



REAL. GREEN. TRANSPORT FOR LIFE.

VTG Sustainability Report 2024

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About VTG

VTG GmbH is an internationally leading company in the field of railcar leasing and rail logistics, headquartered in Hamburg. As the operator of the largest private railcar fleet in Europe, comprising more than 88,500 freight railcars, VTG offers a broad range of services related to freight transport by rail. VTG's offerings include the leasing, construction, and maintenance of freight railcars as well as a wide array of logistical solutions tailored to customers' specific needs.

In the railcar leasing segment, VTG provides a diverse range of railcar types, including tank cars, bulk freight cars, and container-carrying wagons, which are essential for various industries such as chemicals, petroleum, automotive, and paper. The leasing of these railcars is flexible and adapted to the specific requirements of customers, with VTG also ensuring the maintenance and upkeep of its fleet. In addition, the company offers customized logistics solutions, ranging from traction services to complex multimodal transport solutions. A distinctive feature of VTG's services is the integration of approximately 5,000 multimodally deployable tank containers, used for the transportation of liquids, gases, and hazardous materials. These containers can be utilized across rail, road, and maritime transport modes, providing VTG's customers with

more flexible and sustainable transport options. Beyond physical infrastructure, VTG places significant emphasis on the digitization of freight transport. Through advanced digital services and platforms, the company delivers smart solutions to make rail transport more efficient and transparent. These digital tools help customers optimize their logistics processes and enhance safety, particularly in hazardous goods transport. For example, Traigo, a powerful platform for international freight transport, offers continuous real-time monitoring of shipments and operational data analysis, improving the efficiency of supply chains. VTG operates in a total of 28 countries, primarily in Europe, and has a global network ensuring seamless execution of both national and international transport. The company's customer base includes many renowned organizations from diverse industries, such as the chemical and petroleum sectors, the automotive industry, and the paper sector. This diverse client portfolio and VTG's ability to develop customized logistics solutions position it as a key player in sustainable and environmentally friendly rail freight transport.

As a globally active company focused on mobile infrastructure, VTG is acutely aware of the significant economic and societal challenges associated with sustainable practices. VTG is committed to taking responsibility for its daily operations by setting clear and ambitious sustainability goals in three core areas: environmental protection, social responsibility, and ethical corporate governance. These goals include contributing to the fight against climate change, improving air quality,

reducing noise pollution, advancing future-oriented mobility concepts, and respecting human rights across the value chain. VTG supports the implementation of the United Nations Sustainable Development Goals (SDGs), the Paris Climate Agreement, the European Green Deal, and international human rights accords such as the UN Guiding Principles on Business and Human Rights and the ILO Core Labor Standards. Through declarations of commitment, policies, and political positions adopted by VTG's management, the company defines its values, principles, due diligence obligations, and management approaches for responsible business conduct. These commitments apply to all VTG locations unless otherwise stated and are accessible to employees via the intranet as well as publicly on the VTG website:

- ▶ VTG Sustainability Management Brochure
- ▶ VTG Group Code of Conduct
- ▶ Supplier Code of Conduct
- ▶ UK Modern Slavery Act Compliance Statement

About this report

Transparent sustainability reporting and our commitment to this topic are deeply ingrained in VTG's DNA. We consider it essential to share our progress with all interested stakeholders. With this report, we once again outline our strategic direction, goals, achievements, and measures related to sustainability for the 2023 reporting year.

The comparability of sustainability reports is crucial to ensure that companies present their ecological and social performance in a consistent and transparent manner. To achieve this, we apply the globally recognized GRI Standard of the Global Reporting Initiative as a guiding framework for our reporting. Specifically, we use GRI 1: Foundation 2021, which defines the fundamental principles and requirements for preparing sustainability reports. This standard enables us to present our performance clearly and comprehensibly, thereby facilitating comparisons with other companies. Additional GRI sector standards are not applied. The reporting period spans from January 1, 2024, to December 31, 2024, aligning with the financial year. The key topics covered in this sustainability report continue to be based on the materiality analysis conducted by VTG in 2021. In the 2025 financial year, we will review our sustainability strategy in light of the CSRD reporting requirements and update it following the completion of a double

materiality analysis. This review will not only emphasize core ESG topics but also systematically incorporate the metrics defined by the EU Taxonomy. The reporting of taxonomy-eligible and taxonomy-aligned revenues, investments, and operating expenses will expand our range of metrics and serve as an additional benchmark to demonstrate our sustainable business practices. Our goal is to restructure the sustainability report to facilitate its integration into the management report of VTG's consolidated financial statements.

Data from the included entities is centrally consolidated by the Management Systems & Safety department. This process relies on intensive collaboration and data collection via emails and phone interviews with key entities, departments, and specialized teams. To standardize consumption data and align different measurement units across key emitters and consumers, centrally defined conversion factors play a pivotal role. Minority interests and companies divested during the reporting year were not included in the consolidation process. For consumption data collection and its conversion into Scope 1 and Scope 2 emissions, the focus was placed on major sites. These include Rail undertakings, production sites, and offices consolidated under VTG's ISO 50001-certified energy management system. Any deviations in reporting boundaries for specific data are detailed transparently in the GRI Index.

The preparation of certain non-financial metrics involves estimates and projections. Furthermore, we note that metrics are commercially rounded, which may result in totals not adding up precisely to the reported figures, and percentages may not be directly derivable from the presented values.

Given the ongoing importance of sustainability, we also provide updates about developments within the VTG Group on our website. This includes access to our sustainability reports and other relevant information from previous years, as well as additional documents showcasing our sustainability performance. These include:

- ▶ **The Code of Conduct for Employees of the VTG Group**, which establishes a framework for collaborative efforts.
- ▶ **The Code of Conduct for Suppliers**, which outlines the most critical ESG topics in our partnerships with VTG.
- ▶ **The Human Rights Declaration**, which details the framework under which we assume responsibility throughout the value chain.

Our Strategy - Leadership and Values

In order to achieve success together, we rely on binding values across the company. Our Code of Conduct provides the framework and guidelines for how all employees must behave and act lawfully. Our corporate values and principles thus form the basis for our dealings with employees, business partners and society and are also the basis of our company's success.

The Code of Conduct reflects VTG's attitude towards legal regulations and our ethical awareness, and applies equally to all employees – whether employees in the workshops or office locations, in management positions or in management. It is available in German, French and English. Responsibility for the values and principles of the group of companies as well as their further development lies with the management. The Code of Conduct is handed out to new employees and explained in detail by the managers, so that regular training and signing of the Code by the employees has so far been avoided. The top priority is compliance with legal requirements and fair competition in compliance with competition and antitrust law. Respectful interaction with each other is a fundamental part of VTG's corporate culture. Appreciative and transparent dialogue creates trust and ensures satisfaction. For VTG, this also includes offering fair working conditions, promoting equal

opportunities and rejecting any form of discrimination. Responsible handling of confidential information and the protection of personal and sensitive data is binding for all employees.

As a globally active company with a large number of employees and business partners, the safety of employees and products as well as the protection of the environment play a particularly important role for VTG. Compliance with all occupational health and safety, environmental and safety regulations is a matter of course for the company. The document "Sustainability Management – Management Systems and ESG Topics" comprises basic principles that apply to all our actions to secure our products, services, processes, and occupational health and safety. These compiled policies serve as effective instruments to present our standards for our actions in terms of environmental protection, occupational health and safety, data and information, and the operational safety of our facilities and means of transport. In everyday professional life, conflicts of interest can arise between the interests of the company and personal or professional interests, e.g. in the context of financial advantages or through cooperation with competitors or stakeholders. Conflicts of interest are to be avoided as far as possible, and a transparent and open approach to such conflicts is mandatory for all employees and the management. The

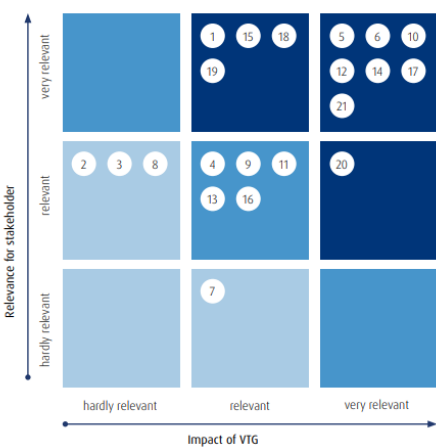
management aligns its actions and decisions with the interests of the company and fulfils corresponding statutory due diligence obligations in this regard. The handling of conflicts of interest is anchored in the Code of Conduct. The protected "VTG Integrity Line" reporting system makes it possible to report suspected violations of legal regulations and VTG's internal guidelines.

Our Strategy – Material Topics

With this sustainability report, VTG provides information on the Group's sustainability activities. We pursue the goal of creating transparency towards interested parties and regularly presenting our goals, projects and successes. This report is VTG's second report on sustainability. It provides an overview of the development of our sustainability performance by showing key figures and an exemplary selection of measures.

