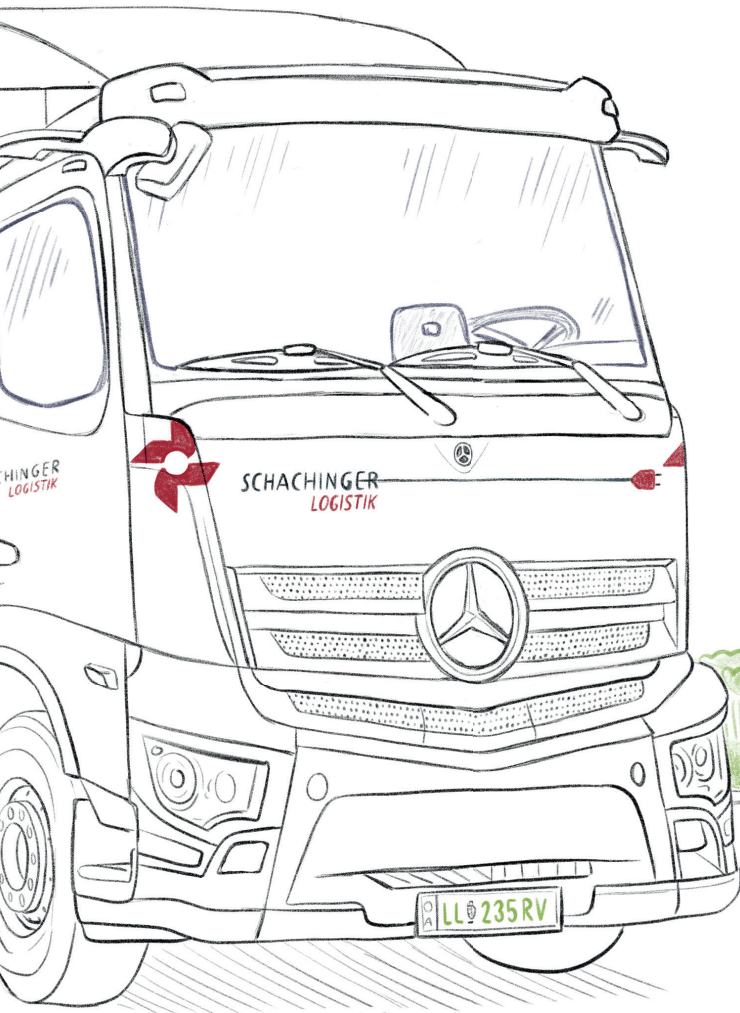


2024 SUSTAINABILITY REPORT



including the
Common Good
Balance Sheet and
Environmental Report
for 2022/23 and
2023/24





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Brief portrait of SCHACHINGER Logistik

This report aims to raise awareness of our company and all our activities in the field of sustainability and the common good. The basis and starting point for this are our vision, our mission and the values that we put into practice together. We are moving forwards and proud of what we have achieved so far. And we still have a lot of work to do.

Vision: What we want to achieve!

We are market leaders in our core segments in Austria as well as successful in neighbouring Europe.

We are the preferred partner for future-oriented companies.

We are a vibrant organisation with autonomous employees and an attractive employer in the region, especially for people who want to work with us on sustainable development.



Mission: What we put into practice!

We make our customers' lives more stable, even in challenging times.

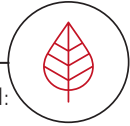
Through our innovative and consistently sustainable actions, we provide impetus for the logistics industry and take responsibility for people, society and the environment.

We are part of the solution.



Values

Sustainability



We act sustainably across the board: ecologically, economically and socially.

Honesty and trust



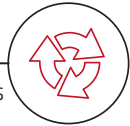
We are open and honest and we trust each other.

Listening



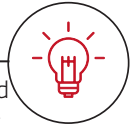
We listen and include a variety of approaches.

Cohesion and self-responsibility



Everyone sees and does what needs to be done and helps others.

Innovation and professionalism



We take joy in innovative design and are passionate about implementing it professionally.

Appreciation



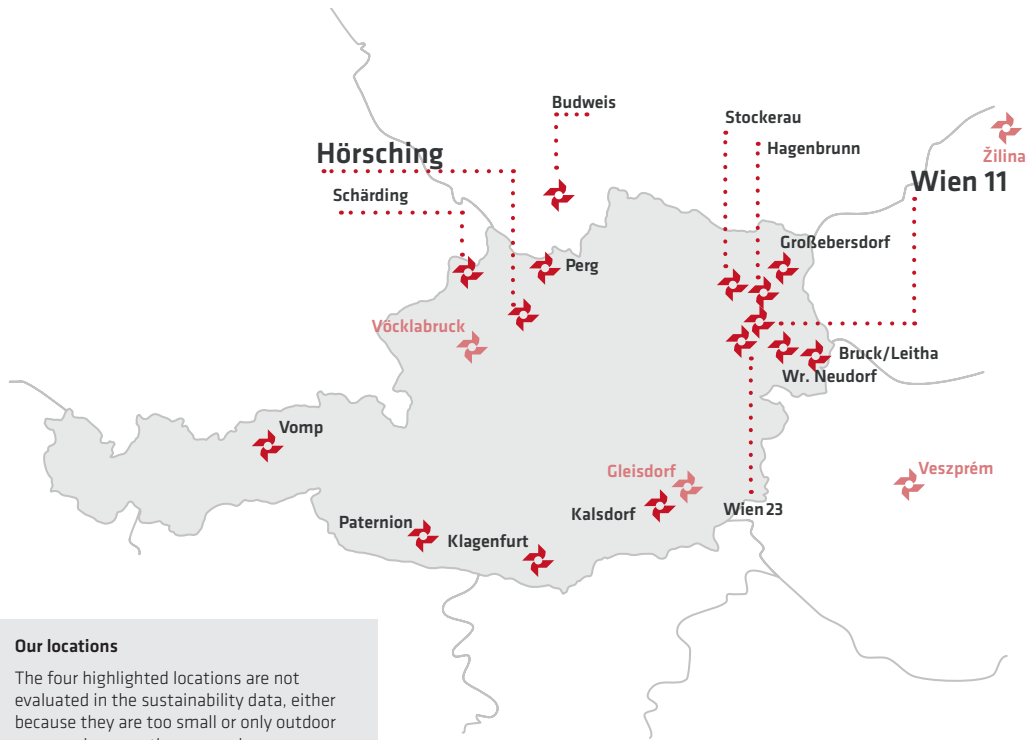
We value each other as people across all industries and hierarchies.

SCHACHINGER Logistik is an Austrian family business with over 85 years of experience that leads in Austria in our core segments. With our innovative storage and transport solutions, nationwide throughout Austria, we guarantee reliable and punctual supply. We are a reliable partner even in critical periods. With our variety of industries, we cover vital sectors and are very familiar with our customers' needs.

Through our innovative and consistently sustainable actions, we provide impetus for the logistics industry. We set new standards with professionalism and passion.

We hope you'll have a lot of fun immersing yourself in SCHACHINGER's history of sustainability and supporting the public good!

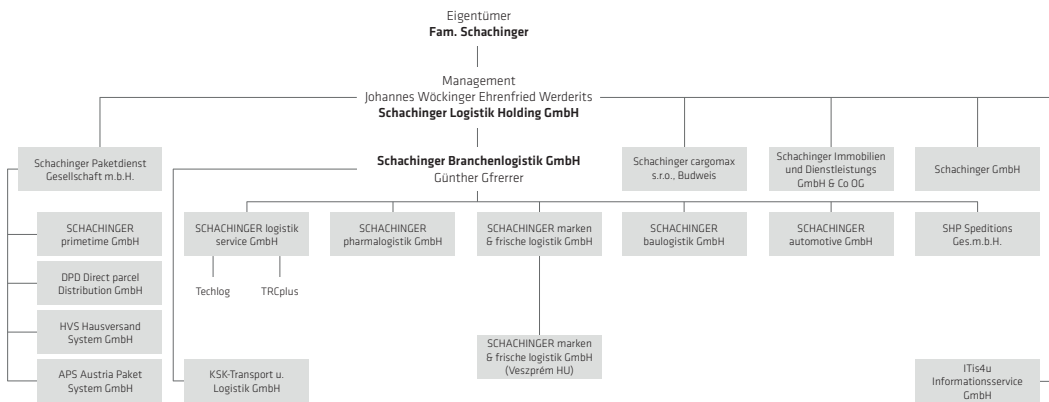
Numbers, data, facts



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



Subsidiaries and affiliates

Who belongs to the organisation, and in which countries are these subsidiaries located?

What ownership share does the parent company have in them?

- Schachinger Logistik Holding GmbH
Austria | 100%
- Schachinger Branchelogistik GmbH
Austria | 100%
- Schachinger Paketdienst GmbH
Austria | 100%
- Schachinger Immobilien und
Dienstleistungs GmbH & Co. OG
Austria | 100%
- Schachinger GmbH
Austria | 100%
- SCHACHINGER pharml Logistik GmbH
Austria | 100%
- SCHACHINGER
marken & frische logistik GmbH
Austria | 100 %
- SCHACHINGER bau logistik GmbH
Austria | 100%
- SCHACHINGER automotive GmbH
Austria | 100%
- SHP Spedition Ges.m.b.H.
Austria | 100%
- Schachinger Cargomax s.r.o. České Budějovice
Czech Republic | 100%
- SCHACHINGER logistik service GmbH
Austria | 100%
- SCHACHINGER primetime GmbH
Austria | 100%
- KSK-Transport u. Logistik GmbH
Austria | 50%

SCHACHINGER holds a 100% share in all listed companies with the exception of KSK. The reporting limit covers all companies in the group in which SCHACHINGER holds a stake of $\geq 50\%$.

The company is made up of many corporations in various industries. Due to this diversity of business areas, different strategies are used.

INFO BOX

Numbers throughout the report

All figures that are not designated as belonging to a particular financial year relate to the financial year 2023/24.



About this report

This sustainability report consists of two parts: on the one hand, the **ECG accounting** for the financial years 2022/23 and 2023/24, and, on the other hand, the full **environmental report** for these two financial years.

One important part of this sustainability report can be found on p. 108 ff., where goals and measures that we have been consistently pursuing and monitoring since FY 2021/22 are discussed. We already published this in the 2021/22 Sustainability Report, which can be viewed on our website. In this report, we systematically update it. In the table, we have also noted an indication of which goals and measures are relevant to the SDGs and ESRS. As of 2025, SCHACHINGER Logistik will be obliged to report under the new CSRD (Corporate Sustainability Reporting Directive) and the NaBeG (Sustainability Reporting Act). The life cycle assessment and social balance sheet is integrated into the management report and checked by our auditors at KPMG. The scope of the data falls in the FYs 2024/25 and 2025/26, so we will report for the first time in 2026.

It was important to us to use this sustainability report to look at our core stakeholder groups, with a focus on ethics. For this reason, we have also opted for the common good balance sheet. The plan is to prepare a report on common good every two to three years in addition to the statutory sustainability reporting.

Since we do not have an international core business focus, we will no longer report according to the Global Reporting Initiative (GRI) but according to the European Sustainability Reporting Standard (ESRS).

FACTS for 2023/24

700* employees

676.52 full-time equivalents

€326 million** in annual turnover

€12,048,805.29 net income

16,400 supported organic foods

7 industries

147,0000 m² of storage space – including office space

158,850 pallet spaces

92 trucks

79 small vans

85 cars (including 52 electric cars)

600 hauliers

15,500 m² of solar space at the locations ≈ 7,750 solar modules

3,100-kWp photovoltaics
≈ power requirement of over 1,000 households or 17 million electric car km

48 charging stations for operational use and publicly accessible

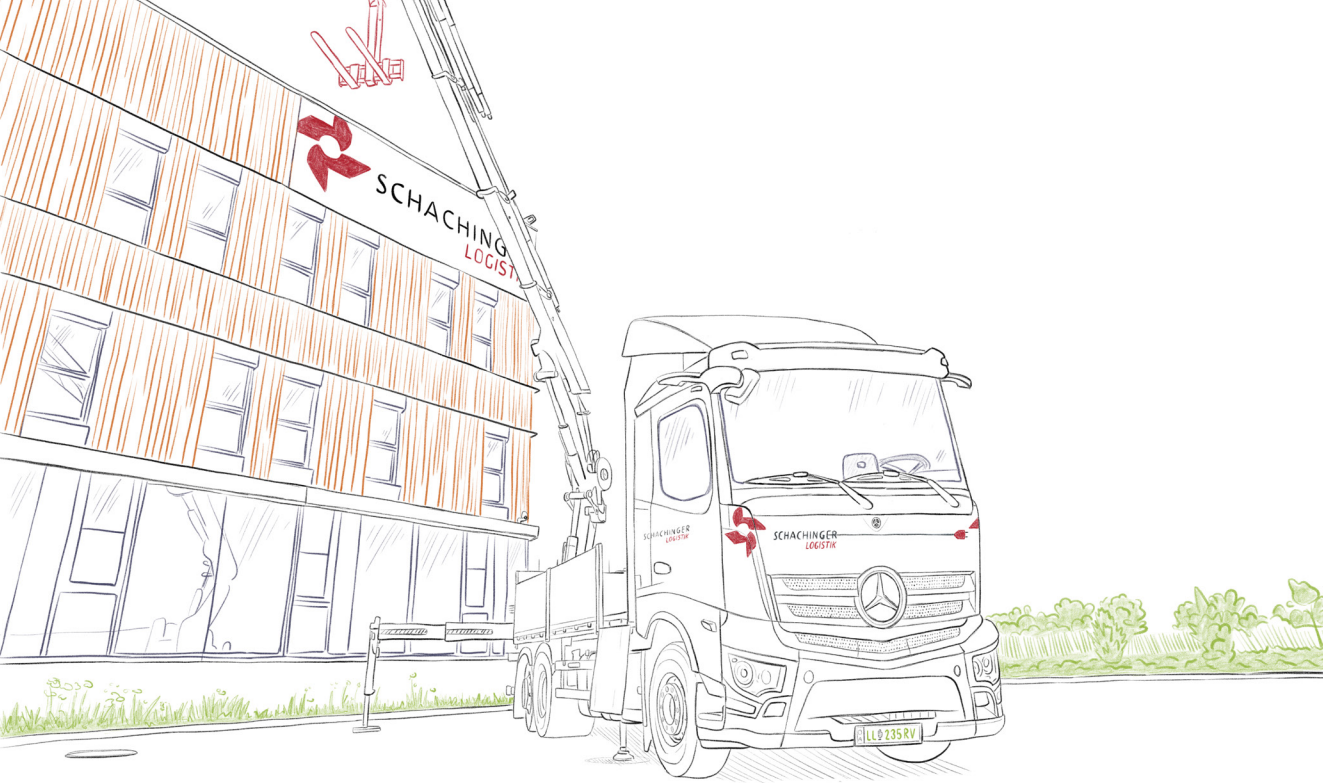
500,000 kWh less electricity purchased than 2021

1.5 million kWh in gas savings compared to 2021

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

*Effective date 31/03/2024

**Group sales of SCHACHINGER Logistik Holding



How we see ourselves and how we work

From pioneer to leading company

The SCHACHINGER Group – Schachinger Logistik Holding GmbH and its subsidiaries – is headquartered in Hörsching (Upper Austria) and is one of the largest industry logistics companies in Austria. With this focus, logistics solutions are developed for food, the pharmaceutical industry/healthcare, parcel services, construction logistics, and the high-tech and automotive supply industries. The group of companies is represented in Austria and in CEE countries. Warehousing and transport logistics in seven different industries qualify the company as a leading company, with it having been established on the market for more than eighty years and having won several awards.

Company name

Schachinger Logistik Holding

Legal form

GmbH (limited liability company)

Website

www.schachinger.com

Sector

Transport, warehousing and logistics

Headquarters

Logistikpark 1
4063 Hörsching
Austria



SCHACHINGER Sustainability Strategy – Driving Change

Our sustainability strategy, entitled "Driving Change", follows a holistic approach based on CSR and ESG criteria. The strategy is geared towards increasing ecological and social performance. The "Roadmap to Zero" climate strategy forms part of this and has a clear roadmap for fleet decarbonisation. Currently, around 60% of our company cars that are in use are already electric. This year, the first electric trucks and electric vans were integrated into the fleet. By successively replacing its vehicles, SCHACHINGER is drastically reducing the largest CO₂ emitter. As of 2032, trucks with combustion engines will no longer be purchased.

→ **Our overall goal:** by 2035, CO₂ emissions at our sites will be reduced by 50%, and the aim is to lower them by 80% by 2040. This goal is supported by everyone: from the owner, management and executives to the cleaning staff, who support us on a daily basis in dealing with the fact that not all waste is waste, but rather consists largely of valuable, collectable materials, and prove that offices can also be cleaned easily with ecological cleaning agents.

Four areas of focus of the SCHACHINGER sustainability strategy

1. Employees & social responsibility

In order to live up to our responsibility, we are guided by the UN Sustainable Development Goals (SDGs) in everything that we do. These relate to corporate responsibility in the areas of human rights, working conditions, the environment, and the fight against corruption. We have signed the Diversity Charter. Our sustainability strategy and human resources policy ensure the continuous integration of these principles into our strategy, culture and day-to-day operations.

We have aligned our sustainability goals and measures to the SDGs. This alignment also enables us to better communicate relevant issues to our customers and employees as well as to an extended group of stakeholders. Our roughly 700 employees have all received our SDG report personally by post.

2. Responsible growth

Profitability and sustainability are not mutually exclusive; on the contrary, we are convinced that our sustainability strategy is an important investment in the future and the foundation of our value chain. This results in synergetic effects for all logistics sectors that contribute to working in a more resource-efficient manner on a large scale.

3. Processes

We attach great importance to expanding our management processes, since the policies and guidelines and the processes derived from them form the framework for our entire strategic sustainability work. We thus review all processes in the company, both administratively and on the service side, with an eye to their environmental friendliness and social compatibility, as well as safety, and make numerous realignments.

4. Decarbonisation & the circular economy

The switch to renewable energy has been underway for several years already. In order to achieve sustainable growth, we are, at the same time, focusing on the circular economy approach. This focuses on changing processes and systems to improve efficiency and management of our resources. In the area of resource efficiency, we rely on staff training that focuses on material conservation. When it comes to energy efficiency, the conversion of the in-house portfolio to 100% green electricity (UZ46) ought to be mentioned, as one example. With respect to packaging materials, we pay attention to recyclability.

Our standards & benchmarks

Our commitment to developing qualitative industry standards:

Professional implementation of sustainability achievements requires standardised framework conditions so as to be able to collect, evaluate, measure, monitor and report on continuous development (CIP) in all respects. Most standards are based on years of experience, and the involvement of various stakeholders in their development creates space for including quality and sustainable value creation. Standards primarily offer structure and direction within the regulatory framework so as to be able to focus on the essentials.

Our certifications during the reporting period:



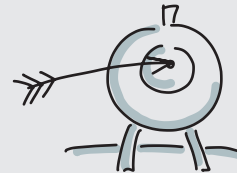
- ISO 9001 – Quality Management System
- GDP – Good Distribution Practice – pharma/healthcare
- GMP – Good Manufacturing Practice – pharma/healthcare
- AMBO conformity (Pharmaceutical Companies Ordinance) – logistics service
- IFS 2.2 higher level – International Featured Standard – marken & frische
- Organic certificate – marken & frische
- UZ46 (100% green electricity from Austria)
- Green Blue Building Gold Standard
- Sustainability reporting validated according to the GRI
- Distinguished as a climate-friendly company by LINZ AG
- Award for competencies in climate protection from Klima Aktiv

Our standards and benchmarks



Vision – Mission – Guiding Principle

UN SDGs
 ECG balance sheet
 CSRD/ESRS
 CDP
 EcoVadis
 SAQ 5.0



E

- GHG Protocol
- ISO 14001 Environmental management
- Carbon Disclosure Project (CDP)
- GLEC Framework
- ISO 14083 CO₂ Calculating transport operations
- FERONIA sustainability award
- EcoZert

S

- Berufundfamilie (work and family) audit
- Workplace health promotion (WHP)
- Diversity Charter
- AA 1000AP
- ILO core labour standards
- SMETA Pillar 2
- Apprentices as climate ambassadors

G

- ISO 9001 Quality management
- Anti-corruption and compliance policy
- Sustainable procurement policy
- ISO 26000 Corporate responsibility
- ONR 192500 CSR Management System
- SCHACHINGER CoC and Supplier CoC
- UN Global Compact
- OECD Guidelines

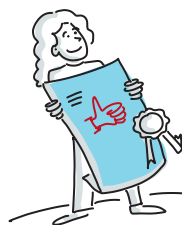


Certificates and awards

In our diverse endeavours, we have received awards in various areas. In December 2023, for example, SCHACHINGER was awarded the compatibility of work and family certification as part of an audit, and, in January 2024, the state seal of quality for "Work and Family" (Beruf und Familie) was ceremoniously awarded by the Federal Ministry. Our company is therefore officially regarded as a family-friendly company. In March 2024, the FERONIA sustainability award was bestowed on SCHACHINGER in the "thoroughly sustainable" category. We have also already received energy audits and other certifications in the areas of social affairs, the environment and labour and human rights, and we want to continue to acquire these in the future.

With the common good balance sheet integrated into this report, we want to go a step further and join the international movement that supports a sustainable economic system. We disclose both our contribution to the common good and our potential for development in this regard in a transparent manner and are ready to continuously develop further.

During the reporting period, Ecovadis awarded us the Silver seal of approval for our sustainability performance. This status was renewed this year.



Stakeholders

Stakeholders are persons or institutions who either consider how our company behaves to be important because of their interests or who have an influence on our business activities. Stakeholder as a term is used to specifically refer to groups of people who have claims on the company, so they are also referred to as stakeholder groups. These claims can be very different, from informative to participatory claims – anything is possible. The interaction between stakeholders makes a significant contribution to achieving social impact that is transferred over to working conditions and the environment. The potential of stakeholder dialogue can be used to shape this beneficial development for companies, the environment, society and the future. For us, stakeholder engagement is a comprehensive approach and continuous process that takes into account the needs of our organisation and our groups of stakeholders, taking into account the company's entire value chain. At the same time, we comply with the international AA1000AP.

Analysis of stakeholders and determination of materiality in three steps

Stakeholder and materiality assessments are mandatory under the EU Corporate Sustainability Reporting Directive and the GRI (Global Reporting Initiative) standard. The goal of **stakeholder analysis** and **determination of materiality** is that the company can prioritise and focus its efforts in the area of sustainability.

