

Social and environmental impact

2025 report



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A WORD FROM FRÉDÉRIC DELORME

2025 saw the creation of two new companies, Hexafret and Technis, and Rail Logistics Europe became a fully fledged group.

This transformation, which took place in a challenging economic environment, highlighted the active contribution made by all our staff, and they can be proud of the work achieved. Day after day, our six companies, each with their own characteristics and complementary skills, connect the factories, economic centres and warehouses of our customers all over Europe and beyond.

We are now a major operator in rail freight in Europe thanks to our recognized, complementary expertise, our ever-increasing synergy, strong growth in a difficult market, a unique position and real leadership in terms of decarbonization. With only 9 grams of CO₂ emitted per tonne transported, we offer our customers the safest, most reliable, most energy efficient and low-carbon land transport solution in Europe.

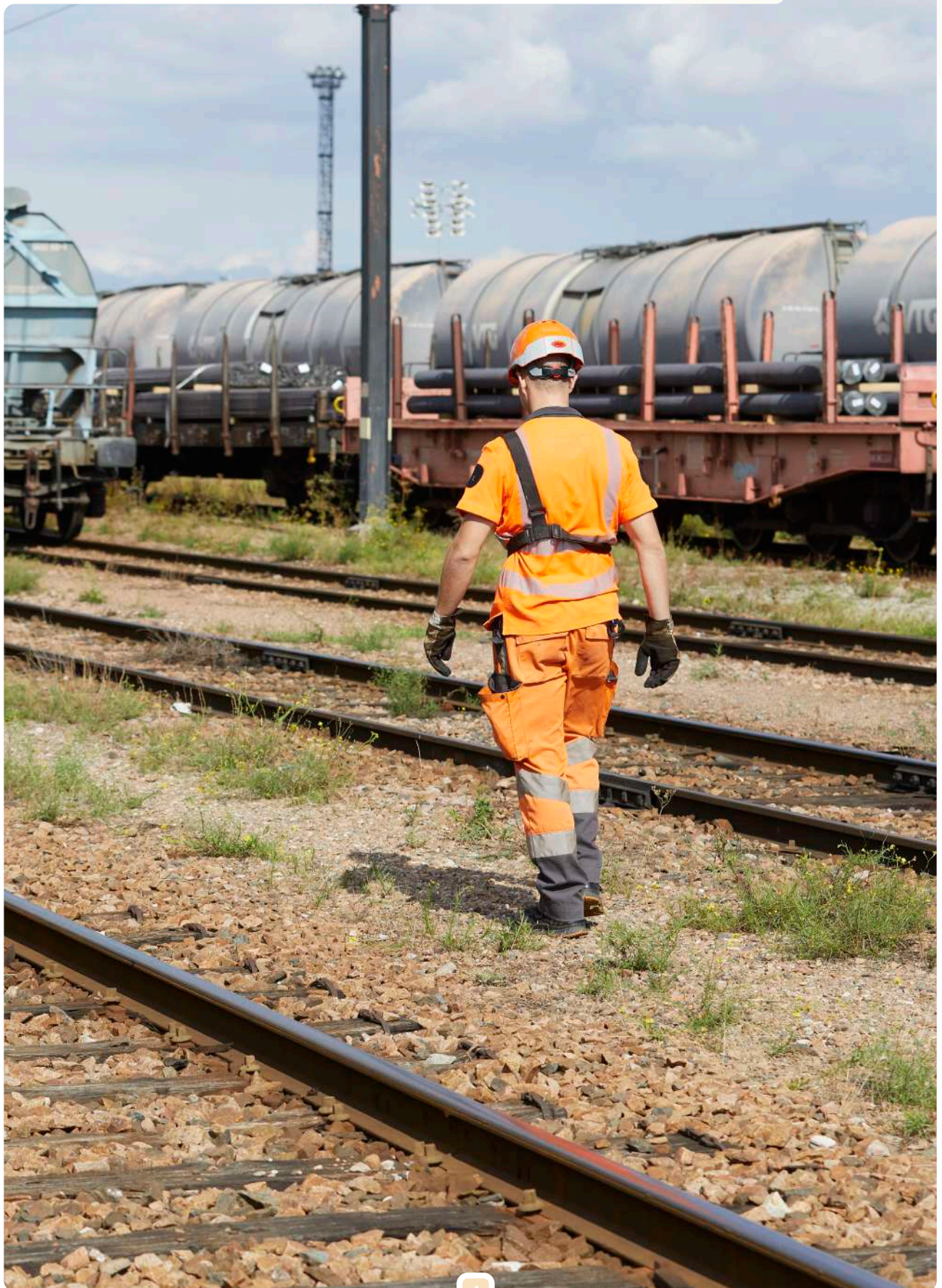
This first CSR report focusing on cooperation demonstrates our goal of more sustainable freight. All over Europe, our teams are constantly working to reduce the environmental impact of freight transport. They are committed to ensuring safety at work, cultivating diversity, inclusion and commitment among our teams and act on a daily basis according to the highest ethical standards. This commitment translates into practical action such as the introduction of eco-driving tools in our railway companies, the development of the repair of spare parts at Technis and the increased numbers of women recruited by Captrain in Spain.

This commitment also illustrates our three values, "Committed together: we care, we connect, we deliver" and in particular the choice we have made collectively to put "care" as the top of the list. Taking care of our customers, our employees, and our environment, and ensuring the safety of our traffic and our staff are not a barrier to performance. On the contrary.

Frédéric Delorme,
CEO of
Rail Logistics Europe



GROUP PROFILE



The Rail Logistics Europe group

The Rail Logistics Europe group is the branch within the SNCF group dedicated to logistics and rail freight transport. Thanks to dense coverage in Europe and beyond, and a wide range of services, the group offers its shipper customers personalized, low-carbon solutions.

A European leader

- **€1.8 billion** turnover in 2025. 46% in France, 54% internationally
- **Leading rail freight hub** in France and number two in Europe (in transported volumes).
- **5th multimodal operator** in Europe
- A portfolio of **1,500 customers**

A committed operator in supply chain decarbonization

Conventional rail freight and combined transport are safe means of transport which generate lower emissions than road transport.

In 2025, this led to:

- **11x less** CO₂e emitted
- **6x less** energy consumed
- Almost **1 billion euros** of negative externalities avoided (accidents, congestion, air pollution, climate pollution, etc.)

Motivated, professional teams

- **A culture which values diversity**, gender equality and employee well-being
- **The health and safety** of our teams is the focus of the group's priorities
- **The values** implemented in our management principles

A low-carbon model

Green Taxonomy is a European classification system for economic activities that are beneficial to the environment.

It aims to:

- **Redirect financial flows** towards sustainable activities
- **Include sustainability** in risk management
- **Encourage transparency** and comparability of companies thanks to a common framework

In 2025, **66%** of the turnover of Rail Logistics Europe was aligned with the Green Taxonomy "climate change mitigation" objective. This result demonstrates its contribution to the decarbonization of transport flows.

An integrated group

A range of complementary services

The Rail Logistics Europe (RLE) model is based on the complementarity of six companies which design and produce rail logistics solutions which speed up the modal shift from road to rail transport thanks to a unique network of business lines and expertise in Europe.

Our mission

"We are committed to providing the safest and most reliable rail freight solutions to our customers all over Europe. Each day, our teams reinvent logistics for a more sustainable future."

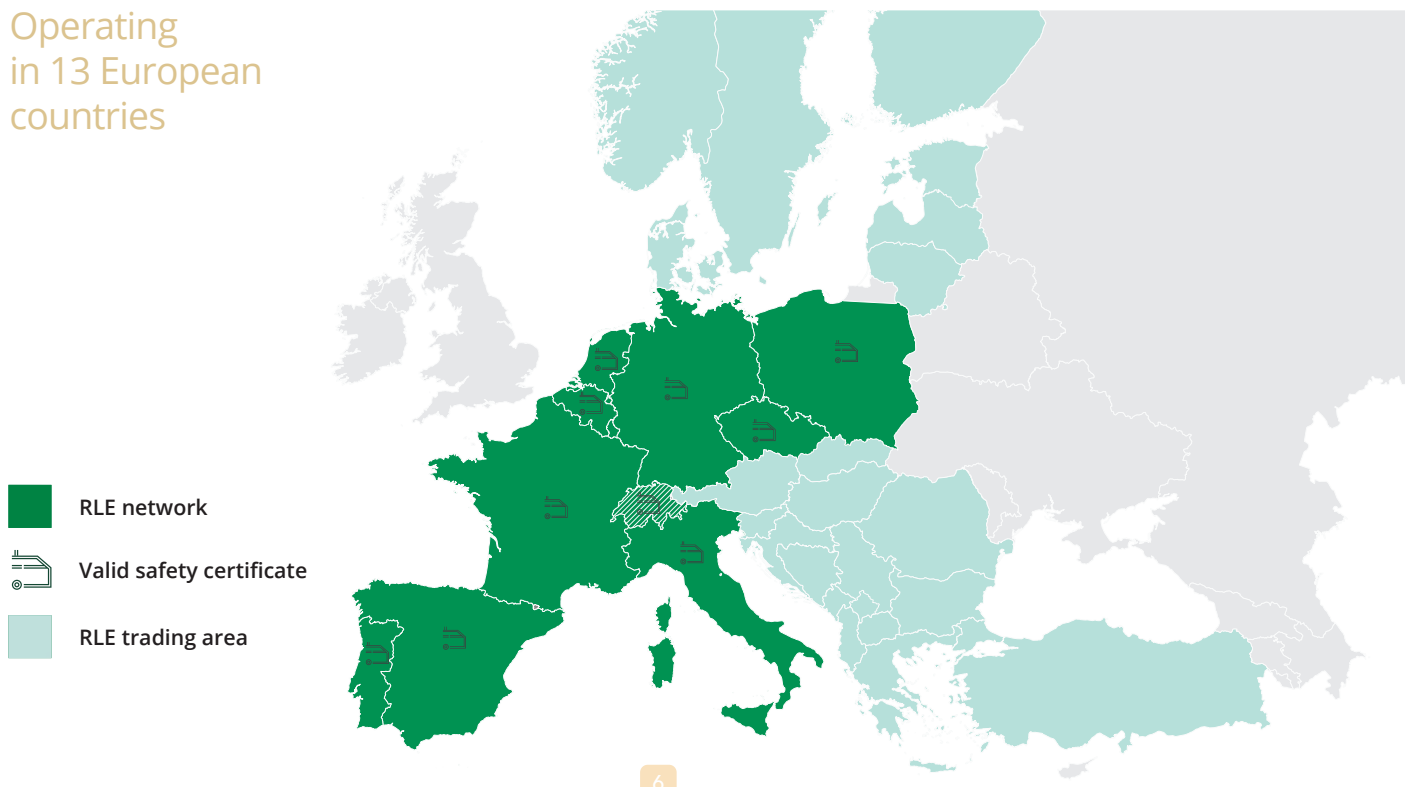
Our values

*Committed together:
we care, we connect, we deliver*

Our place in the SNCF group



Operating in 13 European countries



Hexafret

As a rail operator, Hexafret transports freight by rail and performs all types of railway manoeuvres to serve industrial sites. Hexafret organizes railway grouping from single wagons to entire trains, across France and Europe.

Our purpose

"Working together for accessible, responsible freight that serves the regions."

Strengths

Thanks to its unique network throughout France and a shared transport plan, the rail operator can meet all freight transport needs, even the most specific, to over 1,000 destinations in Europe both in France and beyond.

Main customers: the steel and chemical industry, military transport, agriculture, freight forwarders.

Value created

- Decarbonization of customers' logistics chains across France and Europe.
- Support for industrialization and job creation all over France.
- 85% of tonne-kilometres transported by electric traction: contribution to the ecological transition in Europe.