Our reporting is based on the principle of comparability and has been prepared and analysed in accordance with the GRI Standards for 2022 and in accordance with the GRI Principles on Reporting. The identification of the material topics took place in 2021 in a multi-stage process. After a benchmark analysis to provide guidance on the state of the industry, the company's impact on the seventeen Sustainable Development Goals (SDGs) was developed and evaluated in a second step. With the help of the results of the previous analyses, an initial list of sustainability topics relevant to the company was agreed. For each of these topics, the next step was to assess the significance of VTG's impact on the topics. In addition, a stakeholder survey was conducted. The results of the internal and stakeholder assessment were compiled into a materiality

matrix, which ultimately shows the final prioritization of the topics according to their materiality and serves as the basis for our sustainability efforts. Both the SDG analysis and the coordination of the list of topics and the assessments of VTG's impact on the topics were carried out in internal workshops. The materiality matrix shows that 12 of VTG's 21 sustainability topics are classified as very material. The materiality matrix was adjusted in 2023 due to the Supply Chain Due Diligence Act (LkSG), which will become mandatory for VTG from 2024, and revised in 2025 on the basis of CSRD requirements. The topic of "human rights" has thus gained in materiality. The intensive examination of the topic of human rights and the preparation for the LkSG has been taking place at VTG since the 2022 reporting year.



Environment	Social	Governance
1. Energy	8. Human rights	15. Sustainability strategy
2. Material and resource efficiency	9. Corporate citizenship	16. Transparency and dialog
3. Water and waste water	10. Occupational health and safety	17. Data protection and IT security
4. Waste management	11. Diversity and equality	18. Anti corruption
5. Noise reduction	12. Employee development	19. Compliance
6. Climate change mitigation	13. Work-life balance	20. Supply chain management
7. Biodiversity	14. Customer security	21. Customer satisfaction



Our Strategy – Stakeholder Engagement

The topic of sustainability is complex and requires a high degree of exchange and cooperation at different levels. Through transparency about VTG's activities and an open and constant dialogue, the contribution to people, nature and society in business processes can be continuously improved.

The integration of different perspectives and interests of the stakeholders offers valuable impulses for further development and decision-making processes. Trust and credibility

play a central role in taking into account the various interests of stakeholders and entering into effective cooperation.

VTG's stakeholders were identified by the Sustainability Committee in internal workshops and assessed in terms of their relevance. To this end, a matrix was used to compare how high the influence of the respective stakeholder groups is on VTG and how great the impact of VTG is on the respective stakeholder groups.

STAKEHOLDER	PHASES OF PARTICIPATION	TYPES OF PARTICIPATION
Employees / Works Council	Throughout the entire employment relationship; above Developments/projects, company initiatives	Intranet (ongoing), employee magazine (published twice a year), e-mail information, town hall meetings, employee surveys, annual performance development meetings
Managerial staff	Throughout the entire employment relationship; above Developments/projects, company initiatives	Management conferences/meetings (three per year), advance information from the Executive Board, employee magazine (published twice a year), intranet (ongoing), e-mail information, town hall meetings, employee surveys, annual performance development meetings
Investors / Advisory council	Ongoing	Advisory Board Meetings, Shareholder Meetings, Investor Meetings
Banks and insurance companies	When initiating major investment projects; at Credit negotiations and ongoing credit relationships	Bank meetings, contract negotiations

Our Strategy – Stakeholder Engagement

STAKEHOLDER	PHASES OF PARTICIPATION	TYPES OF PARTICIPATION
Customers	Throughout the entire contractual relationship; in the context of the New customer acquisition	Customer meetings, trade fairs/events, customer newsletters, mailings, sales materials (flyers, videos, presentations), annual meetings, customer surveys, VTG website, social media posts
Suppliers / Service Providers	Throughout the entire contract period; during renegotiations; in annual supplier meetings	Discussions, negotiations, performance discussions, VTG website, social media posts
Competitor	Throughout the competition phase	Continuous market monitoring, benchmarks
Media / Press / Public	Topic-related and situation-related	Annual meeting, project work, individual and background discussions, policy letter
Associations	During existing memberships, during negotiations to build new partnerships	Annual meetings, workshops, project groups
Administrations / Politics / Authorities	Throughout the year, but also theme-related and situational	Press releases, specialist articles, newsletters, one-on-one and background discussions, interviews, policy letters, Social Media Posts

ENVIRONMENT

The world is facing major ecological challenges that must be tackled as quickly as possible more than ever. As an internationally active company, we see ourselves as part of the challenge and want to contribute to the solution with our offers.



Our overarching goals in the field of action environment

The materiality matrix and the effects on the SDGs form the basis for VTG's strategic objectives in the sustainability strategy. Based on the results, the following goals were defined for the "Environment" field of action:

GOAL	RELEVANT ASPECT
Climate neutrality by 2040	Climate protection
Halve Scope 1 and 2 emissions by 2030 (base year: 2021)	Energy, climate protection
Formulate targets to reduce Scope 3 emissions by 2024	Climate protection
Conversion of workshops to electricity from 100% renewable energies by 2026	Energy, climate protection
30% of our own transports will be climate-neutral by 2030	Climate protection
Installation of whisper brakes for the entire VTG fleet	Noise protection
Water treatment of cleaning processes and optimization in the workshops	Water and wastewater
Design of biodiversity-related company premises	Biodiversity
Increase and maintain a recycling rate of 93%	Abfallmanagement
Optimization of the use of materials and resources in the workshops	Materials and Resource Efficiency

Energy

Energy plays a central role in VTG's sustainability efforts, as the responsible use of energy makes a significant contribution to reducing CO₂ emissions and protecting the environment. As a lessor of wagons and rail-bound logistics services, our goal is to implement innovative approaches to saving energy and increasing efficiency along the entire value chain. By using modern technologies and optimizing the energy consumption of our fleet and infrastructure, we make a decisive contribution to achieving climate goals and promoting a sustainable future for future generations.

VTG sees it as its responsibility to reduce the negative impact of its energy consumption and to further strengthen the environmental and climate-friendliness of rail. The aim is to consolidate rail transport as a sustainable and attractive mode of transport. In the year under review, VTG continued to focus on current issues such as energy security and the contribution of rail freight transport to meeting this challenge, as well as the ongoing improvement of energy efficiency. As a member of various initiatives, such as the Climate Economy Foundation, the Hamburg Environmental Partnership and the Climate Bonds Initiative, VTG underlines its commitment to environmental and climate protection. Certifications such as the SQAS safety and quality assessment system of the German Chemical Industry Association or the award as a specialist waste management company document these efforts.

Energy efficiency is a key lever for more climate protection. VTG pursues this goal with a comprehensive energy management system in accordance with the internationally valid ISO 50001 standard and the annual preparation of a carbon footprint. These measures enable the continuous review and improvement of the energy performance and emissions of VTG sites, especially the workshops and railway companies. In addition to the gradual switch to renewable energies, VTG is focusing primarily on more efficient energy use in order to minimise CO₂ emissions. Despite a growth-oriented strategy, the increase in energy consumption was kept as low as possible. The main drivers of the increase in consumption compared to the previous year were increased activities in the railway companies. Nevertheless, significant savings were achieved through targeted measures. Examples include:

- Conversion to LED lighting: At VTG's Ateliers de Joigny, Waggonwerk Brühl and Waggonbau Graaff and Zelos workshops, HQL spotlights were replaced by LED spotlights, resulting in a total annual electricity saving of almost 337 MWh.
- Modernization of welding machines: The replacement of old welding machines at Waggonbau Graaff saves up to 142 MWh of electricity per year compared to 2021.
- Compressor replacement: The modernization of compressor systems saved 72 MWh of electricity compared to 2022.
- Optimization of the IT infrastructure: The modernization of

