

Autonom

Sustainability Report 2023



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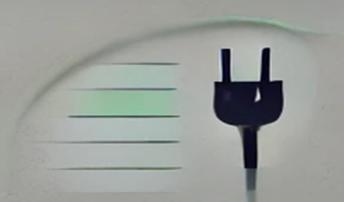
Ethics



Autonom Services SA



Smiles



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Change, the only constant towards green futures

The world is changing, and we are changing with it.

We need to keep up, to adapt, to look for solutions, to be creative, maybe even to reinvent ourselves.

Change has become a constant for each of us, our businesses, our interactions with others, the events we attend. The concept of "Sustainability" is no longer 'fancy' or 'nice to have' and **is becoming part of business strategy and part of the everyday vocabulary** for many of us, from CEOs and Board Members to employees, business partners, authorities and even our families.

To navigate through the tumult of concepts, strategic objectives, activism, legislative changes, geopolitical issues and the perspective of new generations, we need a holistic and as pragmatic as possible approach to how we look at the present and the future, with different angles from which to view the classic aspects of business. Through the prism of the value chain, in which we are all a link, customers or suppliers for someone else, it becomes of utmost importance to be aware of the subtle links and possible scenarios of influence, beyond the financial results that companies display, to create a sustainable organization or to collaborate with such companies.

The philosophy of sustainable business involves integrating sustainability in all aspects of business, including the social and ethical dimension, not just the environmental. Sustainability also means physical and mental health, wealth and wellbeing at a personal and collective level, community wellbeing, but also integrity beyond social responsibility.

At the same time, 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. Whether you are a company, an association or an NGO,



you need to generate income to sustain yourself 'and be able to contribute. The transition from a 'nice to have' to a 'must have' brings with it many pressures to change 'business as usual', which naturally leads to opposition and reluctance to change. 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".

Looking through the common language of any organization, investments are the engine of Autonom's development. The entrepreneurial spirit and the independent nature of the business have allowed us the advantage of constantly seeking and quickly integrating financing opportunities that we considered innovative and atypical. The prospect of pioneering in attracting sustainable financing in the corporate area, other than the classic banking ones (the 2021 Sustainability Linked Bonds issuance and subsequently the green loan received in 2022 from the European Investment Bank), opened new horizons in 2023 through participation in several international projects (CFO Manual) and presence at key international events (EBRD Conference in Vienna, Climate Week New York and COP28 Dubai). In this context, we are in the process of evaluating the opportunity to initiate a new bond issuance in response to the need to optimize the capital structure and ensure sustainable financing of our operations in a permanent changing economic environment.

2023 has been a complex year with challenges and opportunities alike. Our sustainability objectives also involve the value chain through the link created between the fleet used by rental and operational leasing customers, generating indirect emissions for Autonom. The main challenges remain to increase the share of low-emission cars coupled with raising awareness of the transition to a more environmentally friendly fleet across the customer portfolio and to align with European requirements on sustainability data collection and reporting.

"In the 18 years we have been in business, we have built a company built on trust, respect and autonomy, with a culture centred 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. We have continued to advance the mission of investing in the education of future generations through the 1,075 projects the Autonom Foundation has carried out in its 11 years of activity."

Marius Ștefan,
CEO Autonom

However, 2023 has been a natural continuation of the way we work, with innovative and ambitious projects and engaged colleagues making a positive impact in the communities we are part of. Significant actions include:

Ordering 200 Tesla (Model 3 and Model Y) rapidly integrated into the fleet to help meet the goal of reducing the average carbon emissions of the operational fleet by 25% by 2025; the capital used comes from the financing from the European Investment Bank.

Launch of the Business Green operational leasing service for electric cars, a financing solution for companies with additional benefits compared to the classic service.

Inauguration of the new office building in Piatra Neamț, certified BREEAM with an „Outstanding” score, which ranks us in the Top 10 office buildings in Romania.

"Sustainability is not an option; it's a mindset. We must think long-term and make choices that prioritize the health of our planet."

— Isatou Ceesay

The space has been designed to minimize negative environmental impact and includes a multifunctional amphitheatre for educational and cultural activities, also open to the community.

Completion and launching of **the prototype of the customized modular office**, a modern and ergonomically designed, operationally and energy efficient workspace with two 22 KWh electric car charging stations.

The launch of **BLUE, the eponymous ride-sharing service and app**, with a fleet of electric cars and a clear objective to offer a less polluting and more efficient alternative for urban mobility in Bucharest.

October 27, the Day of Sustainability in Romania, celebrated in a special setting, together with stakeholders from all partner fields; the initiative to have a national day dedicated to it belongs to the Embassy of Sustainability in Romania, voted as law in May 2023.

Obtaining **the best ESG risk score (12.8)** among the analyses prepared by Sustainalytics and published on the BVB Research platform, with a positive appreciation (lower risk) compared to the previous year's result of -0.7p.

With our flexible culture and working in scenarios, we are confident that 2024 will be another year of learning and adaptation. We will focus our attention on what is in our power, evolving our colleagues, getting closer to our clients and delivering services to high quality standards. We strive for a cross-departmental, mixed-group approach to ensure the integration and fluidity of sustainability issues at every stage of internal processes.

Business sustainability is about long-term thinking, the ability to exist in the future without depleting existing resources. It requires vision, imagination, innovation, adaptability, flexibility, agility and resilience. The transition from a linear to a circular economy cannot be made without finding new ways to consume, reuse, recycle.

We, in Autonom, are constantly anchored in the present but looking to the future, working in scenarios and constantly adapting to continuous change. The risks we face today mean at least as many opportunities. We are confident that we are ready to be a part of this change and many of the possible futures are already taking shape in shades of green!

Change, the only constant towards green futures.

Magdalena Caramilea,
Sustainability Director Autonom

We invite you on the journey with us!

"We are pleased that in just six months we have reached an impressive 130.000 users, a clear sign that Bucharest residents want sustainable and comfortable transportation. Using Tesla cars as our primary service allows us to significantly reduce carbon emissions, contributing to a cleaner environment. We continue to focus on innovation and environmental responsibility, ensuring a positive impact on the communities we serve."

We aim to expand this initiative to other cities, providing efficient and environmentally friendly mobility solutions. We thank all our users and partners for their continued support in this mission."

Andrei Stancu
CEO Autonom Drive Blue



We're happy to offer you a discount on a trip with Blue

Test the sustainable experience with Autonom Group's newest mobility service - Blue. Download the Blue Romania app, available both in the App Store and Google Play.

Scan the QR Code and tell us how you felt.



Key results in 2023



	Measure unit	2021	2022	2023	%2023/2022
Economic					
Turnover	RON million	392.4	647.2	728.95	113%
Net profit	RON million	22.5	57.8	30.04	52%
Sustainable funding received	EUR million	48.3	15	-	-
Number of locations/cities, in Romania	agencies/cities	46/33	46/33	52/38	-



Social					
Community investment	RON million	3.13	1.24	1.58	127%
Number of employees	employees	370	474	531	112%
Average number of training hours/employee	hours/employee	58	53.5	48.87	91%
Number of volunteering hours	hours	512	808	3,192	395%
Number of read books	books	2,894	4,859	5,908	122%
Number of proposed innovations	innovations	790	1,529	1,394	91%



Environment					
Energy consumption	MWh	159.21	213.7	490.87	230%
Heating consumption	MWh	544.34	643.45	1,087.37	169%
Renewable energy produced	MWh	11	50.28	122.59	244%
Fleet at the end of the year	cars	9.672	13.680	14.748	108%
Average WLTP	gCO2/km	149.32	143.78	142.06	99%
Km travelled by the operational fleet	million km	264	354	379	107%
Fleet utilisation rate	%	88	88	86	98%
Direct GHG emissions (Scope 1)	tonnes	250	395	576	146%
Indirect GHG emissions (Scope 2)	tonnes	51	73	138	189%
Indirect GHG emissions (Scope 3)	tonnes	43.780	58.890	64.147	109%
Offset (fuel) through partners	tonnes	3.973	4.475	5.508	123%
Tons of office paper consumed on site	tonnes	2.2	1.57	2.32	148%
Recycled waste	tonnes	140.6	150.09	204.22	136%

About the report

We have confidently and ambitiously committed to a sustainability strategy with clear objectives on all three dimensions: business, environment and social, with a concrete action plan that has been gradually implemented starting in 2021.

Aim of the report

We have confidently and ambitiously committed ourselves to a sustainability strategy with clear objectives on all three dimensions: business, environment and social, with a concrete action plan that has been phased in gradually starting in 2021. Operating in a sensitive field such as mobility, we are aware of the impact we have through our core services and we want to emphasize our efforts to develop our business in a sustainable way, without harming the environment and to make a positive long-term contribution to the community. In the current report, you will discover our 2023 initiatives that support us in achieving our goals.

The report includes a compilation of performance using both qualitative and quantitative indicators so that all stakeholders can find useful information about our company. Where possible and relevant, we have compared indicators over consecutive years, including data prior to the 2023 reporting year. Our commitment to report annually on set targets and performance indicators is an essential step in our strategy to contribute to a sustainable future, a more responsible society and a more developed community. At the time of the Report, the company reports on a voluntary basis and is not subject to the mandatory criteria under Directive 2014/95/EU.

Scope

This is the third sustainability report of Autonom Services SA (hereinafter „Autonom“ or „the company/organization“),

the occasion to provide the public with detailed information on the activity of the main entity, Autonom Services SA, in terms of economic, social and environmental impact, together with several non-financial key performance indicators relevant to our business.

Reporting period

According to internal decisions, Autonom Service SA will report its non-financial performance on an annual basis, concentrating the data in a sustainability report released by mid-year after the financial year ended.

The current reporting includes qualitative and quantitative data on Autonom Services' performance for the year 2023 (January 1, 2023 - December 31, 2023).

References and reporting guidelines

The report was produced following the methodology proposed by the GRI 2021 (Global Reporting Initiative) standards. The dual materiality analysis followed the criteria in EFRAG's guide for the development of dual materiality analysis, aiming to prepare a smooth transition to the new standards from 2024 onwards.

The report complies with national legislative provisions (requirements of Directive 2014/95/EU, Ministerial Order Public Finance 1938/2016, Order of the Minister of Public Finance No. 3456/2018 and Order of the Minister of Public Finance 85/2024) and has been

integrated considering the applicable industry standard SASB (Sustainability Accounting Standard Accounting Standard Board).

The GRI Index & SASB Index, present at the end of the report, indicate the types of disclosures covered in this report, the pages in the report where interested parties can find information on specific disclosures.

Defining the reporting framework

The report is based on a dual materiality analysis, carried out extensively at the company level, both from the perspective of the positive or negative impact of activities outside the organization (inside - out perspective) and from the perspective of the external influencing factors that could have an impact on the company's financial capital (outside - in perspective).

For the 2023 report, a process of analysing the impacts, risks and opportunities has been carried out in a detailed way considering the analysis of material aspects and sub-material aspects after a value chain introspection.

The analysis was carried out in four stages:

-  **Stage 1**
Value chain analysis, updating industry-relevant material themes.
-  **Stage 2**
Impact analysis on material aspects by involving the operational management of the organization.
-  **Stage 3**
Analysis of risks and opportunities, involving the management of the organization.
-  **Stage 4**
Consultation with internal and external stakeholders of the organization to identify the positive or negative impacts brought by the relevant material topics and business impact analysis analysed from the perspective and vision of relevant stakeholders for the organization, conducted in February 2024.



This defined the final performance reporting framework in sustainability.

We did not use updates of data reported at the 2022 level as no corrections were necessary to those presented in the previous Sustainability Report.

This report has been internally reviewed and approved by the CEO, as the highest body responsible for the accuracy of the sustainability performance data and its applicability and relevance to the organization. The reported performance is in alignment with the organization's sustainability strategy and the action plan to achieve the objectives.

Data presentation in the report content

Transparency about economic, social and environmental performance is very important to Autonom. We create both a direct and indirect impact on the economy. We measure progress to achieve our targets.

This report has a particular structure, concise and structured in such a way that the reader captures both the qualitative and quantitative elements of our performance. For this you will find specific icons of interest in the report that have a particular significance.

 **Explaining the impact**

 **Impact management**

 **Effectiveness of actions taken**

The registered trademarks for Autonom Services are Autonom and Business Elite:



External support and assurance

Progress towards our company's main long-term carbon reduction target has been confirmed by the international consultant Sustainalytics in its annual verification report available at the following [link](#).

Thank you for joining us

We thank all those who have contributed to this report, Autonom's internal team, the external team of consultants and last but not least, all the stakeholders being close to us. Their suggestions and active implementation are essential elements for our present and future development, leading to the sustainable growth of our business. A list of suggestions received can be found in chapter [1.8. Stakeholder engagement](#).





Autonom Group is a Romanian family-owned company, founded in Piatra Neamț, in 2006. The beginning was modest, but we have grown sustainably, optimistically, step by step. We made responsible decisions for the future and in time, we became the acquirer and manager of the largest fleet in Romania. We have created a unique mobility infrastructure, where we take risks and offer our customers friendly, flexible services with an „extra mile” attitude to contribute to a state of peace of mind and comfort. As our name says, we believe in autonomy.

We have freedom with responsibility, we are committed body and soul to deliver a WOW experience. We believe in development, daily evolution and genuine intrapreneurship, and kindness and smiles are our secrets. At the same time, we are there for those who need us through the Autonom Foundation. We want to make an impact through education, in the growth of the community and the next generations. Autonom is the right setting to accelerate towards a better future!

Love,
Autonom Team



Contact

For any details or additional information related to the content of this report, please write to us at the e-mail address dedicated to the sustainability area within Autonom: green@autonom.com

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1. Our company

Autonom - the right framework to accelerate towards a better future!

National network of 52 agencies in 38 cities in Romania, a business model differentiated from competitors; Agencies outside the country: Budapest and Debrecen in Hungary.

The Autonom Services activity is concentrated in 3 main divisions: Operational Leasing, Rent-a-car and Used Car Sales, complemented by other adjacent services.

Vehicle fleet on December 31, 2023: 14,748.

Average number of employees in 2023: 497.

From 2022, member of the UN Global Compact - the world's largest corporate sustainability initiative. In 2023 Autonom was also awarded the title of Official Supplier to the Royal Household and Her Majesty Margaret Crown Custodian.

In the second part of 2023, we completed the necessary steps (B Impact Assessment) to assess the possibility to apply for B Corp certification and maintained our Low ESG Risk profile, provided through the Sustainalytics assessment.

In 2023, we developed a prototype for a new type of agency, a modular office with charging stations, and inaugurated our new headquarters in Piatra Neamț, a BREEAM certified building with the highest BREEAM level, Outstanding.



52 agencies



3 divisions



14,748 cars in the fleet

From start-up to major national player in the sustainable mobility services market



Autonom is a company with 100% Romanian capital, started in 2006 in Piatra Neamț

2018

- Autonom has acquired BTOL (BT Operational Leasing), a company founded in 2001, to strengthen its customer portfolio, with the merger by absorption to be completed on January 1, 2021.
- 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.

2019 - 2020

- In 2019, the company changes its visual identity and carries out its first bond issue, listed on the Bucharest Stock Exchange, for a total amount of 20 million euro.
- In June 2020, Fitch Ratings, one of the world's top three rating agencies, gave SA 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.

2021

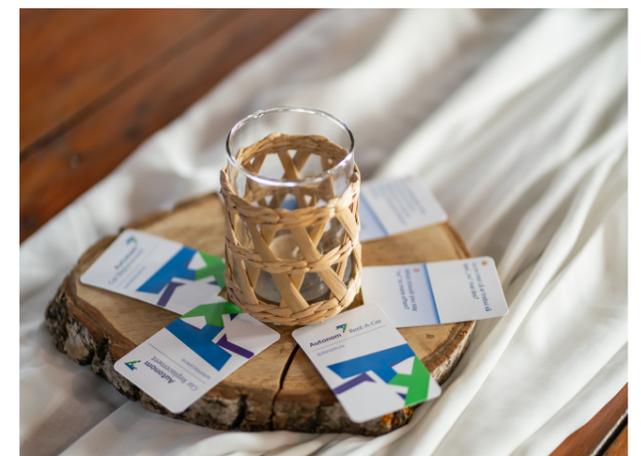
- In 2021, Autonom announced the publication of the Sustainability Strategy and the issuance of the first Sustainability-Linked Bonds, a first on the Romanian capital market, in the amount of EUR 48.03 million, part of a MTN (Medium Term Notes) program totalling EUR 250 million. Sustainalytics considered the objectives assumed by the Framework Document as „ambitious“, and the Key Performance Indicator (KPI) chosen was classified as „very strong“, the document also confirming the alignment with the ICMA (International Capital Market Association) Principles.

2022

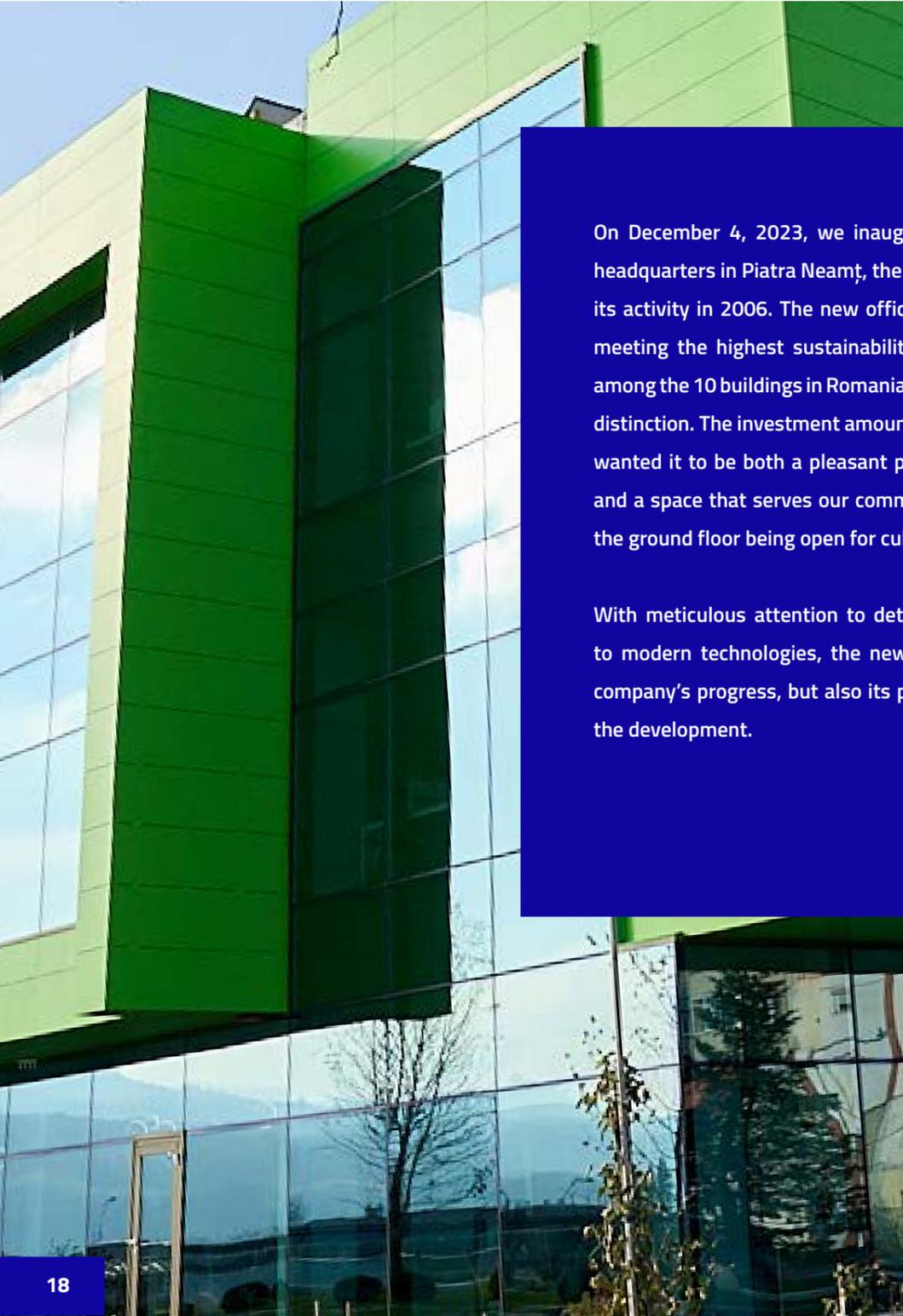
- Starting this year, the company has voluntarily published Sustainability Reports, in which it presents the results of its activities from an environmental, social and governance perspective.
- Autonom has acquired Tiriac Operating Lease (Premium Leasing SRL), surpassing the threshold of 11,000 cars under operating lease and strengthening its market position.
- The company has attracted EUR 15 million in funding from the European Investment Bank, the first loan of its kind for a local entrepreneurial company, which has helped increase the use of electric and low-carbon vehicles by Romanian companies.

2023

- In the same year, 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.
- 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.
- Autonom has created a prototype for a new agency within our short-term rental division, a fully customized modular office centred on efficiency and sustainability. It can accommodate workspace for 3 colleagues and includes two 22KWh charging stations.
- 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 awaiting the initial assessment of the submitted report.
- Towards the end of the year, we launched the Blue brand, the eponymous ride-sharing service and app developed by a subsidiary of the holding, with a fully electric fleet and a clear objective to offer a cleaner and more efficient alternative for urban mobility in Bucharest.
- At the end of the year, we inaugurated our new headquarters in Piatra Neamț, the city where the company started its activity in 2006, a BREEAM Outstanding certified building.



Inauguration of the new headquarters in Piatra Neamt, certified BREEAM "Outstanding" level



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.

With meticulous attention to detail and an integrated approach to modern technologies, the new building not only reflects the company's progress, but also its promise to be an active agent in the development.



Building features:

- Structural curtain walls and HPL (High- Pressure Laminate) panels provide both a contemporary look and energy efficiency.
- The multifunctional amphitheater was conceived as a meeting space as well as an educational and cultural center.
- The atrium luminaire floods the interior with natural light, creating an open and friendly environment while also contributing to energy efficiency.
- The heating and cooling systems benefit from advanced heat pumps and air conditioning, minimizing environmental impact.
- The first-floor garden, with carefully selected perennials, offers a relaxing space amid the hustle and bustle of the city.
- Each floor is equipped with a library, confirming our constant concern for continuous learning, expressed in our motto „Evolve Daily”.
- The overground walkway connects the old and the new building, symbolically linking the past and the future and making it easier for employees to move around.
- Integral photovoltaic panels reduce our carbon footprint.



Prototype agency of the future

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.

Operational and energy efficiency, modern and ergonomic design, sustainability and environmental responsibility are redefining standards, offering inspiring and sustainable solutions for the future with a reduced environmental footprint. The new premises can accommodate a workspace for 3 colleagues, includes two 22kwh electric car charging stations and is placed the Ikea Pallady parking lot in Bucharest.

“Working with Autonom on their modular office project has been an exemplary collaboration in sustainability and innovation. At NOMAAD, we value partners who prioritize environmental responsibility, and Autonomy is a stellar example. Their choice of modular construction reflects a strategic commitment to reducing waste, conserving resources and promoting green building practices. It is an honour to support Autonomy on their journey toward a greener and more sustainable future.”

Cătălin Lupu
CEO NOMAAD



Launch of Blue

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 aims to reach a fleet of 200 vehicles by 2024 and reduce CO2 emissions in Bucharest by at least 834 tons.

This project is the direct result of repeated requests from customers, but also the entrepreneurial initiative of our colleagues. We have focused on developing a modern and sustainable transport solution, focused on the quality standards demanded in the market, to offer a less polluting and more efficient alternative for urban mobility.



1.1. Company positioning

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).

- **Autonom International is the majority shareholder of Autonom Services SA, with 98% of the share capital. The shareholders of Autonom International are Marius Ștefan and Dan Ștefan, in equal proportions.**
- **Vehicle fleet on December 31, 2023: 14,748**
- **Average number of employees 2023: 497**
- **The most extensive mobility network in Romania: a national network of 52 agencies in 38 cities, a business model differentiated from competitors.**
- **Out-of-country agents: Budapest and Debrecen, in Hungary.**

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.

The operational leasing and rent-a-car markets are dominated by multinational leasing groups operating in mature markets in Europe and the United States, regional and local banking groups, small domestic competitors and captive companies of car manufacturers. mici, precum și companii captive ale producătorilor de autovehicule.

This development reflects a shift in consumer preferences and a growing awareness of the importance of sustainable mobility, market readiness to accept environmentally friendly alternatives to traditional fossil-fuel vehicles, coupled with an accelerated development of electric charging infrastructure.

Adapting to new technologies, EU-wide regulation and changing collective attitudes towards the environment have all contributed to increased efforts to reduce carbon emissions.

This trend may also signal a promising future for the electric car industry in Romania, anticipating a continued growth in the popularity of these vehicles.

Electric car market context

In the automotive sector in Romania, 2023 saw a significant increase in the adoption of fully electric cars, with the number of newly registered vehicles in this category increasing by 35% compared to 2022, according to the Association of Automobile Manufacturers and Importers (APIA).



1.2. Autonom’s organizational culture and values

Mission

Autonom is a family company that thinks long-term. Success for us is the development of our colleagues and customer satisfaction. Business growth, profitability and financial stability become natural consequences.

Vision

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

- **The management system** and day-to-day decisions are based on autonomy and filtered through our values
- **Autonom is a learning organization.** We encourage members’ personal development and support continuous transformation
- **We have a positive impact on society** and the environment by supporting education, active participation in our communities and responsible use of resources.

In 2022, with the help of an external consultant, we outlined Autonom’s brand strategy for the coming years. By analysing the values and promoting them in the company’s messaging and marketing activities, the brand strategy helps to create an emotional connection and long-lasting relationships with customers, which can lead to long-term business success.

Values

- **Honesty and integrity** are fundamental to the development of our business
- **We do what it takes** to help our customers. We are a team.
- **Respect, common sense and a smile** are our secrets.
- **We are adaptable and flexible.** Simplicity is our way.
- **We evolve** every day.

Organizational culture

The organizational culture of Autonom Group is based on the following 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.

1.3. Company management

The **Board of Directors of Autonom Services SA** is composed of 3 (three) directors appointed by the AGM for a term of 4 (four) years, the majority of the company’s directors, according to the Articles of Incorporation, being non-executive directors. The Board of Directors supervises the work of the Managing Director, and any member of the Board of Directors has the right to request from the Managing Director information on the operational management of the company.

Board members are responsible for:

- **Fulfilment of all obligations** regarding the reality of the payments made by Autonom shareholders.
- The actual existence of **dividends paid.**
- The existence and **correct keeping of the registers required by law.**
- Exact fulfilment of **AGM resolutions.**

At the time of preparation of this report, the Board of Directors of Autonom Services consists of the following members:

Nume și Prenume	Calitate	Data numirii	Data expirării mandatului
Mihaela-Angela Irimia	President of the Board	March 13, 2013	November 06, 2026
Elena-Gianina Gherman	Board Member	November 07, 2014	November 06, 2026
Dan Iacob	Board Member	November 07, 2014	November 06, 2026

The registered office of each member of the Board of Directors, as well as of the General Manager, is in Piatra Neamt, 4, Fermelor Street, Neamt County.

The Chairman of the Board of Directors coordinates the work of the Board of Directors and reports to the AGM on the work of the Board of Directors. The Board of Directors can take valid decisions in the presence of a majority of its members, by majority vote. In case of a tie, the vote of the Chairman of the Board of Directors shall be decisive.

The operational management of the group is delegated by the Board of Directors to a General Manager, who represents the company in dealings with third parties and in court. Currently, the General Manager of Autonom is Mihaela- Angela Irimia appointed in this capacity on November 1, 2014, for an indefinite term.

The Director General is responsible for:

- Hiring and dismissal of Company staff.
- To approve receipts and payments up to the amount set for this purpose by the Administrative Board.
- Carrying out the decisions of the Administrative Board.

In the decision-making process, Marius Ștefan and Dan-George Ștefan, both employees of Autonom as General Manager (COR code 112028), have an essential role and a determining contribution in setting the group's strategy and development directions.

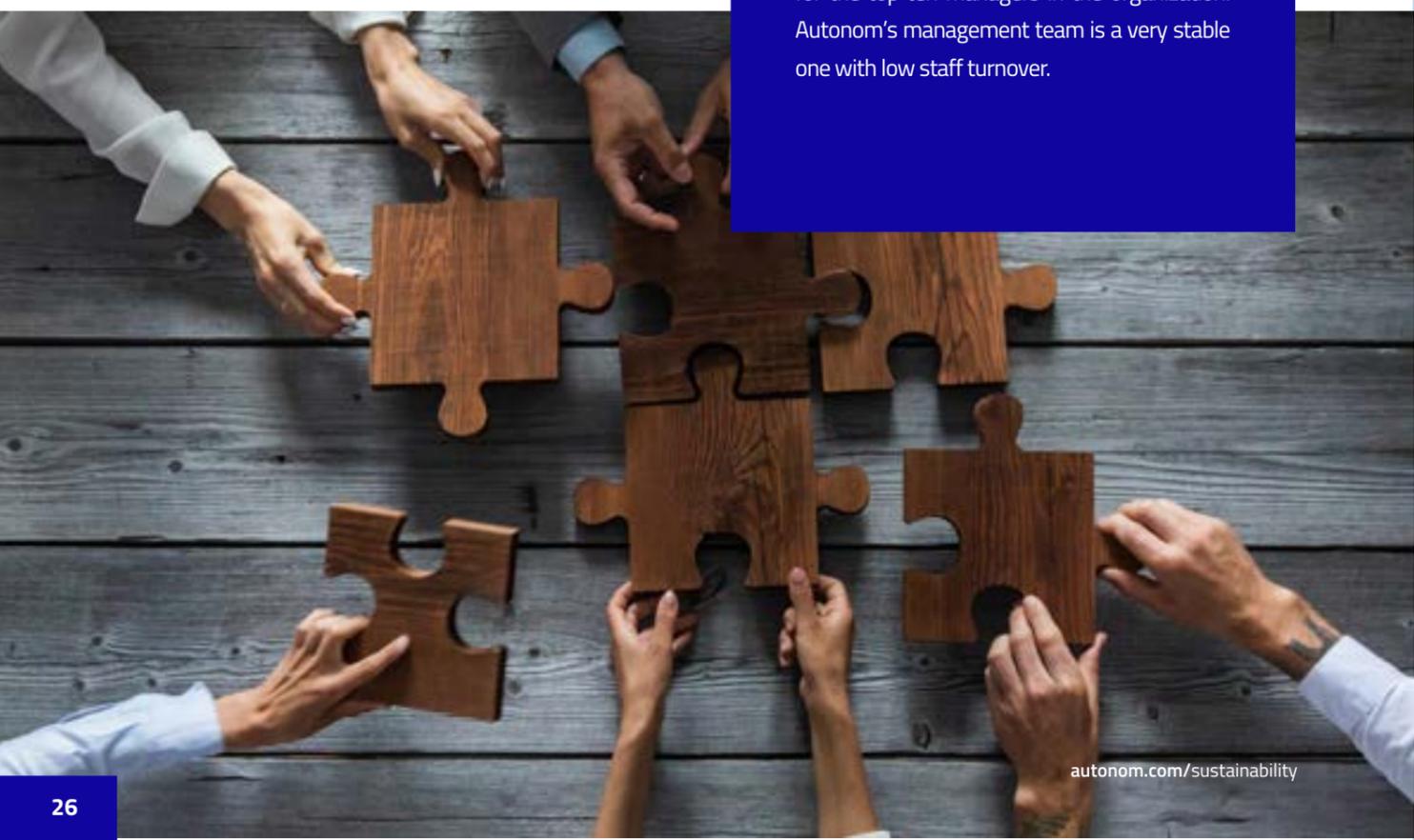
Autonom has a flat structure with 3 hierarchical levels: board of directors, managers and employees. All the managers directly report to the board and there is no „Management of managers“. The company thus becomes a network: each branch and function are organized as a smaller company with its own profits and losses for which the manager is responsible.

Nearly 90% of decisions are taken within teams, without board intervention. Managers present their day-to-day contributions and achievements to the Board of Directors, analyse their performance and they often

consult with other managers and the rest of the team, precisely to become accountable and motivated by their financial results.

In the last 5 years, none of the members of the Board of Directors or of the Autonom Executive Team has been prohibited by a court of law from serving as a member of the Board of Directors or Supervisory Board of a company and there have been no cases of insolvency, liquidation, bankruptcy or special administration of companies, of whose boards of directors or supervisory boards one of the members of the Board of Directors or of the Executive Team is a member, relating to their activity within the company, as well as those relating to their ability to perform their duties in other companies.

