

STREEM GROUP SUSTAINABILITY POLICY

Date: December 2024

Scope: The Stroom Group and its subsidiaries

Context: Stroom has placed sustainability at the core of its strategic choices and their operational implementation. The concept of sustainability at Stroom is embodied through key fundamental values: asset, operational, and employee safety; sustainable performance; the company's commitment to serving its customers; respect and protection of its employees; and a unified team spirit based on collective collaboration.

Our objectives are to: reduce our environmental impact, create a positive social impact, and ensure sustainable and shared economic prosperity.

Definition: Stroom Group, a major player in the leasing of freight wagons and tank containers, as well as in railway maintenance and construction services, is committed to fully integrating sustainability principles into all its operations. This policy aims to manage the impacts, risks, and opportunities related to the Group's activities while supporting the ambitions of the European Green Deal.

Policy: **1. Workers and Communities**

The well-being and safety of employees and communities are at the heart of Stroom's priorities:

- **Health and Safety:** Ensure safe infrastructure, prevent occupational risks, and promote a workplace safety culture.
- **Well-being:** Encourage work-life balance and create an inclusive and stimulating environment.
- **Recruitment and Training:** Attract, train, and retain talent by providing continuous professional development opportunities, particularly through our Stroom University.
- **Affected Communities:** Assess and minimize the impacts of our activities on local populations.
- **Diversity and Inclusion:** Promote equal opportunities and combat all forms of discrimination.

2. Climate Change

Stroom acknowledges the urgency of climate change and is committed to:

- Reducing its carbon footprint by improving the energy efficiency of its operations, adopting low-carbon technologies, and promoting the shift from road to rail transport.



- Adapting to climate change impacts by making its infrastructure and operations more resilient to extreme weather events.

3. Water Resource Management

Stroom is committed to responsible water management by:

- Reducing water consumption in its maintenance and construction workshops, for example, by favoring closed-loop recycling systems.
- Optimizing wastewater quality to minimize its environmental impact.

4. Resource Use and Circular Economy

As a key player in the railway sector, an inherently green industry, Stroom:

- Prioritizes durable and recyclable materials in construction by incorporating eco-design and wagon maintenance.
- Promotes the repair, reuse, and recycling of components to reduce waste.
- Actively contributes to increasing the modal shift towards rail transport, supporting the European Green Deal's sustainability goals.

5. Waste Management

Stroom implements a strategy to minimize waste production and ensure its responsible disposal in strict compliance with environmental regulations.

6. Business Conduct

Stroom places ethics and responsibility at the center of its business practices:

- **Anti-corruption:** Strengthen mechanisms for preventing and detecting corruption.
- **Supplier Relations:** Ensure fair practices, including timely payments, particularly for SMEs, to maintain a strong supply chain.