

A photograph of a railway track curving through a mountainous landscape. The tracks are in the foreground, leading towards a valley with green hills and snow-capped mountains in the background. The sky is blue with some light clouds. The overall scene is bright and scenic.

Sustainable by Nature. And Beyond.

RAILPOOL SUSTAINABILITY REPORT 2021



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384 MILLION EUROS

INVESTED IN GREEN ASSETS IN 2021



EDITORIAL

WHAT MAKES A SUSTAINABLE BUSINESS, REALLY? IS IT SOLELY A COMPANY'S BENCHMARK ON ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE KPIs AND STANDARDS OR DOES IT GO FAR BEYOND THAT?

Dear Reader,

The way we look at it, corporate ecological and social responsibility is rooted within the core of our business model, extends its branches to the heart of our corporate culture and certainly goes far beyond our company doorstep.

For us, sustainability has always been at the core of our business ever since our foundation in 2008. We have been very aware about the long term effects of our daily actions which is why we constantly think and work in a sustainable manner.

As we strive to excel every day to fulfill our mission, it comes naturally that in 2021, during the European Year of Rail, we decided to create the position of a Sustainability Manager, we had ourselves evaluated through the GRESB sustainability assessment to

receive independent and validated actionable data and, last but not least, we created our very first Sustainability Report.

This Report is not a piece of paper. It is part of our committed baseline upon which we aim to improve and create even more sustainable value year after year.

Ingo Wurzer
CFO

Torsten Lehnert
CEO

Should you have any valuable ideas or concerns to share with us, please do so under sustainability@railpool.eu.

SUSTAINABLE BY NATURE. AND BEYOND.

THE CONCEPT OF RAIL VEHICLE LEASING COMPANIES PROVIDING TRACTION TO RAIL OPERATORS FLEXIBLY WHEN NEEDED IS A GREEN BUSINESS BY NATURE. OUR MISSION AT RAILPOOL, HOWEVER, HAS BEEN TO CONSTANTLY IMPROVE OUR BUSINESS MODEL AND KEEP GOING THE EXTRA MILE EVERY DAY IN ORDER TO ACCELERATE THE POSITIVE DEVELOPMENT OF RAIL TRANSPORT IN GENERAL. AND THAT'S HARD WORK!

100% ELECTRIC LOCOMOTIVES

OUR CORE BUSINESS HAS ALWAYS BEEN BUILT ON A 100% ELECTRIC AND BI-MODE LOCOMOTIVE FLEET.





A Sustainable Approach – ESG Plan

As a rail vehicle leasing company, sustainable transportation is at the heart of our business model. We understand that we significantly contribute to the modal shift in transportation and that we play a pivotal role in moving society towards a future net zero position.

Railpool is committed to incorporating ESG into its activities throughout its operations, which will create value for Railpool’s investors, the society as a whole and it will help to protect the environment.

This opportunity comes with great responsibility. Therefore, Railpool’s sustainability strategy is guided by the vision of supporting the positive development of the most sustainable mode of transport by essentially providing 100% electric and bi-mode locomotives to the locomotive leasing market.



Our sustainability approach is built on ESG principles, which encompass the three key elements Environmental, Social and Governance.

OUR ESG PLAN FOLLOWS THE OGSM (OBJECTIVES, GOALS, STRATEGY AND MEASURES) FRAMEWORK ENCOMPASSING 6 KEY AREAS:

	Objective	Goal	Strategy	Measure
01 02 03 04 05 06 07 08 CARBON FOOTPRINT E	Reduce Scope 1 and Scope 2 emissions	<ul style="list-style-type: none"> Calculate and measure carbon footprint Commit resources to projects that reduce our own carbon footprint 	<ul style="list-style-type: none"> Build a robust data gathering process and roll out to all locations Identify priority areas based on data gathered Develop projects and programs that reduce our own emissions 	<ul style="list-style-type: none"> Shift to 100% renewable electricity at own locations Number of locations included in carbon footprint >75% Number of projects and carbon reduction achieved
SUSTAINABLE TRANSPORTATION E	Enable modal shift across Europe	<ul style="list-style-type: none"> Promote sustainable transport solutions 	<ul style="list-style-type: none"> Work with governments and industry alliances Portfolio based on electric and bi-mode locomotives 	<ul style="list-style-type: none"> Carbon saved by use of our locomotives as compared to other modes of transport Engagement with industry alliances
HEALTH AND SAFETY S	A safe place to work that promotes employee well-being	<ul style="list-style-type: none"> Continuously low accident rate 	<ul style="list-style-type: none"> Educate employees about risks and strategies for well-being Analyze H+S risks and develop mitigation measures Employee health programs Maintain a healthy and safe working environment 	<ul style="list-style-type: none"> Number of employees trained on H+S= 100% Number of health promotion programs available to employees
EMPLOYEE SATISFACTION S	Be an employer of choice	<ul style="list-style-type: none"> High employee satisfaction and good working culture 	<ul style="list-style-type: none"> Employee benefits and education programs Improve employee experience through engagement and team-building 	<ul style="list-style-type: none"> Employee satisfaction survey: 4-star rating Number of team and company events
ETHICS G	Be an ethical and responsible company	<ul style="list-style-type: none"> Maintain 0 incidents 	<ul style="list-style-type: none"> Educate employees about important topics 	<ul style="list-style-type: none"> Amount of training
PRODUCT STEWARDSHIP G	Maintain a high quality of our locomotives to ensure high safety standards	<ul style="list-style-type: none"> Make sure our locomotives are always up to date Ensure preventative measures are taken 	<ul style="list-style-type: none"> Regular software updates Thorough maintenance schedule Quality checks and training of workshops 	<ul style="list-style-type: none"> Number of new workshops assessed for quality

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Sustainable Development Goals

Railpool has used Sustainable Development Goals (“SDGs” according to United Nations blueprint 2015) to identify ESG risks and opportunities to contribute to sustainable development. As a lessor that has always run its core business with a 100% electric and bi-mode locomotive fleet, we have been driving the transformation of the transport sector to become climate neutral, contributing to better air quality and the effective reduction of carbon emissions.

We consider ourselves an integral part of a future-oriented, resilient, reliable and sustainable infrastructure, creating quality jobs throughout Europe and protecting life on land.

