



Sustainability Report 2021



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CLASSIC NAVIGATION

This sustainability report can be navigated in the classic way like a non-interactive PDF. You can use the arrow keys on your keyboard or your mouse cursor for this.

INTERACTIVE NAVIGATION

You can also navigate this sustainability report using the interactive elements. If you would like to jump directly to a specific topic in the document, then use the menu on the left side. Simply click on the respective topic. If you would like to move back and forth page by page, you can use the two round menu arrows on the left side of the page:



LINKS

Internal and external links are marked in this report with the following graphics:

External link

Internal link

SDGs

You have the opportunity to find out more about the respective SDG by clicking on the SDG icons. With the click you will be redirected to an external website.



This is the first sustainability report of VTG Aktiengesellschaft, which describes the company's sustainability performance for the year 2021. In the future, VTG will annually report the company's sustainability performance. This report has been prepared in accordance with the GRI standards option "Core". No external audit was carried out.

All sites and operating facilities of VTG Aktiengesellschaft are covered by the report. Where coverage limits differ, this will be made clear in the data presentation. The key figures relating to employees cover about 2,150 people as of the reporting date of December 31, 2021.

The contact person for questions regarding the report and sustainability at VTG is Corporate Sustainability Manager Eike Christian Furkert. The contact person for press inquiries is Head of Corporate Communications Dr. René Abel.

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Dear Reader,

Humankind is facing global challenges. Combating climate change is the most urgent task of our time. But a balance between growth, prosperity and fairness is also crucial for cohesion in our society. Politics, business and all of us in our daily activities are called upon to take responsibility. We need viable concepts that are implemented with great determination and energy – because time is running out.

At VTG, we want to contribute to a sustainably improved quality of life through responsible action, innovative solutions and the careful use of resources. We support the United Nations in implementing the UN Sustainable Development Goals (SDGs) and are committed to the Paris Climate Agreement and the European Green Deal.

Rail is the core element of sustainable and climate-friendly mobility concepts. Politicians are also aware of this and are aiming to increase the market share of rail freight transport across Europe from the current 18% to 30% by 2030. With our innovative services and integrated rail services, we are rethinking rail freight transport. Our aim is to convince our customers of the strength of the system and thus actively contribute to the transport transition. With the transport and handling technology r2L for non-craneable semi-trailers, for example, we achieve CO₂ savings of up to 200 t per r2L basket per year. Fresh produce transports by rail are also no problem. The SWS-PowerBox® enables autonomous, environmentally friendly power supply for temperature-controlled transports.

Multifunctionality and modularity is offered by our m² wagon. The flexible adaptation of superstructures and underframes provides shippers with precisely fitting solutions for their transports, and the capacity of the tracks is optimally utilized due to fewer empty runs.

Our innovative concepts paired with digital services make it possible: “Make Rail Digital. Make Rail Easy”. In this way, together with our clients, we support the EU climate targets, reduce the carbon footprint of freight transport, and ensure supplies for people throughout Europe and abroad. Because even in times of crisis, such as the pandemic that has been ongoing since the beginning of 2020, rail demonstrates its

resilience and system relevance. It ensures reliable supply chains and is thus the backbone of the shipping industry – across borders.

Economic performance, the protection of natural resources and social responsibility must go hand in hand. We are thus implementing the three core elements of a sustainability strategy Environment (E), Social (S) and Governance (G) in our company.

To this end, we developed an integrated sustainability strategy for VTG in 2021. Not only do we feel committed to climate change mitigation from within our core business, but we ourselves want to become a **climate-neutral company by 2040**. By 2030, our CO₂ emissions in Scope 1 and 2 are already to be halved.

Our strong sense of responsibility for our own company, society and the environment, coupled with the values we live by, have shaped our actions for more than 70 years. This also includes treating our employees with respect, upholding human rights and being actively involved in society.

We welcome and support the diversity of our employees, because diversity is the most fruitful source of breakthrough ideas and inspires innovation. Through our open corporate culture, we promote equal opportunities, inclusion and diversity. One focus of our diversity strategy is to further strengthen the proportion of women in management positions. By 2030, we aim to have 25% of first- and second-level management positions and 30% of other management levels held by women.

Already since 2017, we have been offering our integrative VTG RailTrain training program to teenagers and young adults who have fewer opportunities elsewhere, providing them with qualified vocational training and thus a launch pad into a self-determined and financially secure life.

The promotion and integration of young people also succeeds in a particularly sustainable way through sport. That’s why we are a “Connecting Worlds Partner” of Hamburg Towers, a first-league basketball team in Hamburg.

Data protection and information security are part of our corporate culture. In this way, we not only meet legal requirements, but also raise awareness among our employees, for example, about the challenges arising from the increasingly widespread, global threat of cybercrime. Here, we are already planning a company-wide awareness program in 2022 to prepare our employees for these challenges.

As a globally active railcar leasing and logistics company, we not only bear great responsibility for the safe transport of the goods entrusted to us, but also engage with our stakeholders on the basis of clear principles – transparency, partnership, responsibility, and ethics.

With our integrated sustainability strategy, we have set ourselves ambitious goals and clearly set the course toward climate neutrality. We will continuously report on our progress, starting with this first VTG sustainability report.

We look forward to the road ahead, which will benefit not only VTG and its employees, shareholders, and customers, but also society and the environment – today and in the future.

Sincerely,



Oksana Janssen
Oksana Janssen
 Chief Operating Officer
 Eurasia & Far East



Mark Stevenson
Mark Stevenson
 Chief Financial Officer

Sven Wellbrock
Sven Wellbrock
 Chief Operating Officer Europe & Chief Safety Officer

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VTG Aktiengesellschaft, headquartered in Hamburg, is a leading international railcar leasing and rail logistics company with currently more than 88,500 rail freight cars: the largest private wagon fleet in Europe.

VTG offers a full range of rail services, from wagon construction, railcar leasing and maintenance to traction and logistics solutions – as a complete package or as a modular solution. Railcar leasing is supplemented by 5,000 multimodal tank containers. Furthermore, VTG is constantly working to make rail the backbone of intelligent and sustainable logistics with the help of digitalization services. This provides customers with an efficient platform for international freight transport with individual logistics solutions and special expertise in the safety-sensitive transport of liquids and hazardous goods.

VTG operates in 112 countries with a focus on Europe and offers industry solutions with the quality and effectiveness of a global player.

VTG's services, concepts and products are used by a large number of renowned companies from a wide range of industries. Examples include the chemical and petroleum industries, the automotive industry (including suppliers), and the paper industry.

VTG Aktiengesellschaft is an established player in the national and international transport sector.

ABOUT
2,150
EMPLOYEES

ACTIVE IN
112
COUNTRIES

ABOUT
1,220
MIO. EURO IN REVENUES IN 2021

MORE THAN
88,500
RAIL FREIGHT CARS

Status of the figures is 31.12.2021.

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Strategy

Sustainability strategy

Transparency and dialog

Re:think Rail. Re:think Future.

As an international company with a focus on mobile infrastructure, VTG Aktiengesellschaft (hereinafter referred to as VTG) is very aware of the major economic and social challenges that go hand in hand with sustainable living. We want to take responsibility for our daily actions by setting ourselves clear and ambitious sustainability targets in the three areas of action of environment, social commitment and responsible corporate governance. In line with the principle of “bundle, structure and diversify”, we specifically

assign individual initiatives to the corresponding areas of action in order to achieve the greater goal of climate neutrality by the year 2040. We want to actively contribute to combating climate change, improving air cleanliness, reducing noise pollution, advancing sustainable mobility concepts and respecting human rights along our value chains. In this way, we ensure our corporate responsibility is fully integrated: economically, ecologically and socially.

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SUSTAINABILITY AS A PART OF OUR CORPORATE ALIGNMENT

Bundling – Structuring – Diversifying



Management and values

CORPORATE MANAGEMENT

VTG is represented in numerous countries with a total of six business units through various subsidiaries and associated companies. The management structure within VTG is anchored at different levels.

The highest control authority is the Supervisory Board, which has nine members. The Supervisory Board monitors and examines the Executive Board and the activities of VTG.

The Executive Board of VTG Aktiengesellschaft is currently made up of the three Executive Board members Oksana Janssen, Mark Stevenson and Sven Wellbrock. The Executive Board manages VTG Aktiengesellschaft and represents it externally.

