

Sustainability-Linked Finance Framework

Autonom Services SA - September 2024



Content

1. INTRODUCTION..... 4

2. RATIONAL FOR ESTABLISHING A SUSTAINABILITY-LINKED FINANCE (“SLF”) FRAMEWORK 26

3. ALIGNMENT WITH THE ICMA SUSTAINABILITY-LINKED BOND PRINCIPLES 2023 AND LMA
SUSTAINABILITY-LINKED LOANS PRINCIPLES 2023 26

 3.1. SELECTION OF KEY PERFORMANCE INDICATORS (KPIs) 27

 3.2. CALIBRATION OF THE SUSTAINABILITY PERFORMANCE TARGETS (SPTs) 31

 ENVIRONMENTAL CONSIDERATIONS..... 31

 SOCIAL CONSIDERATIONS..... 35

 3.3. SUSTAINABILITY-LINKED FINANCING INSTRUMENT CHARACTERISTICS 37

 3.4. REPORTING 38

 3.5. VERIFICATION..... 39

Disclaimer 40

Appendix 41

Glossary 42





"In the 18 years we have been in business, we have built a company built on trust, respect and autonomy, with a culture centered on values and continuous learning. This is evidenced not only financially, with 2023 being our 17th consecutive year of double-digit growth, but also through our non-financial commitment.

Sustainability does not mean giving up profit, but finding balance, awareness of impact areas, lots of innovation and flexibility in building value to increase positive impact and reduce negative impact.

We have continued to advance the mission of investing in the education of future generations through the 1075 projects the Autonom Foundation has carried out in its 11 years of activity."

Marius Ștefan, CEO Autonom



"Until recently, in the classic business model, the company was like a 'black box' that you could hardly access from the outside but is becoming more and more vulnerable, more and more exposed to the eyes of various stakeholders, from employees, customers, suppliers, investors, authorities, to social media, non-profit organizations and activists, with an increasingly clear direction towards a 'glass box'."

Magdalena Caramilea, Sustainability Director Autonom

1. INTRODUCTION

Autonom Services SA, part of the Autonom Group, is one of the most important independent players with Romanian capital (in the top 5, considering turnover as a criterion, in the main sectors of activity: operational leasing and car rental).

Our activity started in 2006 when we began to offer short-term car rentals to our clients. Since then, our company has been involved in a continuous development and expansion, being able to deliver more different types of services for a large and varied range of clients. Currently, the Autonom Services activity is concentrated in 3 main divisions: Operational Leasing, Rent-a-car and Used Car Sales. The services offered by the main business lines are complemented by other services such as equipment rental and services for the insurance market, roadside assistance, chauffeur-driven transfers, temporary fleet rental, fleet management services and car wash services.

Autonom stands for integrity, transparency, authentic values, and open communication. We consider these characteristics as being the main pillars of our goal's achievement in terms of business development.

Our most valuable assets are the people. We are keen on developing respectful and trustful relationships with all our employees and we encourage smiles and a positive vibe in the workplace. We are also aware that flexibility and adaptability in the market dynamics represent the winning attitudes that we are determined to embrace in our day-to-day work. Together with our stakeholders we aim to strengthen the sustainable development of our community, adding also, besides our local impact, our contribution to a global positive impact.

We know for sure that these values will lead us to business success, professional evolution, and an added value to a global impact in terms of prosperity, balanced with a higher quality of life, while helping in greening the economy and the planet's recovery.

Considering the major challenges of the planet, we are aware that acting before we reach irreversible tipping points will allow us to design that transformation in a timely manner, rather than react and adapt to it.

Enforcing sustainability practices places us among the top companies that are showing relevant concerns in matters like increased quality of life, ecosystem protection, natural resources preservation, all being results of the right implementation of sustainability actions.

We also associate sustainability as being a holistic approach managing under its wide range of duty, all our internal and external processes as a top to down approach. To become a resilient company, we consider sustainability concepts as a core area of concern for our further development and market intervention in our business industry. Thus, we are engaged to embrace into all our business activity practices that will lead our corporate sustainable performance.

We, as an organization, are committed to contribute to a better, cleaner, and safer world, a friendly place to enjoy life and work.

From board members to management team and employees, our organization has a constant engagement activity with specific business professional, educational and networking organizations and these activities will continue in diversifying as part of our community involvement and our stakeholder engagement process in the future. By participating in various working groups and events, we encourage constructive discussions and exploring opportunities with our partners, while aiming to make a significant contribution to raising awareness on sustainability issues. We are convinced that the future belongs to those who adapt and innovate in this field, and we want to be an example of best practice for companies that are just starting to define and implement their sustainability strategy, data collection and reporting according to sustainability standards.

Through our affiliation to various organizations and associations that represent the interests of our members in the economic, political and public spheres, we have access to the accumulated expertise in national and international best practices, while maintaining close cooperation with all the important actors in our field of activity. Some of them are mapped below:



In 2022, Autonom joined the largest international initiative in the field of sustainability, **the UN Global Compact**, confirming its commitment to the 10 Principles in the areas of human rights, working conditions, environment and professional ethics.

We have also continued to engage in media projects and profile events, to discuss our sustainability goals, actions and progress in various written and online interviews and to share best practices at dedicated events in business clubs and events.

We have developed a new series of events to educate, raise awareness and test drive electric cars, the **Autonom Green Tour**, where experts in the field answer questions from participants.

Also to raise awareness of the benefits of hybrid and electric cars, we joined the projects organized by Autocritica, **Cars & Roads and RoCharge**, where the latest hybrid and electric cars were tested for 9 days by journalists from the automotive press and where we discussed the advantages of electrification, and the Business Green solutions offered by Autonom.

A special initiative that we support and started to celebrate from the first year, is the **Sustainability Day in Romania**, celebrated in 2023 with over 150 colleagues and partners in an environmentally friendly location. It conveyed the message that our daily actions have an impact on the environment in which we live, and that sustainability is no longer just a buzzword, but is a healthy development of a future business and a competitive advantage for those who voluntarily choose to do so. October 27 became the National Sustainability Day through the draft law initiated 2 years ago by ESR (Embassy of Sustainability in Romania), in collaboration with the Department for Sustainable Development, approved in Parliament on May 3, 2023.



On December 4, 2023, we inaugurated with great joy **our new headquarters in Piatra Neamt**, the city where the company started its activity in 2006. The new office building is BREEAM certified, meeting the highest sustainability standards in the field, being among the 10 buildings in Romania that received the "Outstanding" distinction. The investment amounted to around €6 million, and we wanted it to be both a pleasant place to work for our colleagues and a space that serves our commitment to the community, with the ground floor being open for cultural and educational events. Among the structural features we may mention high energy efficiency EPC A Class, with curtain walls and HPL (High-Pressure Laminate) panels, heating and cooling system with advanced heat pumps and roof integrated photovoltaic panels, the central atrium luminaire for natural light, the first-floor garden as a relaxation space and the libraries on each floor, confirming our constant concern for continuous learning, expressed in our motto „Evolve Daily”.

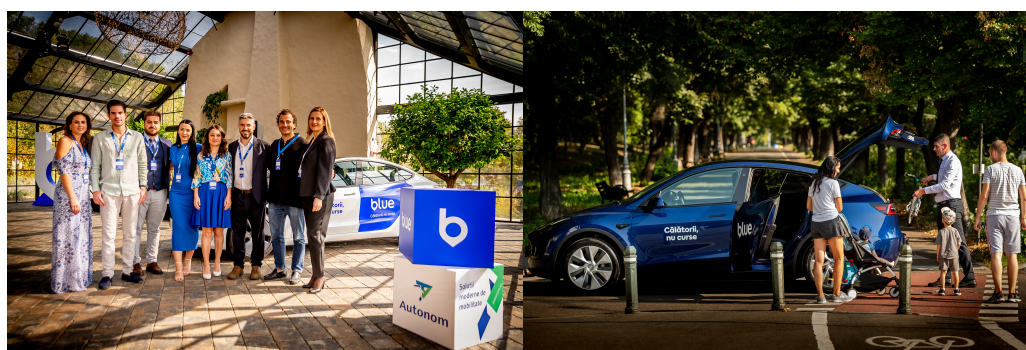


We realize the impact generated by the kind of services we deliver on environmental, social and governance levels, and we are committed to empowering more and more actions that lead our activity closely to the features of sustainable mobility.

With the aim to be more flexible and closer to our customers, in 2023 we brought to life with the help of our partners at NOMAAD, a project we had long had in mind. The 100% customized **modular office** created as a prototype reflects flexibility and adaptability, just like the solutions we offer. The new office can accommodate a workspace for 3 colleagues, including two 22kwh electric car charging stations and is in the Ikea Pallady parking lot in Bucharest.



Another project launched with great pride last year and worked on intensively over the last two years was the **ride-sharing service Blue**, developed by a subsidiary of the holding company, which also became an important client for Autonom Services. Following an investment of €5 million, Blue started with a fleet of 100 Tesla cars in Bucharest and is focused on the quality standards demanded in the market, to offer a less polluting and more efficient alternative for urban mobility.



Our strong brand and recognition have been revealed through the years by receiving different prizes or recognition placement by different organizations, such as:

- ✓ In June 2020, Fitch Ratings, one of the world's top three rating agencies, gave us a Long-Term Issuer Default Rating (IDR) of „B +“. The corporate bond issue, which trades under the symbol AUT24E, received a separate „B-“ rating; in 2023, Fitch Ratings upgraded the company's outlook from Stable to Positive.
- ✓ In 2018, Autonom has become the first Romanian company to be included in the EBRD Blue Ribbon Program, which includes 30 companies from 20 countries where the EBRD is present.
- ✓ Autonom has been selected in the first edition of "Made in Romania", organized by the Bucharest Stock Exchange, as being among the 15 representative companies for sustaining the development of the Romanian economy.
- ✓ In 2023, Autonom was awarded the title of Official Supplier to The Royal Household and Her Majesty Margaret Crown Custodian, for the mobility services offered since the previous year.

In the second half of 2023 we went through the necessary steps (**B Impact Assessment**) to assess the possibility of applying for B Corp certification, the only international certification that measures a company's social and environmental impact and performance. We are currently under analyzing process assessment of the submitted report.