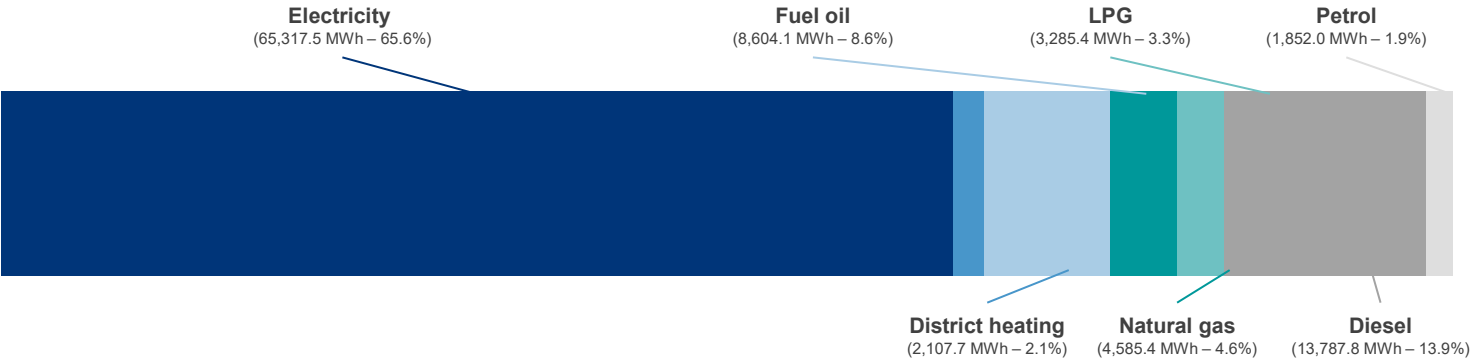
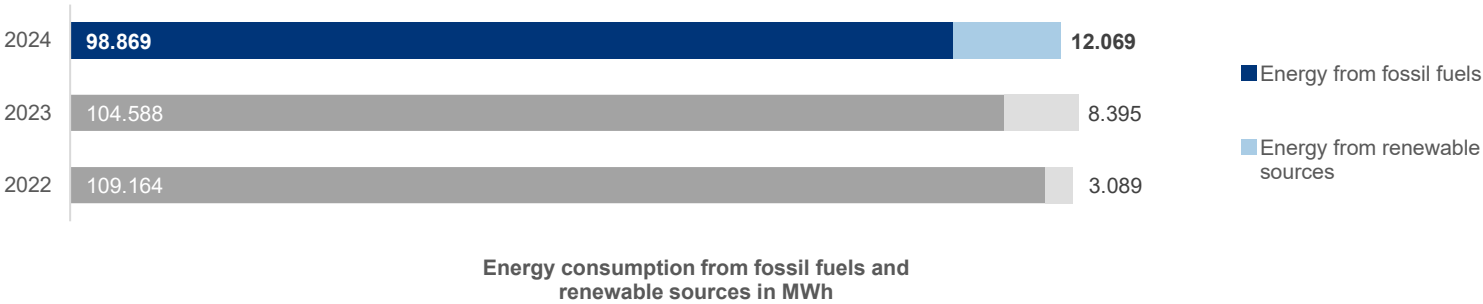
the data center in Hamburg, such as the optimization of the cooling aisles, the elimination of a second location and other individual measures, has resulted in annual savings of around 61 MWh.

- The gradual replacement of single-user printers with energy-saving floor printers leads to a saving of around 6 MWh of electricity. This illustrates how even smaller measures have an effect.
- These exemplary measures underscore VTG's commitment to sustainably optimizing energy consumption while increasing efficiency.

VTG is aware that the measures outlined make small contributions to saving energy and thus using it more efficiently. The main drivers of energy consumption are the railway companies, whose locomotives are powered by electricity and diesel and, at 68.5 million kWh, account for around 68.8% of VTG's total energy consumption. Here, a measure is to be the purchase of 40% electricity from renewable energies for 2024, which is to be successively increased to 100% over the next few years. This does not reduce energy consumption, but it can save a lot of emissions. However, increases in energy efficiency cannot only be implemented through technical improvements. Rather, the daily behavior of employees also plays a central role. For example, the train drivers of VTG's own railway companies receive targeted training on energy-saving driving through simulation and control runs.

Energy

However, the issue of flyers on energy-conscious use and articles in our online version of the employee magazine ON TRACK also make employees aware of the topic of the conscious use of energy and electricity. As the most relevant stakeholders, the responsible areas were informed through information events and the presentation of the sustainability strategy. A central task for those responsible for the railway companies and the plant management is to convert the sites to electricity from renewable energies.



GHG Emissions

The challenge of climate change is one of the most pressing global issues of our time. A major driver of this development is the emissions of greenhouse gases caused by human activities, which contribute significantly to global warming. Companies have a special responsibility to reduce their emissions and promote sustainable solutions to minimize environmental impacts. In this chapter, we look at our emissions and the actions we have taken to reduce our emissions footprint.

Our business activities directly and indirectly consume fuels, electricity and heat from predominantly non-renewable energies, which continuously leads to emissions of greenhouse gases into the atmosphere. An effective contribution to climate protection can only succeed if both the origin and the extent of the greenhouse gas emissions generated in the course of business activities are clearly and transparently named. VTG has been determining direct (Scope 1 emissions) and indirect (Scope 2 emissions) greenhouse gas emissions for the entire Group since 2019. From the last reporting year, Scope 3 emissions were also added, which made it possible to report a complete overall picture for the first time. This is now being continued continuously, year after year.

Reducing these greenhouse gases is a key topic in our sustainability strategy. In 2021, VTG committed itself to ambitious climate targets that apply to all of VTG's activities.

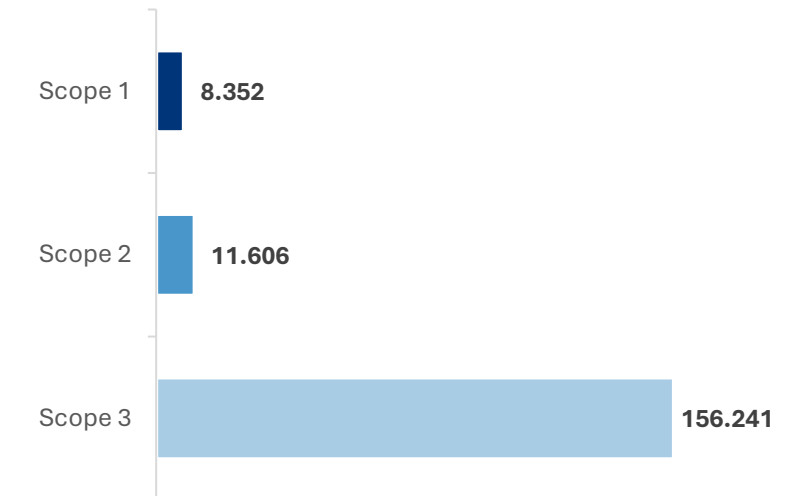
Overall, VTG wants to achieve climate neutrality by 2040. As a first step, we aim to reduce our energy-related Scope 1 and Scope 2 emissions by 50% compared to 2021. In addition, all VTG workshops are to completely reduce their Scope 2 emissions by 2026 on a market-based basis, which is to be made possible by switching to electricity from renewable energies.

We see the highest potential for reduction, especially within our plant landscape and our railway companies. Especially against the backdrop of the geopolitical tensions since 2022 and the associated energy crisis, we have decided to switch our energy source to renewable energies. A first step in this direction is that we were able to convert all German workshops to electricity from renewable energies in the 2023 reporting year. The workshops in France and Slovakia will follow by the end of 2026.

Taking a clear position and informing people about climate protection is another important aspect at VTG. External stakeholders were informed about our policy letters, which were published twice in the year under review. In addition, our own employees in the offices are informed about information material on the intranet. Employees in the workshops receive regular information on the energy-saving and resource-saving handling of machines. In particular, our train drivers are explained how to use energy-saving driving during their training and escort trips. This allows us to further increase efficiency based on behavior.

After dispensing with the sending of Christmas cards and Advent gifts for the first time in 2022, we have also applied this to 2024. As in the previous report, half of the freed-up budget was also donated to the Nature and Biodiversity Conservation Union (NABU) to ensure the protection of the peatlands in the surrounding area of Hamburg, which, as CO2 sinks, bind large amounts of greenhouse gases and thus make an important contribution to climate protection.

Reducing Scope 3 emissions is a major challenge, as the generation of emissions is beyond our direct operational control.



Greenhouse gas emissions in tonnes of CO2 equivalent

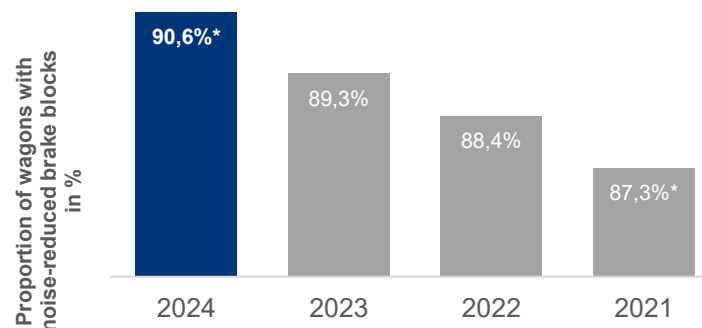


Noise protection

Noise is bad for the health of living beings. A permanently elevated noise level can lead to increased stress, sleep disorders, concentration problems and an increased risk of cardiovascular disease. Probably the most obvious risk, however, is damage to the hearing such as tinnitus or hearing loss. Therefore, noise protection is an essential part of the idea of a more environmentally friendly wagon, logistics transport and within our workshops.

