

# 2025 SUSTAINABILITY REPORT

incl.  
2024/25  
Environmental  
Report

Headquarters in Hörsching with  
14,000 m<sup>2</sup> of photovoltaics panel area



**"We are determined to free humanity from the tyranny of poverty and hardship and to heal and protect our planet. We are determined to take the bold and transformative steps that are urgently needed to put the world on the path to sustainability and resilience. We promise to leave no one behind on this shared journey we are embarking on today."**

#### **Preamble to the United Nations 2030 AGENDA**

At SCHACHINGER Logistik, we are committed to the United Nations' sustainability goals. Our attitude and our decisions are based on a well-preserved environment and the pursuit of liveable working conditions with a focus on education, health, social affairs and fairness.

# Forewords



"See instead of suppress.  
Learn instead of resist.  
Act instead of react.  
Forgive instead of insisting on being right.  
Connect instead of divide.  
The ancient traditions of wisdom  
remind us of all this."

Amid the increasingly visible crises of mental health, meaning, climate, trust and the wider polycrisis, nothing feels truer to me than this. It often seems absurd how we run ourselves into the ground when there's no hope of any real fulfilment – some more loudly and relentlessly than others.

Otto Scharmer's 'Theory U' illustrates, via the Absencing curve, how we lose ourselves in collective patterns – intensified by algorithms – in perpetual media loops, political reactivity, and ego-patterns for which further development is often perceived as a threat. Never before in human history has it been so exhilarating – peak and trough lying side by side. Are we seeing the last rebellion of a dysfunctional ego?

I find it genuinely healthy to work in person with colleagues in a company and to be able to create real value for clients, employees, partners and society. We practise ever more consciously and learn from the qualities of the traditions of wisdom – and from 25 years of more sustainable business practice. Because, as neuroscience, medicine and quantum physics show, practice makes the difference.

In this report, we offer insight into what we do with joy and what we have created. Two new projects are just beginning, both aimed at strengthening resilience: with the responsibility that comes with our market leadership in healthcare logistics, we want to be able to supply all hospitals with medicines in a range of crisis scenarios. And in spring, we will build Austria's largest electricity storage facility next to the well-known energy-self-sufficient LT1 – embedded in an integrated energy park covering more than 21.5 hectares across 28 plots.

Stay tuned. Let's practise the things that matter.

In solidarity,

**Maximilian Schachinger**

Owner and Chair of the Advisory Board  
of the SCHACHINGER Logistik Group



"We are convinced that those who take responsibility shape the future!"

At SCHACHINGER Logistik, sustainability is not an add-on, but an integral part of modern corporate management. As part of our corporate culture, it is firmly anchored in our thoughts and actions. Specifically, this means that we actively reduce emissions, promote biodiversity, focus on people, meet our stakeholders on an equal footing, and support our customers with sustainable solutions. Our investments deliberately go beyond legal standards. We rely on innovative technologies and sustainable processes that have a long-term impact. In numerous projects, we commit ourselves with genuine conviction to advancing the environment and society. Because sustainability only works through value-driven collaboration, we are gladly part of alliances such as the Council for Sustainable Logistics (CNL), Klima.Zukunft.Oberösterreich ('Climate.Future.Upper Austria'), and the Climate Alliance of the City of Vienna. Here, we share our experiences, learn with others and create solutions for tomorrow together.

**Dr Ehrenfried Werderits**

Management of Schachinger Logistik Holding GmbH  
and Spokesperson for the Management Board



"Our aspiration: to treat each other, our customers and our suppliers with respect and appreciation at all levels."

Through our innovative and consistently sustainable actions, we provide impetus for the logistics industry. Honesty and trust form the basis of our cooperation. Solidarity and individual responsibility are inseparably linked at our company. Everyone is responsible for themselves, the team and our common future. For us, it's clear: anyone who wants to be sustainably successful in the market needs motivated and qualified employees – and the best people go to those who offer the best conditions. Flexibility, health and education are key elements of that. We rely on technical innovation, responsible choice of materials and a cooperative partnership. Because real sustainability arises where economic success is combined with social and environmental responsibility.

**Dipl.-Ing. Günther Cfrerer, MBA**

Management of Schachinger Logistik Holding GmbH

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# Brief portrait of SCHACHINGER Logistik

[ESRS2 SBM-1]

SCHACHINGER Logistik is a family-run company based in Upper Austria and is one of the largest providers of specialised logistics in Austria. For more than 85 years, the Group has offered tailored solutions for seven industries across its 18 sites in Austria and CEE: food, automotive, construction materials, pharma/healthcare, high-tech, logistics engineering, and land transport and parcel shipping. In the 2024/25 financial year, the company employed more than 700 people.

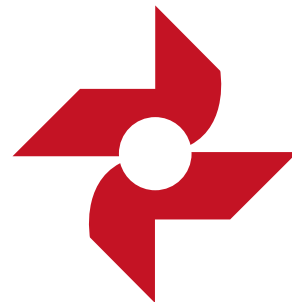
The management of our company consists of Dr Ehrenfried Werderits and Dipl.-Ing. Günther Gfrerer. Ehrenfried Werderits is responsible for the central services of controlling, HR, accounting, sustainability, legal, IT, facility management, the energy transition team and is responsible for Schachinger Paketdienst GmbH. Within the holding company, Günther Gfrerer heads Marketing and the sectors SCHACHINGER pharma-logistik, SCHACHINGER logistik service (Techlog and TRCplus), SCHACHINGER baurologistik, SCHACHINGER automotive, SCHACHINGER marken & frische logistik, as well as SHP Spedition.

Sustainability is integrated into the corporate strategy and anchored in the corporate culture. With the "DRIVING CHANGE" strategy, SCHACHINGER Logistik pursues a holistic CSR and ESG approach, supplemented by the Roadmap to ZERO climate strategy. Our goals include the complete decarbonisation of the fleet by 2040 and a 50% reduction in CO<sub>2</sub> at the sites by 2035. Today, around 60% of company cars are already electric, and the first electric trucks and electric vans are in use.

The sustainability strategy is built on four focal areas:

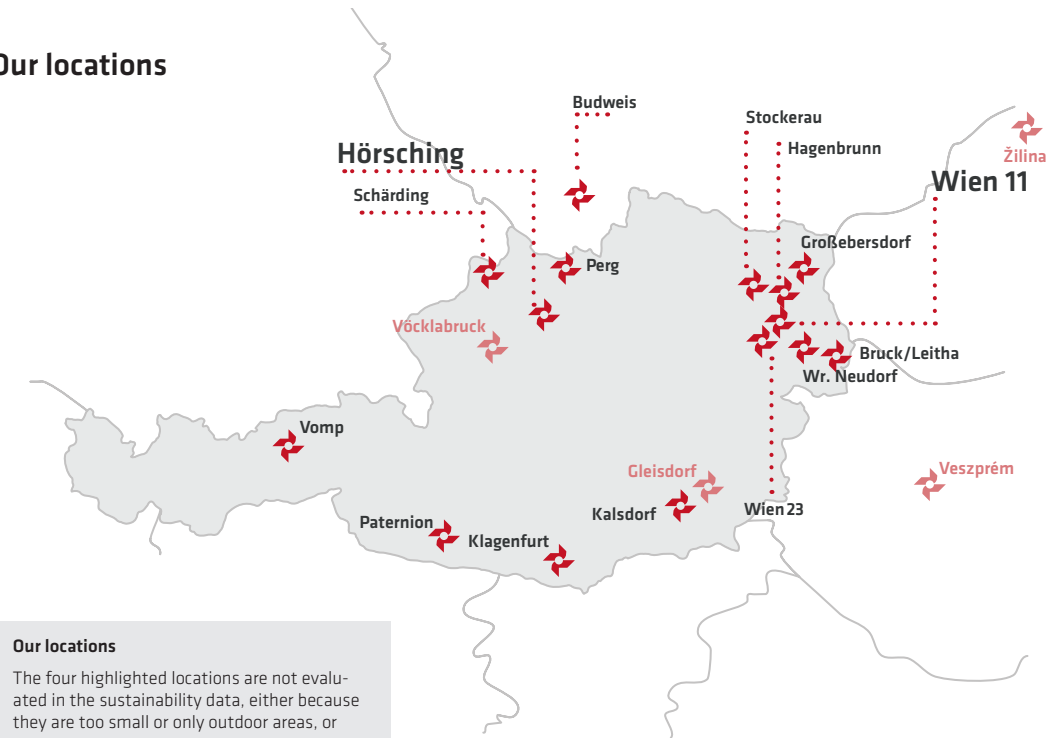
- 1. Responsibility:** responsibility for growth by combining profitability and resource conservation
- 2. Social impact** for SCHACHINGER employees and employees in the value chain: taking responsibility for our own workforce and for employees in the value chain
- 3. Sustainable business:** partnership-based cooperation and dialogues with customers, suppliers and initiatives for sustainable logistics
- 4. Environment & climate:** innovative concepts, ecological responsibility and investments in e-mobility, photovoltaics, and the circular economy

With this approach, SCHACHINGER aims to continuously combine ecological, social and economic responsibility and design future-proof logistics solutions.



# Numbers, data, facts

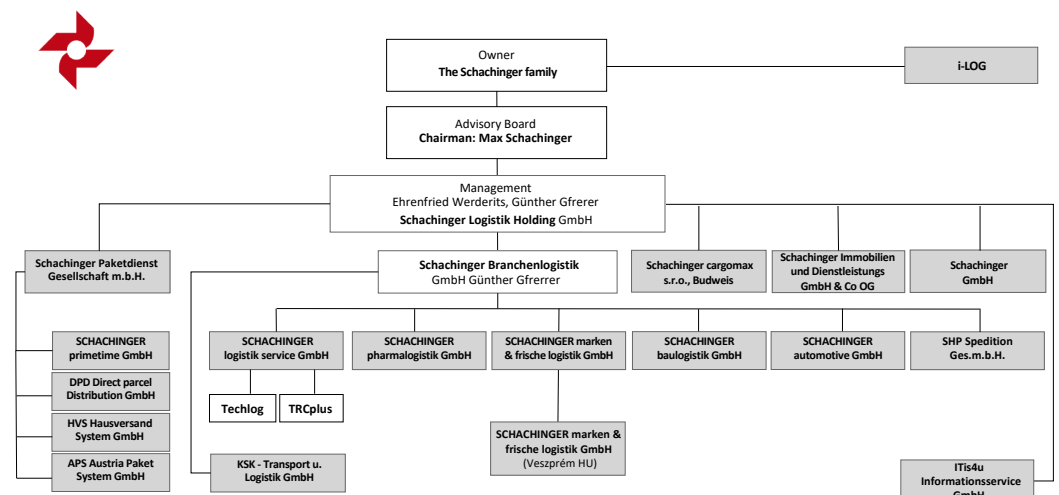
## Our locations



### Our locations

The four highlighted locations are not evaluated in the sustainability data, either because they are too small or only outdoor areas, or because they are no longer actively managed. The 15 other marked locations are assessed.

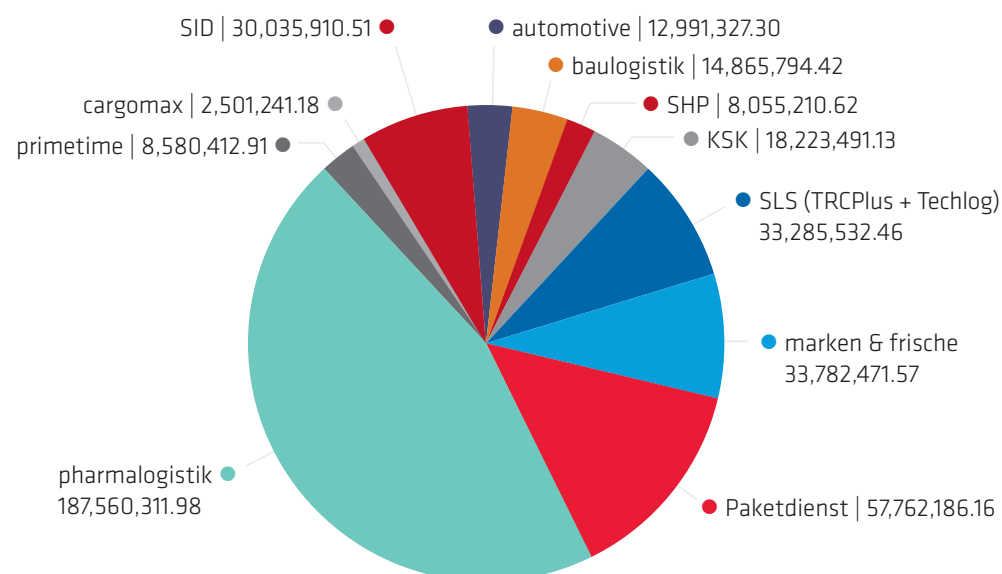
## Organisational chart





## Our core business

### Sales per sector (legal company structure)



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Hörching site © SCHACHINGER Logistik

## Subsidiaries and affiliates

- Schachinger Logistik Holding GmbH Austria | 100%
- Schachinger Branchenlogistik GmbH Austria | 100%
- Schachinger Paketdienst GmbH Austria | 100%
- Schachinger Immobilien und Dienstleistungs GmbH & Co. OG Austria | 100%
- Schachinger GmbH Austria | 100%
- SCHACHINGER pharmalogistik GmbH Austria | 100%
- SCHACHINGER marken & frische logistik GmbH Austria | 100 %
- SCHACHINGER baulogistik GmbH Austria | 100%
- SCHACHINGER automotive GmbH Austria | 100%
- SHP Spedition Ges.m.b.H. Austria | 100%
- Schachinger Cargomax s.r.o. Budweis Czech Republic | 100%
- SCHACHINGER logistik service GmbH Austria | 100%
- SCHACHINGER primetime GmbH Austria | 100%
- 1-0-1 Impact GmbH Austria | 100%
- KSK - Transport u. Logistik GmbH Austria | 50%

SCHACHINGER holds a 100% share in all listed companies with the exception of KSK - Transport u. Logistik GmbH. The reporting limit covers all companies in the group in which SCHACHINGER holds a stake of at least 50%.

\* Cut-off date for Group revenue: 31 March 2025 – incl. KSK - Transport u. Logistik GmbH

\*\* Number of employees incl. KSK - Transport u. Logistik GmbH and Schachinger cargomax s.r.o.; this figure differs from the management report as that report records the average value

\*\*\* Number of trucks incl. KSK - Transport u. Logistik GmbH

\*\*\*\* Freight companies with a value creation sum of over EUR 10,000

## SCHACHINGER FACTS 2025\*

789\*\* employees

EUR 357 million in annual turnover

17,677 subsidised organic meals

1,178 kg of food is stocked in the event of an emergency situation

18 locations

7 sectors

15 companies

160,000 m² of storage space – including office space

158,850 pallet spaces

78 small vans (< 3.5 t)

80\*\*\* trucks (3.5 t to 40 t), including 3 electric trucks

92 cars (including 62 electric cars)

344 freight companies\*\*\*\*

9,500 solar modules at the sites corresponding to 19,000 m² of module area

3,800 kWp photovoltaics, a further 5,000 kWp in planning, which corresponds to approximately an annual consumption of 1,500 households

96 charging points for operational use and publicly accessible, another 30 fast charging points (some with up to 400 kW) in implementation

700,000 kWh less electricity purchased compared to 2021

3.5 million kWh in gas savings, of which 2 million kWh are from the biomass heating plant, the rest from building upgrades, optimisation, training, etc.

100% eco-label-certified green electricity; UZ46 at our own locations and rental locations where we purchase energy ourselves

# Our challenges

[ESRS2 SBM-1]

The Austrian road freight transport industry is facing major upheavals. Regulatory pressure from CO<sub>2</sub> pricing, diesel bans and alternative powertrains requires accelerated decarbonisation. At the same time, the charging infrastructure for electric trucks and hydrogen vehicles remains inadequate. The expansion of the charging infrastructure is stagnating throughout Austria: in 2024, only 100 more charging points were counted than in the previous year, while the total output increased by 63%. Bottlenecks due to construction sites, transit loads and dilapidated roads make planning difficult. Added to this are wage dumping through low-cost offers, a shortage of drivers, and cabotage rules that are difficult to monitor (i.e., the provision of transport services within a country's borders by a foreign haulage company), all of which affect competitiveness.

Statistics show that the vast majority of freight transport in Austria in 2023 took place on the road (55.1 billion tonne-kilometres), while investment flowed more into rail (70%) than into long-distance roads (30%). The logistics industry, which causes more than a third of GHG emissions worldwide, is therefore under special observation.

SCHACHINGER Logistik is taking responsibility: with measures to increase efficiency, the use of renewable energies and sustainable packaging solutions. The EU Green Deal and the Fit for 55 initiative are tightening the framework conditions: from 2035, no new combustion vehicles may be sold, and Austria must reduce emissions in the transport sector by 8.3 million tonnes by 2030.

The company renewed its certified energy management in 2025, published three consecutive

environmental reports and voluntarily committed to reporting in accordance with the CSRD (Corporate Sustainability Reporting Directive). In addition, an ESRS (European Sustainability Reporting Standards) Readiness Check was carried out, ratings were achieved at EcoVadis (top 2%) and CDP, and participation in the Science Based Targets initiative (SBTi) was established. SCHACHINGER is guided by the United Nations SDGs and the model of the Economy for the Common Good (ECG), with its own balance sheet in the 2024 Sustainability Report.

## This is how we address the operational challenges

SCHACHINGER meets warehouse challenges with health programmes such as the Workplace Health Promotion (BGF) project, modern technology and an appreciative corporate culture. The 'Work-Life Balance' social programme also ensures optimal framework conditions.

Due to the increased psychological stress in the workplace, a new mental counselling service was set up with Mavie Work. The quota of counselling hours is set at around 4,000 hours so that all employees can make use of the service. Currently, the booking rate is 10%, and the trend is rising. Challenges in the context of digitisation and automation, for example, through new scanning systems, are reduced by appropriate training.

Sustainability is a central part of the strategy – both ecologically and socially. In total, there are over 38 working time models to meet the diverse requirements. An organic canteen and joint events strengthen cooperation. This is how we adapt to market changes and increasing requirements.

# About this report

[ESRS2 BP-2]

The ESG sustainability declaration of the SCHACHINGER Logistik Group was prepared for the 2024/25 financial year on a voluntary basis in accordance with the European Sustainability Reporting Standards (ESRS). As of June 2025, it was subjected to a high-level review by KPMG Austria GmbH.

In this sustainability report (in line with the ESRS), we focus on the key content and aim to connect the world of audit-driven ESG disclosures with readability for our core stakeholders. The complete indicators are given in the separate ESG sustainability declaration.

The report covers the subsidiaries and affiliated companies of the SCHACHINGER Logistik Group (see page 7).



## Declaration on the mandatory and relevant ESRS indicators according to the CSRD of the European Union:

**BP – Basis for Preparation:** Describes the general principles, methods and assumptions on which the preparation of the sustainability report is based.

**SBM – Strategy and Business Model:** Explains how sustainability is integrated into the corporate strategy, business model and value chain.

**IRO – Impact, Risk and Opportunity Management:** shows how significant impacts, risks and opportunities related to sustainability are identified, assessed and managed.

**GOV – Governance:** Describes the internal management and responsibility for sustainability in the company – in particular, the role of the management and supervisory bodies, their information situation,

incentive systems and internal control and risk management systems in the context of sustainability reporting.

**E – Environment:** Refers to environmental issues such as climate change, resource use, pollution and biodiversity, including relevant targets, measures and indicators.

**S – Social:** Covers social aspects, including working conditions, human rights, diversity, equality, and impact on communities.

**G – Governance:** Focuses on external entrepreneurial behaviour, in particular, business ethics, integrity, corruption prevention, lobbying, supplier relations and human rights due diligence – that is, how the company behaves responsibly and puts its values into practice.

## Background to CSRD & ESRS

The Corporate Sustainability Reporting Directive (CSRD) obliges large companies to standardise sustainability reporting from 2025 onwards. The European Sustainability Reporting Standards (ESRS) form the content basis of these reports and consist of:

- two cross-divisional standards:
  - » ESRS 1: general requirements (no data points, but structural specifications)
  - » ESRS 2: general disclosure requirements (193 mandatory data points)
- ten topic-specific standards:
  - » Environment (E1–E5), Social (S1–S4), Governance (G1)

The application is based on double materiality: only those data points that are essential for the company must be reported – either due to their impact on the environment and society (impact materiality) or due to their financial relevance (financial materiality).

## Our voluntary reporting approach at SCHACHINGER

Although we are not subject to the CSRD reporting requirement, we report comprehensively in line with the ESRS indicators – and we do so out of conviction:

- We have been reporting according to international standards such as GRI for over ten years.
- Our reporting is not about regulatory compliance but about measuring impact.
- We want to show our stakeholders how our sustainable development is unfolding.
- The application of the ESRS enables us to present our ESG services in a systematic, comparable and future-oriented manner.

## Conclusion

We do not write reports because we have to, but because we want to have an impact.