The further management structure is divided into six business units. Each business unit is subject to a business unit management, which bears responsibility for the subordinate companies. Within the individual companies, the decision-making structures are top-down oriented, ranging from the Executive Board to the business unit and departmental management teams and team coordination.

The issue of sustainability is firmly anchored at all management levels at VTG. To ensure optimum coordination within the Group, a Corporate Sustainability Manager has been appointed to coordinate and communicate sustainability issues in close cooperation with the Corporate Communications department. In addition, the Sustainability Committee was founded, which consists of the responsible departmental board member and employees from the “Management Systems & Safety” and “Corporate Communications” department. Experts from individual departments are consulted as needed and support the implementation of measures in the respective business areas, the workshops as well as the departments. The Sustainability Committee reports directly to the Executive Board. It is responsible for managing sustainability measures at Group level within VTG and for supporting the external communication of sustainability issues.

As sustainability in practice can only be achieved with the support of all employees, creating awareness across all levels is of central importance, which is why we regularly share information on strategy and targets as well as target achievement through various communication channels such as public awareness events, our social intranet or the employee magazine. In addition, the ideas of our employees play a decisive role in the further development of the sustainability strategy. They are actively involved in VTG’s sustainability process through various instruments via the suggestion scheme that has been set up.

VALUES AND PRINCIPLES

VTG operates internationally and laws, rules of conduct or mentalities are as diverse as the people within our organization. In order to achieve success together, we rely on company-wide principles and values. Our Code of Conduct provides the framework for this and a guideline on how all employees must behave in principle and act lawfully. Our corporate values and principles thus form the basis for our dealings with employees, business partners and society and are also the foundation of the company’s success. The Code of Conduct reflects VTG’s attitude towards legal regulations and its ethical awareness. The Code of Conduct is handed out to new employees and explained in detail by the management, so that regular training sessions and signing of the Code by employees have been dispensed with to date.

The top priority is to comply with legal requirements and to compete fairly while respecting competition and antitrust laws. Respectful interaction with each other is a fundamental part of the corporate culture. Respectful and transparent dialog creates trust and ensures satisfaction. For VTG, this also includes offering fair working conditions, promoting equal opportunities and rejecting any form of discrimination. Responsible handling of confidential information and the protection of personal and sensitive data is binding for all employees. As a globally active company with a large number of employees and business partners, the safety of employees and products as well as

the protection of the environment play a particularly important role. Compliance with all occupational health and safety, environmental and security regulations is a matter of course for the company.

The Code of Conduct is available in German, French and English. The Executive Board is responsible for the values and principles of the Group and their further development.

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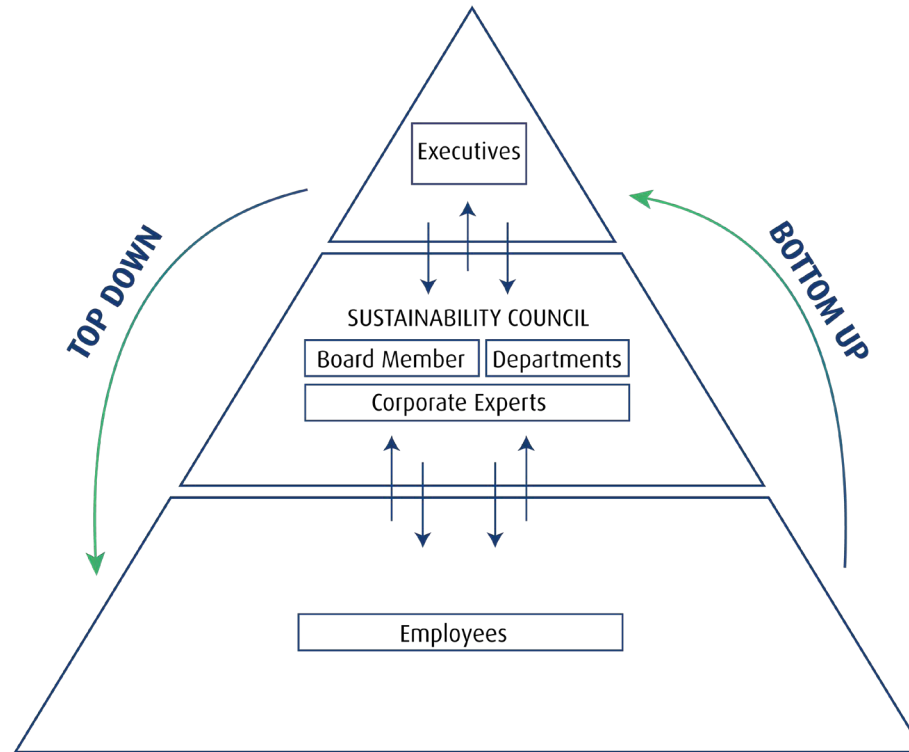
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Management by the Sustainability Council

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DEVELOPING SUSTAINABILITY THINKING AND CULTURE

Organizational approach across all hierarchy levels



Decision-Makers as Shapers

Set a clear context for translating the vision into action. They serve as role models and drivers of cultural change by integrating the concept of sustainability into processes that are important to the company.

Sustainability Council as Coordinator

Steers and coordinates measures and the suggestion scheme and reports directly to the responsible Board Member. Experts support the implementation at business unit and department level. It also gives support in marketing and argumentation to the outside world.

Employees as Active Participants

Are involved in the sustainability process as active idea contributors. Through various tools such as continuous surveys and participation in local initiatives, sustainability becomes an experience.

The goal is a form of organization in which the framework is given by a top-down approach and the employees participate in individual measures or share own sustainability ideas via a suggestion scheme.

Relevant topics

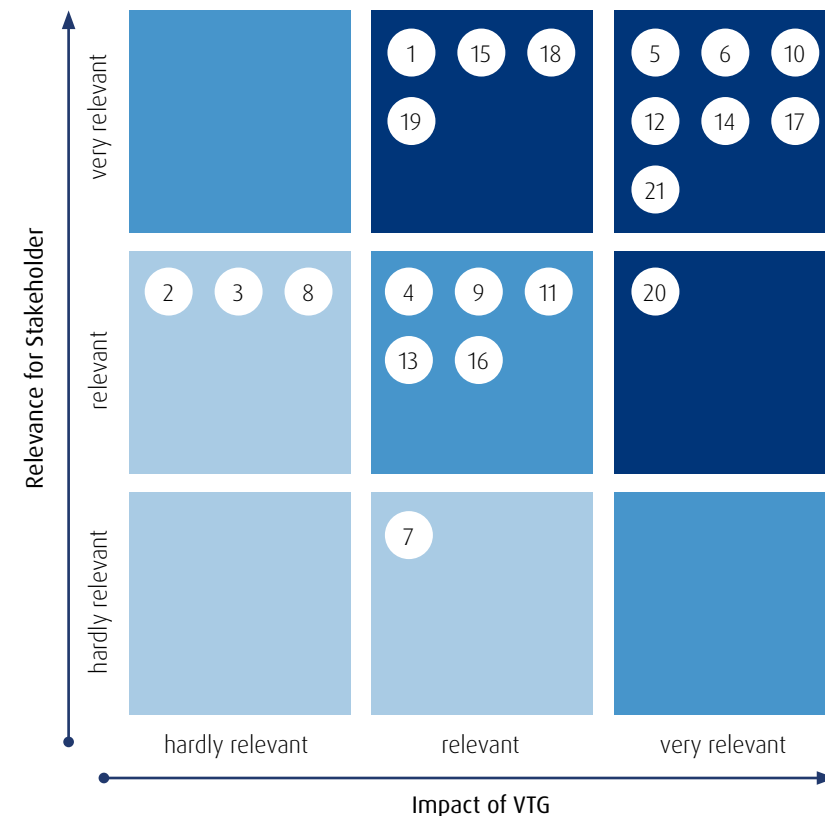
With the sustainability report, VTG Aktiengesellschaft provides information about the Group’s sustainability efforts. Our aim is to create transparency for interested parties and to regularly present our goals, projects and successes. In addition, during the course of the year, progress in the areas covered is reported in the sustainability section of our website. This report is VTG Aktiengesellschaft’s first report on the subject of sustainability. It provides an overview through an exemplary selection of current measures.