For the second time, we voluntarily engaged in the project of **BVB Research on ESG Scores** that aims to present the relevant ESG metrics for companies listed or with financial instruments listed on the BVB (Bucharest Stock Exchange), with the scores resulting from the analysis being calculated based on publicly available reports and information by Sustainalytics and subsequently published on a voluntary basis, with the consent of the issuers. We are pleased to see that the score for 2022 shows a positive appreciation (lower risk) compared to the previous year's result (-0.7p) and is the best ESG risk score among the analyses prepared and published on BVB Research. It also ranks the company in the top 5% in terms of the size of unmanaged risk (ranked 4th out of 73 companies analyzed by Sustainalytics in this subsector globally, up from 7th out of 71 in 2021).



One international project that we were happy to be part of was the **CFO Manual** study, where we had the opportunity to present, together with 29 other companies, our perspective on the role of executive management in sustainability governance and the influence it has on investment decisions and the achievement of targets. The findings have been summarized in the form of a guide released during the events that were part of Climate Week New York.

The guide is intended to inspire, challenge and support Chief Financial Officers (CFOs) around the world in their work to accelerate the low-carbon climate transition and implement specific decarbonization plans. The full document can be found [here](#).

The company is committed to contributing to the achievement of the **17 Sustainable Development Goals** included by the United Nations in the 2030 Agenda for Sustainable Development. Over the years we have focused our community investments on five priority areas: education, environment, sport, culture and business education. Key areas where the company has a major impact are associated with 9 of the 17 objectives:

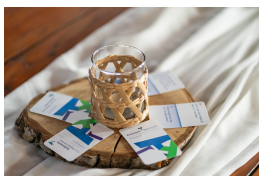


Starting 2024 and the commitment of being a company that enforces a lifetime learning leadership system and values women representation on all levels, we included SDG 5 - Gender Equality as part of our long-term strategy, particularly represented by:

5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



More details about our ESG initiatives, awards and partnerships can be found in our sustainability reports, that we publish since 2022. Our latest report for 2023 can be found [here](#).



Our Vision

Autonom's vision is to be an authentic and sustainable business model.



Our Mission

Autonom is a long-term family company that understands that sustainability is an essential element of the future. The success for us is given by the satisfaction of the clients and by the evolution of the colleagues.

- ✓ The management system and daily decisions are based on autonomy and filtered through our value system.



- ✓ Autonom is a learning organization. We encourage the personal development of everyone and support the continuous transformation of the company.
- ✓ We have a positive impact on society and the environment, by supporting education, being an active part in our communities and using resources responsibly.

Our Values

THE TEAM: We are a team of teams. Respect, common sense and smiles are our secrets.

CUSTOMERS: We do what is necessary to help our customers.

CONTINUOUS EVOLUTION: We evolve daily.

RESILIENCE AND AGILITY: We are adaptable and flexible. Simplicity is our way. We learn from every experience.

INTEGRITY: Honesty, integrity and transparency are fundamental to the company's development.

AUTONOMY: We have the responsibility of freedom for our decisions.

Our Organizational Culture

We consider our organizational culture as being a strong characteristic driving forward our business and our employees. Beside our values that we consider key for our business, our organizational matrix is based on **four principles**:

- ✓ **Supporting continuous employee development:** personalized training experience and reading as a job responsibility.
- ✓ **Support flexibility:** focus on employee well-being and the possibility of flexible working hours.
- ✓ **Encouraging the team's community involvement:** the group's employees have the opportunity, through the Autonom Foundation or other initiatives, to get involved in projects with a positive impact in the community.
- ✓ **Facilitating an innovative spirit:** internal program for innovation proposals.

To plan, develop, support, and continuously improve our Sustainability Strategy and its management we used specific tools for **SWOT analysis** which brings insights of main strengths, weaknesses, threats and opportunities for the organization and **stakeholders mapping** which brings insights of the needs and expectation of stakeholders, their influence and interest in the organization and **materiality matrix**.

The **Sustainability Strategy** developed and published in 2021 was based on the identification and analysis of material topics relevant to our business from our experience so far, with a medium-term horizon of 2025 and a long-term horizon of 2030. As it is embedded in the overall business strategy, it is very important for us to calibrate it with the implementation through concrete actions and monitor our progress from one year to the next. Materiality analysis is relevant both from the perspective of reporting and transparent disclosure of information on Autonom's progress around the ESG pillars but also from the perspective of analyzing potential new areas of influence where we would like to intervene.



For the latest year, 2023, based on the concept of **double materiality**, we have assessed both the impact of our business on the environment and society, as well as external influences that could affect our business from a financial and business relevance perspective, being able to identify related risks and opportunities.

We conducted the double materiality analysis through an extensive value chain analysis process, followed by an identification of material themes and converging issues aligned with the mandatory requirements to be addressed under the CSRD, but also considering the key relevant aspects of the activity of Autonom.

The materiality analysis methodology followed the concept of dual materiality, the quantitative assessment of the material subjects of Autonom considering:

- ✓ business relevance and financial impact analysis / **outside - in perspective**
- ✓ social and environmental
- ✓ impact of the organization in the community / **inside - out perspective**

The relevant material themes for the company, according to the latest analysis, are:

Material Topic	Specific material aspects	Description
ENVIRONMENT		
GHG emissions and Climate Impact	Impact mitigation and management Scope 1 and Scope 2, Impact reduction and management Scope 3, Low emission mobility	Global warming due to GHG (greenhouse gas) emissions from human activities is a challenge for mankind. We are committed to contributing to mitigation through a transition towards sustainable mobility that is in line with our customers' requirements. The decarbonization targets we have set are ambitious and we are striving through consistent measures to achieve them.
Pollution	Air quality, Air pollution, Hazardous substances, Refrigeration and AC in buildings	We are aware that a large part of the cars in Autonom's fleet, being cars with combustion engine, can lead to air pollution on public roads or to potential accidental pollution, during their use and during repair and maintenance works. In line with this, Autonom manages the relationship with customers to encourage the substitution of fossil fuel cars with LEVs (Low Emission Vehicles) and maintains the proper relationship with mechanical workshops to mitigate any potential pollution by properly managing the maintenance process.
Resource Management	Energy consumption at agency level, Fuel consumption of own fleet, Water consumption at agency level, Reduction measures, Other - Offsetting	Proper management of energy, fuel and other resources involved in the daily routine of our operations can lead to environmental, social and economic benefits. We recognize that resource mismanagement can lead to a negative impact on our business, the environment or the community, so we constantly assess and mitigate this impact through internal measures.

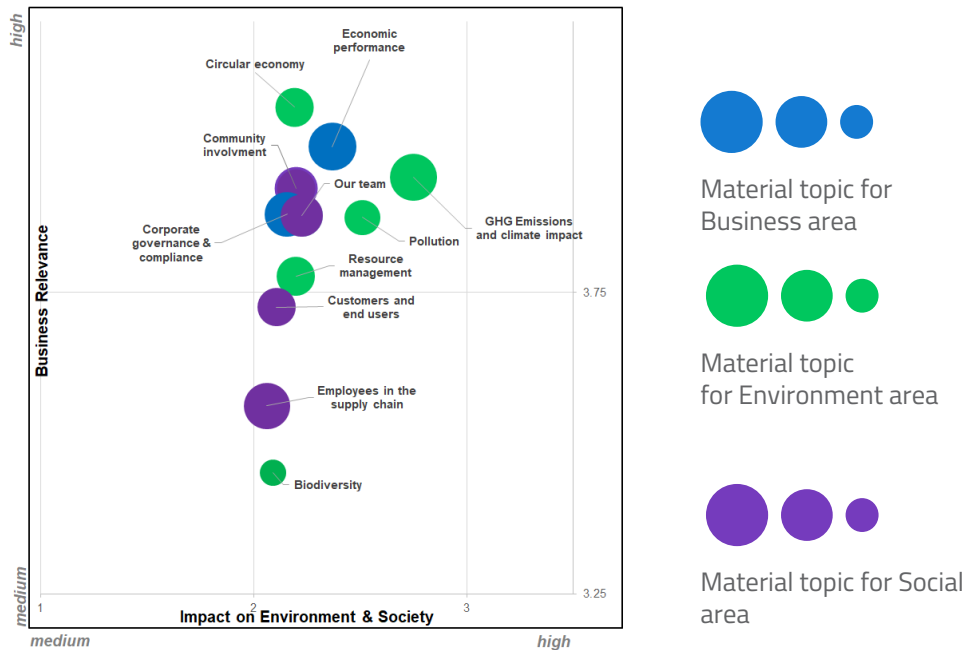
Circular economy	Automotive waste management: Used oil, Used tires, Hazardous materials management, Reuse and refurbishment, Digitalization for sustainability, Separate collection	The results of our work can generate some significant negative environmental and economic impacts. We strive to manage waste properly by maintaining appropriate recycling and recovery actions. We internally run a program with a target of „Zero Paper Waste” in our operations.
Biodiversity	Reforestation, Direct drivers of biodiversity loss, impacts on species status, impacts on the extent and condition of ecosystems, Impacts and dependencies on ecosystem services.	Mobility is a stress factor for biodiversity, and we are aware of this. We try to make key stakeholders aware of the importance of protecting biodiversity and are involved in various reforestation projects. We want to contribute and minimize our direct or indirect negative impact on biodiversity.
PEOPLE & COMMUNITY		
Our team	Employee health and safety, Employee well-being and development, Working conditions, Diversity, Equality and human rights	Our employees are among our company’s most important assets, playing a critical role in the success of our business. We have created an organizational culture that is based on continuous evolution, ethics, tolerance, respect, encouragement of equal opportunities and respect for human rights. Attracting and retaining talented people is accomplished by providing a friendly and safe working environment, t, where positive attitude is the key to the wellbeing of our employees. We emphasize personal development as a daily practice and focus on this topic in our half-yearly appraisals. We value gender equality and have a strong position on women in leadership positions.
Community involvement	Education quality, youth development, educational infrastructure development, financial support and scholarships, urban and inclusive mobility.	The responsibility to get involved in the community has materialized through the CSR campaigns carried out in most of which the Autonom Foundation is also involved. Also, our employees are constantly involved in educational, social and sports projects or different volunteer projects.
Customers and end-users	Customer data security, Customer satisfaction (NPS), Sales and marketing practice, Personal safety of customers and/or end users, Responsible marketing practices	We consider fair practices as the only tools that can help us to show respect for the development of the market and its demanding requirements. We will always be ready to develop new services and approaches to continue to be one of the leading mobility providers in Romania, while having responsible marketing practices. Data security, customer and supplier satisfaction is important to us, and we pay great attention to their fulfillment.
Employees in the supply chain	Partnerships with local providers / Equal treatment & opportunities for all, protected units – UPA	Through partnerships we promote Autonom’s values in our social and business interactions, including the value chain. We have a close relationship with car dealers and together we develop tailor-made services and approach relationships by applying equal opportunity principles.
SUSTAINABLE BUSINESS & GOVERNANCE		