€680M

turnover with 40% generated outside France

4,302

employees

480

locomotives

800

long-distance trains per week

Approximately

1 MtCO₂e avoided¹



Leveraging its unique network, Captrain offers transport and logistics services on the main international corridors as well as the domestic markets of Western and Central Europe.

Strengths

Operating in seven countries, Captrain offers a comprehensive range of services including long-distance transport, rail services on industrial sites and terminals as well as the development of logistics concepts tailored to its customers' specific requirements.

Main customers: freight forwarders, the steel and petrochemical industries, construction and public works.

Value created

- Rail transport solutions which reduce customers' carbon footprint for long-distance transport.
- Support for industrial production in Europe, from Poland to Portugal.

€711M

turnover with 81% generated outside France

3,360

employees

444

locomotives

7

subsidiaries in Europe

Approximately

1 MtCO₂e avoided



VIA is the high-frequency rail highway expert and offers solutions to transport semi-trailers on dedicated lines adapted to long-distance journeys.

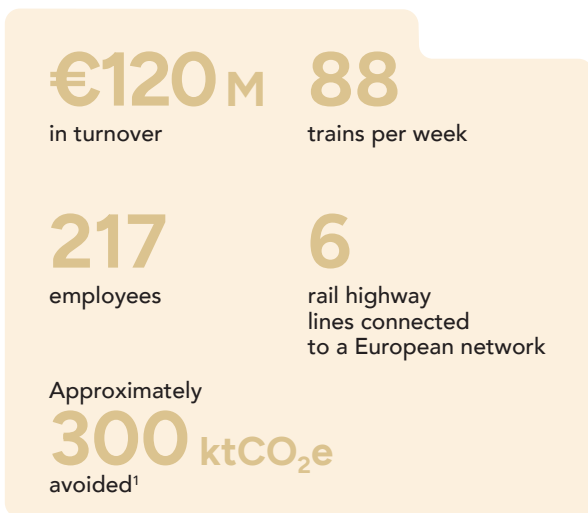
Strengths

By loading unaccompanied semi-trailers onto trains, (without the tractors or the drivers) and usually using our horizontal loading technique (thanks to Lohr technology which enables almost all types of semi-trailer to be loaded onto the wagons), VIA contributes to reducing negative externalities (pollution, congestion, road traffic accidents), and ensures optimized, competitive transits between its dedicated terminals (Le Boulou, Sète, Calais, Bettembourg and Mouguerre).

Main customers: road hauliers, shipping companies, distributors.

Value created

- Reduction of the negative externalities of road transport
- Massification of flows and volumes of goods: 48 semi-trailers can be transported on a single train



Naviland Cargo is a combined transport operator which provides end-to-end physical transport of sea containers, combining the best of rail, road and inland waterway modes.

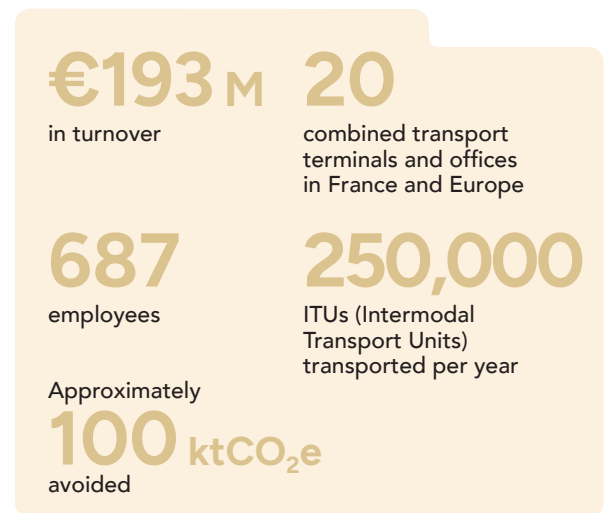
Strengths

From the shipper's site to the port, or from the port to the industrial and economic areas, Naviland Cargo offers end-to-end solutions combining railway and road traction, and terminal management. The company links the main European ports (Le Havre, Marseille Fos, Anvers-Zeebrugge, Rotterdam, Barcelona, Hamburg) to the main economic and industrial hubs in France.

Main customers: shipping companies, freight forwarders, hauliers.

Value created

- Reduction of the greenhouse gas emissions of the logistics chain thanks to multimodal transport
- High-frequency, top quality connection of ports with the industrial and consumer areas.



¹ greenhouse gas emissions avoided as compared to equivalent road transport. The definitions of the indicated are given in appendix.



Forwardis is an international freight forwarder which manages and combines several modes of transport - rail, road and inland waterway - to offer turnkey door-to-door solutions to transport customers' goods all over Europe and beyond.

Strengths

As a neutral architect of logistics solutions, the company uses the services of a network of partners, including the companies in the RLE group, to organize transport and customer flows. The teams based in France and Germany provide personalized turnkey solutions (consultancy, engineering, combined and multimodal solutions) using low-carbon transport modes whenever possible.

Main customers: the petrochemicals industry, agricultural sector (cereals, sugar, fertilizer), operators in the circular economy.

Value created

- Engineering of low-carbon transport solutions from Europe to China
- Freight safety (ISO 22000 food safety certification, SQAS, etc.)
- Transport cost optimization

€222 M

in turnover with 60% generated outside France

3

offices in France and Germany

Over

112

employees

100

transport partners

Approximately

200 ktCO₂e avoided



Technis provides accessible, efficient maintenance to optimize the operational potential of locomotives for competitive, forward-looking freight solutions. Technis supports operators, lessors, maintenance companies and manufacturers with maintenance services to support operation (preventive, corrective, troubleshooting) and industrial maintenance (component replacement, mid-life operations), as well as specific services (preparation of installations for operation, mobile operations, movement, other technical expertise).

Strengths

Technis is the leading locomotive maintenance operator in France, employing 500 maintenance and operator experts. With its 11 sites which can handle all types of locomotive and its mobile teams, Technis operates all over France as close as possible to its customers' needs.

Main customers: railway companies, hire companies and locomotive manufacturers.

Value created

- Locomotive reliability and safety
- Extended service life of assets,
- Repair and reuse of spare parts
- Support for local industrial employment and the circular economy

€104 M

in turnover

11

maintenance sites across France and positioned on customer flows

516

employees

CSR STRATEGY



MANIFESTO

To achieve the decarbonization objectives for transport, which is responsible for over 30% of greenhouse gas emissions in France, the modal shift from road to rail is essential. Rail freight, which is naturally low-carbon and energy efficient, can contribute to the European effort to fight climate change and make our economy more resilient to the energy constraints of the future.

In Europe, the rail freight transport operated by Rail Logistics Europe generates 11 times less greenhouse gas emissions than road transport.

In this way, we offer a solution which is immediately available to help our customers decarbonize their logistics chain and meet their environmental goals. We provide the safest, most reliable and most sustainable rail logistics solutions across Europe with our integrated offer.

In 2025, our activities saved almost 2.4 million tCO₂e in our customers' supply chains.

Beyond climate challenges, rail freight transport also generates significantly less negative externalities for society than by road. Fewer accidents, less congestion and air pollution, and energy efficiency are all societal and environmental co-benefits which justify the choice made by France and the European Union to map out an ambitious strategy to grow the modal share of the railway sector.

Each year, our activities contribute to preventing approximately one billion euros in negative externalities.

With a unique network throughout France, we participate in the development of the economy and local employment. We support industries and their capacity to connect their sites to the rail network, ensuring the safety of their freight transport in Europe and beyond. We participate in the construction of more resilient and reliable supply chains to strengthen our autonomy in the face of global crises and geopolitical tension.

With 80% of our transport performed by electric traction and an ambitious environmental policy, **our turnover is aligned with over 66% of the European green taxonomy "climate change mitigation" objectives.** This result reflects the contribution of rail freight to the European Union's transition objectives, its attractiveness for green finance and our environmental value creation for all our stakeholders.

Each day, our teams work to promote low-carbon, energy efficient transport connecting the regions for the benefit of our customers. Each day, we transport goods towards a more sustainable world.

Roadmap and material challenges

In line with the CSR strategy of the SNCF group, Rail Logistics Europe established a formal roadmap in 2024 based on four pillars and 19 material challenges. Combined with progress plans and objectives, this roadmap is applied in all the companies and geographical areas.

1. Develop rail freight for a low-carbon logistics chain	
Commitments	2025 results
Achieve a leadership position in the logistics industry	66% of turnover aligned with the European green taxonomy 2.4 MtCO ₂ e avoided thanks to the modal shift
Manage CSR commitments	Creation of the Supervisory Board Accounts, Risks and CSR Audit Committee

2. Reduce the environmental impact of our activities			
Challenges	Objectives	2025 results	Policies
Climate change mitigation	A reduction of 30% in greenhouse gas emissions linked to energy between 2022 and 2030	276 k tonnes of CO ₂ e emitted (Scopes 1, 2, 3.3) i.e. a 30% reduction as compared to 2022	Environmental policies (SNCF) 8 golden rules to preserve the environment (SNCF) Circular economy policy (SNCF) Biodiversity policy (RLE) Water policy (SNCF)
Energy		1167 GWh of energy consumed	
Adapting to climate change	All sites at risk are the subject of a business continuity plan		
Circular economy and waste management	100% of waste recovered by 2030	74% of waste recovered	
Pollution (air, soil, water, noise pollution)	100% of maintenance sites ISO 14001 certified by 2027	5 maintenance workshops ISO 14001 certified	
Environmental protection	Biodiversity risks mapping	25 sites near sensitive areas	
Water	Annual monitoring of water consumption	Identification of the sites consuming the most water	

3. Cultivate diversity, inclusion and commitment among employees			
Challenges	Objectives	2025 results	Policies
Culture and employee commitment	<ul style="list-style-type: none"> Commitment level of 60/100 Inclusion of the leadership values and principles in the managerial processes 	Commitment level of 63% for "Great place to work" 2024 and 70% and 65% for "C'est à vous" for Hexafret and Technis in 2025	Safety policy (SNCF)
Diversity, gender equality and social inclusion	<ul style="list-style-type: none"> 100% of managers trained in gender equality by 2027 Increase in the % of women in recruitments 	18.5% of women in recruitments	
Employees' health and safety	<ul style="list-style-type: none"> Frequency rate in 2030: 10 	Frequency rate: 15.3	
Talent management		See section on "Human Resources" (p.26)	
Social dialogue			

4. Act as a trusted partner

Challenges	Objectives	2025 results	Policies
Business ethics	100% of managers trained in business ethics by 2027	73% of employees trained in ethics 13 ethics alerts reported	Whistleblowing procedure (SNCF) Ethics charter (SNCF) Anti-corruption code of conduct (RLE)
Responsible procurement and respect for human rights	<ul style="list-style-type: none"> 100% of purchases include CSR criteria in 2026 Renewal of the RFAR label 	€7 M of purchases include CSR criteria	Gifts and invitations policy (RLE) Book of Rules (RLE)
Philanthropy		41 employees involved in actions by the SNCF Group Foundation	Responsible Procurement Policy (RLE)
Local presence and relations with local stakeholders		See "Interactions with stakeholders" (p.15)	Customer Relations and CSR Charter (SNCF) Third-party assessment policy (RLE)

Methodology

To identify its material challenges, Rail Logistics Europe conducted the following actions:

- **study** of the competitive environment,
- **analysis** of the SNCF group double materiality matrix,
- **selection of the standards** linked to rail transport via the SASB guideline,
- **assessment** of the level of maturity of the six companies in the group via individual interviews,
- **mapping** of the risks specific to the group’s business lines and activities.

42 risks were grouped into 19 material challenges managed according to three levels of requirement:

- **minimum requirements** apply to all companies and activities
- **specific requirements** apply to certain companies
- **best practices** are to be taken into consideration.



