectfully and strictly reject any form of discrimination. We are transparent and report on our social responsibility in our sustainability report. We reject child and youth labour under the age of 13.

Sustainability and environmental protection

We are committed to the sustainable and environmental friendly use of materials and resources.

Fair competition

We face up to fair competition and see this as a challenge which we are happy to take on.

Health and safety

We place the highest value on the safety and health of our employees. We adhere to the highest (certified) standards for occupational safety and ensure that our employees receive the appropriate training and information.

Data protection and intellectual property

We protect the personal data of our customers and employees by complying with the relevant data protection regulations and also require our suppliers, partners and employees to comply with them. We respect and protect our own and our customers' intellectual property.

Social Sustainability

GRI 2-24, GRI 3-3

Human rights

A central component of social sustainability is the observance and enforcement of human rights in all SCHMIDT locations and the SCHMIDT supply chain. They are therefore a central component of the SCHMIDT Code of Conduct and the supplier self-commitments. Informing all employees about the Code of Conduct and regular training via the Charamel training tool are obligatory in order to make this topic constantly present. Random audits of suppliers also serve to ensure compliance with human rights.

SCHMIDT does not tolerate any form of forced labour or servitude. All work is done on a voluntary basis and can be terminated at any time with reasonable notice.

Employees and business partners are encouraged to report identified human rights violations in order to enable early identification and correction of abuses.

Fundamental human rights are to be respected irrespective of the length of service and the understanding and protection of compliance is to be consistently promoted.

Social Sustainability

GRI 2-7, GRI 3-3, GRI 3-3, GRI 405-01

Employee diversity, equal opportunities and tolerance

In our owner-managed family business, the focus is on the people who work for our company and for our multiple customers every day.

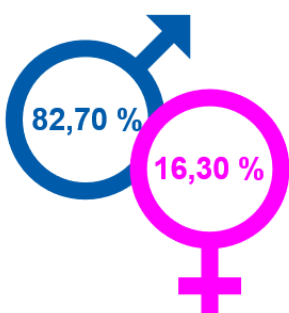
Only through the professional and efficient working methods and the high motivation of our employees do we succeed in realising customer requirements and thereby creating secure jobs for all employees and their families in the long term. Feedback from our employees is therefore always welcome.

SCHMIDT currently employs 1,995 people. 1,432 of them are in Germany, the remaining 563 are distributed among SCHMIDT's foreign locations.

The proportion of women in management positions at SCHMIDT is currently 28%. Two thirds of the management board are female.

The proportion of women in the total workforce at SCHMIDT is currently 16.30 % for Karl Schmidt Spedition Germany. The low percentage at first glance is mainly due to the fact that the number of female applicants in the forwarding and warehousing sector is significantly lower than in other sectors due to the nature of the work. It is our concern to make these professions more attractive for women. This can be achieved, for example, through family-friendly working time models and understanding management. It is a determined goal to improve the attractiveness of the different professions for all genders to the same extent and,

Gender distribution (31.12.2022) Total workforce Germany



especially in the field of transport, to increasingly recruit female drivers in the future. Thus, the proportion of women increased slightly compared to 2021 (2021: 15.03%).

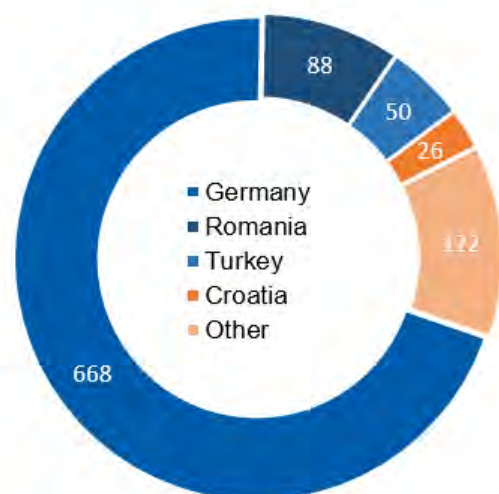
In the context of the international orientation of our transport and ware-

house logistics business, we are dependent on a diversified and diverse workforce. Internationality, communication in many languages and respect for all employees regardless of their ethnic origin, gender or gender identity, religion or world view, disability or age are among SCHMIDT's fundamental values.

SCHMIDT also applies the principle of equal pay. Performance is paid regardless of gender and origin or other characteristics of the General Equal Treatment Act. No collective agreements apply.

As a cosmopolitan family-owned company, diversity is not just a buzzword for us, it is lived practice. In total, employees from 40 different nations work successfully together in the SCHMIDT GROUP in Germany. By way of example, the percentage of foreign employees for Germany is given because, of course, nationalities other than the nationality of the considered country must be indicated for each country. Since the majority of SCHMIDT employees work in Germany, it is important to differentiate here.

Employees SCHMIDT Germany by nations in percent (as of 31.12.2022)

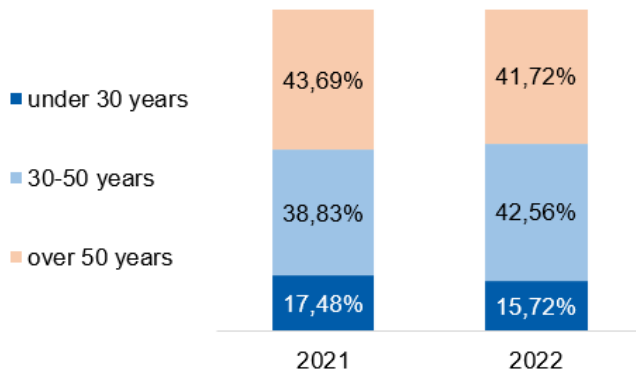


Social Sustainability

GRI 2-7, GRI 202-01, GRI 3-3, GRI 401-02, GRI 401-03, GRI 405-02

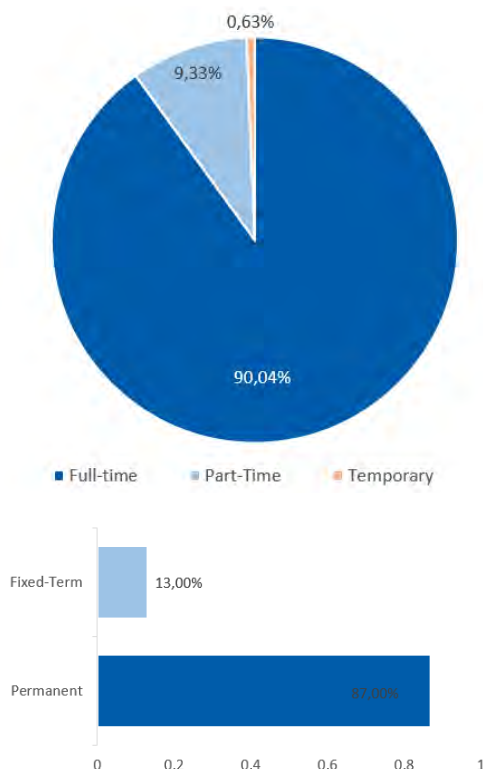
This diversity also includes a mixed age structure within the company. Young employees benefit from the experience of long-standing company members, while they themselves bring a breath of fresh air and new ideas.

Total workforce by age group Germany (as of 31.12.2022)



Of course, SCHMIDT also employs people with disabilities according to their capabilities. Currently, 2.6 % of the employees of Karl Schmidt Spedition GmbH & Co. KG are handicapped.

Types of Contracts at Schmidt Germany 2022



Employee attractiveness

Remuneration principles and remuneration equity

"Work must be worthwhile". SCHMIDT stands for performance-related and fair remuneration. This includes that no gender-related distinctions are made in remuneration. The level of remuneration is not based on the minimum wage, but aims to secure the livelihood of the employees in any case. This is against the background that in many countries the minimum wage is not enough to live on and that confirming the minimum wage can be misleading in terms of fairness of remuneration. At SCHMIDT, remuneration consists of fixed and variable factors. In order to establish comparability, you can see below the comparison of the average earnings of an administrative employee at SCHMIDT and the industry average broken down by gender. The data refers to Germany and 2022. An evaluation of the wages of industrial employees in Germany has shown that the SCHMIDT average wage is € 3,106/month. In relation to the minimum wage, this is 159 %. A comparison of the average wages of women and men employees showed that the average wage of women is 98 % of the average wage of men and thus there is no significant wage gap between the genders.

Flexible working hours

A variety of working time models also enable employees to reconcile the demands of their private lives with the requirements of the company. Whether it is parental leave to look after children, care for or look after family members or, for example, to bridge the time gap or take care of private matters.

