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Step 1

CO2 Annual Report 2025

Speno International

CO2 Performance Ladder – Publication June 2026

Reading guide

The CO_2 management file consists of various documents. This annual report contains the most important information about the organization's CO_2 management system.

This document is structured as follows:
- Management statement and energy policy
- General requirements: Description of the organization
- Angle A: Reporting of CO_2 emissions in accordance with ISO 14061-1
- Perspective B: Objectives, measures, ambitions and progress
- Angle C: Communication
- Angle D: Collaboration
- In addition, there are the following supporting documents:
- CO2 Dashboard (Excel)
- Internal audit (Excel)
- Management assessment (presentation)

CO_2 dashboard
The CO_2 dashboard is an Excel tool that tracks all important data on CO_2 emissions and energy consumption. This tool supports the measurement and analysis of emissions in Scope 1 and Scope 2.

Management review
The management assesses annually by means of the management assessment whether the CO_2 management system is in line with the organization. The aim is to check the effectiveness of the system, identify opportunities for improvement and make strategic decisions.
The management assessment consists of:
Input document: Often consisting of a PowerPoint with data and analyses.
Output document: A summary of the decisions and actions for the coming year.

Internal audit
Every year, an internal audit is carried out by an independent auditor to check whether the CO_2 management system is properly applied within the organization and meets the requirements. This helps identify areas for improvement and prepare for the external audit.

SKAO page
On the SKAO page of the organization you can find the required information about the projects with an award advantage. The organization also communicates about its sustainability ambitions through this channel.

Management statement & energy policy

In order to achieve the objective and give substance to the strategic direction, an energy policy has been drawn up.

Introduction
Since its founding, Speno International SA has shown a strong intrinsic motivation to minimize its ecological footprint. As early as 2012, Speno began calculating the emissions generated by its operations. This step was taken in response to growing awareness and ongoing discussions around climate change and reflected Speno's sense of responsibility to conduct its business activities and deliver its products in a sustainable and accountable manner.

Objective and strategic direction
We integrate energy efficiency and CO_2 reduction into all our business processes and strive for continuous improvement of our performance. We achieve this by:

- The application of innovative technologies and sustainable investments;
- Increasing awareness within the organization;
- Structurally monitoring and optimizing our energy consumption.

Availability of Resources and Responsibility of the Management Board
As management, we take responsibility for the implementation and safeguarding of this policy, and we are committed to:
Ensuring sufficient resources and information to achieve our energy and climate objectives;
Actively supporting and stimulating continuous improvement in the field of energy management and CO_2 reduction;
Promoting awareness and communication about energy savings within all layers of the organization.

Framework for Objectives and System Administration
As management, we are responsible for the implementation and compliance with the energy and CO_2 management system, and we are closely involved in the plan of approach. We are committed to identifying, implementing and regularly evaluating energy and climate targets, with structural improvements.

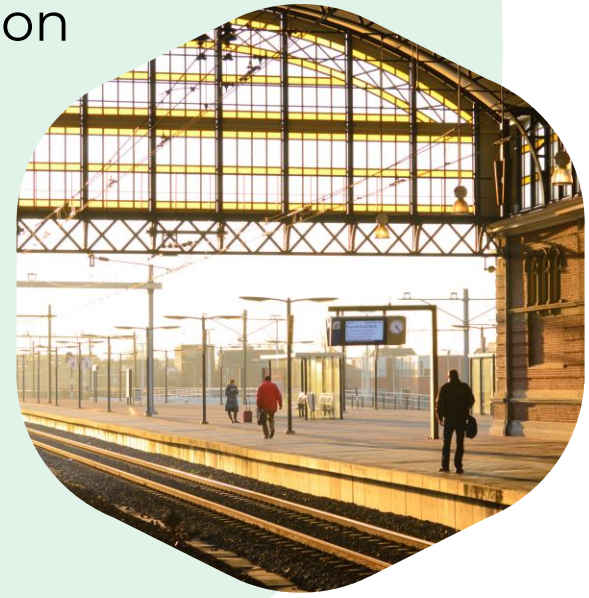
Legal Compliance
We comply with all relevant legal requirements and regulations regarding energy saving, sustainable energy and CO_2 reduction. In addition, we strive to proactively respond to new laws and regulations and implement best practices within the sector.

Continuous improvement
We are committed to continuous improvement of both our energy performance and our energy and carbon management system by:
Periodic assessment and adjustment of our energy performance;
Implementation of best practices and innovative energy-saving measures;
Active involvement and training of employees in the field of energy management.
With this policy, we underline our commitment to a sustainable future and responsible business operations, structurally embedding energy efficiency and CO_2 reduction in our strategy and daily practice.

As management, we encourage **continuous improvement** and **support awareness** and **communication** about sustainability within the organization.

