



ESG Reporting 2023





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A Message from Our CEO

Dear Valued Stakeholders,

At SafeDriver Group, our corporate responsibility extends far beyond simply connecting consumers with our products across Europe. We are leading the transformation of urban mobility through innovative solutions in logistics, event management, ride-hailing, and VIP mobility services. Our mission, and indeed our passion, is to improve the quality of life in Germany's seven largest cities by reducing traffic congestion and offering people the flexibility they need to reach their destinations – efficiently, transparently, and reliably.

Of course, none of this would be possible without our collaborations with industry-leading partners. Together, we consistently deliver top-tier services while staying agile in the face of ever-evolving market trends. We are not just keeping pace; we are setting new benchmarks with every new venture. Our engagement with key political stakeholders further amplifies our impact, enabling us to scale our operations and introduce new business lines that align with our growth strategy. And let's not forget, in a year that demanded resilience, we scaled to new heights: over 1 million packages delivered, 82 international events executed, more than 10,000 VIP driving experiences provided, and over 500,000 ride-hailing trips completed - all in 2023 alone.

But that's not all. We're also leading the charge on the issues that truly matter. When it comes to climate, we're proud to say that over 62% of our fleet now runs on electric or hydrogen power, bringing

us closer to our goal of achieving zero emissions by 2026. Safety remains a top priority, and our investment in cutting-edge technology ensures that both riders and drivers remain protected. And as for the future of work, we've been strong advocates for the flexibility that our drivers and couriers cherish, all while expanding access to the benefits and protections they deserve.

As we navigate through an increasingly uncertain world, we recognize that our stakeholders are watching us closely. They want to see how SafeDriver manages the challenges that are vital to our business, and I can assure you - we're not just managing; we're innovating our way through them.



Our collaboration with some of the world's most prominent brands has equipped us to tackle current market obstacles with confidence. While there is still much more to achieve, I view this as a great opportunity to steer SafeDriver into the next phase of the mobility revolution.

Onward and upward,
Sincerely,

Thomas Mohnke
Chief Executive Officer

A Message from Our CFO

Dear Stakeholders,

at SafeDriver Group, our mission is clear: to cultivate long-term, sustainable growth that benefits all who have a stake in our journey. We are deeply committed to engaging with our communities, upholding our social responsibilities, and reimagining transportation for a brighter, more connected future.



By adhering to rigorous governance, conducting thorough risk analyses, and adopting a thoughtful approach, we ensure that we safeguard the pillars of our success - namely, the critical environmental, social, and governance (ESG) priorities that are not just important to us, but vital to everyone playing an essential part.

Over the past year, we've been busy - proactively enhancing our ethical conduct and fostering inclusivity across our operations. These efforts are a testament to our steadfast dedication to our stakeholders and our unwavering commitment to the core values that define us. We continually assess and manage ESG risks, always with the aim of amplifying the value we bring to you.

In this 2023 Environmental, Social, and Governance Report, I'm pleased to share the strides we've made in our ESG performance, which include:

- Exemplary corporate governance that guides our actions
- Leading the charge in safety measures across all our platforms
- A resolute commitment to diversity, equity, inclusion, and fostering a positive workplace culture
- Our determined march towards achieving zero emissions
- An unwavering dedication to mutual respect, ethical conduct, and individual dignity in all our workplaces
- Pioneering flexible work arrangements with comprehensive benefits and protections
- Our swift and effective response to both cyber and physical threats

I must admit, I'm genuinely excited about the future of SafeDriver Group. As we move forward, I remain focused on the issues that matter most—not only to our company but also to our employees and the stakeholders who rely on our platform to deliver lasting value.

Here's to continuing this journey together,
Sincerely,

Stefan Tihi
Chief Financial Officer

Our Business at a Glance

SafeDriver keeps a keen eye on the pulse of the mobility landscape, delivering premium transportation solutions across Germany and Europe to both national and international clientele. With our four dynamic business lines — Ride Hailing, Event Management, VIP Mobility Services, and Logistics — our portfolio has grown at a robust and healthy pace:



Ride Hailing and Urban Logistics

As a general contractor for UBER, we ensure that customers reach their destinations with ease, offering transparent pricing and flexibility that meets the demands of modern urban life.



Logistics

We manage courier express parcel (CEP) services that consistently delight our partners and customers. Our team ensures that every vehicle and driver operate safely, efficiently, and in full compliance with regulations.



Event Management

We plan and execute premium events of all types. Our services, including shuttle services, automobile marketing, valet parking, and VIP services, are designed to add a touch of luxury to any occasion.

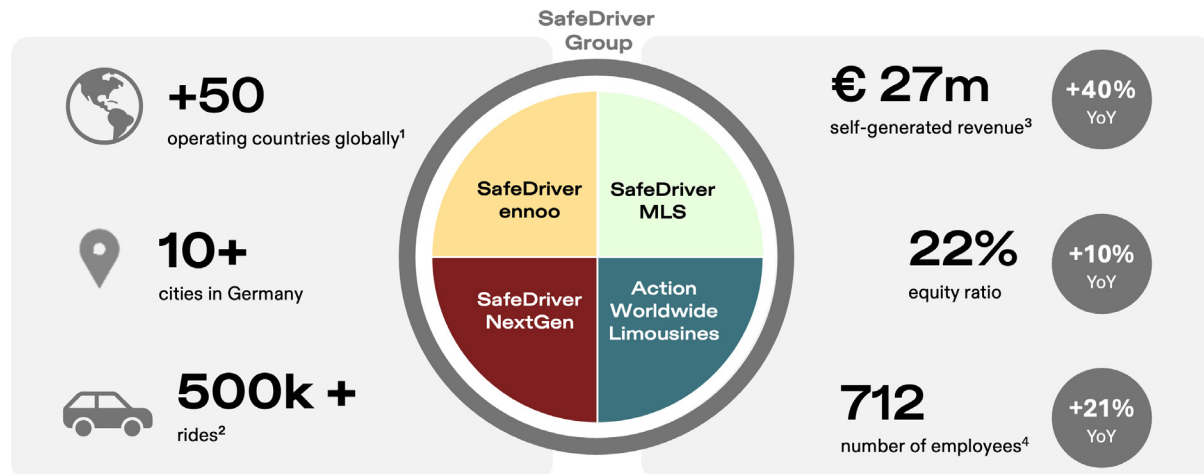


VIP Mobility Services

Our first-class chauffeurs provide discreet and high-class transport for guests in exclusive limousines, ensuring a seamless and luxurious experience worldwide.

By the end of 2023, SafeDriver boasted one of the largest private fleets in Germany, with 183 vehicles - 114 of which are Zero Emissions (ZEV). We are proud to say that we now meet local mobility needs with nearly 100% emission-free rides, powered by a dedicated team of over 700 employees in Germany alone. Find more information here:

Business Overview



¹ operating locations outside of Germany mainly with AWWL
² trips with our own Ennoo fleet for UBER

³ It refers to the revenue a company earns through its own products or service
⁴ as of 31.12.2023

Our wide-reaching presence in key urban centers - Berlin, Dresden, Düsseldorf, Frankfurt, Hamburg, Hannover, Köln, München, Nürnberg, and Stuttgart - demonstrates our commitment to providing comprehensive service coverage. By building an extensive network across these cities, we leverage our local expertise to meet the diverse needs of our clientele with timeliness, efficiency, and reliability. And on a global scale, Action Worldwide Limousines services positioned us in over 50 countries in 2023, delivering exceptional quality experiences to our customers.

In alignment with our ESG strategy, our transition from 2022 to 2023 saw us significantly reduce the proportion of diesel and gasoline vehicles in our fleet, pivoting towards electric, hybrid, and hydrogen-powered alternatives. Thus, we decreased our diesel vehicles by approximately 89% and gasoline vehicles by 31%. As a result, by the end of 2023, over 62% of our fleet was emission-free - a 77% increase from 2022. Our evolving fleet strategy is steering us in the right direction, with a 14% increase in ZEV rides when comparing January 2023 to January 2024.

Strategically, we are focused on all our business lines with the goal of operating nearly 100% emission-free vehicles by the end of 2025. In anticipation of this, we took a proactive step in 2023 by launching a new venture, „ennoo Rental,“ specifically tailored for our SafeDriver ennoo business. This initiative is designed to navigate market challenges on behalf of our partners, offering them access to premium, emission-free vehicles.

For our VIP Mobility Services, we are steering towards a platform-based solution that seamlessly connects providers and customers with world-class mobility services. As we prepare to integrate with key booking platforms, our strategy is poised to take flight, positioning us as a leading global service provider.

In sum, while we are making bold strides today, our eyes are firmly set on a future where SafeDriver not only meets but exceeds the expectations of a rapidly evolving mobility landscape. And more is yet to come.

Mission, Values & ESG-Vision

At SafeDriver Group, our mission is to reimagine the way the world moves for the better. At SafeDriver Group, we imagine the world moving better. We are driven by the goal of enhancing mobility for everyone, delivering high-quality services, and making cities cleaner and more livable. These aspirations fuel our determination to overcome challenges and continuously innovate to help our clients achieve their goals more efficiently. Our mission is at the heart of everything we do, encompassing our diverse business lines while reflecting our commitment to making the world a better place through our products and services.