Corporate Governance and Compliance	Corporate culture and governance, Compliance and risk management, Business model resilience, Business ethics and transparency, Supplier relationship management, including payment practices, Fair and responsible business practice	The conduct of our business is based on the principles of integrity, transparency and respect for society and the environment, with a systematic and very careful approach to risk management and compliance. Fair market practices, business ethics and proper management of relationships with our customers and suppliers is imperative for a resilient business. We respect our competitors and focus primarily on market needs through a fair approach. The agility with which we approach challenges, adaptability and flexibility are key points that characterize us having a culture based on the evolution of our colleagues and „peace of mind for our customers“.
Economic Performance	Sustainable Finance, Investor Relations, Business Growth and Development	The fulfillment of our strategic goals and objectives leads to business growth and development and contributes to the local economy (by paying salaries and taxes, by supporting and collaborating with other economic entities) and supports economic development by providing solutions for sustainable mobility in local communities and business segments. We attract sustainable funds that we direct into dedicated investments as a constant concern for business development.

For the 2023 Sustainability Report and to continue our efforts to be transparent and responsive to the recommendations of our stakeholders, we launched a stakeholder consultation in the form of a questionnaire from February to March 2024 and in March 2024, we conducted the **Impact - Risks and Opportunities Analysis (IRO Analysis)**.

The questionnaire consultation was conducted with stakeholders from Romania and other countries. The IRO analysis was conducted under external coordination, considering a specific analysis methodology based on the financial impact recommendations from the ESRS double materiality appendix. The facilitation of the working group on the IRO Analysis was able to help us to capture very well the business-critical aspects of current and potential impacts, as well as to identify risks and opportunities for the business.

The results of the consultation process through questionnaires as well as interviews helped us to refine the previous materiality matrix as well as to highlight a list of risks and opportunities.



In developing the Sustainability Strategy, in 2021, using the GHG Protocol methodology for calculating the carbon footprint, we assessed emissions for the first time by **Scope 1 / (direct emissions), Scope 2 / (indirect emissions) and Scope 3 / Scope 3 (indirect emissions)**, limited to the operational fleet, the most important part of the value chain in terms of direct use by our customers (rental - short and medium term and operational leasing - long term).

This initiative was a very good moment to understand the structure of emissions from our carbon footprint and the limitations of the impact we can have, as it has emerged that over 99% of our carbon footprint is in Scope 3 and is related to the fleet in direct use by our customers.

We considered this to be the most correct approach from the point of view of our business, as a significant proportion of the fleet is beyond our direct control in terms of utilization, and therefore emissions generated by their operation.

We have set ambitious targets to reduce CO2 emissions as a direct and indirect result of our work and have continued to monitor and assess emissions year to year across the three Scopes.

This approach has clearly become the source with the greatest potential to mitigate our environmental impact, as a result, the main medium- and long-term objectives assumed by Autonom through the Sustainability Strategy are reflected as direct objectives related to the reduction of this impact.

The company has taken a conscious role in integrating and intensifying the transition to a low emission fleet, through a concrete plan for the coming years, resulting from substitution scenarios and benchmarking in the medium (2025) and long term (2030), while intensifying the increase in the level of understanding and awareness of the impact at a global level among our partners.

Of course, the objectives have also considered the outlook for the evolution of the automotive market and the European regulations in the transport sector.

In the short-term rental fleet, the possibility of intervening in the purchase decision and substituting a fossil-fueled car with a lower-emission vehicle is higher, although customer preferences in the rental area indicate minor changes in behavior in recent years. The option of choosing such a car primarily for commuting is still low, especially for longer-distance rentals, which are directly dependent on the nationwide electric charging infrastructure and the downtime associated with charging.

Moreover, the fleet for long-term rental, already engaged in operational leasing contracts, has an even lower possible speed of substitution, generated both by customer preferences, increased charging time at the expense of the time needed to carry out productive activity, and by the capacity of the electricity grid and charging infrastructure at the geographical level in Romania.

An argument that supports our awareness of the necessity of the transition, besides the reduced impact on the environment is the reduced maintenance of the EVs compared to fossil fuel, that may balance the other operational costs. Of course, we consider also the higher risks of the residual value where the EVs market is not mature yet to make accurate predictions due to short history for setting the trend and the exponential growth rate of technology associated with EVs, mainly the battery range and the elements related to comfort and security.

Taking into account the above-mentioned aspects, as well as the close relationship with upstream (vehicle suppliers) and downstream (short, medium and long term customers) value chain partners and public authorities, we considered that the indicator that can best quantify both our activity and the relationship with the above-mentioned partners is the **WLTP (Worldwide Harmonized Light Vehicle Test Procedure)** value measured in gCO₂/km, available for each individual car based on the manufacturer's information and official documents of each vehicle.

As a result, the environmental impact reduction scenarios for the time horizon 2020 - 2030 had as KPI the average WLTP of the active operational fleet, consisting of rent-a-car and operational leasing, at the end of each year.

The evolution of the WLTP indicator and progress towards the targets set in our Sustainability Strategy published in 2021 can be found in the following table:

Operating fleet at year end	Reference 2020	Actual 2021	Actual 2022	Actual 2023	Target 2025	Target 2030
Average WLTP CO ₂ g/km	153.57	149.32	143.78	142.06	115.13	75.87
%reduction	0%	-3%	-6.4%	-7.49%	-25%	-51%

An important observation worth to be mentioned is that we kept the downward trend of emission intensity (average WLTP gCO₂ emissions/km), although the total kilometers travelled by our customers increased by 7% in 2023 compared to the previous year, and the increase in total emissions/km related to the fleet used by them was limited to 1.56%. This intensity per kilometer analysis gives a better insight into where we have the greatest indirect impact.

In terms of the share of low-emission cars in the total fleet and the progress towards the assumed objectives, the growth trend is expected to be maintained also in 2024, a result also supported by the order of the first batch of 200 TESLA electric cars, integrated into the operational fleet as of April 2023.

Year/	2020	2021	2022	2023	2025	2030
Fleet HEV, PHEV, BEV	3.75%	6.42%	12.91%	14.21%	18.23%	41.13%
of which, electrical	0.49%	1.68%	2.21%	3.46%	9.43%	27.39%

Fleet motorization

	2021	2022	2023
Diesel	60%	46%	40%
Petrol	34%	41%	43%
Hybrid	4%	11%	14%
Electric	2%	2%	3.46%

Note: the fleet as reporting base for % is constantly growing on an annual basis.

For the whole CO₂ emissions inventory performed for the years 2018-2023, we benefited of the support of an external advisor with a solid experience and track-record in the field of sustainability and consultancy in the Central and Eastern Europe, part of INOGEN Alliance.

To obtain the most accurate results, we used the **GHG Protocol Standard methodology**, to have an overview of our emission level for Scope 1, 2 and limited Scope 3.

Based on these inputs, our latest Corporate Carbon Footprint results are the following:

Total GHG Emissions (t CO ₂)				
Source of emissions	Unit	2021	2022	2023
Scope 1	t CO ₂	250	395	576
Scope 2	t CO ₂	51	73	138
Scope 3	t CO ₂	43,780	58,890	64,147

Over the last 3 years, the direct impact on the company's carbon footprint from own consumption has been less than 1%, the difference being an indirect impact derived from the usage of the car fleet by our customers.

Our main source of emissions remains Scope 3, responsible for more than 99% of total company-wide emissions.

Through the 48 locations located nationwide in Romania and 2 in Hungary, we understand the direct impact that Autonom can generate in terms of energy consumption (electricity, gas and fuel). We constantly strive to monitor and reduce energy consumption and are in constant discussions with the owners of the premises we rent to explore solutions for energy efficiency and increasing the use of renewable energy sources to power these locations.

In most of our locations, the 2023 way of working was predominantly office-based, being needed both

direct interaction with clients on our premises and effective interaction within teams, regardless of their size. Where possible, we have considered continuing hybrid working. Energy and natural gas consumption in Autonom's locations increased compared to the previous year, as possible result of the expansion of the premises required for operational activities, either by opening new work points or resizing existing ones and the changing in the mix of vehicles for company use, predominantly electrical. The total surface area of our work points increased by 22.21% compared to the previous year.

Through the core business of providing mobility solutions to various customers, mainly in the form of short-, medium and long-term car rental, we understand the environmental impact of GHG (greenhouse gas) emissions, mainly CO₂. We constantly strive to optimize fuel consumption and mileage in our own fleet and seek optimization solutions in our operational fleet, which is in direct use by our customers. We encourage alternative mobility solutions and focus our efforts on better managing our existing fleet and optimizing its utilization.

We keep the average age of the fleet below 48 months and ensure that the cars in the fleet are well maintained and when they leave the Autonom fleet as rolled cars they are still in optimal working condition, thus contributing to the renewal of the national fleet.

An important observation worth mentioning is that the growth rate in the number of kilometers travelled by Autonom customers was 7% compared to 2022, while the operational leasing fleet increased by 51% and the rent-a-car fleet grew by 12%.

