

SUSTAINABILITY POLICY

INTRODUCTION

Van Mossel Automotive Group ("Van Mossel") is dedicated to contributing to a sustainable future by integrating environmental responsibility into every aspect of our business. As a leading European automotive group, we recognize the significant role we play in reducing our environmental impact across our operations, including our dealerships, body repair shops, leasing activities, and throughout our entire supply chain.

This Sustainability Policy outlines our commitment and compliance to the topic of sustainability while also reducing our carbon footprint and supporting the global transition to a low-carbon economy. Our efforts align with the two most important regulatory standards established by the European Union: 1) Corporate Sustainability Reporting Directive (CSRD), and the 2) European Union Taxonomy (EUT).

STRATEGY & PURPOSE

The purpose of this policy is firstly, to provide a clear framework for managing and reducing the environmental impact of Van Mossel's activities across (almost) 500 locations in 7 countries. It aims to outline our strategy to reduce energy consumption, lower greenhouse gas emissions, to promote resource efficiency, and to foster collaboration with suppliers and clients. To create a more sustainable automotive ecosystem. Secondly, Van Mossel must ensure compliance with all relevant national and international (EU) ESG, sustainability and environmental legislative requirements. Lastly, as ESG can drive our commercial performance, it necessitates the implementation of climate change mitigation and adaptation activities.



SCOPE

This policy applies to all Van Mossel operations, including dealerships, body repair shops, leasing activities, and related functions across all countries of our operation. It encompasses both direct and indirect environmental impacts and includes our whole supply chain.

ENVIRONMENTAL COMMITMENTS

1. Energy Efficiency and Reduction of Carbon Emissions

- Energy Use Optimization:** We commit to reducing the energy consumption at all Van Mossel locations by improving energy efficiency. This includes implementing energy-saving technologies and practices in our (physical) offices, dealerships, repair shops, and leasing operations.
- Energy Monitoring:** We will implement comprehensive energy monitoring systems across our locations to track energy use, identify inefficiencies, and implement targeted actions to reduce consumption.
- Targets for Carbon Emissions Reduction:** Van Mossel sets the ambitious target of reducing Scope 1, 2, and 3 greenhouse gas emissions by 25% by 2030, using 2024 as the baseline year. We intend to measure this relatively per FTE and/or EUR revenue. Moreover, we will work towards achieving net-zero emissions (for scope 1 & 2) by 2040 in alignment with global climate goals. Our performance on our emissions targets will be annually disclosed in our sustainability report.

2. Renewable Energy

- Transition to Renewable Sources:** We will increase the use of renewable energy sources, aiming to source an increase of 10% energy from renewable sources every year, with 2023 as our base-year. This includes the installation of solar panels (or other means of renewable energy generation when possible) and exploring (dedicated) renewable energy contracts with suppliers.
- Electrification of Car Sale & Fleets:** We will accelerate the transition of our in-house and client-leasing fleets to electric (EV) and hybrid vehicles, with the goal of having 50% of our own fleet electrified by 2030, and 65% of our new client lease contracts as of 2030. On top, for our new car sale in 2030, we aim to have a minimum of 65% to be zero-emission vehicles (EV's).

3. Sustainable Procurement and Supply Chain

- Sustainable Suppliers:** Van Mossel will engage with our suppliers to ensure that they meet stringent sustainability criteria, including their commitment to reducing energy consumption and emissions, but also their responsibility regarding the topic of circularity. We will prioritize partnerships with suppliers who are aligned with our environmental values and who are transparent in reporting their environmental performance.
- Supplier Engagement:** We will, through regular engagement processes, encourage suppliers to adopt circular economy practices and work with them to develop strategies that minimize the environmental impact of the products and services we purchase.
- Procurement of Low-Carbon Products:** We will prioritize, wherever possible, purchasing energy-efficient products, equipment, and services, and support the shift toward environmentally friendly automotive technologies, such as electric vehicles, energy-efficient tools, and sustainable building materials.
- Supplier Code of Conduct:** All these sustainability requirements for our suppliers are also outlined in greater detail, in our Supplier Code of Conduct, which is separately published on our corporate website.

