

ESG Datasheet 2023

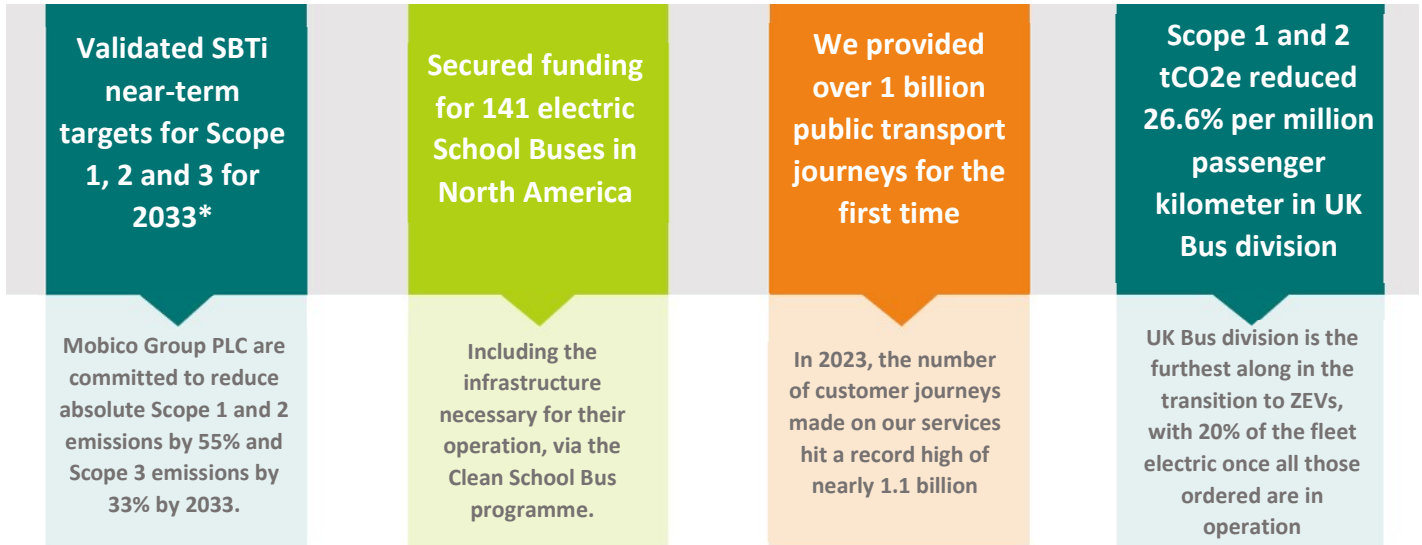
Our Group Vision and Purpose make clear our priority and commitment. Our Vision is to be the world's premier mobility operator with services offering leading safety, reliability and environmental standards that customers trust and value.

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.

Contents

1. 2023 Highlights and Achievements	2
2. Partnerships and Engagements	2
3. Goals and Targets	3
4. Our 2023 Performance	
a. Environmental Performance	5
i. Scope 1, 2 and 3 GHG emissions	
ii. Intensity metrics	
iii. Biogenic carbon consumption and emissions	
iv. Waste and Water consumption and emissions	
v. Fleet details	
vi. Clean revenue percentage	
b. Social and Governance Performance	
i. Employee data	8
ii. Health and Safety Performance	8
iii. Community data	9
5. ESG Policy links	10
6. Appendices	
a. Data Graphs	11
b. Index/Glossary	12

2023 ESG Highlights and Achievements



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

We participate with...



We are compliant with...



We are preparing to be compliant with...



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
4. Corporate Knights Global 100: 1st in the Transit and Ground Transportation Sector in the UK
5. World Benchmarking Alliance: 6th in Transport on our progress towards decarbonisation
6. Shortlisted for Global Safety and Health Awards Sustainable Company of the Year

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 2023 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; these existing targets were not yet aligned to the ambition of the Paris agreement.

During January 2024, our new near-term targets aligned to the Paris Agreement were validated by SBTi, using 2022 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.

For 2023, we continue to report against the existing targets.

Please refer to the performance section below for the 2023 results.

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

Zero emission fleet target



Note: Environmental targets comprises a 25% weighting within the long term incentive scheme programme for executives and senior managers. See Remuneration Report commencing on page 112 of 2023 Annual Report.

Other ESG Targets

*Please refer to the performance section below for the 2023 results.