General requirements

Description of organization



Speno International SA, founded in 1965, is a globally recognized company specializing in the design, operation and support of railway maintenance activities. Our core expertise lies in the grinding and reprofiling of railway tracks and turnouts. In addition, Speno provides comprehensive services ranging from research and development to the operation of advanced machinery for:
Grinding and reprofiling of tracks and points
Measuring rail surface faults and profiles
Detecting internal rail flaws using ultrasound technology

Our operations span conventional railways, underground networks, high-speed lines, heavy-haul freight lines, and tramways across Europe and beyond. Speno's grinding trains—currently powered by diesel in Europe—play a vital role in track maintenance and safety. We design rail profiles that reduce long-term maintenance costs and optimize rail life.

Organizational boundary

The main entity of our organization is headquartered at Rte du Nant-d'Avril 94, 1217 Meyrin, Switzerland,

Speno International does not have operational control over Mecnafer, ASI, NSKK and SRMA. They are separate organizations and can make decisions independently. When investments for CO2 reduction measures must be made, Speno International does not have the necessary control to deploy these measures in the subsidiaries.

Therefore, the organizational consists of:

- *Speno International*

The full methodological approach for setting the organizational boundary can be found in "Organizational Boundary Speno".

Planning

As an organization, we have an energy and CO_2 management system in place to optimize energy consumption and reduce CO_2 emissions. This system is set up, implemented, maintained and continuously improved according to the Plan-Do-Check-Act (PDCA) cycle.

In the Plan phase, objectives and requirements are set based on the requirements of the CO_2 Performance Ladder. In this phase, the necessary processes, possible risks and opportunities to achieve the best results are identified.

In the Do phase, the planned actions are carried out and integrated into the daily business processes. The focus is on continuous improvement and employee engagement.

In the Check phase, it is checked whether the measures taken are effective and whether the objectives are being achieved. This is done by monitoring the management system, measuring progress and conducting internal audits of the management system. Deviations and points for improvement are analyzed.

In the Act phase, corrective and preventive measures are implemented based on the evaluations in order to continuously improve the management system and the energy and CO_2 performance.

The planning document shows how the PDCA cycle of the organization is set up. By applying the cycle over and over again, we continue to improve energy consumption and reduce CO_2 emissions, with a focus on sustainability and efficiency.

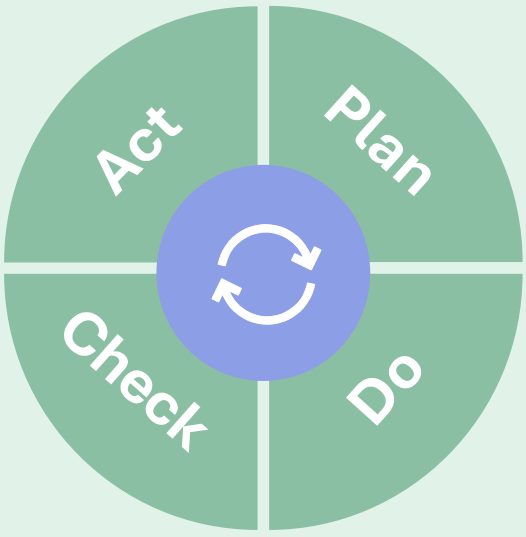
Act

Implement action points that come up with act.

Plan

Planning, communication and participation.

Determine emissions data and factors.



Do

Exporting of participation

Communicating

Calculating CO2 footprint

Check

Evaluation of the CO2 system.

Progress assessment.

Internal to external audit.

Legislation and Risk management

Within the organization, we ensure ongoing compliance with relevant laws and regulations in the field of CO_2 reduction and energy savings by:

- Active monitoring of changes in legislation, certification standards and policy developments;
- having a procedure to follow our legal obligations and a chart providing an overview of the Swiss legal obligations, and every other applicable obligations.
- Periodic audits and legal checks to ensure compliance and compliance.

In addition, risks and opportunities related to the CO_2 management system are systematically managed:

- Risks are identified through internal audits, trend analyses and risk assessments;
- Opportunities for improvement and innovation are actively exploited, for example through investments in sustainable energy generation and more efficient business operations;
- Corrective and preventive measures are implemented in a timely manner to continuously improve performance

This structured approach demonstrably keeps us informed of legislation and risks and contributes to continuous improvement of our energy and CO_2 performance, in line with the CO_2 Performance Ladder.

A general overview of risks and legislation is presented in Excel document “Risk assessment Speno International”

CO2 performance ladder project

A project with an award advantage is a project of an organization in which the CO2 Performance Ladder has played a role in the tender. It is irrelevant here whether or not the award advantage was decisive in obtaining the contract, or how the CO2 Performance Ladder was requested in the tender.

There were no projects with an award advantage in the reporting year.

