

ESG Datasheet 2025

Our Group Vision and Purpose make clear our priority and commitment. Our Vision is to be the world's premier mobility operator. Our purpose is to lead the modal shift from cars to mass transit.

This datasheet contains the data and information regarding the Group's impact on climate and social measures; including our ESG partnerships, ratings and engagements; information on our Sustainable Development Goals (SDG) alignment; our ESG targets and the links to our Group ESG-related online policies.

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2025 ESG Highlights and Achievements

'A' list achieved with CDP for Climate Please see page 3 for more details	The Group now has 1,329 ZEVs in operation or on order... ...including 31% of the UK Bus fleet, making the ZEV fleet the largest outside of London	Our absolute scope 1 and 2 emissions have reduced by 6.7% in 2025 Scope 3 has also reduced by 13.8%	Our Alsia, UK and Dublin operations have replaced some diesel consumption with HVO HVO reduces net greenhouse gas (GHG) emissions by up to 90% compared to conventional diesel
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We participate with...



We are compliant with...



We are preparing to be compliant with...



CDP 'A' list Achievement

Mobico Group PLC has been recognised by the Carbon Disclosure Project (CDP), the global environmental non-profit rating agency, for its leadership in corporate transparency and climate action, securing a place on CDP's prestigious annual 'A' List.

CDP operates the world's only independent environmental disclosure system, assessing thousands of organisations each year on their approach to climate change, governance and environmental performance. In 2025, nearly 20,000 companies were scored worldwide.

Achieving an 'A' rating places Mobico Group among the top 4% of global leaders demonstrating comprehensive disclosure, mature environmental governance, and meaningful progress towards environmental resilience. It builds on the Group's 2024 B+ listing.

CDP's scoring is based on a rigorous, independent methodology aligned with the Task Force on Climate-related Financial Disclosure (TCFD) framework. It evaluates the quality and depth of reporting, understanding of environmental risks and opportunities, and evidence of best practice - including ambitious target-setting and verified action.

Phil White, Executive Chair of Mobico Group said: *"This recognition is a significant achievement that reflects progress made over several years to strengthen our environmental governance and embed climate considerations across the Group."*

"We're committed to continuing our focus on transparency, accountability and improvement to reduce our impact on the environment, while supporting the transition to a more sustainable transport system."



Goals and Targets

We are proud to support these United Nations Sustainable Development



Goals in our everyday operations.

More information on our commitment to these SDGs is available at: <https://www.mobicogroup.com/sustainability/sustainability-key-targets-and-metrics/>.

GHG Climate Reduction Targets

During April 2026, our new near-term targets aligned to the Paris Agreement were validated by SBTi, using 2024 as the new baseline year.

***Mobico Group PLC are committed to reduce
absolute Scope 1 & 2 emissions by 63%*
& Scope 3 by 37.5% by 2035.***

* The target boundary includes biogenic land-related emissions and removals from bioenergy livestock.

These were an update to the Group's previous SBTi validated targets following the sale of North America School Bus in July 2025, requiring a recalculation of the baseline and the Group's near-term targets. The baseline year in the new targets was updated to 2024 to both use the latest available data and to ensure that School Bus and WeDriveU data could be appropriately disaggregated in the baseline year, following the separation of the two businesses during 2024.

The targets are aligned with the Paris Agreement of controlling the increase in global warming to below 1.5 degrees. These targets are gross Greenhouse Gas (GHG) emissions targets and included CH₄ and N₂O Global Warming Potential carbon equivalents. The Group does not utilise or plan to utilise carbon credits or offsetting at this stage.

Net Zero Group Targets

Our Group target is 100% Net Zero fleet by 2040

Other ESG Targets

Please refer to the performance section below for the 2025 results.

Data Point	ESG Topic	Unit	2025 Target
FWI PMM	Safety	Weighted Index per million miles	0.0032
Preventable Collisions PMM	Social and Safety	Number of preventable collisions per million miles	UK- 17.43; Alsa- 16.07; WeDriveU- 10.02
SPAD Rate (Signals passed at danger)	Safety	Number of events per million miles	0.88
Female Representation	Governance	Board Representation	Achieve and maintain 40%

Our 2025 Performance

Environmental Performance

Our 2025 GHG emissions results are shown on pages 52 to 55 of the Annual Report, within our Task Force on Climate-related. Financial Disclosures, the data of which is shown in more granular detail below.