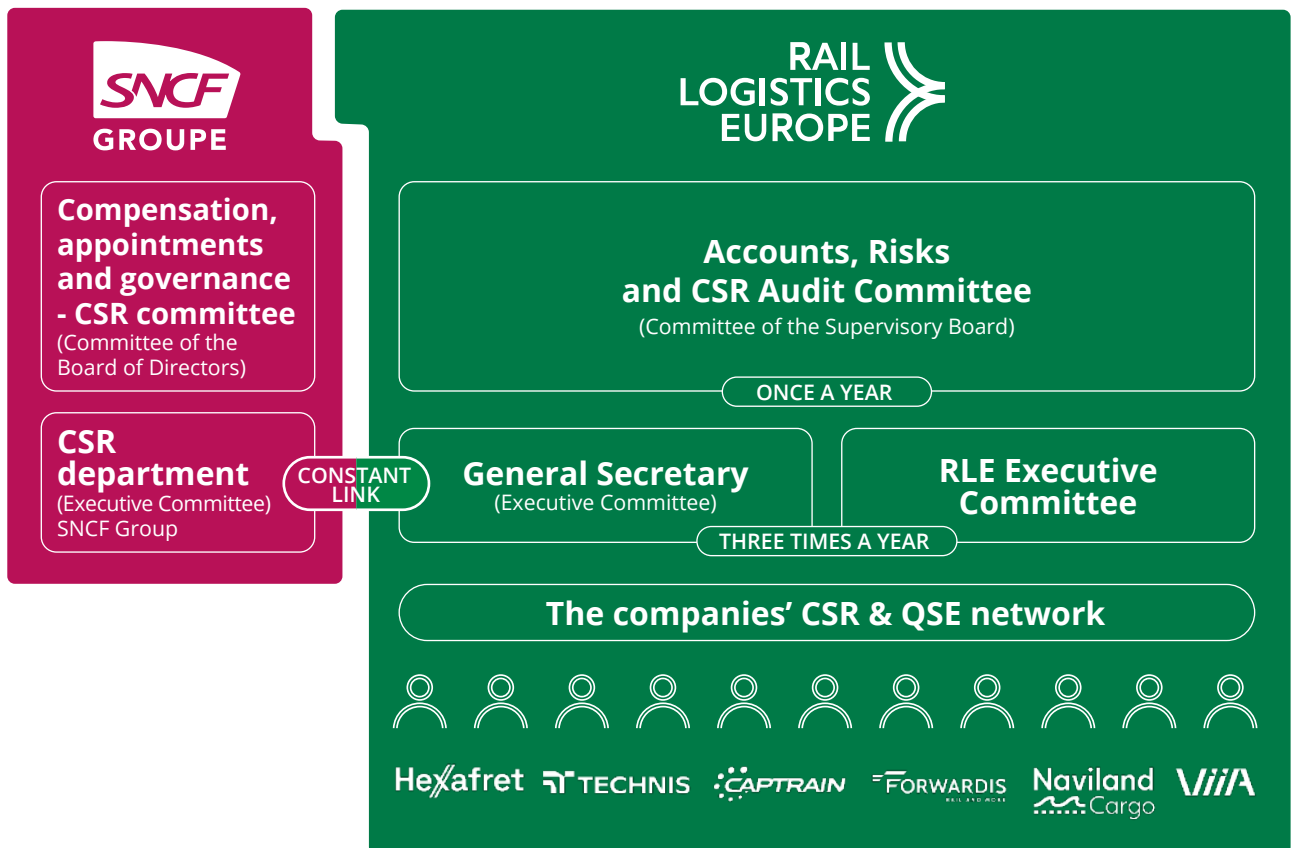
CSR governance

The integration of sustainable development into the business lines and activities, and risk monitoring are managed by a dedicated CSR team at the head office. This team reports to the general secretary, who is a member of the Executive Committee.

The missions of the CSR teams are as follows:







- **Manage** the roadmap and policies
- **Manage** the implementation of group-wide projects in coordination with the RLE companies
- **Gather** and consolidate the key indicators
- **Report** to the Executive Committee on project monitoring three times a year
- **Contribute** to the commitments of the SNCF group (CSRD, vigilance plan, SBTi trajectory, etc.)

Within each operational entity, a network of 11 CSR correspondents, often part of the QSE (quality, safety, environment) teams, oversee the deployment of the roadmap and monitor the policies and action plans. This network meets every three months to monitor the work in progress.



Interactions with the stakeholders

Working with the operators in the sector, regular exchanges with customers and suppliers, and the teams’ creativity and professionalism are essential to speed up the integration of rail freight into the logistics plans of the future. This collaborative intelligence is reflected by a constant dialogue between the group and its ecosystem, by the synergy between the six companies and by the innovation and problem solving demonstrated by #Cooperation throughout this report.

Stakeholders	Expectations	Methods of dialogue
Customers 	Decarbonization of the logistics chain Safety and security of freight transport Operational excellence and quality of service	<ul style="list-style-type: none"> • Sales teams of the companies and "RLE Solutions" hub: support for low-carbon and modal shift projects • Communication on emissions avoided and financial aid (French Energy Efficiency Certificate (CEE) forms, <i>Remove</i> scheme, etc.) • Trade fairs
Employees 	Health, safety and security in the workplace Quality of social dialogue Gender equality and diversity Development of employability	<ul style="list-style-type: none"> • Commitment surveys • Annual appraisals • Social dialogue • Whistleblowing procedure
Suppliers & subcontractors 	Respect for human rights and the environment in the value chain Long-lasting, fair relationships Timely payment	<ul style="list-style-type: none"> • Whistleblowing procedure • Purchasing seminar • Ecovadis supplier assessment • Supplier newsletter (SNCF)
Partners & professional organizations 	Development of rail freight transport Sharing and feedback	<ul style="list-style-type: none"> • Active participation in sector organizations: 4F, Rail Freight Forward, UTPF
Public authorities 	Develop solutions to support the modal shift which are aligned with the national rail freight strategy	<ul style="list-style-type: none"> • Regular exchanges with the DGITM² • Production of strategic notes
Local authorities 	Support the development of freight and industry in the regions	<ul style="list-style-type: none"> • Networks of regional delegates throughout France • Regular meetings with the regions

A key role in the regions

Rail Logistics Europe follows a partnership strategy with the regions, working for the ecological transition and economic recovery of the regions. This collaboration is given tangible form by the “mobility” part of the state-region planning contracts (CPER), which promotes the convergence of funding in favour of low-carbon projects such as the modal shift.

ENVIRONMENT



2025 in summary

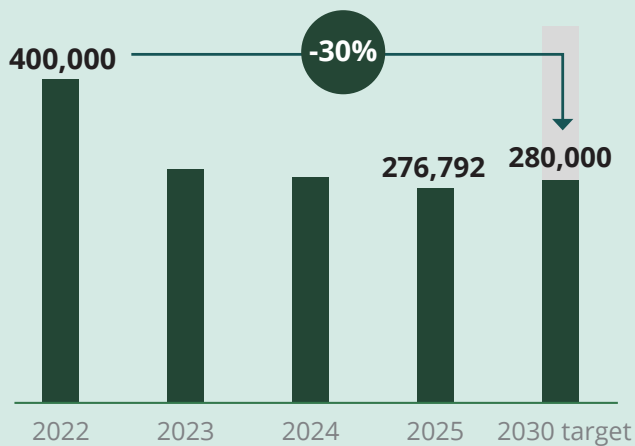
Key events

- Formalization of the 2030 climate roadmap
- Study of the exposure of industrial assets to risks linked to climate change
- Development of a commercial offer devoted to the circular economy

Decarbonization trajectory

30% reduction

in greenhouse gas emissions linked to energy (scopes 1, 2 and 3.3) - tCO₂e between 2022 and 2030



Results

Approximately

€1 billion
negative externalities avoided

9gCO₂e
per tonne-km transported

11x
less CO₂e emissions than road transport

81%
of transport performed by electric traction

5
maintenance workshops ISO 14001 certified

Climate change mitigation

The transport sector represents approximately 25% of greenhouse gas emissions (GHG) in Europe, and 34% in France. Freight transport generates 13% of the national emissions in France³. With greenhouse gas emissions ten times lower than road transport and a modal share of only 9% in France and 17% in Europe, rail freight is a significant lever for the ecological transition.

As an operator committed to low-carbon logistics, and to enable the group to always offer its customers the most ecological solutions possible, Rail Logistics Europe has formalized its climate roadmap in line with the objectives for the reduction of greenhouse gas emissions of the SNCF group⁴.

2030 transition plan

The RLE transition plan includes the growth prospects for the group's activity and is structured around the following objectives:

- **30% reduction in GHG emissions** on scopes 1, 2 and 3.3 (upstream energy-related emissions) between 2022 and 2030.
- **Contribution of suppliers to these objectives** with targeted action plans around the procurement categories generating the most emissions: hire of rolling stock (locomotives and wagons) and transport subcontracting for customers.
- **Achievement of "net zero emissions"** by 2050.

Governance

Climate governance is managed at the highest level of the organization.

- The CEO of Rail Logistics Europe takes part in the SNCF group Climate Strategic Committee twice a year.
- The RLE General Secretary is part of the SNCF group Climate Strategic Steering Committee which meets four times a year.
- The carbon trajectory is deployed at operational level via the network of CSR correspondents. Each company manages its roadmap adapted to its specific challenges. Quarterly collective meetings monitor the action plans. The CSR department reports to the Executive Committee twice a year on this topic.

Action plan

Greenhouse gas emissions linked to energy consumption, including rail traction, represent approximately 50% of the group's carbon footprint. Reducing this item is therefore key in the environmental transition of the activities. The decarbonization trajectory has been managed by the Greenpower programme since 2022 based on three levers for all of the companies in the group.

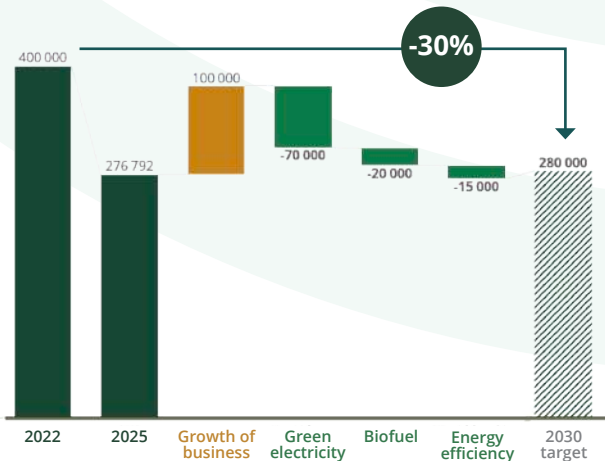
- **5% energy savings by 2030** via eco-driving and eco-parking of locomotives and by managing consumption.
 - **Eco-driving:** between 2024 and 2025, 1,200 train drivers at Hexafret were trained in eco-driving and in using the Sirius driving assistance tool to adopt eco-driving techniques (speed, braking, coasting) which are more energy efficient.
 - **Eco-parking:** deployment of specific tools (Vigiloc) to measure the energy consumption of parked locomotives and raise driver awareness.
 - **Consumption management:** introduction of dashboards to monitor the energy consumption of locomotives more precisely per journey.
- **Purchase of renewable electricity** (Guarantees of Origin or PPA) in Germany (2026) and in Italy (2028) for rail traction. The Captrain network in Spain already gets 100% of its electricity supply from renewable electricity.

- 10% of biofuel replacing fossil fuels by 2030.**
 Biofuel (HVO) is compatible with the operation of a locomotive with a combustion engine used for rail freight and emits six times less CO₂e than fossil diesel. In 2025, Captrain and Hexafret conducted experiments to validate the compatibility of this biofuel with the equipment before deploying its use on a wider scale. The traceability of the raw material, the additional costs and the limited number of refuelling stations still restrict the development of this system on a larger scale.

