

Future-focused.

2024/25 Sustainability Report



About Schmitz Cargobull

Schmitz Cargobull AG is the leading manufacturer of semi-trailers for temperature-controlled freight, general cargo and bulk goods in Europe, and a pioneer in digital solutions for trailer services and improved connectivity. In the 2024/25 financial year, approximately 6,400 employees produced roughly 42,300 vehicles, generating revenue of around €2.2bn. The company was founded in 1892 in North-Western Germany and has since evolved into the trailer industry's leading pioneer. Constant innovation, high standards of quality and a clear brand strategy have all helped Schmitz Cargobull to reach the top.



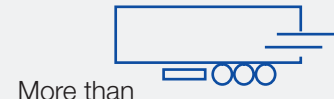
With a comprehensive package of services, such as financing, leasing and hire-purchase, telematics solutions, spare parts supply, repair and maintenance contracts, and used vehicle sales, Schmitz Cargobull helps its customers to optimise their total cost of ownership, decarbonise the transport process, participate in the digital transformation and maintain a sustainable approach to business. In the reporting year, the company had more than 10 industrial production sites located around the world. Its sales markets include all European countries, the Middle East, North America, China, Australia and Africa. As a reliable, forward-thinking company, Schmitz Cargobull has closely integrated the concept of sustainability into its products and processes. As such, it makes an important contribution to bringing the growing challenge of road transport and increasing transport volumes in line with effective climate change mitigation.



Around

6,400

employees*



More than

42,300

units produced



10

production sites
and global
sales network



2,161

million euros in turnover



Around

25%

market share in Europe



39

sales branches
worldwide

* Average number of permanent and temporary employees for the 2024/25 financial year

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Legal notice

All information has been processed with the greatest care; however, the following applies: typographical and printing errors are reserved. In the case of groups of persons – representing all genders – the plural form has been predominantly chosen for the purpose of better readability.

CONTACTS

Schmitz Cargobull AG
Sustainability Management
Thomas Wissing de Freitas
Bahnhofstrasse 22
48612 Horstmar, Germany
Phone +49 (173) 6307293
Email Thomas.Wissingdefreitas@cargobull.com

Schmitz Cargobull AG
Marketing Communications & PR
Anna Stuhlmeier
Bahnhofstrasse 22
48612 Horstmar, Germany
Phone +49 (160) 96821832
Email Anna.Stuhlmeier@cargobull.com

PICTURE CREDITS

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Achievements & Awards



Winner of the 2025
*German Sustainability
Award in the Mobility
and Logistics for the
Automobile Industry*
category

Network established to reduce waste across all sites and volume of mixed waste halved compared to 2021/2022



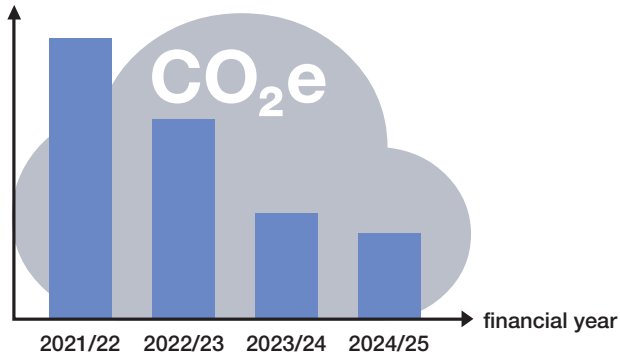
Solar farms with an output of 725 kWp installed at several locations – plans underway for additional systems with 1,500 kWp



All large production sites have an environmental management system certified in accordance with ISO 14001



*Cold Chain
Sustainability Award*
for all-electric
refrigerated box
body semi-trailer,
the S.KOe COOL



Scope 1 and Scope 2 emissions cut by 70% compared to 2021/22



Schmitz Cargobull Türkiye awarded *Great Place to Work Award Turkey* and named as top employer



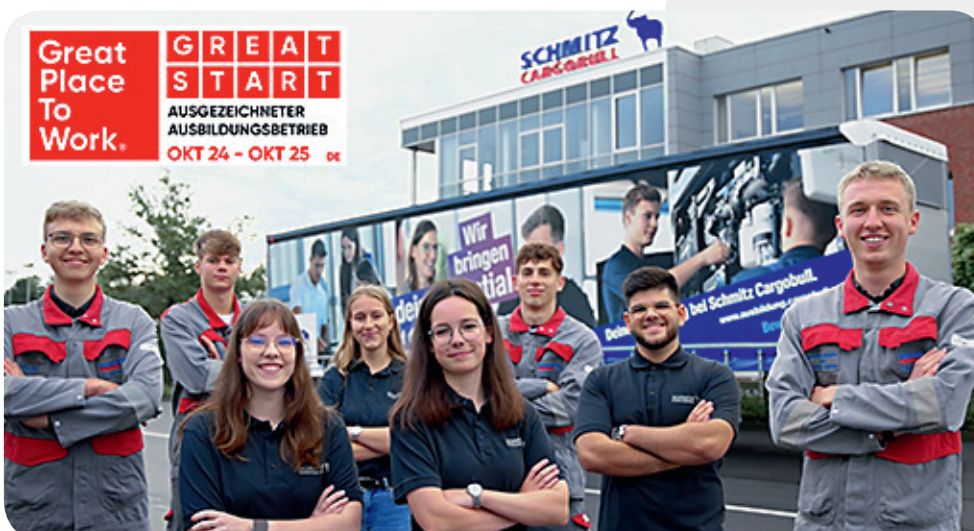
First place in the 2025 *International Trailer Award* in the *Body* category for the all-electric S.KOe COOL

SBTi validation of our net-zero targets



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Schmitz Cargobull honoured as one of the best companies for apprenticeships and recipient of *Great Start* certification for vocational training

Dear Readers,

We are proud and delighted to present you with Schmitz Cargobull's third voluntary Sustainability Report. For the first time, we have structured the report in line with the European Sustainability Reporting Standards (ESRS). We have made significant progress in several areas over the past two years, highlighting our dedication and determination to create a more sustainable future. Our company's transformation is picking up speed. We have identified positive changes both for the industries that feed into our business, such as the steel, aluminium and chemicals industries, and those that benefit from it, like our customers in the road transport industry. Schmitz Cargobull has enhanced its own infrastructure on an ongoing basis, implementing innovative energy concepts along the way. A 90% reduction in the absolute Scope 1 and Scope 2 greenhouse gas emissions by financial year 2029/30 compared to the base year 2021/22 is one of the milestones on our journey to greater sustainability.

We are proud of the fact that our entire production network has been certified in accordance with the ISO 14001 international standard for environmental management systems. We have also made progress when it comes to reducing and separating our production waste. Our SBTi-validated net-zero targets clearly reflect our goal of achieving climate neutrality across the entire value chain by 2045.

Our hard work and dedication have been recognised in the countless awards and titles we have received over the years, including the 2025 *German Sustainability Award for Companies* and several product-based awards. These achievements would not have been possible without our team's hard work and innovative mindset. We regard market economy instruments like carbon pricing as an essential incentive for a climate-friendly economy. However, we are also aware of the challenges presented by this type of intervention in the private sector. The focus here must always remain on practicality, the avoidance of duplicated regulations, and lean bureaucracy.

Despite the global challenges, we remain intent on a future-oriented approach. Here at Schmitz Cargobull, we firmly believe that our far-reaching commitment and innovative approach will enable us to make an important contribution to sustainable development within society. We would like to thank our employees, business partners and customers for their trust and support. Together, we are pursuing our goals and helping to shape the future.

With best regards,

The Schmitz Cargobull Management Board



Always looking ahead

Interview with Management Board member Dr. Günter Schweitzer and Chief Sustainability Officer Thomas Wissing de Freitas

What are your highlights when it comes to the company's sustainability achievements?

Schweitzer: We have launched a range of products that make a key contribution to the sustainable transformation of our industry. Take our all-electric reefer the S.KOe COOL, for instance, which enables refrigerated freight to be transported with zero emissions. Another milestone was our 70% reduction in Scope 1 and Scope 2 emissions since the financial year 2021/22. I also think that our SBTi-validated net-zero targets represent a clear commitment to a climate-neutral economy. And finally, there was the *German Sustainability Award 2025* win in the category of *Mobility and Logistics*. This recognition of our efforts fills me and our entire team with pride.

You are tasked with embedding sustainability-related issues within the company. What are the biggest challenges?

Wissing de Freitas: With such a wide array of issues, it is important to identify clear priorities and concentrate on the key aspects. In light of the general political climate, the regulatory requirements and the trade-offs that arise between ecological and economic objectives, sustainability seems to be losing some of its status. The challenge now is to demonstrate how we move from scepticism to confidence. To achieve this, we need to provide context, show where developments fit in, and provide people with visible signs of success. In the most part, sustainable solutions offer economic and ecological advantages for all of us.

What are your goals for this third Sustainability Report?

Wissing de Freitas: The preparation of this report provides us with a great opportunity to see where we stand. While we used to report in line with GRI standards, we are trialling the new ESRS on a voluntary basis, which is reflected in the way the report is structured. In the interest of our various stakeholders, we have managed to find a middle ground between appealing content and the requirements of the standards. We regard the changes to the reporting requirements as benefi-



cial. They will have a clear impact on future reports.

What is your perspective on the regulatory developments?

Schweitzer: Companies need guidelines that they can apply to ensure their business is sustainable. These guidelines need to achieve the desired impact in an efficient way. Considering this, we take a critical stance to-

wards the EU regulations on The Vehicle Energy Consumption Calculation Tool (VECTO) for trailers. These regulations stipulate objectives that will result in trailers becoming less transport and resource efficient, therefore generating adverse effects. Apart from emissions from cooling units, trailers do not have any carbon emissions. Transport and resource efficiency have forever been part of the trailer sector's product philosophy and do not need to be mandated via regulations.

Thinking about the current scepticism in the discourse, do you still believe in transformation?

Schweitzer: We should look forwards, towards the future. I have zero doubts about the transformation. It is well underway. Our suppliers are investing millions in new machinery for things like steel production and coating application. Lots of our customers are switching their fleets to electric power. We just have to leave them to it and support them, instead of tarnishing them all with the same feeling of mistrust.

What are your wishes for the future?

Wissing de Freitas: Every single electric vehicle, every single solar panel installed, every single accident at work avoided makes a concrete impact. We have to keep drawing attention to these achievements, over and over again, and we should celebrate them, too.

Schweitzer: Fewer regulations and better incentives would be good. This would motivate companies to have conviction in sustainable decisions. It also means a carbon pricing that businesses can plan for. It is important that we continue down our chosen path. Our achievements should encourage us to stick to our sustainable transformation with confidence.

General Disclosures

General basis for preparation of the sustainability statement

The general disclosures provide a comprehensive overview of Schmitz Cargobull's organisation, business model and overall environment. We would like to draw particular attention to our investments in robust and efficient trailer technology, our strategic developments considering the updated materiality assessment, and the successful roll-out of our environmental management system in accordance with ISO 14001.

General basis for preparation of the sustainability statement (BP-1)

This Sustainability Report was prepared on a voluntary basis in line with the ESRS. The basis for consolidation is the same as for the consolidated financial statements. As such, any reference to business activities includes all subsidiaries that are fully consolidated in the consolidated financial statements according to the concept of control. For more information, please refer to the "About the Report" section on page 52.

As well as our own activities, this Sustainability Report also covers Schmitz Cargobull's upstream and downstream value chain. The materiality assessment of impacts, risks, and opportunities was conducted for the entire upstream and downstream value chain. Generally, the policies, actions, and targets relating to material impacts, risks, and opportunities cover the entire value chain.

The voluntary reporting process did not include all data points in the ESRS. Since the standards were still being revised as part of the EU Omnibus package at the time of the report's publication, any data points that were not available or that involved particularly complex calculations were not included. An index of all data points included can be found under "About the Report" on page 52.

Disclosures in relation to specific circumstances (BP-2)

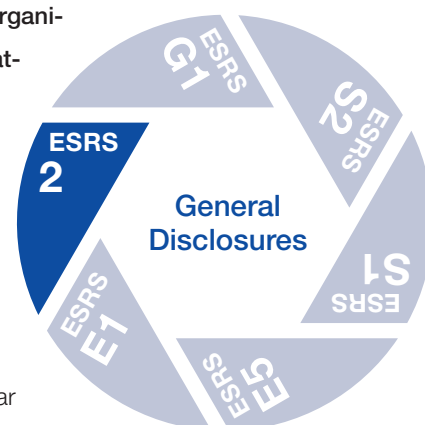
In terms of the time horizon applied when preparing the information in the Sustainability Report, Schmitz Cargobull has followed the recommended time horizon described in ESRS 1, section 6.4 and simply adapted it to the structure of its financial year (1 April to 31 March). Consequently, *short-term* applies to the reporting period after the current one, i.e. fi-

nancial years 2025/26 and 2026/27. *Medium-term* refers to the period until the end of financial year 2029/30 and *long-term* means the time from the end of 2030 until the end of financial year 2034/35.

The choice to limit this horizon to 10 years after the current reporting period was made to ensure that forecasts and projections are of sufficient quality. Furthermore, the long-term period is in line with the definition of the long-term time horizon used in Schmitz Cargobull's risk reporting.

Because this is the first time that this Sustainability Report has been prepared in accordance with ESRS content requirements, some sections of this report do not cover earlier periods of time. Any key changes and corrections compared to previous reports have been clearly highlighted.

The report contains no disclosures based on other reporting requirements. At certain points, we refer to other company documents and information.



Sustainability organisation

The role of administrative, management and supervisory bodies (GOV-1)

Schmitz Cargobull AG and its dependent companies pursuant to Section 17 of the German Stock Corporation Act (AktG) form the Schmitz Cargobull Group (hereinafter referred to as Schmitz Cargobull). Schmitz Cargobull AG manages the Group centrally and across all functions. All key functions are filled by Schmitz Cargobull AG across the companies. To achieve this, the Schmitz Cargobull Group is structured in the form of a matrix organisation, with the production plants on the one side, and the sales and service companies on the other. Schmitz Cargobull AG and the members of its Management Board are responsible for defining the main activities of the Schmitz Cargobull Group that are crucial for the company's performance, such as development and the strategies for the respective product lines.

The Management Board manages the company and defines its organisational structure, objectives, and strategies, including the sustainability strategy. It systematically evaluates ecological and social risks as well as the impacts of business activities. It is made up of five members, all males.

The Supervisory Board advises and monitors the Management Board. It meets regularly to discuss progress in the areas of business and sustainability strategy, business development, risk management, and compliance. As at the reporting date of 1 April 2025, it was made up of nine male and three female members. Six of the Supervisory Board members are employee representatives.

The *Operations* division of the Management Board is responsible for the area of sustainability and possesses the specialist knowledge required for this. The Supervisory Board contains members who have specialist knowledge of sustainability issues and who regularly liaise with the Chief Sustainability Officer and the Operations division of the Management Board on key issues for Schmitz Cargobull.

Information provided and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2)

Sustainability issues are addressed in the regular meetings of the Management Board and Supervisory Board whenever need arises. Furthermore, three meetings are held each year between the interdisciplinary sustainability team and the Op-

erations division of the Management Board. As part of strategy monitoring, decision-making for larger-scale transactions, and risk management processes, so-called ESG checks are performed to evaluate impacts, risks, and opportunities.

The results of the materiality assessment, including the associated material impacts, risks, and opportunities, were presented to the Management Board and Supervisory Board and then dealt with by them. The material impacts, risks, and opportunities are presented on a topic-by-topic basis in the section "Material impacts, risks, and opportunities and their interaction with strategy and business model" (SBM-3).

Integration of sustainability-related performance in incentive schemes (GOV-3)

Sustainability-related incentive systems and performance KPIs form part of the remuneration structure for the Schmitz Cargobull Management Board and are approved by the Supervisory Board. The Scope 1 and 2 targets are part of the remuneration structure, as is a Scope 3.11 target derived from the net-zero strategy. This creates special incentives for the decarbonisation of the building and vehicle infrastructure in the production network and the cold chain. This is justified by a consistent and measurable data basis and the high significance of these scope categories.

Statement on due diligence (GOV-4)

Requirements related to due diligence in sustainability are taken into account in the assessment of material impacts. Schmitz Cargobull has set up a Group-wide risk management and due diligence process to identify, prevent or minimise risks related to human rights and the environment within the company's business activities. At the same time, Schmitz Cargobull carefully monitors developments at both national and international level regarding the understanding of terminology, the evaluation of risks, opportunities, and impacts, and the development of appropriate due diligence requirements. In the implementation of due diligence requirements, the company aligns itself with the United Nations' Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct. Further information about our policy statement and due diligence requirements is available under the following [link](#).

Risk management and internal controls over Sustainability Reporting (GOV-5)

A responsible and appropriate approach to risks and opportunities is a central component of Schmitz Cargobull's corporate governance. To enable us to identify and evaluate risks and opportunities at an early stage, we employ a series of compatible risk management and internal control systems, which pay particular attention to the type and scope of business activities and the possible risks. The control and quality assurance processes used when recording sustainability-related data will continue to be expanded based on experience

with the still new and voluntary reporting methods.