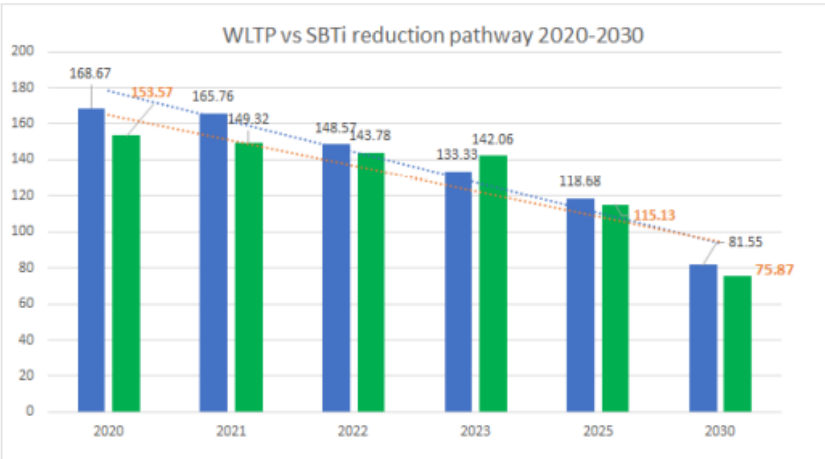
This translates into a lower rate of growth for the total GHG emissions related to Scope 3 (8.9%).

In terms of alignment with the **SBTi (Science Based Targets Initiative)** scenarios on environmental impact reduction, considering the 2DS (2 degrees Celsius) Target modelling, in line with the [SBTi transport calculation tool](#), we have updated yearly the calculation by including data for the active operational fleet at the latest 2023 level.

The benchmarking analysis shows the potential intensity reduction needed for our fleet emissions and the main areas that need to be considered for fleet substitution to meet the compliance rate required by the EU Directive and create added value in reducing our company's overall footprint. This comparison considers the direct linear decrease options for WLTP and could reflect a potential effort for substitutions.

Since the inception of our Sustainability Strategy, we have made internal scenarios analysis to identify how we can work towards a 2°C mitigation plan considering our business development and the effort in operational fleet substitutions, by increasing the "green fleet" share through the medium to long term timeframe scenarios 2020-2025-2030 and kept monitoring the progress on an annually basis.

The analysis confirms the downward trend in emissions at the 2023 operational fleet level, aligned with the other results presented above.



In terms of positive environmental impact, at the Piatra Neamț site in 2023, we produced 122.59 MWh and obtained 175 compensations in the form of certificates of guarantees of origin, equivalent to 175 MWh. This can fully offset the 138 tons CO₂e of GHG emissions from Scope 2 and partially offset the GHG emissions from Scope 1, i.e. 37 tons CO₂e.

Our collaboration with OMV Petrom and their partnership with Climate Partner has also enabled us to offset a share of the direct emissions related to the fuel run through this supplier. As of March 2021, to date, we have received carbon allowances in the equivalent of 12,999 metric tons of CO₂e, of which the equivalent of 5,508 metric tons of CO₂e in 2023. As the fuel turnover is generated by the direct use of the operational fleet, we consider that this value can partially cover the GHG emissions related to Scope 3, of course only as an additional measure to the efforts to reduce the negative impact of fleet size and the transition to a low emissions fleet.

Indicators	2023	2022
Energy produced (MWh)	122.59	50.28
Compensation with guarantees of origin	175 (equivalent 175 MWh)	28 (equivalent 18.21 MWh)

Total possible offset 2021

3,973 tCO₂

Total possible offset 2022

4,475 tCO₂

Total possible offset 2023

5,508 tCO₂

Over the past 5 years we could see significant improvements in the rate of adoption for passenger cars, as charging infrastructure develops and we were able to actively support this transition.

To better prepare for the future and have consistency both with EU recommendations and our business model, starting with 2024, we decided to adjust the Sustainability Strategy and split the monitoring and reporting of the fleet into passenger cars and vans. Considering that for the last 5 years, passenger cars constantly consisted of a share of over 85% of our total fleet and we plan no change in the business model, we consider that for the 2030 roadmap the yearly threshold would remain at least the same.

Considering the updates of the Sustainability Strategy in 2024, the Targets for 2025 would represent a 23% reduction from Baseline 2021 vs a 25% reduction from Baseline 2020, to maintain the same level of ambition for 2025 set to 115.13 CO₂g/km WLTP (as per the initial Sustainability Strategy).

Considering the review year 2024 and the ending year of our roadmap, we introduced as midterm year



2028 with a target reduction rate for passenger cars fleet of 30% from 2021 Baseline and an absolute value of 96gCo2/km WLTP.

WLTP roadmap (g/km)									
EoY	unit	2020	2021	2022	2023	2024*	2025*	2028*	2030*
Total Active Fleet (passenger cars + vans)	gCo2 /km	153.57	149.32	143.78	142.06	136.62	115		75.87
%reduction from Baseline 2020	%		-2.77%	-6.37%	-7.49%	-11.04%	-25%		-51%
%reduction from new Baseline 2021	%	-	New Baseline	-3.71%	-4.86%	-8.51%	-23%		-49%
Active Fleet, Passenger Cars	gCo2 /km	141	137	132	130	126	107	96	62
%reduction from new Baseline 2021	%	-	New Baseline	-4%	-5%	-9%	-23%	-30%	-55%

Real 2020 - 2023, *Estimated 2024* - 2030*

We are confident that by setting more ambitious targets related to the passenger fleet 2030 target (55% reduction from Baseline 2021 vs 51% from Baseline 2020 established through the 2021 Sustainability Strategy), we will have at least the same ambitious impact that we already set.

In terms of social aspects, based on our corporate culture and the materiality assessments conducted, our team and the constant development of our employees, no matter the professional level and gender structure, remain the focus area.

We provide professional and personal growth opportunities, regular training, competitive benefits and a balanced work environment for our employees to ensure talent retention and the continued commitment of our team.

Employee satisfaction and development are critical to the success of our business, which is why we invest in the quality of life at work. We offer a customized benefits package to give them the confidence to achieve their professional and personal goals. These benefits reward performance, autonomy, job security and the initiatives that help us constantly improve.

All our employees have completed or are in the process of completing higher education (university diploma).

The company does not have a human resources department. Managers allocate 30% of their time to employee development and activities specific to this area. Integrity, adaptability and flexibility are core values for us. We train our managers on D&I importance in recruiting and mentoring new and existing employees, fostering a culture away from prejudices as they will share this practice further on with their teams.

Performance evaluation takes place every 6 months in each team, according to an evaluation sheet that includes well-defined categories such as goals achieved vs proposed goals, books read, courses/ training completed vs proposed and community involvement. The results are discussed with the managers to develop a plan for the next period using the systemic approach.

The evaluation performance sheet contains the following criteria:

- performance and job specific tasks (accomplished vs. proposed).
- books (read vs. to read).
- courses, training, new skills.
- proposed learning objectives for the next 6 months.
- values.
- proposals for innovation, improvement.
- community involvement and
- team data. (only for those who have other colleagues in subordination)

They aim to strengthen employees' leadership skills and increase their involvement.

As a confirmation of this intensive focus related to the development of our employees, in our Sustainability Strategy established in 2021, we took the natural step forward towards committing to set a target of minimum of 50 hours of training per FTE each year until 2030.

We have a strong representation of women in management roles, and we believe this representation in terms of diversity and inclusion brings a strong and balanced vision and development of our team.

At the end of 2023, there were 15 female managers and 26 males, from our acknowledgement, higher than our benchmark. We consider these results as a validation of our business model and our corporate culture based on continuous learning and innovation.

With our strong focus on evolving daily, we embrace diversity and inclusion in all aspects of our business and on all career levels, creating a safe and optimal place for equal opportunities where talent can grow and reach top Management positions.

Considering all these above, analyzing our historical data on training hours and the enforced EU regulations on gender balance and upcoming Social EU Taxonomy, we reviewed our Sustainability Strategy to include a more granular approach on gender development trends and the potential to reach and retain Management positions.

GOAL/TARGET	KPI definition	2021	2022	Baseline 2023	2024	2025	2026	2027	2028	2029	2030
Evolve Daily. Gender parity in training and development, ensuring that women represent at least 46% of Management level by 2030	% of women at Management level	39%	37%	37%	38%	40%	41%	42%	43%	45%	46%
Estimated available positions	Women	16	15	15	16	17	18	19	20	21	22
	Men	25	26	26	26	26	26	26	26	26	26

Note: values for 2021 – 2023 are real, 2024 – 2030 estimated.

Our employees form a dedicated and talented team. They share our vision and work passionately to achieve our common goals. They are our most valuable resource and actively contribute to the company's success and growth through their experience, creativity and constant commitment.

We support diversity and equal opportunities by providing all employees with working conditions appropriate to the work they do. Our policy guarantees the absence of any form of discrimination in recruitment, employment and promotion, regardless of gender, marital status, sexual identity, religion, political opinions, ethnicity, race, nationality, genetic characteristics, age or other characteristics. The company's internal rules include clear rules on non-discrimination and elimination of any form of violation of dignity. The collective bargaining agreement regulates the rights and obligations of employees and the employer, including, among other things, the notice period, provisions for consultation and negotiation, and guaranteeing equal pay for equal work

We have an internal risk management process which integrates all business risks analysis (strategic, operational, liquidity, market, reputational/image, credit, and compliance risk). These assessments were supplemented in late 2022 with analyses on climate change using **the TCFD (Task Force on Climate Related Disclosures)** reporting framework. The results showed a deeper understanding of the specific risks related to climate change and have provided us with a climate risk map and financial impact scenarios for those physical and transitional risks that could potentially impact our business. Following these assessments, we have also formulated a series of responses to address climate risks and have consequently expanded our risk management system to include this area.

For Autonom, from the perspective of our voluntary objectives to contribute to the transition to a sustainable economy, the **EU Taxonomy** provided a means to assess which of our current and future relevant activities can be classified as environmentally sustainable and we decided to include this chapter for the first time in our Sustainability Report as a good exercise and best practice share, even if we were below the average number of 500 employees threshold where mandatory requirements applied from.

For the year 2023, only the eligibility of the main business lines activity was analyzed, and the impact quantified using the relevant key performance indicators (KPIs): turnover (%), CapEx (%) and OpEx (%). We plan to extend the analysis by the end of 2024 to eligible activities that also meet the criteria for substantial contribution to climate change mitigation, the criteria for not significantly damaging other environmental objectives ("DNSH") and the criteria for meeting minimum social safeguards.

