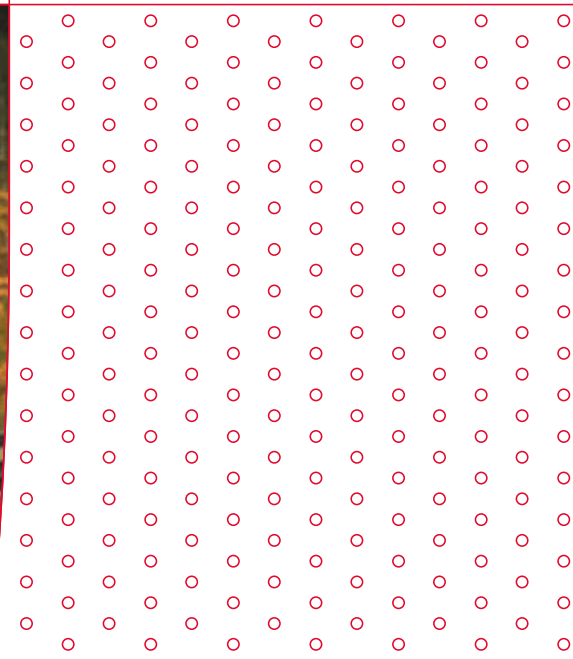


# STREEM

Enabling the future of freight



# 2025

## Sustainability report



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# 1. CEO FOREWORD

What should the future of freight look like? An energy and cost-efficient system, where intermodal transport is key: moving cargo efficiently is all about having the right means of transportation for each situation, with efficient and well-located terminals and hubs to switch from one to another.

With 130,000 railcars and tank containers, 10 workshops, 2 depots, and over 1,350 colleagues, and determined to keep investing, Stroom will be a major contributor to this future.

We remain steadfast in our ambitions, undeterred by macroeconomic and geopolitical uncertainties in Ukraine and the Middle East. We are not scaling back our Sustainability efforts or ambitions, which are fully aligned with the Group's values as outlined in this report.

We are proud to present the 2025 edition of our annual Sustainability Report, which details our environmental, social, and governance (ESG) performance. This new report will undoubtedly show again the scale of the work undertaken last year in this area.

2025 was a pivotal year for the launch of Industry 4.0 through digitalization: projects have been launched to create value with our partners: interfaces with transport production system of our customers, full digitized P2P (Purchase to Pay) with workshops, GPS and maintenance analysis to offer data driven maintenance solutions, fully supporting our ESG trajectory (KPIs, including the identification and monitoring of improvement plans in particular).

I would like to thank all our stakeholders for their support in the current environment: despite the challenges we are facing, they have expressed their willingness to keep working towards a smarter future.

Sincerely,



**Emmanuel Cheremetinski**

Stroom CEO

# 2.

## ABOUT STREAM



## 2. ABOUT STREAM

# STREAM

**ASSETS**  
127,000 managed



**RAILCARS**  
50,000



**TANK CONTAINERS**  
78,000



**WORLDWIDE**  
39 Locations & more than 40 nationalities



ISO 9001

ISO 14001

ECM



**MORE THAN**  
1,300 customers



**UTILISATION RATE**  
88%



**WORKSHOPS**  
10 in Europe



**MORE THAN**  
1,300 employees



**REVENUE**  
€584 m.

### GENDER SPLIT

75% | 25%



57%\* | 43%\*  
\*Workshops/depots excluded



**SCORE**



99 points:  
Top 5% of participants



**SILVER MEDAL\***


\*Railcar BU



VS



5X LESS GREENHOUSE GAS EMISSIONS FOR RAIL\*  
\*Source: Rail freight forward



# 3.

**GENERAL  
DISCLOSURES**

## 3. GENERAL DISCLOSURES [ESRS-2]

### 3.1 General basis for preparation of sustainability statements [BP-1]

---

This Sustainability report was prepared on a consolidated basis by the Safety, Risk and Synergies Department with the contribution of the Business Units and Corporate functions and submitted to the CEO and shareholders for approval.

Streem has reported the information for the period from January 1, 2025, to December 31, 2025, in reference to the Corporate Sustainable Reporting Directive (CSRD) in force before the Omnibus legislative package.

On 26 February 2025, the European Commission unveiled its Omnibus legislative package, a major initiative aimed at streamlining and simplifying sustainability reporting requirements for European companies. This Omnibus reform aims to amend three key European texts: the Corporate Sustainability Reporting Directive (CSRD), the Corporate Sustainability Due Diligence Directive (CSDDD) and the Taxonomy Regulation.

On 16 December 2025, after months of negotiations, the European Parliament finally adopted the revision of the rules on sustainability and due diligence for companies.

Despite the significant increase in thresholds: 1,000 employees (compared to 250 previously) and €450 million in turnover, Streem remains in the scope and will have to be compliant with the amended directive from 2028.

At the request of the European Commission, EFRAG (European Financial Reporting Advisory Group) has published in December 2025 its new version of the ESRS simplification project. The European Commission must adopt the delegated act officially revising the 12 current ESRS in 2026.

Streem has decided to wait for the official publication of the ESRS before updating its sustainability report accordingly.

The scope of consolidation is the same as for the financial statements.

The double materiality analysis carried out in 2024 covers the entire value chain, considering upstream and downstream activities as well as the Group's own operations.

Streem has not used the option to omit a specific piece of information corresponding to intellectual property, know-how, or results of innovation, or to exempt from disclosure impending development or matters in the course of negotiation.

### 3.2 Role of the administration, management and supervisory bodies [GOV-1]

---

#### 3.2.1 Corporate Management

---

##### ✓ GOVERNING BODIES

The Company is incorporated as a French “société par actions simplifiées” (simplified joint-stock company).

The Company is managed and represented by a President, appointed by the Supervisory Board, who is vested with the broadest powers to act on behalf of the Company in all circumstances, within the limits of the corporate purpose. Subject to the prior approval of the Supervisory Board, the President may appoint a Deputy Chief Executive Officer, whose duties are defined by the President and who may also be granted authority to represent the Company.

A Supervisory Board, whose members are appointed collectively by the shareholders for a renewable maximum three-year term, is responsible for exercising continuous oversight of the President's management of the Company and may carry out any reviews or verifications it considers necessary. In addition, the Supervisory Board's prior approval is required for the implementation of strategic decisions and for any matter or decision that may have a significant impact on the operations or development of the Company and its subsidiaries.

The Supervisory Board must consist of a minimum of five members, including:

- Two representatives of each controlling shareholder,
- The President

By joint decision of the controlling shareholders, and after consultation with the President, additional members with no business relationship with the Group may be appointed. In such cases, the Chair of the Supervisory Board shall be selected from among the independent members.

Following the death of the Chair of the Supervisory Board in July 2025, the role was temporarily assumed by a Board member selected from among the controlling shareholder representatives, pending the appointment by the controlling shareholders of a new independent Chair.



The current composition of the Board (four shareholders representatives, two independent members and the CEO) is available on the Group's website (<https://Streemgroup.com/our-organisation/>). 29% of the members are women.

In addition to the governing bodies above mentioned, the Board has also established six dedicated Specific Committees, responsible for providing recommendations to the Board.

- Investment Committee
- Audit & Risk Committee
- HR Committee
- Shareholder Committee
- ESG Committee
- Investor Committee

#### ✓ OPERATIONAL MANAGEMENT

Streem's activities are conducted through three business units (Ermewa, Inveho, and Streem Containers) supported by corporate functions (Finance, Legal, HR, Safety, ESG, Insurance, and IT).

Supported by the above Committees, the Supervisory Board examines and monitors the activity of the Management Committee (MC), which leads the business activities and consists of eight members:

- **Emmanuel Cheremetinski** Chief Executive Officer
- **Alexandre Moreau** Chief Financial Officer
- **Agathe Marie** Legal and Insurance Director
- **Stéphane Gavard** Safety, Risk and Impact Director
- **Caroline Tomkevitch** Human Resources Director
- **Peter Reinshagen** Managing Director Railcar Leasing (Ermewa)
- **Julien Mathiaud** Managing Director Railcar Maintenance and Engineering (Inveho)
- **Jan Roebken** Managing Director Tank Container Leasing (Streem Containers)

25% of the members are women.

Emmanuel Cheremetinski was appointed as CEO in October and Alexandre Moreau replaced Etienne Fallou as CFO.

### 3.3 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies [GOV-2]

#### › Role of the Audit & Risk Committee

The Audit & Risk Committee shall consist of the CEO, the Group CFO and one Supervisory Board Member representing each of the Sponsors (shareholders).

The meeting is also attended by the Observers, the Group Safety, Risk and Impact Director, the Group Compliance and Internal Control Manager, the Group HSE Manager, the Group Head of Safety and the Board Secretary.

Depending on the meeting agenda, the CEO or the Sponsors, with the prior agreement of the CEO, may invite participants to some of the meetings. Its role is to monitor, manage and oversee the impacts, risks and opportunities through the Group risk map. The targets are supervised through a KPI dashboard.

#### › Role of the ESG Committee

This Committee was incorporated into the Board's internal regulations in 2024.

The ESG Committee shall consist of the CEO, one person representing each of the Sponsors, and the Group Safety, Risk and Impact Director. It shall be also attended by the Group HSE Manager, and the Group Head of Safety.

Depending on the meeting agenda, the CEO or the Sponsors, with the prior agreement of the CEO, may invite other participants to some of the meetings. Its role is to discuss in detail the Group ESG roadmap. Action plans and measures implemented to manage the risks are discussed and validated

## 3. GENERAL DISCLOSURES [ESRS-2]

### › Role of the HR Committee

The HR Committee shall consist of the Chairman, the CEO, one Supervisory Board Member representing each of the Sponsors. The meeting is also attended by the Group HR Director.

Depending on the meeting agenda, the CEO or the Sponsors, with the prior agreement of the CEO, may invite other participants to some of the meetings.

The HR Committee shall periodically review and, where appropriate, make recommendations to the Board on the following issues:

- › Conditions of hiring or dismissal, remuneration, annual bonus plans, individual objectives, pension and provident schemes, benefits in kind and various pecuniary entitlements, relating to the CEO, the members of the Management Committee and the main executives of the Group
- › Succession plan
- › Conditions of the Group savings plan
- › HR policies and initiatives (satisfaction surveys, relations with employee representatives, salary increases, etc.)

Those Committees meet quarterly; critical concerns are discussed during Committee meetings if needed.

No critical concern was communicated in 2025.

### 3.4 Integration of sustainability-related performance in incentive schemes [GOV-3]

The Board decides on the allocation of the Directors' fees, paid to the Independent Board Members. The HR Committee issues recommendations to the board reviewing HR topics such as the conditions of hiring, remuneration, annual bonus plan, individual objectives, and benefits in kind relating to the President, the members of the Management Committee and the main executives of the Group. The HR Committee may also issue recommendations on HR policies and initiatives (Great Place To Work® satisfaction survey, salary increases, group values, etc.).

Senior executives' compensation packages include a fixed component, an annual bonus and a long-term incentive. The annual bonus and long-term incentive include CSR objectives, notably in terms of occupational safety and carbon footprint reduction.

At operational level, executive managers can monitor their HR budget, pay rise and bonus schemes, annual appraisal campaigns and team training through the HR IT system.

### 3.5 Statement on due diligence [GOV-4]

#### ✓ BUSINESS ASSURANCE

The purpose of the Business Assurance mission is to ensure the reliability of our decision-making and transactional processes, as well as the compliance of our business relationships with the regulations in force.

This mission includes, firstly, Internal Control, Internal Audit and Compliance.

#### Due Diligence Procedure

To comply with French anti-bribery law, in 2022 Stroom engaged a service provider to screen all third-party entities for corruption and ethics issues prior to entering any business relationship.

These checks must be performed on a regular basis during the relationship period. The objective is to secure our business through adequate screening of our business partners to reduce the risk of exposure to corruption practices or breaches of export control laws.

A procedure that covers all business units of the Group describes the mandatory steps when entering into a new business relationship and the periodic review process.

The application of the process is also linked to the main objectives of the company and the managers. Stroom has developed an Ethical Charter to promote diversity and respect while providing a framework to protect employees from discrimination and harassment.



✓ **STREEM AND SDGs**

**The United Nations Sustainable Development Goals**

Stroom supports all the 17 SDGs adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development which sets out a 15-year plan to achieve the Goals.

**SUSTAINABLE DEVELOPMENT GOALS**



However, based on its activities, Stroom contributes most to goals that will be developed in the Environment, Social and Governance chapters.

- 3 Good health and well-being
- 5 Gender equality
- 9 Industry, Innovation and infrastructure
- 12 Responsible consumption and production
- 13 Climate Action

✓ **UNITED NATIONS GLOBAL COMPACT INITIATIVE**

Since 2021, Stroom has supported the United Nation Global Compact initiative by contributing as a “Participant” (highest level of contribution for companies of Stroom’s size).

In a letter addressed to the Secretary General of the United Nations, Stroom’s CEO committed to respecting the ten principles of the UNGC initiative and making them part of our strategy.

TEN PRINCIPLES OF THE UN GLOBAL COMPACT	
HUMAN RIGHTS	<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>
LABOUR	<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p> <p><b>Principle 5:</b> the effective abolition of child labour; and</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>
ENVIRONMENT	<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>
ANTI-CORRUPTION	<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>

## 3. GENERAL DISCLOSURES [ESRS-2]

### 3.6 Risk management and internal controls over sustainability reporting [GOV-5]

---

The implementation of a Safety Management System (SMS) aims to achieve (1) the adoption of a common culture and the application of harmonised rules to achieve safety performance targets; and (2) the integration of human factors into decisions and the lessons learned process, which is key to managing risks and improving safety.

This approach involves knowledge of individual and collective behaviour, supported by training sessions for employees, dedicated to human factors and risk assessments.

The SMS guarantees the control of all the risks and potential or actual negative impacts associated with Group activities. It organises the supervision and control of risks to anticipate risks and safety (risk assessment) and to gather and classify events in relation to safety (traceability).

The Stroom risk map is based on a risk assessment procedure, the aim of which is to identify all the critical situations that can impact the integrity of the Group and bring them back to an acceptable level.

The risk assessment integrates all the risk activities of the organisation such as operational safety, finance, purchasing, Human Resources, IT, Health & Safety, Compliance, Environment.

The management level of each risk defines the improvement actions to implement. If the management level of a risk is assessed as weak, immediate action must be taken to reduce the risk to a medium level.

Internal controls are also put in place so as to follow up action plans closely. The sustainability matters considered as material in the double materiality analysis are part of the risk map.

The Management Committee members are part of the SMS Steering Committee, as well as coordinators from the three business units and corporate functions. The Steering Committee meets regularly to assess and validate the KPIs and undertake management evaluation of the risks monitored through risk mapping. Targets are also set for the following year.

Risk management is among the topics discussed within the Audit & Risk Committee, scheduled each quarter. The shareholders are regularly informed of changes to the risk map and actions undertaken.

### 3.7 Strategy, business model and value chain [SBM-1]

---

Stroom, headquartered in Levallois-Perret, is one of the leading global players in the freight railcar and tank container leasing industries. Founded in 1956 in Geneva (Switzerland), the Group now has 1,400 employees in 39 locations worldwide. 95% of the employees are based in Europe.

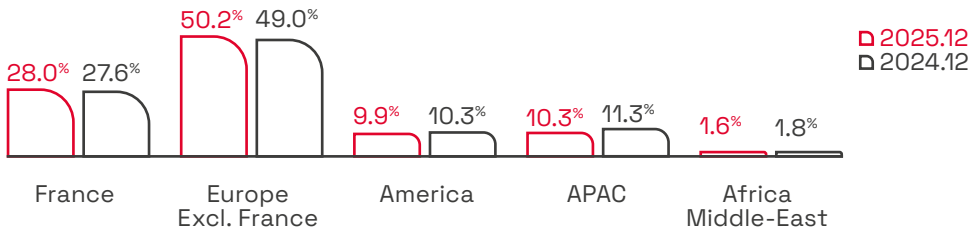
Stroom specialises in designing, optimising, financing and managing strategic assets for the global supply chain, offering customers safe, cost-efficient and environment-friendly asset solutions.

