Sustainability Report 2026

MOBILITAS Group




Contents

Introduction

Letter from the CEO

Cedric Castro, MOBILITAS CEO

"The 124,060 tCO_2e baseline marks the starting point of the MOBILITAS Group's quantifiable progress towards a more sustainable future."

In 2025, the MOBILITAS Group reached a milestone that has been three years in the making: the completion of our first official Group-wide carbon footprint assessment.

We now have, for the first time, a true benchmark against which to measure our emissions reductions.

A clear picture of our impact

Covering all MOBILITAS subsidiaries, across 103 countries, and drawing on a significantly larger, activity-based dataset, the assessment provides the most accurate and complete picture of our emissions to date: 124,060 tCO_2e per year.

It is the outcome of years of methodical work – the creation of the MOBILITAS compliance framework, the implementation of Group-wide policies, and the strengthening of data collection procedures and infrastructure.

The next steps to a sustainable future

With this baseline, we have set formal, science-based carbon reduction targets aligned with the objectives of the Paris Climate Agreement.

These targets will build on the many initiatives our subsidiaries are already driving at ground level, each tailored to their local operational landscape, all documented in this report.

Our steadfast commitment to the Group's sustainability goals underlies every forward stride MOBILITAS has made since adopting the ESG methodology in 2022.

It has brought us to this milestone, and it is the momentum that carries us forward on our journey to sustainable operations.

Cedric Castro
CEO MOBILITAS Group

About the MOBILITAS Group

The MOBILITAS Group is a French family-owned-and-operated mid-cap conglomerate active in four principal sectors: removals; relocation; records management; and heritage preservation, conservation, restoration, and sharing.

Founded in 1974 by husband-and-wife André and Sarah Taïeb, the company established a firm foothold in France before expanding into Europe, Africa, Asia, the Middle East, and the Caribbean, through a mix of organic growth and strategic acquisitions.

Today, led by the third generation of Taïeb and Castro families, the MOBILITAS Group has a stable of more than 30 international brands, employing approximately 4,340 people in 103 countries at the end of 2025.

MOBILITAS in numbers

+30
Brands

103
Countries

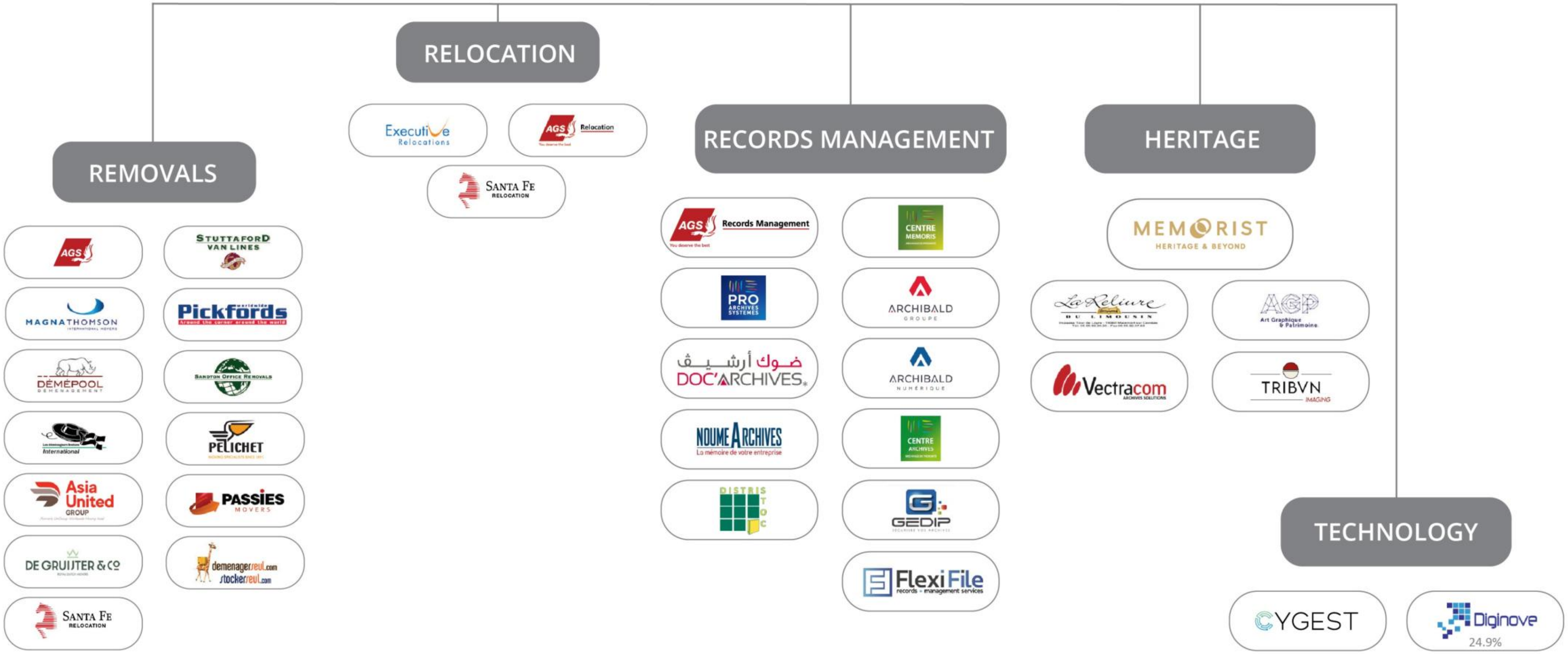
150,000
Moves performed annually

5,440 km
Of linear archives

3,430
Employees

94 million
Pages digitised annually

MOBILITAS brand stable



ESG Management Structure

To embed sustainability into operations, decision making, and risk management across the Group, MOBILITAS has implemented an ESG management system.

Created in line with IFC Performance Standards, particularly PS1 on environmental and social risk management, the system is designed to:

- ☑ Provide accountability and oversight at executive level.
- ☑ Ensure consistent implementation of ESG priorities Group wide.
- ☑ Enable risk identification, mitigation and performance tracking.
- ☑ Support transparent reporting to internal and external stakeholders.

This approach allows MOBILITAS to focus resources on material ESG topics while keeping local actions aligned with Group strategy.

Governance and oversight

The MOBILITAS Board oversees all ESG matters and ensures alignment with the Group's strategic priorities. Ido Barner, MOBILITAS Board Member, manages the ESG agenda with support from the ESG Department.

MOBILITAS has appointed dedicated committees to address key topics, including ESG and Occupational Health and Safety. These committees meet quarterly, bringing together board members and subject-matter experts to strengthen oversight, enable rapid escalation, and support effective decision-making.

The MOBILITAS ESG Committee monitors progress against the agenda and KPIs, providing structured oversight of ESG-related risks and opportunities.

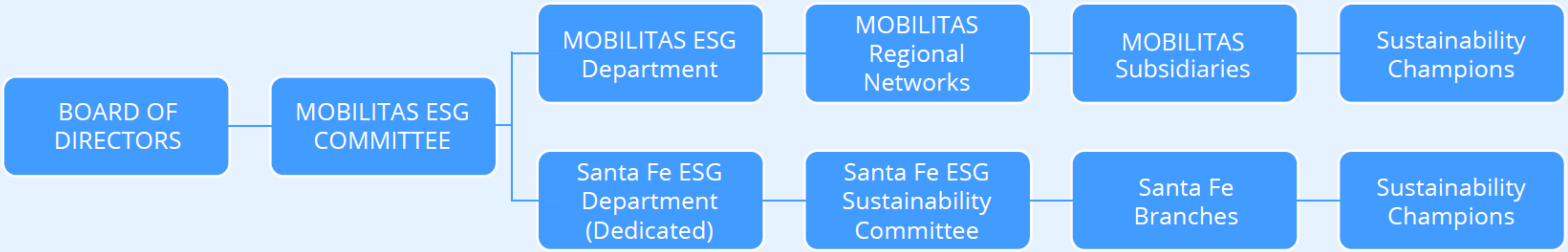
Executive coordination and implementation

The ESG Department coordinates the implementation of the ESG agenda across the Group. It develops tools and guidance, supports branches in implementing ESG actions, and ensures that ESG performance is monitored and reported internally and externally.

Operational ownership

Responsibility for execution sits at branch level, where ESG actions are implemented locally. Network COOs support branches in fulfilling their ESG responsibilities and embedding ESG considerations into day-to-day operations.

MOBILITAS ESG MANAGEMENT STRUCTURE



MOBILITAS ESG COMMITTEE

Cedric Castro
Chief Executive Officer

Odin Kloppers
ESG Coordinator

Ido Barner
ESG Lead & Board Member

Paul Massardier
Chief Operating Officer

Roleen Webber-Green
Executive Assistant

The foundation of our ESG agenda

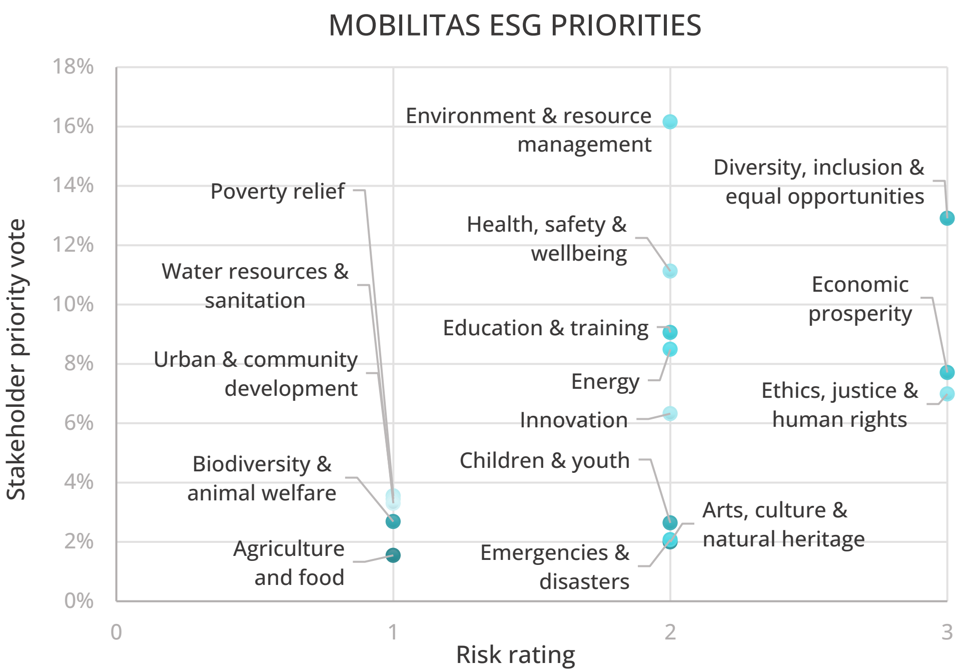
The MOBILITAS Group ESG roadmap prioritises the sustainability goals that matter most to our stakeholders and mitigate Group risk.

