

# ESG Datasheet 2024

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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# 2024 ESG Highlights and Achievements

<p><b>The Group now has 1,100 ZEVs in operation or on order...</b></p>	<p><b>We are restoring two hectares of wildflowers in the West Midlands, with @GreenTheUK and @Buglife</b></p>	<p><b>Our scope 1 and 2 emissions per million passenger kilometers have reduced by 3.6% in FY24</b></p>	<p><b>Our UK and Spanish operations continue to source 100% renewable energy...</b></p>
<p>...including 27% of the UK Bus fleet, making the EV fleet the largest outside of London</p>	<p>The b-lines are an imaginative solution to the loss of wildflowers and pollinators in the UK.</p>	<p>Due to ZEV transition progress and driver training projects</p>	<p>...and our Dublin operations now use HVO instead of diesel</p>

## We participate with...



## We are compliant with...



## We are preparing to be compliant with...



# 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 [54-59 of the 2024 Annual Report (linked at the end of this datasheet).]

## GHG Climate Targets

During January 2024, our new near-term targets aligned to the Paris Agreement were validated by SBTi, using 2023 as the new baseline year.

**Mobico Group PLC are committed to reduce  
absolute Scope 1 & 2 emissions by 55%  
& Scope 3 by 33% by 2033.\***

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

## Net Zero Group Targets

### Zero emission fleet target



Note: Environmental targets comprises a 25% weighting within the currently in-flight long term incentive scheme programmes for executives and senior managers. See Remuneration Report commencing on page 113 of 2024 Annual Report.

### Other ESG Targets

\*Please refer to the performance section below for the 2024 results.

Data Point	ESG Topic	Unit	2024 Target
<b>OTP (on time performance)</b>	Social	Percentage of services	This varies by division- please refer to the glossary for the OTP thresholds
<b>FWI *</b>	Safety	Weighted Index per million miles	0.006
<b>Preventable Collisions *</b>	Social and Safety	Number of preventable collisions per million miles	UK- 17.21; Spain- 15.68; Morocco- 21.85; North America- 9.915; Bahrain 9.14
<b>SPAD Rate (Signals passed at danger)*</b>	Safety	Number of events per million miles	0.77
<b>LTIP (Long Term Incentive Plan)</b>	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 2024
			Both compared to 2019 base year
<b>Female Representation*</b>	Governance	Board Representation	Achieve and maintain 40%

# Our 2024 Performance

## Environmental Performance

Our 2024 Environmental Performance Report is on page 245 of the Annual Report, the 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- 2023 onwards North America contains WeDriveU. 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 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		2020		2021		2022		2023		2024	
		Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e
Scope 1: Stationary and Mobile Combustion, Fugative Emissions ✓✓	Group		514,106		657,237		830,287		834,815		815,218
	ALSA		231,070		365,246		440,633		449,722		461,382
	Bahrain		19,333		17,085		17,564		23,581		18,107
	Germany		242		614		646		500		142
	North America		125,266		126,710		203,524		192,338		172,836
	UK		137,266		145,023		167,473		168,674		162,751
Scope 2: Electricity, Location-Based ✓✓	Group	170,832	67,879	190,064	73,649	247,446	83,577	330,981	79,122	249,851	80,938
	ALSA	11,903	3,125	11,525	3,071	11,827	2,346	14,365	1,982	20,069	3,396
	Bahrain	1,190	831	1,129	707	1,046	720	1,184	827	1,026	717
	Germany	121,000	49,633	137,700	55,982	196,142	69,002	199,724	63,112	187,119	65,735
	North America	27,928	12,071	28,562	11,523	24,403	9105	84,791	9,209	17,136	6,026
	UK	8,348	2,560	11,147	2,367	14,027	2,403	30,866	3,992	24,501	5,064
Scope 2: Market-Based	Group	Calculated from 2024								249,851	141,133