With operations throughout Europe for railcars (Ermewa, Inveho <https://Stroomgroup.com/railcars-workshops/>) and worldwide for tank containers (Eurotainer, Raffles Lease and Demi <https://Stroomgroup.com/tank-containers/>), Stroom offers local expertise to a world of customers from industries as diverse as steel, energy, chemical, construction, mining, agribusiness, foodstuffs, cosmetics, automotive, logistics & transportation. Stroom guarantees today's and tomorrow's low-carbon transport solutions by actively working to ensure the complete safety of people and goods.

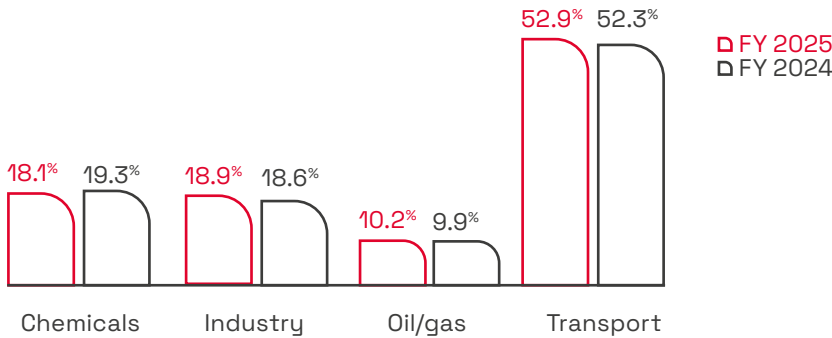
The Group generates more than 75% of its sales in Europe with a majority of customers in the transport sector (such as railway undertakings, forwarders).



✓ **Strem Group turnover by geographical area**



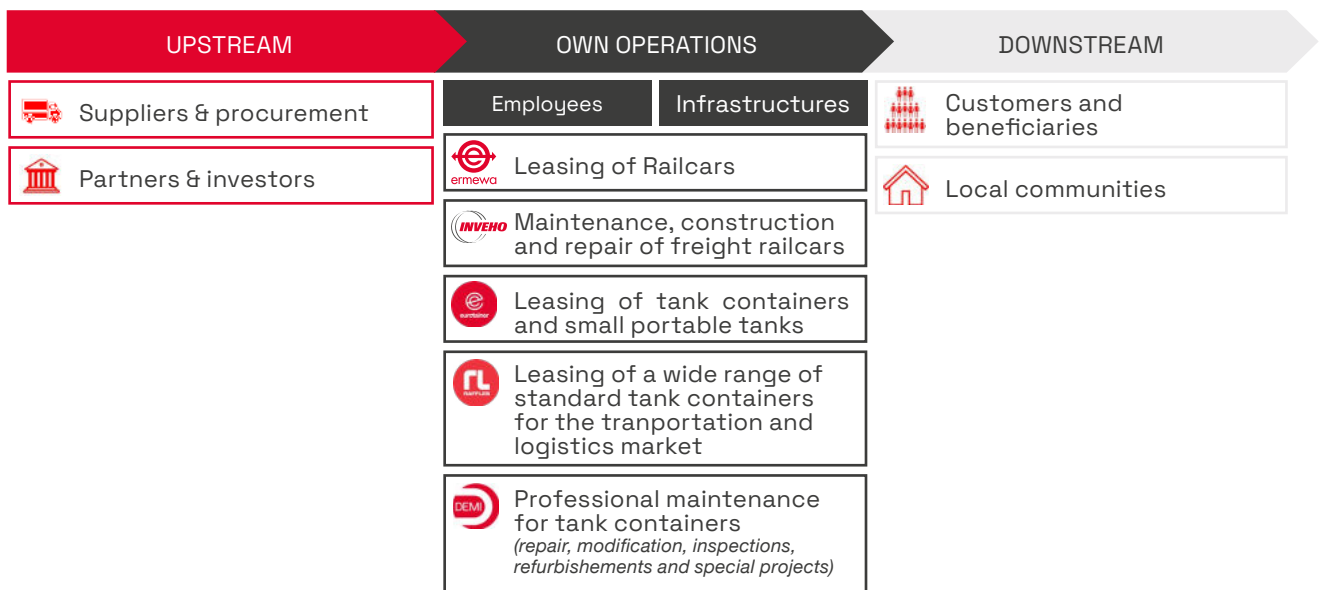
✓ **Strem Group turnover per customer types**



Strem is active in the transport of fossil fuels (coal, oil and gas), but this sector only accounts for 9.1% of Strem’s global revenue. These assets are excluded from the Turnover, CapEx and OpEx stated, according to the taxonomy regulation since they are not considered to be eligible.

✓ **VALUE CHAIN**

Strem’s value chain is represented below and considers upstream and downstream activities, as well as the Group’s own operations. The double materiality analysis is based on this value chain.



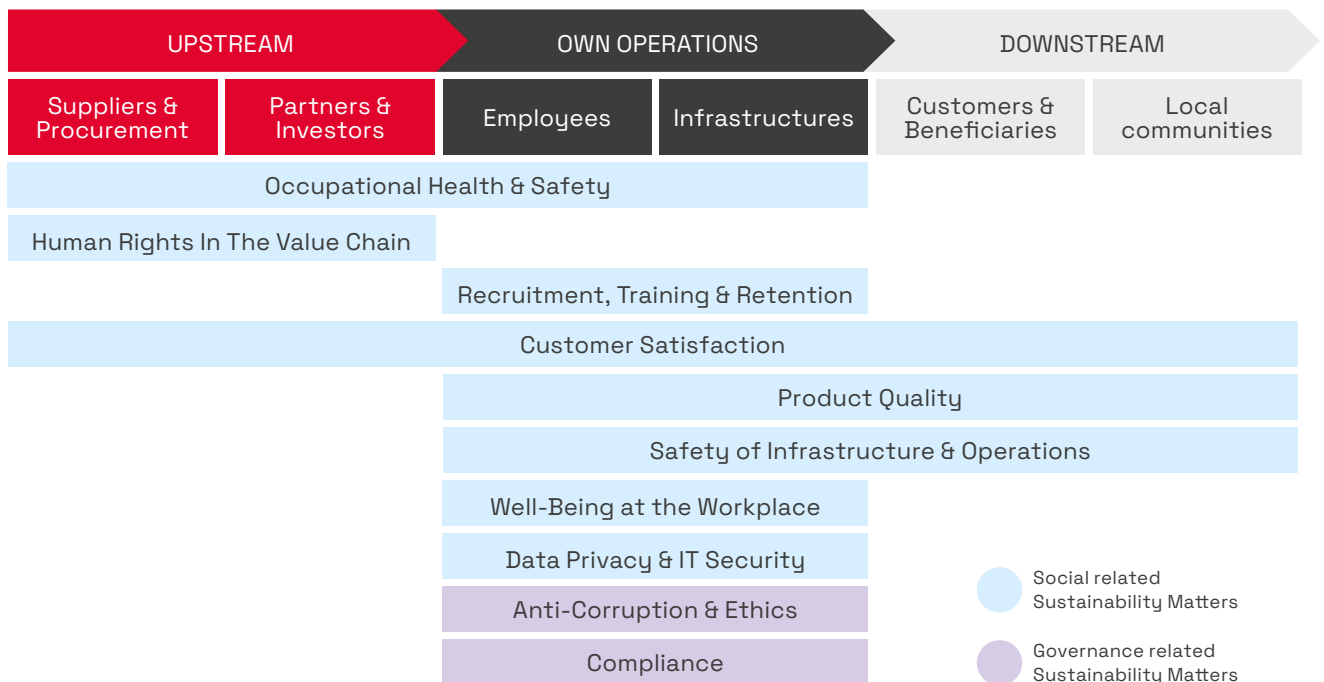
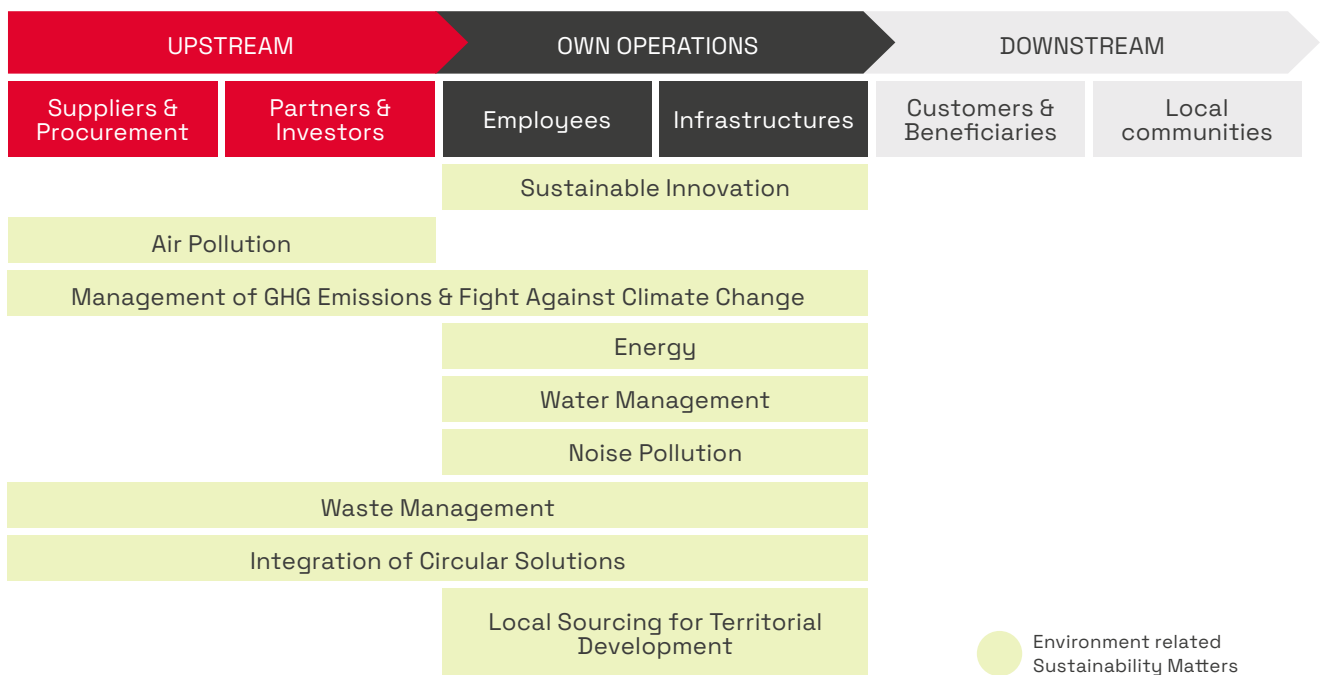
### 3. GENERAL DISCLOSURES [ESRS-2]

#### 3.8 Interests and views of stakeholders [SBM-2]

Our stakeholders (shareholders, investors, partners, customers, suppliers, and Stroom employees) express high expectations on ESG topics. Climate change, resilience, customer satisfaction, regulatory compliance and employee safety are some of the issues that require the implementation of a structured Group policy and dedicated resources.

#### 3.9 Material impacts, risks and opportunities and their interactions with our strategy and business model [SBM-3]

The graphics below show where in our business model, the impacts, risks and opportunities are concentrated in the value chain: upstream, own operations or downstream.





### 3.10 Description of process to identify and assess material impacts, risks and opportunities [IRO-1]

The European Corporate Sustainability Reporting Directive (CSRD) should have applied to Stroom from January 1, 2025 (Reporting published in 2026) but will be delayed for two years because of the Omnibus package. The CSRD aims to improve the availability of material sustainability information for investors and society, and to achieve the goals of the Green Deal.

Stroom has chosen to capitalise on the results obtained during the first materiality analysis carried out in 2022. As a reminder, during the single materiality analysis, Stroom chose to refer to two international standards, GRI and GRESB, when identifying sustainability matters. This has enabled us to compile a list of sustainability matters that are relevant to Stroom and this was then useful for the double materiality analysis carried out in 2024.

To ensure alignment with reporting requirements stated in the ESRS and comply with the intentions of the CSRD, a number of amendments have been made to ensure that these sustainability matters meet EFRAG's standards (ESRS). This was done by means of harmonising the 2022 sustainability challenges with the ESRS, enabling any discrepancies to be clearly identified and then remedied. The definitions, intended to be clear and succinct, were subsequently revised along these lines. Several rounds of discussions with the steering committee were necessary to ensure that each sustainability matter was properly understood and defined.

#### Objectives of stakeholder engagement

The double materiality analysis not only helps to reinforce Stroom's CSR strategy, but also to ensure full transparency as regards its commitments to internal and external stakeholders. To achieve this, it is essential to consult our internal and external stakeholders throughout the double materiality exercise. Indeed, stakeholder engagement is an important support in the identification of sustainability matters and their Impacts, Risks and Opportunities (IROs) based on the CSRD methodology.

#### Stroom's commitments

To complete the double materiality analysis, Stroom decided to capitalise on all the data collected in 2022. As this was the Group's first strategic year, many internal and external stakeholders were asked to share their views on the Group's CSR priorities through interviews or questionnaires.

The objective was to enable prioritisation of sustainability matters in terms of their expectations of the Group, without considering their current management of the sustainability matters (gross risk).

#### Identification of the IROs (Impacts, Risks & Opportunities)

The identification of IROs is based on various internal and external elements, to cover the entire value chain and ensure the relevance of each one. In order to identify the IROs of Stroom's sustainability challenges, several internal and external documents were consulted (Risk Map, Sustainability report, GRESB report, interviews, standards, and studies).

During the interviews with external (customers, investors, professional organisations, suppliers and contractors) and internal stakeholders, each participant was asked to react to the list of sustainability matters defined in the previous steps and to prioritise them according to their level of importance for the Stroom group.

Priority was assigned in the form of a ranking with a bottom five (the five lowest priority matters for Stroom) and a top ten (the ten most important sustainability matters on which Stroom must act as a priority).

The questionnaire sent to employees followed the same format, with a top ten and bottom five.

In addition, to assist each stakeholder in prioritising sustainability matters, a glossary with definitions of each sustainability matter was provided in advance in four different languages: French, English, German and Dutch.

### 3. GENERAL DISCLOSURES [ESRS-2]

#### Financial and impact materiality analysis

Impact analysis is an overview of the process of identifying, evaluating, prioritising, and monitoring the potential and actual impacts of the company on people and the environment, based on the company's due diligence process. Indeed, the impact analysis follows the guidelines of the UN Guiding Principles on Business and Human Rights (UNGPs) as adopted by the CSRD methodology, ensuring a process is followed that:

- › Focuses on specific activities, business relationships, geographical areas, or other factors that give rise to an increased risk of negative impacts.
- › Considers the impact with which the company is associated through its own activities or due to its business relationships.
- › Includes consultation with affected stakeholders to understand how they may be affected and with external experts.
- › Prioritises negative impacts based on their relative severity and likelihood and, where applicable, positive impacts based on their relative scale, scope, and likelihood, and determines the sustainability matters that are important for reporting purposes, including qualitative or quantitative thresholds and other criteria.

The process of identifying the level of significance or materiality of risks and opportunities differs from that adopted for impacts. The process aligns with the regulatory expectations of the CSRD and leverages internal risk methodologies at Stroom. It is crucial to adapt to the company's reality, its activities, and existing internal documents.

The initial questions were:

1. Identification of the risk or opportunity
2. Sustainability matter considered
3. Source that identified the risk or opportunity
4. Is the impact of the Risk/Opportunity related to the company's impact or not?
5. What is the risk factor?

To measure the significance of the risks and opportunities, Stroom followed a similar process to the one used to evaluate impacts, with two assessment criteria: likelihood of occurrence and magnitude of risks and opportunities.

The temporal aspect of each opportunity and risk was measured to determine the financial impact timeframe. A meeting with the steering committee was then organised to validate these results and ensure alignment with the company's reality and compliance with the CSRD methodology.

#### Results of the double materiality matrix

Double materiality refers to:

- Impact-based materiality: the company's significant negative or positive impact on the external economic, social and environmental environment.
- Financial-based materiality: external factors that can impact the company's financial performance.

