



Future-proof.

2022/23 Sustainability Report









About Schmitz Cargobull

The courage to start something new, the drive to keep facing new challenges, and the will to succeed have all been part of the Schmitz Cargobull ethos since we were founded in 1892. As a reliable and innovative company, we make sure that sustainability is closely tied to our products and processes. In the process, we make our contribution to the great challenge facing our industry: reconciling increasing transport volumes with climate protection.



With an annual production of more than 57,000 vehicles, Schmitz Cargobull AG is Europe's leading manufacturer of semi-trailers, trailers, and truck bodies for temperature-controlled freight, general cargo, and bulk goods. A pioneer in digital services and providing a full range of services from financing, spare parts supply and service contracts to used

vehicle trading, Schmitz Cargobull supports its customers with optimising their total cost of ownership (TCO), decarbonising transport and digital transformation.

 <p>Around 6,800 employees*</p>	 <p>More than 57,000 units produced</p>	 <p>10 production sites and worldwide distribution network</p>
 <p>2,633 €m in turnover</p>	<p>Around 23% market share in Europe</p> 	 <p>39 sales offices worldwide</p>

* Average number of permanent and temporary employees for the financial year 2022/23

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Please note that in this report we have used 'they' instead of male or female pronouns. 'They' refers to all genders.



Letter from the Management Board

Dear Readers,

As a family business with its roots in Northern Germany and which operates globally, we at Schmitz Cargobull pursue the ambitious goal of making both our production processes and our product portfolio sustainable. We have set ourselves the goal of reducing emissions (Scope 1 and 2) in our production network by 90% by 2030 compared to the financial year 2021/22. We have also integrated this climate protection goal into our management targets. We place great importance on achieving this goal through effective savings measures and not by compensating CO₂ emissions.

Our business environment, in particular, faces major challenges when it comes to advancing the green transformation in freight transport with environmentally compatible products. With our Eco portfolio, we can make a substantial contribution through sustainable transport solutions. Examples include the aerodynamic curtainsider semi-trailers of the EcoGeneration and the all-electric refrigerated semi-trailer box body.

In addition, we also adopt a political position and advocate sustainable solutions within industry associations, such as the EcoDuo concept. This vehicle concept, in which two semi-trailers are moved by only one tractor unit, has already been implemented in several European countries. We are convinced that, above all, existing systems must also be used optimally to achieve an affordable transformation.

This second sustainability report in accordance with the GRI reporting standard is an expression of the fact that we are not neglecting our sustainability goals even in the face of numerous economic challenges.

The Schmitz Cargobull AG Management Board

Andreas Busacker – Chief Financial Officer, Dr Günter Schweitzer – Chief Operations Officer, Andreas Schmitz – Chief Executive Officer, Marnix Lannoije – Chief Technical Officer, Boris Billich – Chief Sales Officer (f.l.)



Living Sustainability

Interview with the Management Board and Sustainability Manager

Dr Günter Schweitzer has been the Chief Operations Officer responsible for Operations and Sustainability since 1 September 2021. **Thomas Wissing de Freitas** joined Schmitz Cargobull as the Sustainability Manager on 1 April 2022. In the interview, they report on the progress and challenges for the company.

Mr Schweitzer, you are advancing sustainability at Schmitz Cargobull on behalf of the Management Board. In your honest opinion, how satisfied are you with what has been achieved so far?

We have achieved a lot in a short time and have a clear roadmap. However, our industry is at the very beginning when it comes to reducing environmental impacts throughout the entire value chain and adopting an integrated view of sustainability. As such, we still have a lot of work ahead of us.



An interview with Dr Günter Schweitzer and Thomas Wissing de Freitas

Mr Schweitzer, what are the major challenges facing the industry?

Freight transport in Europe will continue to increase, driven by an increase in general cargo and the desire for more rapidly available goods. Climate change demands that both legislators and commercial vehicle and trailer manufacturers reduce emissions. This is compounded by future solutions concerning the circular economy. It must be ensured that legal requirements can be implemented realistically and do not create disincentives.

Mr Wissing de Freitas, did you jump in at the deep end with sustainability at Schmitz Cargobull?

I have worked at Schmitz Cargobull for ten years now and am very familiar with the central areas of our company. After completing an extra-occupational degree in sustainability management, I think it is great to be able to put this into practice – especially as we have a great team.

What are you proud of?

Günter Schweitzer: I am proud of the team – and that we have developed a sustainability strategy within twelve months. We have tackled a number of major issues. For example, it was important to develop energy concepts for each site and to obtain transparency regarding our direct CO₂ emissions. I am pleased that the entire Management Board and Supervisory Board support sustainability.

Thomas Wissing de Freitas: We have taken our sustainability reporting to a new level and now also include the international companies. In addition, I am also proud of the fact that we have advanced many specific measures at the sites, such as measures relating to waste and energy. Sustainability has to be experienced live on location.


Mr Wissing de Freitas, can you give us an example of successful cooperation?

We have highlighted several examples in this report: for example, our cooperation with a supplier which made the trailing arm more CO₂ efficient or with research institutes regarding issues related to digitalisation and sustainability. We can only advance things in close cooperation – internally and externally. Sustainability needs many hands and heads.

Is there one sustainability issue that is particularly important to you personally?

Thomas Wissing de Freitas: The coming years will confront us with major challenges, as we are still in the early stages of the transformation to a sustainable way of doing business. I hope that we will achieve this transformation together with confidence!

Günter Schweitzer: For me, the big question is how we can make sustainability more present, how we can inspire people to see what it is all about as part of their everyday work and how they can make their own contribution. The circular economy concept fascinates me: How will we succeed in building a trailer in the future so that the materials used can be returned to the product?

 The entire interview is available on our [website](#)

Safeguarding Our Future with Sustainability

Schmitz Cargobull has systematically anchored sustainability management throughout the organisation. Our sustainability strategy until 2030 includes ambitious goals in eight areas of activity along three pillars.

Sustainability within our organisation

Since the publication of the Sustainability Report 2020/21, Schmitz Cargobull has systematically anchored sustainability management within the organisation. The Operations division on the Management Board is responsible with a sustainability manager as a staff unit.

The sustainability manager coordinates the activities within the corporate group in consultation with the specialist departments. They advance the development of the data basis and processes, establish projects for new issues, share information with representatives from our sites world-wide and also prepare materials to enable the Board of Management and the Supervisory Board to make decisions. Furthermore, they also lead an interdisciplinary team responsible for developing and implementing the sustainability

strategy. The team meets three to four times a year to exchange information about current developments. This team consists of representatives from the following departments:

- Quality and Environmental Management, Production Network, Supply Management, Research & Development, Compliance, Occupational Health & Safety, Human Resources, International Key Account Management, Marketing & Corporate Communications, Product Management and Employee Representation, as well as representatives from key production sites.

In the reporting year, the team focused on expanding the consolidated entity in line with the annual report (see page 44) and, in the course of this, on internationalising reporting.

Management systems at Schmitz Cargobull

<p>Schmitz Cargobull AG, Altenberge, Germany Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment ISO 45001 Occupational safety ISO 50001 Energy ISO 27001 Information security* 	<p>Schmitz Cargobull AG, Vreden, Germany Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment New ISO 50001 Energy 	<p>Schmitz Cargobull AG, Horstmar, Germany Administration</p> <ul style="list-style-type: none"> ISO 50001 Energy 	<p>Schmitz Cargobull Gotha GmbH, Gotha, Germany Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment New ISO 45001 Occupational safety ISO 50001 Energy 	<p>TSE Trailer System Engineering GmbH & Co. KG, Ratshausen, Germany Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment 2024
<p>Schmitz Cargobull Baltic UAB, Panevėžys, Lithuania Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment New 	<p>Schmitz Cargobull Ibérica S.A.U., Zaragoza, Spain Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment 2024 	<p>Schmitz Cargobull Treyler Limited Sirketi, Adapazarı, Turkey Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment 2024 	<p>Schmitz Cargobull (UK) Ltd., Manchester, Great Britain Production</p> <ul style="list-style-type: none"> ISO 9001 Quality ISO 14001 Environment 2024 	<p>Schmitz Cargobull Michalovce s.r.o., Michalovce, Slovakia Production</p> <ul style="list-style-type: none"> ISO 9001 Quality 2023 ISO 14001 Environment 2024

Status at publication date of the report
* Group

Sustainability developments form the focal topics at the Management Board meetings at least twice a year and once per year for the Supervisory Board. The Management Board and Supervisory Board as well as other bodies, such as the Group Works Council, were involved in the coordination of the sustainability strategy.

The international subsidiaries are integrated into the sustainability activities in a decentralised manner via various routines: For example, those responsible for managing environmental, energy or occupational safety aspects regularly exchange information among sites. In addition, expert networks have been established focusing on specific topics such as waste management with the aim of establishing common standards and learning from each other.

Schmitz Cargobull works with standardised management systems to ensure high-quality processes and continuous

improvement. Almost all production sites are certified to ISO 9001 for quality management. The Michalovce site in Slovakia aims to achieve this certification by the end of 2023. The Group's IT sites are certified to ISO 27001 for information security management. The Altenberge, Vreden, Gotha and Horstmar sites are certified to ISO 50001 for energy management. Moreover, Altenberge and Gotha are also certified to ISO 45001 for occupational health and safety management.

Since the last report, three further production sites have been certified to ISO 14001 for environmental management. As such, we have achieved a coverage of 83.6%. Seven other sites are also in the process of preparing for certification and the processes will be completed in 2023 and 2024. Further environmental management certifications are planned for the entire production network with the exception of the assembly site in Australia.

Integrated management policy for our certified management systems

Our strategic decisions aim to safeguard our success over the long term and to expand our market position. We place particular focus on sustainability and consider our impact on the economy, the environment, and society.



We protect our employees

Provision of safe and healthy working conditions
Prevention of work-related injuries and illnesses
Elimination of hazards and minimisation of risks

We train our employees

Regular training, advanced training, and special training
Training skills for safety-conscious, environmentally friendly and quality-promoting work

We involve our employees

Involvement in business decisions
Opportunity to actively participate in improvement processes in all areas
Inspiring our employees in an attractive, safe working environment



We work for our customers

Focus on the satisfaction of our customers and their end customers
Monitoring and safeguarding product and process quality

We encourage and challenge our suppliers

Involving our suppliers to achieve our high-quality goals
Aiming to achieve sustainable procurement

We manufacture high-quality products

Meeting requirements and pursuing the highest quality standards
Consideration of the entire product life cycle
Continuous improvement of our products and processes



We take our environment into account

Commitment to protecting people and the environment
Prevention of environmental pollution
Continuously improving our environmental performance

We fulfil binding obligations

Compliance with legal and other obligations
Compliance with applicable laws, regulations, and standards

We take responsibility

Striving to minimise resource consumption and increase efficiency
Assessing every innovation to prevent environmental impacts or hazards to employees in advance

Central aspects of corporate governance

As an internationally active stock company with its registered seat in Altenberge, Schmitz Cargobull AG is subject to the regulations of German stock corporation law, capital market law, and co-determination law as well as the provisions of its Articles of Association. Schmitz Cargobull is not listed on the stock exchange.

With its two bodies, the Management Board and the Supervisory Board, Schmitz Cargobull maintains a two-tier management and supervisory structure. An intensive, continuous dialogue between the Management Board and the Supervisory Board forms the foundation for efficient company management. Furthermore, the family council serves as an organisation to express the owners' will. Supervisory board members are nominated by the family council on the employer side and by the IG Metall trade union on the employee side in accordance with the requirements of the German Stock Corporation Act. The Supervisory Board advises and monitors the Management Board and appoints its members. It has equal representation in accordance with the German Stock Corporation Act and meets four times a year to be informed about current company developments.



In addition, a financial audit committee meets on a regular basis.

The Management Board and Supervisory Board conduct a regular dialogue on strategic measures, planning, business development, the risk situation, and management and corporate compliance. With regard to the strategic development of the company in terms of sustainability, the Supervisory Board acts in a supervisory and advisory capacity. The Sustainability Report is reviewed and approved by the Supervisory Board.

Utilising the existing mechanisms, the Supervisory Board ensures that conflicts of interest are avoided or mitigated. These mechanisms include the Code of Conduct, employment contracts, the four-eyes principle or functional controls

Fulfilment of our due diligence obligations

Schmitz Cargobull is conscious of its corporate responsibility and has committed itself to fulfilling its corporate due diligence obligations towards people and the environment in the form of a Declaration of Principle. This applies to the company's own area of business as well as to the upstream and downstream activities in the value chain.

Employees, business partners and other stakeholders can submit information on possible violations of our due diligence obligations with regard to human rights or and the environment at any time – anonymously and through various channels. Schmitz Cargobull has appointed external ombudspersons for this purpose. As lawyers, they are subject to statutory confidentiality obligations.

→ **The contact details for our ombudspersons can be found on our website.**

Nevertheless, violations of our due diligence obligations with regard to human rights and or environment can occur despite our preventative and control measures. If a possible violation is identified, we will immediately initiate a regulatory process to prevent any negative impact on human rights and the environment. The effective implementation of our due diligence obligations with regard to human rights and the environment is constantly reviewed and adapted as part of a continuous improvement process. We will report on future developments and progress to ensure the fulfilment of our due diligence obligations in our regular sustainability reporting and also as part of the annual Federal Office of Economics and Export Control Report (BAFA).

which are then enforced. Critical matters are addressed in ordinary and extraordinary meetings of the Supervisory Board or via e-mail notifications. No critical matters had to be reported to the Supervisory Board during the reporting period.

We have issued a Declaration of Principles on the respect for the environment and human rights. Together with the codes of conduct (Code of Conduct, Supplier Code of Conduct), this defines the framework for our actions. Schmitz Cargobull has established various procedures to eliminate negative impacts. In the case of complaints procedures, the Compliance Officer, Sustainability Manager, Internal Audit department, and the Supply Chain Stewardship Officer collaborate closely. We communicate the available opportunities to enter into a dialogue with Schmitz Cargobull and address our procedures in training courses, for example on compliance.



Declaration of Principles on the Respect for the Environment and Human Rights

Our contribution to the United Nations Sustainable Development Goals (SDGs)

The 17 sustainable development goals (SDGs) of the United Nations cover all three areas of sustainable development (ecological, economic, social) and are intended to provide worldwide orientation when tackling global challenges. In the course of developing the Schmitz Cargobull sustainability strategy, we have verified that we are capable of making important contributions to the following SDGs in our industry by 2030:



... through responsible supply chains and value creation in many countries.



... through sustainable transport solutions which reduce the environmental impact of road traffic.



... by promoting the circular economy for products and production.



... by pursuing ambitious climate targets in line with the Paris Agreement on climate change.

Key issues

Identifying the key issues is fundamental for the preparation of this report and for systematic sustainability management. Schmitz Cargobull meets GRI reporting requirements by means of a materiality matrix. In the course of preparing the first Sustainability Report, we examined what our stakeholders care about, looked at industry trends and reviewed the relevance of various sustainability issues. The resulting list of more than 80 issues concerning the economy, environment, and company served as a basis for defining the key issues. Their significance and influence were evaluated in an in-house survey among the management. The list of key issues was then transferred to a materiality matrix (see Sustainability Report 2020/21, page 9).