The majority of site-specific data is already recorded systematically in a system-supported process, taking the dual-control principle into account. Furthermore, global data regarding centrally managed processes is also recorded, the plausibility of which is verified through the involvement of experts. As a result, the completeness and integrity of data and the accuracy of estimates are considered during the recording and reporting process for both the upstream and downstream value chain.

Strategy and management of impacts, risks, and opportunities

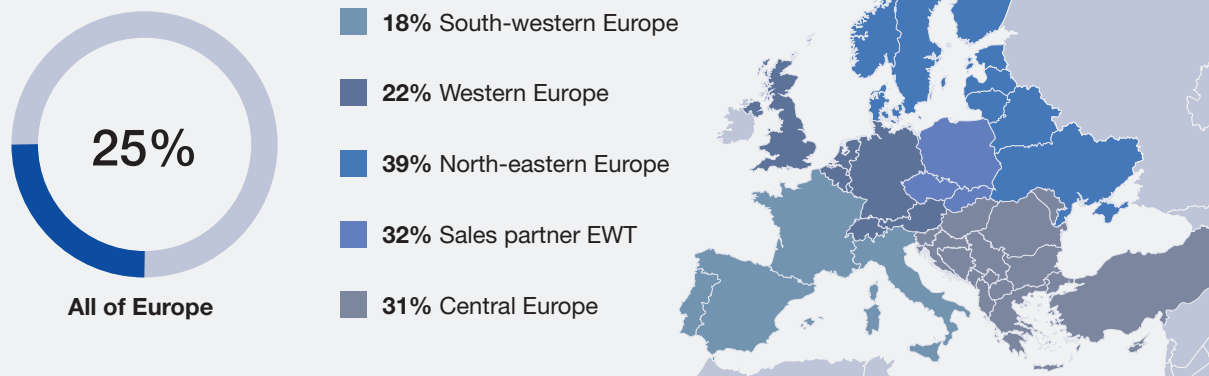
Strategy, business model, and value chain (SBM-1)

As a trailer manufacturer and European market leader, Schmitz Cargobull is a fundamental element within the logistics chain. Schmitz Cargobull's business model includes the production of new vehicles and transport cooling units, as well as the provision of services related to these products. The most important Schmitz Cargobull products are semi-trailers with box, tarpaulin and tipper bodies, along with transport cooling units, swap systems, and container chassis. The most important services are spare parts and maintenance services, financing, telematics services, and the trading of used vehicles.

Schmitz Cargobull's primary market is Europe, where the company is the market leader with a share of around 25%.

In the financial year 2024/25, the market share for insulated box body semi-trailers was 48% for refrigerated freight and 17% for dry freight, while the market share for curtainsider semi-trailers was 29% and 18% for tipper semi-trailers.

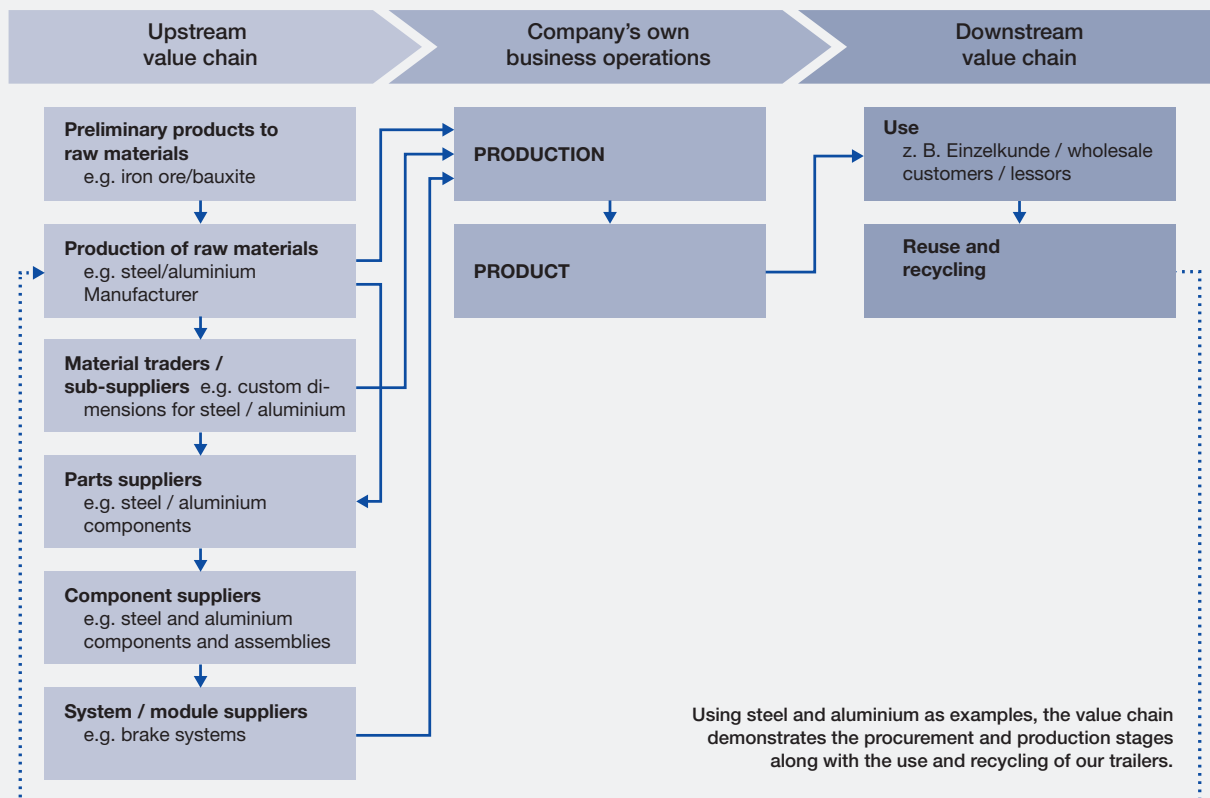
Market shares in Europe and by region for 2024/25



From its upstream value chain, Schmitz Cargobull procures raw materials, components, and parts from a network built on long-term supply relationships, primarily with partners

from across Europe. Its main primary materials are steel, aluminium, and mineral oil derivatives, as well as rubber and wood to a lesser extent. Schmitz Cargobull produces vehi-

Value chain



cles and core components, such as longbeams, axles, transport cooling units, and trailer bodies, at 10 locations. One of the key aspects of its production network is the production within local markets. The trailers' modular design allows for reliable final assembly to take place around the world, which also reduces the company's carbon footprint and increases customer satisfaction. During a benchmark study conducted

by RWTH Aachen University in 2024, this adaptive production network was recognised as an efficient and sustainable approach to business. Schmitz Cargobull is also a pioneer when it comes to digitalisation: The company has invested in smart factory technology for its Vreden plant and highly automated equipment for axle production at its Altenberge plant to make its production processes future ready.

Production sites



In addition to our core business, we are employing an investment strategy to reinforce our position within the European

trailer industry and bring efficient, low-emission transport refrigeration solutions to the global market.

Investments and cooperation



In the financial year 2024/25, an average of 6,400 people worked for the company around the world, including 4,185 in Germany, 1,376 in the rest of Europe and 225 in other regions.

Our contribution to the United Nations' Sustainable Development Goals



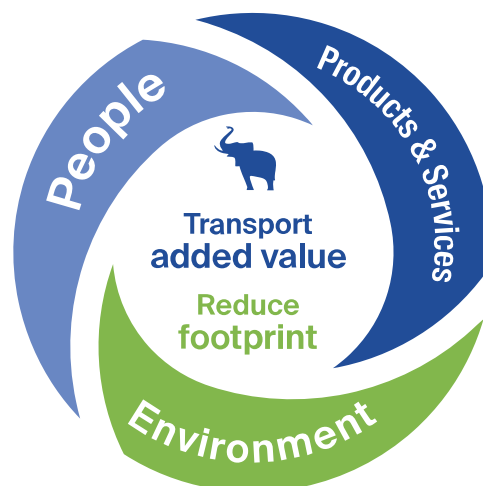
The United Nations' 17 Sustainable Development Goals (SDGs) cover all three areas of sustainable development (ecological, economic, social) and are intended to provide guidance for tackling global challenges around the world. While developing the Schmitz Cargobull sustainability strategy, we verified that we can make important contributions to the following SDGs in our industry by 2030:

8 DECENT WORK AND ECONOMIC GROWTH	... through responsible supply chains and value creation in many countries.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	... through sustainable transport solutions that reduce the environmental impact of road traffic.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	... through the promotion of a circular economy for products and production.
13 CLIMATE ACTION	... through the pursuit of ambitious climate targets in line with the Paris Agreement on climate change.

Sustainability is an important pillar of Schmitz Cargobull, where the focus is placed on efficient use of resources, longevity, and climate change mitigation. With our sustainability mission statement, which was published in 2023, we are taking a holistic approach to the topic, factoring in the economical, ecological and social aspects of our business activities. As a result, we want to create added value for our customers and, at the same time, reduce our carbon footprint throughout the entire value chain. Our brand promise to be *reliable and innovative* is closely linked to a sustainable mentality and approach to business. However, we are aware that conflicts of objectives can arise and require careful balancing.

In addition to our sustainability mission statement, we have also published an integrated management system policy (see Sustainability Report 2022/23, page 7).

Schmitz Cargobull has set itself some ambitious economic targets in its *Strategy 2030*, aimed at boosting the company's competitiveness and profitability. The objectives set out in the underlying sustainability strategy are regarded as an essential factor in fulfilling our *Strategy 2030*.



The sustainability strategy outlined in the following has been enhanced as a result of the materiality assessment and associated advances. We have adapted our long-term goals in line with our *Strategy 2030* and brought the target year forwards to financial year 2029/30. The level of ambition has remained broadly the same. The updated strategy will be explained briefly in the following, with advances outlined in detail in the topic-specific sections.



Products & Services

Sustainable Transport Solutions

- 2023/24** Eco portfolio defined
- 2025/26** Roadmap for efficient transport solutions

Circularity & Recycling

- 2025/26** Eco-design principles in our product development process
- 2025/26** Roadmap to increase the proportion of secondary raw materials and the recyclability of primary raw materials



Environment

Energy

- 2025/26** Digital transparency regarding energy consumption
- 2029/30** 100% non-fossil energy (mobility and electricity)

Climate Action*

- 2029/30** -90% CO₂e (Scope 1 and Scope 2)
- 2034/35** -35% CO₂e (Scope 3)
- 2044/45** Net-zero emissions (Scope 1 to Scope 3)

Resources

- 2025/26** Mixed municipal waste at 8%
- 2029/30** -20% waste per trailer

* For SBTi-compliant wording of climate targets, cf. Sustainability Report 2024/25, p. 20



People

Health & Safety

- 2029/30** -75% rate of accidents at work
- 2029/30** 95% good health rate

Supply Chain Responsibility

- 2023/24** High-risk suppliers identified
- 2024/25** Compliance with supply chain due diligence requirements

Sustainability Awareness

- 2023/24** Concept to engage employees with sustainability
- 2024/25** Sustainability integrated into employee development

The area of *Products & Services* describes two core areas where action is needed. With our *Sustainable Transport Solutions* field of action, our aim is to help customers reduce their footprint through more efficient transport operations. In the *Circular Economy & Recycling* field of action, the goal is to improve all aspects of our products linked to the circular economy and recycling. Our objective of creating a roadmap to increase the proportion of secondary raw materials and improve the recyclability of primary raw materials has been transferred to this field of action.

The area of *Environment* is made up of three fields of action. One of the central fields of action is climate change mitigation. Within our net-zero strategy, we have set some ambitious goals, which are explained in our transition plan from page 20 onwards. To effectively reduce carbon emissions, we need to tackle the energy we use to run our buildings and production equipment. This field of action therefore offers huge potential for savings through an increase in energy efficiency and energy autonomy. This will give us greater independence from international energy markets. Due to measurement-related difficulties, we have set local energy efficiency targets at site level instead of one global target. As a manufacturing company with a high level of value creation, our production processes generate a large amount of residu-

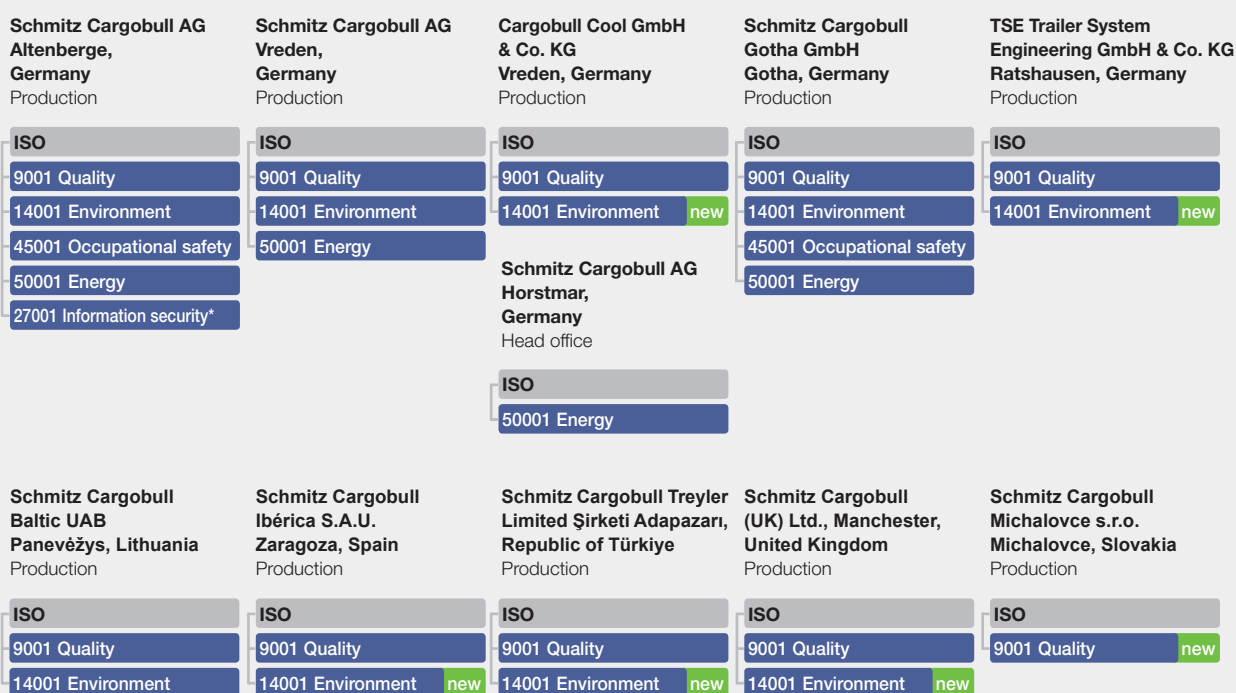
al materials, which we want to separate more effectively, and systematically reduce as the third field of action. Our initial experience has revealed that reducing waste volumes poses a huge challenge, which meant that we had to reduce our level of ambition for this target.

The area of *People* is also split into three fields of action. A large proportion of the value creation processes needed to make our products take place in supply chains that span the globe. These range from the extraction of resources and multi-stage treatment processes to create the primary materials through to their delivery to our plants. As a manufacturing company, we bear a high degree of responsibility for upholding human rights throughout our supply chains and the prevention of harm to the environment. At the same time, political and ecological risks affect the stability of these supply chains. For this reason, we would like to identify and avoid or reduce supply chain risks as part of our obligation to meet supply chain due diligence requirements. The health and safety of our employees is our utmost priority. A significant reduction in accidents at work is a key milestone in our new *Together We Work Safely* initiative. At the same time, we want to effectively boost our good health rate and increase it to 95%. After all, one of the core components of our strategy is to increase awareness of sustainability both within our company

and among our partners. Without raising awareness of this topic, it will be impossible to embed sustainability as an integral part of our company purpose. We therefore run regular communication campaigns about this strategy and offer people the chance to take part in sustainability programmes and professional development courses.

Schmitz Cargobull works with standardised management systems to ensure high-quality processes and continuous improvement. All large sites within the production network are now certified in accordance with the environmental management standard ISO 14001.

Management systems at Schmitz Cargobull



* Schmitz Cargobull Group

Measured by the number of employees, the coverage rate for ISO 14001 was 84.5%, 38.9% for ISO 45001 and 65.2% for ISO 50001 as at the end of the financial year.

Interests and views of stakeholders (SBM-2)

The views of stakeholders are taken into account both along the value chain (horizontal) and across the organisation (vertical) in the context of the management systems used.

Here, horizontal means that Schmitz Cargobull incorporates the expectations and concerns of all participants along the entire value chain, from the supply of raw materials and production processes through to the customers. Particular value is placed on high-quality production methods to meet exacting requirements. Schmitz Cargobull manages its value chain – which involves the procurement of materials and services

to run the company – in a way that avoids negative effects on supply chains. We maintain a close dialogue with our suppliers and foster long-term business relationships. In the event of grievances, those involved in supply chains can contact an independent ombudsperson at any time to submit an anonymous complaint.

