Sustainability and ESG policy

1. Introduction

At Eurowag, our purpose is to make the commercial road transport industry clean, fair and efficient. This Sustainability and ESG Policy sets out our commitments and governance approach to embedding sustainability into our business operations and managing environmental, social and governance ("ESG") risks and opportunities, which is integral to the realisation of Eurowag's purpose.

"ESG" is a framework for evaluating how Eurowag performs in relation to environmental protection, social responsibility and governance integrity, with a focus on investor expectations and risk management. ESG criteria are used to assess how a company is affected by issues including climate impact, resource use, employee wellbeing, community engagement, ethics, compliance and corporate governance – and having good governance in place to manage those risks and pressures.

"Sustainability" is a broader concept, focusing on Eurowag's purpose, role in society and how we will create long-term value, delivering lasting benefits for people, the planet, our business and financial performance ("doing well, by doing good"). It involves identifying opportunities for our operations, products and services to enhance stakeholder wellbeing and strengthen the resilience of the markets we serve, enabling us and our customers to thrive in a resource-constrained, net zero world while delivering long-term business success and stakeholder trust.

Our Group Sustainability Strategy & Action Plan defines three strategic objectives:

Transforming transport sustainably – Creating a cleaner and more resilient future for Eurowag and commercial road transport.

Investing in our people & communities – Improving lives in our industry and in the local communities we impact.

Operating with integrity – Conducting Eurowag's operations with integrity and accountability.

These priorities are enabled through purpose-led leadership, consistent integration of sustainability in our decision-making, employee engagement, transparent measurement and reporting, impact-driven partnerships and collaboration, and robust compliance.

2. Scope

This Policy applies to all corporate operations across the Eurowag Group, including employees and contractors in all offices and sites. In addition, when working with partners in parts of our value chain which are outside of our direct control, we encourage them to align with these principles wherever possible.

3. Our policy

This policy commits Eurowag to:

Leadership and governance

- Maintain Board and Executive leadership accountability for delivering our Sustainability Strategy and ESG priorities.
- Integrate ESG risks and opportunities into corporate governance, risk management and internal control systems. Regularly review Eurowag's impacts on people and planet, and consult our stakeholders to understand this from a wide perspective.
- Incorporate sustainability factors into decision-making processes and, where possible, link them to renumeration.

Performance and transparency

- Set clear internal targets and public sustainability goals, supported by KPIs and action plans.
- Monitor, measure and report annually on our performance through our Sustainability Report.
- Investigate and communicate all incidents and near misses transparently, and embed lessons learned.

Compliance and continuous improvement

- Comply with relevant environmental and social legislation, and internal policies and directives.
- Continuously improve sustainability performance through enhanced systems, processes and innovation.
- Monitor external issues and public concerns relating to the ESG environment and review materiality assessment accordingly.

People and engagement

- Engage employees on sustainability goals, priorities and action plans.
- Build capacity and competencies across the business to support sustainability delivery.
- Work in partnership with suppliers, customers, peers and our local communities to promote sustainability principles and scale impact.

4. Materiality and stakeholder engagement

We regularly conduct double materiality assessments to identify and prioritise sustainability and ESG issues most relevant to our business, stakeholders, and value chain. Stakeholder engagement informs our priorities and supports inclusive decision-making.

5. Climate risk and resilience

Eurowag recognises climate change as a material risk and a business opportunity. We assess and manage climate-related risks, including transition and physical risks, as part of our enterprise risk framework. Our net zero action plan outlines our decarbonisation roadmap.

