

MOBILITAS

Environmental Sustainability Procedure



CREATION AND MODIFICATIONS

VERSION	WRITTEN BY	VERIFIED BY	APPROVED BY	EVOLUTION	ACTIVITIES	DIFFUSION
V1	O. KLOPPERS ESG Coordinator 06/06/2024	R. WEBBER-GREEN Executive Assistant 06/08/2024	C. CASTRO CEO 19/08/2024	Creation	All	External
V2	O. KLOPPERS ESG Coordinator 18/08/2025	A. BURDAIRON Deputy Quality Manager 18/08/2025	I. BARNER Executive Vice President 18/08/2025	Renewal	All	External
V3	O. KLOPPERS ESG Coordinator 03/07/2025	R. WEBBER-GREEN Executive Assistant 08/07/2026	I. BARNER Executive Vice President 09/07/2026	Renewal	All	External

PROCEDURE:

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ENVIRONMENTAL SUSTAINABILITY STATEMENT

The MOBILITAS Group recognises that a sustainable environment is essential to both our daily lives and our business operations. This Environmental Sustainability Procedure formalises our commitment to protecting the environment, conserving natural resources, preventing pollution, and continually improving our environmental performance.

As part of the Group's Environmental and Social Management System (ESMS), this procedure outlines our approach to environmentally responsible business practices and defines the roles and responsibilities necessary to support effective environmental management across our operations. Our processes are designed to align with recognised international standards and best practices, including the International Finance Corporation IFC Performance Standards, particularly IFC PS3.

The MOBILITAS Group is committed to conducting its activities in an environmentally responsible manner and to minimising the environmental impact of its operations. To support this commitment, we will:

- a. Monitor and manage our environmental performance and work to reduce adverse environmental impacts.
- b. Reduce the consumption of natural resources, including energy, water, and materials, through efficient operational practices.
- c. Minimise pollution and greenhouse gas emissions, particularly those resulting from vehicle operations, energy use, and business travel.
- d. Promote the reuse, recycling, and responsible disposal of waste to reduce waste sent to landfill.
- e. Identify opportunities to improve energy efficiency and increase the use of renewable energy sources where feasible.
- f. Measure and work to reduce greenhouse gas emissions across Scope 1, Scope 2, and relevant Scope 3 categories.
- g. Protect the natural environment and support biodiversity in the areas where we operate.
- h. Reduce the use of harmful substances where practical and promote environmentally responsible management of our facilities and equipment.
- i. Comply with all applicable environmental legislation, regulations, and relevant industry best practices.
- j. Encourage suppliers and partners to uphold high standards of environmental performance.
- k. Communicate our environmental performance through relevant internal and external reporting.

Through these actions, the MOBILITAS Group aims to contribute to global climate objectives aligned with the [United Nations Paris Agreement \(2016\)](#) and is working towards achieving net-zero emissions by 2050. Aligned with the Science Based Targets initiative (SBTi) Corporate Net Zero Standard V2.0, the Group aims to achieve the following absolute emission reductions by 2030:

- The MOBILITAS Group commits to reduce Scope 1 & 2 emissions 24.16% by 2030 from a 2025 base year.
- The MOBILITAS Group commits to reduce Scope 3 emissions 15% by 2030 from a 2025 base year.

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SCOPE

This Procedure applies to all operations and activities under the operational control of the MOBILITAS Group. It covers all employees and contracted workers across MOBILITAS subsidiaries.

Certain commitments outlined in this Procedure also extend to the Group's supply chain. Where applicable, specific requirements are formally communicated to suppliers through the respective brand-specific Supplier Codes of Conduct.

ROLES AND RESPONSIBILITIES

The following roles and responsibilities have been identified to ensure the implementation of the Environmental responsible practices:

- **The MOBILITAS Group's ESG Committee** reviews the Group's environmental performance at a consolidated level. The Committee meets at least twice per year to assess progress, identify areas for improvement, and ensure alignment between the Group's strategy and its environmental objectives. The ESG Committee members include:
 - The Chief Executive Officer of the MOBILITAS Group
 - The Chief Operating Officer of the MOBILITAS Group
 - A member of the MOBILITAS Group Board
 - The Executive Assistant to the Chairman of the MOBILITAS Group
 - The ESG Coordinator of the MOBILITAS Group
- **The MOBILITAS Group's ESG Department** oversees the group-wide implementation of this Procedure, provides guidance and tools to branches, and consolidates environmental performance data at Group level. The department can be contacted via esg@mobilitas.org.
- **Branch Managers** hold primary responsibility for the local implementation and ongoing compliance with this Procedure. They may seek guidance from the Group's ESG Department and may delegate specific responsibilities to a designated local Sustainability Champion. Branch managers are also responsible for submitting sustainability performance data to the group-wide ESG department upon request.
- **Employees** are responsible for adhering to this Procedure, integrating environmentally responsible practices into their daily work, and promptly reporting environmental incidents, risks, or non-compliance through the appropriate reporting channels.

COMMUNICATION & TRAINING

The MOBILITAS Group has made this procedure available to all stakeholders to whom this procedure applies. It is also made publicly available on the MOBILITAS website.

The MOBILITAS Group also provides communication materials that can be used for the subsidiaries' effective communication on sustainable practises.

DOCUMENT MANAGEMENT & REVIEW

The MOBILITAS Group's ESG department conducts an annual review of this statement to ensure its continued relevance. Suggestions for changes or additions to this statement are welcome and should be reported to the Group's ESG Department.