

EDITORIAL MESSAGE

Welcome to the Alpha Trains Sustainability Report 2023

Welcome to the fourth edition of our Sustainability Report. As sustainability remains crucial for businesses, societies, and stakeholders—including employees, suppliers, customers, and investors—we are committed to a sustainable and resource-efficient future.

The year 2023 posed challenges in the European economic environment, with the war in Ukraine and supply chain disruptions leading to inflation and rising interest rates. These challenges have strengthened our commitment to shift transport from road to rail and to reduce our environmental impact, making our efforts to contribute to the reduction of climate change even more important.

Our key achievements include:

- **GRESB Results:** We achieved a perfect score of 100/100 in the GRESB benchmark for the second time, securing 1st place out of 649 participants worldwide.
- **EcoVadis Gold Medal:** Recognized in the top 5% of sustainable companies globally with the EcoVadis Gold Medal.
- **Validated SBTi Targets:** Our Science-Based Targets initiative (SBTi) targets have been validated, confirming our commitment to reducing greenhouse gas emissions.
- **ISO 14001 and ISO 45001 Recertification:** We successfully passed external audits, demonstrating the robustness of our sustainability and health and safety management systems.

➤ **CSR Cooperation with Plan International:** Our collaboration with Plan International has flourished, emphasising our commitment to social responsibility and community support.

We revised our Environmental, Social, and Governance (ESG) Policy, updated our Work-from-Home and Car Policies to encourage the use of electric and hybrid vehicles, and introduced new Labour Rights, Human Rights, and Occupational Health and Safety Policies. These initiatives are highlighted on our new Alpha Trains Sustainability website.

Looking ahead, we aim to shift even more transport from road to rail, invest in sustainable electric and battery-powered vehicles, and diversify our portfolio. Our shareholders – APG, Arcus, PGGM, and Swiss Life – support our green profile and growing business model.

I invite you to explore our Sustainability Report 2023 and celebrate our achievements with us. Your feedback is invaluable as we strive for a more sustainable future.

Thank you for your continued support.

Fernando Pérez
Chief Executive Officer



TABLE OF CONTENTS

COMPANY OVERVIEW	4	GRESB	18
HIGHLIGHTS OF THE YEAR	5	ECOVADIS	20
ABOUT US	6	SCIENCE BASED TARGETS INITIATIVE	21
OUR SHAREHOLDERS	7	UN GLOBAL COMPACT	22
KEY ESG EVENTS 2023	8	SUSTAINABLE DEVELOPMENT GOALS	23
OUR MORAL COMPASS	10	GREEN FINANCING	25
HOUSE OF SUSTAINABILITY	11	SUSTAINABILITY REPORTING	32
LEADERSHIP	12	CORPORATE CARBON FOOTPRINT	33
POLICIES	13	CARBON NET ZERO	35
RISK MANAGEMENT	14	OUR SOCIAL ENGAGEMENT	39
SUSTAINABILITY TARGETS	15	OUR FURTHER COMMITMENT	41
TARGETS AND REDUCTION PLAN	16	IMPRINT	45
CERTIFICATES	17		

COMPANY OVERVIEW

LOCATIONS

Offices in:

Antwerp
Cologne
Luxembourg
Madrid
Paris
Warsaw



ASSETS

€2,353M

(total assets at year-end)



GOLD MEDAL

CARBON FOOTPRINT



2,348

kg/CO₂e per employee



PASSENGER

420 Assets

*** Not including assets on order



LOCOMOTIVE

413 Assets

*** Not including assets on order

CERTIFICATES



ISO 9001

ISO 14001

ISO 45001

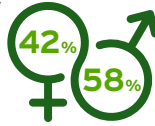
ECM

22



COUNTRIES OF OPERATION

FEMALE / MALE
(GENDER SPLIT)



REVENUE

332.3M



CARBON NET ZERO

Since 2020

TOTAL CUSTOMER BASE exceeded



100 customers



STAFF

132



17

NATIONS



GRESB

★★★★★ 2023

100/100 points

ESG RELATED MISCONDUCT



penalties, incidents or accidents

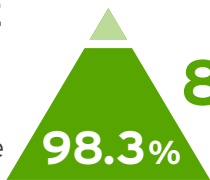
REPORTABLE ACCIDENTS



1 occupational accident

EMPLOYEE SURVEY

Response Rate



98.3%

827/1000 points

PASSENGER UTILISATION RATE



100%

LOCOMOTIVES UTILISATION RATE



99%

5★ STAR RATING

for the 7th time in a row



73

NUMBER OF BUSINESS CARS

CAR ACCIDENT RATE IS



0*

* no severe accidents with personal injuries or damages above 5,000 EUR

HIGHLIGHTS OF THE YEAR

GRESB



GRESB
★★★★★ 2023

ALPHA α TRAINS

100/100 points

5★★★★★ for the 7th
STAR RATING time in a row

ECOVADIS



CERTIFICATIONS



COOPERATION WITH PLAN INTERNATIONAL



UN GLOBAL COMPACT



United Nations
Global Compact

SUSTAINABLE DEVELOPMENT GOALS



CARBON FOOTPRINT - NET ZERO*



SCIENCE BASED TARGETS



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

* for Alpha Trains' own operations

ABOUT US

Pioneers in Leasing Rail Vehicles

Alpha Trains has owned and leased locomotives and passenger trains for nearly 24 years. As the leading provider of flexible leasing solutions in Europe, we offer:

- **Know-how in the fields of procurement, asset management, maintenance, and repair**
- **Extensive experience in financing new build projects**
- **Expertise in refurbishment**

Find out more on our [website](#)



OUR SHAREHOLDERS

Success in Strong Hands

Alpha Trains relies on a solid foundation: with four strong, international shareholders, we continue to gain momentum. Our shareholders and our experience in large financing projects provide long-term security - and allow us to break new ground.



Find out more on our [website](#)

KEY ESG EVENTS

2023



Green Finance Framework

End of **December 2022** Alpha Trains has updated its Green

Finance Framework, supported by Crédit Agricole CIB Corporate & Investment Bank and Santander as Green Advisors. This updated framework follows internationally acknowledged Green Bond and Green Loan Principles and aligns with the EU Taxonomy. It applies to all green financing instruments, including green notes and loans, issued or obtained on the debt markets, defining the standards for our green funding strategy.



EcoVadis Gold Medal Award

In **January 2023** Alpha Trains was honored to receive the “EcoVadis Gold” award, recognizing its commitment to sustainability. This prestigious award places Alpha Trains in the top 5% of companies worldwide rated by EcoVadis for their sustainable practices and responsible business conduct.

AlphaTrains is proud of this achievement and remains committed to continuing its sustainability efforts in all aspects of its operations.



Deal of the Year Award for Refinance, Transport - Europe

In **March 2023** Alpha Trains won the 2022 “Deal of the Year Award for Refinance, Transport - Europe”, at the IJGlobal Europe Awards dinner and gala in London for its fully green senior debt and holdco debt (re-) financing transaction, raising over €548M.

The international award recognises the best-in-class financing and refinancing transactions of organisations which are active in the infrastructure and energy markets.



Successful ISO 14001 and ISO 45001 external audit by TÜV Rheinland

In **July 2023** Alpha trains successfully passed the re-certification for environment (ISO 14001) and occupational health and safety (ISO 45001). No exceptions or deviations from the standards were noted. The TÜV Rheinland Group auditors were especially positive about Alpha Trains’ sustainability strategy and the maturity of the sustainability system. In addition, the auditors highlighted the following in a particularly positive way:

- ✓ GRESB assessment rating 100/100 and 5-star
- ✓ EcoVadis gold award
- ✓ Detailed Sustainability Report
- ✓ Above average employee engagement
- ✓ Above average sustainability performance
- ✓ Free charging points for electric cars and e-bikes available to all employees
- ✓ Very detailed audit reports of the maintenance companies
- ✓ Good documentation and very good nomenclature
- ✓ Regular Townhall Meetings
- ✓ Social engagement
- ✓ The ongoing awareness raising on HSE issues, regular training and consistent tracking of regular inspections.
- ✓ Extensive investments in new electric and battery-powered assets

KEY ESG EVENTS

2023



Sustainability Report 2022 published

Also in **July 2023**, Alpha Trains released the third edition of its Sustainability Report, showcasing the company's ongoing commitment to sustainable development.