Notes:
 1- 2021 and to a lesser extent, 2022 were impacted by COVID
 2- WeDriveU includes School Bus data in 2024 and in prior years, which was disposed in July 2025. Please refer to page 52 for our new 2024 baseline results excluding School Bus. All 2025 figures exclude School Bus.
 3- Group totals include Head Office emissions but these are not listed separately due to materiality
 4- A full scope 3 emissions inventory is only included from 2023
 ✓✓ Assured to a limited ISO 14060 standard from 2021
 ✓ Assured to a limited ISO 14060 standard from 2023

Since 2021, a Group ESG reporting team was formed and a full data quality review was undertaken to ensure better completeness and accuracy of data. This has caused some notable increases or decreases in data year on year where quality was significantly enhanced.

Scope 1 and 2 Emissions		2021		2022		2023		2024		2025	
		Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e
Scope 1: Stationary and Mobile Combustion, Fugative Emissions ✓✓	Group		657,237		830,287		834,815		815,218		643,830
	ALSA		365,246		440,633		449,722		461,382		456,831
	Bahrain		17,085		17,564		23,581		18,107		19,195
	Germany		614		646		500		142		212
	WeDriveU		n/a		n/a		n/a		172,836		31,772
	UK		145,023		167,473		168,674		162,751		135,819
Scope 2: Electricity, Location-Based ✓✓	Group	190,064	73,649	247,446	83,577	330,981	79,122	249,851	80,938	271,723	75,337
	ALSA	11,525	3,071	11,827	2,346	14,365	1,982	20,069	3,396	41,911	4,082
	Bahrain	1,129	707	1,046	720	1,184	827	1,026	717	1,201	838
	Germany	137,700	55,982	196,142	69,002	199,724	63,112	187,119	65,735	192,080	63,945
	WeDriveU	28,562	11,523	24,403	9105	84,791	9,209	6,399	2,251	27,444	1,286
	UK	11,147	2,367	14,027	2,403	30,866	3,992	24,501	6,026	29,536	5,186
Scope 2: Market-Based	Group							249,851	141,133	271,723	143,838
	ALSA							20,069	224	41,911	1,939
	Bahrain							1,026	717	1,201	839
	Germany							187,119	137,942	192,080	139,442
	WeDriveU							6,399	6,025	27,444	1,603
	UK							24,501	0	29,536	15

Scope 3 (tCO2e) ✓ Group contains central functions		ALSA	Bahrain	Germany	WeDriveU	UK	GROUP
Category 1 & 4: Purchased Goods and Services & Upstream transportation and distribution	2023	85,248	759	14,630	17,929	17,653	138,835
	2024	33,557	3,379	5,367	18,760	25,181	86,244
	2025	75,322	2,725	16,507	7,708	14,256	117,616
Category 2: Capital Goods	2023	61,271		1,661	24,602	4,816	92,435
	2024	51,634	n/a	495	78,720	2,443	133,292
	2025	23,253		951	4,175	2,217	30,596
Category 3: Fuel and energy related activities not included in scope 1 or 2	2023	83,950	3,985	2,500	40,534	41,005	201,723
	2024	107,111	4,207	17,674	39,435	41,037	209,465
	2025	107,450	4,170	17,840	8,211	35,632	173,303
Category 5: Waste Generated in Operations and Water Usage	2023	166	7	2	397	77	683
	2024	304	2	2	327	71	707
	2025	285	39	5	43	342	714
Category 6: Business Travel	2023	1,044	1	8	866	n/a	2,390
	2024	1,088	4	9	1,526	454	3,082
	2025	1,788	11	24	1,206	n/a	3,131
Category 7: Employee Commuting	2023	10,837	568	719	27,108	3,675	43,062
	2024	7,507	380	654	30,054	4,000	42,594
	2025	14,481	1,178	876	10,009	5,386	31,948
Category 8: Upstream leased Assets	2023	615	7	6		14,894	15,533
	2024		n/a		n/a	20,662	20,662
	2025					n/a	4
Category 9-12					n/a		
Category 13: Emissions from Assets we Lease to Third Parties	2023	62				1,133	1,194
	2024	101				n/a	101
	2025	n/a				596	596
Category 15: Investments	2023	793			632		1,425
	2024	3,864			2,470		6,333
	2025	1,572			n/a		1,572
Total Scope 3	2023	245,147	5,489	42,038	117,044	84,234	497,280
	2024	239,262	7,974	25,913	173,945	94,132	541,227
	2025	224,152	8,124	36,203	31,352	59,651	359,480