Innovation: Captrain Germany operates in bi-mode

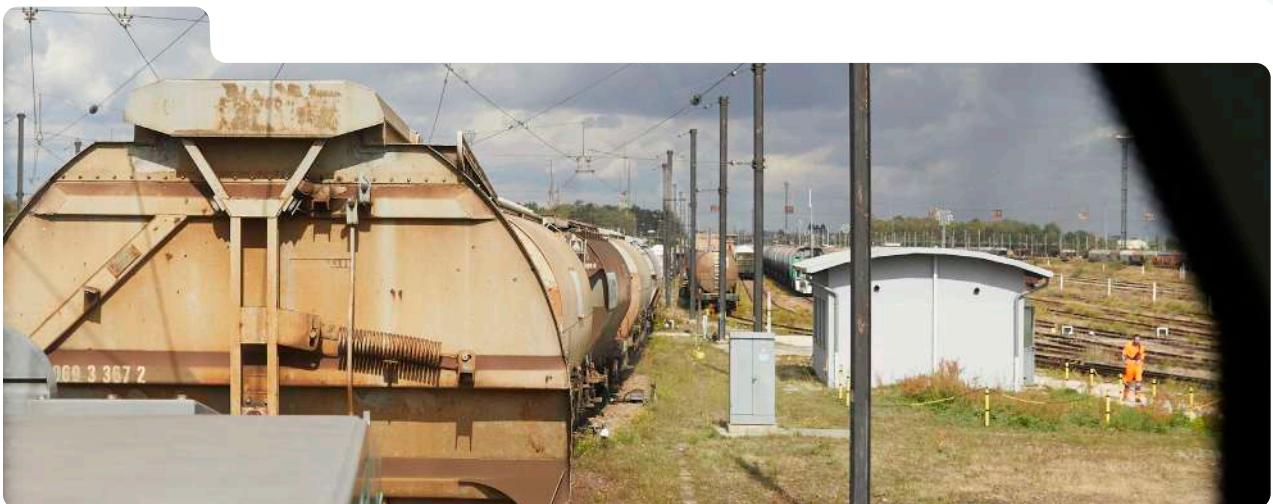
Bi-mode locomotives operate alternately using diesel and electricity. Their usage drastically reduces energy consumption on partially electrified lines. The driver changes the traction mode (electric or engine) during the journey without any interruption in traction or the power supplied to the train. Today, Captrain Germany operates 19 bi-mode locomotives, resulting in a reduction of 6 million litres of diesel per year and 16,000 tonnes of CO₂e emissions avoided.

2022-2030 decarbonization trajectory
greenhouse gas emissions linked to energy - weight of the various decarbonization levers (tCO₂e)



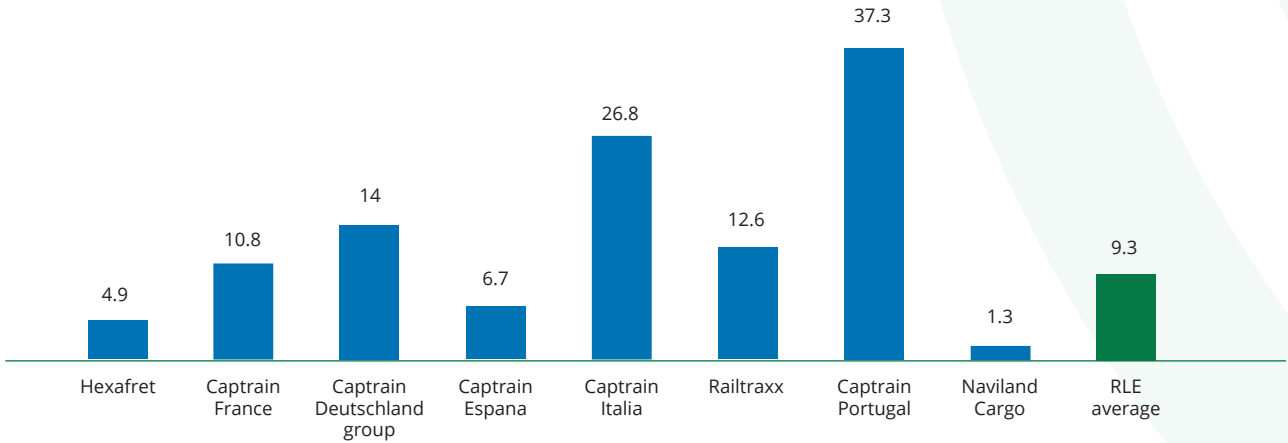
Financial aid to improve the attractiveness of rail transport

The Energy Efficiency Certificates (CEE) scheme is one of the main instruments of the national energy efficiency policy in France. With energy consumption approximately six times lower than road transport, rail freight is eligible for this scheme. Three CEE operation sheets and the Remove programme support the development of the activities of RLE and its partners to fund investments in rail highway wagons, the transport units used for combined road/rail transport or to encourage shippers to opt for a modal shift from road to rail.



CO₂/t.km performance of the group's railway companies - 2024

gCO₂e (traction energy) per net tonne-km



Mobilize suppliers in the decarbonization trajectory (scope 3 upstream energy-related emissions):

Suppliers and subcontractors contribute over 30% of the group's global footprint. To limit the carbon footprint of its value chain, Rail Logistics Europe has deployed a responsible procurement approach particularly targeting service providers for whom the purchasing categories generate the most emissions.

Scope 3 upstream energy-related emissions is broken down into two main items. Purchases (rolling stock, maintenance, etc.) represent approximately 40% of Scope 3 emissions and transport subcontracting approximately 20%.

It should be noted that Scope 3 emissions are estimates based on financial data and are the subject of work to improve the reliability.

The method used to quantify the group's greenhouse gas emissions is compliant with the GHG Protocol.

Greenhouse gas emissions report:

In 2025, RLE activities emitted approximately 620 ktCO₂e.

Emissions linked to energy (Scopes 1, 2 and 3.3 - upstream energy-related emissions) represented 272,973 tCO₂e in 2025, a reduction of approximately 5% in relation to 2024. Rail traction energy (electricity, diesel or biofuel) represented over 90% of these emissions. Since 2022, greenhouse gas emissions linked to energy have fallen by approximately 30%. The aim of the RLE group decarbonization trajectory is therefore to maintain this performance up to 2030. To manage this item more precisely, the group monitors a specific indicator expressed in gCO₂e eq/t.km for each rail company.

The group is pursuing its efforts to reduce its use of fossil fuels (diesel) which generates 50% of its energy-related emissions for less than 20% of the volumes transported (in tonne-km).

COOPERATION

Amazon parcels take the TGV train with Hexafret and rail highway trains

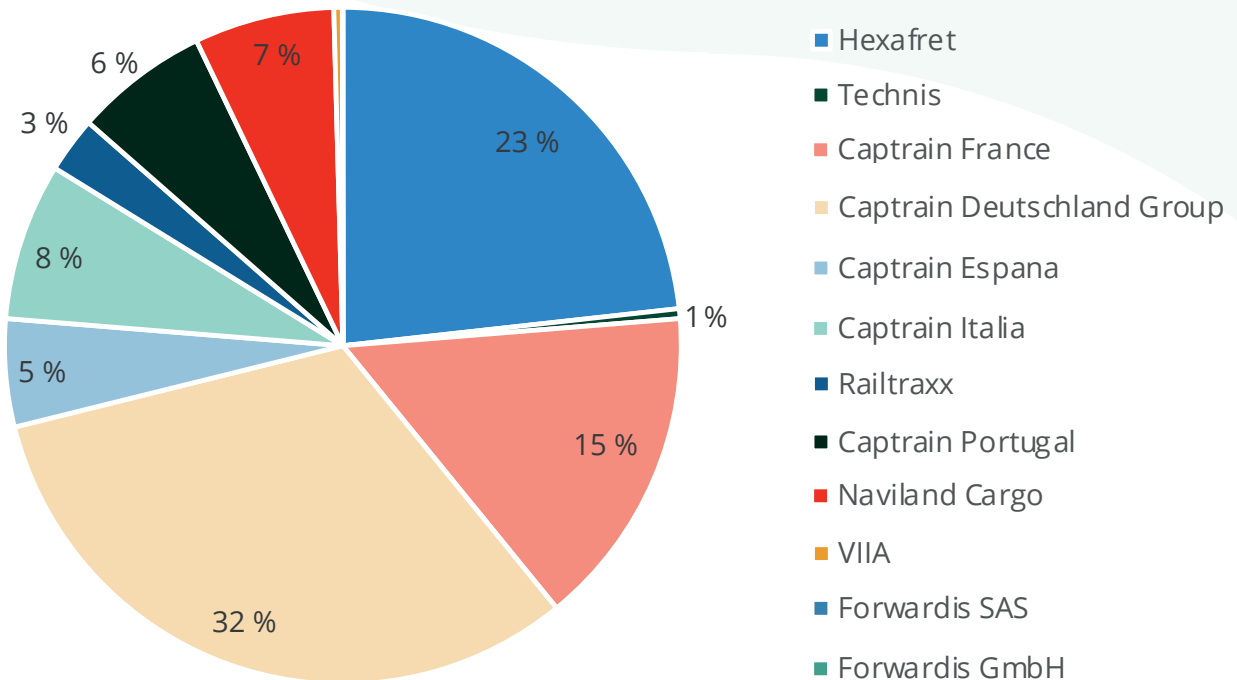
Hexafret has been transporting half a million parcels per year in TGV train holds between the Lyon and Paris logistics sites for Amazon since 2025. This new low-emissions corridor supplements the extensive use by Amazon of VHA rail highway trains between Calais or Bettembourg and Le Boulou. Goal: increase the modal share of rail in freight transport between its sites in Europe and contribute to the objective of achieving net zero emissions in its operations by 2040.

RLE group greenhouse gas emissions (tCO₂e)

GHG emissions in (tCO ₂ eq)	Scope 1	Scope 2 market based	Scope 3.3 Upstream energy-related emissions	Total emissions linked to energy	Other main items of scope 3*
2022 – Year of reference	148,595	184,066	67,068	399,729	~ 214,000
2024	128,693	108,692	51,385	288,769	~282,000
2025	136,655	78,246	58,071	272,973	~ 348,000
Evolution vs 2022				-31%	

*The emissions of the main items of Scope 3 are estimates. The growth of the emissions shown does not represent a real increase in emissions, but mainly methodological changes.

Distribution of greenhouse gas emissions linked to energy per company



Adapting to climate change

Rail Logistics Europe activities are dependent on the infrastructure of the rail network or loading sites. This means that they may be exposed to climate change. The increasing frequency of bad weather and climate events is already causing delays, changes in route or disruption to traffic with consequences on production costs, order cancellations or the shift of certain freight flows to the road.

In 2024, together with AXA Climate, RLE conducted a study of the exposure of the most strategic assets (RLE and partner production sites, customer sites) to adverse weather (flooding, landslides, heat waves, storms). On 246 sites in Europe, of which 63% are in France, approximately 50 (mainly industrial sites which are RLE customers) are considered to be at risk by 2050⁵.

The conclusions of this study were shared with the companies and partners concerned to deploy business continuity plans and anticipate potential damage to the infrastructure, maintain the equipment and protect the health and working conditions of the staff.

In addition to this work, 2025 was marked by the participation of RLE in the SNCF group project to feed an analysis tool on the resilience of the railway system to adverse weather. The aim of this tool, in its pilot version, is to identify the most sensitive routes and infrastructure, estimate the potential loss in turnover for the RLE rail companies and construct adaptation and business continuity plans for the activity with the stakeholders in the sector. In 2025, Hexafret and Naviland Cargo participated in this study in the Lyon region to demonstrate the importance of cooperation between the system stakeholders.

Adaptation of working conditions to climate events

Hexafret and VIIA have implemented initial actions, which include improving ventilation in working areas, information meetings and poster campaigns on sites to raise employees' awareness to health and safety risks, and adaptation of PPE (personal protection equipment) to high temperatures.