When one of the impacts or risks or opportunities proves to be material through the double materiality analysis, the associated sustainability matter is directly material.



The graphic below shows our double materiality matrix:



Regarding impacts, risks and opportunities issued from Stroom's own operations, the actions implemented to respond to these effects will be developed within the next parts of the report dealing with Environment, Social or Governance.

The determination of the material information to be disclosed in relation to the impacts, risks and opportunities is described in section IRO1.



# 4.

## ENVIRONMENT



Stroom uses a digital tool to manage its non-financial indicators and related actions.

Stroom has implemented an ESG strategy to meet the needs of its stakeholders and comply with environmental, social, and governance regulations. This strategy is driven by policies, action plans, and objectives. To achieve this, the collection of reliable indicators and the monitoring of action plans is essential. Stroom has adopted a digital management tool for its key non-financial performance indicators, enabling it to meet stakeholder expectations.

## 4.1 Green Financing Committee

The **Green Financing Committee** comprises representatives from the finance department and the railcars business unit. This task force oversees the qualification of the Group’s investments in terms of “green” classification and makes the link with the ESG strategy and business developments: the Investment Committee meets once a month to discuss the Group’s new investments, as well as strategic developments (new markets, customers, etc.).

The **Green Financing Committee** annually reviews the composition of the Eligible Green Assets portfolio to provide an annual report. In addition, each of Stroom’s issuances have been certified by the Climate Bond Initiatives under the Low Carbon Transport Standard. Stroom has been a pioneer in this field, since it was the first railcar lessor to be certified under this standard. The eligibility criteria set out in the Green Financing Framework encompasses railcar assets that do not transport fossil fuel, petrochemicals, or coal.

As mentioned in last year’s report, this Committee is part of the larger Investment Committee, which meets once a month to discuss new investments by the Group, as well as strategic developments (new markets, customers, etc.). Stroom annually reports to its lenders on the gCO<sub>2</sub>/t-km of its eligible assets (scope 1 emissions of the assets in use) and must comply with the levels expected by the Climate Bond Initiative under the Low Carbon Transport Standard:

**As of June 2025, the average value was 14.4 GCO<sub>2</sub>/t-km. The eligible fleet was 41,930 assets (out of a total fleet of 51,400 assets) with a green Loan to Value of 66%.**

## 4.2 Taxonomy Regulation (EU) 2020/852 (Article 8)

In the context of the Green Financing Framework, Stroom started to work with Sustainalytics on its alignment with EU Taxonomy, which became the new European framework for the Green Deal, related to environmental subjects and mandatory for Stroom.

Sustainalytics has assessed each of the Framework’s eligible criteria “Railcars” (Activity 6.2 Freight rail transport) for green use of proceeds against the relevant criteria in the EU Taxonomy and has determined their alignment with each of the three sets of requirements of the Taxonomy.

Stroom EU taxonomy overview in 2025		Turnover		CapEx		OpEx	
Environmental objective	Economic activity	€m	%	€m	%	€m	%
<b>Total Turnover, CapEx, OpEx</b>		<b>584.2</b>		<b>513.0</b>		<b>233.2</b>	
<b>Taxonomy Eligible Activities</b>							
Climate change mitigation	6.2 Freight rail transport*	Amount of leasing		Amount of purchasing		Amount of maintenance	
<b>Eligible &amp; partially aligned</b>	6.2 Freight rail transport*	<b>287.6</b>	<b>49%</b>	<b>399.8</b>	<b>78%</b>	<b>101.1</b>	<b>43%</b>

\*Not dedicated to the transport of fossil fuels

## 4. ENVIRONMENT

Streem has another eligible activity: solar photovoltaic technology which is aligned with the DNSH criteria related to Adaptation, circular economy and biodiversity. The % of Turnover, CapEx and OpEx of this activity is insignificant and is not detailed in the overview.

Climate change mitigation was selected as the most significant environmental objective for Streem.

The eligible activities were therefore only assessed under this objective.

- **Technical Screening Criteria (“TSC”)**: the economic activities above were assessed and are aligned with the applicable TSC of the EU Taxonomy.
- **Do No Significant Harm Criteria (“DNSH”)**: freight rail transport activity is partially aligned with the applicable DNSH criteria, since it is partially aligned with the DNSH criteria relating to Adaptation and aligned with the DNSH criteria related to Circular Economy. Streem aims to work on its climate adaptation strategy, in line with the TCFD recommendations.
- **Minimum Safeguards**: based on a consideration of the policies and management systems applicable to framework criteria, as well as the regulatory context in which financing will occur, Sustainability is of the opinion that the EU Taxonomy’s Minimum Safeguards requirements will be met.

Indeed, Streem has implemented a number of policies and procedures to ensure that human and labour rights are respected, and to prevent bribery and corruption.

For instance, Streem has developed an Ethical Charter to promote diversity and respect while providing a framework to protect employees from discrimination and harassment. It has also implemented a “Whistleblowing guide” for employees. Streem also put in place a Third-party Code of Conduct to ensure compliance with applicable laws and standards on health and safety, anti-bribery, anti-corruption, and labour rights throughout the supply chain.

Furthermore, Streem is incorporated and has most of its business operations in France, a member country of the OECD that complies with major international human and labour rights standards, such as the Universal Declaration of Human Rights and the International Labour Organization Declaration.

Streem observes French legislation, under which it is a criminal offence for companies to engage in activities that breach people’s rights and equality laws, and that provides a legal framework to tackle corruption and promote transparency.

Streem also follows the OECD Guidelines on Multinational Enterprises and is a signatory of the United Nations Global Compact.

Since early 2021, Streem has been a member of the Nasdaq Sustainable Bond Network. This platform allows investors to screen for issuers that contribute to mitigating climate change.

### 4.3 Climate change [ESRS-E1]

SUSTAINABILITY MATTER	IRO TYPE	DESCRIPTION
Management of Greenhouse Gas (GHG) Emissions & Fight Against Climate Change	Negative impact	Deterioration of working conditions linked to extreme heat and potential floods that could lead to some inactivity. Intensive GHG emissions from steel production, primarily carbon dioxide and methane and onsite fuel combustion.
	Positive impact	Increased demand for transportation of low-carbon products and modal shift of freight from road to rail.
Sustainable innovation	Positive impact	Developing sustainable innovative products which have a prolonged lifespan can increase the competitive advantage of the Group, assuring a relevant position in the market.

#### 4.3.1 Transition plan for climate change mitigation [E1-1]

Please refer to section 4.3.4 of the report.



### 4.3.2 Policies related to climate change mitigation and adaptation [E1-2]

Stroom adopted a sustainability policy in which we detail our objectives:

- Reduction of our environmental impact
- Creation of a positive social and environmental impact
- Ensuring sustainable and shared economic prosperity

The policy is publicly available on the Stroom Group website:

[https://stroomgroup.com/wp-content/uploads/2026/03/stroom\\_group\\_sustainability-policyv1.pdf](https://stroomgroup.com/wp-content/uploads/2026/03/stroom_group_sustainability-policyv1.pdf)

#### Stroom contributes to the following Sustainable Development Goals



Stroom supports the development of new infrastructure and its use, promoting the shift towards intermodal and rail-based logistics and transportation flows.



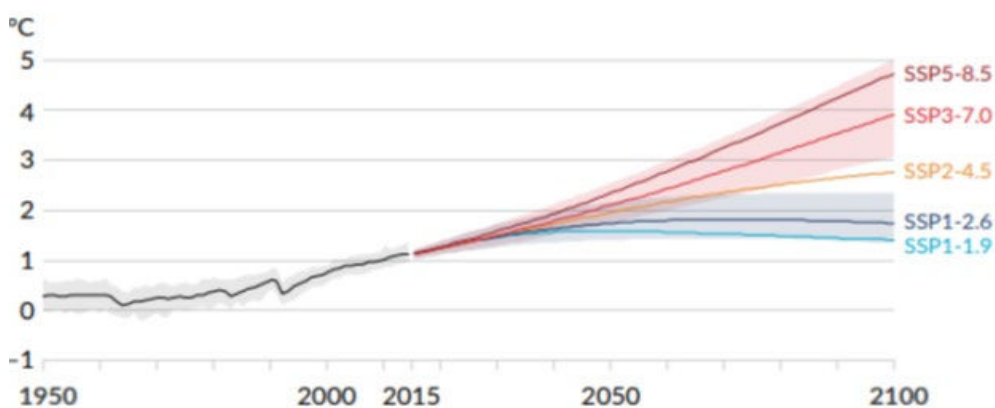
Through its investments, Stroom contributes to the global reduction of GHG emissions, allowing its customers to use safer, less energy intensive and more reliable assets for transporting their goods. It also supports the development of new infrastructures and their use, promoting the shift towards international and rail-based logistics and transportation flows.

### 4.3.3 Actions and resources in relation to climate change policies [E1-3]

Stroom has adopted the IFRS S2 – Climate-related Disclosures (ISSB) framework (former TCFD) to assess and address climate-related risks and opportunities.

As part of the climate change adaptation, a physical climate assessment was implemented for all the workshops and depots between 2023 and 2024.

For each of the sites assessed, a baseline hazard level has been raised under a high-emission scenario of climate change (i.e. SSP5-8.5) by 2030 and 2050 (the most pessimistic one).



SSP5-8.5, a high emission scenario, which follows a “business as usual” trajectory, assuming no additional climate policy and seeing CO<sub>2</sub> emissions triple by 2100. Best-estimate temperature by 2100: 4.4 °C.

Nine climate changes hazards have been screened; the principal events that have the potential to impact Stroom’s facilities are mainly related to extreme temperatures (extreme heat and extreme cold), flooding (river flooding) and coastal erosion.

Following this screening, the next step was to commission a dedicated third-party expert to assess on-site the risks (vulnerability) to climate change of a workshop in 2024: Inveho FWN and a depot in 2025: DEMI NL.

## 4. ENVIRONMENT

This depot is projected to experience the highest level of risks associated with physical climate events.

The aim of this assessment is to identify potential vulnerabilities linked to current and future climate conditions and develop adaptation scenarios to strengthen its resilience. Three main hazards have been identified for this site: flood, extreme rainfall flooding, extreme temperatures & thermal comfort. For future forecasts, the medium-term horizon of 2050 has been selected using the SSP5-8.5 scenarios, which is the “business as usual” scenario in the latest IPCC report (Intergovernmental Panel on Climate Change).

The only level of exposure qualified as “moderate” is precipitation & heavy precipitation, for both the current period and the medium term (2050).

The level of exposure associated with flooding is qualified as very low for both the current period and the medium term (2050). The DEMI NL site is in the south of Rotterdam. The site lies behind the main dike system protecting the island, at an elevation slightly above sea level, which provides structural protection against river and coastal flooding.

The level of exposure associated with extreme temperature & thermal comfort is qualified as very low in the current period and moderate in the medium term (2050). Various actions with estimated costs, timeframe for implementation and impact are proposed after on-site inspections to protect our employees, facilities and so on, our customers (i.e. actual physical resilience vs the future).

The cost of inaction versus adaptation strategies implementation was also assessed. Stroom plans to perform the same type of assessment for the workshops with a high level of exposure.

### Concrete actions implemented

As part of the climate change mitigation, the group implemented the following actions:

- **Increasing the number of solar panels**

As part of major expansion work, DEMI NL has installed solar panels.



Solar panels are also installed at Inveho facilities.

Inveho Germany is participating in the energy efficiency and climate protection network and is thereby contributing to the achievement of the climate and energy policy goals of the Federal Republic of Germany.

The network has set itself a goal of saving 1000MWh/year of final energy through energy efficiency and climate protection measures from 10.2024 to 12.2026.

The Federal Government acknowledges Inveho’s commitment within the network initiative through this certificate.



Bundesministerium für Wirtschaft und Klimaschutz

Bundesministerium für Umwelt, Naturschutz, nukleare Sicherheit und Verbraucherschutz



Initiative Energieeffizienz- und Klimaschutz-Netzwerke

# URKUNDE

## Initiative Energieeffizienz- und Klimaschutz-Netzwerke

### INVEHO Deutschland GmbH

nimmt an dem Energieeffizienz- und Klimaschutz-Netzwerk

### Energieeffizienz- und Klimaschutz-Netzwerk Havelland-Fläming 3.0

teil und leistet dadurch einen Beitrag zur Erreichung der klima- und energiepolitischen Ziele der Bundesrepublik Deutschland.

Das Netzwerk hat sich zum Ziel gesetzt, vom 10.2024 bis 12.2026 durch Energieeffizienz- und Klimaschutzmaßnahmen 1000 MWh/a Endenergie einzusparen.

Die Bundesregierung würdigt das Engagement des Unternehmens im Rahmen der Netzwerkinitiative und wünscht viel Erfolg für die weitere Arbeit.

Berlin, den 10.01.2025

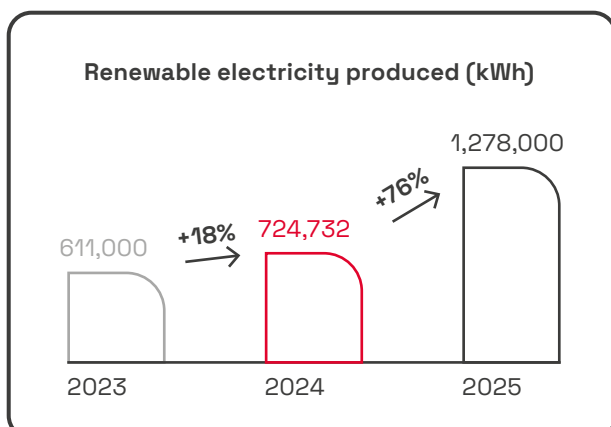
Dr. Robert Habeck  
Bundesminister für Wirtschaft und Klimaschutz

Steffi Lemke  
Bundesministerin für Umwelt, Naturschutz, nukleare Sicherheit und Verbraucherschutz

Die Initiative Energieeffizienz- und Klimaschutz-Netzwerke unterstützt



The area dedicated to solar panels is now over 8,700m<sup>2</sup>.  
Renewable energy produced significantly increased between 2024 and 2025.



This represents a reduction of around 300 tCO<sub>2</sub>eq at group level. Almost 50% of this renewable energy is reinjected into the grid (i.e. Pillar B).

## 4. ENVIRONMENT

- **New heating system generated by solar panels**

As part of its expansion and renovation project, DEMI NL installed underfloor heating systems in its workshops. Each workshop is now equipped with electrically powered underfloor heating supplied by energy generated by solar panels, eliminating the use of gas for heating.

In addition, the system can be reversed to provide cooling during summer heatwaves by circulating cold water through the same floor tubing. This ensures a stable and comfortable indoor temperature year-round, significantly improving working conditions for technical staff while reducing the site's overall carbon footprint.



- **Boiler Fuel Conversion – From Fuel Oil to Gas**

At Inveho UAB, the boiler fuel system was converted from fuel oil to gas. This transformation involved installing a gas burner and two new propane tanks with a capacity of 5 tonnes each.

The conversion reduced total fuel oil consumption from 40,000 litres in 2024 to 31,500 litres in 2025, contributing to lower energy use and a reduced environmental footprint. This action represents a step toward decreasing greenhouse gas emissions associated with our industrial operations.



- **Compressor replacement**

Compressors are among the most electricity-intensive equipment on site. In 2025, three aging compressors were replaced in Inveho UAB with more energy-efficient models.

Measured impact: Electricity consumption dropped from 762,046 kWh (2024) to 590,910 kWh (2025) representing a reduction of 22.5%.





- **Internal Coating Installation in Tank Wagons**

The installation of internal coatings in tanks (water, fuel, chemical products, etc.) is a technical operation aimed at:

- Ensuring watertightness
- Protecting against corrosion
- Extending structural service life

In 2025, Inveho UAB applied polymer coatings to 25 DCE (dichloroethane) wagons. The operation was subcontracted before and carried out by an external company.

Beyond technical performance, this activity contributes to extending asset lifespan and preventing leaks or structural degradation, thereby reducing environmental risks. This project also represents a skills development milestone for the workshop teams, strengthening internal technical expertise.

