

## SNCF's individual commitments to act4nature international

### About SNCF

SNCF Group is a worldwide mobility company with 276.000 employees. The heart of our business is a group of five rail companies in France with a workforce of 165,000, referred to here as "SNCF". Our mission is to contribute to the vitality of local communities and society as a whole: our transport services are critical to the health of the economy and the success of the ecological transition. And our corporate purpose, "Working towards a dynamic, caring, sustainable society", reflects this responsibility and became an integral part of our articles in 2022.

Our act4nature commitments apply to France—covering 30.000 km of rail line, 3.000 stations and several hundred sites—but we plan to expand them to our two international subsidiaries, Geodis and Keolis, by 2026. Both companies have positions in Europe, the United States, Australia, Asia and the Middle East.

Promoting biodiversity means working with our immediate environment in synergy with all of the regions we serve. And at SNCF, there's a direct link—not only because of our core business and operational footprint, but because we own spaces where we can preserve biodiversity and protect it. Biodiversity is a key issue for 2020-2030 in both our [corporate strategy](#) and our CSR policy.

### Materiality analysis

Our first double materiality analysis in 2023 revealed SNCF's 18 most significant ESG issues. Managing/preserving biodiversity is one of them.

We also conducted an impact and dependency assessment to scale up our efforts to protect biodiversity. A significant portion of our environmental impact is associated with our upstream operations (scopes 2 and 3). These include land use—for both the production of the materials we employ to build our infrastructure (especially wood for track sleepers) and the transport equipment we purchase—but also hydrological impact related to water consumption for electricity generation, and GHG emissions across our value chain. The negative impacts of our scope 1 activities concern land use, habitat fragmentation<sup>11</sup> and destruction, and the introduction of invasive alien species. But we also have a positive impact because our railway verges/right-of-ways serve as ecological corridors and havens for plants and animals.

SNCF is moreover heavily reliant on four services provided by the ecosystems we work in: soil quality, water quality, climate regulation, and protection against extreme weather events.

### Connection with our prior commitments to act4nature

We are revising our commitments to align with the pathway outlined in the new Global Biodiversity Framework (GBF) and will publish its results on the [snctf.com](#) website.

These new commitments build on our previous ones and continue the actions we initiated in 2018 and updated in 2021. We have revised our key priorities to take into account our 2023 biodiversity footprint calculation, initial materiality analysis, and dependency assessment<sup>12</sup>. We kept some objectives from the previous plan, particularly regarding governance—where we are stepping up our efforts—knowledge base building, and awareness-raising. To reduce our impact on biodiversity, we have also set more ambitious targets for vegetation control, which now apply group-wide, to all sites and our entire rail network, and we have raised the bar for restoring both land and hydro-ecological corridors. As for assessing the ecological potential of our property holdings, despite the difficulty of obtaining quality data, we are still committed to addressing this issue and plan to consolidate the data and explore alternative methods<sup>13</sup>. On the other hand, SNCF's decision to stop using glyphosate<sup>14</sup> has been effective since end 2021. Successfully introducing new weed-control trains was a milestone in implementing alternative industrial solutions using organic herbicides. While this has significantly reduced our use of synthetic phytopharmaceuticals, it has also led to a substantial 17% increase in our maintenance costs. We continue to seek and introduce alternatives<sup>15</sup> to conventional weedkillers.