In pursuit of our long-term objectives, we are guided by a set of core values that define our approach. We strive to deliver high-quality services, uphold respect for all stakeholders, ensure timely and transparent service delivery, and maintain a caring and supportive environment for both our employees and customers. By adhering to these principles, we bring our vision to life - playing a pivotal role in enhancing our environment, promoting healthier lifestyles, and empowering our employees to build successful careers, all while steadfastly following regulatory guidelines.

ESG Approach

For being able to succeed in our mission and vision, SafeDriver's ESG strategy and reporting framework is meticulously crafted around the material environmental, social, and governance issues that are central to our business. Our focus is to provide flexible mobility solutions that help our customers reach their destinations with ease, as we envision cities that are quieter, cleaner, less congested but more connected. The cornerstone of our strategy for driving economic value and fostering sustainable, long-term growth lies in how effectively we manage and govern the most critical ESG risks and opportunities that directly impact our business.

To achieve this, we conducted a comprehensive materiality assessment, which enables us to identify and evaluate the key factors that materially affect our operations. This assessment encompasses all aspects of the IOR (Impact on Resources) within our value chain, though it does not cover Sustainable Development Goals in its entirety. In 2023, we undertook our first ESG double materiality assessment, marking a significant milestone in our commitment to integrating ESG considerations into our everyday business practices. Moving forward, this assessment will be conducted iteratively every 2 to 3 years, ensuring that our organizational decision-making, governance, and disclosures remain aligned with evolving industry standards, regulatory requirements, and stakeholder priorities.

Throughout this process, the Sustainability Accounting Standards Board (SASB) serves as a guiding framework for our ESG reporting. To refine our approach, we have engaged in extensive research, including industry benchmarking and a review of sustainability disclosures from peer companies. We have also incorporated insights from our senior executives and business line leaders. In areas where SafeDriver identifies opportunities to lead, particularly where we can gain traction in advancing ESG initiatives, we are committed to enhancing the necessary frameworks to support our leadership in these domains.

ESG Materiality Matrix Prioritization

Our priorities are clear. The safety of our users and the well-being of our drivers is most important to us and crucial to our business success. While constantly innovating, we keep in touch with important lobbies and politicians and update our ESG governance on a yearly basis. With that we can oversee climate risks and opportunities that interrelate with our business resilience directly and guide us to important decisions for the future. See more of our priorities in our matrix.

	Monitor	Differentiate	Prioritize
	Areas to continue monitoring	Opportunities to differentiate ourselves or lead among peers	Critical for business success and/or investment opportunities
↑ high priority	<ul style="list-style-type: none"> ● Ethics and conduct ● Community impact ● Regulatory changes and risks ● data privacy and cybersecurity 	<ul style="list-style-type: none"> ● Human rights and labor practices in operations ● Diversity, inclusion, equity, culture, civil, rights, equality 	<ul style="list-style-type: none"> ● User Safety ● Driver and courier safety and well-being ● Innovation ● Lobbying and policy influence ● ESG governance ● Climate risk and opportunities ● Business resilience

ESG Highlights

98 %

ride-hailing trips with zero emissions

183

vehicles –one of the largest private fleets in Germany

3.2 m

kilometers with ZE vehicles with 89 % decrease of our Diesel fleet

+50

operating countries

21 %

employee growth

66 %

increase in employees with a disability

26 %

of employees with different ethnical and cultural background

4

programs to explore and learn intercultural competencies

Financial Umbrella

financial help for employees in need due to inflation

Social Highlights

Environmental Highlights

Locally

With a large H2-fleet and other electrical vehicles, **we operate 98% of our rides free of emissions**, with Berlin being our biggest market. Furthermore, we continue to push ZE forward by investing in solar infrastructure in each of our locations to achieve not only a 100% emission-free but also energy-independent operation.

Germany

With our business lines, we established collaborative partnerships, which is why **we operate 183 vehicles in Germany**, forming the largest zero-emission fleet in the country, covering over 3.2 million kilometers. One of our collaborations focuses on operating up to 200 H2 vehicles. Additionally we have completed significant investments in EV charging stations. Also, our agreement with Uber aims to increase their zero-emission fleet to 100% by 2030 for UBER Germany, whereby we committed ourselves to be 100% zero-emission by 2025 already.

Globally

With all business lines together, we not only operate in Germany but in over 50 countries world-wide. All in all, we are dedicated to leading the way in zero-emission transportation, making a tangible impact on the environment through sustainable practices and forward-thinking initiatives.

Employee Careers:

We have empowered our employees to grow at various levels of their careers, contributing to a significant increase in our workforce.

66% Increase in Employees with a Handicap:

Our commitment to diversity, equity, and inclusion is evident in our focused efforts to support people with disabilities.

Improvement in Employee Standard of Living:

By increasing salaries across all business lines and establishing a fund for employees in need, we have helped enhance the standard of living for many of our team members.

4 Programs - International Best Practices:

We have implemented new programs that have been recognized internationally for their excellence in employee support and development (Programs such as Mentoring, Workation possibility etc.).

Safety:

We have implemented state-of-the-art technology in all our vehicles to monitor our employees' driving behavior, ensuring the safety of both our employees and customers at all times.

And more:

Additionally, we have created spaces such as prayer rooms to help our employees feel more at home and supported in the workplace. We have also implemented a financial support program for employees facing hardship due to rising costs from inflation.

Governance Highlights

How we keep track

Our organization ensures that all critical issues are addressed annually through comprehensive discussions with our CEO and key shareholders. We manage the strategic planning cycle on an ad-hoc basis, ensuring its completion in a timely manner every 2-3 years. The process is cyclical, encompassing five key stages:

- 1. Planning:** We initiate the cycle by meticulously discussing and aligning on all pivotal matters with our executive leadership and stakeholders.
- 2. Operating:** Execution of strategies and initiatives occurs across all relevant business lines, ensuring alignment with the company's overarching goals.
- 3. Review:** We gather feedback from all relevant business lines to assess performance, ensuring our operations are on track and aligned with strategic objectives.
- 4. Govern:** In this stage, governance mechanisms are applied to ensure that all actions comply with internal policies and regulatory standards.
- 5. Adjusting:** Based on the review and feedback, necessary adjustments are made to improve and refine the processes, feeding back into the next planning cycle.



How we navigate and delegate

Our organization is committed to integrating ESG principles into every aspect of our operations. To ensure rigorous oversight and strategic alignment, we have established a clear governance structure that assigns responsibility for various ESG topics to specific committees within our Board of Directors.

The following table outlines our structured approach to managing and delegating ESG-related responsibilities across different governance bodies within the organization. Each committee plays a pivotal role in upholding the company's commitment to ESG principles, ensuring that all relevant issues are addressed effectively and in accordance with our governance framework. Oversight of these critical areas is distributed as follows:

ESG relevant topics	Audit	Nominating & Governance	Full Board
Climate Change		✓	✓
Driver and Courier well-being		✓	✓
User Safety		✓	✓
Ethics and compliance		✓	✓
Privacy and Cybersecurity	✓	✓	✓
Regulatory risk		✓	✓
Innovation			✓

Audit Committee: As an external party, the audit committee focuses on ensuring the integrity and safety of our IT infrastructure, including ESG related disclosures and compliance with regulatory standards.

Nominating & Governance Committee: Our internal committee consist of our top management, overseeing the integration of ESG factors into corporate governance practices, ensuring alignment with our strategic objectives to the following topics: climate change, driver and courier well-being, user safety, ethics and compliance, privacy and cybersecurity and regulatory risks.

Full Board: Holds ultimate responsibility for the oversight of all ESG topics, ensuring that these issues are addressed holistically within the broader organizational strategy.

How we are involved

In a market as competitive and highly regulated as ours, with significant implications for communities, our numerous employees, and the overall well-being of our cities, we are proud to engage in these key initiatives and formats:



Grüne Mobilität? Ja, bitte

[Green Mobility? Yes, Please] An initiative that engages for the decarbonization of the ride-hailing market.



Fahr mit uns

[Drive with us] A podcast that shared valuable insights into the ride hailing industry.



H2 Moves Berlin

A shared initiative that put 200 H2-powered vehicles on the streets of Germany.



wirfahren

[We Drive] An initiative that speaks for the ride-hailing industry and its over 45.000 drivers.

Through these initiatives, and with our strong connections to key policymakers, SDG takes on the responsibility of fostering a healthier environment for everyone. At the same time, we gently remind our stakeholders of the need to revisit and update policies that may have overstayed their welcome. See more of our involvement in “Public, Marketing, and Political Activities” in the governance section.

Sustainability Accounting Standards Board (SASB)

At SafeDriver Group, our commitment to ESG regulations is championed by our C-level executives and business line managers, with each manager taking full ownership of their respective business lines. This ensures that both executive and operational leadership are not only approving but are also fully accountable for the strategy and execution of our ESG initiatives.