Our reporting is based on the principle of comparability through the application of the GRI “Core” option and has been prepared and analyzed in accordance with the GRI reporting principles. In order to identify material topics, relevant economic, ecological and social aspects were identified and the material topics for

VTG were worked out. Regular dialog with our stakeholders plays an important role for us as a company. We have therefore involved our stakeholders in determining the materiality in order to assess the influence that VTG has on the respective topics and the relevance of the topics for the various stakeholder groups. The result is the materiality matrix, which is to be seen as the basis for our sustainability efforts.

The materiality matrix shows that 12 of VTG’s total of 21 sustainability topics are classified as very material. These material topics are:

Environment	Social	Governance
1. Energy	8. Human rights	15. Sustainability strategy
2. Material and resource efficiency	9. Corporate citizenship	16. Transparency and dialog
3. Water and waste water	10. Occupational health and safety	17. Data protection and IT security
4. Waste management	11. Diversity and equality	18. Anti corruption
5. Noise reduction	12. Employee development	19. Compliance
6. Climate change mitigation	13. Work-life balance	20. Supply chain management
7. Biodiversity	14. Customer security	21. Customer satisfaction



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Sustainable Development Goals

As requirements and environmental influences are in constant flux, we will periodically review our materiality matrix to assess whether adjustments need to be made to our strategy.

In our sustainability engagement, the intensity of our impact on the 17 United Nations goals was assessed as part of the materiality review. The Sustainable Development Goals (SDGs) adopted in September 2015 highlight the key areas of action that contribute to the sustainable development of our society within the framework of the United Nations' "Agenda 2030" to which VTG is fully committed.















Within the framework of the sustainability strategy, VTG can have a particularly effective influence on achieving the goals of health and well-being (SDG 3), quality education (SDG 4), decent work and economic growth (SDG 8). Similarly, VTG can particularly influence industry, innovation and infrastructure (SDG 9), sustainable cities and communities (SDG 11) and climate action (SDG 13). Using the SDG icons, we also draw attention to the impact of our measures in the individual chapters.

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Strategic objectives: environment

The materiality matrix and the effects on the SDGs form the basis for VTG's strategic objectives in the sustainability strategy. Based on the results, the following objectives were defined for the three fields of action "environment", "social" and "governance":

Goals	Relevant aspects	Impact on SDG
Climate neutrality by 2040	Climate change mitigation	
Halve emissions in Scope 1 and 2 by 2030 (base year: 2021)	Energy, climate change mitigation	 
Formulate target for reduction of Scope 3 emissions by 2023	Climate change mitigation	
Convert workshops to electricity from 100% renewable energy sources by 2026	Energy, climate change mitigation	 
Develop concept for ongoing assessment of climate risks at all locations by 2022	Climate change mitigation	
30% of our transports are climate-neutral by 2030, 70% of our transports are climate-neutral by 2035	Climate change mitigation	
Install whisper brakes for the entire VTG fleet	Noise reduction	
Water treatment in cleaning processes and optimization in the workshops	Water and waste water	 
Design workshop premises that are close to biodiversity	Biodiversity	
Permanent maintenance of recycling rate of 95%	Waste management	
Optimize the use of materials and resources at the workshops	Materials and resource efficiency	

Strategic objectives: social










The materiality matrix and the effects on the SDGs form the basis for VTG's strategic objectives in the sustainability strategy. Based on the results, the following objectives were defined for the three fields of action "environment", "social" and "governance":

Goals	Relevant aspects	Impact on SDG
Realize corporate volunteering projects at all locations	Social commitment	
Develop a diversity target	Diversity und equal opportunities	
Reduce the number of accidents by 20% per year to the LTIFR* by 2024 (base year 2020)	Occupational health and safety	
Expand the VTG Family & Care program, considering the needs of employees	Employee promotion and development, work-life balance	
25% women in management positions at first and second management level and 35% women across all other management levels by 2030	Diversity und equal opportunities	 
15% women in management positions at first and second management levels and 25% women across all other management levels by 2025	Diversity und equal opportunities	 
Ongoing development and adaptation of qualification formats	Employee promotion and development	
Ensure market-oriented salaries	Occupational health and safety	
Establish a health management system	Occupational health and safety	

*LTIFR: Lost Time Injury Frequency Rate: the number of lost time injuries occurring per 1 million hours worked.

Strategic objectives: governance

The materiality matrix and the effects on the SDGs form the basis for VTG's strategic objectives in the sustainability strategy. Based on the results, the following objectives were defined for the three fields of action "environment", "social" and "governance":

Goals	Relevant aspects	Impact on SDG
Strategic anchoring of sustainability	Sustainability strategy	
Develop a communication strategy on sustainability performance	Transparency and dialog	
Publish the sustainability report 2021	Transparency and dialog	
Develop a concept for presentation sustainability performance on the website	Transparency and dialog	
Establish a regular stakeholder dialog	Transparency and dialog	
Expand whistleblowing process for external parties by 2022	Compliance, anti-corruption	
Sign a Code of Conduct with all suppliers by 2025	Supply chain management	
Implement an IT security campaign to raise internal awareness	Data privacy and IT security	
Raise awareness among employees in line with sustainability strategy	Sustainability strategy	

Relevant stakeholders

The issue of sustainability is complex and requires a high level of exchange and cooperation at various levels. Through transparency regarding VTG's activities and an open and constant dialog, the contribution to people, nature and society can be continuously improved in the business processes. The inclusion of different perspectives and interests of stakeholders provides valuable inputs for further development and decision-making processes. Trust and credibility play a central role in taking into account the various interests of stakeholders and entering into effective cooperation.

VTG's stakeholders were identified in internal workshops by the sustainability committee and assessed in terms of their relevance. For this purpose, a matrix was used to compare how much influence each stakeholder group has on VTG and, in turn, how much impact VTG has on each stakeholder group.

The following stakeholder groups of VTG were identified:

- employees/works council
- managers
- investors/supervisory board
- banks/insurance companies
- customers
- suppliers/service providers
- competitors
- administrations/politics/authorities
- associations
- media/press/public

In developing VTG's key sustainability issues, the different perspectives of our stakeholders were brought into play.

In particular, the stakeholder groups "employees/works council", "customers", "suppliers/service providers" and "competitors" provided important input, which was taken into account accordingly in the development of the sustainability strategy.

In addition, a customer survey provided important insights into the performance and satisfaction of our business units vis-à-vis our customers. Around 220 customers from 23 countries in the Rail Europe, Rail Logistics, Tanktainer and Project Logistics business units were surveyed. Around 81% of those surveyed were satisfied with VTG's work. This is excellent feedback and an incentive to do even better. The results have shown us that we are doing many good things, but that we can also improve in some areas.

Our employees were also surveyed about the ever-changing world of work in order to find out about the resulting stress. It was important to be sensitive to physical and mental demands and to keep an eye on possible effects on health and – if necessary – to take countermeasures at an early stage.



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Stakeholder involvement

VTG stakeholders are continuously informed about VTG's activities and engaged in dialog through various instruments and channels:

Stakeholder	Phases of participation	Types of participation
Employees/works council	Throughout employment; in developments/projects, company initiatives	Intranet (ongoing), employee magazine (published twice a year), e-mail information, townhall meetings, employee surveys, annual performance development reviews
Managers	Throughout employment; in developments/projects, company initiatives	Management conferences/meetings (three per year), advance board briefings, employee magazine (published twice a year), intranet (ongoing), e-mail information, townhall meetings, employee surveys
Investors/supervisory board	Ongoing	Supervisory board meetings, annual general meeting, investor meetings
Banks/insurance companies	When initiating major investment projects; during loan negotiations and ongoing credit relationships	Bank meetings, contract negotiations
Customers	Throughout the contractual relationship; in the context of new customer acquisition	Customer meetings, trade shows/events, customer newsletters, mailings, sales materials (flyers, videos, presentations), annual meetings, customer surveys, VTG website, posts on social media
Suppliers/service providers	Throughout the contractual period; during renegotiations; at annual supplier meetings	Discussions, negotiations, performance discussions, VTG website, posts on social media
Competitors	Throughout the competitive phase	Continuous market monitoring, benchmarks
Administrations/politics/authorities	Depending on the topic and situation	Annual meetings, project work, individual and background discussions, policy briefing, social media posts
Associations	During existing memberships, during negotiations to establish new partnerships	Annual meetings, workshops, project groups
Media/press/public	Throughout the year, but also depending on the topic and situation	Press releases, technical articles, newsletters, individual and background discussions, interviews, policy briefings, contributions to social media

Memberships and ratings

INITIATIVES AND MEMBERSHIPS

In addition to taking stakeholder interests into account in corporate decisions, the use of synergies through cooperation and networks is of crucial importance for sustainable corporate development. VTG is a member of various national and international associations and initiatives in this regard. These include, for example, the multi-stakeholder association “Allianz pro Schiene” (Pro-Rail Alliance), in which VTG works together with numerous non-profit organizations and companies for better and more environmentally friendly rail transport in Germany. VTG also supports the KlimaWirtschaft Foundation, in which companies in Germany are actively involved in implementing climate targets and complying with the 2-degree target.