### Individual commitments

Individual commitments	Scope	Indicators	Measurable targets & completion dates	Common commitments
<b>Strategy and stakeholder dialogue</b>				
1) Establish a biodiversity pathway for 2030 and 2050 consistent with the Group's CSR strategy				
1.1 Build our rail group's biodiversity pathway by setting targets linked to land and freshwater ecosystems, using the evolving SBTn approach (assess, interpret/prioritize, etc.)	SNCF	Pathway and associated targets	Pathway defined by and monitoring initiated in 2025	1 - 4 - 5
1.2 Assess the likelihood of having our targets approved as part of the SBTn process	SNCF	Analytical report	Analytical report conducted in early 2025	1 - 4
1.3 Publish an analysis by type of activity of our direct and indirect impacts and dependencies, and of the risks and opportunities related to our value chain	SNCF	Report	Report published at year-end 2024	1 - 3 - 4
1.4 Expand footprint calculations and dependency assessments to all SNCF Group companies	SNCF Géodis Keolis	Footprint calculation and dependency assessment	Published in 2026	1 - 4 - 5
2) Measure, monitor and report on our commitments				
2.1 Refine and supplement our biodiversity action performance indicators <sup>16</sup>	SNCF	Set of performance indicators	Set of performance indicators completed by year-end 2025	3
2.2 Improve current footprint indicators so they more accurately reflect environmental concerns related to rail operations across our entire value chain <sup>17</sup>	SNCF	Footprint indicator	Footprint indicator completed by year-end 2025	3
3) Obtain assistance and share our findings				
3.1 Continue to develop partnerships with associations: contribute to joint projects, request expert advice, understand what is at stake <sup>18</sup>	SNCF	Association partnerships	4 nationwide partnerships in 2024 5 nationwide partnerships in 2025	2 - 9
<b>Address our scope 1 impacts — Reduce the impact on biodiversity of our direct operations</b>				
4) Change the way we do things, especially how we control vegetation				
4.1 Gradually apply our new framework of intervention (shared with the French authorities <sup>19</sup> in 2023-24 as part of their <a href="#">National Biodiversity Strategy</a> )	SNCF Réseau	Percentage of operational units that apply the new framework of intervention <sup>10</sup>	100% by 2027	7
4.2 Calculate the "Biodiv score" <sup>11</sup> of environmental practices at representative TER sites <sup>12</sup> , as part of a partnership with <a href="#">Arthropologia</a>	TER and its subsidiaries	Number of sites with a "Biodiv score"	10 sites by mid-2025 25 sites by mid-2026 <sup>12</sup>	2 - 3
4.3 Revise project specifications to consistently incorporate new sustainable management practices for <sup>13</sup> our green spaces	Gares & Connexions	% of contracts renewed using the new specifications	100% by 2026 (~20 station units concerned)	4 - 5
4.4 Publish a best practices guide to encourage stations to create planted forecourts <sup>14</sup>	Gares & Connexions	Guide	Guide completed by year-end 2024	8
5) Upgrade the existing rail network to better conserve the ecological and sedimentary corridors created by waterways				
5.1 Complete the census of all hydraulic structures that disrupt the ecological corridors created by waterways <sup>15</sup>	SNCF Réseau	Assessment of our hydraulic structures	All assessments completed in 2024—800 remaining (out of the 1.600 censused structures)	5
5.2 Start restoring the waterways <sup>16</sup> identified in the assessment	SNCF Réseau	Waterway restoration projects	All projects identified by mid-2023 completed by 2030 Half the remaining projects under way by 2030	5
6) Upgrade the existing railway network to better conserve land ecological corridors				
6.1 Assess accident-prone areas, identify and list ways to prevent train collisions with large animals	SNCF Réseau	% of assessments performed (collisions and corridor gaps)  Catalogue of solutions	All assessments to be performed by year-end 2025  Catalogue of solutions compiled by year-end 2024	5
7) Evaluate potential for promoting biodiversity on our property holdings				
7.1 Test new methods to evaluate the potential for promoting biodiversity on our undeveloped property assets. Involve environmental non-profits to review and challenge these methods. Use a Geographic Information System (GIS) spatial analysis of this potential by establishing a "green land registry"	SNCF (under the leadership of SNCF Immobilier)	Evaluation method	Produce a weighted index of SNCF Group's property use based on France's Zero Net Land Take (ZAN) classification and nomenclature by year-end 2025	3 - 9
8) Reduce pressure on water resources				
8.1 Reduce our operations' freshwater consumption to alleviate pressure on ecosystems <sup>17</sup>	SNCF	Volume of water consumed	- 10% in 2025 - 25% in 2035 <sup>18</sup>	3 - 4
<b>Take action across our value chain (scopes 2 &amp; 3)</b>				
9) Mitigate our impact on climate change				
9.1 Reduce our GHG emissions (scopes 1 and 2) with our targets approved by France's <i>Agence des participations de l'État</i> <sup>19</sup> and our actions scored by the Carbon Disclosure Project (CDP) <sup>20</sup>	SNCF	GHG emissions	30%* for transport operations 50%* for building operations by 2030  * Relative to 2015 levels	3 - 4
9.2 Continue to issue <a href="#">green bonds</a> (to fund 55% of engineering works) and green commercial papers <sup>21</sup>	SNCF	% of financial products used by SNCF meeting responsible investment criteria	100% by year-end 2025	4
9.3 Identify actions and sites using the IUCN Global standard for Nature-based Solutions (NbS) as our inspiration	SNCF	Number of actions identified	Identify potential actions and sites: 5 sites by year-end 2025	6
10) Reduce the impact of our raw materials consumption				
10.1 Reuse more materials	SNCF Réseau	Share of ballast re-used Share of rails re-used	25% in 2026 <sup>22</sup> 7% in 2026 <sup>22</sup>	4
10.2 Replace creosote with another solution by 2025 and continue to buy traceable PEFC- or FSC-certified French oak for our railway sleepers	SNCF Réseau	% of new sleepers treated with copper oil	100% at year-end 2025	4
<b>Help build the knowledge base and raise awareness</b>				
11) Raise biodiversity awareness among employees and the general public				
11.1 Raise awareness among employees: Offer them <i>La Fresque du Climat</i> workshops (on biodiversity, climate, new narratives, etc.) and our inhouse <a href="#">CSR workshop</a> , which focuses on SNCF's specific concerns	SNCF	% of employees attending the workshops (all SA companies taken together)	5% by 2026	8
11.2 Raise awareness among the general public, especially young people, with the travelling exhibition <a href="#">Tournée climat et biodiversité</a> <sup>23</sup>		Number of cities	12 cities in 2024, with plans to continue thereafter	9
11.3 Encourage employee engagement in environmental projects through the <a href="#">SNCF Foundation's</a> skills-sharing programme	SNCF	Number of employees	1,000 employees involved in environmental skills-sharing in 2025	8
12) Help build the knowledge base				
12.1 Continue our commitment to research and sharing best practices	SNCF	Number of biodiversity research projects	3 theses on the subject by 2025 3 internships or work-study positions per year 1 partner in academia <sup>24</sup> Our contribution to the French Ministry of Ecological Transition's <a href="#">Iltcop</a> research programme <sup>25</sup> (2024-2028) Plus other initiatives if needs are identified	9