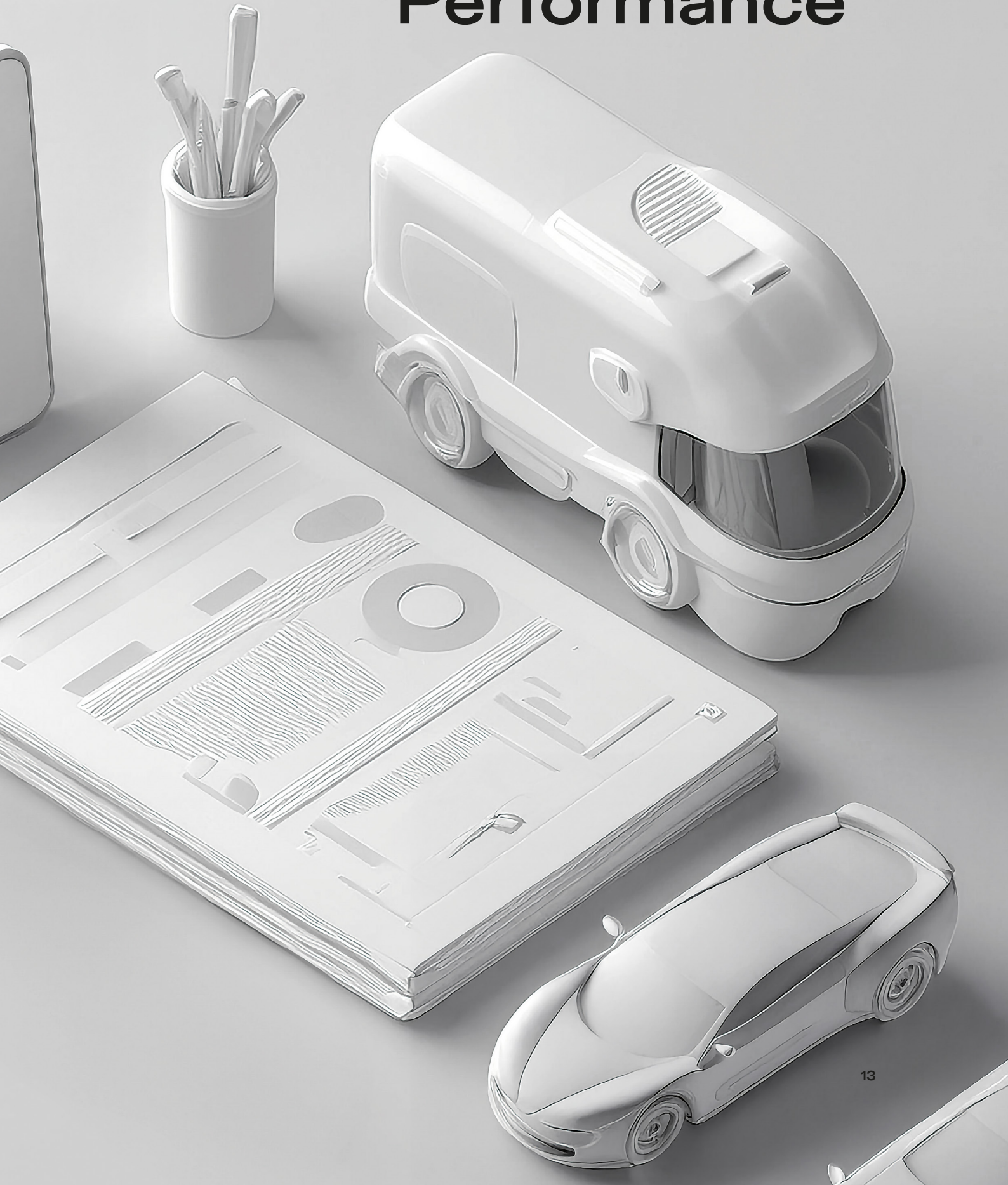
In alignment with regulatory frameworks, we have integrated the Sustainability Accounting Standards Board (SASB) guidelines into our project structure. To maintain objectivity and global best practices, we have partnered with SBC 911, an independent firm specializing in ESG, which provides us with invaluable insights, strategies, and guidance. This collaboration ensures that SafeDriver Group consistently sets the right standards and measurements to remain compliant.

Our sustainability efforts are led by a dedicated team, headed by our CFO, who brings together leaders from operations, product development, HR, marketing, legal, and business development across all business lines. This cross-functional group drives our ambitious goal of achieving zero emissions for our fleet by 2025.

Additionally, our ESG Working Group, led by SBC 911, plays a vital role in providing cross-functional guidance and reporting. This group unites employees from departments such as Freight, Mobility, Events, VIP Services, Finance, HR, IT, and Legal to ensure that every aspect of our sustainability and ESG efforts is meticulously executed and aligned with our overarching objectives.



ESG Performance



Environmental Performance

Driving Towards a Greener Future

With a deep-rooted dedication to environmental integrity, we stand firm in our pledge to sustainable mobility and are steadfast in our efforts to transition to a lower-emission fleet. By the end of 2023, an impressive 62% of our fleet consisted of zero local emission vehicles, with an additional 16% comprised of low-emission hybrids, leaving less than 22% as internal combustion engines (ICEs). Over the course of 2023, SDG completed more than 500,000 trips, with 98% of these journeys being locally emission-free.

Our involvement in sustainable mobility extends beyond fleet management. We actively participate in projects such as „H2Moves Berlin“ and „Grüne Mobilität? Ja, bitte“ (“Green Mobility? Yes, Please”), which is driving the shift towards greener urban transportation. Additionally, we have taken steps to educate and inspire others within the industry through our „Fahr mit uns“ podcast (“Drive with Us”), an initiative aimed for car rental companies navigating the transition to green mobility. This podcast is part of the broader „wirfahren“ (“We Drive”) initiative, which recently collaborated with Fraunhofer FOKUS to publish the paper “Transformation des Taxi- und Mietwagen-gewerbes,” focusing on the sustainable transformation of the car rental and taxi sector.

Highlights

At SafeDriver, our commitment to sustainable mobility is not just a promise - it is a measurable reality. In 2023, we continued to push the envelope in our transition towards greener transportation solutions:

- **98% locally emission free** for +500,000 trips

- **89% reduction** in Diesel vehicles, further solidifying our commitment to reducing our carbon footprint.
- **52% of our vehicles are hydrogen-powered** illustrating our proactive stance in adopting cutting-edge technologies that support a sustainable tomorrow.
- **3.2 million kilometers with hydrogen vehicles** demonstrating our pioneering efforts in hydrogen technology, we covered an impressive number of kilometers with hydrogen-powered vehicles, underscoring our leadership in innovative, sustainable transport solutions.

As we look to the future, these achievements are just the beginning of our journey towards a fully sustainable, emission-free mobility landscape. We're proud of the strides we have made, but even more excited about the road ahead.

Enhancing Environmental Practices

Our commitment to improving environmental practices is evident in the choices we make for our fleet. A cornerstone of our “H2 Moves Berlin” project is the Toyota Mirai, which now constitutes 52% of our fleet. This hydrogen-powered vehicle offers a fuel economy of just 0.76 kg-H₂ per 100 km, while emitting zero CO₂, NO_x, and NMHC emissions - thanks to its advanced hydrogen fuel cells that produce only water vapor. This technology not only significantly reduces our carbon footprint but also aligns seamlessly with our overarching sustainability goals.

H2 Moves Berlin – what is it about?

At the end of 2022, SafeDriver Group embarked on a transformative journey towards a greener future by joining the “H2 Moves Berlin” initiative - a pioneering project aimed at revolutionizing urban transportation. Our decision to incorporate the Toyota Mirai into our fleet was a deliberate choice, reflecting our deep commitment to sustainability. In partnership with other forward-thinking organizations, we introduced a fleet of up to 200 hydrogen-powered ride-hailing vehicles, with 85 already operational. This represents a significant leap towards reducing emissions and fostering a cleaner

urban environment. However, the high demand for these vehicles has led to delays in delivery, a challenge we are actively addressing by diversifying our portfolio of car manufacturers and even led to new ventures of our SafeDriver ennoo business line.



Our investment in the Toyota Mirai, alongside other hybrid and electric vehicles, underscores our unwavering commitment to environmental responsibility. By prioritizing low to zero-emission vehicles, we are not only reducing our environmental impact but also leading the charge toward a more sustainable future in transportation.

As we fast forward to the end of 2023, the impact of our hydrogen-powered vehicles is undeniable. Throughout the year, these vehicles completed an impressive 264,476 ride-hailing trips, covering a total distance of 3,226,937 kilometers. What makes these journeys particularly remarkable is that they generated no local emissions - only water vapor - highlighting the profound environmental benefits of hydrogen fuel technology.

To put this achievement into perspective, a conventional internal combustion engine vehicle of comparable power and weight emits approximately 169g of CO₂ per kilometer (DAT, 2023). Had we relied on such vehicles, they would have produced approximately 545 tons of CO₂ emissions in 2023 alone. Instead, our adoption of hydrogen technology has spared the environment from this substantial amount of greenhouse gas emissions, illustrating the critical role of hydrogen in combating climate change and advancing sustainable mobility.