In vertical terms, Schmitz Cargobull considers views within its own organisation, starting with those who make strategic decisions and reaching all the way to operational level. This approach involves employees, managers, and all internal stakeholders in decision-making processes. To achieve this, the company places employee representatives on the Supervisory Board and in its Group and plant works councils. It also holds employee meetings and strategy days.

Examples of central requirements and how we involve stakeholders:

Suppliers

Reliable business relationships and fair remuneration

- ☑ Involvement via joint projects and the Supplier Code of Conduct

Owners

Successful business and profitability

- ☑ Involvement via steering meetings

Universities and research institutes

Collaborative projects, opportunities to write Bachelor and Masters' theses and PhDs, and other practical internships

- ☑ Various theses relevant to sustainability

Customers

High-quality, safe products and reliable services

- ☑ Involvement via sales meetings, joint projects, surveys and trade fairs
- ☑ Customer dialogue and cooperative projects with a focus on sustainability

Employees

Attractive employer, chances for development, high standards of occupational health and safety

- ☑ Involvement via employee representatives, webcasts, surveys, and works meetings
- ☑ Extensive communication via the intranet, notices, and events on sustainability issues



The ways in which sustainability and digitalisation can help companies to succeed are at the heart of the it's OWL DualStrat research project **Strategic Management of Dual Transformation**, a three-year funded project that began in 2024. From materials and working conditions to recycling: Value chains hold a great deal of potential when it comes to making companies more sustainable. Due to the complexity of value chains, this calls for a broader approach to management that has been developed and tested in collaboration between industry and the research sector. Schmitz Cargobull is supporting the project along with three other industrial partners, Fraunhofer IEM, the Wuppertal Institute for Climate, Environment, and Energy, and the University of Paderborn.



Material impacts, risks, and opportunities, and their interaction with strategy and business models (SBM-3)

We performed a double materiality assessment in accordance with ESRS 1, section 3 to evaluate the materiality of sustainability-related issues in the context of the ESRS. This generated an in-depth overview of our material impacts on people and/or the environment as well as the material financial risks and opportunities related to the following topics and sub-topics in accordance with ESRS 1, AR 16. Details on the results of the materiality assessment are reported in the respective topic-specific sections.

STANDARD	TOPIC	SUB-TOPIC	IMPACT MATERIALITY	FINANCIAL MATERIALITY
ESRS E1	Climate Change			
		Climate change adaptation	X	X
		Climate change mitigation	X	X
		Energy consumption and mix	X	X
ESRS E5	Resource use and circular economy			
		Resource inflows		X X
		Resource outflows	X	X
		Waste	X	
ESRS S1	Own Workforce			
		Working conditions	X	
		Equal treatment and opportunities for all	X	X
ESRS S2	Workers in the Value Chain			
		Human rights	X	
ESRS G1	Business conduct			
		Corporate culture and business conduct policies	X	
		Protection of whistleblowers	X	
		Compliance	X	

The aspects of tackling and adapting to climate change have a particular influence on strategic decisions. A large proportion of products purchased from the upstream value chains are made from steel, aluminium, and mineral oil derivatives, so generate high quantities of greenhouse gas emissions. Due to the increased carbon prices involved, this results in financial risks over the medium term. Through the active inclusion of carbon pricing mechanisms, such as the carbon emissions trading systems (EU ETS 1 and EU ETS 2) and the carbon border adjustment mechanism (CBAM), anticipated price jumps and supply chain changes are factored into procurement strategies.

In the downstream value chain, the transition towards emission-free goods transportation is in full swing. Regulatory requirements, such as the VECTO fleet thresholds for trailers, have significant influence over Schmitz Cargobull's product strategies. We want our products to make a decisive contribution to more efficient and emission-free goods transport. Our Eco portfolio means that we are well positioned to achieve this over the long term.

Description of the process to identify and assess material impacts, risks, and opportunities (IRO-1)

The materiality assessment was prepared based on findings from previous materiality assessments and the sustainability strategy and reviewed by our auditor.

The process for identifying and evaluating the material impacts, risks, and opportunities for Schmitz Cargobull AG is based on comprehensive methodology, which is explained in the steps below.

- ▶ Definition of the scope: At the start of the analysis, the group of consolidated companies and the underlying value chain were defined; see the section “General basis for preparation of the sustainability statement (BP-1)” for further information.
- ▶ Identification of impacts and risks: Indicative impacts, risks, and opportunities from across the value chain were developed during expert workshops and assigned to the sub-(sub-) topics within the ESRS.
- ▶ Consultation of stakeholders: Additional experts and stakeholders relevant to the topic in question were also consulted to assess materiality, helping to ensure that a range of perspectives and expertise were incorporated into the evaluation.
- ▶ Prioritisation according to severity and probability: Using a standardised ESG matrix, negative impacts were prioritised according to their relative severity and probability, while positive impacts were assessed according to their relative scale, scope, and probability. Financial materiality was identified based on financial magnitude and probability of occurrence.

During the evaluation, various input parameters are taken into account, providing the foundations for decisions regarding material sustainability aspects, such as requirements from other frameworks like SBTi and EcoVadis, and information from past reports.

In light of the dynamic developments in the area of Sustainability Reporting, the process is reviewed on an ongoing basis and adjusted as necessary in line with the latest requirements and findings. Changes compared to the previous reporting period are documented.

Climate Change

Strategy and management of impacts, risks, and opportunities

The *Climate Change* section describes our challenges and efforts related to what is surely the most important issue of our time. We would like to draw particular attention to our net-zero strategy and the large number of different measures that have already been implemented in operations or are in the planning stages. Furthermore, our Eco portfolio offers our customers an array of sustainable and efficient transport solutions for different transport tasks.

Material impacts, risks, and opportunities, and their interaction with strategy and business model (ESRS 2, SBM-3)

Climate change is one of the greatest global challenges of our time. Carbon dioxide and other GHG emissions generated by humans represent a major factor in the increasing level of climate change and global warming. The United Nations' Paris Agreement obligates the global community to limit global warming to significantly below 2°C compared to pre-industrial levels.

GHG emissions need to be cut to net zero by the year 2050 or earlier to reach this goal. Net zero means that a company binds as many greenhouse gases as it releases. The Science Based Targets Initiative (SBTi) provided the first definition of this in the context of climate change mitigation for businesses. By reaching net zero, we will help to bring balance back to the global carbon cycle.

The Seventh Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) published in 2024 once again confirmed that climate change is already taking place in every region of our planet, affecting more than three billion people. We regard climate change as a factor that generates an array of risks, but also presents countless opportunities at the same time. Adaptation to climate change, climate change mitigation, and energy are significant issues for our vehicle manufacturing business.

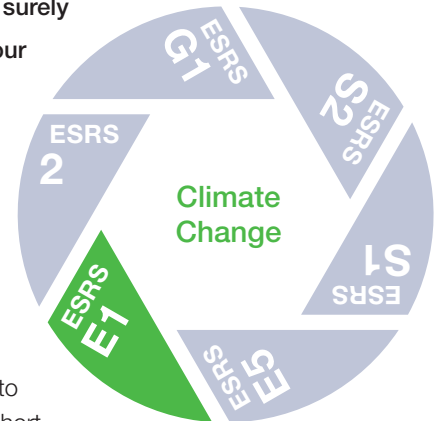
Adaptation to climate change poses risks to Schmitz Cargobull, first and foremost. The medium- and long-term risks include physical damage to infrastructure and assets, based on extreme weather events and potential interruptions to supply chains. In terms of the business and supply structure, which is located mainly in Europe, incidents relate primarily to

heavy rainfall and flooding, which have already led to short interruptions to production and supply shortages in the past. During the climate

risk analysis, no flood risks were identified at any of Schmitz Cargobull's production sites and the risk of interruptions to production caused by heavy rainfall has been minimised with appropriate measures. No in-depth analysis of physical climate risks in the supply chain has been conducted to date.

Negative impacts on climate change are linked to Schmitz Cargobull's business model as a company that produces transport solutions for road-based transport. For instance, greenhouse gas emissions are emitted and energy is used during production processes in both the upstream and downstream value chain. These processes include, in particular, the manufacturing of products made from steel, aluminium or mineral oil derivatives in the upstream value chain and also the use of primarily fossil-based energy sources for cooling and for transporting goods in the usage phase of our products.

Furthermore, regarding financial effects, Schmitz Cargobull identified carbon pricing in the upstream and downstream value chain as a potential material risk. There is the potential for material economic opportunities to arise from the marketing of products that contribute to increased transport efficiency or facilitate emission-free transport cooling. With its Eco portfolio, Schmitz Cargobull is a pioneer in this field. For instance, it was the first manufacturer to offer a production-ready, type-approved refrigerated box body semi-trailer that runs exclusively on electric power.



The EU Parliament has adopted a resolution on carbon certification for heavy commercial vehicles. The aim is to improve market transparency about carbon emissions along with the energy efficiency of vehicles. VECTO is designed to assess the impact of the trailer on a fictitious diesel-powered tractor unit's consumption. Since 2024, we have been required to list a trailer's carbon efficiency rating in its approval documents. The goal is to improve trailer efficiency ratings by 10% by 2030 compared to reference figures from the year 2025/26. A significant transitional risk is involved in this as very high financial penalties will be incurred if targets are not met. Significant modifications that lower transport efficiency are required to improve a vehicle's efficiency rating. We therefore regard this instrument as an inadequate method for reaching climate targets, as the structural modifications hinder the vehicle in its transport duties, and will therefore result in lower transport efficiency levels because more vehicles will need to be used for the same transport job.



tiated targets meet the requirements needed to limit the global increase in temperatures to 1.5°C. In accordance with the SBTi Corporate Net-Zero Standards, the emission-reduction targets cover the seven greenhouse gases under the Kyoto Protocol and all relevant scopes defined in the Corporate Standard of the Greenhouse Gas (GHG) Protocol. Schmitz Cargobull is aware that changes to accounting and objective parameters are needed in relation to the new SBTi Corporate Net-Zero Standard v2.0 and these will be incorporated into upcoming reporting periods.

Scope 1, Scope 2, Scope 3.1, Scope 3.4 and Scope 3.11 are covered by our climate targets. The target for Scope 1 and Scope 2 applies to all production-relevant sites and the Group's headquarters; due to their lower level of importance, sales offices and workshops are not included in these categories. Making up around 2.5%, Scope 3.2, Scope 3.3, Scope 3.5, Scope 3.6, Scope 3.8, Scope 3.12, and Scope 3.15 were also calculated for the base year. However, they have been excluded due to their lack of significance and/or lack of manageability. Scope 3.9, Scope 3.10, Scope 3.13, and Scope 3.14 are not relevant to Schmitz Cargobull's business model. Furthermore, indirect emissions during the usage phase – in other words, the influence that the trailer unit has on the tractor unit's direct emissions – are also excluded since these emissions may not form part of the target's specified scope of emissions according to the SBTi. Schmitz Cargobull's targets are absolute emission-reduction targets and the SBTi's cross-sector pathway was applied.

Short-term SBTi climate targets:

1. Schmitz Cargobull commits to reduce absolute Scope 1 and Scope 2 GHG emissions by 90% by financial year 2029/30 compared to the base year 2021.*
2. Schmitz Cargobull also commits to reduce absolute Scope 3 GHG emissions by 35% by financial year 2034/35 compared to the base year 2021/22.*

Long-term SBTi climate targets:

1. Schmitz Cargobull commits to maintain a reduction in Scope 1 and Scope 2 GHG emissions of at least 90% from financial year 2029/30 to financial year 2044/45 compared to the base year 2021/22.*
2. Schmitz Cargobull also commits to reduce absolute Scope 3 GHG emissions by 90% by financial year 2044/45 compared to the base year 2021/22.*

We have set ourselves the goal of reaching net zero for GHG emissions in the most important emission categories across the entire value chain by financial year 2044/45. The transition plan is a central component of the climate strategy that sets out the transition towards net zero. In the measures selected, the focus is on issues such as energy use, energy efficiency, renewable energy, ecological product design, the use of low-emission materials, and low-emission logistics concepts.

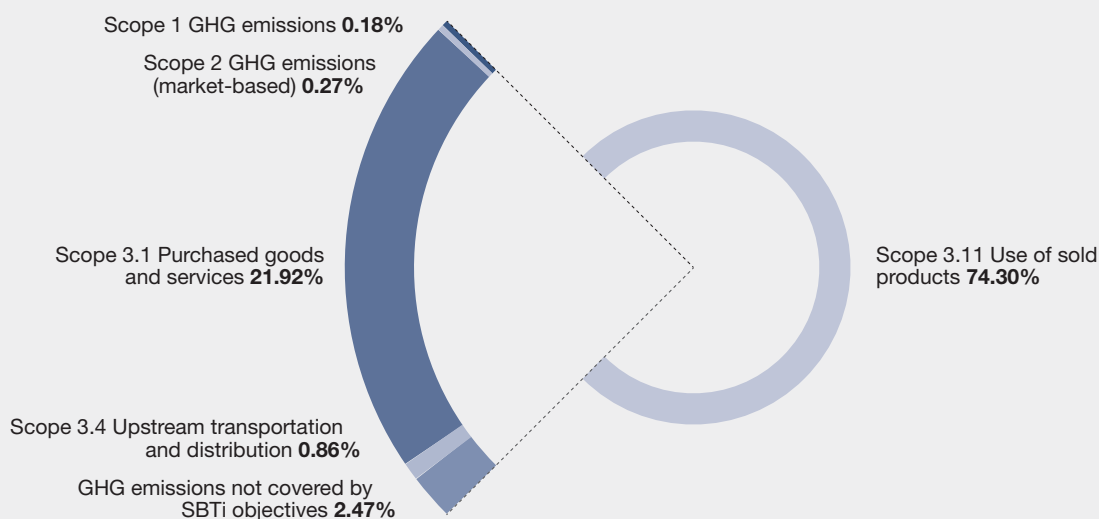
Transition plan for climate change mitigation (E1-1, E1-4)

As part of its sustainability strategy, Schmitz Cargobull has developed climate targets for Scope 1 to Scope 3 and, as such, created a transition plan for climate change mitigation. The targets and transition plan have been approved by the Management Board and Supervisory Board and were enforced during the first quarter of 2025. They now form part of the company's strategy.

The transition plan's climate targets, which are based on scientific evidence, were defined in accordance with the guidelines, criteria and recommendations in the Corporate Net-Zero Standards Version v1.2 published by the Science Based Targets initiative (SBTi) and have been officially validated by the SBTi. As such, Schmitz Cargobull's scientifically substan-

* The target includes land-based emissions and extractions from bioenergy raw materials.

Breakdown of greenhouse gas emissions in the base year 2021/22



Making up around 75%, direct GHG emissions during the usage phase of sold products (Scope 3.11) represented the biggest proportion of total GHG emissions in the base year 2021/22. These are followed by emissions from purchased goods and services (Scope 3.1) and emissions generated during upstream transportation and distribution (Scope 3.4). Scope 1 and 2 GHG emissions make up less than 0.5% of total GHG emissions. Around 2.5% of emissions calculated for the base year originate from the other scopes and do not form part of Schmitz Cargobull's SBTi climate targets due to their lack of significance and/or manageability. Further information on the calculation and development of GHG emissions can be found in the "Key figures and objectives" section.

SBTi net zero climate target: in accordance with the SBTi definition, net zero is achieved when emissions across the entire value chain are reduced in absolute terms by at least 90%; this relates to all Scope 1 to Scope 3 emissions while any remaining emissions must be permanently neutralised.

So, our net-zero target is: Schmitz Cargobull commits to reach net-zero GHG emissions across the value chain by financial year 2044/45.

The transition plan on page 22 (at the top) shows Schmitz Cargobull's reduction pathway for achieving the Scope 1 and Scope 2 SBTi climate targets. We do not anticipate any growth-related increase to emissions over time, which is why this effect is not presented separately. The most important areas of leverage when it comes to reaching these targets are an increase in energy efficiency and a switch to renewable en-

ergy for purchased power, heating and the company's vehicle fleet. In the 2024/25 reporting year, Scope 1 and Scope 2 GHG emissions were 70% below emissions in the base year.

Schmitz Cargobull no longer invests in buildings, equipment or company vehicles that are based on the use of fossil fuels. As such, we are avoiding *locked-in* emissions that are generated over a long period of time. In turn, this reduces risks related to financial consequences generated by rising carbon prices and helps the company to stay competitive over the long term.