Other industry associations of which VTG is a member include the Association of Wagon Keepers in Germany (VPI), the International Tank Container Organization (ITCO), the European Chemical Transport Association (ECTA) and The European Petrochemical Association (EPCA).

Through the European Chemical Transport Association, the subsidiary VTG Tanktainer GmbH is also involved in the Responsible Care Initiative, a Europe-wide initiative of the chemical industry to improve environmental and safety standards in the industry.

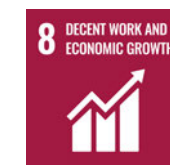
RATINGS

In addition to the analyses carried out internally and the development of VTG’s sustainability strategy, VTG also took part in the sustainability ranking of the American-Dutch GRESB Institute in the reporting year 2021. Of around 550 participating companies worldwide in the infrastructure sector, VTG landed in 22nd place with 96 out of 100 achievable points, placing it among the 4% of investments rated most sustainable by GRESB.

GRESB (Global Real Estate Sustainability Benchmark) is the world’s leading rating system for measuring the sustainability performance of companies and funds in the real estate and infrastructure sectors in particular. The participating companies were analyzed and evaluated in 2021 in seven categories: corporate governance, corporate principles and their implementation, risk and opportunity management, monitoring and environmental management system, certifications, stakeholder management and performance indicators. VTG’s annual participation in the GRESB ranking is currently planned.

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We are making a contribution to supporting the following SDGs:



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Energy

Climate change mitigation

Noise reduction

Waste management

Water and waste water

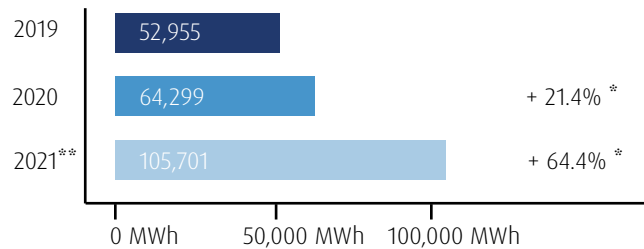
Biodiversity



Group-wide energy management system

Climate change is one of the greatest challenges of our time and rail transport is a key driver in reducing the impact on the climate and environment in the transport sector. VTG believes it has a responsibility to expand the environmental and climate friendliness of rail, reduce negative impacts and further consolidate the mode of transport as a sustainable and attractive means of transport. This includes not only compliance with laws and environmental regulations but also efforts to reduce energy consumption and greenhouse gas emissions and to deal with waste and noise pollution. VTG is also a member of various initiatives and associations on the subject of the environment and climate change mitigation. Examples include the KlimaWirtschaft Foundation, the Hamburg Environmental Partnership, the Responsible Care Initiative, and the Climate Bonds Initiative. Some certifications include the SQAS safety and quality assessment system of the German Chemical Industry Association and the award as a specialist waste management company.

Energy consumption (in MWh)



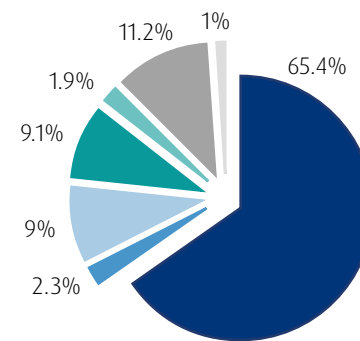
* Change compared to previous year in%

** This year, another railroad company and workshop has been added.

Energy consumption is one of the most important factors in climate change mitigation. Increasing energy efficiency is therefore a key issue for VTG. A comprehensive energy management system ensures that energy performance at VTG sites is continuously monitored and improved. In addition to an energy management system, both VTG's headquarters in Hamburg and a major site in Duisburg have switched

Energy consumption in 2021 by energy type (in MWh)

Electricity	69,080
District heating	2,462
Heating oil	9,529
Natural gas	9,653
Liquid gas	2,025
Diesel	11,862
Gasoline	1,088



to sourcing renewable energy since 2021. Other locations are to follow in stages from 2022, including the Waggonbau Graaff, SEMA and Waggonwerk Brühl workshops in Germany.

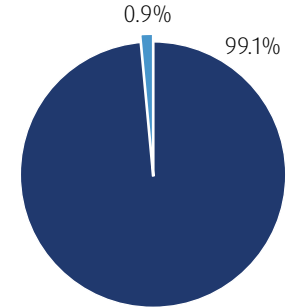
In addition to the switch to renewable energy, the reduction of energy consumption is an important factor for VTG to minimize greenhouse gas emissions.

Various savings measures have already been implemented. For example, converting the lighting from HQL spotlights to LED spotlights at VTG's Ateliers de Joigny, Waggonwerk Brühl, and Waggonbau Graaff workshops resulted in electricity savings totaling almost 258 MWh per year, equivalent to an annual reduction of 66 tons of CO₂ equivalents.

The modernization of the data center in Hamburg, for example by optimizing the cooling flows, enabled further energy efficiency measures to be successfully implemented. This, together with the elimination of a second VTG site in Hamburg and other individual measures, enabled savings of around 61 MWh per year to be achieved.

Energy consumption in 2021 (in MWh)

Non-renewable energy	104,701
Renewable energy	1,000



The successive replacement of individual workstation printers with energy-saving floor printers could already save around 6 MWh of electricity. This shows how even smaller measures can have an impact.

However, increases in energy efficiency cannot only be achieved through technical improvements. Rather, the daily behaviour of employees also plays a central role. For example, the locomotive drivers of VTG's own railway undertakings receive targeted training in energy-saving driving techniques via simulation and control runs.

We are making a contribution to supporting the following SDGs:

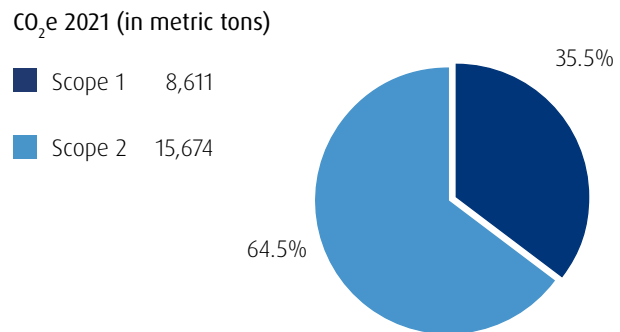
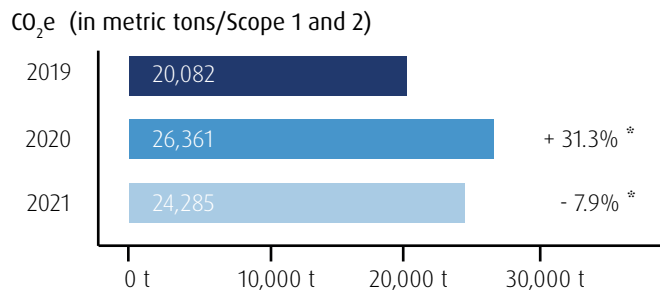


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With renewable energy to climate neutrality

An effective contribution to climate change mitigation can only be made if both the origin and the scope of greenhouse gas emissions generated during business operations are transparent and clearly identified. VTG has therefore determined the direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions for the entire Group. The accounting of greenhouse gas emissions in Scope 1 and 2 shows that effective measures must be taken to reduce emissions. In this context, all VTG workshops will switch to electricity from 100% renewable sources by 2026. By 2030, VTG will halve emissions in scope 1 and 2 compared to 2021.

In 2022, VTG will also balance Scope 3 emissions for the first time, assessing the emission savings the company can achieve here. By 2040, the entire VTG Group is to be climate neutral. In the coming years, the company will take the necessary measures to ensure that this goal is achieved.



* Change compared to previous year in%

We are making a contribution to supporting the following SDG:



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Whisper brakes reduce noise by half

The acceptance of rail transport can only be secured in the long term if negative effects on people and the environment are kept to a minimum. Particularly on busy rail lines and within built-up areas, the noise pollution caused by rail traffic can be considerable. Noise reduction is therefore a key issue for VTG.