As we reflect on these milestones, our resolve to drive positive change in urban transport is stronger than ever. The “H2 Moves Berlin” project has

not only proven the viability of hydrogen-powered vehicles but has also demonstrated the tangible impact of sustainable mobility solutions. We remain steadfast in our commitment to innovation and sustainability, and we are actively exploring new avenues to expand our sustainable mobility initiatives. Together, we are paving the way for a greener, cleaner future for generations to come.

Reducing Our Environmental Footprint: Strategic Changes

In addition to “H2 Moves Berlin” and the usage of the Mirai, our fleet is composed of vehicles that are environmentally conscious throughout their entire lifecycle, from production to disposal. Notably, the Suzuki Swace stands out for its below-average CO₂eq emissions. On the other hand, the Mercedes Benz V, part of our SafeDriver MLS business line, was historically a higher emitter due to the specific demands of this service and customer governance. However, as a result of a changing logistic market and in our ongoing efforts to minimize our environmental impact, we have made the strategic decision to close SafeDriver MLS business line in 2024, effectively phasing out the V class from our fleet and further reducing our carbon footprint.

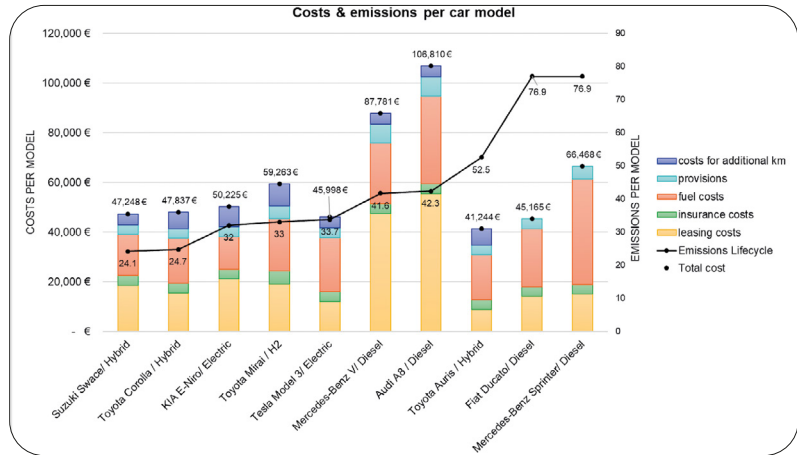
Aligned with ESG regulations, SafeDriver Group also undertakes comprehensive lifecycle analyses to evaluate emissions across the entire lifespan of our vehicles. This holistic approach helps us better understand our global environmental footprint, creating the awareness necessary to transition

towards a fleet with a lighter CO₂eq load. The graph below provides insights based on a usage scenario of 200,000 km and a 2 years' time span.

This graph shows an overview of the vehicle usage across three distinct business lines within our company. Our fleet ranges from Suzuki to Tesla and the Toyota Auris, all of which are primarily utilized by our SafeDriver ennoo division. The MB V and Audi A8 serve our Action Worldwide Limousines luxury mobility service, while the Fiat Ducato and MB Sprinter have been deployed for SafeDriver MLS. As SafeDriver MLS winds down in 2024 and Action Worldwide Limousines operates only five vehicles, our focus naturally shifts to the SafeDriver ennoo department's performance.

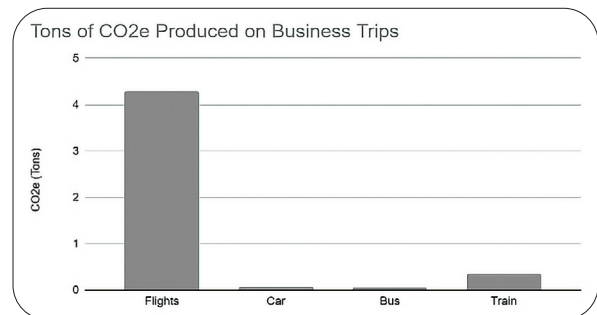
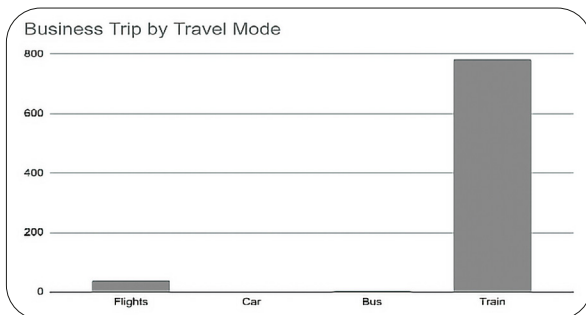
From an environmental perspective, the Suzuki and Toyota Corolla stand out with the lowest emissions. Financially, the Toyota Auris emerges as the most economical option for mass adoption in the ride-hailing market, despite its emissions being more than double those of its greener counterparts. However, selecting the most suitable vehicle for long-term business stability requires considering several additional factors.

First, there is no current data on customer preferences regarding specific car brands or models. Second, the prices reflected in this analysis are based on our current fleet, which includes leasing agreements established during the pandemic - when conditions were particularly favorable. The post-pandemic market has seen price adjustments, influencing our strategic decision-making process today. Nevertheless, this graph provides



valuable insights, enabling us to navigate our fleet management with greater awareness and adaptability.

Furthermore, our commitment to sustainability extends beyond our fleet to our business travel practices. The data show a strong preference for eco-friendly transportation, with most of our trips - over 780 - being made by trains and buses. Train travel alone accounted for 783 trips, resulting in just 0.352 tons of CO₂eq, while bus travel, with 4 trips, added a mere 0.056 tons of CO₂eq. However, air travel, despite being limited to 40 trips, contributed the largest share of our carbon footprint, with 4.284 tons of CO₂eq. Additionally, we recorded one car trip, which produced 0.075 tons of CO₂. This analysis underscores our dedication to sustainable travel options while highlighting areas, particularly air travel, where we can further reduce our environmental impact.



SCOPE 1 – 3

At SafeDriver Group, we take our environmental impact seriously, and this is clearly reflected in our carbon footprint analysis. The data reveals where our emissions are concentrated and highlights areas for further improvement as we continue our journey towards sustainability.

In the first chart, we see a breakdown of a total of 4,442 tons CO₂ emissions produced along Scope 1-3 across various categories:

Scope 1 Emissions: Our direct emissions from fuel consumption include 158 tons of CO₂ from gasoline and 164 tons from diesel. These numbers remind us that while progress has been made, there's still work to be done in reducing our reliance on fossil fuels.

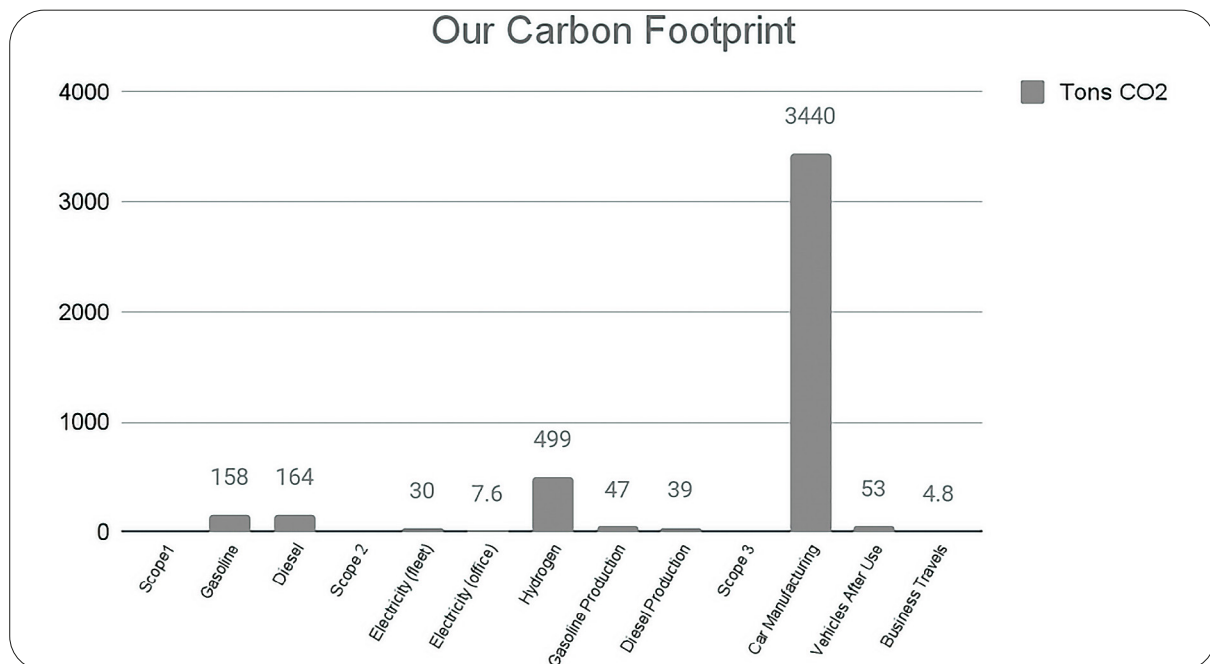
→ In total: 322 tons.