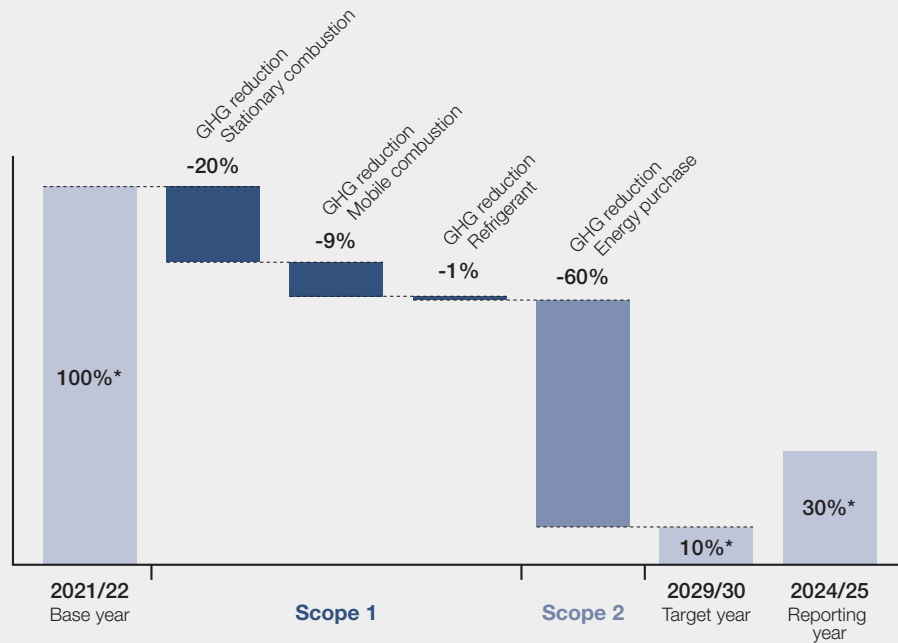
SCIENCE BASED TARGETS



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

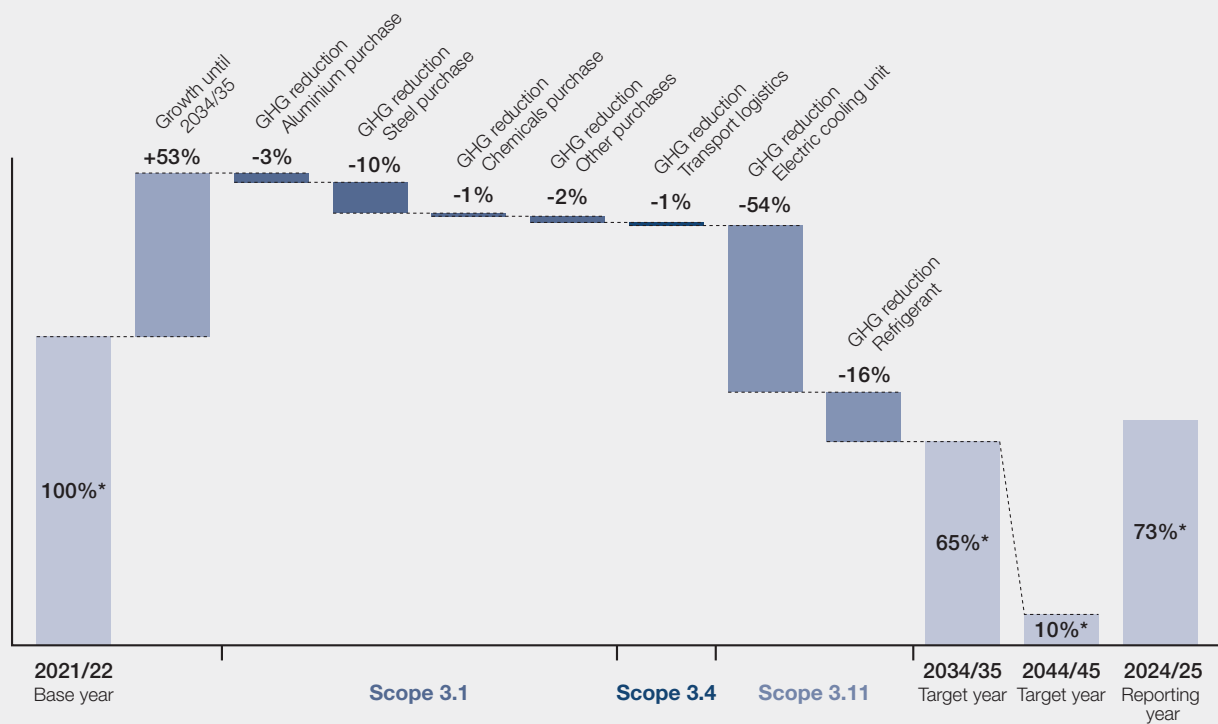
The journey to reaching the Scope 3 SBTi climate targets is outlined separately in the transition plan on page 22 (at the bottom). Based on forecasts, we are predicting growth of around 53% by financial year 2034/35 and this has been factored into our considerations.

Transition plan for achieving Scope 1 and Scope 2 climate targets



* Scope 1 and Scope 2 GHG emissions (SBTi)

Transition plan for achieving Scope 3 climate targets



* Scope 3 GHG emissions (SBTi)

In terms of our upstream value chain (Scope 3.1 and Scope 3.4), the key areas of leverage are the decarbonisation of emissions-intensive primary products made from steel, aluminium, and mineral oil derivatives, and the switch to emissions-efficient logistics. Schmitz Cargobull is striving to achieve the strategic decarbonisation of supply chains using methods steered by carbon pricing.

The most significant areas of leverage are in the downstream value chain (Scope 3.11). They include a decrease in direct emissions from diesel-powered cooling unit drives and the reduction of refrigerant emissions during the usage phase of refrigerated semi-trailers.

Since most cooling units are electric- and diesel-powered, only a partial proportion of the emissions generated during cooling unit operation are locked-in emissions incurred over an extended period. Most units are equipped with a CEE power connection, meaning that they are fundamentally able to run on electric power. In addition to the full electrification of refrigerated transport in local and distribution transport operations, the goal is for conventionally powered cooling units to take electrical energy from the battery in electric tractor units using an electric power take-off (ePTO). This enables decarbonisation to take place in parallel to the electrification of tractor units. Further information about ePTO cooling units can be found under "Actions related to climate change mitigation".



In the 2024/25 reporting year, Scope 3 GHG emissions were 20% below emissions in the base year. This reduction results primarily from a decrease in production volumes in the previous financial year.

The transition towards a decarbonised value chain is calling for significant expenditure on operations and investments, though the exact amounts here were not calculated in detail as part of the voluntary reporting process.

Policies related to climate change mitigation and adaptation (E1-2)

The following policies are employed to manage the material impacts, risks, and opportunities related to climate change mitigation and adaptation.

The policy for managing climate change mitigation and transitory risks is made up of four steps:

1. Annual determination of Group-wide greenhouse gas emissions through the calculation of the corporate carbon footprint
2. Needs-based determination of product-specific greenhouse gas emissions through the calculation of product carbon footprints in accordance with the GHG Protocol
3. Development of actions and milestones related to the systematic reduction in emissions
4. Effectiveness check and improvements in relation to the greenhouse gas footprint

The policy for managing physical climate risks is made up of three main steps:

1. Screening of existing and new production sites in relation to their physical climate risks. This takes into account various IPCC scenarios and timelines
2. Development of actions to avoid or reduce physical climate risks and implementation of these actions
3. Effectiveness check and improvements in relation to the regular climate risk analysis

Our integrated management system policy and our energy and environmental management systems primarily help to steer the decarbonisation of Scope 1 and Scope 2 operating emissions, the transition towards renewable energy sources, and an increase in energy efficiency. Scope 3 decarbonisation is managed with the help of eco-design, purchasing and logistics guidelines for the areas of product development, procurement, and transport management. Physical climate risks are covered under the risk management guideline.

The Management Board is responsible for climate change mitigation and energy objectives as well as the company's resilience in view of climate change. Those responsible for sustainability and risk management and the relevant managers from the locations affected are involved in the management of physical climate risks.

Actions related to climate change mitigation and adaptation (E1-3)

By applying a range of actions, Schmitz Cargobull has been able to significantly reduce its emissions and energy consumption levels in the past. The most important actions from across the value chain that are already implemented or currently in the planning stages are outlined in the following. Expenditure and planned investments have not been broken down in detail for this voluntary report.

Actions from the upstream value chain

As an initial step in the upstream value chain, greenhouse gas footprinting provided transparency on the key emissions hotspots for purchased goods, purchased services, and outsourced transport jobs. For the procurement of production material, a carbon pricing simulation tool was developed to enable rising carbon prices to be factored into procurement strategies. Furthermore, Schmitz Cargobull already offers its customers the option to purchase its box body semi-trailers with a carbon-reduced steel outer layer.

What is more, Schmitz Cargobull is working on new packaging concepts to increase packing density and the stackability of reusable load carriers, thereby helping to reduce transport emissions.

Working closely with our freight forwarders, we have implemented countless measures to make our transport logistics more efficient and advance decarbonisation in this area. These efficiency measures include enhancements to frequencies and utilisation rates on various routes and the establishment of decentralised transport networks to shorten transport distances. The first electric trucks are now in use for local transport jobs within a radius of 150 to 200 km. Examples of usage here include local round trips and steel coil deliveries for the factory in Vreden, which has resulted in a significant cut to emissions compared to the diesel-powered trucks used in the past. Several of our freight forwarders also use hydrotreated vegetable oil (HVO) as an alternative to fossil-based diesel to lower carbon emissions in their fleets over the short term. This fuel is used on various routes transporting steel and axle components for our factory in Altenberge.

In-house actions

Within its own operations, Schmitz Cargobull has implemented a series of climate change mitigation and energy measures aimed at reducing Scope 1 and Scope 2 emissions, improving energy efficiency and increasing the proportion of renewable energy used.

Actions implemented in the areas of climate change mitigation and energy:

- ▶ Photovoltaic (PV) systems installed to generate our own power to meet rising energy requirements
 - Installation of 280 kWp in Vreden
 - Installation of 400 kWp in Zaragoza
- ▶ Switch to certified green energy at our sites in Germany, the UK, and Lithuania
- ▶ Energy audits in accordance with ISO 50001 or relevant national legislation
- ▶ Energy measurement systems at sub-distribution level and sometimes machinery level at the largest production sites in Germany, Spain, and Lithuania
- ▶ Transformation plans for the sites in Gotha and Panevėžys
- ▶ Heat pumps installed for the new assembly line in Vreden and the administrative offices in Gotha to reduce stationary greenhouse gas emissions
- ▶ Switch from diesel- to electric-powered drives for four forklift trucks in Gotha to reduce mobile greenhouse gas emissions
- ▶ Switch to LED lighting for indoor and outdoor areas at various sites
- ▶ Installation of the first charging equipment for passenger cars at the Horstmar site
- ▶ Heat recovery from compressed air for increased energy efficiency at the Vreden site
- ▶ Timer switches on air compressors in Ratshausen and Manchester for increased energy efficiency
- ▶ Installation of additional high-speed doors in Manchester and Panevėžys to reduce heat loss in the winter
- ▶ Installation of air curtain systems in Zaragoza for less energy loss when doors are open
- ▶ Installation of high-volume, low-speed fans (HVLS) in Zaragoza to provide a cooling effect in the summer and better heat distribution in the winter



Actions planned in the areas of climate change mitigation and energy:

- ▶ PV systems installed to generate our own power to meet rising energy requirements
 - Installation of 500 kWp in Vreden
 - Installation of 500 kWp in Panevėžys
 - Installation of 500 kWp in Gotha
 - Installation of 300 kWp in Zaragoza
 - Installation of 150 kWp in Altenberge
- ▶ Development of a transformation plan for the Vreden site
- ▶ Switch to electric-powered terminal tractor units and medium to large forklift trucks
- ▶ Expansion of charging infrastructure for cars, tractor units, and forklift trucks
- ▶ Group-wide switch to electric company cars and fleet cars
- ▶ Switch to LED lighting in Altenberge and Vreden



Installation of 500 kWp in Panevėžys

The approx. 11-hectare expansion to the delivery area for Schmitz Cargobull refrigerated and box body semi-trailers at its Vreden site planned for 2025/26 will create around 750 new vehicle parking spaces. The expansion will reduce the number of external parking areas rented in the vicinity of the Schmitz Cargobull plant for storing vehicles until they are collected, from more than 20 to 10. The remaining 10 parking areas are in direct proximity to the Schmitz Cargobull plant, with the farthest just 6 km away. At the moment, some vehicles have to be parked several kilometres away from the plant until they are ready to be picked up by the customer as there is not enough parking space at the delivery centre. Thanks to the 750 extra parking spaces, the number of transport kilometres required can be reduced by around 200,000 km a year, which corresponds to a saving of around 80%. This will significantly reduce strain on local traffic and will also cut carbon emissions from our in-house transport by around 80%, saving approximately 150 t of carbon per year. We are also planning to expand the delivery area at our Altenberge site to reduce transport distances for finished curtainsider semi-trailers.

In light of the physical climate risks, protective measures have been implemented at sites at risk of heavy rain events.

Actions implemented include:

- ▶ Regular review and maintenance of drainage systems and slots at all sites
- ▶ Installation of additional drainage points to drain away excess rainwater in Panevėžys and Vreden
- ▶ Installation of water barriers in Altenberge

Actions from the downstream value chain

In the downstream value chain, countless product innovations have contributed to the increased energy efficiency of the entire vehicle combination and decreased greenhouse gas emissions in a semi-trailer's usage phase.

Aerodynamic EcoGeneration

With the aerodynamic curtainsiders in its EcoGeneration range, Schmitz Cargobull offers its customers a range of vehicle solutions that reduce air resistance and therefore improve energy efficiency and lower emissions from the entire vehicle combination. To make vehicles for the courier, express and parcel sector even more economically efficient and sustainable, the lightweight dry freight semi-trailer, the S.BO PACE, can now also be equipped with an aerodynamic EcoFIX box body. The box body is made from innovative and sturdy STRUKTOPLAST® panels. Thanks to the light, honeycomb-shaped panels, each S.BO PACE trailer weighs around

700 kg less than comparable vehicles in this segment. The lightweight body increases payload and energy efficiency. The aerodynamic shape also reduces wind resistance, which results in an additional reduction of indirect carbon emissions and savings of up to 3.5% on fuel consumption. With these measures, we are supporting energy consumption in the entire vehicle combination.

All-electric S.KOe COOL refrigerated semi-trailer

Equipped with built-in power electronics, a high-voltage battery system and an electric generator axle, the Schmitz Cargobull S.KOe COOL box body semi-trailer with the S.CU ep85 electric transport cooling unit is emission-free and very quiet. The carefully tuned components ensure an optimum cooling performance. Schmitz Cargobull is the first trailer manufacturer to have the electric generator axle in the S.KOe COOL box body semi-trailer officially included in its whole vehicle type approval, making it a pioneering vehicle manufacturer in the trailer industry.



1. EcoDuo concept: one tractor unit with two standard trailers 2. Type-approved, all-electric S.KOe COOL refrigerated box body semi-trailer 3. BERGER ecotrail® lightweight semi-trailer 4. Diesel-powered cooling unit ePTOready: emission-free with eTruck 5. EcoGeneration: aerodynamic curtainsider semi-trailer and box bodies to reduce consumption and carbon emissions

A specialist refrigerated semi-trailer for urban transport

The twin-axle, all-electric S.KOe CITY refrigerated box body semi-trailer with forced steering increases fleet flexibility for inner-city distribution transport. With its fully electric equipment – including the S.CU ep85 cooling unit – and a short body version, it offers a sustainable, reliable and manoeuvrable transport solution for urban deliveries. Ideally equipped for temperature-controlled transportation in city traffic, the S.KOe CITY helps to reduce carbon emissions. The FERROPLAST panels guarantee the best possible insulation with a low k-value from 0.295 W/m²K in series production ex works.

Lightweight BERGERecotrail® semi-trailer

In early 2024, Schmitz Cargobull added the lightweight BERGERecotrail® semi-trailer for high payloads to its product portfolio. The Performance Generation is the latest development. These new lightweight semi-trailers were developed in close cooperation between Schmitz Cargobull and Berger, bringing together Berger's very light and robust lightweight chassis and a highly functional Schmitz Cargobull body. The entry-level version of the new Performance generation starts from an unladen weight of 4.8 t and – depending on the equipment and tractor unit – offers a maximum payload of 27.5 t, resulting in 7.0% fewer journeys and 2.5 litres less fuel per 100 km.

Cooling unit with a hybrid design



The Schmitz Cargobull S.CU d80 ePTO ready can be run exclusively on electrical energy when combined with an e-truck. The electric tractor unit's high-voltage battery supplies the transport cooling unit with electrical energy via the ePTO.

The S.CU d80 ePTO ready remains equipped with a diesel generator set, which supplies the cooling unit with energy if the electrical power supply fails. The control in the S.CU cooling unit automatically switches back and forth between the ePTO and the diesel generator, ensuring that the Schmitz Cargobull S.CU remains operational thanks to the two different energy sources. This is the ideal solution for refrigerated logistics providers as it guarantees maximum flexibility within a mixed fleet, regardless of the drive system and truck brand. In the future, the ePTO function will also be available for all-electric refrigerated semi-trailers from Schmitz Cargobull. In this case, the trailer will contain an additional battery as a fall-back option.

Trailer telematics for all products

Schmitz Cargobull equips all semi-trailers with TrailerConnect® telematics ex works. As a result, customers receive real-time data from their fleet, increasing transparency and efficiency in both the fleet and the supply chain. In the TrailerConnect® portal, this data can be managed centrally on one platform, regardless of the manufacturer. With this solution, Schmitz Cargobull is making an important contribution to efficient and transparent transport processes and low semi-trailer downtimes.