Autonom has implemented a succession plan for the top ten managers in the organization. Autonom's management team is a very stable one with low staff turnover.



Management team



Marius Ștefan

Marius Ștefan is one of the current shareholders of the company and its founder in 2005, as well as being a key management decision-maker by holding the position of CEO.



Dan-George Ștefan

Dan-George Ștefan is one of the current shareholders of the company and became a shareholder in 2006, being also a key decision maker at the management level by holding the position of Managing Partner.



Mihaela-Angela Irimia

Mihaela-Angela Irimia is the President of the Board of Directors and current Managing Director of the company. She joined the company in 2006 and is currently in charge of the operational department, managing the machinery procurement, relations with financiers, payments and HR.



Elena-Gianina Gherman

Elena-Gianina Gherman is one of the company's administrators and Financial Director within the group. She has joined the company since its foundation. She is currently in charge of the accounting department and reports to senior management.



Dan Iacob

Dan Iacob is one of the company's administrators and has been with the company since its inception as Chief Operating Officer. Currently, he coordinates the operational activity for Autonom and the companies in which the group holds minority stakes and, together with Dan Ștefan and Marius Ștefan, defines the strategic directions for the company's development.

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

— Tom Douglas

Sustainability governance

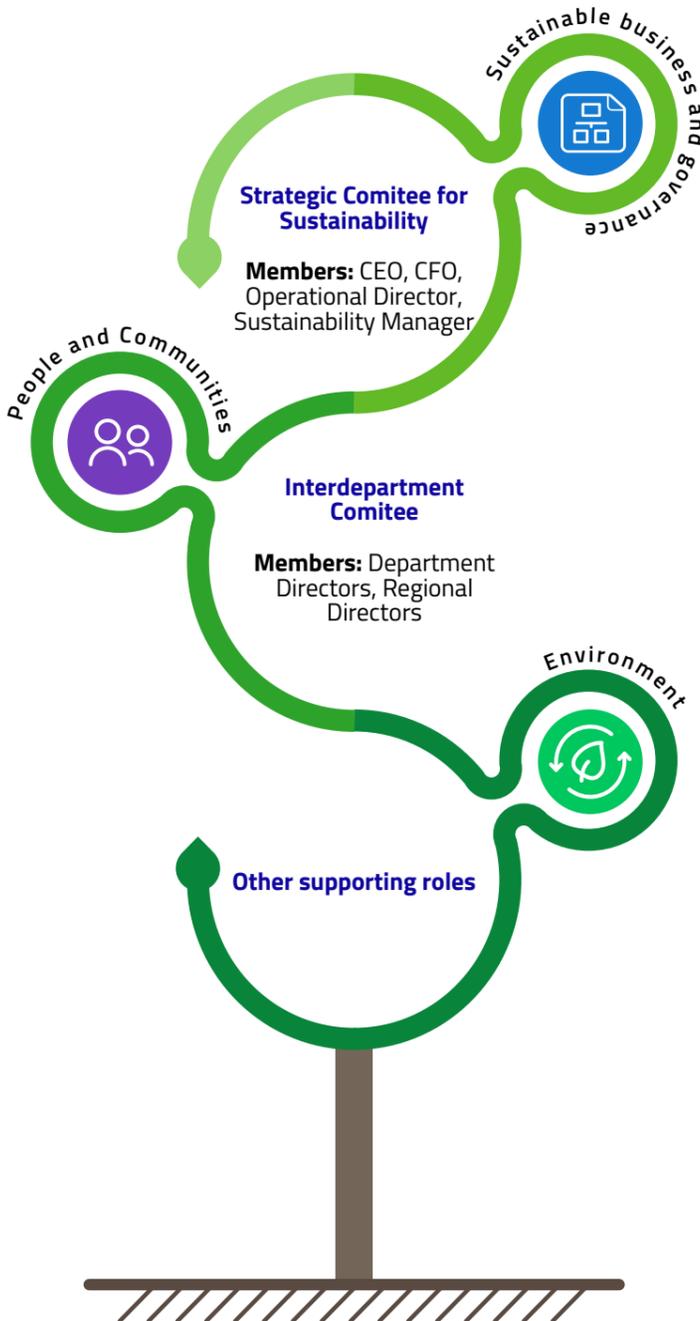
To have clear governance of our strategic objectives and to deliver results, we have created a structure to promote sustainable business activities, from strategic planning to operations and implementation. Strategic decisions, including those related to sustainability, are made in consultation with the Strategic Sustainability Committee, consisting of the two Managing Partners, the Chief Operating Officer and the Chief Sustainability Officer, supported by input from department heads and regional directors.

The organization's leadership has extensive market intelligence and is well connected to the business environment, new legislative requirements and sustainability trends. They actively participate in face-to-face and online meetings on sustainability topics organized by experts or other non-profit organizations.

The delegation of responsibilities for managing sustainability impacts is made to the Chief Sustainability Officer, who, together with key functions in the departments, analyses risks and opportunities, addresses measures to prevent negative impacts and launches internal initiatives to add value to the business.

The Sustainability Manager is also responsible for promoting sustainability internally and informing and training relevant functions and employees. Trainings are conducted internally on specific topics according to a training plan based on the identified need. To further embed sustainability in the business strategy and to extend the positive impact also to the relevant executive structures, the person responsible for the implementation and monitoring of the Sustainability Strategy, the Sustainability Director, has obtained another international certification as ESG specialist, offered by IASE (International Association for Sustainable Economy).

The following map describes the roles and responsibilities in Autonom, to support the implementation of the Sustainability Strategy and its subsequent revision according to internal needs:



Role of the Sustainability Committee:

- **Integrate sustainability** into business strategy by developing policies and procedures that embed sustainability into daily operations.
- **Identify relevant material issues** and associated positive and negative impacts on the value chain.
- **Identify risks and opportunities** on relevant material or key business issues.
- **Collaborate and engage stakeholders** in a close relationship with the business to identify and meet their needs and expectations and to put in place internal mechanisms to mitigate the potential risks associated with an impact on the company's financial capital.
- **Making decisions based on internal risk** and opportunity analysis on sustainability.
- **Selection and monitoring of KPIs and targets** related to the Sustainability Strategy.
- **Track performance** in terms of the implementation of the Sustainability Strategy, progress vs. targets, KPIs and OPSs, in any relevant operational area.
- **Monitoring the correct implementation of Sustainability Strategy.**
- **Approval of new policies.**
- **Monitor** the publication of annual **Sustainability Performance Reports.**
- **Monitor the continuous evolution of sustainable** finance markets and financing instruments to keep in line with market best practices and analyse opportunities.
- **Manage any future updates to the Sustainability Strategy,** including overseeing the involvement of independent suppliers.
- **Assessment and management** of critical situations or concerns related to sustainability management, including relevant material issues supported by operational processes within activities.

In relation to the individual performance of the key functions in the Sustainability Committee, each function is assigned specific annual objectives to achieve targets and performance is reviewed by the CEO of the organization twice a year through progress reviews.

The monitoring of the objectives assumed by the Sustainability Strategy is done on a monthly basis and in the middle of each year a full update of the first semester data is made, similar to the data in the Annual Sustainability Report.

In order to strengthen colleagues' knowledge of sustainability and increase the capabilities of key functions in the organization, the sustainability department organizes various internal trainings throughout the year. In some of these sessions, relevant stakeholders from the capital markets, sustainable finance and consultants are invited as external trainers. The trainings can take the form of thematic workshops, thus facilitating the dissemination of information to target groups on topics such as attracting sustainable finance, climate change, pollution, food waste, selective collection and adopting responsible habits..

1.4. ESG Scores and rankings

BVB Research/ ESG Scores - Low ESG Risk Score

The aim of the BVB Research/ ESG Scores project is to present the relevant ESG metrics for companies listed or with financial instruments listed on the BVB, with the scores resulting from the analysis being calculated based on publicly available reports and information and subsequently published on a voluntary basis, with the consent of the issuers.

The ESG analysis reports are independently produced by Sustainalytics, one of the leading providers of ESG ratings and analysis globally, based on a collaboration with the Bucharest Stock Exchange, initiated in 2020. The purpose of including this information is informative and educational.

We are pleased to announce 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 analysed by Sustainalytics in this subsector globally, up from 7th out of 71 in 2021).

SUSTAINALYTICS
a Morningstar company

ESG Scores

Autonom Services



Report Date: 11/17/2023
Report Type: Core Framework

More details about the BVB Research project and the results of the other participating companies can be found on the Bucharest Stock Exchange website, in the section dedicated to ESG scores, which can be found [here](#).

Romania CST Index 2023 - Gold Level Recognition

The Romania CST Index (CORPORATE SUSTAINABILITY & TRANSPARENCY INDEX) is aligned with the most important international benchmarks and is the only ranking in Romania that analyses sustainability indicators available in sustainability / ESG reports and online. The Ratecard created by The Azores Sustainability & CSR Services includes a comprehensive analysis in the field of sustainability and corporate responsibility, which involves the assessment of 78 indicators in 11 categories:

1. Sustainability Governance
2. Diversity Policy
3. Economic Impact
4. Climate Change & Energy
5. Environmental Governance
6. Human Rights and Anti-Corruption Policy
7. Responsible Employer
8. Product & Marketing Responsibility
9. Investments in Communities
10. Supply Chain
11. Impact and Material Topics - Industry-based DMA

For the second year in a row, following the analysis according to the criteria set by the CST Index 2023, Autonom has achieved **Gold Level Recognition** for its performance in sustainability governance, economic, environmental and social impact, scoring 92 out of 100 points.



B Corp Certification

In the second part of 2023, together with a recognized consultant in the field, 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 the social and environmental impact and performance of a company. It was an experience that helped us to better understand the impact that Autonom has on the community and the environment, confirming the actions and strategic directions pursued so far, but also to explore new areas and perspectives to integrate.

For the moment, we are waiting for the initial assessment of the report sent.



1.5. Partnerships and affiliations

For Autonom, responsibility towards customers, employees and business partners is extremely important.

That's why we aim to make a major contribution to creating a sustainable business environment, alongside people and companies with whom we share similar values.

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.

At Group level, Autonom, through its representatives, is part of the following associations and supports the following organizations:



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.

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.

A special event was the **Sustainability Day in Romania**, celebrated 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 ASR (Embassy of Sustainability in Romania), in collaboration with the Department for Sustainable Development, approved in Parliament on May 3, 2023.



We successfully organized seven **Autonom Business Elite** events in 2023, in Brasov, Oradea, Bacau, Iasi, Cluj, Timisoara and Craiova, events for entrepreneurs from all over the country, with the aim of strengthening the communities in those cities. At the same time, we have been a partner of events developed by various business publications such as ZF or Wall-Street, business associations such as Bizz Club or RBL and chambers of commerce CCIFER and NRCC.



Autonom Business Elite

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.



Green Tour

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.



Cars & Roads

The **T.H.O.R. Eco Challenge** competitions, organized by the T.H.O.R. (TESLA Happy Owners Romania) Association aim to drive an electric car as efficiently as possible, for maximum mileage, respecting normal traffic conditions and road safety. The experience of participating and the knowledge gained in the preparation and during the competitions have been transferred internally to our colleagues and customers.



T.H.O.R. Eco Challenge

As of 2022, we have joined the **Commitment for the Environment** (APM) initiative, developed by eMAG, the Carpathia Conservation Foundation and GreenTech. Through this initiative, participating organizations take the responsibility to reduce their carbon footprint and implement specific actions to do so. Together with them, we organized the first dedicated community workshop in early 2024. More details about APM can be found [here](#).

In 2022, Autonom joined the UN Global Compact, the world's largest corporate sustainability initiative, and pledged to support its Ten Principles.

- 1

Principle 1
 Respect and support the protection of universal human rights
- 2

Principle 2
 Make sure they are not complicit in human rights abuses.
- 3

Principle 3
 Support freedom of association and effectively recognize the right to collective bargaining.
- 4

Principle 4
 Support the elimination of all forms of forced and compulsory labour.
- 5

Principle 5
 Support the effective elimination of child labour.
- 6

Principle 6
 Support the elimination of discrimination in employment and occupation
- 7

Principle 7
 Promote a preventive approach to environmental protection challenges.
- 8

Principle 8
 Take action to promote strong environmental responsibility
- 9

Principle 9
 Encourage the development and promotion of environmentally friendly technologies.
- 10

Principle 10
 Fight all forms of corruption, including extortion and bribery.

More details on the UN Global Compact can be found [here](#).

Sustainable Development Goals (SDGs)

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 8 of the 17 objectives:

More details on the 17 SDGs can be found [here](#).



Environment Objectives



We reduce average emissions by **25%** by 2025 and by **51%** by 2030.



We contribute to a circular economy via reducing the use of paper in administrative activities by **10%** per year.



We contribute to oil recycling and of used tires in proportion by **50%** by 2030.

People and Community Objectives



We get involved in communities by developing projects high impact educational programs and invest a minimum of **2% of net profit**.



We evolve every day. We focus on the personal and professional development of employees.

Sustainable Business Objectives



We make business decisions guided by transparency, simplicity, autonomy and sustainability. High customer satisfaction rate (monitored by NPS).



We help optimize resources and processes through digitization.



We are present in the **top 5 companies** in our industry in terms of visibility and awareness.

CFO Manual

One international project that we were happy to be part of was the CFO Handbook 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](#).

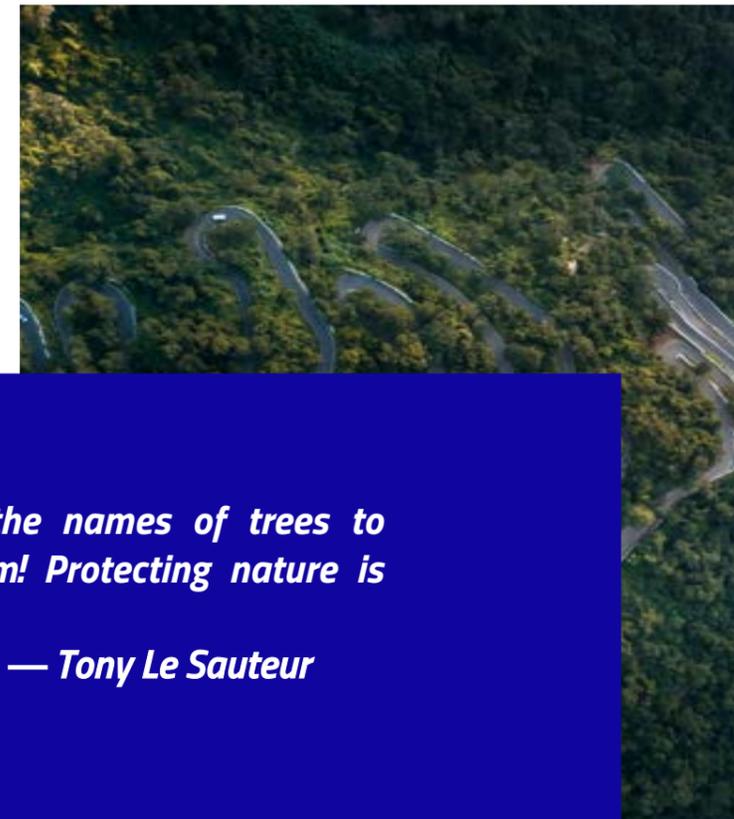
'What is autonomy? It is physical health. It is mental health. An autonomous organism is a healthy organism as long as it maintains itself autonomous without being overwhelmed by ego. Mankind thinks it is autonomous, but that is just an illusion, a delusion of the ego. In reality, it is absolutely dependent on the planet. The planet is autonomous. To be truly autonomous, we must not harm the planet. The moment we do that, our autonomy is gone. Autonomy means humility, respect and love for the other. Autonomy means power, but also empowerment. Autonomous communities, autonomous cities. Autonomous mankind. Autonomous from greed, autonomous from selfishness. Any sustainability report is also an exercise of conscience. Of giving more than you get. To give infinitely, without expectation. This is Healing. Individual and planetary.'

Alex Găvan,
Altitude climber, conservationist, founder of the Civic Platform Together for the Green Belt

Green Belt (Centura Verde)

The Green Belt Bucharest-Ilfov is a public health project with a strong social and anti-pollution component, as well as a climate change mitigation project, part of a systemic solution that also involves a significant environmental component.

The three pillars of the creation of the green belt are putting the few remaining forests in Ilfov under protection, afforestation and reforestation, and opening the forest to people for recreation, sport and education. Read more about the initiative [here](#).



"You don't need to know the names of trees to protect them. Just love them! Protecting nature is not just for specialists."

— Tony Le Sauteur

1.6. Awards

We are proud that 2023 has brought us numerous awards and recognition for our efforts. Here are just a few examples:

Autonom received the „**Excellence in Sustainable Transportation**” award at the Green Report Awards, scoring 9.3 points from the jury. This award recognizes our efforts and projects in the field of sustainability. The Green Report Gala, initiated by Green Report, a leading environmental and sustainability publication for 17 years, aims to recognize and reward the local merits of companies, authorities and public individuals in the fight against global environmental threats. More details on the 2023 edition „THE EMERALD CITY. YOU HAVE TO BELIEVE, TO BE ABLE” and the other winners can be found [here](#).



„**Sustainability Champion for supporting zero emission fleets**” is yet another recognition of efforts to decarbonize the fleet and increase the share of green cars in the business sector. The Green Start-Up Sustainability Forum & Awards 2023 aims to bring together several significant public and private stakeholders to share knowledge and best practices, discuss trends and opportunities, and celebrate sustainability innovators in Romania.



The True Leaders by ICAP CRIF Romania Gala brought us a double recognition, both for our financial performance achieved in 2022, based on four criteria: presence in the Top 500 companies, increased profitability, growth in number of employees, low credit risk and our position as an industry leader, and for our performance in the sustainable journey, applying ESG principles. More about the Gala, methodology and winning companies, [here](#).



Autonom Services’ sustainability report for the year 2022 was awarded at the **ARIR Annual Gala in the category „Best Sustainability Report” (2nd place)**, following the evaluation by a jury of 6 specialists, based on 8 criteria, of the 17 reports submitted by companies listed on the BVB. More details about the Gala, the award categories and the winning companies can be found [here](#).



Magdalena Caramilea, Sustainability Director at Autonom, received the distinction of „**Sustainability Manager of the Year**” at the 12th Romanian CSR Awards - Sustainable Companies Gala, the most important and longest-running competition dedicated to Sustainability and Corporate Social Responsibility. 326 Sustainability and Social Responsibility Projects and Campaigns, implemented during 2023 by over 100 companies, were entered in the competition. Most campaigns and projects were entered in the Education (86 projects) and Community Support (93 projects) Sections. More about the Gala, judging methodology and winners can be found [here](#).



In 2023, we were invited to participate in more than 30 sustainability events organized online and offline as speakers and trainers, as „Pathways to Paris Conference” organized by EBRD in Vienna, „Transition Finance” Roundtable and „FINANCING THE CLIMATE TRANSITION WITH BONDS” organized by CBI & EBRD, „Sustainability Academy” platform developed by Social Innovation Solutions, „SustainAbility School” and „SustainAbility Talks” program organized by the Embassy of Sustainability in Romania, „One day at the UNI / Sustainability Challenge” organized by BISM (Bucharest International School of Management), part of the personal advisory board at the „TRANSFORMATOR” program and of the sustainability module at EA (Entrepreneurship Academy), „Climate Change Summit”, „Romanians are entrepreneurs - Entrepreneurship pill” organized by Impact Hub, „Sustainability in business” for MORE Community, „ESG is business: What you gain and what you risk in business if you don’t switch to an ESG-aligned business model today” organized by Ziarul Financiar, „Positive Business 2023”, „Romanian ESG Forum 2023” organized by CSR Media, „Sustainability in Business Talks” organized by Flip, „Annual Credit Risk Conference” of ICAP, „CSRD AFTER ONE YEAR. HOW DO WE FACE THE CHALLENGES?” part of Green Report Conferences, „Rethink Romania”, „SDG Investment Forum”, part of Climate Week New York and others.

Among the media and editorial projects dedicated to sustainability topics that we were part of in 2023, we mention the podcast „People of Sustainability”, developed by CSR Media, the podcast „Learning Organizations”, developed by HR Club, the podcast „Transition and Trend-setting”, developed by CBI (Climate Bonds Initiative) or the interviews in the platforms „Sustainability Journal”, „Sustainability.biz” or „Sustainability Embassy in Romania/Sustainability Insights”.

1.7. Value chain

In our company, the value chain is seen as an integrated and strategic process, a continuous flow of activities and work processes aimed not only at operational efficiency, but also at reducing environmental impact and increasing social well-being.

Our primary activities at the operational level are corroborated with support activities in each segment, our economic concerns are interrelated with the economic concerns of our partners or collaborators, and we are oriented towards creating synergies on various social and environmental issues, both to remain competitive in the markets in which we operate, but also to mitigate negative impacts or create positive impacts. Our needs are intertwined with the needs and expectations of our other stakeholders, and we constantly strive to create a strong and lasting balance.

Our business model is based on intense collaboration along the value chain with different stakeholders, so we constantly assess and try to identify any needs we can fulfil. We annually identify and validate key stakeholder categories and material topics that impact our stakeholders and our company's performance. The resulting elements help us to apply continuous improvement practices to our services, bringing innovation and new ways of working with all stakeholders.

Primary Activities

Entries

Vehicles and equipment for hire or own use, Fuel and electricity, Gas and water for own use, Office supplies

Operations

Quality of vehicles and equipment, Use of customer data, Research and innovation, Warehousing Servicing, Maintenance, Damage survey, Customer visits

Logistics

Working procedures, Guide to use of rented goods, Reservations, Cost recovery, Inventory of goods

Services

- Short and medium Term-rental, Operational leasing, Equipment leasing, Car replacement, Road assistance, Vehicle towing, Car wash, Vehicle towing, Chaffeur driving, Fleet management, Car insurance, Door to door, Call center

Sales and Marketing

- Promotions and advertisements, Customized products,
- Customer recommendations, Website Customer Care,
- Loyalty campaigns

Support Activities

Firm infrastructure

Employee and community engagement, business ethics and transparency, risk management and compliance, corporate governance, legal, invoicing and collections, accounting

Human Resources Management

Recruitment, selection, training and development

Technology

New product development, process digitalization, dealer collaboration, vehicle and equipment selection, field testing

Procurement

Vehicles, equipment, services, data, advertising, consumables

Profit Margin

1.8. Stakeholder engagement

Involving stakeholders in the implementation of sustainable activities within Autonom means collaborating and consulting with them to integrate economic, social and environmental principles into all aspects of the business.

By „**stakeholders**“ (internal and external) in relation to the Autonom value chain, we define any person or group of persons who is affected by the work of our organization or who influences or may influence our results and values in the future.

As stakeholders are an integral part of the context in which our organization operates, their main typologies and interests in relation to the organization are listed below. These determine the relevant obligations, which are considered for maintaining the management system:

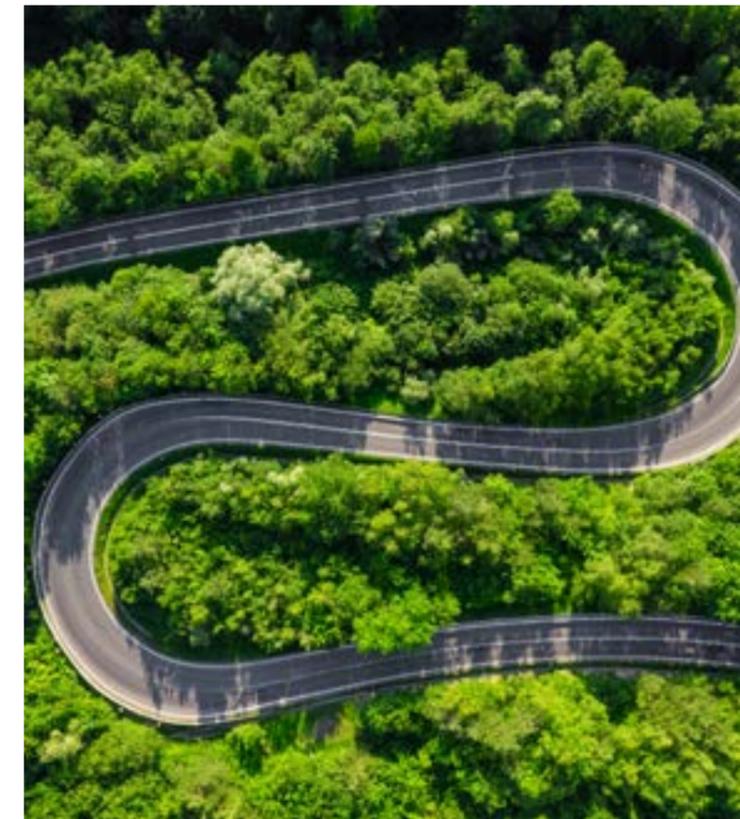
- **Groups / people / companies that interact with the organization;**
- **Groups / people / companies that have authority over the organization;**
- **Groups / people / companies that are influenced by the organization.**

The scope of analysis and identification of stakeholders in relation with our company is extremely wide and varied, therefore their identification was done by segmentation according to the intensity of the relationship:

- **Central area** - ongoing relations (employees, management, shareholders etc.);
- **Border area** - occasional relations (contextual) (universities, Professional associations, NGOs etc.);
- **External zone** - discontinuous (on & off) relationships (customers, suppliers, neighbors, insurers etc.).

Ever since the Sustainability Strategy was structured and published in 2021, we have identified and assessed risks and opportunities considering both value chain analysis and stakeholder needs and expectations analysis. Each year thereafter, we have re-analysed stakeholder groups as part of the materiality process.

Considering the specific stakeholder needs identified by mapping the needs-interests map, Autonom develops specific engagement activities with those groups with medium and high influence on the organization, transparently creating medium and long-term partnerships for understanding mutual needs and expectations.



Main stakeholder groups	Type of stakeholders (Internal/External)	Level of interest in the organization (Low, Medium, High)	Level of Power/ influence (Low, Medium, High)	Desired type of interaction
Shareholder/Senior Management (Autonom)	Internal	High	High	Intense dialogues, engagement process with specific actions
Divisional / Regional / Department / Branch / Deputy Director (Autonom)	Internal	High	High	Intense dialogues, engagement process with specific actions
Agency employee / department, support function (Autonom)	Internal	High	Medium	Intense dialogues, engagement process with specific actions
Customer	External	High	High	Intense dialogues, engagement process with specific actions
Auto / raw materials / utilities / services supplier	External	High	High	Intense dialogues, engagement process with specific actions
Investor/Analyst/Bank Representative/Rating Company	External	High	High	Intense dialogues, engagement process with specific actions
Public Authority / City Hall	External	Medium	Medium	Information, communication and meeting expectations
University / School / Kindergarten	External	Medium	Medium	Information, communication and meeting expectations
International NGO / Local NGO / Professional Association	External	Medium	Medium	Information, communication and meeting expectations
Media (press / social media)	External	Medium	Medium	Information, communication and meeting expectations
Competitor	External	Medium	Low	Information
Owner rented space by company / Neighbour	External	Medium	Low	Information

Specific to 2023, we conducted the following engagement and dialog activities, which helped us implement market opportunities and mitigate some risks that would have impacted our business and strategic goals. We seek to build close relationships with our stakeholders and seek to ensure a balance between our operations and their expectations.

External Stakeholder engagement

- **Meetings and working visits** with various institutional, national or international partners. We received and the visit of EBRD representatives to strengthen the relationship and monitor the fulfilment of the agreed objectives.
- **Business meetings and dialog for long-term collaboration.** We continued meetings with car manufacturers. At the beginning of 2023 entered to force the contract signed at the end of the previous year with Tesla, by launching a 200 EVs.
- **Direct promotion of the transition to green mobility.** We initiated and realized various meetings and presentations with customers about the transition to lower emission fleets.
- **Consultations and working groups** in various associations and initiatives, local business clubs.
- **Assessing customer satisfaction** by collecting direct feedback and monitoring the NPS score for the main services offered.
- **Online questionnaires and assessments** on the importance and relevance of material sustainability issues from an external perspective.
- **Community projects** with direct involvement of employees.
- **Business Elite** - events dedicated to local business communities.

- **Sustainability Day in Romania** -an event dedicated to all our partners, to celebrate together the success of the draft law and to share best practices related to sustainability.
- **Social media communication channels** We answer all the questions that are asked on these or other interested parties.

Internal Stakeholder engagement

- **Internal employee and management engagement** and consultation initiatives in the form of projects, trainings and workshops
- **Collect internal feedback 3 months** after employment, but also when leaving the organization.
- **Online questionnaires and assessments** on the importance and the relevance of material sustainability issues from an internal employee perspective..

Throughout the consultations launched to analyse the relevant material issues from the internal and external perspective and to outline the information related to the specific chapter of the Sustainability Report, we received several suggestions and recommendations from our stakeholders.

Some of these have been considered relevant and are in the view of the Strategic Sustainability Committee, others are already included in various internal or external initiatives that we will pursue.

To have a more structured overview, we have kept their categorization under the three ESG pillars (Environment/ Environmental, Social/Social, Governance/Governance) but we have not forgotten to consider the encouragement received from the respondents, a selection of which can be found in the following table:

 **Environment**

- Given the car rental business, I assume that buying more electric cars would make a significant contribution to pollution and the environment.

- I would like Autonom to actively contribute to reducing the kilometres driven by the cars owned, encouraging customers to use the car less, to accept less new or used cars, to reduce the impact on the environment and biodiversity.

- In the long term it would be to continue campaigns about waste recycling, as many people are still not sufficiently informed about this issue.

- Involvement and support for mobility related events to raise awareness of the impact of transport on other activities such as construction, public transport etc.

- Developing activities to involve young people in environmental issues.

- Reduce the purchase of polluting cars and replace them with hybrids or electric cars.

- Use vehicles with a higher percentage of recycled parts.

- Adopt practices and technologies to reduce the fuel consumption of the vehicle fleet, such as optimizing routes, promoting efficient driving and using fuel-saving technologies.

 **Social**

- Adopt policies and practices that promote diversity and inclusion within the organization, with a particular focus on gender equality and social inclusion.

- Support road safety programs and promote financial education, especially insurance concepts.

- One topic related to social responsibility that I would like the company to address is maintaining employee morale

- Support the tendency to move outdoors, one day a week each to use a bike, scooter or walk.

 **Governance**

- Products and services clearly identified as „good for business & good for the environment“.

- Workshops with our partners, joint projects.

- Reducing production costs is another benefit that many businesses can realize. The sustainable development of a company should be based on saving certain resources, such as energy, or saving resources needed by reusing packaging or introducing recycled raw materials into the production process. All this can help to make production costs more efficient. (Through sustainable corporate social responsibility campaigns, companies can also generate more benefits for communities by involving employees and customers in these activities.)

 **Motivational**

- Keep up the good work!

- Keep your team and work professional! Good luck!

- For the time being, the strategy that is being practiced I think is the best one with very high involvement.

- You are very good by getting involved in GOOD DEEDS for the community! RESPECT!

- Congratulations on all the workshops/activities initiated/coordinated by you! I am so glad to have been part of such a project! I think that especially for students, activities/workshops on personal development, financial literacy, reading are very important. Thanks for everything!



Analysing the recommendations received in previous years following the stakeholder consultation process, most of the proposals have been successfully implemented. These can be summarized in the two tables below..

