



innofreight

Sustainability Report 2025 of the Innofreight Group



Dear readers,

Today, more than ever, sustainable business practices are a central component of corporate responsibility and, at the same time, a decisive factor for long-term economic success.

We are proud to present the first edition of the Innofreight Group's Sustainability Report. For over 20 years, our core business as a full-service logistics provider has been to shift freight transport from road to rail. Sustainable business practices, social commitment and governance are part of our company's core DNA and have prompted us to produce this report in accordance with the VSME standard, even in the absence of any regulatory requirement to do so. For us, these principles represent an indispensable commitment, both internally and externally.

This publication covers not only our achievements to date, but also the challenges we face and our objectives for the future. Guided by the fundamental principle of transparency, we highlight the impact of our business activities and build trust for continued collaboration with our business partners and employees.

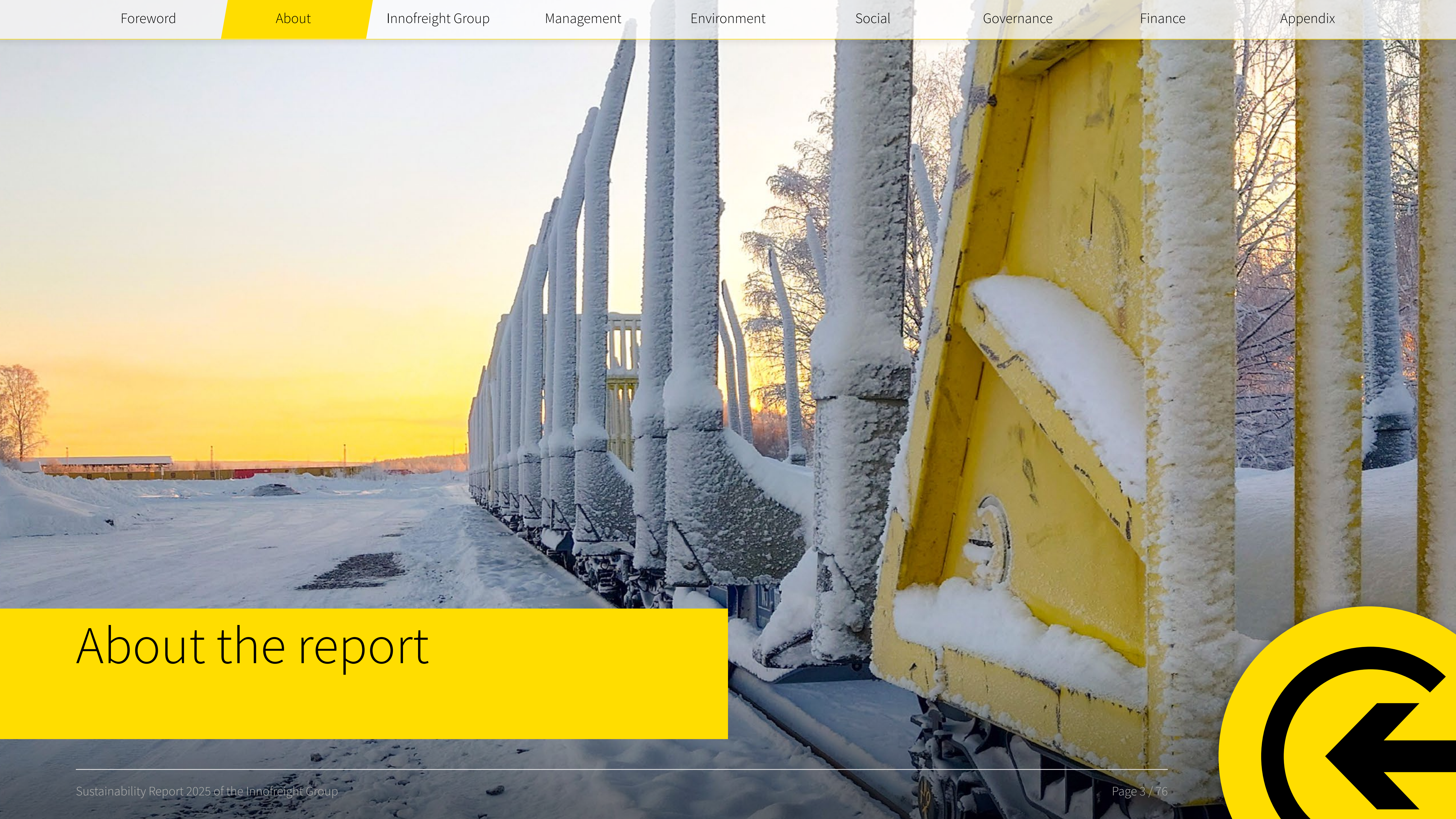
The depth of analysis and cross-departmental collaboration have enabled a comprehensive presentation of our corporate activities in relation to ESG aspects.

We would like to thank everyone who, through their daily work, makes a significant contribution to our ongoing development in the areas of sustainable business practices, social engagement and responsible corporate governance.



*moving limits
since 2002*

*Antonella Wanek, Sara Wanek
and Peter Wanek-Pusset,
the family that owns the
Innofreight Group*



About the report



This is the Innofreight Group's first sustainability report and forms the starting point for structured and transparent reporting on environmental, social and governance (ESG) issues.

The report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME) published by the European Financial Reporting Advisory Group (EFRAG). Both the requirements of the Basic Module and the disclosures in the Comprehensive Module have been taken into account.

In addition, an initial classification of the Group's economic activities was carried out, guided by the requirements of the EU Taxonomy Regulation, in order to ensure transparency regarding the sustainability orientation of our business model and to lay the foundations for the future development of our reporting.

The Innofreight Group aims to provide its stakeholders – including employees, business partners, financial institutions, customers, suppliers and other interested parties – with a comprehensive insight into its sustainability activities, progress and current challenges. At the same time, the report serves as an internal management tool to systematically record ESG-related developments, identify potential areas for improvement and derive appropriate measures.

As this is the Group's first sustainability report, no year-on-year comparisons are presented. However, the data collected and insights form the basis for future annual ESG reporting and the continuous development of sustainability management within the Group.

A key element of the report is the double materiality assessment car-

ried out. The material issues derived from this, as well as the identified opportunities and risks, will be regularly reviewed and updated in future to take appropriate account of changes in the business environment and new regulatory and stakeholder-related requirements.

The information presented is based on the data available at the time of reporting from the companies included in the scope of consolidation. Data was collected using internal systems, processes and expert assessments by the relevant business units.

Where data was incomplete or not available to the required standard, verifiable assumptions and estimates were used. The expansion of data collection and data quality is a key component of the further development of sustainability management and future ESG reporting.

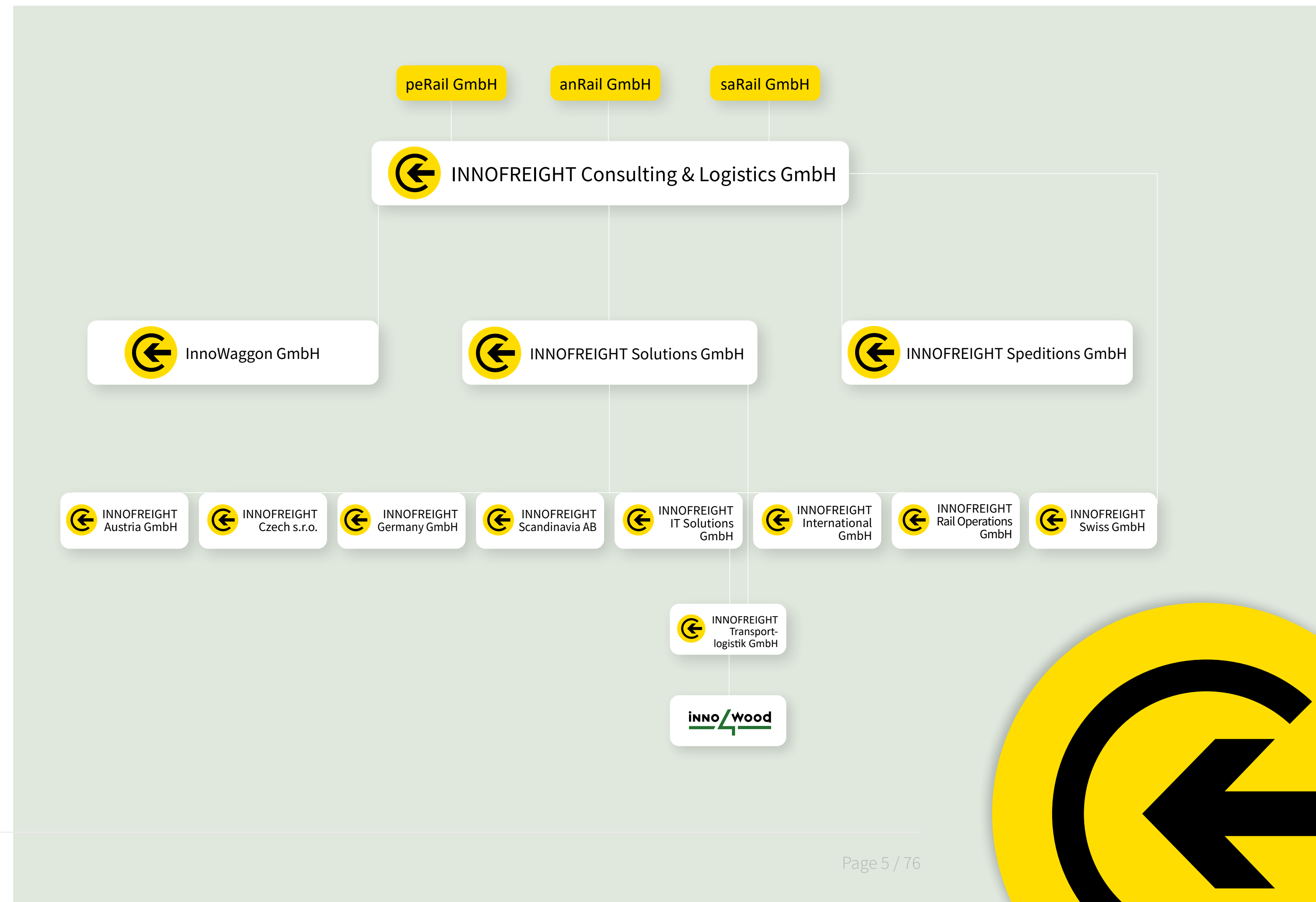
The reporting period covers all activities of the Innofreight Group from 1 January 2025 to 31 December 2025.



The report is prepared on a consolidated basis and covers INNOFREIGHT Consulting & Logistics GmbH as well as the following subsidiaries:

- INNOFREIGHT Speditions GmbH
- InnoWaggon GmbH
- Innofreight Solutions GmbH
- INNOFREIGHT International GmbH
- INNOFREIGHT Austria GmbH
- Innofreight Swiss GmbH
- Innofreight Czech s.r.o.
- Innofreight Germany GmbH
- Innofreight Scandinavia AB
- Innofreight IT Solutions GmbH
- Innofreight Transportlogistik GmbH
- Innofreight Rail Operations GmbH
- inno4wood GmbH

In this report, these companies are referred to as the Innofreight Group.



Overview of the Innofreight Group



The Innofreight Group at a Glance

The Innofreight Group is an internationally active group of companies logistics solutions for various industries and types of goods. Through its companies, locations and partner networks, the Group offers solutions along the value chain, combining operational experience with technical expertise, innovative strength and long-term entrepreneurship.

The business activities focus on the development, provision, maintenance and ongoing development of freight wagons, container systems and tailored stationary and mobile unloading systems for rail freight transport. In addition, the business activities also include freight forwarding services related to the organisation and implementation of transport solutions.

The broadly diversified asset portfolio provides the basis for the Innofreight Group to enable efficient and resource-conserving rail freight transport. The business activities are strongly B2B-oriented and are based on long-term relationships with customers, suppliers, railway undertakings, technical partners and other business partners.

The Group's geographical presence in several European countries supports close relationships with customers and business partners, as well as the operational implementation of international transport solutions.

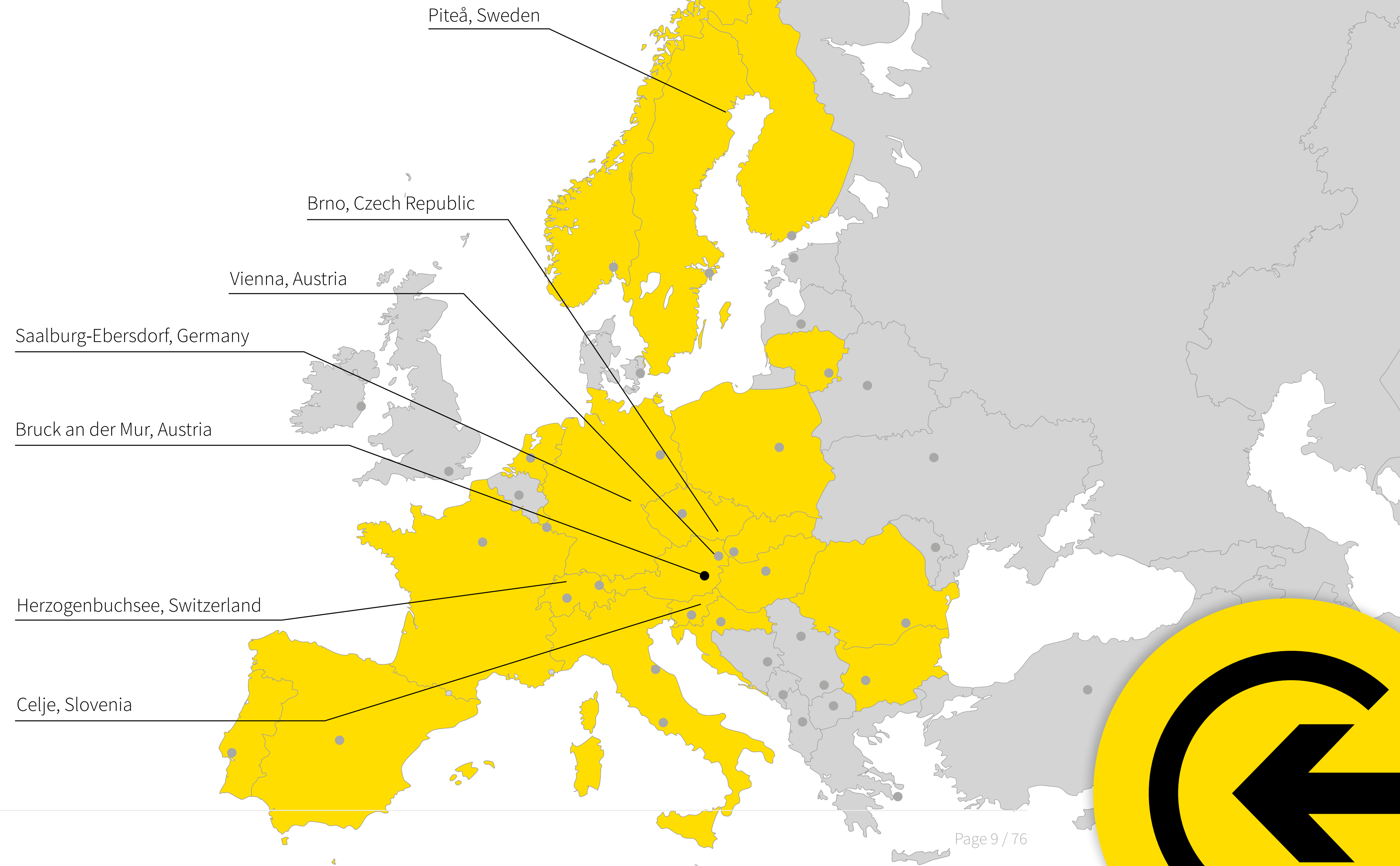


Overview

- €109 million turnover
- €257 million total assets
- Presence in 27 countries
- 3,750 InnoWaggons in operation
- 22,000 superstructures in operation
- 555,000 container unloadings per year
- 12 locations
- 14 Group companies
- 163 employees