Intensity Metrics (Location based)		2021	2022	2023	2024	2025
Total Scope 1 and 2 Emissions (tCO2e)	Group	730,886	913,864	913,937	896,156	719,167
	ALSA	368,317	442,970	451,704	464,778	460,914
	Bahrain	17,792	18,284	24,408	18,824	20,033
	Germany	56,596	69,648	63,612	65,877	64,157
	WeDriveU	140,232	212,629	167,898	178,862	33,058
	UK	147,390	169,876	172,666	167,815	141,005
Total Scope 1, 2 and 3 Emissions (tCO2e)	Group	736,648	1,513,371	1,411,216	1,437,382	1,078,647
	ALSA	368,713	712,901	696,851	704,040	685,065
	Bahrain	17,810	23,946	29,898	26,798	28,157
	Germany	59,939	122,487	105,651	91,790	100,361
	WeDriveU	142,800	362,727	284,942	352,807	64,410
	UK	147,787	290,374	256,900	256,949	199,435
Million Passenger Kilometers	Group	28,932	37,804	38,777	39,432	22,155
	ALSA	6,890	10,262	11,531	12,552	12,485
	Bahrain	80	128	153	159	164
	Germany	1,210	2,289	3,232	3,337	3,308
	WeDriveU	18,331	20,848	19,698	4,742	1,922
	UK	2,420	3,676	4,164	4,192	4,276
Total Scope 1 and 2 Emissions (tCO2e) per Million Passenger Kilometers	Group	25.26	24.18	23.57	33.42	32.46
	ALSA	53.45	43.16	39.17	37.03	36.92
	Bahrain	223.84	142.49	160.09	118.69	122.24
	Germany	46.78	30.71	19.68	19.74	19.39
	WeDriveU	n/a	n/a	n/a	11.29	17.20
	UK	60.89	46.21	41.47	40.03	32.98
Total tCO2e (Scope 1, 2 and 3) per Million Passenger Kilometers	Group	25.46	40.03	36.39	47.55	48.69
	ALSA	53.51	69.47	60.43	56.09	54.87
	Bahrain	224.08	186.61	196.10	168.97	171.81
	Germany	49.54	53.50	32.69	27.51	30.34
	WeDriveU	7.79	17.40	14.47	18.38	33.51
	UK	61.06	78.99	61.70	61.29	46.64

Other emissions		2021	2022	2023	2024	2025
Biogenic Emissions (tCO2e) Arising from biofuel blend of fuel used in UK and ALSA only.	Group	5,886	8,538	7,093	9,251	32,403
Air Pollution (Nox, pm10 & pm2.5) (Tonnes)	Group	Available from 2024			2,310	1,007

Water Supply Group may contain rounding differences Primary consumption is washing vehicles	2021		2022		2023		2024		2025	
	M³	tCO2e	M³	tCO2e	M³	tCO2e	M³	tCO2e	M³	tCO2e
	424,347	63	434,170	69	411,692	73.6	363,843	56.6	343,234	313
Waste to Landfill Note, hazardous waste is negligible	Tonnes	tCO2e	Tonnes	tCO2e	Tonnes	tCO2e	Tonnes	tCO2e	Tonnes	tCO2e
	4,491	2,188	4,215	1,738	888	524	3,215	639	2,930	426