4. Client and Customer Engagement

- Green Products and Services:** Van Mossel will continue to expand the offering of electric and hybrid vehicles, ensuring customers have access to more sustainable mobility services. We will also promote energy-efficient maintenance practices via our body repair shops.
- Sustainability Awareness for Customers:** We raise awareness among customers about the environmental benefits of sustainable mobility options, offering guidance, incentives and tooling for transitioning to electric vehicles and adopting greener driving habits.
- Sustainable Business Practices:** We encourage clients to take part in sustainability initiatives, providing services such as the installation of electric vehicle charging station.

5. Circular Economy Practices

- Waste Reduction and Recycling:** We aim to minimize waste generation across all operations by prioritizing recycling, reusing materials and repairing wherever possible, instead of renewing. This includes parts and materials used in our body repair shops, as well as packaging and office supplies.
- End-of-Life Vehicle Recycling:** We will work to improve the recycling processes for end-of-life vehicles, ensuring that all parts and materials are reused or recycled efficiently. Particular focus is given to batteries and tires, where we also work to anticipate, and comply with the EU battery regulations and EU Deforestation Regulation (EUDR).

6. Sustainable Building Practices

- Green Building Standards:** Van Mossel strives where possible to have new-build facilities and renovations meet sustainable building standards, such as LEED or BREEAM certification, focusing on energy efficiency, water conservation, and sustainable materials.
- Energy Audits and Improvements:** Regular energy audits will be conducted to identify opportunities for improvements in our buildings, with a focus on upgrading insulation, lighting, heating, and cooling systems to more energy-efficient alternatives.

7. Compliance and Reporting

- Compliance with CSRD:** Van Mossel is committed to full compliance with the Corporate Sustainability Reporting Directive (CSRD) as of book year 2025, and will regularly disclose our environmental performance, progress toward sustainability targets, and actions taken to mitigate environmental impacts in our Integrated Annual Report. In there, we will also report on our EU Taxonomy obligation from 2025 onward.
- Transparency and Accountability:** We will provide annual reporting on our environmental performance through publicly available sustainability reports, which will include progress toward our energy reduction targets, emissions reductions, renewable energy use, and supply chain due diligence, ensuring transparency and accountability to our stakeholders.

8. Employee and Stakeholder Engagement

- Employee Engagement:** Van Mossel will engage employees at all levels in our sustainability strategy by providing training on energy conservation, sustainable practices, and environmental responsibilities.
- Leadership in Action:** We intend to establish sustainability ambassadors across our locations in Europe to drive localized environmental initiatives aligned with our global strategy.
- Collaboration with Stakeholders:** We will collaborate with industry groups, local governments, and NGO's to share knowledge and best practices for reducing environmental impacts and driving industry-wide change.

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IMPLEMENTATION AND ACCOUNTABILITY

The successful implementation of this Sustainability Policy will be overseen by Van Mossel's Sustainability Manager, in close cooperation with the management board, and supported by cross-departmental teams. Accountability will be ensured through regular monitoring, audits, and progress reports. In light with our CSRD responsibility: our 2025 Annual Report will have limited assurance on all non-financial information and metrics, provided by our external auditor. Lastly, all departments and employees will play a key role in embedding sustainability into their daily operations and working towards the company's environmental objectives. Where possible and needed, this will be supported by in-house or external training.

COMMITMENT TO CONTINUOUS IMPROVEMENT

Van Mossel is committed to the continuous improvement of our sustainability and environmental performance. We will regularly review and update this policy to ensure alignment with the latest scientific data, industry standards, and government regulations. Our environmental strategy will evolve as new technologies and best practices emerge, enabling us to continue meeting and exceeding our sustainability targets.

APPROVAL AND COMMUNICATION

This policy is endorsed by the Van Mossel Automotive Group executive team and is communicated to all employees, contractors, suppliers, and other stakeholders. It will be publicly available on our corporate website and will be updated regularly to reflect our ongoing commitment to environmental responsibility.



Eric Berkhof

Group CEO
Van Mossel Automotive Group