In the course of the continuing the development of our sustainability management, we prepared our sustainability strategy in 2022. During the preparation process, the issues from the materiality matrix were reviewed and adjusted. Our key issues consist of those which were part of the materiality analysis and are included in the sustainability strategy. Furthermore, we have also included the additional topics from the sustainability strategy in our list of key issues. An updated analysis process will be implemented as part of the reporting obligation which will apply to Schmitz Cargobull from 2025 onward as per the Corporate Sustainability Reporting Directive (CSRD). This process will take into account the principle of dual materiality.

Our key issues are:

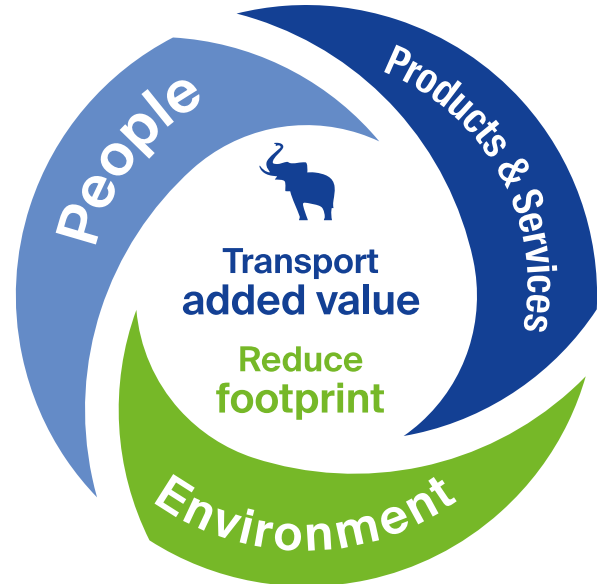
- Sustainable transport solutions
- Circularity & recycling
- Energy
- Climate protection
- Material
- Health & safety
- Supply chain responsibility
- Sustainability awareness

The respective departments are also pursuing issues from the previous materiality analysis, such as “attractive employer” and “digitalisation”, as part of their individual strategies.

Our sustainability strategy

In 2022, a team from different departments developed Schmitz Cargobull's sustainability strategy in a structured process. The strategy was based on the materiality matrix from 2021, the company strategy as well as current developments within the company and in the industry.

Over a period of several months, the team developed goals and areas of action based on the three pillars of products & services, environment, and people. In parallel, structures and processes were created to safeguard the implementation within the company. These include the definition of management indicators and measures, the integration into existing systems (such as occupational safety management), the assignment of responsibilities along with a process to regularly review the progress.



Areas of action and goals



Products & Services

Sustainable transport solutions

- 2023: Eco-Portfolio defined
- 2025: Roadmap 2040 for sustainable transport solutions

Circularity & recycling

- 2025: Ecodesign principles in the development process of our products



Environment

Energy

- 2030: 100% renewable energies (heat and electricity)
- 2030: -20% energy consumption

Climate action

- 2025: Net-zero strategy (Scope 3)
- 2030: -90% CO₂ (Scopes 1 and 2)

Material

- 2025: Mixed municipal waste at 8%
- 2025: Roadmap to increase the share of secondary raw materials and the recyclability of primary raw materials
- 2030: -50% waste per trailer



People

Health & safety

- 2025: -60% accident rate
- 2025: -60% days lost due to accidents
- 2030: 95% health rate

Supply chain responsibility

- 2023: Risk suppliers identified
- 2024: 100% of risk-relevant supply chains audited

Sustainability awareness

- 2023: Employee engagement concept on sustainability
- 2024: Sustainability integrated into employee development

What our stakeholders care about

While preparing the first sustainability report, we defined which stakeholders are particularly important for Schmitz Cargobull. We have been working closely with these stakeholders on a regular basis for a number of years. Sustainability management and the sustainability team discuss how the requirements our developing and which interactions make sense. Our departments are in regular contact with the stakeholders relevant to their work: For instance, the sales division surveys our clients' expectations and wishes, regularly measures customers' needs and enters into dialogue with them via sustainability questionnaires.

Schmitz Cargobull is involved in numerous national and regional initiatives and associations. These memberships offer us the opportunity to tackle shared challenges, represent our interests, benefit from information exchange and networking, and to influence decisions.

 **More about our cooperations: [Partnerships](#)**

Example key requirements and how we involve our stakeholders:

Suppliers

Reliable business relationships and fair remuneration

- Involvement includes joint projects and the Supplier Code of Conduct

Owners

Successful business and profitability

- Involved via steering meetings, for example

Employees

Attractive employer, development opportunities, high occupational safety standards

- Involved via employee representatives, webcasts, surveys, and works meetings, for example
- Extensive communication via the Intranet, notices, and events on sustainability issues

Customers

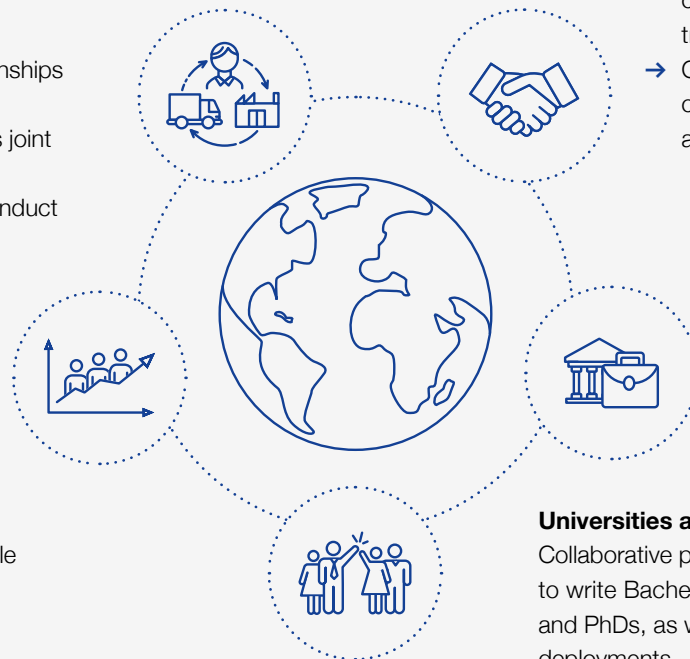
High-quality, safe products and reliable services

- Involved via sales talks, cooperations, surveys and trade fairs, for example
- Customer dialogue and cooperation projects with a sustainability focus

Universities and research institutes

Collaborative projects, opportunities to write Bachelor and Masters theses and PhDs, as well as other practical deployments

- Cooperation with Saxion University of Applied Sciences in Enschede focusing on customer sustainability requirements
- Various theses relevant to sustainability





Reliable and Innovative Transport Solutions

Reliable and innovative – our brand promise. To enable us to fulfil our transport and logistics duties even more successfully, we continually work on reliable and innovative solutions for efficient and sustainable freight transport.

A solution for almost any transport job

Thanks to its broad product and service portfolio, Schmitz Cargobull can offer transport solutions in the 12 to 44 tonne weight classes for over 80% of all applications related to local and long-distance transport: whether transport logistics of pharmaceutical substances and foodstuffs, which are carried out in accordance with strict regulations, or the special requirements when transporting bulk goods. For high-volume transport, vehicles with high loading capacity are produced – for example, with a large interior height – which combine high economic efficiency with outstanding reliability.

After the Cool Freight and General Cargo product lines, Aftersales and Services are Schmitz Cargobull’s third largest product line in terms of revenue as well as a strategic field of business. The services incorporate a trailer’s usage phase from the financing to the operation through to resale.



The climate-neutral transformation of the economy will pose a major challenge for everyone, including logistics, in the coming decades. Schmitz Cargobull is thinking ahead and already offers energy-efficient and sustainable solutions for the road transport of the future.



Sustainability and innovation prizes for Schmitz Cargobull

2023

German Award for Sustainability Projects 2023

1st place for the fully-electric S.KOe COOL semi-trailer in the "Technology – Energy" category

Trailer Innovation Award 2023

1st place for the aerodynamic curtainsider S.CS EcoFLEX with POWER CURTAIN and EcoPack in the "Environment" category and 3rd place for the new ferry underride guard in the "Chassis" category

2022

Schmitz Cargobull presents more than 40 innovations at the **IAA 2022**

German Sustainability Award Design 2022

for the aerodynamic curtainsider semi-trailers of the EcoGeneration

Best Brand in the three categories "Trailer Box, Refrigerated Body", "Trailer, Tarpaulin, Curtainsider" and "Tipper"

Münsterland Innovation Award 2021 / 22

for the Data Management Centre



Learn more about our [awards](#) on our website.



For the second time, Schmitz Cargobull has won the first place in the renowned Trailer Innovation Award, this time in the "Environment" category.



Hat-trick! Schmitz Cargobull takes first place in three categories.

Sustainable transport solutions

Schmitz Cargobull is committed to sustainable and responsible use of the environment and natural resources. The highest environmental impact results from the use of our products in road traffic. Our focal points are reducing energy consumption as well as CO₂ arising from usage. The principles of sustainability are incorporated into the development of our products and services from the supply chain to production, use, and vehicle recycling. This helps us to minimise our footprint throughout the entire product life cycle.



More about our [sustainable transport solutions](#)

→ GRI 3-3, 416-1



Sustainable transport solutions

2023: Eco portfolio defined
2025: Roadmap 2040 for sustainable transport solutions

Circularity & recycling

2025: Eco-design principles in the development process of our products

Our Eco portfolio

We have defined an Eco portfolio which combines various sustainable transport solutions from Schmitz Cargobull. In the process, we have clearly expressed the measurable benefits for the environment and the customer. This provides our employees and customers with orientation and supports their decision-making process.

Selected current transport solutions from our Eco portfolio and their contribution to sustainability are presented in the following.





Fully electric S.KOe COOL refrigerated box body in use at STI Freight Management GmbH

S.KOe COOL: Fully-electric transport

The fully-electric S.KOe COOL semi-trailer has been available to customers since the IAA 2022 and will enter into series production from December 2023. The payload of the fully electric reefer box body with a high-voltage battery and electric axle is around the same of a refrigerated semi-trailer with a diesel unit.

- Equipped with a fully electric cooling unit with integrated power electronics, a voltage battery system, and an axle generator, the trailer operates locally **emission-free**.
- The electrified semi-trailer is extremely **quiet**, enabling early-morning and late-evening delivery in urban areas.
- The electrified Schmitz Cargobull trailer axle recuperates energy during processes such as braking and, thus, extends the cooling unit's operating time or reduces the recharging times of the battery via the power grid. When used for delivery transport, **fuel savings of up to 5% were achieved** in combination with a diesel-powered tractor unit.
- The system is fully integrated into the Schmitz Cargobull telematics landscape, enabling the **system status to be monitored and controlled via the telematics portal**, for example consumption mode and battery charge status, remaining range, or remaining charging time.

“
*We were convinced of this trailer concept.
The future is electric.*”

Dražan Malešević,
Managing Director of STI (Germany) GmbH

Body for hydrogen-powered truck units

At its production sites in Panevėžys and Gotha, Schmitz Cargobull has the ability to equip LNG, CNG, electric, diesel and hydrogen-based vehicles with bodies. The first hydrogen-powered truck unit from Hyundai with a Schmitz Cargobull body was approved for road use in Germany in 2022. Refrigerated and dry freight boxes are mounted on the truck units and a number of the vehicles are also equipped with an additional refrigerated trailer.

- Schmitz Cargobull has delivered the first **climate-neutral vehicle combination** consisting of an M.KO truck box body and a Hyundai hydrogen-powered truck unit.
- Customers save **costs** and also verifiably reduce their CO₂ emissions. A certificate confirming the individual **CO₂ savings** is issued.



Hand-over of the first hydrogen-powered truck box body to the customer





EcoDuo: double load

With its EcoDuo, Schmitz Cargobull has launched a transport concept for the European market which, despite increasing transport volumes, does not put any extra strain on the existing infrastructure, reduces CO₂ emissions by approximately 25%, and is suitable for rail loading. The EcoDuo concept is particularly suitable for point-to-point transport outside urban areas. In addition, twice the volume can be transported using one tractor unit.

This combination of a tractor unit and two 13.6-m semi-trailers connected by a dolly is already permitted in Finland, Sweden, and Spain. In Germany, a pilot trial will start in autumn 2023 in cooperation with an automotive OEM. In other European countries, cross-border trials are in progress in combination with rail transport. This enables goods weighing up to 70 tonnes to be transported. Distributing the weight among more axles also reduces the road load.

Our concept proves that reducing CO₂ emissions while also safeguarding competitiveness is not a contradiction with the right regulatory conditions.



In the long term, we regard the EcoDuo as an environmentally and economically efficient transport solution for use across Europe.



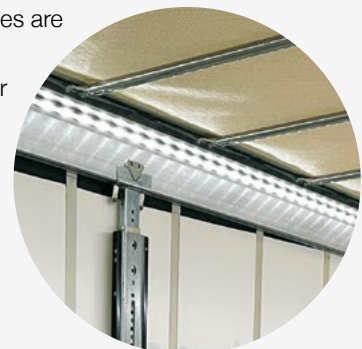
EcoGeneration aerodynamic curtainsider semi-trailers

The aerodynamic curtainsider semi-trailers of the EcoGeneration with a lifting rear reduce drag, thus lowering fuel consumption and CO₂ emissions. When used by customers, savings of up to 10% have been achieved. As a further innovation, the aerodynamic EcoPack storage box offers greater storage space and, with its special design, contributes further fuel and CO₂ reductions of up to 3%.

The international freight forwarder EuroSpeed from Bulgaria is in the process of converting its entire fleet of more than 200 vehicles over to the aerodynamic S.CS EcoFLEX curtainsiders with height-adjustable rear to achieve more sustainable freight transport. The S.CS EcoFLEX curtainsider semi-trailers are also used by TSL Spedition, which provides transport services for food retailers in Germany.

The EcoGeneration has also been expanded to include a further feature – EcoFLEX with the lath-free POWER CURTAIN body. In addition to a higher payload, this primarily provides drivers with greater work safety.

The EcoGeneration vehicles are equipped with LED light strips that provide greater elimination, making loading and unloading easier and safer.



Robust and lightweight: S.BO PACE dry-freighter

Courier, express and parcel services (CEP) have to be fast, easy, and environmentally friendly. The S.BO PACE semi-trailer box with its robust yet lightweight body can also be used to transport fresh produce, general cargo or security-relevant goods. The telematics integrated as a standard feature ensure complete transparency.

- **Stable, lightweight body** made of STRUKTOPLAST.
- **Weight saving** of approximately 700 kilograms compared to vehicles with a plywood superstructure thanks to the lightweight, honeycomb panels.
- **Reduced process costs** through telematics, which can be used to optimally control trailer availability, utilisation, and personnel deployment.
- **Work on recycled PE** in the panels and alternatives to glass-fibre reinforced plastic (GRP) as the outer covering layer.

Weight savings of up to

700 kg

through sandwich panels made of
STRUKTOPLAST



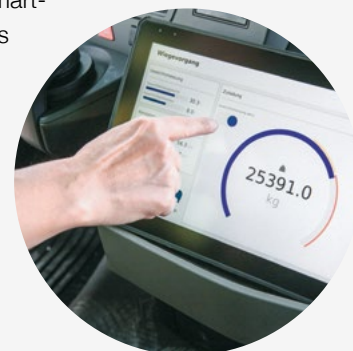
The S.BO PACE dry freighter has been specially developed to meet the requirements of parcel and dry freight transport.



