

ESG Datasheet 2022

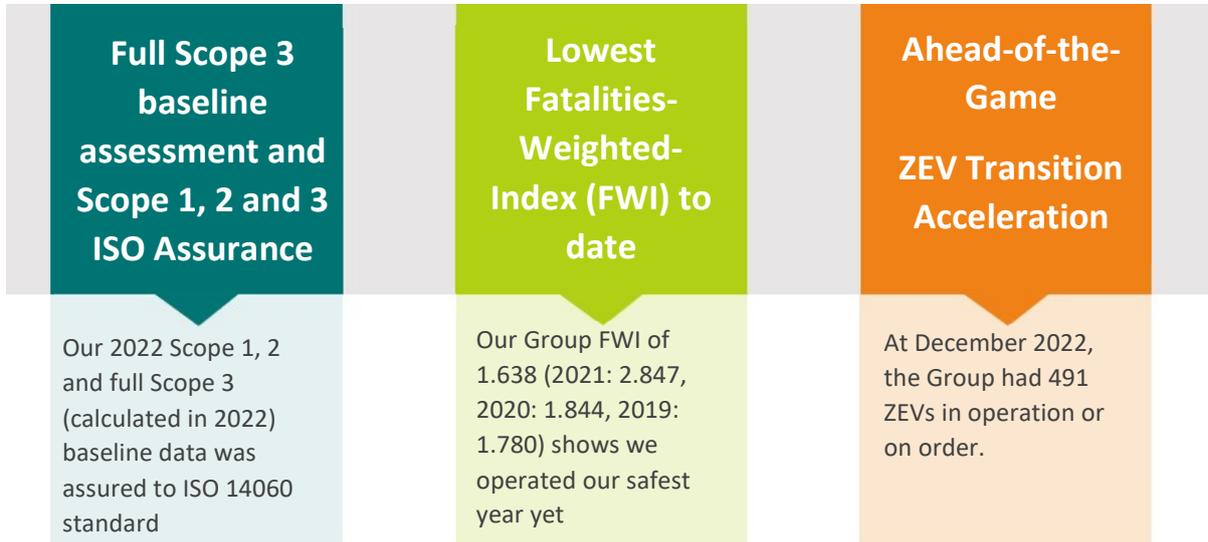
Our Group Vision and Purpose make clear our priority and commitment. Our Vision is to be the world's premier mobility operator with services offering leading safety, reliability and environmental standards that customers trust and value.

This data sheet contains the data and information regarding the Group's impact on climate and social measures; including our ESG partnerships and engagements; information on our SDG alignment; our ESG targets with how we plan to achieve them and the links to our Group ESG-related online policies.

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2022 Highlights and Achievements



We participate with...



We are preparing to be compliant with...



We are getting our key targets verified by...



SCIENCE BASED TARGETS

We are proud to be ranked by...

1. Sustainalytics Last issued: June 2023, Score: 17, low risk, Transport 11th percentile
2. MSCI Last issued: 26th May 2023, Score: AA
3. Named in the FT Europe Climate Leaders list

We are working towards being included in...

1. Corporate Knights Global 100 Most Sustainable Corporations in the World
2. LSE Green Economy Mark

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 in page 72-73 of the 2022 Annual Report (linked at the end of this datasheet).