Alpha Trains partners with Plan International for "Clean Water for Ghana" Project

In **September 2023** Alpha Trains reinforces its commitment to corporate social responsibility through a strategic partnership with Plan International. This collaboration underscores Alpha Trains' dedication to sustainable community development and advancing children's rights globally.

Plan International, a leading humanitarian organisation, focuses on creating equal opportunities for girls and boys worldwide through sustainable initiatives, aligning closely with Alpha Trains' values of social engagement and sustainability.

Alpha Trains will support the "Clean Water for Ghana" project as part of this partnership. The initiative aims to enhance access to clean drinking water and sanitation facilities in rural communities and schools across Ghana's Oti and Northeast regions, addressing critical health challenges, especially affecting children.



GRESB 2023

GRESB
★★★★★ 2023

In **October 2023**, Alpha Trains reaffirmed its sustainable leadership by achieving world best-in-class results in the GRESB benchmark:

- Ranked 1st place overall in the GRESB ratings (out of 687 participants worldwide)
- Sector Leader in Transport Companies and Sector Leader in Transport/Rail Companies
- Maintained a GRESB 5-star rating for the seventh consecutive year
- Achieved a maximum score of 100 out of 100 points



Science Based Targets

In **December 2023** Alpha Trains reaffirmed its commitment to ambitious climate action with externally validated science-based targets (SBTs), marking a significant milestone in its journey towards a net-zero carbon future.

The Group aims to reduce scope 1* and scope 2* greenhouse gas (GHG) emissions by 42% by 2030 from a 2022 baseline, while actively measuring and reducing its scope 3* emissions. Additionally, Alpha Trains has committed to achieving net-zero** emissions by 2050.

These targets align with the reductions necessary to meet the most ambitious goal of the Paris Agreement, limiting global warming to 1.5°C.

* **Scope 1:** Direct GHG emissions from owned or controlled sources. **Scope 2:** Indirect GHG emissions from the consumption of purchased electricity, steam, heat, and cooling. **Scope 3:** All other indirect emissions that occur in a company's value chain.

** **Net Zero:** A state in which the greenhouse gases going into the atmosphere are balanced by removal out of the atmosphere. It includes all GHGs, not just CO₂.

OUR MORAL COMPASS

Vision, Mission, Values

Our corporate culture is based on a vision, a mission and five values that have been developed by all our employees. These provide us with orientation and guide our actions.

OUR VALUES



OUR VISION

We want to be **THE** stand out rolling stock leasing company, respected by all and facilitating the evolution of the European railway market.

OUR MISSION



We select and retain **the best staff** and create an **environment which inspires people**. We value **individuality** and **diversity** in **teamwork**, which leads to success.



We create **long-term customer relationships**. Our reliability and proven track record underpin this ability.



The **underlying stability** of our business model gives all parties **confidence in the long-term sustainability** of the business.



We are **environmentally aware** and recognise the contribution that rail makes as a socially and **environmentally responsible** mode of transport for people and goods.



Our business goes beyond leasing safe rolling stock; we offer an **integrated set of technical, commercial and financial competences**. The variety of our product offerings presents a **unique spectrum of choice** for our customers.



RESPECT



TRUST



INTEGRITY



PASSION



DIVERSITY

HOUSE OF SUSTAINABILITY

A Solid Foundation

ALPHA TRAINS HOUSE OF SUSTAINABILITY

GRESB Assessment

EcoVadis Assessment

SOCIAL

GOVERNANCE

ENVIRONMENT

HEALTH &
SAFETY

QUALITY

OPERATIONAL
SAFETY

Third Party Certification

ISO
14001



ISO
45001



ISO
9001



ECM



GROUP

BUSINESS UNITS

Policies | Targets | KPIs | Carbon Footprint | Sustainability Report
Materiality & Risk Assessments | Procedures | Documents
Internal Audits | External Validation | Disclosure

ISO14001 - Environmental Management Standard
ISO 45001 - Occupational Health & Safety Standard

ISO 9001 - Quality Management Standard
ECM - EU Regulation 445/2011 (Entity in charge of maintenance)

LEADERSHIP

Responsibility & Continuous Improvement



OUR COMMITMENT TO THE FUTURE

We care for Sustainability issues and support the contribution that rail makes as a socially and environmentally responsible means of transport for people and goods.

Leadership and Oversight of ESG Issues

Leadership and oversight of ESG issues at Alpha Trains begin with our CEO and extend throughout the entire company. To effectively manage climate-related strategies, risks, and opportunities, we have established comprehensive governance structures and processes.

Fernando Pérez, our Chief Executive Officer, holds board-level accountability for ESG initiatives. Business leaders at Alpha Trains craft and execute ESG strategies relevant to their specific segments and functions. Carsten Schnurpfeil, our Sustainability Manager, unifies these strategies, sets the sustainability agenda, and manages ESG issues across the company daily. The Sustainability Manager reports directly to the CEO and regularly updates the Alpha Trains leadership team on the ESG agenda and progress.

Whistleblowing Process

To promote accountability and transparency, we have implemented a whistleblowing process that encourages employees to report any ESG-related misconduct, sanctions, incidents, or accidents. Reports can be made confidentially to the CEO or a member of the Executive Team within 24 hours of occurrence. This ensures that issues are addressed promptly and appropriately.

Board committees also play a crucial role in overseeing specific ESG issues. For instance, the Audit Committee supervises our ethics and compliance program, as well as cyber and information security, while the Remuneration Committee is responsible for overseeing people management strategies, including culture, diversity, and inclusion initiatives.

All ESG matters are discussed with our shareholders during regular Board meetings, where details of any incidents are shared, and action plans are agreed upon.

POLICIES

Orientation & Framework

Alpha Trains has developed a broad set of policies that are aligned with the legal requirements and standards such as ISO 9001, ISO 14001 and ISO 45001.

Policies are important to help set the direction and establish standards of conduct within an organisation. We develop policies that are simple, easy to understand and therefore more effective. They are not overly bureaucratic, but play a key role in several key areas, as highlighted.

We review our policies regularly to ensure they are appropriate and up to date. This year we have updated our ESG policy.

All policies are communicated throughout the organisation and are also available to interested parties, as appropriate.

The three main sustainability policies are:



Environmental, Social and Governance (ESG) Policy

Environmental Commitment

Alpha Trains is deeply committed to sustainability, as highlighted in our ESG Policy. We prioritize managing environmental risks in our business by adhering to sustainable management principles and proactively addressing environmental impacts.

In the rail vehicle sector, maintaining high standards for vehicles and services is crucial. This involves integrating processes, ensuring transparency, and keeping technical documentation up to date. Our collaboration with workshops and suppliers has been long-standing, facilitated through operator workshops and audits. Independent bodies verify and validate our measures, ensuring a transparent and uniform system as our workforce and supplier base expand.

Social Responsibility

As part of our ESG strategy, Alpha Trains is committed to addressing social issues. We prioritize the well-being of employees, partners, and the communities we serve by fostering a safe, inclusive, and supportive workplace that celebrates diversity and offers equal opportunities for all.