1 We now prioritize upgrading and improving the existing rail network rather than building new lines, which minimizes additional pressure on habitat fragmentation.

2 In light of the major impacts and dependencies identified by our materiality analysis, we aim to mitigate both direct impacts, like fragmentation, and indirect impacts through our circular economy, water and climate policies.

3 Geographic Information System (GIS) spatial analysis of the potential by establishing a "green land registry".

4 SNCF Group is the only European railway group that has managed to stop using glyphosate.

5 Examples include sowing of selected plant species on service tracks or installing geotextiles during track renovations.

6 Indicators that enable us to monitor actions on the ground, which we then integrate in the broader, global footprint indicator (vegetation management practices, ecological corridor restoration, site light pollution, etc.).

7 Market indicators: available "global" footprint indicators, such as the Global Biodiversity Score (GBS), currently do not track the impact of habitat fragmentation or ecological corridors.

8 Sponsorship and support.

9 The result of discussions with the French authorities, both local (the Regional Department for the Environment, Planning and Housing (DREAL) and the Departmental Directorate for Territories and Seas (DDTM)) and national (the French Office for Biodiversity (OFB) and the Ministry for the Ecological Transition and Regional Cohesion).

10 Internal directive titled providing guidance on how to handle each specific case (security measures, upgrade works, etc.).

11 We are also gradually establishing environmental diognoses to gain a precise understanding of the stakes.

12 Namely a [pollinator assessment](#), to determine whether our company sites meet the essential needs of pollinators.

13 Each type of green space has specific maintenance requirements, and we adopt a more extensive approach with some. Examples include delayed mowing, annual hedge trimming, creating havens for plants and animals, allowing native plant growth, etc. We may perform random, unannounced checks, especially during maintenance work.

14 The guide is intended for project management teams [project managers and prime contractors]. It includes several factsheets on differentiated green space management and restoring sealed land.

15 Class 2 waterways. Our assessments are based on the SNCF Office for Biodiversity's [Information on Ecological Corridors \(IICE\)](#) method. Projects are then prioritized based on several criteria, including rail-related factors such as upgrade complexity, feasibility, and budget.

16 A first phase of 64 restoration projects – the number of projects for the second phase will be known when we have completed the census (commitment 5.1). Restoration work involves installing fishways, for example for eels in the [Côtes d'Armor](#) and the [Fario trout](#) so that the waterways' can once again act as ecological corridors.

17 We have published a water saving plan and rolled it out across all our SA companies. We have also signed the [Éco d'Eau](#) water conservation charter. Learn more about what we use water for and how our companies are cutting consumption [here](#).

18 Baseline year 2022 – Water consumption estimated at around 5 million cu m.

19 The agency that manages the French State's shareholdings in companies of strategic importance.

20 For our carbon pathway progress report and action plan, see Chapter 9 (pages 152 and onward) of our [NEPS](#).

21 [NEPS](#), page 107.

22 Around ~500,000t.

23 Around ~10,000t or ~90 km of track.

24 Baseline: 165,000 employees, or ~8,000 employees.

25 SNCF has supported *Météo et Climat*, the nonprofit behind *Tournée du Climat et de la Biodiversité*, the travelling science exhibition on climate and biodiversity. SNCF Foundation is one of its largest sponsors. Around 50 employees are involved, through our skills-sharing programme, in launching the exhibition. TVY-intercités organizes workshops on trains run by scientists, who join in for each leg of the trip. Geodis covers transport costs. 10,000 visitors, half of whom were school children, have already taken part in activities organized on the fringes of the exhibition. A digital exhibition is currently being prepared to reach an even wider audience.

26 The [Landscape and Mobilities Chair](#) at the École Nationale Supérieure de Paysage.

27 As part of the Linear Infrastructures and Biodiversity Club (CILB).