1. Environment and resource management
2. Anti-discriminatory practices
3. Health, safety, and wellbeing
4. Education and training

To arrive at these goals, we followed a three-phase process:

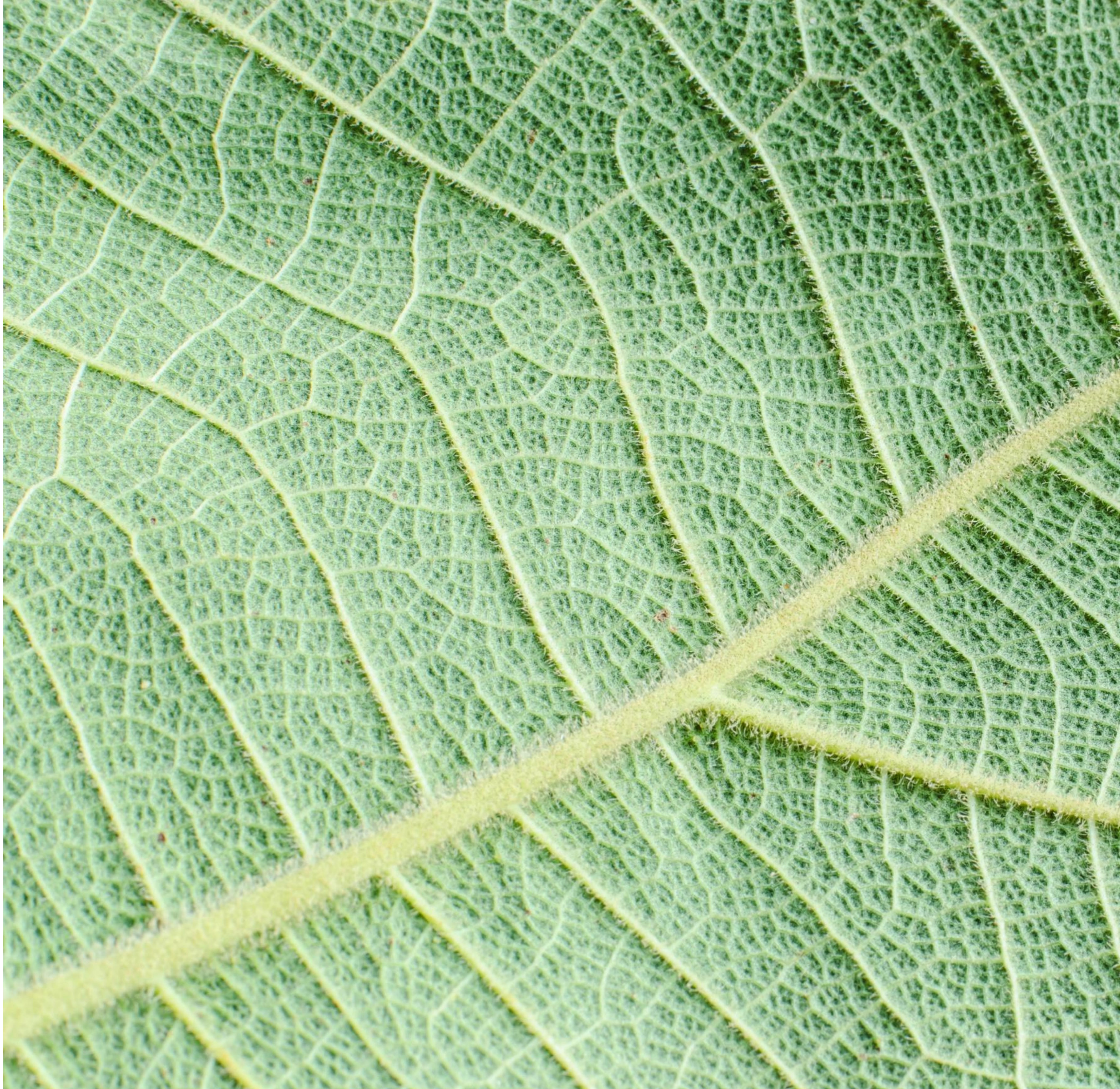
1. Drew up a list of 16 sustainability topics extracted from the UN Sustainable Development Goals (SDGs).
2. Asked our employees, clients, and suppliers to rank each issue according to importance.
3. Conducted a risk assessment to determine the likelihood of each issue and its impact.

The overlap between our stakeholders' priorities and the risk assessment results highlighted the four issues that now form the foundation of our ESG agenda.



The MOBILITAS Group's ESG priorities align best with UN SDGs 8,10, 12 and 13, which we commit to supporting as part of our sustainability agenda.

Environment



MOBILITAS carbon footprint

To better understand our emissions profile and establish science-based reduction targets, we focused on improving data completeness and replacing spend-based estimates with activity-based emissions data.

Data collection improvements

- ☑ 88 subsidiaries reported their fuel, electricity, natural gas, refrigerant, water, and waste consumption, enabling more accurate Scope 1 and Scope 2 calculations.
- ☑ Facilities omitted from the 2024 assessment have now been included, further improving the completeness and accuracy of Scope 1 and Scope 2 reporting.
- ☑ Across the Group, emissions calculations for household goods shipments now use activity-based data, capturing the weight, transport mode, and distance of individual shipments, significantly improving the accuracy of transport-related emissions calculations.

Scope emissions explained

Scope 1: Direct emissions produced by a company, like those from owned or controlled sources such as on-site fuel combustion and company vehicles.

Scope 2: Indirect emissions from purchased electricity, heat, or steam used by the company.

Scope 3: All other indirect emissions that occur in a company's value chain, including activities such as business travel, employee commuting, and product transportation.

- Packaging consumption data was collected for all packaging procured via our Paris office, improving Scope 3 emissions accuracy.
- MOBILITAS subsidiary Santa Fe Relocation identified a data quality issue in their 2024 Scope 3 baseline. An internal review of air freight data confirmed instances of double counting and shipments which should have been recorded as road transport. The restated Scope 3 baseline reduced emissions, from 32,927 tCO_2e to 23,294 tCO_2e.
- Our sustainability AI platform Watershed updated spend-based emission factor datasets. Many factors decreased, reflecting real-world decarbonisation, improved efficiency and updated economic data. As a result, estimated carbon footprints may decrease even where spend remains unchanged, with Watershed reporting a median 2% reduction in 2025.

Watershed Partnership

Watershed is our Sustainability AI platform, supporting the independent assessment, reporting, and management of greenhouse gas emissions.

It is the main platform for carbon accounting, emissions measurement, and sustainability reporting across the Group.

The platform has played a key role in improving data quality, strengthening reporting accuracy, and providing greater visibility of emissions hotspots across the organisation.

2025 results

The MOBILITAS Group's total greenhouse gas emissions for 2025 amounted to 124,060 tCO_2e across all global operations. For a detailed overview of the emissions per country, please see Annex A on p48.

Due to the significant data quality improvements achieved between the 2024 and 2025 reporting periods, MOBILITAS has chosen not to present a direct comparison between the two assessments. Such a comparison could suggest emissions reductions that are primarily attributable to methodological and data quality improvements rather than actual changes in operational performance.

Understanding the numbers

As expected, Scope 3 emissions represent the largest share of the Group's carbon footprint, accounting for 84% of total emissions. Scope 1 emissions account for 9.5%, while Scope 2 emissions represent 6.4%.

Within Scope 3, upstream transportation and distribution (Category 3.4) is the largest contributor, accounting for 52% of the Group's total emissions. This reflects the nature of our operations, which have transport requirements across international supply chains.

Scope 1 emissions remain relatively elevated for the same reason, in particular mobile combustion of diesel and petrol associated with fleet activities and removal operations.

Category		2025	
		Emissions	% of total
Scope 1	Direct emissions from company activities	11,762	9.5%
Scope 2	Indirect emissions from electricity, heat or steam	7,891	6.4%
Scope 3	3.1 – Purchased goods and services	20,685	17%
	3.2 – Capital goods	2,495	2.0%
	3.3 – Fuel & energy related activities	5,685	4.6%
	3.4 – Upstream transportation & distribution	64,612	52%
	3.5 – Waste generated in operations	1,056	0.9%
	3.6 – Business travel	1,237	1.0%
	3.7 – Employee commuting	8,640	7.0%
Total		124,060	

Overview of the MOBILITAS Group's 2025 carbon footprint assessment, covering global operations. A comparison with the 2024 assessment has been omitted, as it would suggest emissions have decreased. However, these gains are due to methodological and data quality improvements rather than actual changes in operational performance.

Carbon reduction goals

Following our 2025 carbon footprint assessment, we are proud to present the MOBILITAS Group's Carbon Reduction Plan.

This roadmap supports our commitment to align our emissions reduction strategy with the Paris Climate Agreement and ultimately achieve Net Zero emissions by 2050.

Targets for 2030

To guide our journey to this long-term goal and ensure credible progress, we have established interim targets aligned with the Science Based Targets initiative (SBTi) Corporate Net Zero Standard.

The Group aims to achieve the following absolute emission reductions by 2030:

- ☑ Reducing Scope 1 and 2 emissions by 24.16% from a 2025 base year.
- ☑ Reducing Scope 3 emissions by 15% from a 2025 base year.

Decarbonising our operations (Scope 1 & 2)

To reduce Scope 1 and 2 emissions we will focus on transitioning our vehicle fleet and improving our facilities' energy performance.

Key initiatives include:

- ☑ Gradually replacing combustion engine vehicles with low- and zero-emission alternatives, starting in the most infrastructure-ready regions.
- ☑ Expanding on-site solar generation where operationally and economically viable.
- ☑ Procuring more renewable electricity, starting in regions where sourcing is the most feasible.
- ☑ Improving our facilities' energy performance through initiatives such as LED lighting, HVAC optimisation, and other upgrades.

These initiatives are already being implemented across our global operations, accounting for local infrastructure, market maturity, and operational needs.

Decarbonising our value chain (Scope 3)

Scope 3 emissions represent 84% of our total footprint, with outsourced transportation (Category 3.4) being the largest contributor at 52%.

Reducing our Scope 3 emissions requires close collaboration with suppliers, customers, employees, and logistics partners.

Our approach prioritises the following areas:

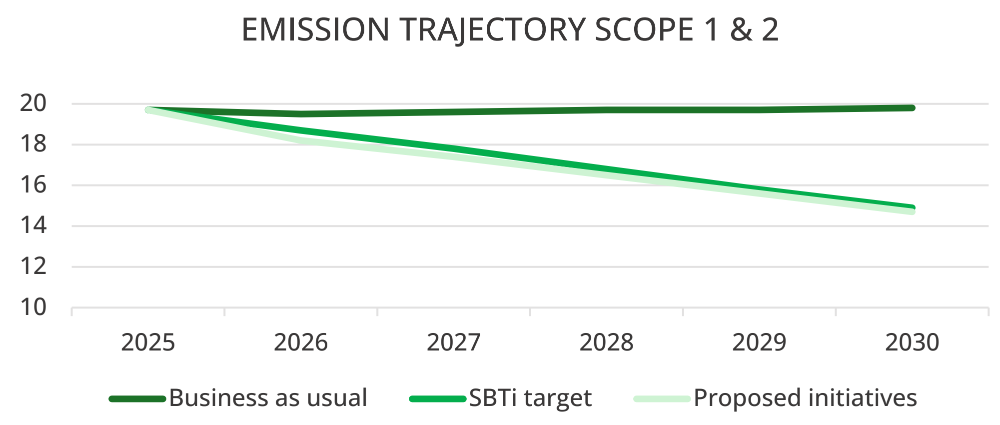
- ☑ **Procurement**: Opting for (packing) materials with recycled content, reducing water consumption via awareness campaigns, and installing water-saving equipment.
- ☑ **Third-party logistics**: Reducing supply-chain emissions by increasing the use of consolidated (groupage) shipments, while actively promoting the carbon benefits to customers. Additionally, shifting to low-carbon transport modes wherever feasible. For example, switching from air to sea and from road to rail or inland waterways.
- ☑ **Waste management**: Utilising reusable crates, blankets, and protective materials more often – particularly in domestic operations – to transition towards a circular packaging model. Also, improving waste segregation practices and increasing recycling rates where feasible.
- ☑ **Business travel & commuting**: Promoting low-carbon travel, including rail, where practical; or the rental of low-emission vehicles; Encouraging more sustainable commuting via public transport and active mobility.