Safe workspace

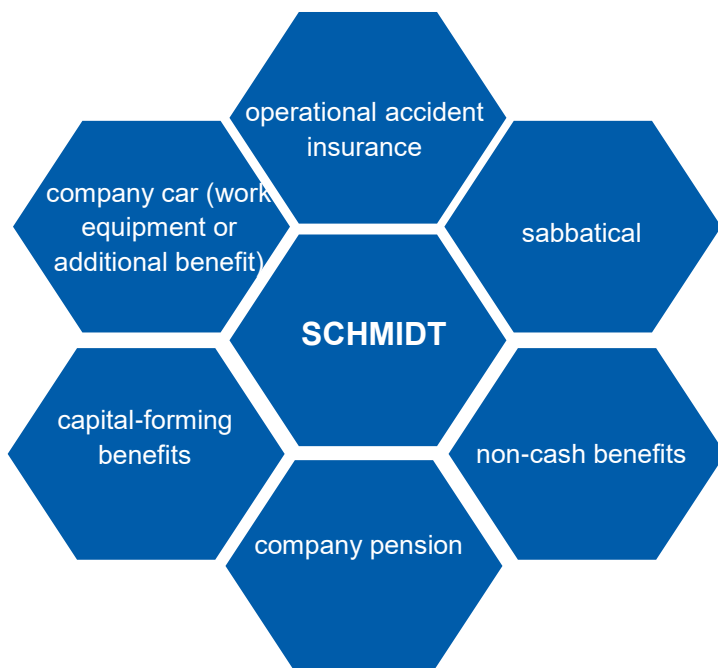
SCHMIDT aims to provide its employees with long-term job security. Both employees and employers benefit from long-standing relationships. The average length of employment in Germany was 9.98 years in 2022

Social Sustainability

GRI 3-3, GRI 401-01, GRI 401-02

Other additional services

In addition to flexible working hours and job security, SCHMIDT also grants its employees various company benefits. These include, for example, the company accident insurance, which also covers accidents that have occurred during free time. Another benefit is the company pension. SCHMIDT also supports the development of its employees. Sabbaticals make it possible for the job not to get in the way of life's adventures. In addition, professional and personal development is provided with training and internal job changes.



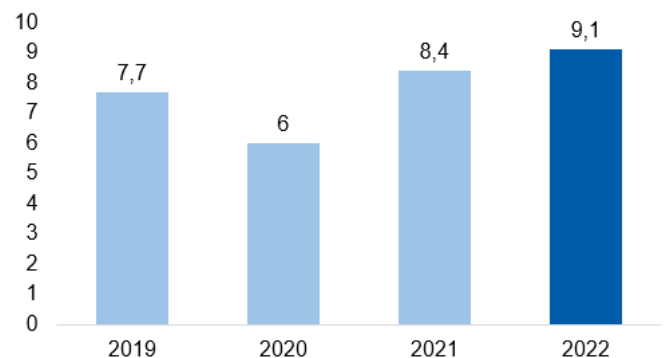
The working atmosphere is of course also an important point that speaks for SCHMIDT as an employer. Internally, opportunities and activities are identified that can increase employer attractiveness. Participation in sporting events, the possibility to purchase voucher blocks at a reduced price, health days and company celebrations are among them.

In addition, there are the diverse occupational fields themselves. Motor vehicle driver, mechanic, dispatcher, warehouse clerk, office clerk, to name just a few of the fields of work and activities.



These activities have a positive effect on voluntary fluctuation, which is not only an indicator of employee satisfaction in the company, but also has a positive effect on fluctuation costs and thus on the profitability of a company. In Germany, 169 employees were hired in 2022 and 251 employees in 2021.

Voluntary fluctuation SCHMIDT-Germany



Social Sustainability

GRI 2-8, GRI 205-02, GRI 3-3 , GRI 401-02, GRI 3-3, GRI 404-01, GRI 404-02, GRI 404-03

Educational opportunities at SCHMIDT

Education and study

Employees are the heart of every company. For this reason, SCHMIDT not only offers apprenticeships in commercial or technical areas, but also the opportunity to find an attractive job during or after their studies in the form of internships, practical student work or student trainee and graduate positions.

In 2022, 80% of apprentices who completed their training were hired by SCHMIDT.

Qualification and further education

Qualified employees are the cornerstone of every company's success. The promotion and further training of employees is therefore an essential component for good company performance in the long term. To ensure qualified company personnel and to enable personal development, employees are regularly trained. Various training opportunities are available for special development needs, which can be individually coordinated with the employee. If an employee identifies a need for training, she or he can indicate this at any time. About 10 % of SCHMIDT managers have also started their professional career with an apprenticeship or a dual study programme at SCHMIDT and have developed into qualified managers.

Here, a dedicated leadership competency program is in place, preparing selected emerging talents for their roles as leaders. This program also facilitates an optimal entry into the world of SCHMIDT for leaders coming from outside the SCHMIDT-GROUP.

The constantly growing demands on our employees are recorded by regular training needs assessments, which take place at least once a year, and are implemented in specific training and further education measures. Regular performance evaluations are also in place to identify development opportunities.

The satisfaction of our employees is a major concern of the management. In addition to external training courses, in-house training courses are regularly held by an external consultancy company. Within the framework of these train-

ings, not only technical skills are trained and deepened, but also soft skills such as teamwork and conflict management. Soft skills in particular are often neglected. It is therefore important to focus on these as well.

Important competences

Entrepreneurial competence

Leadership competence

Ability to work in a team and communication

Expertise and knowledge

A core element of training and development is the Charamel training tool. Through Charamel, digital training sessions can be conducted interactively. Charamel assesses participants' learning progress with interim questions. Additionally, Charamel allows the direct allocation of training content to each employee and monitors progress during the training sessions. This ensures that each employee receives and completes the relevant training.

Content that is not suitable for digital delivery continues to be conveyed and trained on-site and through direct practical experience.

Training hours.

Target group	2020	2021	2022
Driver	4.030	4.350	4.430
Warehouse	891	915	894
Employee	2.359	1.715	1.922
New entrants	555	753	792
Total	7.835	7.733	8.038



Social Sustainability

GRI 2-27, GRI 3-3, GRI 403-01, GRI 403-02, GRI 403-03, GRI 403-06, GRI 403-07, GRI 403-08

Occupational safety and health protection

Structure and principles of occupational safety

The guiding principle of our sustainable and contemporary occupational safety is a comprehensive, holistic understanding of the safety and health of our employees. The declared goal within the SCHMIDT GROUP is to prevent accidents. Unfortunately, with a total of 29 accidents in 2022, we have not yet achieved this. The 1,000-person rate in Karl Schmidt Spedition in 2022 was 11.93, which is below the industry average of 37.8 (1,000-person rate BG Verkehr).

Occupational safety is an integral part of all operational tasks and functions. It is an ethical, humanitarian, business, and ecological concern. Occupational safety is the preservation of life and health. This includes protection against work-related accidents and health hazards, as well as the preservation of health resources through active health promotion in terms of influencing physical, mental, and social well-being.

The foundation for occupational safety in the workplace is provided by laws, regulations, and rules of the German Social Accident Insurance (DGUV). This forms the basis for assessing workplace hazards and deciding on necessary protective measures.

The management integrates the occupational safety organization, ensuring a sustainable integration of occupational safety and health protection into the structures. All employees of Schmidt, as well as employees of external companies working on our premises, benefit from occupational safety measures.

Risk assessments

The central pillar of occupational safety is the conduct of risk assessments. This includes, among others, location-specific, event-related, equipment-specific, and activity-related risks. These serve the systematic identification and evaluation of hazards associated with employees' work, with the aim of determining necessary occupational safety measures.

Hazard refers to the possibility of harm or health impairment without specific requirements regarding their extent or likelihood of occurrence. Following the identification of hazard factors, the assessment aims to derive meaningful and necessary protective measures.

Training and development

As part of the internal occupational safety organization and as an opportunity for internal training for SCHMIDT employees, training programs are offered for the roles of company first aider, fire safety assistant, height rescuer, and expert for inspecting personal fall protection equipment. Employees readily take advantage of these opportunities.

Health management

This includes the human-friendly design and continuous improvement of work, as well as the provision of safe and health-conscious work systems. Ergonomic workspaces help prevent physical illnesses and discomfort. Fair working hours and a positive working atmosphere motivate employees, reduce stress, and ultimately contribute significantly to the health and well-being of our staff.

The occupational medical service at SCHMIDT is outsourced. Legal mandatory and preventive examinations can be conducted here. Additionally, SCHMIDT offers voluntary examinations (e.g., computer screen glasses), which are actively utilized by employees.