On the Move Across Europe



Company	Address	NACE-Code	Total assets [€]	Turnover [€]	Employees (headcount)
INNOFREIGHT Consulting & Logistics GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria	N 70.20	16 446 375.13	569 307.10	5
Innofreight Solutions GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria Lunzer Straße 64, 4030 Linz, Austria Kidričeva ulica 24a, 3000 Celje, Slovenia	O 77.39	22 111 762.79	70 861 125.98	79
INNOFREIGHT Austria GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria Kidričeva ulica 24a, 3000 Celje, Slovenia	H 52.26	4 444 333.95	18 240 466.05	10
Innofreight Czech s.r.o.	Vídeňská 186/118, 619 00 Brno, Czech Republic	H 52.26	5 526 367.86	20 619 331.04	17
Innofreight Germany GmbH	Lobensteiner Straße 5, 07929 Saalburg-Ebersdorf, Germany Nappenplatz 13, 36433 Bad Salzungen, Germany Hüttenallee 41, 47800 Krefeld, Germany Oberaustraße 34, 83026 Rosenheim, Germany	H 52.26	5 133 248.96	25 005 390.61	13
Innofreight Scandinavia AB	Box 23, Malmgatan 22, 941 31 Piteå, Sweden	H 52.26	2 820 514.01	8 557 938.33	4
Innofreight Swiss GmbH	Länggasse 53, 3360 Herzogenbuchsee, Switzerland	H 52.26*	180 594.89	563 104.42	1
Innofreight IT Solutions GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria Sandgasse 36, 8010 Graz, Austria	K 62.10	551 493.40	1 579 226.15	11
INNOFREIGHT Speditions GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria	H 52.26	124 658 139.11	24 097 414.12	2
Innofreight Transportlogistik GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria Neulinggasse 29/1/17b, 1030 Vienna, Austria	H 52.25	2 655 815.69	16 874 043.59	8
Innofreight Rail Operations GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria	H 52.21	713 023.26	1 661 906.98	13
InnoWaggon GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria	G 46.64	109 851 596.20	25 410 176.95	3
inno4wood GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria	H 52.26	1 073 198.86	9 139 159.00	1
INNOFREIGHT International GmbH	Grazer Straße 11, 8600 Bruck an der Mur, Austria	O 77.39	822 965.32	3 286 649.20	1

* Derived from the Swiss General Classification of Economic Activities (NOGA)



Activities of the Group companies

The individual companies within the Innofreight Group fulfil different functions within the business model. The following overview describes the main areas of activity of the companies and shows how they contribute to the development, provision and implementation of product and system solutions.

INNOFREIGHT Consulting & Logistics GmbH **Holding company**

Innofreight Consulting & Logistics GmbH is responsible for central management and coordination functions within the Group. These include, in particular, strategic direction and organisational development, finance and controlling functions, as well as Group-wide coordination of key management and governance issues.

INNOFREIGHT Speditions GmbH **Asset Company**

Innofreight Speditions GmbH is responsible for the procurement, provision and trading of the Group's own containers, superstructures and stationary and mobile unloading solutions.

Innofreight Solutions GmbH **Central Functions**

This company handles Group-wide management and administrative tasks. These include, in particular, strategic management, finance, HR, legal affairs, procurement, asset management, quality management, sustainability management and other central functions. It is also responsible for the development and technical refinement of freight wagons, container systems, bogies, and stationary and mobile unloading systems.

InnoWaggon GmbH **Asset Company**

InnoWaggon GmbH is responsible for the procurement, provision and trading of the Group's own wagons.



Innofreight Rail Operations GmbH**Operational Support & Maintenance Management**

Innofreight Rail Operations GmbH is responsible for the operational management of wagons, containers and superstructures, as well as for providing mobile services as part of the ECM (Entity in Charge of Maintenance) service portfolio. For selected rail wagons, Innofreight Rail Operations GmbH also acts as the keeper. Furthermore, the acceptance of newly manufactured products and complaints management are handled by this company.

Innofreight IT Solutions GmbH**IT Infrastructure, Support & Digitalisation**

The company centralises key IT and digitalisation services within the Innofreight Group. These include, in particular, the provision and maintenance of hardware and software, first-level support, server infrastructure, digitalisation, and measures relating to IT and cyber security.

Innofreight Transportlogistik GmbH**Freight forwarding services**

This freight forwarding company coordinates and organises transport solutions in collaboration with customers, railway undertakings and other partners. It thus acts as a key interface between customer requirements, operational implementation and the partner network.

Inno4wood GmbH**Freight forwarding services**

Inno4wood GmbH, much like Innofreight Transportlogistik GmbH, coordinates and organises various transport solutions. The focus is on the transport of timber products, such as round timber or biomass. In addition, the company optimises existing logistics processes and further develops customised transport solutions.

Sales and Service Companies**Customer focus, market development & technical support**

The sales and service companies of the Innofreight Group, including INNOFREIGHT Austria GmbH, Innofreight Czech s.r.o., Innofreight Germany GmbH, Innofreight Scandinavia AB, Innofreight Swiss GmbH and INNOFREIGHT International GmbH, serve customers in their respective markets and support the operational implementation of product and system solutions. They act as an interface between the market, customers and technical requirements.



Product and Transport Solutions



Freight wagons

Modular solution for a variety of transport requirements in rail freight transport



Container systems

Flexible systems for different types of freight and customer-specific requirements



Bogies

Technical components as the basis for safe and efficient rail operations



Stationary unloading systems

Site-specific solutions for efficient unloading and transshipment processes



Mobile unloading systems

Flexible solutions for different locations and operational requirements



Forwarding services

Organisation and coordination of transport solutions



InnoBogie

The InnoBogie is the first bogie developed by the Innofreight Group and represents a significant innovative step forward in the optimisation of wagon components. According to current assessments, it ranks among the world's lightest freight wagon bogies and supports key sustainability aspects, which are outlined below.

Increased efficiency & resource savings:

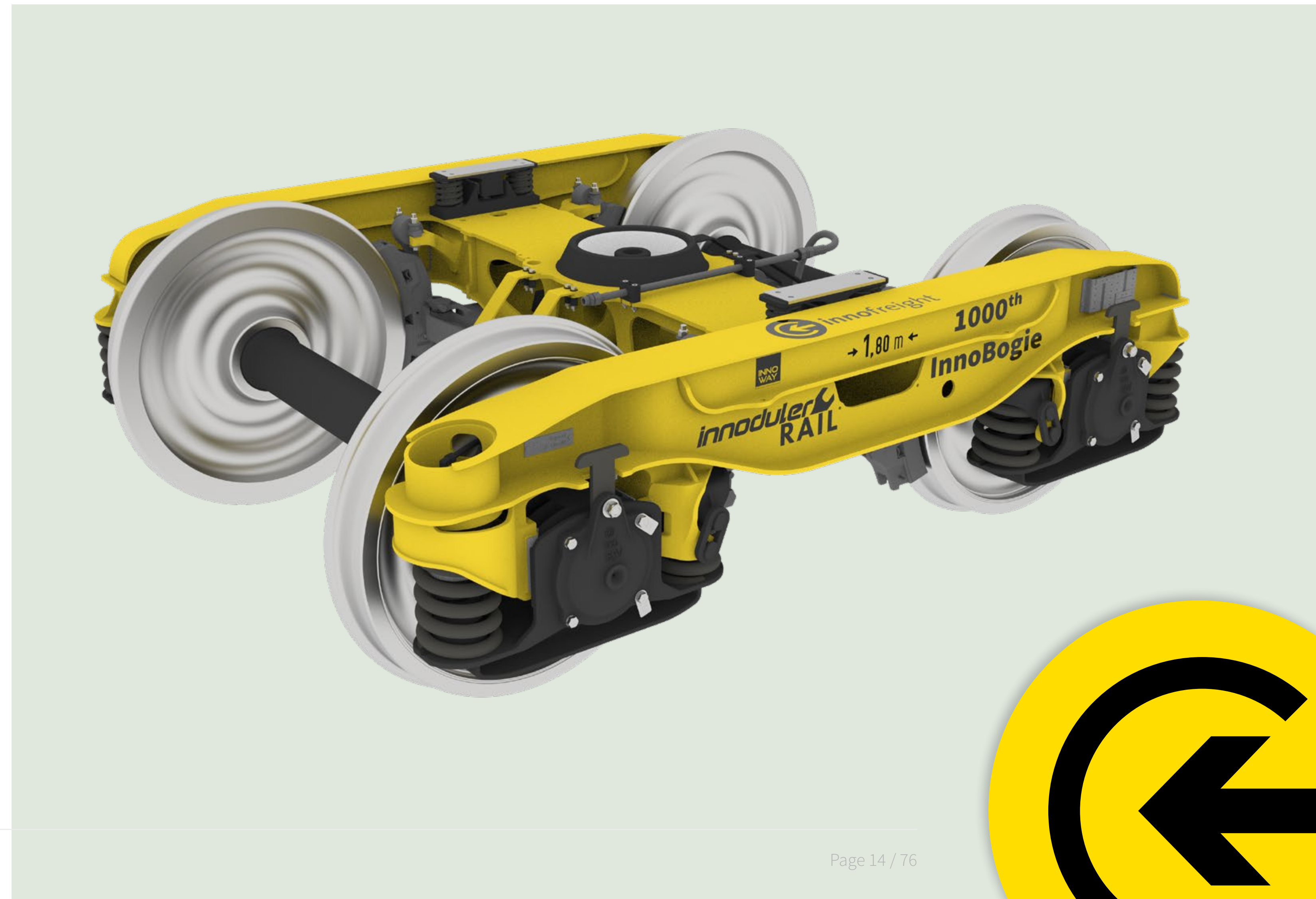
A bogie frame that is 25% lighter than conventional products reduces material usage and energy consumption throughout the value chain, whilst also enabling a higher payload.

Longer service life & increased operational reliability:

The optimised design of the InnoBogie reduces torsional stiffness by 30%. The reduced stress on wheelsets and rails helps to minimise wear, extend service life and enhance operational safety.

Automation & adaptability:

A 100% robot-assisted welding process ensures consistently high manufacturing quality. The modular design also allows adaptation to all European standard track gauges.



InnoWaggon and Superstructures

The InnoBogie forms the technical basis for the Innofreight Group's modular wagon concept. By combining different wagon lengths – 2x30 ft, 2x40 ft, 2x45 ft and 80 ft – with more than 40 compatible superstructures, optimised transport solutions can be provided for a wide range of goods and applications.

A key feature of the system is its modular design. The superstructures can be transferred between wagons with relatively little effort, enabling flexible adaptation to different transport requirements. Furthermore, the concept can be designed for various track gauges – from European standard gauge to Finnish and Iberian broad gauge.

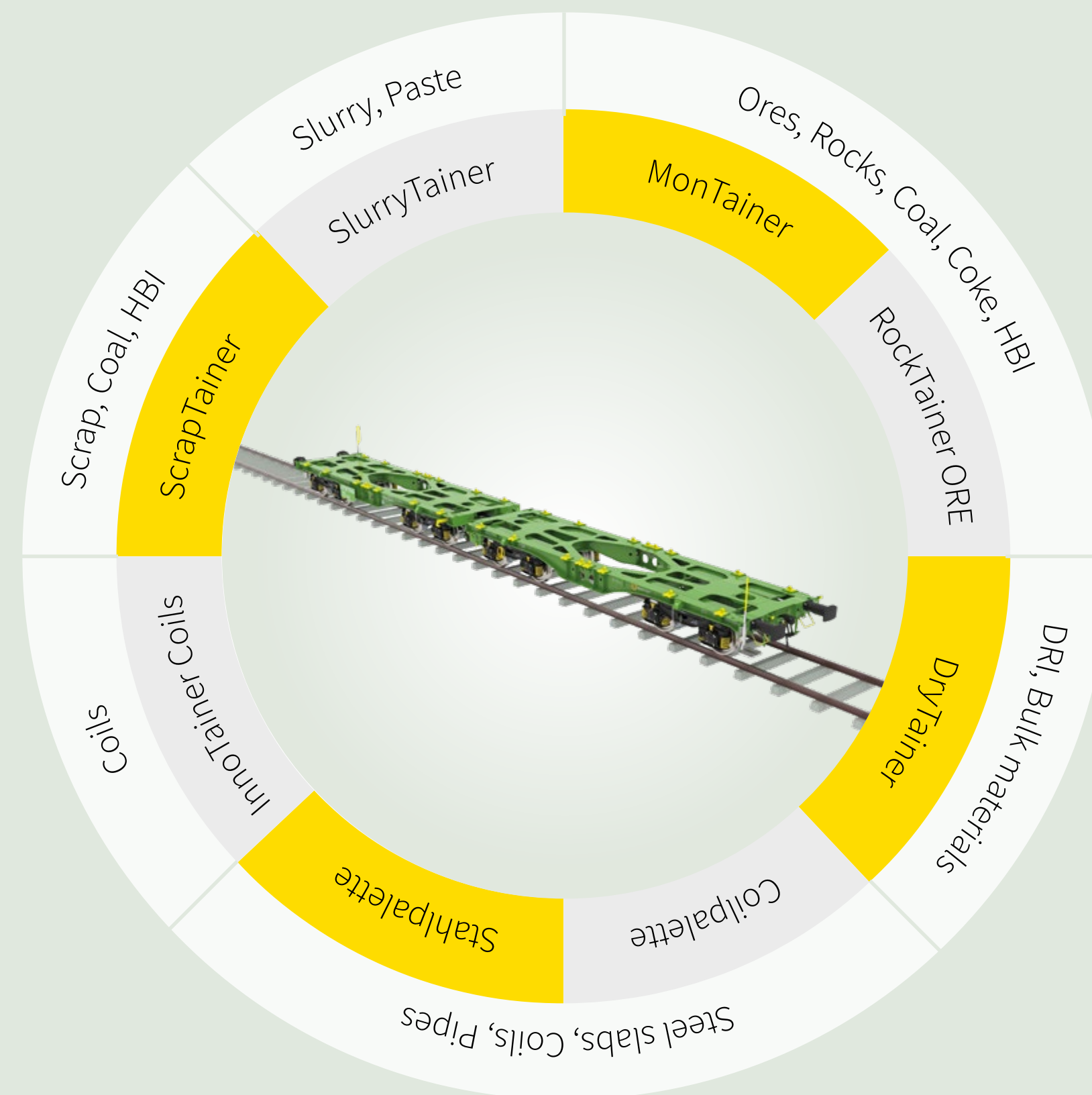
The idea for this modular wagon system originated in 2011, was implemented from 2014 onwards and has since been continuously developed and expanded to include additional wagon variants and superstructures.