Angle A

Where are we now? CO2 emissions and energy consumption

CO_2-Footprint scope 1 & 2

The CO2 footprint has been drawn up in the CO2 dashboard, in accordance with the GHG protocol. The dashboard also includes the quality management plan for the various emission streams. This overview indicates which uncertainties and areas for improvement have been identified for each data point. The footprint was drawn up on the basis of Well-to-Wheel emission factors. Non-CO2 greenhouse gases are not relevant for Speno.

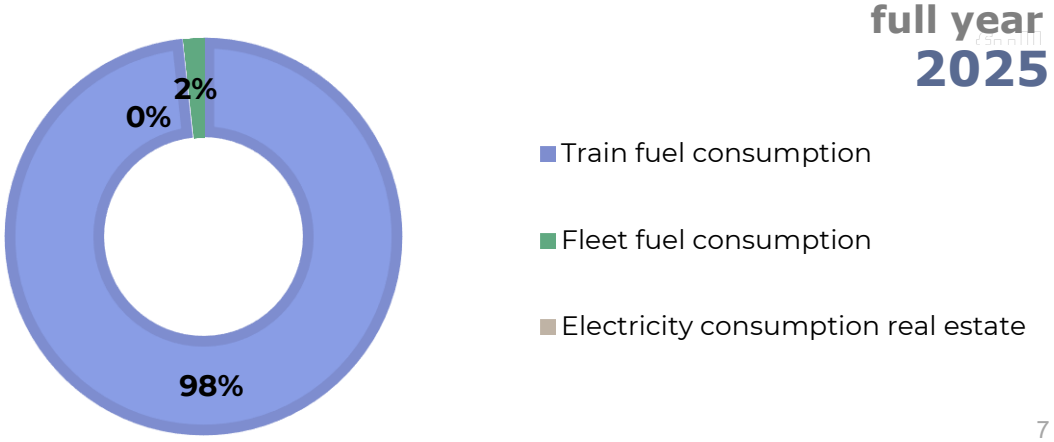
OVERVIEW OF CO2 EMISSIONS, ENTIRE ORGANISATION			2025	Full Year
SCOPE 1	**Amount**	**UNIT**	**CONVERSION FACTOR (g CO2 per unit)**	**EMISSION (tonnes of CO2)**
Fuel consumption fleet - diesel	94.058,0	litre	3.251,0	305,8
Fuel consumption train - diesel	5.485.333,0	litre	3.251,0	17.832,8
			Total scope 1	**18138,6**
Market based				
SCOPE 2	**Amount**	**UNIT**	**CONVERSION FACTOR (g CO2 per unit)**	**EMISSION (tonnes of CO2)**
Electricity consumption - green electricity	188.659	Kwh	-	-
			Total scope 2	**0,0**

TOTAL EMISSIONS SCOPE 1 and 2		18138,6

See the CO2 dashboard for the calculation of the footprint, the emission factors and the data quality management plan.

The image below shows the location-based electricity consumption.

Location based				
SCOPE 2 type of emission stream	**Amount**	**UNIT**	**CONVERSION FACTOR (g CO2 per unit)**	**EMISSION (tonnes of CO2)**
Electricity consumption - gridmix (CH)	188.659	Kwh	33	6,2
			Total scope 2	**6**



Angle A

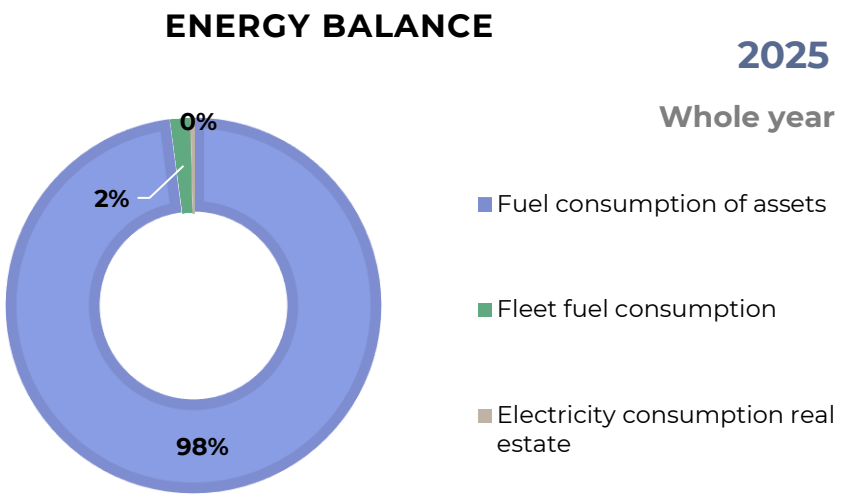
Where are we? CO2 emissions and energy consumption