Scope 2 Emissions: Electricity generation, both from renewable and non-renewable sources, contributes relatively modestly to our carbon footprint, with 7,6 tons of CO₂ used for our office. Emissions to produce Gasoline/ Diesel/ Electricity/ H2 are accountable for the rest of 615 tons, with 499 tons for the hydrogen production, we use for our Miari fleet.

→ In total: 623 tons.

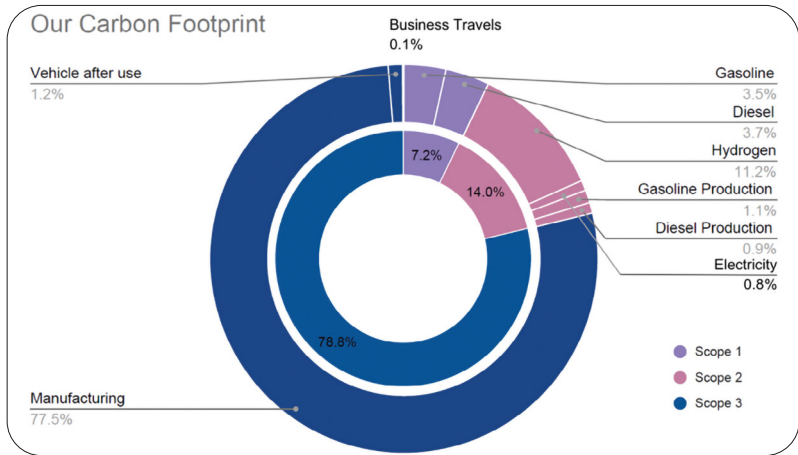
Scope 3 Emissions: A significant portion of our emissions includes indirect emissions from our supply chain and life cycle of purchased goods. Notably, car manufacturing dominates this category, with a substantial 3,440 tons of CO₂, accounting for most of our carbon footprint.

→ In total: 3,498 tons.



The second chart, provides a broader perspective on our emissions distribution in percent.

Manufacturing alone accounts for 77.5% of our total carbon footprint, highlighting the environmental costs embedded in the production process - a stark reminder of the importance of sustainable manufacturing practices.



Vehicle Use post-manufacturing accounts for 1.2%.

The breakdown of our emissions further emphasizes the role of hydrogen (11.2%) and fossil fuels (gasoline and diesel with 4.6% each) in our overall carbon impact. This distribution underlines the importance of continuing to reduce our dependency on conventional fuels while exploring and scaling greener alternatives. Find another breakdown in the visualization below.

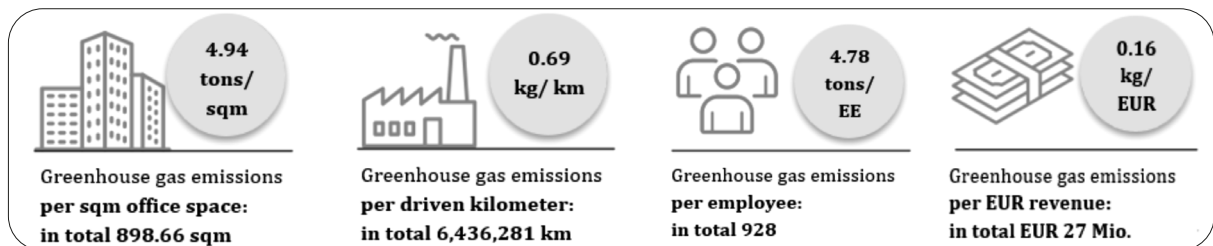
In summary, these visuals are a humbling reminder of the scale of our carbon footprint and the ongoing work required to shrink it. As we move forward, we are committed to leveraging these insights to refine our strategies and intensify our efforts in reducing emissions across all scopes. The road to a more sustainable future is long, but with determination, innovation, and collaboration, we are making significant strides.

ses providing reliable, efficient, and sustainable transportation options that prioritize both environmental responsibility and customer satisfaction. Aligned with our social responsibility, SDG Safe-Driver Group is committed to working closely with our partners to reduce CO₂ emissions within the road transport sector. This commitment includes supporting the Federal Government's initiatives to drive the transport transition and aligning our fleet transformation plans with the EU's Sustainable and Smart Mobility Strategy, all in pursuit of our mission to advance sustainable mobility, and also to create valuable business models for our financial stakeholders.

Our engagement does not stop there. We will continue to actively participate in projects that promote sustainable mobility, leveraging our resources to support this critical transition. Moreover, we are constantly on the lookout for opportunities to deploy innovative sustainable mobility technologies, explore their potential, and facilitate their widespread adoption in collaboration with a diverse range of car manufacturers.

Our Commitment

We are steadfast in our commitment to delivering high-quality, environmentally conscious mobility services to customers. This dedication encompasses



Social Performance

Our commitment to environmental responsibility is unwavering. Though, we do not stop there and are equally dedicated to making a meaningful impact in relevant social areas. So, we go above and beyond to ensure safety for everyone along our value chain, foster long-term commitment and loyalty from our employees, and guarantee client satisfaction. Moreover, we strive to be a valuable partner to our communities, creating positive and lasting impacts in everything we do. After all, our success is not just measured in kilometers driven, but in the trust and goodwill we build along the way.

Safety – First things first

By committing to our social responsibility, when it comes to safety, there is no work around. We keep our employees and clients safe with modern technology and a safety management system that stays on 4 pillars, where we lay the groundwork for safety across SafeDriver Group.

In pillar 1 we establish our commitment, define roles and responsibilities, and set up the processes and structures that drive us towards our safety goals. It is like setting up the rules of the road before we even start the engine - because safety is not just a priority, it is the very foundation of our journey towards continuous improvement.

Pillar 2, Safety Promotion, stands for getting everyone on board, literally and figuratively. Through training, communication, and consultations, we build and sustain a positive safety culture both within our company and beyond. Think of it as the pep rally before the big game - only this time, we are cheering for a safer workplace for all.

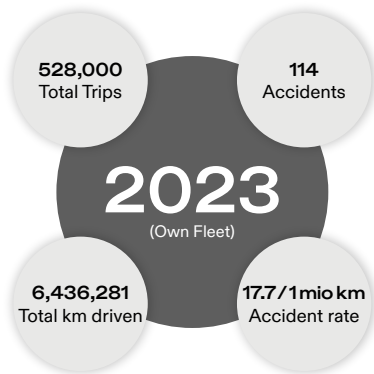
In pillar 3, Safety Risk Management, we believe in being proactive rather than reactive when it comes to safety risks. This stage involves the identification, assessment, and mitigation of safety risks that might come our way. Essentially, it is our way of saying, „Let’s spot the potholes before we hit them.“

And finally, pillar 4, Safety Assurance: this is where we keep ourselves honest. We monitor, analyze, and measure our safety performance, ensuring we learn from every bump in the road. Through effective incident management and continuous improvement, we make sure our safety management approach is always in top gear - because at SafeDriver Group, there is no cruising on autopilot when it comes to safety.

1	2	3	4
Safety Policy & Objectives	Safety Promotion	Safety risk management	Safety assurance
Establishes SafeDriver Groups’ commitment to safety, roles and responsibilities for safety, and the processes and structures in place for achieving safety goals and pursuing continuous improvement.	Includes the training, communication, consultation, and other arrangements that support our ongoing safety approach and promote a positive safety culture internally and externally.	Refers to the proactive identification, assessment, and mitigation of safety risks associated in the SafeDriver Groups’ universe.	Mechanisms for monitoring, analyzing, and measuring overall safety performance, including appropriate incident management and continuous improvement of our safety management approach.

Safety Data

In 2023, our own fleet at SafeDriver Group clocked in a significant 528,000 trips, covering an impressive 6,436,281 kilometers. During this extensive journey, we experienced 114 accidents, which translates to an accident rate of 17.7 per 1 million kilometers driven. While we take pride in our efforts to maintain safety, we acknowledge that there is always room for improvement as we strive towards even safer operations.



Regrettably, we recorded one incident of harassment and took appropriate action against the responsible individual. While our incident rate of 0.000189% for harassment is extremely low, and our data show zero trips involving non-consensual acts, such as kissing, touching, or penetration, we believe that even one incident is one too many. We remain committed to continuously improving our safety protocols to prevent such occurrences and

to ensuring a safe and respectful environment for all passengers.

In summary, while our overall safety record demonstrates our dedication to maintaining a secure environment, we recognize the importance of continually refining our practices to ensure the well-being of everyone who interacts with SafeDriver Group. We take any incident seriously and are committed to driving improvements - because at the end of the day, our goal is to make every journey not just efficient, but safe and respectful for all.

Our employees

In 2023, Safedriver Group undertook significant expansion efforts, resulting in notable business growth. This strategic initiative involved entering new markets, launching additional services, and expanding our operational capacity, leading to a 21% increase in total employees—from 588 in 2022 to 712 in 2023. Blue-collar workers increased by 19%, rising from 535 to 638, while white-collar employees grew by nearly 9%, from 68 to 74. This growth was essential to meet heightened demand in our expanded business areas and to strengthen our management and administrative teams for efficient operations.