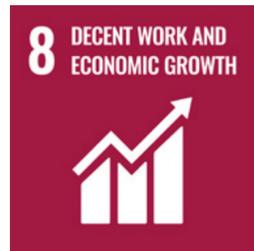


WE HAVE IDENTIFIED **SEVEN SDGs** AS THE MOST RELEVANT TO OUR BUSINESS OPERATIONS, WHICH WILL BE THE FOCUS OF OUR ATTENTION IN THE COMING YEARS.



SDG 3

- Employee health, safety and well-being
- Regular audits and training
- Risk assessment



SDG 8

- Increase efficiency through technology, innovation and diversification
- Fair and local job creation
- Strengthen capacity through supplier engagement



SDG 9

- Reliable and resilient infrastructure
- Scientific research and upgrade technologies
- Support domestic technologies



SDG 11

- Reliable and resilient infrastructure
- Reduce adverse impacts on cities air quality
- Good corporate citizenship



SDG 12

- Sustainable and responsible resource plan
- Zero waste to landfill
- Promote circular economy



SDG 13

- Target net zero carbon emissions
- Proactively manage GHG reductions
- Proactively manage climate impacts



SDG 15

- Reduce terrestrial pollution
- Reduce adverse impacts on air quality



OUR SEVEN GOALS

RAILPOOL HAS USED THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs) AS A FRAMEWORK TO IDENTIFY ESG RISKS AND OPPORTUNITIES TO CONTRIBUTE TO SUSTAINABLE DEVELOPMENT.

THE SDGs PROVIDE A GLOBALLY AGREED SHARED BLUEPRINT TO ACHIEVE A BETTER AND MORE SUSTAINABLE FUTURE. THEY ADDRESS THE GLOBAL CHALLENGES WE FACE, INCLUDING THOSE RELATED TO POVERTY, INEQUALITY, CLIMATE CHANGE, ENVIRONMENTAL DEGRADATION, PEACE AND JUSTICE.

THERE ARE 17 GOALS AND 169 TARGETS OF WHICH 7 OF THE GOALS ARE MOST RELEVANT IN THE CONTEXT OF OUR BUSINESS OPERATIONS.

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Global Real Estate Sustainability Benchmark Rating

IN 2021 RAILPOOL WAS ASSESSED FOR THE FIRST TIME BY THE RENOWNED GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK RATING (GRESB) SCHEME.

GRESB collects, validates, scores and benchmarks ESG data provided by companies to supply financial markets with the necessary insights to make more sustainable investment decisions. The GRESB benchmark has been specifically developed for the evaluation of real assets and is the leading ESG benchmark for real estate and infrastructure investments around the world while being aligned with other international reporting frameworks. Both the management of sustainability issues and the companies' performance on ESG challenges are evaluated. Railpool participated in the Infrastructure Asset Benchmark Rating.



RAILPOOL HAS SCORED **88 POINTS** AND HAS BEEN AWARDED A **4-STAR** RATING.

Materiality Assessment

To anticipate stakeholder expectations and priorities and to recognize opportunities and risks at an early stage, Railpool conducted an extensive materiality assessment in 2021. The assessment covered internal as well as external stakeholders. The topics considered material for Railpool were selected in a step-by-step process. In the first step, a selection of non-financial topics that are relevant to Railpool was generated using existing and globally acknowledged tools.

In the second step this selection was condensed into the 19 relevant topics to form the basis of our materiality assessment. Following the European standard, a double materiality analysis was

conducted along with an additional stakeholder analysis, meaning a multi-directional evaluation process. ESG-related impacts on the company were evaluated and the impacts Railpool has on ESG topics and the viewpoint of our stakeholders were taken into account in the assessment.

After a stakeholder mapping identifying key individuals from investors, banks, customers and employees who through their job position and engagement with Railpool may provide key insights, their viewpoint was incorporated through an online survey. In total 79 Stakeholders took part in the survey, including employees, banks, investors and customers.

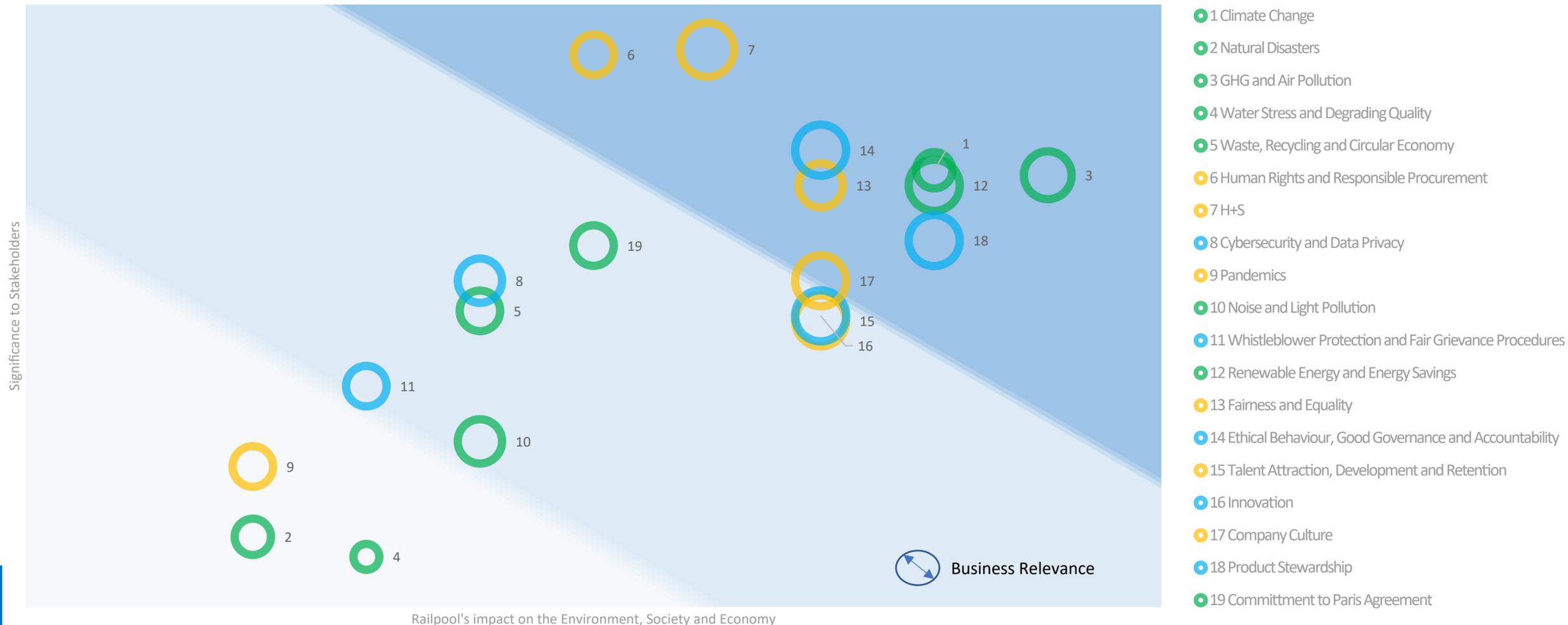
Through the mapping, thresholds were defined that allowed for a prioritization of material issues. Issues were considered as material