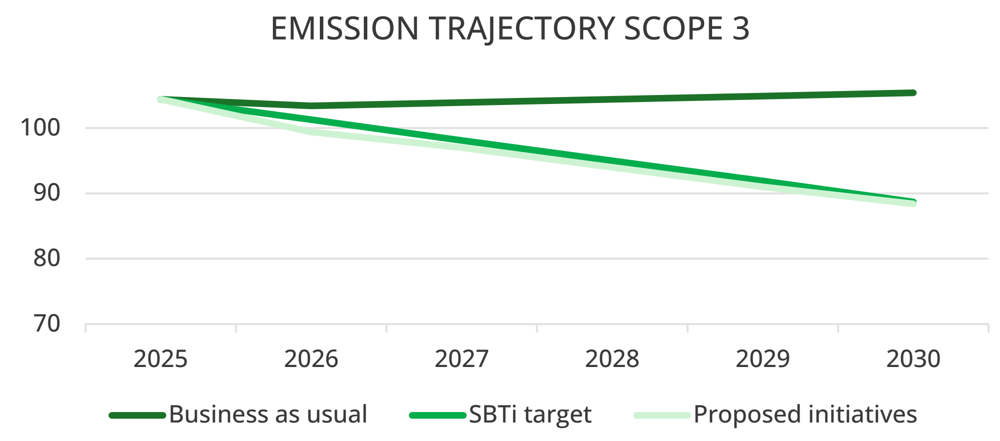
Beyond these changes, we have implemented ESG Awareness Training and Eco-driving training for all staff and drivers to embed sustainability into our daily operations.

Emissions trajectories

In collaboration with our AI sustainability platform, Watershed, we have modelled the expected impact on our 2030 emissions reduction targets.

Progress towards these targets is tracked annually and reported to Group leadership. Emissions data is managed via the Watershed platform, ensuring consistency, transparency, and auditability as we work towards our goals.





Environmental compliance tracker

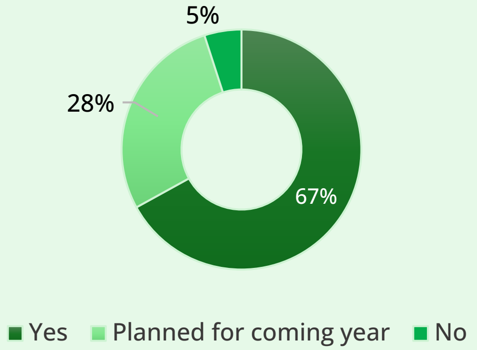
As part of the Group's Quality Management System, MOBILITAS monitors how subsidiaries implement its environmental procedures through an annual compliance questionnaire. This helps the Group understand the impact of its operations and guides subsidiaries in aligning with its sustainability agenda.

In 2025, the questionnaire was completed by more than 60% of MOBILITAS subsidiaries: 39% based in Africa, 33% in Europe, 19% in Asia, and 8% in the Caribbean or a French Overseas Territory. Compliance scores increased by an average of 10% compared with 2024.

Results of the 2025 questionnaire

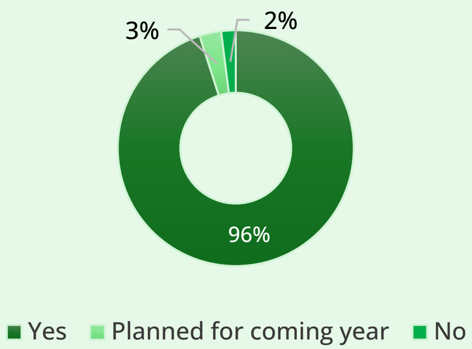
ECO-FRIENDLY OFFICES

RESPONSIBLE RESOURCE USE



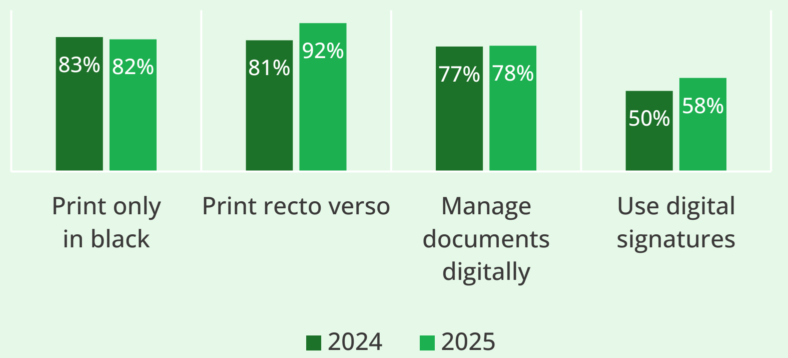
Among respondents, 67% reported having signage promoting responsible water and energy use. 28% plan signage for 2026. These visual reminders reinforce sustainable work habits.

OFFICE CLOSING PROCEDURES



To ensure lights and heating operate only when necessary, subsidiaries must follow an office closing procedure. In 2025, 96% reported this procedure was in place.

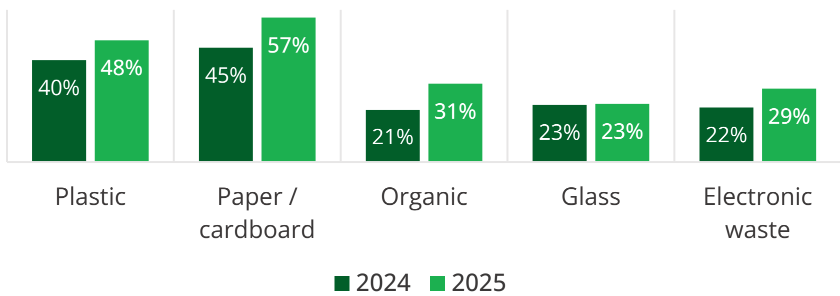
ECO-FRIENDLY PRINTING PRACTICES



In 2025, the number of subsidiaries printing recto-verso grew by 11 percentage points, and the number using digital signatures grew by 8 percentage points.

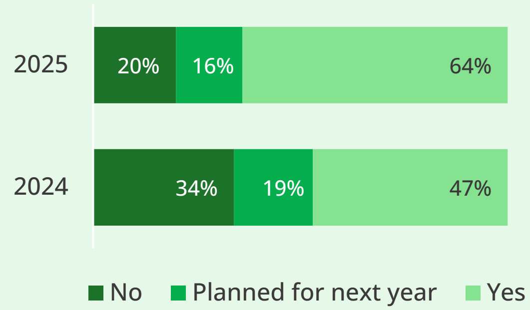
WASTE MANAGEMENT PRACTICES

WASTE SEPARATION BY STREAM



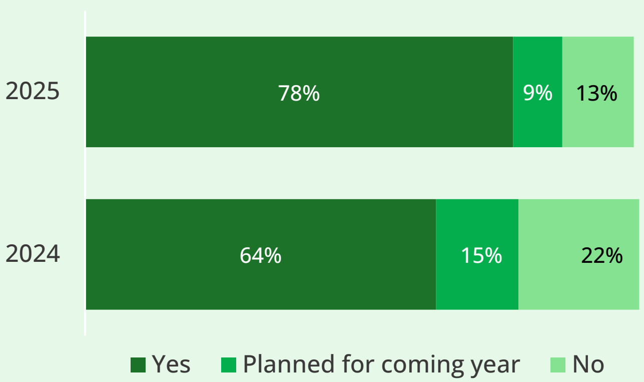
Paper and cardboard remain the most separated waste stream. Nearly all respondents separate paper and cardboard.

SINGLE USE PLASTICS BAN



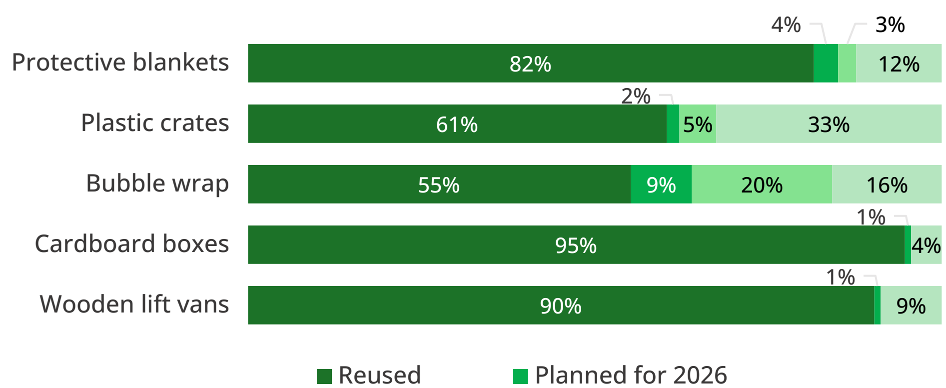
64% of respondents reported banning single-use plastics in their office, up from 47% in 2024.

ELECTRONIC WASTE REDUCTION



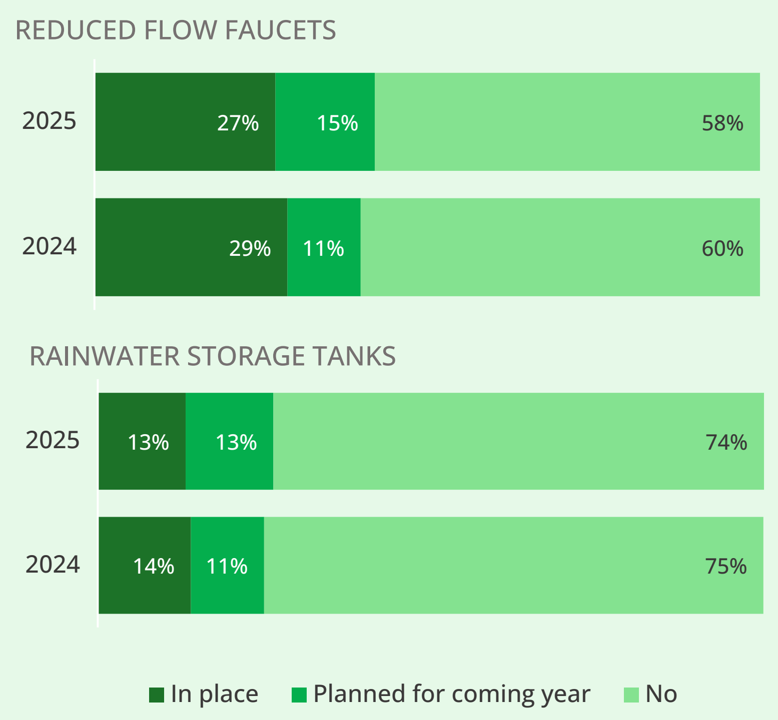
78% of respondents indicated reselling or donating end-of-use electronics, a 13% increase from 2024.

