

Diversity Statement for Schenker AS 2024

We work for equality and against discrimination due to gender, pregnancy, maternity, or adoption leave, caring responsibilities, ethnicity, religion, outlook on life, disability, sexual orientation, gender identity, gender expression and combinations of these principles.

Part 1: State of Gender Equality

State of gender equality in the company

GCL	Gender distribution at different job levels / groups *			
	Women	Men	Wage differences Women's share of men's wage stated as a percentage	
			Total cash benefits	Total taxable benefits in kind
Total Schenker AS	25%	75%	92%	82%
Leaders	27%	73%	94%	59%
Specialists	30%	70%	93%	69%
Office	53%	47%	99%	79%
Terminal	5%	95%	75%	79%

Gender balance*		Temporary staff* (incl. substitutes) Stated in number or percentage of all employees		Parental leave*		Actual part-time*		Involuntary part-time**	
Stated in number				Stated in average number of weeks		Stated in number or percentage of all employees		Stated in number or percentage of all employees	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
287	860	5%	95%	18	13	1,5%	3,2%	-	-

* To be mapped every year

** To be mapped every second year

To ensure anonymisation, there must be a minimum of five women and five men within each group for the results to be published.

Part 2: Our work for equality and against discrimination

Development

During the last years we have continued to take several measures to try to harmonize the historical wage differences between genders and wage differences for positions on the same level. The measures we have executed have resulted in reduced wage gap between genders for all white-collar groups. In the terminal we cannot see the same effect due to different shift arrangements. We have seen a steady increase in female leaders over the last couple of years. Our goal is to increase female representation in DB Schenker AS until the end of 2025 with 30% female leaders and 10% female terminal employees.

Our strategy to make this happen:

- A woman as a successor to every third management position.
- We will share the quarter's female role model/success story.
- Buddy / internal mentor to all new female managers.

- Always aim to have a female and a male interviewer.
- Structured interview - same interview template for the same position.
- Market ourselves more towards women.
- Carry out global female pulse checks.
- Focus on women internally for management positions. Be more risk-averse, given that they have the potential for development.
- Aim to have one woman out of three in the final interview for management positions.
- Make advertisements and Schenker's profile more aimed towards women.

At DB Schenker, we are proud of our international and diverse workforce. By embracing our differences, we build strong, innovative, high-performance teams. By utilizing our diversity, we find creative solutions that can best serve our customers. When using our individual ideas, backgrounds, and experiences, we work best as a team with one common goal.

Involuntary part-time work

Less than five women and five men have reported involuntary part-time work. Most part-time positions are either linked to individual schemes for parents of young children or to employees with health challenges, so that they can still contribute to working life.

This is how we work to ensure equality and non-discrimination in practice.

In collaboration with the elected employee representatives, Schenker works steadily to ensure equality and prevent discrimination in our business. The four-step work methodology is used (examine, analyse, implement, assess), and the descriptions are linked to the personnel areas described in the law (recruitment, pay and working conditions, promotion, development opportunities, facilitation, or opportunity to combine work and family life) as well as other relevant matters in our business. To ensure good communication between the elected employee representatives and the management team, we have for many years had regularly cooperation- and information meetings, both locally and nationally. This close collaboration is important to be able to work proactively with diversity and any other challenges that arises. We also use SuccessFactors to follow up on annual goals and individual development plans. P&O plays an active part in the calibration sessions with our top management team, to make sure that we have diversity in all levels when discussing successors and talents.

Diversity Committee

The Diversity Committee has members from different aspects of the organisation to ensure the correct diversity outlook. The committee shall propose measures to promote equality and non-discrimination, take the initiative for studies on such measures, as well as following up on these measures. The committee shall, through information work, contribute to increase the understanding of equality and non-discrimination in Schenker AS.



Employee Survey key measures

A Global Employee Survey was carried out in September 2024. The results were available in December 2024. All departments will be working with their three top improvement areas during 2025.



The following possible causes of risks and obstacles have been identified

The payment gap between women and men in occupationally heavier positions (P) and managerial positions (L), has an individual pay adjustment. Even though there are still differences, our actions have increasingly evened out the differences year by year. It is still important to point out that the imbalances must be evened out over time, as the current situation is historically conditioned. We have had the focus to include more younger women and men in middle management, which naturally is not paid at the same level as more senior management positions.

Our planned actions for the coming year are illustrated in the table on the next page:

Staff area	Background	Description of measures	Objectives and measures	Responsible	Deadline /Status	Result
Wages and working conditions.	There is an imbalance in the salary level between the sexes within certain roles	Keep statistics / Establish goals for equal pay within a job group with similar responsibilities	Review once a year to see if the salary distribution is evenly distributed. This bias must be evened out over time, as the current situation is historically conditioned.	P&O and managers	Annual	Ongoing
Promotion and development opportunities / Recruitment	Few women in management positions	30% female leaders	Increased gender diversity in Schenker's management. Focus in recruiting more females.	P&O and recruiting managers	2025	Ongoing
All employees	We want more female employees in the terminal positions. It is more benefits with having diversity in gender, than as it is today with 95% men.	10% female terminal employees	Increase awareness to the terminal leaders when recruiting, to have focus on more females.	Terminal management	2025	Ongoing