

# Sustainability Targets

v1.15-Dec-2025

## Our People

### Health & Safety

**Fatalities in own workforce due to work-related accidents**  
(excludes passenger & third-party injuries)

Target:  
0 fatalities

### LTIFR

Lost Time Injury Frequency Rate (number of LTIs per 1.000.000 hours worked)

Target:  
Below 28.01

### ISR

Injury Severity Rate (number of lost (calendar) days due to LTIs per 200.000 hours worked)

Target:  
Below 232

### Equal Opportunity

#### Gender pay gap

(across all levels of the organization)

Target:  
Equal pay for equal work

## Our Planet

### Overarching

#### Environmental permit compliance

All depots should have the required environmental permits for their scope of operations.

Target:  
100% compliance

### Carbon Emissions

#### Total scope I + II carbon emissions

(using the GHG Protocol and Méthode Bilan Carbone with 2023 as the base year)

Target:  
-42% by 2030

### Water

#### Groundwater withdrawal

(excludes external carwash usage)

Target:  
0m<sup>3</sup> by 2028

#### Rainwater capture installation coverage

Number of depots with carwashes that have a rainwater capture installation present

Target:  
92% by 2026

## Business Conduct

### Ethics & Compliance

#### Whistleblower incidents confirmed within 7 work days

Confirmation towards the whistleblower of reception of the incident.

Target:  
100% within deadline

#### Whistleblower incidents processed within 3 months + 7 work days

Incident investigated, actions taken, and feedback given to the whistleblower.

Target:  
100% within deadline

### Cyber security & Data privacy

#### Number of data leaks that need to be reported to the authorities

(based on GDPR)

Target:  
0 data leaks

## Our Passengers & Communities

### Road Safety

#### Fatalities due to at-fault accidents

(includes passengers & third parties, excludes own workforce)

Target:  
0 fatalities