We invest in continuous employee development and training to ensure our staff has the necessary skills and knowledge. Additionally, we engage with local communities through outreach programs that support educational, environmental, and social initiatives, contributing to the well-being and development of the regions where we operate.

ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

Our commitment to green and sustainable business is firmly anchored and described in the Group's mission statement and in our ESG.

RISK MANAGEMENT

Structured Risk Prevention

Alpha Trains provides a strategic, structured risk management system that tracks the identification and assessment of material risks and manages and monitors the implementation of appropriate mitigating actions.

ALPHA TRAINS GROUP RISK MANAGEMENT SYSTEM (RMS)

AIM

Identifying, evaluating, reporting, mitigation and monitoring all of the key risks

BACKGROUND

The risk management system is an important part of our "Good Corporate Governance" and seen as a valuable, complementary component of day-to-day business

1. Risk Identification

Recording of all risks in Alpha Trains Group and its divisions at all levels with the aim of fully recording and documenting the risks (in the respective risk matrix) and being able to take measures and mitigation actions at an early stage.

2. Determination of gross risk

(without risk reduction / reduction measures)

The gross risk is determined by using the factors probability of occurrence and impact.

3. Risk management / determination of measures

Basically, four options are possible:

- Risk avoidance
- Risk reduction
- Risk transfer
- Risk acceptance

4. Determination of net risk

(after risk reduction / mitigation measures)

The net risk is the gross risk mathematically determined by the factor's probability of occurrence and impact but after reflecting mitigation factors to reduce the gross risk.

5. Risk-Reporting & risk barometer

The risk registers are updated every six months and presented to the main Board.

SUSTAINABILITY TARGETS

Our Goals for a Greener Future

Alpha Trains provides a strategic, structured risk management system that tracks the identification and assessment of material risks and manages and monitors the implementation of appropriate mitigating actions.



ENVIRONMENT

- Setting science-based emissions reduction targets in line with the Science Based Targets initiative (SBTi).
- ISO 45001 Re-Certification
- Optimizing the consumption of resources such as energy, water, and raw materials.
- Reducing air pollution, minimize waste generation, encourage recycling, and implement responsible waste management practices.
- Encouraging all staff to consider the environmental consequences of their actions and to endeavour to minimise the impact as far as reasonably practicable.



HEALTH & SAFETY

- 45001 Re-Certification
- Keeping the work-related accident rate at zero
- Keeping the traffic accident rate at zero.



SOCIAL RESPONSIBILITY

- Alpha Trains is committed to equal opportunities for careers in the business. We are committed to promoting and developing people in a meritocracy-based system.
- Alpha Trains is committed to expand its social responsibility for the community. For this we are planning to initiate social projects every year in our regional communities.



GOVERNANCE

- Implementing and constantly improving effective controls, audits, and training to keep the number of breaches, defaults and failures at zero.

TARGETS AND REDUCTION PLAN

Reducing our Carbon Footprint



Scope 1/2



- Office operations in modern, energy-efficient, leased office buildings
 - use of **green electricity** where contractually possible
 - **LEED Gold Standard** awarded office building in Cologne
 - consistent monitoring of regular inspections and maintenance at our sites to avoid environmental impacts
- Provision of charging stations for electric cars in our Antwerp, Cologne and Luxembourg office.
- Awareness raising and training on ESG issues such as **eco-efficient driving and energy conservation**

Alpha Trains Group annually tracks its operational carbon footprint, measured in CO₂e emissions per employee, and commits to reduce this KPI by 2% annually with the following measures:



Scope 3



- **Deutschlandticket** for our Cologne employees to reduce CO₂e emission related to employee commuting and private travel
- **E-bike leasing** programme for all employees to reduce CO₂e emission related to employee commuting and private travel



- **Work from home** policy that reduces employee commuting and associated CO₂e emissions by up to 40%.
- Continuous awareness raising and training on environmental issues such as



- **green business travel** and online meetings
- **reduction of water and paper** consumption
- **waste avoidance**
- Modern car fleet with hybrid and electrical option to reduce CO₂ emissions of our fleet
- Consistent tracking of regular inspections and maintenance at our sites
- Purchasing **sustainable products**, such as office supplies
- **State-of-the-art IT equipment**

CERTIFICATES

Meeting the Highest Standards

The Alpha Trains Group and its divisions maintain sophisticated management systems for its offices in Luxembourg, Cologne, Antwerp, Madrid, Paris and Warsaw, which are based on legal requirements as well as standards such as **ISO 9001** (Quality management), **ISO 14001** (Environmental management), **ISO 45001** (Occupational health and safety) or also the **Regulation (EU) No. 445/2011** (Entity in charge of maintenance) and are regularly audited by external accreditation bodies such as TÜV Rheinland, ERC or Scn rail.



GRESB

- 100 points and best-in-class result
- 5-star rating for the 7th time in a row

Alpha Trains again ranked overall 1st place in the GRESB benchmark

- **1st place overall** in the GRESB ratings (out of 687 participants worldwide)
- **Sector Leader** in Transport Companies and Sector Leader in Transport/Rail Companies
- **GRESB 5-star rating** for seventh consecutive year
- Maximum achievable **100 out of 100 points**

Alpha Trains has once again excelled in the GRESB benchmark, confirming its unwavering commitment to sustainability. As a leading lessor of locomotives and trains, Alpha Trains once again achieved a score of 100 out of 100, securing the top position in the global ranking of 687 participants. This remarkable achievement marks the seventh consecutive year that Alpha Trains has been awarded the prestigious GRESB 5-star rating and has been honoured as the GRESB Infrastructure Sector Leader in two categories: Transport Companies and Transport/Rail Companies.



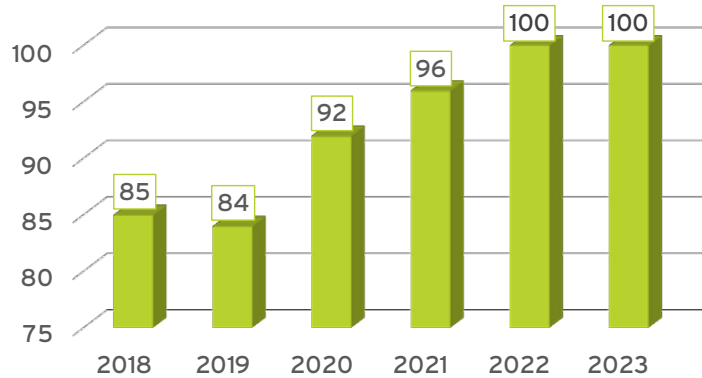
G R E S B
★ ★ ★ ★ ★ 2023

100/100 points



5 ★ ★ ★ ★ ★
STAR RATING
for the 7th time in a row

Alpha Trains' GRESB Score



Each year, GRESB assesses and benchmarks the ESG performance of assets worldwide, providing clarity and insights to financial markets on complex sustainability topics. The GRESB data is used by hundreds of capital providers and thousands of asset managers to benchmark investments across portfolios and to better understand the opportunities, risks and choices that need to be made as the industry transitions to a more sustainable future. The GRESB ESG Benchmark grew this year to cover more than USD 8.8 trillion of gross asset value, encompassing 2,084 real estate entities, 687 infrastructure assets and 172 infrastructure funds.

In 2017, Alpha Trains was one of the first rolling stock companies to participate in the GRESB assessment and immediately received a GRESB 5-star rating. The continuously improving results for 2023 confirm Alpha Trains' sustainability strategy and commitment to environmental and social responsibility.

"We are extremely proud to be recognised once again by GRESB as a world leader in sustainability. Our dedicated and professional team has continued to work with a high level of commitment to fulfil our social and environmental responsibilities. As the leading lessor of locomotives and trains in Europe, we consider it essential to lead by example in our commitment to sustainability," stated Fernando Pérez, CEO of the Alpha Trains Group.