VTG's solution here lies in innovative technologies in the contact between wheel and rail. By using composite brake pads, known as whisper brakes, a reduction in noise of up to ten decibels can be achieved. This corresponds to a halving of noise compared with conventional brake blocks made of gray cast iron. At least 90% of all cars

in a train must be equipped with whisper brakes so that the noise reduction can be perceived acoustically. In accordance with the national laws resulting from the European directive, VTG is continuously refurbishing the fleet to reduce noise.

VTG has already fitted whisper brakes to a good 87% of wagons in Europe (excluding England). This brings VTG a large step closer to its goal of equipping the entire fleet with whisper brakes.

The conversion to noise-reduced brake blocks is financially supported by the European Climate Infrastructure and Environment Executive Agency (CINEA) of the European Commission as part of the Connecting Europe Facility (CEF) initiative.



Co-financed by the Connecting Europe Facility of the European Union

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Waste separation and recycling



The long-term stability of our ecosystems is essential for a future worth living. The basis for this is the conservation of the environment and resources through efficient recycling management. At VTG, this means, above all, effective use of resources and professional waste management.

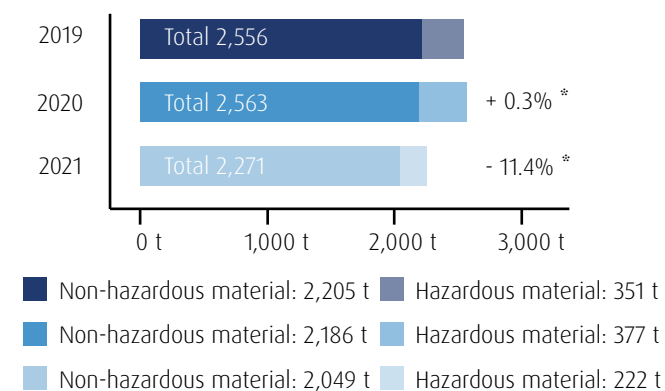
Systematic waste management makes an important contribution on the way to an economic system based on the principle of a circular economy. The motto is: Avoid waste as far as possible and recycle unavoidable waste in the best possible way. In this way, raw materials are used carefully, and a valuable contribution is made to climate change mitigation.

Durable products and the recycling of resources are key to effective waste management. VTG wagons are made almost exclusively of recyclable materials and, as durable assets, can last more than 40 years. In addition, wheelsets are repeatedly refurbished before being recycled again.

Where waste cannot be avoided, strict waste separation and proper recycling and disposal in accordance with statutory regulations are a matter of course for VTG. This includes both the separation of waste at the individual workshops, for example according to "hazardous goods" and "non-hazardous goods", and the separation of paper and commercial waste at the office locations.

A large proportion of the waste produced in the VTG workshops is in the form of metal, which is appropriately recycled via suitable collection points and in this way returned to the circular economy. As a result, VTG achieves a recycling rate of over 90% in accordance with the European Waste Regulation. VTG aims to increase this already very high level to 95% and maintain it over the long term.

Waste quantity – workshops (in metric tons – t)



* Change compared to previous year in%

We are making a contribution to supporting the following SDG:



Optimization of water management

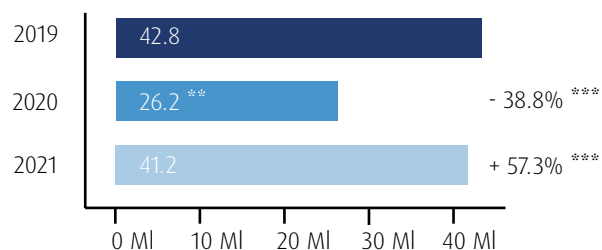
Water scarcity is already a threat to people and nature in many regions of the world. Prolonged dry periods and droughts caused by climate change, as well as excessive extraction of groundwater and rising population levels, further exacerbate this problem. Water is therefore a precious resource that is also indispensable in corporate processes. With this in mind, VTG always ensures that water consumption is minimized in all areas of the company and that the volume of waste water is kept as low as possible.

Appropriate water management in the company will become even more important in the future. This is particularly true since water is indispensable within production processes, such as leak tests and cleaning activities. In this context, technical measures have been taken at all VTG workshops where leak tests are carried out to enable multiple use. Consequently, water is only replaced when the degree of contamination is too high for a pressure test. Initial successes have already been recorded here: In the case of black steel tank cars, the amount of water is reused up to ten times. A similar result is achieved with stainless steel tanks. Here the water can be recycled up to five times. The same system is also used for cleaning wagons. Care is taken not to waste water unnecessarily and only to compensate for losses.

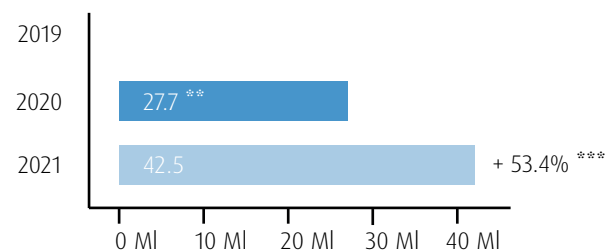
To find out whether VTG operates in regions where water stress levels are high and how this is changing, VTG carries out water risk assessments for its production sites at regular intervals with the support of insurers. This assessment helps to take a full view of the increasing challenge of dealing with water scarcity and to respond preventively with site-specific measures. The focus is on securing the water supply in our processes as well as the local supply.

To optimize water management, VTG also continuously considers smaller modernization measures, for example in the area of sanitary facilities or in targeted consumption measurement in the production process.

Water consumption – workshops (in megaliters – MI)



Waster water volume – workshops* (in megaliters – MI)



* The differences result from the fact that some rainwater enters the water storage tanks and is disposed of via the city’s drainage system.

** Lower documented amount of water retrieved and discharged due to a late discovered water pipe break at Waggonbau Graaff.

*** Change compared to previous year in%

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Bees as promoters of biodiversity

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VTG supports the promotion of biodiversity. For example, in the Hamburg district of Othmarschen, VTG sponsors four honeybee colonies that are in an orchard next to a railroad line.

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Social

Occupational health and safety

Customer safety

Employee promotion and development

Diversity and equal opportunities

Work-life balance

Social commitment

Human rights

Safety is top priority

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For VTG employees, customers and the wider community, safe and satisfactory business operations are at the heart of corporate responsibility in day-to-day activities.

The health of employees is VTG's top priority. Worldwide, the company is thereby committed to various legal requirements for occupational safety and health protection, which form the basis for strict safety measures.

To guarantee the highest standards and ensure compliance with legal requirements, VTG has established an occupational safety management system based on ISO 45001, which is supplemented by internal instructions in the form of standard operating procedures (SOPs). A central occupational safety specialist coordinates and directs the overall direction of occupational safety measures within the VTG Group. The chief safety officers of the individual workshops report to this officer. In addition, each workshop has several subordinate safety officers, who raise issues within the workshop and implement measures that have been initiated. Annual internal audits at the individual workshops also check compliance with all occupational health and safety requirements. These audits are based on the principles of ISO 9001, 45001, 50001 and data protection and information security.

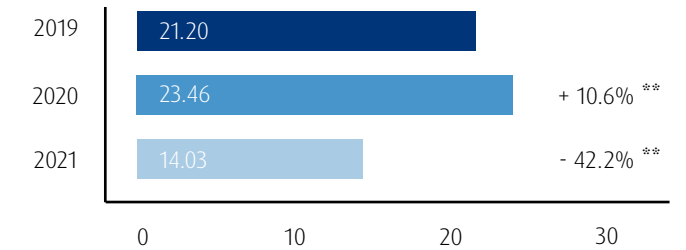
All occupational health and safety measures are aimed at the entire workforce in workshops and offices in which VTG holds a majority stake. No distinction is made between permanent employees and temporary workers.

An introduction to occupational safety is mandatory for all employees as part of their induction. Staff in office buildings receive standardized e-learning to familiarize them with the most important features of occupational safety and health protection. In the workshops, appropriate training is also provided on the basis of a risk assessment at the workplace.

With its "CERO" occupational safety campaign, VTG is also pursuing the goal of strengthening behavior-based occupational safety in the workshops and reducing accident figures. Since the program was initiated, the

lost time injury frequency rate has been significantly decreased. In the reporting year 2021, VTG recorded a reduction in accident frequencies of just over 42% compared to the previous year.