Stronger, lighter, greater payload: The S.KI

The S.KI LIGHT and S.KI SOLID tipper trailers offer innovations for the construction site: The new, weight-reduced round steel trough on the S.KI SOLID delivers a weight saving of 180 kilograms, while at the same time providing increased stability and durability. The weight-optimised chassis is designed for more payload together with better corrosion protection. In addition, the tipper trailer also ensures greater working safety and better handling thanks to the new pneumatic underide guard with sensors for position indication. The S.KI SOLID THERMO is used for asphalt transport and offers up to 280 kilograms more payload with its new chassis and new body featuring lighter insulation material.

The new on-board weighing system is available for all S.KI variants and can be used to determine the payload at the loading site. It offers simple and quick handling via the cockpit or via a smartphone and guarantees an optimum loading weight. This prevents overloading while also ensuring cost and CO₂-efficient bulk goods transport.



Digitalisation for More Sustainable Logistics

Digitalising processes increase the efficiency, safety, and profitability of transport. This is accompanied by a reduced ecological footprint as a result of the lower energy consumption and CO₂ emissions. Schmitz Cargobull has long been advancing the digitalisation of its products and services. Schmitz Cargobull's innovative SmartTrailer concept combines the advantages of trailer telematics with proven vehicle equipment to create an efficient transport solution.

In 2022, Schmitz Cargobull was certified to ISO 27001, a globally recognised standard for an information security management system. This significantly increases information security – in particular that of customer data – and reduces the risks of cyber attacks. During the reporting year, there were no complaints concerning breaches of customer privacy and losses of customer data.

Networking is a key element in transport logistics: Intelligent vehicles and digital services have to be prepared

more than

100,000


active Schmitz Cargobull
telematics units sold

and linked so as to enable increased efficiency through digitalisation. Innovative technical trailer concepts and the intelligent use of digital data can simplify logistics processes together with partners across systems. One of the cornerstones of this is the fact that Schmitz Cargobull equips trailer telematics as a standard feature.

Schmitz Cargobull constantly presents new digital products and sustainable vehicle solutions for the transport industry aimed at simplifying the daily work of dispatchers, fleet managers, and drivers. Digital solutions are an integral part of our sustainable transport solutions, such as the aerodynamic S.CS EcoFLEX curtainsider and the fully electric S.KOe COOL refrigerated semi-trailer. Supplementing the innovative properties of the bodies, digitalisation enables the reduction of transport-related emissions.

The SmartTrailer principle:

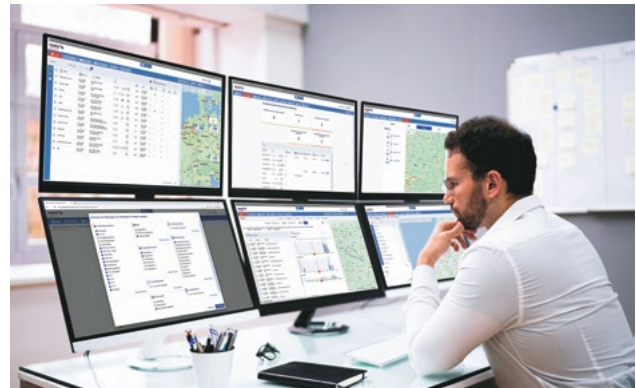
- Intelligent networking of all trailer components such as the cooling unit, running gear, braking system, tyres, or locking system
- Central display and operation of sensors and actuators via the TrailerConnect® online portal, the beSmart app and the Schmitz Cargobull S.CU cooling unit display panel
- Fast diagnostics of all components with the telematics control unit

 More information about the benefits of telematics is available at: [SmartTrailer](#)





Cargobull Telematics GmbH received the “Assured Sustainability” seal of approval for the second time. The audit examines factors such the environmental benefits of products, regionality within purchasing, and employee relationships.



The ability to draw on real-time truck and trailer data on one platform enables dispatchers to plan more efficiently and deploy resources better. Users gain a high level of transparency concerning their fleet and vehicle data. In turn, this increases the utilisation of the vehicles and reduces empty runs. Timely information about the wear and status of technical assembly units prevents breakdowns and shortens the time required for service stops. Integrated alarm systems protect the load and vehicle from unauthorised access. In (partially) electric vehicles, the optimum battery charge level can always be selected to match the specific goods being transported.

Digitalisation offers further advantages through the TrailerConnect® Data Management Center. These include remote control of the S.CU cooling unit along with the creation of personalised analyses of fleet data. Utilising digital solutions, fleet managers can set up their own transport network, including subcontractors, to effectively and efficiently control resource usage and safeguard the value retention of the fleet through data exchange.

The TrailerConnect® Data Management Center, together with the TourTrack function of the telematics unit, ensures transparent communication with all commercially available transport management systems and enables the monitoring of individual routes in real time. In the case of the cooling unit, for example, real-time monitoring is capable of protecting a

potential system failure, giving operators enough time to schedule a service appointment for maintenance, preventing refrigerated transports from breaking down.

With the beSmart app, drivers have greater security and complete control over the trailer’s central functions: The driver can check deviating temperatures, technical faults, door openings by unauthorised third parties or deviating tyre pressure using the trailer telematics. The individual information and functions can be freely configured on the user-friendly interface, so that every driver can adapt the app to their individual needs in the respective portal language.

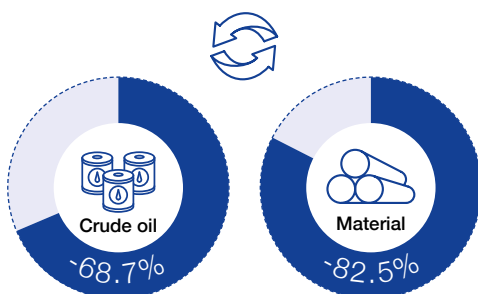
Committed to longevity and resource conservation

Europa-LKW.de, an online platform for used vehicles, has determined in its barometer for the used truck market in 2022 that Schmitz Cargobull is the most sought-after trailer brand and holds first place in the ratings in Germany. Customers can buy used trailers at 39 Cargobull Trailer Stores throughout Europe. All of the vehicles are inspected for safety and quality and can be purchased together with various additional services. In the financial year 2022/23, Cargobull Trailer Store generated sales amounting to €163 m with slightly less than 7,000 used vehicles, contributing approximately 6% to the Group’s sales. Customers also benefit from financing solutions, repair and maintenance contracts as well as comprehensive services for used vehicles.

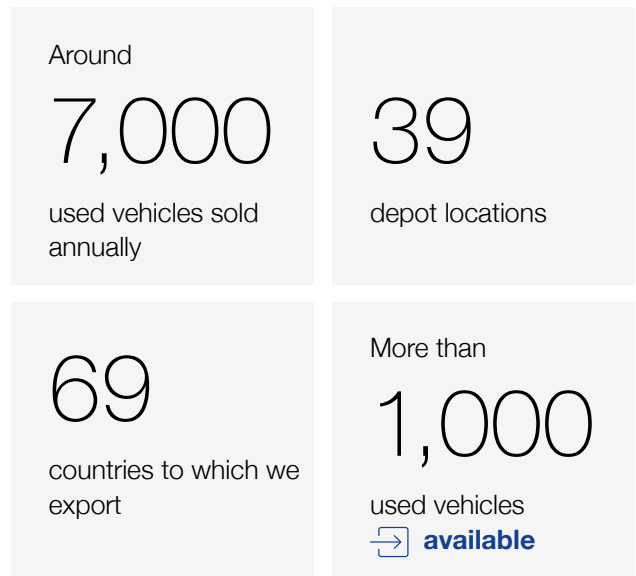
Save resources with retreaded tyres

Schmitz Cargobull offers a service contract with retreaded tyres (Full Service Retreaded Tyres), which also enables customers to save resources in addition to enjoying good protection. As with a new tyre, the retreaded tyre offers the best performance and functionality.

The retreaded tyre is a champion when it comes to its ecological balance: Compared to a new tyre, which requires 80 kilograms of material (such as rubber and steel) along with 83 litres of crude oil to produce, the retreaded tyre only needs 14 kilograms of material and 26 litres of crude oil. Our tyre pressure monitoring system makes another important contribution to longevity and safety by forwarding data to the driver and dispatcher via the telematics system.



Raw material savings of retreaded tyres compared to new tyres



”
Our products stand for durability and value retention: For example, we rely on galvanisation and grant a ten-year guarantee on galvanised chassis. The galvanisation process increases the chassis’ service life by at least three to five years compared to a painted chassis. Zinc can also be sorted for recycling and modern hot galvanising facilities practise a recycling management process with less energy and few emissions. The modular design principle also increases the reparability and increases the value retention. The longer our trailers are in operation, the fewer resources are used to build new vehicles.

Fewer resources through value retention

Our repair service is a further important aspect with regard to maintaining value. The service focuses on the longevity of the trailers and aims to offer customers the best service during the use of the trailers. Customers can select modular service elements tailored to their specific needs and the respective vehicles. Schmitz Cargobull Parts & Services coordinates the inspection and maintenance work while also handling the financial processing. Customers receive professional and efficient support from the Europe-wide service partner network as well as Europe-wide roadside assistance. Fast, quality-tested repairs made with original spare parts, the replacement of wear parts together with innovative, modular service elements for the trailer, tyres and cooling unit help to maintain the value of the trailer. Schmitz Cargobull is no longer just a manufacturer of innovative vehicles but also guarantees the customers' mobility with its services.



More information about the services is available at:
[Service contracts](#)

Research and development for sustainable transport solutions

The transport sector will change significantly in the coming years: We are currently developing a roadmap for sustainable transport solutions, in which aspects such as emissions reduction, recyclability, the use of more sustainable materials, and digital solutions for greater efficiency will play a central role. Our Research & Development department has been working intensively with Product Management and Sales for many years to make our products more sustainable.



We have been testing and measuring new products for real-world use at our own Cargobull Validation Center since 2008. Using our road simulator, the testing facility simulates the heavy loads which a trailer would be subjected to when in use for more than a million kilometres in the space of only six weeks.

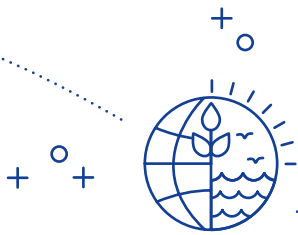
A selection from the current projects:

- Lightweight construction measures reduce the weight of two of our curtainsider semi-trailer chassis by over 100 kilograms each while maintaining the same robustness.
- Innovations on the axles can save up to 82 kilograms of weight, depending on the vehicle type.
- New designs for our refrigerated vehicles will provide significant additional weight reductions.
- The aerodynamic S.BO PACE EcoFIX dry freight concept vehicle enables lower consumption due to the aerodynamic optimisation of the roof shape.
- We intend to integrate eco-design principles into our standard development process throughout the company by 2025.
- We are working on measures to implement the requirements of EU Regulation 2022/1362 on CO₂ reduction with a view toward the fleet limits for trailers which will enter into force in 2030.
- We are running pilot projects for recycling concepts for selected materials and entire products. Currently, the recovery rate amounts to at least 95% and the recycling rate is at least 85% in relation to the weight of our trailers.
- We are working on developing alternative and environmentally-friendly tarpaulin materials as these products can only be recycled to a limited extent.

The EU Parliament has adopted a resolution on CO₂ certification for heavy commercial vehicles. The aim is to improve market transparency with regard to CO₂ emissions along with the energy efficiency of the vehicles. The **Vehicle Energy Consumption Calculation Tool (VECTO)** is designed to assess the impact of the trailer on the tractor unit's consumption. From 2024 onward, the CO₂ efficiency will be displayed in our offers and in the registration documents.

Responsible Use of Resources

Environmental management plays a central role for us – also because many resource aspects are closely linked to our business activities. Our sustainability strategy focuses on climate protection, energy, and materials.



Managing our environmental impact

At Schmitz Cargobull, we work on key environmental issues throughout our production network. All major production sites are successively implementing environmental management certification to ISO 14001. In addition, a certified energy management system in accordance with ISO 50001 has been in place at all German production sites (Altenberge, Vreden, and Gotha) and our administrative offices in Horstmar since 2014.

The energy and environmental management officers are appointed at the respective sites and are centrally managed to ensure a standardised approach. The officers at the sites contribute to achieving the goals expressed in the sustainability strategy through their systematic approach within the framework of the management systems. Monthly coordination ensures that measures are defined among all of the sites which then enable the goals to be achieved.



Colleagues at the Lithuanian plant are pleased to have successfully obtained the environmental management certification.

**ISO 14001
Environment**

**Certification status:
Environmental management ISO 14001**

2021	Altenberge (Germany)
2023	Gotha (Germany) Vreden (Germany) Panevėžys (Lithuania)
In progress	Ratshausen (TSE) (Germany) Adapazarı (Turkey) Manchester (Great Britain) Zaragoza (Spain) Michalovce (Slovakia)

Adaptive production network

With our broad production network, Schmitz Cargobull flexibly and efficiently utilises our production capacities.

Where possible, the vehicles are manufactured where they are used and, therefore, we focus on production in local markets. This also applies to our new plants: Manchester has been building trailers specifically for the markets in Great Britain and Ireland since spring 2022. At the end of 2022, a new, energy-efficient plant was commissioned near the existing production facility in Zaragoza, Spain, which has been in operation since 2003.

We have also aligned our procurement strategy with a more local focus: As such, we are continuing to develop our decentralised supplier network in the vicinity of our plants. This guarantees short delivery and reaction times. One example is the qualification of a new tarpaulin supplier for Adapazari, which is capable of delivering a proportion of the tarpaulins for the Turkish plant from 50 kilometres away. By changing over to this approach, we reduce the previous transport distance by almost 3,000 kilometres.

Schmitz Cargobull's plants work together in expert networks to share knowledge and experience among the sites and develop common standards and processes. This also includes networks focusing on energy, waste, and occupational safety.

Sustainability is one of the strategic pillars in the adaptive production network. For example, this includes the energy and mobility transformation at the plants to achieve our energy and climate protection goals. In addition, the circular economy is addressed in production by promoting waste avoidance and waste separation. Ultimately, the health and occupational safety of all employees is of paramount importance. Targeted programmes systematically reduce sources of danger.



Customer proximity, reliability, and consistently high-quality standards are the most important guarantees of success for Schmitz Cargobull. The adaptive production network ensures that these goals are achieved efficiently, through the use of synergies and standards. Every network partner actively contributes their individual strengths and skills.



Careful handling of possible environmental impacts

Various auxiliary and operating materials used during the production process are subject to hazardous goods and hazardous materials regulations. For example, this applies to paints, (flue) gases, greases, oils, adhesives, and cleaning agents. In some cases, environmental regulations must be complied with when using these substances. The hazardous substances management system defined as part of the occupational safety and environmental management systems ensures that the processes for introducing, using and disposing of hazardous substances are clearly regulated and comply with legal requirements. During the reporting period, Schmitz Cargobull received no complaints in this regard.