"Sustainability is becoming increasingly important and global efforts must continue to accelerate. This is why GRESB raises the bar on ESG assessment year after year. Taking this into account, we are proud to have achieved first place in the GRESB assessment again this year after 2022 with 100 out of 100 possible points. It motivates us to continue to consistently focus on sustainability," says Carsten Schnurpfeil, sustainability manager of the Alpha Trains Group.

ALPHA TRAINS

GRESB
5 STAR RATING
★ ★ ★ ★ ★ 2023

1st

OVERALL GRESB SCORE
(Out of 681)

1st	GRESB SCORE TRANSPORT Rail Companies/Europe/Private (Out of 18)	1st	MANAGEMENT SCORE TRANSPORT Rail Companies (Out of 22)
1st	GRESB SCORE TRANSPORT Rail Companies/Europe (Out of 19)	1st	PERFORMANCE SCORE Rail Companies (Out of 22)
1st	GRESB SCORE TRANSPORT Rail Companies (Out of 22)	1st	MANAGEMENT SCORE (Out of 685)
1st	GRESB SCORE Private (Out of 530)	1st	PERFORMANCE SCORE (Out of 683)

ECOVADIS

Business Sustainability Ratings

Alpha Trains achieves
74/100 points and a
98th percentile



In recognition of its sustainability performance, Alpha Trains 2023 was awarded a gold medal and achieved a rank in the 98th percentile rank*. This means that it is higher than the score of 98 percent of all companies assessed by EcoVadis, placing Alpha Trains in the top ten percent of the industry.

* The percentile rank shows how a company performs in comparison to the results of other companies. For example, if a company ranks at the 98th percentile, it means that it is higher than the score of 98 per cent of all companies assessed by EcoVadis.

SCIENCE BASED TARGETS INITIATIVE

Commitment to Net-Zero Target



SCIENCE
BASED
TARGETS

Alpha Trains' net-zero target validated by the Science Based Targets Initiative

Alpha Trains has affirmed its commitment to ambitious climate action by publishing externally approved science-based targets (SBTs) - an important step on the Group's journey towards a net zero carbon future.

The Group has pledged to reduce scope 1* and scope 2* GHG (greenhouse gas) emissions 42% by 2030 from a 2022 base year, and to measure and reduce its scope 3* emissions. Furthermore, Alpha Trains commits to reach net-zero** by 2050.

These targets are consistent with reductions required to limit global warming to 1.5°C, the most ambitious goal of the Paris Agreement.



* **Scope 1:** Direct GHG emissions from owned or controlled sources.
* **Scope 2:** Indirect GHG emissions from the consumption of purchased electricity, steam, heat, and cooling.
* **Scope 3:** All other indirect emissions that occur in a company's value chain.
** **Net Zero:** A state in which the greenhouse gases going into the atmosphere are balanced by removal out of the atmosphere. It includes all GHGs, not just CO₂.

UN GLOBAL COMPACT

The World's Largest Corporate Sustainability Initiative



“Participation in the UN Global Compact (UNGC) is a key initiative for Alpha Trains to firmly anchor sustainability in the company.”

Carsten Schnurpfeil
Sustainability Manager

The UN Global Compact aims to mobilise a global movement of sustainable companies and stakeholders to create the world we want. Alpha Trains supports the goals of the United Nations Global Compact (UNGC) and formally became a signatory in November 2021. Alpha Trains aligns itself with the UN Global Compact's ten principles in the areas of human rights, labour, environment, and anti-corruption, reaffirming its commitment to contribute to the implementation of the Sustainable Development Goals.

Alpha Trains has published its Communication on Progress (COP) report for 2023 on the UN Global Compact website, demonstrating its ongoing dedication to these principles.



SUSTAINABLE DEVELOPMENT GOALS

Alpha Trains SDGs Focus

Alpha Trains focuses its sustainable efforts primarily on the following Sustainable Development Goals:



3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages

- **SDG Target 3.6:** By 2030, halve the number of global deaths and injuries by road traffic incidents

7 AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy for all and investing in and increasing energy efficiency and the proportion renewable energy contributes to the global energy supply.

- **SDG Target 7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth (endeavouring to decouple growth and environmental degradation), full and productive employment and decent work for all.

- **SDG Target 8.2:** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors
- **SDG Target 8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Promote infrastructure and inclusive industrialisation that is reliable, resilient, affordable and sustainable with equitable access for all.

- **SDG Target 9.1:** Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all
- **SDG Target 9.4:** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

11 SUSTAINABLE CITIES AND COMMUNITIES



Increase the number of cities and human settlements, improving the sustainability, inclusivity, resource efficiency and resilience to extreme events and ensuring adequate, affordable and safe housing and services, transport for all

- **SDG Target 11.2:** By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons
- **SDG Target 11.6:** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable management, consumption and production regarding use of natural resources, halving global per capita food waste and encouraging companies and the public to adopt sustainable practices and procurement to reduce, recycle and reuse waste.

- **SDG Target 12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
- **SDG Target 12.6:** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts, increasing every country's resilience and ability to adapt to climate change, improving education and awareness and implementing national measures against climate change and the commitments made to the UN FCCC in assisting developing countries mitigate and adapt.

- **SDG Target 13.2:** Integrate climate change measures into national policies, strategies and planning



GREEN FINANCING

Alpha Trains - Pioneers in Green Financing



Alpha Trains' pioneering Green Financing initiatives, dating back to 2016 and crowned with a Green Bond Award, align to contribute to a healthier environment and better mobility of people and goods in Continental Europe by promoting modal shift in the passenger and freight transport sector.

As part of its sustainability and financing strategy, Alpha Trains went a step further in green finance and issued a Green Finance Framework to substitute its 2016 Green Bond Framework.

Green Finance Report

Summary of Framework

In the year 2022, as part of its sustainability and financing strategy, Alpha Trains went a step further in its best practice approach to green finance and issued a new Green Finance Framework that also aligns to the EU Taxonomy criteria.

As a reminder, the Alpha Trains' Green Finance Framework was reviewed by Morningstar Sustainalytics and assessed to determine alignment with:

- Green Bond Principles of the International Capital Markets Association, published and last updated in 2021.
- Green Loan Principles of the Loan Market Association, published in 2021.
- The Use of Proceeds criteria alignment with the EU Taxonomy June 2021 Delegated Act.
- The alignment of the issuer's sustainability strategy and performance and sustainability risk management in relation to the use of proceeds.

The updated Green Finance Framework will apply to any green financing issued or used by Alpha Trains based on a portfolio approach.

From the end of November 2022 (unchanged in 2023 as there were no new financings), it applies to the following financings within the Security Group:

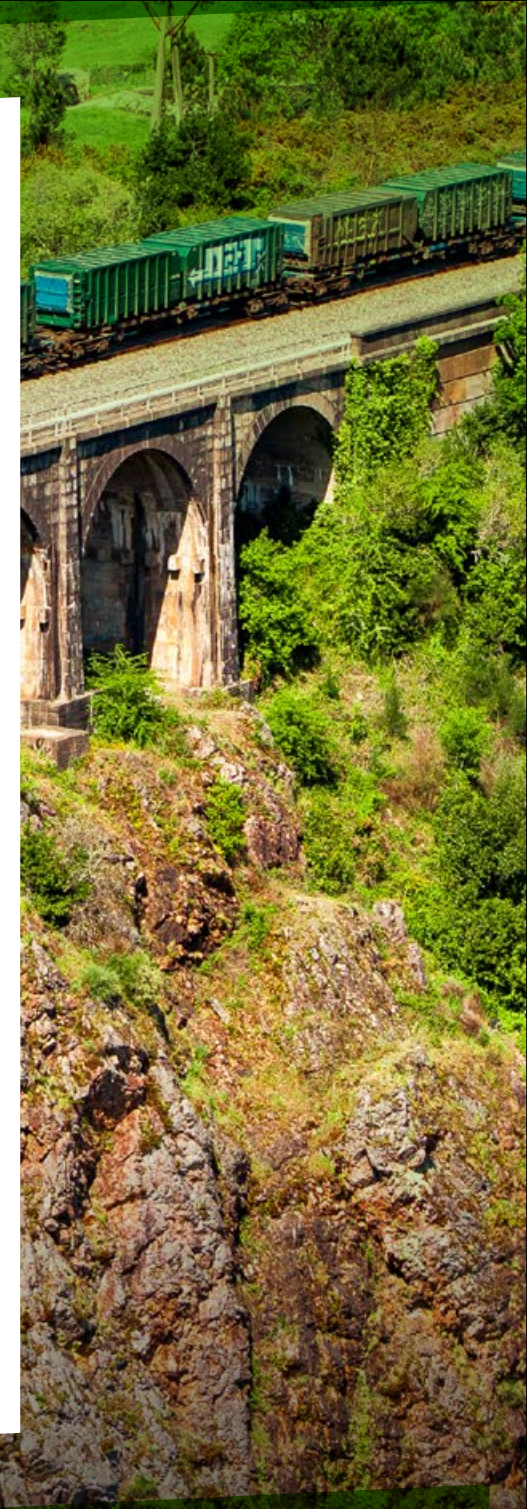
SENIOR DEBT

YEAR OF GREEN FINANCING	TYPE	TOTAL ORIGINAL COMMITMENT
Dec 2016 Limestone (re-) financing	green notes	€115M
Dec 2016 Limestone (re-) financing	green notes	€135M
Oct 2019 Cedar (re-) financing	green notes	€200M
Oct 2019 Cedar (re-) financing	green loan	€140M
Nov 2022 Sycamore (re-) financing	green loan	€258M
Nov 2022 Sycamore (re-) financing	green loan	€90M

At the end of November 2022, Alpha Trains obtained its first green loan at the level of Alpha Trains Holdco S.à. r.l, whose proceeds were directly lent on to the Security Group through a long-term intercompany loan. This €200M green Holdco loan forms part of the total green financing which is covered by the Security Group's eligible green assets.

HOLDCO DEBT

YEAR OF GREEN FINANCING	TYPE	TOTAL ORIGINAL COMMITMENT
Nov 2022 Sycamore (re-) financing	green loan	€200M



SUSTAINALYTICS SECOND PARTY OPINION

Second-Party Opinion Alpha Trains Green Finance Framework

Evaluation Summary

Sustainalytics is of the opinion that the Alpha Trains Green Finance Framework is credible and impactful and aligns with the four core components of the Green Bond Principles 2021 and the Green Loan Principles 2021. This assessment is based on the following:



USE OF PROCEEDS The eligible category for the use of proceeds, Clean Transportation, is aligned with those recognized by the Green Bond Principles and the Green Loan Principles. Sustainalytics considers that the eligible category is expected to contribute to a reduction in carbon emissions by supporting the transition towards low-carbon rail transport and advancing the UN Sustainable Development Goals, specifically SDGs 9 and 11.



PROJECT EVALUATION / SELECTION Alpha Trains' Green Finance Committee will be responsible for evaluating and selecting projects in line with the eligibility criteria. Alpha Trains has in place a risk management system that ensures the identification, assessment and mitigation of material ESG risks and is applicable to all investment decisions including allocations under the Framework. Sustainalytics considers this risk management system to be adequate and the project evaluation and selection process to be aligned with market practice.



MANAGEMENT OF PROCEEDS Alpha Trains' Investment Funding and Treasury department will be responsible for the management of proceeds using a portfolio approach. Alpha Trains intends to allocate all proceeds within 24 months of issuance. Pending allocation, unallocated proceeds will be held in cash or cash equivalents. Sustainalytics considers this to be in line with market practice.



REPORTING Alpha Trains commits to report on the allocation of proceeds in its Investor Report on its website and sustainability report on an annual basis until maturity. Allocation reporting will include the amount of unallocated proceeds, the size of the green portfolio, the composition by eligible green asset categories and the share of financing versus refinancing. In addition, Alpha Trains is committed to reporting on relevant impact metrics such as GHG emissions reduced and avoided (measured in tCO₂e per year) and the number of eligible rolling stock deployed. Sustainalytics views Alpha Trains' allocation and impact reporting commitment as aligned with market practice.

Alignment with the EU Taxonomy

Sustainalytics has assessed the Alpha Trains Green Finance Framework for alignment with the EU Taxonomy. The Framework's use of proceeds category maps to two EU activities. Sustainalytics is of the opinion that the two EU activities align with the applicable Technical Screening Criteria (TSC) in the EU Taxonomy and align with the Do No Significant Harm (DNSH) criteria. No categories were determined to be not aligned. Sustainalytics is also of the opinion that the activities and projects to be financed under the Framework will be carried out in alignment with the EU Taxonomy's Minimum Safeguards.

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Report Sections

Introduction.....	2
Sustainalytics' Opinion	3
Appendices	10

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USE OF PROCEEDS

The net proceeds from its green financings were and will be used to finance and/or refinance, in whole or in part, existing and/or new "Eligible Green Assets".

As Eligible Green Assets, Alpha Trains has selected the following asset categories in conformance with the "Eligibility Criteria" as defined in Alpha Trains' Green Finance Framework:

- electric passenger trains
- electric locomotives (freight and passenger transport)
- dual mode locomotives (freight and passenger transport)

Diesel locomotives are no longer considered eligible assets under the new Framework, even if their CO₂ emissions lie below the International Energy Agency (IEA) thresholds.

Locomotives, independent of their power supply, which are dedicated to the transport of fossil fuels are also not considered Eligible Green Assets.

Alpha Trains established a Green Finance Committee in 2020 which meets twice a year and monitors the pre-defined green asset portfolio to ensure that net book value of the green asset portfolio always exceeds the outstanding principal of all green financings, added together.

ALLOCATION REPORT

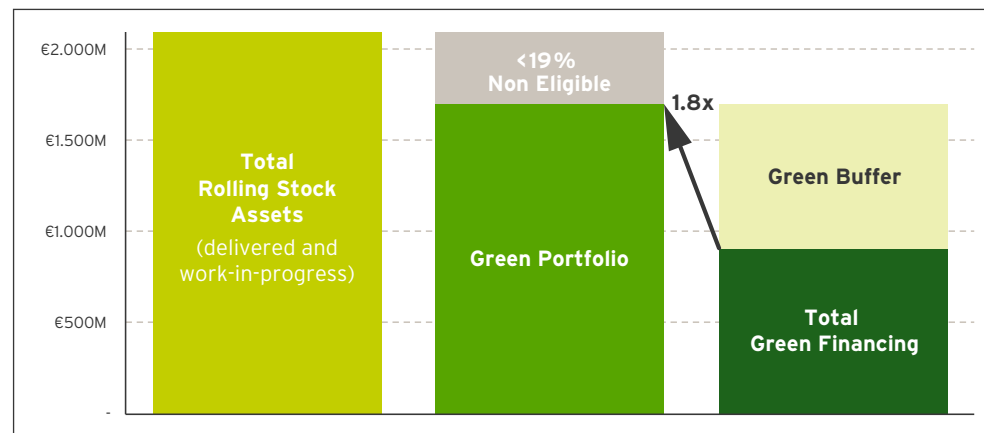
The following table shows the green funds which Alpha Trains had raised since its inaugural green finance transaction in 2016 and their balance as of 31 December 2023:

YEAR OF GREEN FINANCING	MATURITY /TYPE / REPAYMENT PROFILE	TOTAL ORIGINAL COMMITMENT (IN M€)	CUM. RE-PAYMENTS AT 31 DEC 2023 (IN M€)	TOTAL DRAWN AMOUNT AT 31 DEC 2023 (IN M€)	AVAILABLE COMMITMENT AT 31 DEC 2023 (IN M€)
Dec 2016 Limestone senior financing	2028 / green notes / bullet	115	-	115	-
Dec 2016 Limestone senior financing	2036 / green notes / amort.	135	35	100	-
Oct 2019 Cedar senior financing	2031 / green notes / bullet	200	-	200	-
Oct 2019 Cedar senior financing	2029 / green Capex loan / amort.	140	1	139	-
Nov 2022 Sycamore senior financing	2028 / green Capex loan / partially amort.	258	-	109	149
Nov 2022 Sycamore senior financing	2032 / green loan / amort.	90	7	83	-
Nov 2022 Sycamore holdco financing	2029 / green loan / bullet	200	-	200	-
Total green financing		1,138	43	946	149

As of 31 December 2023, the Green Portfolio composition by Eligible Green Asset categories, the outstanding green debt tranches as well as the green buffer were as follows:

Asset Type	EU Economic Activity	31 Dec 2023 Qty	31 Dec 2023 NBV €M
Eligible Operational Assets	Passenger trains - Electric	6.1	264
	Locomotives - Electric Pax ¹	6.1	16
	Locomotives - Electric Freight	6.2	180
	Locomotives - Dual Mode	6.2	6
Eligible Assets under Construction (WIP)	Passenger trains - Electric	6.1	11
	Locomotives - Electric	6.2	73
	Locomotives - Dual Mode	6.2	14
Total Green Portfolio		564	1,719.5

Financing Instrument	31 Dec 2023 €M	
Holdco Term Loan	200.0	
Senior Bank Term Loan	ACF A Green Loan (Cedar)	138.9
	ACF A Green Loan (Sycamore)	108.6
	ACF B Green Loan (Sycamore)	82.8
Senior Institutional Facilities	Green Notes (LS)	115.0
	Green Notes (LS)	100.2
	Green Notes (Cedar)	200.0
Total Green Financing	945.5	



The green buffer, which was 1.9 times in the last annual report, decreased slightly to 1.8 times mainly due to a slight increase in electric locomotives being non-eligible due to the transportation of fossil fuel.

1. Refers to locomotives that are in operation in passenger services.

Share of financing versus refinancing with current green financing instruments as of 31 december 2023

Of the total green financing proceeds since 2016, the balance of its nominal values as of 31 December 2023 can be allocated as follows: 55 % to financing new green assets and 45 % to refinancing existing debt relating to green assets.

Impact report - Carbon savings

Given the nature of its business model, Alpha Trains currently only has direct access to the annual kilometre data of its assets. Exact freight and passenger transport data is proprietary information of Alpha Trains' customers and - in passenger transport - the public transport authorities.

Therefore, in its annual environmental impact reporting relating to its Eligible Green Assets, Alpha Trains focuses - on a best effort and portfolio approach basis - on the following impact metric:

- Prospective annual carbon dioxide equivalents (e.g. carbon dioxide, methane and nitrous oxide) emission reduction by asset employment category using Alpha Trains' Eligible Assets instead of comparable road vehicles:

a) Eligible electric passenger trains and electric locomotives in passenger transport (tonnes of carbon dioxide equivalents)

The annual carbon dioxide equivalents emissions of assets employed in passenger transport are calculated based on:

- › actual annual passenger km and seat capacity per train¹
- › publicly available information on average load factor of regional trains¹
- › publicly available information on average passenger train emissions of carbon dioxide equivalents (well-to-wheel as per the German energy mix and on a passenger-km basis)²
- › publicly available information on average car emissions of carbon dioxide equivalents (well-to-wheel and on a passenger-km basis)²

b) Eligible electric and dual mode³ locomotives in freight transport (tonnes of carbon dioxide equivalents)

The annual carbon dioxide equivalents emissions of assets employed in freight transport are calculated based on:

- › actual annual freight transport km⁴
- › estimated average load in tonnes⁴
- › publicly available information on average locomotive emissions of carbon dioxide equivalents:
 - electric locomotives: well-to-wheel as per the German energy mix⁵
 - Dual mode locomotives: well-to-wheel as per the average mix of electric power usage (calculated based on the underlying energy mix) and last mile diesel power usage (calculated based on a tonne-km basis)³
- › publicly available information on average truck emissions of carbon dioxide equivalents (well-to-wheel and on a tonne-km basis)⁶

1. Actual kilometres travelled multiplied by seat capacity and average load factor of 24 % (Source: German environmental agency, 2022).

2. 49 gCO₂e/Pkm for electric trains/locomotives and 166 gCO₂e/Pkm for cars (Source: German environmental agency, 2022).

3. "Dual mode" refers to locomotives which have zero tailpipe CO₂ emissions when operated on a track with necessary electric infrastructure and use a conventional engine, where such infrastructure is not available.

4. Actual kilometres travelled multiplied by own estimates on average load in tonnes.

5. 15 gCO₂e/tonne-km for electric locomotives with assumed average load of 1,000 tonnes per km (Source: German environmental agency, 2022).

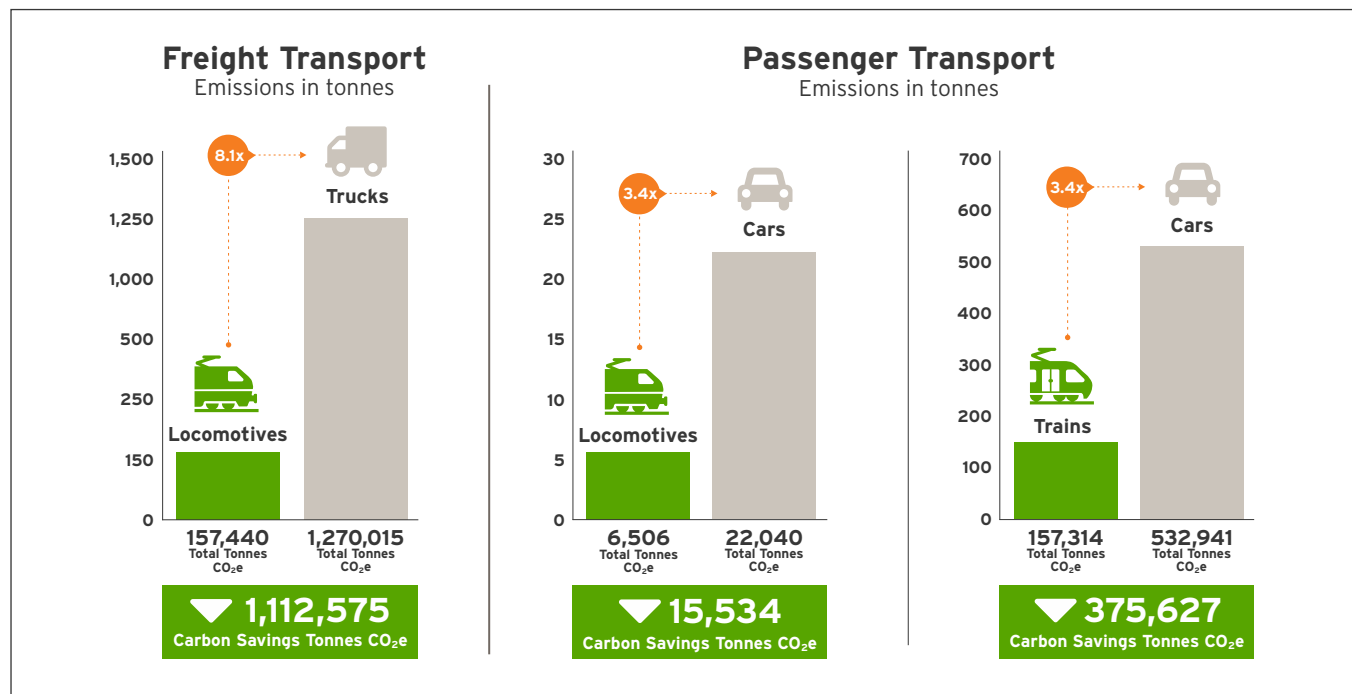
6. 121 gCO₂e/tonne-km, considering an average of truck types (Source: German environmental agency, 2022).