1. Determination and listing of stakeholders
2. Determining the relevance of stakeholder groups
3. Materiality assessment for the company

Here are some important questions related to stakeholders and sustainability:

Who are our key stakeholders?

Which internal and external groups are affected by, or have an interest in, our activities?

What expectations and interests do our stakeholders have?

What are their main concerns in relation to sustainability?

How can we integrate our stakeholders' needs and expectations into our sustainability strategy?

What actions can we take to address their concerns?

How can we effectively communicate with our stakeholders?

Which communication channels and methods are most suitable?

How can we ensure that the involvement of stakeholders is transparent and traceable?

Which documentation and reporting methods should we use?

What possible negative impact that our activities may have on stakeholders should be considered?

How can we minimise or avoid them?

How do we continuously improve dialogue with our stakeholders?

What feedback mechanisms can we implement?

What role do our stakeholders play in assessing the materiality of sustainability issues?

How can they be involved in the due diligence process?

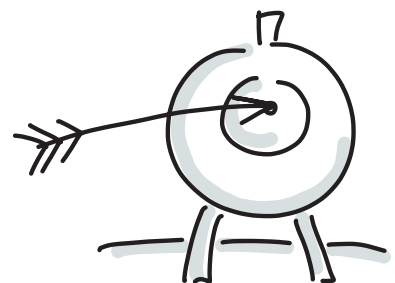
Stakeholder process

The steps for our collaboration with the defined stakeholder groups are:

- Clarifying materiality, including the significance for and impact on the corporate strategy
- Naming stakeholder groups
- Creating the stakeholder plan
- Defining responsibilities
- Communicating and building trust
- Monitoring implementation
- Documenting the educational insights

Objectives of stakeholder management

- We always want to maintain an overview of all stakeholders, their influence and their needs.
- We want to match the interests of the stakeholders with our own corporate goals in order to find out where positive influence is possible and where there may be potential for conflict or risks that need to be reduced. The better we know our stakeholders, the sooner possible negative influences can be contained.
- We want to build trust with stakeholders and identify drivers who can contribute to the success of our company or individual projects.
- By regularly engaging with our stakeholders, we are likely to identify changes early and respond to them quickly.



Stakeholder dialogue and intensity of selected groups



COMMUNICATION

Family of owners	ongoing
Advisory Board	Advisory Board Meetings, Steering Committee
	Bulletin board - ongoing
	Intraweb - ongoing
	Sustainability newsletter - ongoing
Employees	Notices - ongoing
	Events
	Employee surveys - as required
	Corporate management - ongoing
	Customer conversations - ongoing
	Information by email - ongoing
Clients	Website - ongoing
	Tendering - ongoing
	Company brochures - as required
	Media articles - ongoing
Suppliers	ongoing
Banks and insurance	ongoing
External consultants	as required
Municipalities	as required
Associations and NGOs	as required
Media	ongoing
Partners	ongoing
Competition	as required
Research institutes	as required
Educational institutions	ongoing
	ongoing
Platforms	Circular economy knowledge platforms
Inspection authorities	as required
Auditing institutions	as required
Government agencies and authorities	as required
Chambers and associations	ongoing
Social environment	Residents' information, sustainability reporting
Environment	Corporate carbon footprint report
Owners & financial partners	In steering committees and advisory board meetings

Materiality Assessment

Double Materiality Assessment at SCHACHINGER

The concept of double materiality is subject to regulatory requirements. It was introduced by the Corporate Sustainability Reporting Directive (CSRD).

A new materiality assessment was carried out at SCHACHINGER in 2023 in order to meet requirements of double materiality – impact and financial materiality.

Steps of the materiality assessment process

When it comes to impact materiality (**inside-out**), the central question is:

How do you assess the impact of your company's business activities in relation to the environment, society and governance on the issue in question?

The company's impact on the issue was assessed on a scale of 1 to 5 in light of ...

- the extent of the impact;
- the import of the impact; and
- the remediability/reproducibility of the impact.

The potential effects, for example, on human rights, were also evaluated.

For example, we have the highest negative impact on climate change as a result of the GHG emissions of our fleet. It is there that we can achieve the highest positive impact by switching to renewable energy.

When it comes to **financial materiality (outside-in)**, the central question is:

How do you assess the financial impact the issue in question has on your company?

The financial significance of the emissions for the business of our company was assessed on a scale of 1 to 4 in light of ...

- the availability of resources;
- the company's dependence on relationships with key stakeholders and the reliability of business relationships; and
- other factors that affect future cash flow.

In the area of consumers and end users (S4), for example, the financial impact of our customers' and stakeholders' access to (high-quality) information was assessed as significant. This also serves to meet the responsibility under the supply chain complex of themes.

This definition and assessment process was carried out at SCHACHINGER in the period from September to December 2023. The process was supported by two workshops with our auditor. In addition to the NH team, 13 people from all industries were involved in the development.

The result was a shortlist of the main topics in the areas of social, environmental and governance.

Out of 91 topics, 39* were rated as significant.

The result was reviewed by KPMG and approved by the management.

*In the materiality assessment graph, the 13 supply chain topics are summarised in the three areas of S2 working conditions, S2 equal treatment and equal opportunities, and S2 other work-related rights for the sake of clarity.

S2 – Workforce in the value chain

- Working conditions
 - » Secure employment
 - » Working hours
 - » Commensurate remuneration
 - » Freedom of association, the existence of works councils and employees' rights to information, consultation and worker participation
 - » Collective bargaining, including the share of workers covered by collective agreements
 - » Health & safety
- Equal treatment and equal opportunities for all
 - » Gender equality and equal pay for equal work
 - » Training and skills development
 - » Measures against violence and harassment in the workplace
 - » Diversity
- Other work-related rights
 - » Child labour
 - » Forced labour
 - » Privacy policy

S3 – Affected communities

- Economic, social and cultural rights of communities
 - » Soil-related impacts

S4 – Consumers and end users

- Information-related impacts on consumers/end users
 - » Privacy policy
 - » Access to (high-quality) information

S – Sector-specific

- Driver working conditions
 - » Driver working conditions
- Accident & safety management
 - » Accident & safety management

GOVERNANCE



G1 – Corporate policy

- Corporate culture
- Protection of whistleblowers
- Management of supplier relationships, including payment practices
- Corruption and bribery – prevention and detection, including training



Us and the SDGs

We have aligned our sustainability goals and measures not only to the ECG values but also to the Sustainable Development Goals (SDGs). This alignment also enables us to better communicate relevant issues to our customers and employees as well as to an extended group of stakeholders.

The alignment of our fields of action with the SDGs makes their impact on the sustainability agenda clearer and reveals how we can make our contribution to the SDGs.

SDGs **These SDGs give us at SCHACHINGER points of contact, 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.



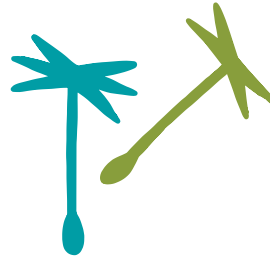
Transparent supply chains can strengthen institutions and make the fight against corruption easier. Access to goods for vital sectors promotes peace and stability.



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.

Economy for the Common Good

Economy for the Common Good & SCHACHINGER Logistik



For SCHACHINGER, sustainable business is not just an empty phrase but something that is implicit on a social, ecological and economic level. The Economy for the Common Good provides a guideline for this, with clear value orientation at all relationship levels, which allows our contribution to the common good to become visible and provides direction for continuous further development.

Economic model Economy for the Common Good¹

The Economy for the Common Good (ECG) is an economic model whose goal is a good life for all on a healthy planet. The focus is on the idea that value-oriented companies pay attention to the common good and are actively committed to it.

"The decision for a more sustainable future lies with us as humans. Let's start to recognise our own part in this and change our actions!"

Max Schachinger

GEMEINWOHL-MATRIX 5.0

GEMEINWOHL
ÖKONOMIE 
ein Wirtschaftsmodell mit Zukunft

WERT	MENSCHENWÜRDE	SOLIDARITÄT UND GERECHTIGKEIT	ÖKOLOGISCHE NACHHALTIGKEIT	TRANSPARENZ UND MITENTSCHEIDUNG
BERÜHRUNGSGRUPPE				
A: LIEFERANT*INNEN	A1 Menschenwürde in der Zulieferkette	A2 Solidarität und Gerechtigkeit in der Zulieferkette	A3 Ökologische Nachhaltigkeit in der Zulieferkette	A4 Transparenz und Mitentscheidung in der Zulieferkette
B: EIGENTÜMER*INNEN & FINANZ-PARTNER*INNEN	B1 Ethische Haltung im Umgang mit Geldmitteln	B2 Soziale Haltung im Umgang mit Geldmitteln	B3 Sozial-ökologische Investitionen und Mittelverwendung	B4 Eigentum und Mitentscheidung
C: MITARBEITENDE	C1 Menschenwürde am Arbeitsplatz	C2 Ausgestaltung der Arbeitsverträge	C3 Förderung des ökologischen Verhaltens der Mitarbeitenden	C4 Innerbetriebliche Mitentscheidung und Transparenz
D: KUND*INNEN & MITUNTERNEHMEN	D1 Ethische Kund*innenbeziehungen	D2 Kooperation und Solidarität mit Mitunternehmern	D3 Ökologische Auswirkung durch Nutzung und Entsorgung von Produkten und Dienstleistungen	D4 Kund*innen-Mitwirkung und Produkttransparenz
E: GESELLSCHAFTLICHES UMFELD	E1 Sinn und gesellschaftliche Wirkung der Produkte und Dienstleistungen	E2 Beitrag zum Gemeinwesen	E3 Reduktion ökologischer Auswirkungen	E4 Transparenz und gesellschaftliche Mitentscheidung

[1] Source: <https://austria.economicgood.org/idee/>

The Common Good Matrix – values meet touch groups

Touch groups

- A: Suppliers
- B: Owners and financial partners
- C: Employees
- D: Customers and partners
- E: Social environment

Values

1. Human dignity
2. Solidarity and justice
3. Environmental sustainability
4. Transparency and participatory decision-making

In an economic world based on ethics, companies dedicated to the common good are to be given better framework conditions. The foundations of the Economy for the Common Good are the "Universal Declaration of Human Rights", democratic fundamental and constitutional values, relational values based on the findings of social psychology, the ethics of respect for nature and protection of the earth (the "Earth Charter"), and accepted scientific facts, such as the concept of planetary boundaries.

How the Common Good Matrix works

The Common Good Matrix is a model of organisational development and the evaluation of entrepreneurial activity. It outlines the content of 20 issues for the common good and provides instructions for assessment base on common good benchmarks. Presented on one page, it offers a good overview.

During the accounting process, a common good report is prepared, i.e., comprehensive documentation of the company's orientation towards the common good. It includes descriptions of activities relating to 20 common good issues, which show how far the company has already developed. Each issue outlines how the individual values are experienced in relation to the relevant touch groups.

Potential and effectiveness of the Economy for the Common Good

- Durable, sustainable products prevail.
- More added value remains in the region.
- Good and meaningful jobs are created.
- Economic relations become more humane again.
- There is potential for a meaningful environmental and climate policy.

360° – the holistic corporate network

Our joining the ECG's 360° network opens up numerous opportunities for us to engage in exchange with other responsible entrepreneurs and make an impact together. We can inspire and advance each other through events on key topics, network meetings, open house events, and knowledge exchange.

INFO BOX

Economy for the Common Good

www.austria.econgood.org

360° NETWORK

www.austria.econgood.org/360-netzwerk

360° review for 2023

www.austria.econgood.org/wp-content/uploads/sites/7/2023/12/2023-Jahresbericht-UN.pdf

Award

www.austria.econgood.org/360-award

Our method of ECG accounting

As part of our process to create this common good balance sheet, we conducted workshops with SCHACHINGER employees.

For each touch group, a dialogue was held with a total of around 30 managerial and non-managerial staff members for the common good balance sheet matrix. Some colleagues also worked in more than one touch group. We were supported by two very experienced ECG consultants, Sabine Lehner and Manuela Kiesenhofer.

The workshops helped us to obtain and better understand the expertise and work-related environment of those people who deal with the relevant touch groups on a daily basis.





To visualise the findings and emotions, we opted for the "**Graphic Recording**" instrument. The guiding principle of the visual process designer, illustrator and graphic recorder **Anita Bernitz**, who visualised our path, is "We think in pictures". With this method, complex topics are presented with the help of illustrations, and contexts are visualised in order to create a "big picture" that sticks in the memory. The attitudes and expectations relating to the stakeholder groups they are in charge of were documented in this way. The result was five themed sketches, which will subsequently not only be used for this sustainability report but will accompany us for an extended period in our range of values. The corresponding themed sketches for each touch group introduce the respective chapters.

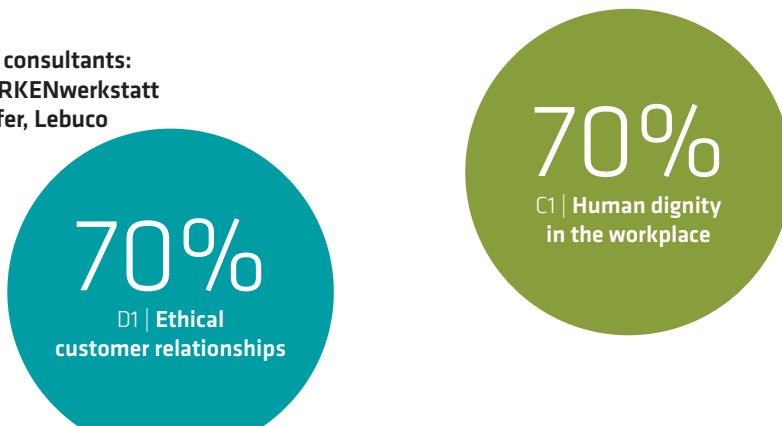
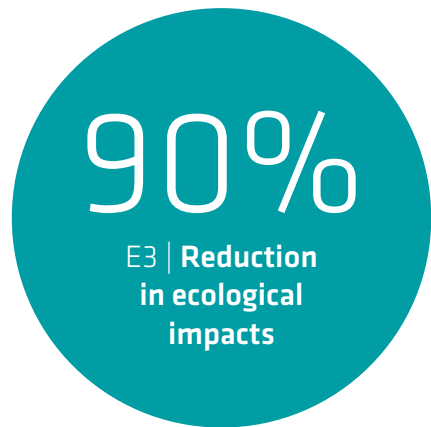
Result of our common good balance sheet in detail

In the following chapters, all touch groups are now linked to the relevant ECG values (see Common Good Matrix), and SCHACHINGER's activities are assessed. The focus is on practical experience, the goals of further development, and successes.



"The assessment process is a qualitative deepening and reinforcement of the written report, because the award of points is argued and discussed in relation to the subject matter. It is always very impressive to reflect the actions and activities of SCHACHINGER Logistik with this quality and clarity."

Comment from our ECG consultants:
Mag.^a Sabine Lehner, MARKENwerkstatt
Mag.^a Manuela Kiesenhofer, Lebuco





TESTAT

Externes Audit

Testat gültig bis
30.11.2026

ZertifikatsID
v6ypu

Gemeinwohl Bilanz

Schachinger Logistik Holding GmbH

Logistikpark 1, AT 4063 Hörsching

Wert	MENSCHENWÜRDE	SOLIDARITÄT UND GERECHTIGKEIT	ÖKOLOGISCHE NACHHALTIGKEIT	TRANSPARENZ UND MITENTSCHEIDUNG
Berührungsgruppe				
A: LIEFERANT*INNEN	A1 Menschenwürde in der Lieferkette: 30 %	A2 Solidarität und Gerechtigkeit in der Lieferkette: 30 %	A3 Ökologische Nachhaltigkeit in der Lieferkette: 40 %	A4 Transparenz und Mitentscheidung in der Lieferkette: 20 %
B: EIGENTÜMER*INNEN & FINANZ-PARTNER*INNEN	B1 Ethische Haltung im Umgang mit Geldmitteln: 30 %	B2 Soziale Haltung im Umgang mit Geldmitteln: 90 %	B3 Sozial-ökologische Investitionen und Mittelverwendung: 90 %	B4 Eigentum und Mitentscheidung: 10 %
C: MITARBEITENDE	C1 Menschenwürde am Arbeitsplatz: 70 %	C2 Ausgestaltung der Arbeitsverträge: 30 %	C3 Förderung des ökologischen Verhaltens der Mitarbeitenden: 40 %	C4 Innerbetriebliche Mitentscheidung und Transparenz: 30 %
D: KUND*INNEN & MITUNTERNEHMEN	D1 Ethische Kund*innenbeziehungen: 70 %	D2 Kooperation und Solidarität mit Mitunternehmern: 70 %	D3 Ökologische Auswirkung durch Nutzung und Entsorgung von Produkten und Dienstleistungen: 70 %	D4 Kund*innen Mitwirkung und Produkttransparenz: 60 %
E: GESELLSCHAFTLICHES UMFELD	E1 Sinn und gesellschaftliche Wirkung der Produkte und Dienstleistungen: 30 %	E2 Beitrag zum Gemeinwesen: 60 %	E3 Reduktion ökologischer Auswirkungen: 90 %	E4 Transparenz und gesellschaftliche Mitentscheidung: 50 %
				BILANZSUMME: 500

Mit diesem Audit Zertifikat bestätigt der International Federation for the Economy for the Common Good e.V. das Ergebnis des ECONGOOD Audits basierend auf der Version: M5.0 Kompaktbilanz. Dieses Audit wurde durchgeführt von Armin Schmelzle Ulrike Amann.

Nähere Informationen zur Matrix und dem Auditsystem finden Sie auf www.ecogood.org

Hamburg, 03.11.2024

International Federation for the Economy for the Common Good e.V.
Stresemannstraße 23
22769 Hamburg

federation-office@ecogood.org
Amtsgericht Hamburg, VR 24207

Bridget Knapper
Executive Director

Markus Müllenschläder
Executive Director

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. As a result, this report has been printed by gugler* DruckSinn, which was the world's first certified provider and, since 2011, has maintained the highest level of sustainable print production: Cradle to Cradle Certified®.

- **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 CO₂ 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/>

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



Suppliers

A1 | Human dignity

A2 | Solidarity and justice

A3 | Environmental sustainability

A4 | Transparency and participatory
decision-making



Ethical procurement management is a part of the company's identity and positioning.

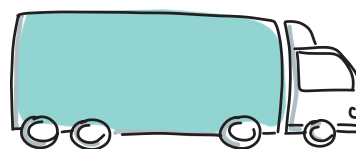
Our suppliers play a critical role in our value chain. They not only provide us with goods and services that are needed in order for us to provide our transport and warehousing services, but also have an impact on our reputation, customer satisfaction, and environmental and social aspects.

Our suppliers

In total, SCHACHINGER has business relationships with around 7,000 suppliers each year. However, 97% of the sales volume is generated by only around 740 suppliers, which add more than €10,000 in value.

82% of the suppliers from whom we purchased over €10,000 in goods or services a year during the reporting period were from Austria.

€244 million, which makes up around 88% of our annual procurement volume, was realised with these Austrian suppliers, who are for us the most important.





82%

of our suppliers
 (accounting for more than
 €10,000 in sales)
come from Austria 🇦🇹

Suppliers	2021/22	2022/23	2023/24	Quantity in %	Revenue (Mean value in %)	Revenue (Mean value in €)
Over €10k	768	767	736	10%	97%	278,440,113
National	620	625	610	82%	88%	244,068,960
International	148	142	126	18%	12%	34,371,153
Under €10k	7201	6842	6068	90%	3%	7,976,720
Total	7969	7609	6804	100%	100%	286,416,832

What's important to us!

Fair conditions

We attach great importance to ensuring that products and services are produced under fair conditions, which is why we award contracts to social enterprises or small and medium-sized companies as much as possible.

Social standards

Our suppliers are to adhere to and promote social standards, including fair working conditions, fair pay, and respect for human rights. At the same time, our choice of suppliers strengthens the local economy and promotes companies that are committed to sustainable framework conditions. We can ensure this to a large extent by accurately screening, analysing, evaluating and logging our suppliers through our ESG supplier management process or our supplier management tool, ESG Performer. If suppliers are unwilling to cooperate in a sustainable manner, a decision must be taken together with the management as to whether these suppliers will be involved in tenders in the future. Under the new legislation on sustainability reporting, there are defined criteria for environmental and social issues among suppliers. Through our many years of experience and lived practice at SCHACHINGER, we also influence the further development of quality standards among our suppliers.



Sustainable procurement policies

Our buyers have precise specifications and guidelines on how they can take social aspects into account during purchasing. These can be found in the checklist for the Sustainable Procurement Policy, on which our buyers are also trained annually. The basis for this is provided by the ESG requirements, the Sustainable Procurement Policy, and our Code of Conduct.

Cycles

Before the purchase decision is made, there is the question of whether the product or service is really needed and whether it can be purchased second-hand or borrowed. Aspects of longevity and the possibility of repair, the question of recyclability and materials, and also transport routes are all relevant here.

What it really costs ...

When purchasing products and services, account is taken of the usage, maintenance and disposal costs in addition to the purchase price. Ideally, the environmental costs are also taken into account in the course of life cycle costing.

What's more, we encourage our suppliers to offer low-CO₂ products and services.

What we've achieved!



- Creation of a code of conduct for suppliers
- Creation of a supplier management concept
- Creation of a supplier risk analysis for reviewing human dignity, solidarity and justice and environmental sustainability
- Preparation of the supplier management tool ESG Performer
- Purchasing training
- Implementation of a platform for suppliers to evaluate their own social and environmental development

HIGHLIGHTS

- Supplier CoC compiled and published
- Sustainable procurement policy completed
- Purchasing training
- Platform implemented for suppliers to evaluate their own social and environmental development
- Free climate report for suppliers



Supplier dialogue 2024

What we're working on!

Supplier Code of Conduct

We have set ourselves the goal of having our Supplier Code of Conduct signed by our 150 most-important suppliers: currently, 49 suppliers are involved, which is more than a third of the most important ones.

Facilitating purchasing decisions

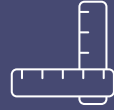
The labels and certificates for human dignity, solidarity and justice, environmental sustainability, transparency and participatory decision-making are to be proven in our supplier management tool, ESG Performer, thereby facilitating purchasing for these customers. We want to use ESG Performer for around 50 suppliers in 2024 and for around 200 suppliers by 2026.

Guidance for our buyers

In the field of sustainable procurement, we plan to create a folder for practical application by purchasers: the intention with this is to guarantee that buyers are in a position to make purchasing decisions in line with the values of human dignity, solidarity and justice, as well as environmental sustainability, transparency and participatory decision-making.