- if Railpool's activities have a high positive or negative impact on the issue
- AND have been identified by our stakeholders as important to them
- AND they have a significant positive or negative impact on Railpool's business, financial result or economic situation.

Railpool identified nine material issues: climate change, greenhouse gases and air pollution, human rights and responsible procurement, health and

safety, renewable energy and energy savings, fairness and equality, ethical behavior, good governance and accountability, company culture and product stewardship.

With this Sustainability Report, we have covered the majority of material issues identified, while others need further evaluation for future reports and some issues have been addressed in direct communication with our stakeholders.



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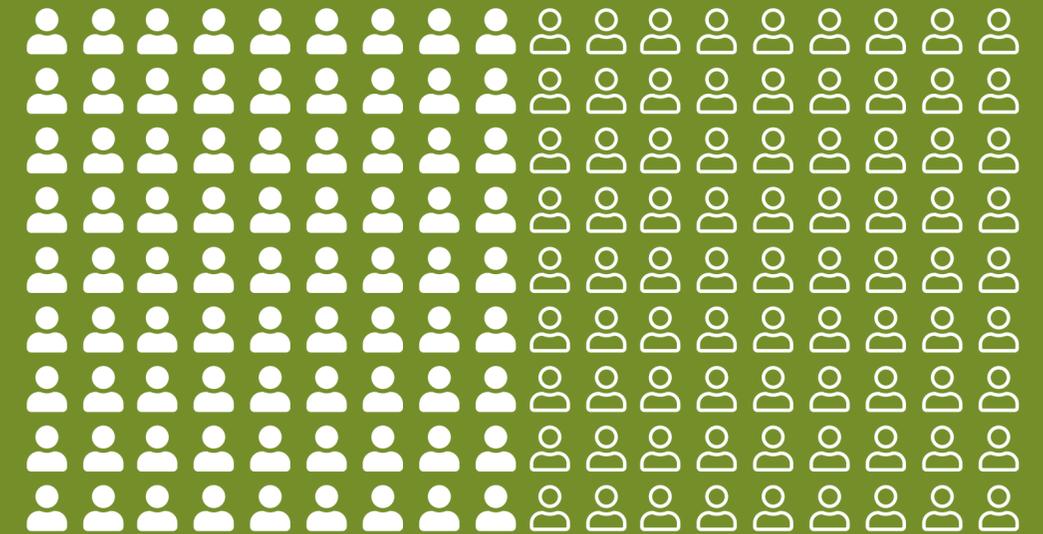
A RESPONSIBLE EMPLOYER

TWO LEADING MOTTOS GUIDE EVERYTHING WE DO: 'WE ARE ALL ON THE SAME TRAIN AND KNOW THE SCHEDULE' AND 'FLEXIBILITY FOR IMPROVEMENT'. THE PANDEMIC LET US PROVE OUR FLEXIBILITY. WE ARE PROUD TO SAY THAT EVEN DURING OUR MASSIVE GROWTH PHASE, THE CHALLENGING TIME HAS ENHANCED OUR WORK ENVIRONMENT.



+ 100% EMPLOYEES

IN THE PAST **TWO YEARS**, RAILPOOL HAS GROWN SIGNIFICANTLY FROM 87 EMPLOYEES IN 2019 TO 177 IN 2021*



*incl. aquisitions



Achieving Success Together

As an equal opportunity employer, Railpool takes pride in developing an increasingly diverse staff. Maintaining offices in five countries, our employees now comprise 14 different nationalities and, as a company within a male dominated industry, we are proud that women make up 24% of our employees.

We treat everyone with the same respect and create a positive work environment, where everyone feels welcome, regardless of skin color, ethnic or social origin, disability, religion, age, sexual identity, gender or worldview. Ensuring that we are all on the same train, we conducted a non-discrimination training in 2021.

Reciprocating our employees' dedication and knowing they are the very key to our success, Railpool introduced the 'Railpool Academy', as an access point for the increasing amount of employee training. While employees are also encouraged to realize training activities outside the Railpool Academy to fit their individual development needs, the inhouse training offering focuses on soft skill development, software applications and language courses to ensure our increasingly international team speaks the same language. This applies specifically to the English language, which will be our company language, helping us along our internationalization journey.



40
years

THE **MEDIAN**
AGE OF RAILPOOL
EMPLOYEES IS **40**

24%
FEMALE

PROUD
24%
FEMALE

ZERO INCIDENTS OF
DISCRIMINATION

ZERO INCIDENTS OF
DISCRIMINATION

CONDUCTED A
NON-DISCRIMINATION
TRAINING IN 2021

CONDUCTED A
NON-DISCRIMINATION
TRAINING IN 2021

120 COURSES
OFFERED
13 TRAINING
HOURS
PER EMPLOYEE (FULL TIME
EQUIVALENT)

RAILPOOL ACADEMY OFFERED
OVER **120 COURSES** IN 2021 WITH
AN AVERAGE OF **13 TRAINING**
HOURS PER EMPLOYEE (FULL TIME
EQUIVALENT)

A Great Working Environment

It is important to us that every employee feels comfortable in our office and enjoys coming to work. Ergonomic and modern workplaces are therefore a matter of course. We have height-adjustable desks and our meeting rooms are equipped with the most up-to-date technology. In line with our guiding principle "We create time and space to think, talk and act", there are seating areas throughout the office where people can exchange ideas, have lunch together or take a coffee break.