- **Transport of palletised goods**

During the Transport Logistic in Munich, Ermewa unveiled to the public the demonstrator of its future wagon designed for transporting palletised goods.

With better operations and management, faster and easier loading and unloading, more payload capacity per train – the newly designed flat-covered railcar is revolutionary in the transport of palletised goods by rail.

A significant new feature in the design of this railcar is the fixation of the tarpaulin on a central bar along its length, rather than on transverse arches as previously. This design change allows the tarpaulin to be opened fully automatically on one side or on both sides and remotely controlled via an application on a tablet/smartphone. It will be equipped with state-of-the-art IoT devices that transmit crucial information to customers, enhancing the overall efficiency and reliability of freight operations. In addition to its data transmission capabilities, the wagon will have complete energy autonomy for managing its on-board systems.

Ermewa is working on the design of two types of railcars. The first is a short-coupled two-axle railcar for transporting lightweight pallets with an objective of 27 tons for the tare weight, for 56 pallets. The two platforms of the railcar are connected by a drawbar that shortens the distance between them and thus increases the loading capacity. For the transport of heavy pallets, such as electric batteries, a version with a classic platform bogie will be available with an objective of 25 tons for the tare weight, for 46 pallets.

*The “Pallet” wagon project was funded by the French State as part of France 2030 operated by ADEME*

Funded by



## 4. ENVIRONMENT

- **Transport of hydrogen**

Stroom Containers Business Unit is proud to be at the forefront of advanced sustainable energy solutions. Over the past few years, the Business Unit has built expertise in the development and maintenance of tank containers specifically designed to transport and store hydrogen. As the world shifts toward cleaner, greener energy sources, the demand for green hydrogen has been steadily increasing.

In 2016, 175 countries came together to sign the Paris Agreement, committing to reducing the effects of climate change and investing in low-carbon energy solutions. To meet these goals, industries around the world are embracing new technologies and adopting strategies to reduce their carbon footprints, both in manufacturing and transportation. Green hydrogen is emerging as a key component of this global transition.

Stroom, by means of its leader in tank container leasing, Eurotainer, is contributing to this global shift.

This type of equipment is considered as very high-end design in our industry, given the pressure of the gas inside the cylinders. Eurotainer being recognized as the leader in special tank leasing industry, has developed a large offer over time. The demand is now much stronger than it used to be. The number of deals signed by Eurotainer or in its pipeline has been increasing significantly in 2025. We can see demand in multiple sectors, replacing the use of fossil fuels by green hydrogen, whether as a main source of energy or spare inventory. A few dozen tanks are now under contracts, carrying green hydrogen, with a direct impact on the decarbonation of the European economy.



- **Ultralight swap bodies**

On the European mainland, most liquid cargo still travels by road. To speed up the modal shift, Raffles has designed a tank container with multiple benefits: the Swap Body 35,000L Lightweight.

This innovation is the direct result of a customer's need. Developed through close collaboration between engineering and sales team, the light-weight Swap Body can be transported by both road and rail. Its ultralight structure, combined with a higher payload than conventional containers, makes all the difference.

The new container also offers improved ergonomics and operational safety, with features such as ground-level valve control systems.





- **Digital Automatic Coupling (DAC)**

Digital Automatic Coupling automatically connects freight railcars, as well as their power, data, and compressed air lines, without the need for strenuous physical work. It will open the door to a system of rail freight transport that is fully automated and digitised.



DAC is a key enabler for achieving the ambitious objectives set out in the EU Green Deal, particularly carbon neutrality and a significant modal shift towards rail. By increasing efficiency, reliability, and transparency in rail freight operations, DAC supports a more sustainable and competitive logistics system in Europe.

Ermewa, associated within the UIP, actively contributes to major European DAC initiatives and sector platforms. These include Europe's Rail activities such as the Flagship Project "Trans4m-R", the European DAC Delivery Programme (EDDP), the testing platform "DAC4EU" and other industry working groups bringing together railway undertakings, wagon keepers, system integrators, coupler manufacturers and shippers. These collaborative platforms address key topics ranging from functional requirements and system architecture to authorization frameworks, technical specifications, testing strategies, funding concepts, and migration planning.

In parallel, Ermewa is actively engaged in DAC-rail, a dedicated platform for collecting and structuring freight wagon data in preparation for the future DAC migration. By contributing fleet data and technical assessments, Ermewa supports the development of a realistic European migration strategy and ensures that its fleet is progressively prepared for DAC retrofitting under future deployment scenarios.

In 2026 and early 2027, pilot trains will be prepared and deployed across Europe. These operational pilots are a crucial step to demonstrate the added value of DAC under real traffic conditions, confirming its contribution to efficiency, reliability and automation in daily railway operations. At the same time, these pilot activities will generate essential data and practical insights to support the definition of a realistic and scalable European migration strategy.

The large-scale European migration towards DAC is currently envisaged from 2029 onwards, subject to political decisions and funding mechanisms. This transformation will represent a major effort for the entire rail freight sector. Ermewa remains committed to actively supporting this transition through technical expertise, data-driven fleet preparation, and close collaboration with all sector stakeholders.

- **Company cars**

Eligible employees must now opt for an electric or hybrid engine. The company car policy has been in force since 2023.

50% of the fleet consists of hybrid or electric vehicles, we have seen a 7% reduction in CO<sub>2</sub> emissions from our vehicle fleet.

The workshops have also installed wall-mounted charging stations for company vehicles and employees' vehicles.

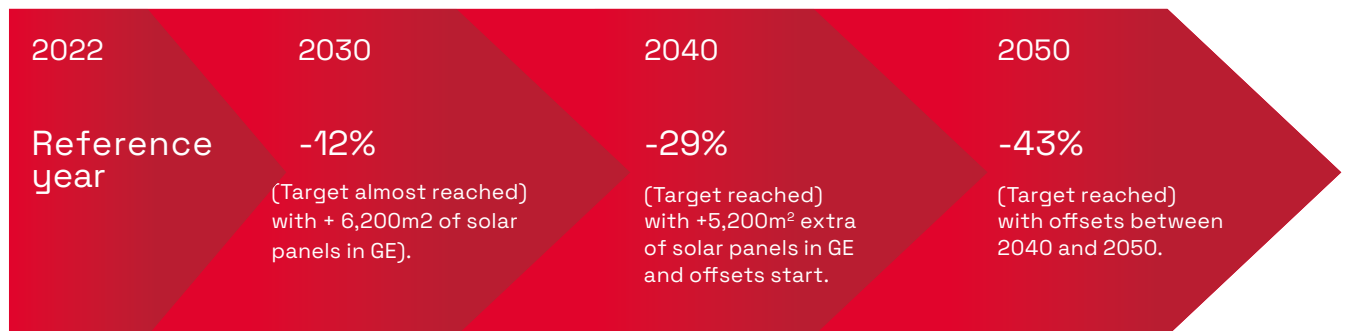
## 4. ENVIRONMENT



### 4.3.4 Targets related to climate change mitigation and adaptation [E1-4]

Stroom defined a trajectory for Scope 1 & 2 based on the following three pillars:

- Pillar A: Seek green energy, fuel consumption reduction, better use of natural gas, and development of solar panels.
- Pillar B: Install additional solar panels to reinject green energy into the national grid.
- Pillar C: Seek supplier offsets, including the promotion of biodiversity.

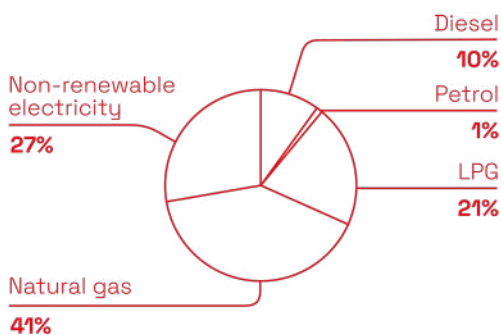


100% of our industrial facilities were screened for physical risks according to climate related scenario analysis prepared in line with IFRS S2 (ISSB), consistent with the former TCFD framework.

For the workshops in which the vulnerability audit took place, the target is to reduce the vulnerability risk from high to moderate in the short term and from moderate to low over the medium term.

### 4.3.5 Energy consumption and mix [E1-5]

Gas (LPG, butane, propane, natural gas) accounts for 62% (versus 67% in 2024) of our energy consumption; it is mainly used for heating and paint booths in workshops.





### 4.3.6 Gross Scopes 1, 2, 3 and Total GHG emissions [E1-6]

#### › Stream Carbon Footprint in 2025 – Scope 1 & 2

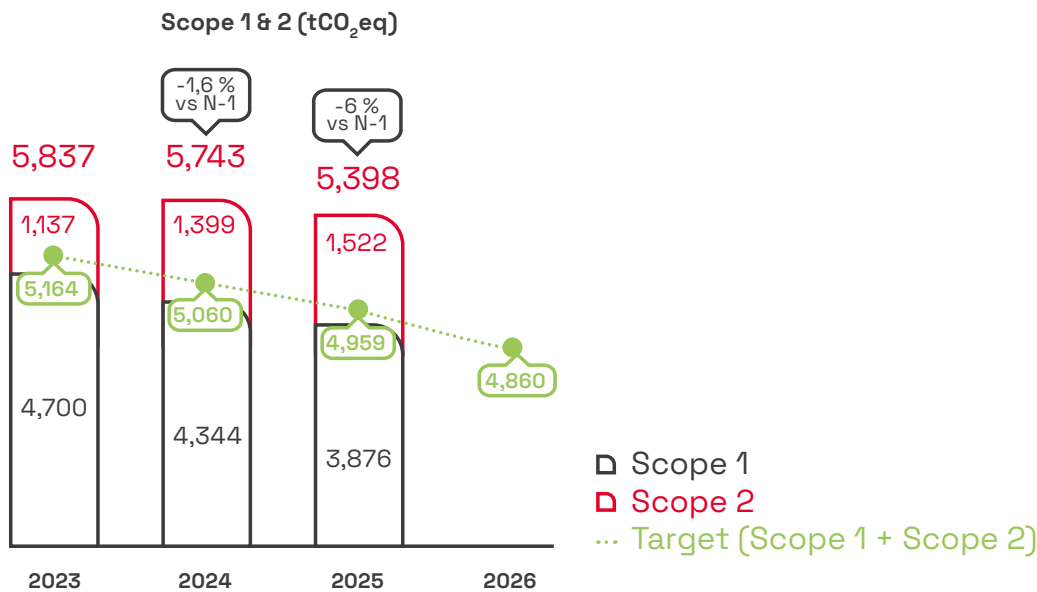
The 2024 “carbon footprint” diagnosis for Scope 1 & 2 is our reference data (calculated according GHG protocol). Stream asked SGS, an external consultant, to reasonably verify and assert 2024 GHG emissions at the corporate level of Stream Group in order to meet the criteria required by the Carbon Disclosure Project and GRESB.

The verification activities were performed on direct and indirect emissions methodologies and data on:

- Scope 1 (direct emissions): stationary combustion emission, mobile combustion emission and other direct emission.
- Scope 2 (indirect emissions): location-based approach

Stream considers that the data of Scope 1 & 2 in 2024 are more reliable than the previous years and will rely on this year as the reference year.

	2023	2024	2025			Scope 1	2.3%
<b>Scope 1</b>	4,700	4,344	3,876	<b>Vs 2024</b>	<b>2025</b>	Scope 2	0.9%
<b>Scope 2</b>	1,137	1,399	1,522	<b>-6.0%</b>		Scope 3	96.8%
<b>Scope 1 &amp; 2</b>	5,837	5,743	5,398				
<b>Scope 3</b>	250,906	201,932	161,952				
<b>Scope 1 &amp; 2 &amp; 3</b>	256,743	207,675	167,350				

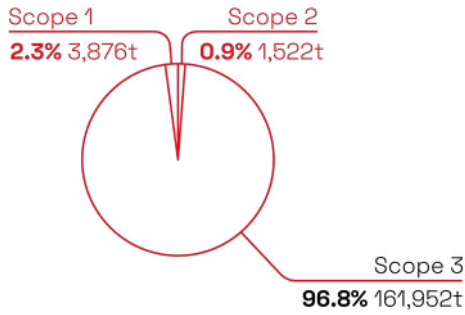


The decrease in Scope 1 is mainly due to lower natural gas consumption in Inveho UFO in France & FWN in Germany but also stopping natural gas use in DEMI NL.

Regarding Scope 2, the activity of our new depot DEMI US inaugurated in 2024 and with full activity in 2025, increased electricity consumption.

## 4. ENVIRONMENT

### > Stream Carbon Footprint in 2025



Scope 3 accounts for 96.8% of our carbon emissions and represents the equivalent of a town of around 30,000 European residents. 90% of scope 3 comes from the manufacturing of our assets (railcars, tank containers made with steel).

No target has been defined as the uncertainty is +/- 50% due to the emission factors themselves.

Stream focuses on emissions issued from its own operations and on which a lever is possible: Scope 1 & 2.

## 4.4 Water and marine resources [ESRS-E3]

### 4.4.1 Policies related to water and marine resources [E3-1]

The policy is available in section 4.3.2.

### 4.4.2 Actions and resources related to water and marine resources [E3-2]

### 4.4.3 Targets related to water and marine resources [E3-3]

Stream does not monitor any targets related to water and marine resources. Marine resources are not applicable to Stream activities.

Stream does not consider water consumption as a KPI but rather a surveillance indicator.

Indeed, it is related to the type of service to be provided (number of tanks to be cleaned according to customers maintenance programme).

### 4.4.4 Water consumption [E3-4]

Third-party water consumption decreased in 2025 to 32.21MI (or 32,213m<sup>3</sup>) versus 39.22MI the year before.

## 4.5 Resource use and circular economy [ESRS-E5]

SUSTAINABILITY MATTER	IRO TYPE	DESCRIPTION
Integration of Circular Solutions	Positive impact	(Positive) Investing in the development of an innovative and sustainable portfolio can decrease the extraction of raw materials in the long-term since it will prolong the life of products.
		Increase attractiveness for customers
Waste Management	Negative impact	Significant quantities of hazardous wastes, like electric arc furnace dust containing heavy metal can have a significant environmental and human health impact (steel production and industrial activities)
		If water not properly treated before withdrawal, risk of pollution that could bring health issues to communities and biodiversity and ecosystems.

### 4.5.1 Policies related to resource use and the circular economy [E5-1]

The policy is available in section 4.3.2.



## 4.5.2 Actions and resources related to resource use and the circular economy [E5-2]



Stream is at the heart of the circular economy. From wagons to containers and spare parts, the Group prepares an annual recycling plan and selects sustainable recycling centres which allow raw materials to be re-integrated into the value chain.

The circular economy is in the Group's DNA.

Ermewa is an example of a successful circular economy: 95 to 99% of the components of our wagons are recyclable.

Our four pillars are:

- Design: our experts work with our manufacturers to design sustainable wagons.
- Maintain: over 58,000 yearly maintenance operations to ensure the availability and reliability of the fleet.
- Refurbish: Over 1,100 wagons each year, extending their life by at least ten years.
- Recycle: Over 1,300 wagons every year to recover high quality parts and materials.

To recover waste from the scrap metal, including waste rock (tarpaulins and wooden floors), Ermewa has initiated partnerships with recyclers. Waste rock describes the part of the wagon that is usually not reused; the metals are systematically recovered.

The tarpaulins are transformed into bags whilst the wooden floors are turned into meeting tables, brewery furniture or even garden furniture.

