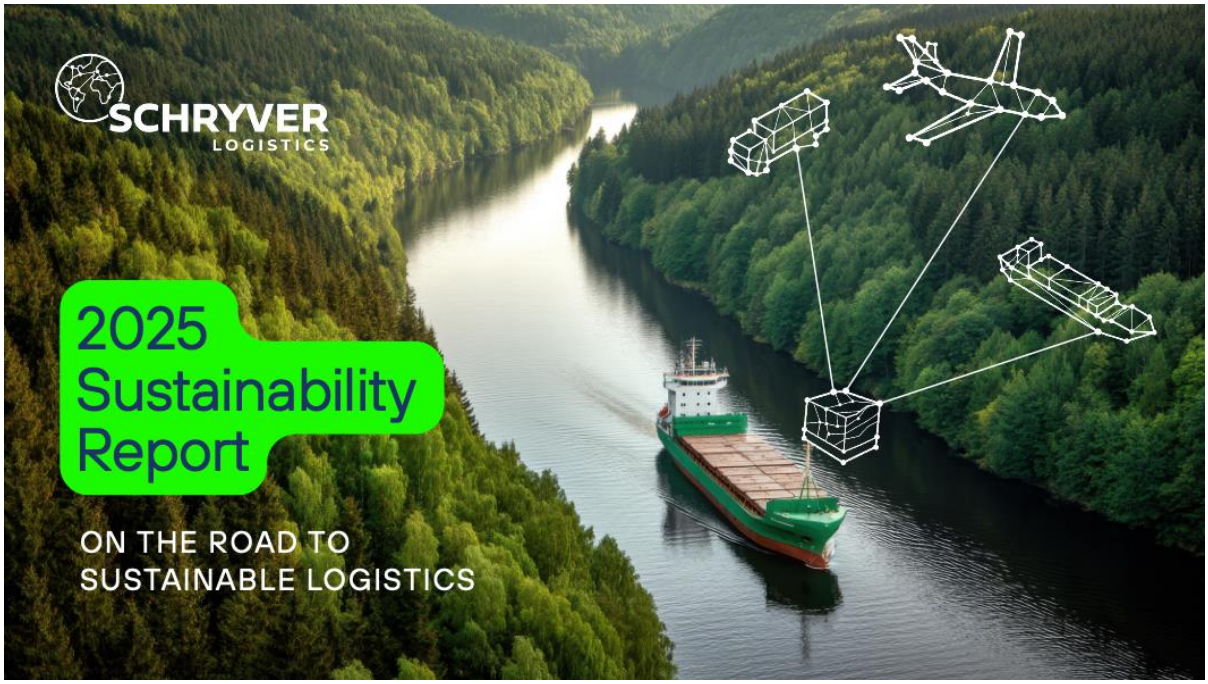
SCHRYVER
LOGISTICS
2025
Sustainability
Report
ON THE ROAD TO
SUSTAINABLE LOGISTICS

Appendices

Appendix I – Index of VSME Disclosures

VSME Content		Description	Report Page
Mandatory Disclosures	B1	Basis for preparation	3, 6, 7, Appendix II
	B2	Practices, policies and initiatives for transition to a sustainable economy	7, 8, 10, 15, 16, 29, Appendix II
	B3	Energy and greenhouse gas emissions	11-15, Appendix IV
	B4	Pollution of air, water and soil	Not material
	B5	Biodiversity	Not material
	B6	Water	17
	B7	Resource use, circular economy and waste	Not material
	B8	Workforce – General Characteristics	19, Appendix IV
	B9	Workforce – Health & Safety	20, Appendix IV
	B10	Workforce – Remuneration, collective bargaining and training	21-22, Appendix IV
	B11	Conviction and fines for corruption and bribery	27, Appendix IV
Voluntary Disclosures	C1	Strategy: Business Model and Sustainability	5, 6, 9, 16
	C2	Description of practices, policies and initiatives for transition to a sustainable economy	7, 8, 10, 15, 16, 29, Appendix II
	C3	GHG reduction targets and climate transition	15
	C4	Climate risks	Not material
	C5	Additional workforce characteristics	26, Appendix IV
	C6	Human rights policies and processes	23, Appendix IV
	C7	Severe human rights rights incidents	Appendix IV
	C8	Sector Revenues and exlusion from EU reference benchmarks	Not material
	C9	Gender diversity ratio in governance body	Not material

Appendix II – General Information

B1 - Basis for Preparation

The Schryver Logistics Sustainability Report has been prepared on a voluntary basis and following the recommendation of the European Union Commission from July 2025 applies the VSME reporting standard (Voluntary Sustainability Reporting Standard for non-listed SMEs). To provide additional clarity and transparency for our stakeholders, we have complimented the VSME reporting standard with requirements from the European Sustainability Reporting Standards (ESRS), for example by conducting a double materiality assessment and by disclosing on sustainability governance and controls.