Captrain Spain is equipping its staff working in the field with heatstroke prevention bracelets.

The company has bought around one hundred electronic bracelets to anticipate the risks of heat waves likely to impact employees' comfort and health. This smart bracelet with built-in sensor measures the body temperature of the wearer. A visual and audible alarm warns the wearer if their body temperature exceeds a certain threshold. The employee is then invited to go to a safe place and inform their manager or the medical department.

⁵ Methodology used: SSP5-8.5 high reference scenario with a projection which should lead to global warming of 1.9 to 3°C by the middle of the century.

Circular economy

The extended service life of assets contributes to reducing the environmental footprint of the rolling stock. In parallel, the creation of circular economy channels is also an opportunity for the group to open up to new markets and expand its customer portfolio.

The Technis maintenance activity enables the service life of rolling stock to be extended and involves customers, rail operators and equipment hirers in a circular economy approach. This approach, initiated several years ago, was strengthened in 2025 by the growth of its spare parts repair activity in its Dijon workshop. Repairing pantograph collector heads or return conductors not only limits waste but also reduces maintenance costs for customers, who benefit from second-life parts. In 2025, almost 12,000 spare parts were used by Technis, of which over 1,000 came from the Dijon workshop.

The circular economy is also a growth opportunity for RLE. The development of specific channels in Europe is leading to the opening of new rail flows for waste transport and resources for recycling (waste to be recovered, metals, biomass, etc.). In 2025, RLE created a commercial cluster dedicated to the circular economy to support these flows. Management was entrusted to Forwardis, which specializes in these types of transport. In particular, the company organizes the transport of approximately 800 wagons of industrial waste per year between Istres and Sweden, where it is recovered for energy production instead of fossil fuels.



COOPERATION

Household waste transport: strength in unity

Forwardis has been entrusted with the task of managing over 120,000 tonnes of household waste per year while avoiding refuse lorries on the roads by the Oise département (SMDO) joint venture. The freight forwarder uses Captrain France for the rail transport of the convoys to the transfer docks and the waste-to-energy plant. This service limits disruption to residents (pollution, congestion and noise), optimizes costs thanks to work with the local authorities involved in this project and reduces CO₂e emissions (approximately 400 tCO₂e avoided) by the use of HVO to fuel the locomotives.

74%
of waste recovered

12,000
repaired parts used by Technis

Pollution

Rail freight transport generates pollution risks (air, soil, water) which must be controlled. These risks are highest in maintenance activities, when filling up with fuel or when transporting dangerous goods. The group uses an environmental management system and specific procedures to manage these impacts.

Environmental pollution

To limit the risk of accidents, the group has deployed an environmental management system in all the companies with an objective of ISO 14001 certification in all maintenance sites by 2027.

This system will include in particular an environmental policy, a risk mapping and incident feedback tools. The activities of Naviland Cargo, Captrain Deutschland, Espana and Portugal, and VITA at Boulou are thus covered by ISO 14001 certification.

Technis sites classified as ICPE (facilities listed under the environmental protection regulations) for France and Naviland Cargo sites are subject to specific procedures.

Refuelling locomotives is carried out in service stations managed by SNCF Combustible or by "direct-to-locomotive" refuelling. To avoid spillages, teams are trained in safety procedures, particularly the use of absorbent mats, and emergency kits are available in case of accidental spillages.

The transport of dangerous materials is regulated and integrated in the safety certificated issued to the rail company by the railway authorities or by the ASN (French Nuclear Safety Authority) as part of the transport of radioactive waste by Hexafret. Monitoring is performed by a safety advisor in each company transporting or storing dangerous materials. Moreover, by request of customers in the chemical industry, Captrain (France, Germany, Spain), Naviland Cargo, Hexafret and Forwardis (Germany) are SQAS-certified (environmental safety for the rail transport of chemical products).

5

ISO 14001-certified maintenance workshops in Germany

Noise pollution

The noise of passing trains and shunting in shunting yards may have an impact on residents' well-being. In Europe, noise from railways has been regulated since the end of 2024 by the Noise TSI (technical specification for interoperability), sometimes preceded by national regulations. To reduce the noise generated by trains and ensure compliance with the applicable rules, the freight wagon fleets have been gradually fitted with composite brake blocks instead of the former cast-iron blocks.

The use of these brake blocks makes the wagon wheels smoother and reduces friction between the wheel and the rail which is the main phenomenon generating noise. Almost all the wagons used by RLE are now fitted with this type of brake block, with a significant reduction in noise pollution linked to freight trains.

With regard to local noise pollution, the necessary adjustments are managed by SNCF Réseau, working with the local authorities and populations affected.



Biodiversity

Rail Logistics Europe activities have little impact on the fauna and flora. Nevertheless, the group is committed to preserving ecosystems and protected species in line with the SNCF group environmental policy.

To integrate biodiversity into its environmental strategy, in 2025 Rail Logistics Europe completed mapping of sites located near to protected areas in Europe (Natura 2000, biological and nature reserves, natural areas of special importance for fauna, etc.). 25 sites owned by the group were identified as being located less than one kilometre from a protected area. At the end of this stage, each company undertook to assess the specific risks and comply with the applicable regulations.

A biodiversity policy formalized in 2025 structured these commitments and set out the identification of risks linked to biodiversity. The Environment Management Review monitors the approach once a year. No incident impacting the biodiversity was recorded in 2025.

Water

Rail Logistics Europe activities do not consume much water. The main needs lie in locomotive cleaning operations carried out in the Technis workshops. Management of the resource is monitored in line with the objectives set in the SNCF water policy published in 2025: reduce the use of drinking water by 10% between 2023 and 2030, and by 25% by 2035 on the 100 sites using the most water in France. Discharges into the water are also closely monitored on sites subject to local regulations.



25

sites located near to sensitive areas with regard to biodiversity

HUMAN RESOURCES



2025 in summary

Key events

- Launch of the “Train Drivers” project to improve the effectiveness of training and the retention of our drivers
- Development of gateways between business lines with the first “Learning Expedition” in Germany
- Official launch of the leadership principles and co-construction of conduct associated with the three RLE values
- Further rollout of the Prisme safety standards to all employees

A EUROPEAN GROUP

Employees per country

GERMANY	1,348
BELGIUM	113
SPAIN	458
FRANCE	6,682
ITALY	356
LUXEMBOURG	25
POLAND	185
PORTUGAL	111
RLE group TOTAL	9,278

RESULTS

9,278

employees including over

2,800

train drivers

18.5%

of women in recruitments

15.3

Frequency rate of workplace accidents

Our people at the heart of the group's transformation

The Rail Logistics Europe group is exposed to increasingly fierce competition at European level, to the creation and integration of new subsidiaries, and to the opening of its capital. It is experiencing a major transformation at a rapid pace. These developments, which are both structuring and vital, place human issues at the heart of the group's strategy and directly involve the 9,278 employees who work collectively each day to develop the activities of the Rail Logistics Europe companies.

Faced with these major challenges, the group's HR strategy is based on four themes:

- **Support** the transformation,
- **Attract and retain** talent,
- **Integrate and embody** the values and culture of Rail Logistics Europe,
- **Make HR a lever** for operational performance.

These themes and priority projects were decided on during a HR seminar held by the *Human Resources Leadership Team* composed of the HR managers of the largest subsidiaries.

This approach is deployed at local level to ensure decisions are made as closely as possible to the reality on the ground. It relies on the companies' HR teams who are responsible for their own scope and fully committed to implementing the HR strategy.

An attractive employer

In 2025, Rail Logistics Europe reached a major milestone in terms of attractiveness. With over 1,000 employees recruited in Europe, the group recorded a slight increase in its staff numbers during the year for the first time after several years of falling numbers, marking a significant turning point. This momentum reflects the ability of Rail Logistics Europe to focus on the long-term future, to strengthen its skills and support the development of its activities in all the areas where it operates.

Staff turnover controlled and aligned with the development strategy

On 31 December 2025, the combined staff turnover rate for the Rail Logistics Europe group stood at 10.9%, a level under control and slightly lower than the standard of the French market (between 12% and 15% on average). This indicator demonstrates the soundness of the HR policies deployed, and the ability of the group to retain its employees against a background of profound changes and strong competition.

Absenteeism

Absenteeism, a key issue for Rail Logistics Europe, stood at 5.6% in 2025, down from the previous year. This is almost one point lower than the group's annual objective of 6.5%.

Recruitment in all the group's business lines and companies

Companies	Staff numbers	Recruitments
Hexafret	4,302	+ 181
Captrain	3,360	+ 596
Technis	516	+ 48
Naviland Cargo	687	+ 108
VIIA	217	+ 57
Forwardis	112	+ 16
Holding	84	+ 33
RLE GROUP TOTAL	9,278	+1,039

Culture, organization and talent

Particular emphasis on jobs in production, especially driving

In 2025, Rail Logistics Europe launched the *Train Driver Project* operation to respond to the shortage of freight drivers observed on certain European markets, particularly in France. The aim is to pool resources to develop initial driver training, widen the sources of recruitment and retain these key profiles in an extremely competitive market. Following a series of interviews within the group, around thirty lines of action were identified. The development of the recruitment of women, the use of internal training campuses and improvement in working conditions are some of the ideas under consideration for implementation in 2026 and 2027. This is a strategic issue. To support its growth, the group must considerably increase its staff numbers within the next ten years from 2,800 to approximately 3,500 to 4,000 train drivers by 2034.

Culture and organization

After defining its values through a collaborative approach, Rail Logistics Europe began work to translate these values (*committed together: we care, we connect, we deliver*) into observable behaviour. First of all for its population of key leaders (Top 130) through the definition of the leadership principles. Workshops were then organized with a sample group of local managers, administrative staff, staff working in the field and drivers through which observable behaviours for these employee categories were identified. These behaviours will constitute the backbone of all the key managerial processes (recruitment, assessment, training, etc.).

To foster a feeling of belonging to the group, the Top 130 attended a conference in November 2025 during which the results and the group's strategy were presented, highlighting the successes, particularly those demonstrating the strength of the integrated Rail Logistics Europe model. Every two months, this community of managers receives a newsletter in English and French by email entitled "*One RLE*".

COOPERATION

develop *learning expeditions*

To build gateways between the group's activities and business lines, the HR teams organized the first *learning expedition* in Frankfurt in 2025. The French employees from Hexafret and Captrain gained greater insight into the "rail freight forwarder" profession at Forwardis in Germany. On the agenda: cross-fertilization between the sales teams and presentation of "ForwardNet", an alternative rail network dedicated to the transport of isolated wagons to manage small units for customers in Europe.

15

rail academies in Europe

30

training sessions per year in Europe

In other words, an annual internal training capacity of over

300

drivers.

Commitment and Quality of life at work

Measure our employees' satisfaction and act based on their feedback

To measure employee satisfaction across the various business lines and geographical areas, RLE works with two institutes, with fairly consistent results.

In 2025, the level of commitment of Hexafret employees was 70% and 65% for Technis (SNCF BVA barometer/C'est à Vous).

In 2024, it was 63% globally for the other companies in the group: Naviland Cargo, VIIA, Captrain, Fowardis (Great Place to Work survey conducted every two years).

The global results are above the objectives set by the CSR roadmap (60%).

Cultivate well-being at work

Each company develops specific policies dedicated to quality of life and working conditions (QVCT).

At Hexafret and Technis, an annual budget is allocated to funding action to improve QVCT. Based on local needs reported by each regional area or establishment, in 2025 this budget funded, for example, osteopathy sessions at Hexafret for the operational staff, sports challenges to combat physical inactivity, cooling tee-shirts for staff working in the field and adapted computer equipment.

Naviland Cargo set up a charter for good relations between employees ("living together charter").