SCHACHINGER stands for transparent, credible and impact-oriented sustainability communication that goes beyond regulatory requirements. The voluntary application of the ESRS indicators is an expression of our attitude: responsibility does not begin with duty, but with the will to change.

### Economy for the Common Good (ECG)

The 2024 sustainability report was prepared on an ECG basis, unlike this year's report, and includes an ECG balance sheet for the 2022/23 and 2023/24 financial years. As the assurance for the common good balance sheet expires in 2026, a new ECG balance sheet will be prepared for the forthcoming 2026 sustainability report. This is a participatory process in which employees from the entire SCHACHINGER Group will again participate and which will be audited externally. The forthcoming balance sheet will cover the 2024/25 and 2025/26 financial years. For more information, see the "SCHACHINGER Sustainability Report 2024".



## How we see ourselves and how we work

[ESRS2 BP-2]

The SCHACHINGER sustainability strategy comprises four main areas of focus:

**Responsibility:** all company-wide processes – administrative and operational – are regularly checked for environmental friendliness, social compatibility and safety. Guidelines and policies form the framework for strategic sustainability work.

**Sustainable business:** sustainability and profitability are understood as complementary factors. Synergies with customers and suppliers conserve resources and, at the same time, lay the foundation for long-term corporate development.

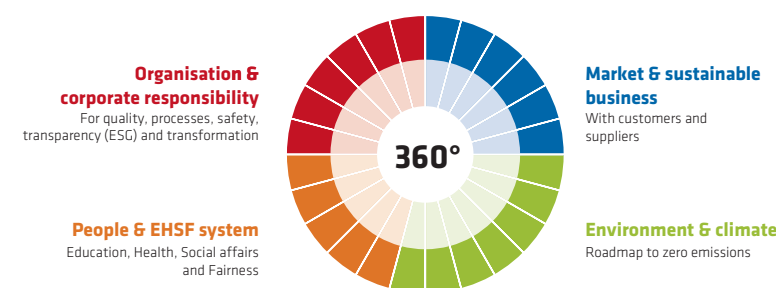
**Social impact** for SCHACHINGER employees and for employees in the value chain: guided by the SDGs and the Economy for the Common Good, with clear principles on human rights, working conditions, environmental protection and anti-corruption. The signing of the "Diversity Charter" and the integration of these principles into strategy, culture and day-to-day business underline social responsibility.

**Environment & climate:** the switch to renewable energies is already underway. At the same time, SCHACHINGER promotes circular economy approaches in order to align processes and systems in a resource-efficient manner. Training focused on conserving materials supports this approach.



### 360° sustainability

The SCHACHINGER sustainability strategy "Driving Change" follows a holistic approach based on **CSR and ESG criteria** for economic, ecological and social performance.



**CSR/ESG management system certified according to ONR 192500 since 2025:** Strategy, being a social employer, ethics, the environment, compliance, and sustainable procurement.

# Our sustainability management system

The 360-degree effect of sustainable development in the company depends on holistic implementation.

Structurally, this is not only about analysing the current situation, but also about defining the goals and the measures required to achieve them. It is extremely important to be guided by standards. An integrated CSR management system is essential. ESG is often referred to as the new CSR. However, there are considerable differences between these two terms. CSR is the strategic alignment of the core business with economic, environmental and social priorities, while ESG provides management with guidance for finance-ready reporting in line with the Green Deal. That is why we work stra-

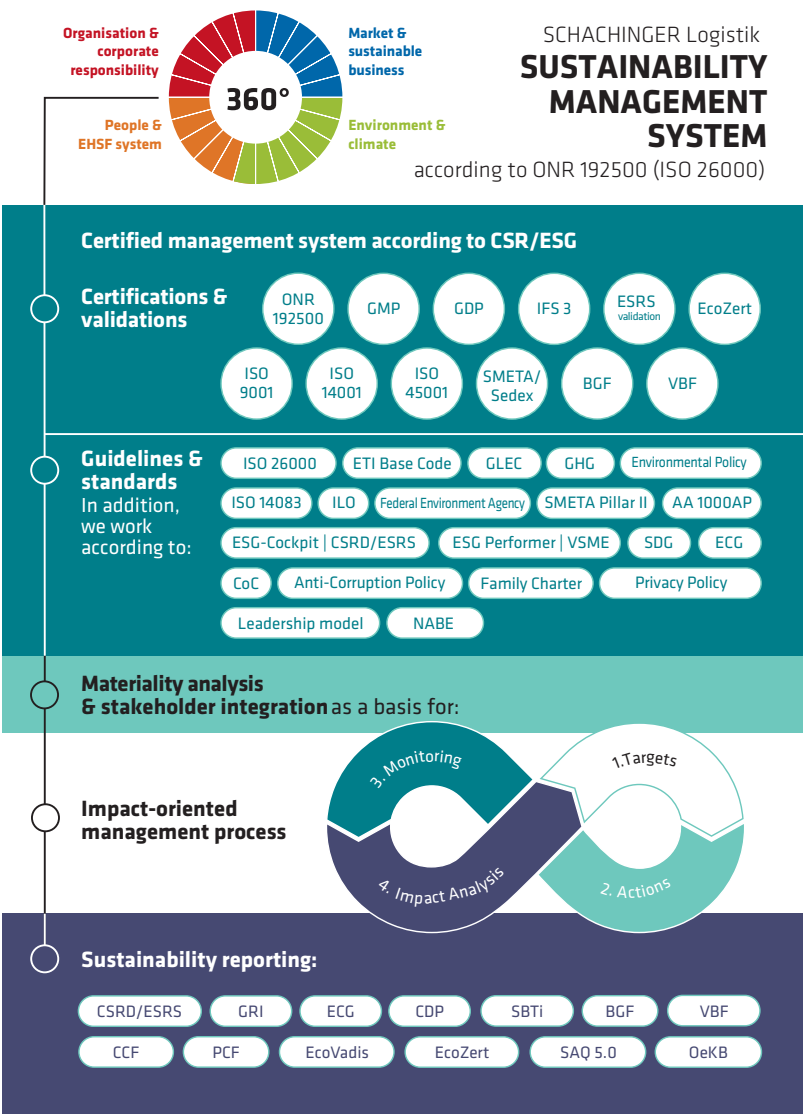
tegically according to CSR and ESG-oriented management guidelines. We use the contents of ONR 192 500 as a framework.

## Conclusion

CSR is not an add-on, but an integral part of modern corporate management. It combines economic efficiency with social responsibility and ecological foresight – and thus creates the basis for sustainable success.

# Why CSR-integrated management makes sense

Dimension	Benefit/impact
Strategic	<ul style="list-style-type: none"><li>• CSR strengthens long-term competitiveness through sustainable business models and innovation.</li><li>• CSR enhances reputation and positions the company as a responsible market player.</li></ul>
Operational	<ul style="list-style-type: none"><li>• Through integration into processes (e.g., purchasing, HR, production), risks are identified and managed at an early stage.</li><li>• Sustainability goals can be linked to classic KPIs and embedded in the control systems.</li><li>• Employees identify more strongly with the company, which increases motivation and loyalty.</li></ul>
Social	<ul style="list-style-type: none"><li>• CSR helps address societal challenges (e.g., climate protection, social justice).</li><li>• It promotes trust among stakeholders such as customers, partners and the public.</li><li>• Companies take responsibility beyond their value chain.</li></ul>
Financial	<ul style="list-style-type: none"><li>• CSR reduces long-term costs through resource efficiency, risk minimisation and more resilient supply chains.</li><li>• Sustainable companies are more attractive to investors and benefit from ESG-compliant financial products.</li></ul>
Cultural & internal	<ul style="list-style-type: none"><li>• CSR promotes a value-oriented corporate culture.</li><li>• It creates spaces for co-determination, diversity and personal development.</li><li>• Integrating it into leadership, communication and training strengthens social cohesion.</li></ul>



## Legend – SCHACHINGER Logistik sustainability management system

### Certifications & validations:

- ONR 192500: Certification for the social responsibility of organisations (CSR) based on ISO 26000 (certified since 2025)
- ISO 9001: Quality management system to ensure consistent product and service quality (certified since 1997)
- GMP – Good Manufacturing Practice: Guideline for quality assurance in the pharmaceutical and food sector (re-certified in 2022)
- GDP – Good Distribution Practice: regulatory framework for ensuring the proper logistics of medicinal products (re-certified in 2021)
- IFS 3 – International Featured Standard: certified food logistics (certified since 2006)
- ESRS validation by KPMG in the form of a readiness check of our complete ESG sustainability statement (2024/25)
- EcoZert: credit certificate for economically stable companies with a sustainable focus (certified since 2024)
- ISO 14001: Environmental management system for the systematic reduction of environmental impacts (certified since 2004)

- ISO 45001: Occupational health and safety management system to promote safe and healthy workplaces (certified since 2021)
- SMETA Pillar II/Sedex: Social audit with a focus on working conditions and health protection (certified since 2022)
- BGF – Workplace health promotion: Award for systematic workplace health promotion (first certified in 2012, current period 2025–27)
- VBF – Work-life balance audit: certification for family-friendly personnel policy and work-life balance (certified since 2024)

### Guidelines & standards:

- ISO 26000: Guidance on the social responsibility of organisations
- ETI Base Code/UN Human Rights Convention: international treaty to safeguard fundamental human rights worldwide
- GLEC Framework: framework for calculating emissions in logistics
- GHG Protocol: methodology for recording and accounting for greenhouse gas emissions



- Environmental policy: internal guidelines for protecting the environment and conserving resources
- ISO 14083: standard for accounting for greenhouse gas emissions in transport
- ILO Core Labour Standards: international minimum standards for decent work
- Federal Environment Agency: Calculation factors for CO<sub>2</sub> calculation
- SMETA Pillar II: see Certifications & Validations
- AA 1000AP: Principles for credible stakeholder engagement and sustainability reporting
- ESG Cockpit: data management tool for sustainable reporting pursuant to CSRD/ESRS
- ESG Performer: ESG supplier evaluation according to the VSME standard
- SDG – Sustainable Development Goals: the UN's 17 global goals for sustainable development
- ECG – Economy for the Common Good: stakeholder-oriented evaluation tool for measuring social benefits
- CoC – Code of Conduct: rules for ethical and lawful conduct in the company and for suppliers
- Anti-Corruption Policy: Policy on the prevention of bribery and unfair conduct
- Family Charter: Commitment to promoting social and family working conditions
- Privacy Policy: Regulations for the protection of personal data
- Leadership model: Guidance for orientation in daily cooperation and a common understanding of good leadership
- NABE – Sustainable Procurement Policy: Policy for sustainable and responsible procurement
- Additional guidelines & standards not shown in the graphic:
- Diversity Charter: Commitment to promoting diversity, appreciation and inclusion in organisations
- IDG – Inner Development Goals: Framework for promoting inner competencies

#### Sustainability reporting:

- CSRD/ESRS – Corporate Sustainability Reporting Directive/ European Sustainability Reporting Standard: EU requirements for comprehensive, standardised sustainability reporting
- GRI – Global Reporting Initiative Standards: global guidelines for transparent and comparable sustainability reports
- ECG – Economy for the Common Good: See guidelines & standards
- CDP – Carbon Disclosure Project: Disclosure platform for environmental and climate data
- SBTi – Science Based Target initiative: initiative for the science-based definition of climate targets
- BGF – Workplace health promotion: see Certifications & Validations
- VBF – Work-life balance audit: see Certifications & Validations
- CCF – Corporate Carbon Footprint: the company's CO<sub>2</sub> footprint
- PCF – Product Carbon Footprint: CO<sub>2</sub> footprint of a product or service over the entire life cycle
- EcoVadis: Sustainability rating for companies along the supply chain
- EcoZert: See Certifications & Validations
- SAQ 5.0 – Sustainability Assessment Questionnaire (Version 5): Supplier self-disclosure on sustainability and compliance
- OeKB ESG Data Hub: Database of the Austrian Control Bank for collecting and managing ESG data

## Roadmap to ZERO

The "Roadmap to ZERO" has been a central part of the "DRIVING CHANGE" sustainability strategy since 2020 and defines the roadmap for decarbonisation. The approach is based on the avoidance, reduction and compensation of CO<sub>2</sub> emissions with the involvement of internal and external experts, as well as taking into account political, economic and environmental framework conditions.

The first company-wide Corporate Carbon Footprint was created as early as 2018/19, which has enabled continuous monitoring since then. Building on this, the greatest levers for reducing emissions were recorded in a catalogue of measures, which is regularly reviewed and adjusted – see also the table with the targets and actions (from page 78).

#### Progress in implementation:

- Around 60% of company cars are already electric.
- The first electric trucks and electric vans have been put into operation.
- As of 2032, trucks with combustion engines will no longer be purchased.

#### Overarching objectives:

- 2035: –50% emissions at sites
- 2040: –80% emissions at sites

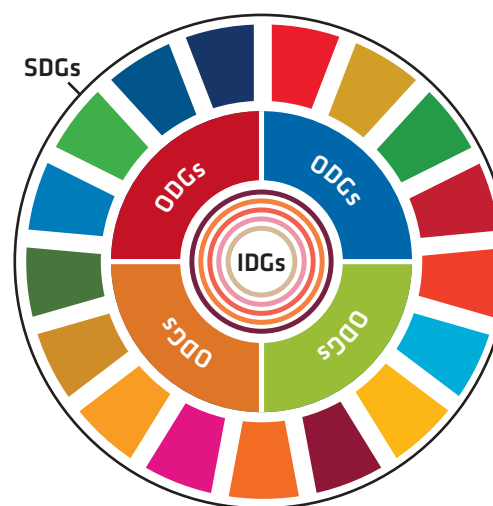
These goals are supported by the entire organisation – from the owner family to operational employees, who contribute to their implementation through sustainable cleaning agents and waste separation, among other things.

#### Transparency and external evaluation:

- Regular environmental reports, CO<sub>2</sub> footprints and external assessments
- Member of EcoVadis since 2022, participation in the Carbon Disclosure Project (CDP) since 2023
- Part of the Science Based Targets initiative (SBTi) for the scientific foundation of decarbonisation targets since 2025

## Attitude and framework for action

Development and leadership skills are required to design framework conditions. We see the Inner Development Goals as a great opportunity to work systematically and systemically on the necessary processes. Our motto is: from the IDGs to the ODGs to the SDGs. In other words, the Sustainable Development Goals (SDGs) are achieved by strengthening one's own competencies (IDGs) and developing and pursuing the organisational goals (ODGs), which has a positive effect on the people in and around the company, responsible growth in economic terms and ecology in the social environment. We have developed three octahedrons for you and for ourselves, to make the connections easier to grasp in a three-dimensional representation. Please refer to the assembly instructions at the end of the report.



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### Inner Development Goals – IDGs

The integration of the Inner Development Goals (IDGs) strengthens personal and organisational competencies in order to sustainably anchor the implementation of the SDGs at SCHACHINGER.

- **Goal:** To promote personal and cultural transformation within the organisation
- **Connection to ESRS & CSRD:** IDGs supplement external reporting obligations with internal development processes
- **Measures:** Mindfulness training, promotion of resilience, ethical leadership, integrative decision-making processes, diversity and inclusion programmes
- **Effect:** Strengthening empathy, the ability to cooperate, systemic thinking and sustainable corporate management



© Inner Development Goals

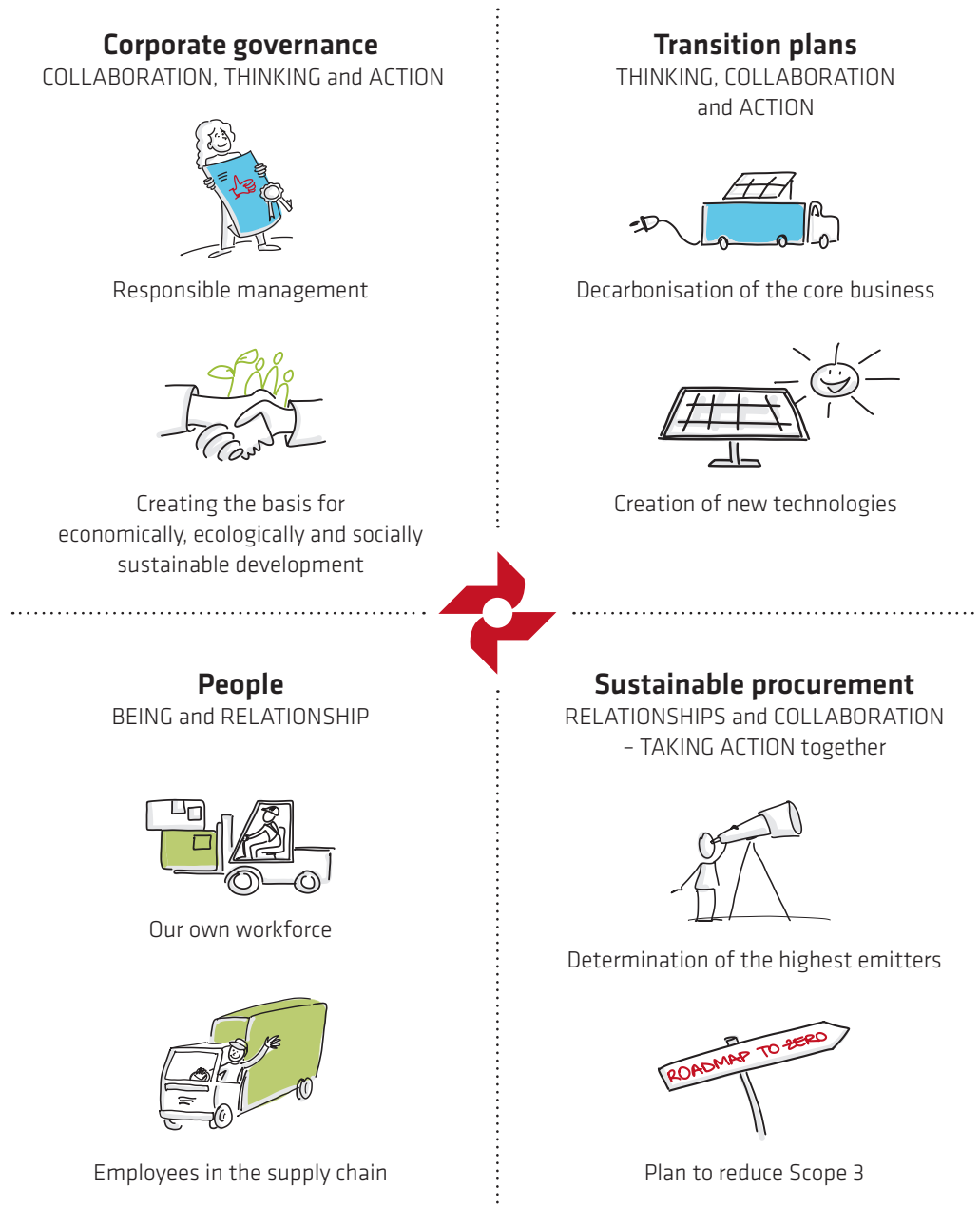
#### Feel free to follow our lead

With the three octahedrons (IDGs, ODGs and SDGs), we want to give our external stakeholders a way to reflect on our path toward this transformation model and translate it to their own organisations – in the spirit of: "Feel free to follow our lead". The insert sheet can be found at the end of the report. Enjoy!

## Organisational Development Goals – ODGs

In the organisational context, SCHACHINGER's development goals have an impact on the climate, the environment and the people who work in the company, as well as those who are employed in the value chain.

The focus in the translation of the IDGs to our ODGs is based on this:



## Sustainable Development Goals – SDGs

As a company, we also have a responsibility to society. It is important to us to think about and develop plans for how we can contribute to better management in our core business. For example, it would be better to conserve environmental resources and create framework conditions for civil society developments as an employer and funding partner for research and development and as a partner for non-profit organisations.

We link our sustainability goals and measures to the SDGs and can thereby make an effective contribution to them.

### These are the SDGs we at SCHACHINGER engage with – and this is how we contribute



The creation of jobs (living wages) and delivery services, especially in remote regions, contributes to the fight against poverty. Transport and storage services also provide access to vital goods, such as food and medicine.



By optimising supply chains and storage, we increase the efficiency of food distribution in food logistics. A well-organised food supply minimises waste and is able to respond more quickly to emergencies.



Efficient storage and distribution of medicines and medical supplies in pharmaceutical logistics are crucial for promoting global health. SCHACHINGER plays a key role in the transport of life-saving medicines, vaccines and medical equipment in Austria.



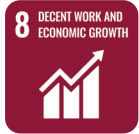
Our company supports this by promoting access to education for its own employees. SCHACHINGER offers training and further education programmes for its 700 members of staff, and is particularly involved in training apprentices. Vocational and additional training open up career prospects for young people.



SCHACHINGER contributes to gender equality by promoting equality in its own company, for instance, through equal wages, diverse career opportunities and training opportunities for women.



By introducing sustainable means of transport and storage technologies (e.g., electric vehicles and photovoltaics), SCHACHINGER contributes to reducing energy consumption and promoting renewable energies. With our photovoltaic systems, we generate green electricity for ourselves and society and are thereby supporting the energy transition.