As shown in the following chart, the estimated carbon savings achieved by freight goods transported by Alpha Trains' green portfolio locomotives as opposed to by trucks, were 1,112,575 tonnes of CO₂e in the year 2023, equating to 8x savings compared to freight transport by truck. This compares to 7x savings as stated in the 2022 annual Investor Report, primarily driven by a lower emissions impact of electric locomotives and higher emissions impact by trucks as updated by the German environmental agency.

The estimated carbon savings obtained by passengers travelling on Alpha Trains' green portfolio trains as opposed by cars, were 391,161 tonnes of CO₂e (thereof electric locomotives employed in passenger service: 15,534 tonnes of CO₂e and electric passenger trains: 375,627 tonnes of CO₂e), an increase to over 3x savings over the use of cars from 2x in the previous report.

It is important to note that the carbon savings calculations which are depicted in this report will understate the actual carbon savings achieved in 2023. This is due to the fact that our calculations rely on the German environmental agency data, which was only available for the year 2022 and not yet for the year 2023. We expect the actual average yearly passenger train load factors for the year 2023 to be higher than in 2022 as rail travel continued to recover from the Covid-19 pandemic.

CARBON SAVINGS IN TONNES CO₂e IN RAIL TRANSPORT



SUSTAINABILITY REPORTING

Facts on our Sustainability Performance

To continuously improve our sustainability performance, we need to be able to measure the environmental, social and governance footprint of our company. Therefore, in addition to the usual financial key figures, we also report on non-financial sustainability indicators.

We have established a reporting framework that we use to standardise our sustainability reporting process.

Alpha Trains' sustainability reporting system is designed to identify, assess, manage, report and monitor all key performance indicators in each of the relevant areas of safety, health, quality, environment, social responsibility and governance.

The reporting system is a value adding tool for the business and a building block for a sustainable and profitable business. The reporting system helps us to meet our duty to provide transparent reports and support our external stakeholders in assessing our sustainability performance.

CORPORATE CARBON FOOTPRINT

Our Path to Zero Emission

To manage and reduce our organisation's greenhouse gas emissions, we first need to understand what emissions are caused by the organisation's activities.

Quantifying greenhouse gas emissions helps us understand what our main sources of emissions are, how our organisation contributes to global emissions and what opportunities we have to reduce our emissions.

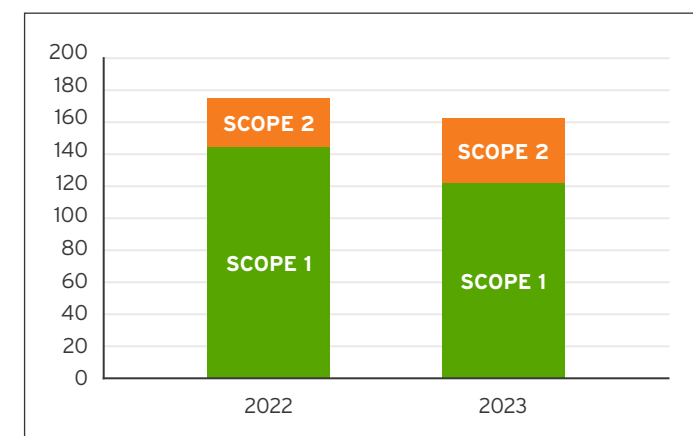
We can then set up a GHG reduction plan that identifies ways to reduce our GHG emissions and limit emissions from future activities - and we can measure what progress we have made.

The aim is to identify GHG emissions and their interrelationships within the defined system boundaries, assess their magnitude, evaluate their materiality and prioritise them accordingly. The basis is our ESG corporate policy on climate protection.

The annually updated balance sheet gives us indications of where the influencing factors for avoiding greenhouse gas emissions lie. This allows us to check whether we are on the right track to achieve our greenhouse gas reduction targets.

Climate related indicators

INDICATOR	METRIC	IMPACT 2022	IMPACT 2023
1. GHG emissions	Scope 1 GHG emissions	145 tCO ₂ e	123 tCO ₂ e
	Scope 2 GHG emissions	30 tCO ₂ e	40 tCO ₂ e
	Scope 3 GHG emissions	219,685 tCO ₂ e	183,580 tCO ₂ e
	Total GHG emissions	219,860 tCO ₂ e	183,743 tCO ₂ e
2. Carbon footprint	Total GHG emission per GAV	85.77 tCO ₂ e/€M	68.43 tCO ₂ e/€M
3. GHG intensity	Carbon intensity by revenue	874.19 tCO ₂ e/€M	533.05 tCO ₂ e/€M

Carbon Emission Scope 1 and Scope 2 in tCO₂e

CARBON NET ZERO

Investing in Green Projects

Alpha Trains reduced its CO₂ emissions by investing in modern office buildings, modern IT, reducing travel emissions and using renewable energy to power Alpha Trains' offices.

In addition to the reduction of greenhouse gas emissions, however, the issue of offsetting CO₂ emissions that cannot be avoided or are difficult to avoid is becoming increasingly important, as it actively supports greenhouse gas reduction projects that would not have been created without this income.

Since July 2019 Alpha Trains reaches carbon neutrality, by both reducing and offsetting its carbon emissions. Thus, the company became the first private lessor of locomotives and trains in Continental Europe to announce being carbon neutral which underlines the lessor's strong commitment to sustainability.

By additionally purchasing carbon credits to offset unavoidable carbon emissions, Alpha Trains reached CO₂ neutrality.

In 2023, Alpha Trains invested in three carbon offset projects, also contributing to SDGs 7, 8, and 13.

Renewable Wind Power Project by Axis Wind Farms (Rayallaseema) Pvt. Ltd.

Country	India
Project Type	Wind Power
Project Number	VCS2052



The project involves the installation and operation of a Wind Farm. The total installed capacity of the project is 105 MW and is located at Andhra Pradesh state in India.

The project is a new facility and the electricity generated by the project will be exported to the Indian electricity grid. The project will therefore displace an equivalent amount of electricity which would have otherwise been generated by fossil fuel dominant electricity grid.

Before this project the entire electricity, delivered to the grid, would have otherwise generated by the operation of other grid-connected power plants which mainly use fossil fuels.

The project shall result in replacing anthropogenic emissions of greenhouse gases (GHG's) estimated to be approximately 198,183 tCO₂e per year, thereon displacing 211,554 MWh/year amount of electricity from the grid over the 10 years crediting period.



Solar Grouped Project by ACME Group



Country	India
Project Type	Solar Power
Project Number	VCS1753+1580



The project activity generates electricity using solar energy. The generated electricity is exported to the regional electricity grid system in India.

The grouped project activity is a step towards supporting the implementation and installation of grid connected renewable energy power plants in India. The project ensures energy security, diversification of the grid generation mix and sustainable growth of the electricity generation sector in India. The main goal is to implement renewable energy projects in the country and the significant importance of revenues from sale of Verified Carbon Units (VCUs) to achieve this goal forms the basis of the implementation. It seeks to enable investment in large and small grid connected plants that export their generated output to the regional / national electricity grid in India. The implementation of these technologies currently faces various technological, institutional and financial barriers.