VIIA participates in the quality of life at work week each year.

Forwardis Germany has equipped its offices with ergonomic tables and works with the occupational health service on this subject.

The Rail Logistics Europe head office at St Ouen runs a choir and a running club.



Social dialogue

Hexafret & Technis, companies created from the discontinuance of Fret SNCF, are involved in negotiations with the unions aiming to adopt a lasting social framework adapted to their respective contexts. These negotiations follow on from the transition agreement signed as one in December 2024 by the unions defining the transitional arrangements applicable until 31 December 2027. These three years will enable each subsidiary to take the time to discuss, experiment and build high-quality social dialogue.

Employees' health and safety

At Rail Logistics Europe, safety is a priority and a shared culture. The objective is to reduce the frequency rate of accidents to 10 by 2030 through a strong commitment by the management and a continuous prevention policy.

Safety in the workplace is an absolute priority which is based on examples set by the management and structured governance. The Director of Industry and Safety is a member of the Executive Committee. Her deputy director for system safety, recruited in 2025, is in charge of deploying the 2025-2027 roadmap, based on a network of ten safety directors in the companies. The aim is to standardize practices, harmonize levels of maturity and share the lessons learnt.

Accidents in rail transport have many causes: risks of being hit by a train, falls near the railway tracks, lack of vigilance in dangerous areas, carrying and handling heavy loads, etc. To limit these risks, the group is deploying the following measures:

- **Promotion of a health and safety culture** through a common language. In 2025, work was done on "near-miss" incidents (identifying a risk in the workplace and reporting it) to encourage employees to report dangerous situations without fear of reprisals.
- **Feedback.** Every year, RLE organizes a seminar dedicated to safety in a European country. It is an opportunity for each safety director to share a real-life case, and discuss the group's policies and priorities.
- **Training.** The managers at Hexafret and Captrain France were trained in the Du Pont de Nemours safety method.
- **Implementation of the six Prisme common standards.** Illustrated in particular by the "safety contact" which consists in addressing a safety subject before any type of managerial meeting. This ritual enables even trivial events to be identified and handled collectively.
- **Recurring meetings.** Bi-monthly meetings are organized with the group's safety directors to analyze incident feedback, update procedures and monitor the indicators.

Safety: a common asset to be protected

Last November, the SNCF group brought together 900 top managers and experts as part of its safety conference which is held every three years. This involved two days of discussions on practices to be integrated into safety routines, and the need to make teams aware of their responsibilities. The CEO of RLE and the deputy director for system safety addressed the plenary session. Hexafret presented a workshop on an innovation in railway safety with the anti-drift block to immobilize wagons. Technis had the opportunity to showcase its tool Technirisk, which is used to feed back information from the field.

Mental health

RLE looks after the health and personal development of its employees with a PSR prevention approach. At Hexafret, this commitment results in mental health awareness-raising operations/training at all levels in the organization, co-development workshops for local managers, a network of look-outs and prevention officers and the introduction of monitoring indicators. Inspired by this pilot, a minimum common base will be gradually deployed right across RLE in all the subsidiaries.

15.3

Frequency rate of accidents in 2025

Gender equality and diversity

Gender equality is a commitment supported by the SNCF group for many years. It is shared by the CEO of Rail Logistics Europe, who is convinced that “skill has no gender” and that gender equality is a driver of change, innovation and durable performance.

The aim of Rail Logistics Europe goes well beyond the legal obligations. Gender equality is part of its strategic priorities for both cultural and economic reasons. On the one hand, the aims are to improve the attractiveness of the sector via an inclusive culture, capitalize on diverse points of view to nourish creativity, improve social cohesion and well-being at work, and on the other support the group’s growth and combat stereotypes by employing more women in posts historically reserved for men.

In 2025, a Gender Equality manager was appointed, reporting to the Communication and HR departments. She is in charge of implementing the gender equality roadmap, which is structured around five areas: deploying a gender equality strategy throughout the organization, disseminating a culture of gender equality and fighting discrimination, contributing to improving working conditions, raising awareness, training and coaching teams, leading the network of relays and ambassadors. The objective is to build on the best practices and *role models* to support change.

Men and women in governance

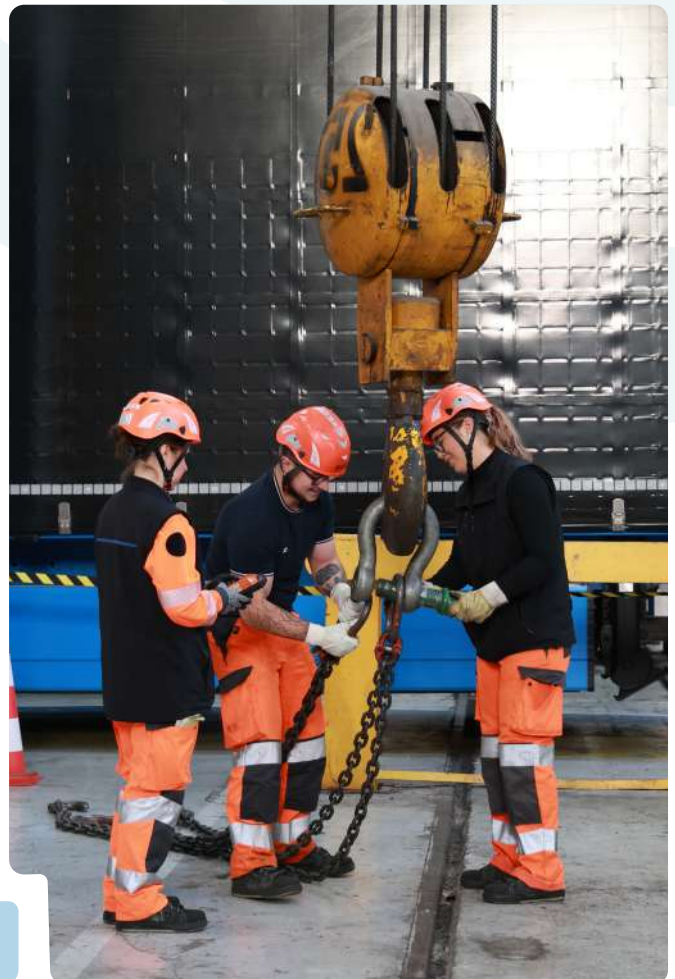
This commitment is illustrated by having both men and women in governance roles, with five women on the Executive Committee out of twelve members, including the two CEOs of Naviland Cargo/VIA and Forwardis.

At Hexafret, the Board of Directors has six members, of which four are women in Operations, Finance, Human Resources and Communication.

Captrain Spain is recruiting more women

Only 3% of train drivers are women. To cope with recruitment difficulties in the sector, Captrain Spain has reviewed its recruitment process.

In less than two years, the company has increased from 8% women drivers to over 11%. To attract candidates who are already qualified, the company relies on the assets of its employer brand (equal pay, quality of life at work), a culture of inclusion and diversity (network of ambassadors, staff trained in gender equality) and a presence in universities, student fairs and women’s congresses such as the Tech Olympiads to present its business lines and diversify profiles.



Breaking down stereotypes

RLE, with the support of the Rail Mixity Europe internal network, is stepping up initiatives to bring about change:

- **Celebration of the fifth anniversary** of the Rail Mixity Europe network with discussion times and the scheduling of a play entitled “M/F desperately seeking equality” to shine a light on gender stereotypes.
- **Organization of lunches** by Hexafret and Rail Mixity Europe with female field managers on the industrial sites to give them an opportunity to speak freely. These women have sometimes been faced with sexist remarks, have felt isolated and have not always been listened to. The aim of these informal meetings is to find levers to improve working conditions and to make production posts more attractive to women.
- **Co-organization with Hexafret of a webinar** devoted to women’s health and breast cancer screening workshops, educational quizzes on prostate cancer for men as part of Movember, etc.

This commitment has shown tangible results in the companies. For example, in 2025, Technis achieved 18.8% of women among the staff recruited, in particular with two female employees recruited for the Dijon workshop.

% of women in recruitments

Companies	2025
Hexafret	9.9%
Captrain	16.7%
Technis	18.8%
Naviland Cargo	31.5%
VIIA	17.5%
Fowardis	56.3%
RLE group	18.5%

13.6%

of women in the total number of employees in 2025

18.5%

of women in recruitments

COOPERATION

the Rail Mixity Europe network acts as an ideas laboratory

Originating from the SNCF Mixité network, Rail Mixity Europe is an internal group-wide network devoted to diversity and gender equality which has 300 members, 30% of whom are men. It operates as an “ideas laboratory” which is fed by proposals and questions generated by a gradual increase in awareness. How can women be integrated into an environment which is historically masculine and how can attractive career plans be developed? How can the facilities at industrial sites (toilets and cloakrooms) be adapted to the working conditions of women? How can the perception of the job of a train driver be changed and how can women be encouraged to apply? This fundamental work carried out in particular by the HR teams goes well beyond the question of image. It is based on the evolution of behaviour and mentalities to be a part of a drive towards progress.

Philanthropy

RLE encourages the civic involvement of its teams through practical skills transfer. Employees put their skills to use for a charitable project supported by the SNCF Foundation for the benefit of young people. In 2025, 41 employees from Hexafret and Technis benefitted from this scheme.

In parallel, Forwardis is actively involved in Europe, through its “Care & Act” initiative. Projects are put forward by the employees. In 2025, four associations were selected. The Frankfurt Foundation for children with cancer, the Berlin association for the protection of animals, Autistes sans Frontières and Médecins sans Frontières in Paris.

GOVERNANCE





2025 in summary

Key events

- Formalization of the Responsible procurement policy
- Integration of CSR criteria in calls for tender over €20,000
- Review of the group risks mapping with the inclusion of risks specific to the duty of care
- Achievement of the Supplier Relations and Responsible Procurement label for Hexafret and Technis

RESULTS

73%

of target employees given anti-corruption training

13

alerts reported via the whistleblowing hotline

Business ethics

Rail Logistics Europe strives to promote a culture and strict rules with regard to business ethics and compliance as closely as possible to its operations. To deploy the policies and procedures, the group relies on compliance officers in its business lines and geographical areas

Ensuring that the 9,000 employees, the partners and subcontractors adopt responsible conduct in the practice of their business is vital to maintain the trust of stakeholders. The Rail Logistics Europe compliance and business ethics system is structured around a set of rules which help employees to include ethics in decision-making processes.

Documents

The SNCF group ethics charter outlines 11 principles of professional conduct to be followed by employees to protect the human capital, combat fraud, respect ethical standards for suppliers and set out specific duties linked to public service missions. The RLE anti-corruption code of conduct raises the awareness of the teams to situations they may encounter. The gifts and invitations policy sets out the rules and processes to be followed in this field.

Risks mapping

The major risks mapping (including ethical risks) was updated in 2025. The tool is fed by feedback from the companies in the group. The action plans are reviewed twice a year in the Executive Committee. Self-assessment campaigns conducted every year at operational level with a specific questionnaire assess the compliance of the entities with the Sapin 2 Law and the vigilance plan.

Third-party assessment procedure

Relations with third parties (suppliers, subcontractors) can pose risks for the companies, particularly in terms of corruption, reputation and compliance with the regulations. To prevent this risk, the teams use the assessment platform common to the SNCF group. The data gathered is used to feed the responsible procurement approach and the vigilance plan.

Team training

In 2025, RLE deployed an anti-corruption e-learning course covering most of the companies in the group. 1,722 employees completed anti-corruption training, in other words, 73% of the profiles identified as at risk. In the countries most exposed to risk, face-to-face training was organized. This is particularly the case of Forwardis Germany, whose freight forwarding activities go beyond the borders of the EU.

Cybersecurity

The cybersecurity approach is managed by the Information Systems Security Manager recruited in 2025. Their mission is to lead a community of peers at operational level to coordinate initiatives and ensure the security of the information systems.