SCHACHINGER creates jobs and contributes to economic growth. Through fair working conditions and training, humane work is made possible for employees, and sustainable economic growth is enabled through our investments in renewable energy.



SCHACHINGER promotes the expansion of infrastructure (construction logistics) and supports innovative industries through efficient transport and storage solutions (e.g., Techlog). Distribution solutions and technologies, as well as automation, help to increase efficiency here. Through innovations in research in the transport sector, such as the development of emission-free refrigeration logistics, SCHACHINGER is bringing new, environmentally friendly solutions to the market.



Through networked supply chains, logistics companies can improve access to products and services in underserved and remote areas, which can reduce inequality between regions and segments of the population. By promoting advocacy groups whose goal is to avoid inequality, we contribute to a better, inclusive social climate.



Efficient logistics reduces the number of trucks on the roads and helps lower traffic congestion and emissions in cities. With sustainable delivery concepts such as "last mile" strategies, central warehouses, and the switch to electromobility, SCHACHINGER is making a contribution to building more environmentally friendly cities.



Optimisation of supply chains and storage processes helps reduce resource consumption, minimise waste, and offer sustainable services. SCHACHINGER supports the development of sustainable value chains through its own circular economy projects.



By introducing climate-friendly technologies and modes of transport (such as electric trucks and emission-free storage), SCHACHINGER makes a direct contribution to reducing greenhouse gas emissions.



Through environmentally friendly practices (e.g., fallow pasture) and an increase in biodiversity, we help protect land ecosystems.



Transparent supply chains can strengthen institutions and make the fight against corruption easier. Access to goods for vital sectors promotes peace and stability.



SCHACHINGER works with other organisations and companies to achieve sustainable development goals. The Council for Sustainable Logistics (Council für nachhaltige Logistik; CNL), for example, is working together to accelerate decarbonisation in the industry and to develop the necessary prerequisites for a sustainable logistics industry.



© Foto Flaussen

## Stakeholder process and materiality analysis

[ESRS2 SBM-2; IRO-1]

For SCHACHINGER, stakeholder engagement is a central, continuous process aimed at aligning the expectations of stakeholders with the company's strategic goals. This commitment takes place along the entire value chain and takes into account both internal and external perspectives.

The stakeholder process follows a clearly defined methodology. First, the strategic relevance of the stakeholders for the company is analysed. The specific stakeholder groups are then named and a stakeholder plan is created that defines goals, measures and responsibilities. Targeted communication is intended to build trust and ensure a continuous dialogue. The implementation of the measures is continuously monitored. The knowledge gained from this is incorporated into the further development of stakeholder management.

The involvement of stakeholders is focused on three areas:

### 1. Research and development

SCHACHINGER participates in national research projects with the aim of developing technological solutions for more climate-friendly logistics. We work together with universities, technology partners and other companies and take over the consortium management in several projects.

Examples of specific research projects:

- LEEFF project: Conversion of 3.5-tonne vehicles to zero-emission powertrains
- ZERO project: Development of emission-free refrigerated vehicles
- MEGAWATT project: Transformation of entire truck fleets to electric powertrains
- ZERO ConstructionLOG project: Development of clean construction logistics solutions

## 2. Cooperation and partnerships

We actively seek alignment with suppliers, customers and competitors in order to make joint progress in the sustainable development of the sector. In particular, close cooperation in the context of research and implementation projects addresses stakeholder interests such as the promotion of innovation, marketability and ecological responsibility.

## 3. Responsible lobbying via the CNL (Council for Sustainable Logistics)

Within the framework of the CNL, SCHACHINGER is committed to improving legal and structural framework conditions in the industry.

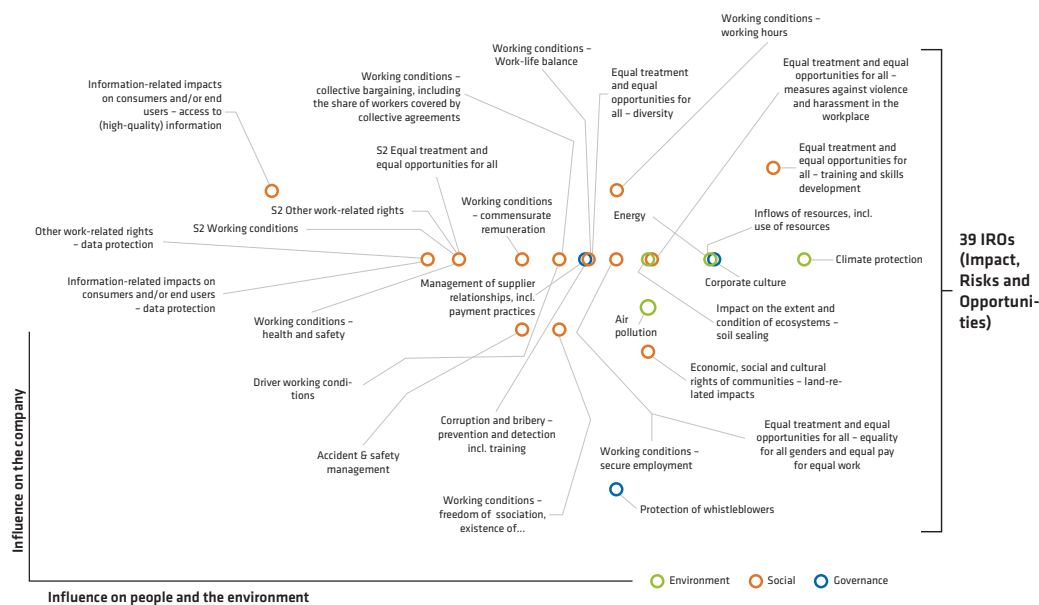
- Around 20 top Austrian companies coordinate common positions here, for example, on funding instruments, infrastructure

needs and technological development.

- The organisation is actively involved in the CNL working groups for opinion-forming and public relations, including through the leading commitment of Max Schachinger.
- A concrete example of the successful balancing of interests is the initiative of the Federal Ministry for Climate Action (BMK) to amend the Federal Roads Act, which was supported in June 2024. The aim was to create a legal basis for charging infrastructure at rest areas without petrol stations – a concern that, from the point of view of many stakeholders, is central to the decarbonisation of heavy goods traffic.

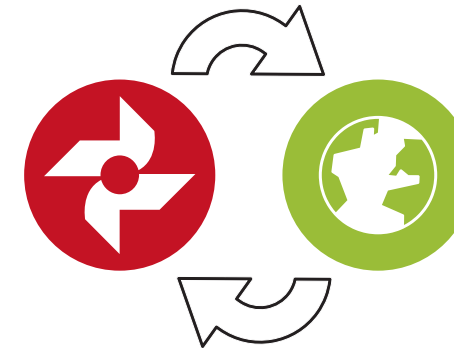
This targeted anchoring of stakeholder interests in research, cooperation and political influence shows that we not only take the views of the most important stakeholders into account, but also actively integrate them into our strategy and business model.

## Materiality analysis



© SCHACHINGER Logistik

The materiality analysis is a central management tool in SCHACHINGER Logistik's sustainability strategy. It identifies the environmental, social and economic issues that are particularly relevant for the company and its stakeholders and is based on the principle of **double materiality** according to CSRD:



- **Inside-out:** Impact of business activities on the environment, society and governance
- **Outside-in:** Financial impact of external developments on the company

The analysis was carried out in the 2023/24 financial year in a multi-stage process accompanied by KPMG. The process involved the management team, 13 internal key persons, workshops and structured stakeholder dialogues. The result is a prioritised list of 39 material topics that feed directly into the strategy, business model and target system.

## Key measures from the main topics:

- Climate protection and energy efficiency (CO<sub>2</sub> reduction, renewable energies, monitoring)
- Circular economy and resource conservation (reusable packaging, sustainable storage and transport solutions)
- Employees and equal opportunities (diversity, health, training and further education)
- Stakeholder engagement and transparency (active involvement, sustainability indices)
- Digital transformation and innovation (IT-supported efficiency increase)
- Sustainable business models and supply chains (emission-free transport solutions, ESG-compliant suppliers)
- Responsible corporate governance (ethics, compliance, social responsibility)

## Methodology:

- Annual stakeholder and materiality analysis with assessment based on influence, interest, risks
- Use of qualitative and quantitative criteria for prioritisation
- Integration into strategic planning and target system
- Link to national and international standards (see graph on the sustainability management system on page 13)

The analysis creates transparency, strengthens strategic alignment and supports compliance with regulatory requirements, while identifying market opportunities and ensuring credibility with stakeholders.



# Ecological print

Where possible, we avoid printed materials. Here, we have opted for the Cradle to Cradle Certified® circular economy method. This method protects the environment and secures jobs. In 2023, the communications enterprise in Melk once again published a common good balance sheet and was recognised for its comprehensive and long-standing achievements for the common good: it was distinguished as an example of successful transformation.

We want to support this commitment with our orientation towards the common good as well.

## Cradle to Cradle Certified®

### The world's highest eco-printing standard

The Cradle to Cradle Certified® product standard establishes globally recognised, scientifically proven requirements for material health, circularity, renewable energy, climate, responsibility for water and soil, and social fairness. The certification requirements are developed in a cross-industry, multi-stakeholder process, with contributions from technical experts, market leaders and the public, and are adapted every few years to new scientific findings. Cradle to Cradle certificates are awarded in the categories Basic, Bronze, Silver, Gold and Platinum. Only the silver category and above guarantee that no CMR substances (carcinogenic, mutagenic or reprotoxic substances) are contained in the product.

### Safe. Circular. Climate friendly.

It is important to SCHACHINGER to protect the health of its customers and the climate. That is why this report was printed by gugler\* Druck-Sinn.

- **The report is safe:** It does not contain any carcinogenic, mutagenic or reprotoxic substances.
- **The report is circular:** in contrast to conventionally printed print products, it offers a good raw material for high-quality recycled paper.
- **The report is climate-friendly:** the CO<sub>2</sub> e emissions from print production and the printing components used (paper, printing plates, printing inks, etc.) are calculated and neutralised. Only green electricity is used in printing. Sustainable energy and water management, as well as socially responsible actions, are confirmed by external experts.
- **The report has been audited:** the Silver Cradle to Cradle Certified® certificate gives you assurance that you have chosen a printed product that appeals not only to you but also to the environment and the climate! More information on the C2C Certified® product standard can be found here: <https://www.c2ccertified.org/>

# RESPONSIBILITY

by owners and management

ESRS 2 | GOV-1, G1 GOV-1

ESRS G | G1

SDGs | 3, 5, 8, 9, 12, 13, 16, 17

The report was produced in line with the following ecological standards:



# At a glance

The management of SCHACHINGER Logistik pursues a values-based, forward-looking approach to corporate governance. With the "DRIVING CHANGE" sustainability strategy and the "Roadmap to ZERO" climate strategy, ambitious goals for decarbonisation and social responsibility are being implemented. Awards such as the FERONIA Sustainability Award and the Work and Family Seal of Approval underline this commitment. Transparent reporting, investments in infrastructure and the establishment of our own academy promote continuous further development – always in line with the needs of customers and the requirements of sustainable logistics.

**SDGs:** 

## Strategic priorities

### A holistic approach to sustainability:

Integration of environmental, social and economic responsibility into the corporate strategy

### Roadmap to ZERO:

Roadmap for decarbonisation with measurable targets by 2040, focusing on Scope 1 and Scope 2 emissions

### Transparency:

Regular publication of environmental reports and CO<sub>2</sub> footprints as well as external assessments by EcoVadis and CDP

### Social responsibility:

Promoting work-life balance, involving all employees in sustainability initiatives

### Organisational development:

Realignment of management teams, establishment of an internal academy, targeted investments in sustainable industry logistics

## Opportunities & risks

- ✓ Opportunity: competitive advantage through sustainable positioning
- × Risk: High investment costs for transformation

- ✓ Opportunity: stronger employee retention and recruitment
- × Risk: Dependence on subsidies and political framework conditions

- ✓ Opportunity: innovative strength through targeted investments
- × Risk: Reputational risks in the event of non-achievement of sustainability goals

- ✓ Opportunity: building trust through transparency and awards
- × Risk: Complexity in the implementation of ESG strategies

- ✓ Opportunity: resilience to regulatory changes
- × Risk: Uncertainty due to dynamic market, technology and policy environments

## Due diligence

At SCHACHINGER, the advisory board and management jointly assume responsibility for monitoring corporate due diligence. The advisory board strategically accompanies the development of the sustainability agenda and ensures that ecological, social and economic impacts are systematically identified and evaluated. The management is operationally responsible for the implementation of corresponding processes – for example, in the areas of supply chain, climate protection and social responsibility.

To manage these topics, we use, among other things:

- Regular risk analyses and sustainability reports
- The common good balance sheet as an instrument for measuring impact
- External audits and stakeholder dialogues

This ensures that potential risks are identified at an early stage and sustainable opportunities are used in a targeted manner – in accordance with the requirements of the ESRS and the company's own values.

## Corporate culture in practice

### 1. Justification of the corporate culture

The corporate culture is based on a deep sense of responsibility towards people, society and the environment. It is based on our framework of action for the Inner Development Goals (IDGs), Organisational Development Goals (ODGs) and Sustainable Development Goals (SDGs).

### 2. Development of the corporate culture

The culture is developed through a conscious reflection process, which is described in four steps:

- Seeing: perceiving global challenges
- Feeling: Empathy and compassion for those affected
- Accept: Taking responsibility
- Act: Implementing concrete measures

These steps are reflected in the daily work, leadership and strategic orientation of the company.

### 3. Promotion of the corporate culture

- Transparent communication and involvement of employees
- Further education and awareness-raising on sustainable thinking
- Sustainability initiatives, e.g.:
  - » CO<sub>2</sub> reduction through the use of alternative powertrains in the vehicle fleet
  - » Social projects such as the edible company garden in Vienna
  - » Building fair supply chains through supplier audits using ESG Performer and through partnerships

### 4. Evaluation of the corporate culture

- a) Internal evaluation
  - » Employee surveys on the working environment, leadership, communication and understanding of values
  - » Cultural workshops to reflect on lived values and desired changes
- b) External evaluation
  - » Audits and certifications, e.g., the work-life balance seal of approval, based on structured evaluation processes
- c) Indicator-based evaluation
  - » Use of KPIs such as turnover rate, sick leave, internal promotion rate and participation in further training as indirect cultural indicators

# Whistleblowing system

Individuals within the organisation have several opportunities to raise concerns about (non-) responsible behaviour. This includes internal reporting channels such as a central email address, a digital suggestion area in the intranet and physical whistleblowing boxes at the sites. These channels are open to all employees and allow information to be submitted confidentially and, if needed, anonymously. Incoming reports are received and reviewed by trained units and, where relevant, forwarded to the responsible management levels. The aim is to create an environment in which critical information is taken seriously and processed constructively without whistleblowers having to fear negative consequences.

Governing bodies	2024/25
Proportion of "male governing bodies" in "total governing bodies" GOV-1_05 – 21 d	75%
Proportion of "female governing bodies" in "total governing bodies" GOV-1_05 – 21 d	25%
Proportion of "governing bodies < 30 years old" in "total governing bodies" GOV-1_05 – 21 d	0%
Proportion of "governing bodies 30–50 years old" in "total governing bodies" GOV-1_05 – 21 d	50%
Proportion of "governing bodies > 50 years old" in "total governing bodies" GOV-1_05 – 21 d	50%
Average ratio of female to male governing bodies GOV-1_06 – 21 d	1:3

# This is what we've achieved!



## Leadership model

With the development of a company-wide leadership model, SCHACHINGER Logistik has taken an important step towards strengthening the common values and expectations of leadership. The participatory process, characterised by transparency and co-creation, actively involved managers in workshops and promoted cross-departmental dialogue. Central topics such as leadership principles, responsibilities and cooperation were developed in a practical manner. The result is a mission statement that was not prescribed, but developed together – it provides orientation, strengthens mutual understanding and forms the basis for the sustainable further development of the corporate culture. It is now up to all managers to put this mission statement into practice in their daily work – as role models, drivers of ideas and bearers of a shared mindset.

Achieving goals together, growing together, celebrating successes together, being strong together: these are not just the results of the process that lasted over a year. The finished leadership model has been widely publicised internally and is being made available transparently to all employees so that everyone is familiar with the content and can also rely on it in their employee appraisals!



Scan QR code and view manual

# What we're working on!

To strengthen collective knowledge, skills and experience in the field of sustainable development, we rely on continuous information and targeted competence development of the highest management body.

The advisory board is systematically informed about current developments, regulatory requirements and strategic sustainability topics as part of quarterly updates. These reports include, among other things, ESG indicators, progress toward targets and relevant trends from business, the environment and society. In addition, external experts are invited when needed to explore specific topics such as climate risks, supply chain due diligence or new reporting obligations in greater depth. The regular involvement of the sustainability department in advisory board meetings also promotes the transfer of knowledge between operational implementation and strategic management.

SCHACHINGER Logistik pursues a comprehensive strategy for training and further education in order to anchor corporate policy, ethical principles and sustainability goals throughout the company.



## 1. Existing training measures

Employees are already regularly trained in the following:

- Sustainability strategy and SDGs
- Codes of conduct, ethical conduct and compliance
- Responsible management in day-to-day business

These training courses are practical, tailored to the relevant areas of activity and part of a continuous learning process.



## 2. Planned SCHACHINGER Academy

The SCHACHINGER Academy is currently in the planning phase and will serve as a central platform for structured personnel development in the future. It is intended to bundle and further develop existing training measures. The following are planned:

- Professional training in logistics and industry-specific topics
- Value-oriented training with a focus on sustainability, ethics and corporate responsibility
- Leadership development to strengthen the corporate culture at all levels

## 3. Objectives

The training strategy is part of a long-term transformation process in which education is understood as an engine for cultural change – towards a responsible, sustainable and future-oriented company.

## Top 3 targets and actions



1

### Ensuring the CSR impact on commercial goals

(SDG 8/ESRS G1, GOV-3, SBM-1)

In order to make the impact of sustainability measures measurable in business terms, the savings and profitability of ongoing projects are monitored annually. This ensures that CSR initiatives have a sustainable impact not only on an ecological and social level, but also economically.

2

### Creating opportunities for anonymous reporting of misconduct

(SDG 10/ESRS S1, G1)

A hotline for whistleblowers has been set up to strengthen transparency and integrity. Installed mailboxes and any reports via the established whistleblower hotline are regularly monitored. This measure allows employees to report misconduct anonymously and thus contributes to a responsible corporate culture.

3

### Development of purpose and adaptation of the vision and mission

(SDG 9, SDG 12/ESRS G1)

SCHACHINGER is further developing its purpose as well as the vision, goals and values of the company and is already actively communicating some of them. This creates a clear orientation framework for employees and stakeholders that supports the company's sustainable orientation in the long term.

## Reflection



What matters is not only that those who took part in the participatory development process feel confident about it, but that we succeed in carrying this feeling, this attitude and the lived content – as a source of inspiration – to all employees. We are confident that we will succeed.

# SOCIAL IMPACT

for employees and suppliers

ESRS 2 | S1 SBM-3, S4 SBM-2

ESRS 5 | S1, S2

SDGs | 1, 3, 4, 5, 7, 8, 10, 15





# At a glance

SCHACHINGER Logistik understands social sustainability as a responsibility to people – both inside and outside the company. The focus is on fair working conditions, equal opportunities, co-determination and social commitment. Measures go beyond legal standards and aim at a noticeable, measurable impact for employees, partners, society and future generations.

**SDGs:**

## Strategic priorities

### Fair working conditions:

Occupational safety, flexible working hours, transparent remuneration

### Diversity & inclusion:

Barrier-free workplaces, promotion of women in leadership, awareness training

### Education and training:

Internal academy, external educational opportunities, apprenticeship programmes

### Health & well-being:

Occupational health management, prevention, ergonomic workplaces

### Social commitment:

Cooperation with NGOs, educational and environmental projects, common good balance sheet

### Integration of IDGs:

Anchoring internal development in culture, leadership and strategic goals

## Opportunities & risks

✓ Opportunity: employer attractiveness through fair conditions & diversity  
 × Risk: Shortage of skilled workers and loss of expertise

✓ Opportunity: innovative strength through diverse teams  
 × Risk: Reputational risks in the event of non-compliance with social standards

✓ Opportunity: higher motivation & retention of employees  
 × Risk: Stress due to physical/psychological requirements in operational areas

✓ Opportunity: Social added value through commitment  
 × Risk: Dependence on funding for social projects

✓ Opportunity: competitive advantage through transparent ESG performance  
 × Risk: Complexity in the implementation of diverse social goals

## Social impact for employees

Strategic field of action	Measures/instruments	Goal/impact
<b>Evaluation of measures &amp; effectiveness</b>	Target group-oriented measures, participation rates, employeesurveys, indicator-based success monitoring, reporting	Reach, acceptance, qualitative and quantitative feedback
<b>Needs assessment &amp; development of measures</b>	Employee surveys, Workplace Health Promotion (BGF) audit, health ambassadors, compass dialogues, anonymous channels, individual enquiries	Appropriate measures for all groups of employees
<b>Avoidance of negative impacts</b>	Common good balance sheet, wage gap analysis, work and family audit, ecological workplace design	Reflection on entrepreneurial practices, social indicators, ethical evaluation criteria
<b>Use of resources for management</b>	100,000 euros for personnel development, two million euros for organisational development	Promotion of resilience, participation, satisfaction, innovative strength
<b>Target definition (participatory)</b>	Steering groups, workshops, representatives for family, health, equal treatment, diversity	Early identification of needs, realistic goal setting, promotion of acceptance
<b>Goal tracking (continuous)</b>	Steering groups, dialogue formats, feedback from representatives	Transparent progress control, early identification of target deviations
<b>Derivation of improvements (learning)</b>	Workshops, feedback from employee representatives, integration into strategic development	Systematic learning processes, targeted potential for improvement

This summary provides an overview of the ESG-relevant measures, their impact and the associated regulatory requirements.