Investing in a healthy work-life balance for our employees, 30 days of holiday per year and flexible working hours are standard. For increased workplace flexibility Railpool has implemented 'Flex Days' allowing employees to work from home 10 days a month. During the Covid-19 pandemic, our employees have been encouraged to work from home as much as possible and a Covid-19 one-time bonus payment helped to ensure our team can create a proper and cozy workplace at home.

The manifold corporate benefits at Railpool vary per country and include public transport and bicycle subsidies, company pension plan, workplace health promotion, accident insurance extended to employees' private accidents, various shop discounts and regular company events among others. Railpool also supports parental leave in all its operations and encourages fathers to take advantage of this opportunity.

Regular performance reviews and constructive feedback dialogues are part of the Railpool culture and an integral part of the familiarization phase. We encourage open dialogue between employees and their line managers as well as activities that help our organizational learning to constantly improve. An ombudsperson is nominated to help, mitigate and facilitate a constructive dialogue when needed. In 2021, zero incidents were reported to the ombudsperson.

The success of Railpool's employment strategy is highlighted by the results of the 2021 employee satisfaction survey. More than 60% of our employees participated and gave us a rating of 4.31 out of 5 stars with an overwhelming majority recommending Railpool as an employer. Work-life balance, training opportunities, occupational health management and company culture also received a rating of over 4 stars, while improvements were suggested with respect to cross-departmental communication. Team events and more possibilities to engage with colleagues from other departments are expected in the future.



EMPLOYEE SATISFACTION
4.31 STARS



FLEXIBLE HOURS



30 DAYS OFF/YEAR



COMPANY EVENTS



10 FLEX DAYS/MONTH



WORKPLACE HEALTH PROMOTION



PUBLIC TRANSPORT AND BICYCLE SUBSIDIES



COMPANY PENSION PLAN



SHOP DISCOUNTS



WORK AND PRIVATE ACCIDENT INSURANCE



Our First Apprentice

In 2021, Railpool started a new and exciting chapter in supporting the rail industry to educate young people on the job throughout their apprenticeship program. In September 2021 our first apprentice joined Railpool for his training as an industrial clerk. Over the next three years, he will be getting to know each department of the company while attending a business college for the theory part of the program. As a future industrial clerk with a focus on business studies, our apprentice will spend most of his 3-year training program in the Finance, Material Management and Human Resources Department. Meanwhile, we will ensure a comprehensive job rotation program will allow him to get to know every department and aspect of our business including six weeks in our workshop with Railpool Lokservice GmbH & Co. KG.

We believe that apprentice programs are key to ensuring that relevant locomotive sector skills are maintained and passed on to the next generation. As a growing company, Railpool wants to offer this opportunity to more young people in the future, effectively contributing to skills development and increasing the candidates' employability, and helping the rail sector to thrive.



FIRST
APPRENTICE

Employee Health and Safety

Health and safety at Railpool means taking care of our employees and stakeholders, which is why we go beyond what is legally required. Prevention is a top priority for Railpool and enabling our employees to live a healthy life is a matter of course.

Management and implementation of health and safety-specific projects lies with the Quality Management Department, which underwent extensive training in 2021 to take on the role of H+S management. The Quality Management Department is supported by external medical and work safety consultants as well as employees who have undergone special training to occupy the role of internal safety officers. These functions include the internal Health and Safety Committee, which meets on a quarterly basis to evaluate the implementation of the H+S management system, improve H+S risk identification and mitigation and plan H+S projects and programs. The Chief Executive Officer holds the final responsibility for all related matters.

To systematically organize our efforts in this regard, we successfully implemented and certified our Occupational Safety Management System at the Munich site in 2021 in accordance with DIN EN ISO 45001. The implementation and effectiveness of the requirements of DIN EN ISO 45001 are evaluated according to a maturity model. An expansion of the system to other sites is currently being evaluated.

Health and safety policies and risk analyses are in place for all locations, including the field service technicians. We want to actively involve our employees in health and safety issues and learn from their practical experience. Therefore, the H+S risk analysis, which follows

the recommendations and logic of the German Professional Association (VBG), was developed in cooperation with the employees concerned. In 2021, an in-depth risk analysis and assessment was carried out, which led to the development of new mitigation strategies. For example, dead man's switches will be used for all field technicians in the future. Locomotive driver safety training is already planned for 2022. In addition, we make sure that all employees attend the obligatory occupational safety training at least once a year.

Emergency and evacuation plans have been drawn up for all sites with the support of external medical and occupational safety consultants, publicized, taught in training courses and practiced in regular evacuation drills.

Health and safety incidents can be reported via a user-friendly online tool. The reported incidents are discussed by a core occupational health and safety team (consisting of occupational health officers, safety officers and representatives of the HR Department) and, where possible, long-term protective measures are developed and introduced. There were only two reportable accidents at Railpool in 2021. The sickness rate in 2021 was remarkably low at only 1.8%.

If an employee should feel that their work is putting them at risk, they can contact the management, the core occupational safety team or one of the external consultants (company doctor or occupational safety specialist) directly for support and advice. The external consultants then work with the occupational safety core team and management to solve the issue.