(the circular economy is in our DNA since our origins in 1956)

"This commitment is based on 4 pillars"

**1 DESIGN**

In collaboration with European manufacturers and our customers, our experts anticipate and analyse market needs to develop innovative, efficient, and sustainable wagons

- Enhance safety
- Reduce carbon impact
- Digitalising equipment
- Increasing the payload

**2 MAINTAIN**

ECM (Entity in Charge of Maintenance) certified company, we provide regulatory maintenance, repairs and overhauls of equipment throughout Europe

- European network of certified workshops
- Mobile and on-site customer maintenance
- Reduction of Turn Around Time (TAT)
- Optimisation of equipment availability

**3 REUSE & REFURBISH**

Our technical teams work on continuous improvement to adapt our wagons to the needs and expectations of the market

- Refurbish
- Transform
- Modernise
- Digitize

**4 RECYCLE**

Wagons are recycled according to their technical and/or commercial obsolescence. Materials with high added value (steel, wood, tarpaulin) are recovered for a second life

- Recycling of steel 98% of the time
- Aftermarket (recovery of axles and spare parts)
- Reconditioning of "waste products" (wood, tarpaulin)

1 Corporate presentation 2024

- **New lease of life for 25 wagons thanks to a partnership Ermewa/Inveho**

The project began in late 2024, when a need arose for wagons to transport equipment for the construction of a new metro. With no local leasing options available in Africa, the choice was between purchasing new rolling stock or reusing existing wagons. Reuse was selected as the more environmentally friendly and practical solution for a three-year project starting in early 2026.

Twenty-five ballast and flat wagons were identified by Ermewa's teams and sent to workshops in France for refurbishment after nearly 50 years of service. From April 2025, teams worked against tight deadlines to carry out extensive maintenance, including frame inspections, brake replacements, and full wheelset overhauls, ensuring the wagons met the highest safety and reliability standards. The wagons were also repainted in their new livery, marking a fresh chapter in their lifespan.

Beyond operational synergies, the project represents an opportunity to build a long-term partnership with a growing international player and to strengthen presence in Africa, a fast-developing rail market.

## 4. ENVIRONMENT



### Environmental Assessment of the Workshops BU: ISO 14001



All Inveho workshops are certified according to ISO 14001:2015.

ISO 14001:2015 is an internationally agreed standard that sets out the requirements for an environmental management system. It helps organisations improve their environmental performance through more efficient use of resources and waste reduction.

The annual audit is carried out as a combined audit together with ISO 9001:2015 and Regulation (EU) 2019/779 ECM.

### DEMI recognized by Together for Sustainability (TfS)



This international initiative, led by the chemical industry customers, assesses each company's performance on key Environmental, Social and Governance (ESG) criteria, including environmental management, health & safety, labor and human rights. DEMI's Houston facility achieved a 100% score demonstrating a strong commitment to responsible, transparent, and sustainable operations.

#### 4.5.3 Targets related to resource use and the circular economy [E5-3]

The target was to recycle 1,435 railcars and 1,710 tank containers in 2025.

Ermewa recycled 1,346 railcars and Eurotainer/Raffles recycled 731 tank containers. The target was too ambitious and not achievable for the tank containers.

#### 4.5.4 Resource inflows [E5-4]

Stroom does not use critical raw materials or rare earth elements to manufacture its railcars or tank containers.

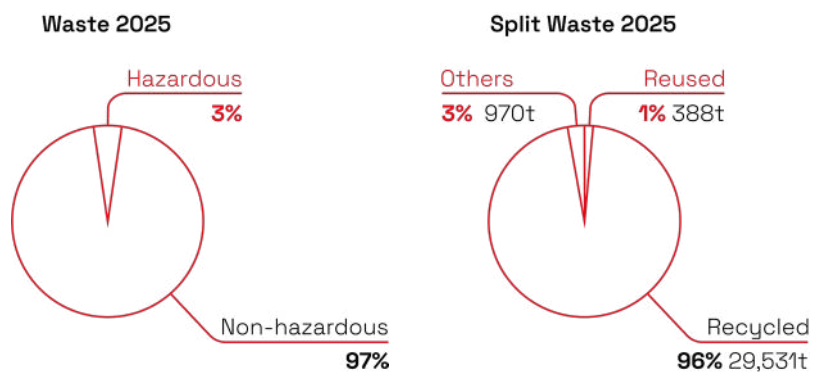
In 2025, Stroom purchased over 3,000 wagons and 600 tank containers for a total of 63,000 tons of steel which will be recyclable at the end of their lifecycle.



#### 4.5.5 Resource outflows [E5-5]

Only 3% of total waste is hazardous waste, which is a good overall performance.

Hazardous waste is thus addressed through our ISO 14001 workshops, which secure the process and then the final destination in accordance with European regulations.



The average recycling rate in Europe is 61,4%\*

(\* Source: <https://www.europarl.europa.eu/topics/fr/article/20180328ST000751/gestion-des-dechets-dans-l-ue-faits-et-chiffres-infographie>)

No radioactive waste produced

1,346 railcars were recycled in 2025 for a total of 25,145t.

731 tank containers were recycled for a total of 4,386t.



# 5.

SOCIAL



## 5.1 Own workforce [ESRS-S1]

This standard covers Strem employees, contractors, and temporary employees.

### 5.1.1 Material impacts, risks and opportunities and their interaction with our strategy and business model [S1-SBM3]

Four sustainability matters are linked to this ESRS: Occupational health & safety (impact and risks), Safety of infrastructure and operation (impact), Well-being in the workplace (impact) and Recruitment, Training and Retention (risks).

Safety is Strem’s priority and part of the value of the Group. This safety culture is reflected in all our actions and decisions (equipment, investment, and maintenance) to protect our employees, our customers, and our environment.

Humanity in the workplace is also a pillar; Strem recognises and respects the work of everyone, showing kindness and transparency to enable everyone to develop professionally.

### 5.1.2 Policies related to own workforce [S1-1]

The policy is available in section 4.3.2.

Strem contributes to the following Sustainable Development Goals



Strem encourages work-life balance and creates an inclusive and stimulating environment



Strem promotes equal opportunities and combats all forms of discrimination

### 5.1.3 Processes to remediate negative impacts and channels for own workforce to raise concerns [S1-3]

The Social and Economic Committee (CSE) aims to promote regular dialogue between employees and management. Present in several Group companies, it enables employees to voice their concerns and the employer to share information.

This dialogue helps to maintain good working relations and ensure clear, constructive communication within the company.

### 5.1.4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions [S1-4]

Actions implemented for the following sustainable matters:

#### > Occupational health and safety

SUSTAINABILITY MATTER	IRO TYPE	DESCRIPTION
Occupational Health & Safety	Negative impact	Health and safety risks leading to death, accidents, exposition to hazardous substances that lead to severe impacts (ISO 45001).
		Risk of inability/disability of employees and disorganization of the department due to absenteeism caused by an increase of risks of work accidents, mechanical risks, hearing and ocular injuries which occur finally the brand image.
		Non-compliance to the regulation in terms of safety and security.

## 5. SOCIAL

### • Daily Performance Meetings in Inveho

Teams at Inveho regularly gather for what are known as “Daily Performance Meetings” (DPM).

The aim: identify risks involved in day-to-day activities and find a solution. Lasting 5, 15 or 30 minutes, the DPMs give teams the opportunity to voice concerns, encourage productive ideas and help improve safety, quality and production as well as interaction with HR.



### • Safety visits at Inveho & DEMI

Stroom is committed to reducing the number of accidents in its workshops and depots. The company therefore turned to workplace health & safety specialist ETSCAF to develop a fresh approach. Managers (from all levels), along with fully trained experts, meet each workshop operator individually to inculcate a safety culture.

96% of industrial accidents are caused by human factors. That’s why the visits focus mainly on behaviour and how work is organised. The watchwords are constructive observation and caring feedback. By helping to share best practices, everyone contributes to their own safety – and that of their co-workers.

160 employees from Inveho Germany, DEMI NL & US were trained and more than 980 safety visits took place in the workshops and depots, with 70% of immediate actions implemented. In 2025, nearly 29% of risks related to hazardous situations were trips and falls. Tidying up and cleaning sites were objectives completed in 2025.

### • Videos on Safety



Inveho produced a series of short videos called “Safety First” to remind everyone of best practices in the workplace.

The aim is to reduce accidents and strengthen the safety culture across the company.

Based on an analysis of main workplace risks and hazards, Inveho identified key topics, such as slips, trips and falls. The videos are being shared directly in the workshops, once a month. The safety mascot is a beaver, known for its diligence, teamwork and ingenuity.

Those videos are available on YouTube: [INVEHO - YouTube](#) in French and German.

### • Installation of cameras on handling equipment

Following a serious accident at one of our sites, Inveho installed cameras and audible warning systems on its handling equipment. This installation aims to prevent collision risks between machinery and pedestrians. A siren system connected to multiple cameras mounted on the equipment establishes a defined safety perimeter around operating vehicles.

This initiative strengthens on-site risk prevention by improving operator visibility and alerting nearby personnel in real time. It formed part of our 2025 action plan to reduce workplace accidents through concrete technical improvements.





- **CPR, First Aid training**

CPR and first aid trainings are regularly organised within the Group.

As an example, the DEMI US Houston team successfully completed CPR (Cardiopulmonary Resuscitation), First Aid and Fire Extinguisher Training, earning official Red Cross certifications during 2025.



- **Fire brigade technological risk exercise**

As part of a technological risk training program involving several fire and rescue centers, firefighters carried out practical workshops on managing leaks from rail tanks in Inveho.

Various technical resources were deployed during the exercise. The initiative enabled valuable information sharing and strengthened preparedness in the event of a potential incident in the degassing workshop.

Over two days, approximately forty firefighters participated in the exercises on site.

This collaboration enhances emergency readiness and contributes to preventing and mitigating industrial risks.

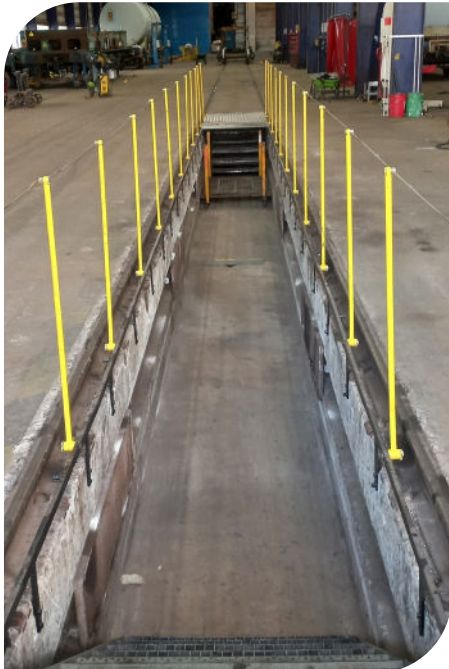






- **Installation of fall protection systems in Inveho's degassing workshop**

The degassing workshop has been equipped with fall-arrest systems to secure work at height, particularly when operating on tank wagons. As a general principle, priority is always given to collective protection equipment. Where collective systems are absent or insufficient, the use of appropriate personal protective equipment becomes mandatory. This upgrade reduces the risk of falls from height and aligns our operations with regulatory requirements and best safety practices.



- **Installation of pit protection systems**

During 2025, a project was undertaken to secure maintenance pits in Inveho. The project included a design phase — as the equipment was developed in-house — followed by installation.

The purpose of these removable barriers is to prevent fall hazards when no wagon is positioned above the pit. Regulations require that installations such as pits be equipped with physical collective protection systems to prevent fall risks.

This initiative improves workshop safety while ensuring regulatory compliance through a practical, site-adapted solution.

## 5. SOCIAL

### › Safety and infrastructure operation

SUSTAINABILITY MATTER	IRO TYPE	DESCRIPTION
Safety Of Infrastructure & Operations	Negative impact	Lack of proper safety measures in the operations sites can increase the risk of work-accidents and incidents of workers resulting in injuries, trauma (mental and physical) and fatalities due to an infrastructures obsolescence.
		Spills or leaks from malfunctioning tank containers, sea freight containers or railcars carrying hazardous material can lead to environmental contamination, harming the ecosystem and the local communities safety.

Ermewa is a certified Entity in Charge of Maintenance, according to regulation 2019/779 of 16 May 2019, laying down detailed provisions on a system of certification of entities in charge of maintenance of vehicles.

As such, Ermewa is responsible for monitoring the following functions:

**a) Management function**, which supervises and coordinates the maintenance functions referred to in points b to d and ensures the safe state of the freight wagon in the railway system.

**b) Maintenance development function**, which is responsible for the management of the maintenance documentation, including the configuration management, based on design and operational data, as well as on performance and the lessons learned process.

The Ermewa Maintenance Manual is the synthesis of our know-how in maintenance and technique: best practices from VPI (German maintenance guideline) and SNCF (French maintenance guideline) for the infrastructure (bogies, brake system, etc.) and standards, regulations and best practices for the superstructure.

**c) Fleet maintenance management function**, which manages the freight wagon's removal for maintenance and its return to operation after maintenance.

**d) Maintenance delivery function**, which delivers the required technical maintenance of a freight wagon or parts of it, including the release to service documentation. All the Inveho workshops are ECM-certified.

### › Ermewa continues to develop and implement a safety culture within the company

#### › Safety leadership

The year 2025 was marked by the large-scale rollout of the Safety Leadership program, reaching a significant proportion of Ermewa's collaborators. This program is designed to transform safety from a regulatory requirement into a shared daily value across our sites and offices in France and abroad.

Two additional employees were certified and formally recognized as internal trainers to deliver Safety Leadership sessions in French, bringing the total number of certified internal trainers to four, both French- and English-speaking. This strategic capability enhancement provides greater autonomy and flexibility in organizing training sessions, while ensuring that a strong safety culture is consistently reflected in Ermewa's practices. In 2025, nine training sessions were delivered, with a total of 76 employees trained.

#### › Prevention Plan

As part of Ermewa's efforts to improve risk control related to contractor interventions on the wagons, two managers were trained in the Prevention Plan methodology.

The objectives of this training were to:

- Assess the context and safety challenges associated with subcontracting activities.
- Explain the approach to managing interventions carried out by external companies.
- Develop and implement a Prevention Plan or a Safety Protocol.

#### › RID Advisor

RID is the regulation concerning the International Carriage of Dangerous Goods by Rail.

Two RID advisors were certified in Spain and Germany, further strengthening Ermewa's local expertise and ability to support international operations in full compliance with applicable regulatory requirements. In France, a recertification was also completed, ensuring the continued maintenance of a high level of compliance and operational excellence.

These initiatives fully reflect Ermewa's commitment to promoting a proactive safety culture, built on effective risk management in the rail transport of dangerous goods, anticipation of regulatory developments, and strong accountability across the teams.





› **Manual for tank containers depots**

The Depot Manual provided by Eurotainer details guidelines for depot personnel on efficient customer inspection, cleaning and repair techniques. A review is made on a regular basis.

Depots are also encouraged to implement recycling programmes, properly manage hazardous materials and explore innovative solutions for water conservation and wastewater treatment.

› **Securing access to the roofs of grain wagons**

Faced with incidents related to unsafe access to the roofs of wagons, Ermewa initially banned ladders on its new wagons and encouraged clients to provide secure access means. However, this measure was not suitable for certain uses, such as the grain market in Eastern Europe, where loading sites lack fixed, secure infrastructure.

To address this need while minimizing risks, Ermewa developed an innovative system:

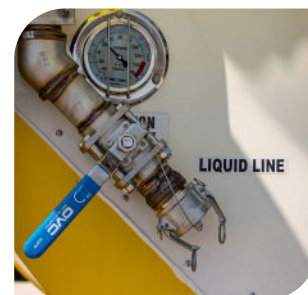
- A panel attached to the roof control shaft releases access to the ladder only during loading, preventing unauthorized access.
- Safety warnings (such as «electrical hazard») are displayed on this panel.
- A roof locking system prevents accidental closure while the ladder is in use.

This solution, validated by a risk analysis and approved by the concerned client, will be deployed on 200 grain wagons and could be extended to other types of wagons equipped with removable roofs. While the system cannot prevent malicious use, it significantly reduces the risk of accidental injuries.



› **New tank containers equipped with Ground Operated Valve Return system (GOVR)**

The GOVR system in tank containers refers to the Ground Operated Valve Return system, which enhances safety by allowing operators to control the airline valve from ground level, eliminating the need to climb on top of tank containers. This reduces the risk of falls by 100% and complies with industry safety regulations (transport of dangerous goods). In 2025, 265 tank containers were ordered with this equipment. 250 tank containers will be modified in 2026.