Our aim is to ensure that, wherever possible, no risks to the safety and health of employees at work occur and no danger to the environment results from the introduction of new auxiliary and operating materials. New hazardous substances are approved after a substitution test by the responsible occupational safety specialist at the respective plant. A substance is included in the hazardous substances register after passing the internal approval processes. An operating manual is drawn up on the basis of the internal testing of the hazardous substance. This operating manual then provides the employees with comprehensive instructions in handling the hazardous substance as well as its disposal.

Other environmental impacts such as noise, odour, vibrations or light emissions occur sporadically in the vicinity of our plants due to production and transport. Various measures ensure compliance with the legal requirements for emission protection at all of our sites.

Regular noise measurements are carried out in Vreden. In addition, transport trolleys that are used outside the production halls have also been equipped with noise-reducing components such as quiet tyres and dampers. In Gotha, noise pollution in the production area was reduced by replacing pneumatic screwdrivers with electric screwdrivers. The Vreden and Altenberge plants are equipped with automatic light control in the outdoor area to reduce the light pollution for neighbours and also for animals (for example bats).

Sites which make extensive use of solvents, such as for painting, are equipped with air measurement systems to monitor emission levels. In 2022, 98 tonnes of solvents were processed at our production facilities in Vreden, Gotha, and Panevėžys. Moreover, regular solvent reports are also prepared for these plants.



The modern paint shop for S.KI tipper trailers in Gotha was optimised through energy efficiency measures.



Saving, converting, and generating energy

The manufacturing of our products requires a significant amount of energy. Schmitz Cargobull has also set itself the goal of reducing energy consumption by 20% by 2030 in comparison to the energy baseline (eAB, financial year 2021/22). The measured value is the energy consumption for electricity, heat and company vehicles in kilowatt hours per unit produced at the production sites as well as at the head office in Horstmar and the logistics centre in Nordwalde.

The energy savings are partially the consequence of the mild winter weather and the sale of the Toddin site. Adjusted for these effects, energy savings of 14.2% per unit produced were achieved although we produced only 6.5% less trailers. The energy-saving measures implemented in the reporting period at all of the production sites and at the Horstmar head office saved a total of 19.4% energy (adjusted) in the past financial year. At the Altenberge plant, for example, installed air locks and draught barriers made a contribution. Lowered hall temperatures, intelligent lighting controls and LED lighting were used at all of the plants. At the Vreden plant, approximately 350,000 kilowatt hours of energy and 1,154 tonnes of CO₂e (CO₂ equivalents) per year have been saved since the modernisation to a regenerative thermal post-combustion plant in the paint shop, which was carried out in 2021.

19.4%

energy saved through energy-saving measures*



Energy

2030: 100% renewable energy (heat and electricity)

2030: -20% energy consumption

100%

certified green electricity is used at German sites as of 2023. The "RenewablePlus" certificate promotes the expansion of renewable energy.

In addition to numerous minor measures in day-to-day business, the primary contribution to the energy transition in the next few years will be made by modernising heating systems and energy-efficient renovations together with the electrification of company vehicles. In 2022, comprehensive energy concepts were developed for all of the production sites to achieve the energy and climate protection goals set by the sustainability strategy. These concepts include further photovoltaic installations, heat pumps for new administrative buildings and industrial halls, as well as the use of biogas to heat the older existing buildings.

By 2030, 100% renewable energy will be utilised for our heating and power supply by implementing the energy concepts. The proportion of electricity from renewable sources was increased from 24% (financial year 2021/22) to 40% (financial year 2022/23). At the new plant in Spain, a state-of-the-art photovoltaic system supplies approximately one third of the production facility's energy.

Energy figures

	Financial year 2021/22	Financial year 2022/23	Change (%)
Total energy consumption	101.5 GWh	79.0 GWh	-22.2%
– Germany	91.0 GWh	69.6 GWh	-23.5%
– Other production sites	10.5 GWh	9.4 GWh	-11.0%
Energy consumption per unit produced	1,644 kWh/unit	1,366 kWh/unit	-16.9%
Total energy from renewable sources	10.5%	18.6%	77.2%
– Electricity from renewable sources	23.6%	40.1%	69.6%

Energy intensity per unit excluding Ratshausen (TSE). Possible effects due to changes in the product mix are not considered.

*Financial year 2022/23 compared to financial year 2021/22, adjusted for temperature fluctuations at German sites and the omission of the Toddin site

Ambitious climate action targets

Over the last two years, Schmitz Cargobull has laid the essential foundation for the effective management of greenhouse gas emissions and adopted ambitious climate protection targets as part of its sustainability strategy. By 2030, the company's own CO₂ emissions (Scopes 1 and 2) will be reduced by 90% compared to the financial year 2021/22. All CO₂ emissions from production sites and the head office are taken into account. The climate protection targets are integrated into the management objectives and have been part of the financial incentive system (bonuses) of the Management Board since 2023.



Climate action

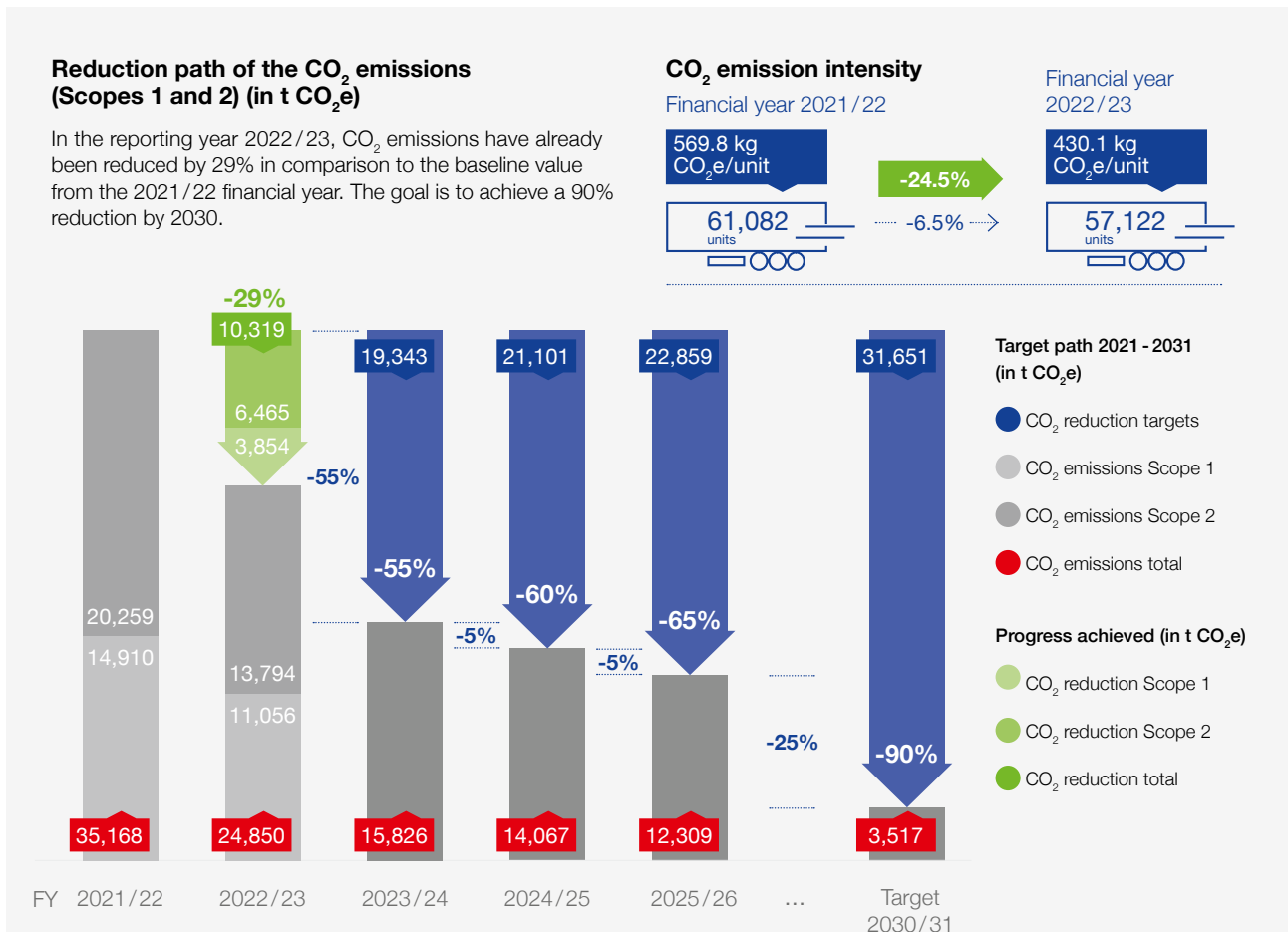
- 2025: Net-zero strategy (Scope 3)
- 2030: -90% CO₂ (Scopes 1 and 2)

-24.5%

less CO₂ emission intensity.
It was reduced from 569.8 kg CO₂e per trailer to 430.1 kg CO₂e per trailer.*

In the financial year 2022/23, Scope 1 and 2 emissions have already been reduced by 29%. This is a result of the energy-saving measures, on the one hand, and the transition to certified green electricity on the other. For the current financial year 2023/24, emissions will be reduced by at least a further 26% to achieve our interim target of -55%.

In the reporting period, the indirect CO₂ emissions generated in the upstream and downstream value chain (Scope 3) were also examined, thus covering the main emission categories.



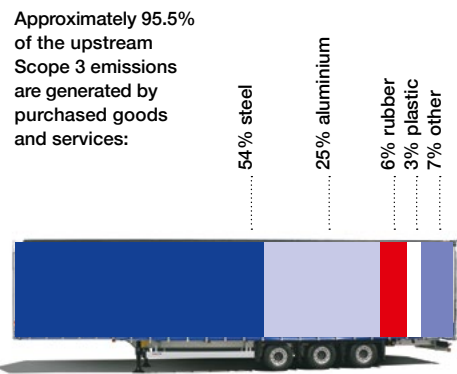
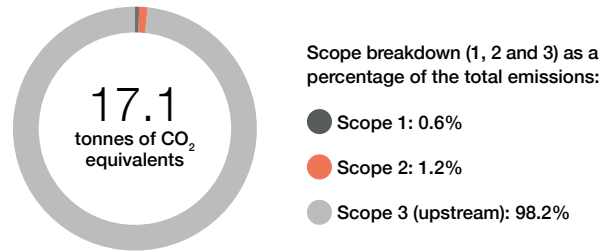
* Financial year 2022/23 compared to financial year 2021/22, includes Scopes 1 and 2, excluding Ratshausen (TSE)

The input materials, in particular steel and aluminium, are the greatest factors influencing the indirect CO₂ emissions of the upstream value chain of our products. This was the result of an analysis carried out with customers to determine the carbon footprint of two of our main products – the S.CS curtainsider and the S.KO COOL refrigerated semi-trailer.

In the case of the S.KO COOL semi-refrigerated trailer, the emissions are slightly higher and the proportion of Scope 3 emissions is slightly lower (95.8%) due to the higher level of vertical integration at Schmitz Cargobull. The analysis did not examine the downstream indirect CO₂ emissions. Here, for example, the cooling chain plays a central role due to the direct emissions of the cooling unit. However, the largest factor throughout the entire value chain consists of increasing transport efficiency during the use phase, when one examines the influence of the trailer on the entire truck.

Drawing on the findings gathered to date, we are continuing to advance the development of the CO₂ balancing of the company and the products. A net zero strategy spanning all of the relevant Scope 3 categories will be developed by 2025. We aim to verify the targets in accordance with the Science Based Targets Initiative (SBTi).

Footprint of an S.CS curtainsider semi-trailer



Calculations by Schmitz Cargobull, approach: Cradle-to-gate, production in Altenberge in the financial year 2020/21, including optional equipment
 Scope 3 emission categories considered: Scope 3.1 (Purchased goods and services), Scope 3.4 (Transport and distribution (upstream)), Scope 3.5 (Waste)



“
 A standard semi-trailer weighs between 6.5 and 8.5 tonnes and primarily consists of CO₂-intensive materials such as steel, aluminium or chemical products. In view of this high resource usage for our products, we have a special responsibility to use these resources with care.



Save material and recycle

At our production facilities, the waste is disposed of by professional disposal companies. The production at our plants uses many recyclable materials. Clean collection and separation as well as the reduction of production waste are essential starting points for establishing a circular economy and, therefore, form part of our sustainability strategy.

Material

- 2025: Mixed municipal waste at 8%
- 2025: Roadmap to increase the share of secondary raw materials and the recyclability of primary raw materials
- 2030: -50% waste per trailer

We intend to reduce the waste that we generate to less than 160 kilograms per trailer by 2030.

The waste per trailer produced will be halved by 2030, namely to less than 160 kilograms per trailer in relation to the financial year 2021/22. The proportion of mixed municipal waste will be reduced to 8% by 2025. Accordingly, integrated waste concepts are being developed for all production sites. An international team of waste experts met at the beginning of 2023 to exchange their experience with the various locations and to develop common standards.

Working in coordination with the waste management companies, improved separation systems to increase recycling rates were introduced. Training and visualisations served to raise the awareness of the employees at all production sites to reducing and separating waste.

-17.2%

less mixed municipal waste and recycling rate increased by 8.7%



Waste separation in Vreden

Waste figures

	Financial year 2021 / 22	Financial year 2022 / 23	Change (%)
Total waste	17,380 t	16,158 t	-7.0%
– Hazardous waste	743 t	718 t	-3.4%
– Non-hazardous waste	16,637 t	15,440 t	-7.2%
– Recycled waste	9,975 t	10,076 t	+1.0%
– Disposed waste	7,405 t	6,082 t	-18.3%
Recycling rate	57.4%	62.4%	+8.7%
Share of mixed municipal waste	22.2%	18.4%	-17.2%
Waste per unit produced	317 kg/unit	315 kg/unit	-0.7%

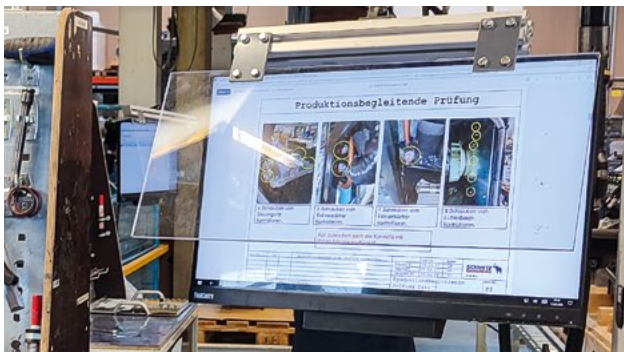
Excluding the Zaragoza, Adapazarı, Michalovce and Melbourne sites. Waste intensity per unit excluding Ratshausen (TSE).

More examples of material efficiency:

- In Vreden, polystyrene, wood and metal cuttings that accumulate during the process of producing S.KO components have been separated by an automated extraction system since the end of 2022. This prevents approximately 1,400 tonnes of mixed waste per year and returns the materials to the recycling loop.
- Pressing approximately 950 steel barrels per month has saved 90% of the transport volume in Vreden since the end of 2022.
- Optimising the length dimensions of hydraulic hoses, 11 tonnes of material per year could be saved in Altenberge. The rest of the hose sections are collected separately at the factory and sent for recycling.
- Improved utilisation of steel coil remnants in the I-beam production in Altenberge led to material savings of approximately 170 tonnes in 2022.
- Reducing the hose length of the paint mixing plant in Gotha, successfully reduced the amount of paint residue produced during the rinsing process by more than 50%.
- Digitalising production control systems also includes paperless assembly processes: These were piloted in the cooling unit production in Vreden and also in the axle production in Altenberge. Roughly 500 pages less paper per month were printed as a result in Vreden.