LTIFR* (accident frequencies per 1 million working hours)



* LTIFR: Lost Time Injury Frequency Rate: the number of lost time injuries occurring per 1 million hours worked.

** Change compared to previous year in%.

We are making a contribution to supporting the following SDG:



Customer safety

As a leading railcar leasing and rail logistics company, VTG places particular importance on protecting its customers. Safety regulations for equipment and facilities as well as regulations under dangerous goods legislation are strictly adhered to in order to ensure the operational safety of rail freight cars, tank containers and workshop facilities. Before leaving the factory, 100% of the wagons are subjected to a rigorous quality inspection, in which any defects are identified and rework defined. Customer surveys and a regular exchange with stakeholders are also used to constantly search for further optimization potential.



We are making a contribution to supporting the following SDG:



Employee promotion and development

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The qualification and motivation of employees is crucial to VTG's success and future in the market. All employees are therefore given the opportunity to participate in training and development programs. The VTG Academy's offerings and measures include vocational training, in-house training through the e-learning system, seminars by external trainers, and specific training and development programs.

As part of the Performance & Development Dialogues (PDDs), performance priorities and development opportunities are defined in annual discussions between the workforce worldwide and managers and, if necessary, extra training courses or seminars are agreed to build up relevant expertise.

In addition, regular exchange formats such as Lunch & Learn give employees the opportunity to discuss current topics from different areas of the company informally and to learn from each other.

Promoting young talent is particularly important in times of demographic change and a shortage of skilled workers. For this reason, VTG trains its own junior staff in a total of twelve professions. The PEP! program is also designed to develop and strengthen the potential of junior staff.

For managers, support is provided through the Leadership Excellence Program (LEX) and Upper Management Program (UMP).

VTG does not currently offer any specific programs for employee transition phases, such as career endings due to retirement, resignation, or maintaining employability.

No detailed information was collected for the reporting year 2021 on the number of hours spent on training and development of the workforce.

We are making a contribution to supporting the following SDG:



Diversity as the foundation for corporate success

VTG places value on promoting diversity and offering all employees equal opportunities for professional and personal development. Among other things, this includes striving for a gender balance in management positions. Only with a diversity of backgrounds, ways of thinking, and ways of working can perspectives be broadened and the company be successfully aligned in the long term through a satisfied and motivated workforce.

For VTG, it is a matter of course to select employees irrespective of aspects such as age, gender, sexual orientation, religion, skin color or nationality. Vacancies at VTG are advertised and filled in accordance with the General Equal Treatment Act. In addition, VTG would like to give more support to women in particular, who are expected to benefit from the FAMILY & CARE program.

Language consciously and unconsciously shapes thoughts and has an influence on opinions and role models in society. In order to actively counter this and not exclude anyone communicatively, it is crucial to choose wording that includes everyone. With this in mind, VTG has issued an internal recommendation to the workforce, offering suggestions and proposals for gender-neutral language. In the reporting year 2021, a total of 74% men and 26% women were employed by VTG. On the Supervisory Board, 89% were men and 11% women. The Executive Board was made up of 67% men and 33% women.



We are making a contribution to supporting the following SDGs:



VTG FAMILY & CARE



Reconciling family and career offers employees greater satisfaction, a wide range of professional opportunities, and security for the future.

Employees at VTG receive basic benefits as standard, such as life insurance, medical care, disability insurance, pension provision and parental leave. There is no share participation.

With the VTG FAMILY & CARE program and the option of mobile working, the workforce is supported in achieving a better balance between work and family in different life situations. VTG FAMILY & CARE includes a package of various support and advisory services:

- Advisory and placement service for childcare
- Consulting and mediation service for caring for relatives
- Psychosocial counseling
- Group accident insurance

In addition, further site-specific services are available within the FAMILY & CARE program:

- Emergency childcare at home
- Parent-child office at the VTG Center in Hamburg
- Services provided by our company doctor
- Back therapy
- Company sports groups (sailing, soccer)
- Meal allowance

We are making a contribution to supporting the following SDGs:



Perspectives for young people

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As a company, VTG bears responsibility not only for its business-related stakeholders but also for the places and communities in which the company operates. VTG therefore supports various social projects with children and young people in particular, as well as in the area of sport.

With its inclusive training program VTG RailTrain, VTG aims to give disadvantaged young people and young adults a chance on the labor market. Up to 10 young people a year have the opportunity to receive in-depth training in a technical profession and supplementary support for general education, language skills, and social skills.

Since 2019, VTG has also been the main sponsor of the Hamburg Towers e. V. basketball club as a “Connecting Worlds Partner”, which promotes a wide range of social work projects and sports activities both at schools and through the Sport ohne Grenzen e. V. association. In this way, professional sport and social interaction are combined by teaching children and young people important values such as teamwork, fairness, tolerance, respect and reliability through sport.

VTG also supports the “Zeit für Zukunft – Mentoren für Kinder e. V.” association. The non-profit, voluntary association arranges sponsorships in Hamburg for the individual support of children between the ages of 6 and 16. Particularly disadvantaged children are helped to find a caregiver outside their home with whom they can share both worries and positive experiences.

As a reading sponsor, VTG also supports the “Lese-paten” initiative of the Hamburger Abendblatt news-

paper and provides one school with subscriptions to the Hamburger Abendblatt newspaper. The aim of the initiative is to strengthen pupils’ interest in current political, social and economic issues and to promote media literacy.

Trust and integrity are two essential components of VTG’s corporate culture. For this reason, VTG has set up the protected reporting system “VTG Integrity Line” on the company website. Here, people can submit complaints or information about non-compliance with legal regulations, either anonymously or by disclosing their identity. Only through transparency can any grievances be effectively remedied.

We are making a contribution to supporting the following SDGs:



Ensuring fair working conditions

VTG, with its subsidiaries and associated companies, operates primarily in Europe – around 90% of revenue is generated in this region. In addition, the company maintains smaller wagon fleets in Russia and, until September 2021, in the USA. VTG also offers global tank container leasing activities and tank container logistics in Europe and Asia.

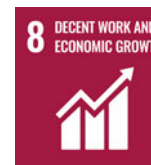
VTG is committed to fair working conditions and equal opportunities and ensures these through an internal monitoring body made up of the Human Resources department, the Works Council, or through internal audits. All employees working worldwide are also required to comply with local laws and ethical standards. The rules of conduct are laid down in the Group's own Code of Conduct for the entire workforce.

As part of its supplier management, VTG carries out audits and monitoring of suppliers and partners with the aim of checking quality, (occupational) safety and compliance with basic labor standards. The majority of suppliers are based in the EU, where high social and labor standards apply.

In view of the forthcoming law on supply chain due diligence, VTG will be focusing even more on the issue of human rights. For example, a policy statement, a risk management system, and the establishment of a corresponding complaints mechanism are already being implemented, also to establish legal certainty.



We are making a contribution to supporting the following SDG:



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Governance

Compliance

Data protection and IT security

Anti-corruption

Supply chain management

Customer satisfaction

Acting in compliance with the law is firmly anchored

As a globally active company, VTG comes into contact with a large number of laws and regulations. Compliance with applicable law is an indispensable basis for all VTG's activities worldwide. Efficient compliance management appropriate to the risk profile is therefore essential.

In the reporting year 2021, there was one breach of laws and regulations at VTG that was fully clarified and appropriately sanctioned.

Compliance management is made up of the Chief Compliance Officer, the Business Unit Compliance Officers and the Compliance Committee and compri-

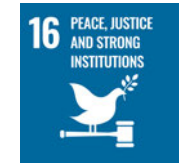
ses the totality of all measures designed to ensure compliance with the applicable legal provisions and internal guidelines by the management bodies and employees of the companies of the VTG Group.

In order to raise awareness of the issue among the workforce and to train them, guidelines on legally compliant behavior have been adopted, which have been integrated in the Code of Conduct and made available to all employees. The entire workforce, and particularly persons in management positions, are required to keep themselves continuously informed about the legal provisions that apply to them. Various guidelines on topics such as compliance man-

agement, the awarding of donations, internal audits, procurement, and business trips provide employees with clear guidelines on processes and conduct. Since 2018, VTG has offered all employees with IT access a mandatory e-learning module on compliance.

VTG's compliance management system is reviewed every three years by an external auditor for efficiency and adequacy.