Health days are another contribution to employee well-being, including activities such as muscle checks or fitness assessments for employees. Training for company first aiders is also offered.

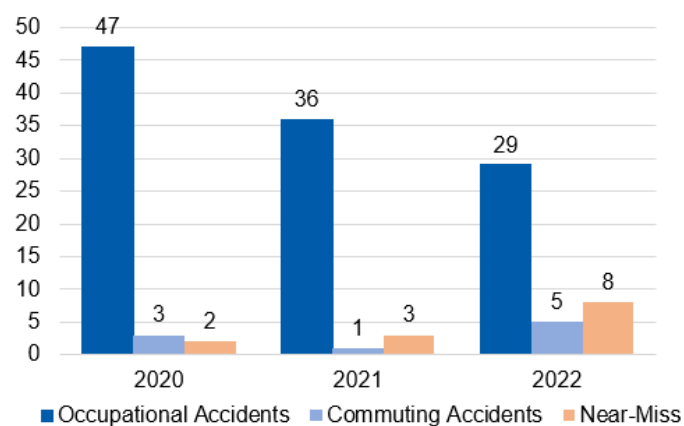
Social Sustainability

GRI 3-3, GRI 403-02, GRI 403-04, GRI 403-05, GRI 403-06, GRI 403-09

Safety metrics and performance measurement

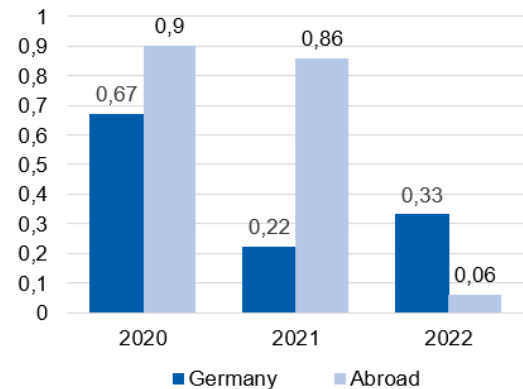
To assess the current situation and measure the success of initiatives, safety metrics are collected and continuously documented. These safety metrics include accident frequency and severity. In 2021, 36 workplace accidents were recorded across the entire SCHMIDT GROUP. This number was reduced to 29 in 2022. The goal is, of course, to continue this trend and further reduce accident frequency and severity through preventive and reactive safety measures within the company, such as training programs. However, the number of commuting accidents and near misses has slightly increased. The focus is now on identifying causes and preventing future increases.

Types of accidents at SCHMIDT



The Lost Time Injury (LTI) not only considers the absolute number of accidents but is also a measure of the severity of accidents, as it relates downtime to working hours. Accordingly, a serious workplace accident with a long downtime results in an increased LTI. The LTI at SCHMIDT has significantly decreased in Germany and slightly decreased internationally since 2020. However, in 2022, there was a slight increase in the severity of accidents in Germany. At the same time, internationally, the LTI has significantly and disproportionately decreased compared to the frequency of accidents. This indicates a significant reduction in the severity of accidents, suggesting that the accidents were relatively minor in nature.

LTI: Severity of accidents at SCHMIDT



One means of reducing accidents is safety training. Employees receive regular instruction on safety and health protection and precautions for particularly hazardous work areas and situations are trained. Employees are encouraged to follow safety guidelines and instructions and report deficiencies. This includes specifically pointing out that near misses should also be reported. While near misses do not result in tangible consequences in the form of damage, they can contribute to further increasing safety. Analyzing their causes allows implementing improvement measures to avoid or at least mitigate future hazardous situations. Reported deficiencies are promptly addressed, and corrective measures are defined if necessary.

The training days, supported by safety training through Charamel, increased from 765 days in 2020 to 810 in 2021, and most recently to 963 days in 2022. This represents an increase of about 26% since 2020. The training days are distributed between 853 days (Germany) and 110 days internationally for the year 2022. An increased number of training days has been achieved not only domestically but also internationally. The goal is to further increase these numbers and, especially, to align international training days with domestic levels. This goal is supported by the increasing digitization efforts.

Ecological Sustainability

GRI-201-02

Climate change as a fundamental issue

Climate change as such is a completely natural phenomenon. When we speak of it and its effects here and below, it is important to differentiate between natural and man-made climate change. The existence of man-made (anthropogenic) change is the scientific consensus today. Its causes are manifold. The destruction of natural greenhouse gas reservoirs (e.g. peatlands), the damage to greenhouse gas processing ecosystems (oceans, forests,...) and the active introduction and release of climate-relevant gases and substances have significantly accelerated the warming of the Earth. Our activities act like a fire accelerator on this world.

Yet the negative effects of climate change are not equally pronounced everywhere. While especially the cold regions are warming up more, people in the southern regions of Africa are suffering because of extreme weather conditions and record heat is measured every year in other parts of the world. The European population feels the effects more indirectly. This circumstance also means that industrialised nations, as the main drivers of climate change, and economically weak regions, as areas increasingly suffering from climate change, are moving even further apart economically.

Chances and risks due to climate change

Climate change is the central topic of today and of course its effects do not go unnoticed at SCHMIDT. The direct effects of climate change on logistics and thus on our business activities are manifold. The accumulation and increase in intensity of extreme weather events can make transport impossible, damage infrastructure and expose employees to a safety risk. Heat waves and droughts sometimes make waterways impassable, increase the risk of fire damage and have a negative impact on the well-being of employees.

These direct effects can only be countered with limited preventive measures. Examples of measures would be shifting transport away from waterways where possible, effective fire protection systems and investing in air conditioning units to create a pleasant working environment in ware-

houses and buildings which increases employee satisfaction. Insurance could also become increasingly important for the physical impacts of climate change, while leading to further financial burdens. Furthermore, it can be assumed that the operating costs of diesel vehicles will increase due to political-regulatory measures (CO₂ taxation, toll exemptions/emission-dependent toll rates, etc.), which could exceed investment costs in lower-emission energies in the future. Passing on investment costs in the area of "green logistics" is currently only possible to a limited extent, as increased prices are hardly enforceable on the market. SCHMIDT must take this into account in its internal analyses.

At the same time, the demands for transparency are increasing. The reporting and control of CO₂ emissions will take up company resources. At the same time, they open up opportunities, as they enable the identification of saving potentials and the offering of climate-optimised transports on the market. Early investment in climate-friendly technologies can lead to a competitive advantage. In this context, the political promotion of commitment in this area should also be seen as an opportunity.

Ecological Sustainability

GRI 302-01, GRI 302-03

Analysis of ecologically relevant energy consumption

In order to optimise one's own environmental performance, minimise negative impacts and thus commit to environmental sustainability, it is important to know one's own negative and positive impacts on the environment and to track developments and control them with the help of measures. For this purpose, it is necessary to deal with the relevant aspects.

Energy consumption

A key issue is energy consumption. This is not only a consumption of resources, but also an emission of greenhouse gases. Recording this is therefore of great importance for sustainability management. The objective is to identify major energy consumers and actively reduce consumption through energy-saving technologies, responsible use and, where possible, a reduction in demand. Energy consumption is broken down into different energy sources. Large energy consumers at the SCHMIDT GROUP are rinsing halls, workshops and the consumption of mechanical equipment and warehousing.

In addition, the largest emission of greenhouse-relevant gases occurs during transport itself. This will therefore be discussed in more detail.

SCHMIDT-Energy consumptions

	2020	2021	2022	Diff. 2022/2021
Gas (kWh)	6.300.299	6.665.324	5.949.478	- 10,7 %
Heating oil (l)	406.790	387.152	287.552	- 25,7 %
Electricity (kWh)	4.639.337	4.696.866	4.201.397	- 10,5 %

As can be seen, energy consumption (gas, heating oil and electricity) has significantly decreased compared to 2021. This is partly due to the elimination of energy sources at branches (e.g., the abandonment of heating oil in Foret) or the consideration of alternative energy sources (e.g., installation of a pellet heating system in Duisburg).

The associated emissions are expressed in CO₂ equivalents and are calculated based on consumption and individual emission factors. They are a key metric for assessing the impact of a process or activity on climate change. For the aforementioned energy sources, the following CO₂ emissions have been determined.

SCHMIDT– Emissions per energy source (in kg)

	2020	2021	2022	Diff. 2020/2021
Gas	1.330.300	1.412.981	1.301.787	- 7,1 %
Heating Oil	1.187.827	1.130.484	776.390	- 31,3 %
Electricity	1.860.374	1.883.443	1.823.406	- 3,2 %

The different ratio of consumption change and emission change is due to newly issued emission factors for heating oil and electricity for the year 2022 (source: Umweltbundesamt).