REUSED PACKING MATERIAL



In 2025, we also began monitoring the reuse of bubble wrap, plastic crates, and protective blankets. Reuse of cardboard boxes increased by five percentage points from 2024.

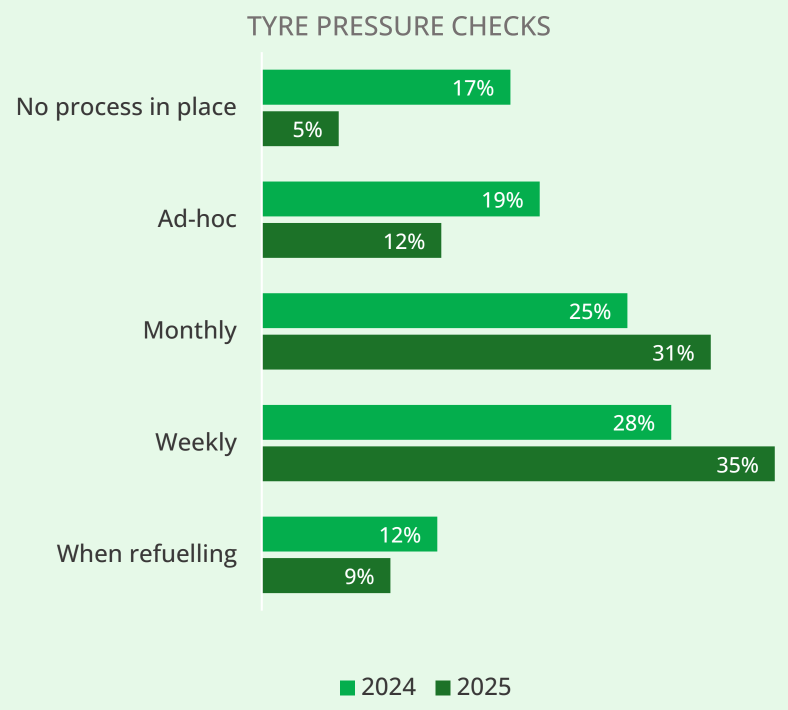
REDUCING WATER CONSUMPTION



MOBILITAS promotes a range of practices to reduce water consumption across its operations. In addition to awareness training and signage, offices are encouraged to install reduced-flow faucets, while warehouses, particularly those washing vehicles, are asked to implement rainwater storage systems.

Between 2024 and 2025, compliance declined slightly. However, the share of branches planning to implement these measures rose by 2 percentage points. In response, the ESG department is strengthening its focus on water reduction initiatives, particularly in regions with high heat-stress levels.

FLEET MANAGEMENT



Regular tyre pressure checks help lower emissions and reduce fleet fuel consumption. In 2025, 87% of respondents report having a process in place to check tyre pressure, an increase of four percentage points from 2024 (8% of respondents reported having no vehicles).

Tyre pressure checks have also become more consistent. 66% of respondents now report conducting weekly or monthly checks. This improvement coincides with the rollout of Eco-Driver Training module. 55% of respondents report having completed the training. A further 32% plan to do so in 2026.

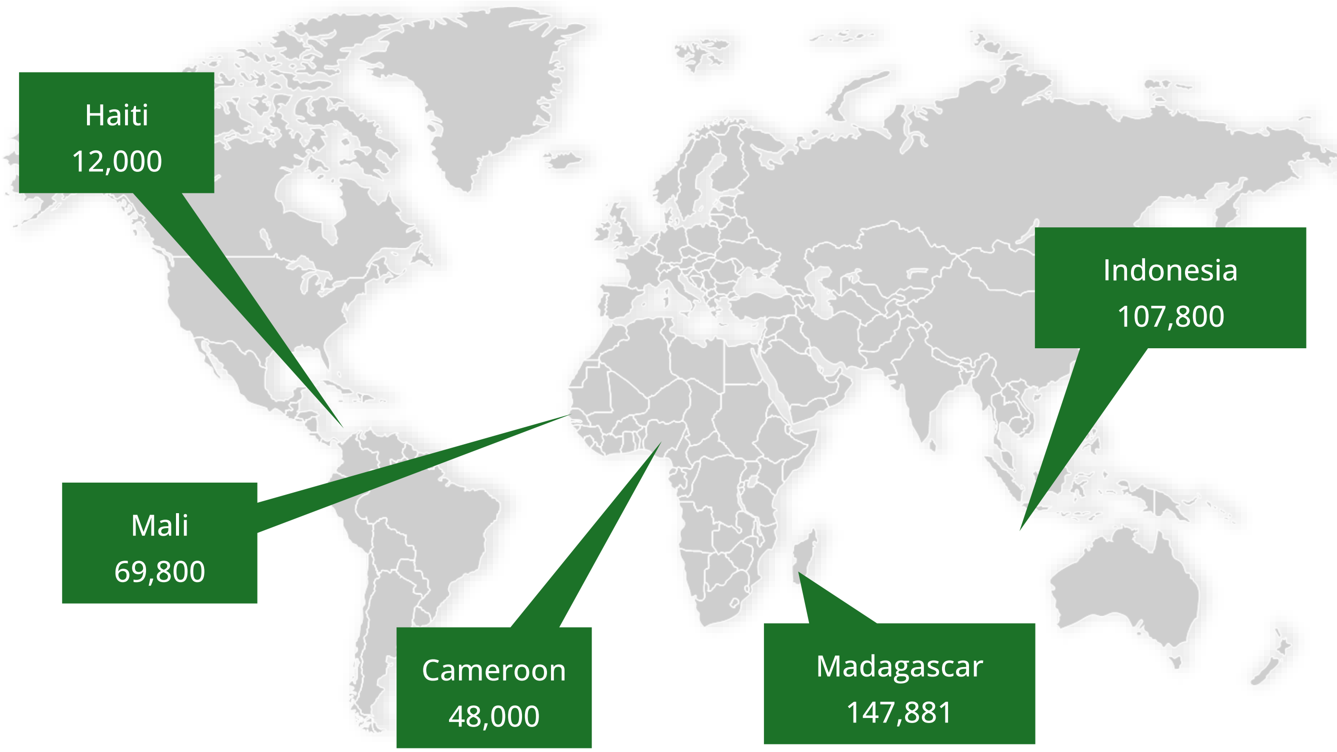
Reforestation with Planète Urgence

In 2025, we celebrated 16 years of partnership with Planète Urgence

As part of their Environmental & Development programme, Planète Urgence restores forests in areas vulnerable to climate change while empowering local communities living close by, helping them develop their economies in a sustainable and resilient way.

Since the start of the partnership, MOBILITAS has contributed to the planting of more than 385,000 trees – initially in Haiti, Indonesia, Madagascar, and Mali, and today in Cameroon.

TREES PLANTED WITH THE MOBILITAS GROUP'S SUPPORT



Cameroon – the FARE project

Cameroon hosts one of the world's richest biodiversity hotspots but faces growing desertification in the north due to population growth and conflict-related migration.

Planète Urgence's FARE project combats desertification around Benue National Park, supporting cashew reforestation by creating cooperatives and training farmers in cashew production and orchard maintenance.

In 2025, the first cashew harvest yielded nearly four tons of nuts – concrete evidence of the initiative's value. Project workers also conducted training sessions on diverse topics:

- ☑ Planting and challenges like pests, livestock damage, drought, and fire.
- ☑ Sustainable harvesting techniques (attended by 50 producers).
- ☑ Commercialisation (attended by 77 producers).
- ☑ Processing cashew apples into juice and syrup (attended by 150 producers, more than half of whom were women).
- ☑ Administrative and financial management (9 sessions provided), resulting in demonstrably improved reporting and action.

In addition, the project established sales committees in two cooperatives and raised awareness for environmental issues, reaching 296 students through a series of school activities and an environmental day.

Solar energy update

Following last year's solar panel installation in Kenya, we are pleased to share the first results of this project, along with updates from other solar installations across the MOBILITAS Group.

After a full year of operation, AGS Kenya and eManage Africa achieved a 58% reduction in grid electricity consumption. Based on these results, the estimated solar panel payback period is 5.7 years, expected in mid-2030.

The Group's Haitian subsidiary also benefits from a solar installation. Together, these sites generate nearly 213 MWh annually, avoiding around 115 tCO_2e.

Further solar installations are planned for 2026, including at the AGS office in Koblenz, Germany, and the Pelichet office in Geneva, Switzerland. Our new warehouse in Corsica, scheduled for completion in 2027, will also be equipped with solar panels.

Both our Kenyan subsidiaries report that the solar installation's main benefit has been improved reliability of electricity, with the system ensuring uninterrupted power during blackouts.

Site	Solar electricity produced (kWh)	Estimated emission reduction (tCO_2e)
AGS Haiti	7,300	3.1
AGS Réunion	152,400	94.5
AAG Guadeloupe	28,084	15.3
AGS London	4,796	0.9
AGS / eManage Kenya	20,559	1.6
TOTAL	213,139	115.4

Electric vehicle update

In 2025, three of our Dutch subsidiaries – AGS Netherlands, Passies, and Royal De Gruijter – added a new electric vehicle (EV) to their fleet.

These vehicles help reduce their CO_2 emissions, align with their ISO 14001 and long-term carbon reduction objectives, and anticipate evolving Dutch legislation, which includes the rollout of zero-emission zones in urban areas.

They are mainly used for service delivery in zero-emission zones and as shuttles in locations where trucks are restricted. Covering around 150–200 km a day – well within their driving range – they have also made longer journeys to England, France, and Germany, demonstrating their operational versatility.

On-site charging stations at each subsidiary serve as their main charging point. These stations can charge up to 10 vehicles at a time, allowing sales staff to charge their company cars as well. This capacity is complemented by an extensive public charging network.

Together, these EVs have reduced operating costs by an average of 38%. AGS Netherlands and Passies procured their vehicles much later in the reporting period, reducing their contributions to the total tailpipe CO_2e avoided accordingly.

Key lessons from this project include the importance of charging planning and active employee engagement to support the shift to electric driving. Looking ahead, these subsidiaries are exploring further fleet electrification and assessing the potential of supplementing grid supply by solar energy generated on site.

Subsidiary	Distance travelled 2025	Estimated CO_2e avoided
 *AGS electric box truck*	2,123 km	876 kg
 *Royal De Gruijter electric van*	13,087 km	4,934 kg
 *Passies electric box truck*	2,151 km	888 kg
Total	**17,361 km**	**6,698 kg**

Subsidiary initiatives

Asia United Group Hong Kong
Circular fashion & waste prevention

Asia United Group Hong Kong continued to support Redress Hong Kong's mission to accelerate the transition to circular fashion. By providing transport solutions for the collection and delivery of second-hand clothing items, the branch contributed to the reduction of fashion industry waste.