Data Point	ESG Topic	Unit	2023 Target
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 Both compared to 2019 base year
Female Representation*	Governance	Board Representation	Achieve and maintain 40%

Our 2023 Performance

Environmental Performance

Our 2023 Environmental Performance Report is on page 247 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- 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 from 2021
 - ✓ Assured to a limited ISO 14060 standard from 2022

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		2019		2020		2021		2022		2023	
		Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e	Mwh	tCO2e
Scope 1: Stationary and Mobile Combustion, Fugative Emissions ✓✓	Group		823,581		513,667		657,237		830,287		834,815
	ALSA		319,338		231,070		365,246		440,633		449,722
	Bahrain		21,703		19,333		17,085		17,564		23,581
	Germany		27		242		614		1,306		500
	North America		258,684		125,266		126,710		203,524		192,338
	UK		223,246		137,266		145,023		167,473		168,674
Scope 2: Electricity, Location-Based ✓✓	Group	121,403	49,938	170,832	68,260	190,064	73,649	247,446	83,577	330,981	79,122
	ALSA	13,906	3,651	11,903	3,125	11,525	3,071	11,827	2,346	14,365	1,982
	Bahrain	1,537	1,078	1,190	831	1,129	707	1,046	720	1,184	827
	Germany	65,700	27,854	121,000	49,633	137,700	55,982	196,142	69,002	199,724	63,112
	North America	31,821	14,496	27,928	12,071	28,562	11,523	24,403	9105	84,791	9,209
	UK	8,438	2,858	8,348	2,560	11,147	2,367	14,027	2,403	30,866	3,992

Scope 3 (tCO2e) ✓ Group contains central functions	2022	ALSA	Bahrain	Germany	North America	UK	GROUP
Category 1: Purchased Goods and Services	2022	113,648	2,339	21,772	34,996	46,068	221,783
	2023	85,248	759	14,630	17,929	17,653	138,835
Category 2: Capital Goods	2022	39,769	n/a	4,790	31,312	16,241	92,680
	2023	61,271	n/a	1,661	24,602	4,816	92,435
Category 3: Fuel and energy related activities not included in scope 1 or 2	2022	98,141	2,653	24,831	48,800	40,457	214,893
	2023	83,950	3,985	2,500	40,534	41,005	201,723
Category 4	n/a						
Category 5: Waste Generated in Operations and Water Usage	2022	31	5	Available from 2023	1,754	176	1,967
	2023	166	7	2	397	77	683
Category 6: Business Travel	2022	1,470	n/a	145	459	Included in Group	2,349
	2023	1,044	1	8	866	Included in Group	2,390
Category 7: Employee Commuting	2022	10,593	532	613	25,798	4,201	41,819
	2023	10,837	568	719	27,108	3,675	43,062
Category 8: Upstream leased Assets	2022	n/a	132	16	n/a	10,386	10,542
	2023	615	7	6	n/a	14,894	15,533
Category 9-12	n/a						
Category 13: Emissions from Assets we Lease to Third Parties	2022	1	n/a	n/a	n/a	1,118	1,119
	2023	62	n/a	n/a	n/a	1,133	1,194
Category 15: Investments	2022	6,269	n/a	n/a	6,979	n/a	13,248
	2023	793	n/a	n/a	632	n/a	1,425
Total Scope 3 Group may contain rounding differences	2022	282,031	5,661	52,177	150,098	108,261	600,400
	2023	245,147	5,489	42,038	117,044	84,234	497,280

Intensity Metrics		2019	2020	2021	2022	2023
Total Scope 1 and 2 Emissions (tCO2e)	Group	873,519.76	581,926.82	730,885.73	914,077.53	913,937.44
	ALSA	322,989.50	234,195.58	368,316.87	442,978.72	451,703.87
	Bahrain	22,781.23	20,164.36	17,791.18	18,284.82	24,408.29
	Germany	27,881.98	49,874.72	56,595.60	70,308.71	63,612.38
	North America	273,181.05	137,297.16	140,232.47	212,629.33	167,898.36
	UK	226,104.09	139,826.29	147,389.97	169,875.95	172,666.05
Total Scope 1, 2 and 3 Emissions (tCO2e)	Group	881,740.81	590,609.25	736,647.64	1,513,371.20	1,411,216.36
	ALSA	324,006.72	234,900.66	368,713.67	442,978.72	451,703.87
	Bahrain	22,833.03	20,214.50	17,809.85	18,284.82	24,408.29
	Germany	29,268.98	52,399.13	59,938.70	70,308.71	63,612.38
	North America	276,692.70	140,168.25	142,800.06	212,629.33	167,898.36
	UK	227,380.36	142,278.14	147,786.95	169,875.95	172,666.05