The following emission factors form the basis for the CO₂ calculation:

2020 and 2021:

Gas: 1 kWh corresponds to 0.22 kg CO₂
Heating oil: 1 liter corresponds to 2.92 kg CO₂
Electricity: 1 kWh corresponds to 0.401 kg CO₂

2022:

Gas: 1 kWh corresponds to 0.22 kg CO₂
Heating oil: 1 liter corresponds to 2.70 kg CO₂
Electricity: 1 kWh corresponds to 0.434 kg CO₂

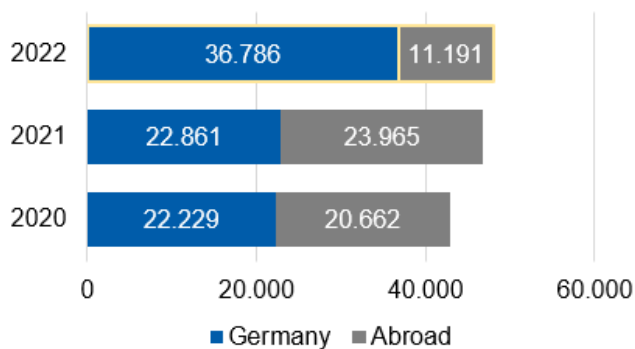
Ecological Sustainability

GRI 3-3, GRI 302-01, GRI 302-04, GRI 302-05, GRI 305-05

Fuel consumption transport management

As a transport company, fuel consumption is a large component of our energy consumption. The transport sector is one of the main sources of greenhouse gas emissions and road transport in particular is responsible for the largest share of emissions. Therefore we see great potential for savings here.

CO₂-Emissions of SCHMIDT trucks (t)*



The underlying calculation factor is 2.65 kg CO₂ per liter of diesel.

With a total mileage of 54.3 million km in 2021, 17,670,390 liters of diesel were consumed, resulting in a total of 46,826 tons of CO₂ emissions. In 2022, with a total mileage of 54.7 million km, a total of 47,977 tons of CO₂ emissions were released. It is evident that the increased emissions are directly related to the increased mileage. The composition of the total mileage has significantly changed, with less mileage performed abroad in 2022, while the mileage for Germany has increased significantly.

Fuel Consumption in Warehouse Operations

A significant portion of SCHMIDT forklifts is electrically powered. However, diesel forklifts are also in use and their fuel consumption is recorded. The direct total CO₂ emissions from diesel forklifts were 279 tons in 2021 and approximately 265 tons in 2022. Thus, the CO₂ emissions were reduced by about 5% in 2022. This reduction was primarily achieved through the increased use of electric forklifts.

Energy management and climate protection

For several years now, we have been stepping up our efforts in the area of energy conservation and the associated saving of carbon dioxide emissions. In addition we are reducing consumption by equipping all branches with LED lights, using the latest production equipment and using intelligent timers. In view of the sharp increase in greenhouse gas emissions worldwide, the SCHMIDT GROUP has committed itself to reducing its carbon footprint through appropriate measures.

The goal is to further reduce greenhouse gas emissions significantly by the year 2030.

Electricity Management

The conversion to LED lamps and targeted measures and training in the area of environmental awareness among our employees, which focused on the topics of energy saving and climate measures, helped to reduce electricity consumption and, in connection with this, the decrease in total CO₂ emissions.

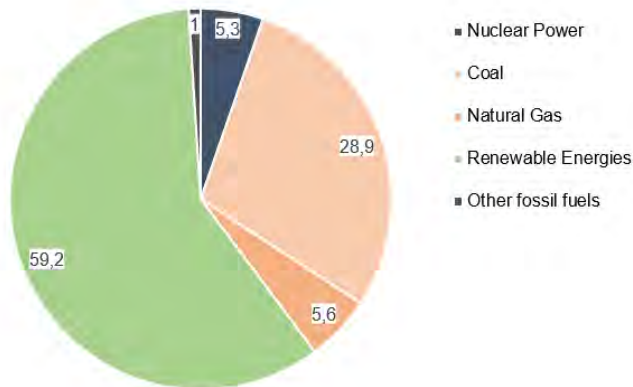
*Correction of Calculation Error for 2020/2021 in the Sustainability Report 2021.

Ecological Sustainability

GRI 3-3, GRI 302-01, GRI 302-04, GRI 302-05, GRI 305-05

Relevant for the calculation of CO₂ emissions and a starting point for reductions is above all the electricity mix and its development.

Electricity Mix Germany 2022



Since the electricity mix makes a significant contribution to climate protection and renewable energies are of the greatest relevance in reducing the CO₂ footprint, SCHMIDT has set itself the goal of further increasing the share of renewable energies.

Fleet Management and modal split

In order to reduce greenhouse gas emissions in the area of road transport, we have adopted an action plan that initially provides for the use of state-of-the-art EURO-VI diesel technologies in the entire fleet. We have already converted 90% of the fleet to EURO-VI vehicles by the end of 2021. At the end of the year 2022, it was approximately 99 %. But the conversion to Euro VI vehicles will not stop there. SCHMIDT continues to look for alternative drive technologies for its vehicle fleet. LNG vehicles, which have been successfully tested in day-to-day business in the form of a pilot project, are already being used here and are now supplementing the fleet.

To stay up to date in this area, we work closely with our vehicle suppliers, our customers, and initiatives such as H2-Süd.

SCHMIDT– LNG-Truck



As an operator of modern container terminals, we use combined transport as an alternative wherever possible, as this already brings significant CO₂ savings from a distance of 500 km. In addition, we use inland waterway vessels and the rolling road as an alternative to pure road transport. In the area of dispatching, state-of-the-art IT supports us in finding the best route.

In the warehouse area, we are replacing diesel forklifts with modern electric forklifts. These can already be charged in many branches by the self-generated solar power.

In addition, we have established a Steering Committee in the SCHMIDT GROUP, whose goal is to anchor the avoidance of greenhouse gases in the company management and to ensure this across all company divisions. This committee is made up of our managing, the head of the forwarding division, who is also the waste management officer, the head of QM, the head of administration and the head of marketing.

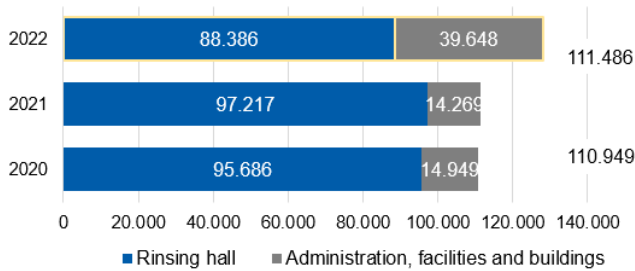
Ecological Sustainability

GRI 3-3, GRI 303-01, GRI 303-02, GRI 302-03, GRI 302-05

Water consumption and management

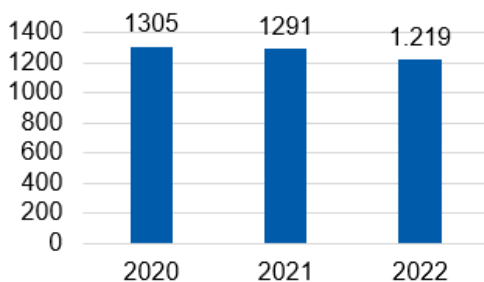
At SCHMIDT, water is mainly consumed in the office buildings and rinsing halls and is accordingly discharged again as wastewater.

Water consumption SCHMIDT (m³)



The changed distribution of water consumption in the rinsing hall compared to the water consumption of administration, facilities, and buildings in 2022 is due to improved allocation of consumers through intermediate meters and increased experience values. Previously, the allocation was made through estimates.

Average consumption per rinsing (l)



We were able to further reduce water consumption in our cleaning facilities through the optimization of the cleaning process.

SCHMIDT uses 100% fresh water from public or private waterworks. The use of surface water is not provided. Sea-water is also not used and pumped.

Sustainable water management means identifying approaches to water conservation. This starts with training employees on sustainable water consumption and extends to the widespread use of efficient technologies, as well as the careful maintenance of pipes, lines, and seals.



Wastewater management

For wastewater management, filter and cleaning technologies at the washing facilities are particularly relevant. Here, measures are taken to ensure that no hazardous wastewater is released into the environment. At locations with an increased risk of contamination (e.g., related to chemical use), the wastewater undergoes multiple careful tests and analyses as it goes through the purification processes.

Water discharged into rivers undergoes a particularly meticulous analysis and testing process and is only introduced if it meets the required purity standards.