● BEST PRACTICES



Ability to measure responsibility

It is important to use ESG Performer to measure the social and environmental responsibility of our suppliers and ensure that they meet their ethical and environmental standards. The issues for us and our suppliers are strategy, being a social employer, ethics, the environment, compliance, and sustainable procurement. The biggest new development is the digitised management of the value chain.

We provide our suppliers with a platform for ecological and social assessment, within which their own climate footprint or report will be created on request. It is important to us to not only be able to assess the environmental and social risk but, in fact, to support our suppliers in their environmental and social development.

This is a milestone in order to be able to monitor the supply chain in its social and environmental development and thereby ensure the greatest possible impact together.

Analysing and optimising Srisks – we're here to help

Thanks to our risk analysis and prioritisation, it is possible to derive targeted preventive and remedial measures. If risk factors have been identified, we request an action plan from the suppliers. We offer consulting and training opportunities for suppliers and monitor their progress based on their self-disclosure. If suppliers do not initiate processes for further optimisation, a decision must be taken together with the management as to whether they will be involved in tenders in the future.

We're very particular

Our SCHACHINGER quality management (QM) team carries out audits of our suppliers on a random basis.

● BEST PRACTICES



Sustainable procurement processes

We have drawn up guidelines for sustainable procurement for our buyers in which all responsible parties are to be trained from 2024 onwards. A manual on the guidelines is designed to make work and decisions easier when selecting suppliers in the future.

For this purpose, we have also developed and introduced a Supplier Code of Conduct for partnership-based processes throughout our entire purchasing policy, which 49 suppliers have now signed. The Supplier CoC published on our website helps make our values in the supply chain transparent.



ESG assessment and management process for suppliers

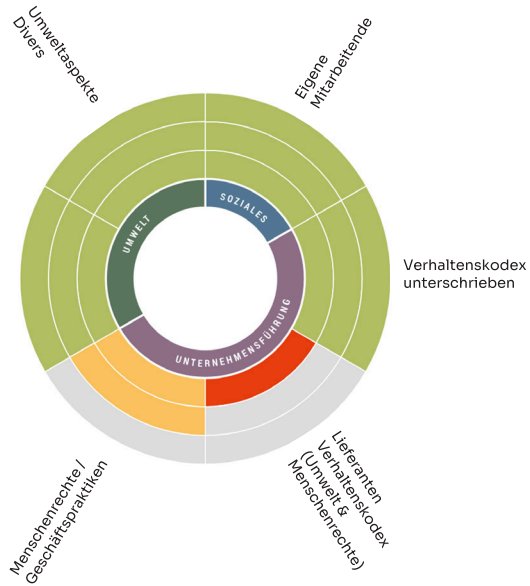
ESG assessment criteria for suppliers

according to the ESRS standard
The VMSE for SMEs

Maximum achievable points: 128
60-100% = green
45-59% = orange
0-54% = red



Klimabilanz /
Erneuerbare Energie



E ... ENVIRONMENT

Various environmental aspects

- Circular economy
- Waste
- Water
- Environmental pollution
- Biodiversity

Climate footprint/renewable energy

- Climate footprint
- Renewable energy measures

Safeguarding: environmental aspects concerning suppliers

G ... GOVERNANCE

Human rights/business practices

- Code of Conduct
- Human rights violations
- Whistleblower system (starting from 50 employees)
- Violations of corruption/bribery
- Revenues from existing areas

Safeguarding: good corporate governance of suppliers

S ... SOCIAL

Own employees

- Compliance with the law
 - Health and safety
 - Equal treatment
 - Complaints body
 - Further education
 - Work & family
 - Additional employee benefits
 - Employee satisfaction
 - Customers: information, data protection, complaints body
 - Involvement in society
- Safeguarding: people in the business environment

Supplier Code of Conduct

- Supplier has uploaded a signed copy of the Code of Conduct.
- Safeguarding: people and the environment of direct suppliers

Supplier Code of Conduct of suppliers

- Supplier has uploaded the Code of Conduct for its own suppliers as a template.
- Safeguarding: people and the environment of indirect suppliers



OekoBusiness Wien bestows award on SCHACHINGER Logistik

SCHACHINGER Logistik was decorated with the ÖkoBusinessPlan award for its innovative initiative of involving suppliers in meeting ESRS (environmental, social, governance standards) requirements in a simple and supportive way.

The aim of the project was to understand the requirements of ESRS E and S, transfer them to the day-to-day work of small and medium-sized enterprises, develop realistic climate targets from them, and involve suppliers in the decarbonisation process.

With this project, the company pursues the goal of making the complex ESRS requirements accessible to small and medium-sized enterprises. The technological switch to non-fossil drive methods in heavy traffic, which is associated with high costs and requires the support of the management, is particularly challenging. A central part of the initiative is to develop tools that promote both technological progress and awareness-raising among employees.

In several workshops, best-practice examples were analysed in order to elaborate tailor-made approaches for suppliers. Since these vary greatly in their degree of decarbonisation, SCHACHINGER developed different approaches. From these findings, a questionnaire was developed, which offers an initial survey on the topics of energy and greenhouse gases, social issues, and responsible corporate governance and enables our suppliers to make an initial assessment of their own sustainability performance. Based on this data, concrete recommendations for improvement are given, and our suppliers receive a climate footprint, which they can also use for their customers, as the questionnaire is based on EFRAG's VSME (Voluntary Sustainability Management Education) standard.

With these questionnaires, we are able to assess the risk in our value chain and to evaluate our suppliers in an initial evaluation.

Schachinger's pioneering achievement lies in the implementation of a practical model that is already being successfully applied with the initial round of suppliers. This process is accompanied by a strategic supplier dialogue, which ensures that the ESRS objectives and decarbonisation requirements are understandable and implementable. SCHACHINGER relies on close collaborations in partnership in order to achieve the sustainability goals together with suppliers, thereby making an exemplary impact in the industry.

Environmental sustainability

- Preparations for creation of the Sustainable Procurement Policy
- Car Policy for the incorporation of sustainability criteria rewritten
- Free climate report for suppliers

Advice for suppliers on electric mobility issues

Our sustainability team provides suppliers with comprehensive advice on electric mobility issues and is committed to sustainable supply chains. On a quarterly basis, we intensively exchange ideas with leading players, such as vehicle manufacturers, charging infrastructure operators, energy supply companies and grid operators, in order to discuss current developments and challenges.

We regularly organise electric mobility days, which provide a platform for the exchange of information and experiences. Suppliers can find out about the latest technologies and familiarise themselves with the benefits of electric mobility. We also carry out fuel efficiency training courses, which provide practical tips for reducing fuel consumption in order to lower costs and protect the environment.

Our goal, through our consulting services, is to support suppliers in implementing sustainable mobility solutions and to make a contribution to reducing CO₂ emissions.



NEGATIVE ASPECTS

One particularly relevant negative aspect relates to collaborating with suppliers with a view to using renewable energies and dealing with environmental impacts along the supply chain.

One major challenge for the company is that a significant part of the fleet is handled by external freight companies. This outsourcing makes it difficult to control the use of renewable energies in the supply chain. While the company itself is making progress in the field of electric mobility, the question remains as to how external freight companies can also be integrated into this strategy. Nevertheless, the current dependence on fossil fuels among external service providers represents a clear negative aspect, which must be mentioned in the Common Good Balance Sheet.

Another critical point is the preservation of human dignity in the supply chain. Given the complexity of global supply chains, it is often difficult for companies to completely rule out human rights violations. The company's focus in this context is on products and services that harbour particularly high risks of such violations.

Overseeing the entire supply chain remains a challenge that must be continuously monitored.

Owners & financial partners

B1 | Human dignity

B2 | Solidarity and justice

B3 | Environmental sustainability

B4 | Transparency and participatory
decision-making

A large, bold, white letter 'B' is positioned in the bottom right corner of the page. The letter is set against a solid green background, which is the same color as the rest of the page. The 'B' is a simple, sans-serif font with rounded terminals.

For us, sustainability does not stop at finances, nor does it cease at ownership!

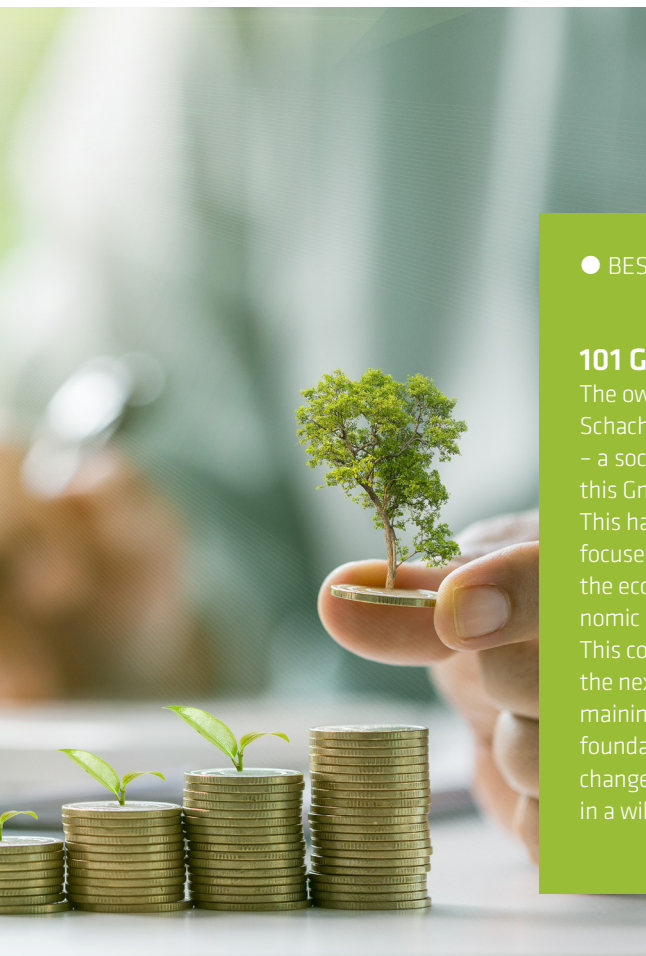
Schachinger Logistik Holding GmbH is a privately owned family business 100% owned by the Schachinger family. The owner, Maximilian Schachinger the Third, is a pioneer in the field of sustainability in the logistics industry. He has been committed to sustainable solutions in transport and warehouse logistics for more than ten years.

In the event of his death, there is a testamentary disposition guaranteeing who the new owners will be and how the duties of the company's management are to be continued. It is put on record that the management's duties will continue to be taken over by the existing managing directors, and the new owners will be members of the advisory board. They will be informed by the management as they carry out this duty, as is already the case. These duties and procedures are regulated in a contract.

As of 31 March 2013, 55.1% of the company belonged to Max Schachinger (son), and 44.9%, to Dr Max Schachinger (father).

Due to the changes in ownership in the 2023/24 financial year, 85.1% of the company now belongs directly or indirectly to Max Schachinger, and 14.9%, to the Schachinger Family Private Foundation (Schachinger Familien-Privatstiftung; SPS).





● BEST PRACTICES

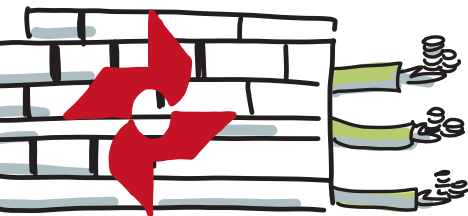


101 GmbH – a social business

The ownership shares that are currently still held by Max Schachinger have largely been transferred to 101 GmbH – a social business. Most of the activities and shares of this GmbH will fall within Schachinger Logistik Holding. This has created a branch of the company that is fully focused on the social and ecological transformation of the economy and society and is independent of the economic industry conditions of the SCHACHINGER Group. This company will gradually commence its activities over the next few years. The private foundation holds the remaining shares, and the transfer of shares to the private foundation took place in the 2023/24 financial year. This change is safeguarded in the articles of association and in a will.

What to do if ...

The succession plan has been determined by the owner's will. It is contractually regulated that the business will be continued by the management. This change is safeguarded in the articles of association and in the will. There are no plans to extend ownership to employees in the existing sectors. This would be conceivable for newly founded companies with a different core business.



We also pay attention to sustainability and transparency when it comes to monetary transactions.

We work with five Austrian banks that provide a wide range of ethical financial products, are regionally committed, and are not involved in problematic projects: Raiffeisenlandesbank Niederösterreich, Oberbank, UniCredit Bank Austria, Erste Bank and the Environmental Centre of Raiffeisenbank Günskirchen. Ethical investing has been in place since December 2023. In the context of a fixed-term deposit account at the Environmental Centre of Raiffeisenbank Günskirchen, four million euros were invested in the period from December 2023 to March 2024. These short-term ethical investments are also planned for the future. For ethical reasons, we forego profits that would be generated via conventional investment products.

Owners & financial partners

Both the owners and the financial partners play a crucial role in the current developments of the SCHACHINGER Group. The owners, especially the Schachinger family, steer the company with a clear focus on sustainability and long-term stability. With the recent change in the ownership structure and the integration of social projects, a solid foundation has been created for the future.

At the same time, the financial partners, including renowned Austrian banks, contribute to the financial security and ethical development of the company. Targeted investments in ethical and sustainable financial products support the vision of a socially and ecologically responsible company. Collaboration with specialised ethical banks reinforces this approach and creates the foundation for future-oriented corporate development.



What's important to us!

The SCHACHINGER Group is a successful company with a very stable equity base and pursues a distribution policy that is focused on security and long-term sustainability. The annual distributions are always only a fraction of the amounts that can be distributed in theory (= net profit).

Own funds from own resources

In the recent past, SCHACHINGER has financed everything from its own cash flow and has not taken out any loans but, instead, has continuously reduced (repaid) loans.

We carry out our duties from our own economic resources and are not dependent on external financing. There are currently no plans for larger projects where we would be dependent on external financial assistance, such as the construction of a new location. Our annual budgets are devised to look several years ahead. Risk analyses form a part of this budget planning. Both help us to ensure that future expenses are covered.

What we've achieved!



- New articles of association, including capping of the distributions
- New distribution of ownership
- Endowment and life insurance by a notary
- A significant part of SCHACHINGER's future spending will also flow into staff and organisational development.
- Among other things, we invested in the expansion of our IT systems in order to create optimal digital data bases throughout the group as well as in IT security for data protection.

HIGHLIGHTS

Investments purely from cash flow

Notarial deed of succession planning concluded

New articles of association concluded, including capping of distributions

Increase in the equity ratio by 4.1%

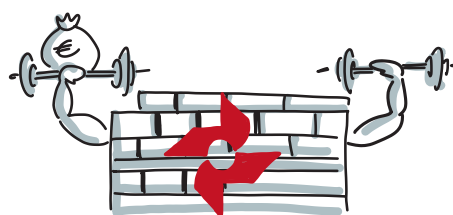
Investments in banks of the future

Money and ethics

Conventional loans are gradually being reduced. Purely ethical investment is planned starting from the 2023/24 financial year.

Decision-making

When it comes to decision-making power, proposals are developed in all participating bodies. Final approval is given by the management. This is also the case in the field of budget apportionment. If the relevant budgets have been approved by the management, the sector leaders can move freely within the framework of their self-proposed and approved budget plan.



What we're working on!

100% ethical decision-making criteria & foregoing of profits

When investing, we take 100% ethical decision-making criteria into account and forego profits. We have not yet achieved this when it comes to borrowing. For some years now, we have been in the fortunate position of not needing any financing. In the future, we would like to use our advantageous financial situation to act more ethically in the financial sector: to review our financial products based on ethical criteria, to expedite ethical and green financing and investments at our banks, and/or to switch to declared ethical banks.

Ethical forms of financing

100% of investments will be implemented via an ethical bank starting from the 2023/24 financial year. We support the ethical forms of financing of the Environmental Centre of Raiffeisenbank Günskirchen. It is ensured that every euro invested at the Environmental Centre is invested exclusively in ecological, social and sustainable projects and companies. There is a business model for this, with clear exclusion criteria and, above all, clear investment criteria.

Research and development

At SCHACHINGER, we attach great importance to supporting and advancing research and development (R&D) in order to achieve the goal of zero CO₂ by 2040. SCHACHINGER is setting an example here and is collaborating with other progressive Austrian companies and universities in research projects.

● BEST PRACTICES



Ecopolitical solidarity through cooperation

We maintain collaborations, such as with Global 2000 or with the network of the Economy for the Common Good, in order to add another voice from industry to their issues.

Showing solidarity with the goals in order to be a part of the transformation movement is an important corporate policy stance.

Therefore, investments are also made that serve the common good and the environment. These include, for example, the political work of the ECG, the expansion of our electric charging infrastructure and our photovoltaic systems, and also the construction of the biomass plant for heating the Hörsching site. In addition, we participate in projects on a very wide range of use cases, such as the conversion of 3.5-tonne vehicles in the LEEFF project and of refrigerated vehicles in project ZERO, right up to the necessary conversion of the entire fleet of electric trucks in the MEGAWATT project. Clean construction logistics, such as in the ZERO ConstructionLOG project, is also important to us. These projects help SCHACHINGER on its path to climate neutrality by 2040.



More information
Sustainability Report,
p. 150.

Models of participation – we consider things carefully

Employee participation exists by virtue of a bonus policy, which is, on the one hand, linked to achievement of targets and, on the other hand, is characterised by generous voluntary bonuses to the entire workforce. Since 2022/23, managers have had sustainability goals in their agreements whose achievement is associated with financial distributions (bonuses). Participation and participatory processes are on our list of areas of potential for improvement which we want to pursue more intensively in the future.

Summary of our future alignment

The company is to be continued by its managing directors in the existing ownership structure.

The plan is to increase employee participation among all employee groups, especially through participatory processes.

These already exist in the following areas:

- Vision – Mission – Values (2022–2024)
- Workplace Health Promotion programme (renewed every three years)
- Work-Life Balance programme (renewed every two years)
- Employee satisfaction and health survey (every three years)
- Employee survey on the canteen (every two years)
- Training apprentices as climate ambassadors in the company (since 2022)

Environmental and social investments



Our overall investment plan earmarks which shares are to be used as environmental and social investments. One of our larger renovation goals currently is the conversion of our largest site, in Hörsching, from gas to biomass. We clearly see this as an ecological improvement. Furthermore, this protects us from the risk of dependency. The construction of a photovoltaic system is also planned at the Vienna site, at Schemmerlstraße 72. Here, the roof area has not yet been used for sustainable purposes.

Prioritisation of refurbishments

Our investment plans and our renovation budget plan help us to prioritise our renovation goals and to derive appropriate measures from them.

● BEST PRACTICES



On the road to a purely electric fleet

It is important to us to convert our entire internal fleet of trucks to electric trucks over the course of 2024 to 2040. Construction measures are currently being undertaken for the corresponding electric charging infrastructure, energy capacities, and our own generation of renewable power, and high investments are being made in the future. A part of our investments is specifically demarcated for sustainable investments.

Environmental sustainability

Outlays for the future

For us, every purchase is an outlay for the future. We carefully examine what is needed and what makes sense over the long term. Before each expenditure, consideration is given to where the money will be going and where we will be directing our support. Our expenses are future-oriented and are evaluated from the point of view of future viability.

E-mobility – our carbon footprint is getting smaller

Since the mobility of our industry is the biggest factor compared to other environmental impacts, our greatest potential for environmental improvement lies in this area. By switching to electric mobility across our fleet, we are reducing our carbon footprint by 75%.

This is why our major ecological renovations and investments are focusing on progress in the mobility transition. The use of one electric truck saves 50 to 100 tonnes of CO₂ emissions each year compared to a diesel vehicle. Renewable sources of energy and drives are to reduce diesel consumption to zero by 2040. On the path to decarbonisation, it is necessary to, for example, renew old systems, increase the connected load (transformer), and create comprehensive charging infrastructure.



Investments in sustainable developments

€8 million
by 2025



- Electricity infrastructure – expansion of transformer capacities
- Charging infrastructure for electric vehicles with charging capacities up to the megawatt range
- Purchase of electric cars, electric vans and electric trucks
- Renovation and insulation of existing systems
- Conversion of the heating system – biomass and heat pumps instead of natural gas
- Other photovoltaic systems
- Data monitoring and management systems
- Large battery storage devices
- Climate protection projects

2.3% of annual turnover

NEGATIVE ASPECTS

The distribution of profits is a central aspect of alignment towards the common good. Although the distribution of funds in the company is currently regulated by the existing articles of association, and the profit situation is stable, there are deliberations on letting employees participate more in the business's success. So far, they have already been benefiting from distributions within the framework of management-by-objectives (MBO), as well as a large number of voluntary offers, such as work bikes, sports and health programmes, and company celebrations.

Employees

C1 | Human dignity

C2 | Solidarity and justice

C3 | Environmental sustainability

C4 | Transparency and participatory
decision-making



We don't just talk about our employees – we primarily talk to them.

Our motivated and qualified staff is our most valuable resource and our most essential factor for success. According to our philosophy, our overall performance increases as the health, well-being and development of our staff increases. Our overarching goal is to create attractive framework conditions and a healthy environment so that our employees can grow. Environmental awareness among employees, at all company levels, is promoted through training measures, and dialogue with our employees and the public is an important tool for us for conveying information about the environmental relevance of our services and processes.

Sustainability goals form part of the target agreements with employees in different functional roles.





Results of the employee survey:

Our employee satisfaction analysis is an important health, education and social indicator. Questions are also specifically asked here about corporate culture. The results show a representative proportion of all staff at SCHACHINGER.

90 to 94% of respondents confirm in part or in whole:

- That criticism and opinions are heard
- That leadership supports the reconciliation of work and family
- The importance of sustainability
- They have a sense of belonging to SCHACHINGER
- You can be yourself in the workplace.

- The aspect of satisfaction with colleagues shows the highest satisfaction scores, at 88%.
- 77% are satisfied with their line manager.
- 72% of the employees surveyed rate the social competence of supervisors as at least seven points (out of ten).
- 75% are satisfied with the working atmosphere.
- 68% of employees surveyed rate the mood in the workplace as at least seven points (out of ten).
- 76% are satisfied with how working hours are regulated.
- 67% of respondents have the option of flexible working hours.
- Only 64% are satisfied with the organisation and leadership.
- Only 57% are satisfied with the information and communication.
- Only 54% of respondents rate the flow of information or cooperation with other departments as good to very good.
- Information channels for news in the company are mainly: Intranet (33%), the bulletin board (26%), the NH newsletter (25%).
- The worst performers are advancement and career opportunities (35%) in the company, as well as further education and training opportunities (32%).
- 77% of respondents would recommend SCHACHINGER as an employer.