AGS Singapore
Coastal ecosystem protection

For the second year running, the AGS Singapore team organised a beach cleanup on Coney Island. By helping remove waste from coastal areas, the team members and their families actively supported cleaner oceans and a healthier natural environment.

AGS Thailand
Urban greening & biodiversity

AGS Thailand pledged over ฿11,500 to the One Million Trees Project. In partnership with the Governor of Bangkok and the FEED Thailand initiative, they continue greening the Bangkok metropolitan area. Over time, the project aims to improve air quality, urban spaces, and community well-being.

AGS Vietnam
Upcycling & community empowerment

AGS Vietnam once again partnered with Mekong Quilts to turn waste into reusable tote bags. Handcrafted by under-privileged women in rural areas of the Mekong Delta, the totes reduce environmental impact, provide an alternative to single-use plastic bags, and provide sustainable income and skills development.

Executive Relocations France
Sustainable commuting

Executive Relocations France encouraged employees to cycle to work by offering a sustainable mobility package. This project promoted healthier lifestyles, reduced carbon emissions, and supported more environmentally friendly commuting.

Vectracom France
Extending the life of specialist equipment

Vectracom reduces waste and conserves resources by extending the lifespan of its specialist audiovisual equipment. Through the maintenance, repair, and reuse of VCRs, scanners, and workstations, the company avoids unnecessary replacements while preserving the technical capabilities required to digitise valuable audiovisual collections.

TRIBN Imaging France
Reducing single-use plastics & promoting a circular economy

TRIBVN Imaging replaced bottled water with office water dispensers and gave employees reusable water bottles, eliminating the need for disposable cups. This simple initiative reduces single-use plastic waste while encouraging more sustainable workplace habits.

TRIBVN Imaging also applies circular economy principles by reusing protective packaging materials, replacing single-use cardboard boxes with reusable plastic crates, and recycling most of its operational waste through dedicated collection channels.

Santa Fe Relocation Group
Thrive @ Work programme to promote employee well-being

Throughout 2025, MOBILITAS subsidiary Santa Fe Relocation delivered its Thrive @ Work programme, promoting employee wellbeing, inclusion, and engagement through a year-round calendar of social, cultural, and awareness initiatives that strengthened team connections.

The programme also recognised key awareness campaigns, including Pride, Black History, and Movember, while encouraging participation in community and environmental initiatives, such as beach cleanups and charity eventsr, fostering a more inclusive, connected, and engaged workplace culture.

AGS Réunion
Waste diversion & resource efficiency

By boosting the recycling of wood and cardboard, AGS Reunion not only reduced the amount of landfill waste but also promoted smarter, more sustainable use of resources. AGS Reunion’s active commitment to protecting the environment sets an example for responsible business practices.

Noble Mobility the Netherlands
Coastal cleanup & active mobility

For the second consecutive year, Noble Mobility participated in a beach cleanup along the Dutch coast. Together with 2,145 other volunteers, they removed 4,633 kg of waste and collected more than 50,000 cigarette butts.

Noble also encouraged employees to cycle to work through a partnership with Lease a Bike. The project not only raised a total of €37,390 across all participating organisations, but also reduced car usage, supported carbon reduction efforts, and promoted healthier commuting habits.

Social

Workforce characteristics

In 2025, MOBILITAS counted 4,430 employees across its global network. The Group maintains a stable workforce, with employee turnover slightly improving to 17%, down from 18% in 2024. Annex B on p52 provides a detailed overview of our workforce.

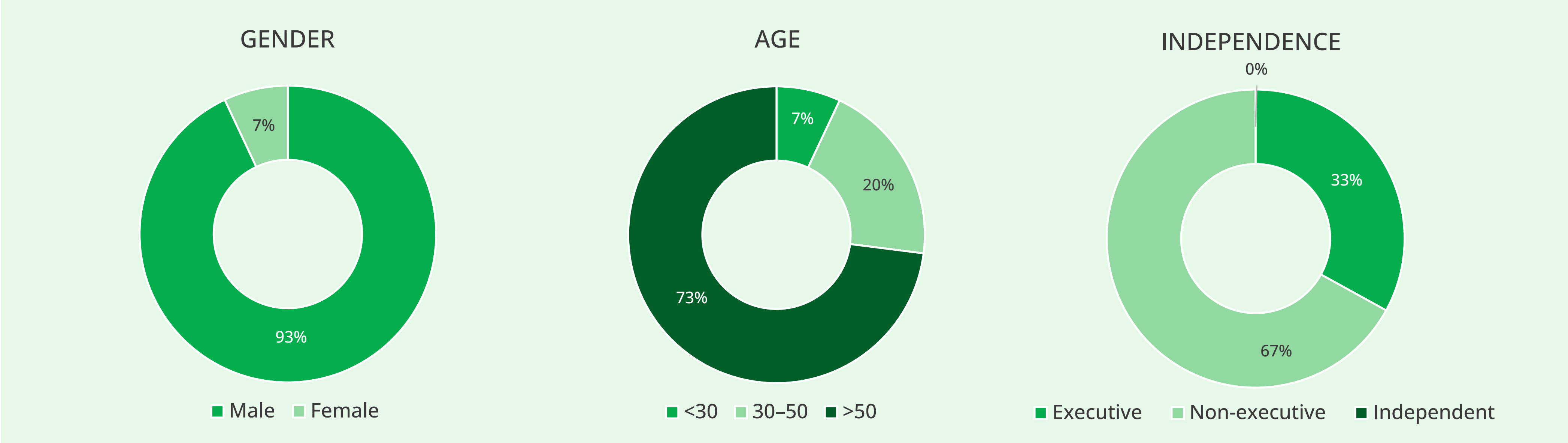
MOBILITAS aims to foster an inclusive environment for all. In 2025, 1.43% of employees were identified as persons with disabilities. This number excludes Santa Fe Relocation staff, as disability data was not yet tracked in 2025.

We recognise this as an area requiring targeted action to ensure adequate support and inclusion, and some of our actions are presented in this report.

Board diversity

The composition of the 15 members of the MOBILITAS Board of Directors is presented below across key diversity dimensions, including gender, age, and independence.

COMPOSITION OF THE MOBILITAS BOARD OF DIRECTORS



Health & safety

The Group-wide Occupational Health and Safety Management System (OHSMS) covers 84% of employees. The remainder fall under a local H&S Management System, in line with the relevant legislation in their country of operation.

Developed in line with IFC Performance Standards, our OHSMS requires subsidiaries to complete an annual risk assessment, implement targeted mitigation plans and report their health and safety metrics.

Across the MOBILITAS Group:

- ☑ No work-related fatalities were recorded during the reporting period.
- ☑ The absenteeism rate due to occupational injury or illness remained stable at 0.3%, consistent with the previous year

COUNTRIES OF OPERATION BY EMPLOYEE HEADCOUNT *

Country	Headcount	% of total workforce
France	1,331	30.65%
South Africa	340	7.83%
India	195	4.49%
Morocco	163	3.75%
United Kingdom	131	3.02%
China	108	2.49%
Germany	106	2.44%
Philippines	96	2.21%
Singapore	92	2.12%
Netherlands	87	2.00%

Country	Headcount	% of total workforce
Hong Kong	82	1.89%
Kenya	77	1.77%
Côte d'Ivoire	74	1.70%
Spain	72	1.66%
Kuwait	65	1.50%
Switzerland	63	1.44%
Indonesia	62	1.43%
Nigeria	55	1.27%
United Arab Emirates	52	1.20%
Other	1,089	25.07%

*Where headcount is 50 employees or more.

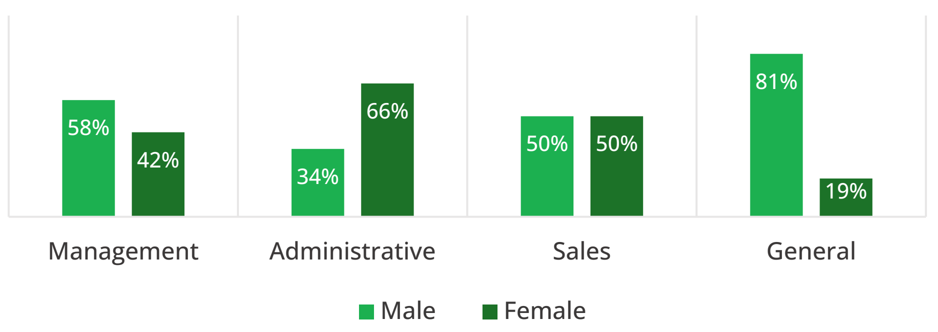
Gender representation

Female employees represented 43.4% of the total permanent workforce across MOBILITAS, a slight decrease from 43.8% in 2024. While overall representation remained relatively stable, trends across individual employee categories are more nuanced.

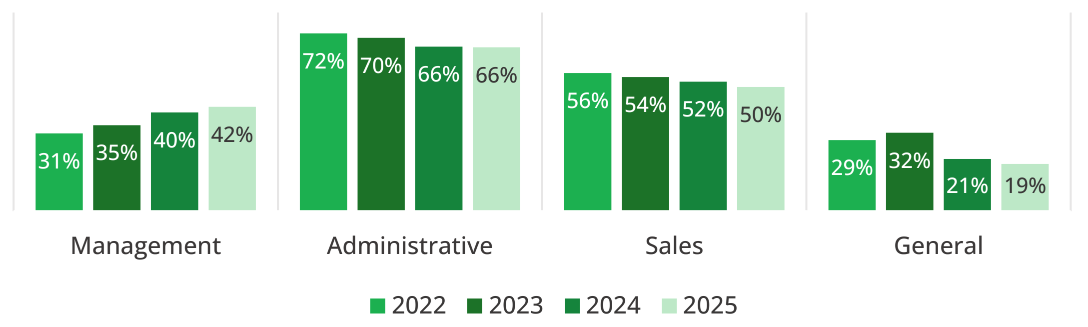
Female representation in management roles increased by 2% year over year, continuing the upward trajectory observed in recent years. Since 2022, the proportion of women in management has risen significantly, from 31% to 42%. This progress accelerated in 2024, following the integration of Santa Fe Relocation, which has a relatively strong female presence in leadership positions. However, this positive trend is also reflected across several other MOBILITAS entities, indicating broader progress within the Group.

Overall, MOBILITAS has made clear progress in improving gender balance in management positions, although challenges remain in operational roles. Addressing these disparities will be an important focus area moving forward. Actions to address these gaps and further promote diversity across the organisation are outlined on the next page.