✓ **Well-being in the workplace**

SUSTAINABILITY MATTER	IRO TYPE	DESCRIPTION
Well-Being In The Workplace	Negative impact	Incapacity for employees to have a balance between their private and professional lives due to a lack of action by the company to ensure the well-being of its employees, impeding mental and physical health.
		Business activities could have risk violating employees' human rights. e.g. low payment, long working hours, shortage of various benefits.

Our commitment to our employees and our communities is not limited to sustainable growth and economic development. We have a duty to our stakeholders to promote integration and equality and to train our colleagues to help them develop and prepare the future for coming generations.

• **GREAT PLACE TO WORK®**

In late 2022, Strem conducted a new Great Place To Work® survey.

676 employees gave their opinion (a participation rate of 56%). The average rate of positive responses (“trust index®”) on all questions is 52%. Overall, 52% of employees consider Strem to be a good company to work for.

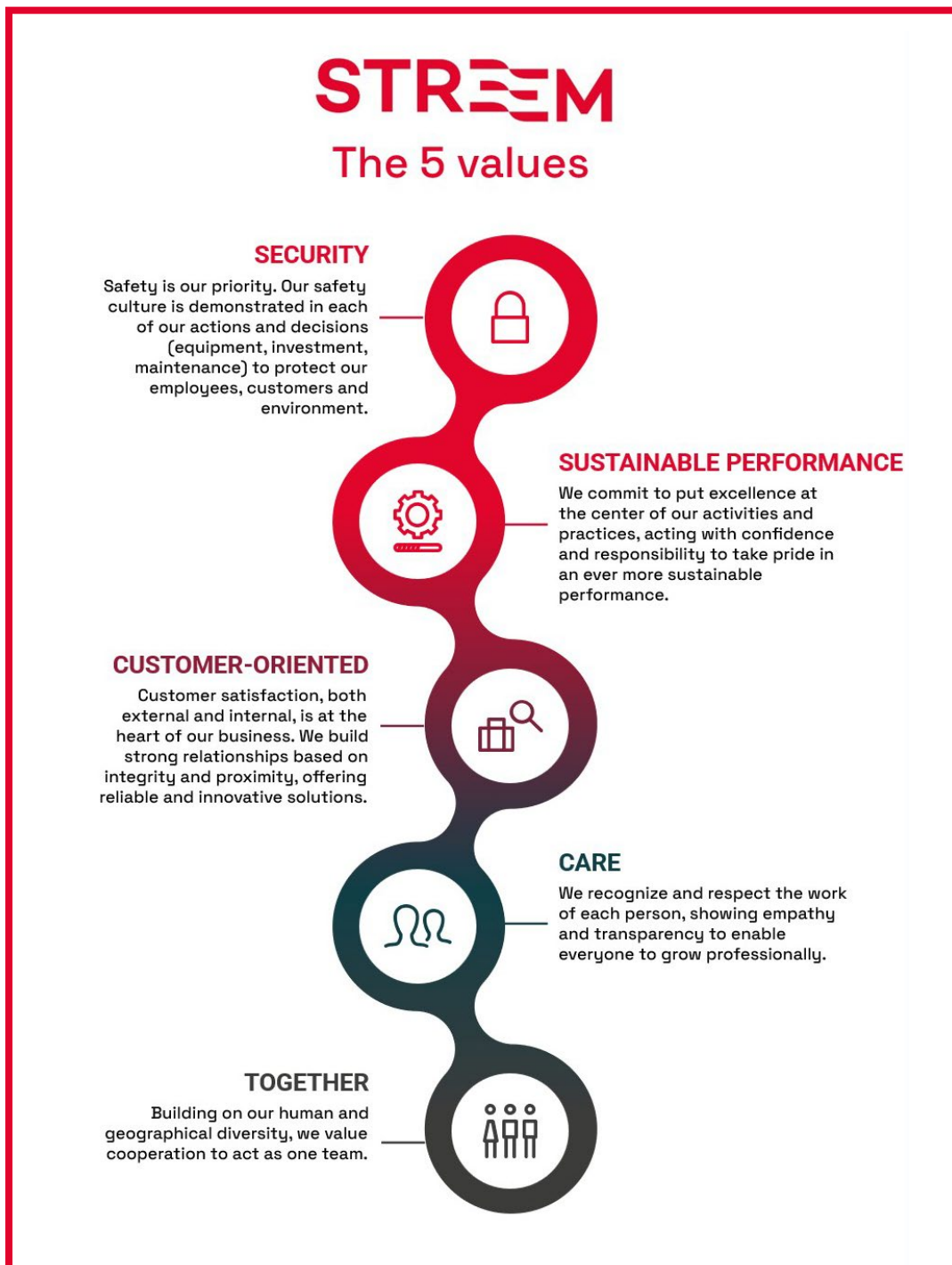
As part of the post-survey action plan, Strem has worked on many topics such as internal mobility, Group values and leadership model. The next Great Place To Work® survey will take place in 2026.

• **GROUP VALUES AND LEADERSHIP MODEL**

Following the Great Place To Work® survey, and as part of the post-survey action plan, Stroom has worked on the Group’s values, by choosing to involve each employee in the choice of these values. So, whatever the office, business unit or country, every employee was able to take part in this project. The employees were also involved in the definition of a leadership model common to all the Group’s managers, regardless of their BU and/or geographical location.

This leadership model specified the role expected of a manager within the Stroom Group, and more generally, how to embody these values in day-to-day relationships, actions and decisions as a player representative of the Stroom Group.

The values and the leadership model started to be deployed in 2025 and will continue in 2026 (communication, cultural integration workshops, coordination kit, value-driven training programme, onboarding, etc.).





• **HOME OFFICE**

As society and the working environment become increasingly digitised, the home office is an opportunity for improving quality of life at work for employees. The home office also makes it possible to limit commuting, alleviating strike situations and pollution peaks. Stroom has published a charter allowing employees whose work is home office-compatible [to work from home] for up to two days a week.

For certain positions, the home office may allow – in the case of long-term illness, disability and/or other situations – remote work to be adapted to the situation, in addition to adaptation of the physical workstation if necessary.

• **INDUCTION DAY**

Each year, we plan four induction days depending on the numbers of new employees.

These induction days allow the Group Management Committee to share the Group’s vision, values, activities and strategy for the coming years with new employees in a relaxed setting.

These events also promote the development of a common culture within the Group.

At the same time, a digital/video version of the induction day is available to all employees on our Digital University.

✓ **Recruitment, training and retention**

SUSTAINABILITY MATTER	IRO TYPE	DESCRIPTION
Recruitment, Training & Retention	Negative impact	Loss of key skills and obsolescence of skills leading to a weak innovation capacity, a lack of knowledge and a loss of competitiveness face to new competitors in the market.
		Recruitment difficulties can lead to a shortage of staff on site, resulting in overwork and a lack of expertise and innovation, which in turn has a negative impact on service quality and brand image.

• **STROOM UNIVERSITY: A Pillar of Training and Safety**

As part of our commitment to sustainable development, training plays a central role in supporting and enhancing the skills of our employees. It is with this objective that «Stroom University» was created to meet the operational and strategic needs of the group.

The second year of Stroom University enabled 228 employees to be trained through 75 sessions organised across a range of topics: safety, office tools, working methods (project management, process management, etc.) and soft skills.

The quality of service – at the heart of Stroom University – has once again been confirmed, with an average score of 9.1/10 for immediate evaluations. The perceived improvement in skills by trained employees reached 9/10.

The annual satisfaction survey aimed to assess communication methods as well as the overall quality of the training offer (catalogue, delivery formats, enrolment process, etc.). For its first year of operation, Stroom University achieved a score of 3.91/5. An action plan was defined and implemented to further strengthen our continuous improvement approach and increase overall employee satisfaction.

One of the key challenges in 2025 was the transition to a new learning platform. The objectives were to enhance the visibility of the training offer, optimise the enrolment process (for both users and administrators), and address the improvement areas identified in the satisfaction survey. The new platform has been operational since September. Several actions are in progress according to the survey like developing a website for people in the field without connected devices.

After the “Climate Fresk” workshop organised in 2023 for the Management Committee, Ermewa organised this workshop for its employees. The whole BU, representing 260 employees, participated in 2025 and proposed many ideas. This training is part of Ermewa’s actions to drive the “Shift To Rail”, a key part of the Company’s project.



## 5. SOCIAL

### • JOB FORUM

Inveho participated in job forum to promote all the activities available which are suitable for females, to promote gender diversity at the company.

Streem took part in the “La Finance au Féminin” event organized by Dogfinance.com in Paris. The initiative aims to highlight women’s career opportunities in the financial sector, including investment banking, auditing, private equity, and asset management—and to promote women’s access to leadership positions.

Through its participation, Streem reaffirmed its commitment to diversity and equal opportunities in professional environments. The event also provided an opportunity for Streem to connect with emerging female talent, resulting in the recruitment of an intern.

### • EMPLOYEE EXPERIENCE AND INTERNAL MOBILITY

In response to the expectations expressed in the Great Place To Work® survey, Streem has decided to focus on internal mobility within the Group.

Through the Human Resource Information System (HRIS), enabling Group employees to access and update their employee profile, carry out their annual appraisal and access all their HR tools (including the digital university, the absence management tool and remote working), an internal job board was opened. The target is to make all the Group’s job openings accessible to employees and further encourage internal mobility whenever possible.

It is important to offer equal access to mobility and professional development opportunities.

Through its internal magazine, the Group shares employee testimonials highlighting diverse career paths, with particular attention given to women’s professional journeys and to showcasing the wide range of professions within the Group.

### • TAKING ON AND RAISING FUTURE TALENTS

On the development of International Volunteers in Business (VIE), since 2018, Streem has made greater use of this type of contract, which allows young professionals to develop their international experience and the company to test them over a long period. Assignments ranging from 6 to 24 months within our subsidiaries enhance our attractiveness as an employer. All of these have led to permanent employment (in Switzerland, Italy, Spain, Germany, the UK, and the Netherlands).

For apprenticeship contracts, the approach adopted has been increasingly successful and the ratio of recruitment to apprenticeship contract is 75% (29 contracts were ongoing in 2025). The two parties involved have time to get to know each other and the very good conversion rate at the end of the apprenticeship demonstrates the attractiveness of the system.

Streem plans to strengthen this formula, particularly with ESTACA (Ecole Supérieure des Techniques Aéronautiques et de Construction Automobile / Aeronautical, Aerospace, Automotive and Railway Engineering School) and UTC (Université de Technologie de Compiègne / Technological University of Compiègne), with which we have formed genuine partnerships over time.



Streem is also developing new partnerships with business School and universities such as Skema, Paris Dauphine and Ecole Polytechnique au Féminin.





### 5.1.5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities [S1-5]

Stroom registered 37 LTIs\* in 2025. The Group's target is to half the number of LTIs every two years.

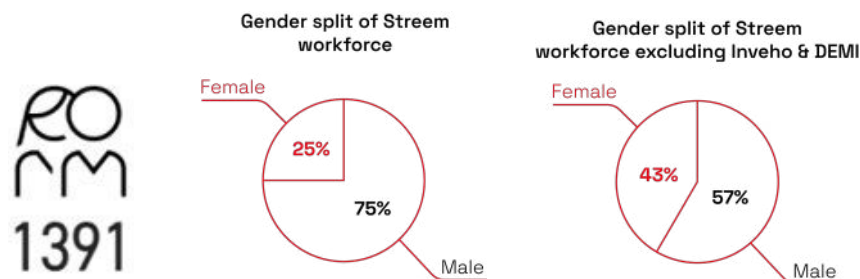
As part of the action plan to reduce LTIs, Stroom implemented safety visits within the workshops with the target of visiting each operator twice a year. A training programme was launched for the trainers.

More than 980 safety visits were performed with a target of 80% of immediate actions solved; the workshops reached 70%.

\*Lost Time Injuries: Number of incidents that resulted in a disability or an employee missing work due to an injury.

### 5.1.6 Characteristics of the undertaking's employees [S1-6]

#### • Employees by gender



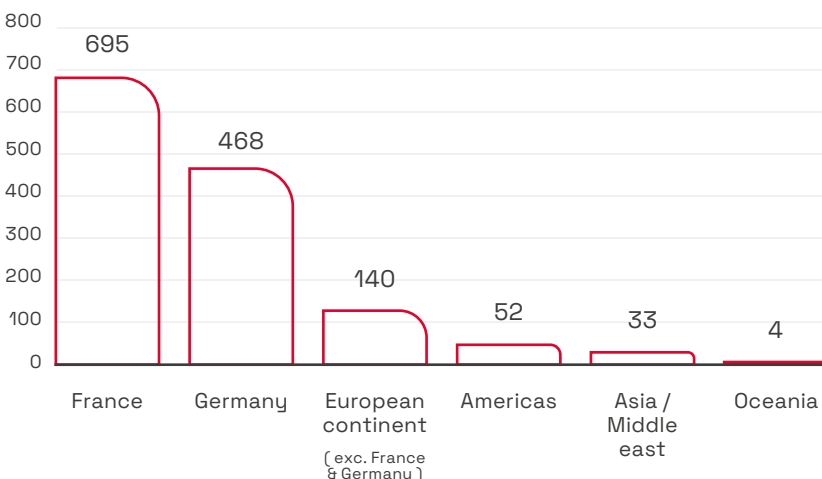
Actions are regularly implemented to attract more women to our technical professions, particularly within our workshops and depots (presentation of our professions at school forums, neutrality of job offers, etc.).

Of the six non-executive members of the Supervisory Board, two are women. Two women and six men form the Management Committee. Stroom has also set a target of having 30% of women in management positions within the Group by 2030. In 2025, 24% of women held a management position. This represents 50 women.

#### • Employees by contract type

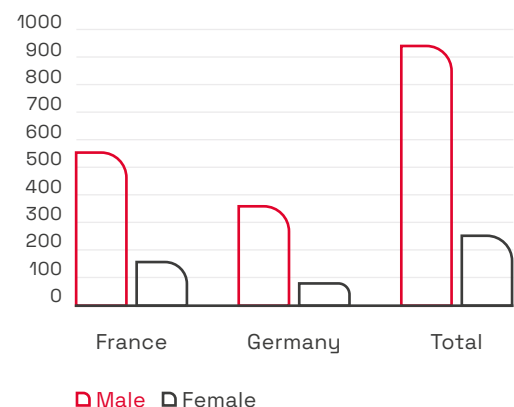
Stroom had 17 temporary workers in 2025. They are employed in the Inveho workshops and perform maintenance work (on the railcars and wheelsets) and represent 1% of the workforce.

#### • Employees by region

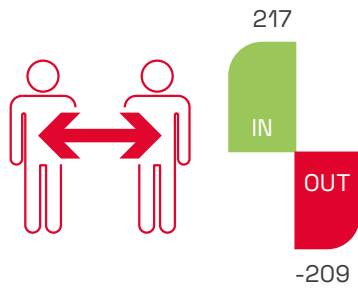


#### • Employees in France and Germany by gender

84% of Stroom employees are in France or Germany. 77% are male and 23% are female. Inveho's workshops are in France and Germany and account for more than 860 employees out of a total of 1,163 employees.



- **Employees leaving the company and turnover rate**



In 2025, the turnover rate is 10.5%; this only includes permanent contracts and is calculated as follows:

Number of entries + number of exits / 2 / number of employees end of the year.

### 5.1.7 Characteristics of non-employees in the undertaking’s own workforce [S1-7]

The number of contractors and outsourced service providers working in the workshops and offices is not monitored as this number is very low.

### 5.1.8 Collective bargaining coverage and social dialogue [S1-8]

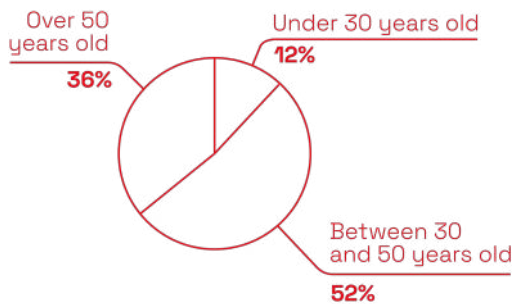
France and Germany account for 84% of the Strem employees. Employees located in France and Germany are covered by collective bargaining agreements.