OCCUPATIONAL SAFETY MANAGEMENT SYSTEM AT THE MUNICH SITE IN 2021



177 EMPLOYEES: ONLY 2 LOST TIME INCIDENTS



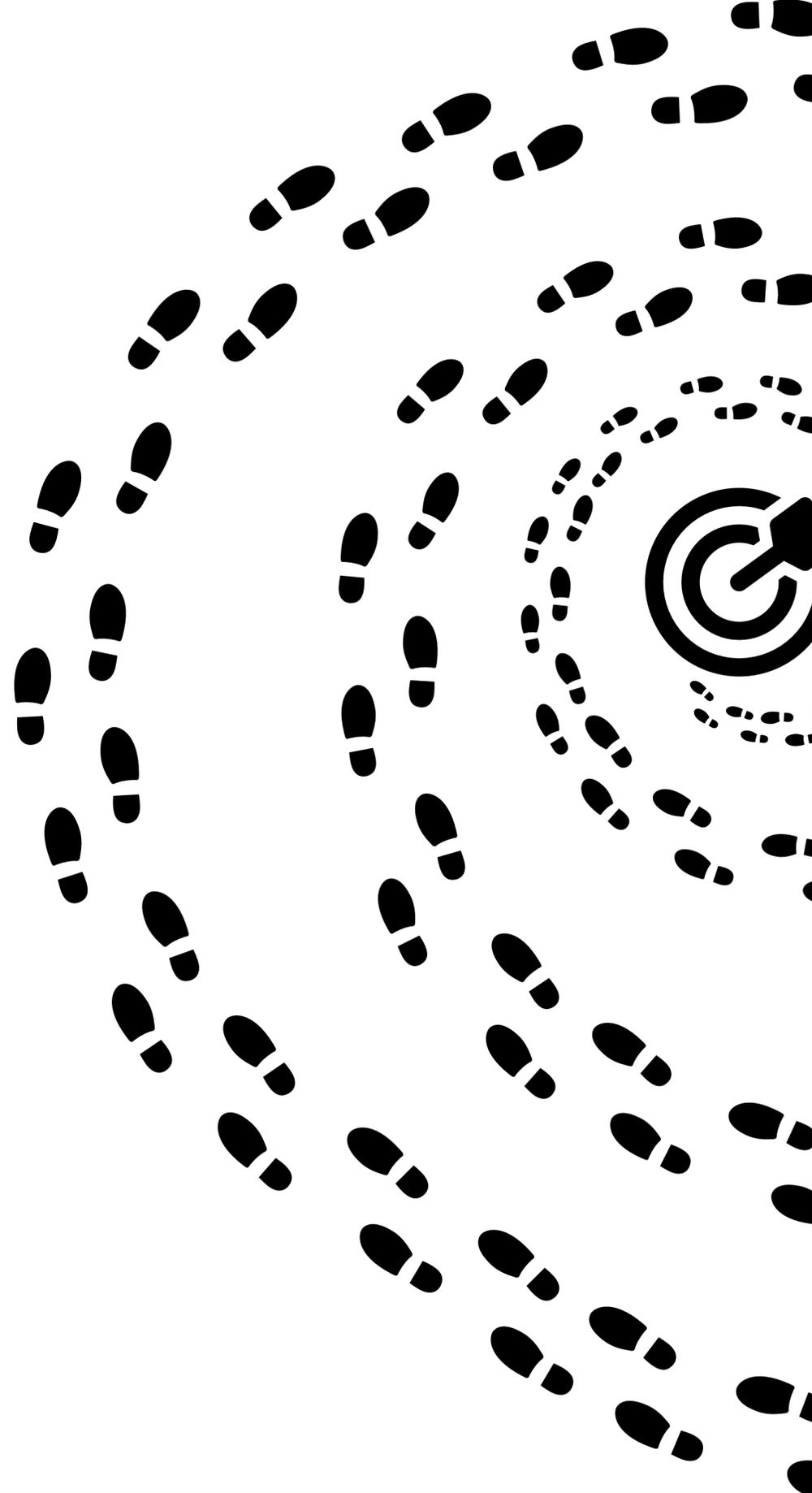
ANNUAL OCCUPATIONAL SAFETY TRAINING

Employee Health Management Program & 15 Million Steps Challenge

To help our employees live healthy lives, a health management program has been introduced at Railpool. The program includes offerings for stress reduction, ergonomic working, incorporating mobility into everyday life, a healthy diet or minimizing health risks that are typical for office work environments.

In 2021, we succeeded in providing employees with an early vaccination against Covid-19 at a time when the vaccine was still difficult to obtain. In addition, mobile working was made possible at an early stage and a division into different groups allowed for the reduction of the number of people present in the office at the same time. Both have helped to reduce the risk of infection among employees.

Acknowledging that during the pandemic our general lifestyle has become much less active, Railpool decided to set up a challenge encouraging employees to get moving again. All participants were to collectively walk 15,000,000 steps, or 10,000 km, which is the distance the lesser spotted eagle travels from Germany to South Africa every winter. 12 teams and a total of 38 employees participated in the challenge, contributing to not only their own health, but also a good cause supporting "Deutsche Wildtierstiftung" (German Wildlife Fund) in preserving the endangered animal.



TOTAL OF **19,324,171 STEPS**
WITH A TOTAL DISTANCE OF
12,883 KM

= THE TEAMS COMPLETED **304**
MARATHONS

= RAN UP AND DOWN A **SOCCER**
FIELD 61,348 TIMES

= CROSSED THE **ALPS** FROM EAST TO WEST
OVER 5 TIMES

= SAVED **3,600 KG** OF **CO₂** COMPARED
TO AN AVERAGE CAR
RUNNING ON PETROL

= **91 KG** OF FAT BURNED



HELPED A **GOOD CAUSE**
CONTRIBUTING TO THE
PRESERVATION OF
THE ENDANGERED LESSER
SPOTTED **EAGLE**

Corporate Environmental Footprint

Organizational and Product Footprint

AS AN ORGANIZATION THAT BOTH LEASES AND MAINTAINS LOCOMOTIVES, OUR BUSINESS ACTIVITIES HAVE A RANGE OF POSSIBLE IMPACTS ON THE ENVIRONMENT, MOST IMPORTANTLY WITH REGARD TO ENERGY, WASTE AND GREENHOUSE GAS EMISSIONS, BUT POSSIBLY ALSO REGARDING WATER, NOISE AND LIGHT POLLUTION.

While we mainly operate in offices with a relatively small impact, we also maintain workshops with possibly higher impacts on the environment. For two of our workshops, we have therefore implemented an Environmental Management System according to ISO 14001. Furthermore, our ESG policy outlines how we want to approach relevant ESG topics.

We are aware that the most significant environmental impact of our business occurs outside of our direct operations and thus outside of our direct control. Nonetheless, we try to minimize this impact by obtaining energy-efficient

locomotives, keeping to a rigorous maintenance schedule and stock keeping of relevant spare parts to guarantee both maximum lifespan of the locomotives as well as maximum utilization through minimum standstill. Furthermore, Railpool's core business is built on a 100% electric and bi-mode locomotive fleet, contributing to a positive transformation towards a low-carbon economy.