The following were mentioned as potential areas for improvement in job satisfaction:

- Further education and training opportunities
- Advancement and career opportunities
- Information and communication
- Income

The survey results show very clearly where the strengths of the corporate culture lie, and where it has potential for improvement.

Interactions are friendly and cooperative within the teams. Employees value their colleagues and have a good team spirit within the department. For the most part, this also includes the line managers. The company atmosphere and overall mood are already noticeably lower in the assessment. Leadership, organisation and communication, as well as cross-departmental information and cooperation, are regarded as very important, but are rated with lower satisfaction comparatively.

Specifically, 97% of employees consider information and communication to be very important for their job satisfaction. However, this area is lagging far behind. Open, transparent communication, about, for example, management decisions, through cross-industry exchange and reliable information channels that truly reach all employees is very much in demand. It should be borne in mind that, due to our workforce structure, we at SCHACHINGER LO-

GISTIK face similar challenges in the area of information and communication as we do in the area of further training. Our challenge is ensuring that all relevant information is received by employees who may not even have access to email, such as our drivers or many of the warehouse staff. We counteract this by using a wide range of communication channels. An employee app is also under discussion.

The underlying problem in the area of further training was already outlined above. Employees rate the lack of training, further education and career opportunities negatively.

Participation rate: 43.7%

- Office workers: 148 (51%)
- Warehouse employees: 94 (33%)
- Drivers: 45 (16%)



Accident statistics

Differentiated according to the type of accident per OHSAS	2021/22	2022/23	2023/24
Number of staff	679	768	700
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)	2	0	0
Rate of work-related injuries with serious consequences (excluding deaths)	0.36%	0	0
Number of documentable work-related injuries	3	13	4
Rate of documentable work-related injuries (accidents*200,000/hrs performed)	0.53%	2.38%	0.75%
Number of hours worked	1,125,841	1,091,228.39	1,067,093.23
Days of absence due to sick leave	6986	7331	6584
Sick leave rate (sick leave days/(210 working days x number of employees)*100)	4.90%	4.55%	4.48%



Demographic profile

Staff members differentiated by gender, specification (per GRI MK1 1, 2, 3) and age in absolute numbers: in 2022/23, the average length of service was 4.91 years; in the financial year 2023/24, it was an average of 4.6 years. The average duration of parental leave in the 2022/23 financial year was 19.87 months for mothers and 2.5 months for fathers. In the 2023/24 financial year, the duration of parental leave was 17.17 months for mothers and 4.50 months for fathers.

	2021/22	2022/23	2023/24		2021/22	2022/23	2023/24
Total	679	768	700	Salaried employees			
m	490	537	502	Total	265	253	234
f	189	231	198	m	131	103	128
				f	134	150	106
Full-time	617	697	625	Age			
m	480	527	466	< 30	58	75	68
f	137	170	160	30-50	135	122	108
				> 50	72	56	58
Part-time	62	71	75	Workers			
m	10	10	15	Total	378	431	381
f	52	61	60	m	327	365	326
				f	51	66	55
External workers (in full-time equivalents)	64	83.87	66	Age			
				< 30	73	57	45
				30-50	201	250	221
				> 50	104	124	115
Management position				Apprentices			
Total	36	84	85	Total	12	16	7
m	32	69	70	m	8	9	4
f	4	15	15	f	4	7	3
Age				Generations			
< 30	2	6	6	Baby Boomers	10%	8%	6%
30-50	22	47	42	Generation X	41%	40%	43%
> 50	12	31	37	Millennials	42%	42%	42%
				Generation Z	8%	10%	9%

In all specified financial years, the reporting date is always 31 March.

What's important to us!

Employee surveys: results that come in

We pursue a circular information policy for all development initiatives and measures. The goal is only achieved when the information and results from the survey and analysis once again reach those affected on site and are implemented. For example, the results of the employee survey were analysed by company and location in a second evaluatory step, and, in some cases, were discussed with a local management team consisting of the sectoral management, the site management and the health ambassador.

Employees without an email address are informed by their manager in team or departmental meetings. In addition, there is a bulletin board at all locations which serves as a notice board.

Health & prevention

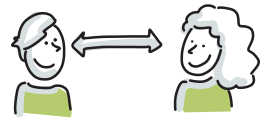
We have decided to introduce a management and cultural development system in the area of compatibility of work and family/social life/private life that bundles all measures to promote a good work-life balance. In 2023, participation in the programme was prepared. Since January 2024, we have been awarded the certificate of the state-accredited social programme for companies for compatibility of work and family, and have thus, for the first time in SCHACHINGER's history, received an award as a family-friendly employer.



Health ambassadors

In 2024, decentralised health ambassadors were also elected to represent the needs of employees with respect to health and well-being directly at the locations. This better ensures that health offers and information reach everyone. We were able to appoint four health ambassadors as early as by 2024. This number is to be increased to at least five by 2025.

Compass Discussions & the Red Couch



For all employees, the annual employee appraisal, known as a compass discussion, is firmly anchored in the annual plan. Here, feedback on managers is also recorded, and a future plan is drawn up with the employee. We have fewer formal conversations with our workers, for example "Red Couch" or "open door" discussions, right up to structured bottom-up feedback.

Working hours & care work

Where possible, flexible working time models are granted so that employees have opportunities to participate in their families and in society. The offer from the summer playgroup also takes the strain off of families during periods where there is no school. Individual needs are catered to as far as possible. In particular, the work and family compatibility audit addresses the challenge of combining one's career and private life ("social life"). At SCHACHINGER, our concept of family is very broad: parental couples, patchwork families, same-sex couples, employees with care responsibilities, etc. It is a relationship-focused concept of family that

is intended to enable the best possible balance between private and social life and work.

Diversity

A diverse composition of teams and departments is demonstrably more resilient, more innovative, and, ultimately, more crisis-proof. When taking on employees, we pay attention to equal treatment. Our job advertisements are formulated in such a way that a variety of people feel we are addressing them. We encourage all people to apply to SCHACHINGER Logistik – regardless of their gender, age, skin colour, or sexual orientation, any impairment, their origin, or any other legally protected reason.

Employees with disabilities

2021/22		2022/23		2023/24	
Number	Obligation	Number	Obligation	Number	Obligation
12	15	18	24	15	13

When assigning staff to event and control groups, we pay attention to mixing generations in order to be able to take the majority of all needs with us. Groups are thus composed on the basis of qualifications, interests, age and gender, and with people both with and without management responsibility. In general, we want more young managerial staff and are proud that a managing director under the age of 35 was appointed for the first time in 2024.

● BEST PRACTICES



Childcare during the summer at SCHACHINGER

We have decided to continue the existing offers for childcare during the summer at those locations where they are already in place. Furthermore, we have identified the need for summer childcare at the sites where it does not yet exist, and, where necessary, have introduced it. This offer is being very well received and is considered by many to be the highlight of the year. Children of different age groups are looked after.





Fair wages & the spread of our salaries

The valid collective agreements apply to employment contracts, which ensures fair remuneration and basic requirements under employment law. However, a "living wage" is not the same as the minimum wage. It must be determined independently for each location of the organisation in order to take into account regional costs of living.

At SCHACHINGER, the minimum wage under the collective agreements is only paid to those just starting their careers. Wages can increase due to additional payments and surcharges (such as for our drivers). The highest earnings are 5.4 times as high as the lowest earnings.

Target agreements

Our target agreements are based on the management-by-objectives model, and the variable share of earnings is shaped on the basis of the attainment of the targets. The target agreements are drawn up in the employee appraisal with the manager and include strategic, financial, social and environmental goals.

This model is used for roles with managerial responsibility, or for the so-called key functions. The evaluation of the extension of similar agreements to additional groups of staff was considered during the common good workshops.

Flexibility

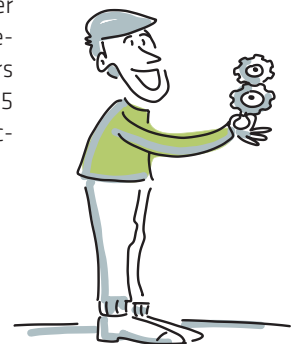
The possibilities for flexible working hours are limited in many areas due to work requirements. Warehouse employees and drivers usually have fixed working hours. Nevertheless, the needs of the employees are individually catered to on a case-by-case basis. According to the sector and location managers, however, increasing flexibility generally is not possible.

Part-time

At our company, part-time is a working time model that is available to almost all professional groups, though the rate of part-time staff in the company is not very high. One reason is certainly the gender ratio, because, statistically, women are still among those employees who more frequently go part-time. The promotion of part-time working models thus also plays a major role for the company in its efforts to hire more women. This is also anchored in our sustainability goals.

Full-time – 38.5 hours

Full-time working hours in the 2022/23 financial year encompassed 40 hours. The collective agreement for forwarding and logistics applies (though we have several collective agreements in the company). Under the collective agreements, working hours were reduced to 38.5 hours per week in October 2023.



Working from home

Working from home is particularly popular among the office division. These days are agreed with managers on a case-by-case basis. Our sustainability goals include the fact that, through working from home, we want to reduce five percent of the emissions generated by employees travelling to work by 2025 (reference year 2021).

Since 2022/23, several new roles have been introduced that aim to improve transparency and employee participation, including a sustainability manager, a new head of marketing, a new assistant to the management, a representative for diversity and inclusion, and also a women's and equal opportunities officer, health ambassadors, etc.

Being able to have a say

A transparent communication and information policy is one main focus of the management. During the reporting period, many measures were initiated or planned. No lever was left untouched here, particularly due to the poor result in the employee survey.

Organising celebrations

We think celebrations are simply terrific. They weld the team together and promote cohesion among the entire SCHACHINGER family. The most common occasions are anniversaries, tributes, charity events, autumn festivals and Christmas celebrations.



What we've achieved!



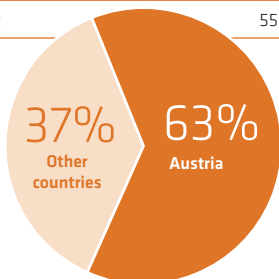
Raising awareness of sustainability among our employees

Our employees' environmental awareness is raised through a wide range of further training offers and our employee newsletter, among other things. Since the beginning of 2023, a quarterly sustainability newsletter has been sent out to our employees. The topics are used to raise awareness among employees in the field of environmental sustainability. In 2023/24, there were 530 employees.

More accessible communication

In 2023, we started to focus more on accessibility and multilingualism. Health and safety offers are increasingly communicated in a barrier-free manner. The results of the employee survey were translated into the three most important languages within the company: Hungarian, Czech and Serbian.

Country	Number of employees
All	700
Austria	410
Hungary	90
Czech Republic	29
Croatia	22
Germany	19
Slovakia	17
Serbia	16
Romania	15
Poland	15
Bosnia	12
Remaining	55



BEST PRACTICES



Company social programme: compatibility of work and family

We have opted for the state-approved company social program for work and family compatibility as this system creates the greatest possible transparency, continuity, and an obligation to implement these measures over many years and to work on their further development. It addresses the compatibility of work and private life comprehensively on the basis of ten fields of action, of which working hours and organisation of work are only two.

www.familieundberuf.at/unternehmen/zertifizierung-unternehmen

Affordable menus & grants

SCHACHINGER has a canteen for employees in Hörsching, which offers very reasonably priced menus for the workforce through financial support. In January 2024, the meal subsidies were expanded, so that all employees at all locations outside Hörsching now also benefit from them.

Making new colleagues visible

New entrants are published on the intranet with their photo, job title, and place of work. Interested employees can follow every new entrant there.



Protection of staff

Certification of the occupational health and safety management system was introduced in as early as 2021. The employees overwhelmingly feel satisfaction and health in the workplace is positive. The source for this is the results of the employee survey in 2023: 69% of employees rate their own state of health as at least seven out of ten points. 81% of employees are (very) satisfied with the work in general.

Cooperation with an Austrian chain of gyms

Fitness makes a lasting contribution to increasing the benefit for more employees at different locations in their different life situations.

New audit – work and family compatibility

In 2023, preparations were undertaken for the work and family compatibility audit. Goals and measures were defined in an interdisciplinary workshop. We received the seal in January 2024.



● BEST PRACTICES

The BGF workplace health promotion network

Employee satisfaction analyses are crucial in order to better understand how employees feel in their work environment and what actions can be taken to increase their satisfaction. That is why SCHACHINGER, together with BGF (workplace health promotion), interviewed all employees on a number of topics.

Overall, 43% of all employees took part in the survey. The results show that Schachinger's employees are generally satisfied, but there are also areas in which improvements can be made.

- At a total of 81%, job satisfaction is highly rated.
- At 32%, further education and training have the lowest satisfaction score.
- Around 75% of employees would recommend SCHACHINGER as an employer.

Employee satisfaction is crucial to long-term success. These results provide valuable insights and a clear direction for improving the working environment and employee retention. For the next health days that are planned in autumn 2024, we have set ourselves the goal of addressing the health priorities that were discussed in June 2023 on the basis of the employee analysis, and thus of specifically addressing the needs of employees.



What we're working on!

Information that hits home

It should be borne in mind that, due to our workforce structure, we at SCHACHINGER Logistik face similar challenges in the area of "information and communication" as we do in the area of further training. Our challenge is ensuring that all relevant information is received by employees who may not even have access to email, such as our drivers or many of the warehouse staff. We counteract this by using a wide range of communication channels. An employee app is also under discussion.

Communication via many paths

Significant milestones during the reporting period included the introduction of communication measures, such as the employee newsletter and the employee survey, and the preparation of further participatory processes.

The plan is for employees to be consulted and involved in topics and decisions relating to workplace health promotion goals and measures and for goals and measures for reconciling work and private life.

Significant decisions that are already made accessible to employees across the board concern, for example, the areas of budget, new appointments, and strategic issues (corporate culture, funding and investment projects, market decisions, etc.).



Company social and psychological counselling service



From this programme of measures, we particularly want to emphasise the implementation of a company social and psychological counselling service. With this, we cover a variety of needs of our employees throughout the company. Social and psychological counselling services are to be provided on the topics of, for example, housing, social benefits, debt, partnership, caring for relatives, childcare, and aspects of occupational psychology. Employees will be able to get help from the consulting services in person, in writing, or by telephone. This ensures that everyone can take advantage of the offer. We see this measure as a special milestone in the history of SCHACHINGER's voluntary social services. We are very much looking forward to the launch of the offer, planned for the 2024/25 financial year.

Well-informed employees are a prerequisite for transparency and participation

It is important to us that everyone is well informed. This also includes a willingness to explain factual circumstances, such as changes to collective agreements, and to prepare information in such a way that it is easy to understand for as many people as possible (images, metaphors, etc.). In the area of information policy/information channels, we also see potential for improvement in the use of the intranet for news and current communications about sustainability, nutrition, etc. The introduction of a new tool has already been discussed here.

HIGHLIGHTS

Receipt of the quality seal "Audit berufundfamilie" (the work and family audit), from which a three-year action plan for work-life balance is derived

Activation of the Workplace Health Promotion (WHP) programme, with an action plan spanning many years

Health days with health offers

Three quarters of all employees attended energy efficiency training.

Contractual implementation of work bikes

Diversity management (diverse leadership, gender-specific health care, barrier-free communication)

Introduction of health ambassadors

Renewed evaluation of increasing the flexibility of working hours

Further expansion of health measures in the areas of physical and mental health

Expansion of the new waste separation systems to all locations

Reduction target for employees getting to work by car

Reduction target of 5% for employees travelling to work from home (reference year 2021) through them working from home

Pre-financing of electric bikes

We are aware that how employees get to work is an important lever for reducing CO₂ at SCHACHINGER. SCHACHINGER therefore enables employees to pre-finance electric bikes interest-free, including insurance for the duration of the term, a security lock, and annual servicing. Our partner for work bikes, an innovative mode of transport, is the company Firmaradl. Employees can easily lease a bike or electric bike of their choosing by deducting part of their salary. As a result of this salary deduction, a tax advantage of up to 35% can be obtained compared to a normal purchase, and our employees can also benefit from the included insurance and repairs.

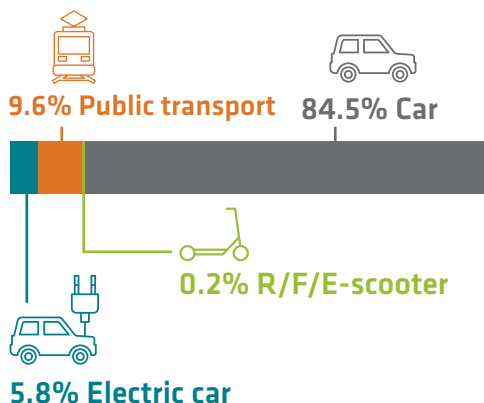
The option of purchasing the bike for its residual value at the end of the term and having this billed directly to employees is also sustainable – alternatively, employees can also be billed directly via Firmenradl. In addition to the ecological added value of using a bicycle, social sustainability is also promoted, for example, by improving health through doing exercise.

During the reporting period, there were around 20 work electric bikes and three climate tickets. This needs to be increased.

Environmental sustainability

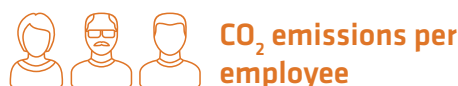
The journey to and from work

We want to offer incentives for using public or low-emission means of transport and increase the use of work bikes and climate tickets. Our goal is to achieve 10 to 15% of the workforce travelling to work by bicycle by 2025. However, no new data has been collected since the last evaluation of the kilometres travelled by car, electric car, public transport and R/F/E-scooters.



Apprentices as climate ambassadors

Four apprentices have already taken part in the "Apprentices as climate ambassadors" advanced training in the company and have implemented a climate protection project in the company.



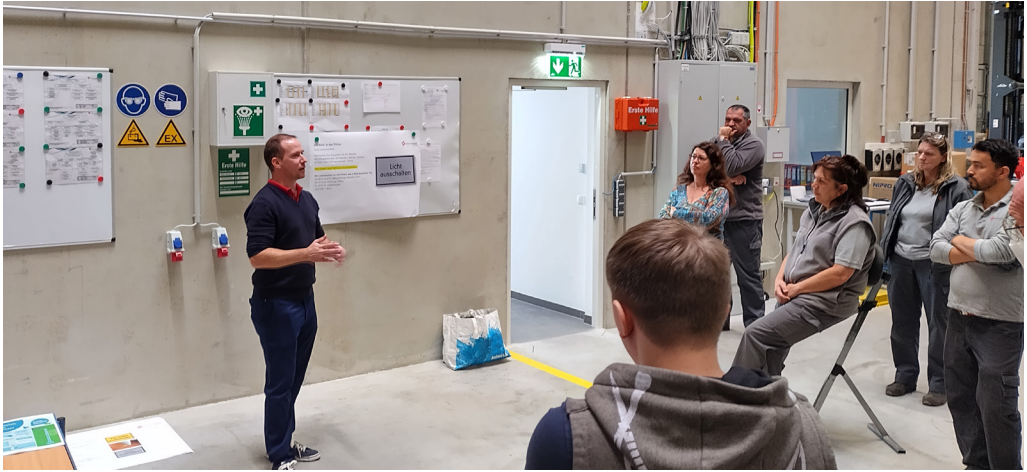
● BEST PRACTICES



Fresh, regional and in stock

Our canteen at our main site in Hörsching cooks fresh food with regional ingredients and 70% organic produce. In addition, fresh organic fruit and a selection of teas are offered for employees at some locations. The emergency food supply that has been set up in the event of a blackout at the Hörsching and Vienna 11 sites is fed by a regional, organic mill.





Energy efficiency training

Energy-saving measures are an important lever from an ecological and economic point of view. For this reason, we have informed employees about resource-saving practices in everyday work and private life. We have not shied away from any challenges here: whether in the car park, in the warehouse, in the canteen or in the meeting room, there was always an opportunity to talk about the important topic of energy efficiency. This applies to energy tips for private life as well as the need to make everyday work energy-efficient.

Energy efficiency training

In-person and online training of around

530 employees (69%)

on the topics of:

climate change: causes and consequences;

careful use of energy in private and in the company;

fuel efficiency; and

waste separation – collection of recyclable materials;

with the aim of relieving the burden on the environment and employees' wallets





NEGATIVE ASPECTS

An essential point when it comes to accounting for employee alignment is the expansion of social structures. The company recognises the need to further develop measures to strengthen social cohesion and promote cooperation. Approaches such as corporate volunteering, where employees are encouraged to volunteer, and the expansion of co-determination and participation are factors whose potential is to be activated to a greater degree (e.g., 360° feedback for supervisors).

In addition, we aim to promote a common corporate culture that strengthens the feeling of togetherness and further develops a political corporate structure that promotes education and is based on solidarity. The corresponding measures are designed to promote social interaction within the company and to create an inclusive working environment.

The company confirms that it does not support any structures or behaviours that promote inhumane working conditions. SCHACHINGER has published a Code of Conduct that commits the company to ethical standards and requires all partners and suppliers to ensure decent working conditions.

Employees are employed on permanent contracts, which ensures secure and fair employment. Temporary work is used only minimally, and where possible, temporary workers are taken on as permanent employees. A small percentage of temporary workers is only employed to cover seasonal or site-specific fluctuations, and collaborations with temporary employment agencies are subject to a special social risk audit.

The company confirms that there are no efforts to prevent the establishment of works councils. On the contrary: works councils exist in several sectors and represent about two-thirds of the employees. Two additional works councils were elected only in 2022, which illustrates that staff representation is being actively encouraged.

The accounting for the Employees division in the Common Good Balance Sheet shows both positive developments and areas requiring further improvements. The expansion of social structures, the strengthening of employee participation and the promotion of a sustainable corporate policy are central issues that should be further encouraged.

Customers and partners

D1 | Human dignity

D2 | Solidarity and justice

D3 | Environmental sustainability

D4 | Transparency and participatory
decision-making



Being partner to around 7000 customers is a pleasant task.

SCHACHINGER's strength is its diverse expertise, i.e., its technical know-how in all our sectors. Our high standards of reliability and flexibility, as well as transparency, environmental awareness and conservation of resources, make us a future-proof partner in the field of logistics.

Our customers

SCHACHINGER has around 7,000 customers in seven different industries. They can be divided into the following groups:



Pharmaceutical companies, pharmaceutical wholesalers and hospitals



Food companies



DIY stores & building materials manufacturers



Medical technology, IT business, office equipment, fitness & lifestyle, telecommunications, mechanical engineering



**Car manufacturers
Agricultural machinery**



B2C





What they need

In a customer analysis in 2023, an assessment was conducted into the most important customers to determine which customers were looked after intensively or with which customers more intensive partnerships were concluded.