In addition to providing sustainable employment (reducing poverty) the project developer also provides improved healthcare, sanitation and educational support to the communities where the projects are based.



Chaiyaphum Wind Farm Power Project

Country	Thailand
Project Type	Wind Power
Project Number	GS7550



Gold Standard[®]

Climate Security & Sustainable Development

This project is an 80 MW wind power project, promoted by Chaiyaphum Wind Farm Co. Ltd. The purpose is to generate clean electricity utilizing wind energy. The project will replace anthropogenic emissions of greenhouse gases (GHG's) estimated to be approximately 73,396 tCO₂e per annum, through generating 128,947 MWh/year of electricity to be supplied to the Electricity Generation Authority of Thailand (EGAT), which is mainly dominated by thermal/fossil fuel based power plant.

In terms of social contributions, the project activity will create various short-term and long-term employment opportunities to the local community from the design and installation phase through to the operation and maintenance phase of the new power plant. In addition, the local population will also benefit directly from the Project which produces reliable green energy.



OUR SOCIAL ENGAGEMENT

Corporate Social Responsibility

At Alpha Trains we are committed to behaving ethically and contributing to economic development whilst improving the quality of life of our employees and their families, the local community and society at large.

Why Sustainability and Corporate Social Engagement is important to us

Today more than ever, sustainability is an important issue in our company, in our society and for all our stakeholders, from employees to suppliers, customers and investors. Alpha Trains is very conscious of its role, responsibilities, and our opportunities to make a positive difference to the environment and society.

As a company, we want to maintain and expand our role as a pioneer in corporate social responsibility and become a benchmark for responsible behavior. We have therefore chosen to enter long-term partnership with Plan International, an independent development and humanitarian aid organisation that promotes children's rights and equal opportunities for boys and girls.



Cooperation with Plan International

Plan International strongly believes that girls and boys should have equal rights and opportunities worldwide. To achieve this, Plan International runs sustainable community development projects in its partner countries and responds quickly to emergencies and disasters that threaten children's lives. In more than 50 countries, they work together with children, youth, supporters, and partners of all genders to achieve their global goal: 100 million girls to learn, lead, decide and fulfil their potential. The United Nations Sustainable Development Goals underpin their commitment.

Alpha Trains Group supports the "Clean Water for Ghana" project

In rural areas of Ghana, there is a lack of clean drinking water and sanitation in many places. Diseases caused by contaminated water and a lack of hygiene endanger children's health. Schools also lack toilets and washing facilities, which is a particular problem for girls. This project improves access to water and sanitation in 20 communities and schools in the Oti and Northeast regions. An important project for the children in Ghana and a good chance for Alpha Trains to live up to our responsibility.



OUR FURTHER COMMITMENT

Elevating ESG



Energy Saving and Climate Protection

Our goal is to continuously reduce our carbon footprint and thus contribute to reducing global warming and climate change. One specific measure was to switch completely to green electricity, resulting in a significant reduction in our carbon footprint. In addition, we were able to further optimise our energy consumption through the consistent replacement of inefficient IT equipment.



Resource Conservation

In 2023, we successfully reduced our paper consumption compared to previous years, supported by awareness initiatives and the implementation of new printer and copier software that works perfectly to minimise printouts. Since 2019, we have gradually ensured that our publications, such as our annual sustainability report, are climate neutral. In the construction of our new location in Cologne, we continue to prioritise environmentally friendly products and materials, as well as modern, energy-efficient building technology.



Bribery, Corruption or Fraud

In 2023, we are proud to report that there were zero cases of external fraud, corruption, or any other forms of fraud detected or reported within our organisation.



Human Rights

In 2023, Alpha Trains continued its commitment to upholding Human Rights, maintaining a record free from incidents related to violations such as child labour, discrimination, forced or compulsory labour, freedom of association, gender and diversity issues, and labour standards/working conditions, consistent with previous years.



Employee Grievances

In 2023, Alpha Trains upheld a workplace environment that ensured employee satisfaction and welfare, with no reported grievances or concerns from our workforce. This highlights our commitment to fostering a supportive and respectful culture where employees feel valued. Through open communication, fair treatment, and proactive engagement initiatives, we aim to maintain a positive work environment that promotes professional growth and mutual respect among all team members.



Equal Opportunities and Diversity

In 2023, we continue to foster a culture of equal opportunities encompassing genders, religious affiliations, nationalities, and individuals with and without physical disabilities. Equity in opportunities remains fundamental to our organisational ethos. As of 2023, 42 % of our workforce comprises women, reflecting our commitment to gender diversity. Additionally, women hold 25 % of our management positions. We offer flexible full- and part-time options to all employees, ensuring work-life balance, and adhere to gender-neutral remuneration practices, promoting fairness and equality across our workforce. These initiatives exemplify our dedication to creating an inclusive workplace environment where all employees can thrive and contribute to our collective success.



Employee Benefits - Health & Performance & Working Conditions

Working for Alpha Trains

We offer our employees long-term employment prospects with good development opportunities. Most of our employees live in the region where our offices are located. More than 99 % of employment contracts are permanent.

Equal opportunities and diversity

We live a culture of equal opportunities between genders, religious affiliations, nationalities and people with and without physical disabilities. Equal opportunities are an integral part of our work.

Flu vaccination

All employees can get an annual flu vaccination free of charge at the company's occupational health service, which provides comprehensive protection.

Burnout Prevention Survey

We are aware of the need to monitor emotional, physical, and mental stress amongst our employees. To help them to deal with these issues and to support them, we regularly undertake burnout prevention surveys.



Training / Professional Development

All employees have equal access to training in a mix of traditional event formats and digital learning. A wide range of professional training, personality-related topics and team development opportunities enables employees to develop further while at the same time keeping up to date.

We invest around € 120,000 per year in vocational and professional training for our employees.



Private Life and Career

We attach great importance to the compatibility of private and professional life. We offer a wide range of options for this, such as variable working hours, parental leave and the development of a career.



Mini-Sabbatical & Unpaid Leave

In addition to a generous amount of days of holiday, we also offer our employees the opportunity to take up to 5 days of unpaid leave.

After 5 years of employment, employees can take a "Mini-Sabbatical" for up to maximum of 5 weeks of unpaid leave.



Food & Beverages

We care about our employees and their daily efforts and contributions are truly appreciated. We provide free beverages, snacks, sweets and organic fruit for all our employees. Furthermore we have regular cake days and company lunches, which also embraces social responsibility and fosters connections between our employees.



Deutschlandticket

Alpha Trains offers "Deutschlandtickets" to all its German employees.



Bike Leasing

To support our employees' health and to contribute to climate protection Alpha Trains offers a bike leasing scheme to all permanent employees.



Working from Home

Modern IT systems and the widespread use of the Internet have made it easy to communicate and exchange documents with colleagues or customers. This paves the way for working from home.

Working from home means saving cost and saving time. No nerve-racking traffic jams, subway delays or other incidents. The working day starts much more relaxed and at the end of the day there is more free time.

The elimination of commuting to work also saves costs: having your own car means costs - in terms of purchase and maintenance. Under certain circumstances, employees can also save on bus or train tickets if they work from home.



Further Social Initiatives & Charitable Giving

Promoting community and society

Social engagement

Social engagement and volunteering can lead to better, happier employees and a stronger sense of community within the company. In addition to monetary donations, Alpha Trains also actively encourages and supports our employees' participation in charitable and community-building initiatives.

For example, in our Croque Monsieur initiative, our employees make and sell delicious "Croque Monsieurs". The donations go to a local charitable foundation each year.

IMPRINT

We warmly invite all stakeholders to provide feedback and comments and welcome your feedback and thoughts:

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