We are making a contribution to supporting the following SDG:



Safe handling of data

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It is hard to imagine today's technologized world without the collection and processing of data. This means that the requirements for reliable data protection are also increasing all the time. VTG also processes personal data in its daily work. Responsible and secure handling of this data in accordance with the General Data Protection Regulation (GDPR) is a matter of course for the company.

Within the EU, VTG has implemented a comprehensive data protection management system that ensures compliance with the requirements of the GDPR. In addition, those branches that are located in non-EU member states are also bound by a binding, internal data protection policy to framework requirements. The secure and legally compliant handling of data applies to both staff and suppliers and is laid down in the internal Code of Conduct and the Code of Conduct for Business Partners. VTG office employees are also trained on this topic via an e-learning module and sensitized by information on the intranet.

In the year under review, 2021, no complaints were received regarding breaches of data protection in the VTG Group. Furthermore, no data thefts or data losses occurred in connection with customer data.

We are making a contribution to supporting the following SDG:



Strict ban on corruption

As an international company with sites and sales networks in numerous countries, the issue of anti-corruption is an essential aspect of legally compliant, ethical and competitive business for VTG.

In 2017, the Compliance Health Check systematically recorded and examined potential corruption risks for all domestic and foreign operating sites (100% of VTG's operating sites) and for countries in which VTG is active. Particular attention was paid to the topics of "active and passive corruption", "competition risks", "fraud", and "conflicts of interest". In 2021, the results for the topics "active and passive corruption" were reviewed to ensure they were up to date and, as before, revealed a low to medium risk overall. No significant risk was identified.

There is only a slightly increased risk, particularly with regard to VTG's business activities in so-called "high-risk countries" such as Russia and China or in countries along the new Silk Road. According to the international Corruption Perceptions Index of the organization Transparency International, the risk of corruption in the public sector is rated as particularly high in these countries in which VTG does business.

A strict ban on corruption applies to both staff and suppliers and is firmly anchored in both the internal Code of Conduct and the Code of Conduct for Partner Companies.

We are making a contribution to supporting the following SDG:



Partnerships based on common values

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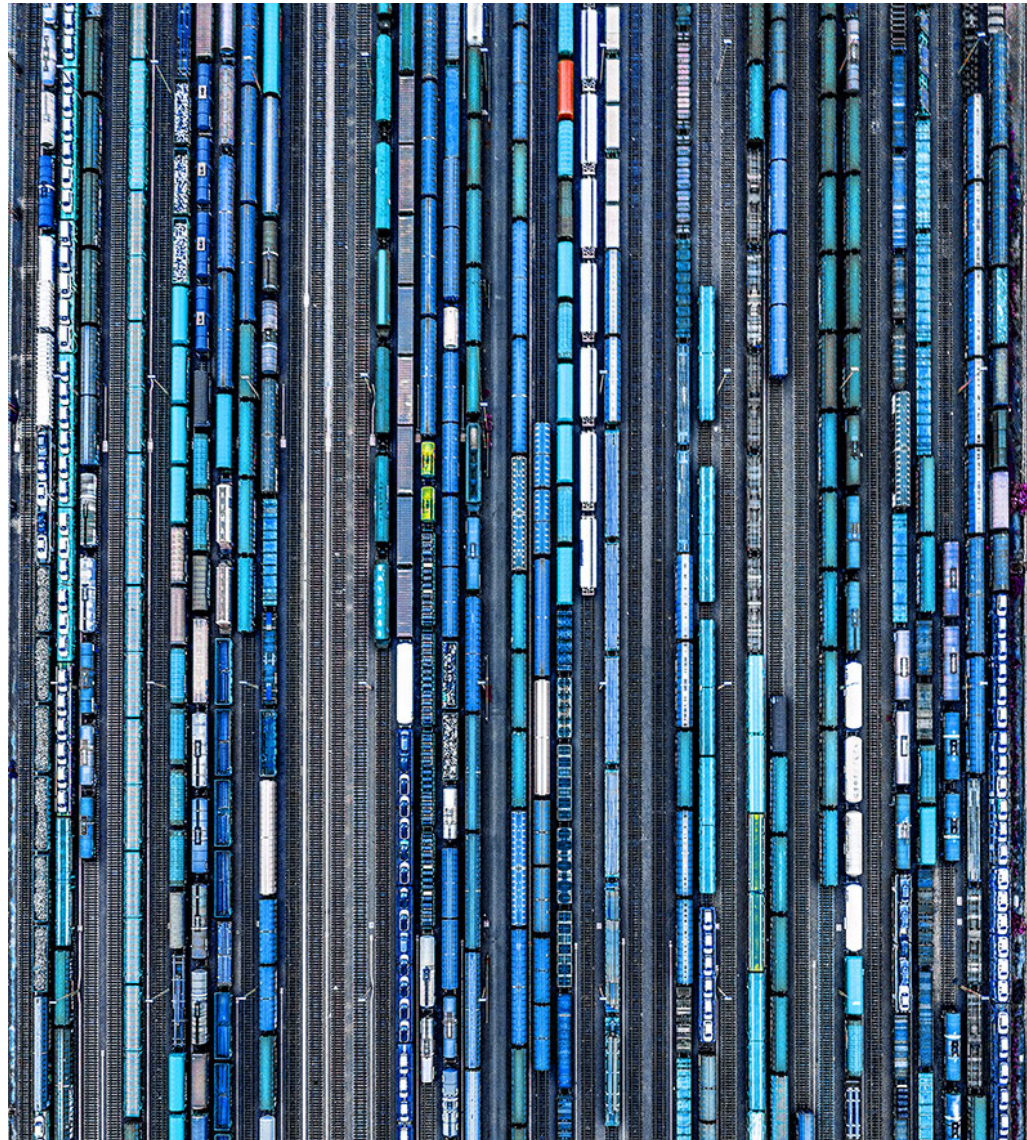
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The extraction of raw materials and the manufacturing of VTG products are spread throughout the world. Suppliers are therefore an important part of the supply chain and relationships with business partners are characterized by a long-standing and successful partnership. It is important to the company to work together on the basis of shared values and to ensure safe and fair working conditions.

VTG operates primarily in Europe through its subsidiaries and associated companies. Around 90% of revenue is generated in this region. In addition, the company maintains smaller wagon fleets in Russia and, until September 2021, in the USA. VTG also offers global tank container leasing activities and tank container logistics in Europe and Asia. All VTG employees operating worldwide are required to comply with local law and ethical standards. Conversely, VTG is committed to fair working conditions and equal opportunities, which are ensured by internal control bodies (Human Resources, Works Council, Internal Audit, etc.). As part of supplier management, VTG's staff carry out audits and monitoring of suppliers and partners with the aim of checking quality, (occupational) safety and compliance with basic labor standards. However, there is no institutionalized monitoring of suppliers' compliance with human rights at Group level. The majority of VTG's suppliers are based in the EU, where high social and labor standards apply. Moreover, in VTG's view, the risk of human rights violations in the rail industry, even in the regions of Russia and the USA, is to be classified as low.

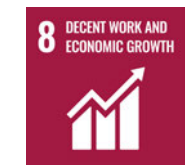
VTG's supplier management is organized on a decentralized basis and is managed independently in

the individual business units. Random audits are carried out in the business units, including audits on occupational safety and the environment.

In addition, the Tanktainer business unit defines basic values and practices in its "VTG Code of Conduct for Business Partners", which also includes social standards. These include, for example, the right to freedom of association, the prohibition of child and forced labor, occupational health and safety, and fair working conditions.

VTG has not yet assessed new suppliers explicitly according to social criteria.

We are making a contribution to supporting the following SDG:



Customer-centricity

The requirements and wishes of VTG's customers are diverse and are at the heart of the company's activities. As circumstances are constantly changing, it is particularly important to deliver consistently high quality and to meet the expectations placed on VTG. To achieve this, VTG approaches customers through targeted communication, thus ensuring a constant exchange.

Standardized, cross-location guidelines and processes also aim to guarantee compliance with customer requirements and wishes and to be able to respond quickly to changes. In addition, regular customer surveys are used to assess quality and measures are taken from any potential for improvement that is uncovered. This is intended to ensure and consolidate sustainable success in the long term. A high level of customer satisfaction also has an impact on all operational processes within the company.

Targeted and constant communication also guarantees, among other things, an appropriate response time for answering inquiries and processing orders. Supporting functions such as rapid complaints management and a high level of expertise in the area of hazardous goods increase the satisfaction of VTG customers.