Ecological Sustainability

GRI 3-3, GRI 306-01, GRI 306-02, GRI 306-03

Waste management

In the area of waste management, SCHMIDT has a waste officer since many years who centrally coordinates and monitors waste management activities for the group.

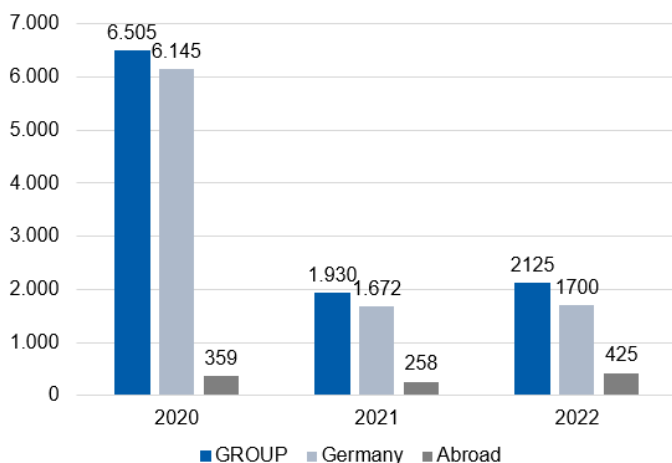
As a matter of principle, the corresponding management goals regarding waste avoidance and waste reduction are set each year and reviewed at the end of the year. The top priority for SCHMIDT is waste avoidance. To this end, we make use of various possibilities. In the area of purchasing, we dispense with packaging material wherever possible. In the area of administration, we try to avoid paper as far as possible through the use of IT.

SCHMIDT advocates for the 5-stage waste hierarchy:

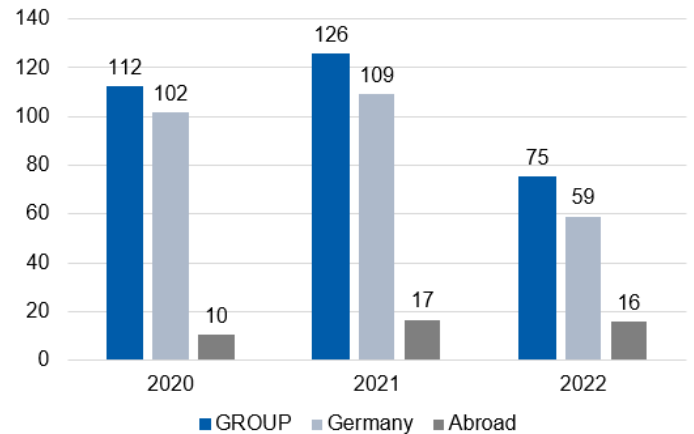
- Prevention
- Reuse
- Recycling
- Other Recovery
- Disposal

The highest level of the hierarchy should always be pursued. Should waste nevertheless arise, we pursue a concept of waste separation and work with renowned companies in the area of waste management on the recycling of reusable waste.

Non-hazardous waste in tonnes



Hazardous waste in tonnes



Ecological Sustainability

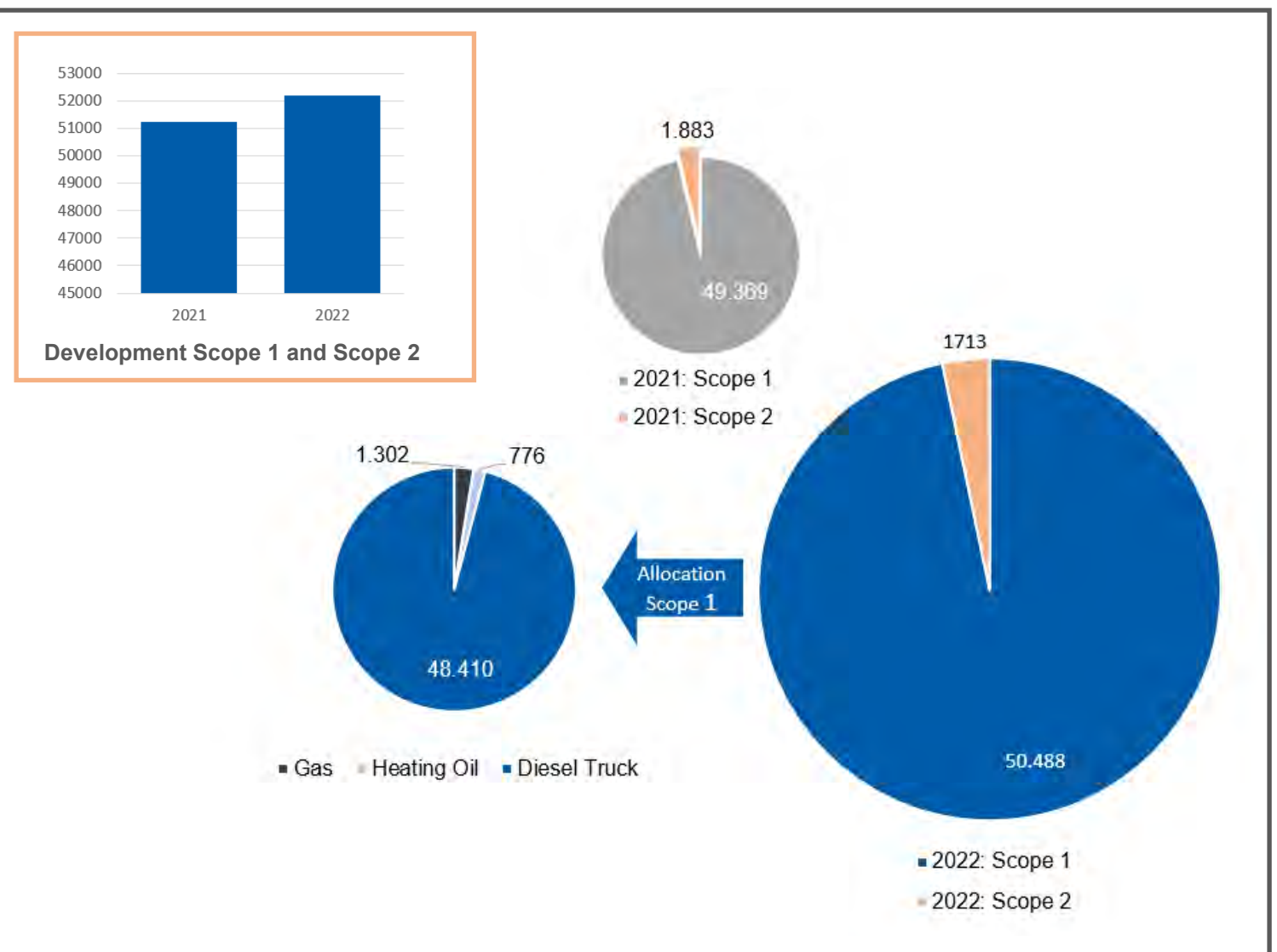
GRI 3-3, GRI 305-01, GRI 305-02, GRI 305-04

Emissions management according to the GHG Protocol

The Greenhouse Gas Protocol is a way to make CO₂ emissions transparent. It distinguishes between three scopes. Scope 1 refers to the direct emissions of the company. These are, for example, stationary and mobile combustion. As a freight forwarder, the emissions of the vehicle fleet are particularly relevant here. Scope 2 refers to energy-related indirect emissions, which are caused, for example, by the energy used, such as gas and electricity. Scope 3 is the last and most comprehensive scope. It relates to all other indirect emissions, e.g. to the upstream supply chain through the purchase of goods and raw material purchases or downstream emissions that occur during product use.

Unlike a production company, SCHMIDT as a service provider has no high material purchases and also no downstream emissions from products. Scope 3 therefore plays a rather subordinate role in the holistic view in relation to Scope 1 and 2. For this reason, SCHMIDT focuses on the first two scopes, which are relevant for the company's activities.

GHG-Emissions Scope 1 and 2 in tonnes (2021 and 2022)



Ecological Sustainability

GRI 2-25, GRI 304-01

Consumption of material resources

Even though we, as a transport and logistics company, do not belong to the manufacturing industry, we can still make our contribution to a lower consumption of material resources.

Ever since the company was founded, we have seen ourselves as specialists in the storage, transport and handling of loose goods (bulk). This allows the handling of larger quantities and saves enormous amounts of packaging material.

We market our know-how worldwide and try to convince potential customers of these solutions. Especially in markets such as the Arab countries, where 95 % of plastic granulate is still transported and stored as packaged goods in 25 kg bags or big bags, a change to silos can significantly reduce packaging waste.