GENDER REPRESENTATION 2025



FEMALE REPRESENTATION BY CATEGORY



Social compliance tracker

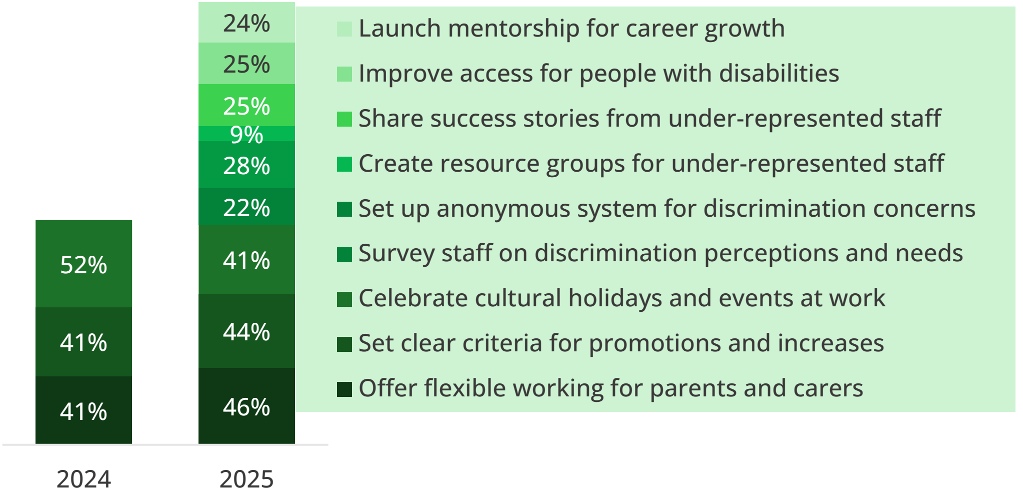
As part of the Group's Quality Management System, MOBILITAS monitors the implementation of the Group's anti-discrimination procedures through an annual compliance questionnaire.

In 2025, the questionnaire was completed by more than 60% of Group subsidiaries. Of the respondents, 39% operate in Africa, 33% in Europe, 19% in Asia, and 8% in the Carribbean or a French Overseas Territory.

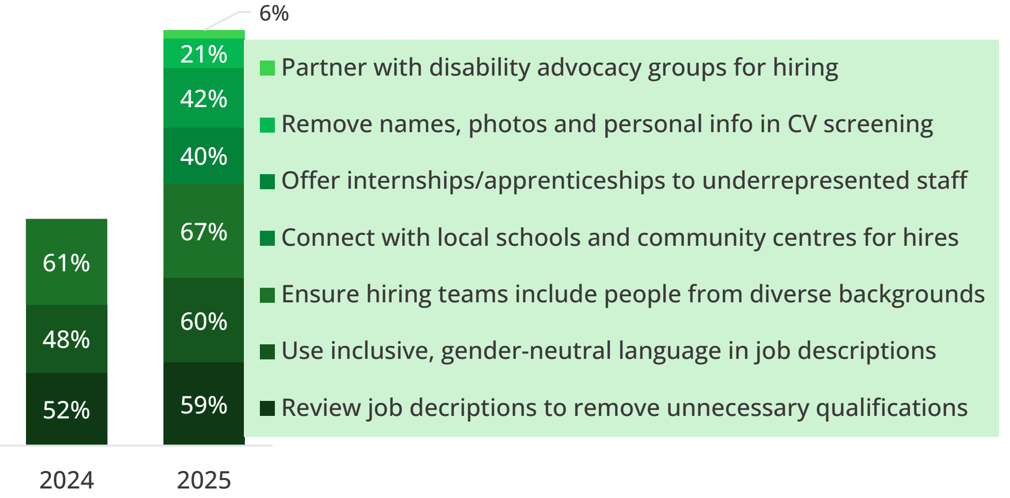
Tracking procedural implementation not only helps us understand the impacts of our operations, but also enables us to drive the MOBILITAS sustainability agenda Group wide, ultimately guiding subsidiaries to closer alignment with Group-recommended practices.

Overall, compliance scores increased by 10% from 2024. The following graphs show the social actions implemented by the subsidiaries.

RESPONDENTS APPLYING ANTI-DISCRIMINATION PRACTICES IN THE WORKSPACE



RESPONDENTS USING ANTI-DISCRIMINATION PRACTICES DURING THE HIRING PROCESS



Training update

Staff training is a cornerstone of MOBILITAS's vision. By ensuring employees have the right skills and tools to perform their roles effectively, we improve job satisfaction and strengthen retention. This approach fosters a capable workforce and enhances the services we deliver to our clients.

Employees can access industry-leading best practices and follow tailored development programmes aligned with their specific roles.

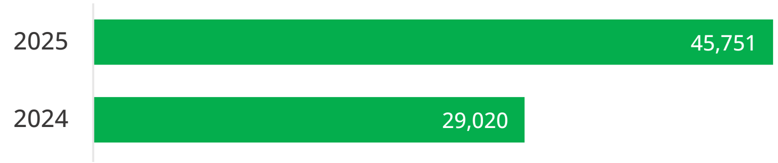
Our dedicated in-house training department provides in-person training, supported by our self-paced online learning platform.

We also belong to various industry bodies, such as FIDI and IAM, to keep our workforce informed of the latest market requirements, trends, and technologies.

Spanning technical, administrative, legal, commercial, and managerial subjects, training modules support all career paths and are accessible wherever MOBILITAS operates worldwide.

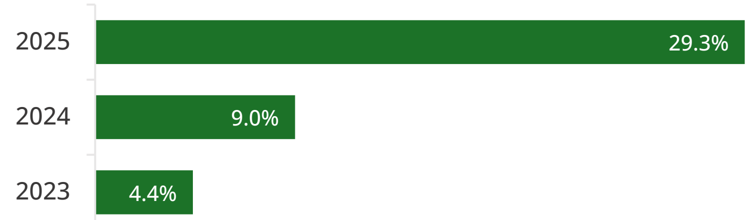
Employees are provided with a standard training package and induction process. In 2025, 90% of staff completed their mandatory training modules.

TOTAL TRAINING HOURS 2025



The acquisition of Santa Fe Relocation in 2024 significantly increased the Group's employee headcount, raising the number of training hours completed accordingly.

SUBSIDIARIES ACHIEVING 12HR-MIN TRAINING



Each MOBILITAS employee is required to complete a minimum of 12 hours' training per year. The share of subsidiaries meeting this requirement has grown substantially.

Subsidiary initiatives

AGS Botswana
Emergency aid for flood victims & access to Education resources

After severe flooding in February 2025, AGS Botswana partnered with Business Botswana to deliver emergency food, water, and hygiene products to affected communities. The team also supplied reading materials to over 30 schools with the Kanye Education Centre, a pro-bono initiative supporting educators, fostering critical thinking and love of reading. AGS managed customs clearance, terminal charges, collection from the Gaborone terminal, and final delivery (90 km).

AGS Mozambique
Youth inclusion & access to education

AGS Mozambique supported local youth by providing transportation for children from orphanages to schools, theatres, and art expos. This initiative, carried out in partnership with the Maluana, Boane, and Katembe orphanages, helps give children access to education, cultural experiences, and the opportunities they might not otherwise have.

AGS Record Management South Africa
Community support & food security

AGS Record Management South Africa raised over R2,700 in partnership with the Pebble Klopperpark Education Centre through their annual Easter drive and food voucher donation programme.

AGS Johannesburg, South Africa
Mandela Day 2025

In celebration of Mandela Day 2025, AGS Johannesburg facilitated the collection, transportation, and delivery of the SCOIN Mandela Art from Sandton to Menlyn Maine, helping bring this treasured collection to life. The exhibition, called The Gallery of Giving, was created in collaboration with the 67 Blankets Foundation and stands as a tribute to Nelson Mandela's legacy of generosity and hope.

Pickfords Removals Gqeberha
Mandela Day 2025: supporting Save-a-Pet adoptions

To mark Mandela Day 2025, the Pickfords Gqeberha team supported Save-a-Pet Adoptions, a local animal rescue organisation. Employees donated essential pet food and supplies before personally delivering them to the shelter, where they spent time interacting with the rescued dogs and cats.

The initiative helped provide much-needed resources for the organisation while bringing comfort and enrichment to the animals awaiting their forever homes.

Stuttaford Van Lines South Africa
Supporting the Smile Foundation 2025

In 2025, Stuttaford Van Lines continued its partnership with the Smile Foundation by providing transportation for its annual "Spinathon" fundraising event, where participants cycle to raise funds to support the Foundation's work.

Stuttaford's Gqeberha team also visited Provincial Hospital to learn more about the Foundation's life-changing work supporting children requiring reconstructive surgery and specialised medical care.

AGS Malaysia
Health & child support

AGS Malaysia donated over €1 000 towards Make a Wish Malaysia, helping children who are ill to fulfil their wishes. This initiative shows AGS Malaysia's commitment to supporting the community and bringing joy and hope to children facing difficult challenges.

Santa Fe Relocation Singapore
Celebrating 60 years through circularity

In celebration of the Singapore office's 60th anniversary, employees highlighted the principles of the circular economy. By repurposing items salvaged from relocations, they designed a themed photo booth and a variety of creative props. The project showcased how materials can be given a second life and encouraged teamwork, creativity, and greater awareness of sustainable practices.

Noble Mobility Group the Netherlands
Support for vulnerable communities

Noble Mobility supported low-income families and communities by supporting the Groene-Hart-Kledingbank charity by volunteering in their warehouses and sorting donated clothing. The charity assisted over 1,600 people in 2025. This initiative not only assisted those in need but also reduced clothing waste and promoted the reuse of pre-loved clothing.

Executive Relocations France
Protection of human Rights

Executive Relocations France partnered with an NGO to offer relocation services for French families established outside France who are victim to domestic and/or intra-family violence. This initiative helped families move to safe environments and rebuild their lives with dignity and support.

Vectracom
Preserving specialist expertise

Vectracom is committed to preserving specialist expertise through mentoring and on-the-job learning. By supporting employee development, the company safeguards highly specialised skills that are becoming increasingly rare and ensures the long-term preservation of cultural heritage.

TRIBVN Imaging
Fostering an engaged workplace

TRIBVN Imaging encourages a culture of continuous improvement by providing a suggestion box for employees to share ideas, raise concerns, and propose improvements.

This initiative gives every employee a voice in shaping the workplace, promotes open communication between staff and management, and supports a collaborative culture built on trust, engagement, and innovation.

AGS Réunion
Emergency support for survivors of domestic violence

AGS Réunion provided hands-on training to students. By assisting in moving operations, they gained practical skills in handling techniques, customer service, and teamwork, enhancing their employability. The Réunion team also provided moving services to the value of €6,000 by supporting urgent moves for women who are victims of domestic violence. Working in partnership with Collectif CEVIF, this initiative helps ensure these women can move to safe environments quickly.

AGS European Traffic Centre
Healthcare fundraising and awareness

The European Traffic Centre took part in a cycling event in aid of the Paediatric Palliative Care Centre, which offers holistic support to children with life-limiting illnesses. The centre received all funds raised from the event, which was organised in partnership with Hope on Wheels, Kaufland, and Hospice Casa Sperantei.

AGS Haiti
Local capacity building

AGS Haiti continued its partnership with École de Logistique Universitaire et Technique (ELUT), providing young people with skills they can use to apply for jobs and helping create future talent for the branch. The programme also built stronger relationships with the community, increasing trust and safety.

Governance

Policy updates

In 2025, we further strengthened the MOBILITAS Group's sustainability framework by harmonising key policies and procedures.