As wagon leasing companies, we take this challenge seriously and can do our part to make quieter traffic directly at the source, the freight wagon, through technical changes. According to the report, noise is generated on the wagon in particular during braking. The cause of noise emissions is the rolling noise that occurs between the wheel and the rail. The principle is that the smoother the surfaces, the less noise is generated. During braking, where a reduction in speed is achieved with metal on metal, the treads are roughened. By equipping our wagons with quiet brake blocks made of a composite material (so-called K-blocks) consisting of metal fibres, rubber and resin compounds, noise is significantly reduced. They are much more elastic than the previous older metallic grey cast iron brake blocks. We also use the further developed "Low friction Low noise" brake blocks (so-called LL blocks), which also reduce the maintenance effort even further. By equipping our wagons with whisper brakes, the wheels are no longer roughened nearly as much, which significantly reduces noise pollution by up to 10 dB. We humans

perceive this noise reduction as halving the noise level. In order for this to be audible in reality, 90% of a freight train must run on wagons equipped with whisper brakes, and VTG makes an important contribution to this as Europe's largest private wagon rental company with appropriately equipped wagons. VTG has thus completed the legal requirements of the Rail Noise Protection Act for mandatory retrofitting. The remaining wagons are continuously equipped with new noise-reduced braking systems with the purchase of new models and the retirement of older models



* Excluding the wagon pool from the UK

Working on the wagon, whether during a revision, repair or inspection, also causes a lot of noise in our factories due to the work processes. Since we unfortunately cannot carry out our work silently, our employees on site in the factory halls are the ones who suffer. As a result, we have come up with a targeted

noise protection strategy that essentially focuses on reducing noise perception in these areas. Three measures have been introduced for a sustainable and feasible design:

- The places with particularly high noise levels are clearly visually marked, and there is a local obligation to wear hearing protection.
- We provide on-site employees with hearing protection adapted to their ear, which allows employees to reduce noise to a tolerable level
- Guests will be provided with easy-to-use hearing protection upon entry, making the short-term stay safe.

Where possible, we also check whether there are machines or tools that cause relatively less noise with the same required performance. This procedure is also taken into account in the profitability calculation according to DIN EN 17463 (Valuation of Energy Related Investments), which serves as the basis for the valuation of energy-related investments.

Waste and recycling

The long-term stability of our ecosystems is crucial for a future worth living in. The basis for this is the protection of the environment and resources through an efficient circular economy. Since VTG also consumes resources and generates waste in the context of maintenance and logistics as well as in administration, effective use of resources and professional waste management are crucial for VTG.

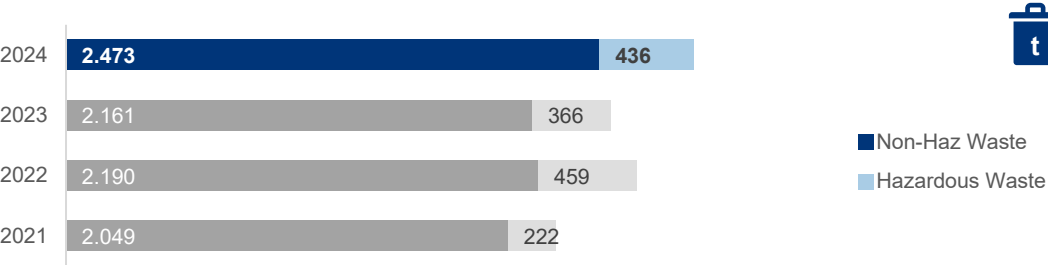
Systematic waste management makes an important contribution on the way to an economic order based on the principle of the circular economy. True to the motto: avoid waste as much as possible and recycle unavoidable waste in the best possible way. In this way, raw materials are to be used carefully and a valuable contribution to climate protection is to be made. Long-lasting products and the recycling of resources are key to effective waste management. VTG wagons are made almost exclusively of recyclable materials and, as durable assets, can

be more than 40 years old. In addition, wheelsets are repeatedly refurbished before they are reintroduced into the material cycle as steel scrap. Where waste cannot be avoided, strict waste separation and proper recycling and disposal in accordance with the legal regulations for VTG are a matter of course. This includes both the separation of waste in the individual workshops, for example according to "dangerous goods" and "non-hazardous goods", as well as the separation of paper and commercial waste at the office locations.

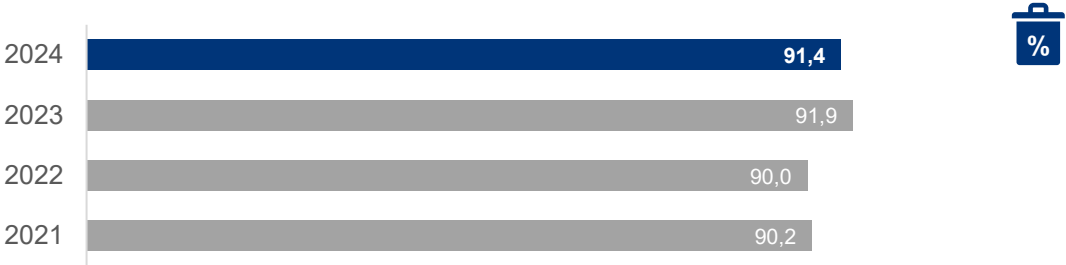
A large part of the waste is generated in VTG's workshops as scrap metal, which is sold and reused by appropriate recycling companies and thus returned to the circular economy. As a result, VTG achieves a recycling rate of over 90% in accordance with the European Waste Regulation. VTG wants to increase this already very high level to 93% and maintain it permanently. The waste managers of the individual workshops are responsible for optimising and implementing the quota, selecting the waste management companies and informing

employees of any innovations. The fluctuations in the quantities of waste disposed of compared to the previous year were due to an increased amount of scrap within the workshops.

In the office locations, paper-reduced processes continue to be used. For example, wagons and tank container files are now managed digitally. The digital storage of freight documents in the logistics areas also plays its part.



Waste generated by the workshops in metric t



Share of recycled waste in %



Water

Water is of crucial importance for all living beings in this world and plays an indispensable role in almost all aspects of human existence. Therefore, it is of the utmost importance not to be wasteful, but to handle it carefully. We focus on effective solutions to reuse used water, so that the need for fresh water is reduced to the minimum possible for us.

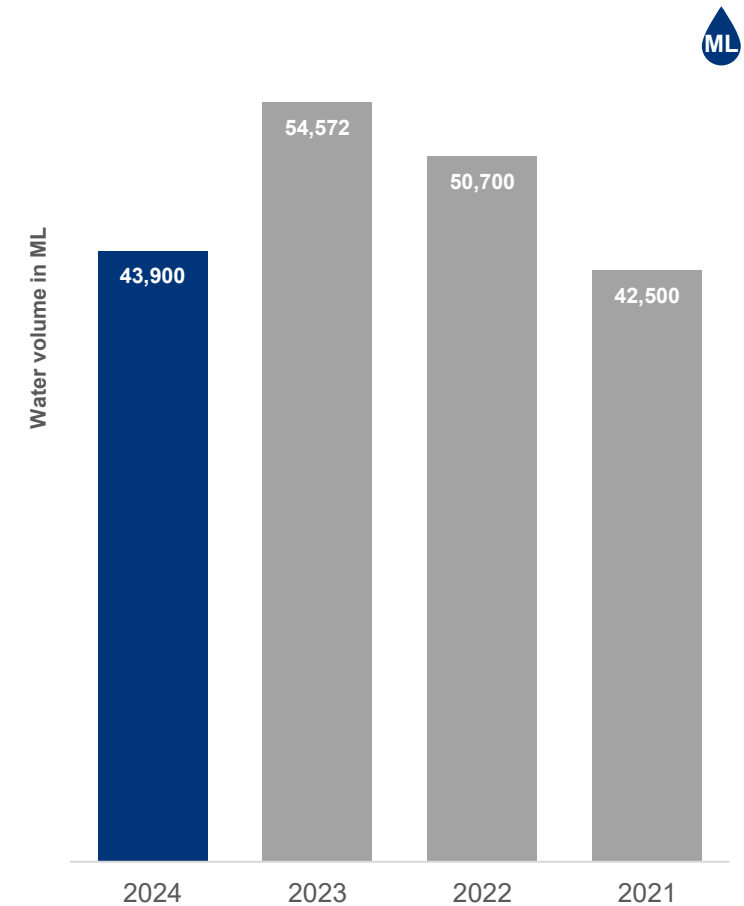
VTG regularly consumes water for the cleaning and maintenance of its wagon fleets and produces wastewater that is sometimes contaminated with pollutants. In water-scarce regions, this can endanger production and water supply. With this in mind, VTG always makes sure to reduce water consumption to the bare minimum and to keep the volume of wastewater as low as possible in compliance with local environmental standards. Our principles are incorporated into our energy and environmental policy, the "Sustainability Management – Management Systems and ESG Issues" policy and VTG's sustainability strategy.

To find out whether VTG is active in regions where water stress levels are high and how this situation is changing, VTG conducts water risk assessments of its plant sites in Germany, France and Slovakia at regular intervals with the support of insurers. This assessment helps to fully consider the increasing challenge in dealing with water scarcity. This includes, above all, water treatment for reuse, whereby used water is to be used several times for different processes such as cleaning

processes or pressure tests. The main idea is to ensure the water supply in our processes as well as the local supply.

Appropriate water management in the company will continue to gain in importance in the future. Especially since water is indispensable within production processes such as leak tests and cleaning activities. As a result, water is only replaced when the degree of contamination is too high for a pressure test. In the case of tankers made of black steel, the amount of water is reused up to ten times. A similar result is achieved with stainless steel boilers. Here, the water can be reused up to five times. The same system is also followed for the cleaning of wagons. Care is taken not to waste water unnecessarily and only to compensate for losses. However, there are also limits to the reuse of water and water consumption has reduced by - 19.6% compared to the previous year due to our lower number of cleaning activities and leak tests. VTG disposes of its water exclusively via the public sewer system.