GHG Climate Targets

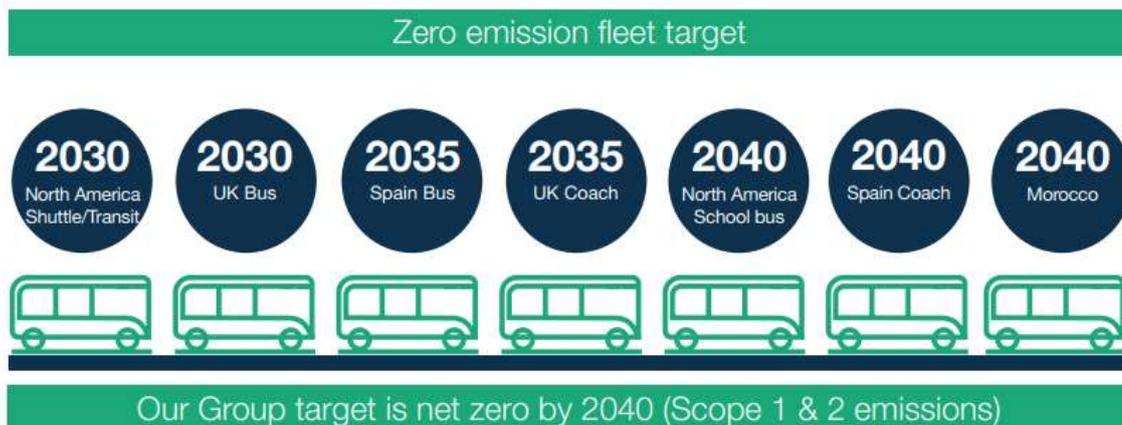
In 2019, the Group was an early adopter of a set of environmental targets using the Sectoral Decarbonisation Approach methodology. These targets were chosen to meet the then-prevailing IPCC goal of controlling the increase in global warming to below 2 degrees; the existing targets are not yet aligned to the ambition of the Paris agreement. We intend to set new targets aligned to this approach during 2023, using 2022 as the new baseline year. In the meantime, we continue to report against the existing targets.

Data Point	Unit	2018 Base year	2025 Target
Traction Energy (vehicle fuel and electricity)	MWh/mpkm	66.92	58.72
Traction Carbon Emissions	tCO2e/mpkm	17.67	15.45
Total Scope 1 & 2 Emissions	tCO2e/mpkm	19.26	16.45
Site Scope 1 & 2 Emissions (building use only)	tCO2e	41,656	38,199
Landfill Waste Disposal	Tonnes	7,711	5,783
Water Consumption	M3	478,956	439,209

Net Zero Group Targets

One of the six outcomes of the Evolve Strategy is environmental leadership. The single most important step the Group can take to deliver decarbonisation and clean air is to lead the modal shift from cars to public transport.

Our increasing experience of operating a growing fleet of zero emission vehicles (ZEVs) demonstrates that there is early indications people are more likely to take a trip on a ZEV versus a diesel vehicle, which in turn will enable us to accelerate the benefits of modal shift for both our business and the environment.



Note: both emissions targets and transition to ZEV fleet are built into 25% of senior management incentives. See Remuneration Report commencing on page 140 on 2022 Annual Report.

Other ESG Targets

*Please refer to the performance section below for the 2022 results.

<u>Data Point</u>	<u>ESG Topic</u>	<u>Unit</u>	<u>2022 Target</u>
OTP (on time performance)	Social	Percentage of services	This varies by division- please refer to the glossary for the OTP thresholds
FWI *	Safety	Weighted Index per million miles	0.006
Preventable Collisions *	Social and Safety	Number of preventable collisions per million miles	UK- 15.84; ALSA- 17.44; North America- 9.36; Bahrain 8.88
SPAD Rate (Signals passed at danger)*	Safety	Number of events per million miles	0.88
LTIP	Environmental /Governance	Number of ZEVs on order or in service	600 additional ZEVs on order or in service by December 2024
		Tco2e per million passenger kilometers	9.6% reduction in tCO2e per million miles by December 24
Female Representation*	Governance	Board Representation	Both compared to 2019 base year Achieve and maintain 40%

Our 2022 Performance

Environmental Performance

Our 2022 Environmental Performance Report is on page 285 of the Annual Report, the quantitative data of which is shown in more granular detail below.