Energy balance

OVERVIEW OF ENERGY CONSUMPTION THROUGHOUT THE ORGANIZATION			2025	Full Year	
SCOPE 1 type of emission stream	**Amount**	**UNIT**	**Conversion factor (GJ per unit)**	**GJ**	
Fuel consumption fleet - diesel	94058	litre	0,036	3386,1	2%
Fuel consumption train - diesel	5485333	litre	0,036	197472,0	98%
	0		-	0,0	0%
			Total scope 1	**200858,076**	
Market based					
SCOPE 2 type of emission stream	**Amount**	**UNIT**	**Conversion factor (GJ per unit)**	**GJ**	
Electricity consumption - green electricity	188659	Kwh	0,0036	679,2	0%
	0			0,0	0%
			Total scope 2	**679,1724**	
TOTAL ENERGY CONSUMPTION				**201.537,2**	100%

The largest share of our energy use falls under Scope 1 emissions, totaling around 200,858 GJ, which reflects our direct fuel consumption. Within this category, diesel use in our train operations is by far the dominant contributor, accounting for about 98% of Scope 1 energy use. Diesel consumption within our fleet represents a much smaller portion, at roughly 2%.

Our Scope 2 energy consumption is limited to approximately 679 GJ and consists entirely of green electricity. As a result, indirect energy use represents less than 1% of our total energy consumption



Greenhouse Gases

Other greenhouse gases are not considered material in our operations because our energy consumption is almost entirely driven by diesel combustion and electricity use, which primarily emit CO_2. As a result, CO_2 remains the dominant and most relevant greenhouse gas in our emissions profile.

Energy assessment

An important part of the energy plan is to make it clear where the most energy is consumed. That is why it was investigated which processes and activities within the organization have the biggest influence on energy consumption and CO_2 emissions. With this information, we look at where improvements can be made to optimize our energy consumption.

Fuel consumption train fleet

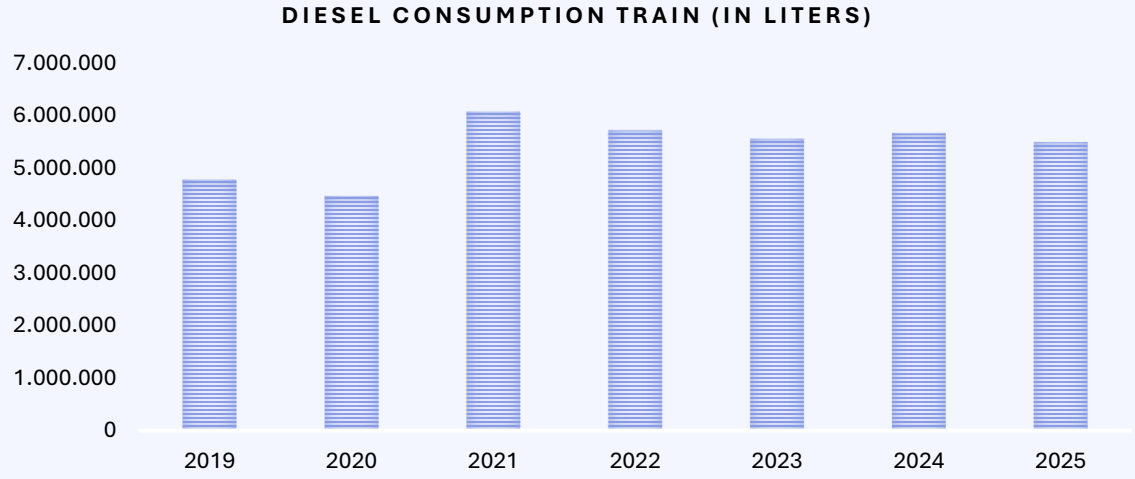
Train fuel consumption remains the largest contributor to CO_2 emissions and energy consumption within SPENO International. Since 2019, a more detailed analysis has been conducted, evaluating fuel consumption relative to distance travelled. From this analysis and accompanying CO_2 footprint calculations, it is evident that total fuel usage has increased.

The Train fleet size of SPENO decreased. SPENO operated 32 trains in 2019, compared to 30 at the beginning of 2023 and 28 in 2024 and 2025. Grinding strategy has a significant impact on fuel efficiency. However, SPENO has limited influence over the customer's chosen strategy, which is also dictated by rail conditions. It does have an impact on the trains, as it can put older, less environmentally friendly trains out of order. This has been done over the years, increasing and deceasing the average fuel use per km. A big change happened between 2021 and 2023 with the decommissioning of:

- SRR 16 M-1
- RPS 32-1 – average emissions: 0.9
- MRR-600 – average emissions: 2.52

In the table below, the average fuel consumption per kilometer is included.