In addition, we are investing in digitalisation projects in all areas to speed up processes and reduce paper and packaging consumption. This applies to both transport and administration. Today, our transport and warehouse orders can already be entered, processed and invoiced without paper. The workshop and vehicle fleet will also be converted to a paperless system.

The introduction will be accompanied by the implementation of electronic incoming and outgoing invoice processing in the accounting department and a digital document management system, which will enable us to save paper.

SCHMIDT also uses recycled materials. These are, for example, paper and toilet paper on a large scale, but also cleaning cloths in the workshops are collected by SCHMIDT and recycled by specialised companies and then reused. This is a particular advantage for the environment, as these textiles are considered hazardous materials after use in the workshop, thus avoiding costly disposal.

Land use and biodiversity

Schmidt consumes land with its branches and locations and thus restricts biodiversity. The necessary transport infrastructure such as roads or railway stations as well as port facilities also take up larger areas of land. In order not

to disturb biodiversity excessively, the principle of minimising and avoiding noise, air pollutants and vibrations applies.

Schmidt Iberica



At locations near bodies of water, such as Cologne, Frankfurt or the combined transport terminal in Heilbronn, there is also a risk to water protection areas if, for example, toxic liquids are released into the water due to damage to the vehicles. In the event of damage, employees are instructed to act quickly and involve external third parties (e.g. fire brigades) to minimise the impact on the environment and especially on water systems.

Schmidt Frankfurt am Main



Responsibility

GRI 3-1, GRI 3-2

UN Global Goals for Sustainable Development

The Sustainable Development Goals (SDGs) were adopted by the United Nations in September 2015. The concept pursues the goals of ending poverty, hunger, AIDS and discrimination against women and girls, protecting the planet and ensuring that all people enjoy peace and prosperity by 2030. Building on the principle of "leaving no one behind", this holistic approach aims to achieve sustainable development for all.

Of course, all SDGs of Agenda 30 are of great importance. Nevertheless, in the interest of an environmental analysis, it is relevant to identify and present the UN points that are essential for the company. For example, high-quality education is supported by the personnel development and qualification of our employees and quantified by training quota and training days. Naturally, this is independent of gender. Decent work includes fair working conditions and remuneration as well as transparency. All of this, in turn, pays off in terms of economic growth.

As a service provider, this includes working with and advancing new propulsion technologies and supporting infrastructure development, for example through refuelling stations and flushing stations. Goal 13 also ties in here. Emission and waste reduction as well as energy-efficient transport solutions should be mentioned here. Long-term



and close partnerships are important success factors. For example, SCHMIDT is a member of H2 Süd to promote hydrogen technology as an environmentally friendly drive technology and participates in the Operation Clean Sweep, ECTA, Responsible Care and Ecovadis programmes. A major topic area for a logistics company is, of course, SDG 13 - i.e. the contribution to climate protection. There is great potential here, as the transport industry demonstrably contributes a very large share to global greenhouse gas emissions.

The Global Goals for Sustainable Development therefore provide a direction. The concrete design and the selection of suitable aspects are individual to each company. In addition, various measures can affect and promote several SDGs. Access to better education also increases gender equality. Synergy effects can thus be used efficiently.



Responsibility

GRI 2-24, GRI 2-27, GRI 2-29, GRI 3-3, GRI 308-01, GRI 407-01, GRI 408-01, GRI 409-01, GRI 414-02

Responsibility within the supply chain

As a logistics company, we see ourselves as the central hub of the supply chain between our clients and their customers. To implement customer requirements, we use contractors and suppliers. We are aware of this responsibility and try to integrate our entrepreneurs and suppliers into our value structure through our supplier guidelines.

The main points of the supplier guidelines are environmental and climate protection through the conservation of resources and the reduction of emissions and social issues such as human rights, the prohibition of child and forced labour, equal opportunities and fair conduct, good working conditions including a minimum remuneration standard that is above the minimum wage if required, and occupational health and safety.

Sustainable business management also includes the realisation that a company can only be as sustainable as its supply chains. Therefore, suppliers play a major role in sustainability. The goal is to maintain long-term business relationships with suppliers based on partnership. This also includes honest communication. The SCHMIDT-supplier - guideline is one way of transparently disclosing values and attitudes to suppliers and at the same time clarifying expectations.

These expectations include not only the guarantee of quality and adherence to delivery dates, but also sustainability aspects such as the avoidance of packaging material, fair and safe working conditions (remuneration in accordance with legal standards, but at least at a level that is sufficient to live on, as well as decent working hours and health protection measures) and the observance of human rights (freedom of assembly, avoidance of forced or child labour and discrimination).

Environmentally relevant aspects would be measures to reduce emissions and waste. This also includes the circular economy and the preference for recycling measures instead of disposal. Of course, the principles of "good businessman" with regard to fair competition, data protection

and the protection of intellectual property are also a matter of course.

New suppliers apply to SCHMIDT starting with a self-disclosure. After an examination and assessment, a trial order is placed and, in the best case, long-term cooperation. In the event of violations, we reserve the right to demand improvement measures or to terminate the business relationship. Random audits are not a sign of general mistrust, but serve the interest of SCHMIDT stakeholders to secure a sustainable supply chain and to identify grievances at an early stage.

Suppliers violating human rights or basic labor rights (e.g., the right to freedom of association) are currently not known. Collaboration would be declined in such cases.

The purchasing department is trained to enquire information about sustainability issues from suppliers, to enforce them and to take them into account in the selection process. For larger purchases or orders, the four-eyes principle serves to ensure fair and decent business practices.

Local and smaller suppliers are taken into account wherever possible. For example, company clothing is purchased from a company in Bad Rappenau.

However, the SCHMIDT GROUP is also grateful for suggestions and proposals for improvement from suppliers. All in the spirit of a partnership relationship. Of course, the possibility of using the established whistleblower system also applies to supplier relationships.

In accordance with the Supply Chain Due Diligence Act (LkSG), procurement processes are currently being reassessed and optimized to meet the demanding political requirements.

Responsibility

GRI 2-25, GRI 2-29, GRI 3-3, GRI 416-01, GRI 417-01

Customer responsibility and social responsibility

SCHMIDT customers depend on smooth transport processes. This includes, on the one hand, fast and punctual transport handling and close communication and, on the other hand, clean handling of the transported goods themselves. In the case of granulates, it only takes one granulate grain of a different colour to contaminate an entire production unit. This is not only leading to costs, but also to wasted resources and waste, so responsible handling is essential. For other products, such as medical gases and foodstuffs as well as animal feed, there are also safety-relevant aspects in case of contamination. Proper rinsing in the rinsing halls, a controlled transport process and GMP+ certification ensure responsibility towards customers and end consumers.

Another factor is the transports themselves. As a road user, every SCHMIDT vehicle bears great responsibility on roads. Vehicles that are state of the art and configured with safety-relevant special equipment are obligatory. Furthermore, driver training is essential to reduce the potential for accidents and hazards as much as possible. If a hazard should occur, comprehensive procedural instructions and competent personnel ensure that negative effects, e.g. from leaking of hazardous substances, are reduced as far as possible.

SCHMIDT takes customer concerns seriously and processes complaints or inquiries promptly and to the best satisfaction of the customer. This fosters long-standing trust relationships with customers.

Initiatives, Associations und Organisations

GRI 2-28, GRI 3-3, GRI 415-01

Member Initiatives

Together you achieve more! That is why SCHMIDT is involved in external initiatives that are committed to sustainability and want to drive it forward.

H2 Süd

This includes, for example, the H2-Süd initiative, which aims to promote sustainable mobility. Hydrogen produces no emissions in direct operation and - when produced green - is emission-free. H2-Süd wants to make use of this principle. SCHMIDT is involved in this as a specialist for transport mobility in order to be able to offer green transport services in the long term.



Responsible Care

SCHMIDT is also a member of the Responsible Care initiative, which obliges to achieve constant improvements in the areas of environment, safety and health in the chemical trade environment. As a transporter of chemical goods, SCHMIDT undertakes to comply with the highest safety measures, such as the qualification of employees through training, the regular inspection of technology and vehicles and the resulting appropriate handling of hazardous goods in particular. SCHMIDT thus assumes responsibility and ensures that the transport of chemical goods does not cause any harm to people or the environment.



Operation Clean Sweep

This program has set itself the goal of preventing the loss of plastic granulates and thus the discharge of plastics into the environment. Plastics and waste are a major problem, especially in the sea. SCHMIDT, as part of the transport chain and as a specialist in the transport of such bulk goods, is committed to take measures together with other players in plastics production, transport, storage and further processing to minimise the input into the environment and thus contribute to the cleanliness of our environment.