To optimize water management, VTG is also continuously considering smaller modernization measures, for example in the area of sanitary facilities. The implementation of measures is carried out by the responsible persons within the workshops. Employees involved are informed by their supervisors about any innovations. There is no further involvement of stakeholders.



SOCIAL AFFAIRS

As a company, we are facing complex challenges in an environment that is changing at an ever faster pace. Safe working, diversity and equal opportunities are therefore essential elements in bringing stability to a volatile world.

Our overarching goals in the field of social affairs

The materiality matrix and the effects on the SDGs form the basis for VTG's strategic objectives in the sustainability strategy. Based on the results, the following goals were defined for the "Social Affairs" field of action:

GOAL	RELEVANT ASPECT
Implementation of corporate volunteering projects at all locations	Social commitment
Developing a Diversity Goal	Diversity and equal opportunities
Reduce accident frequency by 20% per year to 2024 (base year 2020)	Occupational health and safety
Expansion of the VTG Family & Care program taking into account the needs of employees	Employee promotion and development, work-life balance
25% women in management positions at first and second management levels and 30% women across all other management levels by 2030	Diversity and equal opportunities
15% women in management positions at first and second management levels and 25% women across all other management levels by 2025	Diversity and equal opportunities
Ongoing development and adaptation of qualification formats	Employee development and development
Ensuring remuneration in line with the market	Occupational health and safety
Establishment of a health management system	Occupational health and safety

Health and safety at work

Our employees are the heart of our company and make a significant contribution to the sustainable success of the company. Through their commitment, we ensure our competitiveness and innovative strength. In order to provide a reliable framework, the topics of safety as well as physical and mental well-being are of the utmost importance.

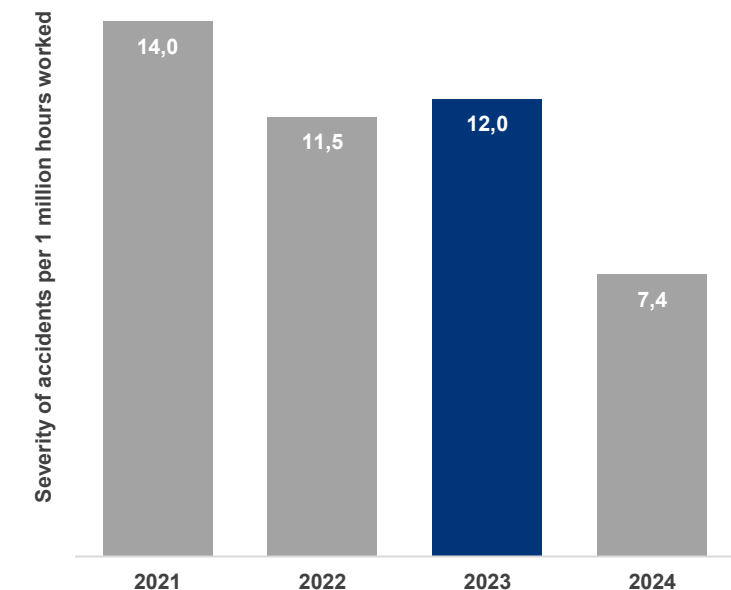
In order to effectively manage occupational health and safety matters, the local VTG sites have introduced occupational health and safety management systems. All occupational health and safety measures are generally aimed at the entire workforce in plants and offices in which VTG holds a majority stake. No distinction is made between employees and temporary workers. The office locations are focused on central requirements as well as locally applicable law. Our plant sites also carry out workplace risk assessments and specific action plans to address these risks. This also includes the investigation of accidents, commuting accidents and work-related illnesses. All employees are instructed at regular intervals in order to raise awareness of health and safety and to continuously reduce the number of incidents. The implementation and integration into everyday work is randomly checked as part of internal audits of the integrated management system. In addition, the development is regularly presented to the management and employee representatives and summarised in an annual report.

In order to ensure a continuous exchange between the plants, a

meeting of the safety officers of the plants takes place at regular intervals under the motto "Together for Safety" under the central coordination. In this exchange, developments in key figures, analyses and possible improvement measures are discussed and agreed. With the CERO (VTG) occupational safety campaign, VTG is pursuing the goal of strengthening behavior-based occupational safety at its plants and reducing the frequency and severity of accidents. A key element is the start of the implementation of a near-miss reporting and analysis programme, which includes unsafe conditions, unsafe actions and near misses. In the long term, this should lead to further preventive measures being taken and preventing incidents or accidents from occurring in the first place. In 2024, the program was fully implemented across all production facilities, with completion at the office level scheduled for 2025.

Since its introduction, the program has continued to drive a significant reduction in workplace accident frequency. We measure performance using the internationally recognized Lost Time Injury Frequency Rate (LTIFR), which records the number of accidents per one million working hours. This metric includes all workplace incidents that result in at least one day of lost time. In the 2024 reporting year, VTG achieved an LTIFR of 7.4 - a substantial 39.3% improvement compared with the previous year. This not only exceeded the internal target but also came in well below the industry benchmark of 12 accidents per one million working hours. Consistent with prior years, the vast majority of incidents occurred at our production facilities, where 26 of the total 27 accidents were recorded. Compared with

2023, this represents 15 fewer lost-time incidents -a relative reduction of 35.7%.The number of severe accidents, defined as those resulting in more than 21 days of lost time, decreased markedly from 14 in 2023 to just 4 in 2024, representing a 71.4% reduction. Correspondingly, total lost days fell from 1,030 in 2023 to 404 in 2024 a decrease of 60.8%. This improvement also reduced the average accident severity from 24.5 to 15.0 lost days.



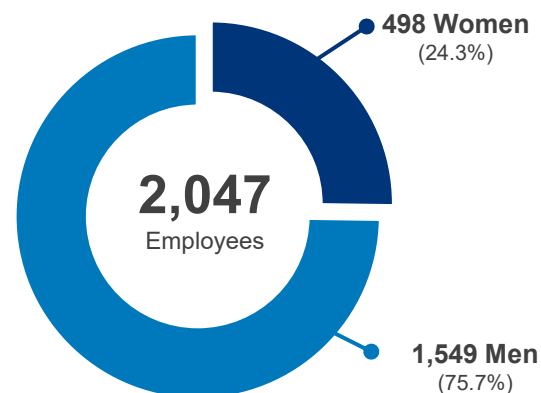
Diversity as a basis

VTG attaches great importance to promoting diversity and offering all employees equal opportunities for professional and personal development. This attitude is deeply rooted in the corporate culture and is intended to ensure that all employees receive the same development opportunities regardless of age, gender, sexual orientation, religion, skin color or nationality. VTG is convinced that a diversity of backgrounds, approaches and ways of working broadens perspectives and contributes to innovative and successful corporate development in the long term. Only through a diverse team can the complex challenges of today's business world be mastered and creative solutions found.

The topic of diversity and equal opportunities is therefore set out in the Code of Conduct and the policy "Sustainability Management – Management Systems and ESG Topics" and anchored in VTG's sustainability strategy. The aim is not only to create a discrimination-free environment, but also to actively promote and expand diversity. VTG ensures that all vacancies are advertised and filled in accordance with the requirements of the General Equal Treatment Act to ensure that every applicant has a fair chance.

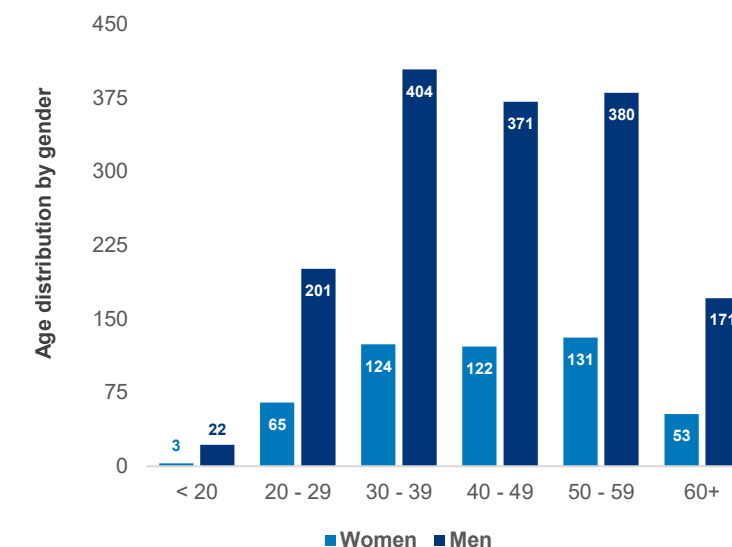
One focus of diversity efforts is on the promotion of women in the company, especially in management positions. VTG recognises that reconciling family and career is often a

particular challenge, especially for women, and has therefore set itself ambitious goals. By 2030, 25% of first- and second-level management positions are to be filled by women and 30% across all management levels. These goals underscore VTG's efforts to achieve a balanced gender distribution in the company and to promote female careers in the long term.