	2019	2020	2021	2022	2023	2024	2025
average fuel use ltr/km	0,25	0,22	0,26	-	0,08	0,09	0,07



Energy assessment

The energy assessment shows a clear improvement in energy performance, primarily driven by fleet modernization and phasing out older, less efficient trains. Despite fluctuations in total diesel consumption due to operational demand and external factors, the structural reduction in fuel consumption per kilometer demonstrates a significant efficiency gain.

SPENO's influence on total energy consumption remains partly limited due to dependency on customer requirements and rail conditions. Therefore, energy performance is primarily evaluated using intensity indicators rather than absolute consumption.

Key opportunities for further improvement include:
- Continued optimization of fleet composition and deployment;
- Enhancing operational efficiency per kilometer;
- Improving data completeness and consistency to strengthen performance monitoring.

Overall, energy performance has structurally improved, with further gains dependent on both technical choices and alignment with external operational factors.

Energy system flexibility

In the context of the energy transition, flexibility in the energy system plays an increasingly important role. The increase in variable renewable energy sources makes it necessary to better match supply and demand throughout Europe.

However, our main office is located in Switzerland. The area where Speno headquarters is located is not impacted by grid congestion. Therefore, there is no further action taken to contribute to flexibility in the energy system other than measures that were already planned.

Angle B

From insight to reduction: our objectives and action plan

General explanation of strategy

Recognizing the urgency of climate change and the global shift toward sustainable practices, Speno is deeply committed to integrating sustainability into every level of its operations. We are continuously improving our emissions reduction policies and promoting a culture of environmental responsibility among employees.

To get here, we have a short-term strategy with corresponding measures.

Short-term

Short-term CO2 objectives:
Speno International only has scope 1 emissions. This means that it is not possible to set a reduction target for scope2.

Speno International wants to reduce CO2-emissions by 20% in 2027 compared to 2019*

* This objectice is related to total kilometers grinded

Sub-objectives short-term	
Scope 1	*Speno International wants to reduce CO2-emissions by 20% in 2027 compared to 2019**
Scope 2	n/a

Short-term energy objective
For the short term, a CO2 target and energy target have been drawn up. The short-term objective is a result of the savings in the measures from the short-term action plan.

Speno International wants to reduce energy (office locations) use by 12% in 2027 compared to 2019

Short-term objective	
Self generated energy:	There is no objective on self generated energy or energy storage.
Energy storage:	
Use of renewable energy:	The goal is to continue using 100% renewable energie of Swiss origin.

Short-term strategy

Since 2012, Speno has actively calculated and monitored the emissions associated with its operations. This initiative arose from our awareness of the environmental impact of industrial activity and our responsibility to operate in a sustainable and accountable manner. Our office in Meyrin is already gas-free, exemplifying our commitment to energy-efficient infrastructure.

Our short term reduction measures are focussed on our train fleet. The electrification of depots, the introduction of better train technology, and the retirement of older, less efficient rolling stock are expected to deliver measurable reductions in the coming years. To complement these long-term efforts, SPENO is also exploring several near-term solutions to reduce emissions

Plan of approach

HVO100. Expanding the use of HVO100 renewable diesel across the fleet. It is our goal to expand the use of HVO100 to all trains in the Netherlands, Belgium and France.

Electrification of our 5 depots in the Netherlands to avoid start of main engine to perform daily maintenance. We're currently awaiting the power supply from Liander. Once that's sorted, we can begin. There's also an ongoing collaboration with ProRail to develop electrical depots, facilitating electrical maintenance. We're actively searching for new locations outside urban areas for this purpose.

Electric train. In order to reduce fuel consumption even more we are working on producing an electric train for grinding. We continue production and are learning from other initiatives.

In case of **changing engines** we select an engine with the latest technology concerning energy usage and lower emissions.

Planning optimization. Optimize planning of train relocation to reduce train passes and the disposal of old trains. There are 28 trains in the fleet currently

Accountability of objectives

The objective was drawn up in the light of the with an objective that:

- is ambitious in view of the organization's own situation and which is ambitious in comparison to the CO_2 reduction target of **relevant organizations** in its sector and in relation to applicable **legal obligations**.
- has **Trias Energetica** as its starting point, where CO_2 reduction that simultaneously leads to final energy savings should be preferred over CO_2 reduction in which no or less final energy is saved.