Recommendations from 2021 (summary of open topics)	Comments / Processing	Status 2023
Environment pillar		
Display the pollution standard of each vehicle in the rental processes	It is in the plan considered by the operational team, both for the rental fleet and long term	Implemented 2023 and we will continue
People and Community Pillar		
Facilitating access for people with disabilities in the purchase/use of motor vehicles	We have had requests, we will internally create a simple process to facilitate faster access for requests from stakeholders	Implemented 2023 and we will continue
Employing people with disabilities	Working with other organizations on creating a guide	Work in progress



Recommendations from 2022 (summary of open topics)	Comments / Processing	Status 2023
Environment pillar		
Reducing CO2 emissions	We continue the process of decarbonizing the fleet and transition to low-emission cars.	Achieved and we will continue.
Creating green spaces at Autonom agencies and engaging with the local community for ecology.	We have integrated such spaces as much as possible and inaugurated our new headquarters in Piatra Neamt, a BREEAM Outstanding certified building open to the community.	Achieved and we will continue.
Complete phase out of diesel cars, replace fleet with electric cars.	We are making efforts to replace diesel cars with less polluting cars. Their share has fallen from 46% to 39.76%.	Achieved and we will continue.
Transition as quickly as possible to zero GHG emission cars and develop a network to power them (e.g. electric charging stations, hydrogen refueling stations).	We are making efforts to accelerate the transition to a low-emission fleet and have continued the installation of electric charging stations at Autonom premises. We have also expanded our list of active partnerships with electric charging providers (e.g. EVconnect, Eldrive, Renovatio, etc)	Achieved and we will continue.
Creating or participating in infrastructure development programs on sustainable mobility and micro mobility in urban areas.	We have participated in various development projects, working groups, awareness programs on the concept of sustainable mobility. We also developed Blue, a ridesharing project launched exclusively with electric cars.	Achieved and we will continue.
Implementation of an Environmental Education program in Autonom agencies in the country (energy reduction, waste management in the office).	We have a constant concern for environmental education and related environmental actions. The number of partners (organizations) working in this direction is steadily increasing from year to year.	Achieved and we will continue.
Use cars less, encourage cycling and walking.	Optimal use of car - Blue ridesharing, participation in cycling competitions.	Achieved and we will continue.
Educating supply chain partners and customers on the importance of reducing CO2 emissions.	We continued our series of meetings with various partners (customers, suppliers), in which we also addressed the topic of emissions. Towards the end of 2023, we signed a contract with a platform that can assess and certify ESG impacts in the value chain and we will extend the invitation to key suppliers.	Achieved and we will continue.

Offering quality products to protect the environment and ensuring the most efficient use of natural resources.	We have continued our efforts to promote quality and environmentally friendly products and services, such as events organized with partners for testing electric cars, Green Tours, the inclusion of the emissions component in the offer sent to customers, the annual consultation on environmental and social impact.	Achieved and we will continue.
Engage in major reforestation programs. Achieve climate neutrality by buying carbon certificates and/or planting as many trees as possible.	Achieving climate neutrality requires, first and foremost, direct actions to reduce the company's footprint, before we can also resort to adjacent measures such as offsetting. However, aligned with our concerns and organizational culture, we have continued to collaborate with Act for Tomorrow, Viitor Plus and other organizations, as well as initiating new ones.	Achieved and we will continue.
Planning and managing the recycling of used parts and batteries of electrical machines after their replacement	We have started inventorying car waste and looking for solutions and partners.	In progress.
Green energy production.	We continued to expand our green energy production capacity by increasing the surface area of photovoltaic panels installed at our Piatra Neamț headquarters.	Achieved and we will continue.

People and Community Pillar

Involvement of all Autonomy agencies in the local community for education	Constant efforts are made to involve employees in local communities and beyond.	Achieved and we will continue.
Implementation and support of educational projects in schools to empower students to protect the environment and awareness of the impact of human activities on the environment and quality of life.	We want to continue as many educational projects of this type as possible and to bring other partners on board.	Achieved and we will continue.
Social responsibility for children on the autism spectrum, valuing gifted children - long-term attention and support!	Over the years, we have supported such projects and organizations. We will look into their detail and the possibility of broadening our involvement and policy on diversity and inclusion.	In progress.
Organization and involvement in sports events.	We want to continue our mission to support sport.	Achieved and we will continue.

Possible employee success stories with relevance for those still at school, work visits/job shadowing for pupils/high school students.	Job shadowing project with BISM; High school volunteers project, powered by Autonom Foundation Become AutonOM Project Internship Program	Achieved and we will continue.
Investing in local community projects	We continue to engage with our communities and bring other partners on board.	Achieved and we will continue.

Sustainable Business and Governance Pillar

Digitization processes	We continue to digitize processes, to ease the flow of documents and optimize the time allocated. (e.g.: electronic report on the handover of a rented car)	Achieved and we will continue.
Initiatives to increase transparency related to culture and internal processes	Certifications, participation in events and working groups.	Achieved and we will continue.
Special financing offers for electric and hybrid cars.	Business Green product, attracting sustainable sources of finance.	Achieved and we will continue.
Electric car sales campaigns to Operational Leasing customers.	Business Green product launch campaign. It was communicated through online channels (social media, newsletter, digital campaigns), press, events, special projects, influencers.	Achieved and we will continue.
Maintaining and encouraging teamwork with responsibility and professionalism, promptness and maintaining social and communication relationships at the highest possible level.	Ongoing training and development programs for employees, with a focus on autonomy, leadership, accountability and community involvement.	Achieved and we will continue.
Developing agencies in other cities.	Workplaces opened in 2023: 9	Achieved and we will continue.
Educating/informing and engaging employees in various programs/competitions that encourage activities designed to protect the environment in the long term.	We are constantly communicating to our colleagues about national/international initiatives with a focus on social responsibility, local projects with environmental and social impact.	Achieved and we will continue.
Increase visibility on the market.	In 2023, we were the most visible in terms of: increased promotional projects; increased events supported; increased visibility of Autonom people and their involvement in communities and events; increased community involvement through projects through the Autonom Foundation.	Achieved and we will continue.
Increased speed in resolving small claims.	Analyze and streamline processes, reduce response time.	Achieved and we will continue.

1.9. Materiality analysis

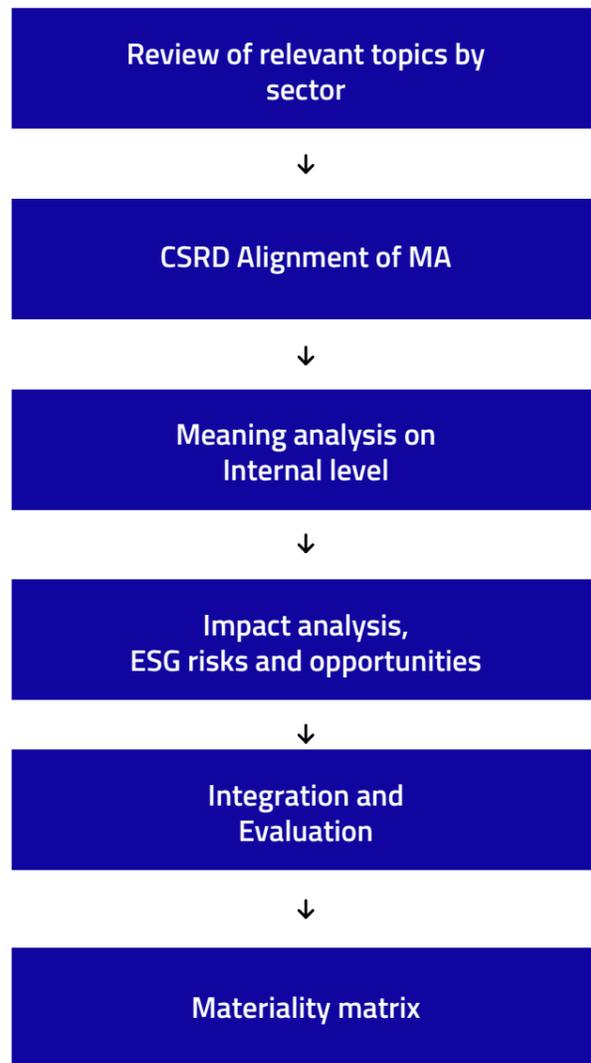
The Sustainability Strategy developed and published in 2021 was based on the identification and analysis of material topics relevant to our business from our experience so far, with a medium-term horizon of 2025 and a long-term horizon of 2030. As it is embedded in the overall business strategy, it is 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 analysing potential new areas of influence where we would like to intervene.

In doing so, we look closely at our activities and their impact in the value chain, the extent of our interactions with different stakeholders, as well as material issues or relevant topics at each stage in the chain, also considering then perspective of risks and opportunities. For the current year, based on the concept of dual 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. In doing so, we have identified related risks and opportunities.

It was very important to identify those topics on which we focus our sustainability management system and operational strategy, to effectively monitor the indicators through specific processes to prevent negative impacts. On the other hand, we have considered a material analysis considering also the new specific standard released by EFRAG on the future reporting perspective under the CSRD (Corporate Social Responsibility Directive).

We conducted the dual 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.

We carried out a detailed analysis on impacts, risks and opportunities, followed by a consultation process with internal and external stakeholders to define as accurately as possible the environmental and social impacts as well as the financial impacts. The impact analysis was carried out by considering the potential or actual impacts and their assessment on CSRD criteria (scale, scope, irremediability and likelihood of impact). This approach has been defining in the development of the materiality matrix, both from the internal perspective of management's position on the key issues and from the perspective and vision of other internal and external stakeholders.



As a result of the annual review of the list of topics/ material themes and broadening the scope of analysis to align with the new ESRS reporting standards, we agreed to address new topics such as „Biodiversity“, „Pollution“, „Customers and End-users“, „Employees in the supply chain“ and to compile some issues from last year, defining a shorter and more focused list of material themes with a closer focus on specific issues.

Some material topics from last year have become specific aspects of the current material themes, such as „Business Ethics and Transparency“, „Data Security“, „Customer Satisfaction“, „Sales and Market Practice“, „Waste and Hazardous Materials“, „Employee Health and Safety“, „Employee Wellbeing and Development“, „Quality of Education“, „Working Conditions“, „Diversity - Equality and Human Rights“.

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

List of material topics	Specific material aspects	Description
ENVIRONMENT		
GHG (greenhouse gas) 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 processes.
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 AND 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, where positive attitude is the key to the well-being 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 in order 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.

The materiality analysis methodology followed the concept of dual materiality, the quantitative assessment of the material subjects Autonom considering:
 business relevance and financial impact analysis - outside - in perspective
 social and environmental impact of the organization in the community - inside - out perspective

Each material topic (of the 11 material topics/themes) presents an economic impact on the company (business relevance dimension) and environmental and social impact (organization's impact on the community dimension), and the explanation of the different types of impacts on economic, social and environmental factors are found in this report for each material topic in separate chapters.

The concept of dual materiality was integrated into the stakeholder consultation process, for which we used three methods of Stakeholder engagement:

Stakeholder consultation method	Result / Scope
Online questionnaire launched internally/externally	Quantifying the organization's impact on the community for each material aspect identified (inside-out perspective) and quantifying the business relevance of each material aspect (outside-in perspective) 346 responses
Two internal workshops Impact Analysis and Risk and Opportunity Analysis	Impact, risk and opportunity analysis on each material theme considering specific adjacent issues. The analysis was carried out qualitatively and quantitatively; the results were statistically evaluated at the same time as the materiality matrix was produced Two workshops, in which were identified: 57 impact types 49 risks 16 opportunities



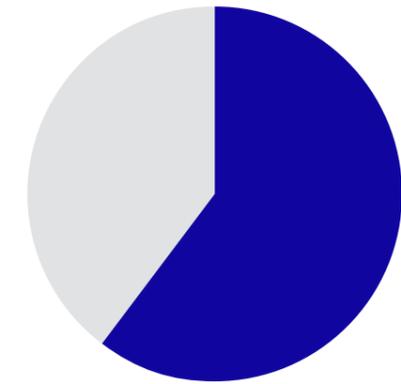
For the 2023 Sustainability Report and to continue our efforts to be transparent and responsive to the recommendations of our stakeholders, we launched a stakeholder consultation in the form of a questionnaire from February to March 2024 and in March 2024, we conducted the Impact - Risks and Opportunities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

346 responses were collected and evaluated. The distribution of responses is balanced between the internal and external stakeholders. Most respondents are internal stakeholders (employees), which may be explained by their higher number. We were happy to see such many responses from employees, because their contribution is essential in reporting sustainability performance and in defining important new actions.

We are also grateful that almost all Autonom's key stakeholder groups responded to our questionnaire requests. The final quantification and assessment of the results, as well as the definition of the materiality matrix, considered some of the limitations identified from the stakeholder mapping.

The recommendations coming from our stakeholders throughout the questionnaire are highlighted in the previous chapter, "[1.8. Stakeholder engagement](#)".



60,4% internal IPs' replies
39,6% external IPs' replies
 *PI – interested party

Category /stakeholder group	Stakeholder groups	Response split, %
INTERNAL	Management	12.72%
INTERNAL	Agency/Support Employee (Autonom)	47.69%
EXTERNAL	Client	25.72%
EXTERNAL	Auto/raw materials/utilities/ services supplier	6.07%
EXTERNAL	Investor/Analyst/Bank Representative/Rating Company	0.58%
EXTERNAL	Media (press/social media)	0.29%
EXTERNAL	International/local NGO/ Professional Association	3.18%
EXTERNAL	University/School/Kinderergarten	2.60%
EXTERNAL	Other category	1.16%

Materiality matrix

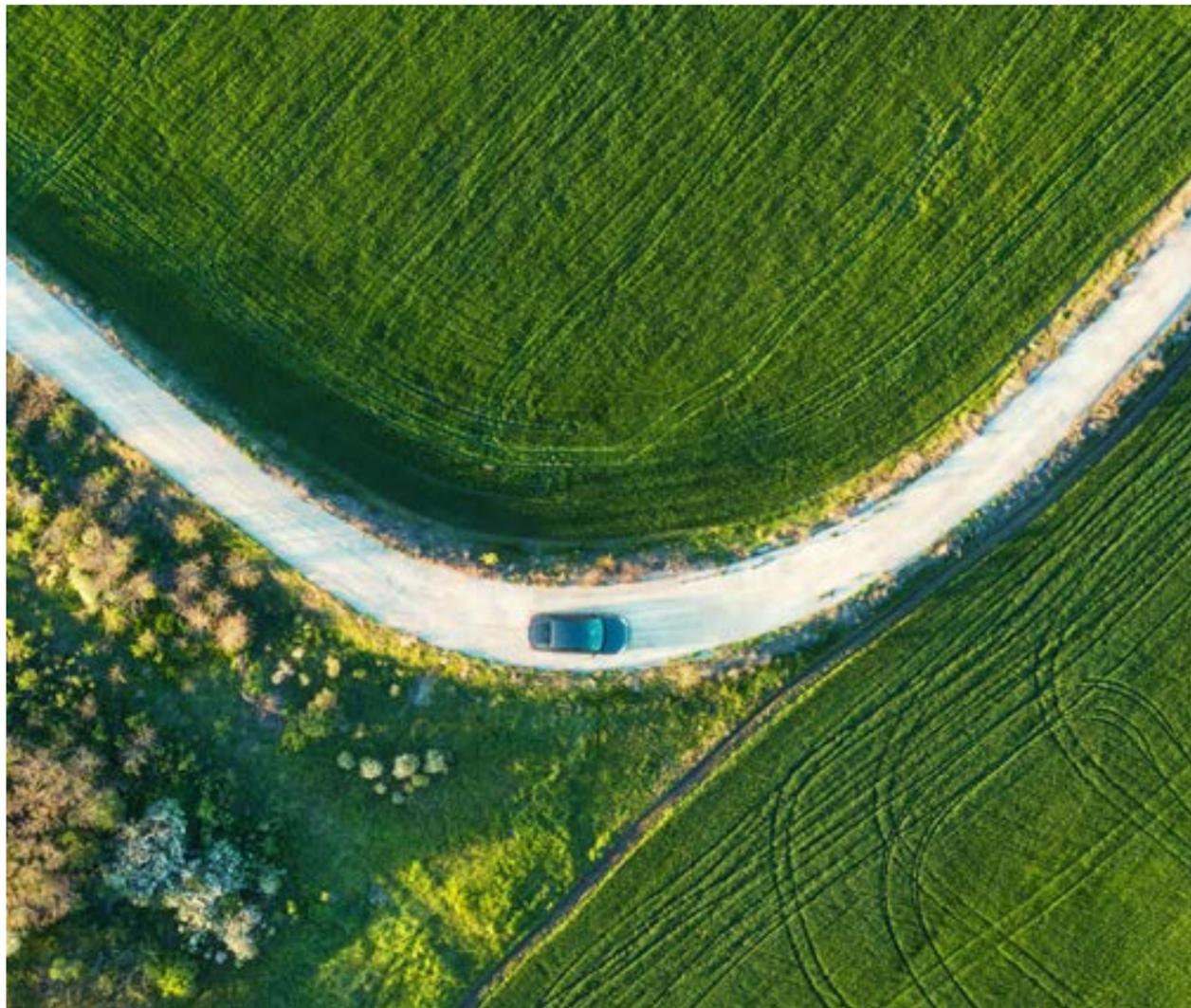
The results of the consultation process through questionnaires as well as interviews helped us to define the materiality matrix as well as to highlight a list of risks and opportunities.

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

The delineation of the material topics on which the reporting and data disclosure focused was made from several perspectives

- considering the potential scale of the impact in the community, but also the relevance of the potential influences of the impact for the business;

- the internal and external scope of the different material themes considering the limitations related to the need and interest of some stakeholder groups;
- relevance to the business and highlighting the potential impact on financial capital of those key topics which, if not managed in a balanced and appropriate way, present more risks than opportunities.



The limits of material themes

The content of this report has been defined with these limitations and interests in mind:

Size/Material issue/Type of stakeholder	Scope / Limitations			
	INTERNAL	Limitations	EXTERNAL	Limitations
ENVIRONMENT				
Greenhouse Gas Emissions & Climate Impact	AUT		F, IARB, AUP, M, ONG, PS, U, V, ALT	1
Pollution	AUT		F, IARB, AUP, M, ONG, PS, U, V, ALT	1
Resource Management	AUT	1	C, F, IARB, AUP, M, ONG, PS, U, V, ALT	1
Circular economy	AUT	1	C, F, IARB, AUP, M, ONG, PS, U, V, ALT	1
Biodiversity	AUT		F, IARB, AUP, M, ONG, PS, U, V, ALT	1
SOCIAL				
Our team	AUT		C, F, IARB, AUP, M, ONG, PS, U, V, ALT	1
Community Involvement	AUT	1	C, F, IARB, AUP, M, PS, U, V, ALT	
Customers and end-users	AUT	1	C, F, IARB, AUP, M, ONG, PS, U, V, ALT	
Employees in the supply chain	AUT	1	C, F, IARB, AUP, M, ONG, PS, U, V, ALT	1
BUSINESS				
Corporate Governance & Compliance	AUT		C, F, IARB, AUP, M, ONG, PS, U, V, ALT	
Economic performance	AUT		AUP, M, NGO, PS, U, V, ALT	1

Note:

- AUT - include Employees, Management, Shareholders
- Autonom
- IARB - include investors, analysts and bank representatives
- F - include suppliers of commercial goods and services, utilities, waste management
- C - Customers
- AUP - Public authorities
- NGO - non-governmental organizations
- U - Universities, educational institutions
- M - Media - Press
- V - Neighbours
- PS - Space owner
- ALT - Other categories
- U - Universities, educational institutions
- M - Media - Press
- V - Neighbours
- PS - Space owner
- ALT - Other categories

Interpretation of results

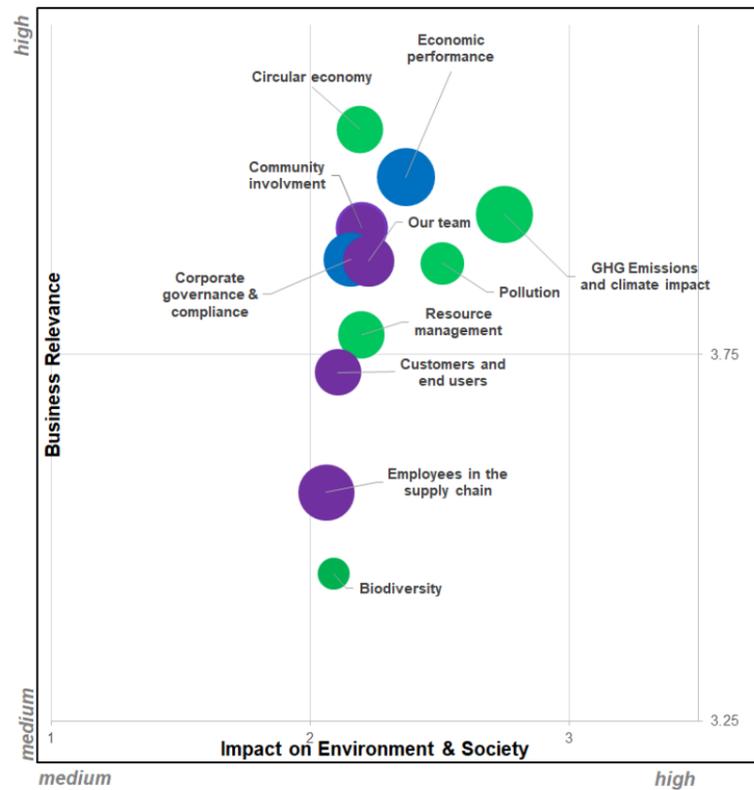
Business relevance

The quantification of the business relevance of each material issue was determined based on data collected in internal focus groups and individual interviews, which provided information on the opportunities and risks associated with each material issue.

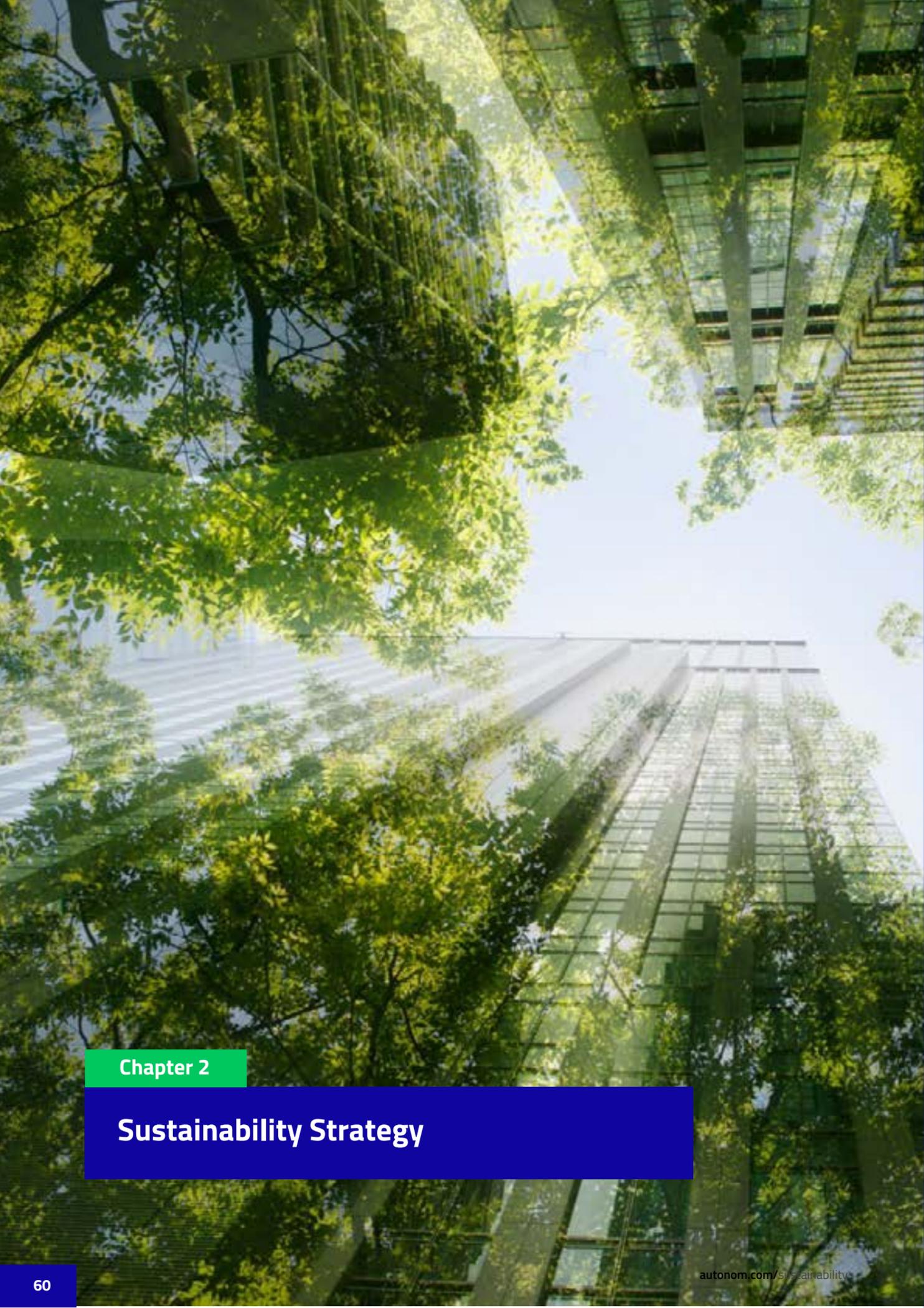
Within the IRO analysis, we have identified risks and opportunities, some of which we have selected below. These are well known internally, and processes are in place to address them. Opportunities are prioritized to be seized quickly, and risks are managed through various actions to prevent negative outcomes or undesirable financial impact.

The impact of the organization on the community

The quantification of the organization's impact on the community considered both positive and negative effects generated by each material aspect in terms of environmental and social factors. The inputs were the ratings given by stakeholders in the online questionnaire. The matrix reflects the importance of material issues from the stakeholders' decision-making perspective and highlights those material topics that may have an impact on the environment or society.



Areas	Identified risks	Identified opportunities
Environment	Limiting resources where we have no control. Uncontrolled price increases or rationing of resource use.	Supporting customers in the transition to low-carbon mobility (e.g. electric, hybrid)
	Poor nationwide infrastructure for charging electric cars.	Income generation and partnerships in waste recycling and recovery.
	Business reluctance to transition to low-emission cars due to lack of charging infrastructure or the downtime associated with car charging.	Proactive approach by offering fossil fuel cars for intercity travel only. Promote the use of LEVs in urban areas.
	There is insufficient data on the long-term maintenance costs or resale value of LEVs.	Purchase of long-range LEVs. Customer awareness and education.
Social	We work with assets that pollute. Risk of stranded assets.	We provide sustainable mobility solutions and make the transition conscious for our customers.
	The loss of interest among young people in education/skills in general may lead to staff shortages in the future.	Internal and external collaborations at the top of the pyramid of needs.
	Overwork from customers can lead to stress.	Entrepreneurial education of young/potential employees of Autonom. Pleasant working conditions, permanent care for employees.
Business	The pay zone has a significant impact in attracting people with skills.	We support and make room for innovation as a continuous opportunity. Maintaining organizational culture. „Learning Organization“, the confidence we give employees in the power of transformation.
	Marketing or communication events that go against organizational culture and principles.	Potential to grow the business by diversifying the portfolio of services offered but also to increase the maturity of the markets in which we operate.
	Business development coupled with the need for digitization can lead to operational syncope.	
	Intensified cyber-attacks are leading to the migration of the organization's systems to the Cloud, which does not mitigate the risks altogether.	Testing new, more secure systems with very low risk of breaches. Continuous testing already exists at organizational level.
	Low dealer availability for LEV (low emission) cars. Late delivery times for cars and equipment can lead to customer dissatisfaction.	Satisfied customers will recommend Autonom services further.
	Long-range LEVs are more expensive than similar cars with full-range fuel.	Raising awareness among customers for substitution and transition to low-emission cars, with a focus on other advantages (e.g. reduced maintenance, legal and fiscal advantages, cost optimization).
	The state does not incentivize LEV fleet substitution.	



In 2021 we published our Sustainability Strategy, aligned with the principles of international best practice in the field and the Sustainable Development Goals of the 2030 Agenda. The reference year chosen as a starting point was 2020, with a long-term horizon of 2030 and an intermediate threshold of 2025.

Autonom's Sustainability Strategy is available in full on our website in the [Sustainability section](#).



Our main target is to reduce the average carbon emissions of the operational fleet by 25% by 2025 and 51% by 2030 especially backed by increasing the share of green cars in the operational fleet.

↓ 25%

Reducing the average carbon emissions of the 2025 operational fleet

↓ 51%

Reducing the average carbon emissions of the 2030 operational fleet



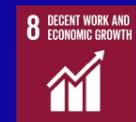
We allocate a minimum of 2% of net profit each year to support educational projects. We support the development of our colleagues with a minimum of 50 hours of annual training per employee

2%

of net profit for educational projects

50

training hours per employee



We engage all our stakeholders in joint projects, maintain a high level of customer satisfaction (measured by NPS) and increase the number of digitized processes.

Sustainability Strategy

In 2021 we published our Sustainability Strategy, aligned with the principles of international best practice in the field and the Sustainable Development Goals of the 2030 Agenda. The reference year chosen as a starting point was 2020, with a long-term horizon of 2030 and an intermediate threshold of 2025.

The Sustainability Strategy is an action plan integrated within Autonom's overall business strategy and aims to maximize the positive impact on the environment, society and the economy, while minimizing or eliminating negative impacts, to ensure the long-term sustainability of the business. The strategy is aligned with the performance matrix of the organizational culture that defines our company and with the environmental, social and governance (ESG) principles, while also pursuing compliance with the most relevant EU strategies in the field.

Autonom's Strategic Sustainability Directions

Autonom's Sustainability Strategy is built around three ESG pillars: E/"Environment", S/"People and Community" and G/"Sustainable Business and Governance". The S (Social) component has a significant impact on our organizational culture and the environmental component is an important direction for our future actions and decisions.

Regarding the environment, our focus is on decreasing the negative impact caused by the operational fleet exploitation (operational leasing and rent-to-car), mainly through emissions and waste generated (used tires and oils). We also strive for responsible consumption of the resources needed to carry out our activities. Fleet-related emissions, indirect for Autonom, represent **99% of the company's total carbon footprint**, as a result, our main concern is to reduce the average carbon emissions of the operational fleet by **25% by 2025 and 51% by 2030**, in particularly by increasing the share of green cars in the operational fleet.

 **25%**
reducing the average carbon emissions of the 2025 operational fleet

 **51%**
reducing the average carbon emissions of the 2030 operational fleet

The second important direction for us is people and community. Since the company's inception, we have sought to create an environment in which people thrive every day and can contribute to positive change in the communities in which we operate by supporting education and reducing our impact on the environment.

The target was to allocate a minimum of **2% of the net profit** to support educational projects.

As far as the concern for our people development, we have always believed that their success is the success of the company and that is why we have also set out to support their development with a minimum of 50 hours of annual training per employee.

Last but not least, because we want to build a sustainable future together with our partners, we have set as objectives in the area of sustainable business and governance the involvement of all categories of stakeholders in joint projects in the area of sustainability, customer satisfaction (measured by NPS) and increasing the number of digitalized processes, with the aim to continue the sustainable growth of the business and to remain in the Top 5 relevant players in our industry.



Autonom's Sustainability Strategy is available in full on our website in the [Sustainability section](#).