VTG is aware that language plays an important role in how thoughts are formed and role models are shaped in society. In order not to exclude anyone from communicative purposes, VTG has issued an internal recommendation on the use of gender-neutral language. These recommendations contain suggestions and suggestions on how to address all people equally through deliberate formulations and how no one feels excluded.

As of December 31, 2024, 24.3% of employees in the VTG Group as a whole were female and 75.7% male. The management consists of one woman and two men. A total of 69.7% of employees were employed in Germany, and the vast majority of employees (89.9%) are employed full-time. 44.9% of employees are remunerated in accordance with collective agreements. VTG counted all persons who have a contractual employment relationship with the company as employees, including permanent and fixed-term employees, interns, trainees and temporary workers, excluding freelancers.



Promotion of young talent an qualification

The qualification and motivation of employees are crucial for VTG's long-term success and competitiveness. Professional and personal development not only increases the skills and satisfaction of employees, but also improves the quality of services and at the same time fulfills the right to education. Against this background, VTG offers all employees a wide range of training and development programs.

The VTG Academy includes a wide range of measures, including vocational training, in-house training via the e-learning system, seminars with external trainers, and specific training and development programs. These offers are firmly anchored in VTG's sustainability strategy and underscore our commitment to employee development. A central component is the annual Performance & Development Dialogue (PDD), in which managers identify key performance areas and development potential together with their employees. If necessary, specific training courses or seminars are arranged to promote skills in a targeted manner. A guideline is available to support the preparation of these discussions in order to make the implementation clear and transparent. Depending on requirements, the HR department is involved in the implementation of the measures. In addition to formal training, VTG offers informal exchange formats such as Lunch & Learn, where employees have the opportunity to exchange ideas on current topics and learn from each other. In view of

demographic change and a shortage of skilled workers, VTG attaches particular importance to promoting young talent. We are currently training in twelve different professions and developing talents in a targeted manner as part of the PEP! farther. VTG offers specialized programs for executives such as the Leadership Excellence Program (LEX) and the Upper Management Program (UMP). These aim to strengthen leadership skills and ensure sustainable development in management.

With the VTG RailTrain integrative training program, VTG wants to offer disadvantaged young people and young adults a chance on the job market. Up to 10 young people per year have the opportunity to receive sound training in a technical profession and to receive supplementary support for general educational, language and social skills.

As a company, VTG bears responsibility not only for its business-related stakeholders, but also for the places and communities in which it operates. VTG therefore supports various social projects in the field of child and youth development as well as in the sports sector in particular and has included the topic of "social commitment" in its sustainability strategy. Through corporate volunteering initiatives, it is important to VTG to sensitize and inspire employees to participate in social commitment. In 2024, for example, VTG and Oclean gGmbH from Hamburg once again organized a garbage collection campaign at the Hamburg site and, in cooperation with the Logistik-Initiative Hamburg Management

GmbH, once again organized tree-planting campaigns in the Klövensteen city forest. A total of 76 volunteering hours were provided by employees at the Hamburg location in the year under review, as in the previous year.

Since 2019, VTG has also been the main sponsor of Veolia Towers Hamburg e.V. as a Connecting Worlds partner. Since the beginning of the 2022/2023 season, VTG has been the exclusive partner of the association, which promotes a wide range of social work projects and sports activities both at schools and through the Sport ohne Grenzen e.V. association. In addition, as in the previous year, VTG supported the Hamburger Tafel in 2024 with a donation of €15,000 to provide food to people in need in Hamburg.

Family and career

It can be a burden for employees to reconcile private and professional challenges. VTG wants to counteract this and offer employees more satisfaction, a wide range of career opportunities and security for the future through targeted measures to reconcile family and career.

VTG is actively committed to reconciling family and career and offers its employees a wide range of measures to make work structures more flexible. The aim is to shape the world of work in such a way that individual life situations are more compatible and both professional and private requirements can be reconciled. VTG offers the best of both worlds through hybrid working, especially for employees in office locations. On the one hand, mobile working makes it possible to make the place of work more flexible, so that employees can also fulfil their professional obligations from home or other suitable locations. On the other hand, the office remains a central place for targeted collaboration and personal exchange with colleagues. This social contact is important for team cohesion, the exchange of knowledge and the strengthening of the sense of unity within the company. Employees have the option to work up to 60% of their working hours outside the office. This regulation requires a high degree of personal responsibility and trust – two core values that VTG consciously promotes. The flexible design of the place of work gives employees the freedom to adapt their work to their individual needs and life circumstances. This can be helpful, for example, in fulfilling care

responsibilities, avoiding long commutes or being able to concentrate on working in a quieter environment. VTG trusts that employees will perform their tasks conscientiously and ensure the high quality of their work, even in a mobile setting. This flexibility means that employees benefit from a better work-life balance, which in turn has a positive effect on their job satisfaction and well-being. Satisfied employees are more motivated, more committed and contribute to the long-term performance of the company. At the same time, these modern working conditions increase VTG's attractiveness as an employer. Especially in a competitive job market, it is important to attract new talent and retain existing skilled workers. The flexibility of the place of work is a decisive advantage in the competition for qualified employees.

VTG also recognises the social importance of family responsibilities, such as raising children or caring for family members. These tasks deserve not only recognition, but also targeted support. That's why VTG offers family-related leave, such as maternity, paternity, parental and care leave. These exemptions are offered on a country-specific basis and comply with the applicable legal regulations. However, VTG goes beyond the legal requirements and offers further support through the VTG FAMILY & CARE program. This program includes a comprehensive package of measures to support employees in a wide variety of life situations and to keep their backs free. The benefits of the FAMILY & CARE program include:

- ▶ Counselling and placement services for childcare
- ▶ Counselling and mediation services for the care of relatives
- ▶ Psychosocial counselling
- ▶ Group accident insurance

In addition, VTG offers employees basic benefits that strengthen their social security. These include life insurance, medical care, disability insurance and company pension schemes. These benefits underscore VTG's holistic commitment to the health and financial security of its employees. VTG understands that the life situations of its employees are diverse and change over time. Flexibility, trust and support are therefore central elements of the company's policy in order to offer employees the best possible framework conditions. In this way, VTG makes an important contribution to a sustainable and family-friendly work culture that keeps an eye on both the individual needs of employees and the requirements of the company.

MANAGEMENT

Governance is a cornerstone of VTG's commitment to responsible corporate conduct. The company ensures transparency, accountability, and ethical decision-making across all levels of its operations. With clearly defined policies, robust compliance structures, and adherence to international standards such as the UN Guiding Principles on Business and Human Rights, VTG fosters a culture of integrity and trust.

Our overarching goals in the field of action management

The materiality matrix and the effects on the SDGs form the basis for VTG's strategic objectives in the sustainability strategy. Based on the results, the following goals were defined for the "Management" field of action:

GOAL	RELEVANT ASPECT
Strategic anchoring of sustainability	Sustainability strategy
Development of a communication strategy for sustainability performance	Transparency and dialogue
Establishment of a regular stakeholder dialogue	Transparency and dialogue
Signing a Code of Conduct with all suppliers by 2025	Supply chain management
Raising awareness among employees in line with the sustainability strategy	Sustainability strategy



Group-wide rules and processes

As a globally active company, VTG comes into contact with a large number of legal provisions and regulations. Compliance with applicable law is an indispensable basis for a functioning global economic system and thus for every action of VTG and its business partners worldwide. Efficient compliance management that is appropriate to the risk profile is therefore essential.

At VTG, compliance means ensuring that all employees act in accordance with legal requirements, commercial obligations, and internal rules. Our Code of Conduct serves as a central framework, providing clear guidance for ethical and responsible conduct across all business activities. It supports employees, managers, and governing bodies in living our core values every day.

The Legal and Compliance function oversees all legal matters not assigned to other departments (e.g., Tax Services, People and Culture) and is responsible for defining, developing, and monitoring minimum standards for our Compliance Management System (CMS). Led by the Chief Compliance Officer, the CMS is supported by Divisional Compliance Officers and the Compliance Committee. Compliance Committee meetings provide a forum to assess risks, initiate measures, and share expertise. The Chief Compliance Officer reports quarterly to the Executive Board on identified risks and the status of compliance initiatives. Although VTG operates

exclusively in Europe – where exposure to corruption and bribery risks is considered low – anti-corruption remains a compliance priority. Based on our Code of Conduct, we have issued a dedicated annex to the Group Guideline on Compliance and Risk Management. This sets clear rules on handling gifts and hospitality, facilitation payments, and interactions with public officials, as well as clear reporting requirements when boundaries are exceeded. Anti-corruption awareness is reinforced through a practical e-learning program, mandatory for all employees with computer access. This training explains expectations, raises awareness of potential risks, and provides information on where to seek further guidance. In addition, key risk functions such as authorised signatories undergo a separate review before appointment.

