

# Sustainability Targets

v1.1 15-Dec-2025

## Our People

### Health & Safety

<b>Fatalities in own workforce due to work-related accidents</b> <small>(excludes passenger &amp; third-party injuries)</small>	Target: 0 fatalities
<b>LTIFR</b> <small>Lost Time Injury Frequency Rate (number of LTIs per 1.000.000 hours worked)</small>	Target: Below 28.01
<b>ISR</b> <small>Injury Severity Rate (number of lost (calendar) days due to LTIs per 200.000 hours worked)</small>	Target: Below 232

### Equal Opportunity

<b>Gender pay gap</b> <small>(across all levels of the organization)</small>	Target: Equal pay for equal work
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## Our Passengers & Communities

### Road Safety

<b>Fatalities due to at-fault accidents</b> <small>(includes passengers &amp; third parties, excludes own workforce)</small>	Target: 0 fatalities
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## Our Planet

### Overarching

<b>Environmental permit compliance</b> <small>All depots should have the required environmental permits for their scope of operations.</small>	Target: 100% compliance
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### Carbon Emissions

<b>Total scope I + II carbon emissions</b> <small>(using the GHG Protocol and Méthode Bilan Carbone with 2023 as the base year)</small>	Target: -42% by 2030
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### Water

<b>Groundwater withdrawal</b> <small>(excludes external carwash usage)</small>	Target: 0m³ by 2028
<b>Rainwater capture installation coverage</b> <small>Number of depots with carwashes that have a rainwater capture installation present</small>	Target: 92% by 2026

## Business Conduct

### Ethics & Compliance

<b>Whistleblower incidents confirmed within 7 work days</b> <small>Confirmation towards the whistleblower of reception of the incident.</small>	Target: 100% within deadline
<b>Whistleblower incidents processed within 3 months + 7 work days</b> <small>Incident investigated, actions taken, and feedback given to the whistleblower.</small>	Target: 100% within deadline

### Cyber security & Data privacy

<b>Number of data leaks that need to be reported to the authorities</b> <small>(based on GDPR)</small>	Target: 0 data leaks
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