Coverage of the strategies relating to workers in the value chain: this approach applies to all employees in the company's own business units – regardless of role, employment relationship or location – and, within the scope of our influence, also to partner companies, service providers and other parties involved in upstream and downstream processes. Specifically, this includes, among other things:

- Consideration of health, safety and social minimum standards in contractual arrangements
- Information offers and awareness-raising measures for external stakeholders
- Integration of ESG criteria into selection processes for business partners

The aim of this approach is to identify and minimise social risks at an early stage and to systematically take human rights due diligence into account in our own sphere of activity.

### Employees by nationality 789

Bosnia and Herzegovina	15
Germany	22
Croatia	25
Austria	472
Poland	17
Romania	16
Serbia	19
Slovakia	18
Czech Republic	21
Turkey	10
Hungary	94
Other countries	60

# Social impact for suppliers

The SCHACHINGER Group pursues a structured and forward-looking approach to the inclusion of workers in the value chain. This builds on the strategic corporate goals GW7 (compliance and ethics framework), GW16 (ESG compliance) and GW17 (supplier process in the ESG context). Against the background of current and future regulatory developments – in particular within the framework of CSRD, ESRS, EU taxonomy and the upcoming EU Supply Chain Act – SCHACHINGER relies on systematic supplier management to exercise human rights and environmental due diligence.

## The concept includes:

- A digital supplier management tool that processes information on industry risks, company size, ESG performance and the degree of maturity of sustainability measures, among other things
- Self-declarations and the commitment to the core labour standards of the ILO in the framework agreement
- Certifications by third parties for the objective assessment of ESG compliance

- On-site audits by quality management to verify requirements from environmental and social standards
- Materiality analyses and risk assessments from an inside-out and outside-in perspective in accordance with CSRD/ESRS
- Application of a clear risk management principle that examines aspects such as target definition, action planning, KPIs, monitoring and external reporting

## The central objectives of the concept are:

- Strengthening due diligence towards employees in the supply chain
- Contribution to the achievement of the EU climate targets (incl. CO<sub>2</sub> reduction in Scope 3)
- Collection of primary data to secure regulatory requirements ( e.g., CDP)
- Avoidance of liability risks and promotion of sustainable supply chain behaviour

This approach enables the early involvement of relevant actors, the fulfilment of legal requirements and the establishment of resilient, sustainable supply relationships along the entire value chain.



Social dialogue on the Common Good Orientation © SCHACHINGER Logistik

Strategic field of action	Measures/instruments	Goal/impact
Minimum social standards in the supply chain	<ul style="list-style-type: none"> <li>• Contractual clauses on health, safety, social standards</li> <li>• ESG criteria when choosing partners</li> <li>• Raising awareness among external stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Uniform standards along the chain</li> <li>• Minimisation of social risks</li> <li>• Due diligence</li> </ul>
Supplier management & ESG compliance	<ul style="list-style-type: none"> <li>• Digital tool for ESG assessment</li> <li>• Self-declarations &amp; ILO core standards</li> <li>• Third-party certifications</li> <li>• On-site audits by QM</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent ESG testing</li> <li>• Objective evaluation</li> <li>• Early risk detection</li> </ul>
Risk management & materiality analysis	<ul style="list-style-type: none"> <li>• Inside-out &amp; outside-in reviews</li> <li>• Application of KPIs, target definition, monitoring, reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with regulatory requirements (CSRD, EU Supply Chain Act)</li> <li>• Avoidance of liability</li> </ul>
Strategic anchoring of goals	<ul style="list-style-type: none"> <li>• Link to corporate goals GW7 (ethics), GW16 (ESG compliance), GW17 (supplier process)</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable supply relationships</li> <li>• Contribution to EU climate targets (Scope 3)</li> <li>• Resilient value chain</li> </ul>

# Social impact for consumers and end users

The interests, views and rights of consumers and end users are integrated into the SCHACHINGER Group's strategy and business model through various mechanisms:

## → Strategic anchoring:

the Code of Conduct and other internal guidelines ( e.g., Anti-Corruption Policy, Sustainable Procurement Concept) oblige us to respect human rights, non-discrimination and protection against exploitation – also with regard to end users.

## → Common good orientation:

As part of the common good accounting, impacts on society, social justice and consumer rights are systematically assessed and included in strategic decisions.

## → Transparency & responsibility:

Compliance with human rights standards is ensured by reference to international conventions. These standards are incorporated into the design of services, communication and customer relationships.

## → Feedback and further development:

through feedback systems ( e.g., complaint mechanisms, feedback), the perspectives of end users are gathered and used for continuous improvement.

# We did it!



© Mavie Work GmbH

## Mavie Work

In the 2024/25 financial year, SCHACHINGER Logistik introduced the multilingual psychological counselling and coaching service, **Mavie Work**. This new element of Workplace Health Promotion (BGF) and the Work and Family Initiative (VBF) offers all employees and their relatives living in the household up to six confidential counselling hours per year. The offer was developed in close coordination with the BGF and VBF steering groups to enable low-threshold support for private and professional challenges. In the first quarter alone, employees used 48 of a total of 4,200 possible hours, focusing on topics such as time pressure, grief counselling and leadership coaching. The use is almost equally distributed between professional and private concerns. The offer strengthens the resilience of employees, promotes an open corporate culture and shows how modern companies take responsibility for the mental well-being of their teams.



© Vitera Productions

## Workplace Health Promotion (BGF) seal of approval

In the spring of 2025, SCHACHINGER Logistik was awarded the seal of approval for workplace health promotion (BGF) for the second time – a clear sign of the company's long-standing commitment to a healthy working environment. The promotion of mental health is a central part of the corporate strategy and is actively promoted by an interdisciplinary workplace health promotion steering group and health ambassadors at the sites. The range of measures extends from exercise and nutrition to leadership development, mental coaching and health days. The aim is to sustainably strengthen the physical and mental health of employees and to anchor a health-promoting corporate culture.



## Work-life balance (Family Charter)

As part of the work and family audit, SCHACHINGER Logistik is implementing a variety of measures that promote the compatibility of work and private life. This includes the development of a Family Charter – a family-promoting code of conduct into which elements from the corporate mission statement have been integrated. This creates a new perspective on the needs of employees. Other measures implemented include the evaluation of flexible working time models, adequate childcare in the summer, modernised social spaces for drivers, meal subsidies and the appointment of family representatives. The measures are based on the needs of the workforce and are continuously evaluated. An annual progress report is issued on this.



© Daniel Prieto Taladrí

## Edible company garden in Vienna 11

At the Vienna-Simmering site, a community garden project emerged from the desire to create a green oasis on an otherwise austere industrial premises. In cooperation with the company Soilful, an edible company garden with raised beds, fresh vegetables, fragrant herbs and colourful flowers was created out of true team spirit – designed and planted by employees themselves. On the next page, you will find a brief insight into the wide range of plants in our garden. The construction took place in four phases: site analysis, kick-off workshop, construction of the garden furniture from sustainable materials and final planting with a well thought-out selection of plants. Solar-powered, fully automatic irrigation ensures an optimal supply even on hot days.



# SCHACHINGER garden lexicon

"Within just two months of the first discussions with Soilful at the end of March, a living garden was created on a concrete surface without electricity and water connections – together with SCHACHINGER's employees. In this new edible garden, we not only grow vegetables, fruits and herbs, but also encounters, the joy of experimentation and biodiversity."

Tatjana Tupy



Based on the wishes of the employees – snack vegetables, grilled vegetables, herbs and fruit – ecological as well as design aspects were taken into account when selecting plants. The aim was to showcase a variety of species and cultivars that goes beyond the standard range and invites discovery. The plants promote biodiversity by providing habitat and food for insects, attracting beneficial insects and repelling pests. At the same time, they contribute to soil health. They were also chosen to be suitable for the windy, hot location and to support each other in their growth. In addition to many other functions, the edible flowers also fulfil the task of being a feast for the eyes.

To help you get to know the variety of plants in our company garden and understand their particular features, this garden lexicon provides a concise overview of selected species. It invites you to familiarise yourself with the properties, benefits and ecological functions of plants – and perhaps also to discover some new favourite plants.



## Lettuce

*Lactuca sativa* var. *crispa*

A loose leafy vegetable salad in which individual leaves are harvested over a longer period of time. The name identifies a number of salad varieties, including lollo rosso or oak leaf, which are characterised by a loose rosette formation.



## Tomato

*Solanum lycopersicum*

The tomato is a herbaceous plant from the nightshade family (Solanaceae) that grows as an annual in our climate. Depending on the variety, it forms bushy or climbing growth forms. The fruits are very diverse in shape, size and colour, but are mostly red and juicy. Tomatoes are one of the most important types of vegetables worldwide, rich in vitamins (especially vitamin C) and phytochemicals such as lycopene. They prefer sunny, warm locations and nutrient-rich soils.



## Welsh onion

*Allium fistulosum*

A perennial, hardy leek that forms a tall, green clump and can be harvested almost all year round. It is robust, similar to leeks and chives, ideal as an early herb green in spring and forms large, bee-friendly white flowers in early summer.



## Courgette

*Cucurbita pepo* var. *giromontiina*

A squash variety whose fruits ripen quickly and can be harvested about six to eight weeks after sowing. Fruits and flowers are often used in the kitchen.



## Bergamot

*Monarda fistulosa*

A perennial shrub with striking, bright red flowers and intensely aromatic leaves. Used as a tea and spice plant, it attracts many insects.



## Chinese chives

*Allium tuberosum*

A perennial Asian leek plant with broad, dark green, garlic-like fragrant leaves. It is hardy, valued for its delicate garlic aroma, and blooms in summer with attractive white flowers that are also edible.



## Hyssop

*Hyssopus officinalis*

An aromatic, semi-shrubby Lamiaceae that grows to about 60 cm high. It bears bright blue (sometimes white or purple) inflorescences in summer and is native to southern regions of Europe, West Asia and North Africa. Parts of the plant are traditionally used as a spice or medicinal plant, for example, for digestive problems or coughs. The herb smells spicy, slightly bitter.



## Sage

*Salvia officinalis*

A robust, perennial medicinal and herb plant with silvery-green, aromatic leaves, ideal for sunny locations and dry soils. The leaves are suitable fresh or dried for tea and for seasoning meat and vegetable dishes. It has an anti-inflammatory and antibacterial effect, is popular in naturopathy and as a home remedy for throat problems.



## Highbush blueberry

*Vaccinium corymbosum*

The cultivated blueberry grows in a shrub-like form. Its berries are larger than those of the wild blueberry and have pale flesh that hardly stains. They are rich in vitamins and anthocyanins and are a valuable food for birds.



## Raspberries

*Rubus idaeus*

Perennial shrubs with biennial canes that produce aromatic red (sometimes yellow or black) berries. Undemanding and productive.



## Moldavian dragonhead

*Dracocephalum moldavica*

An annual labiate plant with a lemony scent. Attracts pollinators and is used for tea and as a medicinal plant.



## Signet marigold

*Tagetes tenuifolia*

An annual, compact-growing *Tagetes* species with orange or yellow flowers. The leaves and flowers are edible, with a spicy, lemony taste.



## Nasturtium

*Tropaeolum majus*

An annual, climbing or creeping plant with round leaves and bright flowers. The leaves, flowers and seeds are edible, with a sharp, mustardy taste.



## Marigold

*Calendula officinalis*

An annual, herbaceous plant with striking golden-orange flower heads. It is often used as a medicinal plant – for example, in ointments or teas – and contains flavonoids and carotenoids.



# What we're working on!



AirportRun © SCHACHINGER Logistik

The measures introduced as part of our transition plans to achieve a more environmentally friendly and climate-neutral operation have several significant effects on our employees:

## → Employment prospects:

the switch to sustainable technologies (e.g., e-truck test operation) creates new areas of responsibility, which contributes to the takeover of leasing staff and the creation of additional jobs. This strengthens job security and employee retention.

## → Job satisfaction & development:

the long-term strategic focus on sustainability creates clear future prospects and promotes individual development opportunities – especially for younger employees with an interest in future-oriented job profiles.

## → Working time models & flexibility:

transitional measures such as test operations or changes in the vehicle fleet require flexible working times. Time-off arrangements increase acceptance and reduce strain.

## → Compatibility and health:

Sustainability measures also include improvements in the working environment and mobility, which has a positive effect on work-life balance, stress reduction, and physical and mental health.

## → Mobility and location advantages:

The promotion of sustainable travel options and the strengthening of regional locations in the course of the transformation increase the attractiveness of the location and counteract emigration tendencies.

## → Fair remuneration:

The integration of social aspects into transition planning underlines our commitment to fair remuneration and social justice in transition.

## Training hours 2024/25

Hours of training and further education per employee	<b>Total</b>	<b>5.74</b>
	m	5.68
	f	5.87
Hours of training and further education per employee	Managerial staff	6.76
	Salaried employees	5.4
	Workers	5.74
Hours of training and further education on the topic of health and safety at work	<b>Total</b>	<b>1,183</b>



Autumn Festival © FiestaPics

## Demographic profile

	2022/23	2023/24	2024/25
<b>Total</b>	<b>768</b>	<b>700</b>	<b>789*</b>
m	537	502	564
f	231	198	225
<b>Full-time</b>	<b>697</b>	<b>625</b>	<b>704</b>
m	527	466	548
f	170	160	156
<b>Part-time</b>	<b>71</b>	<b>75</b>	<b>85</b>
m	10	15	16
f	61	60	69
<b>External workers (in full-time equivalents)</b>	83.87	66	
<b>Management position</b>			
<b>Total</b>	<b>84</b>	<b>85</b>	<b>102</b>
m	69	70	83
f	15	15	19
<b>Age</b>			
< 30	6	6	5
30-50	47	42	57
> 50	31	37	40
<b>Salaried employees</b>			
<b>Total</b>	<b>253</b>	<b>234</b>	<b>304</b>
m	103	128	190
f	150	106	114
<b>Age</b>			
< 30	75	68	62
30-50	122	108	152
> 50	56	58	90
<b>Workers</b>			
<b>Total</b>	<b>431</b>	<b>381</b>	<b>383</b>
m	365	326	219
f	66	55	92
<b>Age</b>			
< 30	57	45	64
30-50	250	221	224
> 50	124	115	95
<b>Apprentices</b>			
<b>Total</b>	<b>16</b>	<b>3</b>	<b>12</b>
m	9	1	6
f	7	2	6
<b>Generations</b>			
Baby boomers 1946-1964	8%	6%	5.2%
Generation X 1965-1979/80	40%	43%	40.3%
Millennials 1981-1994/96	42%	42%	20.9%
Generation Z from 1995/96	10%	9%	33.6%

\*Number of employees incl. KSK - Transport u. Logistik GmbH and Schachinger cargomax s.r.o.; this figure differs from the management report, as that report records the average value

Accident statistics	2022/23	2023/24	2024/25
Number of staff	768	700	789
Number of deaths due to work-related injuries	0	0	0
Rate of deaths due to work-related injuries	0	0	0
Number of work-related injuries with serious consequences (excluding deaths)	0	0	0
Rate of work-related injuries with serious consequences (excluding deaths)	0	0	0
Number of documentable work-related injuries	13	4	6
Rate of documentable work-related injuries (accidents*200,000/hrs performed)	2.38%	0.75%	0.95%
Number of hours worked	1,091,228.39	1,067,093.23	1,266,423.80
Days of absence due to sick leave	7,331	6,584	7,222
Sick leave rate (sick leave days/(210 working days * number of employees)*100)	4.55%	4.48%	4.36%

#### Length of service and parental leave

	2022/23	2023/24	2024/25
Average length of service	4.91 years	4.6 years	6.57 years
Average duration of paternity leave	2.5 months	4.5 months	0 months
Average duration of maternity leave	19.87 months	17.17 months	21.90 months

#### Employees with disabilities

2022/23		2023/24		2024/25	
Num-ber	Obli-gation	Num-ber	Obli-gation	Num-ber	Obliga-tion
18	24	15	13	12	31



Bruck an der Leitha warehouse © SCHACHINGER Logistik

## Top 3 targets and actions



### 1 Increasing employee satisfaction to 85% by 2026

(SDG 3/ESRS S1)

In order to sustainably increase the satisfaction of the workforce, SCHACHINGER Logistik relies on a combination of regular surveys among employees, a participatory value process and the implementation of the work and family audit. In addition, systematic evaluations of mental stress are carried out in order to derive targeted improvement measures. The aim is to create a working environment that promotes motivation, health and identification with the company, and thus to increase the satisfaction value from the current 81% to 85%.

### 2 Increasing the training rate per employee to at least ten hours per year

(SDG 4/ESRS S1)

The continuous development of the skills of all employees is a central element of the HR strategy. To this end, a comprehensive talent management concept is being developed and a new training plan drawn up, expanding the existing training and development offering. In addition to subject-specific training, personal development topics such as leadership, communication and sustainability are also taken into account. This is to ensure that each employee can invest at least ten hours a year in their own qualifications.

### 3 Offer needs-appropriate services for all employee groups

(SDG 3/ESRS S1)

SCHACHINGER aims to offer all three main groups of employees – office employees, warehouse employees, and drivers – company services that are suitable for their needs. This includes, among other things, specific social and health services within the work and family audit and workplace health promotion, gender-responsive offerings that reflect insights from gender medicine, and the implementation of an in-house psychological and social counselling service. These measures ensure that the offers effectively address the different needs of the workforce and contribute to health, well-being and long-term loyalty.





Celebrations at SCHACHINGER © Philipp Puschner

# SUSTAINABLE BUSINESS

with customers and suppliers

ESRS 2 | SBM-1

ESRS G | G1

SDGs | 1, 2, 3, 4, 8, 10

## Reflection



The inadequate representation of women, minorities and diversity in management bodies was identified as a significant negative impact in the area of the company's own workforce.

This affects several levels of management and indicates a structural pattern. Efforts are being made to increase the proportion of women in the transport and logistics sector at all levels.



# At a glance

SCHACHINGER Logistik understands sustainable business practice as a shared responsibility along the entire supply and value chain. The focus is on close cooperation with customers and suppliers, building long-term partnerships and promoting transparency and responsibility. The aim is to anchor ecological and social values in all business relationships and to make a measurable contribution to sustainable development through common standards and innovative solutions.

SDGs: 

## Strategic priorities

**Responsible supply chains:**  
Establishment of ESG-compliant processes, binding code of conduct for suppliers

**Transparency & data exchange:**  
Provision of CO<sub>2</sub> data for customers (Scope 3), certification processes on request

**Customer-oriented Sustainability services:**  
Advice on transport, packaging and ESG strategies, development of green logistics offers

**Industry and stakeholder dialogue:**  
Events, talks, specialist contributions, participation in specialist committees such as VNL and CNL

**Cooperation & innovation:**  
Joint projects on decarbonisation, the circular economy and digitisation of the supply chain

## Opportunities & risks

- ✓ Opportunity: competitive advantage through sustainable supply chain standards
- × Risk: High adaptation effort for existing delivery structures
- ✓ Opportunity: strengthening customer loyalty and satisfaction
- × Risk: Dependence on partners in ESG implementation
- ✓ Opportunity: Promoting innovation through research collaborations
- × Risk: Complexity of ESG data integration
- ✓ Opportunity: New market potential through green logistics
- × Risk: Increased costs for certifications and sustainable technologies
- ✓ Opportunity: Improved Scope 3 performance for customers
- × Risk: Possible delays due to regulatory changes

# Payment terms

SCHACHINGER Logistik attaches great importance to fair and reliable business relationships, especially with small and medium-sized enterprises (SMEs). In order to actively avoid late payment, payment terms are generally adhered to and, if the economic situation permits, invoices are even paid before the due date. Specifically, payment is made up to a week ear-

lier if the agreed payment term is more than two weeks. In addition, it is possible to flexibly extend payment terms for customers if necessary in order to enable partnership-based solutions in economically challenging situations. Even though no formal policy exists, this responsible handling of payment deadlines is an established practice within the company.