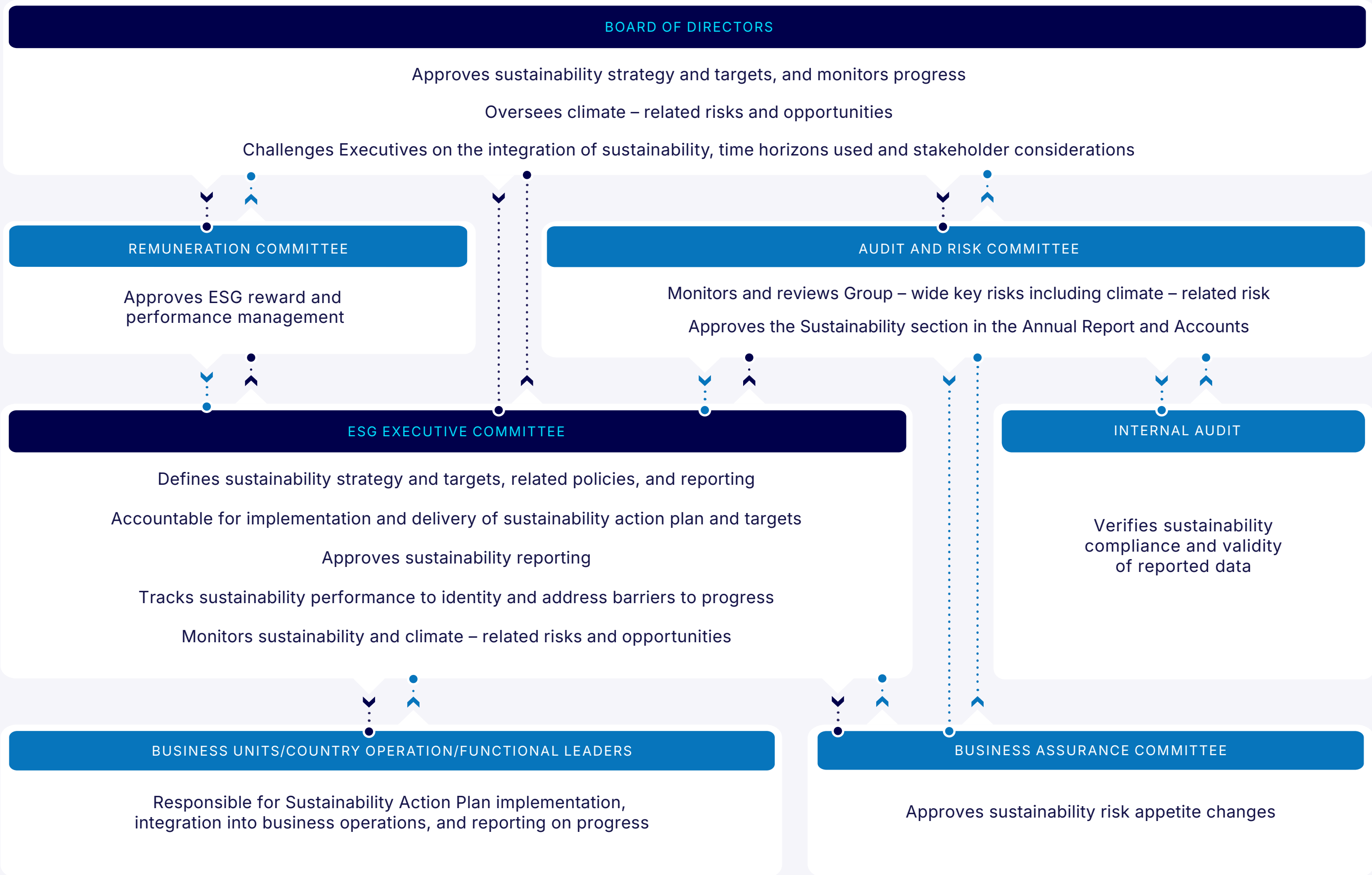
6. Sustainability in the value chain

We expect suppliers and partners to uphold high sustainability standards. Through due diligence and our Supplier Code of Conduct, we seek to identify and mitigate human rights, climate, environmental and governance risks.

7. Governance & accountability

The following governance structure oversees and monitors the implementation of our sustainability strategy.

Sustainability governance framework



The Board of Directors holds ultimate accountability and oversees ESG and sustainability strategy.

The Executive Committee provides strategic leadership on sustainability and ESG issues, evaluates ESG risks and opportunities, and addresses barriers to progress towards the Sustainability Action Plan, related policies and reporting.

The Sustainability department, led by VP Sustainability & CSR, sets the Group sustainability direction, enables and engages the business to drive implementation across business functions and ensure integration of sustainability in core processes and operations, monitors and reports performance, manages external ESG engagement and maintains sustainability-related policies. Sustainability dept. owns the 'what' and 'why' – setting the strategic direction, embedding sustainability into the operating model, enabling, monitoring, and reporting.

Business units are responsible for identifying and delivering relevant actions and initiatives to fulfil the strategic targets, integrating these into core operations and reporting on progress. Business units own the 'how' and 'delivery' – implementing initiatives, achieving sustainability-related targets relevant to their function, and providing performance data and insights.

8. Implementation

This policy is implemented through Group Sustainability Strategy & Action Plan, which defines our sustainability priorities and KPIs.

Supporting policies and frameworks, including, but not limited to:

- Net Zero roadmap
- Diversity, Equity & Inclusion (DEI)
- Group fleet directive
- Code of Ethics, Code of Conduct for Suppliers
- Speak Up and Whistleblowing policy
- Supply Chain due diligence
- Anti-harassment, Anti-Bullying, Anti-money laundering
- Travel policy
- CSR policy
- Environmental policy
- Quality policy
- Modern Slavery and Human Trafficking
- Personal Data Protection
- Gifts and Anti-bribery
- Grievance policy
- Conflicts of Interest
- Group tax strategy

9. Tracking of progress

Our progress in implementing our strategy and actions is tracked through internal reporting cycles and reviewed by the Executive Committee and Board. We publicly and transparently disclose our performance every year in our Annual and Sustainability Reports, in line with relevant regulation and standards including CSRD, TCFD, ISSB, UK SRS, CDP. The reports can be found on:

https://investors.eurowag.com/sustainability

Internally we track progress through Group Sustainability Strategy & Action Plan and its regular updates.

This policy is reviewed every two years, or more frequently if material changes arise. It is owned by the Sustainability & CSR function and approved by the Board of Directors.