		2019	2020	2021	2022	2023
Million Passenger Kilometers	Group	46,257.98	23,888.89	28,931.65	37,804.30	38,776.55
	ALSA	8,680.56	4,957.47	6,890.37	10,262.51	11,530.68
	Bahrain	148.76	88.26	79.48	128.32	152.46
	Germany	1,158.11	1,134.20	1,209.89	2,289.45	3,231.85
	North America	30,774.04	15,276.25	18,331.49	20,847.82	19,697.80
	UK	5,496.51	2,520.97	2,420.42	3,676.20	4,163.75
Total Scope 1 and 2 Emissions (tCO2e) per Million Passenger Kilometers	Group	18.88	24.36	25.26	24.18	23.57
	ALSA	37.21	47.24	53.45	43.16	39.17
	Bahrain	153.14	228.47	223.84	142.49	160.09
	Germany	24.08	43.97	46.78	30.71	19.68
	North America	8.88	8.99	7.65	10.20	10.23
	UK	41.14	55.47	60.89	46.21	41.47
Total tCO2e (Scope 1, 2 and 3) per Million Passenger Kilometers	Group	19.06	24.72	25.46	40.03	36.39
	ALSA	37.33	47.38	53.51	69.47	60.43
	Bahrain	153.49	229.03	224.08	186.61	196.10 *
	Germany	25.27	46.20	49.54	53.50	32.69
	North America	8.99	9.18	7.79	17.40	14.47
	UK	41.37	56.44	61.06	78.99	61.70
Traction vs Building Split		2019	2020	2021	2022	2023
Traction Carbon Emissions (tCO2e)	Group	832,215	545,006	698,643	884,239	885,773
	ALSA	318,557	230,397	364,444	439,944	448,969
	Bahrain	21,703	19,334	17,085	17,564	23,253
	Germany	27,881	49,875	56,959	70,274	63,571
	North America	243,736	110,657	118,212	190,619	181,038
	UK	120,608	74,301	99,480	95,025	84,263
Traction Carbon Emissions per Million Passenger Kilometers (tCO2e/mpkms)	Group	17.99	22.81	24.15	23.39	22.84
	ALSA	36.70	46.47	52.89	42.87	38.94
	Bahrain	145.89	219.06	214.96	136.88	152.52
	Germany	24.07	43.97	47.08	30.69	19.67
	North America	7.92	7.24	6.45	9.14	9.19
	UK	21.94	29.47	41.10	25.85	20.24
Traction Megawatt Hours	Group	3,067,820	1,954,548	2,493,716	3,168,738	3,315,308
	ALSA	1,184,311	826,899	1,311,053	1,552,355	1,691,833
	Bahrain	64,499	52,124	53,822	55,034	64,877
	Germany	65,700	121,000	137,700	196,100	199,600
	North America	931,461	421,306	428,822	719,975	696,477
	UK	460,621	290,521	395,308	371,451	332,704
Traction Megawatt Hours per Million Passenger Kilometers	Group	66.32	81.82	86.19	83.82	85.50
	ALSA	136.43	166.80	190.27	151.26	146.72
	Bahrain	433.58	590.57	677.18	428.88	425.53
	Germany	56.73	106.68	113.81	85.65	61.76
	North America	30.27	27.58	23.39	34.53	35.36
	UK	83.80	115.24	163.32	101.04	90.90
Site only Emissions (from Buildings) (tCO2e)	Group	40,723	36,930	31,683	29,839	28,165
	ALSA	4,432	2,798	3,872	3,034	2,735
	Bahrain	1,078	931	707	720	1,155
	Germany	0	0	0	34	42
	North America	29,446	26,641	22,020	22,012	20,510
	UK	4,654	4,716	4,315	3,124	2,764

		2019	2020	2021	2022	2023
Biogenic Emissions (tCO2e)	Group	3,711.15	5,885.90	8,538.34	7,093.48	9,250.90
	ALSA	Available from 2024				
	UK	3,696.67	5,867.47	8,513.42	7,093.48	9,250.90