As the foundation of our Environmental and Social Management System (ESMS), the framework is designed to provide clear structure and guidance while remaining flexible enough to accommodate subsidiaries' local context, such as differences in investment feasibility, environmental risks, and labour standards.

Our efforts focused on the following key actions.

Refinement of ESG-related policies

All Group-wide policies are reviewed annually. In 2025, we made the following major ESG-related revisions:

- ☑ **Code of Ethics**: Now includes explicit commitments to human rights and labour standards, as part of our commitment to the UN Global Compact.
- ☑ **Supplier Code of Conduct**: Revised to more clearly define supplier expectations, aligned with the UN Global Compact's Ten Principles for Responsible Business Conduct.
- ☑ **Anti-Bribery, Anti-Corruption and Anti-Trust (ABC-ATC) Procedure**: Updated to clearly define roles and responsibilities for managing ABC-ATC concerns. The procedure is inspired by FIDI's ABC-ATC framework, providing a consistent and robust approach to identifying and managing ABC-ATC risks across all MOBILITAS entities.

Introduction of new ESMS policies

To further align our ESMS with the IFC Performance Standards, we introduced several new Group-wide policies and workflows in 2025. Key additions include:

- ☑ A Group-wide Stakeholder Engagement Plan
- ☑ Internal and External Grievance Mechanisms
- ☑ Different HR policies ensuring compliance with local labour laws and responsible human resource management
- ☑ Policies governing the environmentally and socially responsible acquisition of new projects and the expansion of existing operations
- ☑ A newly designed Occupational Health and Safety Management System
- ☑ A Group-wide Fire Safety Procedure
- ☑ A Group-wide Site Security Procedure
- ☑ A Community Health and Safety Management Plan

All new and revised policies are supported by dedicated training and monitoring tools, enabling implementation tracking Group-wide. We will further refine these policies in 2026 to ensure our ESMS aligns with the IFC Performance Standards.

Expansion of ESG-related training programmes

With the introduction of new Group-wide policies, it is vital to make sure that employees understand their roles and responsibilities. This ensures the consistent implementation of practices across all locations.

In parallel, MOBILITAS aims to raise awareness of actions that staff can take at all levels of the organisation to support our ESG objectives.

In 2025, the following training programmes were introduced or updated:

- ☑ **Eco-Driving Training**: Introduces drivers and fleet managers to eco-friendly driving practices, providing practical guidance to reduce fuel consumption and emissions.
- ☑ **Fire Awareness Training**: Raises awareness of fire risks, prevention measures, and actions staff can take in the event of a fire.
- ☑ **ESG Awareness Training (Updated)**: Expanded to include guidance on Anti-Bribery, Anti-Corruption and Anti-Trust (ABC-ATC) practices and the role of employees in upholding these standards.
- ☑ **On-site Safety and Security Training**: Covers key considerations for branch managers related to fire safety and site security.
- ☑ **IFC Performance Standards Training**: Guides process managers on implementing the IFC Performance Standards.

These courses complement the more than 300 training modules already available on the MOBILITAS training platform. Our training overview ensures that employees in all roles have clear visibility of the courses relevant to their roles.

To further support the implementation of our ESMS, additional training programmes are planned for 2026, including:

- ☑ An ESG training programme for company representatives
- ☑ An HR training programme for branch managers
- ☑ A Health and Safety course for staff
- ☑ A Health and Safety course for branch managers/OHS representatives

Strengthening ESG risk management across the Group

A strong management system relies on identifying, assessing, and mitigating risks across all locations. In 2025, MOBILITAS significantly strengthened and harmonised its ESG risk management practices.

Emergency response planning

As a global organisation, MOBILITAS operates in diverse environments where risks to business continuity may arise at any time. The core of our risk management approach is therefore to proactively identify risks and implement structured emergency response plans. Subsidiaries receive clear guidance on relevant risk categories and how to establish and maintain emergency response plans. This includes the annual review of crisis committee structures, the validation of emergency contact lists, and regular testing of response procedures to assess their effectiveness and readiness.

Topic-specific risk assessments

In addition to emergency-related risks, MOBILITAS also faces operational, social, and environmental risks linked to its day-to-day activities.

Subsidiaries are required to conduct more detailed risk assessments for certain priority topics, such as health and safety and sustainability-related risks. Department managers determine the risks to be assessed at Group level. Subsidiary managers then conduct their assessments using standardised Group-issued templates, ensuring consistency, comparability, and guidance during the process.

Local ESG risks & actions

In 2025, more than 130 MOBILITAS locations completed a subsidiary-specific ESG Risk Assessment and developed an action plan to address the identified risks. The results of these assessments were consolidated at Group level to identify common risk patterns and mitigation strategies.

Highest rated sustainability risks across all subsidiaries, and the three mitigation actions applied most frequently:

Heatwaves

1. Installing blinds or curtains to block out heat during the day. (41x)
2. Providing shaded outdoor spaces for employees working outside, like planting trees to provide natural cooling. (38x)
3. Educating staff on heatwave risks and protective measures, such as recognising heat-related illnesses and their symptoms. (37x)

Fuel consumption

1. Checking tire pressure regularly to maintain optimal fuel efficiency. (60x)
2. Consolidating deliveries and client/assignee visits to reduce the number of journeys. (57x)
3. Using route optimisation tools like Google Maps or Waze to minimise travel distances and congestion. (55x)

Ensuring supplier compliance with E&S standards

1. Completing the E&S assessment in the Supplier Evaluation Form to assess supplier E&S performance. (47x)
2. Establishing a clear escalation process for suppliers to raise concerns of non-compliance with E&S standards. (38x)
3. Ensuring suppliers sign the Supplier Code of Conduct, which outlines expectations for E&S performance and ethical behaviour. Discussing sustainability efforts with suppliers, to foster sustainable practices. (32x)

Waste disposal

1. Educate staff on waste management practices. (47x)
2. Replace disposable items (such as single-use plastic cups, cutlery, or straws) with reusable alternatives. (37x)
3. Conduct a waste audit to identify and reduce unnecessary waste. (30x)

Employee wellbeing

1. Recognising and rewarding staff achievements to boost morale. (55x)
2. Supporting career development through training and mentorship, for example by implementing annual training requirements. Celebrating cultural milestones to create a supportive environment. (46x)
3. Organising team-building activities to enhance employees' social connections, for example through subsidiary CSR initiatives. (42x)

Cardboard / paper consumption

1. Reusing operational cardboard boxes in good condition to cut costs and waste. (65x)
2. Educating staff on responsible paper use through the ESG Awareness Training. Mandating recto-verso printing and using black ink only. (57x)
3. Monitoring annual paper and cardboard purchases to track consumption. (55x)

Tools to monitor subsidiary compliance / performance

The MOBILITAS Group monitors ESMS performance across multiple channels.

ESG programme requirement	Monitoring method
Communicate ESG policies with staff	Procedure signature list
Evaluate suppliers' ESG performance	Supplier Evaluation Form
Conduct ESG risk assessment, make action plan	Template completion
Complete mandatory training materials	Group training platform
Submit activity data for carbon footprint (electricity, fuel, water consumption, etc.)	MOBILITAS Carbon Tracker
Report compliance with ESG policies	Compliance Questionnaire
Report key HR metrics (diversity, health & safety, employment contracts)	Key HR Metrics Report

Initiatives planned in 2026 to further improve subsidiary compliance monitoring:

- ☑ Upgrading existing tools and introducing new tools
- ☑ Introducing an ESG Dashboard, allowing subsidiaries to monitor their performance over time and take charge of their sustainability journey.
- ☑ Adding subsidiary-specific SMART ESG objectives to all management reviews

Governance compliance tracker

As part of the Group's Quality Management System, MOBILITAS monitors the implementation of the Group's ethical business practices procedures through an annual compliance questionnaire. The following graphs show the governance actions implemented by the subsidiaries across the Group.

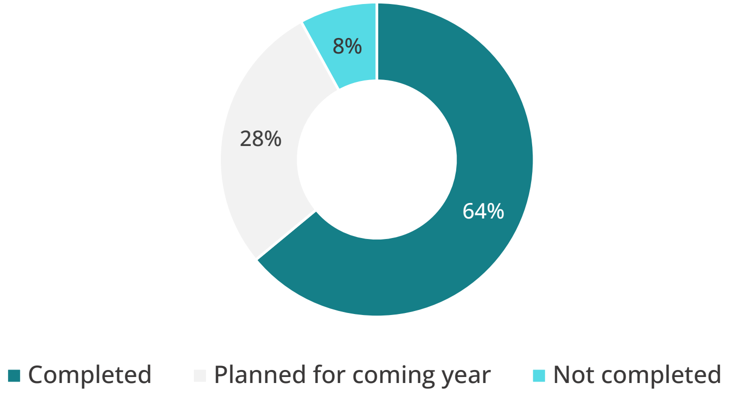
The questionnaire has been completed by more than 60% of subsidiaries. Of the respondents, 39% are based in Africa, 33% in Europe, 19% in Asia, and 8% in the Caribbean or a French Overseas Territory.

Monitoring procedural compliance not only helps to understand the impacts of the Group's operations but also enables MOBILITAS to drive its sustainability agenda Group wide, ultimately guiding subsidiaries to closer alignment with Group-recommended practices. Overall, we saw a 10% increase in compliance scores between 2024 and 2025.

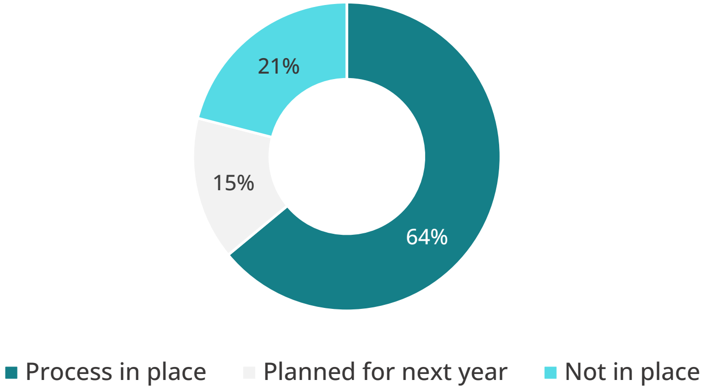
In addition to the mandatory ESG awareness training for all employees, all subsidiary managers must complete the Competition Law Compliance Programme Training annually.

In 2025, MOBILITAS also began monitoring whether subsidiaries had an approval process in place for the acceptance of gifts, hospitality, and expense payments, further reducing the risk of unethical business practices.

SUBSIDIARY MANAGERS COMPLETING COMPETITION LAW TRAINING



IMPLEMENTING APPROVAL PROCESS FOR ACCEPTING GIFTS



Stakeholder engagement

Stakeholder engagement at MOBILITAS focuses on clear, practical communication around sustainability topics that are directly relevant to our activities.

In 2025, we developed a Stakeholder Engagement Plan, identifying the Group’s key stakeholder groups, their interests, and the ways in which we engage with them. This plan provides a structured framework to ensure consistent and appropriate engagement across the organisation.

Following last year’s sustainability report, we organised an internal webinar to present and explain our sustainability initiatives to employees. The webinar, which aimed to increase awareness, improve understanding of our sustainability performance, and create internal alignment, was held twice, at various times, to cover all time zones.