Responsibility for environmental performance and local projects lies with each location, while the overall implementation of environmental guidelines and programs lies with the Quality Management Department.

FLIXTRAIN

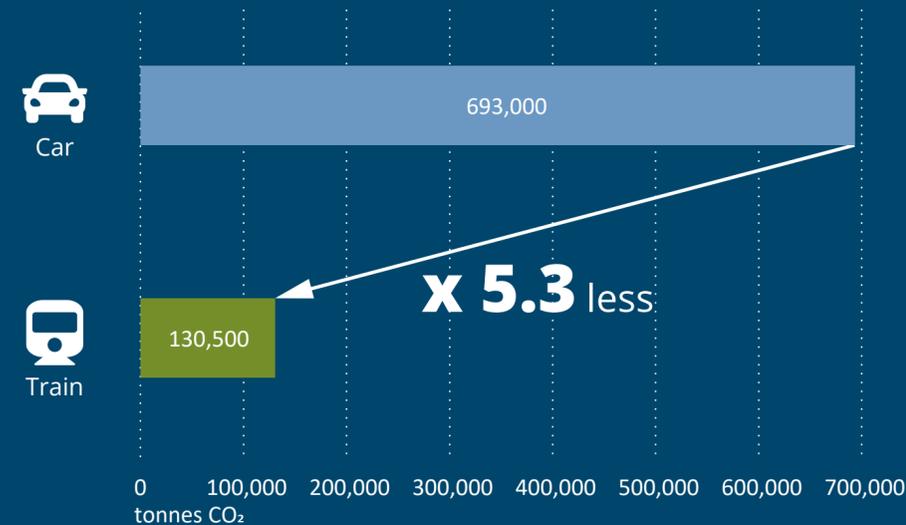
IN 2020, RAILPOOL BECAME PARTNER FOR FLIXTRAIN, BRINGING FULLY REFURBISHED RAIL CARS ON TRACKS AND EXTENDING THEIR LIFESPAN AND UTILIZATION.

THANKS TO THE RENOVATION AND REFURBISHMENT THEY CAN BE USED FOR MANY MORE YEARS.

CO₂ SAVINGS OF OUR LOCOMOTIVE FLEET (FREIGHT)*



CO₂ SAVINGS OF OUR PASSENGER RAIL CARS*



*excluding last-mile diesel locomotives



Energy and Greenhouse Gases

ENERGY CONSUMPTION PLAYS AN IMPORTANT ROLE AT ALL OUR LOCATIONS, ESPECIALLY IN OUR WORKSHOPS, WHERE LOCOMOTIVE MAINTENANCE REQUIRES SIGNIFICANT USE OF MACHINERY. EFFICIENT USE OF ENERGY IS NOT ONLY RELEVANT TO ENVIRONMENTAL PROTECTION – IT IS ALSO A BUSINESS ADVANTAGE. IMPLEMENTING ISO 14001 IN TWO OF OUR WORKSHOPS HELPED US IDENTIFY POTENTIAL ENERGY SAVINGS AND CONSEQUENTLY ALSO LOWERING OUR CARBON FOOTPRINT.

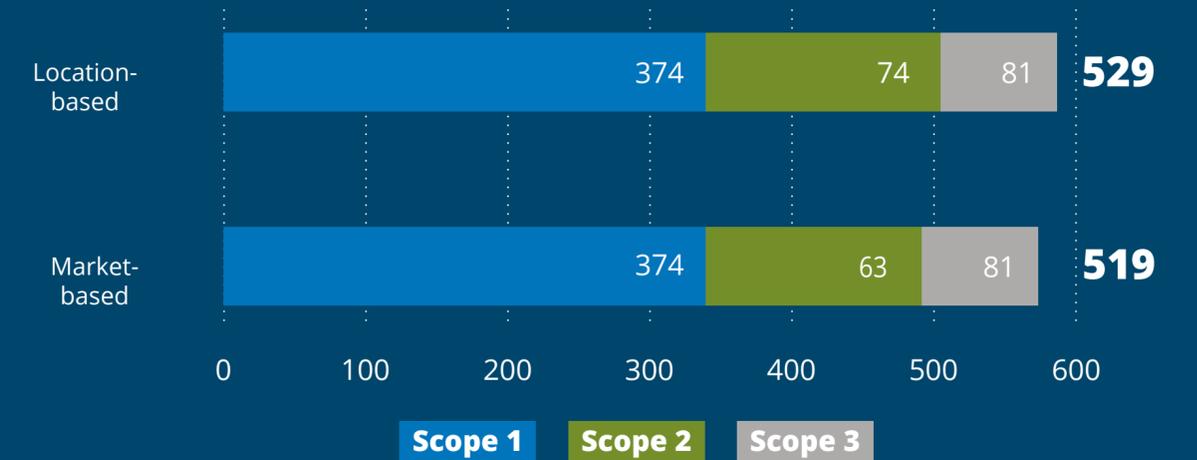
We intend to consistently lower our energy needs and we have recently switched to green electricity at two office locations and intend to extend this to all other locations as well. Billbrook, our workshop in Hamburg will be re-built and we are considering energy efficiency measures in the planning phase. In order to measure our effectiveness, we evaluate our energy consumption and calculate our carbon footprint. Further energy efficiency measures are developed on the basis of the energy data gathered.

We report our greenhouse gas emissions based on the Greenhouse Gas Protocol Corporate Standard published by the World Resource Institute and the World Business Council for Sustainable Development. Thus, Railpool not only tracks its CO₂ emissions, but also the emissions of all other gases mentioned

in the Kyoto Protocol: methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulfur hexafluoride. At this point in time, we have only calculated Scope 1 (cars and stationary combustion) and Scope 2 (electricity) emissions, as well as Scope 3 (waste in operations, fugitive emissions occurring in cooling processes on the locomotives and water use and treatment) for 5 locations*. We intend to expand this in the coming year and include further locations in the inventory, as well as more Scope 3 indicators. Total emissions amount to 519 metric tonnes of CO₂ equivalents using the market-based approach.