Switch to more climate-friendly refrigerant

In the 2025/26 financial year, Schmitz Cargobull will be switching its cooling units from refrigerant R452a to refrigerant R454a, which will reduce the global warming potential (GWP) per kilogram of refrigerant from 2,140 to 237 kg of CO₂e – a reduction of almost 90%. These refrigerant losses will result in a significant decrease in GHG emissions, while at the same time ensuring high operating reliability for transport cooling units.

EcoDuo pilot project



called dolly and then towed by just one tractor unit.

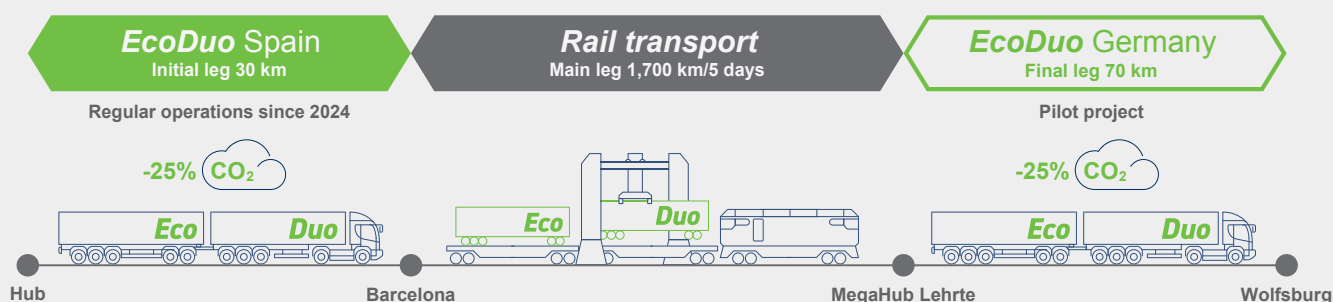
It is essential that greenhouse gas emissions from road transport are reduced and this needs to happen soon. As part of efforts to reach the objective within road transport and environmental policy of shifting more goods from road to rail transport, combined transport plays a decisive role. However, the long truck concept, which has been approved in Germany since 2017, is only compatible with rail transport to a limited extent due to different trailer types.

Schmitz Cargobull has been working in conjunction with the German Automobile Industry Association and several German and Spanish companies to launch a German pilot project with the EcoDuo. During the one-year pilot phase, the EcoDuo will travel between the Volkswagen factory in Wolfsburg and the MegaHub, located 70 km away in Lehrte near Hannover.

Use of the EcoDuo is achieving a reduction in carbon emissions in a short-term period. The EcoDuo vehicle combination involves two standard trailers being connected by a so-

This results in an overall length of 31.70 m. The vehicle combination's maximum total weight is 44 t, which is spread across a total of 10 axles. In this case, the axle loads are significantly lower than the maximum permitted weights per axle. Thanks to the two standard semi-trailers, they can be loaded onto hopper wagons for railway transport without any restrictions. No new technology is needed for handling at the railway terminal either.

The EcoDuo vehicle combination is already in use in several EU member states, such as Spain, Sweden, Finland, and Denmark, some of which permit total weights of up to 72 t. Experience with the EcoDuo in these countries has been nothing but positive. The vehicle concept relieves a great deal of strain on the environment, while also increasing efficiency. Carbon emissions per tonne-kilometre are reduced by around 25% and the same applies for overall fuel consumption. What's more, the entire logistical infrastructure can continue to be used as in the past.



The advantages of the EcoDuo concept at a glance:

- ▶ During the pre-carriage and on-carriage phases of combined transport, the EcoDuo can reduce carbon emissions by 25%.
- ▶ The EcoDuo concept is based on two standard semi-trailers, which can be loaded onto trains or ferries without any restrictions.
- ▶ The EcoDuo enables transport volumes to be doubled and increases efficiency.
- ▶ The EcoDuo helps to tackle the shortage of drivers as only one driver instead of two is needed to transport the same volume of goods.

Key figures and objectives

Energy consumption and mix (E1-5)

In the production of its products and in the running of its properties and vehicle fleets, Schmitz Cargobull requires a significant amount of energy. We use data queries to record energy consumption for all consolidated companies under operational control. In some cases, extrapolations and estimates were used for individual offices, comparable offices with low energy consumption levels and small vehicle fleets. If values on a financial year basis were not available, energy consumption levels for the calendar year were used on an individual basis. To break electricity consumption figures down into fossil, nuclear and renewable sources, the purchased power mix or the residual mix for the respective country were used – in the same way as when balancing Scope 1 and Scope 2 emissions.

As a manufacturing company in the *Manufacture of*

Energy

2025/26 Digital transparency regarding energy consumption

2029/30 100% non-fossil energy (mobility and electricity)



motor vehicles, trailers and semi-trailers field (NACE Code C29), Schmitz Cargobull is active within a climate-intensive sector in accordance with the definition in the Delegated Regulation 2022/1288 of the EU Commission. For this reason, all activities were incorporated into the calculation of total energy consumption and net revenues. Energy intensity per produced unit was used for better comparability. In this case, only energy consumption related to the production of semi-trailers and trailers was included.

The following table shows a breakdown of energy consumption, energy mix and energy intensity. Compared to the previous reporting year 2022/23, energy consumption fell by 6%. The percentage of fossil fuels in the energy mix fell by 3.5%.

Energy consumption, energy mix, and energy intensity

ENERGY CONSUMPTION (IN MWH)	2022/23	2024/25
Fuel consumption made from coal and coal products	0	0
Fuel consumption made from crude oil and mineral oil products	20,822	25,430
Fuel consumption made from natural gas	25,180	27,228
Fuel consumption made from other fossil sources	0	0
Consumption of purchased or obtained electricity, heat, steam, and cooling energy made from fossil sources	17,348	13,650
Total consumption of fossil-based energy	67,958	61,700
Proportion of fossil energy sources compared to total energy consumption (as a %)	77%	75%
Total consumption of nuclear-based energy	2,270	566
Proportion of nuclear energy sources compared to total energy consumption	3%	1%
Fuel consumption from renewable sources, including biomass (including industrial and municipal waste that is organic in origin, biogas, hydrogen from renewable sources, etc.)	0	0
Consumption of purchased or obtained electricity, heat, steam, and cooling energy from renewable sources	17,696	20,189
Consumption of self-generated energy that does not involve combustible materials	54	302
Total consumption of renewable energy	17,750	20,491
Proportion of renewable energy sources compared to total energy consumption	20%	25%
Total energy consumption	87,978	82,758
ENERGY INTENSITY	2022/23	2024/25
Net revenue from activities in climate-intensive sectors (in € million)	2,633	2,161
Energy intensity per net revenue (in MWh/€ million)	33.41	38.30
Produced units	57,848	42,422
Energy intensity per produced unit (in MWh/unit)	1.52	1.95

Energy intensity rose by 28% per million euros and per produced unit. The positive changes in energy consumption figures can primarily be attributed to improvements in energy efficiency.

closing its energy objectives in comparison to the previous report. Ambitious energy objectives continue to be pursued on a site- and management-specific-basis, contributing to the achievement of climate targets in Scope 1 and Scope 2.

From 20 to 25%

Increase of renewable energies in the energy mix

Based on changes in the underlying conditions for Sustainability Reporting, Schmitz Cargobull has refrained from dis-

Greenhouse gas emissions and climate targets (E1-4, E1-6)

Schmitz Cargobull's GHG emissions and climate targets are set out in the table. The emissions are broken down by Scope 1, Scope 2, and Scope 3, including all significant sub-categories. In accordance with the information about climate

GHG emissions and climate targets

GHG EMISSIONS t CO ₂ e	RETROSPECTIVE	
	BASE YEAR = 2021/22	
Scope 1 GHG emissions		
Scope 1 GHG gross emissions excluding biogenic emissions	13,883	
Proportion of Scope 1 GHG emissions from regulated emissions trading systems	93.0%	
Scope 2 GHG emissions		
Market-based Scope 2 GHG emissions	20,845	
Location-based Scope 2 GHG emissions	16,095	
Scope 1 and Scope 2 GHG emissions within SBTi validity scope (market based)	34,728	
Proportion of Scope 1 and Scope 2 GHG emissions compared to total GHG emissions (in %)	0.5%	
Significant Scope 3 GHG emissions		
3.1 Purchased goods and services	1,719,394	
3.4 Upstream transportation and distribution	67,777	
3.11 Use of sold products	5,828,504	
Scope 3 GHG emissions within SBTi validity scope	7,615,675	
Proportion of Scope 3 GHG emissions compared to total GHG emissions	99.5%	
Total GHG emissions within SBTi validity scope (market-based)	7,650,402	
Proportion of GHG emissions not covered by SBTi targets	2.5%	
Biogenic emissions		
Biogenic carbon emissions from stationary and mobile combustion (Scope 1)	0	
TOTAL GHG EMISSIONS INTENSITY	BASE YEAR = 2021/22	
Net revenue from activities in climate-intensive sectors (in € million)	2,287	
Total GHG emissions intensity per net revenue (in t CO₂e/€ million)	3,345	
Produced units	61,438	
Scope 1 and Scope 2 GHG emissions intensity per produced unit (in t CO₂e/unit)	0.57	

Climate action

2029/30 -90% CO₂ (Scope 1 and Scope 2)

2034/35 -35% CO₂ (Scope 3)

2044/45 Net-zero emissions (Scope 1 to Scope 3)



change mitigation in the section about the transition plan, certain emissions categories are only reported in the base year and then left out in the following periods due to their immateriality. The elements excluded from the footprint are reviewed annually to check whether they exceed the significance threshold of 5% compared to Scope 1, Scope 2, and Scope 3 GHG emissions.

We are reporting on biogenic emissions as we regard this information as important for the transparency of our plans for direct energy use at Schmitz Cargobull.

Since all of Schmitz Cargobull's activities are allocated to a climate-intensive sector in accordance with the definition in Delegated Regulation 2022/1288 of the EU Commission, market-based GHG emissions intensity per million euros of net revenue are also specified. GHG emissions intensity per produced unit has been added for better comparability. In this case, only GHG emissions related to the production of semi-trailers and trailers were considered.

					SHORT- AND LONG-TERM CLIMATE TARGETS		
	N-2 = 2022/23	N = 2024/25	CHANGE N / N-2	CHANGE N / Base year	2029/30	2034/45	2044/45
	10,959	10,158	-7%	-27%			
	91.8%	90.8%					
	14,131	455	-97%	-98%			
	14,037	11,766	-16%	-27%			
	25,090	10,613	-58%	-70%	3,473	3,473	3,473
	0.4%	0.2%					
	1,509,813	1,267,545	-16%	-26%			
	49,328	31,465	-36%	-54%			
	4,880,218	4,265,756	-13%	-27%			
	6,439,359	5,564,765	-14%	-27%	n.a.	4,950,189	761,567
	99.6%	99.8%					
	6,464,449	5,575,378	-14%	-27%	n.a.	4,972,762	765,040
	2.7%	2.5%					
	0	0	0 %	0 %			
	2,633	2,163					
	2,455	2,578	5%	-23%			
	57,848	42,422					
	0.43	0.25	-42%	-56%			

As outlined in the transition plan, we are pursuing ambitious climate targets that are based on scientific findings. Compared to the base year, Scope 1 and Scope 2 GHG emissions could be reduced by 70% in the 2024/25 reporting year. Scope 3 GHG emissions were 27% lower, which can mainly be attributed to a decrease in the number of units produced and improved data quality.

70%

Reduction of Scope 1 and Scope 2 GHG emissions

The proportion of primary data is only specified for the emissions from Scope 3.1 and Scope 3.4, as only primary data from suppliers and service providers is used for calculation in those cases. Primary data is defined as all emissions data that is provided directly by suppliers and service providers. In the 2024/25 reporting year, the proportion of primary data for Scope 3.1 and Scope 3.4 was 4.1%.

Methods and estimates related to the determination of GHG emissions are listed in the “About the Report” section on page 53.

GHG removals and GHG mitigation projects financed through carbon credits (E1-7)

Greenhouse gases can be removed and stored either using nature-based or technical solutions. According to the current net-zero strategy and Schmitz Cargobull's transition plan, the removal and storage of greenhouse gases are not directly part of emissions reduction at Schmitz Cargobull.

Schmitz Cargobull has set itself a net-zero target in accordance with the SBTi Net-Zero Standard. Measures to neutralise residual emissions can therefore be considered after a 90% reduction of Scope 1, Scope 2, and Scope 3 emissions. Accepted measures include high-quality carbon compensation for permanent elimination and the permanent storage of carbon, as described in the SBTi Net-Zero Standard. We are not using carbon certificates to reach our goal of greenhouse gas neutrality.

Internal carbon pricing (E1-8)

For Schmitz Cargobull, internal carbon pricing is an effective tool for channelling investments into sustainable solutions. We apply shadow prices in relevant business decisions related to infrastructure investments and equity holdings to anticipate and cushion risks arising from rising carbon prices and create incentive for emissions reductions. This strategy goes hand-in-hand with Schmitz Cargobull's net-zero targets. We do not use any internal carbon costing. The shadow price model was created using an average European carbon price based on forecasts for the development of carbon pricing in European emissions trading for energy-intensive industrial systems (EU ETS 1) and fossil fuels (EU ETS 2, from 2027).

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities (E1-9)

Financial effects have not been estimated accurately. Only a qualitative estimate is carried out. Significant amounts have already been invested in the research and development of efficient and climate-friendly transport solutions. With its electric and low-emission cooling units, Schmitz Cargobull can comply with even the most stringent emissions standards, such as CARB ULETRU in California, opening up opportunities in new and existing markets. Financial effects could still increase over the medium and long term.

In relation to the VECTO regulation, vehicles will undergo significant structural changes to adhere to the targets. For the trailer market, this poses significant risks as the additional costs for new vehicles are likely to result in significant buyer restraint from 2030 onwards. The effects of physical risks are likely to keep rising in supply chains if extreme weather events result in more frequent supply shortages.

Resources and Circular Economy

Management of impacts, risks, and opportunities

In this section, we explain the main resources we use to make our products and the concepts and measures we apply to contribute to the circular economy. Highlights here include our robust and repair-friendly products, and the progress made in our waste management operations.

Material impacts, risks, and opportunities, and their interaction with strategy and business model (ESRS 2, SBM-3)

Effective protection of natural resources requires economic growth to be decoupled from the consumption of limited, natural and fossil resources. It also calls for consistent action to be taken to create a circular economy.

Schmitz Cargobull's materiality assessment shows that resource use and the circular economy present both risks and opportunities for the company. On average, a trailer weighs between 5 t and 8 t and we produce more than 40,000 units per year. So, we require a lot of resources to manufacture our products. Negative impacts can arise in the upstream and downstream value chain using non-renewable materials and materials that are difficult to recycle. Since our vehicles are made largely from materials like steel, aluminium and mono-material plastics, we assess the financial risks of disposal to be low. One potential risk arises from the current limited level of transparency about our products' life cycle end and the lack of knowledge relating to their exact material properties, as outlined in the "Key figures and targets" section.

The high level of reliability offered by our trailers and trailer bodies during day-to-day transport operations is appreciated by our customers. This means that aspects such as durability, ease of repair and maintenance friendliness are key characteristics in our product design. These properties are supported by an extensive range of services in the areas of spare parts, maintenance and telematics. Furthermore, we buy, repair and trade used trailers and semi-trailers, thus maintaining the value of these vehicles. This not only generates higher resale values but also has positive environmental effects due to lower resource consumption across the entire value chain.

In view of the regulatory environment, the EU's planned End-of-Life Vehicles Directive will play a significant role over the

medium to long term.

Under this directive, manufacturers of trailers and semi-trailers will be required to take financial responsibility for the recycling and disposal of old vehicles from the early 2030s onwards. However, these legal requirements also present a risk of additional bureaucracy costs. However, we also see an opportunity for additional old vehicle business resulting from improved data surrounding our products' end-of-life.

Policies related to resource use and circular economy (E5-1)

Schmitz Cargobull is working on transitioning towards a circular economy. With the *Circular economy and recycling* and *Resources* fields of action in our sustainability strategy, we are addressing the task of aligning resource inflows and outflows with circular economy principles.

Our eco-design principles set out key policies and tools for improving the climate footprints of our products. The framework for improving circular-economy-compatible characteristics is provided by the nine R-strategies, which we are using to reduce resource consumption in the design phase ("Narrow the loop"), extend the usage life of products ("Slow the loop") and close gaps in resource life cycles ("Close the loop").