- In Panevėžys, employees have developed a tipping device to prevent adhesive residues from forming in IBC containers. These residues would otherwise have to be disposed of as hazardous waste.
- Other projects to create closed material loops are in planning at several plants and for different materials such as for polyurethane waste in Vreden.

To raise awareness of the careful use of resources, we are running a campaign at all production facilities focusing on saving energy and water, and reducing waste.



Paperless assembly processes reduce manual labour and waste.



Tilting device to prevent adhesive residues in IBC containers

Making logistics more eco-efficient

At Schmitz Cargobull, transport within the production network has a major influence on our CO₂ emissions. For example, the long truck is used for inbound logistics, and intermodal transport solutions along with alternative fuels are being tested. In inbound logistics, the CO₂ emissions were successfully reduced by 254 tonnes of CO₂ through intermodal material transport in 2022.

3,059 t

CO₂e saved in logistics

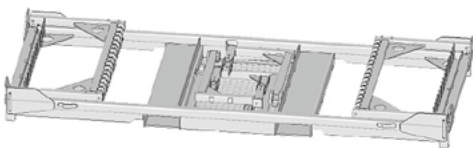
Transferring 2,287 trailers to customers by rail saved an additional 2,805 tonnes of CO₂ equivalents in 2022. Since 2023, our transport tenders have included ecological aspects.

Reusable racks, for example, are one means of achieving ecologically and economically efficient distribution of materials and components:

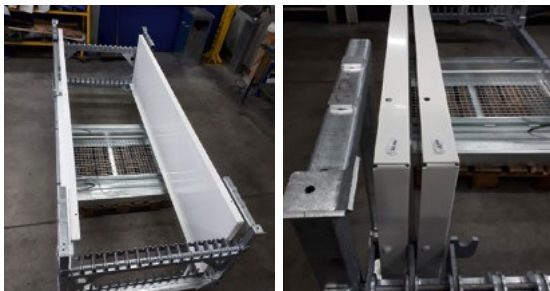
Folding pallet box cover racks

Folding racks are used for returning empties at the plants in Spain, Turkey and Lithuania. These reduce the empties volume **during the return process by 75%**. The previous delivery of the painted covers on wooden pallets was not only inefficient to transport due to the lack of stackability, but also frequently resulted in damage and, therefore, in rejects.

- ❗ Initial situation: Transporting the pallet box covers on wooden pallets led to damage
- ➔ Development of a solution which takes into account volume-optimised returns, simple material handling and proper load securing



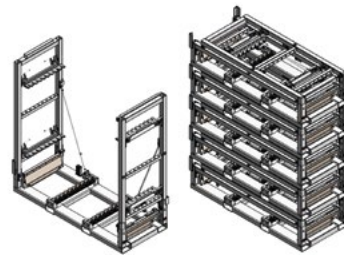
- ✅ Implementation with a packing density of 16 pallet box covers per rack



Folding wear plate racks

An originally rigid frame for the local delivery of semi-trailer wear plates has been further developed to include a folding function which then **saves 80% of the volume during return transport**. Therefore, it is also suitable for long-distance deliveries.

- ❗ Initial situation: rigid container for local delivery
- ➔ Development of a volume-optimised variant for delivery over longer distances



- ✅ Implementation of wear plate racks with a folding function



Using long trucks to transport rear doors and bulkheads for the production of curtainsiders has reduced the number of transports per week between our production facility in Altenberge and the supplier by a third.

 $\frac{1}{3}$

of the transports between our plant and the supplier have been saved by the use of long trucks.



Handling conflicting goals

The Russian attack on Ukraine required adaptations at our plant in Lithuania. Previously, the plant had produced a large number of vehicles for Russia due to the geographical proximity. As a result of our withdrawal from the Russian market, the plant in Lithuania now increasingly supplies our assembly plants, such as in Spain, with semi-trailer components, therefore, securing local jobs in Lithuania. As a consequence, the transport distance for the components, which were previously delivered from our German plant in Vreden, doubled to almost 3,200 kilometres.

To reduce the higher carbon footprint, the components are transported by rail for more than half of the distance. This reduces the CO₂ emissions per transport by 38% in comparison to transport exclusively via road.



The plant in Lithuania is increasingly supplying our assembly plants.

Water management



Our water management takes place at all of our sites in compliance with the legal requirements. Water is primarily used in household-type applications. Due to the style of our production, we do not need any special permits, for example for handling contaminated water. Water protection measures have been taken at all locations where work uses substances hazardous to water.

At the Vreden plant, heavy rainfall in September 2022 resulted in the joining material being discharged into the nearby river Berkel. No environmental damage occurred as a result. The drainage overflow was stopped and the sewage system was flushed by a suction truck. A rainwater retention basin, which will be constructed by the municipality in 2023/24, will help to catch rainwater in a controlled manner in the future.

Further savings potentials for reducing water consumption will be successively identified as part of the environmental management systems. In the financial year 2022/23, 30,508 m³ of water was drawn from public suppliers and 29,554 m³ was returned to public suppliers. This represents a water withdrawal of 5.1 m³ per employee. 3.882 m³ of the water withdrawal and return took place in the plants in Spain and Turkey, location is regarded as areas under water stress. 953 m³ of water were consumed for the ventilation of the site in Horstmar.

Excluding the Nordwalde, Manchester, Michalovce and Melbourne sites



Corporate responsibility

Focus on people – this applies to us in many facets. Health and safety, supply chain responsibility and sustainability awareness are the central areas of action in our sustainability strategy.

Seven focal areas have been defined for the next few years:

Focus on the employees

Schmitz Cargobull's success is built on our qualified and committed employees. One of our most important responsibilities is to help train these staff, integrate them into our company and retain them as long-term employees at Schmitz Cargobull. That is why employee development is a central aspect of our corporate strategy. This is reflected by a human resources strategy which is consistently oriented on all employees.

- Strategic personnel and succession planning
- Staff flexibility, particularly in production
- Further development of leadership competencies and identification of potential
- Further expansion of potential programmes to identify and develop internal candidates
- Development of a comprehensive competence management system
- Establishment of a Group-wide training organisation
- Establishment of future-proof employer branding to overcome the challenges posed by digitalisation, demographic change, and a lack of specialist staff

Entries and departures in the financial year 2022/23

Recruitment of 731 new employees, 13.8% of them female



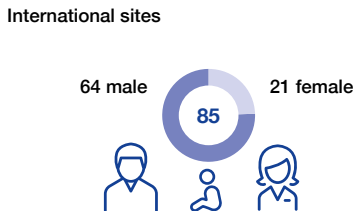
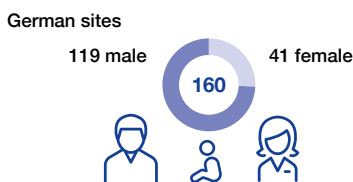
Entries Germany	Departures Germany				Entries international	Departures international					
	<30	30-50	>50	Total							
Female	24	19	1	44	10	5	3	18	Female	57	44
Male	137	97	29	263	45	56	66	167	Male	367	263
Total	161	116	30	307	55	61	69	185	Total	424	307

As of 31 March 2023, Schmitz Cargobull employed 5,652 in-house staff (without temporary employees), 95% of whom had permanent contracts. In addition, approximately 1,300 temporary workers were employed in Germany and 100 temporary workers abroad on average during the financial year.

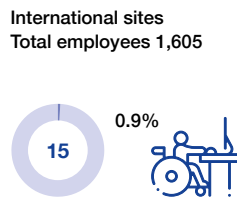
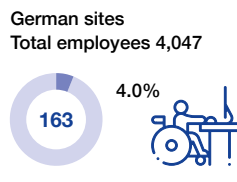
Temporary employees receive the same pay as permanent employees and have the same holiday entitlement. We only use temporary employment agencies which have committed to our Code of Conduct and have concluded a contract with the tariff community of the DGB or IG Metall in accordance with the German Temporary Employment Act.

“
Diversity and equal opportunities are fixed elements of our corporate culture, as is the principle of zero discrimination. We ensure equal opportunities and promote diversity within the company with employees from a number of countries, who work respectfully together regardless of their genders, ages or sexual orientation.

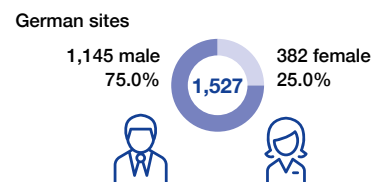
Employees on parental leave



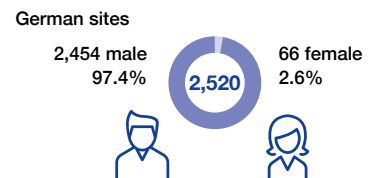
Employees with disabilities



Employees in administration



Employees in production



Region	Employees	Female %
Germany	4,047	11.1%
Rest of Europe	1,438	17.5%
Other regions	167	8.4%
Total	5,652	12.6%

All employee figures for salaried employees, as of 31.03.2023

Our training offensive

At the beginning of the training year in August 2022, Schmitz Cargobull employed 198 trainees including dual students at all German sites. This represents a growth of approximately 4.9%. At this time, 15 trainees are also employed at our international sites.

To ensure that trainees quickly feel a bond with the company, we place a major emphasis on an intensive onboarding process. This process includes a parents' day for all occupational groups, a welcome event for specific occupational groups as well as a mentor from the higher apprenticeship years. During their training itself, the trainees have the opportunity to establish an extensive network within the company and even internationally. In the second year of their apprenticeship, we enable our apprentices to spend time abroad at one of the participating sites in Denmark, Lithuania, Austria, Portugal or Spain.

The career orientation phase, in particular, is becoming increasingly important for young people. We present Schmitz Cargobull as a potentially interesting employer during this phase. For example, we hold an open day at our three major German production sites every year. Our new training campaign also focuses on trainees and aims to further strengthen Schmitz Cargobull's recognition as an attractive employer. The motto "We put your potential on the road" was developed in response to interviews with our trainees. Our Instagram page offers insights into training and everyday work as an apprentice at Schmitz Cargobull. The posts on this page are created independently by our trainees.

 [To Instagram](#)

198
trainees in Germany

22

professions for the future: We train young people in 22 professions.



ausbildung_schmitzcargobull



ausbildung_schmitzcargobull Die "Azubi Innovation Weeks" gehen in die zweite Runde! 🐘 [#Innovation](#), 3-D-Druck, Lasercutting oder Programmieren: Bei den Azubi Innovation Weeks lernten unsere Azubis Jonas, Leonard und Benedikt moderne Fertigungs- und Konstruktionsstrategien kennen. Das Wissen wurde dann in eigenen Projekten umgesetzt und die Ergebnisse der sechsöchigen Workshop-Reihe anschließend in einem Pitch den Ausbildern und Unternehmensvertretern vorgestellt. Jonas und Benedikt präsentieren ihre eigene Bluetooth Box und Leonard mit seiner Glasace ein E-Paper. 📄
Das Trainingsformat für technische Auszubildende ist ein Projekt der Initiative Industrie (ipk.at/ind) und des FabLab im @digitalhub.ms mit Unterstützung der @ihk_ford_westfalen.
[#Innovation](#) [#ausbildung](#) [#3ddruck](#)
10 Wk.



ausbildung_schmitzcargobull Keine Lust mehr auf das schlechte Wetter in Deutschland? 🇵🇹
Das dachte sich auch Emily und ist für ein Praktikum zu unserer portugiesischen Tochtergesellschaft gereist. Dort hat sie nicht nur das Büro kennengelernt, sondern auch das Land erkundet 🌴
Du hast auch Lust unsere verschiedenen Standorte zu sehen? Dann bewirb dich jetzt und steige bei uns als Azubi oder dual Studierender ein! 📄
[#ausbildung](#) [#ausbildung2023](#) [#auslandspraktikum](#) [#portugal](#) [#azubiscontour](#)
25 Wk.



ausbildung_schmitzcargobull Ein 🐘liches Willkommen an unsere neuen #Azubis!
Letzten Freitag fand das erste Treffen unserer neuen Azubis, die ab August ihre Ausbildung oder ihr duales Studium bei uns starten, statt. Sie konnten ihre neuen Kollegen und Ausbilder kennenlernen und erhielten erste Informationen zum Ausbildungsstart. Auch die Eltern durften mitgebracht werden, damit sie einen Einblick bekommen, wo ihre Kinder die Ausbildung starten. 📄
Wir freuen uns, euch bald an Bord begrüßen zu können! 📄
Du suchst noch nach einem Ausbildungsplatz für dieses Jahr? Dann schau unter [ausbildung.cargobull.com](#) vorbei - dort findest du noch einige offene Stellen!
[#ausbildungsstart](#) [#ausbildung2023](#)
10 Wk.



With a satisfaction rate of 80%, our plant in Turkey is one of the best employers in its category (company size 100 to 200 employees), as in the previous year, and has received the "Great Place to Work" award.

Training and development

The entire range of further education courses is available via CargobullCampus, the company-wide learning management system. This platform transparently presents the learning opportunities for all employees and enables booking. This serves to standardise learning processes throughout the company and provides learning materials and interactive exercises digitally.

Initiatives for further developing our employees include numerous training programmes for career starters, managers or project managers. Furthermore, our potential programmes have been established to identify and promote employees with (leadership) potential.

In the reporting year, managers had access to further training options covering sustainable leadership, positive leadership, hybrid leading as well as strategy and change.

The focus on sustainability awareness as part of our strategy aims at raising awareness of sustainability among our employees. Sustainability is already integrated into the existing training programmes in the form of Q&A sessions and group discussions. In addition, we have also developed the specific Sustainable Leadership module for our managers. Our strategic goal is to include sustainability in human resources development and, furthermore, to train as many employees as possible in sustainability by 2025. We are currently running pilot projects exploring various options and gathering experience for a comprehensive implementation.

In 2023, 122 employees at six locations in Germany took part in the “Stadtradeln” (City Riding) campaign over a period of three weeks. They rode more than 33,000 kilometres and saved almost 5.4 tonnes of CO₂. Through activities such as these, we also intend to raise awareness of sustainability and actively involve employees.



Sustainability awareness

2023: Employee engagement concept for sustainability

2024: Sustainability integrated into human resources development

Investments in the new world of work

We intentionally shape the course of the new world of work with our Smart Work initiative. Accordingly, Schmitz Cargobull has invested in equipment for its employees and mobile working has become an integral part of many employees' working lives. In addition, new space concepts are being developed at various sites to enhance communication, co-working, and the work-life balance.

The digitalisation of analogue processes continues to progress; for instance, digital HR files have been introduced and holiday forms and time logs have also been digitalised. More than 2,000 employees in Germany already use the digital employee mailbox, which verifiably saves resources. At 50 pages of paper or 14 mailings per year and per employee, more than 100,000 fewer pages have already been printed and 28,000 fewer letters sent since the introduction in May 2022.



It is particularly important to us that employees network between departments and locations.

Many areas have converted over to exclusively signing documents digitally. In the financial year 2022/23, 2,421 digital signatures were made, eliminating the need to print several thousand pages. We intend to extend this positive development to every department.