The most important needs of these customer groups include: reliability, punctuality, experience, expertise, flexibility, trust, accuracy, sustainability, the digitisation of transport solutions and communication.

In addition, our customers have very specific requirements that we cater to.

Reactive:

- CO₂ evaluations/reports on the purchased services
- Filling in international profiles, such as the CDP (Carbon Disclosure Project)
- Sustainability agreements
- Agreements on climate targets
- Stakeholder dialogues (e.g., for materiality assessment)
- Self-disclosure by suppliers (SAQ 5.0, Ecovadis, etc.)
- Participation in training webinars on human rights, decarbonisation, etc.

Proactive:

- Customer events on sustainability (compliance, regulation and decarbonisation), with the aim of intensifying the relationship
- Incorporating the needs of stakeholders/customers into our sustainability strategy
- Effective communication (newsletter, satisfaction analysis, stakeholder dialogue groups, one-on-one meetings, etc.)
- Documentation and reporting methods, e.g., sustainability report, Ecovadis report, ESG Performer analyses, etc.
- Transparent, traceable inclusion in business processes
- CO₂ specification on the invoice (already present in the Translogica system)
- Awards and certifications

Sustainable value chains

Our customers appreciate that we handle reducing our CO₂ 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.

What's important to us!

Achievable sales targets

In a joint dialogue, the turnover from the largest customers is planned at sector level in annual budget processes. This results in clear sales and earnings targets for each individual sector. This planning also helps the company with clear, consolidated economic planning of the entire group and contributes to a secure, crisis-proof alignment for the future.

Earnings & growth

SCHACHINGER is a profit-oriented company, but we are not concerned with pure profit maximisation: value creation alone is not enough for us. Environmental and social improvements are an ongoing process. With our alignment and development, we want to leave a positive impact on the economy and society.

The owner strives to secure the long-term security of the company. No intensive growth and scaling strategy is being pursued. This can be seen in SCHACHINGER's substantial future investments, its regulations on distributions and its corporate strategy. Profits are reinvested in the company.

Learning from each other – improving together

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 CO₂ 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.

● BEST PRACTICES



Driving Change – Mission Accepted!

This was the motto of our sustainability event in November 2022 at Cape 10, a social venue in Vienna. This is how we brought the SCHACHINGER Sustainability Forum to our stakeholders. We developed this format to share our experiences with sustainability. In this Sustainable Business Network, experts speak on current topics. With keynote speeches, the questions of the transparent development of supply chains, climate research, and sustainable economic transformation are examined and discussed.

Link to the keynote speeches:

[www.youtube.com/
@SCHACHINGERlogistikholding833](https://www.youtube.com/@SCHACHINGERlogistikholding833)

What we've achieved!



Car Policy

In the 2020/21 financial year, we revised our Car Policy, with the aim of adapting it to new circumstances. An essential part of this project was an extensive examination and evaluation of the manufacturers and models for the new acquisitions in the fleet. Seventeen manufacturers were checked for ecological, safety-related and functional criteria. Since 2021, we have been increasingly dedicated to raising awareness among our employees in the field of electric mobility. For example, mobility days have been organised, test vehicles have been awarded to employees, and informative brochures have been issued.



Expansion of the charging infrastructure for electric mobility

Operation of an electric fleet involves much more than the purchase of vehicles. SCHACHINGER is increasing its connection services at several locations in order to create charging options for heavy traffic. The aim, in the future, is to be able to charge electric trucks with over 1,000 kW of (charging) power.

Expansion of photovoltaics to 3,100 kWp

As operators of logistics halls, we rely heavily on photovoltaics in the field of renewable energies. Currently, systems with a total capacity of 3,100 kWp (15,500 m²) are installed on our

roofs. These provide green electricity for our plants, the fleet and society.

Coming together & incentives

In the context of customer and partner events, we try to be proactive and come together on a larger scale. We were able to organise events such as "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). We are speakers 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.

Becoming effective

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 arrangements
- Market position, based on our sustainable alignment
- ESG regulations in rounds of dialogue
- Analysis of the SCHACHINGER supply chain

Co-design through cooperation

The owner, Maximilian Schachinger, is a pioneer in the field of sustainability in the logistics industry. He has been committed to sustainable solutions in transport and warehouse logistics for more than ten years. In 2014, he founded the Council for Sustainable Logistics (Council für nachhaltige Logistik; CNL), which he still heads today. It was clear to him that these issues can only be solved together with partners in the value chain, right down to market competitors. There are currently 18 large companies that are active in CNL: SCHACHINGER and freight forwarders, such as Gebrüder Weiss, trade, with Rewe, Spar, DM, Metro, Hofer and Lidl, and companies such as DPD and Österreichische Post. In 2014, SCHACHINGER had the first energy-autonomous logistics centre built, which has since received many awards.

CNL's activities make an important contribution to raising legal standards and improving the framework conditions for the sustainable development of the logistics and transport industry. CNL is regarded as a recognised expert body that is consulted by stakeholders. CNL is thus achieving its goal of establishing legal standards for the decarbonisation and sustainable development of the logistics and transport industry at the highest level.

www.councilnachhaltigelogistik.at



Scope 3 emissions on request

If necessary, we evaluate specific services for our customers. This shows customers how high their Scope 3 emissions are with our service. As part of a deep dive with one customer, we carried out a materiality assessment. This resulted in a folder that makes the benefits tangible for customers!

<https://www.schachinger.com/wp-content/uploads/2023/11/SCHACHINGER-SustainabilityProfile.pdf>

Net-zero energy warehouse – economy and ecology in harmony

With our Lighthouse 1 (LT1) project, we have an energetically self-sufficient warehouse that has been awarded multiple environmental accolades and which stands out strongly from conventional logistics centres in terms of energy efficiency and ecological construction. Our LT1 is a multi-award-winning construction project that is unparalleled in warehousing. This Lighthouse project was established in 2014, and we have now been evaluating, comparing and evaluating the data for a few years.

- Overall electricity 100% from renewable sources; electricity requirement for heating and cooling entirely self-generated
- maximum CO₂ efficiency, including the use of low-carbon concrete in the construction phase
- Minimum operating costs at the passive house level
- Energy figure: 10.3 kWh/m² p.a.



For more information, see the 2018/19–2021/22 Sustainability Report, p. 152 f.



Construction of new warehouses

We have warehouses from our existing stock that we maintain and renovate in order to achieve better energy values. If there is not enough space, we rent additional buildings. When doing so, we take care to ensure the construction method and energy supply are as sustainable as possible. In 2022/23, the GroÙbersdorf site was added, followed in 2024 by the Bruck an der Leitha site. Both are warehouses for our pharmaceutical logistics operations. The two sites are characterised by an energy supply via heat pumps and very low CO₂ emissions.

Waste & packaging materials

First of all, it is important to avoid any generation of waste, to reduce unavoidable waste, and to recycle and dispose of it properly. Our waste data is collected, processed and controlled by our waste officer. Specific measures to optimise the waste situation include, for example, the use of new films, stretch wrappers for hand-wrapped film, and cardboard boxes as filling material. To reduce the proportion of residual waste in the office premises, new recyclable material separation systems have been purchased, which enable better differentiation of individual material flows. Furthermore, exchangeable reusable pallets are in use.

HIGHLIGHTS

Six research projects on fleet decarbonisation, the circular economy and transport packaging

Interface programming for calculating individual CO₂ emissions

Stakeholder dialogues on topics of sustainable corporate alignment

Product Carbon Footprint report to customers

Certifications on customer request:

- Ecovadis
- Sedex/SMETA Pillar II
- SAQ 5.0

Participation in the OeKB's ESG Data Hub

In the area of transparency for banks, we were one of the first companies to decide to complete the voluntary questionnaire of Oesterreichische Kontrollbank (OeKB), and we contributed to the technical improvement of the questionnaire through our feedback. The OeKB ESG Data Hub provides a summary of the company's performance in the areas of business, environmental, social and governance. It serves to query the ESG performance of companies in a uniform manner and thus to create the greatest possible transparency in the banking sector.

What we're working on!



Support & advice

Our existing customers are continuously supported by our Key Account Management team. Individual sustainability support is also planned. For example, packaging alternatives are already being discussed with customers, and their use is being evaluated through testing. Differences between low and high temperatures, for example, must be taken into account here, depending on whether the goods in question are refrigerated or not.

Cooperation with civil society initiatives

We intend to engage with civil society initiatives that help citizens become proactive agents of change at the local level. This is intended to sustainably strengthen civil society in ensuring better access to human rights and promoting democracy and the rule of law.

Working with politics

In 2024, CNL is supporting, for example, an initiative of the Federal Ministry for Climate Protection, Environment, Energy, Mobility, Innovation and Technology to enable a federal road law allowing charging infrastructure for cars and trucks to be built in future, especially at rest stops where ASFINAG is itself active and there are no petrol stations/restaurants.



Green logistics offering

Over the next few years, we will be planning our services as a green logistics offering for our customers. The IT preparations for this are already underway, but require a lot of ahead-of-schedule work. With this offering, it will be possible for customers to purchase our services in a "CO₂-neutral" fashion through the use of renewable energies, or – where this is not yet possible – through compensation services in climate protection projects. However, the central focus in the company's sustainability goals remains reducing CO₂, with corresponding measures in the company and the supply chain.

CO₂ emissions on invoices

In the future, we want to show CO₂ emissions on invoices.

● BEST PRACTICES



Reduction of Scope 3

Our goal is to reduce Scope 3, which we illustrate for our customers, and to not pose any risk to our business partners, both in the climate sector and in the social sector. We have thus developed a sustainability strategy for ourselves and our customers that corresponds to a 360° view. Individual evaluations and sustainability reports transparently show our development.



Biomass for the main site

One milestone in view is the heating of our main site in Hörsching with biomass from the end of 2024.

Strengthening collaborations with our customers

The continuation and intensification of dialogue with customers has begun, as has a customer survey as part of the double materiality assessment according to ESRS. We want to introduce a data management system for our customer contacts. Our website content and publications are to be made more accessible. In addition, we want to jointly design points of contact for sustainable development and organise, sponsor and actively participate in CSR days.

Sealing and biodiversity

Our industry relies on sealed surfaces. We also deliberately maintain three hectares of fallow pasture in Hörsching. This area is not used for agriculture, meaning the insects and inhabitants of the soil can develop and contribute to producing healthy, humus-rich soil that also binds carbon dioxide. The establishment of beehives in Hörsching and Vienna in the 2022/23 financial year is a small symbolic contribution to the preservation of biodiversity. Above all, our measure aims to raise awareness of this issue among our employees.

In this context, training courses are continuously carried out by our beekeepers, during which biodiversity and the impact of climate change are made visible in relation to our bee population.

Research & junior talent

Cooperation with university of applied sciences for an Endowed Professorship for the Circular Economy and Transformative Business Models (from 08/2023)

BFI Vienna University of Applied Sciences (FH des BFI Wien) was given the go-ahead for an endowed professorship with SCHACHINGER as a collaborative partner in August 2023. We were selected by the head of scientific courses and managing director of the Circular Economy Forum, Karin Huber-Heim, because she is impressed by our sustainable attitude. Thanks to this collaboration, SCHACHINGER is helping to shape transformative training for logistics specialists. SCHACHINGER embeds the requirements that a future-oriented logistics company has with regard to training managers and employees – and our inputs are influencing the redesign of the curricula for logistics courses at the university of applied sciences.

Collaborative project with the University of Applied Sciences of Upper Austria, Campus Steyr (2023/24)

This Steyr-based university of applied sciences is an important educational institution in the fields of business, management and technology. It sees itself as a driving force for practice-oriented innovation and contributes to safeguarding the Upper Austria location in the long term. The project team is dedicated to thoroughly analysing SCHACHINGER's stakeholders. The marketing and communication channels, particularly the online and social media presence and the sustainability communication and reports, are examined and evaluated with a view to the most important stakeholders. The aim is to develop a strategy to improve SCHACHINGER's digital presence for customers and other important stakeholders.

● BEST PRACTICES



ReKEP circular economy project

We strive to lead by example and also inspire others to take a moderate approach in dealing with the earth's resources, and thus also with products and services. We are involved, for example, in circular economy projects such as ReKEP (standing for **K**urier, **E**xpress, **P**aket [courier, express, parcel]) to reduce transport packaging.

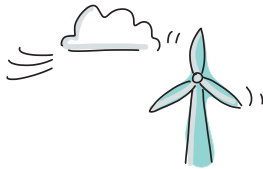
The use of reusable packaging has not yet been established. Only a few, in some cases tentative attempts have been made to use reusable transport containers (made of cardboard or plastic). However, even these are limited to a fairly small number of trips, or are relatively expensive.

ReKEP relies on the use of reusable transport containers, which are, on the one hand, affordable and effective and, on the other, versatile. It is thereby possible to serve many different industries and package sizes with the same concept. The basic technology is a plug-in system consisting of mutually compatible transport boxes that fit into a predetermined grid and can be efficiently bundled and unbundled. The delivery process is, on the one hand, accelerated by this bundling and, on the other, is simplified by pick-by-light technology.

Environmental sustainability

100% green energy

The SCHACHINGER Logistik Group has been using green electricity at its own sites since 2009. Since June 2021, this has been exclusively green electricity that is certified with the Austrian Ecolabel (UZ 46). Our supplier guarantees they supply electricity from 100% renewable energy sources. As a purely green electricity provider in Austria, ökostrom AG has its own balance group at what is currently the highest possible level of technology.



The switch to electric mobility

An electric vehicle has a lower carbon footprint over its entire life cycle than a vehicle with a traditional internal combustion engine. The ecological baggage of an electric car is mainly based on battery production that makes intensive use of energy and raw materials. Therefore, attention must be paid when purchasing electric vehicles to the (global) climate policy of the manufacturers and, when using them, to the type of power source and the duration of use. SCHACHINGER acquired its first electric car in 2015, as one of the pioneers in the switch to electric mobility.

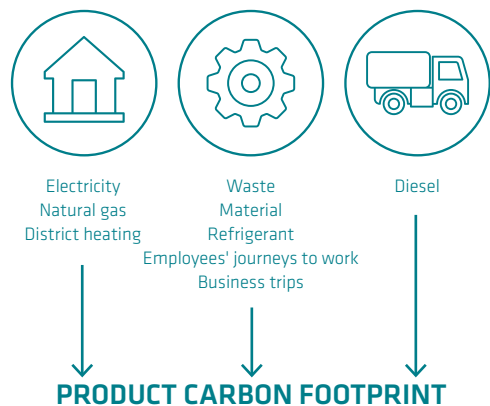


Reduced energy consumption

For gas and district heating, we were able to achieve a reduction of 1,455,465 kWh in the period from 2021 to 2022/2023 through replacing old gas boilers, gas condensing boilers, replacing pumps, regulation of controls and thermal renovations. From 2022/2023 to 2023/2024, this figure was 747,621 kWh, thus, a total of 2,203,086 kWh since 2021. Raising awareness among our stakeholders is also an essential building block in the area of energy consumption. 69% of our employees completed energy efficiency training in the 2023/24 financial year.

Carbon footprint & contribution to climate protection

For our services, which are based in the transport and warehouse logistics sector, we draw up an annual carbon footprint: the corporate carbon footprint. This footprint covers all companies in the Group and is presented in a comprehensible manner for all stakeholders in the sustainability report. As compensation for the emissions we produce that cannot yet be reduced, since 2021, we have been investing a contribution towards climate protection that is equivalent to our corporate carbon footprint in selected certified climate protection projects of our climate project partners Atmosfair and Climate Partner.



● BEST PRACTICES



Reducing tyre abrasion – a matter of materials and driving technique

In our quality management processes, during purchasing and driver training, we pay attention to the following points: low-abrasion tyres, seasonally suitable summer/winter tyres, regular checks of the axle setting, our own series of tests from various manufacturers, and a uniform, forward-looking driving style: abrupt starting or braking increases abrasion. In addition to the statutory driving training courses (C95), we attach great importance to additional driving training courses that are not only aimed at saving fuel but also raising awareness of optimum tyre pressure and tyre-friendly driving.

Factors that increase tyre abrasion:

- Mountainous regions
- Concrete instead of asphalt
- Wet roadways
- Sports-focused axle geometry
- High-torque motors
- Higher speed
- Higher vehicle weight
- Driving with trailers

NEGATIVE ASPECTS



One negative aspect for customers is the green logistics offering, which continues to be inadequate. Although SCHACHINGER is committed to the CDP standard, the company must create stronger incentives in the future to achieve its environmental goals despite insufficient regulation.

The company's environmental impact is documented in its Corporate Carbon Footprint, which is publicly available. SCHACHINGER confirms that the company does not consciously accept any disproportionate impacts on the environment.

Another potential for improvement lies in dialogue with stakeholders. A systematic customer satisfaction survey is planned for 2024/25 in order to better incorporate feedback into future decisions. Greater exchange with stakeholders is seen as a necessary step in order to further expand transparency and sustainability.

The introduction of measures such as green logistics and systematic dialogue with customers, including satisfaction surveys, are crucial in order to counteract the negative aspects in the Common Good Balance Sheet.

Social environment

E1 | Human dignity

E2 | Solidarity and justice

E3 | Environmental sustainability

E4 | Transparency and participatory
decision-making



Our services meet basic needs

SCHACHINGER tries to cover basic needs, such as life support, health, well-being, protection and safety: pharmaceutical logistics enable the preservation of life and health. The techlog sector is concerned with the provision of technical devices, such as barcode scanners and ATMs, which, for example, offer protection against data loss. The right to autonomy and freedom is supported by the parcel service delivery to private individuals.

Truck transport is indispensable for our society

All the products of life are transported by truck at some point. For longer journeys in combined transport, the products travel in an environmentally friendly manner by train or ship. Most truck shipments are shorter than 100 km. For the first and last kilometres, the product travels primarily by truck.



We are all part of society and want to do our part to achieve a better economy, so that we can be part of the solution too.



Warehousing

In addition to the transport of goods, we also offer warehousing: refrigerated warehousing and refrigerated shipments enable a (longer) shelf life for foods and medicines and thus serve to conserve the environment and resources and protect health.

Food

Food covers basic needs of physical life. In order for food to reach consumers safely, it must be stored appropriately and then distributed. Without this service, people would not have secure access to food.

Pharmaceuticals/healthcare: warehousing & transport

A large part of the medication stored at our facilities is used to protect and preserve health. In some cases, they are essential for survival. Proper transport to consumers allows access to medicines and healthcare products and ensures these products remain in date.

Parcel services and forwarding

Through the delivery of packages of goods to any location at any time, the basic need for autonomy and self-determination is met. Even people who are not sufficiently mobile to be able to shop have the opportunity to get products in this way.

Construction logistics

Without our supply of the necessary materials and tools, the construction of buildings according to today's standards would not be possible.

High-tech

Depending on the type of high-tech products in question, different basic needs are covered. Telecommunications enable people to interact and communicate, thereby promoting the aspect of community. Medical technology supports the protection of physical integrity, and banking electronics protect against loss of data and funds, or offer security in this regard. These are all examples that show that the high-tech industry covers various basic needs.

Automotive parts industry

We supply the automotive industry, which also produces private cars. Although cars are generally considered unsustainable, they meet various needs and thus play an important role in the economy and for private individuals.



What's important to us!

Our sustainability budget

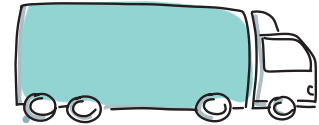
10% of our profits goes to our sustainable commitments, which thus represent a fixed part of the overall budget.

Calling the logistics industry's challenges by their name

We are aware of the problems that arise from our services: such as noise pollution from trucks, CO₂ emissions and fine dust, but also the sealing of areas and the appearance of real estate. The refrigerants required for cooling shipments and vehicles are climate-damaging greenhouse gases and contribute significantly to climate change. Critical raw materials, such as rare earth elements, are also used in our mobile phones. These are the challenges we are currently proactively facing.

Managing energy resources

Energy savings and the switch to renewable energies are the lever for curbing the negative impact on global warming and achieving common European and national climate targets. The need for action in logistics lies primarily in the field of fuel. This is where CO₂ emissions are highest. However, the switch to renewable energies in the field of heat generation is also important. Our fleet is responsible for around 66% of our CO₂ emissions. 7% of CO₂ emissions are due to our gas consumption. Our employees' journeys to the workplace account for 7% of our CO₂ emissions.



		Unit	2022/23	2022/23 incl. hauliers	2023/24	2023/24 incl. hauliers
Scope 1	Direct emissions	[t CO ₂ e]	8,148	8,148	7,775	7,775
Scope 2	Indirect energy-related GHG emissions	[t CO ₂ e]	383	383	408	408
Scope 3	Other indirect GHG emissions	[t CO ₂ e]	3,981	53,994	5,108	55,122
Total		[t CO ₂ e]	12,512	62,525	13,291	63,305

Intensity of staff	emissions/ employee	[t CO ₂ e/ employee]	16.3	81.4	19	90.4
Intensity of area	emissions/m ²	[kg CO ₂ e/m ²]	93	466	90.4	431
Intensity of sales	emissions/€ million	[t CO ₂ e/€ million]	36.56	182.7	40.72	193.9

Reference value	Employees	Number	768	768	700	700
Reference value	Area	m ²	134,171	134,171	147,001	147,001
Reference value	Sales	€ million	342.2	342.2	326.4	326.4

Actively dealing with the challenges

For our vehicles, we are gradually switching to electric mobility, buying low-abrasion tyres, and conducting fuel efficiency training. By regularly maintaining and checking the refrigeration systems of the warehouses and the refrigerated vans, refrigerant loss can be prevented. By means of research projects and collaborations, research is being carried out into more environmentally friendly cooling alternatives for refrigerated shipments (Vincent, Resonate).

Corporate citizenship

By "corporate citizenship" we mean our commitment to society. From our point of view, this forms part of corporate responsibility. It includes all donation, sponsorship and foundation activities, as well as the promotion of voluntary charitable commitments among employees.

Intra-company fundraising

In recent years, there have been appeals for donations in connection with the Ukraine crisis, as well as for support for homeless persons. With the donations we make and our attitude towards promoting the common good, we see ourselves as a role model for partners and individuals.