Strategic directions/Estimated objectives

Strategic Sustainability Pillars	KPI definition	Reference year 2020	2021	2022	2023	2024	2025	2030
OBJECTIVES/TARGETS								
ENVIRONMENT								
ENV 1 – Reducing the operational CO2 intensity by 25% until 2025, and 51% until 2030	Average WLTP gCO2 /km of the operational fleet	155.57	144.51	136.48	130.26	124.86	115.13	75.87
ENV 2 – Contributing to a circular economy by mitigating paper usage in administrative and operational activities with 10% per year, Zero paper target by 2030	Tonnes of wastepaper/ year	3.53	2.28	2.02	1.77	1.52	1.27	0
ENV 3 – 50% recyclability for used oil and tires by 2030, starting 202	%Tone of oil waste recycled/ year	0	10	15	20	25	30	50
	%Tone of tires waste recycled/ year	0	10	15	20	25	30	50
PEOPLE AND COMMUNITY								
PEC 1 – Community involvement in the area of education, developing projects with high impact. Investment of minimum 2% of the net profit in community projects	% Total euro of net profit	15	>=2	>=2	>=2	>=2	>=2	>=2
PEC 2 – Evolve. Daily. Personal development of the employees.	Number of training hours / FTE	38.6	>=50	>=50	>=50	>=50	>=50	>=50
SUSTAINABLE BUSINESS AND GOVERNANCE								
SBG 1 – Business driven by transparency and simplicity, empowering the sustainability responsibility. High rate of client satisfaction	Net promoter score	82	>=80	>=80	>=80	>=80	>=80	>=80
SBG 2 – Optimizing resources and processes through digitalization	Number of digitized processes / organization	3	4	5	6	6	6	10
SBG 3 – Business visibility and brand awareness	Top 5 in our industry RO	Top 5	-	**	-	-	**	**

Legend:
 Green colour = achieved target
 Red colour = untouched target

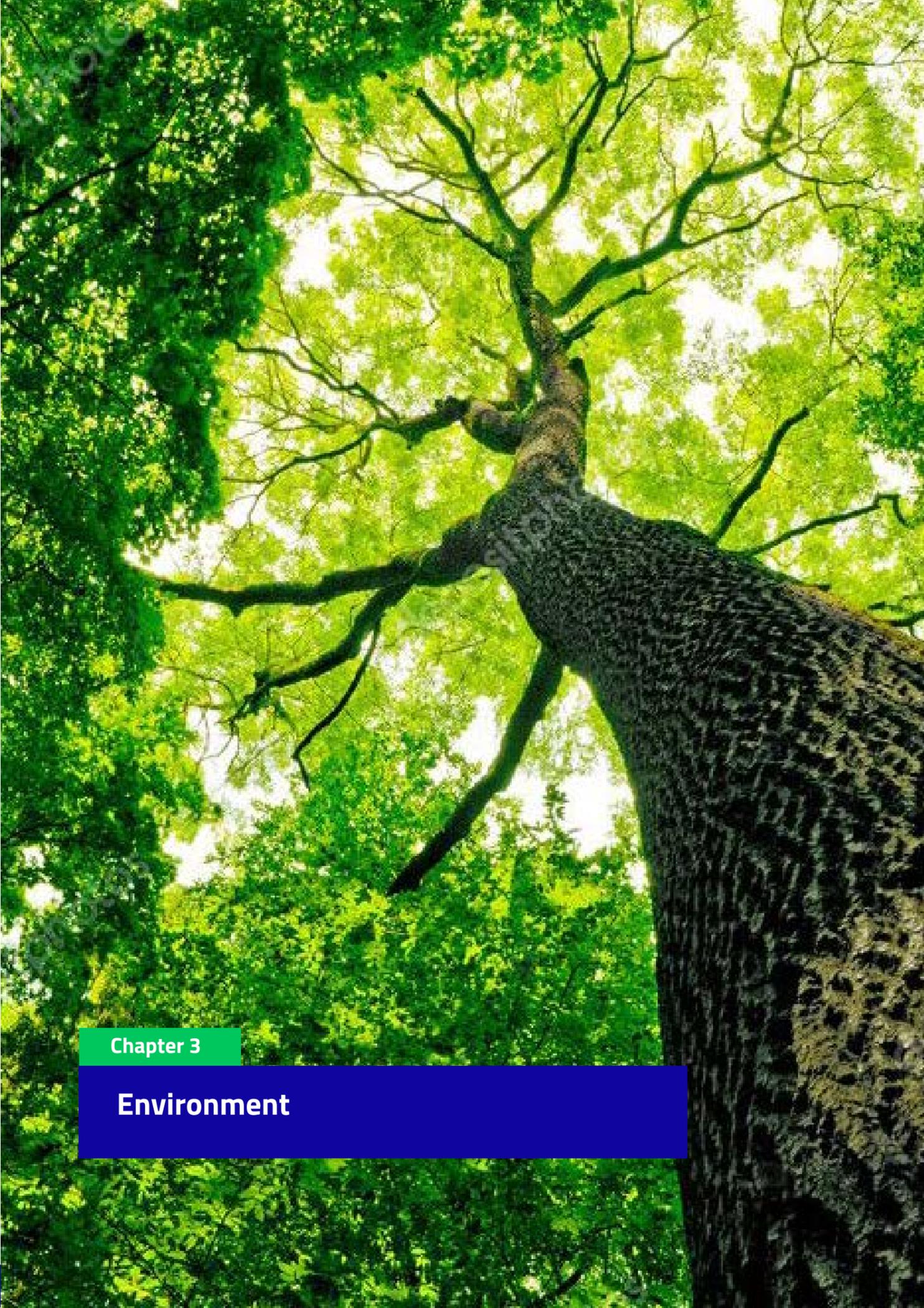
** = Market research

Data on our performance aligned with our strategic plan can be found at the beginning of each chapter, where we address progress towards our targets.



“We do not inherit the Earth from our ancestors; we borrow it from our children.”

- Indian proverb



Our main focus is to reduce the average carbon emissions of the operational fleet by 25% by 2025 and 51% by 2030, in particular by increasing the share of green cars in the operational fleet.

↓ 25%

Reducing the average carbon emissions of the 2025 operational fleet

↓ 51%

reducing the average carbon emissions of the 2030 operational fleet



By the end of 2023, we have reduced emissions by 7.49% compared to the baseline year 2020, reaching a WLTP average of 142.06 gCO2/km, slightly behind the roadmap estimated in the strategy. We remain confident that we will catch up in the period ahead.

7.49%

reduced emissions compared to 2020



Continuing the transition to a low-emission fleet. The first order of 200 Tesla Model 3 and Model Y electric cars, launched in early 2023, was successfully integrated into the fleet and even helped launch the Blue ridesharing service.

We continued to develop the infrastructure of electric charging stations in our branches, including a fast-charging station (2x30KWh) at our Calea Floreasca office in Bucharest.

Under the contract signed with OMV Petrom, we have so far offset 12,999 tons of CO2 from the fuel supplied by this supplier.

We have expanded the energy production capacity for the Piatra Neamț headquarter, **increasing from 50 MWh**

↑ 123MW

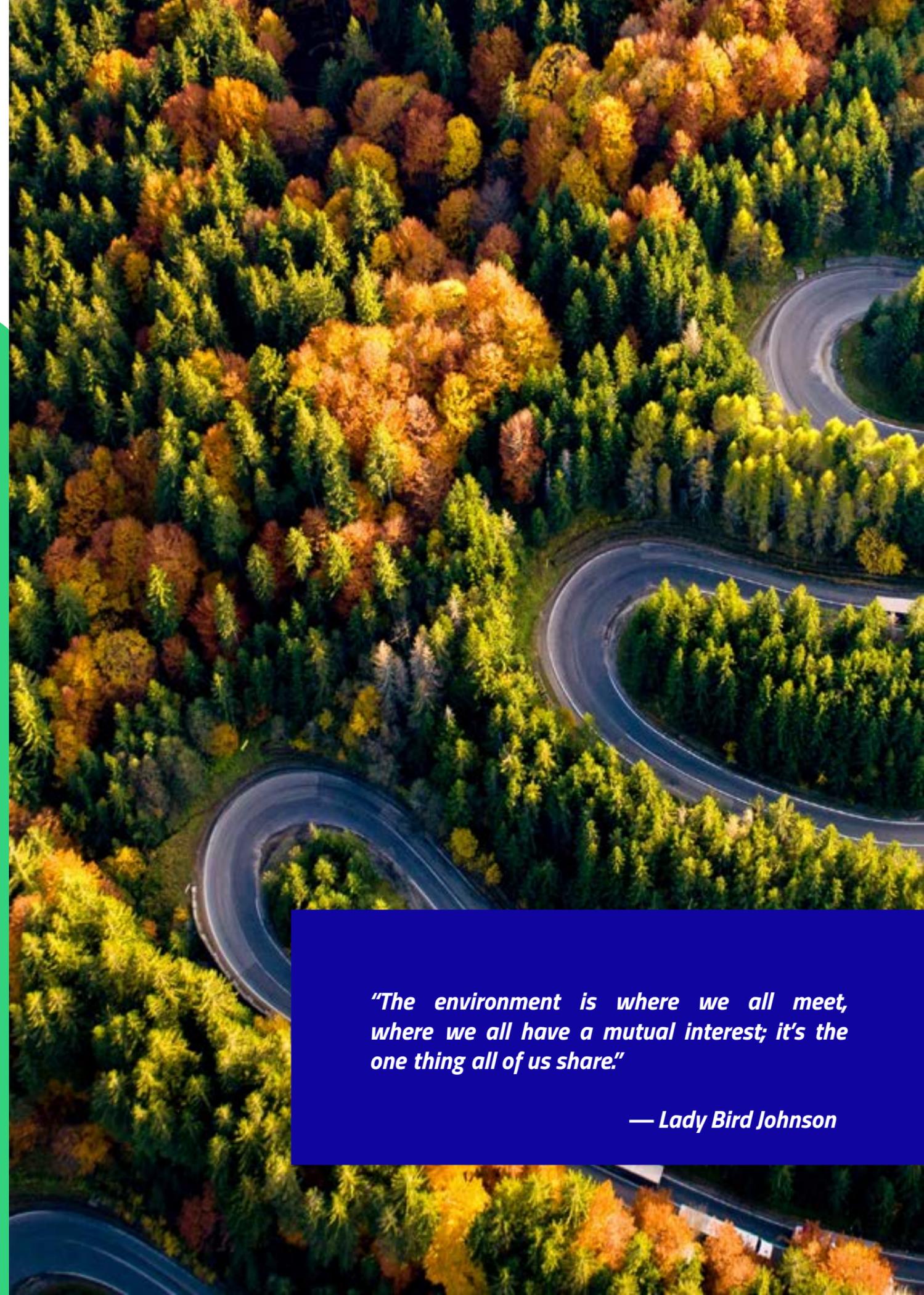
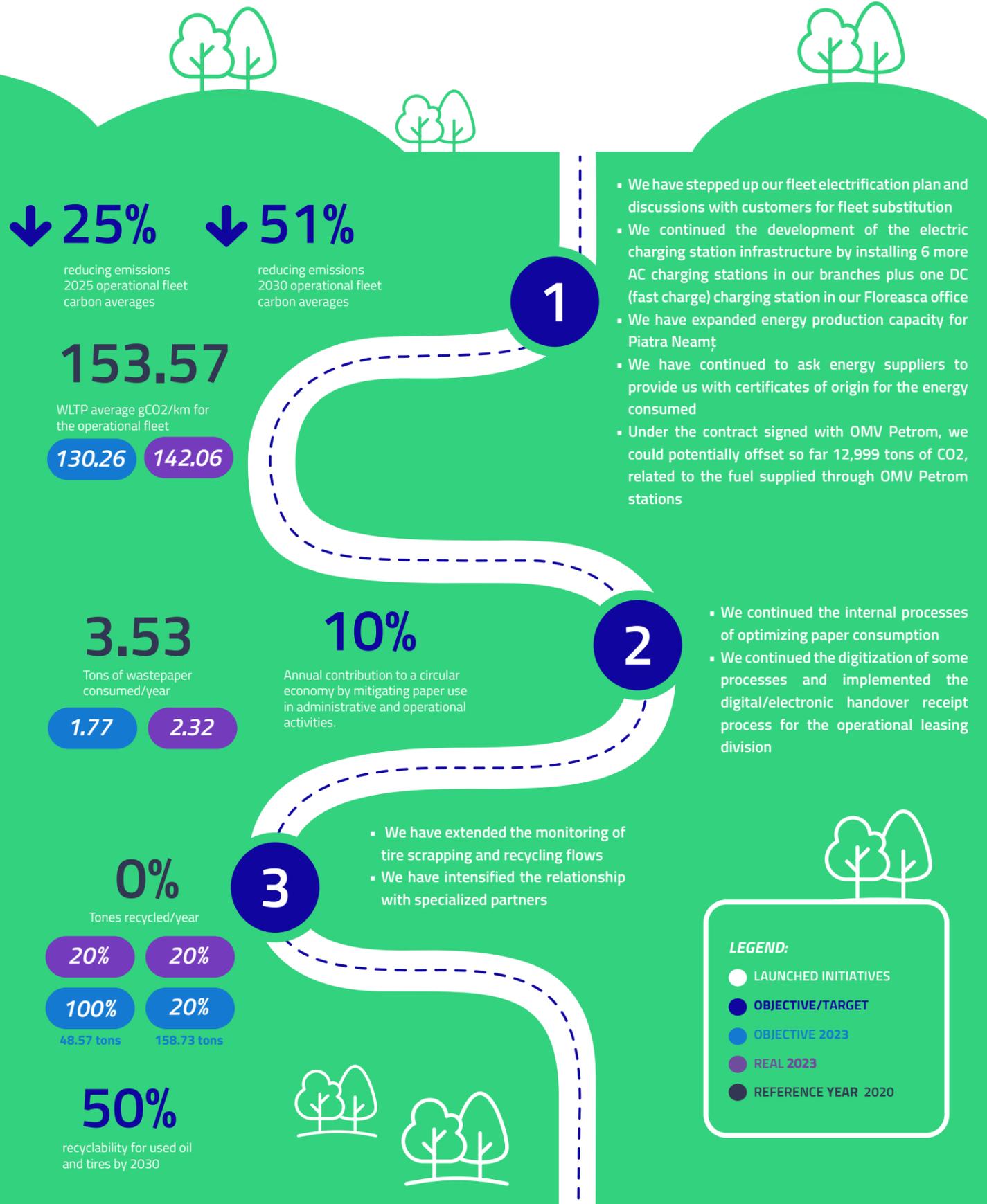
We are focused on responsible consumption and aim to achieve **ZERO WASTE consumed in operational activities by 2030**. We have national contracts to recycle paper, plastic and metal, glass, tires and WEEE (waste electrical and electronic waste).

Our projects and programs to reduce negative environmental impacts, both by reducing direct and indirect emissions and by encouraging responsible consumption of resources and the transition to a circular economy model, considered by the Sustainability Strategy to be part of the environmental pillar, contribute to the following sustainable development objectives:

Chapter 3

Environment

OBJECTIVES



“The environment is where we all meet, where we all have a mutual interest; it’s the one thing all of us share.”

— Lady Bird Johnson

3.1. GHG emissions and climate impact

Climate change caused by greenhouse gas emissions from human activities is a global challenge. We are committed to helping reduce the effects through a transition to sustainable mobility that meets the needs and requirements of our customers. We have ambitious targets to reduce carbon emissions and are constantly striving to achieve them.

Explaining the impact

Material aspect	Economic impact	Social impact	Environmental impact
GHG emissions and Climate Impact	The Autonom Fleet is composed of fossil fuel vehicles and low-emission ones. Indirect costs associated with indirect carbon emissions are anticipated to grow along with a transition to a green economy. Our company's efforts to reduce our carbon footprint are thus very important to the resilience of our business.	Climate change is a huge challenge for both people and society. Through our initiatives to monitor and reduce our emissions, we wish to bring transparency to our impact and our efforts to diminish our contribution to these changes.	Reducing our greenhouse gas emissions generated by our activity represents a strategic objective, monitored and reported annually. Through determining these figures we manage to have a better grasp on our activities associated to the most important emissions and thus reduce, year by year, our impact on climate change.

As the most extensive mobility network in Romania, we provide our customers with various transportation and car rental solutions through our 52 locations nationwide in Romania and 2 in Hungary.

We have identified our economic, social and environmental impacts due to material environmental issues. We assessed both impacts, risks and opportunities in this area.

The materiality matrix was realized considering the qualitative assessment of the data and the quantification of both the potential impact on the community and the financial impact of possibly risks and opportunities addressed incorrectly.

Impact management

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.

Consequently, we have set ourselves 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 3 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-fuelled car with a lower-emission vehicle is higher, although customer preferences in the rental area indicate minor changes in behaviour 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.

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.

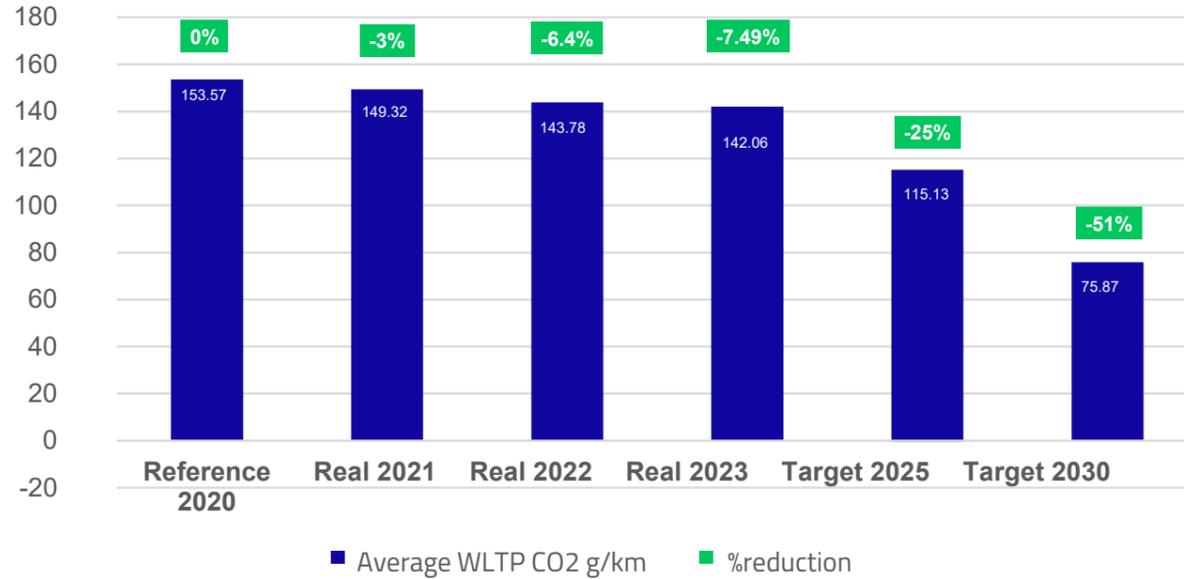
The evolution of the WLTP indicator and progress towards the targets can be found in the following table:

Operating fleet at year end	Reference 2020	Actual 2021	Actual 2022	Actual 2023	Target 2025	Target 2030
Average WLTP CO2 g/km	153.57	149.32	143.78	142.06	115.13	75.87
%reduction	0%	-3%	-6.4%	-7.49%	-25%	-51%

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 2023, a result also supported by the order of the first batch of 200 TESLA electric cars, integrated into the operational fleet as of April.

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%

Impact management



Effectiveness of actions taken

Increase of the fleet by

7%
from 13,680 to 14,748 cars

Decrease the share of diesel cars from 46% to

39.76%

Increase the share of hybrid cars from 11% to

14.21%

Increase the share of electric cars from 2% to

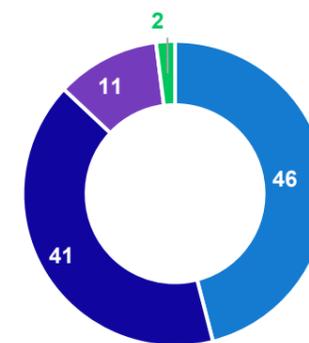
3.46%

	2022	2023
Diesel	46%	39.76%
Petrol	41%	42.55%
Hybrid	11%	14.21%
Electric	2%	3.46%

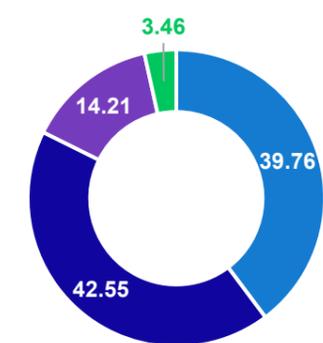
"I wrote this message while sitting in a Tesla! We use electric cars every day in the city, either to go to the office or for various meetings. We could have chosen a regular mobility partner, but we care about the air we breathe. So we said, 'Autonom, take us with you!' With Autonom, we're not only reducing emissions, but we're also taking a big step towards a greener future. Thanks, Autonom, for helping us being eco-friendly and cool at the same time!"

Cătălin Bordei,
Managing Partner INNOBYTE

% Fleet motorization 2022



% Fleet motorization 2023



■ Diesel (%) ■ Gasoline (%) ■ Hybrid (%) ■ Electric (%) ■ Diesel (%) ■ Gasoline (%) ■ Hybrid (%) ■ Electric (%)

We resumed the exercise of calculating the company's carbon footprint, using the same type of input data and calculation methodology used in previous years, but with a descriptive approach based on a higher granularity at the level of Scope 3.

Scope 1 (Scop 1)

Input data

- Gasoline consumption for the company fleet
- Diesel consumption for the company fleet
- Natural gas consumed for heating premises

Scope 2 (Scop 2)

Input data

- Electricity consumption / premises
- Electricity consumption car charging stations / company fleet

Scope 3 (Scop 3)

Input data

- Gasoline used for fleet in customer use
- Diesel used for fleet in customer use
- Electricity used for the electric fleet in customer use
- Number of tires used for the company's fleet
- Number of tires used for the fleet in customer use
- Quantity of oils used for the company's fleet
- Quantity of oils used for fleet in customer use

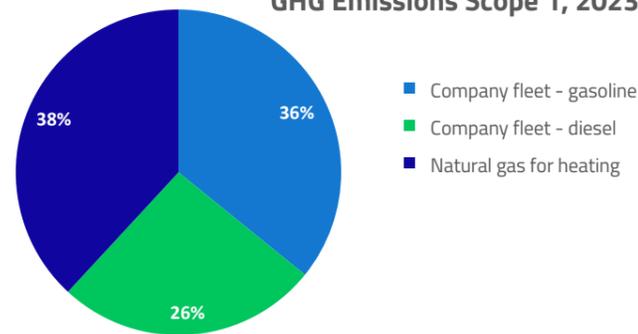
For the calculation of Autonom's carbon emissions in 2023, were considered the direct (Scope 1) emissions from the combustion of fossil fuels on the company's

premises (gasoline, diesel and natural gas), indirect (Scope 2) emissions associated with the purchase of electricity and indirect (Scope 3) emissions.

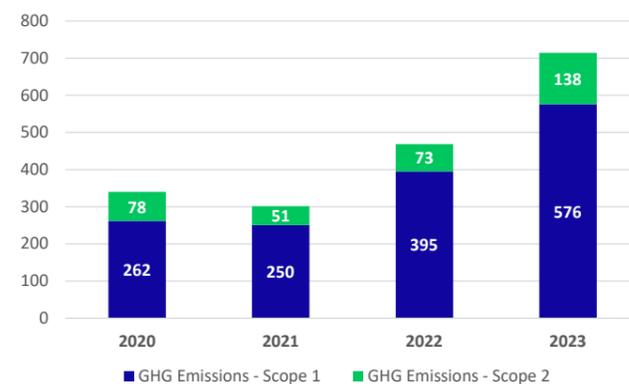
In terms of coverage within Scope 3, we integrated data for the following categories, in order of materiality:

- **category 3.13 (Downstream leased assets)** - emissions from fossil fuel combustion and electricity consumption by vehicle fleets used by operational leasing or rent-a-car customers.
- **category 3.3 (Fuel & energy related services)** - emissions resulting from the production of fuels used by customers' fleets and own fleets, as well as emissions associated with losses in electricity transmission and distribution.
- **category 3.1 (Purchased goods and services)** - emissions related to the purchase of automotive consumables (lubricants and tires) but excluding all purchases of goods and services.

GHG Emissions Scope 1, 2023



GHG Emissions - Scope 1 and 2 (tCO2)



Total GES emissions (t CO2)

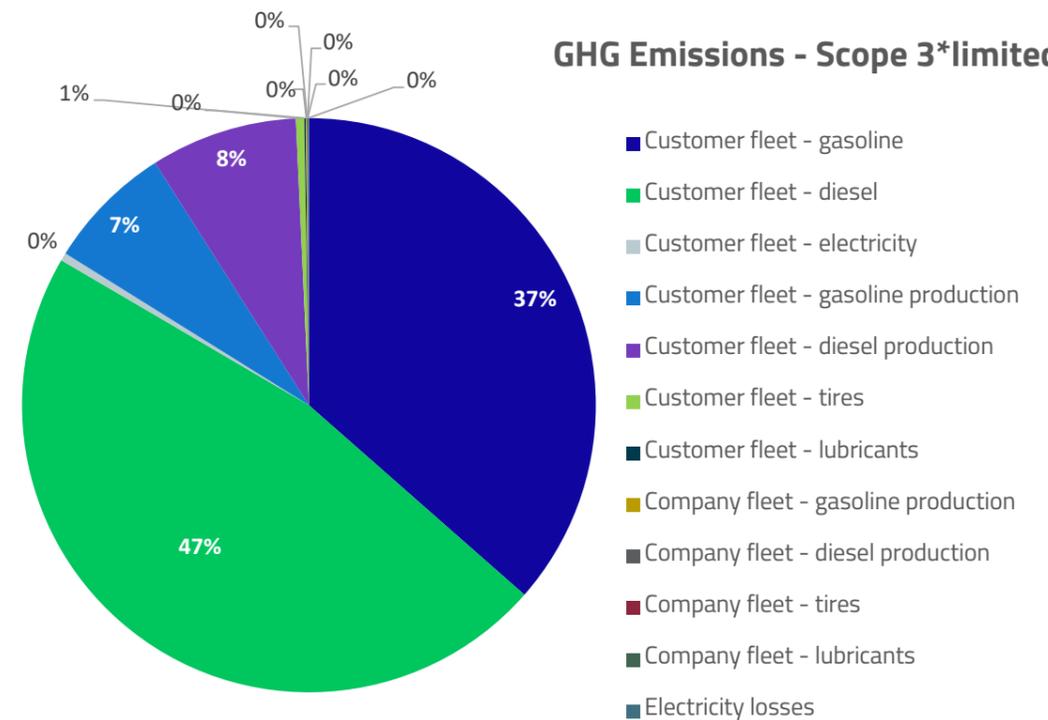
Emissions source	Unit	2020	2021	2022	2023
Scope 1	tCO2	262	250	395	576
Scope 2	tCO2	78	51	73	138
Scope 3 *limited	t CO2	37,909	43,780	58,890	64,147

"2023 has been an effervescent year in the adoption of electromobility, and Autonom has taken an ambitious step by offering the largest fleet of electric vehicles. We are happy to be able to contribute with charging solutions and infrastructure for their own premises and customer fleet.

Equally, we are proud to partner with Autonom as a customer, always having the satisfaction of a reliable supplier that meets the mobility needs of our company, helping us to achieve our goal of 100% sustainable transportation. As supplier, customer and partner of Autonom, we actively contribute together to accelerate sustainable mobility and to decarbonize the automotive sector."

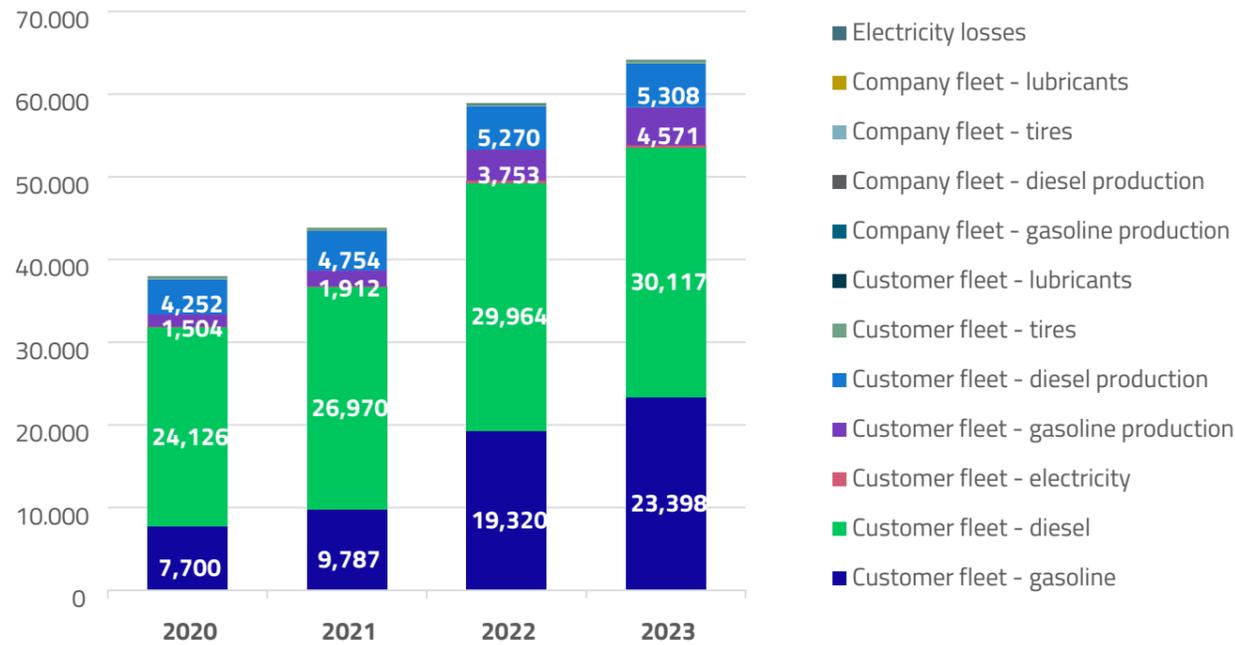
Dragoş Ciobanu,
CEO EVConnect

GHG Emissions - Scope 3*limited

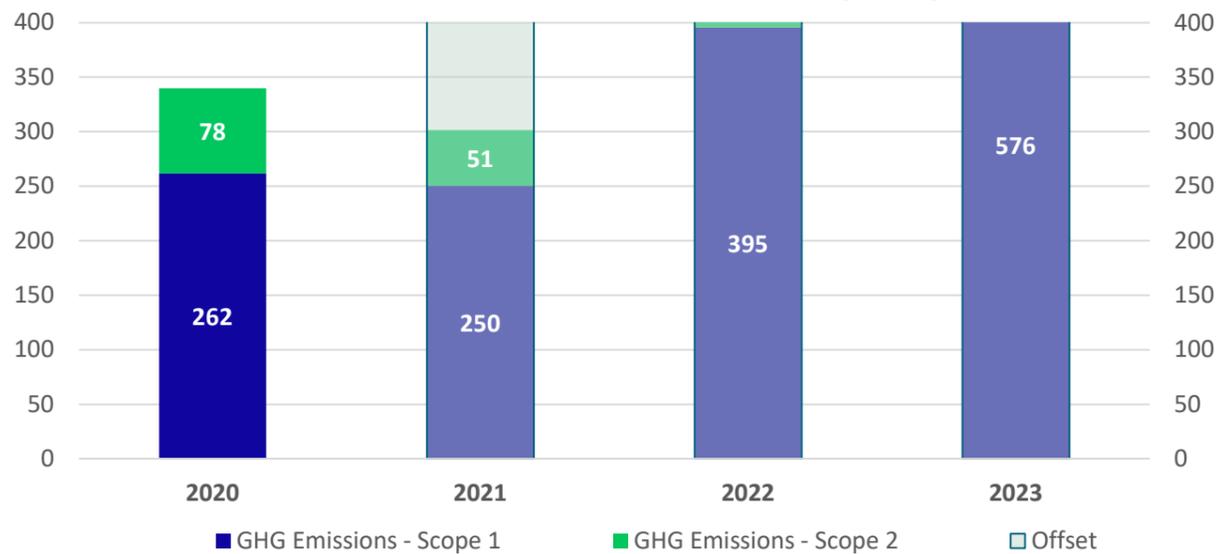


Our main source of emissions remains Scope 3, responsible for more than 99% of total company-wide emissions.

GHG Emissions - Scope 3*limited



Total GHG emissions and offset (tCO2)

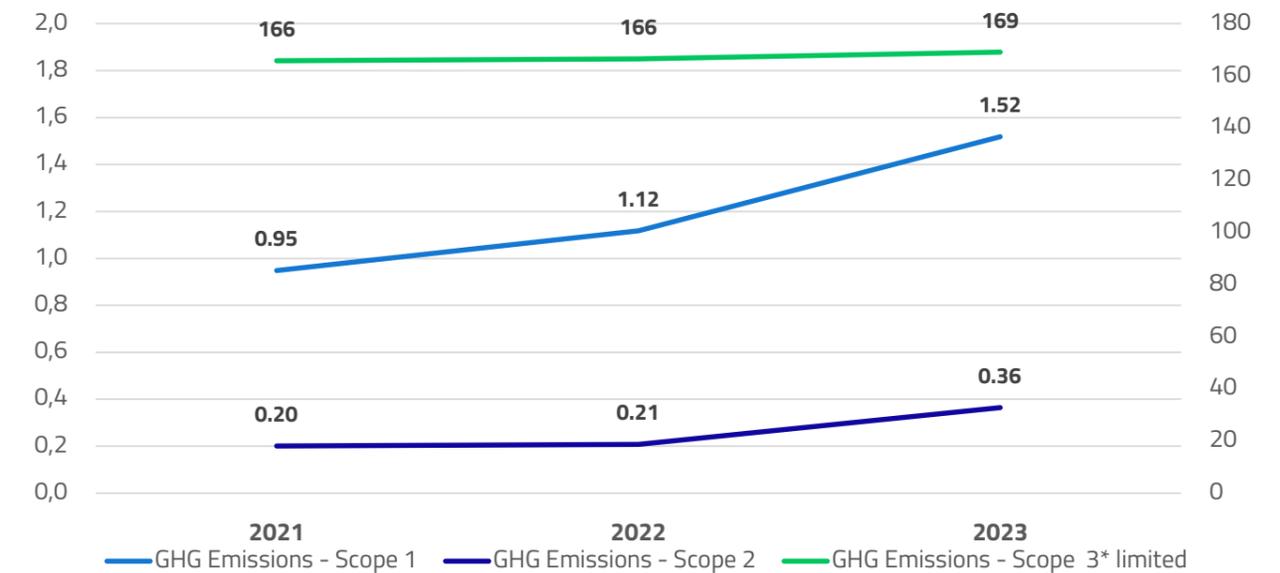


In 2023, diesel cars accounted for 47% of total greenhouse gas (GHG) emissions in Scope 3, while gasoline cars contributed with 37% and electric cars with 1%. Of our Scope 3 emissions, 15% are related to the production of diesel and gasoline used by our customers, while less than 1% is generated using oil and tires.