- Notes:
- 1-2020, 2021 and to a lesser extent, 2022 were impacted by COVID
 - 2-2022 onwards North America contains new division We Drive U. Other years have observed many acquisitions, mergers and disposals of operations which will affect the pattern in the data.
 - 3-Group totals include Head Office emissions but these are not listed separately
 - 4-A full scope 3 emissions calculation is only included from 2022
 - ✓✓ Assured to a limited ISO 14060 standard in 2021 and 2022
 - ✓ Assured to a limited ISO 14060 standard in 2022 for the first time
- 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		2018		2019		2020		2021		2022	
		Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e
Scope 1: Stationary and Mobile Combustion, Fugative Emissions ✓✓	Group		808,650		823,581		513,667		657,237		830,287
	ALSA		313,913		319,338		231,070		365,246		440,633
	Bahrain		19,347		21,703		19,333		17,085		17,564
	Germany		27		27		242		614		1,306
	North America		250,836		258,684		125,266		126,710		203,524
	UK		224,034		223,246		137,266		145,023		167,473
Scope 2: Electricity, Location-Based ✓✓	Group	118,661	48,583	121,403	49,938	170,832	68,260	190,064	73,649	247,446	83,577
	ALSA	13,849	3,283	13,906	3,651	11,903	3,125	11,525	3,071	11,827	2,346
	Bahrain	1,484	1,046	1,537	1,078	1,190	831	1,129	707	1,046	720
	Germany	54,800	24,166	65,700	27,854	121,000	49,633	137,700	55,982	196,142	69,002
	North America	33,863	15,426	31,821	14,496	27,928	12,071	28,562	11,523	24,403	9105
	UK	13,863	4,661	8,438	2,858	8,348	2,560	11,147	2,367	14,027	2,403
Scope 2: Market-Based	Group	Working towards calculating from 2023									
	ALSA										
	Bahrain										
	Germany										
	North America										
	UK										

2022 Scope 3 (tCO2e) ✓	ALSA	Bahrain	Germany	North America	UK	GROUP
Category 1: Purchased Goods and Services	113,648	2,339	21,772	34,996	46,068	221,783
Category 2: Capital Goods	39,769	n/a	4,790	31,312	16,241	92,680
Category 3: Fuel and energy related activities not included in scope 1 or 2	98,141	2,653	24,841	48,800	40,457	214,893
Category 4	n/a					
Category 5: Waste Generated in Operations and Water Usage	31	5	Available from 2023	1,754	176	1,967
Category 6: Business Travel	1,470	n/a	145	459	n/a	2,349
Category 7: Employee Commuting	10,593	532	613	25,798	4,201	41,819
Category 8: Upstream leased Assets	10,386	132	16	n/a	n/a	141
Category 9-12	n/a					
Category 13: Emissions from Assets we Lease to Third Parties	1	n/a	n/a	n/a	1,118	1,119
Category 15: Investments	6,269	n/a	n/a	6,979	n/a	13,248
Total Scope 3	282,031	5,661	52,177	150,098	108,261	589,999

Intensity Metrics	2018	2019	2020	2021	2022	
Total Scope 1 and 2 Emissions (tCO2e)	Group	857,232.39	873,519.76	581,926.82	730,885.73	914,077.53
	ALSA	317,195.97	322,989.50	234,195.58	368,316.87	442,978.72
	Bahrain	20,393.95	22,781.23	20,164.36	17,791.18	18,284.82
	Germany	24,193.04	27,881.98	49,874.72	56,595.60	70,308.71
	North America	266,262.45	273,181.05	137,297.16	140,232.47	212,629.33
	UK	228,695.19	226,104.09	139,826.29	147,389.97	169,875.95
Total Scope 1, 2 and 3	Group	864,859.00	881,740.81	590,609.25	736,647.64	1,513,371.20
	ALSA	317,811.61	324,006.72	234,900.66	368,713.67	712,901.42
	Bahrain	20,432.92	22,833.03	20,214.50	17,809.85	23,946.39