> 50

new employees working in digital jobs for e-mobility, autonomous driving, connectivity & IoT, and data-driven services make their contribution in Northern Germany

Digital jobs are also a major issue for the logistics sector. We have launched a new career portal and now also publish our vacancies using digital media. In the fields of e-mobility and autonomous driving, connectivity & IoT, and data-driven services, we have created more than 50 new digital jobs here in Northern Germany – for everyone who wants to think big and make our planet's transport routes even more efficient and environmentally friendly.

This philosophy also shapes our daily work with regard to employee mobility. Using the ComoVee app, employees have the opportunity to join carpools via the app. At the pilot site in Vreden, forming carpools via the app has saved 180,000 kilometres and the equivalent of almost 40 tonnes of CO₂ since August 2022.

734

registered bicycles show how well the new JobRad offer is used.

Since the launch in March 2023 until June 2023, only in Germany



Health & Safety

2025: -60% accident rate
 2025: -60% days lost due to accident
 2030: 95% health rate

Occupational health and safety

Occupational health and safety is an important aspect of Schmitz Cargobull's company philosophy. Our "Vision Zero Accidents – Healthy Working" concept forms the cornerstone for improving occupational safety and health protection. With this concept, we aim to create a culture of prevention within the company which guarantees both safety and health as well as employee satisfaction.

In addition to implementing preventive measures, the occupational safety team records every accident or near-accident and evaluates it via an integrated accident analysis, examining technical, organisational and personnel aspects. This successive approach serves to reveal key accident areas.

Schmitz Cargobull is working to achieve the certification of occupational health and safety management systems to ISO 45001 throughout the entire Group. The Altenberge plant has been certified to the standard since 2020 and the Gotha plant since 2021. Certification for the Vreden site is in progress.

As part of the sustainability strategy, we have set ourselves the goal of reducing the frequency of occupational accidents and the number of days lost due to accidents at our production sites by 60% by 2025, based on the figures for the financial year 2021/22.



The successful introduction of ISO 45001 at Altenberge and Gotha laid the foundation for the "Vision Zero Accidents – Healthy Working" concept.

The Lost Time Injury Frequency Rate (LTIFR) is the ratio between the number of accidents with lost time and the number of hours worked at the company. In contrast to the previous sustainability report, all accidents are now included from the first day of absence. The previous figures were based on the calculation of the Employers' Liability Insurance Association for Wood and Metal, which only includes reportable accidents from the third day of absence. Therefore, the LTIFR ratio is now higher than the originally presented ratio. Nevertheless, compared to the year 2021/22, the LTIFR was reduced by 14.3% and the annual target was almost achieved.

The number of days lost due to accidents in the financial year 2022/23 was 11.4% lower than in the previous year at 2,602 days. However, the target of 2,496 lost days was not quite reached.

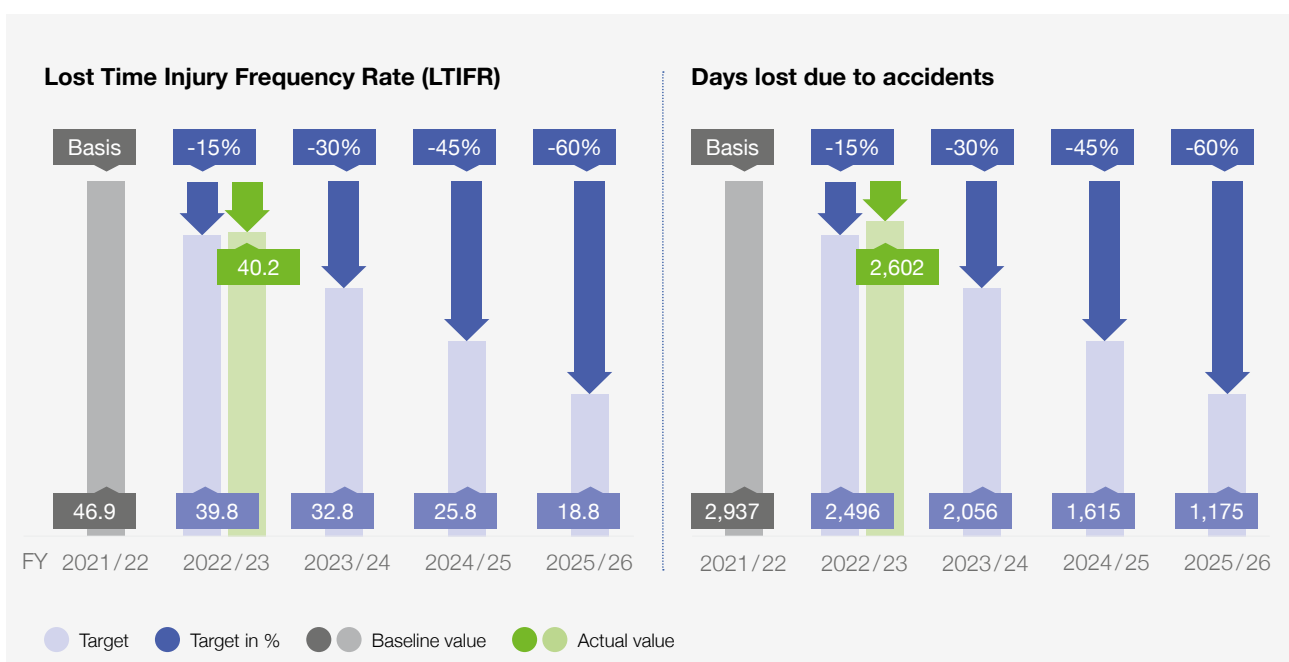
Alongside improving occupational safety, we also intend to increase the health rate of our employees at all production sites to 95% by 2030: This means that absence due to illness and accidents should not exceed 5% of regular working hours. The health rate in the financial year 2022/23 amounted to 91.5% (excluding the sites in Ratshausen (TSE), Manchester, Michalovce and Melbourne).

Preventively promoting occupational safety and health

Programmes to promote occupational safety and health protection are being prepared at every plant to implement the goals from the sustainability strategy and to establish a culture of prevention. The German production sites in Altenberge, Vreden and Gotha have health management systems which offer health days, health analyses, nutritional counselling as well as psychological and social counselling, for example.

One focus of occupational health and safety management is continuously training managers, an aspect which exceeds the legal training requirements. A new team leader development programme was initiated for the German production sites for this purpose. Multiple modules provide training in the occupational health and safety system, entrepreneurial duties, responsibility for occupational health and safety, successful instruction of employees, as well as the design of work areas in line with ergonomic aspects.

We intend to create a culture of prevention within the company which constantly improves the safety, health and satisfaction of employees and people at the company.



Production sites together with Horstmar and Nordwalde, excluding Manchester, Michalovce and Melbourne

The following examples provide an insight into the measures taken to promote the health and safety of our employees.

- The “QuetschQuitt” programme provided comprehensive training in Gotha to raise awareness of the particular dangers arising from crushing injuries, which number among the most common work injuries, along with cuts. As part of this programme, various workplaces were analysed and the employees were clearly shown the dangers of accidents and had the opportunity to practice prevention. 150 employees participated.
- In a pilot project in Altenberge, workplaces for lamp plate pre-assembly were examined on the basis of the current workplace design requirements from the Employer’s Liability Insurance Association for Wood and Metal. Consequently, the employees successfully redesigned their workplaces, taking into account a risk and health assessment.

- Ergonomics and behavioural prevention programmes were carried out at multiple workplaces in Vreden. These programmes not only improve the ergonomics of the workplaces but also train employees’ movement sequences and behaviour, counteracting one-sided stresses through compensatory exercises.

- Occupational safety training and health checks also take place regularly at our international production sites.



Demonstrate raising awareness about crushing injuries through the QuetschQuitt programme.

Digital factory planning

In a current digital factory planning project, we are developing the workplace of the future with the help of digital tools. The project accompanies the construction of a new assembly line at the Vreden production site, which is scheduled to enter into operation at the beginning of 2025. The project investigates means of minimising physical stress and preventing occupational safety risks as early as the workplace design stage, while taking into consideration the employees’ differing ergonomic requirements.

The immersive planning in virtual reality allows us to simulate workplaces during the early planning stages to derive the optimal workplace design. Assembly processes are analysed and deficits in critical areas are visualised. Employees can experience and actively contribute to the design of their future workplaces. The findings from this approach to site planning will be transferred to other sites.



Visualising critical areas in digital factory planning.

Compliance and integrity in practice

Schmitz Cargobull maintains an international compliance organisation in which various departments collaborate to ensure compliance within the Group. The Compliance Board, the Chief Compliance Officer, and local Compliance Officers in all areas of our company use the Compliance Management Programme to ensure that all compliance-relevant issues and duties are monitored and dealt with.

Group-wide binding directives are in place for all governance and compliance areas identified as significant, particularly the areas of anti-trust law, corruption, anti-money laundering, and protection. In addition, Schmitz Cargobull has defined fundamental forms of behaviour as part of the code of conduct. The code of conduct also contains information on core values and ethical standards. In addition, the Schmitz Cargobull Group's organisation manual contains the relevant regulations regarding the organisational structure and procedures for all employees.

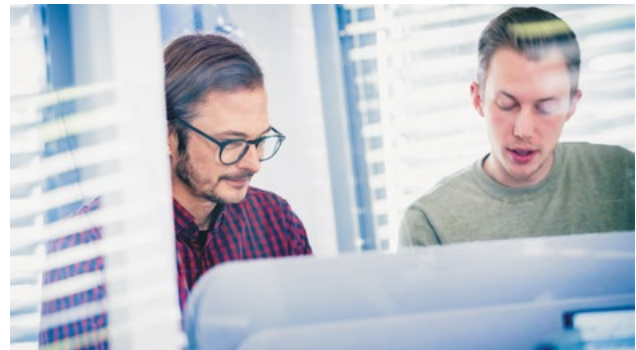
The Chief Compliance Officer submits a report each financial year. Using this as a basis, the Supervisory Board's responsible financial and auditing committee addresses compliance issues, including the prevention of corruption, at least once a year during a committee meeting.



We expect our business partners to conduct their business with professionalism and integrity and comply with all applicable environmental, health, quality, social and safety standards.

In the event of questions, complaints or cases of potential violations, every employee is able to speak to their line manager, a local Compliance Officer, the Chief Compliance Officer or an external ombudsperson. The ombudsperson receives complaints – anonymously on request – that contain grounds for suspicion of criminal activity or breaches of legislation and regulations.

In the online compliance training, employees received training in topics such as the Code of Conduct, competition and antitrust law, anti-corruption, money laundering prevention, as well as IT security and data protection. The compliance training course was completed by all managers, sales staff, and other relevant staff members across the Group and



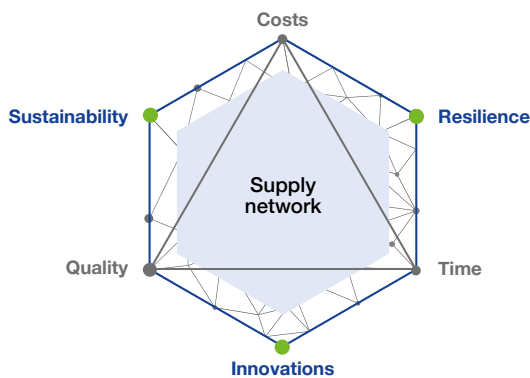
is repeated on a regular basis. A total of 1,912 employees were invited to the training and 1,308 attended. Since the end of 2022, all new administrative employees have been automatically registered for compliance training as part of the onboarding process. Compliance-relevant guidelines and instructions are also communicated to all employees via the Intranet.

The external ombudspersons submit annual reports to the Chief Compliance Officer. In the reporting, the ombudspersons did not receive any complaints. Schmitz Cargobull did not have any confirmed corruption incidents in the financial year 2022/23. Nor did any incidents related to the failure to adhere to laws and regulations in the social and economic sector occur. A minor compliance case was settled as an administrative offence with a fine. With regard to money laundering, no violations of the guidelines and other money laundering regulations occurred. One case of suspected water pollution in Vreden was documented but it was not confirmed. In addition, no incidents were recorded in relation to environmental protection laws or ordinances or in relation to discrimination.

Data protection and information security are regulated by corresponding guidelines and controlled via the information security management in accordance with ISO 27001. All computer users are made aware of the risks associated with technical systems and communication technologies through regular training in IT security and are trained in the due diligence required for processing personal data. A total of 3,654 employees were invited to the training and 3,216 attended. During the reporting year, no complaints concerning breaches of customer privacy and losses of customer data were submitted.

Responsibility for our supply chain

Our suppliers are selected on the basis of quality, competitiveness, and their importance with regard to aspects such as sustainability, innovativeness, and resilience. Our suppliers are monitored and evaluated by the existing risk management system. Wherever possible, Schmitz Cargobull has established alternative sources for critical components and assemblies and is encouraging the expansion of local supply sources at its international locations.



The strategy for our supply network was expanded to include the goals of resilience, innovation, and sustainability.

Schmitz Cargobull has committed itself to compliance with laws and high ethical standards in all of its activities, while also taking into account social and environmental aspects. Our requirements are set out in Schmitz Cargobull’s Supplier Code of Conduct, which is available to all suppliers. The Code of Conduct was fundamentally revised in 2022, also against the background of the German Act on Corporate

The German Federal Government’s requirements regarding the protection of human rights and the environment in the supply chain set forth in the Act on Corporate Due Diligence Obligations in Supply Chains, which became effective for our company size this year, have been successfully implemented. Suppliers which represent a potential risk due to their location and product group have been identified and are subject to special scrutiny. Our purchasers receive regular training and also exchange information on an ongoing basis. We have clearly stated the responsibilities and have also published them online so that the information is accessible to everyone at any time. After the BAFA report has been completed, it will also be available on the website.



Supply chain responsibility

2023: Risk suppliers identified
2024: 100% of risk-relevant supply chains audited



We expect all companies within our supply chain to adhere to the Code of Conduct. All direct suppliers must accept the Code of Conduct as a prerequisite for a business relationship and must also commit their upstream suppliers accordingly.

Due Diligence Obligations in Supply Chains, and now also contains regulations governing how to deal with conflict minerals. The Supplier Code of Conduct covers five areas: working conditions, occupational health and safety, environment, ethics, and management systems. For instance, Schmitz Cargobull requires suppliers to adhere to International Labour Organisation (ILO) guidelines and make sure that no forced or compulsory labour, no child labour and no discrimination take place and that working conditions are humane. In relation to the environment, the focus is on climate and resource protection measures and adequate water and waste management.

The systematic review and assessment of the supply chain to identify any risks, as well as any necessary corrective measures, will be a focus at Schmitz Cargobull in the coming years. For example, we have established the ISO 14001 environmental management standard as a criterion for production material suppliers. As part of our sustainability strategy, we have determined that all risk suppliers will be identified by 2023 and risk-relevant supply chains will be reviewed by 2024.