VSME Reporting Options & Exclusions

Schryver has opted to report on both the 'basic' and 'comprehensive' VSME-standard modules. We have chosen not to omitt any disclosures under the provisions of paragraphs 19 and 24. (b) of the VSME-Standard.

Scope of Consolidation

Statements and data included in this report cover all Schryver entities with operational control, as defined by a shareholding of >50%. As an exception to this, subsidiaries with a shareholding of >50% , but contributing less than 1% to total revenue and/or with no material business activities were excluded based on materiality. In addition, 'Fast Truck Ltd.' (a minority ownership) has been included on the basis of materiality, since this entity owns and operates heavy-duty vehicles, thereby significantly contributing to our Scope 1 energy consumption and GHG emissions.

As a result, the following 13 companies have been consolidated in this report:

- **H.J. Schryver & Co. (GmbH & Co. KG)**, Rödingsmarkt 16, 20459 Hamburg, Germany (53.546291 ° N, 9.984902 ° E)
- **Mercurius Handelsgesellschaft mbH**, Rödingsmarkt 16, 20459 Hamburg, Germany (53.546291 ° N, 9.984902 ° E)
- **LOGIC Solutions GmbH**, Rödingsmarkt 16, 20459 Hamburg, Germany (53.546291 ° N, 9.984902 ° E)
- **Schryver Logistics del Peru SAC**, Av. Vector Andrés Belaunde N° 214, San Isidro, Lima, Peru (-12.095763 ° S, -77.037084 ° W)
- **Schryver Aduanas Peru SAC**, Calle Germán Schreiber 246, San Isidro, Lima, Peru (-12.095825 ° S, -77.023616 ° W)
- **Schryver Logistics USA Inc.**, 359 Nursery Road #7200-B, Spring, Texas, USA 77380 (30.141189 ° N, -95.450334 ° W)
- **Schryver Transportes y Logistica SA de CV**, Lázaro Cardenas #304 int.302, Residencial San Agustín, C.P. 66260, San Pedro Garza García, Nuevo León, México (25.656542 ° N, -100.341549 ° W)
- **Agencia de Aduanas Schryver de Colombia SAS**, Centro Empresarial Dorado Plaza, Av. Calle 26 #85 D-55, 110931 Bogotá, Colombia (4.676727 ° N , -74.119731 ° W)
- **Schryver de Colombia SAS**, Centro Empresarial Dorado Plaza, Av. Calle 26 #85 D-55, 110931 Bogotá, Colombia (4.676727 ° N , -74.119731 ° W)
- **Schryver do Brasil Agenciamento de Cargas Ltda.**, Irai Office Bldg, Al. dos Maracatins, 1435, Conjuntos 1207 & 1208, 04089-015 São Paulo, Brasil (-23.612175 ° S, -46.664993 ° W)
- **Fast Truck Ltd.**, Av. República del Salvador N34-493 y Av. Portugal, Torre Gibraltar, Piso 3, 170505 Quito, Ecuador (-0.182565 ° S, -78.480536 ° W)
- **Schryver del Ecuador S.A.**, Av. República del Salvador N34-493 y Av. Portugal, Torre Gibraltar, Piso 3, 170505 Quito, Ecuador (-0.182565 ° S, -78.480536 ° W)
- **Schryver Uruguay S.A.**, Ejido 1275, Office 511, Edif. Sinergia, 11100 Montevideo, Uruguay (-34.906928 ° S, -56.187102 ° W)

Time-Horizons

Statements and data reported refer to the period 1st January until 31st December 2025 unless stated otherwise. Where available, we also attempted to collect and report data for previous time periods to provide reference points and to allow for assessing the progress already made.

Schryver has aligned the time-horizons for the purposes of non-financial reporting with the definitions set out in the ESRS 1 (Chapter 6.4). 'Short-term' refers to one year, 'medium-term' to a period of between one and five years and 'long-term' to between five and ten years.