Emissions (tCO2e)	2018						2019						2020						2021						2022																																											
		Germany	25,366.71		29,268.98		52,399.13		59,938.70		122,486.88		North America	269,916.08		276,692.70		140,168.25		142,800.06		362,727.37		UK	230,252.66		142,278.14		147,786.95		290,374.50		Group	44,487.66		46,257.98		23,888.89		28,931.65		37,804.30																										
Million Passenger Kilometers		ALSA	8,034.26		8,680.56		4,957.47		6,890.37		10,262.51		Bahrain	150.76		148.76		88.26		79.48		128.32		Germany	767.66		1,158.11		1,134.20		1,209.89		2,289.45		North America	30,322.29		30,774.04		15,276.25		18,331.49		20,847.82		UK	5,212.69		5,496.51		2,520.97		2,420.42		3,676.20													
		Group	19.27		18.88		24.36		25.26		24.18		ALSA	39.48		37.21		47.24		53.45		43.16		Bahrain	135.27		153.14		228.47		223.84		142.49		Germany	31.52		24.08		43.97		46.78		30.71		North America	8.78		8.88		8.99		7.65		10.20		UK	43.87		41.14		55.47		60.89		46.21		
	Total Scope 1 and 2 Emissions (tCO2e) per Million Passenger Kilometers		Group	19.44		19.06		24.72		25.46		40.03		ALSA	39.56		37.33		47.38		53.51		69.47		Bahrain	135.53		153.49		229.03		224.08		186.61		Germany	33.04		25.27		46.20		49.54		53.50		North America	8.90		8.99		9.18		7.79		17.40		UK	44.17		41.37		56.44		61.06		78.99	

Traction vs Building Split		2018						2019						2020						2021						2022																																											
Traction Carbon Emissions (tCO2e) <small>Only Q4 reported in 2018 Group may contain rounding differences</small>		Group	814,544		832,215		545,006		698,643		884,239		ALSA	313,152		318,557		230,397		364,444		439,944		Bahrain	19,348		21,703		19,334		17,085		17,564		Germany	14,000		27,881		49,875		56,959		70,274		North America	247,225		243,736		110,657		118,212		190,619		UK	119,201		120,608		74,301		99,480		95,025			
		Group	18.31		17.99		22.81		24.15		23.39		ALSA	38.98		36.70		46.47		52.89		42.87		Bahrain	128.34		145.89		219.06		214.96		136.88		Germany	18.24		24.07		43.97		47.08		30.69		North America	8.15		7.92		7.24		6.45		9.14		UK	22.87		21.94		29.47		41.10		25.85			
	Traction Carbon Emissions per Million Passenger Kilometers (tCO2e/mpkms)		Group	2,959,983		3,067,820		1,954,548		2,493,716		3,168,738		ALSA	1,128,596		1,184,311		826,899		1,311,053		1,552,355		Bahrain	59,215		64,499		52,124		53,822		55,034		Germany	54,800		65,700		121,000		137,700		196,100		North America	875,381		931,461		421,306		428,822		719,975		UK	467,025		460,621		290,521		395,308		371,451		
			Group	66.53		66.32		81.82		86.19		83.82		ALSA	140.47		136.43		166.80		190.27		151.26		Bahrain	392.78		433.58		590.57		677.18		428.88		Germany	71.39		56.73		106.68		113.81		85.65		North America	28.87		30.27		27.58		23.39		34.53		UK	89.59		83.80		115.24		163.32		101.04		
		Traction Megawatt Hours		Group	9,812		40,723		36,930		31,683		29,839		ALSA	970		4,432		2,798		3,872		3,034		Bahrain	254		1,078		931		707		720		Germany	0		0		0		0		34		North America	6,103		29,446		26,641		22,020		22,012		UK	1,529		4,654		4,716		4,315		3,124	
				Group	66.53		66.32		81.82		86.19		83.82		ALSA	140.47		136.43		166.80		190.27		151.26		Bahrain	392.78		433.58		590.57		677.18		428.88		Germany	71.39		56.73		106.68		113.81		85.65		North America	28.87		30.27		27.58		23.39		34.53		UK	89.59		83.80		115.24		163.32		101.04	
Traction Megawatt Hours per Million Passenger Kilometers				Group	9,812		40,723		36,930		31,683		29,839		ALSA	970		4,432		2,798		3,872		3,034		Bahrain	254		1,078		931		707		720		Germany	0		0		0		0		34		North America	6,103		29,446		26,641		22,020		22,012		UK	1,529		4,654		4,716		4,315		3,124	
			Group	66.53		66.32		81.82		86.19		83.82		ALSA	140.47		136.43		166.80		190.27		151.26		Bahrain	392.78		433.58		590.57		677.18		428.88		Germany	71.39		56.73		106.68		113.81		85.65		North America	28.87		30.27		27.58		23.39		34.53		UK	89.59		83.80		115.24		163.32		101.04		
	Site only Emissions (from Buildings) (tCO2e) <small>Only Q4 reported in 2018 Group may contain rounding differences</small>			Group	9,812		40,723		36,930		31,683		29,839		ALSA	970		4,432		2,798		3,872		3,034		Bahrain	254		1,078		931		707		720		Germany	0		0		0		0		34		North America	6,103		29,446		26,641		22,020		22,012		UK	1,529		4,654		4,716		4,315		3,124	
			Group	9,812		40,723		36,930		31,683		29,839		ALSA	970		4,432		2,798		3,872		3,034		Bahrain	254		1,078		931		707		720		Germany	0		0		0		0		34		North America	6,103		29,446		26,641		22,020		22,012		UK	1,529		4,654		4,716		4,315		3,124		