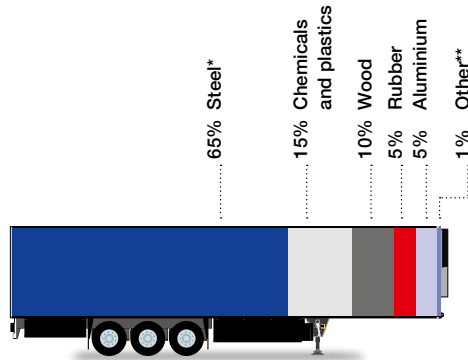
Supply management organisation employees participate in internal and external sustainability training. The offers include content intended specifically for purchasers and their product groups. Schmitz Cargobull works with external suppliers and has joined associations which are involved in sustainable procurement.



On our website, Schmitz Cargobull has published our policy against human trafficking to comply with the requirements of the UK Modern Slavery Act.

Rounded proportions of material classes of the total weight of a S.KO semi-trailer

(without cooling unit)



* Including coatings such as zinc

** For example, electrical, pneumatic and hydraulic components

Material classes by monetary purchasing volume in the financial year 2022/23

Material class	Share
Components and assemblies*	36%
Steel	26%
Aluminium	12%
Chemicals and plastics	10%
Hydraulics, pneumatics and electrics	6%
Other**	10%
Total	100%

* For example, axle components, cooling units, and wheels

** For example, auxiliary /operating materials, wood, rubber parts, and fastening elements

Materials like the electronic components installed in our trailers' telematics units have complex, global supply chains with a number of preliminary stages. In terms of quantity and value, electronics make up a small proportion of Schmitz Cargobull's procurement volume. However, we strive to safeguard the greatest possible transparency regarding the origin and manufacturing conditions, in particular but not exclusively as regards potential conflict minerals.

Our products contain the following raw materials that have been designated as critical in the Sustainability Assessment Questionnaire (SAQ), a supplier self-assessment relevant to our industry: Bauxite, chromium, copper, gold, lithium, magnesium, manganese, nickel, rubber, steel, tin, zinc, and tungsten.

The REACH Regulation requires manufacturers to inform their customers if certain chemical substances are used to manufacture their products. Our goal is to reduce the amount of environmentally harmful substances in our products. Therefore, we demand a higher level of responsibility from our suppliers for the products they supply than is required by law, and have stipulated this as a requirement in the Supplier Code of Conduct.



Transparency, also regarding the materials used

Procurement regions by monetary purchasing volume in the financial year 2022/23

Region	Share
Germany	62%
Rest of Europe	33%
Other regions	5%
Total	100%

Adjustments in the aggregation compared to the last report

The main raw materials and materials procured by Schmitz Cargobull and installed in our semi-trailers include steel, aluminium, rubber, wood, plastics, electronic components/ assemblies, and chemical substances. All of the plywood utilised is FSC-certified.

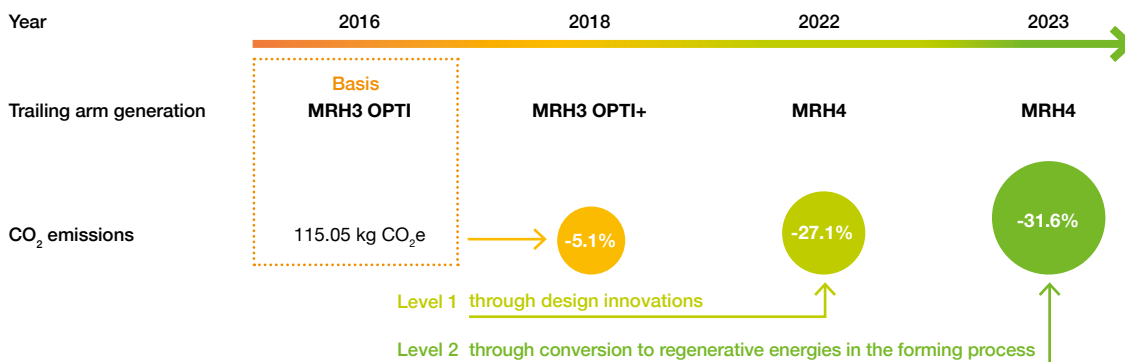
Material costs account for a significant proportion – around two thirds – of the costs our products. Due to the high quota of trailer materials and the production of trailers within an international production network, Schmitz Cargobull pursues a global procurement strategy with a focus on regional suppliers in the vicinity of the production sites.

We also aim to achieve environmental improvements in the supply chain with suppliers. One example is the new MRH4 trailing arm (including axle connection), which we developed with our long-term supply partner from the Netherlands. A semi-trailer usually has three axles and each axle is equipped with two trailing arms. The trailing arms are made of electric spring steel and already consist of 97% recycled material, which give them a particularly low carbon footprint in comparison to products made of blast-furnace carbon steel.

Two steps reduced the carbon footprint of the trailing arms by an additional 32% by the time they were delivered to Schmitz Cargobull. In the first step, design innovations reduced the weight of the assembly by 13%. In addition to using less material and reducing the footprint by 27%, customers also gain more than 100 kilograms of additional payload.

“
Purchasing is a central area because we have global supply chains and a high level of material costs. In addition, our own demands regarding the sustainability of our supply chains are growing, as are the demands of our customers and society.

Reduction of the carbon footprint of the trailing arm



Calculations from the supplier's point of view, approach: cradle-to-gate
 Emission categories considered: Scope 1 (direct emissions), Scope 2 (indirect emissions through use of purchased energy),
 Scope 3.1 (purchased goods and services), Scope 3.4 (transport and distribution (upstream))

In the second step, our supplier will use regeneratively produced electricity instead of natural gas to provide the required heat energy. This reduces the footprint of the forming process for the trailing arm by a further 4.5%.

The measurable reduction of negative environmental impacts in the upstream supply chain through process and product innovation in close cooperation with our business partners will play an increasingly important role in our development and procurement activities in the future.

95%

of Schmitz Cargobull's purchasing volume is currently sourced from suppliers in Europe (excluding Turkey).

Our social commitment

The war in Ukraine and the earthquake in Syria and Turkey have both been very moving for our company, also as we employ people in these regions. That is why Schmitz Cargobull has supported the aid in these crisis regions through donations and campaigns.

We have been organising and supporting numerous aid campaigns for the people affected by the war in Ukraine since the beginning of the conflict. This has included providing direct aid to hospitals and our local team and also by providing vehicles worth €160,000. In addition, employees collected around €19,000 which they used to equip their colleagues in Ukraine with mobile power supply units, among other things. Furthermore, the company also donated a total of €41,000 to the "Brücke" (Bridge) aid organisation.

Following the earthquake in Turkey and Syria, Schmitz Cargobull immediately organised a transport of relief goods worth €25,000 for the earthquake victims from the production site in Adapazarı. Moreover, our employees collected further donations of €5,315, which the management doubled to €10,630.



The team at the Turkish plant in Adapazarı as the aid transport leaves for the earthquake region

Beyond these activities, we have supported various projects in the vicinity of our sites with financial and human resources for many years. Three examples:

- "Steinfurt District sees Yellow": Traffic safety campaign for children starting school
- Creative projects for children in Altenberge in the Altenberge Culture Workshop
- "Bewegen mit Herz" (lit. Move with Heart) driver initiatives and PROFI ("Pro Fahrer Image = Pro Driver Image")

About the report

This is Schmitz Cargobull AG's second sustainability report. It applies to the financial year 2022/23 (1 April 2022 to 31 March 2023) and was published on 23 October 2023. The previous report was prepared for the financial year 2020/21 and was published on 11 October 2021. The next report is expected to be published in summer 2025. The report is voluntary and has not been subjected to external review.

Contents and important changes

This sustainability report describes the progress made by Schmitz Cargobull with regard to sustainable business. Compared to the last sustainability report, the report contains numerous restatements resulting from the further development of the reporting to meet the requirements of the new GRI Universal Standards and to prepare for upcoming requirements (in particular CSRD). We indicate any material changes in the relevant locations with the note GRI 2-4.

In comparison to the Sustainability Report 2020/21, the range of companies included in the reporting has expanded. This is a consequence of the further development of our sustainability reporting as well as the successive alignment with the consolidated entity from the annual report.

Consolidated entity

In addition to Schmitz Cargobull AG, the consolidated entity now includes 12 domestic and 37 foreign companies (see table overview) with a total of 56 sites.

28 companies are excluded from the consolidated entity as they are not directly related to Schmitz Cargobull's core business, do not have any employees or are not majority-owned by Schmitz Cargobull.

Data recording

The data collection period is the financial year 2022/23 as well as previous years, in some cases. The personnel and social data was collected centrally by our human resources department and includes all employees of the companies and sites consolidated in this report, with the exception of TSE Trailer System Engineering GmbH & Co. KG with 49 employees.

We currently collect environmental data through manual queries to our ten companies with production facilities. These comprise a total of 14 locations. Furthermore, the environmental data also includes the logistics centre in Nordwalde as well as the head office in Horstmar.

Editorial notes

For reasons of readability, the language forms masculine, feminine and diverse are not used simultaneously. Instead, the generic "they" form is used. All references to persons apply equally to all genders.

Deviations in the figures may occur in individual cases as a result of rounding.

All forward-looking statements in this report must be understood as assumptions which were valid at the editorial deadline. Actual results, developments or the performance of Schmitz Cargobull AG may deviate from our prognoses, estimates and announcements due to unknown risks, uncertainties and other factors.

This sustainability report is available on the website at cargobull.com/en/company/sustainability/report and can be downloaded as a PDF file.

Your contact for any questions is Thomas Wissing de Freitas, Thomas.WissingdeFreitas@cargobull.com.



	Personnel data ¹	Environmental data ¹
Companies with production sites		
Schmitz Cargobull AG, Altenberge – including Vreden (plant and three sub-sites), Nordwalde and Horstmar	X	X
Schmitz Cargobull Gotha GmbH, Gotha	X	X
Cargobull Cool GmbH & Co. KG, Vreden	X	X
TSE Trailer System Engineering GmbH & Co. KG, Ratshausen – including Dotternhausen	–	X
Schmitz Cargobull Baltic UAB, Panevėžys/Lithuania	X	X
Schmitz Cargobull Ibérica S.A.U., Zaragoza/ Spain ²	X	X
Schmitz Cargobull Treyler Sanayi ve Ticaret Limited Sirketi, Adapazari/Turkey	X	X
Schmitz Cargobull (UK) Ltd., Warrington/Great Britain ³	X	X
Schmitz Cargobull Michalovce s.r.o., Michalovce/ Slovakia	X	X
Schmitz Cargobull PTY LTD, Melbourne/Australia	X	X
Other 100% participations in Germany		
Cargobull Customer Center GmbH, Altenberge	X	–
Cargobull Parts & Services GmbH, Altenberge	X	–
Cargobull Telematics GmbH, Münster	X	–
Cargobull Trailer Store GmbH, Altenberge	X	–
KUBIKx, Münster	X	–
SCB Finance Deutschland GmbH, Horstmar	X	–
SCB Holding GmbH & Co. KG, Horstmar	X	–
Schmitz Cargobull Overseas GmbH, Altenberge	X	–
Other 100% participations abroad		
Cargobull (Schweiz) AG, Kappel/Switzerland	X	–
Cargobull Finance Penzügyi Szolog. Kft., Hungary, Bicske/Hungary	X	–
Cargobull Finance Polska SP z o.o., Ozarow Mazowiecki/Poland	X	–
Cargobull Finance SRL, Romania, Bucharest/Romania	X	–
Schmitz Cargobull Austria Ges.m.b.H, Wals-Siezenheim/Austria	X	–
Schmitz Cargobull Bel IOOO, Minsk/Belarus	X	–
Schmitz Cargobull Belgium BVBA, Gent/Belgium	X	–
Schmitz Cargobull Bulgaria EOOD, Sofia/Bulgaria	X	–
Schmitz Cargobull Danmark A/S, Padborg/Denmark	X	–
Schmitz Cargobull doo., Belgrade/Serbia	X	–
Schmitz Cargobull doo., Ilidza (Sarajevo)/Bosnia Herzegovina	X	–
Schmitz Cargobull Eesti OÜ, Rae vald, Jüri/Estonia	X	–
Schmitz Cargobull France S.a.r.L., Saint Priest/France	X	–
Schmitz Cargobull Georgia, Tbilisi/Georgia	X	–
Schmitz Cargobull Hellas AE, Mandra/Greece	X	–
Schmitz Cargobull Ireland Ltd., Dublin/Ireland	X	–
Schmitz Cargobull Italia S.R.L., Sommacampagna (VR)/Italy	X	–
Schmitz Cargobull Hrvatska d.o.o., Zagreb-Sesvete/Croatia	X	–
Schmitz Cargobull Latvija SIA, Riga/Latvia	X	–
Schmitz Cargobull Macedonia DOOEL, Skopje/Macedonia	X	–
Schmitz Cargobull Maroc SARL/Morocco	X	–
Schmitz Cargobull Magyarorszag Kft., Bicske/Hungary	X	–
Schmitz Cargobull Nederland B.V., Zevenbergen/Netherlands	X	–
Schmitz Cargobull Norge AS, Jessheim/Norway	X	–
Schmitz Cargobull Portugal Unipessoal Lda, Rio Maior/Portugal	X	–
Schmitz Cargobull Romania SRL, Bucharest/Romania	X	–
Schmitz Cargobull Slovenija doo., Muta/Slovenia	X	–
Schmitz Cargobull Suomi OY, Vantaa/Finland	X	–
Schmitz Cargobull Sverige AB, Helsingborg/Sweden	X	–
Schmitz Cargobull Ukraine GmbH, Kiev/Ukraine	X	–
TOO Schmitz Cargobull KAZ, Almaty/Kazakhstan	X	–

¹ Unless otherwise stated

² Relocation of production to the new site in Zaragoza as of 22.08.2022

³ Relocation of the production site from Warrington to Manchester as of 31.03.2022

The companies Schmitz Cargobull Mecklenburg Verwaltungs-GmbH and Schmitz Cargobull Mecklenburg GmbH & Co. KG with the production site in Toddin/Germany were sold on 21.06.2022. Therefore, they were no longer taken into account from the financial year 2022/23.