© SCHACHINGER Logistik

Payment practices	2024/25
Average number of days until an invoice is settled from the date of the start of the contractual or statutory payment period G1-6_01 – 33 a	22 days
Percentage of payments where standard payment terms are applied G1-6_03 – 33 b	100%
Percentage of "Number of payments to supplier category 1" where standard payment terms are applied	100%
Number of currently pending legal proceedings for late payment G1-6_04 – 33 c	0

## Customer structure

SCHACHINGER's downstream value chain includes all activities that take place after the logistical provision of services and are the responsibility of the customers.

- Number of downstream units: approx. 7,000
- Areas of activity: companies from industries such as pharmaceuticals (industry, wholesale, hospitals), food production, construction and building materials, medical technology, IT, office supplies, fitness & lifestyle, telecommunications, mechanical and vehicle construction and parcel services (B2C)
- Relationship structure: predominantly long-term, contractually regulated and project-related
- Geographical distribution: primarily national, around 90% of units in Austria

SCHACHINGER has around 7,000 customers (B2B and B2C) in seven different industries.



**Pharmaceutical companies, pharmaceutical wholesalers**  
(pharma/SLS TRCplus)



**Food companies**  
(food logistics/ brands & fresh goods)



**DIY stores**  
(forwarding/SHP, construction logistics)



**Building material production**  
(construction logistics)



**Automotive manufacturers**  
(automotive)



**B2B and B2C**  
(parcel service/DPD, forwarding agency/SHP, automotive)



**Techlog, highly sensitive (highly sensitive devices):** various customer groups, e.g., from medical technology, banking technology, the IT business, office equipment, vending, fitness & lifestyle, telecommunications



## Top 3 targets and actions

### Customers & partners

#### 1 Introduction and updating of sustainability rating systems

(ECG D1, D2, D4, SDG 9, ESR5 S4)

SCHACHINGER uses recognised rating systems, such as EcoVadis, CDP or SAQ 5.0, to better communicate and compare its own sustainability performance. The results are used for benchmarking, customer communication and the targeted improvement of ESG performance.

#### 2 Increasing the sustainability performance in the customer sector

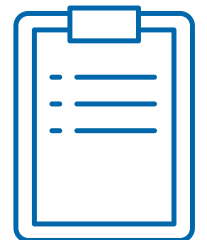
(ECG D1-D4, SDG 17, ESR5 S4)

Targeted stakeholder communication, customer satisfaction analyses, events, specialist talks and public relations work increase sustainability performance in the customer relationship. In addition, product carbon footprints are created and actively integrated into the consultation.

#### 3 Development of green logistics business models

(ECG D1-D4, SDG 8, ESR5 SBM-1)

SCHACHINGER is working on the conception and implementation of new business models in the field of green logistics that combine ecological innovations with economic viability. The aim is to establish climate-friendly logistics solutions as an integral part of the service portfolio.





# Supplier structure

Our supply chain mainly includes contractors and manufacturers as well as wholesalers, especially in the pharmaceutical sector.

In the first stage of the supply chain, there are around 8,000 active supply relationships. Of these, approximately 800 suppliers are responsible for at least 10,000 euros in added value. Around 300 of these suppliers are considered individually. There is currently no analysis or estimate for the second stage of the supply chain.

The business relationships are predominantly long-term and contractually regulated. In the area of transport, there are also short-term, contractually regulated and event-related relationships, in particular with freight companies.

Industry-specific characteristics, especially in the area of transport services:

- Energy intensity, in particular due to fuel consumption
- High dynamism and flexibility in order processing
- Technology-intensive processes, e.g., through the use of route optimisation, telematics and transport management systems
- High quality standard (especially in the pharmaceutical and food sector)
- High competitive pressure, with a strong focus on cost minimisation, short delivery times and high service quality
- Dependence on existing infrastructure
- Strict legal requirements, including on safety, hazardous goods, working hours and environmental protection
- High process complexity
- Labour intensity and a pronounced shortage of skilled workers

Our suppliers

Suppliers	2022/23	2023/24	2024/25	Quantity in %	Sales in %	Sales in EUR
Over EUR 10,000	767	736	738	12%	98%	347,443,328
National	625	610	604	82%	85%	295,450,545
International	142	126	134	18%	15%	51,992,783
Under EUR 10,000	6842	6068	5448	88%	2%	7,478,976
Total	7609	6804	6186	100%	100%	354,922,304

# Top 3 targets and actions

## Suppliers

### 1 Building up and expanding ESG supplier management (ECG A1–A4, SDG 12, ESRs S2)

Supplier management is consistently adapted to ESG criteria. This includes the introduction of a binding code of conduct for suppliers, the implementation of a standardised risk assessment tool and the regular review of compliance with social, environmental and ethical standards. The objectives are to fully integrate sustainable criteria into procurement processes and to strengthen transparency throughout the supply chain.

### 2 Increased sustainability performance throughout the supply chain (ECG A1–A4, SDG 8, 12, 13, 17, ESRs S1, S2)

A comprehensive rating system assesses at least four key sustainability issues – the environment, labour and human rights, sustainable procurement and ethics/compliance – with equal weight each year. The results serve as a basis for improvement measures that are implemented together with suppliers. This promotes continuous progress in the supply chain.

### 3 Funding of research projects (ECG A2, A4, SDG 17)

As a practical partner company, SCHACHINGER is involved in funding projects to actively promote innovations for sustainable supply chains. The focus is on decarbonisation, the circular economy and digital solutions, which are developed together with research institutions, technology partners and industry initiatives.



We did it!



Fully electric construction crane

SCHACHINGER baulegistik and Knauf have jointly put the first fully electric tridem truck with a 35-metre crane into operation in Austria – a groundbreaking project for emission-free construction site logistics. The three-axle vehicle offers a high load capacity and, thanks to its powerful crane, enables the lifting and transport of loads to great heights – fully electric and therefore emission-free. The use of this innovative truck crane replaces a diesel-powered model and leads to an annual saving of around 18,000 litres of diesel, which corresponds to a CO<sub>2</sub> e-reduction of around 60 tonnes. SCHACHINGER is thus setting a strong example for decarbonisation in the heavy-duty sector and underlining our pioneering role in the field of sustainable mobility solutions.



csrTAG 2024

At csrTAG 2024, Austria's leading platform for corporate responsibility, SCHACHINGER Logistik set a strong example for practice-oriented sustainability with its own B2B panel. The focus was on the question of how companies can specifically implement due diligence and diversity along the supply chain. Representatives from the SCHACHINGER supply chain as well as experts from consulting and sustainability management discussed challenges such as the harmonisation of ESG risk analyses and the joint definition of climate targets. It was particularly emphasised that sustainable product development not only serves regulatory requirements, but also promotes innovation and efficiency. The event impressively showed how cooperation and responsibility in the supply chain can become the driving force for sustainable business.

What we're working on!

At SCHACHINGER, social and ecological criteria are systematically taken into account as part of supplier management. The ESG Performer tool has been used for this purpose since December 2023. It enables a structured analysis, evaluation and documentation of the sustainability performance of suppliers.

The tool evaluates companies on an industry-specific and size-dependent basis using a risk management approach. It checks whether relevant environmental and social risks are identified, prioritised and addressed by suitable measures. In addition, existing guidelines, goals, KPIs and monitoring and reporting structures are taken into account.

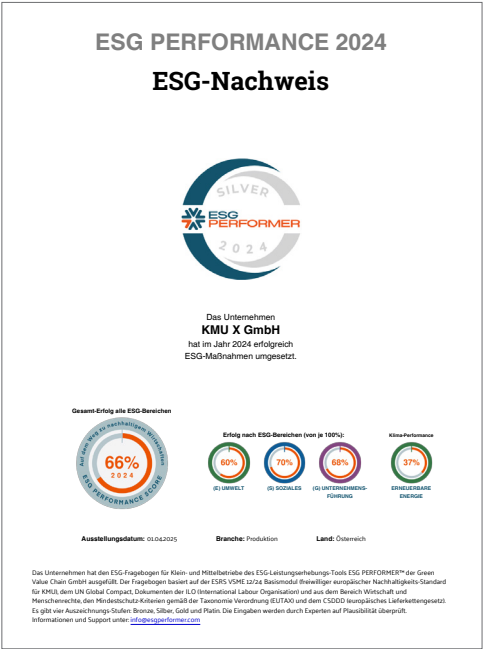
Suppliers who do not show a willingness to cooperate in a sustainable manner will be excluded from future tenders in consultation with the management.

The evaluation is based on the ESRS-VSME basic module and includes the following topics, among others:

- **Environment:** circular economy, waste, water, pollution, biodiversity, climate footprint (Scope 1 and 2), renewable energies
- **Social:** labour law, health and safety, equal treatment, further training, work-life balance
- **Governance:** human rights, business practices, corruption prevention, compliance with legal requirements

The objectives are to fulfil corporate due diligence obligations, reduce Scope 3 emissions and support European climate and social goals. In addition, the tool forms the basis for the

collection of primary data and the validation of emission targets in accordance with CDP and SBTi.



Themen	Ja	Nein	Keine Angabe	Informationen und Maßnahmen zur Verbesserung
Für Ihren ESG-Start Report berechnen wir für Sie Ihre Klimabilanz im Bereich Energie: Produktivität (Scope 1 und 2) + Geschäftsbereich und Mitarbeiter-Mobilität: Ihre Klimabilanz macht sichtbar, wieviel CO <sub>2</sub> Sie ausstoßen, wieviel erneuerbare Energie Sie bereits verwenden und wieviel CO <sub>2</sub> Sie im Berichtsjahr durch die Verwendung von erneuerbarer Energie eingespart haben.	10	0	0	Mögliche Maßnahmen: Es ist für die Zukunft wichtig, dass Sie Ihren Anteil an erneuerbarer Energie ständig erhöhen. Dabei ist bei Entwicklung einer Strategie zum Umgang mit erneuerbarer Energie finanziell und zeitlich besonders empfehlenswert, Unterstützung finden Sie bei den Fachstellen des Instituts für Energieeffizienz.
Sind Sie bereits auf dem Weg, um Ihren Anteil an erneuerbarer Energie ständig zu steigern?	0	5	10	Mögliche Maßnahmen: Umstellung der Heizung auf erneuerbare Energie, Dämmungsmaßnahmen, Installation einer PV-Anlage, Einsatz alternativer Antriebe wie z.B. E-Mobilität, Energie-Effizienzmaßnahmen wie LED-Lampen, Mitarbeiter-Energiegespräche.
Ermitteln Sie den CO <sub>2</sub> -Fußabdruck eines oder mehrerer Produkte/Dienstleistungen (Produkt Carbon Footprint)?	0	5	10	Berechnung des Produkt Carbon Footprint (CO <sub>2</sub> -Fußabdruck) für Produkte und Dienstleistungen. Nähere Informationen gibt es bei den Umweltstellen.
Sind Sie Betreiber von Einrichtungen, die gemäß der EU-REPR-Vorschrift (insb. 2002/ESG) verpflichtet sind, jährlich ihre Emissions- und Verbringungsdaten zu melden?	0	5	10	Informationen: <a href="#">Europäisches Schadstoffemissions- und Verbringungsregister (E-PRTR)</a> .
Üben Sie Ihre Geschäftstätigkeit ganz oder teilweise in einem Naturschutzgebiet aus?	0	5	10	Mögliche Maßnahmen: Entsiegelung von Flächen, Schaffung naturnaher Flächen wie Dach- oder Fassadenbegrünung, Verwendung von umweltfreundlichen Baumaterialien.
Halten Sie bereits Maßnahmen umgesetzt, um den Wasserverbrauch zu reduzieren?	0	5	10	Mögliche Maßnahmen: Wassereinsparende Armaturen und Toiletten, Spülungen, Regenwasser auffangen und für Außenanlagen nutzen, Mitarbeiter-Schulungen, Wasseraufbereitung und Wiederverwendung im Produktionsbereich.
Halten Sie bereits angefangen, in Ihrem Unternehmen nach dem Konzept der Kreislaufwirtschaft zu arbeiten?	0	2	4	Das Konzept der Kreislaufwirtschaft zielt darauf ab, Ressourcen effizient zu nutzen, Abfall zu minimieren und Produkte sowie Materialien so lange wie möglich im Kreislauf zu halten. Durch Reparieren, Wiederverwenden und Recycling wird der Lebenszyklus von Materialien verlängert, sodass sie nach einmaligem Gebrauch zu weiteren Informationen zur Kreislaufwirtschaft: <a href="#">Domestische Kreislaufwirtschaft</a> , <a href="#">WCO-Informationen</a> , <a href="#">Kreislaufwirtschaft</a> , <a href="#">Circular Economy</a> , <a href="#">Forum</a> , <a href="#">Circular Future</a> , <a href="#">Kreislaufwirtschaft Kompass</a> , <a href="#">Circular Economy</a> .
Hat Ihr Unternehmen an allen Standorten ein Abfallmanagementkonzept implementiert und werden die generierten Abfalldaten an einen zertifizierten Entsorgungsbetrieb übergeben?	0	1	1	Mögliche Maßnahmen: Für ein Abfallmanagementkonzept. Zur Verfügung stellen gekennzeichnete Behälter/Schulungen der Mitarbeitenden, Abfallaufträge/n. mottieren.
Setzen Sie bereits Maßnahmen, um die Abfallmenge zu reduzieren?	0	5	10	Mögliche Maßnahmen: Auf Verpackungen beim Einkauf achten, eigene Verpackungen optimieren, wiederverwendbare Transportträger verwenden.
Sind Sie in den letzten Produktions, Bau oder Verpackungsjahr? Wenn ja, haben Sie bereits Informationen zu Ihren Materialflüssen?	0	2	1	Informationen und Beratungen zu Materialflüssen finden Sie bei den Umweltstellen der Bundesländer.

Our customers appreciate that we handle reducing our CO<sub>2</sub> emissions of our own accord in addition to being sustainable and transparent. Essential data and key figures, for example, fall within their Scope 3, as can be read in our sustainability strategy.

Proving and providing sustainability data and requirements to our customers is important to us. We can also carry out certification processes that are new for us on request. Customers particularly appreciate this about SCHACHINGER as well. If necessary, customers receive a CO<sub>2</sub> ID card for our customer-specific service. We are also there for our customers as consultants in areas such as transport and packaging, and also as partners in the field of sustainability.

We provide our customers and partners with expertise and exchange in the following areas:

- Strategic sustainability at SCHACHINGER Logistik
- Decarbonisation, corporate carbon footprint and product carbon footprint
- Social issues and framework conditions
- Diversity management in our company
- Compliance regulations
- Market position, based on our sustainable alignment

- ESG regulations in rounds of dialogue
- Analysis of the SCHACHINGER supply chain

In the context of events for and with customers and partners, we try to be proactive and come together on a larger scale. For example, we organised the event "DRIVING CHANGE – Mission Accepted!" and the "SCHACHINGER Healthcare Night" for customers. We are advancing the decarbonisation of logistics with partners such as VNL (Verein Netzwerk Logistik; the Logistics Network Association) and CNL (Council für nachhaltige Logistik; the Council for Sustainable Logistics). In addition, we present at various congresses and specialist events, such as the Environmental Congress of the State of Upper Austria. On the topic of diversity and due diligence in the supply chain, we made a substantive contribution to a session on this year's CSR Day.



VNL event Bruck 2025 © Eva Müller

# ENVIRONMENT & CLIMATE

Impact on society

ESRS 2 | E1 IRO-1

ESRS E | E1, E2, E4, E5

SDGs | 2, 7, 9, 11, 13, 15, 16, 17

## Reflection



We have been working on the design of service agreements for suppliers for over two years. It turns out that a lot of development work still has to be invested here. After all, after a period of only twelve weeks, we can not only analyse more than a third of all defined partners in the supply chain every year, but also provide our suppliers with ESG evidence for further needs. In the customer sector, the time factor plays a decisive role – especially when it comes to targets for the switch to renewable energies in the transport sector, where practical feasibility often lags behind ambitious ideas.

# At a glance

SCHACHINGER Logistik sees climate protection as a central responsibility and driving force of our corporate development. With the Roadmap to ZERO climate strategy, the company is pursuing the complete decarbonisation of its business activities by 2040. The focus is on the reduction of greenhouse gas emissions in transport and logistics, the use of renewable energies, energy efficiency increases in buildings and processes, and the promotion of climate-friendly innovations. SCHACHINGER is already relying on electric trucks, electric vans and a growing share of electrically powered company vehicles, as well as on the expansion of its own photovoltaic systems.

**SDGs:** 

## Strategic priorities

### Decarbonisation:

Implementation of the Roadmap to ZERO with clear milestones by 2040

### Energy efficiency:

Building technology optimisations, intelligent control systems, LED conversion

### Renewable energies:

Expansion of photovoltaics, testing of other renewable energy sources

### Sustainable transport:

Use of emission-free vehicles, shift to rail, alternative fuels

### Climate data management:

Regular CO<sub>2</sub> balancing (Scopes 1 to 3), monitoring and external verification

### Promotion of innovation:

Pilot projects on hydrogen, electric mobility and energy efficiency

## Opportunities & risks

- ✓ Opportunity: competitive advantage through climate-neutral services
- × Risk: High investment costs for conversion of the fleet and infrastructure

- ✓ Opportunity: cost reduction through energy efficiency
- × Risk: Technological uncertainties in alternative powertrains

- ✓ Opportunity: access to new markets and customer segments
- × Risk: Dependence on funding programmes and political support

- ✓ Opportunity: Positive contribution to SDGs & ESG ratings
- × Risk: Possible failure to meet targets in the event of external framework changes

- ✓ Opportunity: Innovative advantage through pilot projects
- × Risk: Infrastructure bottlenecks in charging and refuelling systems

## Climate risks

The identification of climate risks at SCHACHINGER was comprehensively supported by the use of climate scenarios, in particular those with high emissions. Various influencing factors were included in the analysis, including political assumptions, macroeconomic trends, energy consumption, the energy mix and technological developments. The main aspects taken into account include, among other things:

- Investment costs for photovoltaic systems, infrastructure measures, heating and cooling systems and the expansion of an e-fleet – taking into account the challenge of high energy prices and dependence on volatile international energy markets as well as fluctuating energy and fuel prices
- Climate policy framework conditions such as the increasing pricing of CO<sub>2</sub> emissions, rising capital costs due to the conversion to alternative drives and risks along the entire supply chain, in particular in Scope 3
- Legal risks, such as penalties for non-compliance with current or future regulatory requirements, as well as potential reputational damage
- Resource availability, for example, the limited availability of water in so-called high-water-risk areas and the associated increased costs for water use
- Stricter regulatory requirements that can complicate the implementation of future projects and the need to find alternative locations for business premises
- Disposal risks, such as penalties for improper waste disposal and increasing costs for residual waste disposal

In addition, the analysis of physical climate-related risks is based on site-specific geographical conditions in order to accurately map regional characteristics and potential hazards.

## Environmental goals

In the area of the environment, we have defined 17 goals with over 40 concrete measures. Our goal is to reduce greenhouse gas emissions (GHG) by 50% (equivalent to 6,551 tCO<sub>2</sub>e) by 2035 and by 80% (equivalent to 9,976.10 tCO<sub>2</sub>e) by 2040. To ensure that our climate targets are scientifically sound and compatible with the 1.5°C target of the Paris Climate Agreement, we have joined the Science Based Targets initiative (SBTi). As part of this commitment, we are aiming for an average annual GHG reduction of 6.3%.

The most important levers are in the transport sector or in the combustion of fossil fuels (> 90%). The Roadmap to ZERO climate strategy contains a clear roadmap for fleet decarbonisation. Currently, around 60% of our company cars that are in use are already electric. In 2024, the first electric trucks and electric vans were integrated into the fleet. By successively replacing its vehicles, SCHACHINGER is drastically reducing the largest CO<sub>2</sub> emitter. As of 2032, trucks with combustion engines will no longer be purchased.





e-truck charging station © SCHACHINGER Logistik

## Environmental pollution

SCHACHINGER does not document any detailed quantitative time series on specific pollutant emissions into air, water or soil. Nevertheless, qualitative improvements over the last few years can be derived from the reports.

### Air pollution:

- Reduction through e-mobility: the proportion of electrified cars has been increased to over 50%. The first electric trucks and electric vans have been introduced, which leads to a reduction in CO<sub>2</sub>, NO<sub>x</sub> and particulate matter.
- Low-emission refrigeration technology: switching to alternative refrigerants in cold stores reduces airborne pollutant emissions.

### Water pollution:

- Ecological cleaning agents: the use of environmentally friendly cleaning products reduces pollutant inputs into wastewater.
- Avoidance of water-polluting substances: the exclusion of CMR substances in printed products and the avoidance of hazardous equipment have reduced the risk of discharges into water bodies.

### Soil pollution:

- Dismantling fossil heating systems and foregoing hazardous building materials in building renovations reduce the risk of soil contamination.
- Construction of an extinguishing water basin: protective measure to prevent soil and groundwater contamination in an emergency

Even without exact measured values, qualitative developments show a trend towards reducing environmental pollution in all three areas, primarily through technological changes, ecological product selection and preventive infrastructure measures.