		2018						2019						2020						2021						2022					
Biogenic Emissions (tCO2e) <small>Arising from biofuel blend of fuel used in UK and ALSA only</small>	Group	Data not yet available						3,711.15						5,885.90						8,538.34						7,093.48					
	ALSA	Data not yet available						Available from 2023						Available from 2023						Available from 2023						Available from 2023					
	UK	Data not yet available						3,696.67						5,867.47						8,513.42						7,093.48					

Renewable Electricity as a percentage of Total Electricity	Group					
	ALSA					
	Bahrain					
	Germany					
	North America					
UK						
Working towards calculating from 2023						

	2018		2019		2020		2021		2022	
Water Usage <small>Group may contain rounding differences Primary consumption is washing vehicles</small>	M ³	tCO2e								
	478,956	170	491,203	169	397,444	137	424,347	63	434,170	69
Waste to Landfill <small>Note: hazardous waste is negligible</small>	Tonnes	tCO2e								
	7,711	4,286	7,616	4,316	5,773	2,863	4,491	2,188	4,215	1,738

2022 Fleet Information	Bahrain	Spain	Morocco	North America	UK	Group
Number of ZEVs currently in fleet	0	36	4	102	95	237
Number of ZEVs as a percentage of entire fleet	Now available for 2023 onwards					
Number of ZEVs in fleet including ordered	0	36	4	102	349	491
Number of ZEVs as a percentage of entire fleet including ordered	Now available for 2023 onwards					
Size of entire fleet (active vehicles only)	Now available for 2023 onwards					
Size of entire fleet (including inactive vehicles)	Now available for 2023 onwards					
Average age of fleet <small>(Group excludes Bahrain)</small>	8.3 years	7.1 years		6.6 years	9.8 years	6.9 years
Group Green Capex Equivalent	Calculated for as a Group					£49.3m
Number of Environmental Penalties Issued 2022	0	0	0	4~	0	4

~ Any monetary fines issued by an Environmental Regulatory Agency due to environment violations". There is one additional enforcement of the clean air act that is still ongoing and is not included in the above counts by a not for profit/private citizen.

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.

	2018	2019	2020	2021 (as at Q3)	2022
Percentage of Female Representation at Group Board Level	17%	21%	36%	30%	40%
Percentage of Female Representation at Executive Level	11%	18%	14%	16%	30%
Percentage of Female Representation at Across all Employees	22.1%	27.5%	19.8%	34.6%	33.7%

	2018	2019	2020	2021	2022
Total number of Employees	47,753	51,191	47,970	44,942	46,192
Engagement Survey Participation rate	Group's First Global Survey was in 2022				77%

	2018	2019	2020	2021	2022
Group Road On Time Performance	Not available	91.2%	92.5%	93.9%	91.1%