To enable the reporting of suspected or actual compliance breaches, including corruption, VTG operates the “VTG Integrity Line.” This whistleblowing system is open to both employees and external stakeholders and allows confidential or anonymous reporting without fear of retaliation. The Chief Compliance Officer and a designated deputy act independently of the Executive and Supervisory Boards in handling these cases. Employees may also raise concerns directly with their line managers. Any reported compliance concerns must be forwarded directly to the Chief Compliance Officer. Employees may also contact the Legal & Compliance department directly. Reported incidents, their handling status, and investigation results are shared regularly with both the Executive Board and the Audit Committee, which includes representatives of our

shareholders. In the 2024 reporting year, VTG recorded no violations of laws or regulations, and consequently no related fines or non-monetary penalties. Through our compliance reporting process, no significant or critical concerns were raised with management during the year. Since 2018, VTG has provided all employees with IT access a mandatory e-learning module on compliance.

As a globally active company with locations and sales networks in numerous countries, anti-corruption remains a critical pillar of VTG's commitment to lawful, ethical, and competitive business practices. In 2017, a comprehensive Compliance Health Check systematically identified and assessed potential corruption risks across 100% of VTG's domestic and international sites, as well as in the countries where VTG operates. The review focused on active and passive corruption, competition risks, fraud, and conflicts of interest. In 2021, the findings related to active and passive corruption were reassessed for relevance. As before, the overall risk level was found to be low to medium, with no significant risks identified. Only a slightly elevated risk was noted in connection with former VTG activities in so-called “high-risk countries” such as Russia or China, and in countries along the New Silk Road.

VTG enforces a strict prohibition of corruption for both employees and suppliers. This prohibition is firmly anchored in our internal Code of Conduct and in the Supplier Code of Conduct, forming an integral part of every framework agreement.

Ensuring human rights

Compliance with internationally applicable environmental and human rights standards is a key goal of VTG. In our view, this includes respect for human rights, the associated environmental standards and, in addition, principles of corporate ethics that apply both to us and throughout the supply chain.

VTG will be subject to the German Supply Chain Due Diligence Act (LkSG) since January 1, 2024. To this end, elementary foundations were laid in the 2023 reporting year to ensure effective implementation in the future. In the course of implementing the requirements of the LkSG, due diligence processes have been introduced to ensure that risks to VTG employees, our suppliers and employees affected by the economic activities of our suppliers are minimized and that violations can be reported immediately and remedied appropriately.

The focus is on conducting annual and event-related human rights and environmental risk analyses of our own business unit and our suppliers. An analysis that conducts potential risks based on the industry or country allows us to take a closer look at VTG sites and suppliers that are exposed to a potential risk in order to analyze these risks in detail. If risks are identified in the company's own business area, these are minimised by appropriate measures. If risks are identified with our suppliers, immediate corrective action is taken within our control to

remedy them.

In order to prevent risks in our own business area, we have introduced a code of conduct for employees in addition to implementing locally applicable law. This provides guidance on ethically correct behavior. In addition, a comprehensive set of guidelines specifies further requirements for our internally designed processes. An essential framework for cooperation with suppliers is the newly created Code of Conduct for Suppliers, which reflects our ethical principles. The aim is to achieve responsible action outside our immediate sphere of influence. This includes the minimum requirements for companies vis-à-vis their employees with regard to working hours, occupational health and safety, remuneration, as well as freedom of association and collective bargaining. It requires acting with integrity and forms the basis for cooperation with external suppliers. The VTG Integrity Line whistleblower system can be used to report legal violations and violations of due diligence obligations anonymously and thus confidentially. The system offers the possibility of submitting reports via a secure mailbox, which is only accessible to a limited circle of employees who are responsible for the evaluation and processing of the cases. This ensures not only the protection of the identity of the whistleblower, but also an independent and objective handling of the reported incidents. The use of the VTG Integrity Line makes a decisive contribution to compliance with legal regulations and ethical standards, and underlines our responsibility to create a safe and transparent working

environment. Through this system, we actively promote a culture of integrity and provide a trusted platform for reporting misconduct, which ultimately helps to build trust in our company. Two human rights officers have been appointed to monitor this system, who monitor the effectiveness of the risk management system with regard to environmental and human rights in our own business area and our suppliers, as well as the processing status of possible measures, and who handle reported violations. A division of tasks takes place in a clear manner. One person is responsible for carrying out the risk analysis, while the other is responsible for dealing with legal issues such as the preparation of the legally required reporting and the processing of complaints about the VTG Integrity Line.

A detailed explanation of the process of how due diligence obligations are maintained within VTG is presented online in our Human Rights Declaration.

Customer centricity

The requirements and wishes of VTG's customers are diverse and are at the heart of the company's activities. Since framework conditions are constantly changing, it is particularly important to deliver consistently high quality and to meet the expectations placed on VTG. To achieve this, VTG approaches customers by means of targeted communication, thus ensuring a constant exchange.

Standardized, cross-site guidelines and processes also aim to guarantee compliance with customer requirements and wishes and to be able to react quickly to changes. In addition, quality is assessed through regular customer surveys and measures are derived from uncovered potential for improvement. This is intended to ensure and consolidate sustainable success in the long term. A high level of customer satisfaction also has an impact on all operational processes within the company. The targeted and constant communication also guarantees, among other things, an appropriate response time for answering inquiries and processing orders. Supporting functions such as fast complaint management and a high level of expertise in the field of dangerous goods increase the satisfaction of VTG customers. In the summer of 2021, around 220 customers from 23 countries were surveyed. The result shows that VTG is perceived as a customer-centric provider with responsive, competent sales teams and a sound understanding of customer requirements – 81% are satisfied with VTG. This is a slightly better value compared to other companies from industry (77%).

Thanks to the high level of participation (response rate of around 74%), VTG not only received representative feedback, but also valuable approaches for optimization potential in terms of content. This feedback has been incorporated into various initiatives to provide customers with holistic products and service offerings.

In the future, a static survey based on the cut-off date is to be dispensed with. The new model envisages identifying a total of 41 direct or indirect interactions (touchpoints) at VTG. Touchpoints are the various moments at which a customer comes into direct or indirect contact with VTG. These touchpoints make up the customer journey and are critical to influencing the customer experience. VTG's customer journey consists of seven steps: sale, conclusion of the contract, delivery of the cars, revision, repair, invoicing and return of the cars.

We have classified nine of these touchpoints as "moment of truth" because they have a special impact on the customer experience and leave a lasting impression, but from the customer's point of view, they perform differently well. In the future, we intend to continuously measure the success of these Moments of Truth from the perspective of the customers. After a "moment of truth", we will call our customers on a random basis in the future to determine their satisfaction at exactly this touchpoint. For example, how satisfied was the customer with the delivery of the cars or with the invoicing. In the first phase, the feedback calls are made by the Operational Excellence

team, and in a later phase, the calls are made by specialized call centers. The calls take the form of structured short interviews (duration: approx. 2-3 minutes).

These NPS (Net Promoter Score) calls provide insight into customer loyalty and determine the customer's willingness to recommend VTG to others.

Digital Ethics

As a responsible and internationally active company, VTG stands for transparent corporate governance. VTG has the ultimate responsibility for all sustainability issues. In order to support them in their decision-making process, the topic was handed over to the Management Systems & Safety department, which takes on an advisory function.

In today's digitized world, the collection and processing of data has become indispensable. This also increases the requirements for data protection, which is of central importance to VTG. The responsible and secure handling of personal data is a matter of course for the company and is carried out in accordance with the requirements of the General Data Protection Regulation (GDPR). VTG has implemented a comprehensive data protection management system within the European Union that fully meets the requirements of the GDPR. Branches outside the EU are also bound to high data protection standards by a binding internal data protection policy. This guideline ensures that data is handled securely and in a legally compliant manner across all areas of the business, both for the workforce and for suppliers. The corresponding requirements are anchored in the internal Code of Conduct and the Code of Conduct for Business Partners.

To raise awareness of data protection, VTG office workers are regularly trained in an e-learning module and provided with up-to-date information via the intranet. These measures promote

continuous awareness of the responsible handling of personal data.

The effectiveness of these measures is reflected in the results of the 2024 reporting year: As in previous years, no complaints regarding data protection violations were reported within the VTG Group. In addition, there were no cases of data theft or loss related to customer data. This result underlines the high standard that VTG has established in the area of data protection and the company's commitment to compliance with data protection regulations.

In addition, the protection of information is a key success factor for VTG. Information such as figures, data, facts and the know-how of the workforce represent valuable resources that must be ensured with regard to the protection goals of confidentiality, integrity and availability. We pursue a comprehensive approach that goes far beyond pure IT security. Information can be available in a wide variety of forms – whether digitally stored, documented in paper form or passed on orally. For this reason, information security at VTG includes not only technical systems such as IT applications, but also non-technical systems, such as physical folders. The aim is to protect all sensitive company data from dangers and threats, to prevent economic damage and to consistently prevent unauthorized access to information or premises. To protect company-relevant information, VTG has implemented an information security management system (ISMS), which has been certified in accordance with the internationally recognized ISO 27001 standard since June 2018.