2x30 ft InnoWaggon – compatible superstructures

The 2x30 ft InnoWaggon is the shortest double wagon in the Innofreight Group's range. Due to its higher load per metre, it is particularly suitable for transport solutions involving heavy goods and high load requirements. Depending on the application, this allows for a higher payload to be achieved with the same train length.

Therefore, the 2x30 ft InnoWaggon provides a suitable platform for goods with a high specific weight, such as iron ore, ore pellets, DRI or limestone. The illustration opposite shows the compatible container and superstructure solutions, as well as the typical goods transported in each case.



2x40 ft InnoWaggon – compatible superstructures

The 2x40 ft InnoWaggon is the first variant developed by the Innofreight Group and offers an optimal balance between length and payload. It is best suited to high-mass cargoes where both a high payload and efficient block train formation are important.

Typical applications include, for example, building materials, ores, limestone, wood chips and grain. The adjacent illustration shows the container and superstructure solutions compatible with the 2x40 ft InnoWaggon, as well as the typical goods transported in each case.



CLC ... CityLogisticsContainer
 HPP ... HighPerformancePlate
 HBI ... Hot Briquetted Iron
 OST ... OpenSideTainer
 SGW-W ... Smart GigaWood Sweden
 SWT ... SurfaceWaterTank

2x45 ft InnoWaggon – compatible superstructures

With a length of 2x45 ft, this InnoWaggon is the longest wagon in the Innofreight Group. This makes it particularly suitable for transporting goods with a low specific weight and high volume, as well as particularly long goods.

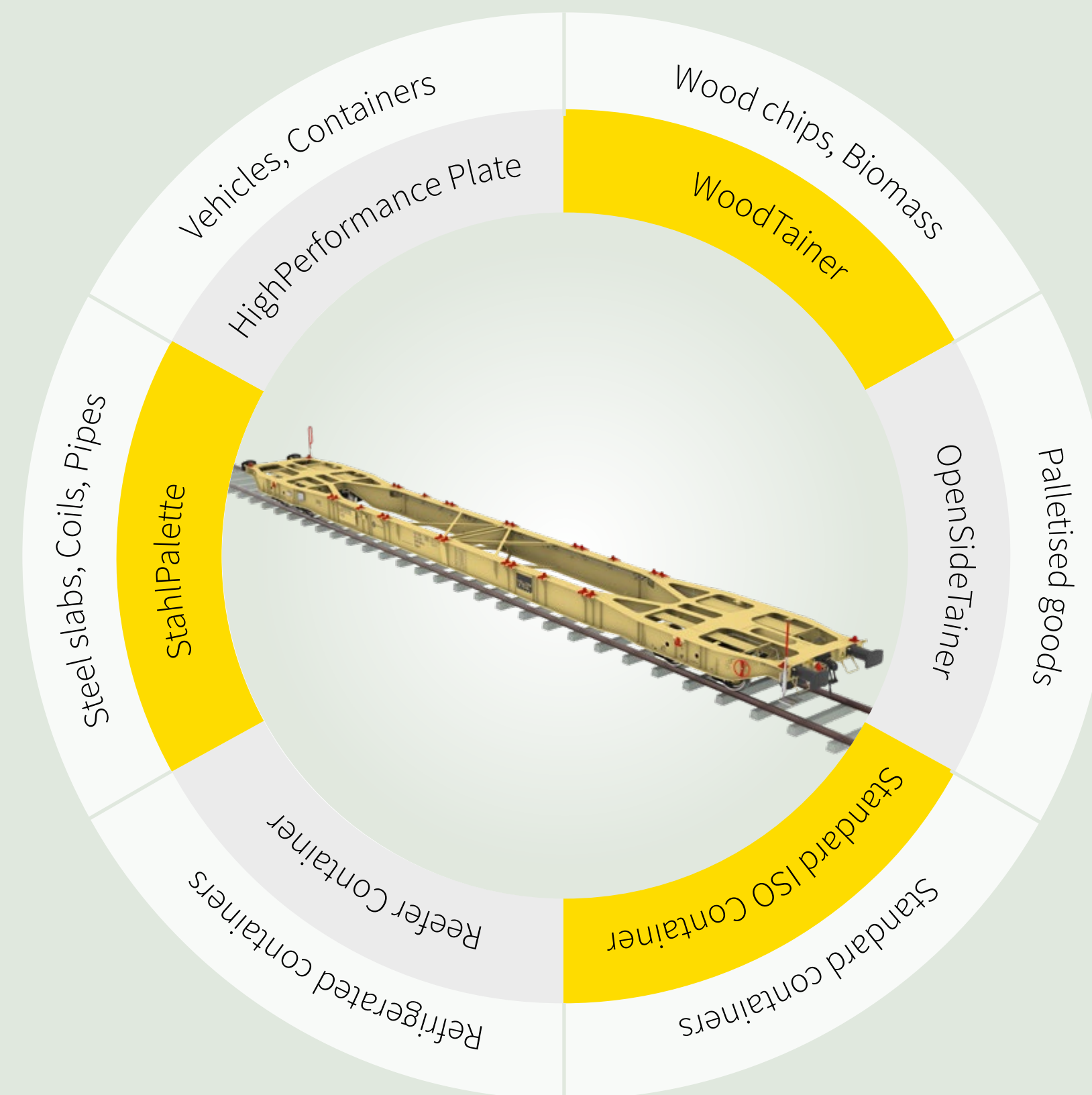
Examples of typical cargo include round timber, pipes and long steel products. The adjacent diagram shows an overview of the container and superstructure systems compatible with the 2x45 ft InnoWaggon.



80 ft InnoWaggon – compatible superstructures

The 80 ft InnoWaggon is a single-section variant within the wagon family. Compared to similar 80 ft wagons, it offers significant weight savings and is particularly suitable for the transport of very long goods, as well as for intermodal applications and ISO containers.

The adjacent illustration shows the compatible superstructure and container solutions.



Unloading technologies

In addition to wagons and superstructures, the Innofreight Group's service portfolio also includes mobile and stationary unloading technologies. These form the interface between rail transport and customers' downstream storage, production or transshipment processes.

Stationary unloading machines form an important part of the product and transport solutions. They are developed for long-term use at customer sites and either integrated into existing processes or re-designed to meet the specific requirements of the site. The unloading machines enable the predictable, efficient and safe unloading of transported goods and help to integrate transshipment processes efficiently into the operational infrastructure.

The design of stationary unloading machines is tailored to the specific application and customer requirements, taking into account, amongst other things, the goods in question, throughput rates, local conditions, technical interfaces and operational requirements. Environmental and occupational health and safety considerations are also incorporated as early as the development and planning phase.

Stationary unloading machines are particularly suitable for regular cargo flows, high throughput volumes and applications where long-term integration into existing operational processes is required.



In addition to stationary unloading machines, the Innofreight Group also offers mobile unloading technologies. These enable flexible unloading at various locations and are particularly suitable for project-related transport operations or applications where no permanently installed unloading infrastructure is available.

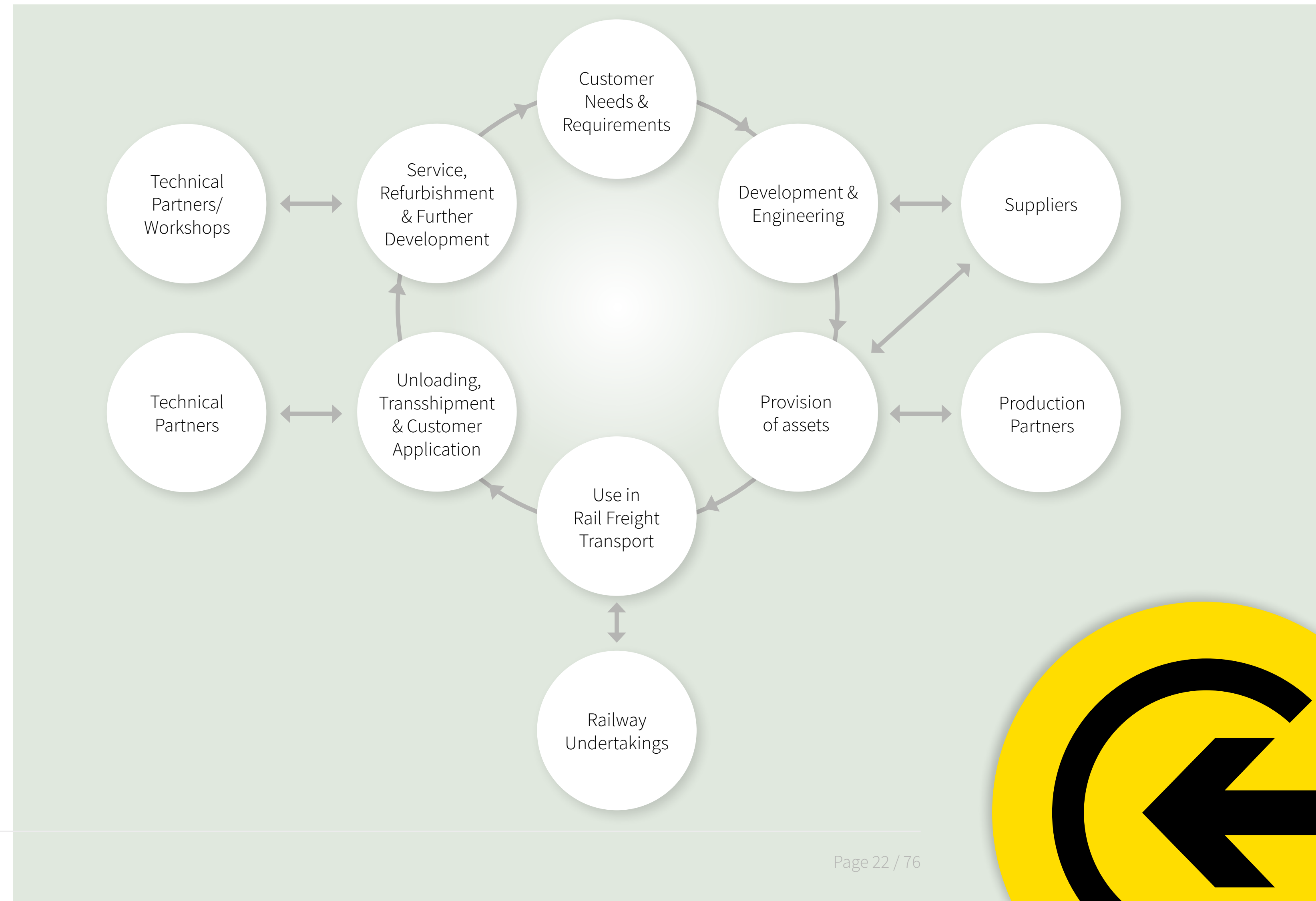
The mobile rotary unloading forklift was developed in collaboration with business partner Kalmar and is available with both diesel and electric drive systems. This unloading technology facilitates adaptation to different customer requirements. It thus complements the stationary range and expands the possibilities for efficiently handling freight flows, even under varying infrastructural conditions.



Circular Value Creation

The adjacent graphic illustrates the Innofreight Group's modular value creation cycle. It shows how the individual service modules interlock along the value chain, and how service, refurbishment and further development contribute to extending the service life of the assets. At the same time, insights gained from operational use are incorporated into the optimisation of existing solutions and the development of new ones.

Furthermore, the graphic illustrates the interaction with external business partners. Suppliers and manufacturing partners support the provision of assets, whilst railway undertakings enable their deployment in rail freight transport. Technical partners and workshops provide support for service, maintenance and refurbishment.



Sustainability Management



Sustainability is an integral part of the Innofreight Group's corporate strategy and is understood as a continuous development process that takes environmental, social and governance aspects into account in equal measure and is subject to ongoing improvement. The aim is to reconcile economic activity with responsibility towards the environment, employees, business partners and society, and to gradually and firmly integrate sustainability aspects and mindsets into all business processes.

Regardless of any reporting obligations, sustainability and ESG aspects are essential components of corporate governance and decision-making, delivering tangible added value. To ensure the structured man-

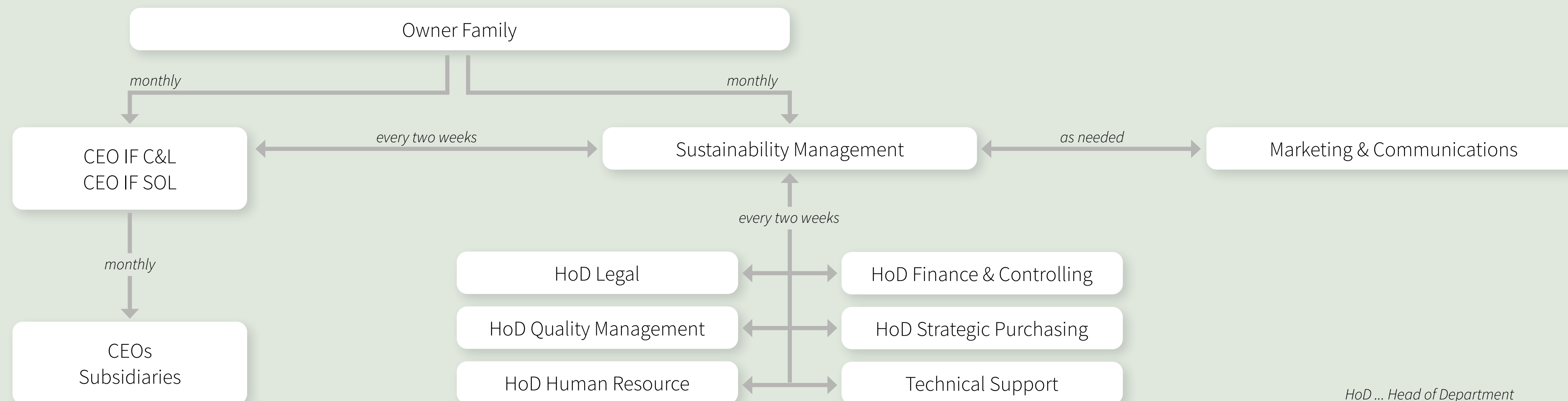
agement of sustainability activities, a company-wide Sustainability Task Force was established at the end of 2024. This acts as the central coordination and steering body for ESG issues within the Innofreight Group.