Regarding employee turnover, our blue-collar turnover rate was approximately 30%, which is considered healthy for the industry. The white-collar turnover rate increased to 16%, largely due

Category	Trips with Incidents	Incident Rate
Harassment	1	0.000189%
Non-consensual kissing of a non-sexual body part	0	0 %
Attempted non-consensual penetration	0	0 %
Non-consensual touching of a sexual body part	0	0 %
Non-consensual kissing of a sexual body part	0	0 %
Non-consensual sexual penetration	0	0 %

to the gradual shutdown of the MLS business line.

From a gender perspective, we saw a 24% increase in women among our white-collar staff and nearly 7% among our blue-collar workforce, with an overall average of 8.5% across the company.

Creating a Diverse and Inclusive Workforce

Diversity and inclusion are not just ideals; they are integral to who we are and how we operate. We firmly believe that a diverse workforce is the cornerstone of innovation, enabling us to better serve our broad and varied clientele. Our recruitment strategies are intentionally designed to attract talent from a wide array of backgrounds, including those from underrepresented groups. To achieve this, we actively collaborate with local communities, educational institutions, and employment agencies to identify and nurture potential candidates.

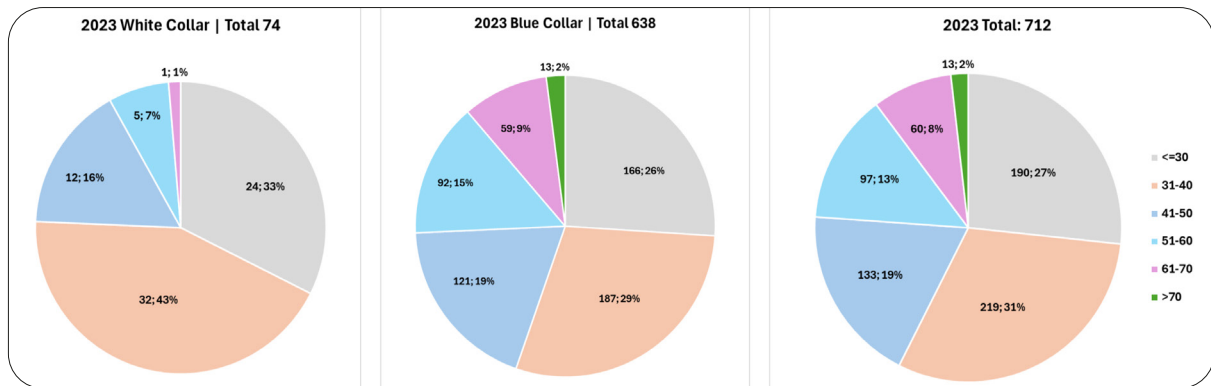
In our first ESG report, we are proud to highlight the geographical diversity and international breadth of our workforce. Compared to the previous

year, we now count employees from eight additional countries among our team. The accompanying map, „Where Our Employees Come From,“ visually represents the diverse nationalities of our Germany-based employees. The color coding on the map indicates the percentage change in representation from 2022 to 2023, with decreases and increases capped at 100% for clarity.

Our journey brought us from 44 different nationalities in 2022 to an impressive 54 which underscores our unwavering commitment to creating a more inclusive environment to create diversity in our workforce. With that being said, we increased our diversity in 2023 by welcoming employees from 15 new nationalities, including Jamaica, Estonia, Guinea, Afghanistan, Colombia, Latvia, Libya, Nigeria, Portugal, Rwanda, Sri Lanka, the Czech Republic, Uzbekistan, Vietnam, and Cyprus. But our workforce is not only diverse in its heritage, but also in its structure of age.



This expanding diversity not only bolsters our business development but also plays a significant role in our sustainability and social responsibility efforts. By operating within and promoting local talent across various communities worldwide, we reinforce our dedication to inclusivity and the positive impact it brings to our organization and beyond.



Keep our employees happy – What we do

Health Initiatives

At SafeDriver Group, taking care of our employees is a priority. For mental health reasons and also because of a general changing demand in working practices, we acknowledged a shift in workplace dynamics, and therefore significantly expanded home office opportunities. We even introduced „Workation“ options, allowing employees to work from abroad for some time. By offering various work settings and greater flexibility in time and location, we’re adapting to the evolving demands of our workforce.

Scientifically speaking, studies show a clear paradigm shift post-pandemic, with a significant increase in the demand for remote work. Forbes reports that 98% of workers desire to work remotely at least part of the year, and 16% of U.S. companies have gone fully remote. In Germany, 23.5% of employees now work in a hybrid model, nearly double the pre-COVID figure of 12.8% in 2019. 26% of employees are even fully remote.

Flexibility in work hours and locations is no longer just a perk; it’s becoming a standard that makes employees feel valued, trusted, and comfortable in their roles. Our initiative to send employees abroad

for four weeks to immerse themselves in different cultures and remote work has been particularly well received, with staff still talking about the enriching experience. These initiatives not only enhance mental health and foster a sense of community but also contribute to our low turnover rates in the white-collar sector.

Health also extends to our office environments—the spaces we use every day. We have equipped our offices with adjustable standing desks for office workers, installed new ventilation systems, and restructured our spaces to foster a more open, coworking atmosphere. These improvements are designed to enhance both physical comfort and collaboration in the workplace.

First Employment in Germany

For many individuals, securing their first job in Germany can be a daunting experience. At SafeDriver Group, we strive to make this transition smoother by offering comprehensive training programs and mentorship opportunities. We provide a range of entry-level positions and apprenticeships that act as stepping stones for long-term career growth. Our commitment to continuous learning ensures that new employees acquire the skills and confidence needed to thrive in their roles.

As part of our social responsibility efforts, we are proud to present testimonials from two of our employees, Kazem and Sandra, who exemplify the company's dedication to creating job opportunities in Germany. Their stories highlight how Safe-Driver Group supports employees at various stages of their careers, promoting flexibility, inclusivity, and sustainable practices.

Kazem's Story:

A Late-Career Engagement

Kazem, 75 years young, has been with our company for almost five years. He joined us after retirement, seeking to remain active and engaged. His motivation to work as a service driver stemmed from his love for driving and the opportunity to stay socially connected. Kazem values the flexibility offered by the company, which allows him to manage his work schedule around personal commitments, such as caring for his grandchildren. As he puts it, „If I say I need to pick up my grandchildren from daycare, there has never been a problem.“



Kazem has been driving hydrogen-powered vehicles, specifically the Toyota Mirai, for the past two years. He praises these vehicles for their per-

formance and enjoys educating passengers about the environmental benefits of hydrogen technology. His experience with the company has been overwhelmingly positive, particularly valuing the supportive work culture and the strong relationship with management, who he notes greet employees personally each day. Despite his age, Kazem continues to contribute to the company by sharing his extensive knowledge with younger colleagues, fostering a culture of learning and mutual support. His satisfaction with the company is reflected in his enthusiasm for participating in company events, such as an upcoming trip to Paris.

Sandra's Story:

A Dedicated Night Shift Driver

Sandra has been a part of our team for six and a half years, working as a night shift driver. She chose this schedule due to its flexibility, which allows her to manage her personal responsibilities while maintaining a stress-free work environment. Sandra explains, „I love stress-free work areas, and the traffic is just the main criterion in my job that makes it much easier and more relaxed to work the night shift.“



Sandra drives the Toyota Mirai 2 and is an avid supporter of hydrogen technology, appreciating its advantages over electric vehicles, particularly the absence of lengthy charging times. She takes pride in the service she provides, ensuring that her passengers feel safe and comfortable during their rides. Her personal touch, such as carrying small gifts for children or engaging in supportive conversations with passengers in need, highlights her commitment to customer care.

Sandra values the company's supportive and familial culture, feeling well-supported by her colleagues and management in times of need. She is motivated by the opportunity to grow and develop through the various challenges presented by the job, which she embraces as opportunities for personal and professional growth. Sandra is optimistic about the future of urban mobility and is passionate about the role that sustainable transportation will play in it, expressing a strong belief in the potential of the younger generation to drive positive change.

New Employment Opportunities

These interviews exemplify how our company supports a diverse workforce, offering opportunities for meaningful employment across different stages of life. We prioritize flexibility, sustainability, and a supportive work environment, aligning with our ESG goals to foster a socially responsible and inclusive workplace.

We are committed to fostering an inclusive and diverse workplace where every individual has the opportunity to thrive. To support our employees and the communities we serve, we also have launched several initiatives aimed at creating new employment opportunities, particularly for individuals from underrepresented backgrounds. These programs include mentorship programs, diversity-focused recruitment efforts, and enhanced employee benefits to ensure inclusivity.

Supporting Migrant Backgrounds

We recognize the unique challenges faced by individuals from migrant backgrounds and are

dedicated to providing them with meaningful employment opportunities. By creating a supportive and welcoming environment, we help these employees integrate into the workforce and develop their skills. Our comprehensive onboarding programs, language support, and cultural integration workshops ensure that every team member feels valued and empowered to contribute their best.

Supporting Individuals with Disabilities

Our commitment to diversity and inclusion extends to supporting individuals with disabilities. In 2023, we made significant strides, increasing our employment of people with disabilities by 66.67% compared to 2022. This growth is particularly noteworthy in our white-collar positions, where we achieved an 83.33% increase. These gains reflect our dedication to creating opportunities across all levels of our organization. By fostering an inclusive workplace, we ensure that employees with disabilities have access to the resources and support they need to thrive. This progress not only underscores our commitment to equal opportunity but also enriches our team with diverse perspectives and talents.