The 2023 Autonom Services activities considered as eligible for the EU Taxonomy (category 6.5. Transportation by motorcycles, passenger cars and light commercial vehicles) are those related to the operational leasing fleet, i.e. the rental of motor vehicles (NACE 77.11 - Renting and leasing of passenger cars and light road vehicles) and are linked to the environmental objective of climate change mitigation.

Equipment data have not been considered as it is more difficult to determine their eligibility and their share in the total is still small. We preferred this approach on the principle of prudence, in the absence of complete data in terms of granularity, avoiding declaring values that would require additional effort to confirm eligibility.

To comply with the reporting requirements and to provide the information required by the EU Taxonomy as transparently as possible, in conjunction with the voluntary nature of the calculation and publication of this chapter, certain reported data have been subject to the application of the value judgments described below.

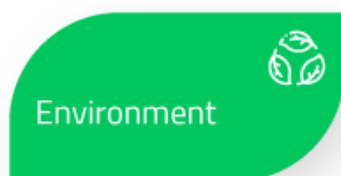
More about this topic can be found in the dedicated chapter in our [Sustainability Report 2023](#).

Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5
Turnover (EUR)	147,368,844
Operational leasing income	52,087,841
Income from rental of vehicles	24,409,056
Total income considered eligible	76,496,897
Share of Income considered eligible	51.91%
of which LEVs related revenues (below 50g/km)	2,244,143
share of LEVs (below 50g/km)	2.93%
CapEx (EUR)	89,389,264
Car investments integrated into the operational leasing and rental fleet	89,389,264
Total Eligible investments	89,389,264
share of Investments considered eligible	100.00%
of which LEVs related investments (below 50g/km)	10,800,600
share of LEVs (below 50g/km)	12.08%
OpEx (EUR)	127,421,444
Expenditure related to operational leasing and rental fleet	28,113,305
Eligible expenditure	28,113,305
Share of Expenditure considered eligible	22.06%
of which LEVs related investments (below 50g/km)	765,733
share of LEVs (below 50g/km)	2.72%

Our Sustainability Strategic pillars, Goals / Targets

Within our Sustainability Strategy, we have set the goals and targets we aim to reach, on the three pillars, as presented below:

PILLAR – ENVIRONMENT	Reducing the CO2 g/km intensity by 25% until 2025, and 51% until 2030; Contributing to a circular economy by mitigating paper usage in administrative and operational activities with 10% per year; Assuring 50% recyclability for used oil and tires by 2030;
PILLAR – PEOPLE & COMMUNITY	Community involvement in the area of education, developing projects with high impact, with investment of minimum 2% of the net profit in community projects; Evolve. Daily. Personal development of the employees;
PILLAR - SUSTAINABLE BUSINESS & GOVERNANCE	Business driven by transparency and simplicity, empowering the sustainability responsibility. High rate of client satisfaction (measured by the Net promoter score); Optimizing resources and processes through digitalization; top 5 in our industry in Romania in terms of Business Visibility and Brand awareness.



Friendly with our Planet

- Reducing our ecological footprint will be driven by a responsible consumption of different resources that we need for our operations.
- According to climate change awareness, we settled priorities, in order to reduce the Corporate Carbon Footprint.



Friendly with our People and Community

- Community involvement represents a big part of what we are engaged in regarding society's needs; We are developing different kind of actions through Autonom Group, actions closely related to ESG education, sports, youth engagement and general community support.
- Our people are the most important assets for us and we are committed to develop our people thus to have an agile organization.



Friendly with our Partners

- Our business is driven by values with a strong sense of ethics, transparency and integrity. These being the majos aspects we will follow and respect in all our actions, and the only ways which will lead us to a successful business.
- We aim to offer to our customers sustainable mobility solutions.

Our sustainability view

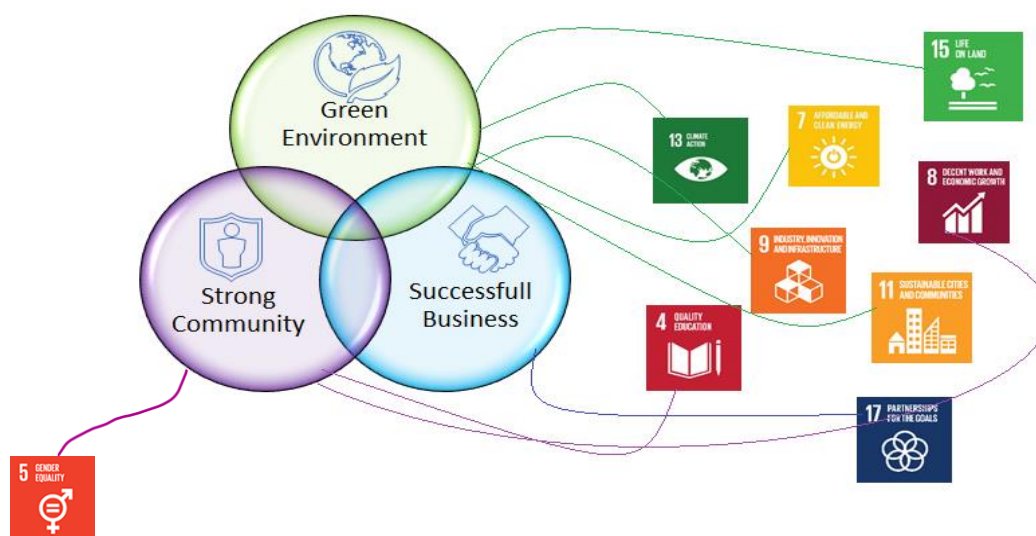
The main drivers of our Sustainability Strategy and its further implementation were:

- The 2030 Agenda for Sustainable Development and the SDGs
- Paris Agreement
- The European Green Deal and 'Fit for 55'
- The European Climate Pact's goals and target
- EU Taxonomy
- EU legislation in the field of transportation (EU/Directive 631/2019, and EU/Directive 1161/2019)
- REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088
- The Romanian perspective on sustainable development, National Sustainable Development Strategy of Romania – Horizons 2013-2020-2030.

For our Sustainability strategy implementation, we invested financial, human and social capital. Thus, we are confident that we could overcome our expectations. Our mindset is focused on the statement that it is better to under promise followed by being able to over deliver.

We considered financial and human resource allocation each year for different programs, projects or actions that have been delivered or implemented under the umbrella of the Sustainability Strategy.

We strongly believe in a harmonious coexistence of three main pillars (ENVIRONMENT, COMMUNITY, BUSINESS), which will fulfill all three parties' needs.



GOVERNANCE STRUCTURE - SUSTAINABILITY COMMITTEE

To have a clear governance of our strategic goals and to achieve results we set up a Governance structure to promote sustainable business activities -from strategic planning to operation and implementation.

The Sustainability Committee is chaired by our CEO and is comprised of managers representing several functional areas within the organization. Its main role is to:

- Integrate sustainability into the business strategy, developing policies and procedures embedding sustainability into every business day operation
- Select and monitor the KPIs and relative Targets included in the Sustainability Strategy
- Track performance with respect to the implementation of the Sustainability Strategy, progress vs targets, KPIs and SPTs, in any relevant operational area
- Oversee the correct implementation of the Sustainability Strategy
- Monitor the publication of the Sustainability annual performance reporting
- Monitor the on-going evolution in sustainable finance markets and funding instruments, to be in-line with market best practices and analyze opportunities
- Manage any future updates of the Sustainability Strategy, including supervising the engagement of independent providers.

The following map describes the roles and responsibilities in Autonom to sustain the Sustainability Strategic implementation and further revision of our strategy per internal needs:



The Sustainability Committee meets twice per year and has a Sustainability Management Review. On specific topics, representatives of any other teams may also be included as deemed appropriate.

2. RATIONAL FOR ESTABLISHING A SUSTAINABILITY-LINKED FINANCE ("SLF") FRAMEWORK

In 2021, we established our Sustainability-linked Bond Framework which was followed by the issuance of a EUR 48 million Sustainability-linked Bond. This demonstrated our commitment to sustainability by highlighting our ambitious targets. As we aim the sustainable development of our business, with the ultimate objective to have a positive impact from all activities we carry out, we decided to update our sustainability-linked framework and enlarge the spectrum of financing correlated with sustainability-linked features.

This will both contribute to the fulfilment of our sustainable business objectives, anchored in our sustainability strategy, and the further development of the capital market and private finance market in Romania, on their sustainable finance components. This will allow promoting purposeful investment opportunities to market participants while engaging for greater transparency and accountability on how our Group contributes to sustainability goals.

Our issues or loans falling under this framework will be focused on contributing to **SDG 11 (Sustainable Cities and Communities)**, **SDG 4 (Quality Education)**, **SDG5 (Gender Equality)** and **SDG 8 (Decent Work and Economic Growth)**.

3. ALIGNMENT WITH THE ICMA SUSTAINABILITY-LINKED BOND PRINCIPLES 2023 AND LMA SUSTAINABILITY-LINKED LOANS PRINCIPLES 2023

This Sustainability-Linked Financing Framework (the "Framework") has been established in accordance with the recommendations of the Sustainability-Linked Bond Principles ("SLBP") as administered and published by the International Capital Markets Association ("ICMA") in June 2023 and Sustainability-Linked Loan Principles ("SLLP") as administered and published by the Loan Market Association (LMA) in February 2023.

The following five components form the basis of our SLB Framework and alignment with:

1. Selection of Key Performance Indicators (KPIs)
2. Calibration of Sustainability Performance Targets (SPTs)
3. Financial characteristics
4. Reporting on the above
5. Verification

This Framework will be used for any potential debt financing instruments ("Sustainability-Linked Financing Instruments"), including, but not limited to, Sustainability-Linked Bonds as defined in the SLBP and Sustainability-Linked Loans or L/Gs (term loans or revolving credit facilities, trade finance instruments) as defined in the SLLP.

The Framework will apply to any such Sustainability-Linked Financing Instrument(s) issued or contracted by Autonom and will continue to do so as long as any such instrument(s) remain outstanding.

The Sustainability-Linked Financing Framework will be available on [Autonom's website, Sustainability section](#).