● BEST PRACTICES



CDP (Carbon Disclosure Project) since 2023

The Carbon Disclosure Project is a non-profit organisation that was founded in London in 2000 and aims to ensure that companies and municipalities publish their environmental data, such as climate-damaging greenhouse gas emissions and water consumption. CDP is about the motto: "You can't manage what you don't measure." CDP operates a worldwide system for disclosing environmental data. The CDP score report provides information about this rating and shows which categories require attention in order to achieve a higher score. This allows organisations to make progress in the field of environmental responsibility through benchmarking and comparisons with other companies in order to continuously improve their own climate policy. We prepared for CDP participation in 2022 using our environmental data and targets and answered CDP's questions. In 2023, we received the certificate of successful CDP participation for the first time. SCHACHINGER achieved category C (from A-D). This is lower than the European average, but higher than the average in the road transport sector (which is D). Our company is among the 22% in our industry that have reached this category (no company in the industry has yet reached category A).

Selection of collaborations



CNL – Council for Sustainable Logistics

As a founder and active member of CNL, we put our sustainable attitude into practice together and strive to jointly develop solutions for a transformed logistics industry. For us, the combination of so many actors in the value chain is a successful example of cooperation that is oriented towards the common good. The network includes 18 top Austrian companies from logistics, trade and production, with more than 161,500 employees, more than 7,380 trucks and a turnover of more than 32.5 billion euros.

The main areas of work of the CNL association are:

- Emission-free drives
- Organisational development in connection with green logistics (sub-working group on emission-free drives)
- Transport packaging
- Opinion shaping, public relations
- Service platform, best practice (particularly on warehouse logistics, city logistics and knowledge transfer on sustainability)

In the working groups, ongoing exchange with external experts tries to accelerate conversions and transformation and to achieve greater leverage together. Since 2014, some research projects have been carried out in unison – the knowledge has been shared and used for sustainable improvements in the value chain.

www.councilnachhaltigelogistik.at

Economy for the Common Good

We promote the Economy for the Common Good with both our long-standing membership and sponsorship funds. SCHACHINGER Logistik was one of the first companies to draw up a Common Good Balance Sheet. With our support and our own balance sheet, we wish to contribute to establishing greater focus on the common good in companies and in our economic system.

www.austria.econgood.org

Global 2000

Global 2000 is an independent organisation that advocates for unspoilt nature, social justice and sustainable climate protection. We support the activities of Global 2000 with an annual sponsorship.

The ÖGUT platform

ÖGUT develops, mediates and networks stakeholders from the environment, business and administration sectors. As part of the collaboration, this institution serves us as an interdisciplinary driver of innovation in environmental and sustainability issues, ranging from energy to consumption to resources.





RespAct

We support CSR Day with sponsorship as well as contributions on the subject matter and take advantage of the wide range of training offers from RespAct for sustainable development.

Diversity Charter

We have signed the Diversity Charter. The Diversity Charter promotes the recognition, appreciation and inclusion of diversity in the world of work.

Bee sponsorship

We see our bee sponsorship, which has been in place since 2022, as a further aspect of our voluntary commitment to society. At our Hörsching site, we have built ten beehives that pollinate flowers in the area, offer bee tours for employees, and supply SCHACHINGER employees with local honey.



Fallow pastures

Our industry relies on sealed surfaces. However, we also deliberately keep a few hectares of fallow pasture in Hörsching. As it is not used for agriculture and the soil thus remains almost untouched, insects and inhabitants of the soil can develop and contribute to producing healthy, humus-rich soil – which additionally binds carbon dioxide.

Cooperation with universities of applied sciences

Finally, we would like to mention our cooperation with BFI Vienna University of Applied Sciences, which, among other things, researches and works on models and concepts of the regenerative circular economy and circular bio-economy.

What we've achieved!



ESG Cockpit

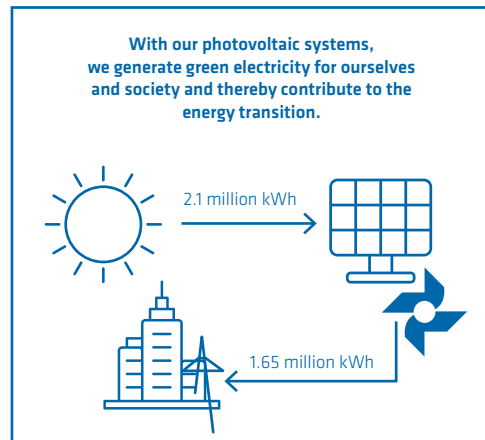
Since the introduction of the ESG Cockpit in 2022, we have had a state-of-the-art tool at our disposal for the electronic management of sustainability data and for corporate management in line with the principles of sustainability. It enables the simple and decentralised management of all sustainability-relevant data, as well as the calculation of ESG indicators, such as carbon footprint, GRI, ECG or ESRS indicators. Sustainability reporting is much more efficient and extends to strategy and goal planning or management of measures. In the scope of our data and information that needs to be managed, we see the tool as a prerequisite for sustainable corporate management, efficient sustainability management, sound goal planning, and monitoring the achievement of goals. The tool is used, in particular, to calculate CO₂ emissions, as well as in the monitoring of energy consumption.

Expansion of the charging infrastructure for electric mobility

Operation of an electric fleet involves much more than the purchase of vehicles. SCHACHINGER is increasing its connection services at several locations in order to create charging options for heavy traffic. The aim, in the future, is to be able to charge electric trucks with over 1,000 kW of (charging) power.

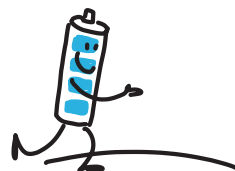
Expansion of photovoltaics to over 15,500 m²/3,100 kWp

As an operator of logistics halls, we rely heavily on photovoltaics in the field of renewable energies. Currently, systems with a total capacity of 3,100 kWp (15,500 m²) are installed on our roofs. They provide green electricity for our plants and the fleet.



Energy Efficiency Act & Energy Management System

The Federal Energy Efficiency Act (Bundesenergieeffizienzgesetz) applies to companies with more than 250 employees. In accordance with this law, SCHACHINGER regularly has an energy efficiency audit carried out by experts from Linz AG. During this, the processes, machines and buildings are checked, and measures to increase energy efficiency are identified. These are subsequently checked by SCHACHINGER and, if economically reasonable, are implemented.



Our investments in donations, sponsorships and memberships

We pass on funds to various charitable organisations, such as the Red Cross, Global 2000, Greenpeace, Pioneers of Change, the Economy of the Common Good, etc., through sponsorships and donations. 22% of our advertising expenditure also goes towards sponsoring sustainable and charitable initiatives. Our donations and sponsorships came to €245,000 in the 2022/23 financial year and to €445,000 in the 2023/24 financial year. This is an increase of 82%. Through our memberships, we offered support amounting to €60,000 in the 2022/23 financial year and of €70,000 in the 2023/24 financial year. We invested €210,000 in the 2022/23 financial year and €266,160 in the 2023/24 financial year as contributions to climate protection in selected certified climate protection projects.

Certified climate protection projects by selected project partners

The road to complete decarbonisation of any organisation is long and rocky. Until we get there, we feel it is our duty to take responsibility for emissions that we cannot yet prevent or reduce. We therefore support strictly tested and verified climate protection projects from established organisations, such as Atmosfair and Climate Partner. In 2022/23 and 2023/24, we financed forest protection projects in the Karwendel mountains and in Colombia, as well as gold-standard-certified compensation projects, such as the promotion of biogas plants in Nepal and solar energy in India.

The company has come to the conclusion that, from an ecological and social point of view, we can achieve a significantly better improvement result in other parts of the world with our investment – especially in view of the short time

HIGHLIGHTS

Sustainability reporting according to GRI standards

Donations and sponsorships greatly expanded: EUR 687,000 was invested in the last 2 financial years

10% of our company's profits goes to our sustainable commitments

Through thermal renovation, we made a saving of 1,455,465 kWh of heat from 2021 to 2022/2023, and 747,621 kWh of heat from 2022/2023 to 2023/2024. Total: 2,203,086 kWh of heat since 2021

Expansion of photovoltaics to 3,100 kWp – energy production for us and society

span! At SCHACHINGER, we believe it's important to act immediately in order to make the best possible contribution to the time-sensitive mitigation of global warming.

Purchasing in line with the common good

When it comes to sustainable purchasing, event planning (regional biocatering) and promotional/employee gifts (e.g., from Jugend am Werk), we also make decisions that underline our focus on the common good. The vegetarian meals in the canteen in Hörsching are subsidised. Every day, around 70 internal and external people take advantage of this supply of freshly prepared meals, 70% of which are made up of organic ingredients.

What we're working on!

SCHACHINGER Education Campus

The mounting crises and challenges require new values and new awareness. They require actors who connect with one another and put what we share above what divides us. The necessary shift in values and awareness opens up great opportunities and potential for organisational and employee development and process support. We want to drive this development forward by establishing an education campus. It is important to us to establish a change-maker and sustainability campus, which will serve as an academy of further education, a networking location, and a home base for the most important change makers in the DACH region.

The aim is for this campus to become part of the core business on a meta-level, which is about exemplifying sustainability and putting our values into action.



Corporate volunteering

We want to support individual commitments and are always looking for solutions for offers to our employees in this regard as part of company social programmes. So far, "Cooking in the crypt" has been implemented, and further activities are planned, for example, together with Jugend am Werk.

Cooking for the crypt:

www.gruft.at/spenden/kochen-fuer-die-gruft/

Developing new collaborations

As part of our cooperation with the Austrian Red Cross, we would like to work towards collaborating in a number of areas.



● BEST PRACTICES



Climate Protection Project – Nature Conservation in the Karwendel Mountains

During the reporting period, we again supported the climate protection project Nature Conservation in the Karwendel Mountains. Five euros per tonne of CO₂ flowed directly to the Karwendel Nature Park. The main areas of focus:

- Advancing bog renaturation
- Spreading deadwood
- Promoting land set-aside schemes
- Supporting alpine vegetation
- Promoting training in climate education

The nature park was able to freely dispose of the contributions and to implement the discussed projects. This is now the third year in a row where we are supporting the project.

New certifications from 2024

→ **OekoBusinessplan**

As part of the Vienna Climate Biennale, SCHACHINGER received an award from the Climate City Councillor, Jürgen Czernohorszky, for its significant contribution to sustainable development. OekoBusiness Vienna shows that environmental protection and successful business are not polar opposites. The programme is closely networked with comparable initiatives around the world in order to promote the transfer of knowledge to municipal and regional administrations and to build a network of companies that have recognised that economic success and sustainable business go hand in hand.

→ **EcoZert**

With EcoZert, Creditreform Rating AG confirmed our sustainable action on the environment, social issues and corporate governance after a thorough review, thus certifying a positive forecast for the coming financial years – an important statement both internally and externally.

Our result:

- Use of resources that is more efficient than the benchmark, or a significant reduction in resource use compared to the past
- Action in the area of social issues that is better than the benchmark, or a significant improvement compared to the past
- Good business practices for corporate governance in the past
- Creditworthiness index better than 299 and a balance sheet rating better than CR11

We are particularly pleased that we have been awarded the ESG rating by Creditreform.

Greener mobility

We try to set incentives for more environmentally friendly mobility and regularly evaluate options such as mobility budgets, climate tickets, carpools, shuttle buses, etc. However, the location of most of our sites in peripheral regions often negates these efforts, as most employees rely on individual mobility, and the connection to public transport is not optimal.

Improvements have already been achieved by converting company cars to electric mobility.

In our role as tenant ...

It is important to us to encourage landlords to use renewable energies and to look for sustainable solutions together. This especially applies to our rental locations in Wiener Neudorf and České Budějovice, as it has not yet been possible to switch to green electricity here. In Vienna 11, we have already been able to successfully install a photovoltaic system on the rented building with the landlords.



Environmental sustainability

Sustainability Report & SDGs – Active communication

Our comprehensive Sustainability Report is published on our website. A shortened version with an emphasis on the SDGs was created for employees and customers and sent by post to the houses of all employees in order to truly reach everyone.



Sustainability Report:
www.schachinger.com/wp-content/uploads/2023/11/SCHACHINGER-SustainabilityProfile.pdf

SDGs: www.schachinger.com/wp-content/uploads/2023/02/SDG-Folder-Schachinger.pdf

Reduced energy consumption

For gas and district heating, we have been able to achieve an energy reduction in the millions since 2021 through replacing old gas boilers, gas condensing boilers, replacing pumps, regulating controls, and thermal renovations – 2,203,086 kWh to be precise.

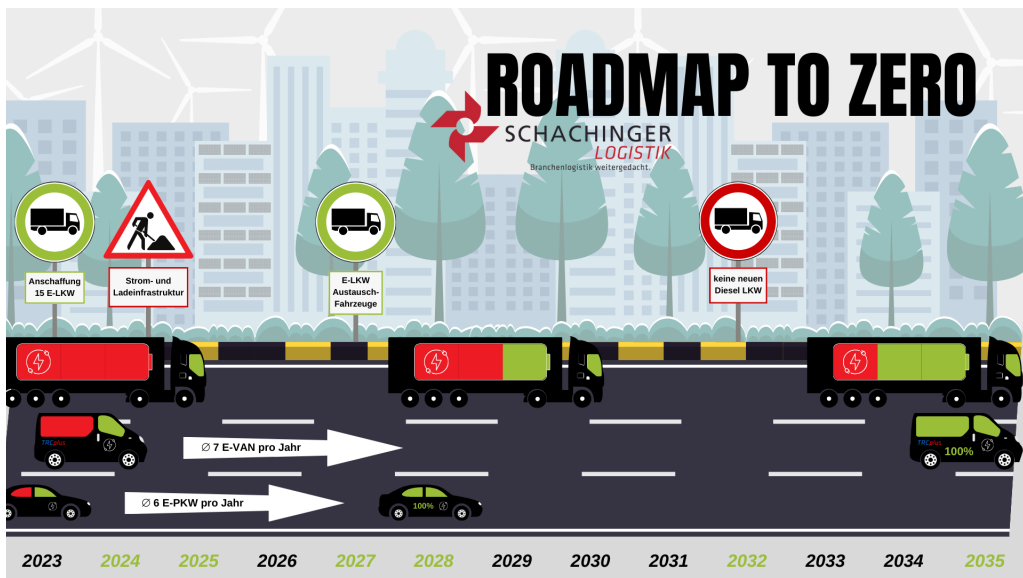
Fleet decarbonisation

In 2023/24, around 61% of our company cars were already electric, five electric vans were purchased, and the first electric truck was in use as of this year. By 2028, all company cars will be converted to electric mobility. As of 2032, trucks with combustion engines will no longer be purchased.

Roadmap to Zero

All reductions in consumption from E2 (social environment, contribution to the community) also serve to reduce CO₂ emissions. Our Roadmap to Zero contains a detailed roadmap with measurable targets for reducing CO₂ emissions in Scope 1 and 2:

- by 50% by 2035
- by 80% by 2040





● BEST PRACTICES



Solar energy in India

The Karwendel project is paired with a project in India. India's energy supply is heavily dependent on thermal power plants and fossil fuels, and the demand for energy is higher than the amount of electricity India can provide.

This project, certified by the Verified Carbon Standard, has an installed capacity of 225 MW. Approximately 330,000 tonnes of carbon dioxide can be saved every year, as it is replaced by electricity from thermal power plants. This not only has ecological advantages; it also promotes the creation of jobs and encourages companies to establish themselves there – our contribution to the common good.



● BEST PRACTICES



Small biogas plants in Nepal

Due to the extraction of firewood for cooking, degeneration of forests occurs in Nepal. By building biogas plants, however, households can get by without firewood, which, on the one hand, leads to relief for and regeneration of forests and, on the other hand, also reduces the considerable health risk that is posed by the smoke caused by cooking and heating. Thanks to SCHACHINGER's contribution to climate protection, 3,000 tonnes of CO₂ were reduced in the reporting period, and 80 biogas plants for cooking and heating were built in Nepal!

2023 Upper Austrian Environmental Congress

SCHACHINGER Logistik was present as a best practice example at the Environmental Congress of the Upper Austrian state government, which was held under the motto of "We can do things differently!" The Environmental Congress deals with processes of societal transformation and also reveals opportunities, measures and best practice examples to counteract climate change.



NEGATIVE ASPECTS

SCHACHINGER acknowledges that the company causes emissions due to its core business. In particular, tyre abrasion, pollution from particulate matter and CO₂ emissions pose significant challenges. In this context, the company is committed to assuming responsibility and taking appropriate measures to reduce these environmental influences. In addition, operations generate noise pollution, which is caused, in particular, by the use of trucks, as well as the visual and environmental effects of sealing areas and constructing properties. These aspects are proactively addressed as part of the "Roadmap to Zero" programme in order to minimise environmental impact in the long term.

The company can confirm that it does not produce or distribute any inhumane products or services. Even if this negative aspect is therefore not carried forward in the balance sheet, the company remains sensitive to the indirect effects of its services, such as the above-mentioned environmental challenges.

SCHACHINGER serves the "ambient storage" sector, meaning storage at ambient temperature. The company does not store and transport fresh goods, but rather mainly processed food with a long shelf life and, particularly, confectionery. This justifies questioning the contribution made to the healthy development of people in the assessment. The problem is that we are dependent on our customers and have no influence on their products. It is not possible to check what type of products are delivered on a case-by-case basis. Therefore, the degree of responsibility for transporting consumer goods that are not conducive to people must also be taken into account. SCHACHINGER earns money based on the quantity of orders and not on the quality of the goods transported.

As part of the Common Good Balance Sheet, checks are carried out to see whether companies engage in corruption-promoting practices or operate opaque activities in the lobbying sector. The company clarifies that no acts which promote corruption are committed, and that all lobbying activities have been disclosed. As a member of the Council for Sustainable Logistics (CNL), the company participates exclusively in sustainability-oriented initiatives, without actively lobbying itself.

SCHACHINGER shows itself to be proactive in dealing with the negative aspects of its business activities. Transparent reporting and the initiation of countermeasures are intended to meet the challenges of our environmental and social responsibility.

SCHACHINGER's Climate and Environmental Report



Introduction

Sustainability strategy: "Roadmap to Zero"

In the "Roadmap to Zero" project from 2020, a detailed roadmap for SCHACHINGER's CO₂ targets was developed (as a target range). This plan ranges from targets for avoidance to reduction targets and compensation of unavoidable emissions, which are offset with voluntary climate contributions. The requirements from the spheres of politics, business and the environment were taken into account in collaboration with internal and external experts. In addition to developing a concept for defining targets, measurable targets for reducing CO₂ emissions have been set in order to extensively reduce our Scope 1 and 2 emissions by 2040. The resulting catalogue includes numerous goals and measures that are strictly followed, monitored and, if necessary, adapted.

An essential basis for this was the creation of SCHACHINGER's first company-wide carbon footprint in 2018/19. The greenhouse gas emissions for the following years were collected, and the basis for ongoing CO₂ monitoring, including annual accounting, was laid. From this greenhouse gas footprint, it was possible to derive the greatest levers for effectively reducing emissions.

Since 2022, we have been a member of EcoVadis, where we evaluate and publish our environmental and social sustainability performance. In addition, we have been reporting on the CDP (Carbon Disclosure Project) since 2023, with the aim of joining the SBTi (Science Based Targets initiative) in the coming years. In this way, we would like to adapt our internally defined and targeted path to decarbonisation to internationally recognised scientific methods.

Standards

The calculation of our Corporate Carbon Footprint follows the Greenhouse Gas Protocol (GHG Protocol), as a globally recognised instrument for reporting on greenhouse gas emissions.

Reporting limits

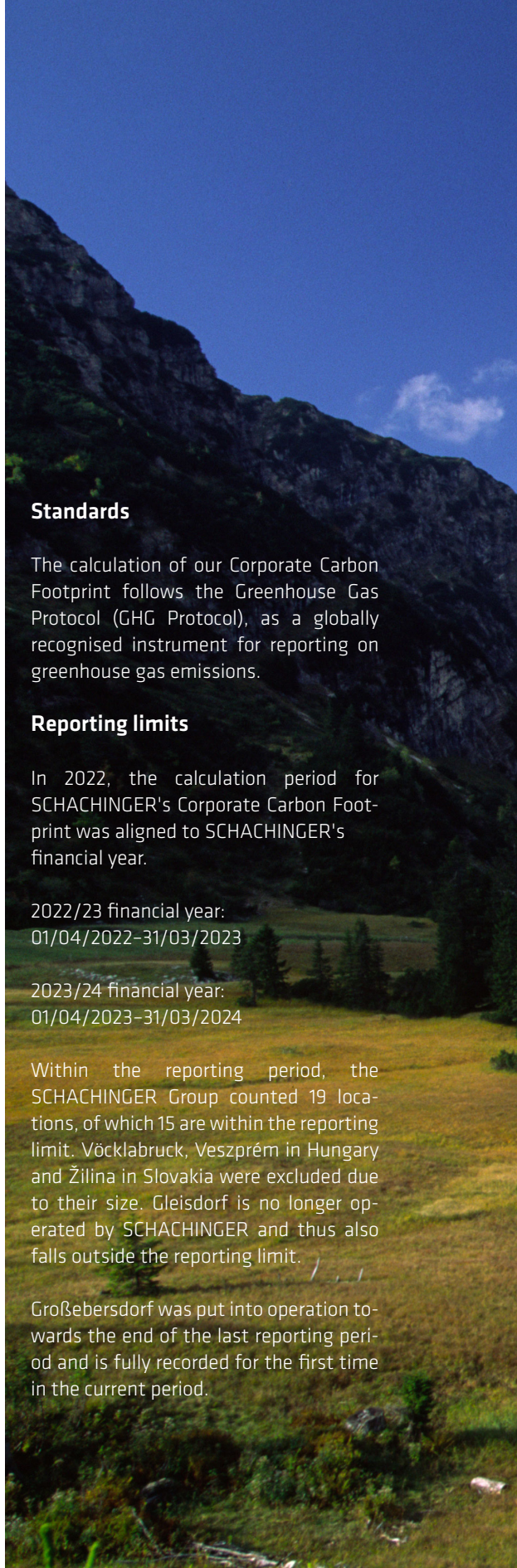
In 2022, the calculation period for SCHACHINGER's Corporate Carbon Footprint was aligned to SCHACHINGER's financial year.