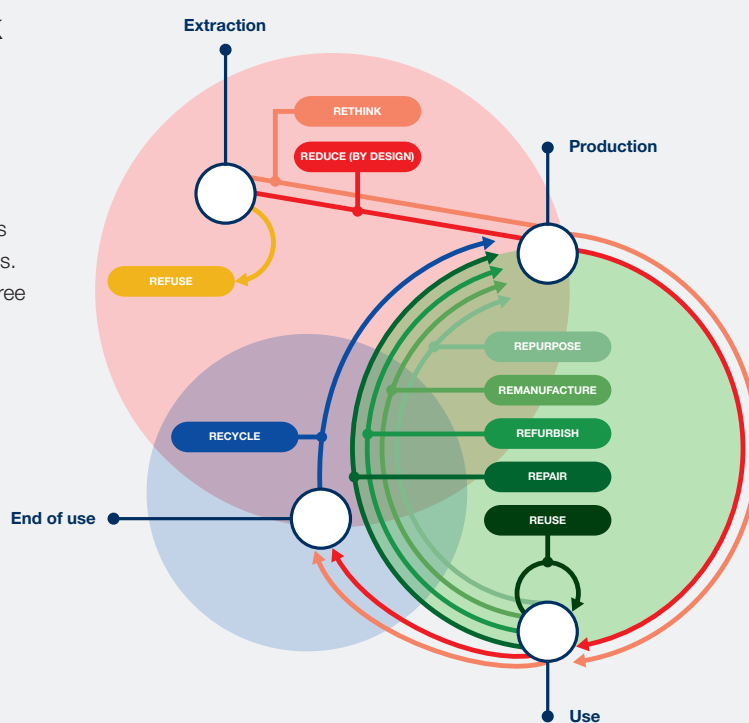
Schmitz Cargobull has also set itself ambitious targets for avoiding and separating waste to minimise the environmental effects of production-related waste and create circular resource life cycles. These targets are managed in our integrated management system policy and our environmental management systems. A network of international experts organises site visits, develop standards and share ideas on



R-strategies as a framework

The R-strategies cover the entire lifecycle of a raw material or product – starting with resource extraction through to the product's usage phase and its end-of-life. All R-strategies have the goal of reducing the consumption of primary resources and promoting the use of secondary raw materials. The various R-strategies are broken down into three phases:

- Narrow the loop (start of design)**
Reduction of resource consumption, particularly primary raw materials
- Slow the loop (product life)**
Extension and intensification of product usage, value retention
- Close the loop (end of life)**
Closure of the material cycle, reduction of thermal recycling



Source: R-strategies model – Standards Research on the Circular Economy – DIN in conjunction with Circularity | UNEP – UN Environment Programme)

how to improve waste management. The Schmitz Cargobull Management Board is responsible for achievement of these targets.

Actions and resources related to resource use and circular economy (E5-2)

Schmitz Cargobull has applied several different measures to help improve resource use throughout its products' life cycles



and start its transition towards a circular economy. The most important actions that are already implemented or currently in the planning stages are outlined in the following. Expenditure and planned investments have not been broken down in detail for this voluntary report.

Actions related to our products and services

Schmitz Cargobull has drawn up a set of guidelines for applying eco-design principles and these apply across the Group.

These eco-design principles are integrated into the specifications for the product development process as a document requiring special attention. The aim of this approach is to improve key environmental aspects throughout the product life cycle in accordance with existing and anticipated underlying conditions.

Our products stand for durability and value retention. For example, we rely on galvanisation and grant a 10-year guarantee on galvanised chassis. Zinc can also be sorted for recycling and modern hot galvanising facilities

practise a recycling management process with less energy and few emissions. By switching to strip galvanisation for several chassis components, the Group has also managed to save a significant volume of materials and energy. The modular design principle also increases reparability and increases value retention. The longer our trailers are in operation, the fewer resources are used to build new vehicles.



Modular design of the S.KO COOL with galvanised chassis

Our trailers' bodies are also designed to ensure material efficiency and durability. Schmitz Cargobull's new roller shutter for the S.BO PACE dry freighter is the lightest XL-certified model on the market. And thanks to many identical parts, it is particularly easy to repair. Equipped with lightweight STRUK-TOPLAST® panels, the body is around 700 kg lighter than a conventional plywood model. A portion of the honeycomb core is made from polyethylene (PE) recyclates. Furthermore, we are working on alternatives to glass-fibre-reinforced plastic (GRP) as the outer layer to improve the body's compatibility with a circular economy.



While a large proportion of the bodies on our curtainsider semi-trailers are made from recyclable materials like aluminium and steel, the trailer tarpaulin, which is made from PVC, is a critical component for our trailers' compatibility with a circular economy. While PVC is a versatile and commonly used plastic, it is also very difficult to recycle. PVC recycling programmes have been developed in recent years to reduce the environmental impact of waste. These programmes focus on collecting PVC products and separating them from other waste streams so that they can be disposed of properly or recycled.

PVC can be recycled into new products such as piping, decking boards or floor coverings, though the process can be expensive and complex as it requires specialist equipment. To date, a PVC alternative that makes economic sense has yet to be found for use as a tarpaulin material. However, we have managed to make significant progress when it comes to the recyclability of the plastics used in tarpaulin with our newly developed roof tarpaulin, which has been certified in accordance with EN12642 XL. In the past, around one third of our roof tarpaulins still had aramid fibres glued into them. However, we now stitch polyester straps onto them instead, which are much easier to remove from the PVC.



In the running gear segment, Schmitz Cargobull has achieved weight savings in the MRH4 trailing arm (including the axle seat assembly), providing customers with more than 100 kg of extra load capacity.

Furthermore, we offer our customers service contracts, which cover regular maintenance and wear-related repairs in our trailers. Thanks to proactive monitoring with our trailer telematics technology, customers can monitor trailers and cooling units in real time with evaluations and early notifications in the event of critical situations and maintenance requirements. As a result, this ensures our vehicles' suitability for road traffic along with their availability and durability.

Our full service contract with retread tyres also offers customers a resource-efficient tyre service. Because they use less material and offer good running characteristics, these tyres have a much better environmental footprint compared to new tyres.

efit from financing solutions, repair, and maintenance contracts as well as comprehensive services for used vehicles.

Measures related to waste management

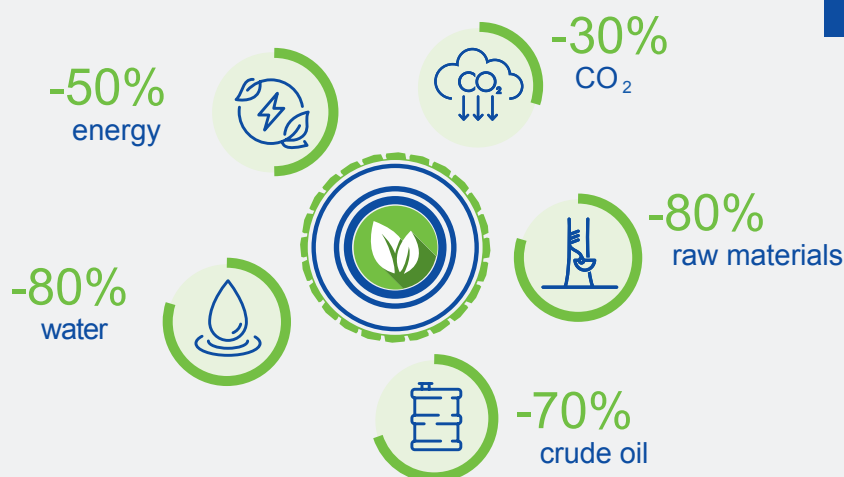
As a manufacturing company, Schmitz Cargobull generates significant volumes of waste at its production sites. As part of its established environmental management systems, Schmitz Cargobull applies and plans a range of measures with the aim of reducing waste and closing material cycles. A standardised waste collection and separation system has been established at all production sites. The company runs regular training sessions for improved waste separation and other campaigns to teach Schmitz Cargobull employees about resource-efficient behaviour.

As part of our activities for European Waste Reduction Week, we held a waste reduction competition.

At several of its sites, Schmitz Cargobull has introduced film and paper presses, which reduce the effort needed during transport and handling. Wood presses are also currently being piloted. We use large quantities of adhesive, particularly at our sites that produce box body semi-trailers. The optimisation of rinsing processes for adhesive pistols at the sites in Panevėžys (Lithuania) and Vreden and the switch from single- to multi-use adhesive

cartridges in Zaragoza (Spain) have led to significant reductions in waste.

Compared to a new tyre,
a retread 385/65 R 22.5 tyre saves:



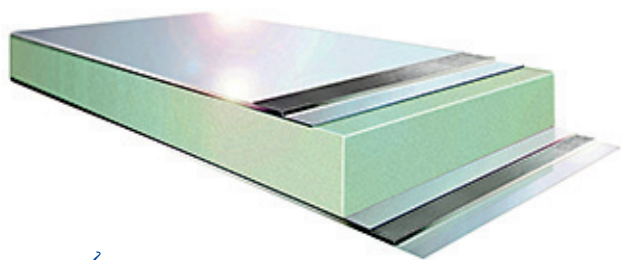
Anyone looking for used trailers can purchase one from our 37 Cargobull Trailer Stores across Europe. The vehicles are inspected for safety and quality and can be purchased together with various additional services. Customers also ben-

More than
10,000
used vehicles sold
annually

37
depot locations

69
countries as
export markets

Around
1,000
used trailers
available [Link](#)



FERROPLAST

At our production site in Vreden, we have managed to change from thermally recycling FERROPLAST production waste to recycling the material itself. A specialist recycling company separates the two steel layers from the polyurethane foam core and uses chemical recycling to turn them into new insulating panels for residential construction projects. We were also able to send panels from entire vehicles to this recycling facility, providing us with important information about the recyclability of our box body structures. In the 2024/25 financial year, as much as 190 t of FERROPLAST was recycled.

For the delivery of production material, we mainly rely on multi-use packaging and are planning to increase the proportion of this type of packaging in the future. For example, making this switch for the delivery of cooling unit motors has enabled

us to save around 33.5 t of wood and roughly 9.5 t of cardboard per year.



To help us reach our sustainability goals, we have planned a series of additional measures, ranging from changes to products and supply chains through to modifications to production processes. During this process, we have noticed that, as improvements advance in the fields of resource use and the circular economy, the more complex the remaining measures become. Nevertheless, we are still working hard to implement these measures and reach our goals.

Key figures and objectives

Targets related to resource use and circular economy (E5-3)

Schmitz Cargobull is pursuing ambitious goals in the area of the circular economy and recycling. A central component of this is the integration of eco-design principles into the development process for new products, as described under the Policies section. As the formulation and formal integration of these principles are already complete, we are now striving to safeguard their application within the process by the end of financial year 2025/26.

Against the background of the nine R-strategies and the underlying regulatory conditions, Schmitz Cargobull is working hard to prepare a roadmap for significantly reducing its primary resource consumption and increasing its use of secondary raw materials.

Resources

- 2025/26** Mixed municipal waste at 8%
- 2029/30** -20% waste per trailer



Circularity & Recycling

- 2025/26** Eco-design principles in our product development process
- 2025/26** Roadmap to increase the proportion of secondary raw materials and the recyclability of primary raw materials



In the area of resource use, Schmitz Cargobull has set itself the goal of decreasing the proportion of mixed municipal waste to 8% by 2025/26. In the 2024/25 financial year, it accounted for 15.5% of waste and has therefore almost halved compared to the base year 2021/22. Despite this impressive progress, we are not at our target level yet.

Another long-term goal is to reduce the per-trailer waste rate from logistics and production by 20% by financial year 2029/30. At around 286 kg per trailer, the value was already 5.2% lower in financial year 2024/25 than it was in the base year 2021/22.

49.4%

less mixed municipal waste and
recycling rate increased by 11.4%.

5.2%

less waste per trailer

Resource inflows and outflows
(E5-4, E5-5)

The following section sets out the material resource inflows at our storage and production sites. These primarily relate to production materials used to manufacture semi-trailers and trailers, and spare parts. Cardboards, films, and pallets are used as packaging materials for spare parts. In terms of weight, the most important material classes are steel, aluminium, wood, rubber, plastics, and chemical components. Due to a lack of data, it is not yet possible to break materials down into biological and non-biological materials, between secondary and primary materials, or by degree of recyclability. Furthermore, fixed assets have not been included. Water has not been explicitly listed as a resource as it is only used at levels similar to domestic use at our sites.

RESOURCES USED (in t)	2024/25
Total weight of resources used	246,616.0
Total weight of products used and technical and biological material	246,440.4
Total weight of packaging used for spare parts	175.5

The term *waste* refers to any material, substance or object that leaves a Schmitz Cargobull site to be disposed of or treated. The waste flows that take place at Schmitz Cargobull can be broken down as follows.

- Logistics and production waste:
Waste from production and logistics processes, such as incoming and outgoing goods processes and storage
- Domestic waste:
All general waste generated in our office areas, communal facilities, and other non-production-related areas at a production site.
- Construction waste:
Waste from projects with a limited term that are related to renovations, extensions, and demolitions.

Waste-related data is collected at site level for all production and logistics sites. No waste-related data is recorded for smaller office locations. The following table sets out the waste volume and composition of waste.

WASTE WEIGHT (in t)	N-2 = 2022/23	N = 2024/25
Total waste	17,102.2	12,349.7
Non-hazardous waste	16,385.4	11,794.8
Hazardous waste	716.8	554.8
Non-hazardous waste for recovery	12,933.0	9,794.8
Non-hazardous waste, preparation for reuse	0.0	0.0
Non-hazardous waste, recycling	12,871.1	9,639.6
Non-hazardous waste, other recovery operations	61.9	155.2
Hazardous waste for recovery	48.0	57.5
Hazardous waste, preparation for reuse	0.0	27.4
Hazardous waste, recycling	48.0	30.1
Hazardous waste, other recovery operations	0.0	0.0
Non-hazardous waste for disposal	3,452.4	2,000.0
Non-hazardous waste, incineration	3,452.4	1,993.9
Non-hazardous waste, landfill	0.0	4.6
Non-hazardous waste, other disposal operations	0.0	1.5
Hazardous waste for disposal	668.8	497.4
Hazardous waste, incineration	668.8	496.5
Hazardous waste, landfill	0.0	0.0
Hazardous waste, other disposal operations	0.0	0.0

WASTE INTENSITY	BASE YEAR = 2021/22	N-2 = 2022/23	N = 2024/25	CHANGE (N/N-2)	CHANGE (N/BASE YEAR)
Recycled waste (in t)	13,332.9	12,981.0	9,914.8		
Percentage of total waste that is recycled	72.1%	75.9%	80.3%	5.8%	11.4%
Mixed municipal waste (in t)	5,544.6	4,118.8	1,919.1		
Percentage of total waste that is mixed municipal waste	30.7%	24.1%	15.5%	-35.5%	-49.4%
Produced units	60,422	57,122	42,353		
Waste per trailer (kg/unit) *	303.7	296.3	287.7	-2.9%	-5.2%

* Excluding Ratshausen (TSE)

Anticipated financial effects from resource use and circular economy-related risks and opportunities (E5-6)

Financial effects have not been estimated accurately. Only a qualitative estimate is carried out. Over the short term, the financial effects caused by the introduction of measures to optimise resource use and promote the circular economy may be relatively low. Costs for the research and development of new technology, and the implementation of recycling and

waste management systems could be incurred but will only be implemented if they are offset by savings in material procurement and waste disposal.

Financial effects could be much more visible over the medium and long term. New production methods could significantly reduce material costs and dependence on raw materials. At the same time, we predict that regulatory requirements will increase from the early 2030s in relation to the compatibility of products brought onto the market with the circular economy (keyword: ELVD).

Own Workforce

Management of impacts, risks, and opportunities

In an ever-changing industrial landscape, we regard the safety, well-being, and development of our workforce as very important issues. Highlights include our holistic and people-focused HR strategy, our involvement in the Great Place to Work programme, and our new health and safety initiative.

Material impacts, risks, and opportunities, and their interaction with strategy and business model (ESRS 2, SBM-3)

Schmitz Cargobull is a production company with around 6,400 permanent and temporary employees at various international locations. The company has opportunities to influence social issues for its employees but also faces challenges arising from the different forms of labour and social security law in the various countries.

During the materiality assessment, the company identified potential positive and negative impacts related to its workforce. The results of regular risk analyses were taken into account during this process and form part of the company's approach to managing due diligence requirements related to human rights. Possible positive effects include the cultivation of adequate working conditions and the promotion of fair treatment and equal opportunities, which help to support employee well-being and satisfaction at work, and also contribute to productivity.

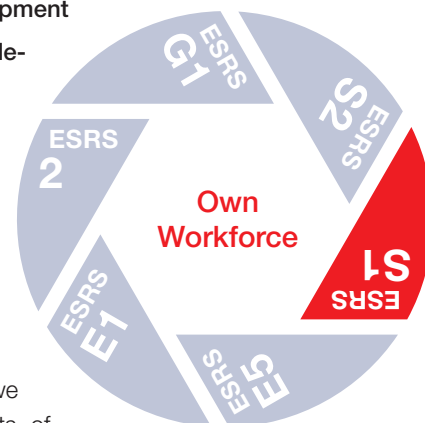
Challenging working conditions – such as the risk of accidents and illness, inadequate working hour regulations, strain and stress, or a lack of job security – could have an adverse effect on the health and well-being of employees. Aspects including the poor representation of women, possible pay gaps, and insufficient consideration of diversity negatively affect equal opportunities.