2025 Fleet Information	Bahrain	Spain	Morocco	WeDriveU	UK	German Rail	Group
Number of ZEVs currently in fleet	0	247	0	61	360	120	788
Number of ZEVs in fleet including ordered	0	420	0	296	479	120	1,315
Number of ZEVs as a percentage of entire fleet including ordered	0	6.50%	0	6.6%	23.3%	100.0%	9.3%
Size of entire fleet (active vehicles only)	144	4,632	1,736	3,512	1,944	120	12,088
Size of entire fleet (including inactive vehicles)	153	5,571	1,736	4,462	2,055	120	14,097
	Bahrain	Spain	Morocco	WeDriveU	UK	German Rail	Group
Number of Environmental Penalties Issued 2023	0	0	0	5	0	0	5
Number of Environmental Penalties Issued 2024	0	1	0	7	0	0	8
Number of Environmental Penalties Issued 2025	0	1	0	0	0	0	1

Signals passed at Danger per million miles	2021	2022	2023	2024	2025
German Rail	0.95pmm	0.76pmm	0.78pmm	0.45pmm	0.47pmm

2024 Rebaseline Emissions

Triggered by School Bus sale in July 2025.

tCO2e	2024 Group Baseline
Scope 1	693,552
Scope 2 market based	137,358
Scope 3 total	417,270
1. Purchased goods and services and 4. Upstream Transportation and Distribution	113,221
2. Capital goods	75,993
3. Upstream fuel and energy production and distribution	181,917
5. Waste and water	382
6. Business travel	2,222
7. Employee commuting	18,910
8. Upstream leased assets	20,662
13. Downstream leased assets	101
15. Investments	3,861

Social & Governance Performance

Our people are the heart of our business. They are at the front line of executing strategy, ensuring that our services are the safest and most reliable and that our customers are the most satisfied. Mobico Group is also proud of the role it plays in serving positive impact on our diverse communities.

Note that all years' data is at December of that year, except 2021 which is only available at Q3 due to changing of Board meetings and staffing.

	2021 (as at Q3)	2022	2023	2024	2025
Percentage of Female Representation at Group Board Level	30%	40%	36%	50%	38%
Percentage of Female Representation at Executive Level	16%	30%	28%	40%	14%
Percentage of Female Representation across all Employees	35%	43%	33%	33%	17%

	2021	2022	2023	2024	2025
Total number of Employees	44,942	46,192	47,734	51,476	32,189
Engagement Survey Participation rate	Group's First Global Survey was in 2022	77%	73%	No Global Survey in 2024	No Global Survey in 2025

	2021	2022	2023	2024	2025
Group Road On-Time-Performance	93.9%	91.1%	90.7%	92.0%	91.8%

Safety Performance

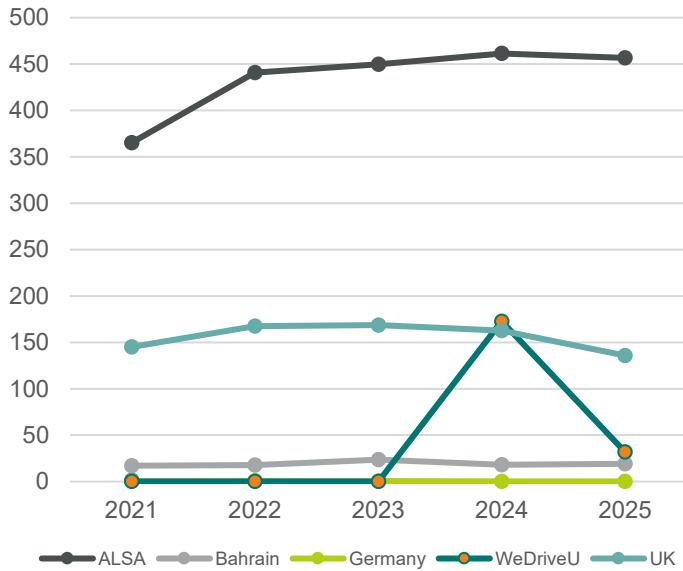
		2021	2022	2023	2024	2025
Fatalities Weighted Index	Group	2.984	1.638	4.136	2.193	0.600
	ALSA	4.620	1.125	1.490	0.842	0.385
	Bahrain	0.000	0.001	0.000	0.004	0.000
	Germany	0.000	0.000	0.605	0.000	0.000
	WeDriveU	0.197	0.256	1.927	1.258	0.03
	UK	0.142	0.256	0.014	0.089	0.185
Fatalities Weighted Index per million miles	Group	0.006	0.003	0.006	0.003	0.0011
	ALSA	0.022	0.004	0.001	0.003	0.0012
	Bahrain	0.000	0.000	0.000	0.000	0.000
	Germany	0.000	0.000	0.047	0.000	0.000
	WeDriveU	0.001	0.001	0.001	0.005	0.0004
	UK	0.001	0.002	0.001	0.001	0.0023