The task force comprises representatives from relevant specialist departments and ensures cross-functional collaboration. It is responsible for identifying, assessing, integrating and further developing sustainability-related topics, as well as for implementing operational measures.

The key tasks of the ESG Task Force include, in particular:

- Integration of sustainability considerations into all business processes
- Further development of sustainability targets and measures
- Monitoring regulatory developments in the ESG context
- Carrying out sustainability assessments and certifications
- Preparation of an annual sustainability report

The task force's findings and insights are regularly reported to senior management and incorporated into strategic decision-making processes. The composition and interactions within the task force are illustrated in the diagram below.



HoD ... Head of Department



Development of the Innofreight Group's Sustainability Management



Certifications and Assessments

The Innofreight Group bases the further development of its sustainability management on recognised standards, established management systems and external sustainability assessments. These create structures, support the continuous improvement of internal processes and make a significant contribution to ensuring that quality, environmental, social and legal requirements are met within the group of companies.

The group of companies has certified management systems in key business areas. These include, in particular, the standards ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Management System) and ISO 50001 (Energy Management System) [in their current versions].

The management systems in place form an essential foundation for responsible and sustainable business practices within the Group. The systems are continuously reviewed and further developed through regular internal and external audits.

Certification	Focus	Contribution to sustainability management
ISO 9001:2015	Quality Management System	• Continual improvement of customer satisfaction • Planning, measuring and improving quality-related processes
ISO 14001:2015	Environmental Management System	• Continual improvement of environmental performance • Identification of processes relevant to the environment • Assessment of environmental impacts • Development of preventive measures to eliminate negative impacts
ISO 45001:2018	Occupational Health and Safety Management System	• Continual improvement of occupational health and safety • Regular assessment of hazards • Measures to minimise risks
ISO 50001:2018	Energy Management System	• Continual improvement of energy performance • Setting energy targets and action plans



An external assessment of the Innofreight Group's sustainability performance is carried out annually by EcoVadis. This assessment evaluates, amongst other things, the areas of environment, labour and human rights, ethics and sustainable procurement.

The results of the rating serve as a guide for identifying areas for improvement and for further developing existing measures. At the same time, the assessment provides transparency to customers, business partners and other stakeholders regarding the Innofreight Group's sustainability performance.

The Group was awarded the Bronze medal in its first assessment by EcoVadis. In the reporting year, the result was further improved thanks to significant progress across all four assessment areas. The Innofreight Group is thus among the top 7% of all companies assessed during the assessment period and was awarded the Silver medal.



Result 2026: <https://recognition.ecovadis.com/Ncao2zyDTUGyV7RoIEazCQ>

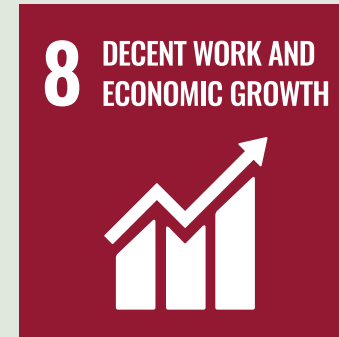


Sustainable Development Goals (SDGs)

The United Nations' Sustainable Development Goals (SDGs) form a globally recognised framework for sustainable development. The 17 goals, adopted in 2015, address key environmental, social and economic challenges and promote sustainable development at a global level.

Based on the business model, key sustainability impacts and the strategic direction of the Group, those SDGs to which the Innofreight Group can make a particularly relevant contribution have been identified. The core SDGs, defined as part of a comprehensive analysis, serve as a guide for the further development of sustainability measures, targets and activities.

**SUSTAINABLE
DEVELOPMENT GOALS**



The Innofreight Group promotes safe and healthy working conditions, supports the training and further education of its employees, and creates long-term employment prospects.



By developing innovative transport, transshipment and logistics solutions, the Innofreight Group makes a significant contribution to efficient and sustainable logistics.



The development of durable and resource-efficient assets, as well as measures to extend their service life, contributes to the efficient use of resources.



The logistics solutions developed by the Innofreight Group support the shift of freight transport to rail, thereby helping to reduce transport-related greenhouse gas emissions.



Collaboration with customers, suppliers, production partners and other stakeholders forms a key foundation for the development and implementation of sustainable solutions throughout the value chain.

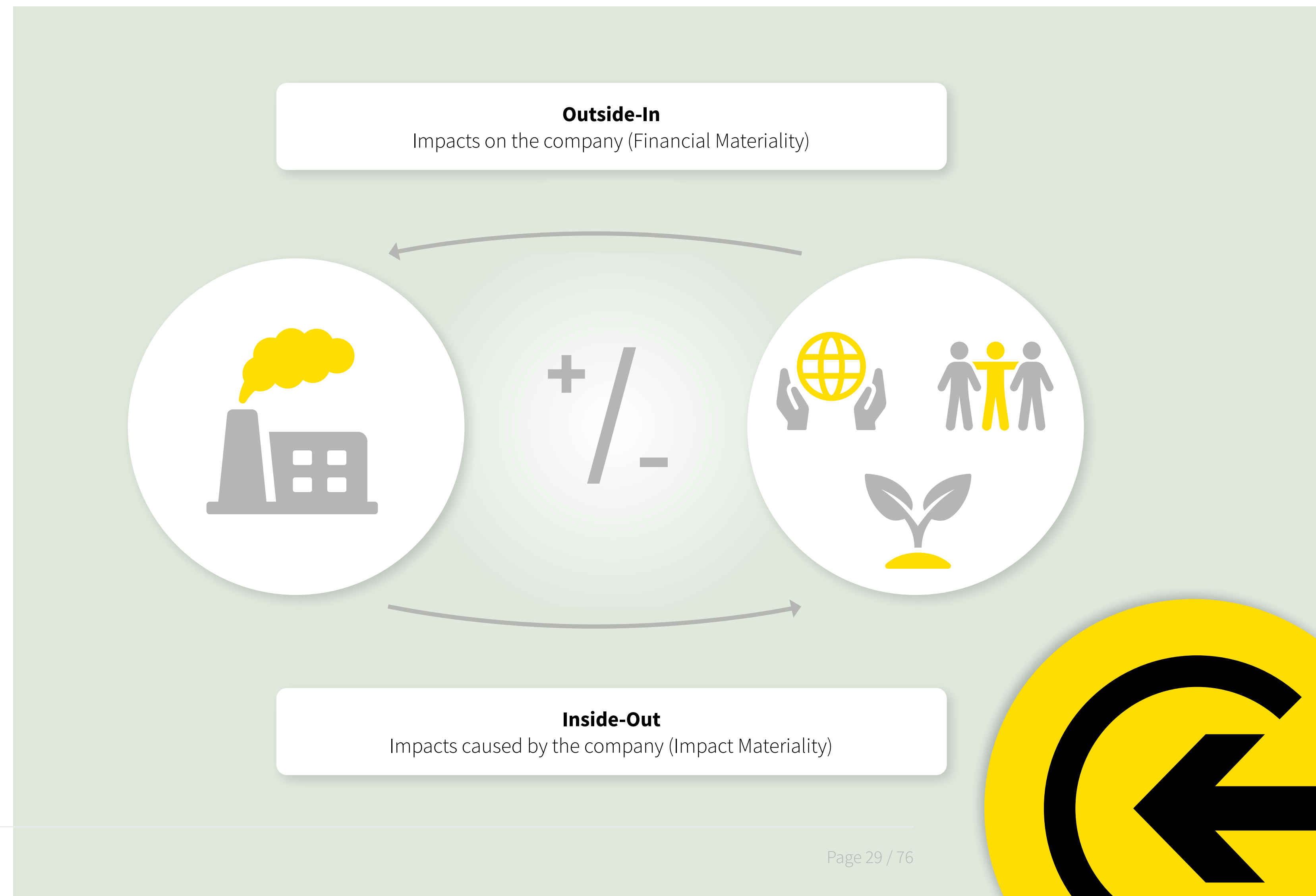


Double Materiality Assessment

To identify and prioritise relevant sustainability issues, the Innofreight Group carried out a double materiality assessment in early 2025 in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). The aim of the analysis was to identify material impacts, risks and opportunities (IROs) that are significant for the sustainable development of the Group and for its stakeholders.

As its name suggests, the double materiality assessment takes two perspectives into account: on the one hand, it examines the actual or potential impacts of the Innofreight Group's business activities on the environment, people and society. On the other hand, it assesses which ESG-related opportunities and risks could have financial implications for the Group's business performance and its financial position, cash flow or profitability.

The results of the double materiality assessment form a key basis for the direction of sustainability management, the structuring of the report's content, and the further development of measures and targets.



The double materiality assessment was carried out in several stages. In the first stage, potentially sustainability issues were identified on the basis of the business model, areas of activity, the value chain and relevant regulatory and market-related requirements. Based on this, the associated actual and potential impacts, risks and opportunities were then recorded.

The identified impacts were assessed on the basis of the criteria of scale, scope, irremediable character and likelihood. Financial risks and opportunities were assessed using the criteria of scale and likelihood, employing a scale of 1–5.

A materiality score was calculated for each impact, risk or opportunity based on the assessments. Items scoring above 3 were classified as material.

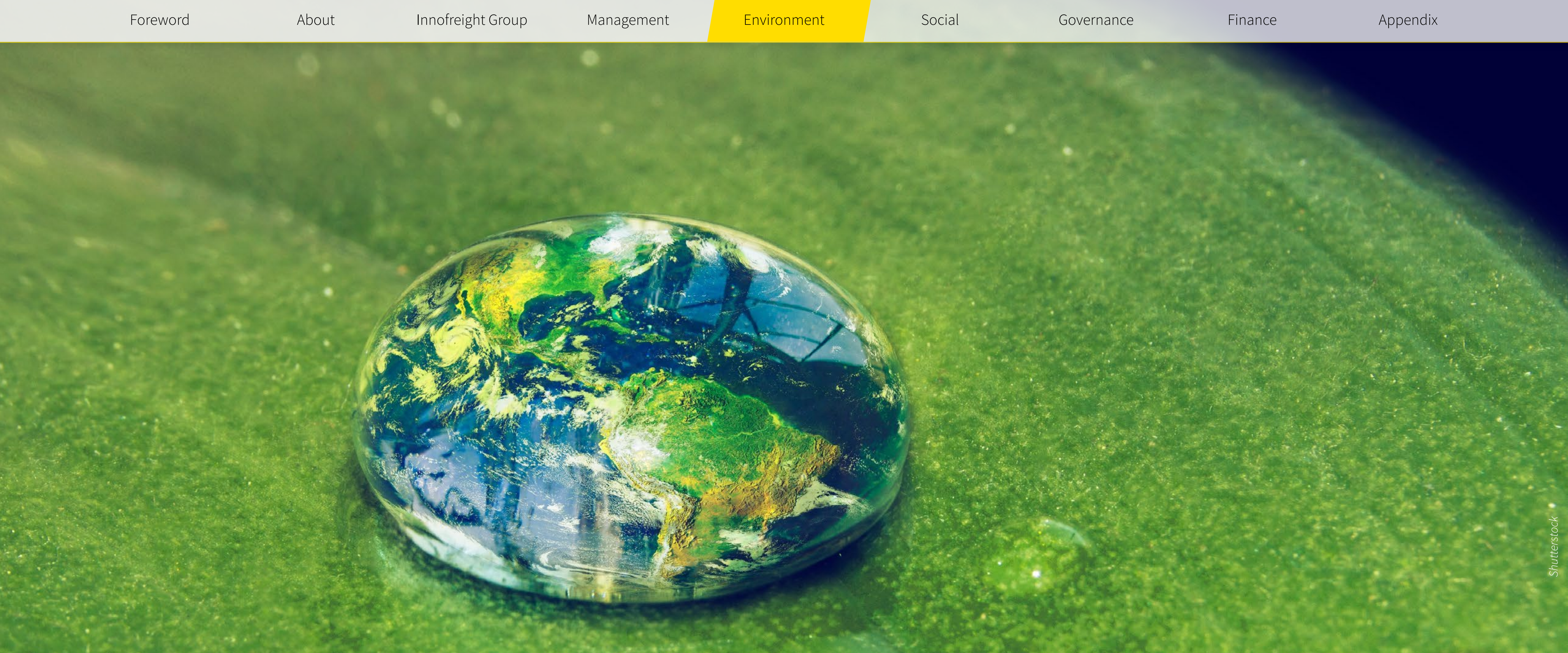
Following the decision to prepare the sustainability report in accordance with the VSME standard, the results of the double materiality assessment – originally carried out in accordance with ESRS methodology – were mapped onto the VSME’s topic structure. This mapping enabled the material topics for VSME reporting to be consolidated and integrated into the structure of this report.



As part of the double materiality assessment carried out, the following topics were assessed as material:

	No.	Material topic	Classification for the Innofreight Group
Environmental	1	Climate, Energy & Greenhouse Gas Emissions	• Energy consumption • Greenhouse gas emissions • Climate-related risks and opportunities • Contribution of logistics solutions and rail freight transport to decarbonisation
	2	Resources, Waste & the Circular Economy	• Longevity of assets • Resource-efficient design • Maintenance, repair & refurbishment • Waste
	3	Environmental Pollution and Responsible Use of Materials	• Management of operating and auxiliary materials • Prevention of environmental impacts • Taking environmental requirements into account
	4	Biodiversity & Ecosystems	• Assessment of sites and activities with regard to potential impacts on biodiversity-sensitive areas
Social	5	Own Workforce	• Working conditions • Equal treatment • Health and safety • Health protection • Training and further education • Staff retention
	6	Workers in the Value Chain	• Collaboration with production partners, suppliers, workshops and other stakeholders • Standards throughout the value chain
Governance	7	Corporate Culture and Responsible Corporate Governance	• Sustainability governance • Embedding sustainable corporate governance
	8	Integrity and Compliance	• Compliance with regulations • Compliance structures • Whistleblower protection • Avoiding legal and reputational risks
	9	Supplier and Procurement Management	• Structured supplier assessment • ESG risk assessment • Responsible procurement processes





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Environment



As a group of companies in the rail logistics sector, we are committed to continuously improving our environmental performance both within our own companies and throughout the entire value chain, and to promoting more sustainable mobility by shifting transport from road to rail.