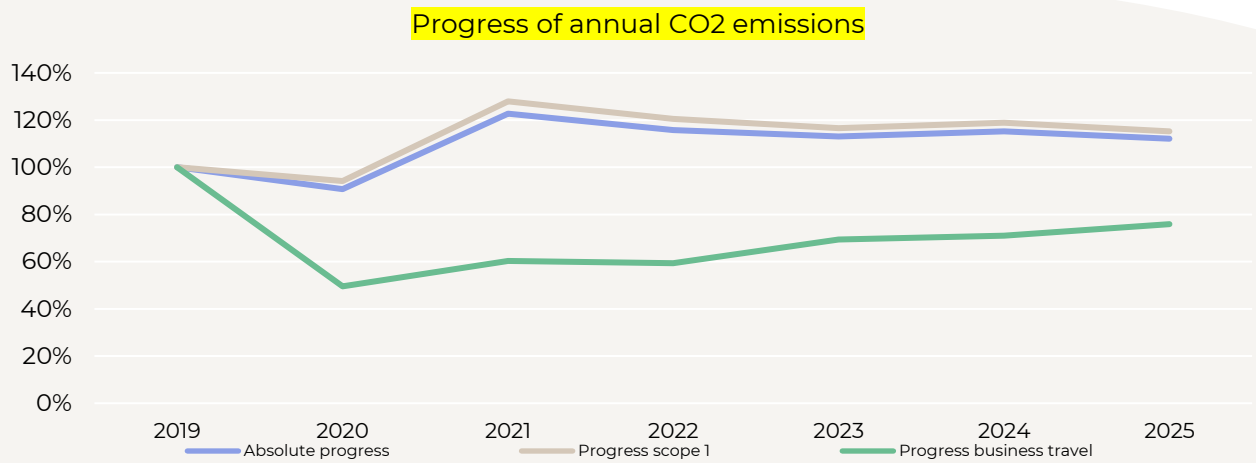
Progress on objectives

Progress in scope 1 and 2

The overall CO_2 emissions show a fluctuating but gradually stabilizing trend over the reporting period. Scope 1 emissions account for 100% of total emissions and are almost entirely driven by diesel consumption of the train fleet. While yearly fluctuations can be observed, these are primarily linked to variations in operational activity rather than structural inefficiencies. Since 2022, emissions have become more stable, indicating improved control over fuel consumption.

No Scope 2 emissions are reported, as electricity consumption is fully covered by green electricity. Overall, the data indicates that emission levels have stabilized after a period of volatility, with further reductions dependent on optimizing fuel use and managing operational demand.

PROGRESS ON ANNUAL CO2 EMISSIONS, ENTIRE ORGANIZATION							
	2019	2020	2021	2022	2023	2024	2025
SCOPE 1 type of emission stream	full year	full year	full year	full year	full year	full year	full year
Fuel consumption fleet - diesel	319,2	262,6	356,1	345,3	291,5	301,9	305,8
Fuel consumption train - diesel	15.427,3	14.566,9	19.790,6	18.632,0	18.075,6	18.414,5	17.832,8
	-	-	-	-	-	-	-
TOTAL SCOPE 1	**15746,5**	**14829,5**	**20146,7**	**18977,2**	**18367,1**	**18716,3**	**18138,6**
SCOPE 2 type of emission stream							
Electricity consumption - green ele	-	-	-	-	-	-	-
	-	-	-	-	-	-	
TOTAL SCOPE 2	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**
TOTAL EMISSIONS	**15746,5**	**14829,5**	**20146,7**	**18977,2**	**18367,1**	**18716,3**	**18138,6**



Progress on energy objectives

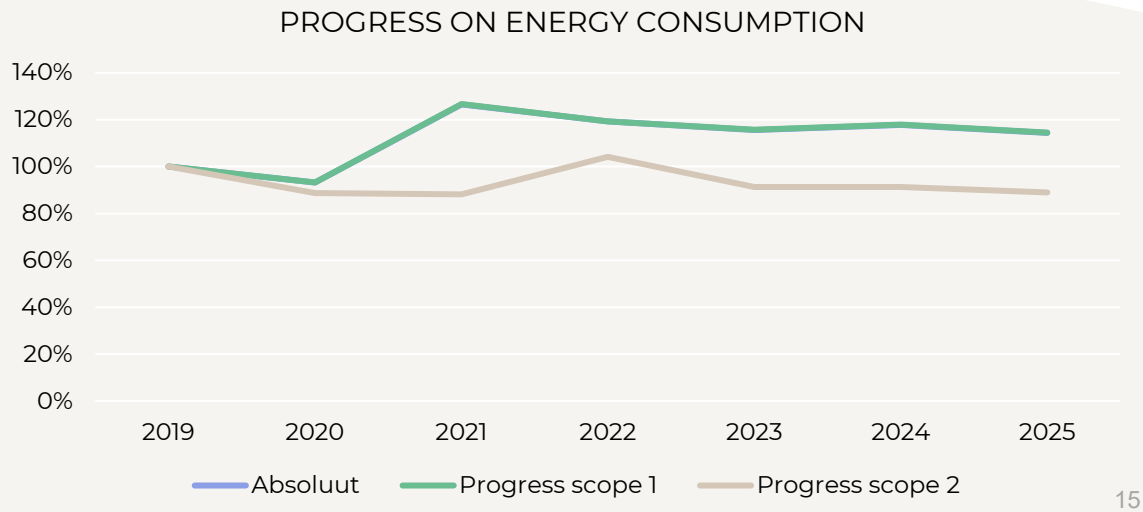
PROGRESS ON ANNUAL ENERGY CONSUMPTION, ENTIRE ORGANIZATION							
	2019	2020	2021	2022	2023	2024	2025
SCOPE 1 type of emission stream	Full Year	Full Year	Full Year	Full Year	Full Year	Full Year	Full Year
Fuel consumption fleet - diesel	3557,8	2897,3	3930,0	3810,5	3223,2	3337,7	3386,1
Fuel consumption train - diesel	171945,3	160713,1	218412,7	205625,6	199853,3	203599,7	197472,0
	0,0	0,0	0,0	0,0	0,0	0,0	0,0
TOTAL SCOPE 1	**175503,1**	**163610,4**	**222342,7**	**209436,0**	**203076,4**	**206937,4**	**200858,1**
SCOPE 2 type of emission stream							
Electricity consumption - green electricity	762,9	677,0	672,5	794,6	696,9	696,1	679,2
	0,0	0,0	0,0	0,0	0,0	0,0	0,0
TOTAL SCOPE 2	**762,9**	**677,0**	**672,5**	**794,6**	**696,9**	**696,1**	**679,2**
TOTAL ENERGY CONSUMPTION	176266,0	164287,4	223015,1	210230,7	203773,3	207633,5	201537,2