Policy and Report Links

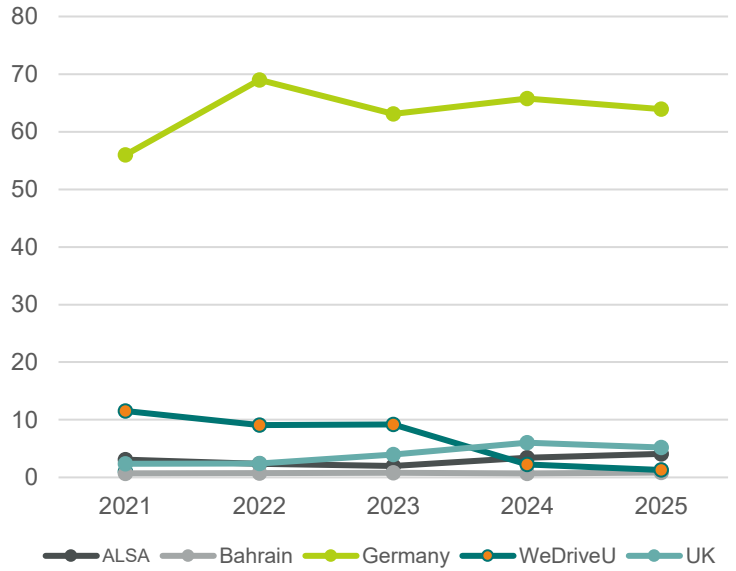
Annual Report	https://www.mobicogroup.com/investors/results-reports-and-presentations/2024/
Anti-Bribery	https://www.mobicogroup.com/about-us/our-policies/
Environmental Policy	https://www.mobicogroup.com/about-us/our-policies/
Gender Pay gap Report	https://www.mobicogroup.com/about-us/our-policies/gender-pay-gap-reporting/
Health and Safety	https://www.mobicogroup.com/about-us/our-policies/ https://www.mobicogroup.com/sustainability/performance-reports-and-data/
Human Rights and Diversity	https://www.mobicogroup.com/about-us/our-policies/
Modern Slavery Statement	https://www.mobicogroup.com/about-us/our-policies/
Procurement	https://www.mobicogroup.com/about-us/our-policies/
Sustainability Report	https://www.mobicogroup.com/sustainability/
Tax Statement	https://www.mobicogroup.com/about-us/our-policies/tax-policy/
Whistleblowing	https://www.mobicogroup.com/about-us/our-policies/