In 2025, the main companies in the group were assessed based on ISO 27001/27002⁶ by an external firm. The results were shared in the Executive Committee.

Humans are considered to be the first pillar in the cybersecurity approach. A significant cultural adaptation component is designed for employees, with the deployment of targeted campaigns adapted to the various business lines.

⁶ Information system security

Respect for human rights

Rail Logistics Europe contributes to the SNCF group vigilance plan which implements specific measures to “identify risks and prevent serious violations of human rights and fundamental freedoms, or harm to the health and safety of people and the environment”.

In 2025, a “duty of care” point of contact was appointed at Rail Logistics Europe to participate in this collective work. The major risks mapping for the group and the companies was also re-assessed to include “risks of harm to people or the environment” as well as three specific risks linked to the duty of care.



Summary of the main risks linked to the duty of care

<p>Human rights and fundamental freedoms</p>	<p>Human rights violations in the value chain (child labour, forced labour, decent working conditions and wages, etc.) Illegal employment of subcontractors: (undeclared labour, improper subcontracting, illegal loan of personnel, illegal employment, illegal multiple jobholding, etc.)</p>
<p>Prevention measures and risk mitigation</p>	<p>Ethics charter and anti-corruption code Responsible Procurement Policy CSR criteria in calls for tender Third-party assessment procedures Whistleblowing procedure</p>
<p>Employees' health and safety</p>	<p>Serious accident involving employees or third parties (electrocution, being hit by a train, falls, etc.)</p>
<p>Prevention measures and risk mitigation</p>	<p>Railway safety policy Prisme programme Dupont de Nemours safety method To find our more, consult the “Employee health and safety” section on page 31.</p>
<p>Environment</p>	<p>Serious railway accident which may generate pollution</p>
<p>Prevention measures and risk mitigation</p>	<p>Safety and railway safety policy Prevention plans on customer sites Driver training SQAS certification To find out more, consult the “Pollution” section on page 24.</p>

Responsible procurement

The responsible procurement approach is integrated into the SNCF group purchasing practices. Objectives: manage supplier risks throughout the value chain, support the local economy and develop the circular economy.

The contribution of procurement to the competitiveness of a company is a reality. The function optimizes the processes, controls costs and secures the supply chain. At Rail Logistics Europe, CSR participates in the creation of global value thanks to the decarbonization of the supply chain, risks management and reduction of inequality. The Purchasing department manages the responsible procurement policy for all the companies. It establishes the strategic directions, defines the priorities for action by purchase category and ensures they are adapted at local level. In each company or operational unit, a purchasing point of contact is in charge of ensuring the processes are correctly executed, the instructions are disseminated, rules are complied with and information is fed back to the group.

The main purchasing categories are as follows:

- **The purchase or hire** of rolling stock
- **Energy**
- **Transport subcontracting** (railway, road) for customers
- **Intellectual services:** consultancy, general purchases, IT and telecommunications

Responsible procurement policy

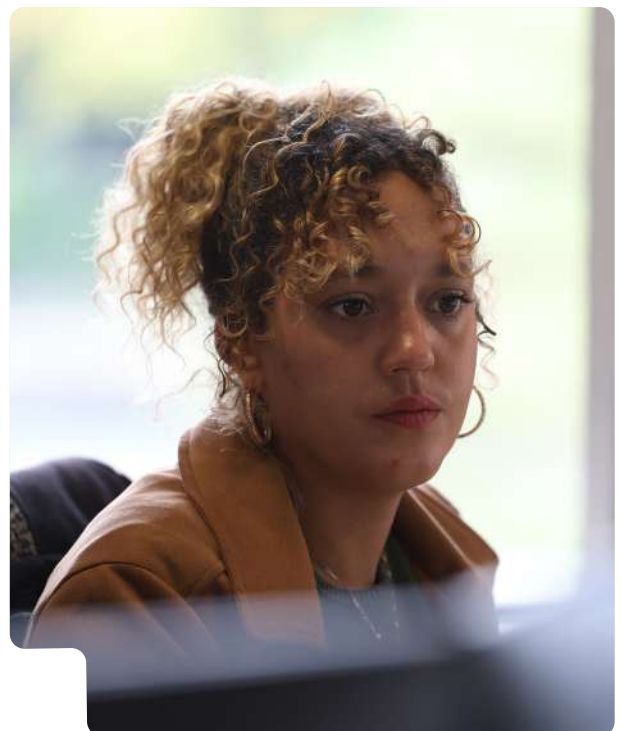
The 2026 responsible procurement policy is structured around a series of commitments including: excluding suppliers who do not respect human rights, the fundamental ethical principles or the minimum environmental rules, including CSR criteria in the questionnaires, working with the stakeholders of the protected sector or the social and solidarity economy (SSE), recognizing suppliers involved in the circular economy or industrial relocation.

Support for suppliers in the low-carbon transition

To achieve its carbon objectives, RLE must get all of its value chain on board in the reduction of their greenhouse gas emissions. Suppliers and subcontractors represent approximately 50% of its global footprint.

The priority is therefore to support the ecological and energy transition of key partners, select in priority suppliers with an emissions reduction strategy (carbon balance, SBTi, etc.), favour local procurement and the use of recycled, recyclable or low carbon materials.

Rail Logistics Europe systematically includes CSR criteria in the analysis of offers and the award of contracts for calls for tender over 500,000 euros.



Assessment of the supplier CSR risk

Traceability and assessment of the supplier chain is a fundamental pillar of the responsible procurement policy. It makes it possible to prevent risks, ensure regulatory compliance and structure purchasing practices.

Rail Logistics Europe relies on monitoring the vigilance plan, the third-party assessment procedure and whistleblowing to limit these risks. Particular vigilance is maintained for suppliers located outside the European Union.

In 2025, the “Responsible Procurement” approach at Rail Logistics Europe is:

- **1 annual** Procurement seminar held by RLE with a section dedicated to responsible procurement.
- **3 meetings** organized with the correspondents in the group’s companies to share commitments and monitor action plans and the results.

Whistleblowing system

The whistleblowing system deployed by the SNCF group is available in all languages. It enables all employees and all external stakeholders to report an event or situation in complete confidentiality 24/7 (fraud, corruption, psychological harassment, discrimination, abuse). RLE recorded 13 reports in 2025.



#COOPERATION

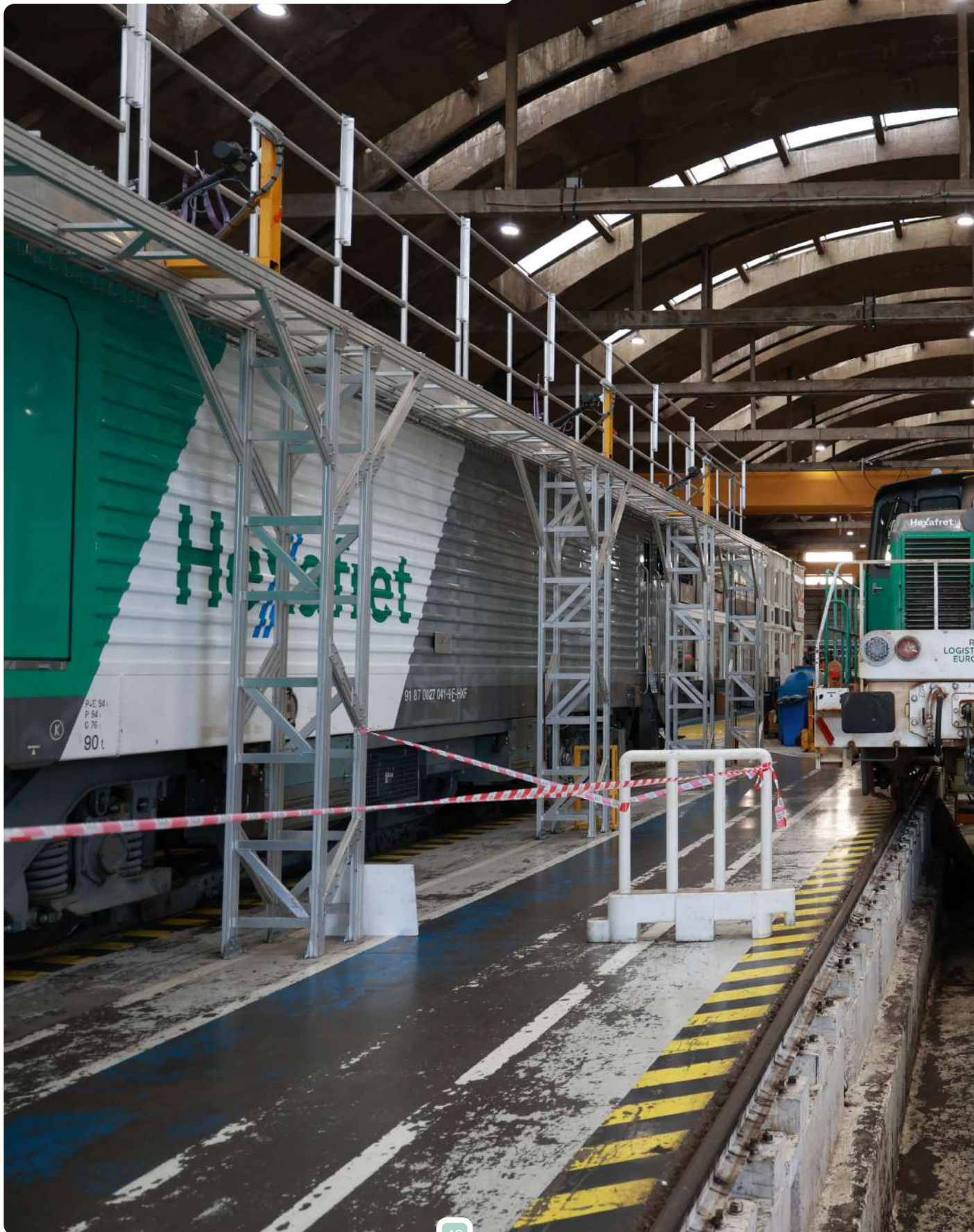
Share the requirements of the SNCF group