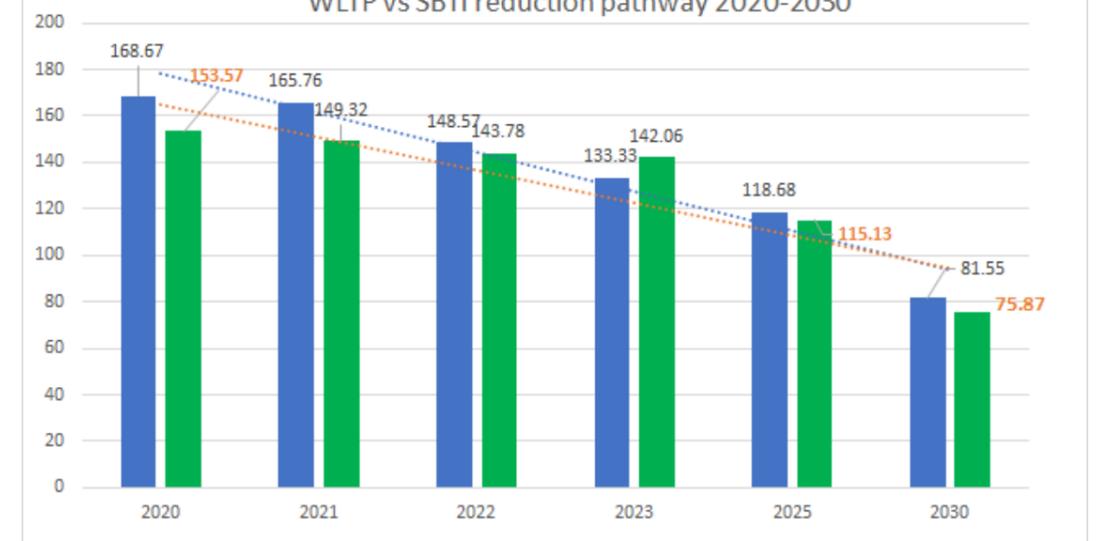
An important observation worth to be mentioned is that we kept the downward trend of emission intensity (average WLTP gCO2 emissions/km), although the total kilometres travelled by our customers increased by 7% in 2023 compared to the previous year and the increase in total emissions/km related to the 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.

The largest share of emissions still comes from the diesel fleet, as they serve many companies in the operational active fleet, which require extensive mobility, currently unmet only by electric cars. However, the share of diesel emissions in the total fell from 46% in 2022 to 39.76% in 2023.

Total GHG Emissions (g CO2/km)



WLTP vs SBTi reduction pathway 2020-2030



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 (<https://sciencebasedtargets.org/sectors/transport>), we have updated the calculation by including data for the active operational fleet at the 2024 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.

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

According to the information presented in the chapter on energy, in 2023, at the Piatra Neamț site, 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-emission 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



Certificate Partner in climate action



AUTONOM SERVICES SA uses OMV climate neutral products

This certificate confirms the financing of climate projects.

CO₂-equivalents
12,998,706 kg

Supported climate project
Multiple projects

ClimatePartner-ID
14866-2103-1005

Use the following URL for more information:

climatepartner.com/14866-2103-1005

3.2. Pollution

“The greatest threat to our planet is the belief that someone else will save it.”

— Robert Swan

We are aware that a significant part of Autonom's fleet is currently made up of internal combustion engine vehicles and may contribute to air pollution on public roads or cause accidental pollution during maintenance. In this context, we manage customer relationships to encourage the transition to less polluting vehicles and maintain close partnerships with mechanical workshops to minimize the potential pollution through the improper management of maintenance processes.

Explaining the impact

Aspect material	Impact economic	Impact social	Impact de mediu
Pollution	Energy consumption from polluting sources is not only an environmental but also an economic risk. The transition we are aiming considering the gradual substitution of the Autonom fleet towards a higher percentage of low-emission cars may negatively influence, in the first phase, the purchasing power of customers but, as a medium and long term positive side from an economic point of view, customers will have cost savings in the operational period.	We are aware that not all of our customers will want to make the transition to low-emission cars quickly because of the direct impact on inter-city transportation, but reducing air pollution by using low-emission cars is something that many of our customers want to achieve.	Through our car replacement program, we actively contribute to reducing environmental impact and air pollution. We also encourage our partners to limit the use of hazardous substances that can lead to air pollution. As far as possible, we use environmentally friendly refrigerants for both cars and air conditioning systems in our premises.

Air, soil and water pollution in Romania is a complex challenge that requires concentrated efforts from authorities, local communities and industry private. Tackling this problem involves not only strict regulatory measures, but also public education and the implementation of sustainable technological and environmental solutions.

According to Law No 104/2011 on ambient air quality, as amended, the responsibility for monitoring air quality in Romania lies with environmental protection authorities. The National Air Quality Monitoring Network (RNMCA) carries out continuous measurements of the following substances: sulphur dioxide (SO₂), nitrogen oxides (NO_x), carbon monoxide (CO), ozone (O₃), particulate matter (PM₁₀ and PM_{2.5}), benzene (C₆H₆), lead (Pb), arsenic (As), cadmium (Cd), nickel (Ni) and benzo(a)pyrene.

Impact management

Romania currently has 152 continuous air quality monitoring stations equipped with automatic devices for measuring the concentrations of the main air pollutants. The National Air Quality Monitoring Network (RNMCA) includes 41 local centres, located within the local Environmental Protection Agencies, which collect and transmit data from the stations to the public information panels. After a primary validation, these data are sent for certification to the Air Quality Assessment Centre (CECA) of the National Environmental Protection Agency. The air quality at each station is represented by quality indices, established based on the concentration values of the main pollutants measured.

Air Pollution and Effects on Ecosystems

Vehicles with internal combustion engines emit harmful gases such as carbon dioxide (CO₂), nitrogen oxides (NO₂) fine particulate matter (PM), which contribute to

air pollution and affect flora and fauna. Emissions of NO₂ and fine particles can cause acid rain, damaging natural habitats and affecting sensitive species. Air pollution can reduce photosynthesis in plants, affect animal health and lead to loss of biodiversity, while prolonged exposure to ozone can affect plant growth and forest health.

Pollution and Degradation of Soil and Water Pollution

The production and maintenance of vehicles involves the use of toxic chemicals such as oils, fuels and antifreeze, which can enter soil and water through spills or runoff, affecting the quality of habitats. The construction and use of road infrastructure contributes to soil erosion and contamination with heavy metals and other pollutants, leading to loss of soil fertility and affecting flora and fauna dependent on healthy soils.

Analysing the fleet structure at the end of 2023, in terms of pollution standards, we found that more than 96% of the vehicles are EURO 6 and 3.46% are electric vehicles, which means a low overall pollution level of the fleet.

Effectiveness of actions taken

Air pollution

Through our dedicated technical team and the monitoring alerts system specially created in our digital tools, we ensure that all cars have their PTI (Periodic Technical Inspection) assessments carried out on time and comply with the pollution standards as required by the legislation in force.

Pollution standard	% fleet 31.12.2023
EURO 6	96.29%
Electric	3.46%
EURO 5 and less	0.25%

Although we have a national presence, the only site we own is our administrative headquarters in Piatra Neamț. Determining the NO_x emitted by the thermal power plant installed on site involves several steps, including monitoring emissions, comparing them with

legal standards and implementing abatement measures if deemed necessary. The monitoring systems installed, including gas analysers, are properly calibrated and periodically checked.

To date, we have not carried out any further analysis to determine the NOx emissions for the buildings in which we operate as tenants, which is the responsibility of the tenants.

Soil and water pollution

The maintenance of the vehicles in our fleet, as well as the related waste management, is carried out by our authorized partners. As these activities may lead to potential accidental pollution of water, soil or subsoil, we ensure that they behave responsibly and comply with

the requirements of the legislation in the field, so the probability of occurrence is very low.

The owner is responsible for the emissions of the thermal power plants used for heating the Autonom heating systems and their periodic inspection.

As of 2023, we have not identified any incidents resulting from our operations with a major potential to pollute air, land or water.

3.3. Resource Management

“We have a single mission, to protect and hand on the planet to the next generation.”

— François Hollande

Adopting responsible management of energy, fuel and other resources used in our daily activities can bring significant environmental, social, and economic benefits. We recognize that mismanagement of these resources can have a negative impact on our business, the environment, and the whole community. We therefore assess and reduce this impact by implementing appropriate internal measures.

 **Explaining the impact**

Material aspect	Economic impact	Social impact	Environmental impact
Resource Management	Proper consumption management, whether it is electricity, fuel consumption or equitable access to natural resources, fuel consumption or natural gas, leads streamlining processes and implicitly the reduction of costs for the company.	Resources are limited. We believe it is our duty to ensure equitable access to natural resources to minimize social disparities and to minimize the impact that access to resources has on people and society in general.	Our consumption of resources, from the perspective of the locations where we are present in the country, represents a significant impact on the environment. Monitoring and reducing this consumption allows us to minimize the impact we are aware of and to analyze and include alternative solutions of a renewable nature.

Given our core business of providing mobility solutions through short, medium and long-term vehicle rental, we understand the environmental impact caused by greenhouse gas (GHG) emissions, in particular CO2. We continuously strive to optimize the fuel consumption and mileage of our fleet, seeking efficiency solutions for the operational fleet used by our customers. We promote alternative mobility solutions and dedicate our efforts to efficiently manage our current fleet and optimize its utilization.

We keep **the average age of the fleet below 48 months** and make sure that the vehicles in the fleet are well maintained, and when they leave the Autonom fleet as used cars they are still in optimal working condition, thus contributing to the renewal of the national fleet, which has an average age of about 15 years.

At the same time, with 52 locations nationwide in Romania and two in Hungary, we are aware of the direct

 **Impact Management**

Energy and fuel management

We are aware of the need for constant efforts to optimize energy and fuel consumption resulting from the day-to-day operations of our organization. We continuously

Energy consumption

The energy consumption in the operational activities of Autonom’s agencies and headquarters is in the form of energy required for lighting, heating, and cooling of workspaces, as well as for the operation of office equipment and other equipment specific to our activity.

To carry out their field activities and visit various locations and partners, some of our employees use vehicles from our own fleet, thus generating fuel consumption (diesel, gasoline or electricity) that constitutes a direct environmental impact on behalf of our company. In addition, we offer vehicles to our customers through operational leasing or rent-a- car, and the associated

impact that Autonom can have on energy consumption (electricity, gas and fuel). We are constantly striving to monitor and reduce energy consumption and have ongoing discussions with the owners of the rented premises to identify energy efficiency solutions and to increase the use of renewable energy sources in these locations.

In 2021, we certified and implemented an integrated quality, environmental, occupational health and safety management system. Under the ISO 14001 environmental standard, part of this integrated system, and simultaneously with the development of the Sustainability Strategy in the same year, we identified the environmental aspects relevant to our business and significant impacts. We have put in place appropriate control and monitoring mechanisms to minimize negative environmental impacts.

strive to maintain efficient tools database management, which gives us a clear picture of the level of consumption and highlights areas for improvement.

consumption represents an indirect impact for Autonom from a value chain perspective.

Based on the integrated management system and the Sustainability Strategy, we quantify these energy consumptions, constantly monitor them and assess their magnitude, while ensuring the traceability of this data. As an overview, we measure the company’s direct and indirect environmental impact through its carbon footprint, calculated annually according to the GHG Protocol standard. Specific to our domain, we assess the impact generated by our fleet using CO2 per mile driven according to the latest standard WLTP (Worldwide Harmonized Light-Duty Test Procedure).

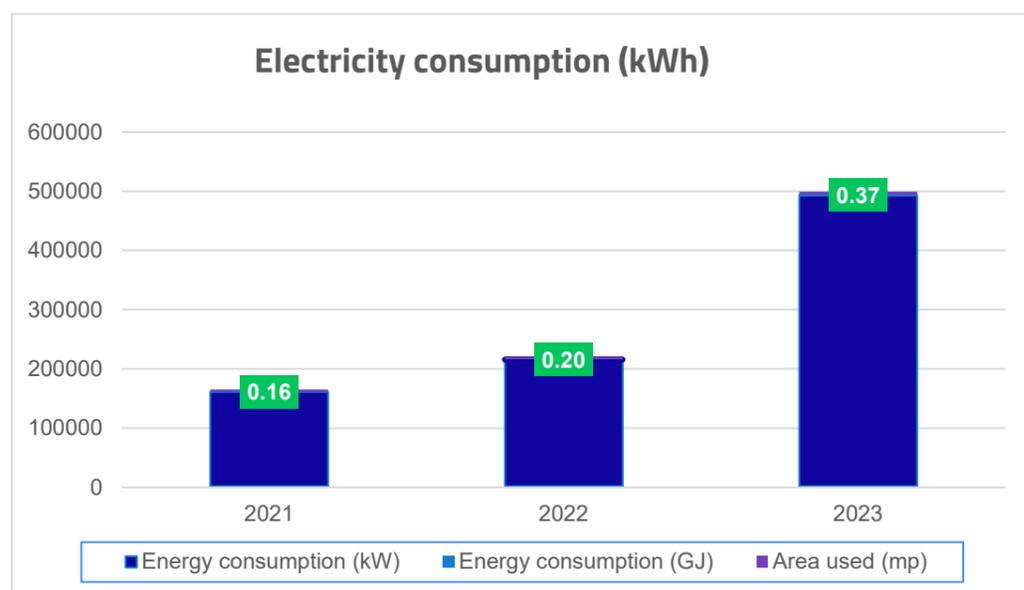
In this way, we can ensure accurate and complete traceability of our environmental impact and undertake clear measures to reduce it.

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 related to the use of the fleet by our customers.

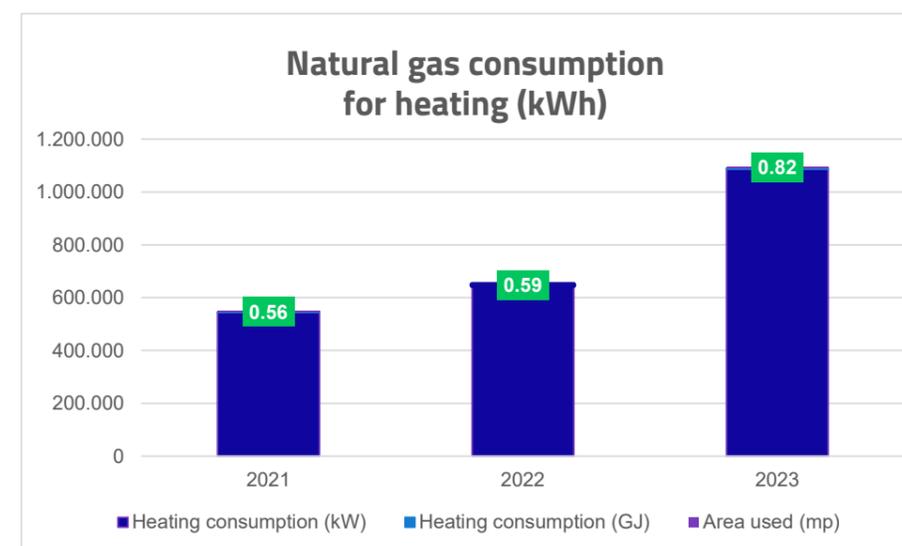
In most of our locations, the 2023 way of working was predominantly office-based, being needed both direct interaction with clients in our premises and

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. The total surface area of our work points increased by 22.21% compared to the previous year.

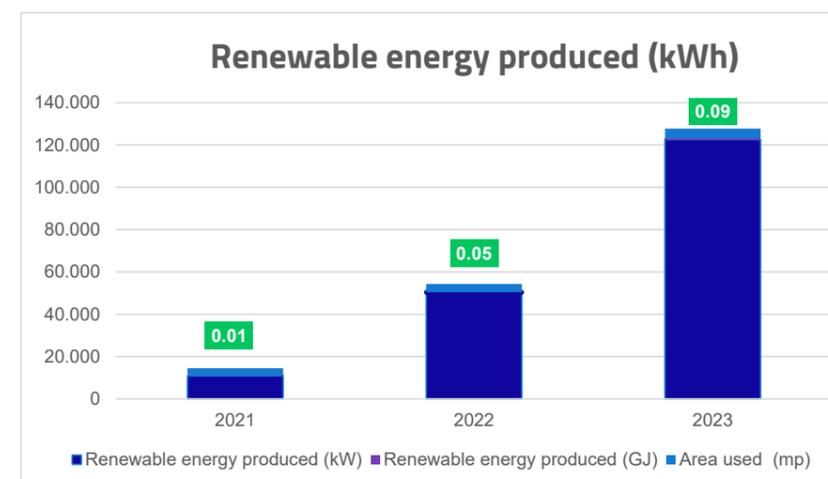
Year	2021	2022	2023
Energy consumption (kWh)	159,207	213,273	490,872
Energy consumption (GJ)	573.15	767.05	1,767
Surface (square meters)	3,520	3,900	4,766
Consumption intensity (GJ/sqm)	0.16	0.20	0.37



Year	2021	2022	2023
Heating consumption (kW)	544,344	643,445	1,087,369
Heating consumption (GJ)	1,960	2,316	3,915
Area used (mp)	3,520	3,900	4,766
Intensity of consumption (GJ/mp)	0.56	0.59	0.82



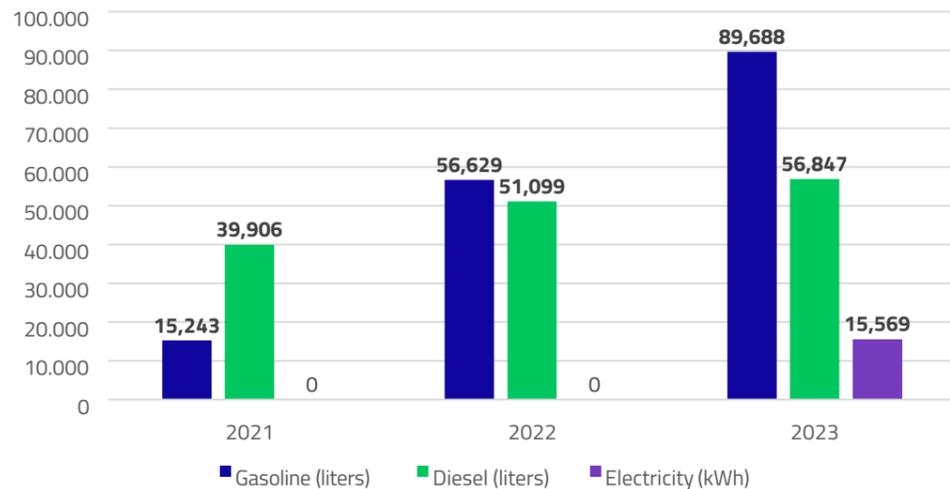
Year	2021	2022	2023
Renewable energy produced (kW)	11,000	50,276	122,590
Renewable energy produced (GJ)	39.6	181.99	441.32
Area used (mp)	3,520	3,900	4,766
Intensity of renewable energy produced (GJ/mp)	0.01	0.05	0.09



Fuel consumption /year (Autonom - customer fleet)

Year	Gasoline (liters)	Diesel (liters)	Electricity (kWh)
2021	15,243	39,906	0
2022	56,629	51,099	0
2023	89,688	56,847	15,569

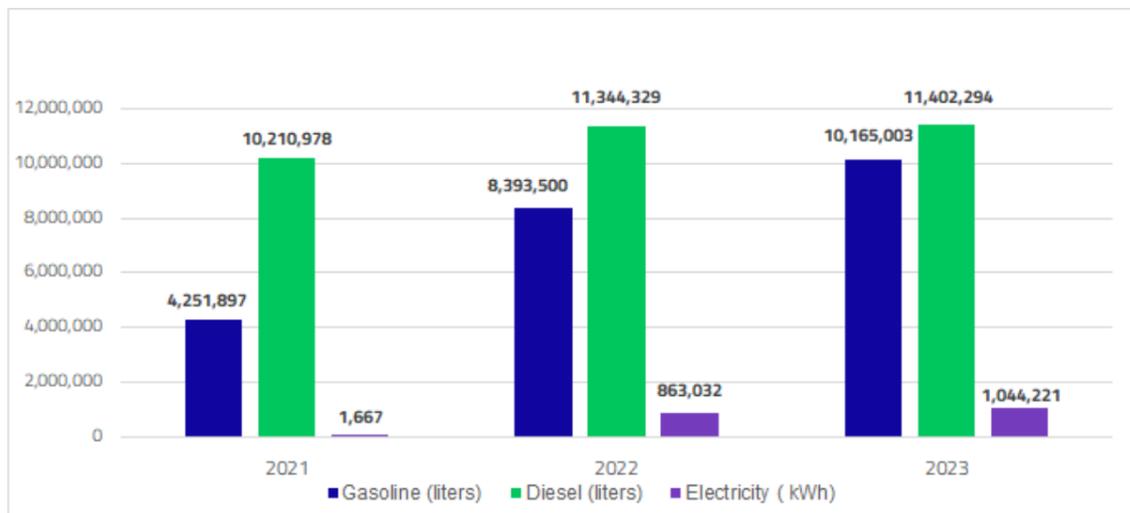
Fuel consumption/year (Autonom - own fleet)



Fuel consumption /year (Autonom- customer fleet)

Year	Gasoline (liters)	Diesel (liters)	Electricity (kWh)
2021	4,251,897	10,210,978	1,667
2022	8,393,500	11,344,329	863,032
2023	10,165,003	11,402,294	1,044,221

Fuel consumption/year (Autonom - customer fleet)



Water management and water consumption

Within our services, we strive to promote resource efficiency. We recognize the importance of responsible management of water resources, and we are working towards this goal.

Following the **TCFD's** (Task Force on climate - related financial disclosures) analysis of climate change risks and opportunities, we have also identified several physical risks that are low risk and likely to manifest themselves in the very long term. Among the chronic climate risks that could have negative impacts on our business, with potential financial implications for the company, would be a decrease in precipitation levels that may result in reduced aquifer volumes, which may result in limits on water consumption and increased water supply prices, resulting in a potential increase in operating costs for utilities and vehicle washing.

Rainfall intensity is also a contributing factor to water stress in the analysed area. Thus, we used the Aqueduct Water Risk Atlas to assess the water stress present at the two locations analysed. The portal is developed by the World Resources Institute (WRI) to provide regional context on the water stress to which sites are subject. Bucharest is currently under high water stress (natural water resources in this area are 40-80% exploited), reaching in the long term a very high-water stress level in the Business-as-usual scenario (>80% of water resources are exploited). In the Optimistic scenario, in the long term, the level remains the same as today. Currently, Piatra Neamt is under medium-high water stress (20-40% of the water resources are exploited), and in 2030 water stress is expected to become high (40-80%) in both scenarios. However, the degree of risk is low, as this development, in the context of Autonomous activity, is not likely to bring a significant impact on the business, as water consumption represents a low percentage of operational costs.

Year	2023
Water consumption (m3)	2,178
Area (square meters)	4,766
Consumption intensity (m3/sqm)	0.46

Effectiveness of actions taken

Year	at December 31	
	2022	2023
Total number of vehicles fleet	13.680	14.748
Yearly dynamics number of vehicles fleet	41,43%	7,80%
New vehicles entering the fleet	6329	4.081
leșiri autovehicule noi în flotă	2.321	3.013

Increased tourism and passenger traffic at Romanian airports, as well as accelerated development of the Replacement Car in Case of Accident product (Under Romanian law, drivers injured in road accidents have the right to request a replacement car during the repair period, with the costs covered by the at-fault driver's MTPL quantities of resources and waste generated, including by maintaining appropriate recycling actions. (motor third party liability) insurance. This provision has significantly contributed to the success of the rent division.

As a result of the delays in the delivery of new cars, but also the uncertainties in the market, companies have increasingly appreciated the flexibility of short and medium-term rental solutions to cover immediate mobility needs. Short- and medium-term rental services were thus the ideal solution for companies with immediate transportation or temporary mobility needs, by the time contracted vehicles under leasing agreements arrive.

Of course, the average occupancy rate of the fleet, maintained at last year's high level, is also the result of the decisions to optimize the size of the fleet, but also to streamline the way it is organized by creating regional fleets.

Some specific characteristics of the operational leasing customers fleet, corresponding to 2023:

- The average age of vehicles is 48 months
- The average size of the long-term rental fleet at the end of the year was 12 thousand vehicles
- Average fleet / customer is about 5 vehicles

Some characteristics specific to the rent-a-car customers fleet, corresponding to 2023:

- The average age of vehicles is 18 months
- The average size of the short-term rental fleet was 2 thousand vehicles
- The total number of available rental days for vehicles was 732,084 days
- Fleet utilization was 86%

The growth rate in the number of kilometres travelled by Autonom customers was just 7% compared to 2022, while the fleet of Operational leasing increased by 51% and the rent-a-car fleet grew by 12%.

3.4. Circular economy

“We don't need a handful of people doing zero waste perfectly. We need millions of people doing it imperfectly.”

— Anne Marie Bonneau

Our business can have significant environmental and economic impacts. We strive to manage waste responsibly by promoting recycling and recovery. In addition, we have introduced the Zero paper initiative in our operations to minimize paper consumption in operational activities.

The use of resources required for our operational activities can have a negative impact on the environment. For this reason, we strive to efficiently manage the quantities of

resources and waste generated, including by maintaining appropriate recycling actions.

 **Explaining the impact**

Material aspect	Economic impact	Social impact	Environmental impact
Circular economy	Accurate control of processes and compliance with applicable legal requirements are ensured to avoid any potential penalties. Moreover, reducing the number of materials that become waste also has the effect of saving the financial resources allocated to them.	The results of our activities can affect the health of people in the communities in which we operate if hazardous waste is improperly managed. Our environmental program in line with our strategic sustainability objectives ensures that we maintain compliance with correct management procedures.	The partnerships and agencies we work with are essential to ensure the selective collection and safe disposal of waste generated on our sites, thus minimizing the impact generated.

 **Impact Management**

As a result of our operational activities, mainly in our agencies and headquarters, we generate paper, plastic/ metal and glass waste, waste electrical and electronic equipment (WEEE), household and other waste. Nationally, within the value chain, through our partner service activities, we also generate other types of waste such as rubber, used oil and other hazardous waste. These are managed by authorized companies specialized in disposal and recovery, and internally, responsible employees monitor their generation and traceability.

The most paper-intensive activities are related to the interaction with public institutions (e.g. tax documents, car registrations), but we are confident that these resources will decrease considerably in the coming years with the increasing share of digitization in this sector as well.

The initiative to digitize the signature of decision makers, launched in 2021, was continued in 2022 with the electronic signature of contractual documents and the digitization of the car handover form for operational leases and extended in 2023 to short-term car rental contracts (rent-a-car division).

The implementation of the ISO 14001 environmental management system, certified in 2021, ensures that our processes are controlled and comply with the relevant legal requirements. In addition, in conjunction with our Sustainability Strategy, we have an ongoing program with clear actions, including environmental actions, to help us achieve our set targets. Because of our nationwide location, we are aware of the impact we generate at our sites in terms of the amount of waste produced, as

well as the impact from the management and disposal of related waste such as tires and oils. The separate collection of waste and its disposal on site is still mainly centralized, with the support of a national partner, which allows us to closely monitor and centralize the quantities of each waste category.

Main types of waste	Location of origin	Management method
Used tyres	Vehicles	Scrapping/ Recovery by authorized companies/Recycling
Used oil	Vehicles	Recovery through recycling with authorised companies/ Recycling
Paper / Cardboard packaging	Office	Recovery through recycling with authorised companies
Plastic / Foil / Metal	Office	Recovery through recycling with authorised companies
Glass	Office	Recovery through recycling with authorised companies
WEEE	Office	Recovery through recycling with authorised companies
Used consumables (printer cartridges etc.)	Office	Recovery through recycling with authorised companies

As of November 2021, we continue to support the initiative of the **Association CAPACE CU SUFLET**, which gives a new meaning to the plastic caps collected by volunteers across the country, through which the amounts collected via recovery by authorized collectors and via sponsorships

received, materialize as donation for various social causes. The involvement of our colleagues at the national level resulted in the handing over of 0.66 tons over the course of 2023, equivalent to 366,666 caps.

Effectiveness of actions taken

At the 2023 level, the following categories of waste have been collected, respectively handed over to the collectors:

Type of waste	Capacity (tons)
Paper/Cardboard	2.32
Plastic/Metal	2
Glass	0.6
Tires	150.6
Used oil	48.57
WEEE	0.13
Total quantity	204.22

In 2023, thanks to the partnership with the authorized WEEE collector, **Ateliere Fără Frontiere**, 87 kg of electrical and electronic equipment, equivalent to 80 products, were handed in for recycling, thus avoiding, according to their calculations, 3,840 kg of CO2.

In 2023 we scrapped 119.21 tons of tires and sent directly to recycling another 31.39 tons, representing 19.8% of the total of 158.56 tons of used tires. The remaining 5.02%, equivalent to 7.96 tons of tires were valued through partners or sold directly to end-users. The process is constantly monitored by authorized internal staff, and the scrapping and recycling of tires is carried out by authorized partners, in accordance with the legal regulations in force.

At the same time, we have taken 48.57 tons of engine oil out of service through authorized service partners, fully recycled according to the legal regulations in force.

Household waste generated on our premises are collected by local sanitation companies with which Autonom has contracts for management and disposal. We do our best to provide an accurate record of the quantities of waste generated, as the sanitation companies do not have an adequate traceability system and cannot provide us with this data. These companies ensure the collection of household waste in the cities where Autonom has operating locations, based on local sanitation contracts with various commercial operators.

3.5. Biodiversity

“In any walk with nature, one receives far more than he seeks.”

— John Muir

Mobility can put pressure on biodiversity, which is why we strive to raise awareness of the critical factors related to the importance of protecting biodiversity. We are involved in various reforestation projects and want to contribute to reducing our direct or indirect impact on biodiversity.

Explaining the impact

Material aspect **Economic impact** **Social impact** **Environmental impact**

Biodiversity	Biodiversity protection is essential. The loss of biodiversity due to a negative indirect impact from our activities can create a chain of negative economic impacts across regions. We are not able to quantify how large it would be, but in the medium and long term it can cause essential social, environmental and ecological damage.	The loss of terrestrial fauna and flora in certain regions due to the negative environmental impacts associated with pollution can affect certain local communities and a chain effect can create negative social impacts. We cannot quantify the magnitude of the impacts associated with our work, but we are aware of the potential associated causes.	The imbalance created by the loss of terrestrial fauna and flora can affect local ecosystems. We rely on studies associated with the environmental impacts brought by mobility and try to minimize them by partnering in reforestation projects thus contributing directly to the protection of the environment and local biodiversity.
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In Romania, the issue of nature protection was first officially addressed by Emil Racoviță at the first Congress of Naturalists in Cluj in 1928. Two years later, in 1930, the first nature monuments and nature reserves were declared in the country and the first nature protection law came into force. Between 1930 and 1943, 36 territories in the country were declared nature reserves, with a total area of about 15,000 hectares, and at the present time more than 450 scientific reserves have been declared by central or county decisions, with an area of more than 95,000 ha.

In recent years, protecting nature has become a national priority, attracting a growing number of participants in this valuable action, which combines cutting-edge scientific objectives with an appreciation of beauty and educating the public to respect and love nature. Many

ministries and institutions, such as the Ministry of Forest Economy, the Ministry of Petroleum and Chemistry, the Ministry of Education, the Society of Natural Sciences and Geography, the Geological Committee and the State Water Committee, provide essential support to the Commission for the Protection of Natural Monuments. Industria transporturilor, implicit utilizarea auto sub forma de servicii de mobilitate, are multiple efecte negative asupra biodiversității, atât din cauza producției de vehicule, cât și prin utilizarea lor.