Scope 3 (tCO2e) ✓ Group contains central functions	ALSA	Bahrain	Germany	North America	UK	GROUP
Category 1: Purchased Goods and Services	2022	113,648	2,339	21,772	34,996	221,783
	2023	85,248	759	14,630	17,929	138,835
	2024	33,557	3,379	5,367	18,760	86,244
Category 2: Capital Goods	2022	39,769		4,790	31,312	92,680
	2023	61,271	n/a	1,661	24,602	92,435
	2024	51,634		495	78,720	133,292
Category 3: Fuel and energy related activities not included in scope 1 or 2	2022	98,141	2,653	24,831	48,800	214,893
	2023	83,950	3,985	2,500	40,534	201,723
	2024	107,111	4,207	17,674	39,435	209,465
Category 4: Upstream transportation and distribution (separated from category 1 in 2024)	2022	Combined in category 1				
	2023	Combined in category 1				
	2024	34,095	2,112	1,711	2,654	38,747
Category 5: Waste Generated in Operations and Water Usage	2022	31	5	Available from 2023	1,754	1,967
	2023	166	7	2	397	683
	2024	304	2	2	327	707
Category 6: Business Travel	2022	1,470	n/a	145	459	2,349
	2023	1,044	1	8	866	2,390
	2024	1,088	4	9	1,526	3,082
Category 7: Employee Commuting	2022	10,593	532	613	25,798	41,819
	2023	10,837	568	719	27,108	43,062
	2024	7,507	380	654	30,054	42,594
Category 8: Upstream leased Assets	2022	n/a	132	16		10,542
	2023	615	7	6	n/a	14,894
	2024	n/a	n/a	n/a		20,662
Category 9-12	n/a					
Category 13: Emissions from Assets we Lease to Third Parties	2022	1			1,118	1,119
	2023	62	n/a	n/a	1,133	1,194
	2024	101			n/a	101
Category 15: Investments	2022	6,269			6,979	13,248
	2023	793	n/a	n/a	632	1,425
	2024	3,864			2,470	6,333
Total Scope 3	2022	282,031	5,661	52,177	150,098	600,400
	2023	245,147	5,489	42,038	117,044	497,280
	2024	239,262	7,974	25,913	173,945	541,227

Intensity Metrics		2020	2021	2022	2023	2024
Total Scope 1 and 2 Emissions (tCO2e)	Group	581,927	730,886	913,864	913,937	896,156
	ALSA	234,196	368,317	442,970	451,704	464,778
	Bahrain	20,164	17,792	18,284	24,408	18,824
	Germany	49,875	56,596	69,648	63,612	65,877
	North America	137,297	140,232	212,629	167,898	178,862
	UK	139,826	147,390	169,876	172,666	167,815
Total Scope 1, 2 and 3 Emissions (tCO2e)	Group	590,609	736,648	1,513,371	1,411,216	1,437,382
	ALSA	234,901	368,713	712,901	696,851	704,040
	Bahrain	20,214	17,810	23,946	29,898	26,798
	Germany	52,399	59,939	122,487	105,651	91,790
	North America	140,168	142,800	362,727	284,942	352,807
	UK	142,278	147,787	290,374	256,900	256,949
Million Passenger Kilometers	Group	23,889	28,932	37,804	38,777	39,432
	ALSA	4,957	6,890	10,262	11,531	12,552
	Bahrain	88	80	128	153	159
	Germany	1,134	1,210	2,289	3,232	3,337
	North America	15,276	18,331	20,848	19,698	19,192
	UK	2,521	2,420	3,676	4,164	4,192
Total Scope 1 and 2 Emissions (tCO2e) per Million Passenger Kilometers	Group	24.36	25.26	24.18	23.57	22.73
	ALSA	47.24	53.45	43.16	39.17	37.03
	Bahrain	228.47	223.84	142.49	160.09	118.69
	Germany	43.97	46.78	30.71	19.68	19.74
	North America	8.99	7.65	10.20	10.23	9.32
	UK	55.47	60.89	46.21	41.47	40.03
Total tCO2e (Scope 1, 2 and 3) per Million Passenger Kilometers	Group	24.72	25.46	40.03	36.39	36.45
	ALSA	47.38	53.51	69.47	60.43	56.09
	Bahrain	229.03	224.08	186.61	196.10 *	168.97
	Germany	46.20	49.54	53.50	32.69	27.51
	North America	9.18	7.79	17.40	14.47	18.38
	UK	56.44	61.06	78.99	61.70	61.29