Appendices- Graphs

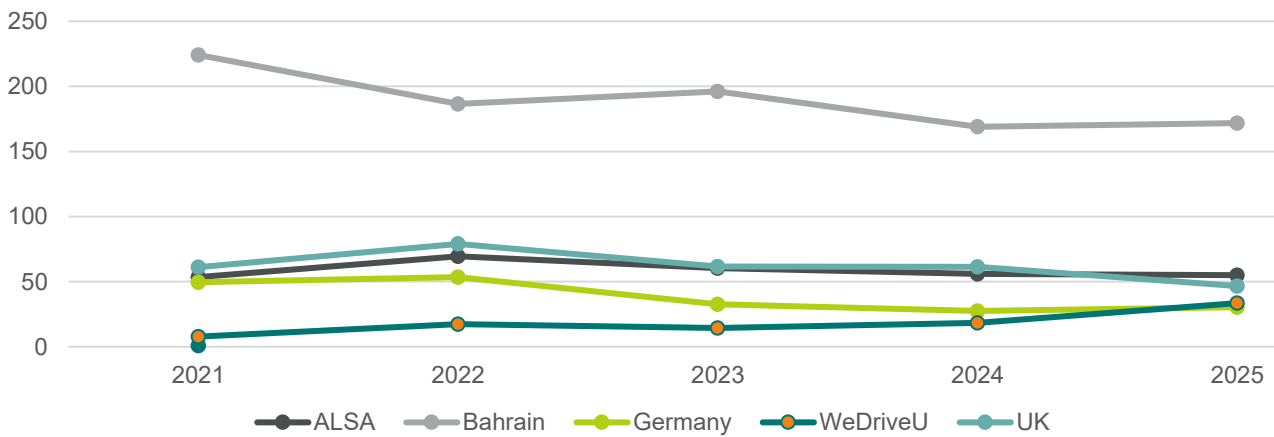
Scope 1 tCO₂e (thousands) by division



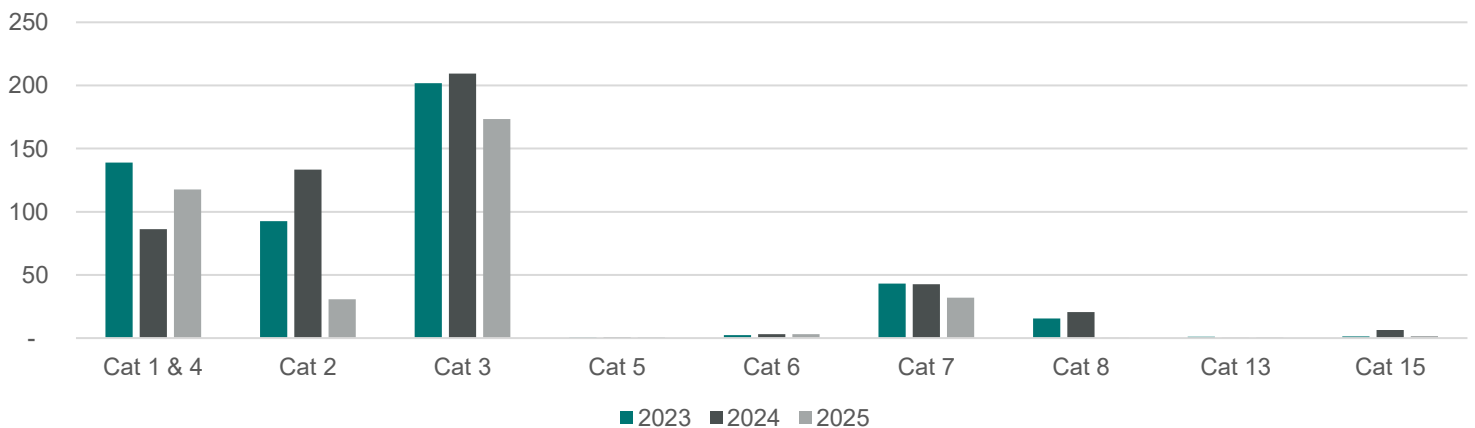
Scope 2 tCO₂e (thousands) by division



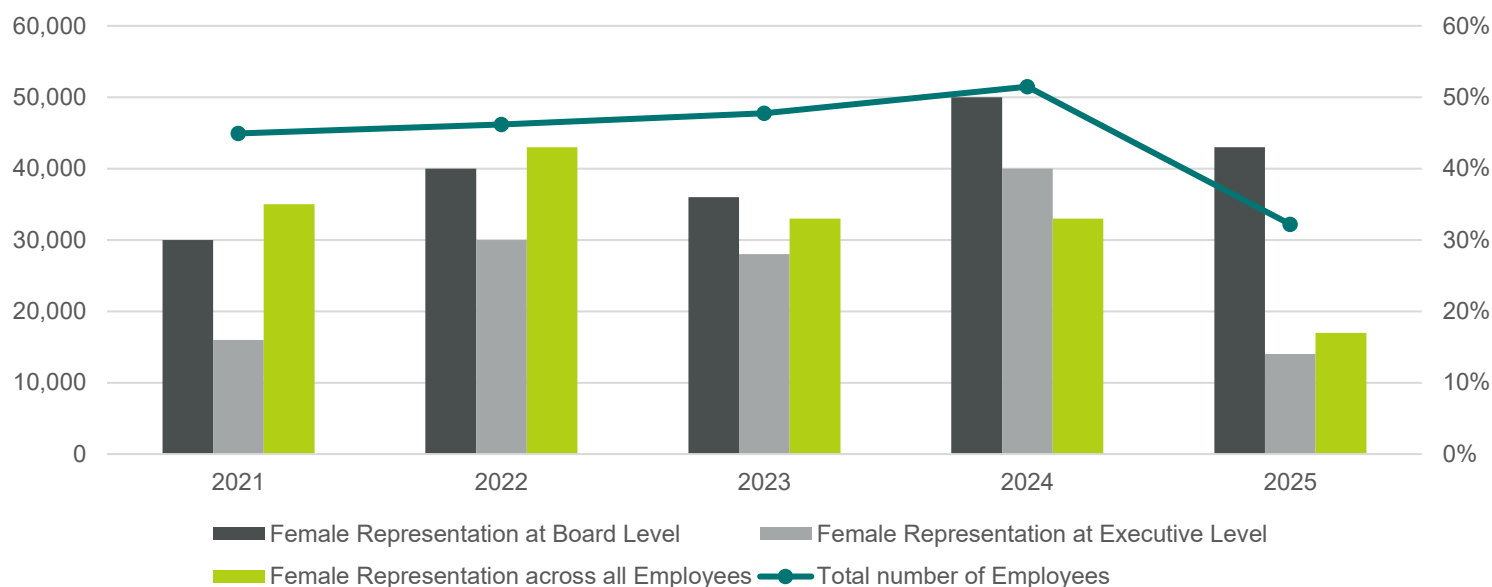
Total Scope 1, 2 and 3 tCO₂e per Million Passenger Kilometers



tCO₂e Scope 3 by Category (thousands)



Employee and female representation data



Appendices- Glossary

CDP	Carbon Disclosure Project.
Customer Satisfaction Scores	There is no group wide scores due to different calculation methods by division. ALSA= Customer Satisfaction Index. Coach= annual average Net Promoter Score. Bus= from https://d3cez36w5wymxj.cloudfront.net/wp-content/uploads/2020/03/26162356/Bus-Passenger-Survey-Autumn-2019-summary-of-key-results-in-England.pdf
Fugitive Emissions	Emissions from refrigerant gases used for air conditioning systems for both use in vehicles and at depots, offices and other sites controlled by Mobico
FWI- Fatalities Weighted Index.	Weighted injuries to employees, passengers and third parties by severity to give an overall standard-based score
GHG Emissions	The sum of emissions of various gases: carbon dioxide, methane, nitrous oxide, which trap heat in the atmosphere
ISO 14060 Assurance	The ISO 14060 family of standards provides clarity and consistency for quantifying, monitoring, reporting and validating or verifying GHG emissions and removals to support sustainable development through a low-carbon economy and to benefit organizations, project proponents and interested parties worldwide