2022/23 financial year:
01/04/2022-31/03/2023

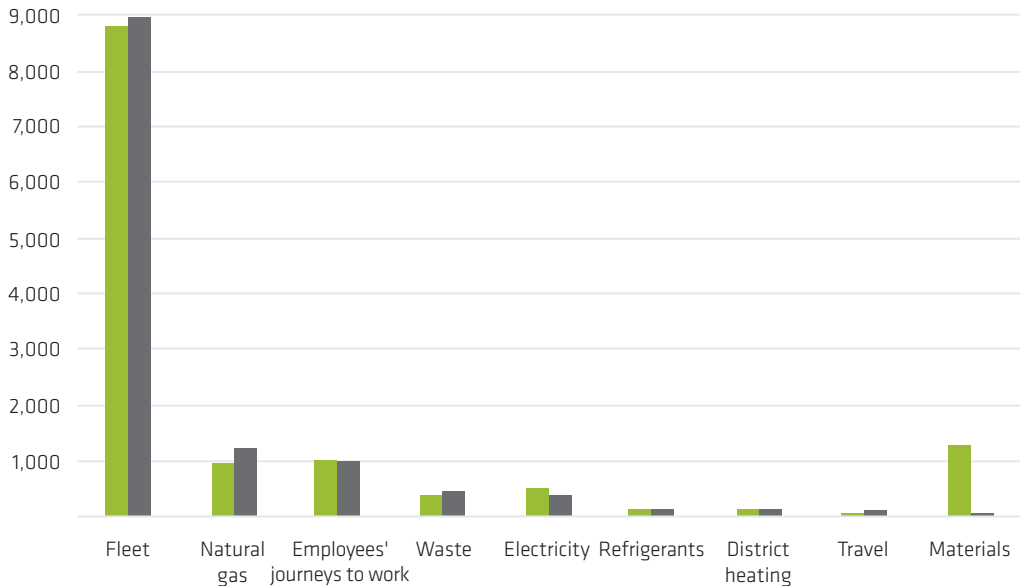
2023/24 financial year:
01/04/2023-31/03/2024

Within the reporting period, the SCHACHINGER Group counted 19 locations, of which 15 are within the reporting limit. Vöcklabruck, Veszprém in Hungary and Žilina in Slovakia were excluded due to their size. Gleisdorf is no longer operated by SCHACHINGER and thus also falls outside the reporting limit.

Großbebersdorf was put into operation towards the end of the last reporting period and is fully recorded for the first time in the current period.



CO₂ e emissions compared for 22/23 and 23/24



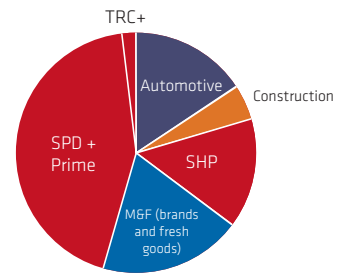
A Corporate Carbon Footprint is a tool that companies use to measure the greenhouse gas emissions caused by their activities. The footprint was calculated according to the GHG protocol and was checked by an external body. The aim of this report is to raise awareness of our environmental responsibility, both internally and externally, and to measure the progress of our climate protection measures.

The trend is positive in almost all categories. Only materials saw a massive increase. However, this can be explained by the fact that more data could be collected in this category in the 23/24 financial year. Particularly crucial in this category is the production of the vehicles used, which account for a large part of the increase, with 894 tonnes of CO₂e (recorded for the first time in 23/24). If this category is excluded, this results in a considerable reduction in emissions of almost 500 tonnes of CO₂e.

As part of this climate footprint, the emissions of our hauliers were calculated for the first time. This resulted in a value of around 50,000 tonnes of CO₂e (five to six times as much as with the company's own fleet), which is in line

with previous estimates. The calculation of haulier emissions is also a complex undertaking due to our company structure and is therefore subject to a certain degree of uncertainty.

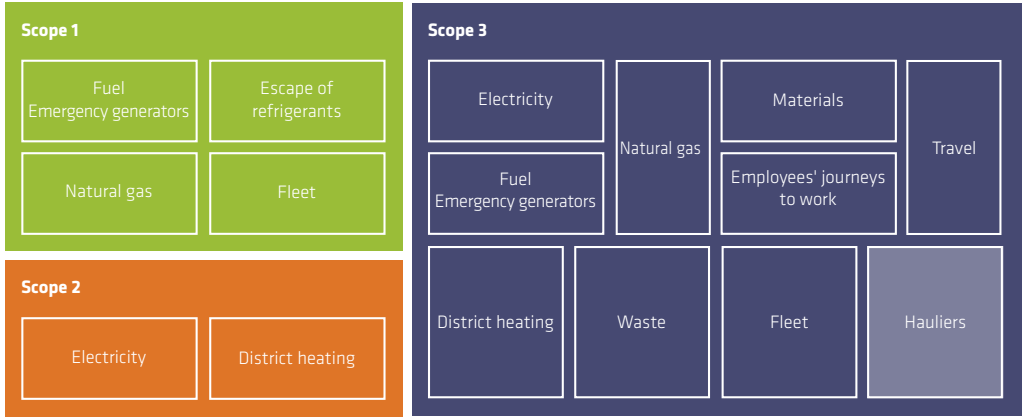
Emissions from external hauliers by sector:



Outlook

Many of the measures that have been taken in recent months, and which will be taken in the future, should be reflected in the coming carbon footprints: for example, our biomass heating plant, where we expect a reduction of around 600 tonnes of CO₂e per year, and the use of the first electric trucks, which should result in a reduction of around 50 tonnes of CO₂e per vehicle per year, depending on the area of use.

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 hauliers.

Scope 1

Fuel/emergency generators:

- Proportion of direct combustion of diesel
- Information from facility management

Escape of refrigerants:

- Instances of escape in Scope 1; correspond quantitatively to refills (invoices)

Natural gas:

- Proportion of direct combustion of natural gas
- Consumption at the sites (invoices)

Vehicle fleet:

- Proportion of direct combustion of fuels (diesel, petrol, AdBlue)
- Querying at company petrol station
- KSK and Cargomax are entered by the responsible persons themselves.
- Fuel card querying

Scope 2

Electricity:

- Share of direct emissions from external power generation
- Electricity consumption at the sites (invoices), incl. internal charging for electric vehicles

District heating:

- Share of direct emissions from external heat generation
- Consumption at the sites (invoices)

Scope 3

Fuel/emergency generators:

- Proportion of diesel in the upstream chain
- Information from facility management

Electricity:

- Share of indirect emissions from external power generation
- Electricity consumption at the sites (invoices), incl. internal charging for electric vehicles
- External charging of electric cars (invoices + querying of provider)
- Electricity from photovoltaic systems
 - » Self-consumption, calculated from the difference between meter readings and purchasing (monitoring system to come)
 - » Fed in/sold (invoices)

Natural gas:

- Proportion of natural gas in the upstream chain
- Consumption at the sites (invoices)

District heating:

- Share of indirect emissions from external heat generation
- Consumption at the sites (invoices)

Waste:

- waste generated at the sites (invoices, disposal/recovery passports)
- Converted to recycling/incineration/landfill according to the Austrian average per the BAWP status report for 2021 & 2023

Material:

- Includes different categories of materials and equipment used
 - » Paper
 - » Toner
 - » Packaging material

- » Food (2023/24)
- » Refrigerants
- » IT equipment
- » Mobile phones
- » Pallets
- » Vehicles
- » Cleaning agents
- » Production of the vehicles used included for the first time in 2023/24
- » Food

Employees' journeys to work:

- Data from the calculation carried out in 2021 has been adapted to the changes in the number of employees. No new calculation was possible due to missing data. This is to be re-done in FY 2025/26.

Travel:

- Business trips by private car (data from financial accounting and HR management)
- Business trips with company vehicles are included in Scope 1 of the fleet. In Scope 3, business trips with company vehicles cannot be differentiated, as these are displayed as the total amount of travel data.
 - » Business trips by company car with combustion engine recorded in fleet data (petrol station and fuel card evaluation)
 - » Business trips with company cars recorded in electricity data
- Air travel (invoices)
- Bus and train travel (difficult to track due to season tickets, climate tickets, etc.; impact to be classified as negligible anyway)

Vehicle fleet:

- Proportion of fuels in upstream chain (diesel, petrol, AdBlue)
- Querying at company petrol station
- KSK and Cargomax are entered by the responsible persons themselves.
- Fuel card querying

Hauliers:

The emissions of hauliers have only been estimated in recent years and were not an official part of the carbon footprint calculation. These emissions exceed those of the SCHACHINGER Group many times over and therefore need to be considered more closely.

- SCHACHINGER baulog, automotive, shp and cargomax record all freight orders in Translogica and can therefore be recorded relatively accurately.
- SCHACHINGER Marken & Frische records freight orders in Matador, where a CO₂ calculation has been stored since 2021. Shipments abroad are not included in this calculation and have therefore been recalculated on a rough basis. However, international shipments are predominantly "self-collectors" and are therefore not deployed on our behalf.
- SCHACHINGER TRC is handled almost exclusively via KSK, which is within the reporting limit and is therefore not to be considered as an external haulier. A small part is handled by an external haulier (Sini), from which the consumption data was requested, and this was included in the calculations.
- SCHACHINGER techlog is also included in KSK, plus two other hauliers, the mileage of whom is known.

- SCHACHINGER Paketdienst and Primetime use two main hauliers in heavy traffic. One of these is Sini, where the consumption data is known. The data for the second haulier was determined via the percentage breakdown. In the case of light commercial vehicles, the route lengths and frequencies are known and have been included in the calculation accordingly.

The data has been collected and continuously refined over the last year. Many discussions had to be held on this topic in order to be able to understand the relevant (haulier) structures and the processes of the sectors. The basis of data for the calculations is the FY 2023/24. Since data acquisition and calculation are very complex and are already subject to a certain degree of uncertainty, only one survey was carried out here for both financial years.

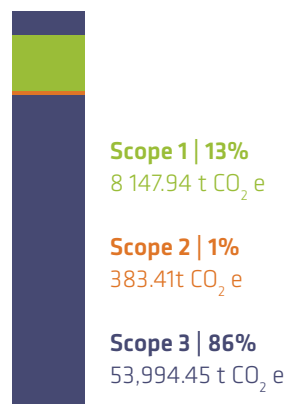


Results

CCF in 2022–2023, market-based by driver

Hauliers:	50,013.89 t CO ₂ e
Vehicle fleet:	8,935.24 t CO ₂ e
Natural gas:	1,216.35 t CO ₂ e
Employees' journeys to work:	977.69 t CO ₂ e
Waste:	459.50 t CO ₂ e
Electricity:	431.36 t CO ₂ e
Escape of refrigerants:	150.19 t CO ₂ e
District heating:	143.0 t CO ₂ e
Travel:	139.11 t CO ₂ e
Materials:	58.34 t CO ₂ e
Fuel/emergency generators:	1.12 t CO ₂ e

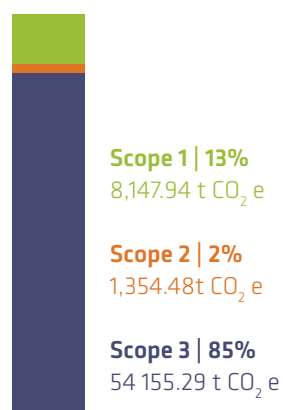
By scope



CCF in 2022–2023, location-based by driver

Hauliers:	50,013.89 t CO ₂ e
Vehicle fleet:	8,935.24 t CO ₂ e
Electricity:	1,563.30 t CO ₂ e
Natural gas:	1,216.35 t CO ₂ e
Employees' journeys to work:	977.69 t CO ₂ e
Waste:	459.50 t CO ₂ e
Escape of refrigerants:	150.19 t CO ₂ e
District heating:	143.0 t CO ₂ e
Travel:	139.11 t CO ₂ e
Materials:	58.34 t CO ₂ e
Fuel/emergency generators:	1.12 t CO ₂ e

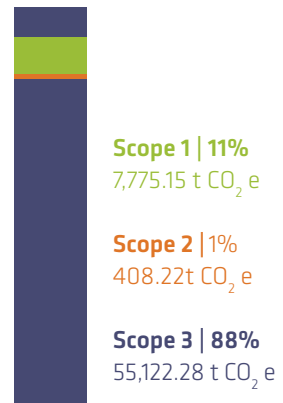
By scope



CCF in 2022–2023, market-based by driver

Hauliers:	50,013.89 t CO ₂ e
Vehicle fleet:	8,761.01 t CO ₂ e
Materials:	1,289.22 t CO ₂ e
Employees' journeys to work:	978.18 t CO ₂ e
Natural gas:	951.61 t CO ₂ e
Electricity:	505.12 t CO ₂ e
Waste:	432.24 t CO ₂ e
Escape of refrigerants:	156.19 t CO ₂ e
District heating:	139.28 t CO ₂ e
Travel:	73.41 t CO ₂ e
Fuel/emergency generators:	5.51 t CO ₂ e

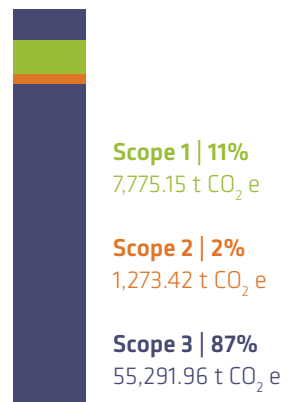
By scope



CCF in 2023–2024, location-based by driver

Hauliers:	50,013.89 t CO ₂ e
Vehicle fleet:	8,761.01 t CO ₂ e
Electricity:	1,540.00 t CO ₂ e
Materials:	1,289.22 t CO ₂ e
Employees' journeys to work:	978.18 t CO ₂ e
Natural gas:	951.61 t CO ₂ e
Waste:	432.24 t CO ₂ e
Escape of refrigerants:	156.19 t CO ₂ e
District heating:	139.28 t CO ₂ e
Travel:	73.41 t CO ₂ e
Fuel/emergency generators:	5.51 t CO ₂ e

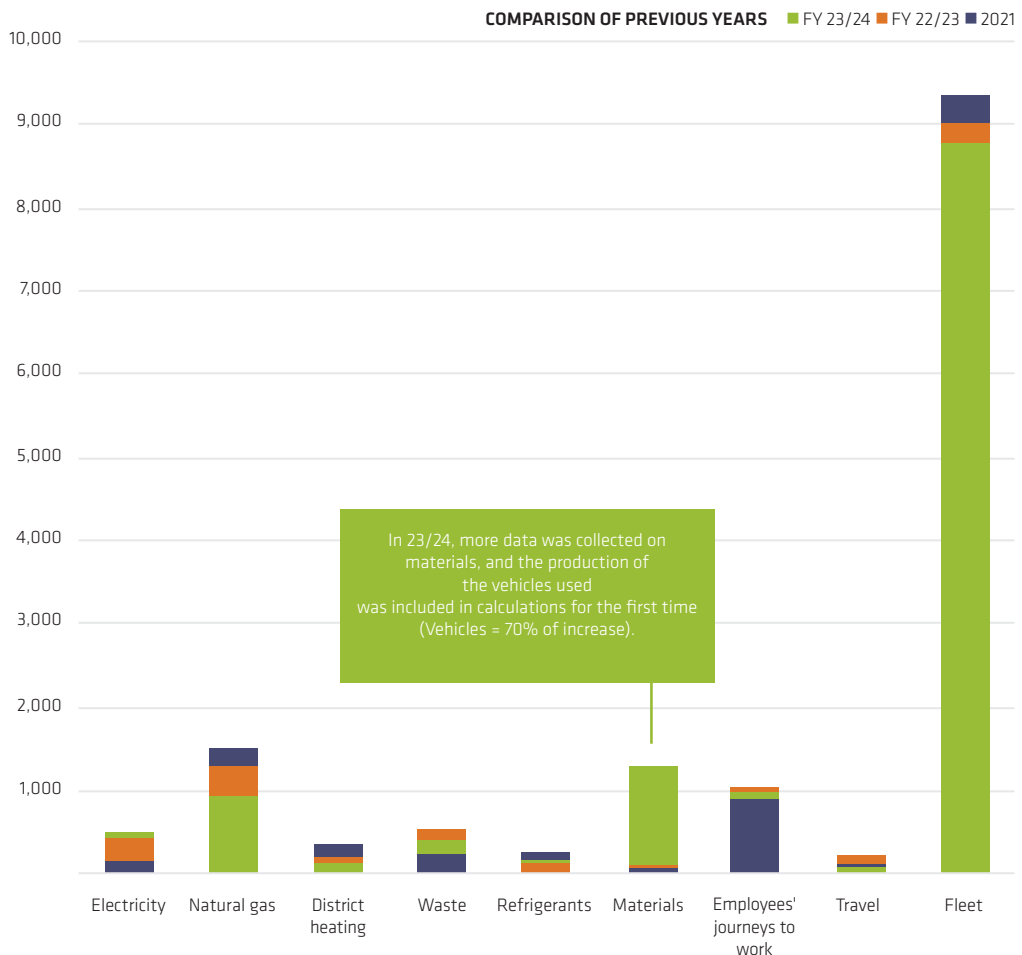
By scope



Conclusion of the Climate and Environmental Report

Calculating a CCF is not a rigid process. The data quality changes, and conversion factors are adjusted, etc. As a result, despite reduction efforts, the results may be higher than in previous years.

The graph shows an excerpt from the categories that are comparable to previous years. It can be clearly seen here that an improvement has been achieved in the categories that are more relevant for decarbonisation, such as heating and the vehicle fleet. The results are explained in more detail below.



Electricity

In 2021 and before, it was assumed for the calculation of electricity that all electricity procured consists of UZ46 electricity. In the last two years, data collection has been enhanced, and account has been taken of the fact that some locations are not operated with UZ46 electricity. In the past, electricity from photovoltaics was simply deducted (albeit only slightly at that time). Here, the production of the modules has now been justifiably included, which means that this electricity also has a CO₂ value. It can thus be said that electricity consumption has not really increased in recent years despite ongoing electrification and the commissioning of an additional location. First and foremost, the data quality and calculation methods have changed.

Natural gas

A steady decrease in CO₂ emissions can be seen here. The heating demand (see graph on heating degree-days) decreased by 12% from 2021 to 2022, which puts the jump between 2021 and 2022 in perspective. Since the heating demand decreased only slightly (3%) between 2022 and 2023, the reduction has more significance in this period. This improvement can therefore largely be attributed to internal optimisation projects.

Heating degree-days Austria:

Effective date: 22 December

- 2023 3,156.5 days
- 2022 3,250.5 days
- 2021 3,703.7 days
- 2020 3,289.5 days
- 2019 3,281.5 days

District heating

Between 2021 and 2022, the district heating factor was reduced by more than half, which is primarily due to a change in the calculation factors (consumption fell by only 17%). In 2022/23 and 2023/24, the same factors were used, and the reduction provides a one-to-one reflection of the change in the heating degree-days.



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 BAWP (Federal Waste Management Plan). 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 20–30% of plastics are recycled in Austria. This significantly worsens the environmental footprint and is reflected in the CCF.

Refrigerants

Emissions from the use of refrigerants have decreased by about 20% compared to 2021.

Materials

This category shows a significant increase in FY 23/24, which is primarily due to changes in data collection. For the first time, the production of the vehicles used, which accounts for about 70% of the increase, has been included here. In addition, the meals given out in the canteen and the orders of fruit baskets were also recorded this year. Furthermore, packaging materials were recorded and included everywhere for the first time.

Employees' journeys to work

It was unfortunately not possible to perform a new calculation for employees' journeys to work due to missing data. Therefore, the existing data from the old CCFs were adjusted in line with the changed number of employees. This data is therefore not conclusive and cannot be used for evaluation. In general, it can be said for this category that it will not be possible to measure these values in a satisfactory manner in the foreseeable future. In order to perform the calculation, assumptions must be made about how employees travel, and these will not reflect reality unless the workforce is consulted. Staff turnover and other parameters make the calculation even more difficult.

A realistic calculation and evaluation of employees' journeys to work is therefore an extremely time-consuming undertaking.

Travel

Business trips with company vehicles are included in Scope 1 of the fleet. In Scope 3, business trips with company vehicles cannot be differentiated, as these are displayed as the total amount of travel data. This approach results from the fact that only the KSK collects this data separately, and the data could otherwise be misinterpreted.

The increase in 22/23 and the subsequent decrease in the following year cannot be explained by changes in data collection. The data only shows a decrease in own vehicles and for air travel, but an increase in rented vehicles (private cars of employees) and public transport. Accordingly, there could be a change in the conversion factors. When it comes to public transport, data collection is difficult, as some season tickets are used, and the data is only available in financial form, without uniform values for price/km. It should be noted that emissions from public transport are to be assessed as very low anyway, and the effort to record them accurately is not worthwhile.



Fleet

A positive trend can be seen here. There may be various reasons for this. Fluctuations in transport services provided by the company's own fleet may have a major influence here. Since reliable data for transport services is available here for the first time, it will only be possible to evaluate this over the next few years.

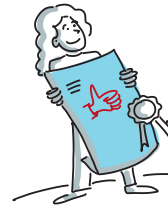
The best way to determine the change is via reference values. In the company's own fleet, Baulog and Cargomax can be referenced at a tonne kilometre value. This amounted to 119 g CO₂ e/tkm in 23/24. At KSK, reference is made to the transported weight of the goods, since no route calculation or the like is available here. For TRC (99% of KSK sales), a value of 1474 g CO₂ e/kg results in 23/24.

Hauliers

The topic of hauliers was already outlined in detail in the chapters above. Fortunately, the more precise calculation has confirmed the estimates of recent years of 50,000–60,000 tonnes of CO₂ e.



Certificate



c7-consult has compared the life cycle inventory data for the last two financial years with the data received by c7-consult for calculating its 2021 Corporate Carbon Footprint. It can be noted that the most recent data may be regarded as plausible in this regard. However, the largest proportion is made up by the hauliers, whose partial results could not be checked.

The conversion factors for translating the variables in the life cycle inventories into kg of CO₂ e emissions have not been checked. However, the partial results of the calculation of the Corporate Carbon Footprint are comparable with previous partial results, depending on the size of the life cycle inventory variable (electricity, district heating, natural gas, business trips, etc.). It is possible to conclude from this that correct conversion factors are stored.

Schachinger Immobilien und Dienstleistungs GmbH & Co. OG calculated the Corporate Carbon Footprint of the SCHACHINGER Group for the two financial years 2022/23 and 2023/24 with the help of the ESG Cockpit. The system boundary includes 14 locations in Austria and takes account of: fuels for the vehicle fleet and emergency generator, natural gas, refrigerant refills, the purchase of electricity and district heating, self-generation of power by means of PV systems, capital goods, meals in the canteen, orders of fruit baskets, waste, employees' journeys to work, business trips and external hauliers.

What we're working on!

This report summarises essential values and approaches that SCHACHINGER has, as well as concrete measures during the reporting period. However, we are known for being fluid, so it is a steady development process with an eye on the future.

In 2019/20, we started to define our environmental and social goals. Since then, we have been pursuing these goals continuously. As can be seen in the last Sustainability Report (QR code), we also make our goals publicly available.