		2020	2021	2022	2023	2024
Biogenic Emissions (tCO2e)	Group	3,711.15	5,885.90	8,538.34	7,093.48	9,250.90
<small>Arising from biofuel blend of fuel used in UK and ALSA only</small>						
Air Pollution (Nox, pm10 & pm2.5) (Tonnes)	Group	Available from 2024				2,310

Water Supply	2020		2021		2022		2023		2024	
	M <sup>3</sup>	tCO2e								
<small>Group may contain rounding differences Primary consumption is washing vehicles</small>	397,444	137	424,347	63	434,170	69	411,692	73.6	363,843	56.6
Waste to Landfill	Tonnes	tCO2e								
<small>Note, hazardous waste is negligible</small>	5,773	2,863	4,491	2,188	4,215	1,738	888	524	1,024	627

2024 Fleet Information	Bahrain	Spain	Morocco	North America	UK	German Rail	Group
Number of ZEVs currently in fleet	0	152	4	234	319	120	829
Number of ZEVs in fleet including ordered	0	222	4	245	479	120	1,100
Number of ZEVs as a percentage of entire fleet including ordered	0	4.1%	0.2%	1.4%	27.4%	100%	4.02%
Size of entire fleet (active vehicles only)	144	5,127	1,838	17,091	2,195	120	26,075
Size of entire fleet (including inactive vehicles)	153	5,197	2,000	17,462	2,426	120	27,358
Average age of fleet <small>(Group excludes Bahrain &amp; Germany)</small>	n/a	6.9 years		6.7 years	8.9 years	n/a	7 years
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

Signals passed at Danger per million miles	2020	2021	2022	2023	2024
German Rail	0.8ppmm	0.95ppmm	0.76ppmm	0.78ppmm	0.45ppmm

## 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.

	2020	2021 <small>(as at Q3)</small>	2022	2023	2024
Percentage of Female Representation at Group Board Level	36%	30%	40%	36%	50%
Percentage of Female Representation at Executive Level	14%	16%	30%	28%	40%
Percentage of Female Representation across all Employees	20%	35%	43%	33%	33%

	2020	2021	2022	2023	2024
Total number of Employees	47,970	44,942	46,192	47,734	51,476
Engagement Survey Participation rate	Group's First Global Survey was in 2022		77%	73%	No Global Survey in 2024

	2020	2021	2022	2023	2024
Group Road On-Time-Performance	92.5%	93.9%	91.1%	90.7%	92.0%