The ISMS comprises all procedures and rules necessary to define, control, control and continuously improve information security. The certified scope of application currently covers the IT infrastructure as well as all organizational measures for information security within the VTG Group. Operational applications of the business units such as WAMOS!, its4rail.logistics, RailCube or Monitor are currently not part of the certification. A possible extension of the scope of certification to these areas is regularly examined and remains part of the strategic development of ISMS. With this holistic approach, VTG ensures that information is protected not only from technological risks, but also from physical and organizational risks. The continuous improvement of the ISMS underlines the company's commitment to sustainable and future-proof information security.

APPENDIX

Further information is provided in the appendix to this report. There you will find a list of our memberships and ratings as well as the GRI Content Index 2023.

Membership & Rating

In addition to taking stakeholder interests into account in corporate decisions, the use of synergies through cooperation and networks is of crucial importance for sustainable corporate development. VTG is a member of various national and international associations and initiatives in order to actively participate in shaping the industry and jointly develop solutions to current challenges.

VTG is currently involved in the following organizations:

Allianz pro Schiene: VTG is making a significant contribution to the Allianz pro Schiene, a multi-stakeholder association in which companies and non-profit organisations work to improve and make rail transport in Germany more environmentally friendly. The Pro-Rail Alliance promotes the expansion and modernisation of the rail infrastructure, works to ensure fair competitive conditions between the modes of transport and supports measures to reduce emissions in transport. The focus is on topics such as climate protection, road safety and noise protection.

Stiftung KlimaWirtschaft: VTG supports the Stiftung KlimaWirtschaft, an initiative in which companies in Germany are actively involved in implementing the climate targets and meeting the 2-degree target. The foundation promotes dialogue between business, politics and society in order to develop and implement effective climate protection strategies. The focus here is on the decarbonisation of the economy, innovations in

the field of renewable energies and the promotion of sustainable business models.

Verband der Güterwagenhalter in Deutschland (VPI): As a member of the VPI, VTG is involved in the design of standards and regulations for the safe and efficient use of freight wagons. The VPI advocates for the interests of freight wagon owners and works on topics such as maintenance, technology development and digitalisation in rail freight transport. In addition, the association promotes the exchange of experience between its members and provides support with questions about regulation and certifications.

Technischer Informationskreis Schienengüterverkehr (TIS): In TIS, VTG is involved in specialist groups and working groups that deal with technical and operational issues relating to rail freight transport. The focus is on the development of technical standards, safety issues, maintenance and repair of freight wagons as well as innovation projects to increase efficiency and reduce costs.

European Petrochemical Association (EPCA): Membership in the EPCA enables VTG to exchange ideas with partners from the petrochemical industry. Topics such as logistics solutions for chemical products, safety in the transport of dangerous goods, sustainability strategies in the petrochemical industry and the optimization of supply chains are discussed and further developed here. The EPCA serves as a platform for networking, knowledge sharing and the promotion of best practices.

European DAC Delivery Program (EDDP): In the EDDP, VTG is involved in the introduction of the Digital Automatic Coupling (DAC) in European rail freight transport. The DAC is considered a key technology for the automation and efficiency increase of freight transport by rail. The programme focuses on topics such as technology standardisation, testing and pilot projects, integration into existing systems and the harmonisation of processes at European level.

Verein für Normung und Weiterentwicklung des Bahnwesens e.V. (NWB): In the NWB, VTG is involved in the development and updating of standards and technical regulations for the railway industry. Topics covered include vehicle technology, infrastructure, signalling, operating procedures and improving interoperability in rail transport. The aim is to ensure safe, efficient and competitive rail transport.

European Rail Freight Association (ERFA): The ERFA represents the interests of independent railway undertakings at European level. VTG participates in discussions on market liberalization, fair competitive conditions and regulatory frameworks. The focus is on improving access to infrastructure, promoting innovation and strengthening rail freight transport as a sustainable alternative in the European transport sector.

Membership & Rating

European Chemical Transport Association (ECTA): In the ECTA, VTG is committed to improving transport standards in the chemical industry. The focus is on safety, quality, sustainability and efficiency in chemical logistics. VTG actively participates in working groups that deal with topics such as the transport of dangerous goods, emission reduction, supply chain optimization and the implementation of best practices. International

Union of Wagon Keepers (UIP): UIP is the European umbrella organisation of freight wagon keepers. VTG plays a relevant role here through positions in supervisory bodies and contributes to the strategic orientation of the association. UIP advocates harmonised regulations in rail freight transport and works on issues such as maintenance regulations, approval procedures, digitalisation and lobbying at EU level to improve the framework conditions for freight wagon keepers.

VTG has no longer participated in the GRESB ranking since 2023. However, the accuracy and evaluation of the content continue to reflect the level of commitment to sustainability.

In the 2022 reporting year, the company once again participated in the sustainability ranking of the American-Dutch GRESB Institute. Of the approximately 649 participating companies in the infrastructure sector worldwide, VTG ranked 12th with 99 out of 100 (2021: 96) points (2021: 22nd place), making it one of the 2% of the investments most sustainably rated by GRESB. GRESB (Global Real Estate Sustainability Benchmark)

is the world's leading rating system for measuring the sustainability performance, especially of companies and funds in the real estate and infrastructure sectors. In 2022, the participating companies were analyzed and evaluated in the seven categories of corporate governance, corporate principles and their implementation, risk and opportunity management, monitoring and environmental management system, certifications, stakeholder management and performance indicators.

Our sustainability metrics at a glance

Environment	Unit	Change over previous year	2024	2023	2022
Energy					
Energy consumption	MWh	-1.8%	110,965	112,983	112,253
Of which renewable energies	MWh (%)	43.8%	12,069 (10.9)	8,395 (7.4)	3,089 (2.8)
Emissionen					
Total greenhouse gas emissions	tCO ₂ e	25.7%	176,199	140,230	195,724
Greenhouse gas emissions Scope-1	tCO ₂ e	11.7%	8,352	7,475	8,711
Greenhouse gas emissions Scope-2 (market-based)	tCO ₂ e	-27.9%	11,606	16,111	15,081
Greenhouse gas emissions Scope-3	tCO ₂ e	37.2%	156,241	113,875	163,221
Change in greenhouse gas emissions Scope-1 and Scope-2 vs. 2020	%	-69.5%	-17.8	-10.5	-9.7
Greenhouse gas intensity (Scope 1 and Scope 2 market-based)	tCO ₂ e / Mln. € Turnover	12.4%	17.0	19.4	18.2
Waste					
Total waste generation	t	15.1%	2,909	2,527	2,649
Proportion of hazardous waste	t (%)	19.1%	436 (15.0)	366 (14.5)	459 (17.3)
Proportion of non-hazardous waste	t (%)	14.4%	2,473 (85.0)	2,161 (85.5)	2,190 (82.7)
Share of recycled waste	t (%)	14.5%	2,659 (91.4)	2,322 (91.9)	2,384 (90.0)



Our sustainability metrics at a glance

Environment	Unit	Change over previous year	2024	2023	2022
Water					
Freshwater	m ³	-19.6%	43.9	54.6	50.7
Wastewater	m ³	-19.6%	43.9	54.6	50.7

Social affairs	Unit	Change over previous year	2024	2023	2022
Employees					
By gender	HC	-5.3%	2,047	2,161	2,072
Women	HC (%)	-8.6%	498 (24.3)	545 (25.2)	523 (25.2)
Men	HC (%)	-4.2%	1,549 (75.7)	1,616 (74.8)	1,549 (74.8)
By age					
< 20	HC (%)	-3.8%	25 (1.2)	26 (1.2)	Not raised
20 - 29	HC (%)	-12.8%	266 (14.1)	305 (14.1)	Not raised
30 - 39	HC (%)	-2.0%	528 (24.9)	539 (24.9)	Not raised
40 - 49	HC (%)	-5.4%	493 (24.1)	521 (24.1)	Not raised
50 - 59	HC (%)	-5.7%	511 (25.1)	542 (25.1)	Not raised
> 60	HC (%)	-1.8%	224 (10.6)	228 (10.6)	Not raised

Our sustainability metrics at a glance

Social affairs	Unit	Change over previous year	2024	2023	2022
Occupational safety					
Accident frequency	Accidents per 1 million Working hours	-38.3%	7.4	12.0	11.5
Accident severity	days lost per working day Accident with absence	-38.8%	15.0	24.5	20.0
Deaths	Number	Unchanged	0	0	0
Accidents with absence of one day or more	Number	-35.7%	27	42	41
Up to 3 days of absence	Number	-71.4%	4	14	7
4 days – 21 days of absence	Number	25.0%	15	12	23
> 21 days of absence	Number	-50.0%	8	16	11
Accidents without absence	Number	8.3%	13	12	11
First Aid Incidents	Number	23.8%	205	269	216
Near misses	Number	-2.7%	180	185	154
Lost days	Number	-60.8%	404	1,30	818
Governance					
Finances					
Turnover	Mln. €	-3.5%	1,175	1,218	1,306





Our sustainability metrics at a glance

Governance	Unit	Change over previous year	2024	2023	2022
Data privacy					
Reportable Data Protection Events	Number	Unchanged	0	0	0
Compliance					
Reported Compliance Incidents	Number	Unchanged	0	0	0



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