* Hamburg Billbrook, Duisburg, Munich, Gräfelfing, Savona

MARKET- VS. LOCATION-BASED EMISSIONS IN tCO₂e



CO₂ EMISSIONS PER FTE PER YEAR:
3.1t



Water and Waste

WATER

While water use is comparatively low, we recognize that our business activities could potentially have a negative impact on the environment through accidental contamination of water resources. Implementing ISO 14001 and managing hazardous substances according to legal regulations in the workshops helps us govern this risk and reduce the probability of its occurrence. In the unlikely scenario that a negative impact should have occurred, Railpool is committed to working with the relevant authorities to mitigate the effects on our water resources. In order to conserve water resources, one of our workshops also has an arrangement with a neighboring garden community for the re-use of 1/3 of its potable water.

WASTE

Most of our locations produce non-hazardous waste only, which is separated, as far as local facilities exist and are feasible. The workshops may also produce hazardous waste, which is collected and properly disposed of, according to the applicable laws. To prevent unnecessary early retirement of our locomotives and to ensure efficient performance, we maintain a rigorous maintenance schedule. We have also carried out several circularity measures in recent years, which contribute to the efficient use of resources. We have had 100 passenger rail cars restored and refurbished, which now transport passengers in several countries in Europe. Furthermore, we have prevented the early retirement of 66 old generation DB locomotives by taking over their maintenance.

Green Commuting

The journey to and from work makes a difference and Railpool acknowledges this. With our employees equipped with a mobile phone and all office employees provided with laptops and state-of-the-art communication tools, we encourage our staff to use the 10 Flex Days per month and avoid unnecessary business travel.

Going beyond this, we provide public transport allowance and encourage cycling to work. Our offices are centrally located for easy access and business travel by train is encouraged whenever possible. Our sporty employees choose a bike for their daily commute, which is supported by the company's 'job bike' offering. This is not just environmentally friendly but also beneficial to health and fitness.

On top of incentives, Railpool also drives campaigns to encourage environmentally conscious commuting. For instance, Railpool participated in the '15 Million Steps Challenge' or registered a team at the annual Munich "Stadtradeln" challenge, which encourages participants to cycle as many everyday journeys as possible over a period of 3 weeks.



<1KG
WASTE PER
FTE PER DAY



WATER USE
PER FTE PER DAY:
16 LITERS



3:1
NON-HAZARDOUS
TO HAZARDOUS
WASTE RATIO



ZERO WASTE
TO LANDFILL

Corporate Governance

AT RAILPOOL, SUSTAINABILITY IS GOVERNED BY THE QUALITY MANAGEMENT DEPARTMENT WHICH IS A CENTRAL UNIT TO THE ORGANIZATION AND ALLOWS THE SUSTAINABILITY TEAM TO WORK WITH ALL FUNCTIONS ACROSS THE COMPANY TO ENABLE FULL IMPLEMENTATION OF THE SUSTAINABILITY STRATEGY. THE CHIEF FINANCIAL OFFICER HOLDS ULTIMATE RESPONSIBILITY FOR ALL SUSTAINABILITY ISSUES OF THE ORGANIZATION AND REPORTS THEM TO THE RAILPOOL ADVISORY BOARD.

In 2021, sustainability was integrated as a key criterion of the compensation system for key positions, ensuring continuous progress towards our goals. Furthermore, we use external ratings such as GRESB to validate our approach and success and to guide us on our journey to becoming an even more sustainable company.

Anti-Corruption, Compliance & Human Rights

Railpool has carried out a country risk analysis regarding corruption in its own operation in 2019. The basis for this was the Corruption Perceptions Index of Transparency International. At that time, the risk was exceptionally low since Railpool was only active in European countries that have a low possibility of corruption occurring.

Based on the risk assessment, internal guidelines and policies concerning anti-corruption and gift policies were developed and are readily available to all employees. They describe the

company's expectations and the legal background, as well as some basic rules that employees need to abide by. The policies apply to all employees regardless of the location they work in.

COMPLIANCE

Railpool sees itself as part of society and thus aims to abide by all applicable laws. In terms of product stewardship for our locomotives, we often go beyond what is legally required to ensure the safety and durability of our locomotives is maintained.

There have been no incidents of non-compliance with environmental, social or economic laws and regulations in the reporting year. If incidents should occur in the future, Railpool is committed to solving the issues in cooperation with local authorities.

HUMAN RIGHTS

Railpool considers respect for human rights essential to a good life for all and a driver of sustainable development. In our own locations, we abide by the local laws and train our employees on relevant subjects concerning human rights in the workplace.

While "human rights and responsible procurement" has been identified by our stakeholders as a material topic it has not previously been subject to scrutiny beyond our own locations. Railpool is committed to taking the outcome of the materiality assessment as an opportunity for improvement and will look more deeply into the subject matter and how we can contribute to a more just world for everyone.



0 VIOLATIONS

NO VIOLATIONS OF THE GIFT POLICY OR CASES OF CORRUPTION HAVE BEEN UNCOVERED WITHIN RAILPOOL

- 01
- 02
- 03
- 04
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Shaping a Rail Environment: Association Memberships and Political Participation

AS A EUROPEAN INDUSTRY LEADER, RAILPOOL ACKNOWLEDGES ITS RESPONSIBILITY IN THE ACTIVE ADVANCEMENT OF ECONOMIC, LEGAL, TECHNICAL, INFRASTRUCTURAL AND POLITICAL CONDITIONS THAT ALLOW FOR A COMPETITIVE EUROPEAN RAILWAY TRANSPORT, PROMOTING THE RAIL SECTOR AS THE SUSTAINABLE BACKBONE OF OUR OVERALL EUROPEAN MULTI-MODAL TRANSPORT SYSTEM.

Railpool has been an active member in several associations on both the national level – in Germany – and the European level. We engage in working groups and sustain an open industry dialogue, contributing our knowledge and experience from our daily operations and participating in the advancement of modern European rail transport.

During the European Year of Rail in 2021, Railpool co-initiated the Association of European Rail Rolling Stock Lessors (“AERRL”) as a founding member and with our CEO Torsten Lehnert appointed as

a Vice President. The newly established association represents rail rolling stock lessors as an integral part of the European transport system, entering a professional and constructive dialogue on EU level to promote interoperable and safe European rail rolling stock (passenger trains and cargo/passenger locomotives) in the European Union and Switzerland.



