

## STREEM GROUP SUSTAINABILITY POLICY

**Date:** January 2026

**Scope:** Strem Group and its subsidiaries

**Context:** Strem has placed sustainability at the heart of its strategy and operational deployment. The principle of sustainability is embodied at Strem through the Group's five values: the safety of assets, operations and employees; sustainable performance; customer satisfaction; respect for and protection of its people; and the spirit of a unified team driven by collective strength.

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

**Definition:** Strem 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 Strem's priorities:

- **Health and Safety:** Promote a workplace safety culture, prevent occupational risks, and ensure safe infrastructure.
- **Well-being:** Encourage work-life balance and create an inclusive and motivating environment.
- **Recruitment and training:** Attract, train and retain talent by offering continuous professional development opportunities, notably through Strem 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. Customer satisfaction and quality**

Stroom integrates customer satisfaction and quality as drivers of sustainable performance. The Group is committed to offering reliable products and services that comply with regulatory requirements, relying on controlled processes and continuous improvement to foster long-lasting customer relationships.

## **3. Climate change**

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

- Mitigate its carbon footprint by improving the energy efficiency of its operations, adopting low-fossil technologies, and promoting modal shift from road to rail.
- Adapt to climate change impacts by making its infrastructure and operations more resilient to extreme weather events.

## **4. Water Resource Management**

Stroom is committed to responsible water management by:

- Reducing water consumption in its maintenance and construction workshops, for example by promoting reuse through closed-loop systems.
- Ensuring environmentally friendly treatment of wastewater.

## **5. Resource Use and Circular Economy**

As a key player in the railway sector, which has low greenhouse emissions, Stroom:

- Prioritizes sustainable and recyclable materials in construction, integrating eco-design and wagon maintenance.
- Promotes repair, reuse and recycling components to reduce waste.
- Actively contributes to increasing modal shift toward rail, supporting the sustainability objectives of the European Green Deal.

## **6. Waste Management**

Stroom deploys a strategy to minimize waste generation and ensuring responsible treatment in strict compliance with applicable environmental standards.



## 7. 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.

A handwritten signature in black ink, appearing to read 'EMMANUEL CHEREMETINSKI'.

Emmanuel Cheremetinski

CEO