Schmitz Cargobull's policies and actions are geared towards reinforcing the positive impacts for the company's workforce and minimising negative effects. The focus is on fair working conditions and respect for the rights and claims of employees based on international frameworks and conventions. However, flexible working hours for a good work-life balance and measures to promote good health and accident prevention also play a decisive role.

Policies related to own workforce (S1-1)

In our policy statement, we describe the key elements of our approach to respecting human rights and the environment, and to meeting our due diligence requirements. In this context, Schmitz Cargobull is committed to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. These frameworks address compliance with the principles of the United Nations' Universal Declaration of Human Rights and the International Labour Organization's International Labour Standards.

Our Code of Conduct builds on the Universal Declaration and serves to set out clear guidance for the conduct and ethical standards of our employees. With this document, we promote a culture of integrity and responsibility within the company. We ensure equal opportunities and promote diversity within the company with employees from several countries, who work respectfully together regardless of gender, age or sexual orientation.



Schmitz Cargobull reviews its own business operations for human-rights at least once a year to identify any risks for employees and develop appropriate countermeasures. Changes, such as the opening of new sites, lead to additional assessments. Internal experts and external indices help to evaluate the risks at each location. A grievance system enables employees to report breaches anonymously. For each complaint, the company defines countermeasures and monitors their implementation.



Our HR strategy is guided by our motto *Our Vision is You!*. Strategic HR planning, the acquisition of talent, the onboarding process, support operations, employee development, and the supervision of offboarding and alumni management are all built around the goal of putting employees in the spotlight throughout the entire process. Our involvement in the Great Place to Work programme and the use of relevant tools are intended to improve working conditions and our quality as an employer over the long term. Furthermore, we use regular 360-degree feedback sessions to promote an open corporate culture of leadership.

Our site in Türkiye has received its fourth successive award as a Great Place to Work.



Occupational health and safety play a central role in our commitment to sustainability. Our goal is to create a working environment in which accidents and work-related illnesses can be completely avoided. Our *Zero Accidents Vision* forms the foundation for this. Its key principles are closely aligned with the International Social Security Association's golden rules. Our vision focuses on four areas:

- ▶ Reaching a cooperative culture of safety
- ▶ Implementing Group-wide safety standards
- ▶ Revising our KPI system
- ▶ Applying a certified management system and digitalisation

Thanks to our newly created network of experts for occupational safety and *Together We Work Safely* initiative, we will be able to share experiences and ideas across sites and expand on progress in this area.



Roll-out of the *Together We Work Safely* initiative at our Spanish factory in Zaragoza

Processes for engaging with the workforce and processes to remediate negative impacts (S1-2, S1-3)

Constructive cooperation with our employee representatives is an important component of our corporate culture. Regular dialogue and structured consultations between the employer and employee committees take place at operating level – for example with local works councils – and at company-wide level in liaison with the Group works council and trade unions. Furthermore, members of the German works council and representatives from IG Metall are also represented on the Schmitz Cargobull AG Supervisory Board.

Employee representatives are regularly and promptly provided with in-depth information about corporate matters, such as the company's strategy. In regions where there is no established worker representation, or for employees not covered by collective labour agreements, there are alternative channels for dialogue and the exchange of information related to working conditions. These include works meetings or employee committees, which serve as voluntary and informal tools for dialogue with management.

Employees and other stakeholders, such as Schmitz Cargobull customers, suppliers and service providers as well as other people affected by the company's business activities, have the option to report potential misconduct anonymously via the whistleblower system ([link](#)). The publicly accessible code of procedure for grievances provides a transparent explanation of the grievance process and the measures in place to prevent retaliatory action. Cases are handled on an individual basis; this includes the investigation process, the review of possible measures and documentation.

Actions related to own workforce (S1-4)

The following information about selected measures at Schmitz Cargobull reflects the way in which we achieve our goals around occupational health and safety and how we want to be seen as an attractive employer in the competition to attract the best talent.

Actions related to occupational health and safety

Coinciding with the *Together We Work Safely* initiative, we have also launched a new digital reporting process. This sim-

ple tool can be used to report and process safety incidents, enabling measures to be introduced quickly and tracked effectively.

A culture of safety is at the heart of a new team leader development programme. In this programme, team leaders learn about topics including the Team Board, which will be used in future to openly discuss accidents, unsafe situations, and other problems within the teams. In addition to processes, the programme also focuses on individual and team-relevant aspects so that employees can work together to find solutions for improving safety and cooperation. Feedback regarding the Team Board is very positive, which is why it has now been introduced across all factories.



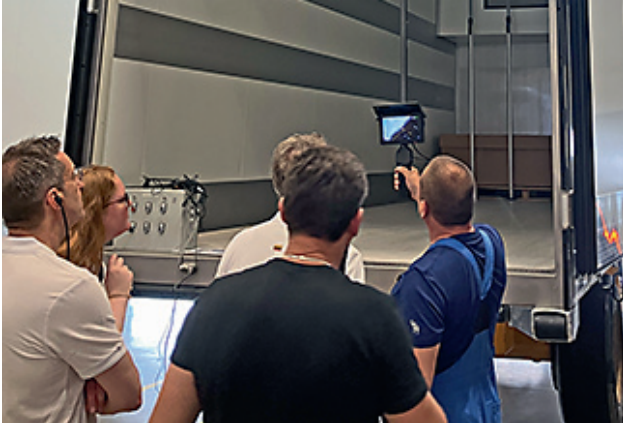
Team Board training

The Vreden factory has been testing the Schmitz Cargobull accident pyramid with a focus on reporting near-miss accidents. By involving managers more closely and raising employee awareness, the factory has managed to significantly increase the number of reports. The focus of the initiative is to detect unsafe situations at an early stage and apply suitable measures.

Points are awarded depending on the quantity and quality of implemented improvement measures. They are then added to the results of the individual accident pyramids at team leader level. The best teams with the lowest number of reported near-miss accidents were presented with prizes at the works meeting. Thanks to this tool and other measures, the factory in Vreden has once again managed to significantly cut accident rates. Like the Team Board, the accident pyramid is being implemented in digital form at all other factories.

In addition to training and other methods, lots of small improvements are made to occupational safety at our production sites daily. For example, our factory in Lithuania has in-

stalled a camera system so that employees no longer have to climb up high to check the quality of the roof surface.



The health of employees is a matter very close to our hearts, and we have established a healthcare management system at all our large sites. Various initiatives promote physical fitness and a sense of community. With a subsidised corporate fitness membership, employees have access to thousands of sport and healthcare facilities in Germany. As many as 1,250 employees already use our corporate bicycle leasing scheme, not only supporting good health and mobility, but also promoting environmental friendliness. Every year, large numbers of employees take part in various sporting events, such as marathon team relays or company fun-runs. Our German sites even go head-to-head against each other in a city cycling event. Other offers, such as healthcare days, company sports clubs, in-house social advice, urgent aid, healthcare workshops and individual coaching, complement our approach to healthcare management at our national and international sites.



Actions related to other working conditions

As part of our HR strategy, we are on hand to support our

In late 2024, around 30 committed volunteers from Schmitz Cargobull and the German conservation group Naturschutzbund Deutschland (NABU) planted roughly 1,000 wild roses and ivy plants along a 200-metre noise insulation wall at the Vreden factory. The planting was completed within the space of just two hours. The partnership between the teams from Schmitz Cargobull and NABU was shaped by a great deal of motivation and enthusiasm.



employees – from onboarding to offboarding and beyond. For instance, all new Schmitz Cargobull employees receive a welcome box packed full of various Schmitz Cargobull goodies.

Schmitz Cargobull places a great deal of emphasis on its employees' continuing development and offers a range of programmes to tap into the potential of every individual. Initiatives for employee development 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 view of our sustainability strategy, we have incorporated interactive modules into all our leadership programmes. Training management takes place within the Cargobull Campus learning management system, which covers a range of topics.



All employees have the option to submit ideas as part of a continuous improvement process (CIP) and profit from the savings achieved with their teams. Special prizes are awarded to promote ideas that improve occupational safety or waste and energy management. Every year, our employees submit hundreds of ideas through our CIP system, highlighting their incredible willingness to improve workflows.

We are proud of our employees who have been with our company for a long time. We honour long-service milestones in regular monthly events at our sites. We also hold an annual event for long-service award recipients and retired employees. At our regular family days, employees have the option to share their workplace with relatives.

Schmitz Cargobull's *Smart Work* initiative is aimed at adapting the working environment to new requirements. The company has invested in equipment for employees. Remote work is now the norm for some of our employees. We have developed a spatial concept aimed at promoting communication and collaboration. Employees also receive a range of additional benefits.



We offer young people 19 different vocational training pathways (⇒ Vocational training and dual study programmes at Schmitz Cargobull) and employ more than 170 apprentices in Germany. Thanks to their extraordinary achievements, our apprentices are regularly honoured with best performance awards from chambers of trade and industry. We also received the 2025 *Innovation Award* in the *Training and Future Talent* category for our outstanding work with younger generations of employees. The company also received a *Great Start Award* as an outstanding provider of vocational training.



Interested parties can gain an insight into day-to-day life as an apprentice on YouTube (⇒ Vocational training and dual study programmes at Schmitz Cargobull), on our apprentices' Instagram page (⇒ Azubi Instagram) or at our sites' open days for apprenticeships.



Key figures and objectives

Targets related to managing significant negative impacts, advancing positive impacts, and managing significant risks and opportunities (S1-5)

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 75% to 9.2 by financial year 2029/30. This is based on a value of 36.9 in financial year 2021/22.

Health & safety

2029/30 - 75% injury frequency rate

2029/30 95% good health rate



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 the 2024/25 financial year, the LTIFR was reduced to 27.2, equivalent to a 26.2% decrease compared to financial year 2021/22. As such, we have failed to reach our interim target of minus 45%. Nevertheless, we are seeing continued progress and are using the outlined initiatives and measures to work towards our goal.

26%

reduction in the injury frequency rate

Alongside improving occupational safety, we also intend to increase the good health rate of our employees at all production sites to 95% by financial year 2029/30. This means that absence due to illness and accidents should not exceed 5% of regular working hours. In the 2024/25 financial year, the good health rate was 92.4%, recorded for 92.1% of employees.

Sustainability awareness

2023/24 Concept to engage employees with sustainability

2024/25 Sustainability integrated into human resources development



To increase awareness of sustainability, we have set ourselves the goal of promoting employee sustainability campaigns and integrating issues related to sustainability into our employee development measures. These issues have already been integrated into our leadership development programmes, though we still see potential for improvement in terms of employee engagement. Our initial campaigns, such as the promotion of social and ecological CIP ideas, city cycling events and planting of the noise insulation wall, were well received but did not reach all corners of our workforce.

Characteristics of the undertaking's employees (S1-6)

The majority of our employees are employed on a permanent basis. In total, 86.8% of our workforce is male and 13.2% female. Despite us having set up the technology needed for employees to be recorded as non-binary in their data records, this option was not utilised during the reporting period.

EMPLOYEES 2024/25 by gender and contract type	MALE	FEMALE	OTHER	N/A	TOTAL
Permanent	4,930	742	0	0	5,672
Fixed-term	103	22	0	0	125
Non-guaranteed hours	2	1	0	0	3
Total	5,035	765	0	0	5,800

At the end of the reporting year, Schmitz Cargobull employed around 6,400 employees in 32 countries – the majority of whom worked in Germany and other European countries. The following table provides information for each individual country where there are more than 50 employees.

EMPLOYEES BY COUNTRY *	2024/25
Germany	4,185
Lithuania	606
Spain	256
Republic of Türkiye	174
United Kingdom	64
Other countries	515
Total	5,800

* Only countries where Schmitz Cargobull employs at least 50 people are listed separately

The employee fluctuation rate is only recorded for German sites and was 6.1% for the financial year.

Characteristics of non-employees in the undertaking's own workforce (S1-7)

Due to the volatile market environment for semi-trailers and trailers, Schmitz Cargobull relies on temporary workers to enable it to respond flexibly to market fluctuations.

NON-EMPLOYEES	2024/25
Self-employed workers	17
Temporary workers	766
Total	783

Non-employees receive the same pay as employees and have the same holiday entitlement. We only use temporary employment agencies that 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.

Collective bargaining coverage and social dialogue (S1-8)

In Germany, around 84.2% of salaried employees at Schmitz Cargobull are covered by collective wage agreements, with a total employee coverage rate of 62.7%.

Diversity metrics (S1-9)

The age structure of our workforce highlights the challenge of changing demographics, which is particularly prevalent at our German sites.

EMPLOYEES BY AGE	2024/25
Under 30	868
Between 30 and 50	3,176
Over 50	1,756
Total	5,800

Like many areas of engineering and vehicle manufacturing, there is not an equal gender split at Schmitz Cargobull, either at employee level or at management level.

EMPLOYEES AT THE MOST SENIOR MANAGEMENT LEVEL	2024/25
Male	56
► Proportion at most senior management level	95%
Female	3
Proportion at most senior management level	5%
Other	0
► Proportion at most senior management level	0%
Not specified	0
► Proportion at most senior management level	0%

Adequate wages (S1-10)

At the end of the reporting period, all our employees received adequate remuneration in line with the applicable benchmarks.

Social protection (S1-11)

At the end of the reporting period, all our employees were socially protected against a loss of income on the grounds of illness, unemployment, work-related accidents and illnesses, parental leave, and retirement.

Persons with disabilities (S1-12)

As at the reporting date of 31 March 2025, the company employed a total of 181 workers with disabilities. According to the country-specific definition for the degree of disability, this was equivalent to 3.1%.

Health and safety metrics (S1-14)

The development of occupational health and safety metrics is presented in the table below. There were no fatal work-related accidents at Schmitz Cargobull in reporting year 2024/25.

sary. In the 2024/25 financial year, no incidents of discrimination, including harassment, were reported or dealt with. The company did not incur any financial penalties or fines due to non-compliance with laws and regulations related to human rights and harassment.

HEALTH AND SAFETY	BASE YEAR = 2021/22	N-2 = 2022/23	N = 2024/25	CHANGE (N/N-2)	CHANGE (BASE YEAR/N-2)
Good health rate	N/A	91.6	92.4	0.9%	N/A
Work-related accidents with lost time	286	207	180	0	0
Lost Time Injury Frequency Rate (LTIFR)	36.9	29.8	27.2	-8.7%	-26.3%
Working days lost due to accidents	3,013	2,635	2,466	0	0
Work-related accident severity (SR)	10.5	12.7	13.7	7.6%	30.0%

Incidents, complaints, and severe human rights impacts (S1-17)

We take a strict stance against any violations of laws, codes and standards and take steps under labour law where neces-

Workers in the Value Chain

Strategy and management of impacts, risks, and opportunities

Responsibility within the supply chain is a central element of our sustainability strategy. This section outlines how we meet our due diligence requirements related to the supply chain and what measures we take to identify and manage potential risks in the supply chain.

Material impacts, risks, and opportunities, and their interaction with strategy and business model (ESRS 2, SBM-3)

As a company with a multi-faceted value chain, we see ourselves as having a unique degree of responsibility for the observance of labour standards, social standards and human rights along our supply chain. Schmitz Cargobull has identified potential risks within the value chain, which could have a negative impact on the rights and well-being of workers. These risks include physical risks, the handling of machinery, and the use of hazardous materials and substances that could result in work-related injuries, illnesses or accidents. Furthermore, child labour has an adverse effect on education and can also pose a risk to the health of the children affected due to dangerous underlying conditions. There is also a risk that workers in the value chain are subjected to coercion or forced labour in the context of abusive and exploitative employment conditions.

In terms of potential negative impacts, there is a particular focus on logistics services and metal products. Our risk analysis also shows that workers in the procurement countries of Türkiye, India and China are subjected to increased human



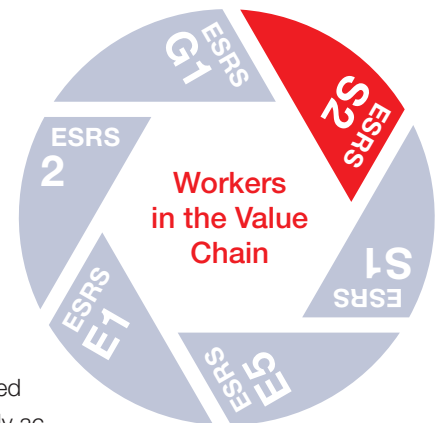
rights risks. Potential impacts were detected based on information from publicly accessible sources. In general, our supply chains outside of Europe are based on long-standing working relationships with a small number of suppliers.

Policies related to workers in the value chain (S2-1)

The Group policy on corporate due diligence requirements describes the area of application, responsibilities and general principles for the management of human-rights-related due diligence requirements along the supply chains. It contains specific regulations related to risk management, preventative and remedial measures, grievance processes, and reporting processes for issues related to human rights. The policy is a global policy for all employees and fully consolidated organisational units. It incorporates the legal positions protected through the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG) into the company's own business activities and its supply chains.