As part of the double materiality assessment carried out, the environmental issues relevant to the Innofreight Group were identified:

- Climate, Energy & Greenhouse Gas Emissions
- Environmental Pollution and Responsible Use of Materials
- Biodiversity & Ecosystems
- Resources, Waste & the Circular Economy

It was found that the Group's greatest environmental impacts arise in particular along the value chain and during the use phase of the logistics solutions it offers.

The identified topics form the basis for the selection of the content and data points presented in this report. Detailed information is provided in the respective subchapters.

In this chapter, we report on our environmental performance in accordance with the requirements of the VSME standard (B3, B5, B7, C3 and C4).



Korbinian Eckert

Climate, Energy & Greenhouse Gas Emissions

Rail is regarded as one of the most energy-efficient modes of transport and plays a central role in reducing greenhouse gas emissions in the transport sector.

In particular, compared with road freight transport, rail transport enables significant reductions in CO₂ emissions and thus makes a major contribution to achieving national and European climate targets.

The results of Innofreight's double materiality assessment in the area of climate, energy and greenhouse gas emissions reveal a wide range of impacts, as well as financial risks and opportunities, both within the company's own business operations and throughout the entire value chain. Significant risks arise in particular from regulatory developments, rising energy costs and the physical consequences of climate change. At the same time, opportunities are emerging from the growing demand for more environmentally friendly transport solutions and from regulatory developments.

The Innofreight Group makes its greatest positive contribution through its core business: supporting companies in shifting their transport from road to rail.

Through this modal shift, it actively contributes to reducing transport-related greenhouse gas emissions and to relieving pressure on transport infrastructure. At the same time, the Group supports its customers in achieving their own sustainability targets and making their supply chains more environmentally friendly in the long term.

In its own operations, the Group also prioritises the responsible use of energy and resources. Measures to improve energy efficiency and the assessment of potential for reducing greenhouse gas emissions are carried out on a regular basis.



Energy consumption

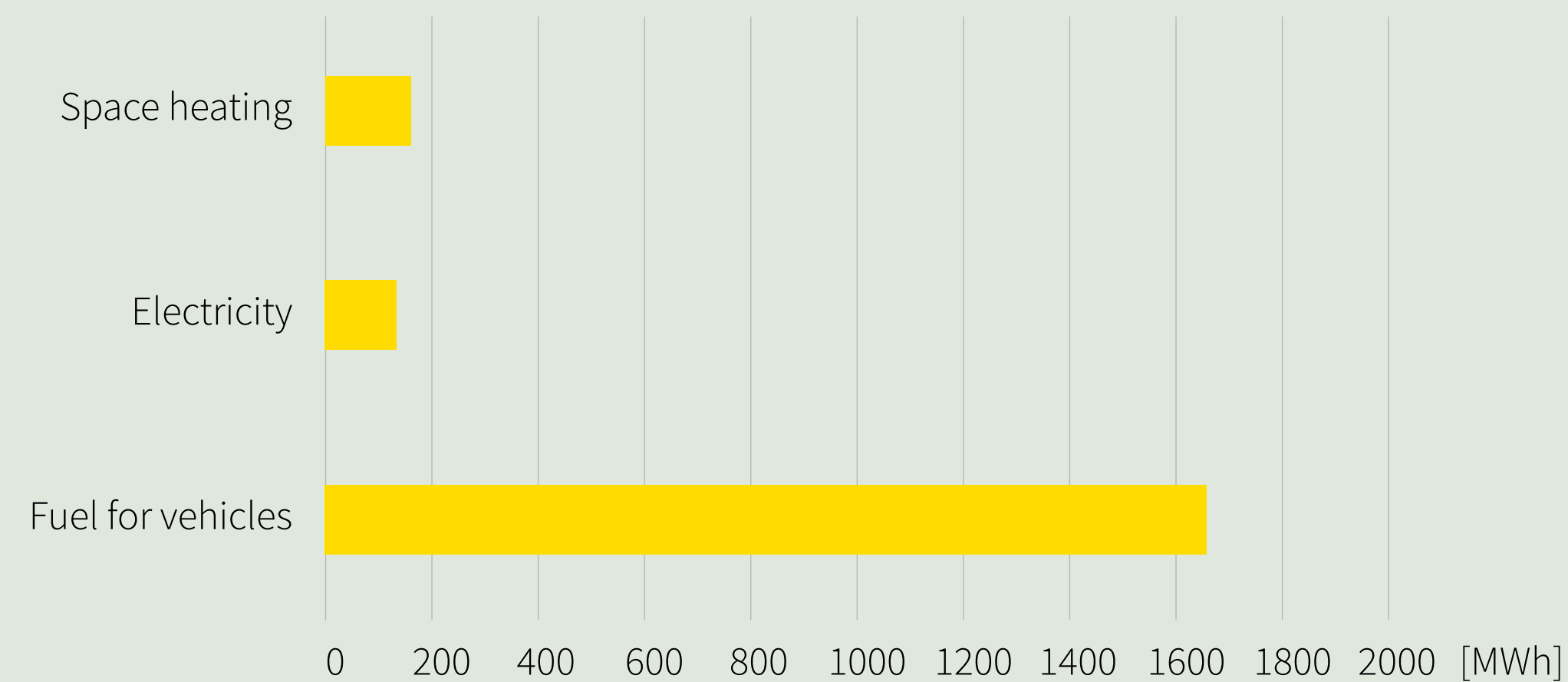
The Innofreight Group's energy consumption is broken down in the table into the categories of fuel, electricity and space heating. A total of 1,985.8 MWh of energy was consumed in 2025, with all energy being purchased from external suppliers.

This corresponds to an energy intensity of 12.2 MWh per employee or 18.3 MWh per million euros of turnover.

At 1,641.0 MWh, the largest share of energy consumption is attributable to fossil fuels used by the company's vehicle fleet. The high consumption is largely due to sales and service activities carried out as part of the company's business operations.

The Innofreight Group is constantly reviewing measures to improve energy efficiency and ways to reduce energy consumption in its day-to-day operations. Particular focus is placed on the gradual conversion of the vehicle fleet to alternative propulsion systems and the increased use of renewable energy sources for electricity procurement.

		Renewable energy [MWh]	Non-renewable energy [MWh]	Total [MWh]
Purchased	Fuel for vehicles	17.7	1641.0	1658.7
	Electricity	127.1	22.2	149.3
	Space heating	118.6	59.2	177.8
		263.4	1722.4	1985.8



Greenhouse Gas Emissions

With the Innofreight Group's first greenhouse gas emissions inventory, prepared in accordance with the Greenhouse Gas Protocol (GHG Protocol) for the base year 2025, a solid foundation has been laid within the sustainability report, ensuring comparability and transparency.

This approach ensures compliance with VSME requirements and the expectations of stakeholders along the value chain.

The detailed list of the categories included in Scope 1, Scope 2 and Scope 3, together with the corresponding calculation methods, is shown in the figure opposite.

Scope 1 – Direct emissions

Vehicle fleet

Litres of fuel x emission factor (EF)

Scope 2 – Indirect emissions (energy)

Electricity consumption

Consumption [kWh] x EF

Heat

Consumption [kWh] x EF

Scope 3 – Other indirect emissions

Fuel- and energy-related activities

Litres of fuel or energy consumption [kWh] x EF

Employee commuting

Distance x average consumption x EF

Business travel

Distance x EF

Downstream leased assets

Consumption [kWh] of SUM, FLT, SRO x EF

Total GHG emissions = Scope 1 + Scope 2 + Scope 3

Turnover intensity

t CO₂e / € million turnover

GHG intensity

t CO₂e / number of employees



Our total greenhouse gas emissions for the year 2025 amount to 2,714.5 t CO₂e. This corresponds to greenhouse gas intensities of 25.0 t CO₂e per € million of turnover and 16.7 t CO₂e per employee. The breakdown of greenhouse gas emissions across the individual categories is shown in the table. For Scope 3, emissions were calculated only for those categories for which a sufficient data set was available.

To reduce greenhouse gas emissions, the Innofreight Group is already pursuing targets for the relevant emission sources.

In Scope 1, the aim is to gradually electrify the company's vehicle fleet. The proportion of electric vehicles stood at 5.9% in 2025, and this is set to rise to 12% by the end of 2027. Overall, at least 50% of the company's vehicles are to be converted to alternative propulsion technologies by 2035.

For Scope 2, the aim is to increase the share of renewable energy in the purchased electricity mix to 100% by 2030, as well as to implement additional measures and initiatives to reduce electricity consumption in day-to-day office operations in order to further improve energy efficiency.

In the area of Scope 3, the aim is to continuously expand and improve the data set. In 2027, we also plan to carry out a life cycle assessment (LCA) of Innofreight products in order to better illustrate the impacts of the entire product life cycle.

We make our greatest contribution to minimising greenhouse gas emissions in the downstream value chain. By supporting companies in improving efficiency through the use of alternative logistics solutions, we make a significant contribution to reducing emission-intensive transport.

By expanding the data set and improving data quality, specific emission reduction targets are to be further developed and published in the coming years.

Direct and indirect energy-related emissions 2025

Scope 1	t CO ₂ e
Vehicle fleet	418.2

Scope 2	t CO ₂ e
Electricity	18.3
Heat	13.3

Scope 3 categories covered in 2025

Scope 3	t CO ₂ e
Fuel- and energy-related activities	117.9
Business travel	75.8
Employee commuting	68.9
Downstream leased assets	2002.1



Climate risk analysis

Climate-related risks are taken into account as part of the Innofreight Group's sustainability and risk assessment. This covers both physical climate risks, such as heat, cold, heavy rainfall or flooding, and transition risks associated with regulatory requirements, market changes and rising expectations for more sustainable transport solutions.

Given the nature of the business, the focus is particularly on mobile assets such as rail wagons, containers and other superstructures, stationary unloading machines and the office site in Bruck an der Mur. The assessment is based on the relevance of climate-related hazards, the exposure of affected assets and activities, and their respective vulnerability.

The analysis shows that climate-related risks for the Innofreight Group are currently assessed as largely manageable. Significant physical risks arise from the ongoing exposure of mobile assets to changing climatic conditions, as well as from potential heat-wave and frost events. These were assessed both for the current period under review and under the RCP 8.5 scenario for the period 2041–2070.

Transition risks are also being monitored, particularly with regard to regulatory developments and changes in procurement and the market environment. At the same time, opportunities arise from the Group's business activities, as durable, modular and resource-efficient rail transport solutions can support the transition to more climate-friendly logistics solutions.

To mitigate climate-related risks, the Innofreight Group relies on robust technical design, regular maintenance, the ongoing development of product solutions and close cooperation with relevant business partners.

In the next reporting period, the plan is to further expand the climate risk analysis and, in addition, to assess the most strategically important suppliers and operational dependencies in greater detail.



Resources, Waste & the Circular Economy

The responsible use of resources and the prevention and reduction of waste are essential components of the Innofreight Group's environmental management. As a non-manufacturing company in the rail logistics sector, resource use and waste streams arise primarily in the context of operations, maintenance and office activities.

The focus is on the efficient use of materials and operating resources, the reduction of waste and the proper disposal of waste materials. Furthermore, in procurement, maintenance and repair, care is taken to use materials in the most resource-efficient way possible and to extend the service life of products.



Resource Use & the Circular Economy

As a company without its own production facilities, Innofreight takes aspects of resource use and the circular economy into account primarily within the context of its engineering and design processes. The aim is to use materials and resources as efficiently as possible throughout their entire life cycle, whilst promoting the durability and reusability of components.

Right from the development and design phase, care is taken to develop resource-efficient solutions and to optimise material use. Furthermore, maintenance and servicing measures help to extend the service life of components and equipment.

Through the ongoing development of technical solutions, Innofreight aims to gradually strengthen circular economy approaches and support the responsible use of resources throughout the value chain.

Innofreight's modular system enables the use of over 40 superstructure variants across all European track gauges, as well as their combination with InnoWaggons of varying lengths. This high degree of modularity not only creates a high level of flexibility but also contributes to a more efficient use of resources and components.

With long-term leased capital goods – in particular wagons and containers – set to reach the end of their life cycle for the first time in the coming years, Innofreight is currently working on the assessment and development of end-of-life solutions that are as environmentally friendly as possible.



Waste

In the course of its business activities, Innofreight generates various waste streams, primarily from maintenance and repair work, as well as from administrative and office operations.

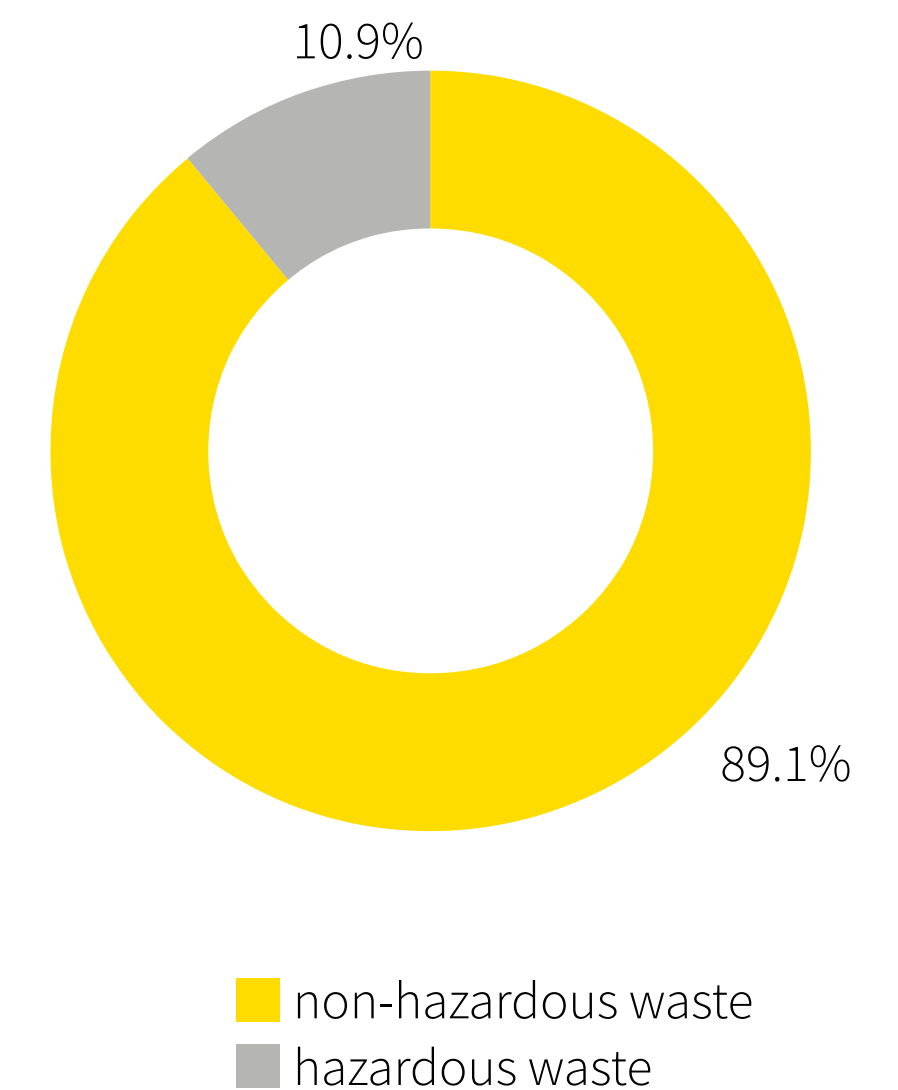
In the reporting year 2025, a total of 6.8 tonnes of non-hazardous waste and 0.8 tonnes of hazardous waste were generated. The overall low volume of waste generated reflects Innofreight's structure as a non-manufacturing company.