Employee Development and Career Growth

Investing in our employees' professional development is a priority at SafeDriver Group. We offer various training programs, workshops, and educational opportunities to support career advancement. As part of our ESG strategy, we also support talented and committed students of the Sustainable Mobility Management MBA program at the Technical University Berlin (TU) through a scholarship program. This initiative is designed to empower future leaders in sustainable mobility by enabling them to achieve their academic and professional goals without financial constraints. Through this scholarship, we are actively contributing to the development of innovative solutions for the future of mobility and helping to shape a more sustainable world.

Community Engagement

Our commitment to making a positive impact extends beyond our employees to the communities in which we operate. Through volunteer programs and community partnerships, we encourage our employees to give back and contribute to local initiatives. This engagement not only strengthens our ties with the community but also enriches the personal and professional lives of our team members.

In this context, we've launched a comprehensive re-integration program for the long-term unemployed. This initiative aims to open new career prospects and facilitate integration into the job market through tailored training, education measures, individual support, and job placement within our group of companies. By prioritizing new employment opportunities and fostering an inclusive workplace, Safe-Driver Group not only enhances its operational effectiveness but also contributes positively to the broader social fabric. We are proud of the diverse and dynamic team we have built and remain dedicated to supporting our employees' growth and success.

Intercultural Competencies

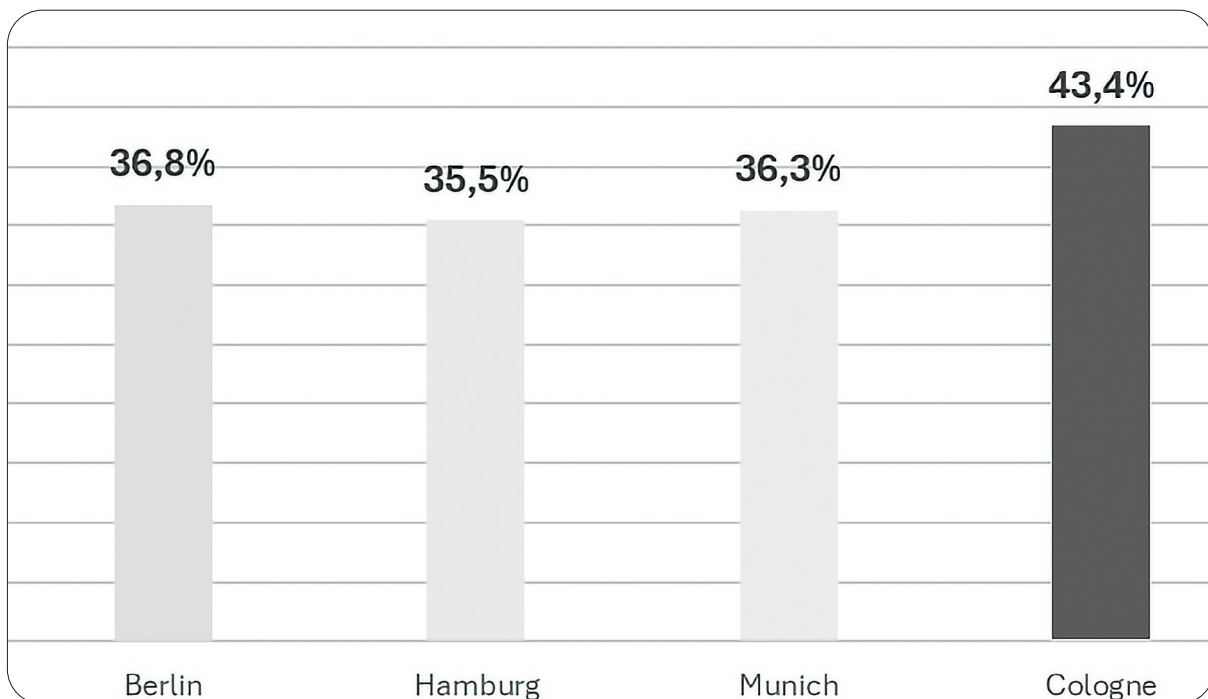
To deepen our understanding of the diverse cultu-

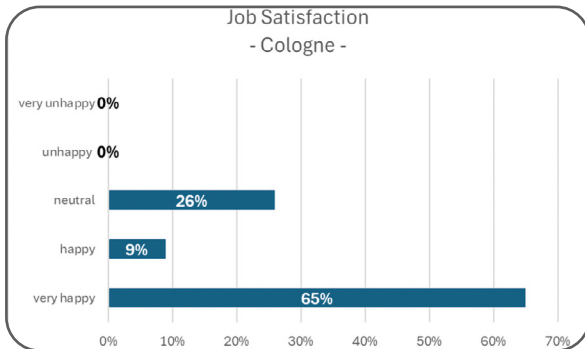
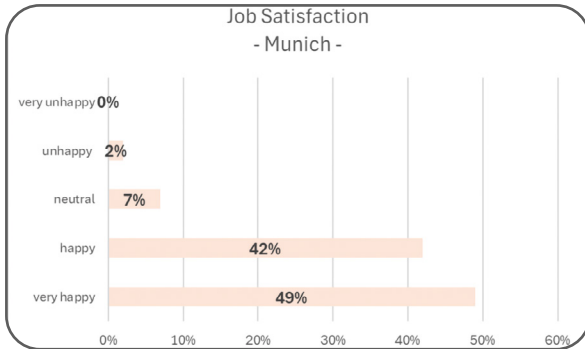
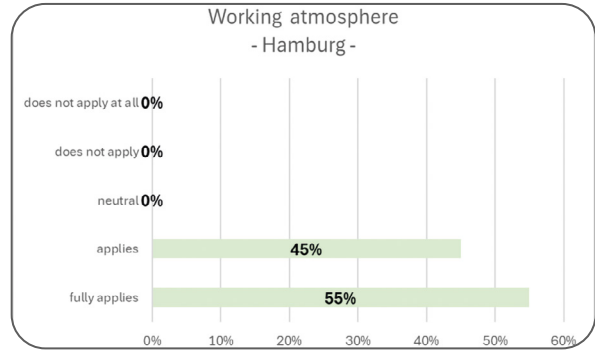
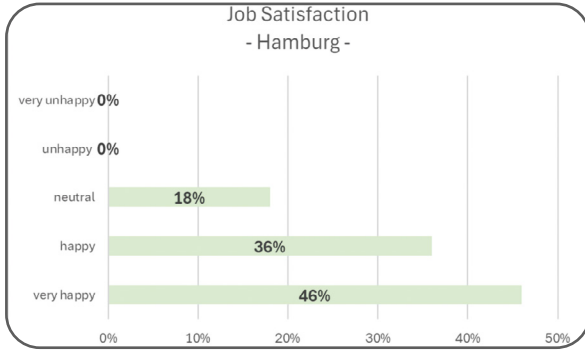
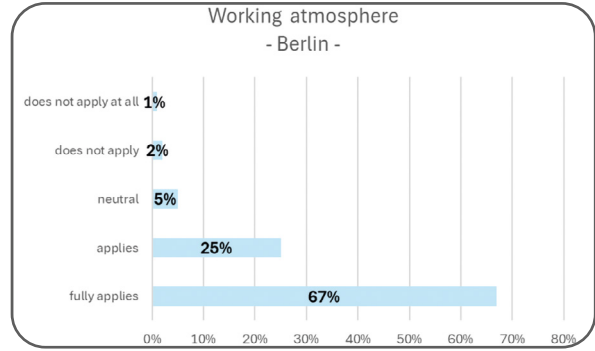
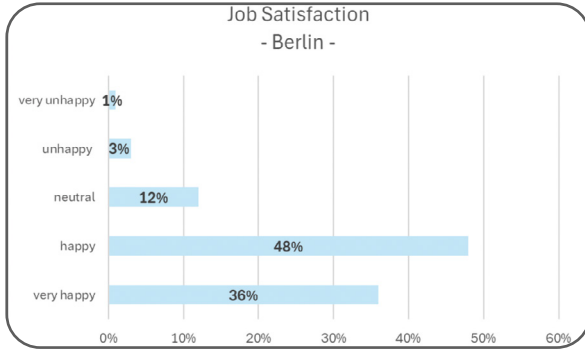
res and ethnic backgrounds of our employees and partners, we initiated a program in 2022 that sent 15 employees to 13 different countries for four weeks. There, they immersed themselves in the local culture, history, and mindset while meeting locals and learning about their traditions and religions. This initiative was a resounding success, fostering greater understanding and enhancing our working environment even further.

We asked our staff

Nothing can make a company understand their employees better than asking them directly. In 2019, we undertook an anonymous employee survey to gain a clearer understanding of our standing as an employer and to identify areas for improvement. Recognizing that our employees are one of our most valuable assets, this initiative was designed to listen to their voices and strengthen our commitment to their well-being. At the time, 220 drivers out of a total of 537 across four different locations participated, representing an average participation rate of 37%.