Social dialogue is formalised through economic and social committees, made up of the employer, employee representatives and trade union representatives.

### 5.1.9 Diversity metrics [S1-9]

Gender split in number and percentage of the supervisory board and management committee can be found in section GOV1 Role of the administration, management and supervisory bodies.

- **Employees by age**



### 5.1.10 Training and skills development metrics [S1-13]

The average number of training hours per employee is 25 hours.

### 5.1.11 Health and Safety metrics [S1-14]

	2023	2024	2025	Trend
<b>LTI</b>	63	44	35	-20.5%
<b>LTIFR</b>	28.2	18.1	15.5	-14.4%
<b>Days lost</b>	2,751	2,421	2,467	1.9%
<b>ISR</b>	1.1	0.9	1.1	
<b>Fatalities</b>	0	0	0	

\*LTI=Number of incidents that resulted in a disability or an employee missing work due to an injury

LTIFR = number of occupational accidents with leave > 1 day for 1,000,000 worked hours

ISR= Incident Severity Rate: Number of lost days (during last 12 months) per 1,000 worked hours

The actions implemented are described in section 5.1.4 “Occupational Health and Safety” of this report.

The increase of the number of days lost is due to 4 LTIs with sick leave of more than 6 months.



#### 5.1.12 Remuneration metrics (pay gap) [S1-16]

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At Stroom level, the gender pay gap is -6.1% in favour of women.

#### 5.1.13 Incidents, complaints and severe human rights impacts [S1-17]

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The ethics committee (composed by the Group CFO, HR and Internal Controller), in charge of the whistleblowing system did not record any incident, complaint or severe human rights impacts in 2025.

### 5.2 Workers in the value chain [ESRS-S2]

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This standard covers the workers in Stroom's upstream and downstream value chain.

Stroom manufactures and maintains its railcars in European countries, which are covered by European regulations transposed by the Member States or by national regulations.

Over 90% of tank containers are manufactured in China.

Stroom requires each manufacturer to sign the Third-Party Code of Conduct.

This document represents a concrete commitment on Standards such as Laws and Ethics, Health & Safety, Anti-Bribery and Anti-Corruption, and Environment.

The manufacturer is required to be compliant with labour legislation obligations.

For those reasons, Stroom does not consider this standard as material.

### 5.3 Affected communities [ESRS-S3]

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#### 5.3.1 Material impact, risks and opportunities and their interaction with our strategy and business model [S3-SBM3]

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The main sustainability matter in this standard is related to the safety of infrastructures.

The communities subject to material impacts are positioned downstream (spills or leaks from tank containers and railcars carrying hazardous goods can lead to environmental contamination, harming the ecosystem and the local communities' safety).

Asbestos can also be found on railcars manufactured before 2005 with a health risk for workers in case of work on the railcars or during their dismantling.

#### 5.3.2 Policies related to affected communities [S3-1]

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The policy is available on 4.3.2.

#### 5.3.3 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions [S3-4]

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Actions plans are monitored within the Stroom group Safety Management System in section 3.6 - GOV5.

The sustainability matter "Safety and infrastructure operation" is also detailed in section 5.1.4 - S1-4.

› **Definition of an asbestos management policy:**

The issue at stake is the wagon recycling process but also our capacity to alert more efficiently a maintenance supplier when an asbestos risk exists on a wagon by the development of an individual asbestos file. One employee has been trained and has attained the SS4 qualification as an asbestos expert. (SS4 "Sous-Section 4" is a French qualification which covers maintenance, repair and servicing operations on materials likely to emit asbestos fibres).

## 5. SOCIAL

### 5.3.4 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities [S3-5]

In 2025, Ermewa implemented systematic diagnostics prior to recycling wagons in France by building a network and negotiated rates. The asbestos roadmap is under construction and should be finalised in 2026 with associated targets.

## 5.4 Community relationships

This topic is not part of the data points required in the ESRS.

Streem is involved in local areas through its activities, and we consider it our responsibility to support communities through our shared values. Below are a few initiatives illustrating our involvement:

#### › SOLIDARITY MEETS SUSTAINABLE FARMING

SNCF Foundation contacted Ermewa about the association **La Terre en Partage** (Sharing the Earth) which was looking for tarpaulins to support its pesticide-free farming practices.

Located in France near Limoges, the association welcomes 18 asylum seekers, offering them a place to connect with locals, engage in gardening, direct sales, and cultural activities.

Their idea was to repurpose end-of-life Ermewa wagon tarpaulins to cover the soil during winter, naturally warming and regenerating it. Ermewa provided 32 tarpaulins which were removed in spring for crops.

#### › SPECIAL OLYMPICS

is a non-profit supported by Streem for the past eight years. 27 employees took part in the charity running/walking races held in Paris with a 10 km relay race and a 2.5 km walk.

Streem donated €5,600.

#### › VETERAN BASKETBALL

Ermewa proudly took part in the Veteran Basketball Tournament in Subotica, Serbia, competing for the first time in the 45+ category.

The event celebrated the shared values of effort, teamwork, and passion for basketball.

#### › TELEMAQUE

Streem is proud to partner with Telemaque association, which works to promote equal opportunities by supporting young people from disadvantaged background. Streem will support 10 young people and donated 15,000€.

#### › PINK MONTH & MOVEMBER

Streem became actively involved in Pink October to support research and to remind people of the importance of breast cancer prevention and early detection and Movember, a global movement dedicated to men's health, with a focus on preventing male cancers.

To mark our commitment, Streem donated €7,000 to various associations.

#### › ESAT

To maintain green spaces, Inveho calls on ESAT, a facility that enables people with disabilities to work while receiving medical, social and educational support in a sheltered environment.

Streem has also teamed up with an ESAT to make end-of-year gifts.

#### › NECKER ENFANTS MALADES

For the eight-year running, Streem staff worked to donate toys to children in Paris Necker children's hospital. The Group also donated €1,500 to the hospital.

#### › ECOTREE

Ermewa renewed its partnership with EcoTree, a forest manager, in 2023. EcoTree acts for the renewal and proper management of French forests. Ermewa wishes to make a positive contribution to the Environment, regarding consumption and resources, with the goal of replanting the wood species that the company uses to





construct and maintain wagon floors, the majority of which comes from the Grand Est region (East of France, Alsace, Champagne-Ardenne et Lorraine).

Ermewa has now become the owner of:

- 2,060 trees (such as sessile oaks, Laricio Pines, fir trees) in several French forests.

A communication pack, including a customer area and communication support. EcoTree will manage the trees acquired throughout their lifetime and then pay the proceeds of the cutting once this has been completed.

### 5.5 Customer / Product

This topic is not part of the ESRS but it is material for Stroom.

- **Mobile Maintenance**

Inveho developed this activity to reduce the downtime of railcars during periodic intermediate overhauls “G4.2”.

A major timesaver, the G4.2 makes it possible to perform railcar maintenance directly at the customer’s site rather than in a workshop. This approach offers greater flexibility but, in return, demands a high degree of adaptability from the teams, starting with setting up the worksite itself. It takes two days to overhaul a wagon, checking its wheelsets and bogies instead of a whole month and a half previously, including transport and handling. In addition to saving a lot of time, mobile maintenance also meets supply chain optimization imperatives which is key for our customers.



- **Customer satisfaction**

Within the framework of ISO 9001, each entity is required to carry out regular customer satisfaction surveys.

As an example, below is the one conducted by Eurotainer.

- o Worldwide scope
- o 56 customers answered
- o Strong improvement over 2019



Eurotainer’s strengths are: people, service level and technical expertise. The BU improved in flexibility, contact frequency with customers and value proposition during 2025, and while 90% of surveyed customers say they are already very satisfied with their collaboration with Eurotainer, the BU is determined to go further. Areas identified for improvement include communicating more effectively about the added value of services and expertise, enhancing the accessibility of the extranet and deepening the understanding of the customer needs.



# 6.

## GOVERNANCE



SUSTAINABILITY MATTER	IRO TYPE	DESCRIPTION
Anti-corruption & ethics	Negative impact	Liability of Corporate Officers and Legal Entities due to criminal offences (bribery, embezzlement, fraud, money laundering,...).
Compliance		Risk of losing market due to reputational damage caused by scandals of noncompliance behaviour that can trigger liability of Corporate Officers and Legal Entities charged with criminal offenses (harrasement practices, corruption, etc).
Data Privacy & IT Security		Intrusion attempts could lead to blocking of the activities, loss of control of the system, loss of data and incapacity to generate invoice causing reputational damage for the Group's image due to the lack of a robust IT Security system.

## 6.1 Business conduct [ESRS-G1]

### 6.1.1 Business conduct policies and corporate culture [G1-1]

The Group operates in a highly regulated business. In addition to technical standards, which are handled within each BU, overall legal compliance is managed at corporate level through a dedicated function led by the Head of Compliance and Internal Control.

The ethical charter and the code of conduct, shared with all employees, crystallise the Group's commitment to work and provide services in accordance with all applicable laws and regulations.

They both prescribe conflicts of interest that must be disclosed. The code of conduct details the legal concept and illustrates the most current examples of situations where conflict may arise.

The compliance teams take responsibility for organising an Ethics and Compliance training programme delivered to all new employees as part of the onboarding process to raise awareness around the issues of adopting compliant and ethical behaviour. The objective of this programme is to ensure a thorough understanding of the Group's values as a shared responsibility of each employee.

In 2025, all new employees completed an Ethics & Compliance training programme to understand conflicts of interest, practical examples, and the channels for speaking up or consulting if in doubt. These situations are reported to the Head of Internal Control & Compliance for advice.

The compliance team has also developed specific policies such as a compliance framework addressing internal processes (car policy, travel and entertainment expenses, gifts, and invitations). It also manages the requirements of the French anti-bribery act ("Sapin II") (transparency, combating corruption, and modernising economic life law), which is detailed below.

Compliance with this act includes the implementation of an ethics hotline to report any suspicions of illegal acts or breaches of law, regulations or internal processes framed with a specific policy explaining the nature of the infractions to be reported and the handling of alerts. Any alert is investigated and may be subject to sanctions according to the provisions of internal regulations. These alerts are systematically reported to senior management.

The Head of Compliance and Internal Control reports on a regular basis to the Audit Committee (including one-on-one meetings), the CEO (through monthly meetings) and the Safety, Risk & Impact Director.

In addition, Strem is incorporated and has most of its business operations in France, an OECD member country that complies with major international human and labour rights standards, such as the Universal Declaration of Human Rights and the International Labour Organization Declaration.

Strem observes French legislation, under which it is a criminal offence for companies to engage in activities that breach people's rights and equality laws, and which provides a legal framework to tackle corruption and promote transparency.

Strem also follows the OECD Guidelines for Multinational Enterprises and is a signatory of the United Nations Global Compact.

## 6. GOVERNANCE

### Ethics Charter

Stroom has developed an Ethics Charter to promote diversity and respect while providing a framework to protect employees from discrimination and harassment and has implemented a “Whistleblowing guide” for employees.

Sustainability and ethics are at the heart of Stroom’s decision-making process, given the company’s certainty that environmental, social and governance topics have an impact on its long-term growth. Stroom aims to ensure that values and ethical principles are respected at all levels within the company in accordance with the charter below.

### For a responsible commitment combined with respect for our partners

#### Responsibility to civil society

- We comply with laws and regulations.
- We actively manage risks in accordance with sustainable development principles and act in favour of greater environmental responsibility by reducing the transport industry’s overall impact on the planet.
- We respect personal commitments provided they do not involve the Group.
- We do not tolerate corruption or encourage illicit practices.

#### Responsibility to our commercial partners

- We are representatives of the Group’s commitment and values.
- We believe in free competition and respect our competitors.
- We do not accept gifts and benefits that would create a situation of obligation.
- We act properly and in an appropriate manner with our customers, providing quality, fairness, and confidentiality, where appropriate.
- We place importance on our partners sharing our ethical principles.

#### Responsibility to our Group and our shareholders

- We contribute to the enhancement of the Group’s image by sharing the same environmental, social and governance values.
- We develop our business activities responsibly and we stand by our undertakings.
- We communicate reliable and appropriate information concerning our business activity and results.
- We protect confidential documents and data.
- We respect and protect property made available to us.
- We avoid conflicts of interest or situations that may be perceived as such.
- We fulfil our employment contracts conscientiously.

#### Responsibility to our staff

- We respect obligations arising from the law and contracts.
- We respect diversity and condemn all discrimination.
- We promote mutual respect and do not tolerate harassment.
- We encourage our staff to consider the environmental consequences of their actions and seek to minimise the impact, where reasonable.
- We maintain a healthy and harmonious working environment.
- We respect the individual and his/her private life.
- We are committed to resources and a policy of developing and improving skills.
- We value expertise and support and encourage entrepreneurial spirit.



## 6.1.2 Management of relationships with suppliers [G1-2]

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Streem BU Containers implemented environmental, social, and governance (ESG) practices by conducting ESG audits of key suppliers. These audits focus on assessing environmental impacts, labour conditions, and governance practices to ensure the suppliers align with industry best practices and evolving global regulations.

In 2025 Streem BU Containers implemented ESG across the supply chain with manufacturing, key part suppliers and scrapping companies. All the Streem BU Containers Capex Purchase Orders in 2025 are accompanied with Streem BU Containers Standard Terms and Conditions which includes ESG topics.

For 2026 Streem BU Containers will start to implement ESG in a wider field of suppliers including depots for storage and maintenance.

These audits are a key part of a broader sustainability strategy that will contribute to a responsible and sustainable global economy.

### › Charter for responsible procurement

This charter is part of our ESG commitments.

By aligning purchasing practices with our ESG goals, Ermewa aims to:

- Ensure that the suppliers adhere to environmental standards and reduce their carbon footprint.
- Uphold human rights and fair labour practices across all partnerships
- Collaborate with suppliers who are committed to innovation and continuous improvement in sustainability

Ermewa hosted a dedicated supplier engagement event with leading wagon manufacturers. During this forum, the Group presented its comprehensive ESG strategy, with a particular focus on sustainable procurement. As key partners within our value chain, wagon manufacturers play a pivotal role in advancing our shared sustainability objectives.

To further embed responsible purchasing practices across the organization, Ermewa delivered a specialized training program on sustainable procurement at the end of 2025. The resulting action plans, designed to strengthen collaboration with suppliers and enhance the sustainability of our supply chain, will be detailed in the next Sustainability Report.

## 6.1.3 Prevention and detection of corruption or bribery [G1-3]

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Streem has put in place a Third-party Code of Conduct to ensure compliance with applicable laws and standards on health and safety, anti-bribery, anti-corruption, and labour rights throughout the supply chain.

The Group carries out a compliance methodology to comply with the pillars of the French anti-bribery act (Sapin II):

- > Anti-bribery code of ethics
- > Ethics hotline
- > Anti-bribery third-party screening
- > Regular audit of travel and entertainment expenses
- > Reporting to senior management
- > Provisions of disciplinary sanctions included in the “Internal Regulations”

Since 2018, Streem has implemented the Sapin II Act continuous training campaign in the form of e-learning.

Since the end of 2023, all new employees were invited to take the training during the initial months of their onboarding.

## 6.1.4 Incidents of corruption or bribery [G1-4]

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In 2025, no breaches or significant concerns were reported.

## 6. GOVERNANCE

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### 6.1.5 Political influence and lobbying activities [G1-5]

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According to Stroom policy, lobbying activities and political contributions are prohibited. Lobbying activities are necessary to promote our business, defend the interests of our sector and guarantee a level-playing field with competing transportation modes (e.g., Road), but they are the exclusive prerogative of the trade associations. Stroom group, via its activities, is notably member of:

- **UIP** (International union of wagon keepers)
- **VPI** (German association of private freight wagon users)
- **AFWP** (French association for wagon keepers)
- **ITCO** (International Tank Container Organisation)

Trade association memberships shall be approved by Stroom Group Compliance Officer.