	2019		2020		2021		2022		2023	
Water Supply	M ³	tCO2e	M ³	tCO2e	M ³	tCO2e	M ³	tCO2e	M ³	tCO2e
	Water Supply	491,203	169	397,444	137	424,347	63	434,170	69	411,692
Waste to Landfill	Tonnes	tCO2e	Tonnes	tCO2e	Tonnes	tCO2e	Tonnes	tCO2e	Tonnes	tCO2e
	7,616	4,316	5,773	2,863	4,491	2,188	4,215	1,738	888.43	463

2023 Fleet Information	Bahrain	Spain	Morocco	North America	UK	Group*
Number of ZEVs currently in fleet	0	124	4	218	185	651
Number of ZEVs in fleet including ordered	0	154	4	280	357	915
Number of ZEVs as a percentage of entire fleet including ordered	0	3.7%	0.2%	1.5%	12.5%	3.3%
Size of entire fleet (active vehicles only)	142	3,745	1,785	17,831	2,533	26,156
Size of entire fleet (including inactive vehicles)	153	4,189	2,073	18,314	2,854	27,703
Average age of fleet <small>(Group excludes Bahrain)</small>	8.7 years	7.1 years		6.6 years	9.7 years	7 years
Group Green Capex Equivalent	Calculated for as a Group					

* Including Germany's fleet if 120 electric trains

Number of Environmental Penalties Issued 2023	0	0	0	5	0	5

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.

	2019	2020	2021 (as at Q3)	2022	2023
Percentage of Female Representation at Group Board Level	21%	36%	30%	40%	36%
Percentage of Female Representation at Executive Level	18%	14%	16%	30%	28%
Percentage of Female Representation at Across all Employees	27.5%	19.8%	34.6%	33.7%	33.0%

	2019	2020	2021	2022	2023
Total number of Employees	51,191	47,970	44,942	46,192	47,734
Engagement Survey Participation rate	Group's First Global Survey was in 2022			77%	73%

	2019	2020	2021	2022	2023
Group Road On Time Performance	91.2%	92.5%	93.9%	91.1%	90.7%

Safety Performance

		2019	2020	2021	2022	2023
Fatalities Weighted Index	Group	4.513	1.876	2.984	1.638	4.136
	ALSA	1.947	1.176	4.620	1.125	1.490
	Bahrain	0.013	0.002	0.000	0.001	0.000
	Germany	0.009	0.000	0.000	0.000	0.605
	North America	1.781	0.554	0.197	0.256	1.927
	UK	0.763	0.144	0.142	0.256	0.014
Fatalities Weighted Index per million miles	Group	0.006	0.004	0.006	0.003	0.006
	ALSA	0.009	0.005	0.022	0.004	0.001
	Bahrain	0.001	0.000	0.000	0.000	0.000
	Germany	0.001	0.000	0.000	0.000	0.047
	North America	0.005	0.003	0.001	0.001	0.001
	UK	0.005	0.002	0.001	0.002	0.001

Further Health and Safety data is disclosed on our website at <https://www.mobicogroup.com/sustainability/performance-reports-and-data/>

Charity and Community Contributions

About our approach to communities and charities

At Mobico Group, our ambition is to be a trusted partner to the communities we serve. Across the group we engage with communities in various ways.

Each of our divisions has well established community programmes and approach to charitable giving that is focused on what matters the most to colleagues, partners and the communities we serve.



- The UK is signed up to the Youth Promise
- Partners Beyond the Bus and The Women's Inspiration Network (WIN) in North America
- The Integra Foundation Partnership in ALSA

In 2021, ALSA launched an initiative for reforesting Congoto de Valdavia (Palencia). More than 92,240 trees are being replanted across 58,9 hectares during this ongoing project.

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.)

WeDriveU has a Growing Local Roots program which partners with local organisations to contribute a positive environmental impact in communities we proudly serve

8,897 tickets were claimed with **UK** 60% Military Discount offered, and 2,993 tickets at 30% discount for their spouses and veterans

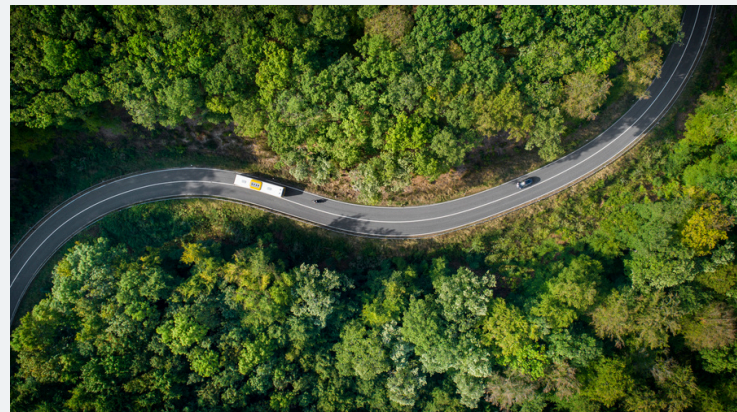
National Express UK annual Payroll Lottery competition raised £924 for Whizz Kids Charity in 2023.