Progress on energy objectives

Total energy consumption shows a similar trend to emissions, with a peak in 2021 (223,015.1 MWh), followed by a gradual decrease and stabilization in the period 2022–2025, reaching 201,537.2 MWh in 2025. This indicates improved control after a period of higher operational activity.
Scope 1 energy consumption remains dominant and is largely driven by diesel use in the train fleet. Fluctuations over the years are primarily related to operational demand rather than structural inefficiency. Since 2022, consumption levels have stabilized, reflecting improved operational control.

Scope 2 energy consumption (green electricity) shows relatively stable performance over the reporting period, with a slight overall reduction from 762.9 MWh in 2019 to 679.2 MWh in 2025. This corresponds to a reduction of approximately 10.9%, indicating that progress has been made towards the target of 12% reduction, although the target has not yet been fully achieved.

Overall, the data indicates that energy consumption has stabilized after earlier fluctuations, with further reductions dependent on continued optimization of fuel use and targeted measures within Scope 2 energy consumption.



Comparison with peers

To determine how ambitious the organization's objectives and measures are, sector peers were looked at and the SKAO measure list was completed. By gaining insight into sector performance, we can:

- Formulate realistic reduction targets
- Identifying effective reduction measures
- Identifying technological and methodical innovations
- Objectively validate one's own progress
- Identifying the distinctiveness in sustainability

Comparison with peers

	Speno International	Voestalpine Track solution NL	RailTD	Prorail
Trede CO_2 PL	Niveau 3	Niveau 5	Trede 3	Niveau 4
Basis jaar	2019	2022	2022	2021
Intensiteitswaarde (ton CO_2 / X) basis jaar	20 ton / miljoen omzet	21 ton / miljoen omzet	25 ton / miljoen omzet	30 ton / miljoen omzet
Laatst bekende intensiteitswaarde (jaar)	18 ton / miljoen omzet (2024)	21 ton / miljoen omzet (2024)	24 ton / miljoen omzet (2024)	25 ton / miljoen omzet (2024)
Voortgang	-10%	~ gelijk	-4%	-16%
Korte termijn doelstelling	30% reductie in 2025 t.o.v. 2023 per miljoen omzet	8% reductie in 2026 t.o.v. 2022 per miljoen omzet	10% reductie in 2025 t.o.v. 2023 per miljoen omzet	10% reductie in 2025 t.o.v. 2023 per miljoen omzet
Middellange termijn doelstelling	N.v.t	N.v.t.		N.v.t.

While the SKAO provides a list of measures, it does not address more technical ones, such as the electrification of trains, which will have a significant long-term impact but require more time to yield results. The SKAO measurement list includes 7 C, 9 B and 12 A measures. This indicates ambition.

Comparing SPENO to other companies can be challenging. For example, Voestalpine has over 40% of its emissions from building electricity and 25% from gas usage. In contrast, SPENO's emissions are primarily from its trains, which is at the core of its business. SPENO views its objectives as being aligned with those of peer organizations and considers them to be no less ambitious. The company operates a sustainable building and is focused on reducing emissions within its core business, working on one of the first electric trains for grinding.

Angle C

CO2 awareness inside and outside the organization

Key persons

Within Speno there are key persons in every layer of the organization who play a crucial role within the CO2 management system for achieving the objectives and implementing improvements.