Charity and Community Contributions:

- Mobico has contributed over £100,000 towards the charity Transaid since becoming a corporate partner
- In 2021 ALSA launched an initiative for reforestation Congoto de Valdavia (Palencia). More than 92,240 trees are being replanted across 58,9 hectares
- In North America we have six Parts Reclamation Centers (PRCs) and we also repurpose retired, non-electric vehicles from our fleets to community partners who use them for a range of community based activities.
- 6,163 tickets were claimed with our 60% Military Discount offered, and 2,401 tickets at 30% discount for their spouses and veterans
- UK operates an Employee Charities Panel- an internal mechanism to support colleagues in their own fundraising and volunteering efforts. There is also an annual Payroll Lottery where funds were raised for Whizz Kids Charity.
- UK also donated a bus to Suited for Success in 2022, to be used to support people who are unemployed with mentoring and support accessing employment.
- Each division has well established community support programmes under the umbrella of the National Express Foundation
 - The Youth Promise in the UK
 - Partners Beyond the Bus and The Women's Inspiration Network (WIN) in North America
 - The Integra Foundation Partnership in ALSA
 - £50k contribution annually to Princes Trust from 2020 with an additional £6660 donations made via the NX Coach website
 - £9k donations made to Royal British legion via NX Coach website
- ShareGift is an independent charity share donation scheme administered by the Orr Mackintosh Foundation (registered charity number 1052686). Those shareholders who hold only a small number of shares, the value of which makes it uneconomic to sell them, can donate their shares to ShareGift which will sell them and donate the proceeds to a wide range of charities.

Safety Performance*

		2018	2019	2020	2021	2022
Fatalities Weighted Index**	Group	9.291	4.513	1.876	2.984	1.638
	ALSA	4.622	1.947	1.176	4.620	1.125
	Bahrain	0.018	0.013	0.002	0.000	0.001
	Germany	0.010	0.009	0.000	0.000	0.000
	North America	2.411	1.781	0.554	0.197	0.256
	UK	2.225	0.763	0.144	0.142	0.256
	Fatalities Weighted Index** per million miles	Group	0.013	0.006	0.004	0.006
ALSA		0.022	0.009	0.005	0.022	0.004
Bahrain		0.002	0.001	0.000	0.000	0.000
Germany		0.002	0.001	0.000	0.000	0.000
North America		0.007	0.005	0.003	0.001	0.001
UK		0.015	0.005	0.002	0.001	0.002

*Further Health and Safety data is disclosed on our website at <https://www.mobicogroup.com/media/iwrm02mr/health-and-safety-metrics-2022.pdf>