## Safety Performance

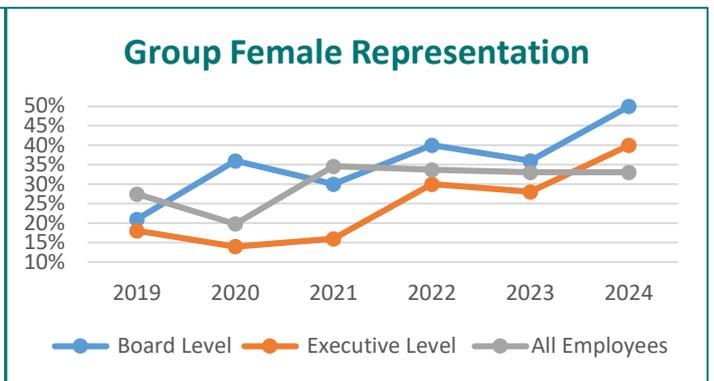
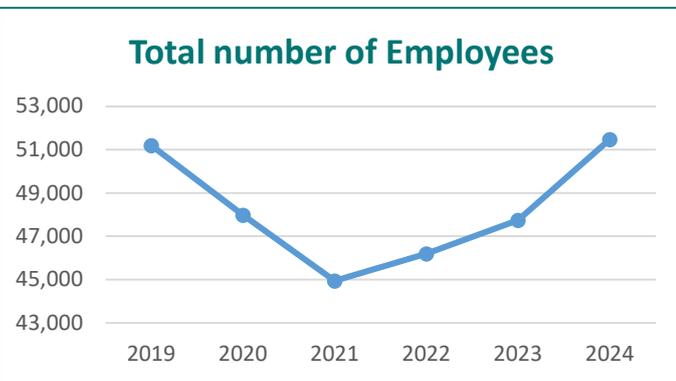
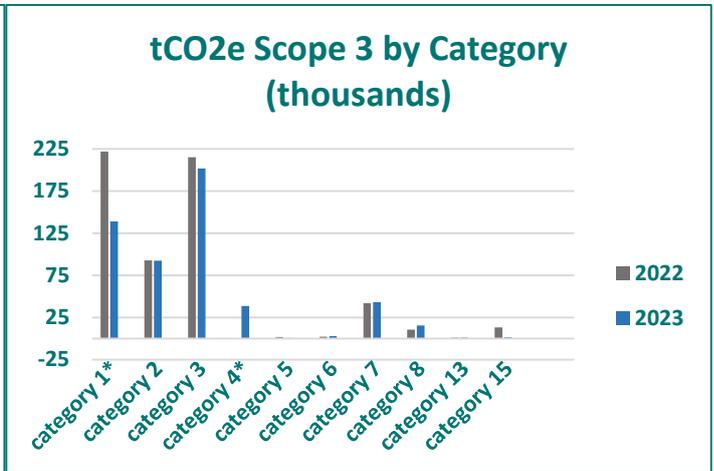
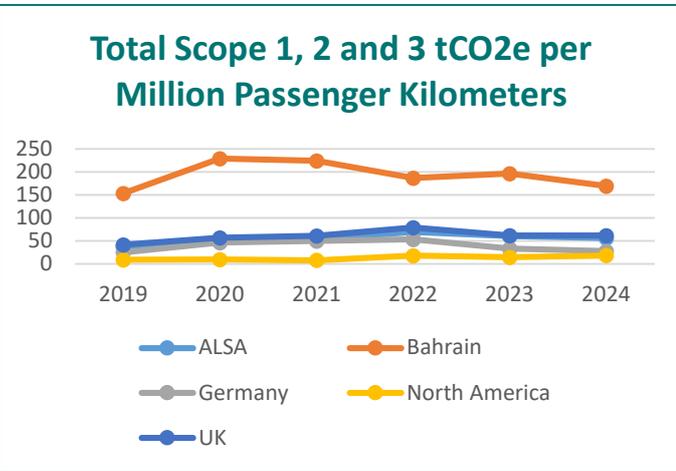
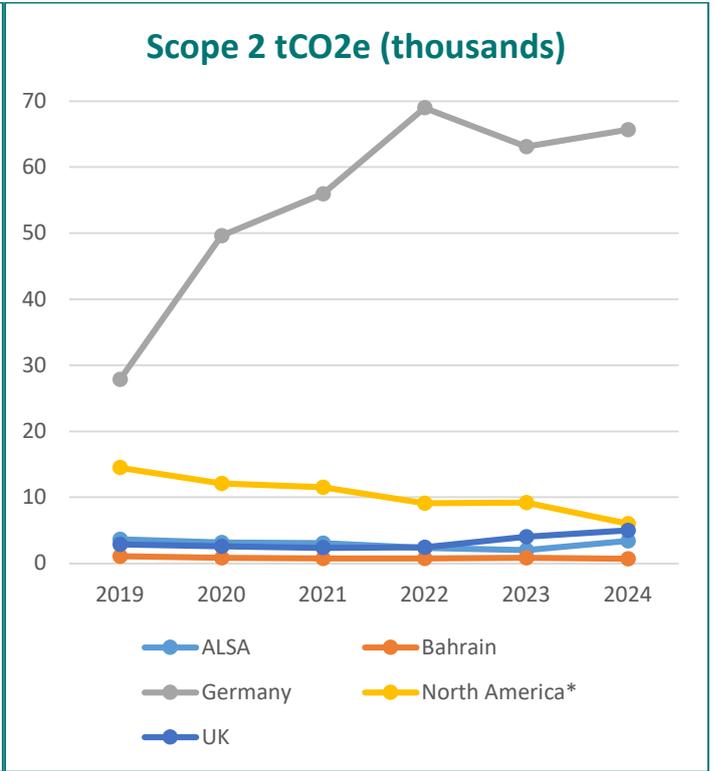
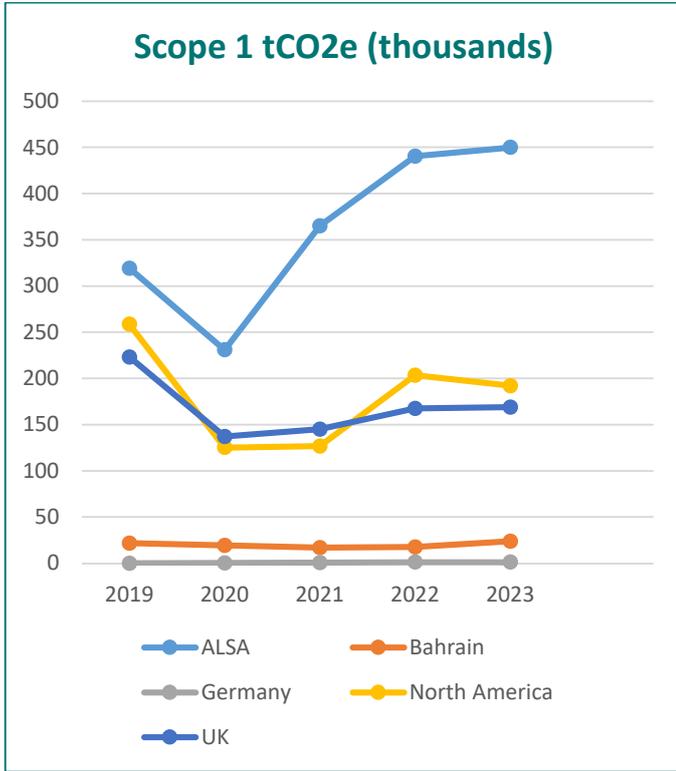
		2020	2021	2022	2023	2024
Fatalities Weighted Index	Group	1.876	2.984	1.638	4.136	2.193
	ALSA	1.176	4.620	1.125	1.490	0.842
	Bahrain	0.002	0.000	0.001	0.000	0.004
	Germany	0.000	0.000	0.000	0.605	0.000
	North America	0.554	0.197	0.256	1.927	1.258
	UK	0.144	0.142	0.256	0.014	0.089
Fatalities Weighted Index per million miles	Group	0.004	0.006	0.003	0.006	0.003
	ALSA	0.005	0.022	0.004	0.001	0.003
	Bahrain	0.000	0.000	0.000	0.000	0.000
	Germany	0.000	0.000	0.000	0.047	0.000
	North America	0.003	0.001	0.001	0.001	0.005
	UK	0.002	0.001	0.002	0.001	0.001

Further Health and Safety data is disclosed on our website at <https://mobicogroup.com/media/13ugvshn/health-and-safety-metrics-2024.pdf>

## Policy and Report Links

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

# Appendices- Graphs



\* category 4 emissions have been disaggregated from category 1 in 2024, as above. In the previous year, they were combined in category 1.

## 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 <a href="https://d3cez36w5wymxj.cloudfront.net/wp-content/uploads/2020/03/26162356/Bus-Passenger-Survey-Autumn-2019-summary-of-key-results-in-England.pdf">https://d3cez36w5wymxj.cloudfront.net/wp-content/uploads/2020/03/26162356/Bus-Passenger-Survey-Autumn-2019-summary-of-key-results-in-England.pdf</a> ]
EVOLVE Strategy	Information found at <a href="https://www.mobicogroup.com/about-us/our-strategy/">https://www.mobicogroup.com/about-us/our-strategy/</a>
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 2024, 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