Among participants, two out of three reported that the webinar increased their understanding of our sustainability initiatives. As 100% said they would recommend the webinar to a colleague, it will be held annually going forward.

In addition, we developed Sustainable Living Guides for clients using our relocation services. These guides provide practical information to support more sustainable choices in daily life, including public transport options, a list of local thrift stores, and recycling requirements. Their aim is to help assignees reduce their environmental impact during their move and in their new host country.

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This sustainability guide is provided to assignees relocating to the Netherlands with the support of Executive Relocations. Guides have been produced for all the Group’s global mobility brands and can be requested for new locations as required.

Certifications & awards

The following external bodies hold the MOBILITAS Group and its subsidiaries accountable.

- **ISO 14001 – Environmental management**: Renewed by Noble, Santa Fe Relocation (Group), AGS Germany, AGS Records Management Germany, AGS Paris, and Districtoc Romania.

- **ISO 27001 – Information security management**: Renewed by Executive Relocations France, AGS Records Management France, AGS Records Management Germany, Districtoc Romania, and Cygest, the Group's software development company.

- **ISO 9001 – Quality management**: Renewed by the MOBILITAS Group head office, achieved by 126 subsidiaries.

- **CDP (formerly known as the Carbon Disclosure Project)**: Renewed by the MOBILITAS subsidiary Santa Fe Relocation in 2025 with a final rating of C.

- **EcoVadis – internationally recognised corporate sustainability provider**: Renewed in 2025 by AGS Netherlands, Santa Fe Relocation Paris, Executive Relocations France, Santa Fe Relocation (Group), Executive Relocations Africa, AGS Paris, AGS Records Management France, AGS Dubai, and AGS Germany.

- **UN Global Compact (UNGC)**: Requires members to report annually on their progress in aligning their strategies and operations with the universal principles governing human rights, labour, the environment, and anti-corruption, as well as the actions taken to advance societal goals. As a UNGC member, MOBILITAS has been compliant with the UNGC guidelines since 2009.

AMCHAM Impact Award (Silver)

The AGS Thailand team was recognised at the 2025 American Chamber of Commerce Thailand's Impact Awards for their commitment to sustainable business practices and corporate social impact. The award honours the team's impactful contributions to the One Million Trees programme, a key initiative for a greener, more resilient future.

Progress

2025 in review

In our previous Sustainability Report, we outlined our objectives for 2025. The table below illustrates our progress in achieving them.

Goal	Status	Comments
Improve carbon footprint assessment to set formal baseline.	**Completed**	The 2025 carbon footprint assessment showed large improvements in data quality and completeness. As such, it serves as the formal baseline year for MOBILITAS's carbon reduction trajectory.
Develop and implement carbon reduction targets.	**Completed**	MOBILITAS formally adopted a Carbon Reduction Plan that includes short-term emissions reduction targets and a long-term commitment to align its decarbonisation pathway with the goals of the Science Based Targets initiative (SBTi).
Further improve how subsidiaries report their sustainability performance to the ESG department to improve Group understanding and support of local sustainability actions.	**Completed**	Implemented tools to monitor subsidiary performance, including a compliance questionnaire, the branch compliance portal, and the MOBILITAS Carbon Tracker.
Improve supply chain management by introducing a new supplier Code of Conduct, improving the supplier evaluation form, and implementing a supplier sustainability questionnaire.	**Partially completed**	Updated Supplier Code of Conduct in line with the UN Global Compact's standards for ethical business practices. Introduced new ESG criteria to help subsidiaries assess supplier ESG performance. Planned sustainability questionnaire for suppliers, implementation still pending.

Goal	Status	Comments
Introduce additional sustainability training modules, communication materials, and educational webinars to improve organisational understanding of ESG.	Completed	Launched several new ESG training programmes, including the Eco-driving course, IFC Performance Standards course, and an internal sustainability report webinar.
Help subsidiaries run more CSR initiatives.	Completed	Reported 26 CSR initiatives in 2025, compared to 18 in 2024.
Develop sustainable-living guides to help assignees make sustainable choices in their destination countries.	Completed	Developed guides for sustainable living in seven key countries.
Partner with a foodbank network to standardise donation of HHG across the Group.	Partially completed	Formalised a partnership with the Global Foodbanking Network, currently piloted across 8 locations, with full deployment planned in 2026
Study feasibility of using more eco-friendly shipping options, such as biofuel for sea freight.	Partially completed	Studied the use of biofuels and innovative shipping solutions like wind energy. Formal Group-wide shipment-emission-reduction policies in progress.
Finalise the MOBILITAS Carbon Tracker, to help branches manage their emissions.	Completed	Launched the MOBILITAS Carbon Tracker, helping 13 branches calculate activity-based emissions and design emissions reduction trajectories.
Update MOBILITAS Anti-Bribery and Corruption and Anti-Trust Charter (ABC-ATC).	Completed	Redesigned ABC-ATC includes industry best-practice examples (FIDI) across all branches. Compliance monitoring and procedural training now in place.

2026 objectives

The MOBILITAS Group commits to advancing our ESG agenda on every front in the coming year.

- ☑ Formalise Group-wide ESG KPIs to be tracked across all locations.
- ☑ Improve the data quality of the Group's carbon footprint assessment by launching the MOBILITAS Carbon Tracker across all locations.
- ☑ Further improve the MOBILITAS Carbon Tracker tool to facilitate the data reporting process for our branches.
- ☑ Finalise the pilot phase with donation partner Global Foodbanking Network and deploy this service across all relevant locations.
- ☑ Introduce an enhanced Group grievance mechanism that enables anonymous reporting and includes a dedicated process for handling GBVH cases.
- ☑ Implement a Resource Efficiency Action Plan, aligned with the Group's reduction targets.
- ☑ Publish an Advanced ESG training, supporting company representatives to share our sustainability approach.
- ☑ Publish an HR training for subsidiary managers to ensure HR requirements are communicated effectively across all locations.
- ☑ Publish two new OHS trainings, ensuring all staff is aware of the relevant health and safety procedures for their role.
- ☑ Introduce a subsidiary ESG dashboard, so each subsidiary can track their sustainability performance over time and take charge of their own impacts.
- ☑ Implement SMART ESG objectives as a new requirement in the branch management review.
- ☑ Conduct a Double Materiality Assessment in line with the revised ESRS.
- ☑ Fully align the Group's ESMS with the IFC Performance Standards.

Index – UN SDGs contributions

As outlined in *the Foundation of our ESG agenda (p8)*, the MOBILITAS Group has prioritised actions that support four specific UN Sustainable Development Goals (SDGs): The indexation below outlines how our 2025 initiatives support these goals directly.

SDG 8: Decent Work and Economic Growth

SDG 10: Reduced Inequalities

SDG 12: Responsible Consumption and Production

SDG 13: Climate Action

Annex A – emissions per country of operation

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of group total
Albania	13.90	0.02%
Algeria	172.47	0.21%
Angola	379.37	0.47%
Aruba	157.23	0.19%
Austria	266.37	0.33%
Bahrain	36.36	0.04%
Belgium	1,367.98	1.68%
Benin	136.44	0.17%
Bonaire	92.05	0.11%
Bosnia & Herzegovina	155.84	0.19%
Botswana	245.17	0.30%
Brazil	18.95	0.02%
Bulgaria	470.60	0.58%
Burkina Faso	184.38	0.23%
Burundi	116.64	0.14%

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of Group total
Cabo Verde	61.98	0.08%
Cambodia	215.78	0.26%
Cameroon	443.12	0.54%
Central African Republic	48.21	0.06%
Chad	269.03	0.33%
China	4,865.83	5.97%
Comoros	29.15	0.04%
Congo – Brazzaville	418.72	0.51%
Congo – Kinshasa	276.83	0.34%
Côte d'Ivoire	1,159.60	1.42%
Croatia	273.00	0.33%
Curaçao	310.67	0.38%
Czechia	420.14	0.52%
Djibouti	8.69	0.01%
Egypt	445.02	0.55%

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of group total
Equatorial Guinea	164.78	0.20%
Eswatini	178.45	0.22%
France	31,835.09	39.06%
French Guiana	764.00	0.94%
French Polynesia	457.02	0.56%
Gabon	621.18	0.76%
Gambia	85.94	0.11%
Germany	3,355.94	4.12%
Ghana	438.24	0.54%
Guadeloupe	579.65	0.71%
Guinea	803.40	0.99%
Guinea-Bissau	60.94	0.07%
Haiti	103.15	0.13%
Hong Kong	1,760.81	2.16%
Hungary	271.28	0.33%
India	4,697.99	5.76%
Indonesia	1,110.64	1.36%

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of Group total
Italy	100.90	0.12%
Japan	222.72	0.27%
Kenya	2,390.86	2.93%
Kosovo	38.22	0.05%
Kuwait	191.67	0.24%
Laos	37.81	0.05%
Lesotho	178.09	0.22%
Liberia	156.60	0.19%
Madagascar	461.68	0.57%
Malawi	288.96	0.35%
Malaysia	812.56	1.00%
Mali	243.63	0.30%
Martinique	883.83	1.08%
Mauritania	483.24	0.59%
Mauritius	383.49	0.47%
Mayotte	207.91	0.26%
Montenegro	35.07	0.04%

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of group total
Morocco	1,531.49	1.88%
Mozambique	655.56	0.80%
Myanmar	31.11	0.04%
Namibia	302.52	0.37%
Netherlands	5,807.92	7.13%
New Caledonia	574.01	0.70%
Niger	479.92	0.59%
Nigeria	1,116.76	1.37%
North Macedonia	33.86	0.04%
Oman	40.33	0.05%
Philippines	1,315.49	1.61%
Poland	594.96	0.73%
Portugal	643.43	0.79%
Qatar	128.66	0.16%
Réunion	2,627.41	3.22%
Romania	2,406.81	2.95%
Russia	734.19	0.90%

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of Group total
Rwanda	338.96	0.42%
Saint Martin & Sint Maarten	144.98	0.18%
São Tomé & Príncipe	24.29	0.03%
Senegal	733.86	0.90%
Serbia	70.56	0.09%
Seychelles	14.51	0.02%
Sierra Leone	36.27	0.04%
Singapore	2,295.73	2.82%
Slovakia	204.79	0.25%
South Africa	13,942.65	17.11%
South Korea	365.52	0.45%
South Sudan	2,815.14	3.45%
Spain	1,741.42	2.14%
Sudan	14.48	0.02%
Switzerland	2,246.22	2.76%
Taiwan	228.20	0.28%
Tanzania	253.57	0.31%

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of group total
Thailand	1,607.66	1.97%
Togo	542.91	0.67%
Tunisia	309.48	0.38%
Uganda	859.65	1.05%
Ukraine	52.74	0.06%

Country of operation	Total GHG emissions Market-based (tCO_2e)	GHG emissions Share of Group total
United Arab Emirates	2,447.09	3.00%
United Kingdom	4,478.44	5.49%
Vietnam	550.79	0.68%
Zambia	967.74	1.19%
Zimbabwe	282.58	0.35%

If you have any questions about this document, please email us at esg@mobilitas.org.