A detailed overview of the types of waste generated, including the respective quantities, is shown in the table opposite.

The waste generated is sorted according to type and professionally handled by external disposal and recycling partners. Care is taken to ensure compliance with legal requirements and internal guidelines.

Targeted measures are also in place to raise staff awareness of the responsible management of waste, as well as proper waste separation and disposal, particularly during maintenance and repair work.

Non-hazardous waste types	2025
Paper and cardboard	4 016.6 kg
Mixed municipal waste	1 850.9 kg
Glass	49.2 kg
Biodegradable kitchen and canteen waste	96.0 kg
Metallic packaging	8.0 kg
Mixed packaging	746.2 kg
Hazardous waste types	2025
Paint, inks, adhesives and resins containing hazardous substances	7.0 kg
Mixed waste batteries	8.3 kg
Packaging containing residues of or contaminated by hazardous substances	81.6 kg
Mineral-based non-chlorinated engine, gear and lubricating oils	539.0 kg
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	193.0 kg



Environmental Pollution & Responsible Use of Materials

The responsible management of substances and the prevention of environmental pollution are relevant to the Innofreight Group in the context of operational processes, maintenance, cleaning and servicing activities, as well as the use of operating and auxiliary materials, particularly with regard to potential environmental impacts arising from the storage, use or disposal of certain substances.

The handling of environmentally relevant substances is carried out in accordance with applicable legal requirements, supplemented by internal guidelines. The diagram on the right illustrates the Innofreight Group's focus when dealing with environmentally relevant substances.

1 Guidelines & Training

2 Prevention of releases

3 Safe handling

4 Proper disposal

Key measures

- Alignment with best practice
- Internal operating instructions for relevant activities
- Regular training
- Clear responsibilities
- Clear storage requirements
- Appropriate labelling
- Use of suitable containment and protective equipment
- Defined emergency procedures
- Suitable PPE specified for each employee
- Safety data sheets
- Separate collection of relevant substances
- Handover to authorised third parties only
- Documentation and traceability of relevant material flows



Biodiversity & Ecosystems

The Innofreight Group's direct impacts on biodiversity and ecosystems are, by the nature of its business activities, generally limited. Potential impacts may arise, particularly indirectly, along the value chain.

Nevertheless, the protection of biodiversity and ecosystems is a key area of focus for the Group. Compliance with legal requirements and regulatory guidelines forms the basis of our business operations. Furthermore, potential environmental impacts are systematically taken into account in site-specific activities as well as in the planning and further development of technical solutions.

Biodiversity

As part of the assessment of biodiversity-related impacts, an evaluation was carried out to determine whether the office locations used by the Innofreight Group are situated within or near biodiversity-sensitive areas. In particular, protected areas in accordance with national and European nature conservation regulations were taken into account, including, for example, Natura 2000 sites. In addition, UNESCO Global Geoparks were also included in the assessment as a further landscape- and nature-related sensitivity category.

According to the latest assessment, none of the Innofreight Group's office locations are situated within a protected area. However, two locations are in the immediate vicinity of biodiversity-sensitive

areas. At the Linz site, the Traun-Donau-Auen Conservation Area is situated on the opposite bank of the Danube. Furthermore, the Bad Salzungen site borders directly on the Werra-Aue Conservation Area. Both sites are existing buildings where the premises are merely leased. As these sites are used exclusively for office activities and there is no direct interference with natural areas, current assessments indicate that no significant adverse impacts on the adjacent biodiversity-sensitive areas are to be expected.

The following table provides an overview of the Innofreight Group's office locations and their spatial relationship with biodiversity-sensitive areas.



Bleilochtal Dam, Thuringia

Location	Total area	Biodiversity-sensitive area (directly adjacent)	Biodiversity-sensitive area (within a 5 km radius)
Austria			
Grazer Straße 11, 8600 Bruck an der Mur	1832.6 m ²		Buchenwälder bei Bruck an der Mur
Neulinggasse 29/1/17b, 1030 Vienna	176.1 m ²		
Lunzer Straße 64, 4030 Linz	36.4 m ²	Traun-Donau-Auen Area	
Sandgasse 36, 8010 Graz	40.4 m ²		
Slovenia			
Kidričeva ulica 24a, 3000 Celje	155.0 m ²		
Czech Republic			
Vídeňská 186/118, 619 00 Brno	282.0 m ²		
Germany			
Lobensteiner Straße 5, 07929 Saalburg-Ebersdorf	100.0 m ²		Hänge an der Bleilochtsperre
Nappenplatz 13, 36433 Bad Salzungen	46.9 m ²	• Werra-Aue zwischen Breitungen und Creuzburg • Werra bis Treffurt mit Zuflüssen	• Thüringsche Rhön • Thuringia Inselsberg - Drei Gleichen UNESCO Global Geopark
Hüttenallee 41, 47800 Krefeld	50.0 m ²		• Latumer Bruch mit Buersbach, Stadtgräben und Wasserwerk • Egelsberg
Oberaustraße 34, 83026 Rosenheim	28.3 m ²		• Auer Weidmoos mit Kalten und Kaltenaue • Moore um Raubling • Leitzachtal • Innauen und Leitenwälder
Sweden			
Box 23, Malmgatan 22, 941 31 Piteå	35.0 m ²		
Switzerland			
Länggasse 53, 3360 Herzogenbuchsee	23.5 m ²		• Burgäschisee Ost • Inkwilersee Insel



Social



The social aspect of sustainability is a central component of Innofreight's business activities. It encompasses the responsible treatment of employees, business partners and society, as well as our commitment to creating a fair and safe working environment.

As part of the double materiality assessment carried out, the social issues relevant to the Innofreight Group were identified:

- Own Workforce
- Workers in the Value Chain

At Innofreight, we do not view social sustainability as an isolated task, but as an important part of our business activities and corporate development.

This includes promoting diversity and equal opportunities, ensuring good working conditions, and supporting the professional and personal development of our employees. We also take responsibility for the impact of our actions throughout the entire value chain.

In this chapter, we report on our social performance in accordance with the requirements of the VSME standard (B8, B9, B10, C5, C7 and C9).



Staff training at InnoPark



Our employees make a significant contribution to the long-term success and further development of the Group. We are therefore committed to creating a working environment that offers security, recognition and long-term prospects, whilst supporting individual development opportunities.

Overview of our workforce

The composition of our workforce provides important insights into the structure and development of the Innofreight Group. The following key figures provide an overview of the workforce during the reporting period and form the basis for assessing social issues within the company.

The table contains key figures on the Group's workforce structure. It shows the number of employees broken down by gender and age. The figures are given in headcount and are supplemented by percentage shares. All figures relate to the reference date of 31 December of the reporting year.

Category	Number of employees	Proportion of total number of employees
Employees by gender		
Female	57	35.0%
Male	106	65.0%
Other genders	0	0.0%
Total	163	100.0%
Employees by age		
18-25 years	10	6.1%
26-35 years	57	35.0%
36-45 years	37	22.7%
46-55 years	39	23.9%
> 55 years	20	12.3%



Own Workforce

All employees of the Innofreight Group are employed on permanent contracts. Furthermore, these employment relationships span several European countries in which the Group operates.

A detailed overview of employee numbers by employment category, working time model and country of the employment contract is set out in the table. These figures are also reported as headcount figures and supplemented by percentage shares. The reference date is 31 December of the reporting year.

The staff turnover rate is an important indicator of the development and stability of the workforce. It encompasses all new hires and departures and stood at 9.7% in the reporting year. This figure provides an indication of staff continuity within the Innofreight Group as well as the effectiveness of existing measures in the area of staff retention.

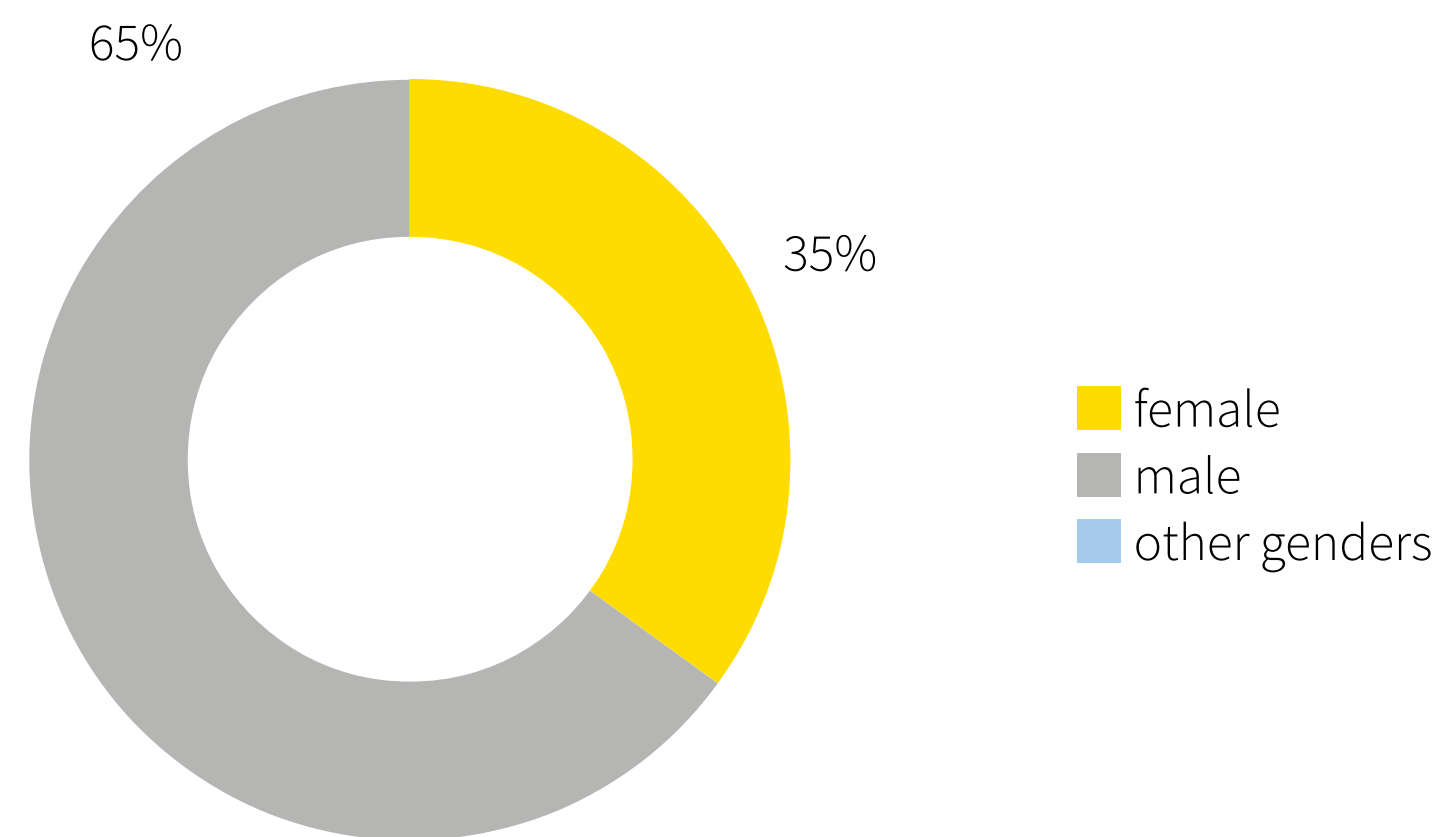
Category	Number of employees	Proportion of total number of employees
Employees by employment category		
White-collar workers	160	98.2%
Blue-collar workers	3	1.8%
Employees by working time model		
Full-time employment	106	65.0%
Part-time employment	57	35.0%
Employees by country of employment contract		
Austria	116	71.2%
Germany	13	8.0%
Slovenia	12	7.4%
Switzerland	1	0.6%
Czech Republic	17	10.4%
Sweden	4	2.5%



In 2025, management functions within the holding company were carried out by Peter Wanek-Pusset and Manuela Iris Mayer.

The management team, comprising the governing body, managing directors of the subsidiaries and heads of department, consisted of 20 people as at the reporting date of 31 December 2025. The gender breakdown within the management team was as follows:

- Proportion of female managers: 35.0%
- Proportion of male managers: 65.0%
- Proportion of managers of other genders: 0.0%



Peter Wanek-Pusset & Manuela Iris Mayer

Working conditions

The Innofreight Group offers its employees structured and reliable working conditions geared towards long-term collaboration, transparency and fairness. At the same time, the Group strives to continuously improve these conditions. This is underpinned by standardised internal guidelines as well as the applicable legal and collective bargaining frameworks in the countries where the Innofreight Group operates.

Working time arrangements are tailored to operational requirements and the needs of employees. The option to work from home and flexible working hours help to support a better work-life balance.

All employees of the Innofreight Group are covered by collective agreements or have remuneration based on collective agreements and receive a basic salary that meets or exceeds the applicable statutory minimum wage.

Internal pay bands ensure a transparent and gender-neutral remuneration structure. The reported, unadjusted gender pay gap between female and male employees is 4.47%. The ratio between the total annual remuneration of the highest-paid individual in the Innofreight Group and the median total annual remuneration of all employees was 5.17:1 in the reporting year.

A further focus is on non-discriminatory working conditions that promote equal opportunities. Personnel-related decisions are made exclusively on the basis of objective and transparent criteria.