Designated key persons have the right competencies to perform their roles.

Our key persons are:

Name	Task	CO_2 Awareness
Management		
Isbert Neumann	Dierctor of operations. Responsible for the fleet.	Level 4: Feel responsible
Chantal Sachi	QSE Manager	Level 4: Feel responsible
Projectmanager		
Yamine Guettari	Responsible for the overall coordination and management of the programme, including ownership of the carbon management policy.	Level 4: Feel responsible
Other key persons in departments:		
Christophe Muller	Operations controller in charge of Prorail	Level 2: Support
Hélène Reininger	Operations assistant in charge of buying diesel for all the fleet.	Level 2: Support
External key persons		
Ivar Retel	External advisor	Level 4: feel responsible
Dennis van de Graaf	Responsible for overseeing participation in the CO_2 Performance Ladder, gathering new sustainability data. Additionally, he manages all Dutch projects that benefit from award advantages and maintains dialogue with clients and contracting authorities	Level 2: feel engaged

Communication plan

The annual internal and external communication about the footprint, the possibilities for individual contribution from employees and the progress of the plan of action and objectives is done in accordance with the communication plan drawn up for this purpose.

Sources

Communication is done through the following pages:

Speno website	(LINK)
SKAO website	(LINK)
Internal via Intranet	

External stakeholders		
Target groups	**Means of communication**	**Goal**
Shareholders	SPENO website, external emails	Because the step 1 CO2 certificate effects the competitiveness of SPENO, shareholders are an external interested party concerning the CO2 reduction activities of SPENO. They mainly have a monetary interest.
Contracting partners		One of SPENO's major clients is ProRail, the organization behind the development of the CO_2 Performance Ladder. ProRail places significant importance on the CO_2 reduction efforts of its suppliers, including SPENO. The ladder can be used in tender processes to offer award advantages, making sustainability a competitive factor. As a client, ProRail has a strong interest in SPENO's commitment to environmental performance.
Suppliers		Suppliers—such as those providing electrical machinery, vehicles, and trains—can monitor SPENO's sustainability initiatives to better understand evolving market expectations. These efforts may also serve as inspiration for shaping their own sustainability policies. It's important to note that suppliers may change from year to year.
Internal stakeholders		
Target groups	**Means of communication**	**Goal**
Employees	Internal mailings, intranet	Raising internal awareness of the CO_2 management system and encouraging active engagement in the company's sustainability efforts is essential. Staff play a key role in SPENO's CO_2 reduction strategy, as many of the measures require their actions and behavioral changes. This also applies to contracted personnel.
Managers		Management is involved in decision-making regarding reduction measures, monitoring the progress of CO2 reduction, and addressing other key aspects of the CO2 reduction policy.

Planning and responsibilities

Our communication plan is key to achieving our CO2 goals and creating awareness about sustainability. We clearly and transparently share our progress with both internal and external stakeholders, so everyone knows where we stand and what we are doing.

1. Website	
Planning:	Yearly (may/june)
Responsible:	Yamine Guettari

Every year we proudly share our latest insights and progress on our own website! This is where our customers, partners and other external stakeholders can see the impact we are making. We give them insight into our journey towards sustainability and show them how we are moving forward together.

2. SKAO Website	
Planning:	Yearly (may/june)
Responsible:	Yamine Guettari

On our SKAO page, we take care of the mandatory communication, so that we inform everyone about our performance within the CO2 Performance Ladder. This page is an important platform to show how we meet the highest sustainability standards and actively contribute to a CO2-neutral future.

3. Internal communication	
Planning:	Yearly (may/june)
Responsible:	Yamine Guettari
Resources:	Intranet, email

Internally, we share the most up-to-date information via our intranet. This is the place where our employees can follow everything, from the latest figures to the steps we are going to take. We encourage everyone to think along and contribute, so that together we can make a difference as an organization. In addition, we organize meetings to further increase employee awareness.

Angle D

Cooperation

Inventory of knowledge and cooperation needs

Every year, the knowledge and cooperation needs within the organization are inventoried and analyzed. In addition, it will be considered annually whether continuation of the cooperation has added value. Within Speno, there are the following knowledge and collaboration needs:

Knowledge and cooperation need 1:
Sustainability in railways and civil engineering. How to take the next step in CO2-reduction and sustainability in general?

Knowledge and cooperation need 2:
Need for knowledge and collaboration on solutions such as HVO100, electrification and energy-efficient technologies.

The following partnerships have been inventoried:

- Stichting Positieve Impact
- Circulair spoor
- Aanpak duurzame GWW
- G21 Swisstainability Forum

de duurzame adviseurs

Step 1

Thanks for reading

Questions or comments about this report?
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