Due diligence requirements are monitored on the basis of the processes defined in the policy statement. As explained in the "Own Workforce (ESRS S1)" section, we have made a commitment through our policy statement to uphold common standards on respect for human rights and labour laws.

Our Supplier Code of Conduct provides further detail on the requirements in the policy statement for Schmitz Cargobull suppliers. This document is provided to suppliers as part



of the supplier registration process. The Code of Conduct requires suppliers to uphold labour laws and environmental standards and explicitly prohibits child labour, forced labour, and human trafficking. It deals with issues such as occupational health and safety, and fair working conditions,

including fair pay in accordance with contracts, working hours, the protection of employee health and safety, income and social benefits. It also covers the right of association and freedom of expression. The Management Board is responsible for implementation of the policy. Compliance with due diligence requirements is communicated regularly and monitored by way of internal reports, external publications and information on our website ([🔗 link](#)).

Processes for engaging with workers in the value chain and processes to remediate negative impacts (S2-2, S2-3)

Annual risk analyses are performed by a cross-functional team, coordinated by the LkSG officer. This process helps us gain a detailed and transparent overview of the social and environmental risks of our suppliers and partners. It also enables our buyers to react and initiate measures immediately and in a targeted manner. Our active suppliers and partners go through a screening process, after which they are sorted into risk categories. Depending on the characteristics noted, measures are automatically initiated, which can range from questionnaires through to certifications and audits.

In this area, too, external stakeholders and any persons affected by the company's business activities, have the option to report potential misconduct anonymously via the whistleblower system ([🔗 link](#)). The publicly accessible code of procedure for grievances provides a transparent explanation of the grievance process and the measures in place to prevent retaliatory action. Cases are handled on an individual basis; this includes the investigation process, the review of possible measures and documentation.

Actions related to workers in the value chain (S2-4)

As part of the implementation of the German Act on Corporate Due Diligence Obligations in Supply Chains, a cross-functional team has implemented measures to ensure compliance with due diligence requirements. Our purchasing organisation underwent comprehensive training on corporate due dili-

gence requirements, the grievance process was expanded, and processes were defined for the handling of complaints. The effectiveness of reporting channels is monitored, whereby all complaints are recorded, tracked, and documented on a systematic basis. We have set up a Group-wide process for quickly implementing remedial measures in the event of verified violations of human rights. In the event of a substantiated suspicion that due diligence requirements have been violated, an external service provider has been qualified to conduct social audits in the respective national language.

In April 2025, we published our first supply chain due diligence report on our website. During the reporting period, no confirmed serious human rights problems or incidents were reported in relation to the upstream or downstream value chain.

Our multi-stage approach to risk management, preventive and remedial measures, grievance processes and reporting on human-rights-related issues is reviewed and improved on an ongoing basis. At present, we are monitoring developments related to the European Corporate Sustainability Due Diligence Directive and will incorporate any relevant requirements into the future development of our risk management system.

Targets related to workers in the value chain (S2-5)

Supply chain responsibility

- 2023/24** High-risk suppliers identified
- 2024/25** Compliance with supply chain due diligence requirements



We have successfully implemented our objectives from our sustainability strategy. Our risk analysis has been established, and we have implemented internal and external requirements related to due diligence. Now our goal is to review these requirements on an ongoing basis, adapt them as necessary and adhere to the associated due diligence requirements for labour laws and environmental standards.

Business Conduct

Strategy and management of impacts, risks, and opportunities

As a family-run company, we take a responsible approach to corporate governance with a long-term outlook. The relevant principles and control mechanisms are explained in the following.

Material impacts, risks, and opportunities, and their interaction with strategy and business model (ESRS 2, SBM-3)

For Schmitz Cargobull, ensuring our business activities are conducted ethically and on a legally sound basis is one of our utmost priorities. As a family-run company, we place particular emphasis on a value-oriented corporate culture. This is shaped by respect, trust and appreciation; actively fights discrimination and offers all employees equal opportunities for development.

During its materiality assessment, Schmitz Cargobull identifies all potential impacts – both positive and negative – related to business conduct on an ongoing basis. Companies with a corporate culture that places too little value on employee well-being risks hampering motivation and satisfaction at work. Inadequate whistleblower protection can lead to reprisals and a reticence to report issues, thereby resulting in economic and health-related risks.

Schmitz Cargobull represents responsible business conduct and compliant behaviour. Our established Code of Conduct, standards, and processes transmit clear expectations of our ethical and social values to employees, customers, suppliers, and other stakeholders. All stakeholders can report any form of misconduct via the whistleblower system, whereby whistleblowers are protected from reprisals.

Due diligence and compliance processes guarantee that potential negative impacts caused by our business activities are identified and evaluated. Fairness and objectivity are at the centre of our approach to handling complaints related to legal violations. To prevent conflicts of interest and strengthen awareness of compliance, we run regular training and communication campaigns for our employees.

Corporate culture and business conduct policies (G1-1)

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 ensure that all compliance-relevant issues and duties are monitored and dealt with. The Management Board bears overall responsibility for the compliance organisation, which ensures compliance with international laws and guidelines.

Group-wide binding directives are in place for all governance and compliance areas identified as material, particularly the areas of due diligence, anti-trust law, corruption, anti-money laundering, and data 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 publishes a report every 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.





Management of relationships with suppliers (G1-2)

We cultivate long-term relationships with our suppliers, promote local supplier relations and pay close attention to the resilience of our supply chains. At present, we do not systematically review and evaluate suppliers in accordance with sustainability criteria beyond our due diligence requirements.

Prevention and detection of corruption and bribery (G1-3)

In the event of questions, complaints or cases of potential violations, every employee can 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.

Confirmed incidents of corruption or bribery (G1-4)

The external ombudspersons submit annual reports to the Chief Compliance Officer. In the reporting period, the ombudspersons did not receive any complaints. Schmitz Cargobull did not have any corruption incidents in financial year 2024/25. Nor did any incidents related to the failure to adhere to laws and regulations take place in the social, ecological and economic sector. With regard to money laundering, no violations of the guidelines and other money laundering regulations occurred.

About the Report

This is Schmitz Cargobull AG's third Sustainability Report. It is valid for financial year 2024/2025 (1 April 2024 to 31 March 2025) and was published on 13 October 2025. The previous report was prepared for financial year 2022/23 and was pub-

lished on 23 October 2023. The next report is expected to be published in autumn 2027. The report has been prepared voluntarily on the basis of the ESRS and has not been subjected to external review.

Group of consolidated companies

The basis for consolidation corresponds to that of the consolidated financial statements. The table below lists all companies that perform reporting-relevant business activities. In addition to Schmitz Cargobull AG, these include 11 companies within Germany and 43 outside Germany (see overview in ta-

ble) with a total of 67 locations. There are 21 other companies not included in the list as they do not perform relevant activities, do not have any employees, or are not majority-owned by Schmitz Cargobull.

GROUP OF CONSOLIDATED COMPANIES

Companies with production sites

- | | |
|--|--|
| <ul style="list-style-type: none"> ▶ Schmitz Cargobull AG, Altenberge/Germany ▶ Schmitz Cargobull Gotha GmbH, Gotha/Germany ▶ Schmitz Cargobull Baltic UAB, Panevėžys/Lithuania ▶ Schmitz Cargobull Ibérica SA, Zaragoza/Spain ▶ Schmitz Cargobull Treyler Sanayi ve Ticaret Limited Şirketi, Adapazarı/Republic of Türkiye | <ul style="list-style-type: none"> ▶ Schmitz Cargobull (UK) Ltd., Manchester/United Kingdom ▶ Schmitz Cargobull Michalovce s.r.o., Michalovce/Slovakia ▶ Schmitz Cargobull PTY LTD, Melbourne/Australia ▶ Cargobull Cool GmbH & Co. KG, Vreden/Germany ▶ TSE Trailer-System-Engineering GmbH & Co. KG, Ratshausen/Germany |
|--|--|

Subsidiaries in Germany

- | | |
|--|---|
| <ul style="list-style-type: none"> ▶ Schmitz Cargobull Overseas GmbH, Altenberge/Germany ▶ Schmitz Cargobull Finance GmbH, Horstmar/Germany ▶ Schmitz Cargobull Finance Deutschland GmbH, Horstmar/Germany ▶ Cargobull Parts & Services GmbH, Altenberge/Germany | <ul style="list-style-type: none"> ▶ Cargobull Telematics GmbH, Münster/Germany ▶ Cargobull Trailer Store GmbH, Altenberge/Germany ▶ KubikX GmbH, Münster/Germany ▶ Preis Ingenieurbüro GmbH, Bühlertal/Germany |
|--|---|

Subsidiaries outside of Germany

- | | |
|--|---|
| <ul style="list-style-type: none"> ▶ Schmitz Cargobull Austria Ges.m.b.H, Wals-Siezenheim/Austria ▶ Schmitz Cargobull Belgium BVBA, Gent/Belgium ▶ Schmitz Cargobull Bulgaria EOOD, Sofia/Bulgaria ▶ Schmitz Cargobull Danmark A/S, Padborg/Denmark ▶ Schmitz Cargobull doo., Belgrade/Serbia ▶ Schmitz Cargobull doo., Sarajevo/Bosnia Herzegovina ▶ Schmitz Cargobull Eesti OÜ, Rae vald, Jüri/Estonia ▶ Schmitz Cargobull France S.a.r.L., Saint Quentin-Fallavier/France ▶ Schmitz Cargobull Georgia, Tbilisi/Georgia ▶ Schmitz Cargobull Hellas AE, Mandra/Greece ▶ Schmitz Cargobull Italien S.R.L., Sommacampagna/Italy ▶ Schmitz Cargobull Kroatien d.o.o., Zagreb-Sesvete/Croatia ▶ Schmitz Cargobull Latvija SIA, Riga/Latvia ▶ Schmitz Cargobull Macedonia DOOEL, Skopje/North Macedonia ▶ Schmitz Cargobull Magyarorszag Kft., Bicske/Hungary ▶ Schmitz Cargobull Maroc SARL, Casablanca/Morocco ▶ Schmitz Cargobull Moldau SRL, Chisinau/Moldova ▶ Schmitz Cargobull Nederland B.V., Zevenbergen/Netherlands ▶ Schmitz Cargobull Norge AS, Jessheim/Norway | <ul style="list-style-type: none"> ▶ Schmitz Cargobull Portugal Unipessoal Lda, Rio Maior/Portugal ▶ Schmitz Cargobull Rumänien SRL, Bucharest/Romania ▶ Schmitz Cargobull Schweiz AG, Kappel/Switzerland ▶ Cooling Unit Engineering AG, Kappel/Switzerland ▶ Trailer Engineering AG, Kappel/Switzerland ▶ Schmitz Cargobull Shanghai Co., Ltd., Shanghai/China ▶ Schmitz Cargobull Vehicles (Shanghai) Co., Ltd., Shanghai/China ▶ Schmitz Cargobull Slovenija doo., Muta/Slovenia ▶ Schmitz Cargobull Suomi OY, Vantaa/Finland ▶ Schmitz Cargobull Sverige AB, Helsingborg/Sweden ▶ Schmitz Cargobull Ukraine GmbH, Kyiv/Ukraine ▶ «SCHMITZ CARGOBULL SCA» LLC, Tashkent/Uzbekistan ▶ ATLANTIS GLOBAL SYSTEM S.L, Almeria/Spain¹⁾ ▶ CBNA, LLC, Delaware/USA ▶ Cargobull Finance Penzügyi Szolog. Kft., Hungary, Bicske/Hungary ▶ Cargobull Finance Polska SP z o.o., Ozarow, Mazowiecki/Poland ▶ Cargobull Finance Romania SRL, Bucharest/Romania ▶ TOO Schmitz Cargobull KAZ, Almaty/Kazakhstan |
|--|---|

¹⁾ The company ATLANTIS GLOBAL SYSTEM S.L was unable to provide any usable data during the reporting period for technical reasons.

Methods and assumptions

GHG reporting (E1-4)

Various methods and assumptions were applied for GHG reporting; these are set out in the table below.

SCOPE ► METHODS AND ASSUMPTIONS FOR GHG REPORTING

Scope 1

- Direct carbon emissions include all relevant fossil energy sources: diesel, petrol, LPG, heating oil, and natural gas
- Fugitive emissions were calculated based on purchased refrigerant quantities and reference values in the GHG Protocol for refrigerant losses
- No consideration of country-specific biogenic content in fuels
- Emissions factors in accordance with GEMIS 5.1 and DEFRA databases

Scope 2

- Recording of indirect emissions, including purchased power
- Site-specific emissions were calculated according to the country in question using the EMBER databases
- Market-specific emissions were calculated based on purchased energy mixes or the respective residual mix for the country in question

Scope 3.1

- Emissions from purchased goods and services were mainly calculated based on material weights using activity-based emissions factors from the ecoinvent databases
- Emissions from the remaining purchase volume without activity-based data was calculated with the help of finance-based emissions factors from the exiobase database

Scope 3.2

- Emissions from purchased capital goods were calculated in the same way as finance-based data in Scope 3.1

Scope 3.3

- Emissions from fuel- and energy-related activities were calculated with the help of well-to-tank and T&D emissions factors based on the fuel and energy consumptions in Scope 1 and Scope 2

Scope 3.4

- Emissions from commissioned transport services were calculated based on calculated tonne-kilometres for specific activities with help from GLEC emissions factors
- Emissions from CEP services were calculated based on expenditure

Scope 3.5

- Emissions from waste were calculated based on actual waste and disposal data using activity-based emissions factors from the ecoinvent database

Scope 3.6

- Emissions from business trips were calculated using finance-based emissions factors from the exiobase database

Scope 3.7

- Emissions from commuter trips made by employees were calculated using estimated daily kilometres and the transport used

Scope 3.8

- Emissions from leased passenger cars were determined based on actual fuel consumption and individual estimates
- Emissions from rented property and leased internal transport vehicles (forklift trucks, terminal tractor units) were included in Scope 1

Scope 3.9

- Emissions from downstream transport operations are not applicable to the business model as semi-trailers and their spare parts enter the usage phase directly after delivery

Scope 3.10

- Emissions from the processing of sold products are not applicable to the business model as semi-trailers and their spare parts enter the usage phase directly after delivery

Scope 3.11

- Emissions from the usage phase only contain direct emissions from the operation of transport cooling units
- Emissions were determined based on the number of refrigerated box body semi-trailers and transport cooling units produced
- Assumptions were made regarding their usage life and average fuel consumption with the help of VECTO reference figures
- Refrigerant losses were calculated with the help of manufacturer specifications and GLEC reference figures

Scope 3.12

- Emissions related to the handling of sold goods at the end of their lifecycles were calculated based on the products produced and an analysis of their bills of materials regarding the composition of waste (metals, plastics, wood and mixed) and its final treatment (recycling, incineration, landfill)
- The refrigerant reprocessing rate was determined with the help of IPCC reference figures

Scope 3.13

- Emissions from rented or leased fixed assets were included in Scopes 3.11 and Scope 3.12

Scope 3.14

- Emissions from franchise activities have not been applied to the business model to date

Scope 3.15

- Emissions from equity investments over which Schmitz Cargobull has no operative control were calculated using investment-specific methods. For this process, the companies' Scope 1 and 2 emissions were allocated to this scope in accordance with the capital investment

Energy accounting (E1-5)

To report energy consumption levels, energy consumption for stationary and mobile applications within the company's own business operations was recorded. To determine the percentages for energy from renewable and non-renewable sources, we used the suppliers' energy mix data or the country-specific EMBER energy mix database. For energy consumption levels for small properties and fleets without any primary data, estimates were prepared based on the areas and vehicles used.

Measurement of resources and waste (E5-3)

The weights of resources and packaging used were reported based on stored weight master data and incoming goods quantities for the reporting period. The weights of capital goods procured during the period and non-production material were not included due to a lack of available data.

Waste was reported based on data from disposal service providers for production and logistics sites. For a small proportion of data, there was no information available about disposal channels, meaning that assumptions were made instead. Sites without links to production and storage were not included in the reporting figures due to their low level of significance.

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▸ SBM-3 – Material impacts, risks, and opportunities, and their interaction with strategy and business model	16–17; 19–20	48d-e
▸ IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities	18; 8	53e-g
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► G1-6 – Payment practices		Not reported

Editorial notes

In individual cases, rounding may result in deviations in reported figures.

All forward-looking statements in this report are based on assumptions valid at this report's copy deadline. Actual results, developments or the performance of Schmitz Cargobull AG may deviate from our forecasts, estimates and announcements due to unknown risks, uncertainties and other factors.

The full Sustainability Report is publicly available on our website at <https://www.cargobull.com/en/company/sustainability/report> and can be downloaded as a PDF file there.

For any queries, please contact Thomas Wissing de Freitas at Thomas.WissingdeFreitas@cargobull.com.



The Trailer Company.



Schmitz Cargobull AG

Bahnhofstraße 22 · 48612 Horstmar · Germany

Tel: +49 2558 81-0

Fax: +49 2558 81-500

www.cargobull.com