The transport industry, including car use in the form of mobility services, has multiple negative impacts on biodiversity, both because of the production of vehicles and through their use. Although minor, the most relevant links are:

Habitat Fragmentation through Road Infrastructure Development - The expansion of road networks fragments natural habitats, creating physical barriers that prevent the free movement of animals, limiting their access to vital resources such as water, food and breeding areas. This isolates species populations, increasing their vulnerability to extinction due to reduced genetic diversity. Extra-urban roads increase wildlife mortality rates through collisions with vehicles and facilitate the spread of invasive species that threaten local ecosystems.

Air Pollution and Effects on Ecosystems as well as aspects related to **Soil Degradation and Water Pollution** have been detailed in chapter **3.2. Pollution**.

Impact management

Protecting biodiversity is a major challenge, given the rapid growth of economic and urban activities. One of the issues that requires further attention is the impact of infrastructure and economic activities on the environment, especially near protected areas. These areas are essential for the conservation of rare species and natural habitats, providing a refuge for local flora and fauna.

Vehicles contribute to air and soil pollution, habitat fragmentation and species disturbance wildlife through noise and artificial light. Given these aspects, it is essential to assess how the distribution and density of our agencies located in proximity to protected areas influence biodiversity, which is why we decided to analyse the territorial overlap of our locations with the official map of protected areas. Vehicle emissions not only degrade air quality, but also contribute to the accumulation of pollutants in vegetation and soil in protected areas. These pollutants can include nitrogen dioxide, fine particulate matter and other toxic substances that can deposit on leaves and soil, affecting photosynthesis and plant growth. Soil pollution can also alter microbiological composition, affecting the natural processes of nutrient breakdown and recycling. This has significant consequences for local flora and fauna, including reduced biodiversity and disruption of food chains.

Roads and parking lots required to support agency activities contribute to the fragmentation of natural habitats. Habitat fragmentation is a process by which large, continuous ecosystems are divided into smaller, isolated areas, negatively affecting animal migration and behaviour. Animals can face difficulties in finding food, shelter and breeding partners, which can lead to declining populations and loss of genetic diversity. Roads also increase the risk of road accidents, which can be devastating for wild animal species, especially endangered ones.

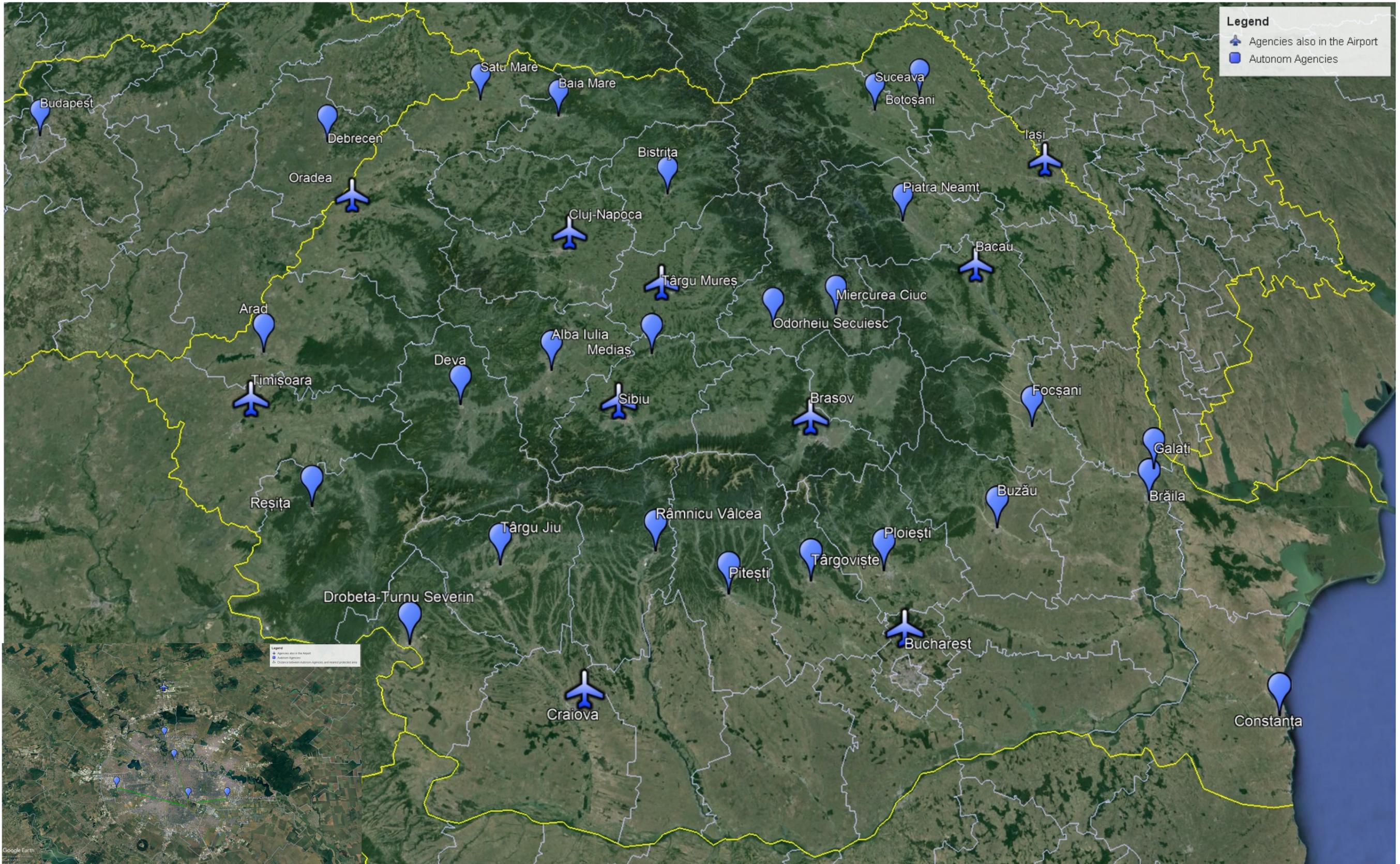
Effectiveness of actions taken

For this summary analysis we consulted the maps published by the European Environment Agency which provide information on protected areas at European level and Google Earth maps to determine the exact locations of Autonom and the distance to nearby protected areas.

Our analysis addressed three distance segments: under 1 km, between 1.1 km and 10 km, and over 10 km from the nearest protected areas. We examine how the number of agencies and their activities affect the natural environment in each of these areas. The aim is to better understand the impact of agencies on biodiversity and suggest measures to minimizing these negative effects.

Through this analysis, we hope to contribute to the development of more effective strategies to manage the impacts of economic activities on biodiversity and to promote a sustainable balance between economic development and conservation of the natural environment.

	No of nearby areas	No of agencies
<1	8	8
1,1 km-10 km	32	36
> 10 km	7	8
Total	45	52



The first segment, <1 km, includes 8 agencies with 8 protected areas in their immediate proximity, ranging from 0.1 km to 0.97 km. The activities carried out by the eight agencies responsible for the management and protection of the eight protected areas in the immediate proximity generate intense traffic. This heavy traffic manifests itself in frequent vehicle movements, which contribute significantly to air and soil pollution. The pollution caused by vehicle emissions affects the air quality in these sensitive areas and has a negative impact on ecosystem health. In addition, noise from heavy traffic can disturb local wildlife, leading to stress and changes in wildlife behaviour.

In the segment between 1.1 km and 10 km, the high density of agencies, with 36 agencies in the proximity of 32 protected areas, exerts significant pressure on the environment. This area, with distances ranging from 1.11 km to 9.62 km from protected areas, faces multiple environmental challenges caused by human activities.

The activities of agencies located between 1.1 km and 10 km from protected areas generate considerable environmental pressures, including increased traffic, noise and light pollution, and soil degradation. To minimize these negative impacts, it is crucial to implement environmental management measures, such as reducing pollution through sustainable transport, creating buffer zones to protect sensitive habitats, and promoting construction practices that maintain soil health. Only integrated and sustainable approaches can ensure the long-term protection of these vital protected areas

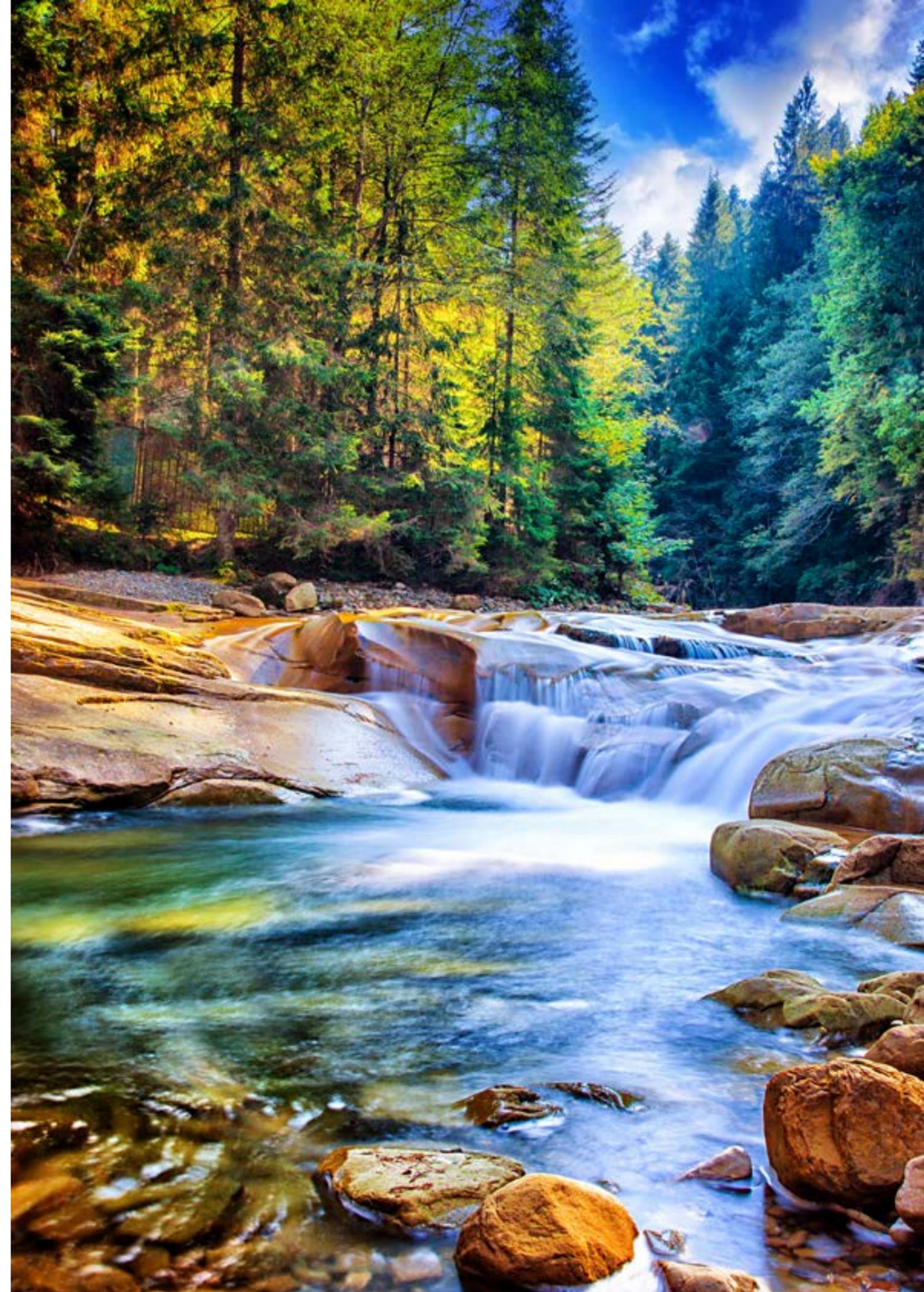
The last segment, >10 km, includes 8 agencies, which have proximity to 7 protected areas, ranging from 10.20 km to 17.20 km.

The environmental impact must be analysed from several aspects. At these distances the direct impact may be small, but the traffic generated can have significant effects on access routes, contributing to pollution and habitat fragmentation. Even if individual agency impacts are small, the cumulative effects of traffic in different areas can affect biodiversity on a larger scale.

Potential effect on biodiversity

From the brief and rather summarized analysis carried out to identify the impact on potential protected sites that exist adjacent to or near AUTONOM's agencies, we concluded that our activities, being mostly office-based, do not lead to significant impacts on biodiversity in protected areas.

We are involved in various reforestation projects, both through the desire to contribute to reducing our direct or indirect negative impact on biodiversity and through the desire to be involved as part of our organizational culture, based on ethics, volunteering and social responsibility towards the communities in which we operate. More on volunteering projects can be found in the dedicated chapter, [4.2. Community Involvement](#).





Chapter 4

People and community

“Evolve Daily” is our motto. The two core elements that help us keep our vision of continuous evolution, agility and increased resilience are reading and volunteering.

Success is defined by the evolution of our colleagues, so investing in people remains the most rewarding and most important factor in the sustainability of our business.

The staff retention rate has increased over the last 3 years from 59.19% in 2021 to 71.56% in 2023.



In 2023, our colleagues read 5,908 books, participated in 33,717 training hours and uploaded 1,394 innovation proposals to the internal platform.

Over 400 colleagues chose to volunteer and dedicate 3,192 hours to educational projects in their communities.

We supported 30 organizations and projects (culture, environment, sport, education) for a total amount of RON 1,581,303.

Our projects and programs in education and community engagement, considered by the Sustainability Strategy to be part of the social pillar, contribute to the following sustainable development goals:



OBJECTIVES

>2%

minimum investment of profits in community projects

15%

baseline euros invested from net profit

2%

5.26%

1

- Educational workshops
- Scholarships and prizes
- Sponsorship Clubs, Hubs, Excursions
- Equipping schools and kindergartens with teaching infrastructure, furniture, libraries
- Book printing support
- Continuation of the school project "Devino AutonOM"

2

- A new series of tests LSI 1 and 2 (The Lifestyles Inventory)
- Extend external coaching
- Education Programs: BISM - Fast Track MBA, Trend (Leadership Journey, Management Journey), TBF Management, Points of You; Sales Effectiveness
- Specific courses: English, Excel, project management, customer care, consultative sales
- Certifications / specializations: damage assessor, SSM, ESG advisor and ESG specialist
- Encouraging support for internal training (e.g. Preventive Management, Project management, working groups on specific topics)
- Continuation of internal initiatives (e.g. Book of the Month, Innovation of the Month, Daily Book Recommendation, etc.)
- With the support of an external partner, we carried out an employee well-being assessment

Evolve. Daily.

38.6

Average annual training hours/employee

50

48.87

LEGEND:

- LAUNCHED INITIATIVES
- OBJECTIVE/TARGET
- OBJECTIVE 2023
- REAL 2023
- REFERENCE YEAR 2020

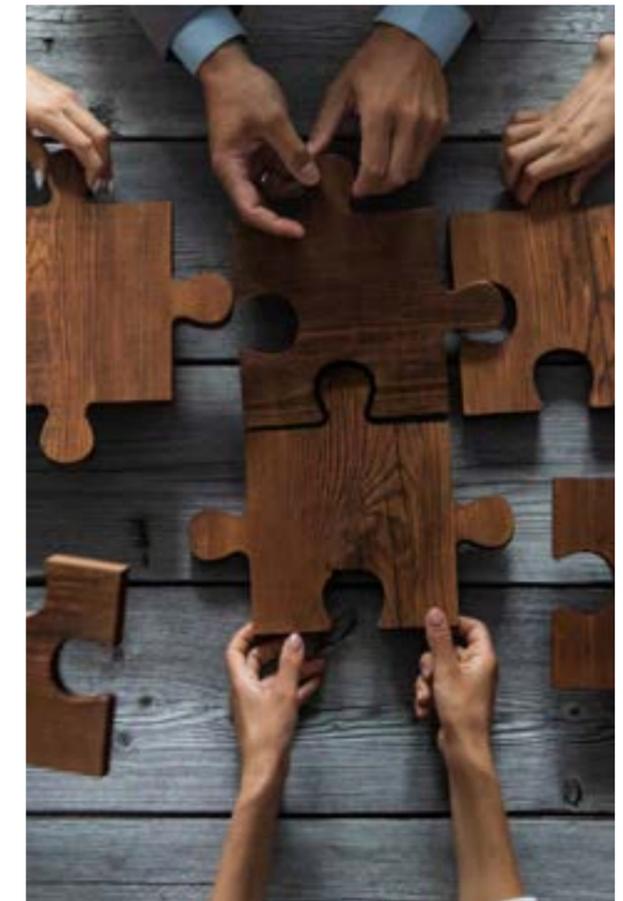
4.1. Our team

Our employees are some of the company's most important assets, critical to 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 where positive attitude is the key to the well-being of our employees.

We emphasize personal development as a daily practice and focus on this topic in semester evaluations. We value gender equality and have a strong position on women in leadership positions.

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.



Explaining the impact

Material aspect	Economic impact	Social impact	Environmental impact
Our team	Employees have a vital role to play in the success of our business. Ensuring an environment of friendly and safe work for attracting and retaining people talented in our team, it's the key to productivity growth and long-term success of the company's.	Personal development of employees and satisfaction at work contributes to quality increase life, they manage to evolve in the organization, but also as members of communities of which we are part.	Employees well-being can contribute to how they manage the responsible use of internal resources. Human factors and related risks can often contribute to an undesirable negative environmental impact through inadequate management of internal processes such as energy consumption, waste management or subcontractor management

Impact management

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 know that the company's performance would be impossible without the efforts of a united team of people who embrace the Autonom vision, driven by strong values and dedicated to our customers and the communities they are part of.

Their activities have an impact on the environment, society and the economy and contribute to the company's image. That is why we aim to attract autonomous and high performers people, while maintaining equal opportunities for all, regardless of sexual orientation, religion, gender, membership of vulnerable groups or other characteristics.

At Autonom, we promote a friendly working environment and collaborative, where our employees feel respected and valued. Our organization is based on small teams, autonomy, flexibility, transparent communication and decentralized decision-making, allowing us to act and implement solutions quickly. To this end, we develop programs for employees' professional and personal growth, career and leadership plans, and update our benefits list annually.

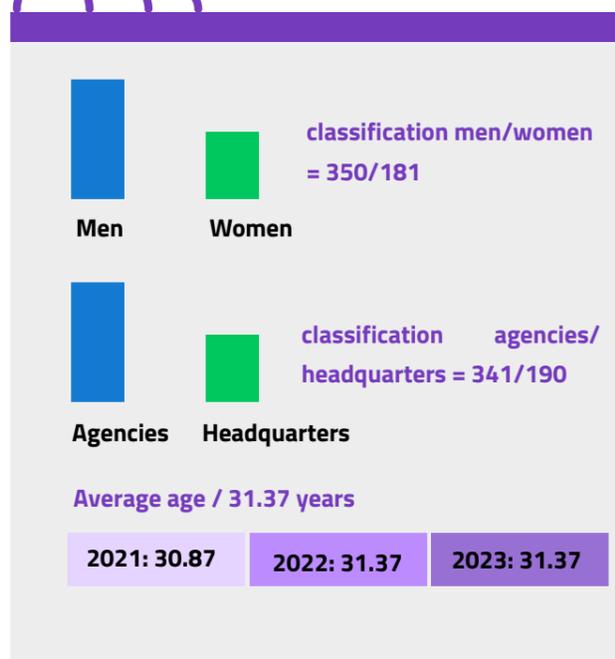
We strive to maintain a balance between opportunity and risk mitigation, both for the business and the employees. Therefore, our strategy includes constant education and training programs for personal and professional development, respect for diversity and equal opportunities, increasing employee satisfaction and loyalty through benefits, fair remuneration policies and ensuring a healthy and safe working environment.

Classification of employees by working hours:

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.

From the administrative and operational activity point of view, the employees are grouped as active staff in the Territorial Agencies (64.22%), while the rest (35.78%) form the staff of the departments located in the two headquarters in Bucharest and Piatra Neamț.

Number of employees at the end of 2023



Of the full-time employees, 6 people work in the Autonom operational activities sector, but have employment contracts signed with another entity. They were transferred for various activities to Autonom for a contractual period of 2 years.

During 2023 we had 4 colleagues employed for a fixed term but no longer active at the end of the year.

2022	Headquarters		Agencies		2023		Headquarters		Agencies	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Permanent	46	90	244	94	76	114	274	67		
Determined	0	0	0	0	0	0	0	0	0	0
Total employees	46	90	244	94	76	114	274	67		

2022	2023		
	Men	Women	Total
Full time	318	153	471
Fixed term	1	2	3
Total employees	319	155	474

Collective bargaining and employee representation

Employees' rights are laid down in the Collective Labour Agreement and are based on the combination of company values and current legislation in force. The respect of all employees' rights goes hand in hand with the respect of Autonom's values:

- Honesty and integrity are fundamental to the development of our company.
- We do what it takes to help our customers.
- We are a team. Respect, common sense and smiles are our secrets.
- We are adaptable and flexible. Simplicity is our way.
- We evolve every day.
- We support diversity and equality.

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. Our policies respect human rights, diversity and equal treatment, and are based on the UN Declaration of Rights and the International Labor Organization conventions, to which the UN Global Compact principles have recently been added.

We are prepared to intervene if any principle is not respected, we must take the necessary steps to address any concerns expressed from this category. Once the documents have been drafted, in the event of a possible termination, the length of notice until termination is in accordance with the provisions of the Labor Code and the Collective Labour Agreement, i.e. 20 working days for executive positions and 45 working days for managerial positions.

Autonom employees are not organised in a union, but they have four employee representatives.

"Small actions can create big ripples. Each one of us has the power to make a difference in building a sustainable future."

— *Xiuhtezcatl Martinez*

4.1.1. Working conditions

The work environment in our company is defined by a positive and inclusive organizational culture where collaboration, innovation and mutual respect are fostered. We are committed to providing a safe, healthy and stimulating environment that encourages employees to fulfil their potential and contribute to the success of the team and the company.

We are dedicated to providing the best solutions to ensure proper working conditions for our employees, customizing and equipping all our areas working with the materials necessary for our field of work. The office space is friendly and user-friendly, ergonomically designed, encouraging time together and during lunch breaks. Depending on the location, employees have access to coffee, tea, fruit or natural juices.

Plus, because we encourage reading, each location has a library of its own, giving employees easy access to books and allowing them to read even during working hours. Employees also have access to a significant number of books in digital or audio format.

We believe that a positive attitude is the key to employee well-being, so we emphasize a relaxed and friendly atmosphere at work. We are open to employee development needs and consider professional development goals. We have a training budget available for all employees and encourage development as a daily practice. We monitor everyone's progress in semester evaluations.

For us, success is defined by the evolution of our colleagues, so investing in people remains the most rewarding and most important factor in the sustainability of our business. Creating an environment where people are constantly pushing their limits in a rapidly growing business is one of our biggest challenges.

What we set out to do

- Increase the number of education and training programs for employees.
- Increased involvement in community development.
- Promote education by supporting specific programs.

2023 confirmed, through the results achieved, the acceleration of the team's learning and development process.

Recruitment

Our recruitment and selection policy for and personal vacancies or new positions, as well as the succession plan for certain categories of key roles, provides that priority is given to internal sources, whether the professional profile of the employee meets the requirements of the vacancy. Our benefits also include opportunities for professional growth.

We have developed a customized onboarding program for each business area, which includes role-specific training, integration into the wider Autonom team, understanding of the organizational culture and ongoing support during the settling-in period by assigning a dedicated colleague. We are constantly looking to improve the induction and integration process for new colleagues. As such, each new employee has weekly discussions with their line manager and get to know each other meetings with members of the teams they will be working with, as well as other colleagues.

In addition, as soon as you join the organization, since we want learning to be one of the unmissable elements of the daily routine, we discuss the training plan and recommended books for the first months of your work. Evaluation of the onboarding process takes place after the first 2 months. By means of a feedback questionnaire, we take the pulse of their integration into the new team and their adjustment to their new role.

Upon joining the organization, because we want learning to be a constant part of the daily routine, we discuss the training plan and recommend books for the first few months.

Evaluation of the onboarding process takes place after the first two months. Using a feedback questionnaire, we assess integration and settling in with the new team.

Employees benefits

The benefits we offer our employees are designed to motivate them, increase their performance and ensure their retention and are designed to support the various situations encountered in everyday, professional and personal life.

In addition to the salary component, we offer employees a range of benefits tailored to their role in the company:

- Annual bonuses.
- Meal vouchers.
- Reimbursement of transportation expenses from/to work, as well as 50% of the gym membership.
- Unlimited access to Autonom libraries.
- Participation in sports events and marathons.
- Preferential car rental rates.
- Paid days off for special family events.
- Private health insurance for all employees, private pension packages.
- Pillar III pension fund - the company doubles the amount up to a maximum of RON 160.

For colleagues who have the position of Customer Service Agent, we have an additional insurance covering accident and hospitalization, fully paid by Autonom.

Parental leave

All employees are entitled to parental leave, regardless of gender. We aim to encourage a work-life balance and make it easier to adjust to returning and integrating into the workplace after parental leave. As a confirmation, 31 employees requested and received parental leave in 2023, of which 13 employees returned to work after the end of parental leave in previous years.

	2022	2023
Total number of employees on parental leave	16	31
Women	15	27
Men	1	4
Total number of employees returning from parental leave	9	13
Women	8	9
Men	1	4

Staff turnover



Representation by seniority in the total number of employees over the last two years:

Seniority	Total 2022	2022%	Total 2023	2023%
Less than 1 year	176	37.13%	151	28.44%
Between 1 and 3 years	105	22.15%	190	35.78%
Between 3 and 5 years	57	12.03%	48	9.04%
Between 5 and 7 years	38	8.02%	43	8.10%
Older than 7 years	98	20.68%	99	18.64%
Total employees	474	100%	531	100%

Average seniority



Staff turnover by category 2023

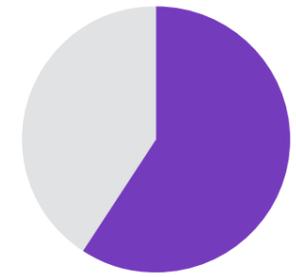
	New employees		Employees who left	
Gender	Number	Percent	Number	Percent
Women	46	30%	27	18%
Men	107	70%	124	82%
Age group	Number	Percent	Number	Percent
Under 30 years	129	84%	121	80%
30-50 years	24	16%	30	20%
Over 50 years	0	0%	0	0%
Location	Number	Percent	Number	Percent
Headquarters	43	28%	23	15%
Agencies	110	72%	128	85%
Total	153	-	151	-

Over the last three years, the staff turnover has been relatively constant, in the context of staff volatility from the market, but we are concerned and constantly attentive to the variables, reasons and influencing factors on this one. The highest cumulative turnover rate is at agency level, in the category of men, under 30 years, the majority of whom are in 'entry level' customer service agent positions.

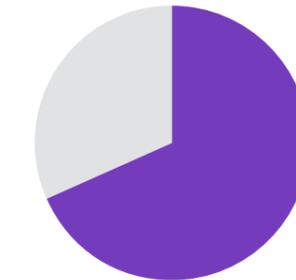
The staff retention rate, calculated according to the formula below, has increased over the **last 3 years from 59.19% in 2021 to 71.56% in 2023.**

Staff retention rate = (no. employees end year - employees leaving) / no. employees end year * 100

Departures from the organization in 2023 were conducted amicably, with the agreement of the parties, and employees in this situation are invited to participate in an exit interview and provide feedback about their experience, including interactions with colleagues, reasons for leaving, applicability of knowledge gained, and suggestions for improving the work environment at Autonom. The collected responses are analysed on a monthly basis by the management team to feed into further action.



2021: 59.19%



2022: 68.35%



2023: 71.56%



4.1.2. Health and safety at work

In the spirit of our commitment as an organization, we consider the health and safety of our employees a top priority. We are committed to providing a safe and healthy working environment in accordance with the highest health and safety standards. In doing so, we strive to create a safe working environment with minimal risk of accidents, injuries or occupational diseases. We are constantly concerned about the needs of our employees in terms of the equipment, devices and instructions needed to maintain a safe and compliant workplace.

Internally, we have developed and implemented an occupational health and safety management system in accordance with **ISO 45001**, as part of the integrated Quality-Environment-Health and Occupational Safety system, covering all operational processes in which Autonom employees are directly involved.

The management system includes complementary procedures for risk identification, assessments, communication, training, training, internal audits, control and monitoring, legal compliance and compliance with other requirements, management review and SSM management plans.

In line with this standard, we have developed a system and a set of internal procedures that help us to identify and comply with all applicable legal aspects of occupational health and safety, establishing a consistent process for risk identification, assessment and communication.

We have succeeded in making the transition to digital training since 2022. The system is useful both for tracking SSM information internally and for continuous improvement of operational processes, keeping SSM risks under control and is audited internally at least once by a second party and once more by a third party. The risk assessment process leads to a Prevention and Protection Plan based on which we develop specific prevention initiatives.

In addition to specific trainings addressed to mitigate risks, we conduct specific awareness trainings to reduce or eliminate risks at the operational level.

Employees are trained periodically, according to the training topics, every 6 months for the TESA staff and every 3 months for those who drive company cars.

We have organized an Occupational Health and Safety Committee, Internal Prevention and Protection Service and Risk Assessor.

The Internal Prevention and Protection Service aims to internally assess the risks of the SSM for all functions and workstations in the organization and to ensure the best conditions in the work process, to protect the life, physical and mental integrity, to preserve the health of workers or other persons participating in the work process.

All employees' regular medical check-ups are carried out based on an occupational medicine contract signed with the MedLife partner clinic, and on request, employees can request specialized medical assessments based on the medical subscription they benefit from.

At the meetings of the Occupational Health and Safety Committee (OHS Committee), issues and legal requirements regarding labour protection regulations, problems encountered by employees and actions to prevent them from falling ill are discussed, as recommended by the occupational physician appointed by the partner clinic. He presents an annual report on Autonom employees at the CSSM meetings and mentions possible critical points.

Employees can address important SSM issues in these CSSM meetings through the representatives. Preventive actions established in the CSSM are addressed internally, through internal processes, by department heads to prevent risks at the operational level. CSSM meetings are held quarterly with active participation of members.

4.1.3. Maximizing potential: developing and retaining talent

We are dedicated to providing 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.

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 general principles for setting employee remuneration policies are as follows:

- Attract, retain and motivate the best professionals.
- Rewarding achievement.
- Maintain competitiveness and align remuneration with good governance recommendations.
- Promote transparency on remuneration and the criteria for determining it.

The management team is very stable with low staff turnover. Autonom has implemented a succession plan for the top ten managers in the organization.

Training and professional development

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. All our employees have completed or are in the process of completing higher education.

The planning process for training programs includes both legislative requirements for periodic certification and authorization in our field of activity, activity specific qualifications, first aid courses or specialization and refresher courses in various areas (GDPR, SSM, sustainability, damage adjusters etc.), as well as development programs derived from the organization's strategy and aligned with the organizational culture.

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

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

2022	2023
8,405 courses	7,897 courses
31,718 training hours	33,717 training hours
Target training hours 102.5%	Target training hours 290%

Number of training hours for the year 2023 at position level in the organization

Hierarchical level	Number of courses	Number of hours	Number of people	Male	Female
Senior Management	50	445	3	3	0
Middle Management, Departments	244	1,372	12	4	8
Middle Management, Agencies	534	1,665	26	19	7
Other functions, Departments	3,113	12,489	181	67	114
Other functions, Agencies	5,526	15,581	451	390	61
Total	9,467	31,552	*673	483	190

Note: *673 = total number of employees, including those no longer active at the end of 2023

Average training hours over 2023, available by gender:

Gender	Number of employees	Number of training hours	Number of courses	Average number of hours/employees
Women	190	16,140	3,665	49.19
Men	483	17,577	4,232	48.90

In 2023, employee training was conducted mainly through online sessions, including trainings, webinars and workshops, supported by both external providers and colleagues acting as internal trainers. The quality of the training and satisfaction of participants training

programs are evaluated after each training session. These evaluations take into account the quality of the course content and materials, as well as the trainer's preparation and availability.

Examples of external course/programme	Number of course hours
English courses	1,628
Individual coaching courses	625
BISM (Bucharest International School of Management) - Fast Track MBA	295
Sales efficiency	112
TREND (Leadership Journey și Management Journey)	59
Customer Care	40
Sustainability School – ASR	12

Case Study Competition 2023 is a two-day academic competition in which teams of up to 6 participants are given a case study. On the second day, each team presents their solution, and the winner goes on to the next international stage. During the competition, internet and telephone access is prohibited and discussions and presentations are in English only. Participants confirm that it is a challenging stage, but also an unrivalled learning experience. In 2023, 5 colleagues took part in the competition.