List of disclosures according to VSME B1

VSME Standard Paragraph	Disclosure Requirement	Disclosure
24. (e) i.	Undertakings legal form	See 'Scope of Consolidation'
24. (e) ii.	NACE sector classification	52.29.1
24. (e) iii.	Size of balance sheet 2024 (2025 data available in Q3 2026)	12,444,437 EUR
24. (e) iv.	Turnover 2024 (2025 data available in Q3 2026)	107,544,331 EUR
24. (e) v.	Number of employees	317 (Headcount)
24. (e) vi.	Country of primary operations	Brazil, Columbia, Ecuador, Germany, Mexico, Perú, Uruguay, USA
24. (e) vii.	Geolocation of sites owned, leased or managed	See 'Scope of Consolidation'
25.	Sustainability related Certification / Labels	ISO 9001, EcoVadis (Score 54/100)

B2 / C2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy

	Existing Practices, Policies, Initiatives	Future Practices, Policies, Initiatives	Accountability
Climate Change	Environmental Policy Statement, UN Global Compact Commitment, Climate targets set, CCF / GHG Inventory established, Scope 1 & 2 Reduction Measures, Customer specific emission reporting.	Scope 3 Reduction Measures and low-emission logistic offers, offsetting of residual emissions, longer-term ISO 14001 / EMAS certification.	Chief Financial Officer & Chief Commercial Officer
Pollution	Not material		
Water Resources	Not material		
Biodiversity	Not material		
Circular Economy	Not material		
Own Workforce	Human Rights Policy Statement, UN Global Compact Commitment, Targets set, Job-specific and Human Rights Risk Assessments, Whistle-blowing tool, Healthcare Offers.	Risk-based capacity building for human rights due-diligence, Mental Health & Stress Relief, Closing gender-pay-gap, long-term vision for a company wide Learning-Management-System.	Human Resources Director
Workers in the value Chain	Human Rights Policy Statement, UN Global Compact Commitment, Targets set, Human Rights Risk Assessment, Whistle-blowing tool.	Supplier Due Diligence for data collection on human rights and working conditions, mid-term ESG-based supplier selection.	Human Resources Director
Affected Communities	Not material		
Governance	Code of Conduct, UN Global Compact Commitment, Targets set, Corruption & Bribery Risk Assessment, Whistle-blowing tool, internal controls built.	Increasing the share of female leadership positions, Implementing the 'Schryver Sustainability Fund'.	Chief Executive Officer

Appendix III – Methodology and Accounting Information

B3 – Energy and GHG Emissions

Our GHG Inventory is based on operational control and has been prepared according to the GHG Protocol Corporate Accounting and Reporting Standard. The calcuation of GHG emissions includes an additional 2.5% safety margin.

Scope 1 & 2 – Fuels and Electricity: Primary activity based data has been collected for all reporting entities. For market-based emissions, utility provider specific emission factors have been applied where available. Alternatively, national government statistics or third party emission factors have been applied (GEMIS 5.1 and EEW 2025).

Scope 3.1 – Purchased Goods and Services: 96% of purchased goods and services expenditures result from purchased logistic services. As such *only* purchased logistic services are in scope for estimating scope 3.1 emissions. 100% of purchased logistics services emissions have been estimated using activity based data. For ocean and air transportation, a carrier specific activity based emission factor has been applied based on cargo weight and distance (tkm). For road transportation a fuel specific emission factor has been applied to estimate emissions based on gross cargo weight and distance (tkm).

Scope 3.2 – Capital Goods: Capital goods contain all new additions to tangible fixed assets as defined by HGB (Category 2 Property, Plant, Equipment). It contains provisions for new buildings, vehicles and office equipment. Emissions have been estimated using spend-based emission factors (DEFRA 2020, Exiobase v3.8.2, US EPA 2020).

Scope 3.6 – Business Travel: Emissions for business travel have been estimated using spend-based emission factors (Exiobase v3.8.2). Due to limited data segragation, a global overall emission factor has been applied using a spend-based average of air- and land-based travel as well as for accommodation.

Scope 3.7 – Employee Commuting: Emissions have been estimated using office specific sampling of average commuting distances and mode of transportation split. Provision have been made to include accurate number of working days for each office considering vacation, sick leave and home office. Activity based emission factors (Gemis 5.1) have been applied to estimate total emissions for each mode of transport and based on commuting distance.

B6 – Water

Where available, water withdrawal is based on primary activity data. Alternatively, we have estimated our water-withdrawal based on national statistics. These average at about 800 litres per employee per month in the countries that we operate. The risk-assessment to identify water-use in high water-stress areas was carried out in 2025 at an office-location level using the Aqueduct Water Risk Atlas Tool (World Resources Institute).

B9 – Workforce Health & Safety

The total number of hours worked has been estimated using the following assumptions: 220 working days per year, full-time work equals 8 hours per day, part-time work equals 4 hours per day.

The calculation of the injury frequency rate is based on the VSME-Standard guidance. Accordingly, the number of work-related accidents is divided by the number of hours worked in a year by all employees, the sum of which is multiplied by 200,000 (to represent 100 full-time employees).