Mobile Combustion	Emissions from combustion in controlled vehicles arising from fuel usage for vehicles that are not zero emission (zero emission meaning electric or hydrogen power)
Mpkms- Million passenger Kilometers	The total distance travelled by total number of customers combined, totalled across all vehicles
Non-Preventable Accidents	Road accidents for which our drivers were not responsible for
Scope 1 emissions	Scope 1 includes direct emissions from activities controlled by your division that release emissions into the atmosphere. This should include emissions from Stationary combustion, Mobile combustion and Fugitive emissions
Scope 2 emissions	Emissions from the purchase of electricity, to include for both use in vehicles (i.e. electricity used to power ZEVs) and at depots, offices and other sites controlled by Mobico.
Scope 3 emissions	Scope 3 encompass emissions generated from our value chain, rather than direct business operations. There are 15 categories of scope 3 emissions, of which 8 have been deemed relevant to the Mobico Group

SPAD- Signal Passed at Danger	When a train passes a stop signal when not allowed to do so
Stationary Combustion	Natural gas consumption in all depots, offices and other facilities that we control
tCO ₂ e	Tonnes of Carbon Emissions
Traction Carbon Emissions	Emissions caused by all vehicles (bus, coach, train)
ZEV	Zero Emission tailpipe Vehicles