The TREND Leadership Journey (TLJ) and **Management Journey (TMJ)** are minimum six-month training programs that focus on the personal interest of the participants and involve interaction with other participants, inside and outside the organization, to give them broader exposure. These programs are made up of several modules that include aspects of consulting and experiential learning methods, with the aim of provoking powerful breakthroughs on a personal level. In 2023, TLJ was attended by 4 colleagues with more than one employee, while TMJ was extended to those with only one employee, attended by 5 colleagues.

BISM (Bucharest International School of Management) offers the MBA experience in a condensed format, developed under the Fast Track MBA. The program lasts 21 days over 4 months, combines theory with practical exercises, providing the knowledge necessary for a manager adapted to modern requirements and is based on interaction and added value through meetings between lecturers and participants, seniors, managers and entrepreneurs from various industries. As of 2023, 14 colleagues have completed the program.

SustainAbility School is an education program in sustainable management, dedicated exclusively to employees of member organizations of the Sustainable Romania Coalition program of the Embassy of Sustainability in Romania. During weekly online meetings, specialists from the private, public and non-profit sectors, both Romanian and international, are

invited, together with which is approached a theme from the 17 Sustainable Development Goals. Since 2022, this program has been regularly included in the weekly training timetable, for which colleagues can opt to attend directly or view retrospectively in the course platform. At two of the 2023 editions we were also invited as a trainer.

Sales effectiveness - is another program developed and supported by TREND, designed to meet the developmental demand of people who want to improve their selling skills, increase their ability to connect with the customer, prospect in consultative selling and beyond. Our colleagues went through all phases of a transaction, from prospecting the market to closing, including greeting the client in a professional manner, discovering customer needs, active listening, asking valuable questions, dealing with potential objections etc. As methodology they had role plays followed by analysis and feedback, discussions between participants, knowledge quiz, working groups and exercises. In 2023, 35 colleagues participated in this programme, organized in three groups.

Given the critical role sustainability plays in our education and training programs, we have integrated perspectives on general and specific sustainability topics into specially designed programs. In March 2022, we launched the **"Internal Sustainability Training"** project, through which our Sustainability department facilitates learning on sustainability. Participation is open to all colleagues, and the meetings are scheduled and referenced in the weekly training schedule and are conducted through the Zoom platform.

Those unable to attend live will have the opportunity to watch the recordings. Topics covered include Autonom's Sustainability Strategy and Goals, food waste, separate collection, the Plastic Free July initiative and adopting responsible habits.

In the year 2023, we had the pleasure to have as guests Lorita Constantinescu, Development Director of the NGO "Ateliere Fără Frontiere", Iulia Dorobanțu, Co-Founder

of Charger.ro and two representatives of the Tesla Happy Club Owners, Dan Dumitru and George Miu, with whom we debated the topic "How to drive an electric car efficiently?".

In-house trainings, supported by employees

In addition to external training sessions on various topics and personal development programs that provide gradual growth opportunities for participants, Autonom employees also benefit from in-house courses. Based on the idea that teaching is the most effective way of learning, any employee can give in-house courses on a chosen topic of interest. Attending them can lead to promotion to new hierarchical positions, thus giving new experiences and professional satisfaction. As part of our in-house programs, we offer language courses, specialized training tailored to departmental needs, project management, defensive leadership courses and more.

Internal courses held during 2023	Hours
Preventive driving	70
Points of you	31
Project Management	22
Cultural Inclusion	18
Situational leadership	17
Monthly training on sustainability	7

Internal programs and initiatives

How do we make ensure we are evolving every day?

Autonom recommends reading as an essential part of routine and personal and professional development. All colleagues are encouraged to read at least one book a month, covering topics as varied as business, psychology or personal development.

Each colleague also has the possibility to recommend a favourite title via the business cards. The number of books read by colleagues records a steady growth from one year to the next, which we are delighted about as it is a confirmation of the company's sustainable development.

On the company's website we have a [list of recommended books](#), and occasionally we offer our customers, including as Christmas presents, a selection of new books that we publish in collaboration with Publica. This initiative is another way in which we contribute to promoting reading and encouraging the personal and professional development of our colleagues, partners and our community.

Other examples of internal initiatives

Innovation of the month is a project where employees can express their ideas that have a direct impact on the company's development. Each month, we collect, select and implement innovation proposals received from colleagues. In 2023, we received a total of 1,394 innovation proposals. The monthly team meetings necessarily include a learning and interaction component between employees, with the aim to strengthen the team and share best practices.

Thus, we ensure that the defining elements of Autonom's culture and related management principles are perpetuated: discussions about centralizing figures for an applied financial approach, icebreakers for better team cohesion, discussions about monthly books and innovations to maximize their impact and usefulness, and learning sessions where anyone can share knowledge, even if it is not directly business related.



2021

1st semester: 1,370
2nd semester: 1,524



2022

1st semester: 2,080
2nd semester: 2,779



2023

1st semester: 2,908
2nd semester: 3,000

The daily book recommendation is another internal initiative to encourage reading and sharing ideas discovered in books. Each day, a nominated colleague shares their ideas from a book that has impressed them, then hands the baton to another colleague. In 2023, 218 books were recommended by our colleagues.

#LearningTipofTheWeek - is a weekly Newsletter that we send to our clients and subscribers from our communities. It contains learning pills of leadership, values, organizational culture, best practice examples, fresh air for the mind from remarkable people, valuable ideas from books and information on how we can talk about #sustainabilitywithresponsibility for #dailyevolution. In 2023, 51 episodes were produced, together with project partners Trend Consult, Leaders Foundation and Andreea Rosca.

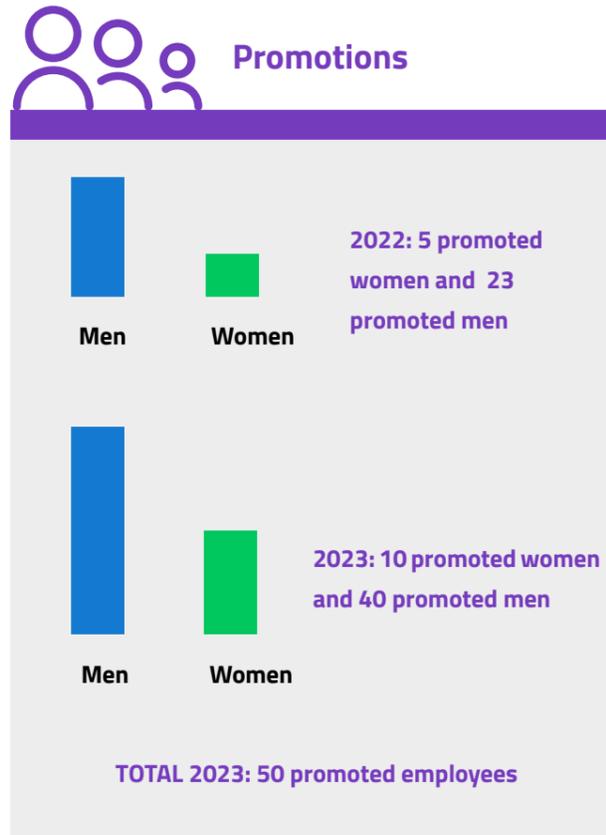
Performance Evaluation

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 Labour 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. From this year onwards, the retrospective part of the evaluation sheet was automated as an export from the internal monitoring system HITS.

The evaluation 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)

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.



4.1.4. Cultivating inclusion and respect in the organization

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.

We understand the difficulty of access to our mainstream rental services for people with certain disabilities and strive to be proactive, offering as an alternative our

chauffeured shuttle service. In the last 3 years we have had no such short-term rental requests, and for operational leasing services cars can be customized according to the communicated need.

4.1.5. Promoting human rights in the context of sustainability

Respect for human rights in Autonom means a firm commitment to protect and promote the dignity, equality and fundamental rights of all employees. We are committed to identifying and remedying any possible human rights violations.

Effectiveness of actions taken

In 2023, like previous years, there were no work-related accidents, occupational illnesses or fatalities attributable to workplace risks and hazards.

Also, no incidents of discrimination, complaints and severe human rights impacts have been identified within Autonom.

During 2023, we organized **10 national teambuildings, bringing together 367 colleagues** from different departments and regions. These meetings aimed to improve communication between colleagues working remotely and their counterparts, optimize operational tasks and work procedures, and facilitate getting to know colleagues personally to mitigate conflicts.



4.2. Community involvement

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. Our employees are also constantly involved in educational, social and sports projects or various volunteer projects. Community involvement is Autonom's commitment to make a positive contribution to society.

We are committed to being an active and responsible partner in our community, supporting social and environmental initiatives and investing resources and time in projects and actions that bring sustainable benefits to people and the environment.

Explaining the impact

Material aspect	Economic impact	Social impact	Environmental impact
Community involvement	By getting involved in social projects both internally and externally we contribute to the economic well-being of the communities we serve and create long-term partnerships that are beneficial to all parties involved.	We offer support in various forms, including financial support for actions that support education projects, business-entrepreneurship, environmental awareness, sports, arts or even direct support to local communities projects. We collaborate and support NGOs with whom we share common values, developing projects together or providing them with mobility services, thus expanding the scope of positive social impact.	We support and initiate CSR projects in communities related to environmental awareness, but also to the development of green infrastructure and energy to contribute in this way to the reduction of negative environmental impacts.

Impact management

Autonom has a strong group-wide tradition in areas such as sponsorships, donations, social responsibility and sustainability. Engaging and developing the communities we are part of has always been in our team culture and habits.

Being a responsible company means continually investing in society, responding to the needs of communities, acting in various directions and supporting initiatives that contribute to the development of a values-based ecosystem. In 2023, Autonom and the Autonom Foundation continued to directly and indirectly support the fields of education, sports, culture, environment and entrepreneurship education.

Education

Putting education and communities at the heart of what we do has always been in our DNA and that of the Autonom team and is one of the core values on which our organizational culture is based. Education is the sure path to change and evolution, and it is investment in education that yields the greatest return in the long term and is the way in which we can impact the future of our society.

The motto "Evolve Daily" guides our actions and inspires us to contribute to the formation of characters and the development of adults with solid values and principles, supporting projects dedicated to the development of children and the improvement of the education system.

Culture

We aim to be a reliable partner to the cultural sector, as the arts play a vital role in shaping public awareness and keeping communities cohesive. Through a passion for music, theatre, film and other art forms, people come together, learn from each other and enjoy quality time together. That is why we have supported cultural events such as the George Enescu International Competition, the film tour of Tudor Giurgiu's "Libertate" and festivals such as Sunscreen Festival, Flight Festival and Electric Castle.

Sport

Being always active and having a predilection for running in Autonom, we decided to promote sport as a lifestyle. And in 2023, we were partners of the Bucharest Half Marathon, Bucharest Marathon and Transmarathon. Sport has the power to unite people, giving them the strength to connect, learn and overcome barriers. We also supported an event for the cycling community, like the one organized by the Riders Club.

Environment

As promoters of a responsible lifestyle, we have maintained our community involvement in 2023, starting from the awareness of our actions and the impact we have on the long term. Out of our desire to contribute to the increase of forested areas in Romania, as well as cleaning certain areas of waste, we were present at 7 planting initiatives organized by the NGOs **Act For Tomorrow, Viitor Plus and Plantează în România**, as well as 3 cleaning initiatives. The #TeamForNature was made up of 120 enthusiastic volunteers from several cities, who dedicated a total of 67 hours to make their mark on the environment.



Volunteering in Autonom

Active participation in the community is one of the responsibilities of our employees. We encourage them to identify and get involved in initiatives that respond to the diverse needs of the communities they are part of. These actions take place both on an individual and company-wide basis, taking place both during working hours and on their own time. In 2023, over 400 colleagues participated in volunteer activities, dedicating 3,192 hours to these programs.



Effectiveness of actions taken

Investments and direct results in the community

- We continued to support projects (culture, environment, sport, education) worth RON 1,581,303 and supported 30 organizations
- The largest contribution was to the Autonom Foundation, totalling RON 600,000, to support education projects in which Autonom employees are directly involved as volunteers
- The total amount allocated in services, in the form of sponsorship of mobility services was the equivalent of RON 1,268 thousand, amounting to 2,120 rental days, supporting 30 organizations and honouring 92 requests
- Over 400 colleagues have chosen to volunteer again this year, dedicating 3,192 hours in programs running educational projects in their communities

reason why the Autonom Foundation was born. Because we all want to contribute to the development of education, our team of volunteers is, in fact, made up of the team of employees of the Autonom Group.

"We are the generation with the power to change the world. Let's use that power to create a sustainable future for all."

— Isra Hirsi

Since the company's inception, Autonom's vision has been to be a genuine business model and to have a positive impact on society and the environment. Involvement in the communities we are part of by supporting education is part of integral to our organizational culture and the



Environmental education events

In 2023, we also wanted to support educational initiatives to protect the environment, and so we became a road partner of the **Nature Talks Association** and the environmental education program **"Green Week in Romania"** through which Nature Talks trainers, together with Autonom volunteers, held environmental workshops on air pollution, food waste, separate collection and energy efficiency for more than 6,000 students from 20 counties and 50 schools in Romania. 27 colleagues joined the project in 2023 and we will continue it in 2024.



Purple Night Romania 2023 initiative

Together with the Romanian Diversity Chamber of Commerce (RDCC) and all the partners involved in the Purple Night Romania 2023 solidarity campaign, we are proud to be part of a community that joins forces to promote inclusion and fight against discrimination. On the occasion of the **International Day of Persons with Disabilities**, organized annually on December 3rd, it was a privilege for us to convey our message of support for people with disabilities. 46 colleagues from across the country joined this initiative by displaying or wearing a distinctive item and conveying the message of solidarity to those around them.



Autonom Foundation

In 2023, we have continued to carry forward our mission to invest in the education of future generations and to develop, through the Autonom Foundation, **235 educational projects**, reaching a total of 1,075 in **11 years of activity**. Our colleagues have reached more than 10,000 beneficiaries in 98 localities in Romania, and we are happy that our program, developed entirely by us, **"Become AutonOM" (Devino AutonOM)**, has reached 29 schools in 19 localities, with 671 students as beneficiaries.

Indirect impact, through the Autonom Foundation:

- *The total amount of money allocated to projects through the Foundation was RON 892,806.25, an increase of 41% compared to the previous year.*
- *Again, this year, NGOs were the main community partners, but we also continued to provide support to public institutions such as educational institutions.*
- *Over 400 colleagues have chosen to volunteer again this year, dedicating 3,192 hours in programs running educational projects in their communities.*

Teach for Romania

Together with our partners at Teach, we were delighted to participate in the recruitment and selection process of future public-school teachers, whose role will be to provide children from vulnerable backgrounds with unimpeded access to quality education. In 2023, 20 colleagues formed mixed teams with organisations's representants and took part in the recruitment of the next generation of teachers, which will end in May next year.



"Become AutonOM" program is a series of 10 workshops held during the school's guidance classes, on topics such as: self-awareness/development, financial education, emotional intelligence, the importance of values, volunteering and reading, how to fight bullying, sustainability.

"Reuse and create - creative workshop" project

The project was inspired by the idea of reusing different containers and giving them a new life with the help of the imagination of 29 students from the "Liceul Teologic Ortodox Sfinții Împărați Constantin și Elena" from Piatra Neamt. Following the example of four classmates who presented a candle model made from a jar, the students used their creativity to colour and decorate the containers as they wished.

During the activity, the importance of reusing resources and the advantage of creating your own personalized toys based on your own imagination, was discussed. The emphasis was also on the importance of keeping the environment clean and discovering the many ways in which an object can be reused.



"Support for the Tășuleasa Social Centre" project

34 colleagues from the sales team spent two days at the Tășuleasa Social headquarters and organized in 4 groups, enjoyed an exchange of experience with the volunteers who constantly support this project. They were responsible for collecting waste and metal markers on a 42 km route, preparing wood for the coming winter and sanitizing the forest area. The project ended with a well-deserved bonfire, during which our colleagues learned the story of the Via Transilvanica route, as well as the future plans of the Tibi and Alin Ușeriu brothers.



"A book for Christmas" project

At the end of the year, we joined the initiative to collect books for the library of the "Ana și Copiii" Association, especially for children from the centres or from families with limited financial possibilities. The project has spread nationwide, and our colleagues have donated over 500 books from their own libraries. In addition, several partner publishers have responded positively to our initiative, donating dozens of books for the same cause, together with the Autonom Foundation.



4.3. Customers and end-users

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 with responsible marketing practices. Data security, satisfaction of our customers and suppliers is important and we pay great attention to their fulfillment.

We are firmly committed to ensuring that our customer experience is always of the highest quality and that we conduct our business with integrity and transparency. We strive to always be responsive to customer feedback and continuously improve our products and services to meet their needs and expectations.

Explaining the impact

Material aspect	Economic impact	Social impact	Environmental impact
Customers and end-users	Continuous improvement in the quality of the services we offer is only possible by collecting and reflecting on the feedback we receive from our clients. By focusing on market needs and fair business practices, we ensure business continuity while also meeting the associated legislative requirements.	In our field, the quality of the services we provide includes promoting customer safety. In order to avoid accidents, we conduct in-house preventive driving courses, also held outdoors for our partners and customers.	The sustainable mobility solutions we make available to customers in an easy and safe way and the positive experiences we offer, indirectly result in promoting sustainable consumption behaviour and steering customers towards more environmentally friendly options.

Impact management

4.3.1. Data protection and cybersecurity

Within our organization, data protection and cybersecurity are our commitment to protect the confidentiality and integrity of customer information and our data by implementing advanced measures and technologies to prevent unauthorized access and cyber-attacks.

Improper data management can have direct security effects, such as loss or theft of personal or commercial data of our customers and/or employees, which would impact the company both financially through sanctions from the authorities, and reputational, by damaging the

brand image. Potential vulnerabilities to cyber-attacks can also damage our customers through potential financial losses.

The management of environmental data is equally important for the company, improper management can lead to environmental compliance problems and poor value chain monitoring of related impacts.

Data security

Our commitment to providing high quality services to our customers involves a particular focus on data security. We are committed to registering and implementing appropriate solutions to ensure the ongoing security of all customer data. Given our scope of work, which involves the use of a wide range of equipment and technological facilities, we implement dedicated systems to provide a high level of protection against cyber threats, such as firewalls, anti-virus programs and security software.

To protect sensitive data against unauthorized access, unlawful processing or disclosure, as well as against accidental loss, alteration or destruction, Autonom has implemented and constantly updates organizational and technical policies and procedures as an integral part of corporate information security management. These are continuously adjusted to keep pace with technological advances and organizational changes. Some of the current operational processes are digitized and we will continue this trend.

GDPR compliance

Within the organization, we comply with European requirements on the protection of personal data (GDPR) and data privacy of our customers or users of our communication channels and we undertake not to transmit this data to third parties.

We are dedicated to responding seriously to any justified requests or requirements received from European authorities regarding breaches of customer privacy, complaints from third parties or complaints from regulatory bodies.

Autonom has a Data Protection Policy that includes relevant information on sensitive data or other types of data the organization protects and the related control and monitoring processes. Our policy is publicly available and can be found [here](#).

4.3.2. Road safety for colleagues and customers

In accordance with our car rental and operational leasing procedures and related contracts, we aim to fully manage the maintenance and repair of the vehicles in our fleet and only occasionally leave this to our customers. Car repairs are carried out with authorized partners with whom Autonom has strict maintenance contracts. This minimizes the risks regarding the impact on the health and safety of our customers but also compliance and risk mitigation in terms of legislation, taxes and duties. The specialized services we offer include in preventive maintenance and warranty services for used cars sold.

We have a significant number of partners throughout the country who work closely with the Autonom teams to provide any repairs or services needed to maintain the machines and keep them in good working order.

Average fleet mileage is 20,847 km per car per year, all vehicles have received thorough maintenance according to manufacturers' recommendations and additional wear and tear work.

In 2023, 163 vehicles were recalled in service for various reasons (ECU software update - 102 units, SOS system check - 8 units, airbag system check - 16 units and for other reasons - 37 units). Recalls are requested by the importer or car dealer to Autonom and then the call centre department takes over the request and scheduling of interventions in the service units.

In our field, the quality of the services we provide includes promoting customer safety. To raise awareness and limit the occurrence of accidents, we have continued to run preventive driving courses supported both internally and externally for our partners and customers.

For the year 2023 the existing car fleet has not been monitored in terms of NCAP classification.

4.3.3. Responsible marketing practices

Our products and services, by the nature of our business, have no direct impact on consumer health and safety.

Through our Google My Business pages, we receive constant feedback and manage potential compliance incidents. We have a close and open relationship with our customers, and we strive to respond in a timely manner and to integrate even negative feedback into our subsequent communication.

4.3.4. Sales and market practice. Customer satisfaction level

Dedicated colleagues. Involved partners. Satisfied customers

Communication with customers is a direct reflection of their experience with our brand. Feedback is a great way to learn more about our customers and the quality of our service. We work with our customers every day and strive to give them a the best possible experience, while also being close to their expressed need including through feedback related to different interaction processes, such as negotiation, delivery, various services (tire change, car pick-up/drop-off). By analysing this feedback internally, approach strategies are defined, the intensity of communication and flows between different agencies/ departments involved in the whole evaluated process are controlled, contributing to the improvement of service quality and the evolution of organizational culture.

Autonom’s quality service culture is based on collecting feedback through the NPS (Net Promoter Score) method, which aims to increase the likelihood of being recommended by our customers. This method is characterized by asking a single question with the possibility to bring clarifications or additional details (if necessary).

In late 2022, at our initiative, we started an external audit process to evaluate the NPS score. We want the interpretation of this score to reflect our activities as accurately as possible and to identify possible areas for improvement to address in the future.

Responses received are recorded in three total groups:

Detractors: customers who may provide a negative review because they have expressed dissatisfaction with our company and may discourage others from working with us. On a scale from 0 to 10, detractors rate between 0 and 6.

Passives: customers who are satisfied but feel that their experience with our company could have been better. These customers rate the likelihood of recommending us to others as a 7 or 8.

Promoters: customers who highly value the company, remain loyal and actively recommend our brand. These customers rate the experience 9 or 10 out of 10.

To find the NPS score we can use the formula:

$$NPS = \% \text{ promoters} - \% \text{ detractors}$$

$$\text{Percentage promoters} = \left(\frac{\text{Number of promoters}}{\text{Total respondents}} \right) \times 100$$

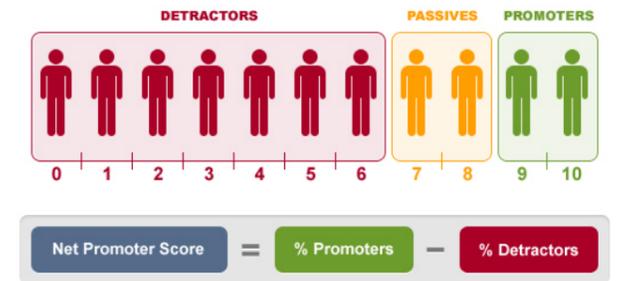
$$\text{Percentage detractors} = \left(\frac{\text{Number of detractors}}{\text{Total respondents}} \right) \times 100$$

An NPS score of 50 or higher is considered very reputable, and a score of 75 or higher is highly impressive.

At the 2023 level, the weighted average of the collected scores was calculated at 9.81, pertaining to the following feedback categories: Auto Delivery, Interventions, New Customers and Tire Change:

- **Car delivery 3,413** questionnaires (response rate 87%), Score = 9.88
- **Interventions 22,028** questionnaires (response rate 82%), Score = 9.79
- **New customers 384** questionnaires for (response rate 77%), Score = 9.63
- **Tire change 9,571** questionnaires (response rate 80%), Score = 9.83

In terms of the new categories, Decision Drivers and Lost Customers, the state of feedback received in 2023 was encouraging, with the NPS score for customers who chose to opt out of working with Autonom still close the lower end of the excellence range.



Lost customers 327 questionnaires (68% response rate)

Decision makers 1,734 questionnaires (65% response rate)

From March 2023 we have extended the methodology and collecting feedback and related to car rental on short-term, related to the rent division. The data collected is analysed in detail, with granularity at both regional and agency level, to make informed and personalized decisions and actions based on customer ratings and feedback. By year-end we had sent out 17,243 questionnaires, with a response rate of 17% and a calculated NPS score of 94.

Effectiveness of actions taken

In 2023 we organized 31 internal preventive driving courses attended by 419 colleagues. These courses were also conducted on demand and externally for various partners, totalling 45 participants in 3 external courses.

In 2023, like previous years, as part of our data and complaint monitoring process, we had no incidents of personal data leaks or complaints, no theft or loss of customer data, no security breaches or malware contamination.

There were also no complaints about breaches of personal data management rules, no valid complaints received about breaches of customer privacy, no complaints received from other external parties, no complaints received from regulatory bodies.

At the 2023 level, like previous years, there were no incidents of noncompliance related to the provision of information about products and services, incidents of noncompliance related to marketing communications.

At the end of 2021 we started an innovative project for one of our clients, Corporate Car Sharing, aimed at streamlining the use of the company's fleet. It also achieved satisfactory results, confirming the potential of this service. In 12 months, we have registered over 1,143 users in 20 locations and helped companies optimize their pool car fleet sizing by up to 40%, while optimizing car utilization rates.



4.4. Employees in the supply chain

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.

Through active monitoring, regular assessments and open dialog, we strive to identify, remedy and prevent any potential problems related to employee rights in the value chain.

Explaining the impact

Material aspect	Economic impact	Social impact	Environmental impact
Employees in the supply chain	Good collaboration with our partners allows us to develop together customized services that meet the needs of our customers. And the transparency and accountability with which we manage these partnerships positively influence our company's reputation and therefore benefit the development of our business.	Through partnerships we promote Autonom values in our social and business interactions. Close collaboration with our partners allows us to closely monitor supply chain activities. In this way we can prevent or manage in a timely manner any potential negative impacts that may impact customers, employees and communities.	Autonomy in ensuring accountability, including in the supply chain, can make a positive impact on the environment by reducing and eliminating those activities that harm the environment. We pay particular attention to partnerships for the safe and environmentally sound decommissioning of the resulting waste.

Impact management

We believe that failure to respect the rights of employees in the value chain can lead to a negative impact around compliance, image and reputation, as well as in the community and business environment. As a result, Autonom has processes in place to manage the impact by getting to know our partners as well as possible, creating sustainable partnerships, based on shared values, ethics and mutual respect.

As an integrated mobility provider with an important role in the value chain, we understand that the impact of our work is not just internal, in the organization, through

the way we manage our business, assets, human and financial resources, but also indirectly, on the entire value chain. We constantly strive to be a best practice example of sustainable business development in the long term and to develop partnerships together that make a real positive impact in the community.

The post-pandemic context, with its influence on delivery times, coupled with price adjustments and the presence of inflation in several cost categories, has led to increased interest in our operational lease product.

As a long-term fixed-cost contract, it offers predictability as a form of inflation protection and good outsourcing with multiple advantages. Also, delays in the delivery of new cars as well as uncertainties in the market have led to an increase and appreciation of the flexibility of ridesharing and rental solutions in the short to medium term to meet immediate mobility needs.

In the value chain diagram presented in subchapter [1.7. Value chain](#), we have identified the supporting and primary activities at Autonomous level. The optimal targeting of all these resources, the linkages between them and the potential risks, translates directly into the success of our business and financial results.

We are attentive to partnerships that ensure that the resulting waste (household, separate collection, tires, oil, WEEE) is carried out in a safe and environmentally sound way, as well as decommissioned. For more details, please see section [3.4. Circular economy](#).

The company's business is dependent on the business of vehicle manufacturers and distributors and purchases vehicles from over 100 vehicle manufacturers and distributors, with a significant portion also coming through the integration of Premium Leasing suppliers, a company acquired in 2021. We aim to maintain a long-term relationship with these manufacturers and distributors that provides certainty regarding future vehicle purchases and the ability to diversify and ensure a steady stream of vehicle inputs into the operating fleet.

According to our Procurement Policy, our suppliers must make every effort and ensure that they comply with all legal responsibilities arising from the laws of the countries in which they operate. Suppliers must ensure that all employees understand and apply health and safety policies. We encourage suppliers to take all reasonable steps to prevent accidents and injuries.

Autonom prohibits the use of forced or compulsory labour in all its forms and will take all necessary measures to terminate any collaboration with its suppliers if there is a reasonable suspicion that one of them violates the fundamental principles laid down in the Universal Declaration of Human Rights or the fundamental standards of the International Labour Organization. Bonded labour is prohibited.

Suppliers must not ask workers for deposits or financial guarantees, nor must they allow or encourage workers to go into debt for recruitment costs, nor must they withhold wages in the absence of a legal contractual agreement. Suppliers must respect the right of workers to leave the workplace with reasonable notice and respect the right of workers to leave the workplace at the end of their working time. Providers must respect the national minimum age of employment and will have to refrain from employing a person below the legal age limit under national law. Suppliers will not allow children to work or exploit them in any way. If they are found to be working directly or indirectly for the provider, the provider will try to find a humane and effective solution, giving priority to the best interests of the child. Providers shall not employ young workers under the age of 18 at night or in conditions which jeopardize their health, safety or moral integrity and/or which would impair their physical, mental, spiritual or social development.

We require our business partners to ensure sufficient protection of the personal privacy rights of its employees and their personal data, as well as compliance with legal provisions on data protection.

Effectiveness of actions taken

Following the definition and implementation of the Sustainability Strategy we have become much more attentive to the impact that our partners, in turn, have on society and the environment and we have started to look for national partners for cost optimization and greater transparency, as well as monitoring and traceability of business links. In 2022, we structured and published a procurement policy, which considers the evaluation of environmental and social impact criteria. Data for 2023 indicates that approximately 10% of suppliers were also assessed on environmental (5.62%, 31 suppliers) and social (5.76%, 17 suppliers) criteria, up from only 6% in the previous year. No suppliers with a potentially major negative environmental or social impact were identified.

In the list of approved providers in 2023, there are 11 protected facilities, up from 9 in 2022.

Almost all our suppliers are local (national), with the exception of the automotive area, where we also had intra-EU suppliers. In 2023, the total amount of purchases from local suppliers of fixed assets amounted in 2023 to RON 494.92 million (=auto purchases RON 437.17 million + equipment leasing RON 57.75 million), and the amount allocated to miscellaneous suppliers amounted to RON 216.12 million. The direct purchases from external suppliers amounted to RON 9.22 million, euro equivalent.





Chapter 5

Sustainable business and governance

Good governance practices and transparency in reporting can set an example for the industry in which we operate. We encourage long term investment, financial stability and integrity in the business environment, and this leads to higher living standards in the communities in which we operate, starting with improving the quality of life for our employees.



90%

information is accessible
in the internal system

Transparency is a core value in Autonom, as 90% of the information is accessible in the internal system and every management decision is derived from the company's values.

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".

The complementarity of business lines in terms of the flexibility to move assets between the two main categories of services represents a major competitive advantage from a risk management perspective.

We focus on a high granularity of the portfolio (average fleet/customer ~ 5 vehicles) while keeping a top 10 customer share of less than 30% of total operational leasing and rent-a-car turnover.



5

average fleet vehicles/
customer



30%

a share of top 10 customers less than 30% of
total operating lease turnover

Achieving our strategic goals and objectives leads to business growth and development, contributes to the local economy and supports green economic development by providing sustainable mobility solutions to local communities and business segments. We attract sustainable funds that we direct into investments as a constant concern for business development.

The year 2023 was the 17th consecutive year of double-digit growth, with revenue increases in all major lines of business, but marked by rampant inflation and significant increases in interest related financing costs.