B9 – Remuneration, Collective Bargaining and Training

The weighted and unadjusted gender-pay-gap has been determined by calculating the average weighted hourly pay of both female and male employees (weighted by number of employees) per country. According to the VSME methdology, the average weighted female pay is then deducted from the average weighted male pay, the sum of which is divided by the average weighted male pay and multiplied with 100.

Minimum wage compliance has been assessed by comparing the lowest hourly wage with the legal minimum wage required by national law.

Training hours are based on training records or estimations if data availability is limited.

Appendix IV – ESG Data Tables

B3 – Energy and GHG Emissions

Energy Use and Mix	**2025**			**2024**			**% change vs 2024**		
(MWh)	Renewable	Non-renewable	Total	Renewable	Non-renewable	Total	Renewable	Non-renewable	Total
Electricity	134	85	219	128	82	210	+5%	+4%%	+4%
Fuels	61	3,083	3,144	114	2,747	2,862	-46%	+12%	+10 %
Total	195	3,168	3,363	242	2,829	3,072	-19%	+12%%	+9%

Scope 1 & 2 GHG Emission Intensity	**2025**	**2024**	**% change**
Total Gross GHG Emissions (Scope 1 & 2, market-based, tCO_2e)	1.112	839	+32.5 %
Total Turnover (EUR)	111,654,107	107,544,331	+3.8%
GHG Emissions Intensity (tCO2e / Mio EUR)	9.96	7.80	+27.7%

B8 – Workforce General Characteristics

Workforce *(Average Headcount)*		**2025**	**2024**	**% change**
Total		**317**	**297.5**	**+6.6 %**
Gender	Female	168	164	-2.4 %
	Male	149	133.5	+11.6 %
	Other	-	-	-
	Not-reported	-	-	-
Age	<30 years	119	106	+12.3 %
	30-40 years	91.5	87.5	+4.6 %
	40-55 years	87	82.5	+5.5 %
	>55 years	19,5	21,5	-9.3 %
Type of Contract	Permanent	275.5	259.5	+6.2 %
	Temporary	41,5	38	+9,2 %
	Full-time	305	281.5	+8.3 %
	Part-time	12	16	-25 %
Country of Employment	Brazil	33	33.5	-1.5 %
	Colombia	49.5	44,5	+11.2 %
	Ecuador	78.5	73	+7.5 %
	Germany	82	79.5	+3.1 %
	Mexico	40.5	40	+1.3 %
	Peru	24.5	18	+36.1 %
	Urugay	3	1.5	+100 %
	USA	6	7.5	-20 %
Turnover	Total	63	55	+14.5 %
	Unvoluntary	18	21	-14.3 %
	Voluntary	31	26	+15.4 %
	Natural	14	8	+75 %

B9 – Workforce Health & Safety

Recordable Accidents	**2025**	**2024**	**% change**
Number of recordable work-related accidents	1	1	+/-0 %
Number of total hours worked	540,960	483,840	+10 %
Injury frequency rate (per 100 Full-Time-Equivalents)	0.37	0.41	-10 %
Number of work-related fatalities	0	0	-

B10 – Remuneration, Collective Bargaining and Training

12% of our workforce are covered by **collective bargaining agreements** in 2025. For many of the remaining employees, our employment contracts are aligned with sector agreements.

Unadjusted gender pay-gap	**2025**	**2024**	**% change**
Gender specific weighted hourly pay difference (male vs. female)	16.5%	No data	No data

Average number of training hours by Gender	**2025**	**2024**	**% change**
Female	27.8	13.7	+103 %
Male	31.4	13.8	+128 %
Other	-	-	-
Not reported	-	-	-
Total	**29.5**	**13.7**	**+115 %**

B11 – Corruption and Bribery

Convictions, Fines and Whistle-Blower Reporting	**2025**	**2024**	**2023**
Number of convictions for corruption and bribery	0	0	0
Amount of fines for corruption and bribery (EUR)	0	0	0
Number of Whistle Blower reports received and investigated	1	0	0
Number of substantiated whistle blower cases	1	0	0

C5 – Additional Workforce Characteristics

Management Characteristics		**2035 Target**	**2025**	**2024**	**% change**
Gender	Female	53%	39%	41%	-4.8 %
	Male	47%	61%	59%	+3.4 %
Age	< 30 years	No target	2%	2%	+/-0 %
	30-40 years		29%	37%	-21.6 %
	40-55 years		59%	51%	+15.7 %
	>55 years		10%	10%	+/-0 %

C6 – Additional Workforce Information (Human rights policies and processes)

Policies and Content	**Yes / No**
Code of Conduct	Yes
Human Rights Policy	Yes
Child labour covered?	Yes
Forced labour covered?	Yes
Human Trafficking covered?	Yes
Discrimination covered?	Yes
Accident prevention covered?	Yes
Complaint handling mechanism in place?	Yes