3.1. SELECTION OF KEY PERFORMANCE INDICATORS (KPIs)

As part of our Sustainability Strategy and in line with our Roadmap, we commit to specific environmental and social outcomes.

The KPIs selected for the scope of this sustainability-linked instrument, and which will determine the applicable financial characteristics as per the final terms specific to each finance instrument, are as follows:

KPI 1	Average WLTP gCO2/km for the operational passenger cars fleet
SPT 1	Reducing the operational CO2 intensity by 30% until 2028, and 55% until 2030
Baseline	The year 2021 has been chosen as a baseline because it gives us a more confident approach, considering the European transportation sector perspectives on the timeframe to 2030 also have the year 2021 set as Baseline for reduction targets related to CO2 emissions.
Rationale	Our Sustainability Performance Target was defined considering the indirect emissions coming from our operational passenger cars fleet. We considered also the business development in the last 5 years and the estimated scenarios towards 2030, aligned with EU specific medium- and long-term targets. Part of the sustained growth of the fleet represents two M&As, BT Operational Leasing fleet integration in 2018 and Premium Leasing fleet integration in 2022. Reducing the CO2 emissions of our operational fleet represents the most important step into minimizing the impact that our main activity has on the environment. Considering our service system and business model we are confident that a balanced substitution can reduce our fleet CO2 emissions as per the WLTP indicator.

	Starting with 2021, monitoring the WLTP reduction pathway added value to the GHG emissions inventory related to our activity and differentiating it on Scopes provided us a clear overview of where our effort should be focused to maximize the impact. Thus, we continue to believe that 'Increasing the share of green / lower and zero emission vehicles in our fleet and improving vehicle efficiency as well as being an active player in terms of awareness for supporting transition, should be the main Mitigation criteria'. Over the past 5 years we could see significant improvements in the rate of adoption for passenger cars, as charging infrastructure develops and we were able to actively support this transition. To better prepare for the future and have consistency both with EU recommendations and our business model, starting with 2024, we decided to adjust the Sustainability Strategy and split the monitoring and reporting of the fleet into passenger cars and vans. Considering that for the last 5 years, passenger cars constantly consisted of a share of over 85% of our total fleet and we plan no change in the business model, we consider that for the 2030 roadmap the yearly threshold would remain at least the same. Considering the updates of the Sustainability Strategy in 2024, the Targets for 2025 would represent a 23% reduction from Baseline 2021 vs a 25% reduction from Baseline 2020, to maintain the same level of ambition for 2025 set to 115.13 CO2g/km WLTP (as per the initial Sustainability Strategy). We are confident that by setting more ambitious targets related to the passenger fleet 2030 target (55% reduction from Baseline 2021 vs 51% from Baseline 2020 established through the 2021 Sustainability Strategy), we will have at least the same ambitious impact that we already set.
Methodology	Sustainable Performance Target Trigger is calculated as follows: The average CO2 emissions intensity for the active fleet (in gCO2/km) of passenger cars is calculated for all the historical data and the future roadmap to 2030 based on the manufacturers' information related to Worldwide Harmonized Light Vehicles Test procedure ('WLTP'), set out in Commission Regulation (EU) 2017/1151. The trigger for this KPI in terms of performance is set for the year ending 2028 respectively end of 2030.
SDGs	Our environmental objective contributes to the following SDGs: 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons. 11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste Management. In addition, it will contribute to the Climate Change Mitigation objectives.

Boundary

Passenger cars fleet, representing at least 85% of the operational fleet.

The KPI above has been selected taking into consideration its materiality for our activity, the expectations and influence of our stakeholders, and the fact that it is core and relevant for the business we carry out.

To better reflect our corporate culture based on continuous learning and enforce our sustainability commitments, we decided to include a second KPI from the social pillar:

KPI 2	%of women at Management level
SPT 2	Evolve Daily. Gender parity in training and development ensuring that women represent at least 43% of Management level by 2028 and at least 46% by 2030.
Rationale	With an average of 497 employees at the end of 2023, we are aware that we are one of the largest Romanian companies and soon part of CSRD covered area and ESRS requirements. Our employees are some of the company's most important assets, critical to the success of our business. We value gender equality and have a strong position of women in leadership positions as part of our organizational culture and core values. We want to be a company that promotes women in management positions based on their abilities and performance, not only on gender quota compliance needs. We have created an organizational culture that is based on continuous evolution, ethics, tolerance, respect, encouragement of equal opportunities and respect for human rights. We believe that the agility of our company is maintained by our team members, which is why we constantly invest in their education and development, supporting their continuous evolution. We emphasize personal development as a daily practice and focus on this topic in semester evaluations. Personal development of employees and satisfaction at work contributes to increasing the quality of life, they manage to evolve in the organization, but also as members of communities we are part of. We strive to maintain a balance between opportunity and risk mitigation, both for the business and the employees. Therefore, our strategy includes constant education and training programs for personal and professional development, respect for diversity and equal opportunities, increasing employee satisfaction and loyalty through benefits, fair remuneration policies and ensuring a healthy and safe working environment. Considering that women already represent the majority of our Board structure, we want to continue to promote the representation of women also on the extended Management level. In order to better monitor the progress, we have set also targets for this topic and we consider the values to be even more ambitious than the EU binding diversity quota for large, listed companies.

	Based on our data collected and reported yearly in our Sustainability Reports we can see the need to enforce commitments and focus to keep the same high standards and attention to the development of our employees and the potential to reach Management positions. These targets reflect a commitment to gender equality and inclusivity both in training and development, especially in leadership roles. By setting more specific, measurable goals, we can track progress, identify gaps, and implement strategies to ensure equal opportunities for all employees. This not only supports internal diversity and inclusion initiatives but also enhances the company's reputation and compliance with ESG standards.
Methodology	Sustainable Performance Target Trigger is calculated as follows: The share of women at Management level is calculated for the year ending 2028, respectively end of 2030, representing the number female employees in Management roles divided by the total employees in Management roles. This computation is based on GRI Standards and KPIs disclosures on gender balance and the recommendations to promote gender balance in the decision-making process, set out in Directive (EU) 2022/2381. The Management level at Autonom consists of Board Members, Head of Departments and Head of Regional Operational Agencies. All functions within the company are based on our central HR system and aligned with the organigram set by the Board.
SDGs   	Our social objective contributes to the following SDGs: 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life 8.6: Promote youth employment, education and training. 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
Boundary	Employees in Management positions.

The KPI has been selected taking into consideration its materiality for our activity, the expectations and influence of our stakeholders, and the fact that it is core and relevant for our corporate culture and ultimately the development of our business.

3.2. CALIBRATION OF THE SUSTAINABILITY PERFORMANCE TARGETS (SPTs)

ENVIRONMENTAL CONSIDERATIONS

We are aware that our main activities could lead to an important impact on the environment, especially in terms of CO₂ emissions. Through evaluating our fleet substitution scenarios also considering the market perspective and the enforcement of the new legal EU requirements in the transportation sector, we agreed that the major sustainability indicator towards we should commit for medium- and long-term perspective is the average WLTP gCO₂/km of the active operational fleet.

Our business model might add a potential increase in time of the operational fleet car numbers; thus, we consider valuable to assess the impact of the increase considering also the new EU Automotive Directive requirements (EU/Directive 631/2019, and EU/Directive 1161/2019 on which Autonom as entity should comply and we also should proactively engage our operational activities to achieve these targets.

The European Union uses 2021 Baselines to define reduction targets for 2025 and 2030 as part of the Fit for 55 package and Regulation (EU) 2019/631. The targets aim to reduce CO₂ emissions progressively to meet climate goals and for new passenger cars are set to:

- **2025-2029 Targets: 93.6 g CO₂/km (representing a 15% reduction from the 2021 baseline)**
- **2030 Targets: 49.5 g CO₂/km (representing a 55% reduction from the 2021 baseline)**

These differentiated baselines and targets recognize the different emission profiles and usage patterns of passenger cars and light commercial vehicles, aiming for realistic and achievable reductions across the transport sector and this is the main reason why we chose to review our Sustainability Strategy to better reflect this approach.

Also, considering the market potential, the EU Directive 2019/1161, amends the Clean Vehicles Directive (2009/33/EC) and sets **mandatory minimum public procurement targets for clean vehicles**, defined as low- and zero-emission vehicles. These targets reflect the percentage of clean vehicles that must be included in the total number of light-duty vehicles procured during the specified periods, apply to contracts awarded from 2 August 2021 onwards and are split into two reference periods: 2021-2025 and 2026-2030.

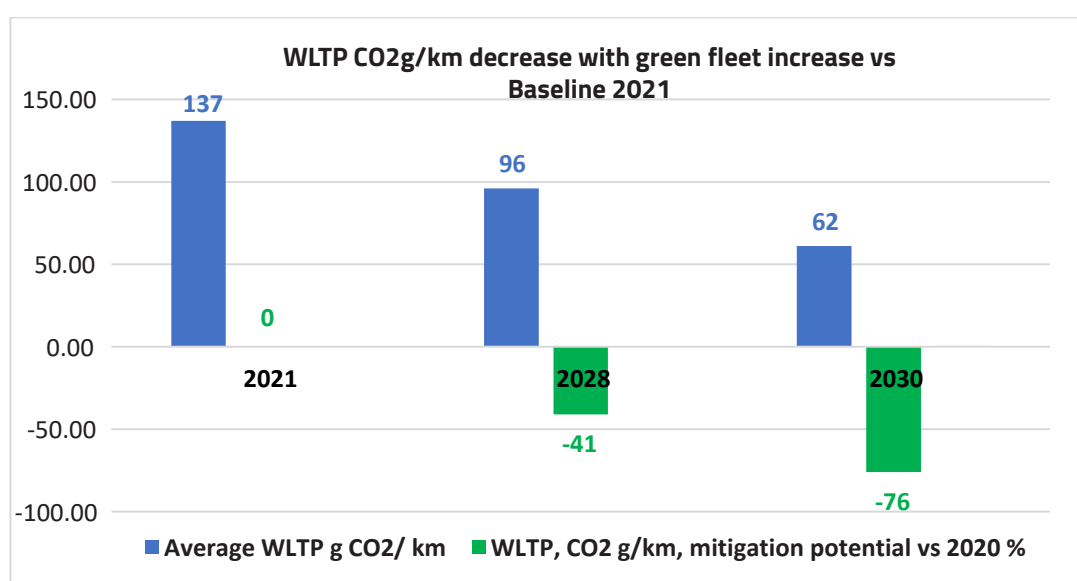
For passenger cars and vans, the directive mandates the following minimum procurement targets range from 16% to 38.5% depending on the Member State, **Romania's Target: 18.7%**.