In summer 2021, around 220 customers from 23 countries were surveyed. The results show that VTG is perceived as a customer-focused provider with responsive, competent sales teams and a sound understanding of customers' requirements – 81% are satisfied with VTG according to the survey. This is a slightly better figure compared with other companies in the industry (77%).

Thanks to the high level of participation (response rate of around 74%), VTG not only received representative feedback but also valuable approaches to optimization potential in terms of content. This feedback was incorporated into various initiatives to offer customers even more holistic products and services.



We are making a contribution to supporting the following SDG:



Key figures

The following overview shows the development of relevant key figures for the past three years, as well as the change in the reporting year 2021 compared to the previous year.

	Key figures	Unit	2019	2020	2021	Change 2021 compared to previous year
Environment	Energy consumption	MWh	52,955	64,299	105,701	+ 64.4%
	CO ₂ e in Scope 1 and 2	Metric ton	20,082	26,361	24,285	- 7.9%
	Share of the wagon fleet equipped with whisper brakes	Percent	69.5	84.4	87.3	+ 2.9%
	Amount of waste	Metric ton	2,556	2,563	2,271	- 11.4%
	Recycling rate	Prozent	98	82	90	+ 9.8%
	Water consumption	Megaliter	43	26	41	+ 57.7%
Social	Number of employees	Quantity	1,725	2,120	2,156	+ 36
	Women	Percent	25.5	26.9	26	- 3.3%
	Accident frequency (LTIFR)	Per 1 Mio. working hour	21.2	23.5	14	- 40.2%
Governance	Revenues	Mio. Euro	1,221	1,218	1,220.9	+ 0.2%
	Reported compliance incidents	Quantity	1	0	1	+ 1
	Complaints regarding the violation of data protection	Quantity	0	0	0	Unchanged

GRI Index

In the following GRI Index, all GRI standards used are indicated. In addition, reference is made to the relevant pages in the report where the respective information can be found.

	GRI standard	Reference	Page	Explanation/omission
102	General Information			
102-1	Organization name	About VTG	4	
102-2	Activities, brands, products and services	About VTG	4	Core brands are VTG, traigo and Retrack.
102-3	Headquarters of the organization	About VTG	4	
102-4	Operating sites	About VTG	4	
102-5	Ownership and legal form	About VTG	4	
102-6	Markets supplied	About VTG	4	
102-7	Size of the organization	About VTG	4	VTG consists of 78 companies.
102-8	Information on employees and other staff	Diversity and equal opportunities	28	Apart from the differentiation of gender, no other statistics on employees have been kept to date.
102-9	Supply chain	Supply chain management	36	A more detailed breakdown of VTG's supply chains has not yet been carried out.
102-10	Significant changes in the organization and its supply chain	Supply chain management		There were no significant changes in the organization and its supply chain in the reporting year.
102-11	Precautionary approach or precautionary principle	Foreword, occupational safety and customer safety	3	
102-12	External initiatives	Transparency and dialog	16	
102-13	Memberships in associations and interest groups	Transparency and dialog	16	
102-14	Statement of the highest decision maker	Editorial	3	
102-16	Values, principles, standards and norms of conduct	Sustainability strategy	7	
102-18	Management structure	Sustainability strategy	7	
102-40	Stakeholder list	Transparency and dialog	14	

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	GRI standard	Reference	Page	Explanation/omission
102	General Information			
102-41	Collective agreements	Diversity and equal opportunities		No statement can be made for the reporting year 2021 as to what percentage of employees will be covered by a collective agreement.
102-42	Stakeholder identification and selection	Transparency and dialog	14	
102-43	Approach to stakeholder engagement	Transparency and dialog	14	
102-44	Key issues and concerns raised	Sustainability strategy, transparency and dialog	9, 14	
102-45	Entities included in the consolidated financial statements	About this report	2	
102-46	Approach to determining report content and delineating topics	Sustainability strategy	9	
102-47	List of relevant topics	Sustainability strategy	9, 10	
102-48	Restatement of information	Sustainability strategy	9	Since this is the initial report, there is no restatement.
102-49	Changes in reporting	Sustainability strategy	9	As this is the initial report, there are no changes from previous reporting periods.
102-50	Reporting period	About this report	2	
102-51	Date of last report	About this report	2	This is VTG's first sustainability report.
102-52	Reporting cycle	About this report	2	
102-53	Contact person for questions regarding the report	About this report	2	
102-54	Statement on reporting in accordance with GRI standards	About this report	2	
102-55	GRI Index	GRI Index	39-43	
102-56	External review	About this report	2	

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GRI standard		Reference	Page	Explanation/omission
201	Economic performance			
201-1	Direct economic value generated and distributed	Governance	4	
205	Anti-corruption			
205-1	Operating sites audited for corruption risks	Anti-corruption	35	
302	Energy			
302-1	Energy consumption within the organization	Energy	18	Where possible, consumption was determined using the location-based and market-based methods. This is based on the conversion factors of the European Environment Agency. Invoices and information from electricity producers were used and other energy sources were calculated on the basis of the CO ₂ factors of the German Federal Office of Economics and Export Control. VTG does not consume cooling energy or steam. There are no energy sales at VTG.
302-4	Reduction of energy consumption	Energy	18	
305	Emissions			
305-1	Direct GHG emissions (Scope 1)	Climate change mitigation	19	The calculation is based on the Greenhouse Gas Protocol. The calculations for emissions from electricity consumption are based on a mix of the location and market-based method. The emission factors for other energy sources are based on data from the German Federal Office of Economics and Export Control. As the CO ₂ balance is not yet fully recorded (Scope 3), a base year has not yet been defined.
305-2	Indirect energy-related GHG emissions (Scope 2)	Climate change mitigation	19	The calculation is based on the Greenhouse Gas Protocol. The calculations for emissions from electricity consumption are based on a mix of the location and market-based method. The emission factors for other energy sources are based on data from the German Federal Office of Economics and Export Control. As the CO ₂ balance is not yet fully recorded (Scope 3), a base year has not yet been defined.

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In the following GRI Index, all GRI standards used are indicated. In addition, reference is made to the relevant pages in the report where the respective information can be found.

	GRI standard	Reference	Page	Explanation/omission
306	Waste			
306-1	Waste generated and significant waste-related impacts	Waste management	21	
306-3	Generated waste	Waste management	21	Waste can be allocated per site according to the European disposal procedure. Mainly metal and wood waste is generated.
103	Management approach			
103-1	Immediately generated and distributed economic value	Noise reduction	20	
103-1	Customer satisfaction explanations	Customer satisfaction	37	
401	Employment			
401-2	Company benefits offered only to full-time employees, but not to temporary or part-time employees	Work-life balance	29	These offers are available to employees at the German sites, who make up around 60% of the workforce. Disability insurance is not offered.
403	Occupational safety and health protection			
403-1	Occupational safety and health management system	Occupational safety and health protection	25	Maintenance of occupational safety management is voluntary.
403-5	Employee training on occupational safety and health protection	Occupational safety and health protection	25	
404	Education and training			
404-1	Average number of hours for education and training per year and employee	Employee promotion and development	27	
404-2	Programs to improve the skills of employees and transition assistance	Employee promotion and development	27, 29	
405	Diversity and equal opportunities			
405-1	Diversity in control bodies and among employees	Diversity and equal opportunities	28	Apart from the differentiation of gender, no other statistics on employees have been kept to date.

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	GRI standard	Reference	Page	Explanation/omission
413	Local communities			
413-1	Operating sites with the involvement of local communities, impact assessments and support programs	Social commitment	30	Examinations of the impact on the environment are carried out at all VTG workshops, but these are not published. No social impact assessment was carried out in the reporting year 2021. Works councils in Germany participate in specific boards and committees: Economic Committee, Works Committee, Salaries Committee, IT Committee, Public Relations Committee and in the VTG Railcar, VTG Rail Logistics, Corporate Center and Occupational Safety working groups.
414	Social evaluation of suppliers			
414-1	New suppliers screened using social criteria	Occupational safety and health protection	36	
416	Customer health and safety			
416-1	Assessment of the impact of different product and service categories on health and safety	Customer safety	26	
418	Protection of customer data			
418-1	Substantiated complaints regarding the violation of the protection and loss of customer data	Data protection and IT security	34	
419	Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic sphere	Compliance	33	The legal infringement committed by VTG in the year under review was fully clarified and appropriately sanctioned.

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