It is the duty of the involved entity of Stroom to initiate the approval process.

A list of the active memberships and representatives is held by the Compliance Officer.

### 6.1.6 Data protection and Cybersecurity

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This topic is not part of the ESRS but it is material for Stroom.

Stroom has a formal feedback security policy (ISSP) and an IT Charter. These documents establish the rules on the use of the information systems (hardware and software) by the Group's stakeholders, signed off by every existing user in 2023.

These documents are approved by the Group's Management Committee, which meets twice a year to validate the fundamentals of this security policy. A dedicated team within the Group is responsible for proposing and implementing this policy on a day-to-day basis. It is led by the Head of Information Systems Security, who has the appropriate human and financial resources, as well as the assistance of specialised partner service providers.

The aim of this policy and these dedicated resources is to ensure the security and confidentiality of the data produced and used by Stroom and its stakeholders to ensure their proper functioning collectively.

Throughout 2025, Stroom continued its partnerships with entities specializing in infrastructure support, backups, and overall IT security.

Stroom upgraded part of its infrastructure (firewalls, switches, Wi-Fi) and took the opportunity to upgrade its data centers to full 10 Gigabit Ethernet. The Wi-Fi network is being upgraded to Wi-Fi 7 as the rollout progresses across the various offices.

Stroom also updated its IT charter regarding Artificial Intelligence (AI), which has been approved and distributed to all users.

The Group began implementing AI-based solutions to enhance the group's security and trained some of its users in AI.

Training for all the employees is scheduled in 2026.

In 2025, Stroom did not receive any substantiated complaint concerning breaches of customer privacy and did not identify any leak, theft, or loss of customer data.



# 7.

## DISCLOSURE REQUIREMENTS IN ESRS COVERED BY SUSTAINABILITY STATEMENTS

## 7. Disclosure Requirements in ESRS covered by sustainability statements [IRO-2]

List of datapoints in cross-cutting and topical standards that derive from other EU legislation.

Disclosure Requirement and related datapoint	SFDR <sup>(1)</sup> reference	Pillar 3 <sup>(2)</sup> reference	Benchmark Regulation <sup>(3)</sup> reference	EU Climate Law <sup>(4)</sup> reference	Sustainability Report Section
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 <sup>(5)</sup> , Annex II		3.2
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		3.2
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				3.5
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 <sup>(6)</sup> Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		3.7
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Unpublished
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 <sup>(7)</sup> , Article 12 <sup>(1)</sup> Delegated Regulation (EU) 2020/1816, Annex II		Unpublished
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12 <sup>(1)</sup> Delegated Regulation (EU) 2020/1816, Annex II		Unpublished
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2 <sup>(1)</sup>	4.3.1
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book- Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Unpublished
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission implementing Regulation (EU) 2022/2453 Template 3: Banking book - Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		4.3.4



Disclosure Requirement and related datapoint	SFDR <sup>(1)</sup> reference	Pillar 3 <sup>(2)</sup> reference	Benchmark Regulation <sup>(3)</sup> reference	EU Climate Law <sup>(4)</sup> reference	Sustainability Report Section
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n.5 Table #2 of Annex 1				4.3.5
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				4.3.5
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				Unpublished
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5 <sup>(1)</sup> , 6 and 8 <sup>(1)</sup>		4.3.6
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5 <sup>(1)</sup> , 6 and 8 <sup>(1)</sup>		4.3.6
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2 <sup>(1)</sup>	Unpublished
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Unpublished
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			Unpublished

## 7. Disclosure Requirements in ESRS covered by sustainability statements [IRO-2]

Disclosure Requirement and related datapoint	SFDR <sup>(1)</sup> reference	Pillar 3 <sup>(2)</sup> reference	Benchmark Regulation <sup>(3)</sup> reference	EU Climate Law <sup>(4)</sup> reference	Sustainability Report Section
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) Regulation (EU) No 575/2013; Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book -Climate change transition risk: Loans collateralised by immovable property-Energy efficiency of the collateral			Unpublished
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Unpublished
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Unpublished
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Unpublished
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				4.4.1
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Unpublished
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				4.4.4
ESRS E3-4 Total water consumption in m <sup>3</sup> per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Unpublished
ESRS 2- IRO 1 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Unpublished
ESRS 2- IRO 1 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Unpublished
ESRS 2- IRO 1 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Unpublished
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Unpublished
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Unpublished
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Unpublished



<b>Disclosure Requirement and related datapoint</b>	<b>SFDR<sup>(1)</sup> reference</b>	<b>Pillar 3<sup>(2)</sup> reference</b>	<b>Benchmark Regulation <sup>(3)</sup> reference</b>	<b>EU Climate Law<sup>(4)</sup> reference</b>	<b>Sustainability Report Section</b>
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				4.5.5
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				4.5.5
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Unpublished
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Unpublished
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				5.1.2
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		5.1.2
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				Unpublished
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				5.1
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				5.1.3
ESRS S1-14 Number of fatalities and number and rate of work- related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		5.1.11
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				5.1.11
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		5.1.12

## 7. Disclosure Requirements in ESRS covered by sustainability statements [IRO-2]

Disclosure Requirement and related datapoint	SFDR <sup>(1)</sup> reference	Pillar 3 <sup>(2)</sup> reference	Benchmark Regulation <sup>(3)</sup> reference	EU Climate Law <sup>(4)</sup> reference	Sustainability Report Section
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				Unpublished
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				5.1.13
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		5.1.13
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				Unpublished
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				5.2
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				Unpublished
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Unpublished
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Unpublished
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				Unpublished
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				5.3.2
ESRS S3-1 Non-respect of UNGPs on ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Unpublished
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Unpublished



Disclosure Requirement and related datapoint	SFDR <sup>(1)</sup> reference	Pillar 3 <sup>(2)</sup> reference	Benchmark Regulation <sup>(3)</sup> reference	EU Climate Law <sup>(4)</sup> reference	Sustainability Report Section
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Unpublished
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 <sup>(5)</sup>		Unpublished
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Unpublished
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				6.1.1
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				6.1.1
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		6.1.4
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				6.1.4

(1) Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).

(2) Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1).

(3) Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

(4) Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ("European Climate Law") (OJ L 243, 9.7.2021, p. 1).

(5) Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

(6) Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324, 19.12.2022, p.1).

(7) Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).



8.

KEY FIGURES



KPI MEASURED	Units	2024	2025
<b>ESG - Health and safety - Employees</b>			
Fatalities - Employees	number	0	0
Lost time Injuries - Employees	number	44	35
Hours worked - Employees	number	2,533,250	2,484,964
LTIFR - Employees	=number/hrs*1 million	18.1	14.08
LTIFR- Employees - Target	%	20.2	12.3
<b>ESG - Inclusion and diversity</b>			
Number of Board Members	number	8	7
Board Members: Female	number	2	2
Board Members: Male	number	6	5
Number of Independent Board members	number	3	2
Number of people on Executive Committee	number	8	8
Number of women on Executive Committee	number	2	2
Women in Management Positions	%	25%	24%
Gender Pay Gap	%	-6.2%	-6.1%
Number of Employees	number	1,382	1,392
Under 30 Years Old	%	14%	12%
Between 30 And 50 Years Old	%	51%	52%
Over 50 Years Old	%	35%	36%
Men	%	75%	75%
Women	%	25%	25%
<b>ESG - Employee engagement</b>			
Organic Net New Hires	number	258	213
Absenteesism Rate	%	8.7%	8.2%
Average Employee Turnover	%	17.7%	15.1%
Average Amount Spent Per FTE On Training And Development	Euro	524 €	432 €
Percentage of Employees Covered Through Satisfsaction Survey	%	100%	9%
Percentage of Employees Who Received Esg-related Training in The Reporting Year	%	60.5%	31.8%
Percentage of Employees Who Received Professional Training in The Reporting Year	%	75.6%	79.7%
<b>ESG - Water - Withdrawals</b>			
Third-party potable water	Megaliters (ML)	39.22	31.50
<b>ESG - Waste generation</b>			
Hazardous	tonnes (t)	1,195	676
Non-hazardous	tonnes (t)	23,979	26,953
<b>ESG - Waste disposal</b>			
Re-use	tonnes (t)	17	450
Recycling	tonnes (t)	23,740	29,005
Incineration	tonnes (t)	357	358
Landfill	tonnes (t)	653	129
Total waste disposed	tonnes (t)	24,767	29,942
<b>ESG - Greenhouse gas emissions</b>			
Scope 1 (Tco <sub>2</sub> E)	tCO <sub>2</sub> e	3,867	3,876
Scope 2 (Tco <sub>2</sub> E)	tCO <sub>2</sub> e	1,365	1,522
Scope 3 (Tco <sub>2</sub> E)	tCO <sub>2</sub> e	196,700	161,952
<b>ESG - Energy and emissions</b>			
Energy Consumed (Total) (Mwh)	MWh	27,108	25,018
Energy Consumed (Non renewable) (MWh)	MWh	26,696	24,352
Energy Consumed (Renewable) (Mwh)	MWh	412	666
% Renewable Energy consumed	%	1.52%	2.66%
Energy Imported (Renewable) (Mwh)	MWh		
Energy Imported - Diesel	MWh	1,578	2,385
Energy Imported - LPG, butane or propane	MWh	4,634	5,037
Energy Imported - Motor gasoline	MWh	1,078	230
Energy Imported - Natural gas	MWh	9,791	9,828
Energy Imported - Non-renewable electricity	MWh	7,569	6,681
Energy Imported (Total) (Mwh)	MWh	26,276	24,199
Energy Exported - Renewable electricity	MWh	298	612
Energy Exported - Diesel	MWh	0	0
Energy Exported - Non-renewable electricity	MWh	0	0
Energy Generated (Renewable) (Mwh)	MWh	0	0
Energy Generated - Solar	MWh	710	1,278



# 9.

**ESRS INDEX**



ESRS	Disclosure Requirement	Name of the Disclosure Requirement	Sustainability Report Section
<b>GENERAL DISCLOSURES</b>			
ESRS 2	BP-1	General basis for preparation of the sustainability statement	3.1
	GOV-1	The role of the administrative, management and supervisory bodies	3.2
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	3.3
	GOV-3	Integration of sustainability-related performance in incentive schemes	3.4
	GOV-4	Statement on due diligence	3.5
	GOV-5	Risk management and internal controls over sustainability reporting	3.6
	SBM-1	Strategy, business model and value chain	3.7
	SBM-2	Interests and views of stakeholders	3.8
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	3.9
	IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	3.10
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	7	
<b>ENVIRONMENT</b>			
Taxonomy		Disclosures pursuant to Article 8 of Regulation EU 2020/852	4.2
E1 Climate change	E1-1	Transition plan for climate change mitigation	4.3.1
	E1-2	Policies related to climate change mitigation and adaptation	4.3.2
	E1-3	Actions and resources in relation to climate change policies	4.3.3
	E1-4	Targets related to climate change mitigation and adaptation	4.3.4
	E1-5	Energy consumption and mix	4.3.5
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	4.3.6
E2 Pollution			4.4
E3 Water and marine resources	E3-1	Policies related to water and marine resources	4.5.1
	E3-2	Actions and resources related to water and marine resources	4.5.2
	E3-3	Targets related to water and marine resources	4.5.3
	E3-4	Water consumption	4.5.4
E5 Resource use and circular economy	E5-1	Policies related to resource use and circular economy	4.6.1
	E5-2	Actions and resources related to resource use and circular economy	4.6.2
	E5-3	Targets related to resource use and circular economy	4.6.3
	E5-4	Resource inflows	4.6.4
	E5-5	Resource outflows	4.6.5

## 9. ESRS INDEX

ESRS	Disclosure Requirement	Name of the Disclosure Requirement	Sustainability Report Section
<b>SOCIAL</b>			
S1 Own Workforce	S1.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	5.1.1
	S1-1	Policies related to own workforce	5.1.2
	S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	5.1.3
	S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	5.1.4
	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	5.1.5
	S1-6	Characteristics of the undertaking's employees	5.1.6
	S1-7	Characteristics of non-employees in the undertaking's own workforce	5.1.7
	S1-8	Collective bargaining coverage and social dialogue	5.1.8
	S1-9	Diversity metrics	5.1.9
	S1-13	Training and skills development metrics	5.1.10
	S1-14	Health and safety metrics	5.1.11
	S1-16	Remuneration metrics (pay gap)	5.1.12
S1-17	Incidents, complaints and severe human rights impacts	5.1.13	
S2 Workers in the value chain			5.2
S3 Affected communities	S3.SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	5.3.1
	S3-1	Policies related to affected communities	5.3.2
	S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	5.3.3
	S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	5.3.4
<b>GOVERNANCE</b>			
G1 Governance	G1.GOV-1	The role of the administrative, management and supervisory bodies	3.2
	G1-1	Business conduct policies and corporate culture	6.1.1
	G1-2	Management of relationships with suppliers	6.1.2
	G1-3	Prevention and detection of corruption and bribery	6.1.3
	G1-4	Incidents of corruption or bribery	6.1.4
	G1-5	Political influence and lobbying activities	6.1.5



# 10.

## ACRONYMS

<b>AFWP</b>	Association Française de détenteurs de wagons (French Association for Wagon Keepers)
<b>AI</b>	Artificial Intelligence
<b>BU</b>	Business Unit
<b>CapEx</b>	Capital Expenditures
<b>CFO</b>	Chief Financial Officer
<b>CEO</b>	Chief Executive Officer
<b>CSE</b>	Comité Social et Économique (Social and Economic Committee)
<b>CSR</b>	Corporate Social Responsibility
<b>CSRD</b>	Corporate Sustainability Reporting Directive
<b>CSDDD</b>	Corporate Sustainability Due Diligence Directive
<b>DAC</b>	Digital Automatic Coupling
<b>DNSH</b>	Do No Significant Harm
<b>DPM</b>	Daily Performance Meetings
<b>ECM</b>	Entity in Charge of Maintenance
<b>EFRAG</b>	European Financial Reporting Advisory Group
<b>ESAT</b>	Établissement et Service d'Aide par le Travail (Facility for Disabled Workers)
<b>ESG</b>	Environmental, Social, and Governance
<b>ESRS</b>	European Sustainability Reporting Standards
<b>ESTACA</b>	École Supérieure des Techniques Aéronautiques et de Construction Automobile
<b>EU</b>	European Union
<b>GDPR</b>	General Data Protection Regulation
<b>GHG</b>	Greenhouse Gas
<b>GRESB</b>	Global Real Estate Sustainability Benchmark
<b>GRI</b>	Global Reporting Initiative
<b>HR</b>	Human Resources
<b>HRIS</b>	Human Resource Information System
<b>ILO</b>	International Labour Organization
<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>ISO</b>	International Organization for Standardization
<b>ISSP</b>	Information Systems Security Policy
<b>IT</b>	Information Technology
<b>ITCO</b>	International Tank Container Organisation
<b>IRO</b>	Impacts, Risks and Opportunities
<b>KPI</b>	Key Performance Indicator
<b>LTI</b>	Lost Time Injury
<b>LTIFR</b>	Lost Time Injury Frequency Rate
<b>MC</b>	Management Committee
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>OpEx</b>	Operational Expenditures
<b>RID</b>	Règlement concernant le transport international ferroviaire des marchandises Dangereuses (Regulation concerning the International Carriage of Dangerous Goods by Rail)
<b>SDGs</b>	Sustainable Development Goals
<b>SMS</b>	Safety Management System
<b>SSP5-8.5</b>	Shared Socioeconomic Pathway 5-8.5 (climate change scenario)
<b>TCFD</b>	Task Force on Climate-related Financial Disclosures
<b>TfS</b>	Together for Sustainability
<b>TSC</b>	Technical Screening Criteria
<b>UIP</b>	International Union of Wagon Keepers
<b>UN</b>	United Nations
<b>UNGC</b>	United Nations Global Compact
<b>UTC</b>	Université de Technologie de Compiègne
<b>VPI</b>	Verband der Privaten Güterwagen-Interessenten (German Association of Private Freight Wagon Users)
<b>VIE</b>	Volontariat International en Entreprise (International Volunteer in Business)





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June 2026