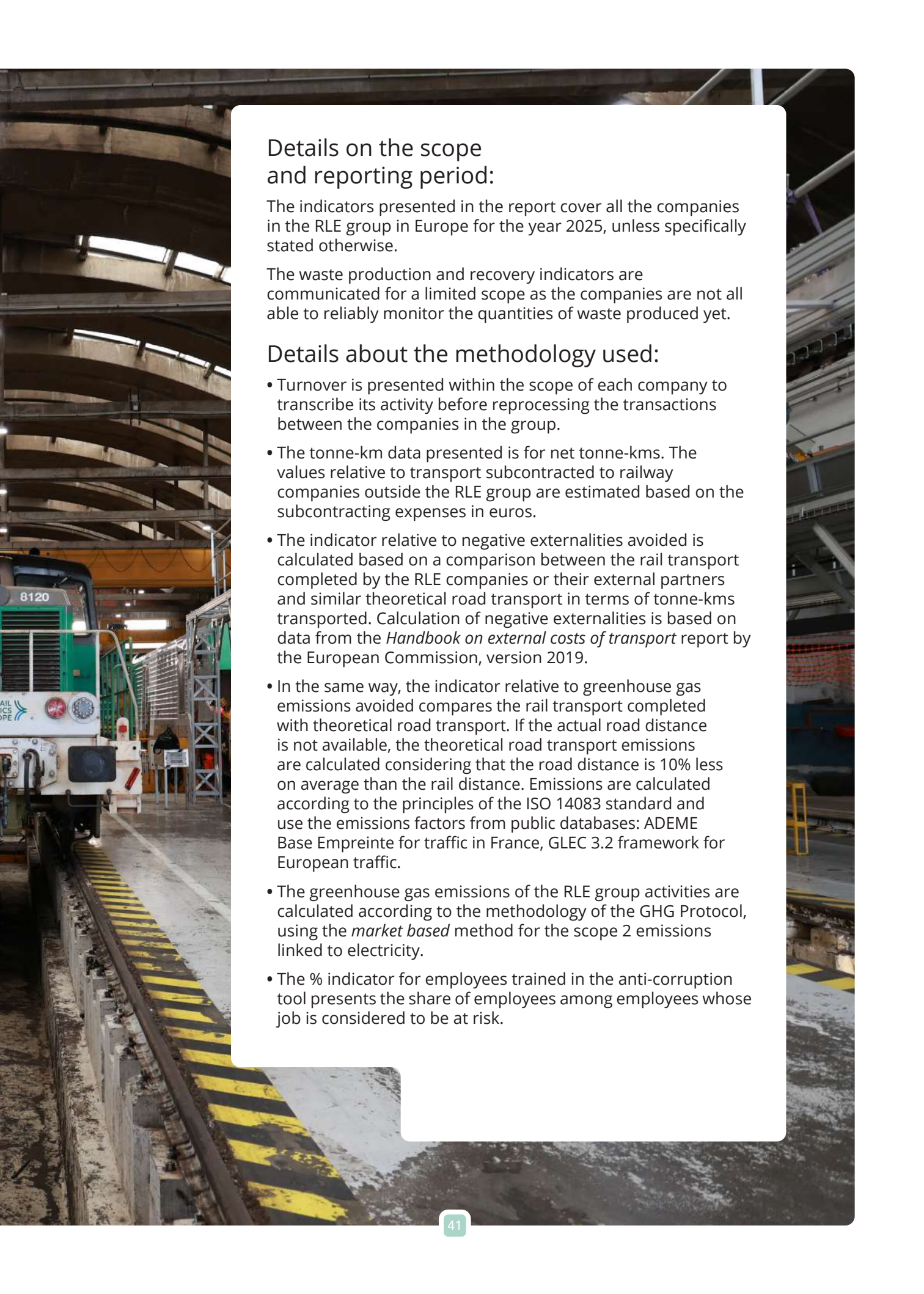
Buy greener / Buy closer / For longer: these are the three levers of the SNCF group responsible procurement approach shared by Rail Logistics Europe.

Objective: pool resources, foster synergy between the companies, share best practices and develop the territorial-based footprint of purchases. In 2025, this collective mobilization achieved the following:

- Contribution to the economic development and employment in the regions with the participation of the RLE Purchasing teams at a day of discussion organized by the SNCF group in the Auvergne-Rhône-Alpes region. It was an opportunity for the teams to contribute to themed workshops focusing on safety or the circular economy alongside 150 local companies.
- Support for inclusive purchasing with the representation of RLE at the SNCF Responsible Procurement seminar, which was held in an adapted company with the organization of a Responsible Procurement collaborative and participative workshop.
- Achievement of the Supplier Relations and Responsible Procurement label by Hexafret and Technis.

APPENDICES





Details on the scope and reporting period:

The indicators presented in the report cover all the companies in the RLE group in Europe for the year 2025, unless specifically stated otherwise.

The waste production and recovery indicators are communicated for a limited scope as the companies are not all able to reliably monitor the quantities of waste produced yet.

Details about the methodology used:

- Turnover is presented within the scope of each company to transcribe its activity before reprocessing the transactions between the companies in the group.
- The tonne-km data presented is for net tonne-kms. The values relative to transport subcontracted to railway companies outside the RLE group are estimated based on the subcontracting expenses in euros.
- The indicator relative to negative externalities avoided is calculated based on a comparison between the rail transport completed by the RLE companies or their external partners and similar theoretical road transport in terms of tonne-kms transported. Calculation of negative externalities is based on data from the *Handbook on external costs of transport* report by the European Commission, version 2019.
- In the same way, the indicator relative to greenhouse gas emissions avoided compares the rail transport completed with theoretical road transport. If the actual road distance is not available, the theoretical road transport emissions are calculated considering that the road distance is 10% less on average than the rail distance. Emissions are calculated according to the principles of the ISO 14083 standard and use the emissions factors from public databases: ADEME Base Empreinte for traffic in France, GLEC 3.2 framework for European traffic.
- The greenhouse gas emissions of the RLE group activities are calculated according to the methodology of the GHG Protocol, using the *market based* method for the scope 2 emissions linked to electricity.
- The % indicator for employees trained in the anti-corruption tool presents the share of employees among employees whose job is considered to be at risk.

Performance indicators

Data for RLE group activities (net tonne-km)

	2024	2025
Production of rail companies in the group (billions of net tonne.kms)	29.7	27.2
External subcontracting with other rail companies (billions of net tonne.kms)	6.3	6.1
Total for rail traffic for customers of the RLE group (billions if net tonne.kms)	36	33.3

RLE group waste production

	tonnes
Tonnage of hazardous waste produced	1295
Tonnage of non-hazardous waste produced	521
Tonnage of waste produced - total	1816
<i>% of waste sent to recovery channels</i>	74%

Negative externalities avoided (€)

Estimate of the negative externalities avoided by RLE rail transport (production of rail companies and external subcontracting)	1,025,610,482
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Share of electric traction (% of tonne.kms transported)

Company	% of electric traction
Hexafret	85%
Captrain France	62%
Captrain Deutschland Group	88%
Captrain Espana	72%
Captrain Italia	98%
Railtraxx	47%
Captrain Portugal	0%
Naviland Cargo	100%
RLE group total	81%

RLE group energy consumption

Rail traction activity	2024	2025
Electricity consumption (kWh)	672,637,891	619,259,792
of which renewable electricity (%)	11%	11%
Non-road transport diesel consumption (litres)	45,540,887	45,719,950
HVO biofuel consumption (litres)	121,803	195,449
Other activities: buildings, platforms and vehicles		
Electricity consumption (kWh)	17,084,796	15,208,843
Natural gas consumption (kWh)	11,705,393	11,083,136
Fuel oil consumption for buildings (litres)	0	100,578
Road transport diesel consumption (litres)	3,250,877	5,902,625
Petrol consumption (litres)	266,046	268,607
B100 fuel consumption (litres)	153,534	97,689
Total energy consumption (kWh)	1,196,432,752	1,167,535,002
Share of rail traction in energy consumption	94%	92%

Carbon intensity of the rail companies in the group (emissions linked to energy tCO₂e / net tonne.km)

Company	Carbon intensity
Hexafret	4.9
Captrain France	10.8
Captrain Deutschland Group	14
Captrain Espana	6.7
Captrain Italia	26.8
Railtraxx	12.6
Captrain Portugal	37.3
Naviland Cargo	1.3
RLE group average	9.1

Health and safety in the workplace

Company	Frequency rate
Hexafret	16.7
Technis	21.5
Captrain France	12.8
Captrain Deutschland Group	14.7
Captrain Espana	6.1
Captrain Italia	8.5
Railtraxx	25.1
Captrain Portugal	7.8
Naviland Cargo	10.3
VIIA	41.2
RLE group total	15.3

CSRD correlation table

	Themes	Description of the theme	Section of the report	Pages
ESRS 2 General information	BP-1	General basis for preparation of the sustainability statements	Methodology note	41
	BP-2	Disclosures in relation to specific circumstances	Methodology note	41
	GOV-1 GOV-2 GOV 5	Role of the governing bodies Information transmitted to the governing and supervisory bodies Risks management and internal control of sustainability information	CSR governance CSR road map Business ethics	12 to 14 36
	SBM-1	Strategy, business model and value chain	Group profile Manifesto CSR roadmap and material challenges	5 to 13
	SBM2	Interests and views of stakeholders	Interactions with stakeholders	15
ESRS E1 - Climate change Environment	ESRS2-SBM 3	Material impacts, risks and opportunities and their interaction with strategy and business model	Climate change mitigation Climate change adaptation	18 to 22
	E1-1	Transition plan for climate change mitigation	Climate change mitigation Reduction objectives Carbon trajectory	18 to 22
	E1-2	Policies related to climate change mitigation and adaptation	CSR road map	12-13
	E1-3	Actions and resources in relation to climate change policies	Climate governance Climate change mitigation: transition plan Climate change adaptation: action plans	18 to 22
	E1-4	Objectives linked to climate change mitigation and adaptation	Climate change mitigation. Reduction objectives, decarbonization trajectory	18 to 22
	E1-5	Energy consumption and energy mix	Climate change mitigation Greenhouse gas emissions report: Indicators	18-21 42-43
	E1-6	Gross GHG emissions for scopes 1, 2, 3 and total GHG emissions	Greenhouse gas emissions Indicators	20-21 42-43
ESRS E2 Pollution (air, soil, water)	ESRS2-IRO 1	Description of the processes for identifying and assessing the impacts, risks, and opportunities related to the strategy and business model	CSR road map	12-13
	E2-1	Policies related to pollution	CSR road map	12-13
	E2-2	Action and resources related to pollution	Environmental pollution Noise pollution	24
	E.2.4-E25	Pollution metrics and objectives	Key figures	24
ESRS E4 Biodiversity	ESRS 2-IRO1	Management of impacts, risks and opportunities related to biodiversity	CSR road map	12-13
	E4-2	Policies related to biodiversity	CSR road map	12-13
	E4-3	Actions and resources related to biodiversity	Mapping of sites	25
	E4-4 and E4-5	Metrics and objectives	Key figures Indicators	25 42-43

	Themes	Description of the theme	Section of the report	Pages
ESRS E5 The circular economy	ESRS2-IRO1	Management of the impacts, risks and opportunities related to resource use and the circular economy	CSR road map	12-13
	E5-1	Policies related to the circular economy	CSR road map	12-13
	E5-2	Actions and resources related to the circular economy	Extension of rolling stock service life New channels to transport waste by rail	23
	E5-3	Metrics and objectives	Key figures Indicators	23 42-43
ESRS S1 - Company's own workforce Social	ESRS2-SBM 2	Interests and views of stakeholders	Interactions with stakeholders	15
	ESRS2-.SBM 3	Material impacts, risks and opportunities and their interaction with strategy and business model	CSR road map	12-13
	S1.1	Policies related to the company's own workforce	CSR road map	12-13
	S1.2	Processes for engaging with the company's own workforce and workers' representatives about impacts	Interactions with stakeholders Commitment and quality of life at work	15-30
	S1.3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Commitment and quality of life at work Gender equality and diversity Whistleblowing procedure	15-30-39
	S1.4	Action aiming to mitigate major risks and pursue opportunities related to the company's own workforce	The human issues at the heart of the group's transformation Culture, organization and talent Health and safety Gender equality and diversity	28 to 33
	S1.5	Objectives related to managing significant negative impacts, advancing positive impacts and managing significant risks and opportunities	Social CSR road map	12-13 28 to 33
	S1.6	Characteristics of the company's employees	The human issues at the heart of the group's transformation Indicators	28 42-43
	S1.8	Social dialogue	Commitment and quality of life at work	30
	S1.9	Diversity metrics	Gender equality - diversity	32-33
	S1.12	Persons with disabilities	Indicators	
	S1.13	Training and skills development metrics	Indicators	
	S1.14	Health and safety metrics	Health, safety Indicators	31 42-43
	S1.17	Severe incidents and complaints with regard to human rights	Whistleblowing system	39
ESRS G1 Governance	ESRS2 GOV-1	The role of the administrative, management and supervisory bodies	CSR governance	14
	ESRS2-IRO-1	Management of incidents, risks and opportunities	CSR road map	12-13
	G1-1	Business conduct policies and corporate culture	Business ethics Policies	12-13 36
	G1-2	Management of relationships with suppliers	Respect for human rights Responsible procurement	37-38-39
	G1-3	Prevention and detection of corruption and bribery	Business ethics	36
	G1-4	Confirmed incidents of corruption or bribery	Whistleblowing procedure	39



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