## Circular economy

We do not use any primary raw materials ourselves. However, minimising the use of primary raw materials in purchased products is an integral part of SCHACHINGER's procurement strategy. This is done, in particular, by preferentially testing used or processed alternatives and by taking measures to reduce packaging materials. The aim is to increase the proportion of secondary materials and to make the use of resources along the supply chain as sustainable as possible.

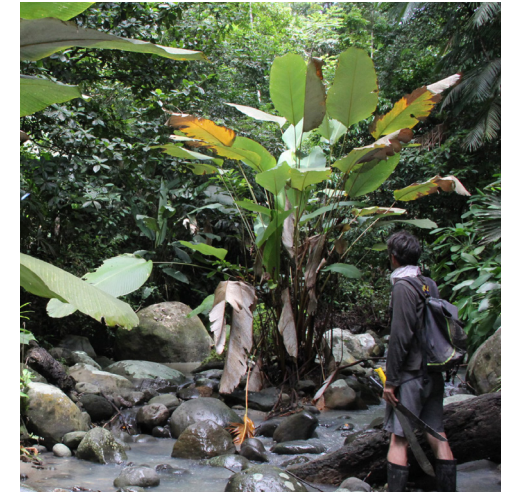
We did it!



© Werner Kerschbaumayr

### Biomass heating plant

SCHACHINGER Logistik took a significant step towards sustainable energy supply with the commissioning of a customised biomass heating plant at its central location in Hörsching. In cooperation with LINZ AG, a local natural heating network with around 1,000 metres of pipeline length was built at the end of 2024, which supplies six building complexes. The system consists of two biomass boilers with a total output of 900 kW, a 30,000-litre buffer tank and an automated wood-chip bunker. With an annual heat demand of around 2,400 MWh, the system saves around 600 tonnes of CO<sub>2</sub> per year and replaces over 80% of the previous gas infrastructure. The project, with an investment volume of 2.5 million euros, was implemented together with LINZ AG, which took over the planning, approval and financing. The new natural heating solution complements the previous sustainability measures such as e-mobility and photovoltaics and can be regarded as a prime example of the heat transition in the logistics industry.



Austrian Institute for Sustainable Development  
© Paul Flavius Nechita

### Project: Las Mercedes – Forest and Climate Protection, Colombia

Las Mercedes is an interdisciplinary climate protection, art and research project in Colombia, which was developed by the Austrian Institute for Sustainable Development together with BOKU Vienna and local partners. It protects over 18,000 hectares of tropical dry forest and promotes sustainable land use through agroforestry, buffalo farming and reforestation. The project integrates art, science and social engagement and works closely with the indigenous population of the Arhuacos. CO<sub>2</sub> compensation is provided via REDD+, VCS and Gold Standard.







### Project: Wind Energy in Kayseri, Turkey

The wind farm feeds over 194,000 MWh of renewable energy into the Turkish power grid annually and prevents around 118,730 tonnes of CO<sub>2</sub> from being emitted. The plant promotes local employment and technology transfer. Without this ClimatePartner project, which is one of the first wind power projects in Central Anatolia, the energy would be generated by fossil power plants.



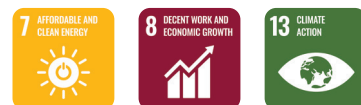
### Project: Forest protection, Brazil

The ClimatePartner project protects around 130,000 hectares of Amazon forest from deforestation and stores millions of tonnes of CO<sub>2</sub> annually. It is certified according to the Verified Carbon Standard and the Social Carbon Standard. For each tonne of CO<sub>2</sub> compensated, a funding amount is paid to a mountain forest project in Tyrol. This supports the renaturation of moors and environmental education in the Karwendel Nature Park.



### Project: Microcredits for Clean Energy, India

Women in rural areas receive microcredits for efficient cookstoves and solar lamps, which are used both privately and for business purposes. The products improve health, education and economic opportunities and reduce CO<sub>2</sub> emissions. Self-help groups and clean energy demonstrators promote their use and maintenance. The ClimatePartner project supports several UN sustainability goals.



### Sub-project: Karwendel Nature Park

The Karwendel Nature Park is the largest protected area in Tyrol with unique habitats such as primeval forests and moors. SCHACHINGER supports the renaturation of moors and environmental education measures. CO<sub>2</sub> compensation is provided via a certified project in Brazil, which indirectly finances the nature park. The park was named "Nature Park of the Year" in 2020.



### Sub-project: Styrian Mur wetlands

The Austrian sub-project of Las Mercedes is located in the Styrian Mur wetlands and forms part of a broader vision for sustainable land use. In cooperation with the Nature Conservation Association, natural forests are permanently protected or sustainably managed as agroforestry areas. The region serves as a model for biodiversity protection, environmental education and gentle agriculture. The connection with the Colombian project creates a global perspective on climate protection and social transformation.



### Climate projects

From the 2020/21 financial year to the 2024/25 financial year, a total of 55,047 tCO<sub>2</sub> emissions were offset, and 1.2 million euros were invested in climate protection during this period.



## What we're working on!

SCHACHINGER has already made significant progress in the implementation of its own transition plan for climate protection:

### 60% of the car fleet

has been converted to fully electric vehicles (BEV).

This puts us 10% ahead of schedule.

### The first electric trucks

were put into operation two years earlier than planned.

By the end of FY 25/26, 15 electric trucks will be in operation.

### Around 10,000 m<sup>2</sup> of roof space

was insulated and thermally renovated in order to reduce energy consumption in buildings.

A biomass heating plant was built at the main site, which replaces

**at least 80% of the previous gas consumption and thus reduces 600 tCO<sub>2</sub>e per year.**

Several **low-voltage main distributors** with a total of approximately 4,000 kW were built in preparation for the expansion of photovoltaics and charging points.

A total of **3,800 kWp of photovoltaic power** was installed to generate renewable energy directly on site. By the end of FY 25/26, around 8,500 kWp will be available.

### More than 50 charging points

for electric vehicles were created in order to consistently expand the infrastructure for electric mobility. By the end of FY 25/26, around 100 charging points will be available.

© SCHACHINGER Logistik



## Top 3 targets and actions



1

### Reduction of CO<sub>2</sub> emissions in the vehicle fleet

(SDG 9, 11, 13/ESRS E1/ECG E1-E4)

By 2040, the entire vehicle fleet is to be operated in a climate-neutral manner. To this end, the proportion of electrically powered company cars is being continuously increased (currently around 60%). In addition, e-trucks and e-vans are being integrated into the fleet, and alternative propulsion systems such as hydrogen are being tested. In addition, we are pushing ahead with the shift of transport to rail.

2

### Increasing energy efficiency at sites

(SDG 7, 13/ESRS E1/ECG E1-E4)

The use of modern building technology, LED lighting, intelligent control systems and optimised logistics processes reduces energy consumption. The aim is to reduce electricity and heat demand by at least 50% by 2035 compared to the base year.

3

### Expansion of renewable energies

(SDG 7, 13/ESRS E1/ECG E1-E4)

Photovoltaic systems at existing locations are being expanded and integrated as standard in new buildings. In the long term, a high proportion of the company's own electricity demand is to be covered by its own generation in order to reduce both emissions and energy costs.

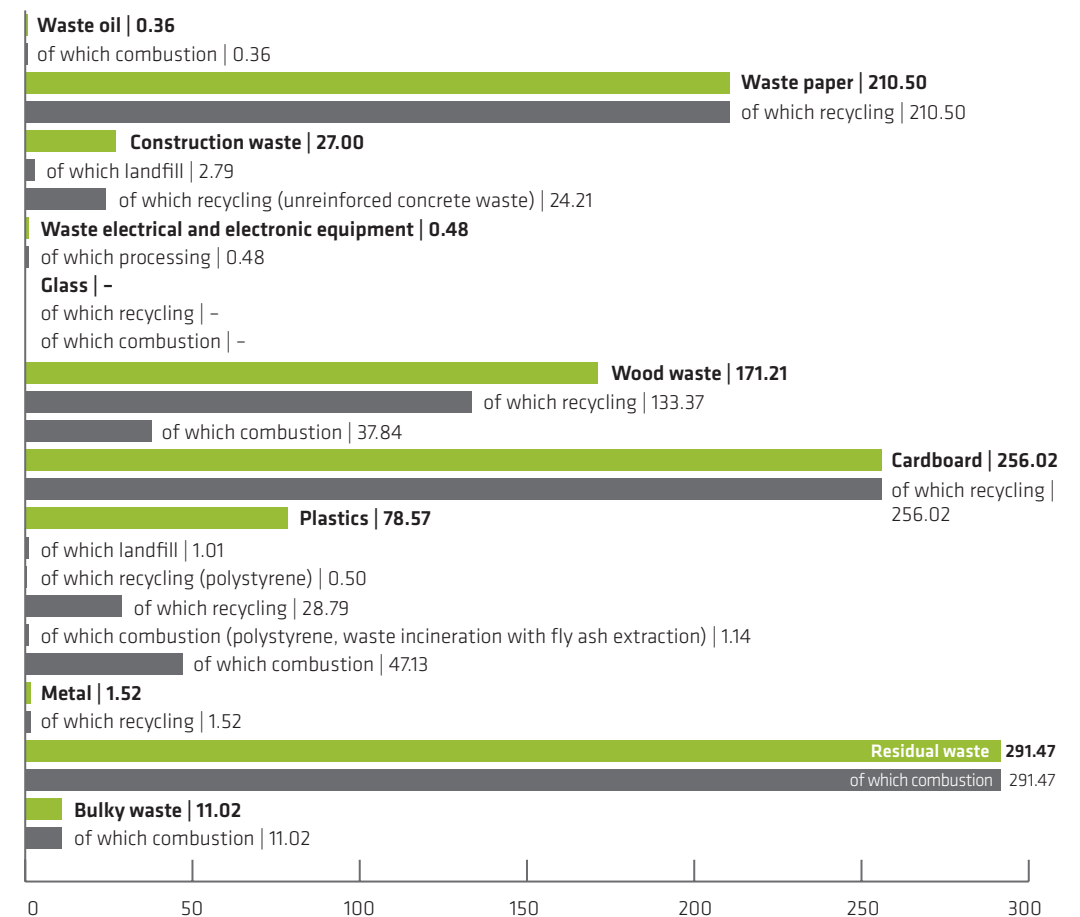
Energy indicators	2024/25
Total energy consumption E1-5_01 – 37	34,292.54 MWh
Total fossil energy consumption E1-5_02 – 37 a	27,192.65 MWh
Consumption from nuclear sources E1-5_03 – 37 b	56.13 MWh
Share of consumption from nuclear sources in total energy consumption E1-5_04 – AR 34	0.16%
Total renewable energy consumption E1-5_05 – 37 c	7,043.76 MWh
Fuel consumption for renewable sources	43.16 MWh
Fuel consumption from renewable sources E1-5_06 – 37 c i	3.94 MWh
Consumption of non-self-generated renewable energy other than fuels	39.22 MWh
Consumption from purchased or received electricity, heat, steam or cooling from renewable sources E1-5_07 – 37 c ii	6,652.27 MWh
Consumption of self-generated renewable energy other than fuels E1-5_08 – 37 c iii	348.33 MWh
Share of renewable sources in total energy consumption E1-5_09 – AR 34	20.54%
Fuel consumption from coal and coal products E1-5_10 – 38 a	1.62 MWh
Fuel consumption from crude oil and petroleum products E1-5_11 – 38 b	23,210.16 MWh
Fuel consumption from natural gas E1-5_12 – 38 c	3,763.81 MWh
Fuel consumption from other fossil sources E1-5_13 – 38 d	0.10 MWh
Consumption from purchased or received electricity, heat, steam or cooling from fossil sources E1-5_14 – 38 e	216.96 MWh
Share of fossil sources (fuel consumption and external purchases) in total energy consumption E1-5_15 – AR 34	79.30%
Share of fossil sources in total energy consumption E1-5_15 – AR 34	79.30%
Generation of non-renewable energy E1-5_16 – 39	0 MWh
Production of energy from renewable sources E1-5_17 – 39	348.33 MWh

## Waste

There is also an increase in the drop, which is primarily due to changes in the calculation parameters and data collection. Since 2022, the individual fractions of waste have been converted to average values of the Federal Waste Management Plan (BAWP). This means that, in the past, fractions such as plastics were assigned one-to-one to recycling. According to the BAWP status report, however, only about 20 to 30% of plastics are recycled in Austria. This significantly worsens the environmental footprint and is reflected in the CCF. Through intensive training on the recycling of collected materials, residual waste in FY 24/25 was reduced by 1.4% compared to the previous year.

### Waste quantities 2024/25 in tonnes

Total 1,048.13





# Reflection



## High emissions from external hauliers (Scope 3b)

The emissions of commissioned transport companies are the largest item in the CO<sub>2</sub> footprint – but cannot be fully influenced. There is a lack of reliable consumption data, and many partner companies do not yet have their own climate strategies.

## Noise pollution and surface sealing

Despite all efforts made in site planning, truck traffic and construction projects lead to noise and environmental impact. Technical and operational measures (e.g., greening, night driving bans, noise protection) are only effective to a limited extent.

## Tyre wear and particulate matter – including from e-trucks

Even with an electrified fleet, non-energy-related emissions are generated, for example, by microplastics from tyres. These are unavoidable and can only be reduced through driving behaviour, axle loads or alternative materials.

## Reduction versus compensation

12,000 tonnes of CO<sub>2</sub> were offset – this is important, but it does not replace a real reduction. The challenge is to sustainably reduce CO<sub>2</sub> emissions, not just offset them.



© Caio Kauffmann



Environmental  
report (CCF)  
ESRS E1

© Shutterstock / Footoon



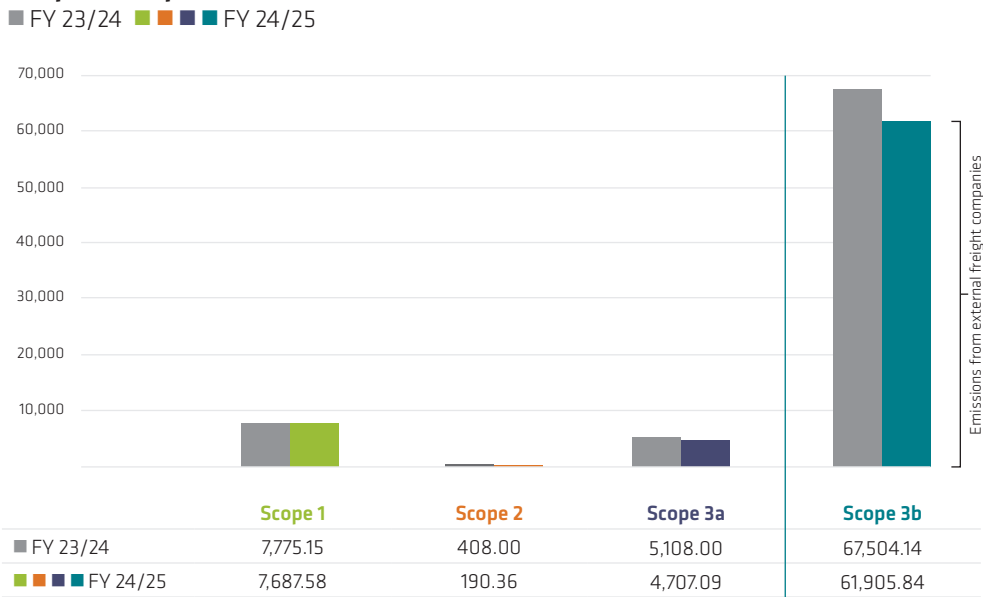
# At a glance

The **Corporate Carbon Footprint (CCF)** is a tool for recording a company's greenhouse gas emissions. All emissions resulting from entrepreneurial activities are quantified in tonnes of CO<sub>2</sub>equivalents (tCO<sub>2</sub>e). The footprint was calculated according to the Greenhouse Gas Protocol (GHG Protocol) and was verified by an external testing body. The aim of this report is to raise awareness of our environmental responsibility, both internally and externally, and to measure the progress of our climate protection measures.

As of this financial year, SCHACHINGER has decided to show Scope 3 emissions in a differentiated manner. A distinction is made between our own Scope 3 emissions (3a) and those of freight companies (3b).

The following figure shows the sums of the scopes in tCO<sub>2</sub>e compared to the previous financial year.

Scopes compared to FY 23/24 to FY 24/25 in tCO<sub>2</sub>e



Due to the changed calculation methods of the Federal Environment Agency for the 2024/25 financial year, the Scope 3b emissions of the previous year FY 2023/24 were presented as a reference value according to the calculation method of the current financial year and not as stated in the last Sustainability Report (50,013.89 tCO<sub>2</sub>e). This allows the values to be compared.

SCHACHINGER issued the following tCO<sub>2</sub>e in the 2024/25 financial year:

- 88

**Scope 1 | 7,687.58 tCO<sub>2</sub>e**  
Reduction to FY 23/24:  
- 88 tCO<sub>2</sub>e

- 218

**Scope 2 | 190.36 tCO<sub>2</sub>e**  
Reduction to FY 23/24:  
- 218 tCO<sub>2</sub>e

- 401

**Scope 3a | 4,707.09 tCO<sub>2</sub>e**  
Reduction to FY 23/24:  
- 401 tCO<sub>2</sub>e

- 5,598

**Scope 3b | 61,905.84 tCO<sub>2</sub>e**  
Reduction to FY 23/24:  
- 5,598 tCO<sub>2</sub>e

**Scope 1 (direct emissions):**  
Fuels for emergency generators, refrigerant leakage, natural gas, vehicle fleet

**Scope 3a (emissions from the value chain):**  
Electricity, fuels for emergency generators, natural gas, materials, employee travel, business trips, district heating, waste, vehicle fleet

**Scope 2 (indirect emissions):**  
Electricity, district heating

**Scope 3b (emissions from freight companies):**  
Purchased transport services and distribution

In Scope 1, 2 and 3a, reductions from FY 23/24 to FY 24/25 could be observed. The Scope 3b emissions of the freight companies commissioned by SCHACHINGER were calculated in previous years using three calculation methods and partly based on assumptions. In FY 24/25, the calculation was carried out for the first time with our database-based ESG cockpit. This resulted in an emission value in Scope 3b of around 62,000 tCO<sub>2</sub>e (this corresponds to five to six times the SCHACHINGER fleet). We are in close contact with our most emission-intensive partners and together we are focusing on measures to reduce emissions. The aim is to gradually reduce our own transport-related emissions and those of freight companies through transparent data collection, efficiency increases and the use of sustainable technologies.

## Outlook

In the area of renewable energy supply, SCHACHINGER has already installed and commissioned 3,800 kWp of photovoltaic power on around 19,000 m<sup>2</sup> of roof, open, carport and wall surfaces. For the years 2025 and 2026, a further 5,000 kWp are in the planning stage or already in the implementation stage, which will significantly expand the company's own power supply. These wall surfaces generate green electricity for buildings and facilities as well as the company's own fleet. The largest energy storage facility in Austria with 55 MWh is currently being built. It will enable us to operate the entire SCHACHINGER Group in an energy self-sufficient manner.

The infrastructure is also being further developed in the field of electric mobility: although the number of charging points remained unchanged in the year under review, 30 fast charging points – some with an output of up to 400 kW – are currently being implemented. These measures support the operation of the electrified vehicle fleet and thus the strategic decarbonisation of the logistics sector.

By spring 2026, more than 15 electric trucks – 40-tonners – will have joined our own fleet.

# Introduction

## Climate strategy: Roadmap to ZERO

As part of the Roadmap to ZERO project, which was launched in 2020, SCHACHINGER developed a comprehensive plan to achieve the company's own CO<sub>2</sub> targets. This target path includes measures to avoid, reduce and – where emissions are unavoidable – voluntarily compensate for climate contributions. The development was carried out in close coordination with internal and external experts and was based on the requirements of politics, business and the environment.

In addition to the conceptual definition of the objectives, concrete and measurable reduction targets for CO<sub>2</sub> emissions have been set. The aim is to reduce emissions from Scope 1, 2 and 3a by 80% by 2040. The resulting catalogue of measures contains numerous initiatives that are consistently implemented, regularly monitored and, if necessary, adapted.

A central basis for this strategy was the first creation of a company-wide carbon footprint in 2018/19. Building on this, the emissions of the following years were systematically recorded and continuous CO<sub>2</sub> monitoring with annual accounting was established. The greenhouse gas balance derived from this made it possible to identify the most effective levers for reducing emissions.

SCHACHINGER has been a member of EcoVadis since 2022 and regularly publishes reviews on ecological and social sustainability performance there. In addition, reporting on the Carbon Disclosure Project (CDP) has been carried out since 2023. With the accession to the Science Based Targets initiative (SBTi) in 2025, the internal decarbonisation path will now also be adapted to internationally recognised, scientifically based standards.