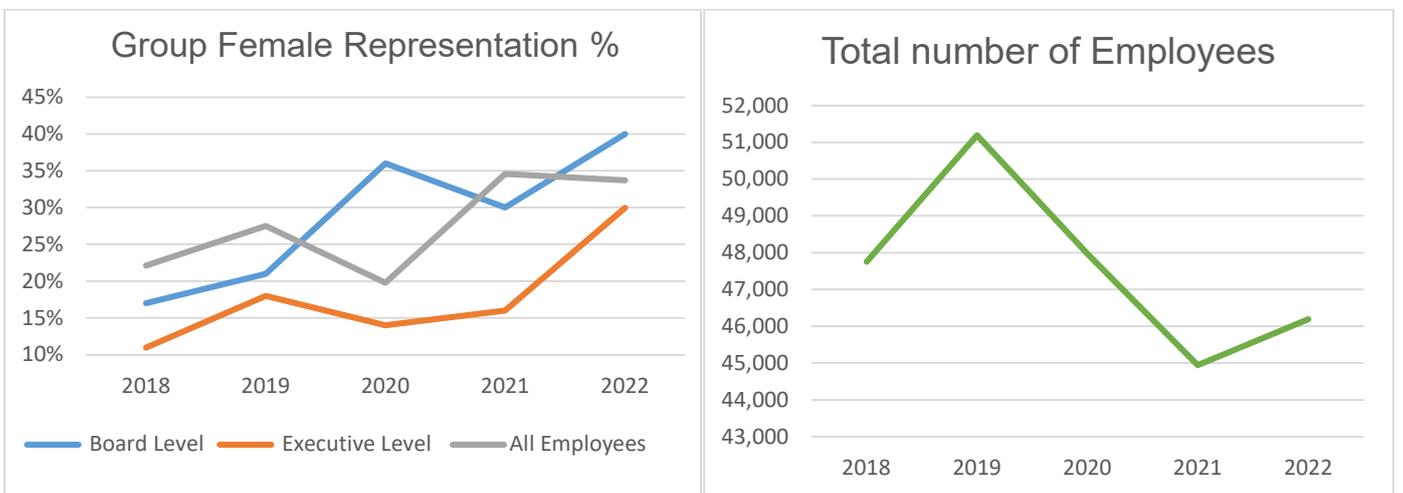
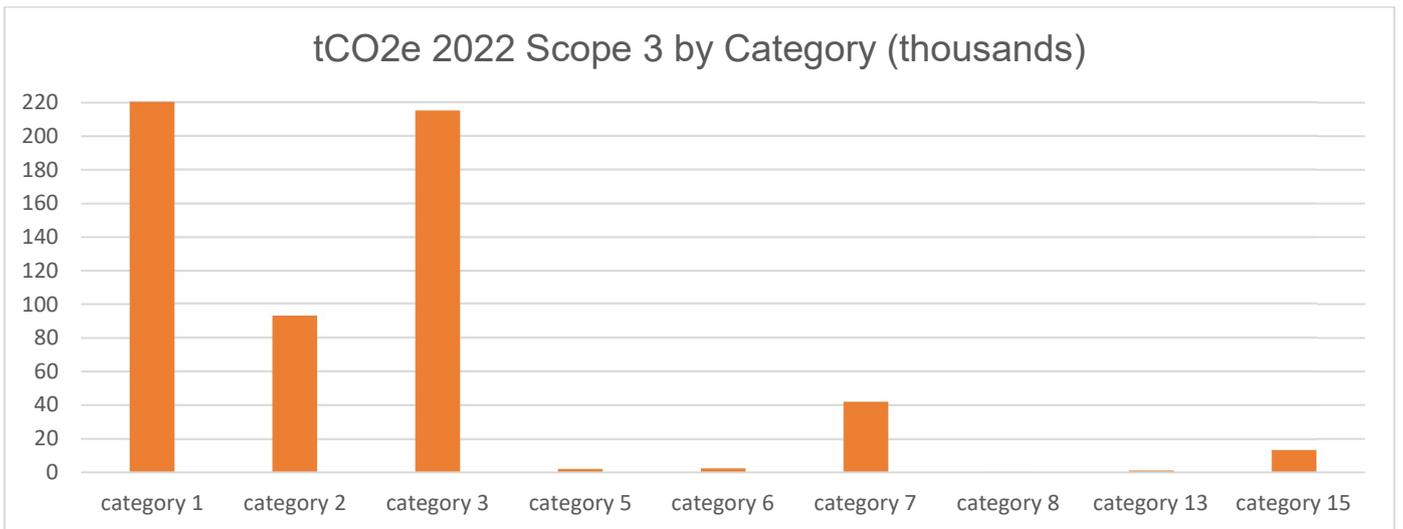
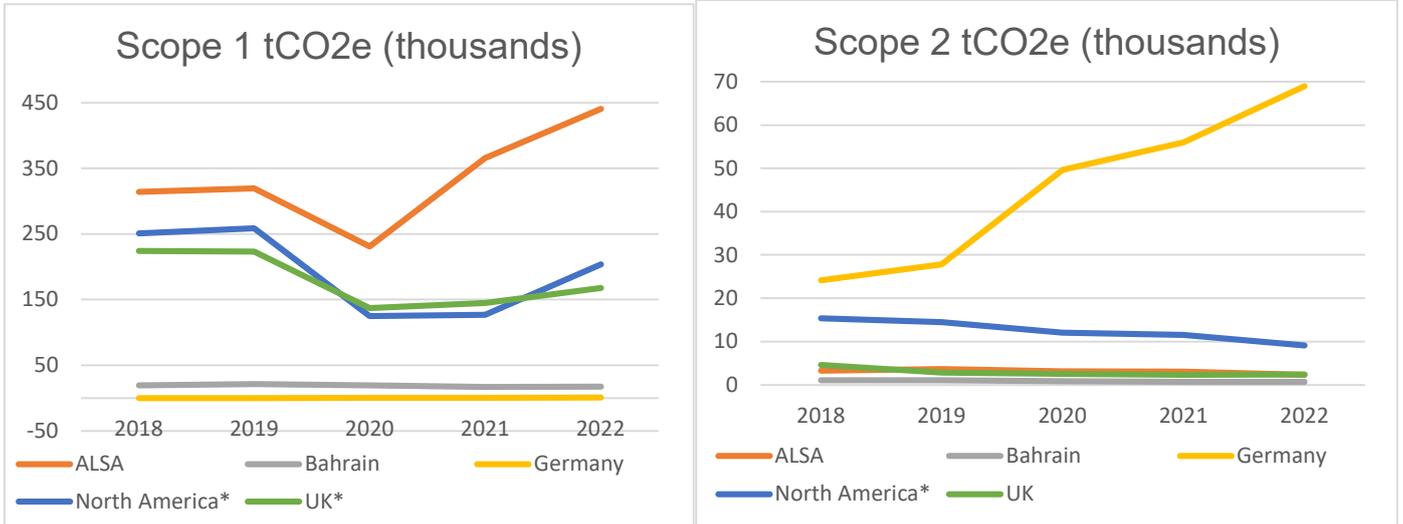
**Note that from 2018, FWI methodology was updated to exclude non-preventable minor injuries