OBJECTIVES

High rate of customer satisfaction

82

Net promoter score/
Scorul net al promotorului

>82

96

1

- We continued the series of Business Elite events dedicated to local communities of entrepreneurs
- We continued our preventive driving courses internally or externally, at the specific request of certain customers
- I volunteered for the BVB Research project to obtain an ESG score
- We have promoted ESG policies and the transition to a low-emission fleet and have developed products and services dedicated to this end

Digitization

3

Numărul proceselor digitalizate

6

6

2

- We have introduced the electronic signature of the handover report for the rent division
- We have started the development and implementation of BI (Business Intelligence) in certain business areas

Visibility Top 5

in Romanian industry

3

- We have successfully tested a new approach in terms of social media communication to promote the brand
- We have taken important steps in building a more authentic communication that is in line with the brand's personality on social media and also in line with readers' expectations of a brand's presence on social media.
- We have significantly increased the number of events in which we have participated as partners (over 50 business, cultural and sport)

LEGEND:

- LAUNCHED INITIATIVES
- OBJECTIVE/TARGET
- OBJECTIVE 2023
- REAL 2023
- REFERENCE YEAR 2020

5.1. Corporate governance and compliance

Autonom's management is made up of experienced and dedicated professionals who lead the company with vision and integrity. We ensure that all our operations comply with relevant laws and regulations, and where there are negative impacts, we are committed to offsetting them through appropriate and sustainable measures.

Explaining the impact

Material aspect	Economic impact	Social impact	Environmental impact
Customers and end-users	Continuously improving the quality of the services that we offer is only possible by collecting and reflecting on the feedback we receive from our clients. By focusing on market needs and fair business practices, we ensure business continuity while also meeting the associated legislative requirements.	In our field, the quality of the services we provide includes promoting customer safety. In order to avoid accidents, we conduct in-house preventive driving courses, also held outdoors for our partners and customers.	The sustainable mobility solutions we make available to customers in an easy and safe way and the positive experiences we offer, indirectly result in promoting sustainable consumption behaviour and steering customers towards more environmentally friendly options

5.1.1. Company perspective in transparency and management of critical concerns

We conduct our business based on the principles of integrity, transparency and respect for society and the environment, with a systematic approach to risk management, compliance and promoting sustainability in mobility. The rules of conduct, the values and principles on which we are based, and the practices and processes we implement, influence the entire economic activity and profitability of the business.

At the same time, good governance practices and transparency in reporting can set an example for the industry in which we operate. We are confident that only by following our values and motivations will we achieve satisfaction in all areas of our business, but most importantly we will ensure business resilience. We respect our competitors and primarily focus on the

needs of the market in a fair manner. The agility which we approach challenges, adaptability and flexibility are key points that characterize us having a culture based on colleagues' evolution and "peace of mind for our customers".

5.1.2. Risk management and compliance

Effective and legally compliant risk management is essential to avoid financial penalties and damage to a company's reputation, with a direct impact on revenues and business continuity.

Risk management requires the integrated identification and assessment of strategic, legal and operational risks and the implementation of measures to mitigate them. Mismanagement can affect the environment, the well-being of employees and the community, leading to possible lay-offs, reduced quality of life or financial penalties. A proactive approach, through annual reviews



“Corporate social responsibility is not just about managing, reducing and avoiding risk, it is about creating opportunities, generating improved performance, making money and leaving the risks far behind.”

— Sunil Misser

and constant assessment of opportunities, helps to minimize risks and ensure sustainable business development.

Risk identification and management is the responsibility of the Compliance Officer and the Compliance Committee. They apply an internal methodology for risk assessment and quantification, providing recommendations to mitigate the identified risks and based on these, develop internal programs and projects that add value to the organization.

At Autonom, the risks identified with reference to the company's activity and the industry in which it operates are:

Price Risk and Liquidity Risk

Price risk in the car leasing and rental industry can manifest itself in losses on the sale of vehicles at the end of the contract period if the selling price is below the residual value. Fluctuations in the second-hand car market may adversely affect revenues from these sales.

Liquidity risk is associated with holding fixed assets. Our company assumes the residual value risk on vehicles used under operating leases and short-term rentals with an average of 24-48 months of utilization, thus generating profit or loss on their sale at the end of the contracts. Both the variation of the sale price of the used vehicle from its carrying amount and the associated risk are influenced by external factors.

Credit risk

Credit risk involves the possibility that the company's borrowers may not meet their financial obligations on time due to economic problems. To manage this risk, the Company diversifies its business lines, customer

base and exposure across industries and geographies. In addition, it constantly monitors the financial flows and the status of receipts and disbursements for each partner, maintaining close communication with them.

Cash-flow risk

The Company needs a strong cash position to cover its debt and planned capital expenditures, and its ability to generate cash or refinance its debt depends on several external factors. To finance its vehicle purchases, the Company borrows significant amounts annually through finance leases and credit facilities. Prudent financial management assures substantial cash reserves, maintaining adequate working capital even in the event of delays or declines in receipts over a longer period.

Risks related to fluctuations in interest rates

Most of the Company's financing contracts provide for a variable interest rate, dependent on EURIBOR or ROBOR. As a result, the company is exposed to the risk that these interest rates may increase during the term of the financing contracts, which could result in higher interest payments and could have a material adverse effect on the Company's business, financial condition and results of operations.

COVID-19 pandemic risk

The movement restrictions imposed by the COVID-19 pandemic on the territory of our country were completely lifted in 2022. The ability to adapt quickly to the new reality helped minimize the negative impact of the pandemic on Autonom's business and prepared management to respond appropriately if a new state of emergency is declared, or new restrictive measures are imposed. Investors are encouraged to consider the possibility of a negative impact of these events on the company's business.

Risks linked to the development of economic conditions

The dynamics of the company's business and profitability is mainly sensitive to the general conditions of the economic environment in Romania and the European Union, and a slowdown or recession of the local economy would be negatively reflected in most of the operational parameters.

Risks of non-compliance

We ensure that we are up to date with relevant legislative requirements in the areas of employee health and safety, the environment, personnel, finance and agency operations. We carefully monitor risks in all our operations and apply quality, environmental, occupational health and safety management standards (ISO 9001, ISO 14001 and ISO 45001). We are aware of these risks and manage them by constant information on legal requirements, strict compliance monitoring in various operational aspects and intensive training and regular assessment of employees.

Risks linked to the downturn in tourism and disruption in the air transport industry

Part of the company's business, more specifically short-term car rental services, is seasonal and may be affected by the evolution of tourism in Romania and the restriction of travel from other countries to Romania. In the event of a prolonged state of emergency or the imposition of general restrictions on air traffic to or from Romania, the rent-a-car line of business may be adversely affected. To manage this risk, management continuously monitors the activity of agencies located throughout the country, particularly those located at airports, to control operating costs related to their business.

Risks in the automotive supply chain

Autonom works with a list of over 50 vehicle manufacturers and distributors and is equally interested in supplying the various vehicle models in optimal numbers to maintain operations and in acquiring them on attractive terms. Not being affiliated to any international automotive group, there is no assurance that the company will be able to maintain a long-term relationship that provides predictability as to the need for future purchases, and the company may have difficulty in quickly replacing these manufacturers and distributors with other suppliers that can deliver the required vehicles on similar terms.

The COVID-19 pandemic has generated a global shortage that is anticipated to continue in the semiconductor and chip industry, directly impacting the automotive supply chain. We are seeing an upturn in the lead times for the delivery of ordered vehicles, also impacting our ability to renew the fleet on time as stipulated in our partner contracts.

Any limitation on the company's ability to renew its fleet may lead to an increase in the length of time vehicles are used and a decrease in customer satisfaction with the vehicles' compliance with expectations. At the same time, a prolonged operating life of vehicles may have a negative impact on the second-hand selling price of those vehicles.

Environmental and climate risks

Sustainability concerns and related performance have been a strong foundation for rapid implementation of a sound climate risk management process. Practicing governance on best practice principles allowed us to easily develop a fair TCFD (Task Force on Climate Related Disclosures) reporting framework and finalize the analysis in 2022.

The results show 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 more information on the climate risk assessment you can access the full document [here](#).

Other risks

We wish to convey to investors that the risks mentioned above are those most known to the company at the time of writing as having a material impact. However, it is important to emphasize that these risks do not exhaustively cover all aspects of the issuer's activities, and the company cannot guarantee that their list is complete. There may be other risks and uncertainties, unknown at the time of writing, that could affect the actual results, financial condition, performance and achievements of the issuer. Investors are therefore encouraged to conduct their own due diligence to properly assess the suitability of the investment.

Autonom Services received assistance from the EBRD (European Bank for Reconstruction and Development) in 2017 to refine its commercial risk policy. The complementarity of the business lines in terms of the flexibility to move assets between the two main categories of services is a major competitive advantage from a risk management perspective.

We pay particular attention to customer selection and monitoring. The management of the analysis process and financing decision making as well as the monitoring of their payment behaviour is performed by the Finance and Risk Department. Risk analysis includes the analysis of financial information as well as specific elements

such as management experience, legal history of the associates and administrators, seniority of the client in the provision of its object of activity, verification in CIP (Payment Incident Centre), verification of debts to the state, verification of pending files as debtor etc.

We use a scoring methodology to assess the risk and, depending on the client's risk rating, the financing conditions and guarantees required are established.

Clients are classified into four categories:

- very low risk (blue-chip).
- regular low-risk.
- regular medium risk.
- high-risk (unfindable).

In the case of non-blue-chip clients, Autonom ensures that payments are made on time by requesting personal guarantees from the administrators and associates through promissory notes endorsed in their personal name by them.

We discourage late payment by charging high late payment penalties (up to 1%/day after the due date). Within a maximum of 2 months of late payment of the due lease instalment, Autonom repossesses the vehicles and decides between selling or using the vehicles returned early from the operational lease contracts in the rent-a-car services, especially if the event occurred in the first part of the contract.

We focus on a high granularity of the portfolio (average fleet/customer ~ 5 vehicles) while keeping a top 10 customer share of less than 30% of total operating lease and rent-a-car turnover.

5.1.3. Business ethics and transparency

Sustainability is part of all our structures and a culture based on values and principles guides our work: honesty and integrity are fundamental to the company's evolution, and we implement both a concern for legal compliance and a responsibility for ethical behaviour and integrity in all the actions we take.

We are adaptable, flexible and fair in the interactions we have; we take ownership of the actions and decisions we take, and we do what is necessary to help our clients. Our anti-corruption and anti-bribery practice ensures that our relationships with our partners are based on honesty and ethics, respect for human rights, transparency and compliance with applicable laws and regulations. As such, we prohibit and condemn any form of corruption, bribery or extortion and are wary of conflicts of interest or vested interests in business operations.

We have sought to develop a sustainable business model being fully aware that only through an ethical approach to business, respecting all human rights and developing responsible business practices, can we be close to and responsive to the needs of our customers, employees and the communities we are part of.

Transparency is also a core value in Autonom, as 90% of the information is accessible in Autonom's internal system and every management decision is derived from the company's values. The company is committed to conducting its business in compliance with local and

international laws and regulations, in accordance with the standards and guidelines of major international bodies such as the United Nations (UN). The topics pursued particularly represent the honest, transparent, integer and professional approach to business relations, as well as approaches to human rights, working conditions, social and environmental issues, anti-corruption and competition law.

Antitrust and competition

Autonom respects the principles and rules of free and fair competition and complies with competition law, not excluding any anti-competitive behaviour and abuse of dominant market position. We support fair competition and in no way tolerate violations by our employees or business partners. All business relationships are conducted in compliance with applicable antitrust and competition laws, and we choose our contractual partners based on quality, price and the suitability of their services to our needs.

5.1.4. Policies and procedures

Internal policies and procedures have been developed to ensure rigorous compliance with national and international legislative regulations and to adopt the highest standards of socially and environmentally responsible practices. Their correct implementation is a top priority for our company, which is why we pay particular attention to compliance with all aspects of our code of business conduct and company policies, as well as to diversity transparency.

We integrate our commitments from the Autonom Policies by assimilating them into processes within the integrated management system and developing internal operational control processes supported by cross-cutting mechanisms launched by several departments. Specific commitments related to human resources are supported by departmental leaders, and those that also involve commitments on activities with external stakeholders come mainly from management and commercial departments, but also from support departments such as marketing and communication, sustainability, finance or operations.

At the level of each department, leaders have daily concerns to coordinate activities and support their staff to create responsible business practices so that the organization does not suffer.

Where there are breaches of policy commitments, there are internal mechanisms by which these are addressed and resolved. Whether they come as internal or external complaints, they are subject to specific internal reviews and resolutions, in which management is actively involved.

Communicating them internally and externally is how we prevent non-compliance, and we have several documents to help us implement them:

- Code of Conduct.
- Collective bargaining.
- Internal rules.
- Specific policies such as Quality - Environmental Protection - Occupational Health and Safety; Whistleblowing Policy; Anti-Corruption and Anti-Bribery Policy; Policy against Modern Slavery and Human Trafficking; Dividend Policy; Remuneration Policy; Procurement Policy.

Our policies have been developed with the consensus and involvement of several internal stakeholders and have been approved by management after careful review. They are communicated internally and externally through various business methods and media, and can be consulted in the dedicated section of the website: [Autonom Policies](#).



“Good governance with good intentions is the hallmark of our government. Implementation with integrity is our core passion.”

— Narendra Modi

Integrated policy in the field of quality-environmental protection - occupational health and safety

We place a major emphasis on the aspects of material importance for both Autonom and its stakeholders, with the aim of ensuring products/processes/services in conditions of full safety, both for the human factor and the environment, respecting the requirements of our customers. At the centre of our concerns is always:

- Quality of service to our customers, to ensure their trust and satisfaction,
- People who have the right to a healthy life in a suitable environment
- The environment and its natural resources, which must be protected and used as efficiently as possible.

Thus, to support our commitment to our customers, employees and the environment, the organization implemented in 2021 an integrated quality-environment-safety at work policy, which attests the compliance of the management system with the standards:

ISO 9001:2015 'Quality Management System'; ISO 14001:2015 'Environmental Management System', ISO 45001:2018 'Occupational Health and Safety'.

To meet the requirements of our partners and to achieve economic performance, we are committed to periodically review the policy in the field of quality - environmental protection - occupational health and safety to be constantly adapted to the realities in the organization.

Whistleblowing policy

The whistleblowing or internal whistleblowing policy known as the "Autonom Services S.A. Whistleblowing Reporting Policy" sets out how Autonom Services SA supports employees and any interested party to report whistleblowing misconduct impacting the company, to be able to safely voice concerns, to know who to contact,

how to report in concrete terms and what rights the reporters have, and what safeguards are applicable if they do so.

Since 2023 an online reporting channel has also become available, accessible to any interested person by accessing the [following link](#). This reporting channel is designed, set up and operated in a secure manner to protect the confidentiality of the identity of the reporting person and any third party named in the report as well as the data subject and to prevent access to it by members.



Anti-corruption and anti-bribery policy

Autonom has several fundamental principles and values that underpin fair and honest business practices, and it is therefore important that these are adhered to, in all its structures and affiliated companies. One of these principles is zero tolerance of bribery and corruption, wherever and in whatever form they may be encountered. In this regard, all our relations with our partners are based on honesty and ethics, fairness, respect for human rights, transparency and compliance with applicable laws and regulations. At company level, the behaviour we expect from all our employees is part of Autonom's Internal Rules and the policy defined for this purpose, which can be fully [here](#).

Dividend policy

Autonom has a Dividend Policy which regulates the method of distribution of dividends to Shareholders and the principles on which the payment to them is based. The Company undertakes to comply with the Corporate Governance Principles applicable to issuers whose securities are traded on the Multilateral Trading System operated by the Bucharest Stock Exchange as system operator. The full policy can be consulted [here](#).

Remuneration policy

The main aims and objectives of the Remuneration Policy are to respect the principle of fairness and transparency regarding the guidelines for the remuneration of persons responsible for the management of the company and to contribute to Autonom Services' business strategy, as well as to its long-term sustainability and interests. The remuneration reflects the application of the principle of proportionality, so that its amount is related to the size, nature, internal organization, scope and complexity of

the activities carried out. The policy aims to regulate a transparent and objective way of assessing and remunerating the members of the Board of Directors and the Managing Director of the Company in a manner that ensures market competitiveness and gives investors the possibility to have access to information regarding the internal management structure.

According to the Remuneration Policy, also available in the dedicated section of the website, the members of the Board of Directors are remunerated based on a fixed and a variable component.

The fixed remuneration is laid down in the Management Contracts concluded with the Company. The amount of the fixed remuneration shall be determined by reference to the work carried out by the members of the Board of Directors, the annual strategic objectives of the Company, the level of responsibility, the tasks they must fulfil within the Board of Directors.

The fixed remuneration shall be different for each member of the Board of Directors depending on the duties and tasks he/she performs. The fixed monthly remuneration will be reviewed annually by the General Meeting of Shareholders and approved by an Ordinary Resolution.

Variable remuneration is awarded in the form of multi-year bonuses, private medical insurance, private pension, Autonom's benefits for Board membership and is based on:

- an individual performance evaluation of each member.
- the performance of the operational unit in which they work.
- the overall results of the Company achieved over a predefined period.
- achieving the objectives set by the Company.

Each member of the Board of Directors will be made aware of the assessment criteria for variable remuneration, which will differ according to the specific duties within the Board. The performance evaluation is carried out in

a multi-year framework to ensure that the evaluation process is based on long-term performance and that the actual payment of the performance-based remuneration components are phased over a period that takes into account the Company's business cycle and the specific risks of the business.

The General Manager shall be remunerated based on fixed and variable remuneration. The General Manager shall be informed of the assessment criteria for the variable remuneration. Performance appraisal is carried out in a multi-year framework to ensure that the appraisal process is based on long-term performance and that the actual payment of the performance-based remuneration components is phased over a period that considers the Company's business cycle and the specific risks of the business. The full policy can be consulted [here](#).

Procurement policy

Autonom continually takes every step to ensure a safe and healthy working environment for all employees and encourages suppliers to take all reasonable steps to implement health and safety policies. We have a cash-flow policy with a respectful and supportive approach, paying all suppliers on time. We are careful in the relationships we develop with suppliers and adhere to the principles of:

- Health and safety
- Labor and Human Rights
- Antitrust and Competition
- Anti-corruption and bribery
- Data Protection

From 2023 onwards, we have also included the assessment of suppliers' performance in terms of environmental and social impacts. The full policy can be consulted [here](#).

Policy against modern slavery and human trafficking

Autonom is dedicated to respecting human rights and promoting ethical business practices, recognizing the seriousness of modern slavery and human trafficking. The company declares zero tolerance to these abuses and is committed to preventing and combating them in all its activities and supply chain.

In collaboration with suppliers and partners, Autonom ensures compliance with the principles against modern slavery. Employees are regularly trained to identify and report cases of modern slavery and human trafficking, helping to maintain the highest ethical standards and eliminate these unacceptable practices.

The full policy can be consulted [here](#).



Effectiveness of actions taken

Specific trainings or specific briefings related to sound business policies and practices are regularly conducted at Autonom. A few examples of training activities offered internally or externally by various collaborators that employees have taken seminar on preventing and combating money laundering, seminar on taxation, professional ethics, tax control and training on SSM/SU (Occupational Health and Safety/Emergency Situations).

In view of the high exposure of drivers in our divisions to traffic hazards, the focus on our road safety rules of conduct is maintained by the recurrent organization of a Preventive Driving Course, voluntary for all employees, but mandatory for those who have been involved in a road accident.

Preventive Driving

No new colleagues are allowed to drive a company's car (especially with a client in the car) within the first month of employment or if they have not completed the preventive driving course.

The course is repeated in the following situations:

- at least 1 year from the date of the last performance
- if the employee has been involved in a traffic accident or received a traffic fine

If one of our colleagues has been involved in a road traffic event/accident an e-mail to an internal mailbox should be sent, with the necessary information.

The renewal rate of major contracts has exceeded 95% over the last seven years.

During 2023, we did not receive any sanctions for non-compliance with legislation, there are no litigations and no litigations related to environmental protection are expected to arise, no legal actions have been registered showing incidents of violation of competition law.

In 2023, there were no confirmed incidents involving company employees, incidents leading to the termination of business relationships with business partners or legal action against the company.



5.2. Economic performance

Fulfilling 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 green economic development by providing solutions for sustainable mobility in local communities and business segments. We attract sustainable funds that we direct into investments as a constant concern for business development.

Explaining the impact

Material aspect	Economic impact	Social impact	Environmental impact
Economic Performance	Uncertainty in the volatile business environment in which we operate can adversely affect our progress. Business performance depends on long-term strategic planning and organizational culture. We can thus meet the challenges and maintain organic growth for our stakeholders.	The sustained economic growth of our company contributes to the local economy through the on-time payment of salaries, taxes and duties and leads to an increased quality of life for our employees and collaborators. Our economic performance is also closely linked to our ability to invest in various local projects, contributing to a positive impact in the communities.	The initiatives associated with our strategic environmental objectives are translated into investments that over time will be reflected in increased economic performance by reducing consumption costs and attracting new customers oriented towards sustainable mobility solutions.

Impact management

The year 2023 was another year of growth for Autonom, the 17th consecutive year of double-digit growth, but it certainly wasn't an easy year. After 2022, an exceptional year for our company, 2023 was a good year, with revenue growth in all major lines of business, but marked by rampant inflation and significant increases in interest-related finance costs.

We pay particular attention to the company's cash resources and liquidity, maintaining a strong capital reserve and consistently reinvesting all profits back into the business. With a prudent and strategic approach, we are prepared to navigate the turbulent financial seas that may arise in the future, and validation came last year including from the US ratings agency Fitch, by revising the company's outlook from Stable to Positive.

"In the long term, the economy and the environment are the same thing. If it's unenvironmental, it is uneconomical. That is the rule of nature."

— Mollie Beattie

5.2.1. Financial results for the financial year 2023

- Total operational leasing income: RON 378,893,084 (+29% compared to 2022)
- Total rent-a-car revenues: RON 120,736,954 (+15% compared to 2022)
- Total revenue from car sales: RON 160,575,522 (+33% compared to 2022)
- Net profit for the period: RON 30,037,733 (-48% compared to 2022)

Autonom's operating expenses increased by 14% in 2023, compared to the same period in 2022, mainly driven by a 7.8% increase in the average number of vehicles managed and related expenses of 29%, administrative expenses of 47% and salary expenses of 35%.

Autonom's total assets have increased by 13% from 31.12.2022 to 31.12.2023, the value recorded is RON 1,581.24 million. The most significant increases were recorded in fleet, intangible assets, inventories, trade receivables and prepaid expenses.

Cash reserves were maintained at the same level in 2023, like the reserves in 2022, amounting to RON 160 million, which indicates the solid financial stability of our company. Long-term liabilities decreased by 4% and current liabilities increased by 63%. In terms of dynamics, the amount of financial liabilities of Autonom Services as of December 31, 2023, amounted to RON 1,241 million, compared to RON 1,106 million at the end of last year and up by 12%, in trend with the dynamics of growth of the vehicle fleet. Equity increased by 16% and reinvested profit amounted to RON 7,904,613.

Regarding the method of financing the fleet through debt instruments, on December 31, 2023, Autonom has chosen a balance between short and long-term financial debt as follows: corporate bonds (27%), financial leasing (39%) and credit (33%). To ensure sustainable growth of the business, Autonom has decided not to pay dividends.

Another important aspect is **meeting the financial indicators** agreed with investors. The Net Financial Debt/EBITDA ratio was 3.35, down 2.05% on the previous period, a clear sign that our ability to generate profit before all expenses remains strong and ensures the viability of our investment strategies.

The 2023 financial results are the consequences of Autonom's robust business model built to withstand external shocks, the experience of our management team with a long-term vision, and our organizational culture based on whole-team involvement, continuous learning, personal development and autonomy. Since the company's inception, the business has been run and developed in a volatile environment characterized by uncertainty and frequent changes of direction stemming from political, economic or social.

Looking ahead to the significant reduction in net income in 2023, even for a solid entity like Autonom, with increased bargaining power, the extended economic conditions have had a notable impact. This decline is attributed primarily to increased costs and interest expense, but also to strategic investments in our team and infrastructure, setting us up to make 2024 another very good year.



Chapter 6

Reporting under the EU Taxonomy Regulation

The EU Taxonomy, established by Regulation (EU) 2020/852, is a classification system for economic activities that make a significant contribution to environmental objectives and supports the implementation of the European Green Deal. The main aim of the EU Taxonomy is to redirect capital flows towards sustainable investments, thereby creating transparency in the market and encouraging companies, investors and policy makers to invest in areas that are essential for sustainable development.

For Autonom, from the perspective of our voluntary objectives to contribute to the transition to a sustainable economy, the EU Taxonomy provides a means to assess which of our current and future relevant activities can be classified as environmentally sustainable.

Declaration of conformity

According to the Taxonomy Regulation, an activity classified as eligible and aligned must make a significant contribution to at least one of the EU's environmental objectives, while ensuring that it does not substantially harm any of the objectives, respects certain minimum social safeguards and complies with the technical selection criteria set.

The six relevant environmental objectives of the EU Taxonomy Regulation are:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protecting and restoring biodiversity and ecosystems

Overview: Analysis on eligibility and alignment in 2023

For the year 2023, only the eligibility of the main business lines activity was analysed, 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 the year 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.

Eligible activities for Taxonomy

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.

Eligible turnover in terms of the Taxonomy Regulation reflects the proportion of a company’s total turnover derived from Taxonomy-eligible economic activities, irrespective of whether they meet the criteria for full alignment. This KPI is calculated as the proportion of taxonomy-eligible turnover (numerator) in relation to the company’s total turnover (denominator), in accordance with the EU Taxonomy Regulation.

As a result, within the Eligible Turnover, we have considered only revenues from operating leases and vehicle rentals, similarly determining eligibility for investments in vehicle assets, i.e. fleet related expenses

	Taxonomy-eligible	Taxonomy-non-eligible	Taxonomy-eligible and aligned
Turnover	51.91%	48.09%	0%

The EU Taxonomy Regulation defines tax-eligible capital expenditure as investments made for the acquisition, construction or renovation of assets considered eligible under the taxonomy.

This measure indicates the extent to which an enterprise invests in activities that contribute to environmental sustainability. The Taxonomy eligible capital expenditure indicator (eligible CapEx) reflects the proportion of the

total capital expenditure of an organization engaged in economic activities eligible for the taxonomy, regardless of whether they meet all the criteria for alignment with the taxonomy.

This KPI is calculated as the ratio of tax-eligible capital expenditure (numerator) to the total capital expenditure of the organization (denominator), as defined in the EU Taxonomy Regulation.

	Taxonomy-eligible	Taxonomy-non-eligible	Taxonomy-eligible and aligned
CapEx	100%	0%	0%

The EU Taxonomy Regulation also defines taxonomy-eligible operational expenditure (eligible OpEx) as the operational costs incurred for services or products that meet the taxonomy criteria. This parameter reflects the ongoing costs of the company to support environmentally sustainable activities.

	Taxonomy-eligible	Taxonomy-non-eligible	Taxonomy-eligible and aligned
OpEx	22.06%	77.94%	0%

Taxonomy alignment process

In terms of the first step towards aligning the activity to the Taxonomy, in terms of the indicators Turnover, CapEx and OpEx, there is a substantial contribution to the Climate Change Mitigation Objective.

Therefore, we analysed the technical criteria for classifying cars in terms of specific CO2 emissions according to Article 3(1)(h) of Regulation (EU) 2019/631, point (h), in the category of LEVs (low- and-zero emission light-duty vehicles) and considered the data for the financial year 2023 for cars meeting the maximum threshold of 50gCO2/km (WLTP emissions).

Although in this report a full alignment was not found due to lack of specific documentation to demonstrate that the activity proposed for alignment does not bring relevant prejudices to the other objectives of the Taxonomy, we

consider this as a priority and will take it as an objective to be achieved in the next report.

Taxonomy Indicators:

The values used to calculate the KPIs are taken from the published financial statements and are presented in EUR, lei equivalent at the average BNR exchange rate for 2023 and the formulas for each recommended category have been used.

Turnover/OpEx/CapEx (Numerator)/

Total Turnover/OpEx/CapEx (Denominator)

Conclusions

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%

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 above.



Proportion of turnover generated by services associated with economic activities aligned to the EU Taxonomy

Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum Safe-guards (17)	Taxonomy aligned proportion of total OpEx, year N (18)**	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		EUR	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES				52%															
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
			0%	0%	0%	0%	0%	0%	0%								0%		
			0%	0%	0%	0%	0%	0%	0%								0%		
			0%	0%	0%	0%	0%	0%	0%								0%		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.00	0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	76,496,897	52%																
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		76,496,897	52%																
Total (A.1+A.2)		76,496,897	52%																
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		70,871,947	48%																
Total (A+B)		147,368,844	100%																

Proportion of CapEx from products or services associated with taxonomy-aligned economic activities

Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm')						Minimum Safe-guards (17)	Taxonomy aligned proportion of total OpEx, year N (18)**	Category (enabling activity) (20)	Category (transitional activity) (21)w
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		EUR	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			100%																
A.1. CapEx of environmentally sustainable activities (Taxonomy-aligned)																			
			0%	0%	0%	0%	0%	0%	0%								0%		
			0%	0%	0%	0%	0%	0%	0%								0%		
			0%	0%	0%	0%	0%	0%	0%								0%		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	89,389,264	100%																
			0%																
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned) (A.2)		89,389,264	100%																
Total (A.1+A.2)		89,389,264	100%																
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Capex of Taxonomy-non-eligible activities			0%																
Total (A+B)		89,389,264	100%																

Proportion of OpEx from products or services associated with activities taxonomy-aligned economic

Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm')						Minimum Safeguards (17)	Taxonomy aligned proportion of total OpEx, year N (18)**	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		EUR	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES				22%															
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
			0%	0%	0%	0%	0%	0%	0%								0%		
			0%	0%	0%	0%	0%	0%	0%								0%		
			0%	0%	0%	0%	0%	0%	0%								0%		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.00	0%	0%	0%	0%	0%	0%	0%	N	N	N	N	N	N	N	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	28,113,305	22%																
			0%																
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		28,113,305	22%																
Total (A.1+A.2)		28,113,305	22%																
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		99,308,139	78%																
Total (A+B)		127,421,444	100%																

GRI & SASB content index

Statement of use	AUTONOM reported in accordance with GRI Standards for the period 1 January 2023-31 December 2023			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI sectoral standards	N/A			

Referință standard GRI / Sursă alternativă	DISCLOSURE	PAGE	OMISSION*		GRI Sectoral Standard No. ref.*
			REQUIREMENT(S) OMITTED	REASON	

General disclosures

Referință standard GRI / Sursă alternativă	DISCLOSURE	PAGE	OMISSION*		GRI Sectoral Standard No. ref.*
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PEOPLE AND COMMUNITY

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Protected area (Romanian name)	Minimum distance
Arboretul de castan comestibil	2.24 km
Becicherecu Mic	7.36 km
Budai Tăjvédelmi Körzet	5.57 km
Confluența Jiu - Dunăre	8.62 km
Coridorul Ialomiței	12.58 km
Coridorul Jiului	5.7 km
Cușma	14.51 km
Dealul Cetății Deva	0.48 km
Dealul Pietricica	0.13 km
Dealurile Clujului Est	4.01 km
Debreceni Nagyerdo Természetvédelmi Terület	6.73 km
Depresiunea și Munții Ciucului	3.22 km
Dorohoi - Șaua Bucecei	4.76 km
Dumbrava Sibiului	2.62 km
Făgetul Clujului - Valea Morii	6.31 km
Grădiștea - Căldărușani - Dridu	12.48 km
Lacurile de acumulare Buhuși - Bacău - Berești	0.5 km
Lacurile de acumulare de pe Argeș	0.35 km
Lacurile de pe Valea Ilfovului	5.82 km
Lunca Buzăului	1.25 km
Lunca Inferioară a Crișului Repede	5.31 km
Lunca Siretului Inferior	8.33 km
Marea Neagră	4.32 km
Muntele Tâmpa	0.97 km
Nordul Gorjului de Vest	13.57 km
Padurea Băneasa	2.49 km
Pădurea Bărnova - Repede	10.6 km
Pădurea Floreanu - Frumușica - Ciurea	14.9 km
Pădurea Târgu Mureș	1.11 km
Parcul Detrologic Doctor Ioan Vlad	3.45 km
Parcul Național Semenic - Cheile Carașului	9.62 km
Parcul Natural Balta Mică a Brăilei	3.73 km
Parcul Natural Lunca Joasă a Prutului Inferior	3.4 km
Parcul Natural Lunca Mureșului	5.49 km
Parcul Natural Porțile de Fier	6.61 km
Parcul Natural Vacărești	0.1 km
Podișul Hârtibaciului	9.36 km
Porumbeni	7.83 km
Râul Mureș între Morești și Ogra	1.15 km
Râul Suceava Liteni	0.62 km
Rezervația Stejerișul Mare	7.63 km
Someșul Inferior	2.75 km
Uivar - Diniăș	17.61 km
Valea Alceului	5.42 km
Valea Oltului Inferior	0.9 km