GRI Statement & Index

THE FOLLOWING TABLE PROVIDES AN OVERVIEW OF THE GRI STANDARDS USED IN THE PREPARATION OF THE REPORT AND THEIR RESPECTIVE BOUNDARIES, AS WELL AS THE CONTRIBUTIONS TO THE SDGs. THIS MATERIAL REFERENCES THE GRI STANDARD 2020.

Locations: Hamburg Altenwerder (HHA), Hamburg Billbrook (HHB), Munich incl. Gräfelfing (M), Savona (SV), Vienna (V), Cologne (K), Antwerp (A), Zurich (ZH), Duisburg (DU)

NO.	CHAPTER	INTERNAL BOUNDARY	GRI STANDARDS	SDGs
3	Achieving Success Together	HHA, HHB, M, SV, V, K, A, ZH, DU	404 405 406	4 QUALITY EDUCATION 5 GENDER EQUALITY
	A Great Working Environment	HHA, HHB, M, SV, V, K, A, ZH, DU	401 406	8 DECENT WORK AND ECONOMIC GROWTH
	Our First Apprentice	M	404	4 QUALITY EDUCATION
	Employee Health & Safety	HHA, HHB, M, SV, V, K, A, ZH, DU	403	3 GOOD HEALTH AND WELL BEING
	Employee Health Management Program & 15 Million Steps Challenge	HHA, HHB, M, SV, V, K, A, ZH, DU	403	3 GOOD HEALTH AND WELL BEING
4	Organizational and Product Footprint	HHA, HHB, M, SV, V, K, A, ZH, DU	305 306	13 CLIMATE ACTION 15 LIFE ON LAND
	Energy and Greenhouse Gases	HHB, M, SV, DU	302 305	13 CLIMATE ACTION 15 LIFE ON LAND
	Water and Waste	HHB, M, SV, DU	303 306	6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Green Commuting	HHA, HHB, M, SV, V, K, A, ZH, DU	305 401	13 CLIMATE ACTION
5	Anti- Corruption, Compliance and Human Rights	HHA, HHB, M, SV, V, K, A, ZH, DU	419 307 205	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Shaping a Rail Environment	HHA, HHB, M, SV, V, K, A, ZH, DU		17 PARTNERSHIPS FOR THE GOALS



Methodology

Approach

Sustainability is a fundamental principle of Railpool's business model and deeply engraved into our DNA. As such, this Sustainability Report describes the strategy, management approach, programs and initiatives that help us meet our goals.

The Report was prepared referencing the GRI Standard 2020 and also relates each material topic to the relevant SDG. Further information on the application of the GRI Standard can be found in the GRI Content Index on page 22.

Review Period and Reporting Boundaries

The Report is based on Railpool's activities carried out during the calendar year of 2021 (January 1st to December 31st, 2021). The reporting period will be biannually, thus the next update will be published in 2024. In general, the Report covers all Railpool locations, if not otherwise indicated.

Data Gathering

Given that this is the first Sustainability Report published by Railpool and considering the fast growth of the company in just the past year, data gathering has posed some challenges. Thus, performance data in relation to energy, water, greenhouse gas emissions and waste has not been available for all locations yet. Nonetheless, further integration of all locations is aimed for in the coming years. The data is gathered through an internal reporting system, where standards and controls may be less comprehensive and rigorous than for financial reporting. Nonetheless, great care is taken, and an audit trail will be established over the coming years.

Appendix

CARBON FOOTPRINT			tCO ₂ e	%
GHG EMISSIONS TOTAL			519	100
Scope 1 total			374	72
	Mobile combustion		189	51
	Stationary combustion		185	49
Scope 2 total			63	12
	Purchased electricity			
	Market-based		63	
	Location-based		74	
Scope 3 total			81	16
	Water		0,4	0
	Waste		0,9	1
	Maintenance of leased assets		80	99

THEREOF OTHER GREENHOUSE- GASES		KG
	Methane	42
	N ₂ O	9
	HFC	56

ENERGY		MWH
ELECTRICITY TOTAL		197
	Renewable	0
Natural Gas		979

WATER		M ³
Water consumption total		964
	Third-party treatment	893
	Third-party reuse	71
Water quality		
	Freshwater	964

WASTE		TONNES
Waste generated		44.2
	Hazardous waste	9,7
	Non-hazardous waste	34.5
Waste disposed		44.2
	Recycling	22.2
	Waste-to-energy	18.3
	Unknown	3.7

EMPLOYEE HIRES AND TURNOVER		
TOTAL NUMBERS	NEW HIRES	EMPLOYEE TURNOVER
Female	12	1
Male	34	16

EMPLOYEE STRUCTURE - Average age: 40				
All employees in %	Part- time	Full- time	Permanant	Temporary
Female	9	15	23	1
Male	6	70	71	5
Under 30	3	15	-	-
30- 50	10	54	-	-
Over 50	3	15	-	-

GOVERNANCE BODY	
Number of employees in governance body	2
Male	100%
Female	0%

TRAINING	
Average hours of training per FTE	13
Number of apprentices	1
Number of working students	5
% of employees who receive career development reviews	100
% of employees who received ESG training	100
% of employees who received H+S training	100

HEALTH AND SAFETY	
% of employees covered by ISO 45001	49
Fatalities	0
LTIFR (per 200 000 hours)	1.5
TRIFR (per 200 000 hours)	1.5

GOVERNANCE	
Total number of incidents of discrimination	0
Number of stakeholder grievances	20
Number of non-compliances	0



ABOUT RAILPOOL

RAILPOOL is one of the leading railway vehicle leasing companies offering real expertise for full service from a single source. The company was founded in Munich in 2008 and now operates in 17 European countries.

RAILPOOL is one of the largest providers in Europe with around 400 locomotives and 148 passenger vehicles (and an investment total of 1.6 billion euros). The RAILPOOL fleet covers 85,000,000 kilometers every year and makes an important contribution to the modal shift to rail. RAILPOOL has its own warehouse with more than 3,100 different spare parts and components with an investment value of around 20 million euros.

RAILPOOL

Flexibility For Rent

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