Policy and Report Links

Annual Report	https://www.mobicogroup.com/media/rclbqxjq/national-express-annual-report-and-accounts-2022.pdf
Anti-Bribery	https://www.mobicogroup.com/media/uw0jr5nl/anti-bribery-policy-2023-external.pdf
Environmental	https://www.mobicogroup.com/media/scaldpri/environmental-policy-2023-external.pdf
Gender Paygap Report	https://www.mobicogroup.com/media/wq2azvqd/national-express-gender-pay-gap-report-2022-1.pdf
Health and Safety	https://www.mobicogroup.com/media/wtnb2g0o/health-and-safety-policy-2023-external.pdf https://www.mobicogroup.com/media/iwrm02mr/health-and-safety-metrics-2022.pdf
Human Rights and Diversity	https://www.mobicogroup.com/media/kxvcq4ey/human-rights-and-diversity-policy-2023-external.pdf
Modern Slavery Statement	https://www.mobicogroup.com/about-us/our-policies/modern-slavery-statement/
Procurement	https://www.mobicogroup.com/media/1velfn1x/procurement-policy-2023-external.pdf
Sustainability Report	https://www.mobicogroup.com/sustainability/
Tax Statement	https://www.mobicogroup.com/about-us/our-policies/tax-policy/
Whistleblowing	https://www.mobicogroup.com/media/flyjtbnp/whistleblowing-policy-2023-external.pdf

Appendices

Graphs



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://d3cez36w5wymxi.cloudfront.net/wp-content/uploads/2020/03/26162356/Bus-Passenger-Survey-Autumn-2019-summary-of-key-results-in-England.pdf
EVOLVE Strategy	Information found at https://www.mobicogroup.com/about-us/our-strategy/
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
Green Capex Exquivalent	The approximate capital value of new greener (hybrid or ZEV) vehicles entered into service in 2022, plus the infrastructure required, less grant funding
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
tCO2e	Tonnes of Carbon Emissions
Traction Carbon Emissions	Emissions caused by all vehicles (bus, coach, train)
ZEV	Zero Emission tailpipe Vehicles