Through the donations option on our coach website, **UK Coach** customers raised £12k for the Royal British Legion and £10k for The Prince's Trust, two of our corporate partners in the UK for 2023. Donated £5000 to charities local to our coach stations, including Cricket Arena C.I.C, Harmony Youth Project and Prison Support Service through the National Express Foundation

National Express UK operates an Employee Charities Panel - an internal mechanism that supports colleagues in their personal fundraising and volunteering efforts. In 2023 we donated £4,450 to good causes our colleagues care about.

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

Mobico has contributed over £100,000 towards the charity Transaid since becoming a corporate partner.

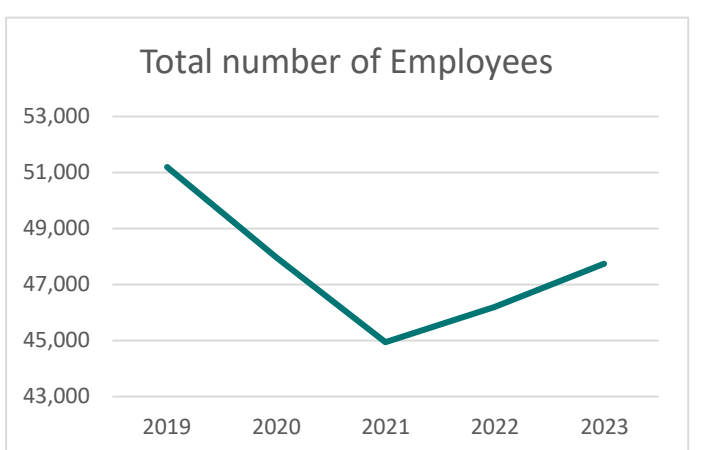
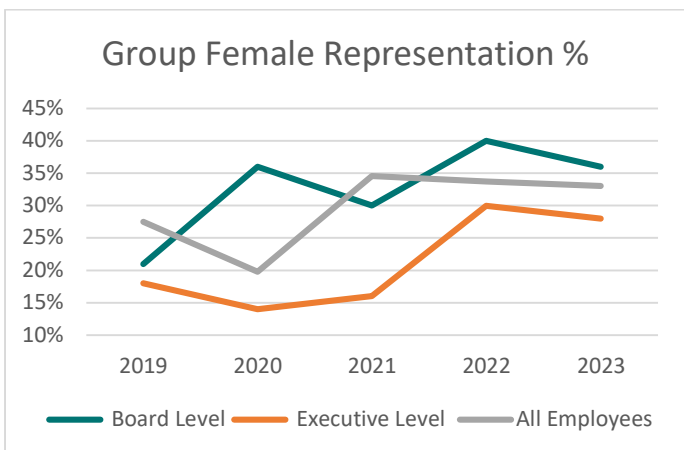
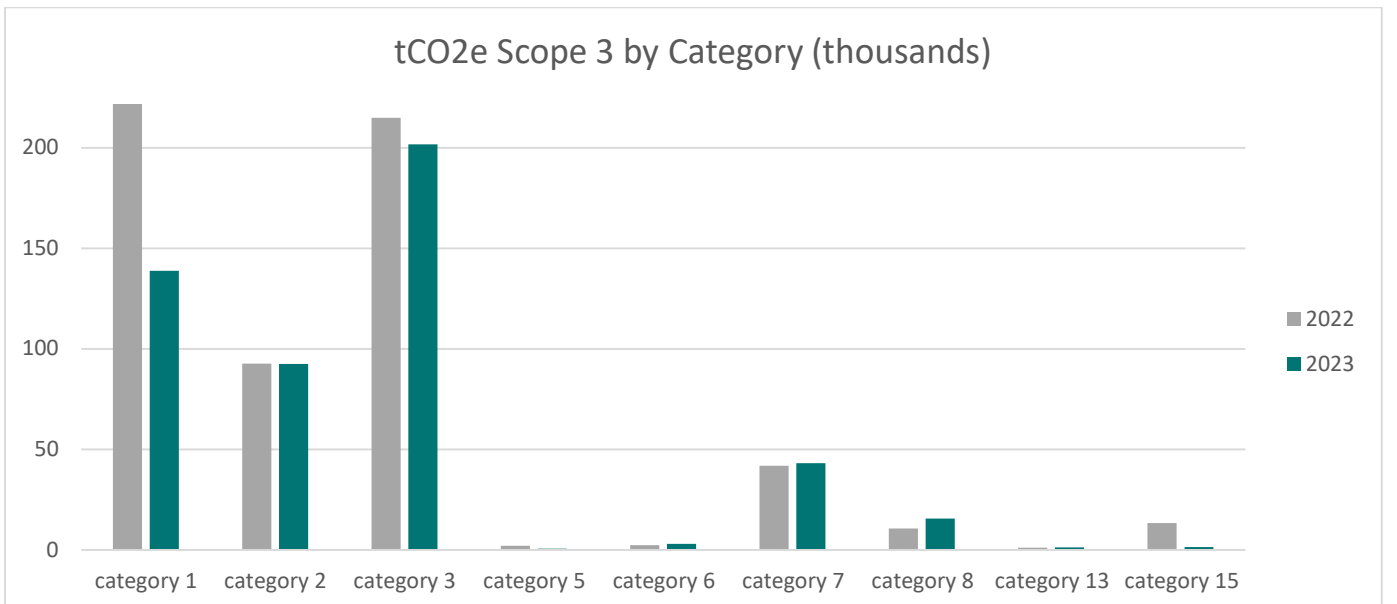
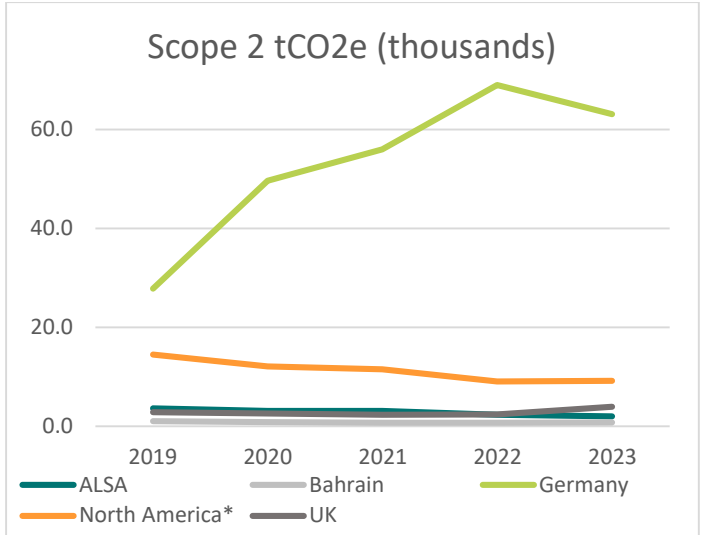
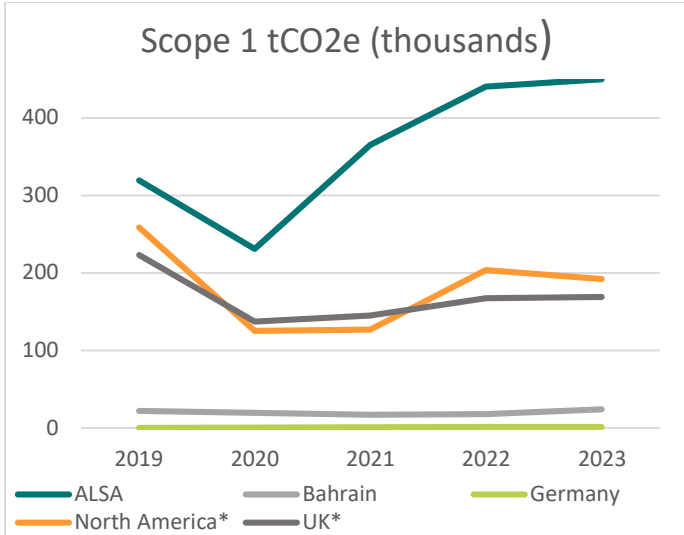


Policy and Report Links

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 Paygap 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



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 Mobicogroup
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 Exequivalent	The approximate capital value of new greener (hybrid or ZEV) vehicles entered into service in 2023, 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 Mobicogroup.
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 Mobicogroup
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