Political influence

SCHMIDT does not donate to political parties and their members.

Audits

Certifications

The SCHMIDT GROUP not only attaches importance to complying with its own standards internally, but also regularly takes part in external audits to obtain numerous external certificates. The SCHMIDT GROUP currently has the following standards and certifications.

The certifications of the ISO standards are site-related and not company-wide, which is why, for example, a certification according to ISO 14001:2015 does not apply to all sites. This does not mean that other sites do not achieve the required level, but that no auditing was carried out.

Certification/Evidence	Validity
ISO 9001: 2015	until 08.05.2025
ISO 14001: 2015	until 04.05.2026
AOE	since 08.01.2016
GMP+ B4 / B3 (Transport / Warehousing)	until 20.07.2026
Energieaudit DIN EN 16247 –1	since 25.03.2020 (4 years)
ACEP-D-HH-45	since 14.08.2014 (10 years)

SQAS

In addition, the SQAS reassessments listed in the table were carried out at SCHMIDT in 2022. SQAS stands for (Safety and Quality Assessment System)

SQAS Transport Service (TS)

Location	Conducted on	Percent
Wommelgem Belgium	01.06.2022	76
Heilbronn Germany	23.03.2022	80
Enzersdorf Austria	07.11.2022	65

SQAS Tank Cleaning (TC)

Location	Conducted on	Percent
Heilbronn Germany	23.03.2022	82
Kastl Germany	09.06.2022	79
Foret Germany	03.05.2022	78
Frankfurt Germany	17.05.2022	79
Hürth Germany	23.06.2022	81
Wesseling Germany	21.06.2022	81
Ludwigshafen Germany	05.07.2022	81
Plock Poland	06.10.2022	79
Großlehna Germany	27.09.2022	81
Enzersdorf Austria	09.11.2022	78

SQAS Warehouse (WH)

Location	Conducted on	Percent
Enzersdorf Austria	10.11.2022	71

EcoVadis

The EcoVadis Sustainability Assessment

The EcoVadis sustainability rating is a globally recognised assessment of company's sustainability performances. Every year, SCHMIDT is asked to complete a questionnaire tailored to the company's individual needs on the four EcoVadis sustainability criteria "Environment", "Labour and Human Rights", "Ethics" and "Sustainable Procurement". For each area, questions are asked in the questionnaire and supporting documents are requested from the company. For the evaluation, the various criteria are weighted depending on the sector and assessed with a score depending on their fulfilment. This score is based on aspects such as the existence of guidelines and certificates, reporting, measures and the extent of implementation in the company. In addition to the overall score, SCHMIDT thus also receives an evaluation of its current sustainability performance. In addition to feedback on positively striking performance, EcoVadis also shows potential for improvement. SCHMIDT sees this potential for improvement as an opportunity and evaluates possible corrections and improvements after each EcoVadis assessment. In this way, gaps are gradually closed, the company's sustainability performance is continuously improved and ultimately its performance in the EcoVadis ranking is also improved. As an example of this improvement process, measures for one improvement area per sustainability criterion from the 2021 /2022 assessment are now mentioned.

Corrective action plan 2021/2022

Sustainable Procurement

To address gaps in monitoring and controlling the supply chain, issuing a commitment statement to suppliers has been identified as a measure. The transparent documentation includes capturing the response rate of signed and confirmed commitment statements. Suppliers who do not agree to the commitment will be excluded as SCHMIDT suppliers.

Environment

Given that CO₂ emissions are a significant environmental concern for a company in the transportation sector, and the

data on this topic is still expandable, SCHMIDT has set the goal of extensive data collection for Scope 1 and 2 emissions. This includes emissions from the operational activities of vehicles as well as emissions directly or indirectly generated by the consumption of energy, heating oil, gas, and other fuels.

Labor and Human Rights

SCHMIDT aims to increase its presence among potential employees and create career opportunities. To significantly improve transparency for interested parties, concepts and procedures for career and employee development have been established.

Ethics

Corporate governance and compliance are becoming increasingly important. To detect issues early on and provide employees with a trustworthy point of contact, SCHMIDT has fundamentally changed its whistleblowing procedure. Previously, management or the immediate supervisor was responsible for employee concerns in this area. However, to address concerns about necessary anonymity and potential disadvantages, an anonymous external reporting channel has been established. Employees can still approach internal channels with confidence.

General

Expansion of data collection across all SCHMIDT locations and consistent gathering of relevant data.

Appendix

GRI-Indicator	Comment	Page
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SCHMIDT has reported, referencing the GRI Standards, on the information provided in this GRI Index for the period 01.01.2022-31.12.2022.

GRI 1: Foundation 2021

GRI 2: General Disclosures

The organization and its reporting practices

GRI 2-1	Organizational details		p. 2, 3
GRI 2-2	Entities included in the organization's sustainability report		p. II, 2
GRI 2-3	Reporting period, frequency and contact point		p. II, 47
GRI 2-4	Restatements of information		p. 26
GRI 2-5	External assurance	none	p. II

Activities and workers

GRI 2-6	Activities, value chain and other business relationships		p. 2
GRI 2-7	Employees		p. 18, 19
GRI 2-8	Workers who are not employees		p. 21

Governance

GRI 2-9	Governance structure and composition		p. 3
GRI 2-10	Nomination and selection of the highest governance body	not applicable	
GRI 2-11	Chair of the highest governance body	not applicable	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	not applicable	
GRI 2-13	Delegation of responsibility for managing impacts	not applicable	
GRI 2-14	Role of the highest governance body in sustainability reporting	not applicable	
GRI 2-15	Conflicts of interest	not applicable	
GRI 2-16	Communication of critical concerns	not applicable	
GRI 2-17	Collective knowledge of the highest governance body	not applicable	
GRI 2-18	Evaluation of the performance of the highest governance body	not applicable	
GRI 2-19	Remuneration policies	not applicable	
GRI 2-20	Process to determine remuneration	not applicable	
GRI 2-21	Annual total compensation ratio	not applicable	

Appendix

GRI-Indicator	Comment	Page
Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	p.1, 5, 6
GRI 2-23	Policy commitments	p. 1, 6
GRI 2-24	Embedding policy commitments	p. 13-15, 17, 33
GRI 2-25	Processes to remediate negative impacts	p. 13-15, 31, 34
GRI 2-26	Mechanisms for seeking advice and raising concerns	p. 12, 15, 47
GRI 2-27	Compliance with laws and regulations	p. 13, 14, 22, 33
GRI 2-28	Membership associations	p. 35
Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	p. 7, 8, 12, 33, 34
GRI 2-30	Collective bargaining agreements	not applicable
GRI 201: Economic Performance 2016		
GRI 3-3	Topic management disclosures	p. 5, 6, 9
GRI 201—01	Direct economic value generated and distributed	p. 11
GRI 201—02	Financial implications and other risks and opportunities due to climate change	p. 24
GRI 201—03	Defined benefit plan obligations and other retirement plans	not applicable
GRI 201—04	Financial assistance received from government	
GRI 202: Market Presence 2016		
<GRI 202—01	Ratios of standard entry level wage by gender compared to local minimum wage	p. 19
GRI 202-02	Proportion of senior management hired from the local community	Information is currently not being collected.

Appendix

GRI-Indicator		Comment	Page
GRI 203: Indirect Economic Impacts 2016			
GRI 203-1	Infrastructure investments and services supported	In 2022, no infrastructure investments took place; possibilities for investing in charging infrastructure are under consideration.	
GRI 203-2	Significant indirect economic impacts	In 2022, no significant indirect economic impacts could be captured. Efforts are being made to develop a method for capturing these impacts.	
GRI 204: Procurement Practices 2016			
GRI 3-3	Topic management disclosures		p. 33
GRI 204-01	Proportion of spending on local suppliers	Information is currently not being collected.	
GRI 205: Anti-corruption 2016			
GRI 3-3	Topic management disclosures		p.13, 15
GRI 205-01	Operations assessed for risks related to corruption	Information is currently not being collected.	
GRI 205-02	Communication and training about anti-corruption policies and procedures	Further awareness-raising activities for corruption issues are in planning.	p. 13, 16, 21
GRI 205-03	Confirmed incidents of corruption and actions taken	There were no confirmed cases in 2022.	p. 15
GRI 206: Anti-competitive Behavior 2016			
GRI 3-3	Topic management disclosures		p. 6
GRI 206—01	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	There were no confirmed cases in 2022.	p.15
GRI 207: Tax 2019			
GRI 3-3	Topic management disclosures		p. 14
GRI 207—01	Approach to tax		p. 14
GRI 207-02	Tax Governance, control and risk management		p. 14
GRI 207-03	Stakeholder engagement and management of concerns related to tax		p. 14
GRI-207-04	Country-by-country reporting	Information is currently not being collected.	