In the table below, we take up these goals once again to show which ones we have already implemented, which ones are implemented on an ongoing basis, and which ones are still outstanding. It is important to us to present our progress and efforts as transparently and comprehensibly as possible, and the same is true for the challenges we face.

In the current table of targets, we have done a little experimenting. We want to show in which standards our targets will be effective. We have therefore matched the targets not only to the ESG standards and values but also to the SDGs (UN Sustainable Development Goals) and the ESRS indicators (European Sustainability Reporting Standards).

The latter refer to the new reporting standard of the CSRD (Corporate Sustainability Reporting Directive), which the European Union uses to oblige companies to carry out financial and non-financial reporting. SCHACHINGER Logistik will also be affected by this obligation starting in 2025.

We are anticipating this obligation and combining the legal requirements with the voluntary disclosure of ethical values under the ECG. This way, our targets can already be drawn on for the upcoming new reporting structure.

The first three targets of each touch group mark the three most important for us in the area in question.



Suppliers	2021/2022 Sustainability Report	Status Implementation	ECG	SDGs	ESRS
Building up and expanding ESG supplier management <ul style="list-style-type: none"> Revision of processes (Supplier CoC, risk assessment tool) 	New	Yearly	A1-A4	12	S3
Increased sustainability performance throughout the supply chain <ul style="list-style-type: none"> 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. 	New	Yearly	A1-A4	8, 12, 13, 17	S1-4
Funding of research projects <ul style="list-style-type: none"> Practical partnership for various funding projects 	New	Yearly	A2, A4	17	E,S,G
Starting in 2022, use of a standard monitoring system for suppliers	p. 69	✓	A4	3, 8, 11, 12, 13, 17	S2-1, G1-2
Creation of a Supplier CoC	p. 69, p. 77	✓	A1-A4	8, 9, 12, 17	S2-1, G1-2
Creation of a sustainable procurement policy	p. 72	✓	A1-A4	3, 8, 11, 12, 13, 17	G1-2
Expansion of supplier assessment to include other sustainability aspects	p. 72	✓	A1-A4	3, 8, 11, 12, 13, 17	S2-1, G1-2
Revision of the stakeholder communication plan by Q1 2023 <ul style="list-style-type: none"> Defining communication internally and externally and increasing it using the deployed tools Creation of a stakeholder communication plan Use of a standard communication tool Internal and external talks and public relations work on sustainability 	p. 81	✓	A4	12	S1-S4
Diversity-sensitive stakeholder communication	p. 118	In part	A4	5, 8, 10	S1-1
Further monitoring of environmental data	p. 137	✓	A4	13, 15	E1-5

Owners & financial partners	2021/2022 Sustainability Report	Status Implementation	ECG	SDGs	ESRS
Ensuring the CSR impact on the commercial goals • Monitoring the savings and profitability of sustainability measures	New	Yearly	B4	8	G
Creating opportunities for anonymous reporting of unfair, unlawful or unethical behaviour in the workplace • Setting up a whistleblower hotline and installing dedicated mailboxes	New	Yearly	B4	10	S1, G
Development of purpose and adaptation of the vision and mission • Development of purpose, vision, goals and values	New	Yearly	B4	9, 12	S1, G
New development of the corporate strategy, including relevant sustainability criteria, the SDGs and the EU Taxonomy (SCHACHINGER will be obliged to report on this starting in 2025)	p. 25	✓	B1-B3	3, 4, 5, 7, 8, 9, 10, 13, 17	G1-1, SBM-1
Expansion of our existing ESG and sustainability strategy with people-related impacts	p. 35	✓	B1, B2	3, 4, 5, 7, 8, 9, 10, 13, 17	G1-1
Tools to manage the SDGs	p. 39	✓	B4	3, 4, 5, 7, 8, 9, 10, 13, 17	G1-1
Analysis of double materiality starting in 2022	p. 45	✓	B1-B4	1, 2, 3, 4, 5, 7, 8, 10, 13, 17	G1-1
Controlling tool for the use of data	p. 79	✓	B4	8	G1-1
Sustainability database with governance and controlling functions	p. 79	✓	B4	8	G1-1
Incremental digitisation of the departments using a catalogue of measures					
Further development of corporate standards through the introduction of digital solutions by 2023					
• Conducting energy efficiency audits	p. 79			16	
• Acquisition of an ESG Cockpit as the basis for digital management and measurement of sustainability data and goals	p. 80	In part	B1-B4	7, 12, 13	G1-1
• 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					
Electronic data management system	p. 79	✓	B4	8	G1-1
Further segmentation of smart facility elements	p. 79	✓	B1, B3	8, 9	E1-3, E1-5
Adaptation of sustainability reporting in line with the new standards of the CSRD (ESRD) by 2022/23	p. 80	✓	B1, B2, B3	12	G1-1
Having sustainability validation/ESG carried out by an auditor		×			

Communication of an overview of sustainable investments and supported projects	p. 80	x	B4	12	G1-1
Creation of an annual evaluation of all supported green investments (EU Green Deal, EU Taxonomy)					
Revision of the stakeholder communication plan by Q1 2023					
<ul style="list-style-type: none"> Defining communication internally and externally and increasing it using the deployed tools Creation of a stakeholder communication plan Use of a standard communication tool Internal and external talks and public relations work on sustainability 	p. 81	✓	B4	12	S1-S4
Further development of corporate culture	p. 87	✓	B4	8	G1-1
Development of purpose and adaptation of the vision and mission by the end of 2023 = people & culture					
<ul style="list-style-type: none"> Creation of an annual evaluation of all supported corporate citizenship partnerships Recording 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 	p. 80	In part	B4	12	G1-1
Definition of a compliance and ethics framework by 2023/2024					
<ul style="list-style-type: none"> Creation of compliance and ethics guidelines, as well as anti-corruption training for all managerial staff 	p. 81	In part	B4	8	G1-1, G1-3
Ongoing updates for the management					
<ul style="list-style-type: none"> Weekly update meeting with the management 	p. 81	ongoing	B4	-	-
Ensuring the CSR impact on the commercial goals					
<ul style="list-style-type: none"> Measuring and monitoring KPIs 	p. 81	ongoing	B1-B4	8, 12	G1-1, SBM-1
Succession planning and generation management					
Reducing staff-turnover-related loss of expertise	p. 87	✓		8, 17	S1-1, S1-4, S1-5, S1-9
<ul style="list-style-type: none"> Formation of a generational tandem Succession planning 	p. 121	In part	B4	10	S1-2
Further monitoring of environmental data	p. 137	✓	B4	13, 15	E1-5
Reducing the energy demand and switching to renewable energy by 2027					
<ul style="list-style-type: none"> 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 to 15,500 m² of solar panel coverage by 2025 Expediting the switch from district heating to local heating 	p. 165	ongoing	B3, B4	13	E1-1, E1-2, E1-3, E1-4, E1-5

Employees	2021/2022 Sustainability Report	Status Implementation	ECC	SDGs	ESRS
<p>Increasing employee satisfaction to 85% by 2026</p> <ul style="list-style-type: none"> Conducting employee surveys on a regular basis Implementation of a participatory value process Introduction of the Berufundfamilie (work and family) audit Evaluation of mental stress 	New	81%	C1, C4	3	S1
<p>Increasing training rate per employee to at least ten hours per year starting in 2024</p> <ul style="list-style-type: none"> Creation of a talent management concept Creation of a new training plan, with expansion of the offers for training and further education 	New	Yearly Quantitative status: 2022/23: 5.97	C1	4	S1
<p>Offering stakeholder-appropriate company services that are suitable for each group of employees (office employees, warehouse employees, and drivers) every year</p> <p>Measuring the number of company services that contribute to the three stakeholder groups, e.g.:</p> <ol style="list-style-type: none"> Specification of the offers for social and health services as part of the work and family audit, workplace health promotion for all employee groups A gender-equitable distribution is ensured for all health services. The goal is to offer health services that are addressed at all genders, in which medical knowledge of gender is included. Implementation of occupational psychological and social counselling 	New	Yearly	C1, C2	3	S1
Creation of an SDG brochure	p. 39	✓	C4	4	S4-2, S4-3
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)	p. 45	ongoing		5, 8, 10	
Introduction of an editorial text review system for inclusive communication by 2023	p. 81	✓	C4	10	S1-1, S1-2
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%	p. 72	✗	C1, C3	3, 12	E1-3, E1-4
CoC training for all managerial staff	p. 77	✓	C4	3, 4, 5, 8, 10	S1-13, G1-1, G1-3
Evaluation of whether the CoC becomes part of the contract of service	p. 77	✓	C4	3, 4, 5, 8, 10	G1-1

Strengthening awareness for cybersecurity among employees	p. 79	✓		4	
Expanding cybersecurity across the company	p. 81	ongoing	C4	9	S4-4
<ul style="list-style-type: none"> • Expanding redundant infrastructure • Further segmentation of smart facility elements • Increasing awareness among employees 					
Revision of the stakeholder communication plan by Q1 2023	p. 81	✓	C4	12	S1-S4
<ul style="list-style-type: none"> • Defining communication internally and externally and increasing it using the deployed tools • Creation of a stakeholder communication plan • Use of a standard communication tool • Internal and external talks and public relations work on sustainability 					
Increasing sustainability performance throughout the entire stakeholder sector	p. 81	ongoing	D2, D3, D4	5, 8, 10	-
<ul style="list-style-type: none"> • Implementation of sustainability measures with an impact on employee and customer satisfaction 					
Achieving motivation and meaningful work by communicating purpose	p. 81	In part	C1, C4	8	S1-1, S1-5
<ul style="list-style-type: none"> • Communication on purpose, vision, goals and values 					
Optimisation of HR processes	p. 87	In part	C2	3, 4, 5, 8, 10	G1-1
Offers to promote health among specific employee groups	p. 105	✓	C1, C4	3	S1-1, S1-2, S1-4, S1-14
Expansion of accident statistics according to the international standard ISO 45001	p. 105	×	C1	3, 8	S1-14
Increasing the further training hours to ten hours per year per employee	p. 111	In part	C1	4	S1-13
Evaluation of further training courses that are specific to women and derivation of measures	p. 111	×	C4	4	S1-1, S1-2, S1-4, S1-13
Adaptation of health, training and support programmes to the diversity of the workforce (gender-specific preventive healthcare, women's development programme)	p. 118	✓	C1	3, 5, 8	S1-1, S1-2
Organisation and implementation of the annual accident survey and documentation up until 2023 in line with international standards (e.g., ILO - International Labour Organization)	p. 120	✓	C1	3, 8	S1-14
<ul style="list-style-type: none"> • Expansion of accident statistics 					
Increasing the number of participants in health programmes	p. 120	ongoing	C1, C4	3	S1-4, S1-14
<ul style="list-style-type: none"> • More low-threshold or location-independent health services 					
Appointment of women's officers	p. 45, p. 118	✓	C4	5, 10	S1-4
Appointment of equal treatment officers	p. 45, p. 118	✓	C1, C4	3, 4, 5, 8, 10	S1-4
Appointment of diversity officers	p. 45, p. 118	✓	C1, C4	4, 5, 13	S1-4

Appointment of inclusion officers	p. 45, p. 118	✓	C1, C4	8	S1-4
Implementation of talent management	p. 87, p. 118	×	C1, C4	8	S1-13
Expansion of the staff turnover analysis					
Establishing extended collection of staff turnover data by 2023 • Ascertain the turnover rate in a sector-specific manner, taking account of early and late turnover, etc. • Adapting exit interviews • Configuring steering measures	p. 98, p. 120	×	C2, C4	8	S1-2
Increasing the proportion of women in the company to over 30% by 2025	p. 98, p. 120	✓	C4	5, 10	S1-5
Increasing the proportion of female managerial staff by 3% by 2025, from currently 15 (18%; reference year 2022/23) – we managed an increase of 7%, compared to 11% in the reference year 2021. • Increasing women-specific job advertisements • Developing awareness-raising measures for female leadership qualities • Creation of a women's development programme	p. 120	✓	C4	5, 10	S1-4, S1-5
Further development of the evaluation of hazards in occupational safety					
Further reducing the injury rate • Extension of the assessment procedure for hazards and increasing the identification and assessment of hazards (evaluation) according to the AUYA method, as well as an annual review of how up to date the process is • Assessment of risks, with and without implementation of measures, with regard to defined criteria	p. 105 p. 120	✓ ongoing	C1	3 3, 8	S1-14
Achieving the specified quota of 25 people with disabilities in 23/24	p. 117	In part	C1	10	S1-5, S1-12
Expansion of voluntary employee benefits	p. 118	✓	C1, C2	10	S1, S1-11
Increasing job postings on platforms such as myAbility, so as to attract more colleagues with disabilities	p. 118	×	C1	8, 10	S1-4, S1-12
Diversity-sensitive stakeholder communication	p. 118	In part	C4	5, 8, 10	S1-1, S1-2
Barrier-free communication through language diversity on the common channels	p. 118	✓	C4	10	S1-4
Increasing employee satisfaction					
• Implementation of an employee survey in 2023 • Implementation of a participatory value process • Introduction of the Berufundfamilie (work and family) audit	p. 120 p. 98	✓	C1, C2, C4	8	S1-4, S1-5 S1-15

Increasing the number of apprentices by 10% by 2024		✓			
Increasing the training rate per employee to at least ten hours per year starting in 2024	p. 121	ongoing	C1	4	S1-13
<ul style="list-style-type: none"> Intensification of the search for apprentices Expansion of apprenticeships Introduction of training to become an office clerk 	p. 111	Ongoing Ongoing ✓	C1	4	S1-13
Further monitoring of environmental data	p. 137	✓	C4	13, 15	E1-5
Development of competencies and awareness-raising among the workforce on the topics of energy saving and climate protection	p. 164	ongoing	C3	9, 13	E1-1, E1-2, E1-4, E1-5
<ul style="list-style-type: none"> Awareness-raising measures, such as driver training on fuel-efficient driving (78 truck drivers, 70 van drivers, 60 car drivers, e.g., through online training) Project in 2022: apprentices as climate ambassadors 	p. 111	✓			S1-13
Reducing the energy demand and switching to renewable energy by 2027					
<ul style="list-style-type: none"> 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 to 15,500 m² of solar panel coverage by 2025 Expediting the switch from district heating to local heating 	p. 165	ongoing	C3	13	E1-1, E1-2, E1-3, E1-4, E1-5

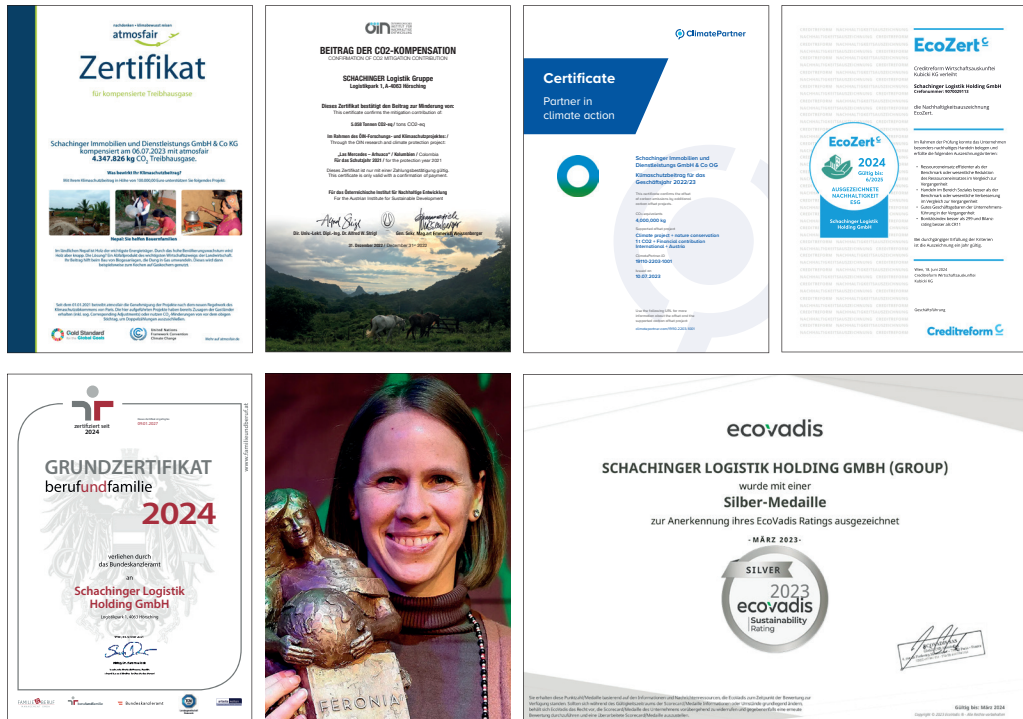
Customers & partners	2021/2022 Sustainability Report	Status Implementation	ECG	SDGs	ESRS
Introduction and updating of sustainability rating systems for benchmarking and customer communication					
<ul style="list-style-type: none"> Use of recognised sustainability rating systems, such as EcoVadis, CDP, SAQ 5.0, etc. 	New	Yearly	D1, D2, D4	9	S4
Increasing the sustainability performance for the customer sector					
<ul style="list-style-type: none"> Stakeholder communication, customer satisfaction survey, events, talks and public relations work, Product Carbon Footprints, etc. 	New	Yearly	D1-D4	17	S1-4
Business models					
<ul style="list-style-type: none"> Model development 	New	Yearly	D1-D4	8	SBM-1
Creation of an SDG brochure	p. 39	✓	D4	4	S4-1, S4-5
Collaboration with the Austrian Red Cross	p. 51	✓	D2	17	-
Rejoining the RespACT network	p. 51	✓	D2	17	-
Membership of CSR Circle	p. 51	✓	D2	17	-
Expanded electronic meter reading	p. 79	In part	D4	13	E1-3, E1-5
Creation of alliances with circular partners and implementation of a circular economy project by 2024					
<ul style="list-style-type: none"> Search for circular cooperation partners and assessment of the economic, social and environmental impact of possible projects 	p. 80	In part	D2, D3, D4	8, 10, 13, 17	E5-6

Revision of the stakeholder communication plan by Q1 2023					
<ul style="list-style-type: none"> Defining communication internally and externally and increasing it using the deployed tools Creation of a stakeholder communication plan Use of a standard communication tool Internal and external talks and public relations work on sustainability 	p. 81	✓	D4	12	S1-S4
Increasing the sustainability performance throughout the entire stakeholder area	p. 81	ongoing	D2, D3, D4	5, 8, 10	-
<ul style="list-style-type: none"> Implementation of sustainability measures with an impact on employee and customer satisfaction 					
Diversity-sensitive stakeholder communication	p. 118	In part	D4	5, 8, 10	S1-1, S1-2
Further monitoring of environmental data	p. 137	✓	D4	13, 15	E1-5
The energy and mobility transition					
<ul style="list-style-type: none"> Construction of 100 electric charging stations (currently 48) by the end of 2025 	p. 164	ongoing	D2, D4	9, 13	E1-3
Reducing the energy demand and switching to renewable energy by 2027					
<ul style="list-style-type: none"> 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 	p. 165	ongoing	D3, D4	13	E1-1, E1-2, E-3, E1-4, E1-5

Social environment	2021/2022 Sustainability Report	Status Implementation	ECG	SDGs	ESRS
Reduction of greenhouse gas emissions					
Compensation of unavoidable greenhouse gas emissions <ul style="list-style-type: none"> Annual CO₂ compensation by audited providers 	New	Yearly	E3	13	E1, S3
Promotion of biodiversity <ul style="list-style-type: none"> 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 	New	Yearly	E2	15	E4, S3
Reduction of fine dust emissions caused by tyre abrasion <ul style="list-style-type: none"> Purchasing of tyres with better abrasion values Driver training Extension of the life cycle through retreading 	New	Yearly	E3	15	E2, S3
Signing of the Diversity Charter	p. 51	✓	E4	5, 8, 10	S1-1
Introduction of a hotline for whistleblowers	p. 77	✓	E4	8, 10, 16	G1-1, G1-3, S1-3
Implementation of the 2040 Roadmap to Zero, decarbonisation and climate strategy, and the "Driving Change" sustainability strategy concept	p. 80	ongoing	E3	7, 13	E1-1, E1-2, E1-3, E1-4, E1-5
<ul style="list-style-type: none"> Ensuring ongoing implementation in the company Annual reporting of results 					

Revision of the stakeholder communication plan by Q1 2023						
<ul style="list-style-type: none"> Defining communication internally and externally and increasing it using the deployed tools Creation of a stakeholder communication plan Use of a standard communication tool Internal and external talks and public relations work on sustainability 	p. 81	✓	E2, E4	12	S1-54	
Positioning in the market as an attractive employer	p. 87	ongoing	E2	11	S1-2, SBM-3	
Reduction of the shortage of staff and skilled workers						
<ul style="list-style-type: none"> 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 our systematic environmental measures Development of diversity measures 	p. 121	ongoing	E2, E4	8	S1-2, SBM-3	
Diversity-sensitive stakeholder communication	p. 118	In part	E4	5, 8, 10	S1-1, S1-2	
Further monitoring of environmental data	p. 137	✓	E4	13, 15	E1-5	
Further tests and training on tyres (rolling resistance, abrasion, etc.)	p. 155	✗	E3	13	E2-2	
Construction of several beehives (15 units were built)	p. 162	✓	E2	4, 15	E4-3	
Sowing of a bee pasture at the Hörsching site, as a biodiversity project on the undeveloped fallow land	p. 162	✓	E2	4, 15	E4-3	
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		ongoing				
<ul style="list-style-type: none"> Electrification of the passenger car fleet: 50% by 2025 (53% have been electrified since 2021), and 100% by the end of the 2028 financial year Electrification of 100% of small vans (< 3.5 t) (TRCplus), with the aim of electrification by 2035 As of 2027, electric truck replacement vehicles (> 3.5 t) will be purchased on an ongoing basis, subject to technical feasibility and availability. As of 2032, at the latest, trucks with combustion engines will no longer be purchased. 	p. 164	✓	E3	9, 12, 13	E1-1, E1-2, E1-4, E1-5, E1-6, E1-7, E1-9	
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						
<ul style="list-style-type: none"> Around 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) 	p. 164	ongoing	E3	13	E1-1, E1-2, E1-4, E1-5, E1-6, E1-7, E1-9	
43-tonne reduction in greenhouse gas emissions that are caused by employees travelling to work (from currently 858 tonnes) in 2025 (reference year 2021) – an evaluation is planned for FY 2024/25						
<ul style="list-style-type: none"> Development of a 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 	p. 164	ongoing	E3	9, 12, 13	E1-1, E1-2, E1-4, E1-5, E1-6, E1-7, E1-9	

Our certificates & ratings



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