On request, we will be happy to send you our EcoVadis report:  
**Eva Müller**  
eva.mueller@schachinger.com



Heat pumps in the new Bruck an der Leitha warehouse © SCHACHINGER Logistik

## Data collection

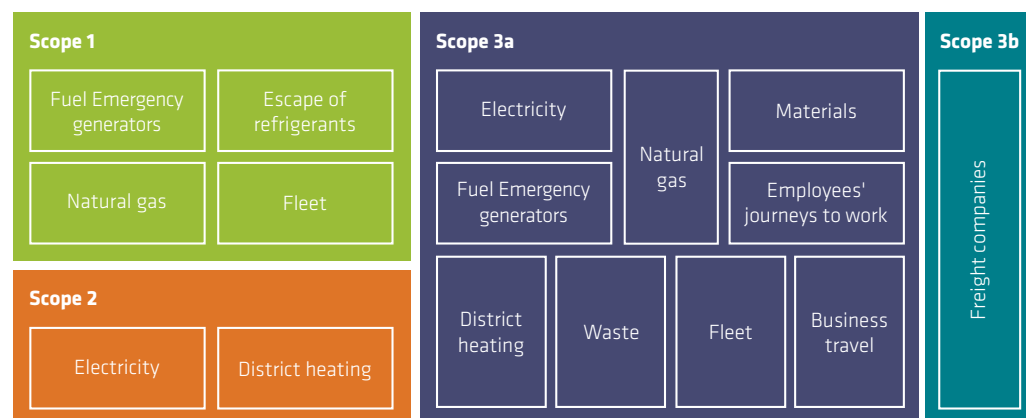
The reporting limits of Schachinger Logistik Holding GmbH are defined below and the procedure for data collection is explained. The reporting period under consideration is from 1 April 2024 to 31 March 2025.

Site and industry management, controlling, facility management and human resources have collected data and then imported it into the ESG cockpit in a consolidated manner. Transmitted data was validated and, if necessary, aliquoted to periods, areas and number of employees.

## Locations

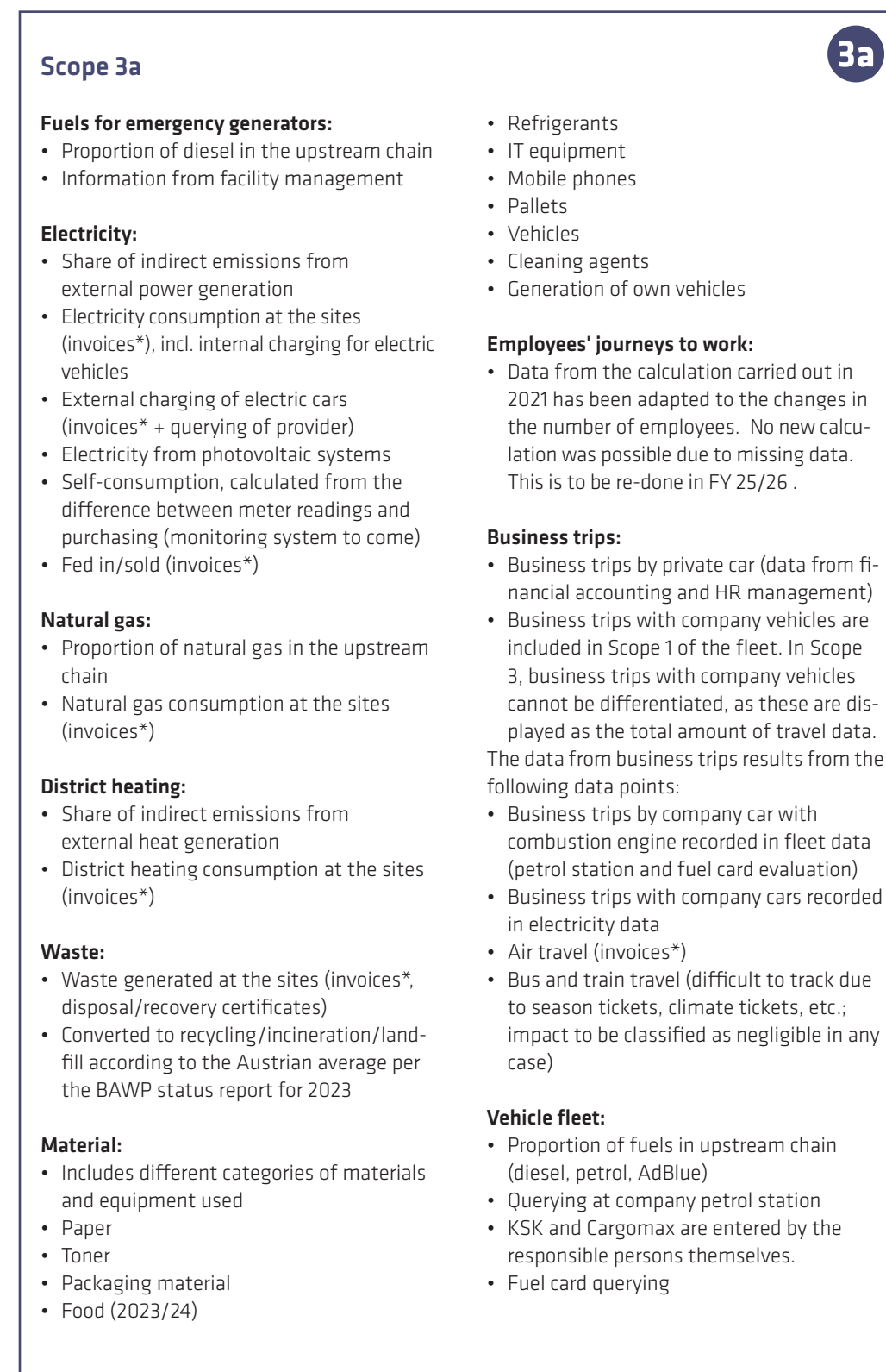
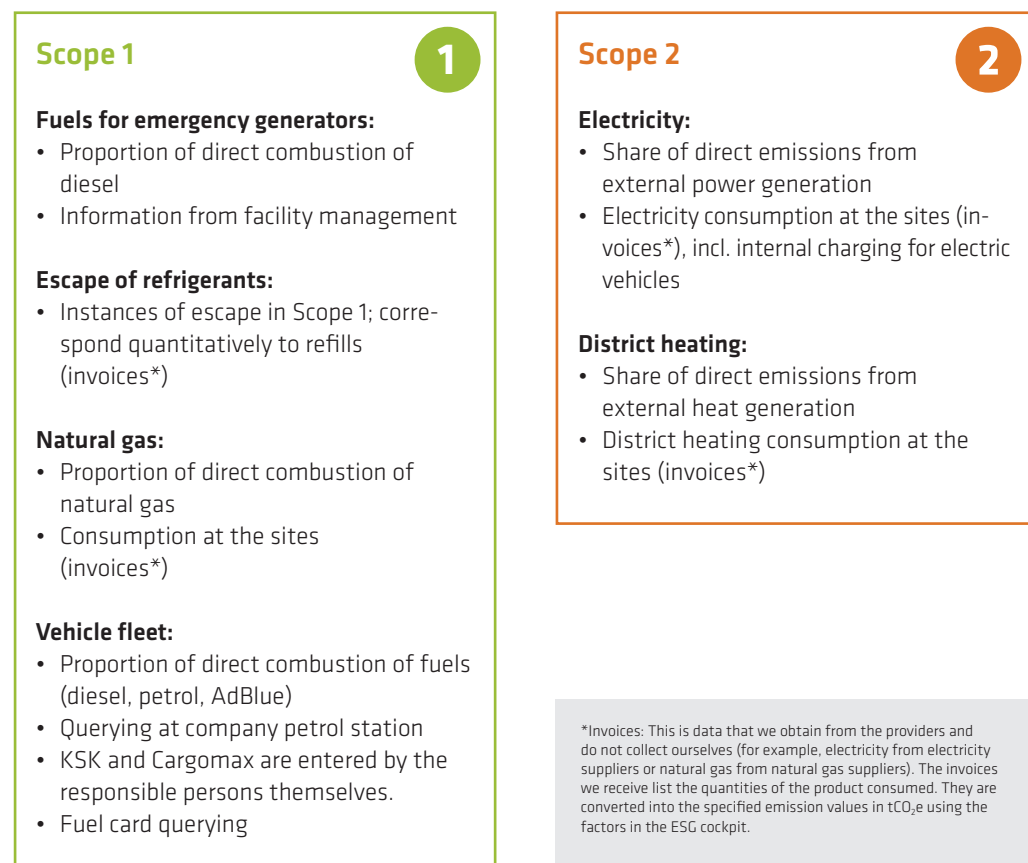
Within the reporting period, the SCHACHINGER Group counted 18 locations, of which 15 are within the reporting limit. Vöcklabruck, Veszprém in Hungary and Žilina in Slovakia were not evaluated due to their small size. Gleisdorf is no longer operated by SCHACHINGER and thus also falls outside the reporting limit. Vöcklabruck is merely an outdoor area that serves as a parking space. Therefore, no data was collected for this.

The Bruck an der Leitha site, which opened in 2024, was included in the reporting system for the first time in the 2024/25 financial year.



## Drivers of emissions

The drivers of emissions were already defined for the CCFs of previous years and were maintained for the reporting period. The defined drivers were supplemented by a closer look at the freight companies. The graph above shows a simplified representation of our emission driver categories.





## Scope 3b

3b

### Freight companies:

The emissions of the contracted freight companies were only estimated last year. These emissions exceed the direct emissions of the SCHACHINGER Group many times over and therefore need to be considered more closely. Separating emissions into Scope 3a and Scope 3b contributes to this.

### Calculations for FY 24/25:

Since primary data is difficult to collect, the tonne-kilometres are queried by the respective industries and entered into the ESG cockpit. This tool evaluates the emissions after calculation with factors (annual update by official bodies). Since the data situation is inaccurate and incomplete for some external freight companies, this value represents an approximation of the emissions of this Scope 3b category.

### The calculation in the ESG tool:

We calculate the emissions from **downstream transport** (e.g., the delivery of goods to end customers) on the basis of the following formula:

$$\text{Transport emissions (tCO}_2\text{e)} = \text{Transport quantity} \times \text{transport distance} \times \text{emission factor}$$

The following data sources are used:

- **Transport quantity**
- **Transport distance**
- **Means of transport**
- **Emission factor:** tCO<sub>2</sub>e per tonne-kilometre (tCO<sub>2</sub>e/tkm), depending on the means of transport (based on official data sources)



In the 2024/25 financial year, SCHACHINGER held dialogues with the freight companies. The first concrete agreements have been made with the most emission-intensive freight companies in order to jointly reduce CO<sub>2</sub> emissions in Scope 3b in the long term. In addition, the ESG Performer tool (supplier rating according to the EU standard ESRS/VSME) is used to evaluate ecological and social issues in a structured manner and to ensure that the evaluations comply with the relevant international sustainability standards.

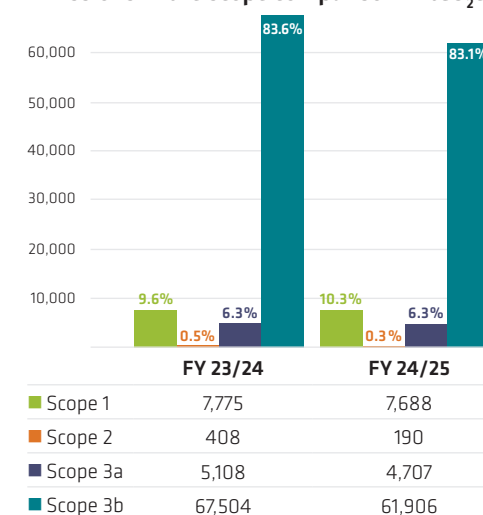
For better comparability, we have standardised the calculation method for Scope 3b emissions.

# Results

## CCF by financial year (market-based)

This method takes into account contractually assigned electricity sources, e.g., guarantees of origin or electricity supply contracts. It shows how low-emission the electricity actually purchased is – for example, from renewable sources.

### Emissions in the scope comparison in tCO<sub>2</sub>e

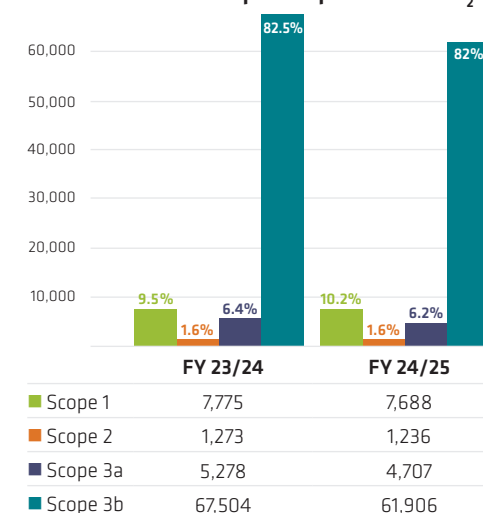


Driver	FY 23/24	FY 24/25
<b>Scope 3a</b>		
Fleet	8,761.01	7,903.78
Materials	1,289.22	1,740.19
Employees' journeys to work	978.18	1,002.83
Natural gas	951.61	723.48
Waste	432.24	461.62
Electricity	368.76	341.78
Escape of refrigerants	156.19	248.44
District heating	139.28	88.69
Business trips	73.41	65.96
Fuel for emergency generators	5.51	8.26
<b>Scope 3b</b>		
Freight companies	67,504.14	61,905.84

## CCF by financial year (location-based)

This method calculates emissions based on the average electricity mix of the country or region where the electricity is consumed. It shows how emission-intensive the local energy market is.

### Emissions in the scope comparison in tCO<sub>2</sub>e



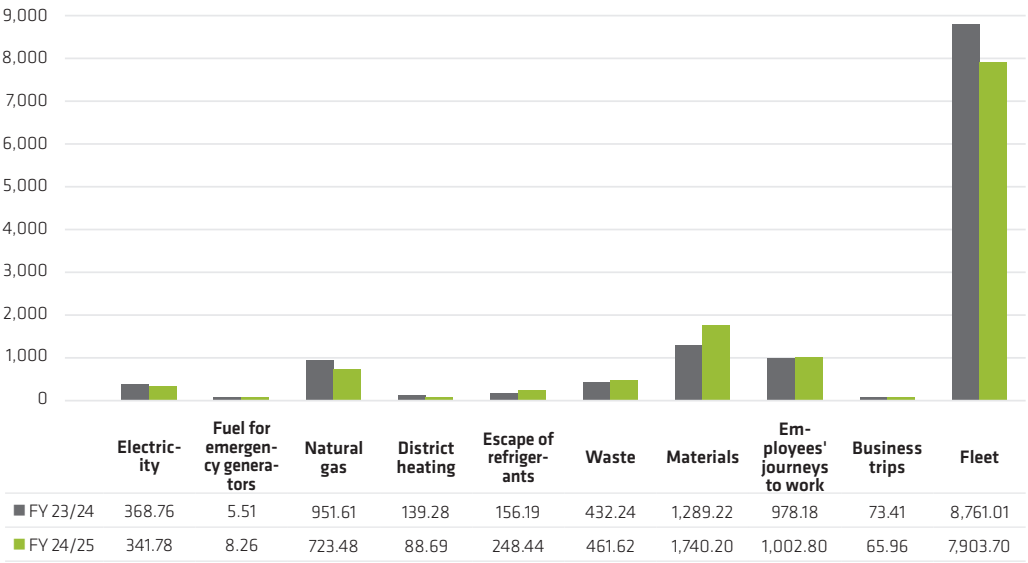
Driver	FY 23/24	FY 24/25
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Electricity	1,540.01	1,746.57
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Business trips	73.41	65.96
Fuel for emergency generators	5.51	8.26
<b>Scope 3b</b>		
Freight companies	67,504.14	61,905.84

# Conclusion

Calculating the CCF is not a rigid process. The data quality changes, and conversion factors are adjusted. As a result, despite reduction efforts, emissions may be higher than in previous years. Our target corridor of -50% tCO<sub>2</sub>e by 2035 and -80% tCO<sub>2</sub>e by 2040 refers to Scopes 1, 2 and 3a.

Scope 3b must be considered separately, since SCHACHINGER has the least room for decision-making here and the services for commissioned freight companies – rented electric trucks and charging options via SCHACHINGER's charging infrastructure – must be used. This is a process that takes years.

Comparison: CCF FY 23/24 with FY 24/25 (market-based) in tCO<sub>2</sub>e



The graph clearly shows that an improvement in the sense of a reduction has been achieved in the categories that are more relevant for decarbonisation, such as electricity, natural gas, district heating and the vehicle fleet.

The results are explained in more detail below.

### Electricity

We purchase 100% green electricity certified with the UZ46 eco-label at our own locations

and rental locations where we purchase energy ourselves. Emissions have fallen because a higher proportion of demand has been met by self-produced electricity from photovoltaic systems.

### Natural gas

A biomass heating plant was completed at the main site in Hörsching in November 2024, which supplies the entire logistics park with heat. Regional forestry waste is used, which

can replace fossil fuels and save 2,400 MWh of gas per year. The state-of-the-art filter system absorbs almost all fine dust particles. This leads to a CO<sub>2</sub> reduction of about 600 tCO<sub>2</sub>e per year. This reduces over 80% of the gas demand.

### District heating

As part of the transformation of the heat supply towards renewable and energy-efficient systems, heat pump technology was increasingly used, which significantly reduced the demand for district heating.

### Waste

Despite optimised separation systems and targeted awareness training for staff to improve the recovery of residual materials, the volume of waste has increased slightly. The reason for this is the dissolution of a site, which has led to an increased need for disposal. At the same time, reductions in our largest waste fractions (waste paper, residual waste, cardboard) could be documented in the recycling process.

### Refrigerants

The increased refrigerant leakage results from a technical defect in a system at one of our locations. Due to the malfunction, it was necessary to completely empty and refill the system with refrigerant.

### Materials

Scope 3a data includes, among other things, other materials, information and communication technology, printing materials, paper, cleaning agents, food and the production of vehicles. The observed increase can be attributed to a more detailed and granular data collection, which has enabled a more precise recording of emissions.

### Employees' journeys to work

A recalculation of the emissions from employee travel could not be carried out due to a lack of current data. Instead, the existing values from previous CCFs were adjusted to the current number of employees. The informative value of this data is therefore limited.

The previous data basis comes from the employee survey in 2022. A new survey is planned for the 2025/26 financial year, which should enable an updated and more precise survey. Since the calculation depends heavily on individual mobility patterns and other dynamic factors such as staff turnover, recording in this category remains challenging.

### Business trips

Business trips with company vehicles are shown separately in Scope 1 (fuel fleet) and Scope 2 (e-refuelling). In Scope 3a, business trips cannot be differentiated, as they are displayed as the total amount (mobility mix) of travel data. The values are not based on exact measurements, but on model calculations and extrapolations. An evaluation of the calculation methodology is planned for business trips in the 2025/26 financial year in order to improve the informative value.

### Fleet

A positive trend can be seen. In particular, the reduction in diesel consumption in the company fleet (-5.4%) due to progress in the decarbonisation of the vehicle fleet has contributed significantly to the improvement.

### Freight companies

The category of freight companies was already outlined in detail in the chapters above. In summary, the increase here can be explained by the changed calculation method and the emission factors updated by public authorities.

# Compensations

## ClimatePartner

**SCHACHINGER financial year 2024/25 ClimatePartner**  
Invoice date: 04/02/2025  
2,000 tonnes  
Projects: Wind Energy, Turkey #1525, Microcredits, efficient cookstoves and solar lights, India #1611, Karwendel

### Wind energy, Turkey

The wind farm of this project was one of the first in the central Anatolian region of Turkey in 2012. Since then, a total of 36 wind turbines in the province of Kayseri have been feeding around 194,003 MWh of renewable energy into the national power grid annually.

Without the project, the same amount of energy would be generated by gas- or coal-fired power plants. By reducing the share of this emission-intensive energy, the project saves around 111,000 tonnes of CO<sub>2</sub> emissions per year. The construction and operation of the wind farm also creates jobs for the local population and promotes technological innovation as well as technology and know-how transfer in the region.

### Microcredits for efficient cookstoves and solar lights, India

The project provides micro-entrepreneurs in rural India with access to microcredits for efficient cookstoves and solar lamps and creates supply chains in remote regions. The women use the new products for business (e.g., cooking stoves for small restaurants or solar lights to extend the opening hours of a shop) and privately (e.g., as a light source for children who learn after dark). With the money saved on fuel, the women can repay the loans. They meet regularly in self-help groups to support each other and ensure that everyone is satisfied with the products and uses them. Each group has a

manager who takes care of customer service if products need to be serviced or repaired. Some women work as clean energy demonstrators and educate people in the surrounding villages about the benefits of the new products. In this way, they enable even more women to take the first step on the path to clean energy.

This project is intended to offset around 181,000 tCO<sub>2</sub>e annually.

### Karwendel Nature Park

With the combined project, we not only offset emissions through a certified climate-protection initiative but also support nature right on our doorstep: our regional initiative protects natural habitats, native forests and peatlands. These are important for adapting to climate change, but are not suitable for CO<sub>2</sub> offsetting alone.