Sustainability figures

	Unit	Financial year 2021/22	Financial year 2022/23	GRI reference	Comments
Economic performance					
Turnover	€m	2,288	2,633	GRI 201-1	
EBITDA	€m	41	169	GRI 201-1	
Group annual net profit	€m	-2	64	GRI 201-1	
Equity capital	€m	683	761	GRI 201-1	
Equity capital ratio	%	47.3	48.3	GRI 201-1	
Semi-trailers and trailers produced	Quantity	61,082	57,122	GRI 2-6	
Environment					
Climate protection					
ISO 14001 certified sites	Quantity	1	1		At the date of publication of the report, a total of four sites had been certified.
Proportion of employees covered by ISO 14001	%	28.7	28.7		Based on number of employees at production sites in the financial year 2022/23
Total GHG emissions (Scope 1 and 2)	t CO ₂ e	35,168	24,850	GRI 305-1 GRI 305-2	
Scope 1 emissions	t CO ₂ e	14,910	11,056	GRI 305-1	
Scope 2 emissions	t CO ₂ e	20,259	13,794	GRI 305-2	
Emission intensity (Scope 1 and 2)	kg CO ₂ e/ trailer	570	430	GRI 305-4	Ratshausen site (TSE) excluded as no trailers are produced there
Energy					
ISO 50001 certified sites	Quantity	4	4		
Proportion of employees covered by ISO 50001	%	74.5	74.5		Based on number of employees at production sites and in Horstmar in the financial year 2022/23
Total energy consumption	MWh	101,521	78,998	GRI 302-1	
Energy consumption from non-renewable sources	MWh	90,846	64,315	GRI 302-1	
Electricity consumption from non-renewable sources	MWh	31,605	21,278	GRI 302-1	
Oil	MWh	17,231	12,920	GRI 302-1	
Natural gas	MWh	29,710	18,435	GRI 302-1	
LPG	MWh	4,119	3,402	GRI 302-1	
Diesel	MWh	8,180	8,279	GRI 302-1	
Energy consumption from renewable sources	MWh	10,675	14,683	GRI 302-1	
Electricity consumption from renewable sources	MWh	9,779	14,233	GRI 302-1	
Palm oil	MWh	371	0	GRI 302-1	
District heating	MWh	525	450	GRI 302-1	
Total electricity consumption	MWh	41,384	35,511	GRI 302-1	
Electricity generation	MWh	0	54	GRI 302-1	
Total heating energy consumption	MWh	47,838	31,805	GRI 302-1	
Share of energy consumption from renewable sources	%	10.5	18.6	GRI 302-1	
Share of electricity consumption from renewable sources	%	23.6	40.1	GRI 302-1	
Energy intensity	kWh/trailer	1,644	1,366	GRI 302-3	Ratshausen site (TSE) excluded as no trailers are produced there
Waste					
Total waste	t	17,380	16,157	GRI 306-3	Excluding the Zaragoza, Adapazarı, Michalovce and Melbourne sites
Waste for recovery	t	9,975	10,076	GRI 306-4	Recycling and other recovery
Hazardous waste for recovery	t	42	85	GRI 306-4	
Non-hazardous waste for recovery	t	9,932	9,991	GRI 306-4	
Waste for disposal	t	7,405	6,082	GRI 306-5	Incineration with energy recovery and other disposal
Hazardous waste for disposal	t	700	633	GRI 306-5	
Non-hazardous waste for disposal	t	6,705	5,449	GRI 306-5	
Total hazardous waste	t	743	718	GRI 306-4 GRI 306-5	
Total non-hazardous waste	t	16,637	15,440	GRI 306-4 GRI 306-5	

	Unit	Financial year 2021/22	Financial year 2022/23	GRI reference	Comments
Non-metallic waste	t	9,213	7,945	GRI 306-3	
Metallic waste	t	8,007	8,036	GRI 306-3	
Share of mixed municipal waste in total waste	%	22.2	18.4	GRI 306-3	
Proportion of recycled waste in total waste	%	57.4	62.4	GRI 306-4	
Waste intensity	kg/trailer	317	315		Ratshausen site (TSE) excluded as no trailers are produced there

Water

Total water withdrawal	m³	30,316	30,508	GRI 303-3	All water data excluding the Nordwalde, Manchester, Michalovce and Melbourne sites
Total water discharge	m³	29,551	29,554	GRI 303-4	
Water withdrawal per employee	m³/employee	5.0	5.1		Based on number of employees at production sites and in Horstmar in the financial year 2022/23

People

Employees and society

Total employees	Quantity	not specified	5,652	GRI 2-7	All employee data excluding temporary workers, as of 31.03.2023
thereof women	%	not specified	12.6	GRI 2-7	
By employment contract					
Permanent	%	not specified	95.0	GRI 2-7	
thereof women	%	not specified	12.3	GRI 2-7	
Temporary	%	not specified	5.0	GRI 2-7	
thereof women	%	not specified	19.6	GRI 2-7	
thereof apprentices/ trainees	%	not specified	66.2	GRI 2-7	
By employment relationship					
Full-time	%	not specified	92.6	GRI 2-7	
thereof women	%	not specified	10.1	GRI 2-7	
Part-time	%	not specified	7.4	GRI 2-7	
thereof women	%	not specified	43.5	GRI 2-7	
By region					
Europe	%	not specified	99.5	GRI 2-7	
Germany	%	not specified	71.6	GRI 2-7	
Other regions	%	not specified	0.5	GRI 2-7	
Temporary staff	Quantity	not specified	1,437	GRI 2-8	Reporting date 31.03.2023
thereof in Germany	Quantity	not specified	1,340	GRI 2-8	
thereof at international sites	Quantity	not specified	97	GRI 2-8	
Total trainees	Quantity	not specified	198		Reporting date 01.08.2022
thereof newly hired apprentices	Quantity	not specified	73		Reporting date 01.08.2022
Number of apprenticeship occupations	Quantity	not specified	22		Reporting date 01.08.2022
Trainee hiring rate	%	not specified	81.3		
Proportion of women in senior management positions (excluding the Management Board and Supervisory Board)	%	not specified	14.3	GRI 405-1	Germany only
Employees on parental leave	Quantity	not specified	245	GRI 401-3	
thereof women	%	not specified	25.3	GRI 401-3	
Proportion of severely disabled employees	%	not specified	3.1	GRI 405-1	
Germany	%	not specified	4.0	GRI 405-1	
International	%	not specified	0.9	GRI 405-1	
Employee turnover rate	%	not specified	8.7	GRI 401-1	

	Unit	Financial year 2021/22	Financial year 2022/23	GRI reference	Comments
Occupational health and safety					
ISO 45001 certified sites	Quantity	2	2	GRI 403-1	
Proportion of employees covered by ISO 45001	%	39.2	39.2	GRI 403-8	Based on number of employees at production sites in the financial year 2022/23
Occupational accidents with lost time	Quantity	364	279	GRI 403-9	Production sites together with Horstmar and Nordwalde, excluding Manchester, Michalovce and Melbourne
Lost time injury frequency rate (LTIFR)	Occupational accidents per 1 million hours of work	46.9	40.2	GRI 403-9	
Days lost due to accidents	Quantity	2,937	2,602	GRI 403-9	Production sites together with Horstmar and Nordwalde, excluding Manchester, Michalovce and Melbourne
Severity rate (SR)	Days lost per occupational accident	8.1	9.3	GRI 403-9	
Health rate	%	not specified	91.5		Production sites together with Horstmar and Nordwalde, excluding Ratshausen (TSE), Manchester, Michalovce, and Melbourne
Supply chain responsibility					
Proportion of purchasing volume from European countries	%	not specified	95.0	GRI 204-1	
Proportion of corresponding staff trained in supply chain due diligence obligations	%	not specified	78.2	GRI 205-2	
Proportion of sites with grievance mechanisms for human rights and environmental violations	%	not specified	100.0	GRI 2-25	
Complaints due to human rights and environmental violations at suppliers	Quantity	not specified	0		
Ethics and compliance					
Proportion of corresponding staff trained in compliance issues	%	not specified	68.4	GRI 205-2	
Proportion of sites audited for corruption risks	%	not specified	100.0	GRI 205-1	
Total complaints via whistleblower system	Quantity	not specified	0	GRI 2-25	
Proportion of corresponding staff trained in information security and data protection	%	not specified	88.0		

GRI Content Index

This Sustainability Report has been prepared with reference to the GRI Standards 2021 and the GRI 1: Principles 2021 of the Global Reporting Initiative (GRI) and is valid for the financial year 2022/23 (1 April 2022 to 31 March 2023). GRI sector standards are not applicable. The information corresponds to the latest available version of the German translation of the GRI standards, which is available here: [→ GRI standards](#)

GRI standard	Details	Reported requirements	Pages and explanations
GRI 2: General			
1. The organisation and its reporting practices			
2-1	Organisational profile	a.-d.	8, 45
2-2	Entities included in the organisation's sustainability reporting	a.-c.	44-45
2-3	Reporting period, reporting frequency, and contact	a.-d.	44
2-4	Correction or restatement of information	a.	9, 37, 41, 44, 45
2-5	External assurance	a.	44
2. Activities and employees			
2-6	Activities, value chain, and other business relationships	a.-d.	2, 12, 23, 44-46
2-7	Salaried staff	a.-e.	32-33, 44, 47
2-8	Staff members who are not employees	a.-c.	33, 47
3. Corporate governance			
2-9	Governance structure and composition	a.-b.	6, 8
2-10	Nomination and selection of the highest supervisory body	a.	8
2-11	Chairperson of the highest supervisory body	a.	The Chairperson of the Supervisory Board is not a manager at the company
2-12	Role of the highest supervisory body in overseeing the management of the impacts	a.-c.	6-9
2-13	Delegation of responsibility for the management of impacts	a.-b.	6-7, 9
2-14	Role of the highest supervisory body in sustainability reporting	a.	8
2-15	Conflicts of interest	a.	8
2-16	Communication of critical issues	a.-b.	8-9
2-17	Accumulated knowledge of the highest supervisory body	a.	6-7
2-18	Assessment of the performance of the highest supervisory body	–	Not currently carried out
2-19	Remuneration policy	a.-i; b.	26; Focus on inclusion of climate protection targets in variable remuneration
4. Strategy, policies and practices			
2-22	Application statement regarding the Sustainable Development Strategy	a.	4, 5
2-23	Declaration of commitment to the principles and conduct	a.i.; b-i-; c.-f.	8-9, 39-40
2-24	Inclusion of political commitments	a.	6-9, 39-40
2-25	Procedure for the elimination of negative impacts	a.-c.; e.	6-9, 39, 48
2-26	Procedure for seeking advice and reporting issues	a.	7-9, 11, 39
2-27	Compliance with laws and regulations	a.	39
2-28	Membership of associations	a.	11
5. Stakeholder involvement			
2-29	Approach to stakeholder involvement	a.	11
2-30	Collective bargaining agreements	a.	33; All employees in Germany are subject to collective bargaining agreements (with the exception of managers and non-tariff employees).
GRI 3: Material topics 2021			
Material topics 2021			
3-1	Procedure for determining material topics	a.	9
3-2	List of material topics	a.-b.	9-10

GRI standard	Details	Reported requirements	Pages and explanations
Material topic: Sustainable transport solutions			
GRI 3-3: Management of material topics		a.-e.	13-14, 16-17, 20-21
GRI 416: Customer health and safety 2016	416-1	Assessing the health and safety impacts of various product and service categories	a.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	a.-b.
GRI 417: Marketing and labelling 2016	417-1	Requirements for product and service information and labelling	a.-b.
	417-2	Incidents related to product and service information and labelling	a.-b.
	417-3	Incidents related to marketing and communication	a.-b.
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	a.-c.
Material topic: Circular economy & recycling			
GRI 3-3: Management of material topics		a.-e.	28
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	a.
	306-2	Management of significant waste-related impacts	a.-c.
	306-3	Waste generated	a.-b.
	306-4	Waste diverted for disposal	a.-e.
	306-5	Waste directed to disposal	a.-e.
Material topic: Energy			
GRI 3-3: Management of material topics		a.-e.	22, 25
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	a.-f.
	302-3	Energy intensity	a.-d.
	302-4	Reduction of energy consumption	a.-d.
	302-5	Reduction in energy requirements of products and services	a.-c.
Material topic: Climate protection			
GRI 3-3: Management of material topics		a.-e.	22, 26
GRI 305: Emissions 2016	305-1	Direct GHG emissions (Scope 1)	a.-b.; d.; f.-g.
	305-2	Indirect energy-related GHG emissions (Scope 2)	a.; c.-d.; f.-g.
	305-3	Other indirect GHG emissions (Scope 3)	a.; d.-e.; g.
	305-4	GHG emissions intensity	a.-d.
	305-5	Reduction of GHG emissions	a.-e.
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	a.iv.
Material topic: Material			
GRI 3-3: Management of material topics		a.-e.	20-21, 22, 42
GRI 301: Materials 2016	301-1	Materials used by weight or volume	a.
	301-2	Recycled input materials used	a.
	301-3	Recycled products and their packaging materials	a.
			27, 41-42; material classes only by monetary purchase volume
			42; example
			20-21; example
Material topic: Health & safety			
GRI 3-3: Management of material topics		a.-e.	36
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	a.-b.
	403-2	Hazard identification, risk assessment and incident investigation	a.; d.
	403-3	Occupational health services	a.
	403-4	Worker participation, consultation and communication on occupational health and safety	a.
	403-5	Worker training on occupational health and safety	a.
	403-6	Promotion of worker health	a.-b.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a.
	403-8	Workers covered by an occupational health and safety management system	a.iii.; b.-c.
	403-9	Work-related injuries	a.i.; a.iii.; b.i.; b.iii.; c.-d.
			6, 36, 47
			24, 36
			Occupational health checks are performed for employees at German site via occupational healthcare centres.
			37-38
			24, 37
			37
			24, 36-38
			47
			37, 47; no deaths

GRI standard	Details	Reported requirements	Pages and explanations	
Material topic: Supply chain responsibility				
GRI 3-3: Management of material topics		a.-e.	40	
GRI 204: Procurement impacts 2016	204-1	Proportion of spending on local suppliers	a.-c.	41, 43, 48
GRI 205: Anti-corruption 2016	205-1	Sites audited for corruption risks	a.-b.	48
	205-2	Communication and training in anti-corruption policies and procedures	b.-c.; e.	39, 48
	205-3	Confirmed incidents of corruption and actions taken	a.-d.	39
GRI 206: Anti-competitive behaviour 2016	206-1	Legal proceedings due to anti-competitive behaviour, cartel and monopoly formation	a.-b.	39
GRI 308: Supplier environment assessment 2016	308-1	New suppliers screened using environmental criteria	a.-b.	40; quantity is not currently recorded
GRI 414: Supplier social assessment 2016	414-1	New suppliers screened using social criteria	a.	40; quantity is not currently recorded
Material topic: Sustainability awareness				
GRI 3-3: Management of material topics		a.-e.	35	
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	-	Not currently recorded
Other GRI information				
GRI 201: Economic performance 2016	201-1	Directly generated and distributed economic value	a.i.; a.iii.	2, 46
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	a.-d.	31
	303-2	Management of water-discharge-related impacts	a.	31
	303-3	Water withdrawal	a.-b.; d.	31, 47
	303-4	Water discharge	a.; d.-e.	31, 47
	303-5	Water consumption	a.-b.; d.	31
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	a.-b.	32, 47
	401-2	Company benefits only offered to full-time employees but not to temporary or part-time employees	a.-b.	The same basic benefits apply to all workers.
	401-3	Parental leave	b.	33, 47
GRI 404: Training and education 2016	404-2	Programmes for upgrading employee skills and transition assistance programmes	a.	35, 39, 40
	404-3	Percentage of employees who receive regular performance and career development reviews	a.	86.3% of employees at German locations
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	b.i.	47
	405-2	Ratio of women's basic salary and remuneration to men's basic salary and remuneration	a.-b.	We have an equal pay approach.
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	a.-b.	39
GRI 415: Political influence 2016	415-1	Party donations	a.-b.	None

We have not reported on the following GRI information because either the data is not currently collected or the information is not relevant to Schmitz Cargobull's business: GRI 2-20, 2-21, 201-2, 201-3, 201-4, 202-1, 202-2, 203-1, 203-2, 207-1, 207-2, 207-3, 207-4, 302-2, 304-1, 304-2, 304-3, 304-4, 305-6, 308-2, 402-1, 403-10, 407-1, 408-1, 409-1, 410-1, 411-1, 412-1, 412-2, 412-3, 413-1, 413-2, 414-2.



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