Overview of Key Figures – Working Conditions

Percentage of employees covered by collective agreements	100.0%
Gender pay gap (unadjusted)	4.47%



Personnel and Organisational Development

A key component of the Innofreight Group's staff development is the targeted promotion of skills and qualifications through needs-based training and further education programmes. These include, in particular, specialist training courses, safety-related instruction and training on regulatory and internal company requirements. The aim is to strengthen employees' skills in the long term, promote their satisfaction and thereby ensure the continuous development and long-term success of the Group.

The average number of hours spent on training and further education per employee, broken down by gender, is shown in the following table for the 2025 reporting year. In total, there were 1,722 hours of training and further education.

Average hours of training and further education per employee

Female	3.49 hours
Male	7.48 hours

In addition to training and development programmes, annual employee and development reviews are conducted. These serve to align individual goals, identify development potential and facilitate mutual feedback between staff and managers. On this basis, in conjunction with an existing in-house skills matrix, further training and development measures can be identified.

In the 2025 reporting year, employee and development reviews were held with a total of 97% of all employees.

In addition, Innopedia was established as a company-wide internal learning platform, serving as a central digital learning environment. The platform is designed as a 'living learning platform' and is continuously expanded with internal training and professional development content. This gives employees access to relevant learning materials regardless of location or time.

Innopedia serves as a knowledge management tool that consolidates corporate knowledge and presents key information on the product portfolio. For example, new employees can independently look up information from the onboarding process at any time. Furthermore, the platform supports the continuous transfer of knowledge within the Innofreight Group and encourages employees to take responsibility for their own professional development.



Health and Safety

The health and safety of our employees is a top priority for the Innofreight Group. Our aim is to create a safe and ergonomic working environment and to minimise work-related risks through appropriate preventive and protective measures.

Our occupational health and safety management system is based on internal guidelines and the applicable legal requirements in the countries in which the Innofreight Group operates. In addition, the Innofreight Group maintains a management system in accordance with ISO 45001:2018 in the field of occupational health and safety. An occupational physician and an external safety expert are involved in providing technical advice and ensuring organisational implementation.

Regular risk assessments are carried out to systematically identify and evaluate potential hazards. These are conducted with the involvement of relevant personnel and take into account the specific requirements of the respective areas of activity. On this basis, appropriate preventive measures to minimise risks are devised and implemented.

In addition, regular site inspections are carried out by the safety expert and the occupational physician. These serve to review working conditions on site and to identify potential areas for improvement in the fields of occupational safety and ergonomic workplace design.

Regular health and safety committee meetings have been established to ensure the structured management of health and safety. These are attended by company representatives, the safety representatives, the safety expert and the occupational physician. Discussions focus in particular on topics relating to occupational safety, health protection, health promotion and work design, and support the continuous development of existing measures.

Suitable personal protective equipment (PPE) is provided for employees in the technical field service, and its use is mandatory. In addition, there is a hazardous substances register which documents the safe handling of relevant substances.



A key component of occupational health and safety is regular safety training, which is carried out annually and raises awareness of safe behaviour in the workplace. In addition, near-miss incidents are systematically recorded and analysed in order to identify potential risks at an early stage and develop appropriate preventive measures.

Another key focus is on preventing physical and mental strain in the workplace. This includes, in particular, ergonomic workplace design, training on healthy working practices, and flexible working time arrangements to support employees' mental health.

To provide a balance to the daily work routine, the company offers its employees free sports programmes and activities. In addition, a meal allowance is provided to promote a healthy and balanced diet.

The continuous development of occupational health and safety is based on regular assessments of existing measures and the analysis of relevant accident and safety indicators. These serve as the basis for the ongoing improvement of occupational safety standards within the group of companies.

In the 2025 reporting year, one workplace accident involving a minor cut was recorded. There were no fatalities resulting from work-related injuries or illnesses during the reporting period. The following table provides an overview of selected key figures relating to occupational health and safety.

Key figures on occupational health and safety

Average number of hours worked per employee (2025)	1516.5 hours
Number of recorded workplace accidents	1
Rate of recorded workplace accidents	0.62



Workers in the Value Chain

The Innofreight Group is aware of its responsibility to uphold labour and human rights standards throughout its upstream and downstream value chain. Particular focus is placed on workers at direct and indirect business partners whose working conditions may be affected by the Innofreight Group's business activities.

The basis for this is the Code of Ethics applicable to business partners, which sets out binding requirements for conduct characterised by integrity, ethics and responsibility, and forms an integral part of all contractual relationships. It establishes fundamental principles regarding compliance with legal requirements and respect for internationally recognised labour and human rights standards.

Occupational safety considerations are also taken into account in practical collaboration with customers and other business partners. This applies to the development, provision and commissioning of technical solutions, assets and unloading systems. Safety-related aspects are taken into account as early as the development and design phase.

For unloading machines developed by the Innofreight Group, for example, safety-related documentation, operating manuals and technical documentation are provided. In addition, before commissioning, the relevant customer personnel receive thorough training and instruction. This is intended to support safe handling, proper operation and a better understanding of potential risks.

The overarching regulations, as well as supplier and procurement management – including the selection and monitoring processes for business partners – are described in more detail in the Governance chapter. The Innofreight Group's aim is to identify potential risks relating to working conditions in the value chain at an early stage and to address them appropriately within the scope of its influence.

During the reporting period, no significant adverse impacts relating to workers in the value chain were identified.



Social Responsibility

Social responsibility is an integral part of the Innofreight Group's sustainable identity. The aim is to make a positive contribution to society and the environment beyond the Group's own business activities.

Against this backdrop, the internal #innOne initiative was launched in 2025 under the guiding principle 'Doing good together'. The aim of the initiative is to consolidate and further develop existing activities and to generate new impetus for social engagement both within and outside the Group.

#innOne brings together all of the Innofreight Group's social activities within a common framework and promotes a structured, cross-functional approach. The initiative is divided into three key areas of action:

- Sponsorship & Corporate Giving
- Impact Together
- Inside

The **Sponsorship & Corporate Giving** area encompasses financial and material support provided by the owning family and the Group for social and community initiatives.

Through **Impact Together**, employees are actively involved in community projects and initiatives. The aim is to encourage voluntary engagement and to make a positive contribution to society through collective action.

The **'Inside'** focus area encompasses internal initiatives, health and wellbeing services, and programmes designed to foster a sense of community within the Group, thereby helping to enhance the working environment and staff satisfaction.

By bringing these activities together, the Innofreight Group pursues a holistic approach to corporate social responsibility whilst simultaneously strengthening social cohesion both within and outside the Group.



Highlights #innOne

As the initiative was only launched towards the end of the reporting year, the activities carried out to date are still limited; however, they form the basis for further development and expansion in the coming

years. The images show selected highlights from activities already carried out as part of the initiative.

Impact Together: Participation in the 'Spielen Sie Christkind 2025' campaign organised by the Austrian Samaritan Federation



Impact Together: Organisation of a blood donation drive at the headquarters in collaboration with the Red Cross



Sponsorship & Corporate Giving: Support for regional sports clubs



Inside: Participation in regional sporting events





Martin Meieregger

Governance



Responsible corporate governance forms the basis for sustainable growth and long-term success at Innofreight. Governance provides guidance and supports consistent and transparent decision-making within the Group.

As part of the double materiality assessment carried out, the governance issues relevant to the Innofreight Group were identified:

- Corporate Culture and Responsible Corporate Governance
- Integrity and Compliance
- Supplier and Procurement Management

Clear standards of conduct and effective control and compliance structures make a significant contribution to the Group's ability to manage its affairs and to its integrity. They support compliance with statutory and internal requirements, as well as the promotion of responsible and ethical behaviour within the Group and throughout the value chain.

In this chapter, we report on our governance performance in accordance with the requirements of the VSME standard (B11, C6 and C8).



Corporate Culture and Responsible Corporate Governance

An open and ethical corporate culture is an essential component of Innofreight's corporate strategy. It establishes a binding framework for collaboration within the Group as well as for interactions with customers, suppliers, business partners and other stakeholders.

Key elements of the corporate culture and responsible corporate governance are the Group-wide codes of conduct.

The internal Code of Ethics sets out binding standards of conduct for all employees within the Group and forms part of the onboarding process as well as regular staff training.

In addition, the Code of Ethics for suppliers, customers and other external business partners sets out the ethical and moral framework for all business relationships. The Code of Ethics for business partners forms an integral part of all contracts and terms and conditions of the Innofreight Group and is also published on the company's website. This ensures that fundamental standards of conduct and integrity are applied throughout the entire value chain.

The Codes of Ethics are supplemented by internal management principles and a group-wide corporate policy, which is also published on the Innofreight website. These guidelines further define the values and principles of the Group, define expected behaviours and set out binding business principles and guidelines for collaboration. At the same time, they set out the Group's strategic direction and foster a shared understanding of responsibility and integrity in day-to-day operations.

An ESG Task Force has been set up at Innofreight to ensure the structured implementation and further development of sustainability issues. This task force coordinates relevant initiatives, promotes cross-functional dialogue on ESG issues and supports the integration of ESG aspects into existing processes and decision-making structures.

The Group's highest governing bodies and senior management are closely involved in key decision-making processes and bear responsibility for strategic management and further development.



Management Principles

1 Preserving values

We are supportive, reliable and have trust, show loyalty, are fair and tolerant. Freedom and a positive culture of mistakes enable personal responsibility and personnel development. We are role models, high performers, act sustainable and cost-conscious.

2 Living diversity & relationships

Respect and equal opportunities are the core of our management responsibility. We interact with one another without any reservations. Topics of individuals are topics of everybody in the team. The values of the Code of Conduct accompany our daily activities.

3 Creating trust

Open, objective and professional communication ensures honesty and transparency.

We handle conflicts openly and live a constructive feedback culture. We encourage potential and trust.

4 Assuming responsibility

We assume responsibility for the company and the corporate environment. It is our task to create the best possible conditions for our employees.

We take transparent decisions and stand by them.

5 Having courage

New ideas and perspectives take us forward. We see change as an opportunity and seize it. This means the highest appreciation for our current expertise, as well as the greatest curiosity and open-mindedness for new approaches and perspectives. We set ourselves ambitious and achievable goals (SMART).

6 Generating success

Together we are successful, recognise achievements and celebrate ourselves. We create space for individual development as well as for optimising team performance and support it. This is the basis and motivation for our future.



Integrity and Compliance

Ensuring integrity, compliance and effective whistleblower protection are central pillars of the Innofreight Group. They form the foundation for responsible and compliant conduct throughout the entire Group.

The results of the double materiality assessment highlight relevant impacts, risks and opportunities in the area of compliance and integrity. Financial risks arise in particular from potential legal breaches, sanctions and reputational damage. At the same time, an effective compliance and whistleblowing system offers opportunities for the early identification and minimisation of risks.

Anti-corruption

The Innofreight Group is convinced that corruption poses a significant risk to responsible business conduct and undermines trust, integrity and fair competition. For this reason, the Group pursues a clear zero-tolerance policy towards any form of corruption and unethical behaviour.

Clear behavioural standards have been established to ensure a consistent understanding across the Group and to provide the best possible support for employees in their day-to-day work. The aim is to minimise uncertainty and to strengthen employees' confidence in dealing with potential corruption risks in the long term.

In future, the Innofreight Group will further expand its anti-corruption measures to include regular internal training sessions. The training content will be continuously developed and will address various risk areas. By the end of the first quarter of 2027, the Innofreight Group aims to train 100% of its employees accordingly and to ensure that

the knowledge imparted has been understood through assessments. This is intended to strengthen both individual awareness of corruption risks and collective responsibility within the Group.

In addition to the preventive measures already mentioned, internal points of contact are available to all staff to provide advice on matters relating to corruption prevention. This facility helps to identify potential risks at an early stage and enables appropriate action to be taken.

Furthermore, additional awareness-raising measures are planned. These range from regular internal updates on current corruption risks to targeted stakeholder surveys designed to systematically identify and assess risks along the value chain.

In the 2025 reporting year, no convictions or penalties relating to corruption were imposed on the Innofreight Group. This demonstrates the effectiveness of the existing preventive measures. At the same time, the Innofreight Group regards the further development of its standards and processes as an ongoing task, in order to continue to meet high standards of integrity and compliance in the future.



Responsible Information Management

The responsible handling of information and personal data is a key element of the Innofreight Group's corporate responsibility. Information security and data protection form the basis for the trust of customers, suppliers, business partners and employees, and are therefore regarded as central elements of corporate governance characterised by integrity and regulatory compliance.

In light of increasing regulatory requirements, particularly with regard to the implementation of the NIS2 Directive, the Group is currently working on further developing its existing structures, processes and security standards in the area of information security. As part of this, existing requirements are being reviewed, responsibilities clarified and measures devised to further strengthen information and IT security. The aim is to implement the relevant requirements in stages and to continuously improve the level of security within the Group.

In addition, a manual with an integrated checklist for dealing with potential data protection incidents has been introduced. This supports a structured, traceable and rapid response in the event of an incident and helps to clearly define responsibilities and the necessary steps.

Particular emphasis is placed on raising awareness and providing further training for staff. Regular training initiatives promote awareness of information security and impart practical knowledge on the secure handling of data and IT systems. In the area of data protection, targeted training for managers was launched in 2025, with the aim of embedding the topic on a lasting basis within the Group through a top-down approach. Building on this, the plan for 2026 is to provide comprehensive training to 100% of staff via the new internal training platform 'Innopedia'. In addition, internal contacts within the Legal Department are available to staff for any data protection-related queries.

To ensure the ongoing development of data security, the Innofreight Group relies on continuous monitoring and regular evaluation of existing measures. This enables potential risks to be identified and assessed at an early stage and mitigated through appropriate precautions. At the same time, it ensures that processes and systems are adapted to current requirements and continuously improved.

During the 2025 reporting year, no data protection incidents or breaches were identified within the Innofreight Group.



Risk and Opportunity Management

The Innofreight Group operates a risk management system in accordance with ISO 31000, as well as a structured opportunity management system. The aim is to identify potential developments that may affect business operations in good time, to devise appropriate measures and to capitalise on opportunities in a targeted manner.

Internal structures and processes are regularly reviewed with a focus on risks and opportunities.

The Group also adopts a structured approach throughout the upstream and downstream value chain. Suppliers and customers are assessed against defined criteria in order to identify potential risks at an early stage and to further develop business relationships in a targeted manner. The regular reassessment of supplier and customer relationships helps to strengthen supply security and increase the resilience of the value chain in the long term.

Whistleblower Protection

The protection of whistleblowers and the thorough investigation of substantiated cases of suspected misconduct are of great importance to Innofreight. We have therefore set ourselves the goal of creating an environment in which irregularities can be reported without fear of reprisals, and in which appropriate measures are taken immediately in response to such reports.

Innofreight has a digital reporting platform that is accessible both internally and externally. The content is managed by an independent external provider, thereby ensuring neutrality and anonymity.