The Karwendel Nature Park encompasses almost the entire Karwendel massif and the Arnspitze nature reserve and, with an area of 739 km<sup>2</sup>, is the largest protected area in Tyrol and the largest nature park in Austria. Due to its topography, the nature park has an above-average proportion of natural habitats such as primeval forests and wild rivers and is home to a large number of animal and plant species of European importance, such as the golden eagle, the white-backed woodpecker and the lady's slipper orchid. The Karwendel Nature Park is active in the areas of nature conservation, recreation and tourism, environmental education, knowledge and research, and regional development, and received the renowned "Nature Park of the Year" award in 2020 from the Association of Austrian Nature Parks.

In 2022, the ClimatePartner Austria team helped to restore a peatland. The project days regularly organised by the nature park (www.karwendel.org) are always well booked. CO<sub>2</sub> offsetting is carried out entirely through the climate protection project in Brazil, which is certified according to international standards with the Verified Carbon Standard and the

Social Carbon Standard. For each tonne of CO<sub>2</sub> compensated there, a funding amount is paid to the mountain forest project to contribute to nature conservation in the Karwendel.

## ÖIN – Austrian Institute for Sustainability

**SCHACHINGER financial year 2024/25 ÖIN**  
Invoice date: 17/01/2025  
10,000 tonnes  
Projects: Arhuaco, Colombia (year 2023, total); Mur wetlands, Styria – Bad Radkersburg, alluvial forest area including wet meadows as an important biogenetic reserve

### Las Mercedes

The Las Mercedes climate protection project, initiated by the Austrian Institute for Sustainable Development (ÖIN), is a holistic project for CO<sub>2</sub> compensation and biodiversity promotion, which covers more than 20,500 hectares in the Colombian Arhuaco region. It combines forest conservation, reforestation through natural succession and sustainable agroforestry with social and scientific components: the indigenous community of the Arhuacos is actively involved, environmental education is promoted, and young academics from Vienna and Bogotá are working together on the further development of the project. CO<sub>2</sub> reduction is achieved by avoiding deforestation and through the targeted development of biomass, validated according to international standards such as REDD+, VCS and Gold Standard. In parallel, areas in Austria are either sustainably managed as so-called "nature-culture forests" or taken out of use – for example, in cooperation with the Nature Conservation Association – allowing the project to bridge global climate action and regional responsibility. Support for the Styrian Mur wetlands is a supplementary measure.

# C7 certificate

SCHACHINGER Logistik has determined the corporate carbon footprint (CCF) for the SCHACHINGER Group with 16 locations and has had the results verified externally.





# Actions and Targets

Responsibility

Social impact

Sustainable business

Environment & climate



RESPONSIBILITY	Status	ECG	SDGs	ESRS
<b>Ensuring the CSR impact on the commercial goals</b> • Monitoring the savings and profitability of sustainability measures	Annually	B4	8	G1, GOV-3, SBM-1
<b>Creating opportunities for anonymous reporting of unfair, unlawful or unethical behaviour in the workplace</b> • Setting up a whistleblowing hotline and installing dedicated mailboxes	Annually	B4	10	S1, G1
<b>Development of purpose and adaptation of the vision and mission</b> • Development of purpose, vision, goals and values	Annually	B4	9, 12	G1
Incremental digitisation of the departments using a catalogue of measures	Partial	B1-B4	16	G1
Further development of corporate standards through the introduction of digital solutions by 2023			7, 12, 13	
• Conducting energy efficiency audits • Acquisition of an ESG Cockpit as the basis for digital management and measurement of sustainability data and goals • Implementation of a supplier rating system • Audited sustainability reporting • Generally carrying out sustainability certifications in order to further develop the organisation's level of maturity through standards				
Sustainability validation/ESG by auditor	Open	B1-B3	12	G1
Communication of the overview of sustainable investments and funded projects	Open	B4	12	G1
Annual evaluation of all supported green investments (EU Green Deal, EU Taxonomy)				
Development of purpose and adaptation of the vision and mission by the end of 2023 = people & culture • Annual evaluation of all supported corporate citizenship partnerships • Survey of customer satisfaction • Meeting the sustainability requirements of new and existing customers through guidelines • Reduction of turnover through motivation and incentive systems • Implementation of a participatory process on the guiding principles and company values over the next two years	Partial	B4	12	S1, G1
Definition of a compliance and ethics framework by 2023/24 • Creation of compliance and ethics guidelines, anti-corruption training for all managerial staff	Partial	B4	8	G1
Ongoing updates for the management • Weekly update meeting with the management	Ongoing	B4	-	-
Ensuring the CSR impact on the commercial goals • Measuring and monitoring KPIs	Ongoing	B1-B4	8, 12	G1, GOV-3, SBM-1
Reducing the energy demand and switching to renewable energies by 2027 • Digitally optimised energy and waste monitoring • Employee training on energy efficiency and residual waste prevention measures • Expanding the PV systems from the current 10,500 m² of solar panel coverage to 15,500 m² by 2025 • Expediting the switch from district heating to local heating	Ongoing	B3, B4	13	E1

SOCIAL IMPACT	Status	ECG	SDGs	ESRS
<b>Increasing employee satisfaction to 85% by 2026</b> <ul style="list-style-type: none"> <li>Conducting employee surveys on a regular basis</li> <li>Implementation of a participatory value process</li> <li>Introduction of the work and family audit</li> <li>Evaluation of mental stress</li> </ul>	81%	C1, C4	3	S1
<b>Increasing the training rate per employee to at least ten hours per year starting in 2024</b> <ul style="list-style-type: none"> <li>Creation of a talent management concept</li> <li>Creation of a new training plan, with expansion of the offers for training and further education</li> </ul>	Annually	C1	4	S1
<b>Offering stakeholder-appropriate company services that are suitable for each group of employees (office employees, warehouse employees, and drivers) every year</b> Measuring the number of company services that contribute to the three stakeholder groups, e.g.: <ul style="list-style-type: none"> <li>Specification of the offers for social and health services as part of the work and family audit and workplace health promotion for all employee groups</li> <li>Gender-equitable provision across all health services, incorporating gender medicine expertise</li> <li>Implementation of occupational psychological and social counselling</li> </ul>	Annually	C1, C2	3	S1
Implementation of a work division for diversity-sensitive stakeholder communication (important company documents such as the CoC have been translated into an accessible language, relevant results, such as those of the employee satisfaction analysis, have been translated into several languages)	Ongoing	C4	5, 8, 10	S1-1, S1-2, S1-4
Barrier-free text design according to the Capito standard, translation into the most frequently represented languages, and creation of texts for safety instructions, etc., according to the Capito standard (LL)				
Increase in the proportion of vegetarian dishes from 50% to 60%	x	C1, C3	3, 12	E1
Company-wide expansion of cybersecurity <ul style="list-style-type: none"> <li>Expanding redundant infrastructure</li> <li>Further segmentation of smart facility elements</li> <li>Increasing awareness among employees</li> </ul>	Ongoing	-	9	S4-4
Increasing the sustainability performance throughout the entire stakeholder area <ul style="list-style-type: none"> <li>Implementation of sustainability measures with an impact on employee and customer satisfaction</li> </ul>	Ongoing	D2-D4	5, 8, 10	S1
Motivation and meaningful work by communicating purpose <ul style="list-style-type: none"> <li>Communication on purpose, vision, goals and values</li> </ul>	Partial	C1, C4	8	S1-1, S1-5
Optimisation of HR processes	Partial	C2	3, 4, 5, 8, 10	G1
Expansion of accident statistics according to the international standard ISO 45001	Open	C1	3, 8	S1-14
Increasing the further training hours to ten hours per year per employee	Partial	C1	4	S1-13
Evaluation of further training courses that are specific to women and derivation of measures	Open	C4	4	S1-1, S1-2, S1-4, S1-13
Increasing the number of participants in health programmes <ul style="list-style-type: none"> <li>More low-threshold or location-independent health services</li> </ul>	Ongoing	C1, C4	3	S1-4, S1-14
<ul style="list-style-type: none"> <li>Implementation of talent management</li> </ul>	Open	C1, C4	8	S1-13

Expansion of the staff turnover analysis	Open	C2, C4	8	S1-2
Extended collection of staff turnover data by 2023				
<ul style="list-style-type: none"> <li>Sector-specific survey of the turnover rate with regard to early and late turnover, etc.</li> <li>Adapting exit interviews</li> <li>Setting steering measures</li> </ul>				
Further reduction of the injury rate <ul style="list-style-type: none"> <li>Extension of the assessment procedure for hazards and increasing the identification and assessment of hazards (evaluation) according to the AUVA method, as well as an annual review of how up-to-date the process is</li> <li>Assessment of risks, with and without implementation of measures, with regard to defined criteria</li> </ul>	Ongoing	C1	3, 8	S1-14
Achieving the specified quota of 25 people with disabilities in 2023/24	Partial	C1	10	S1-5, S1-12
Increasing job postings on platforms such as myAbility, so as to attract more colleagues with disabilities	Open	C1	8, 10	S1-4, S1-12
Diversity-sensitive stakeholder communication	Partial	C4	5, 8, 10	S1-1, S1-2
Increasing employee satisfaction <ul style="list-style-type: none"> <li>Conducting an employee survey in 2026</li> <li>Implementation of a participatory value process</li> <li>Introduction of the work and family audit</li> </ul>	Ongoing	C1, C2, C4	8	S1-4, S1-5
Increasing the training rate per employee to at least ten hours per year starting in 2024 <ul style="list-style-type: none"> <li>Intensification of the search for apprentices</li> <li>Expansion of apprenticeships</li> </ul>	Ongoing	C1	4	S1-13
Development of competencies and awareness-raising among the workforce on the topics of energy saving and climate protection <ul style="list-style-type: none"> <li>Awareness-raising measures, such as driver training on fuel-efficient driving (78 truck drivers, 70 van drivers, 60 car drivers), e.g., online training</li> </ul>	Ongoing	C3	9, 13	E1
Reducing the energy demand and switching to renewable energies by 2027 <ul style="list-style-type: none"> <li>Digitally optimised energy and waste monitoring</li> <li>Employee training on energy efficiency and residual waste prevention measures</li> <li>Expanding the PV systems from the current 10,500 m² of solar panel coverage to 15,500 m² by 2025</li> <li>Expediting the switch from district heating to local heating</li> </ul>	Ongoing	C3	13	E1

SUSTAINABLE BUSINESS	Status	ECG	SDGs	ESRS
<b>SUPPLIERS</b>				
<b>Building up and expanding ESG supplier management</b> • Revision of processes (Supplier CoC, risk assessment tool)	Annually	A1-A4	12	S2
<b>Increased sustainability performance throughout the supply chain</b> • The rating system represents an assessment of at least four sustainability issues (the environment, labour and human rights, sustainable purchasing or sustainable procurement, and ethics or compliance) with the same focus.	Annually	A1-A4	8, 12, 13, 17	S1, S2
<b>Funding of research projects</b> • Practical partnership for various funding projects	Annually	A2, A4	17	-
<b>CUSTOMERS &amp; PARTNERS</b>				
<b>Introduction and updating of sustainability rating systems for benchmarking and customer communication</b> • Use of recognised sustainability rating systems, such as EcoVadis, CDP, SAQ 5.0, etc.	Annually	D1, D2, D4	9	S4
<b>Increasing the sustainability performance for the customer sector</b> • Stakeholder communication, customer satisfaction survey, events, talks and public relations work, Product Carbon Footprints, etc.	Annually	D1-D4	17	S4
<b>Business models</b> • Model development	Annually	D1-D4	8	SBM-1
Expanded electronic meter reading	Partial	D4	13	E1
Creation of alliances with circular partners and implementation of a circular economy project by 2024 • Search for circular cooperation partners and assessment of the economic, social and environmental impact of possible projects	Partial	D2-D4	8, 10, 13, 17	E5
Increasing the sustainability performance throughout the entire stakeholder area • Implementation of sustainability measures with an impact on employee and customer satisfaction	Ongoing	D2-D4	5, 8, 10	S2, S4
Diversity-sensitive stakeholder communication	Partial	D4	5, 8, 10	S2, S4
The energy and mobility transition • Construction of 100 electric charging stations (currently 48) by the end of 2025	Ongoing	D2, D4	9, 13	E1
Reducing the energy demand and switching to renewable energies by 2027 • Digitally optimised energy and waste monitoring • Employee training on energy efficiency and residual waste prevention measures • Expanding the PV systems from the current 10,500 m² of solar panel coverage to 15,500 m² by 2025 • Expediting the switch from district heating to local heating	Ongoing	D3, D4	13	E1

ENVIRONMENT & CLIMATE	Status	ECG	SDGs	ESRS
<b>Reduction of greenhouse gas emissions</b>				
<b>Compensation of unavoidable greenhouse gas emissions</b> • Annual CO <sub>2</sub> compensation by audited providers	Annually	E3	13	E1
<b>Promotion of biodiversity</b> • Settlement of bees and creation of habitats and nesting places for insects by means of insect hotels, heaps of leaves and wood • Adaptation of mowing cycles and cultivation of endemic plant species	Annually	E2	15	E4
<b>Reduction of fine dust emissions caused by tyre abrasion</b> • Purchasing of tyres with better abrasion values • Driver training • Extension of the life cycle through retreading	Annually	E3	15	E2
Implementation of the decarbonisation and climate strategy Roadmap to ZERO by 2040 and the DRIVING CHANGE sustainability strategy concept • Ensuring ongoing implementation in the company • Annual reporting of results	Ongoing	E3	7, 13	E1
Positioning in the market as an attractive employer	Ongoing	E2	11	S1, SBM-3
Reduction of the shortage of staff and skilled workers • Strengthening of the brand as a top employer through expanded measures in the areas of education, health, diversity and equal opportunities, as well as through systematic environmental measures • Development of diversity measures	Ongoing	E2, E4	8	S1, SBM-3
Diversity-sensitive stakeholder communication	Partial	E4	5, 8, 10	S1
Further tests and training on tyres (rolling resistance, abrasion, etc.)	Open	E3	13	E2
Reduction of 8,935 tonnes of greenhouse gas emissions caused by the fuel by 2040 (reference year 2022/23) – there has been a 3.8% reduction since 2021 • Electrification of 100% of small vans (< 3.5 t) (TRCplus), with the aim of electrification by 2035 • Ongoing purchase of electric truck replacement vehicles (> 3.5 t) according to technical feasibility and availability • Stopping the purchase of trucks with combustion engines by 2032 at the latest	Ongoing	E3	9, 12, 13	E1
1,216-tonne reduction in greenhouse gas emissions caused by gas consumption by 2027 (reference year 2022/23) – there has been a 17% reduction since 2021 • Approx. 50% in savings (732.5 tonnes) due to technology switches in the area of heating by 2027 (Hörsching or own sites) • Savings of 3% through thermal renovations by 2024 (Hörsching)	Ongoing	E3	13	E1
Reduction of 43 t (currently 858 t) greenhouse gas emissions caused by employees travelling to work in 2025 (reference year 2021) – an evaluation is planned for the 2024/25 financial year • Measuring system and mobility plan by 2023 • Savings through the creation of incentives for the use of bicycles, public transport and electric mobility • 5% in savings as a result of working from home by 2025	Ongoing	E3	9, 12, 13	E1



# ONR 192500 certificate (ISO 26000)

ONR 192500 was developed on the basis of ISO 26000 (guidance on social responsibility) as a certifiable standard. ONR 192500 was launched by Austrian Standards.

In line with ISO 26000, these standards establish the framework for embedding the fulfilment of corporate social responsibility (CSR) within the company. They contain the principles of social responsibility and explain the relevant approaches, such as the involvement of stakeholders, the due diligence process, the materiality analysis and the scope of the value chain.

The following seven core topics are addressed:

- Organisational management
- Environment
- Human rights
- Work practices
- Fair operating and business practices
- Consumer concerns
- Community involvement and development

The company must deal with these core issues.



## PUBLISHING INFORMATION

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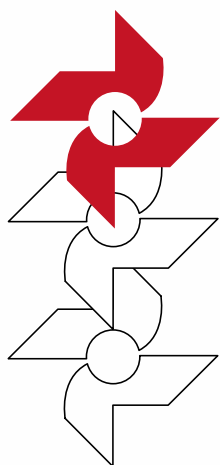
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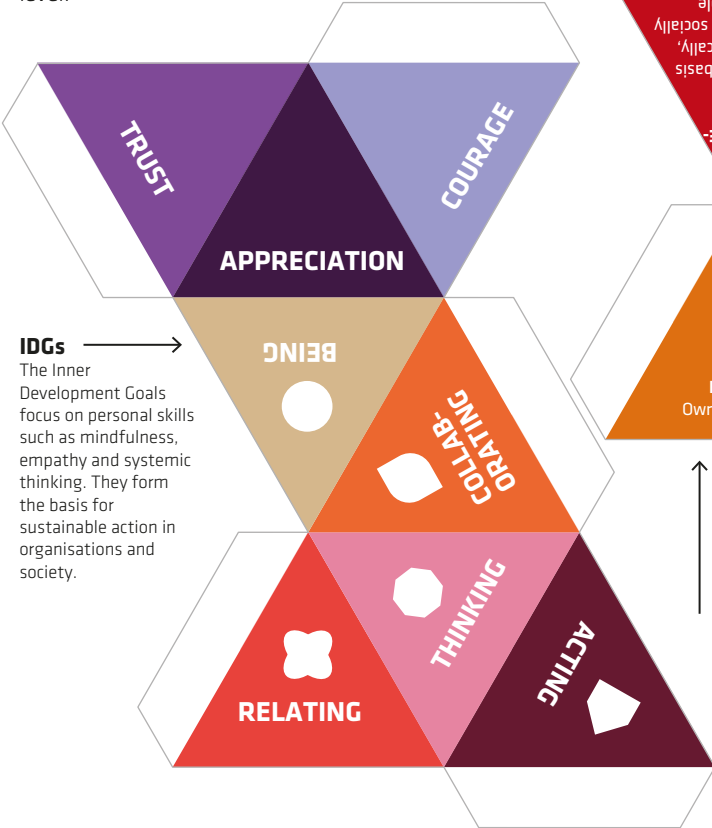
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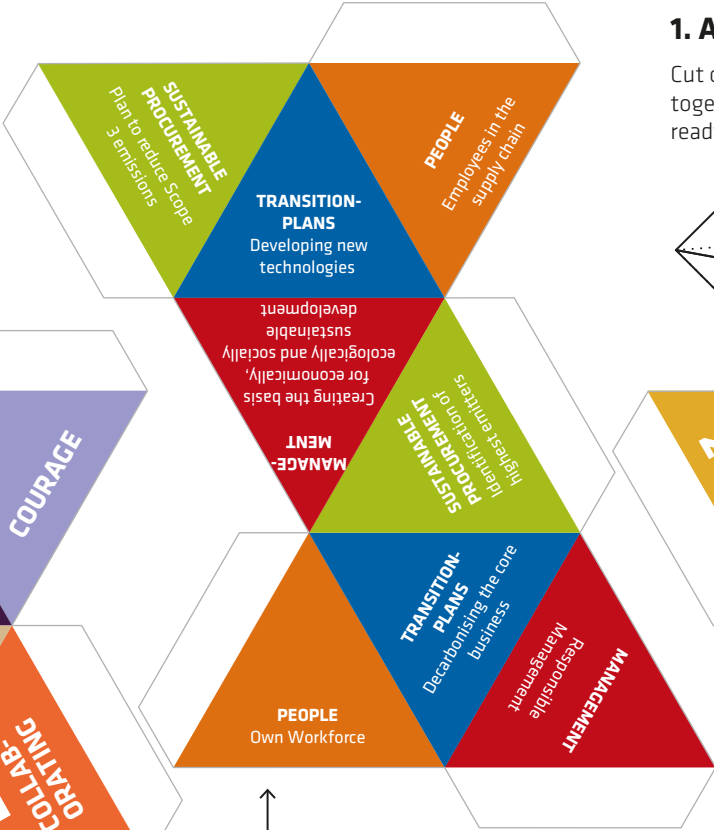


# Feel free to follow our lead

The three cubes illustrate how personal development (IDGs), organisational responsibility (ODGs) and global sustainability goals (SDGs) are interlinked. They show how we at SCHACHINGER shape transformation at an individual, corporate and societal level.



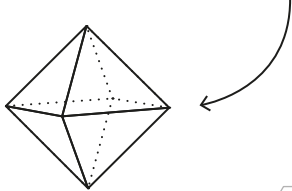
**IDGs** →  
The Inner Development Goals focus on personal skills such as mindfulness, empathy and systemic thinking. They form the basis for sustainable action in organisations and society.



**ODGs**  
The IDGs are integrated into our ODGs to promote cultural change and sustainable development – from decarbonisation to fair working conditions internally and in the supply chain.

## 1. Assemble

Cut out, fold and glue together – your cube is now ready to use!



## 2. Try it out

Roll all three octahedrons. What combination do you get? Discuss how the chosen goals are related. What connections do you see? What measures can you derive together?



**SDGs**  
The UN's 17 SDGs are global goals for a better future. We contribute to 15 of the SDGs through sustainable business practices, social responsibility and ecological innovation.