Based on our review of the Sustainability Strategy and materiality threshold for passenger cars, we have set a long-term goal to reduce the operational CO₂ intensity by 55% until 2030, with an intermediary target of 30% by 2028, leading from a level of 137 gCO₂/km in 2021 to 96 gCO₂/km in 2028 and 62 gCO₂/km in 2030, in WLTP figures.

Starting from the historical figures as per our Sustainability Strategy, the roadmap estimated for achieving the SPT has been set as presented in the below table:

GOAL/TARGET	KPI definition	Baseline 2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Reducing the CO2 intensity by 30% until 2028 and by 55% until 2030	Average WLTP gCO ₂ /km for the passenger cars fleet	137	132	130	126	107	105	102	96	84	62
% reduction from baseline		-	-4%	-5%	-8%	-23%	-24%	-26%	-30%	-39%	-55%

Therefore, the committed targets are forecasted to represent an absolute reduction of the end-year fleet in average CO₂ emissions g/km of 41 g/km in 2028 and of 76 average CO₂ g/km in 2030, versus the 2021 Baseline.

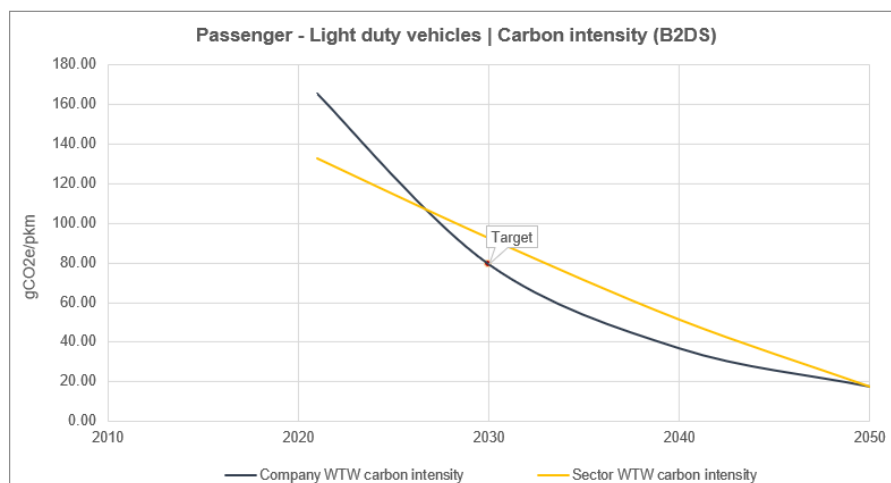


We also considered the SBTi scenarios in reduction of the environmental impact for our passenger cars fleet using the Target modelling for 2DS (2 degree Celsius). The Target modelling for 2DS according to the reviewed SBTi transport calculation tool (<https://sciencebasedtargets.org/sectors/transport>) sets an updated sector growth rate of about 9.09% for the period 2021-2030 and the following targets:

- For WTW (Well to Wheel) carbon intensity (gCO₂e/km) of about 79.38 gCO₂ g/km (for 2030), which considers a 52.11% reduction potential considering the baseline for 2021.

- For TTW (Tank to Wheel) carbon intensity (gCO₂e/km) of about 69.08 g CO₂e/km (for 2030), which considers a 52.90% reduction potential considering the baseline for 2021.

The comparison analysis shows the intensity reduction potentially needed for our fleet and gave us the main areas to be considered for the fleet substitutions to meet the compliance rate imposed by the EU Directive as well as the added value towards lowering the CO₂ intensity for our company footprint. This comparison uses a direct linear decreasing option for WLTP which could be considered and reflects a potential effort for substitutions.

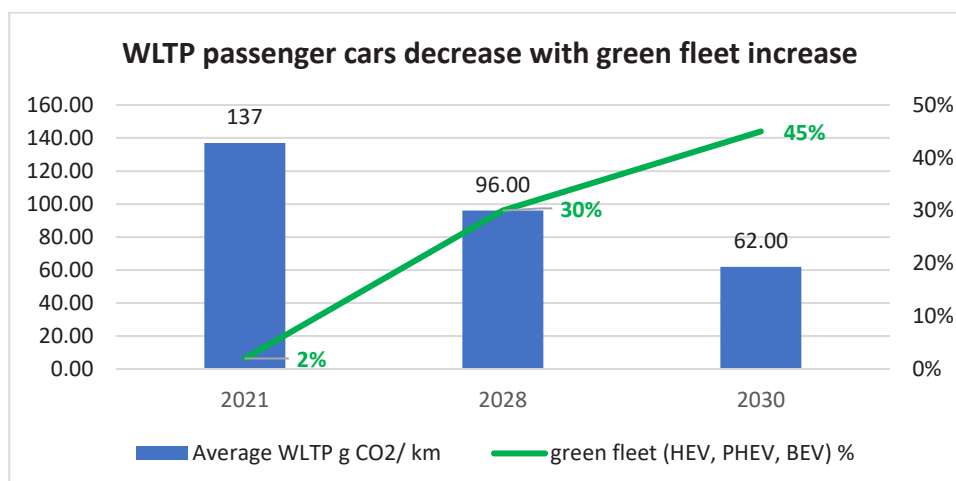


In Q1 of 2020, we shifted towards the usage of hybrid cars for management and starting 2022 we enforced the trend by shifting to electric vehicles.

Most hybrid cars are gasoline powered and the results are visible in the fuel consumption mix, which showed a clear decrease of diesel consumption starting 2020 and increase in gasoline and electricity (reflected in Scope 2 increase).

Starting from the assessments performed and based on the Sustainability Strategy developed, among the **measures** taken to achieve this SPT are the following:

- We plan for digitalization and automatization of the financial modelling for impact on the forecasted and real substitution, already monitored in Excel each January, starting 2022.
- Continuing client awareness campaigns and dedicated products to increase the willingness for LEVs operational leased / rented cars. The awareness campaign raises the information about mitigation of client environmental footprint by choosing LEVs but also raises information about a more sustainable service model for their own companies.
- We included CO₂ emission data in every operational lease offer, and we will continue awareness action within our clients and plan to extend it to rent a car template offer as well.
- Increasing the share of "lower emission" (electrical, hybrid and plug-in hybrid) vehicles from the total vehicles leased or rented to an extent of about 30% until 2028 and a potential long-term 2030 target for 40-45%, if market conditions will allow; The following possible scenario has been foreseen, with respect to the rhythm of replacement of the fleet with lower carbon emissions vehicles, if the market conditions will allow:



- Analysis of potential commitment to the SBTi and deeper screening of potential decreasing scenarios to 1.5 degrees, by End of 2024.
- Net Zero Strategy analysis, by End of 2025.
- Analyzing the impact of splitting passenger cars and vans in the GHG Emissions Inventory / Total Carbon Footprint by the End of 2024.
- The pre-Feasibility study for PV Electric Charging stations in Autonom locations over the country, conducted in 2022, having as result charging stations installed in our offices wherever infrastructure permitted, AC or DC type. We want to continue this plan and consider this facility for every new office and extend the existing charging capacity where possible.
- Extended package for Operational Lease, including charging stations in the list of optional components of the rent.
- Support for charging stations suppliers in their national and regional extension plans, offering them operational leasing solutions via our equipment department.
- RES (renewable energy source) from direct suppliers for our agencies, where possible. We will renegotiate contracts with energy suppliers and ask them to provide us with certificates of origin for the consumption that comes from green energy.
- Considering implementation of PV solar power plants, where possible. We will continue increasing the capacity for PVs within the premises that we own and raise awareness among the landlords for the rented spaces for operational use.
- Continuing the project with OMV Climate Partner for Offsets.
- Finding Carbon Off-setting projects, aligned with the organizational culture for further exploration of potential mitigation of corporate carbon footprint by external contribution.

To be noted that the offsetting projects are not considered in our Corporate Carbon Footprint.

SOCIAL CONSIDERATIONS

We believe that the agility of our company is maintained by our team members, which is why we constantly invest in their education and development, supporting their continuous evolution.

"Sustainability includes how you run your business, and my bottom line includes how you treat your people. Sustainability starts with your staff."

— Tom Douglas

Our team is growing year on year. Thus, compared to a total of 474 employees with active contracts as of December 31, 2022, at the end of 2023 the Autonom team consisted of 531 employees, of which 34.08% were female and 65.92% were male, and the average age was 31.37 years.

The company places great importance on the education of its employees, providing them with a personalized learning experience through training, coaching, courses and support from company leaders.

AUTONOM does not have a human resources department. Managers allocate 30% of their time to employee development and activities specific to this area.

By setting specific targets to include more women in Management positions, we promote gender equality but also benefit from the diverse perspectives that women bring to leadership roles. This diversity fosters innovation, enhances decision-making, and leads to better business outcomes. Additionally, by creating an inclusive work environment, we can better understand the needs and requirements of our customers and other relevant stakeholders and act in a proactive way, increasing our ability to innovate, ultimately hoping for long-term success in a competitive global market, as a company embedding sustainability should be.



Considering all these above, analyzing our historical data on training hours and the enforced EU regulations on gender balance and upcoming Social EU Taxonomy, we reviewed our Sustainability Strategy in 2024 to include a more granular approach on gender development trends and the potential to retain Management roles.

GOAL/TARGET	KPI definition	2021	2022	Baseline 2023	2024	2025	2026	2027	2028	2029	2030
Evolve Daily. Gender parity in training and development, ensuring that women represent at least 46% of Management level by 2030	% of women at Management level	39%	37%	37%	38%	40%	41%	42%	43%	45%	46%
Estimated available positions	Women	16	15	15	16	17	18	19	20	21	22
	Men	25	26	26	26	26	26	26	26	26	26

Performance evaluation is carried out for all Autonom employees, regardless of position, with the direct manager and the system is laid down in the Collective Labor Agreement. The evaluation is based on performance and development objectives, including operational objectives, personal development and social involvement objectives.