Every substantiated suspicion is systematically investigated. Reports received are carefully examined and, where necessary, appropriate measures are initiated and documented.

In addition to the aforementioned reporting platform, Innofreight has a firmly established open corporate culture that encourages employees to raise concerns or report misconduct directly to their line managers without hesitation. Flat hierarchies and a strong problem-solving culture create the necessary structural conditions for this and promote a constructive approach to critical issues.



Revenue from specific sectors

During the reporting year, the Innofreight Group generated revenue in connection with transport solutions for coal. Allocation is based on customer, project and transport information available during the reporting year. Where revenue could be clearly attributed to coal-related activities, it is reported as revenue relating to the fossil fuel sector in accordance with VSME C8.

According to the current assessment, based on the business activities of the Innofreight Group, there are no indications that any exclusion criterion for EU Paris-aligned benchmarks (PAB) is met.

The relevant criteria are set out in Delegated Regulation (EU) 2020/1818 and are addressed as a disclosure item under VSME C8. Based on the current assessment, this situation does not preclude inclusion in EU Paris-aligned benchmarks, which require alignment with the climate targets of the Paris Agreement and responsible business practices.

To ensure ongoing compliance, annual turnover reviews are carried out. There are no plans to expand business activities into other excluded sectors.

Activity in accordance with VSME C8	Turnover [€]	Share of total turnover [%]
Controversial weapons	0	0
Tobacco	0	0
Fossil fuel sector	14 338 880	13.2
Chemical manufacturing	0	0



Supplier and Procurement Management

Our collaboration with suppliers and business partners is based on clearly defined principles of responsible corporate governance. The aim is to ensure transparency in business decisions throughout the procurement and value creation processes, to identify potential risks at an early stage and to address them appropriately through suitable control measures.

It is an integral part of the Innofreight Group's corporate strategy to organise the supply chain in accordance with internationally recognised standards and principles. These include, in particular, the UN human rights principles, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the declarations and recommendations of the International Labour Organisation (ILO), and the principles of the UN Global Compact. The requirements and expectations set out therein form the basis for cooperation with business partners and are regarded as the minimum standard throughout the value chain.

The Innofreight Group regards responsible supplier and procurement management not only as an ethical obligation, but also as part of long-term corporate management. The aim is to ensure consistent standards throughout the supply chain and to identify potential risks in ESG areas at an early stage and address them appropriately.

To this end, a four-stage management approach has been established, comprising the pre-qualification of suppliers, binding purchasing terms in conjunction with the procurement policy, the Code of Ethics for business partners, and a structured supplier assessment.

Pre-qualification

Purchasing Regulations & Procurement Policy

Code of Ethics for Business Partners

Comprehensive Supplier Assessment



The first step is the pre-qualification process. Social, environmental and ethical aspects are taken into account alongside qualitative and economic criteria right from the selection of new suppliers.

The Procurement Policy sets out all mandatory internal company regulations governing the ordering process, requirements for more sustainable procurement for the company's own needs, and criteria for the assessment of suppliers.

The General Terms and Conditions of Purchase set out all the framework conditions for the procurement of goods and services. In addition, the requirements for suppliers are specified in detail and enshrined in contracts through the Code of Ethics for Business Partners.

A comprehensive supplier assessment is carried out annually for suppliers who reach an annually defined order value or a minimum number of orders per year, as well as for strategically important suppliers. In addition to the criteria of support, price, delivery and quality, safety and environmental aspects, issues relating to labour and human rights, and the existence of management systems and certifications are also taken into account on a mandatory basis.

To support more sustainable and responsible procurement, internationally recognised indicators are also used as part of the supplier assessment.

These include the Corruption Perceptions Index (CPI) for assessing governance, corruption and compliance risks; the ITUC Global Rights Index for evaluating labour and human rights risks; and the Environmental Performance Index (EPI – Yale/Columbia) for assessing environmental risks and environmental standards in the suppliers' countries of origin.

For the assessment, thresholds are defined annually, which trigger different measures depending on the level of risk. These range from obtaining certifications to in-depth reviews in cases of increased risk potential. This ensures an objective and transparent assessment.

In 2025, a comprehensive assessment was carried out for 100% of strategically important suppliers, with no serious breaches or issues being identified.

Furthermore, in 2025, an ESG questionnaire was sent out to selected suppliers for the first time, with a view to identifying and assessing environmental, social and governance risks in an even more structured manner in future.





Sustainable Finance



The classification of economic activities in the context of sustainable finance is becoming increasingly important for companies. The basis for this is the EU Taxonomy Regulation (Regulation (EU) 2020/852), including the associated delegated acts. The aim is to classify economic activities according to uniform criteria to determine whether they can contribute to the European Union's environmental objectives. It thus provides an important framework for assessing sustainable investments, financing and project-related capital flows.

The EU Taxonomy Regulation covers six environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

When classifying economic activities, the first decisive factor is whether they are included in the regulation's catalogue of activities. In this case, the term 'taxonomy-eligible' is used. Taxonomy alignment is only achieved if the economic activity in question makes a substantial contribution to at least one environmental objective, does not cause significant harm to other environmental objectives ('Do No Significant Harm' – DNSH) and meets the minimum safeguards.

The Innofreight Group is not currently obliged to make a formal disclosure under the EU Taxonomy Regulation. For this reason, this report does not present any specific taxonomy-related turnover, CapEx or OpEx figures.

Notwithstanding this, the Innofreight Group voluntarily uses the EU Taxonomy Regulation as an assessment and guidance framework and classifies its economic activities internally in accordance with the taxonomy.

A multi-stage approach was adopted to determine the turnover, CapEx and OpEx figures, in order to assess the Group's business activities and their significance in the context of sustainable finance in a structured manner.

As a first step, the scope of the analysis and the key economic activities of the companies included were defined. This was followed by a comparison with the activity categories set out in the EU Taxonomy Regulation. In doing so, it was assessed whether the individual economic activities are, in principle, taxonomy-eligible – that is, whether they are covered by the Regulation's catalogue – or whether they can be assigned to the activities described therein based on their substance.

Within the framework of this analysis, the following categories of activity relating to the environmental objective of climate change mitigation proved to be particularly significant:

- CCM 6.2. Freight rail transport
- CCM 6.14. Infrastructure for rail transport



For the identified key economic activities of the Group, an analysis was subsequently carried out to determine which requirements must be taken into account to ensure potential taxonomy alignment. These include a substantial contribution to the environmental objective of climate change mitigation, the avoidance of significant harm to other environmental objectives in accordance with the DNSH principle, and compliance with minimum safeguards.

Building on this, the taxonomy-related key performance indicators for turnover, capital expenditure (CapEx) and operating expenditure (OpEx) were determined in collaboration with the Finance & Controlling department. The calculations serve the purposes of internal management, preparation for potential information requirements, and the assessment of the Innofreight Group's sustainability-related financing capacity. The specific key performance indicators are not disclosed in this report.

1

Defining the scope

Identify the company, activities and data set

2

Economic activities

Identify relevant activities of the Innofreight Group

3

Alignment with the EU Taxonomy Regulation

Assessment of taxonomy eligibility

4

Assessing requirements

Check for substantial contribution, DNSH and minimum safeguards

5

Determine key figures

Calculate turnover, CapEx and OpEx key figures internally

6

Classifying results

Use for management, financing and information requirements



Appendix



VSME Content Index – Basic Module

Topic	Code	Data point	Information	Page/Information
Basis for Preparation	B1	24 a	Specification of the selected reporting option	4
	B1	24 b	Details of omitted confidential or sensitive information	-
	B1	24 c	Individual or consolidated reporting	5
	B1	24 d	List of subsidiaries included in the reporting, including their registered addresses	10
	B1	24 e	Further information (legal form, NACE code, balance sheet total, turnover, number of employees, country)	10
	B1	25	Sustainability-related certifications and labels	26, 27
Practices, strategies and future initiatives for the transition to a more sustainable economy	B2	26, 27	Practices, strategies, future initiatives and associated targets for the transition to a more sustainable economy	24–31; see also the chapter on Environment, Social and Governance
Energy and greenhouse gas emissions	B3	29	Total energy consumption in MWh, broken down by renewable and non-renewable energy sources, and by electricity and fuels	35
	B3	30	Gross greenhouse gas (GHG) emissions in tonnes of CO ₂ equivalent (t CO ₂ eq), in accordance with the GHG Protocol	36, 37
	B3	31	Greenhouse gas intensity	37
Pollution of air, water and soil	B4	32	Mandatory or voluntary reporting by the company on pollutant emissions	-
Biodiversity	B5	33	Plots or sites near biodiversity-sensitive areas	43, 44
	B5	34	Optional: Land-use metrics	43, 44
Water	B6	35	Total water withdrawal and separate water withdrawal at sites with high water stress	No significant water withdrawals
	B6	36	Water consumption in production processes involving significant water use	No production processes with significant water consumption



Topic	Code	Data point	Information	Page/Information
Resource Use, Circular Economy and Waste Management	B7	37	Indication of whether and how the principles of the circular economy are applied	40
	B7	38 a	Annual waste generation, broken down by waste type	41
	B7	38 b	Total annual amount of waste sent for recycling or reuse	41; Small quantities of waste, disposal via external disposal and recovery partners
	B7	38 c	Mass flow of materials used (only for significant material flows)	No significant mass flows
Workforce – General Characteristics	B8	39	Number of employees by headcount or FTE, broken down by type of employment contract, gender and country of the employment contract	47, 48
	B8	40	Employee turnover rate	48
Workforce – Health and Safety	B9	41 a	Number and rate of recordable accidents at work	53
	B9	41 b	Number of deaths resulting from work-related injuries or illnesses	53
Workforce – Pay, Collective Bargaining and Training	B10	42 a	Disclosure of whether employees receive at least the statutory minimum wage or the minimum wage set by collective agreement	50
	B10	42 b	Gender pay gap between female and male employees	50
	B10	42 c	Proportion of employees covered by collective agreements	50
	B10	42 d	Average annual hours of continuing professional development per employee, broken down by gender	51
Convictions and Fines for Corruption and Bribery	B11	43	Number of convictions and total amount of fines for breaches of anti-corruption	61



VSME Content Index – Comprehensive Module

Topic	Code	Data point	Information	Page/Information
Strategy: Business Model and Sustainability – Related Initiatives	C1	47 a	Description of the main categories of products and/or services offered	11-22
	C1	47 b	Description of the main markets (e.g. B2B, wholesale, retail, countries)	7, 9
	C1	47 c	Description of the main business relationships (suppliers, customers, distribution channels, consumers)	7, 22
	C1	47 d	If the strategy includes key elements relating to sustainability: a brief description of these elements	7
Description of practices, strategies and future initiatives for the transition to a more sustainable economy	C2	48	Practices, strategies, future initiatives and associated targets for the transition to a more sustainable economy	24–31; see also the Environment, Social and Governance chapter
	C2	49	Indication of the highest level within the organisation responsible for implementing the measures	24, 59
Greenhouse gas reduction targets and climate change	C3	54	Targets for reducing GHG emissions (target year, target value, base year, base value, unit, emission categories included and key measures)	37
	C3	55	Optional: Disclosure of a transition plan for sectors with high climate impact, including contribution to emissions reduction	-
	C3	56	If no transition plan is in place (for sectors with a high climate impact): state whether and when such a plan will be adopted	-



Topic	Code	Data point	Information	Page/Information
Climate risks	C4	57 a	Brief description of identified climate-related hazards and transition events	38
	C4	57 b	Assessment of the exposure and sensitivity of assets, activities and the value chain	38
	C4	57 c	Time horizons of hazards/events	38
	C4	57 d	Whether adaptation measures have been taken	38
	C4	58	Optional: Disclosure of potential adverse financial impacts and risk classification	-
Additional (general) characteristics of the workforce	C5	59	Optional: Ratio of women to men at management level	49
	C5	60	Optional: Number of self-employed persons working exclusively for the company and temporary agency workers	-
Additional information on the company's own workforce – human rights policy and procedures	C6	61 a, b	Existence of a code of conduct or human rights policy for the company's own workforce and the topics covered therein	59, 60, 65
	C6	61 c	Existence of a grievance mechanism for the organisation's own workforce	63
Serious adverse human rights incidents	C7	62 a, b	Confirmed human rights incidents involving the organisation's own workforce and, where applicable, measures taken	No confirmed incidents
	C7	62 c	Confirmed incidents in the value chain, in affected communities or involving consumers	54; No confirmed incidents
Revenue from specific sectors and exclusion from EU reference benchmarks	C8	63	Revenue from specific sectors (controversial weapons, tobacco, fossil fuels, chemical manufacturing)	64
	C8	64	Disclosure of whether there is an exclusion from EU reference benchmarks	64
Gender diversity on governing bodies	C9	65	Gender ratio on the governing body	49



List of Abbreviations

Abbreviation	Meaning
B2B	Business-to-Business
CapEx	Capital Expenditure
CCM	Climate Change Mitigation
CEO	Chief Executive Officer
CO ₂	Carbon Dioxide
CO ₂ e	Carbon Dioxide Equivalent
CPI	Corruption Perceptions Index
DNSH	Do No Significant Harm
DRI	Direct Reduced Iron
ECM	Entity in Charge of Maintenance
EF	Emission Factor
EPI	Environmental Performance Index
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
EU	European Union
FLT	Forklift Truck
GHG	Greenhouse Gas
HSE	Health, Safety and Environment
HoD	Head of Department
HR	Human Resources
IF C&L	INNOFREIGHT Consulting & Logistics GmbH
IF Sol	INNOFREIGHT Solutions GmbH
ILO	International Labour Organization
IROs	Impacts, Risks and Opportunities
ISO	International Organization for Standardization

Abbreviation	Meaning
ITUC	International Trade Union Confederation
LCA	Life Cycle Assessment
NACE	Nomenclature statistique des activités économiques dans la Communauté européenne
NOGA	Nomenclature Générale des Activités économiques
NIS	Network and Information Security
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational Health and Safety
OpEx	Operational Expenditure
PAB	EU Paris-aligned Benchmark
PPE	Personal Protective Equipment
RCP	Representative Concentration Pathways
SDGs	Sustainable Development Goals
SMART	Specific, Measurable, Achievable, Relevant, Time-bound
SME	Small and Medium-sized Enterprise
SRO	Shunting Robotic Operation
SUM	Stationary Unloading Machine
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
VSME	Voluntary Sustainability Reporting Standard for SMEs

Unit	Meaning
%	Percent
€	Euro
ft	Foot
kg	Kilogram
km	Kilometre
kWh	Kilowatt-hour
m ²	Square metre
MWh	Megawatt-hour
t	Tonne
t CO ₂ e	Tonnes of CO ₂ equivalent



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