Appendix

GRI-Indicator		Comment	Page
GRI 3: Material Topics			
GRI 3-1	Process to determine material topics		p. 9, 32
GRI 3-2	List of material topics		p. 6, 9, 32
GRI 301: Materials 2016			
GRI 3-3	Topic management disclosures	Information is currently not being collected.	
GRI 301-01	Materials used by weight or volume	Information is currently not being collected.	
GRI 301-02	Recycled input materials used	Information is currently not being collected.	
GRI 301-03	Reclaimed products and their packaging materials	Information is currently not being collected.	
GRI 302: Energy 2016			
GRI 3-3	Topic management disclosures		p. 26, 27
GRI 302-01	Energy consumption within the organization		p. 25-27
GRI 302-02	Energy consumption outside of the organization	Information is currently not being collected.	
GRI 302-03	Energy intensity		
GRI 302-04	Reduction of energy consumption		p. 26, 27
GRI 302-05	Reduction in energy requirements of products and services		p. 26, 27
GRI 303: Water and Effluents 2018			
GRI 3-3	Topic management disclosures		p. 28
GRI 303-01	Interactions with water as a shared resource		p. 28
GRI 303-02	Management of water discharge-related impacts		p. 28
GRI 303-03	Water withdrawal		p. 28
GRI 303-04	Water discharge	Information is currently not being collected.	
GRI 303-05	Water consumption		p. 28

Appendix

GRI-Indicator		Comment	Page
GRI 304: Biodiversity 2016			
GRI 3-3	Topic management disclosures		
GRI 304-01	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		p. 31
GRI 304-02	Significant impacts of activities, products and services on biodiversity	No significant impacts are known.	
GRI 304-03	Habitats protected or restored	No renaturation measures were recorded in 2022.	
GRI 304-04	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Information, broken down by types, is currently not available.	
GRI 305: Emissions 2016			
GRI 3-3	Topic management disclosures		p. 30
GRI 305-01	Direct (Scope 1) GHG-emissions		p. 30
GRI 305-02	Energy indirect (Scope 2) GHG-emissions		p. 30
GRI 305-03	Other indirect (Scope 3) GHG emissions	Information is currently not being collected.	
GRI 305-04	GHG emissions intensity		
GRI 305-05	Reduction of GHG-emissions		p. 26, 27
GRI 305-06	Emissions of ozone-depleting substances (ODS)	No significant emissions of ozone-depleting substances are known.	
GRI 305-07	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Information is currently not being collected.	
GRI 306: Waste 2020			
GRI 3-3	Topic management disclosures		p. 29
GRI 306-01	Waste generation and significant waste-related impacts		p. 29
GRI 306-02	Management of significant waste-related impacts		p. 29
GRI 306-03	Waste generated		p. 29
GRI 306-04	Waste diverted from disposal	Information, broken down by disposal method, is currently not available.	
GRI 306-05	Waste directed to disposal	Information, broken down by type of disposal, is currently not available.	

Appendix

GRI-Indicator	Comment		Page
GRI 308: Supplier Environmental Assessment 2016			
GRI 3-3	Topic management disclosures		p. 33
GRI 308-01	New suppliers that were screened using environmental criteria		p. 33
GRI 308-02	Negative environmental impacts in the supply chain and actions	No negative environmental impacts have been recorded for 2022.	
GRI 401: Employmen 2016			
GRI 3-3	Topic management disclosures		p. 18-21
GRI 401-01	New employee hires and employee turnover		p. 20
GRI 401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees		p. 19-21
GRI 401-03	Parental leave	Parental leave is part of the SCHMIDT company philosophy, but currently no detailed personnel numbers are recorded for this.	p. 19
GRI 402: Labor/Management Relations 2016			
GRI 3-3	Topic management disclosures		
GRI 402-01	Minimum notice periods regarding operational changes	SCHMIDT employees are informed early depending on operational changes.	
GRI 403: Occupational Health and Safety 2018			
GRI 3-3	Topic management disclosures		p. 22, 23
GRI 403-01	Occupational health and safety management system		p. 22
GRI 403-02	Hazard identification, risk assessment and incident investigation		p. 22, 23
GRI 403-03	Occupational health services		p. 22
GRI 403-04	Worker participation, consultation and communication on occupational health and safety		p. 23
GRI 403-05	Worker training on occupational health and safety		p. 23
GRI 403-06	Promotion of worker health		p. 22, 23

Appendix

GRI-Indicator	Comment	Page
GRI 403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 22
GRI 403-08	Workers covered by an occupational health and safety management system	p. 22
GRI 403-09	Work-related injuries	p. 23
GRI 403-10	Work-related ill health	Information is currently not being collected.
GRI 404: Training and Educations 2016		
GRI 3-3	Topic management disclosures	p. 21
GRI 404-01	Average hours of training per year per employee	p. 21
GRI 404-02	Programs for upgrading employee skills and transition assistance programs	p. 21
GRI 404-03	Percentage of employees receiving regular performance and career development reviews	p. 21
GRI 405: Diversity and Equal Opportunity 2016		
GRI 3-3	Topic management disclosures	p. 18
GRI 405-01	Diversity of governance bodies and employees	p. 18
GRI 405-02	Ratio of basic salary and remuneration of women to men	p. 19
GRI 406: Non-discrimination 2016		
GRI 3-3	Topic management disclosures	p.16
GRI 406-01	Incidents of discrimination and corrective actions taken	p.15
GRI 407: Freedom of Association and Collective Bargaining 2016		
GRI 3-3	Topic management disclosures	p. 17,
GRI 407-01	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No high-risk facilities are known; collaboration with affected suppliers is declined. p. 33

Appendix

GRI-Indicator		Comment	Page
GRI 408: Child Labor 2016			
GRI 3-3	Topic management disclosures		p. 17
GRI 408-01	Operations and suppliers at significant risk for incidents of child labour	No high-risk operating locations are known; collaboration with affected suppliers is declined.	p. 33
GRI 409: Forced or Compulsory Labor 2016			
GRI 3-3	Topic management disclosures		p. 17, 33
GRI 409-01	Operations and suppliers at significant risk for incidents of forced or compulsory labour	No risk-prone operating locations are known; collaboration with affected suppliers is declined.	p. 33
GRI 410: Security Practices 2016			
GRI 3-3	Topic management disclosures		
GRI 410-01	Security personnel trained in human rights policies or procedures	Currently, no quantitative data on the extent of training is available; the SCHMIDT Code of Conduct is made known to all employees.	
GRI 411: Rights of Indigenous Peoples 2016			
GRI 3-3	Topic management disclosures		
GRI 411-01	Incidents of violations involving rights of indigenous peoples	No incidents have been reported.	p. 15
GRI 413: Local Communities 2016			
GRI 3-3	Topic management disclosures		
GRI 413-01	Operations with local community engagement, impact assessments and development programs	No measures for involving local communities were implemented in 2022.	
GRI 413-02	Operations with significant actual and potential negative impacts on local communities	No significant impacts are known.	

Appendix

GRI-Indicator	Comment		Page
GRI 414: Supplier Social Assessment 2016			
GRI 3-3	Topic management disclosures		p. 33
GRI 414-01	New suppliers that were screened using social criteria	There is no information available on the number of audited suppliers.	
GRI 414-02	Negative social impacts in the supply chain and actions taken		p. 33
GRI 415: Public Policy 2016			
GRI 3-3	Topic management disclosures		p. 35
GRI 415-01	Political contributions		p. 35
GRI 416: Customer Health and Safety 2016			
GRI 3-3	Topic management disclosures		p. 34
GRI 416-01	Assessment of the health and safety impacts of product and service categories		p. 34
GRI 416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	No violations are known for 2022.	
GRI 417: Marketing and Labeling 2016			
GRI 3-3	Topic management disclosures		p. 34
GRI 417-01	Requirements for product and service information and labelling		p. 34
GRI 417-02	Incidents of non-compliance concerning product and service information and labelling	Violations can be reported to the SCHMIDT Complaints Team at any time .	
GRI 417-03	Incidents of non-compliance concerning marketing communications	Violations can be reported to the SCHMIDT Complaints Team at any time.	
GRI 418: Customer Privacy 2016			
GRI 3-3	Topic management disclosures		p. 34
GRI 418-01	Substantiated complaints concerning breaches of customer privacy and losses of customer data		p. 15



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