The evaluation process takes place every 6 months and is transparent (with clear and precise rules on assessment and grading), objective and fair.

Based on the results of the evaluation and the findings from the development dialogue, employee development needs are identified and included in a customized training plan.

The evaluation also contributes to the implementation of the succession plan by providing the context in which employees can be identified to take up managerial or specialist positions in key roles. To develop the professional and personal competencies required for these positions, specific training and development programs are implemented on each occasion.

We are committed to diversity, equity and inclusion within our organization. We are committed to treating all employees with respect and dignity, with equal opportunities for advancement and career success.

Starting from the assessments performed and based on the Sustainability Strategy developed, among the measures taken to achieve this SPT are the following:

- Structuring a Diversity & Inclusion Policy by the End of 2024.
- Specific training on Diversity and Inclusion and particularly Gender balance approach.
- Creating a whitelist for potential promotions, on gender structure, including development considerations and performance.

- Creating a succession plan for the Management level with gender structure.
- The retrospective part of the evaluation sheet will be fully automated as an export from the internal monitoring system HITS.
- Monthly monitoring of the training hours per gender and team structures.
- Quarterly reports to the management team.
- Formally collecting learning objectives and preferences in terms of personal development as discussed in the semestrial performance evaluation.
- Ensuring dedicated resources to support the advancement of female employees, promoting gender equality in career progression.
- Enhance the leadership capabilities and skill sets of women within the company, supporting their professional growth.

Factors that support and/or might put at risk the achievement of the targets might be disclosed in the relevant documentation of the sustainability-linked transactions, in line with applicable regulation.

3.3. SUSTAINABILITY-LINKED FINANCING INSTRUMENT CHARACTERISTICS

Unless otherwise stated, the proceeds of any Sustainability-Linked Financing Instrument issuances will be used for general corporate purposes. Autonom will assign structural and/or financial implications to the achievement or non-achievement of the pre-defined SPT(s) at the relevant Target Observation Date(s) specified in the financing documentation of the relevant Sustainability-Linked Financing Instrument. These implications could include, but are not limited to, a coupon/margin step-up, a redemption premium or payment of a premium at maturity of the bond instrument or a margin adjustment (increase and or decrease), as defined the facility agreement of the relevant Sustainability-Linked Loan. For the Sustainability-Linked Loan, a margin adjustment will be included (increase and or decrease), as defined in the facility agreement between the borrower and the lender/lenders. Any structural and/or financial characteristics will be commensurate and meaningful relative to the original financing terms as aligned with market practices.

For any Sustainability-Linked Financing Instrument falling under this Framework, if Autonom fails to:

- i) comply with some reporting or verifications, as specified in the relevant Sustainability-Linked Financing Instrument documentation, or
- ii) calculate or observe the KPI selected and applied with respect to a particular Sustainability-Linked Financing Instrument in a satisfactory manner, the defined structural and/or financial implications will be triggered and applied as if the relevant SPT was not met on the relevant Target Observation Date(s).

3.4. REPORTING

We will publish the performance of the selected KPI in our Annual Integrated Report or Sustainability report, starting with 2025, in accordance also with CSRD provisions, on an annual basis until the achievement of the selected SPT. This reporting will be made publicly available on **our website** and will include:

- information on the performance and monitoring of the selected KPI, as per the roadmap presented above.
- data and explanations concerning any adjustments to previously disclosed data and scope of reporting, the performance of the selected KPI against the SPT.
- verification assurance report ('limited assurance') relative to the SPT outlining the performance against the SPT and the related impact.
- any relevant information enabling investors or lenders to monitor the progress of the SPT.

When relevant, information may also include any reassessments of KPI and/or restatement of the SPT and/or pro-forma adjustments of baselines or KPI scope.

We will recalculate, adjust or, as the case may be, amend the KPI baseline, performance and/or SPT in case of any change or other potential events that significantly affects positively or negatively the value of the KPI to reflect any material or structural changes to Autonom and/or any external parameters (such as company structure, methodology update for calculating the KPI or target, officially published updates to standard and/or industry guidelines, material changes in the regulatory environment, any discovery of significant errors). The financing documentation of the Sustainability-Linked Financing Instrument may include provisions relating to the applicable recalculation policy, in which case those provisions will supersede the Framework.

The KPI baseline, performance and/or SPT should be recalculated, adjusted or amended in good faith by Autonom to reflect such changes or other potential events.

For bond issuances, an external verifier will independently confirm that the revision is consistent with the Issuer's strategy and is in line with or more ambitious than the initial level of ambition of the SPT(s).

3.5. VERIFICATION

Pre-issuance verification by Second Party Opinion (SPO) provider

We have obtained and made publicly available a Second Party Opinion (SPO) from Sustainalytics, a consultant with recognized environmental, social and governance factors expertise, confirming alignment of this Framework to the Sustainability-linked Bond Principles 2023 and LMA Sustainability-Linked Loans Principles 2023. The SPO is available on the [Sustainability section of our website](#).

External verification

We will seek independent and external verification of the performance level for the stated KPIs by a qualified external reviewer to a limited level of assurance, on a yearly basis and as per Target Observation Date (s). The verification of the performance of the KPIs will be made publicly available in the form of a verification assurance certificate on the [Sustainability section of our website](#).

We will report on the performance of the selected KPIs against the predefined SPTs within 180 days from the end of the calendar year and Target Observation Date(s).

Amendments/updates of the Framework

Autonom may review this Framework from time to time to ensure continuous alignment with the relevant market practices, emerging standards and classification systems. Any updated version of this Framework will at least maintain if not improve the current levels of transparency and reporting disclosures.

Any review may result in this Framework being updated and amended. The updates and amendments, if not minor in nature, will be subject to the prior review of a qualified provider of Second Party Opinion (SPO). Such an updated Framework will be published on Autonom website ([Sustainability section](#)) and will replace this Framework.



Disclaimer

This Sustainability-Linked Financing Framework (the “Framework”) is intended to provide non-exhaustive, general information. This Framework represents our current policy and intent, is subject to change and is not intended to, nor can it be relied on, to create legal relations, rights, or obligations.

This document may contain or incorporate by reference public information not separately reviewed, approved or endorsed by us and accordingly, no representation, warranty or undertaking, express or implied, is made and no responsibility or liability is accepted by us as to the fairness, accuracy, reasonableness, or completeness of such information.

Any instrument (bond or loan) issued or concluded under this Framework will also be subject to the terms and conditions included in the final issuance documents or loan agreement. No representation is made as to the suitability of any sustainability-linked instrument to fulfill environmental and sustainability criteria required by prospective investors or lenders. However, nothing in this Framework is intended to modify or add to any covenant or other contractual obligation undertaken by us in any sustainability-linked bonds that may be issued in accordance with this Framework. This Framework does not create any legally enforceable obligations against us; any such legally enforceable obligations relating to any SLBs are limited to those expressly set forth in the bonds governing such SLBs or in the loan’s agreement, in case of SLLs. Therefore, unless expressly set forth in the bonds (notes) governing such SLBs, or SLL agreement, it will not be an event of default or breach of contractual obligations under the terms and conditions of any such SLBs or SLLs if we fail to adhere to this Framework, whether by failing to provide investors/lenders with reports on environmental impacts as anticipated by this Framework, or otherwise. Each potential purchaser of bonds or providing such loans should determine for itself the relevance of the information contained or referred to in this Framework or the relevant documentation for such bonds/loans.

This document may contain statements about future events and expectations that are forward-looking statements. None of the future projections, expectations, estimates or prospects in this document should be taken as forecasts or promises nor should they be taken as implying any indication, assurance or guarantee that the assumptions on which such future projections, expectations, estimates or prospects have been prepared are correct or exhaustive or, in the case of the assumptions, fully stated in the document.

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Appendix

Acronyms

ARIR – Romanian Stock Exchange Investor Relations Association

ESR – Embassy of Sustainability in Romania

BTOL – BT Operational Leasing

BVB – Bucharest Stock Exchange

ESG – Environment Social Governance

KPI – Key Performance Indicator

RBL – Romanian Business Leaders

SLB – Sustainability-Linked Bond

SLF – Sustainability-Linked Finance

SLL – Sustainability-Linked Loan

SPO – Second Party Opinion

SPT – Sustainability Performance Target

TCFD – Task Force on Climate-Related Financial Disclosures

YPO – Young Presidents' Organization, the global leadership community of chief executives

Glossary

Active operational fleet: operational lease fleet and rent a car fleet, being under contract agreement at the end of each year

Baseline: The baseline is a fixed point of reference that is used for comparison to determine the measurement of the performance of the SPT.

Clean Light-Duty Vehicles (LDVs): passenger cars and vans up to 3.5 tons, with emission targets set to drive the adoption of low- and zero-emission vehicles in public procurement processes across the EU. For the first reference period (2021-2025), these are defined as vehicles emitting no more than 50 g CO₂/km. From 2026 onwards, the definition tightens to zero-emission vehicles only.

CO₂e: Carbon dioxide equivalent, is a way of expressing all the different greenhouse gases as a single number

External Verifier: Qualified provider of third-party assurance or attestation services appointed by the Issuer to review the Issuer's statements for GHG emissions intensity

Green fleet: mix compound of hybrid (HEV), plug in hybrid (PHEV) and battery electric vehicles (BEV)

Key Performance indicator: The unit definition to track success at reaching the targets.

Scope 1 emissions: Emissions from direct operations

Scope 2 emissions: Electricity purchased

Scope 3 emissions: Use of goods and services sold

Sustainability Performance Target: Measurable improvements in the key performance indicator on which the issuer commits to a predefined timeline.

Target Observation Date: refers to the specific date at which the performance of each KPI(s) against each predefined SPT(s) is observed.

The Greenhouse Gas Protocol: The Corporate Accounting and Reporting Standard developed by the World Resources Institute & World Business Council for Sustainable Development

Trigger Event: The trigger event is the result of the observation whether a KPI has achieved or not a given predefined SPT that may cause a change in the financial and/or structural characteristics of the sustainability-linked financing instrument.

WLTP: the Worldwide Harmonized Light Vehicles Test procedure