Job satisfaction shows that in ¾ of our locations, drivers like to work for SafeDriver Group with 82% to 91% satisfaction rate between happy and very happy.





However, ranking last in the survey with only 74% satisfaction rate, Cologne was assigned special assistance. When it comes to our working atmosphere, no less than 93% of our colleagues are happy to come to work. Again, with 82% Cologne ranks last and needed special attention at the time.

What Our Employees Appreciate

- The flexibility offered in their roles
- A fair, straightforward, and secure employment experience
- Timely payment of wages
- Friendly collaboration and flat organizational hierarchies
- A positive working environment with a family-like atmosphere
- A well-executed planning system
- Vehicles maintained in excellent condition

Areas for Improvement - Employee Feedback

- Availability of support or a contact person also after 6:00 p.m. and during weekends
- Coordinators and team leaders for night shifts at all locations
- Dedicated employee parking spaces at each location
- Provision of vacuum cleaners, ample cleaning supplies, and accessories at all locations
- Introduction of one international accepted messenger as a communication tool
- Exploration of alternative shift models

Governance Performance

At SafeDriver Group, governance is more than a framework - it is the compass that guides our journey towards sustainable success. With a steadfast commitment to transparency, accountability, and ethical leadership, we have designed a governance structure that not only meets the highest standards but also adapts to the evolving landscape of corporate responsibility. Our Board of Directors, along with its independent committees, plays a pivotal role in ensuring that every decision we make aligns with our core values and long-term vision. In this section, we will take you through the pillars of our governance model, demonstrating how we maintain the balance between ambition and accountability, all while fostering a culture of integrity that permeates every level of our organization.

At a Glance - What We Do

Our pillars to govern are simple, finding a balance among environmental, financial, social and other responsibilities that come our way. Herewith are worth mentioning, our leadership and all people involved, the regulations that on a worldwide scale have impact to all of us becoming more conscious about each of our worlds we operate in and at last the topics we maneuver to keep our business running: climate change, driver and courier well-being, user safety, ethics and compliance, privacy and cybersecurity, regulatory risk and innovation. With that in mind, we do:

ESG Assessments Every 2-3 Years:

Our commitment to environmental, social, and governance standards is reviewed regularly to stay ahead of industry demands.

Independent Audits:

Major business processes undergo independent audits to maintain transparency and trust with our external stakeholders.

Board Oversight of Management Succession Planning:

We ensure continuity and strong leadership by carefully overseeing our succession plans.

Quarterly Board Meetings:

We bring together managers from all business lines, up to the C-Level, to ensure alignment and strategic direction.

Annual Review of Compensation Structures:

We regularly assess and adjust our payment structures to ensure fairness and competitiveness.

Annual Data Security Assessments:

We conduct thorough yearly evaluations to safeguard our information systems.

Navigating and Delegating

Our Board, along with its independent audit, compensation, and nominating and governance committees, plays an active role in overseeing the various components of our ESG program. This formalized oversight is crucial in ensuring that the ESG priorities identified in our assessments are fully integrated into our business strategy and contribute to our long-term success.

These ESG issues, highlighted in our assessments, are not just checkboxes; they are vital to the enduring success of our business. Therefore, they are diligently overseen by SafeDriver Group’s Board of Directors, supported by the Board’s independent committees. The accompanying chart succinctly outlines the primary responsibilities of the Board and each committee regarding our ESG program and key material ESG topics. As for the leadership and task force the following members are responsible for all ESG aspects:

Leadership:		
CEO	Head of SafeDriver ennoo	Head of Fleet Management
CFO	Head of SafeDriver NextGen	Head of Communications
	Head of Action Worldwide Limousines	Head of SafeDriver MLS
ESG Task Force:		
Sales	Controlling	Operations
SBC 911 - external	Finance	Fleet Management
Data Privacy	HR	Communications

Data Security

Data security became a vital aspect with the evolution of computers, server infrastructure and the upcoming developments in AI. Preparation for worst case scenarios like data breaches in critical infrastructure became obligatory to protect all involved stakeholders. That’s why, in 2021 and 2022, we performed several tests to make our environment for our data more secure and performed different training sessions for our

employees to make them more aware of the challenges regarding the usage of hard- and software as well as networks.

Payment Card Industry (PCI) scanning in 02/21

In 2021 we performed a PCI scan to understand the level of security we have and would need for all card data we store for our employees and customers. The results were outstanding. The scan included all components which should be in scope for PCI DSS. Any component considered out of scope for this scan was properly segmented from the cardholder data environment, and any evidence submitted to the ASV to resolve scan exceptions, including compensating controls if applicable, was accurate and complete. Our external consultancy acknowledged:

- accurate and complete scoping of this external scan
- the scan result only indicates whether or not the scanned systems are compliant with the external vulnerability scan requirement of PCI DSS
- scan results do not represent an overall compliance status with PCI DSS or provide any indication of compliance with other PCI DSS requirements.

This scan and report was prepared and conducted by Sectigo Limited under certificate number 4172-01-14, according to internal processes that meet PCI

DSS requirement 11.2.2 and the ASV Program Guide. Sectigo Limited attested that the PCI DSS scan process was followed, including a manual or automated Quality Assurance process with customer boarding and scoping practices, review of results for anomalies, and review and correction of:

- disputed or incomplete results
- false positives
- compensating controls (if applicable)
- active scan interference

In summary we discovered 4 vulnerabilities out of 211 total information gathered and the results state that we passed tests for all tested IPs. All vulnerabilities were fixed during the scanning.

Penetration testing in 09/22

Through a conducted penetration test, we rigorously evaluated our individual computers, networks, and applications to assess the security of our system components and software infrastructure. Utilizing advanced techniques and methodologies typically employed in unauthorized system breaches, we sought to identify potential security vulnerabilities and develop effective solutions to mitigate these risks.

The testing discovered several points to be considered as vulnerable and aspects to be taken care of:

- Discovery of several plain text protocols that, when used, can transmit sensitive information such as access data in plain text.
- The Internet Key Exchange (IKE) used to establish a VPN connection is operated in a non-optimized configuration in terms of security, which allows an attacker to gain access to the VPN tunnel if they successfully guess an authentication feature (pre-shared key)
- Slightly outdated software with known vulnerabilities. Even if an effective patch management process was evident, it was recommended that the software version of the Microsoft Exchange services be updated as soon as possible after Microsoft provides updates in order to minimize the potential attack period
- The web servers and banners of several services reveal information about the software used and its version information. An attacker can use this information to plan further attacks and focus his attack techniques on the software being used. The web servers of the systems tested do not use some security-enhancing HTTP headers, such as Strict Transport Security (HSTS), which makes it possible to carry out man-in-the-middle attacks such as SSL stripping.
- The TLS configuration does not comply with the recommendations of the Federal Office for Information Security (BSI). An attacker who can compromise the TLS encryption of a service could intercept sensitive data such as passwords
- The Exchange Server allows any HTTP host header to be set via the web interface (OWA) and then attempts to forward to the specified host. This could be exploited to forward to an attacker’s server

All findings can be categorized as follow:

Weakness	Risk	Damage	Probability of Occurrence
Use of plaintext communication	Medium	High	Possible
Insecure use of IKE	Medium	Medium	Unlikely
Use of slightly outdated software	Medium	High	Unlikely
Disclosure of information	Medium	Low	Likely
Lack of use of security headers	Low	Medium	Unlikely
Partially insecure use of SSL/TLS	Low	High	Unlikely
Exchange Server (OWA) accepts any Host Header		Marginal Finding	

As a result, the following measures are recommended to execute asap

- Exclusive use of encrypted protocols and deactivation of plain text protocols
- Optimization of the settings of the IKE (Internet Key Exchange) protocol with regard to a secure configuration
- Installing updates for the software showing old versions
- Removal of software and version information from websites and banners
- Use of the following HTTP headers, which increase the security of web applications: Content Security Policy, Strict Transport Security (HSTS), HSTS Preload
- Optimization of the settings of the TLS protocol regarding a secure configuration
- Specifying the Exchange (OWA) host name in the IIS web server settings

All recommendations were fixed during the test.

Cybersecurity test in 10/22

To make our employees more aware of possible data breaches when using hard- and software as well as the internet and mail, we performed a cybersecurity test for all white collars where everyone was obliged to do a test and face different challenges while performing a phishing simulation. Those are the results:

As the results indicate, all 46 employees completed the online course, leading to over 2,600 recorded events and more than 2,500 interventions. Notably, only 16 reactions out of these 2,600 events required follow-up due to employee miss-taps, which is a testament to our team’s overall vigilance and adherence to best practices.

On a positive note, all three tests and scans were successful, confirming our robust security levels. Given that IT security is critical to safeguarding our data now and in the future, SafeDriver Group is committed to conducting these tests and scans on a regular basis to ensure our defenses remain strong.






Compliance Partners

The German mobility market is a landscape defined by rigorous regulations. In response to the challenges we encountered in 2023, we developed a new compliance strategy in collaboration with Uber. This strategy ensures that all current and prospective partners are held to the highest standards of compliance within the SafeDriver Group framework.

Implemented in 2024, we have already conducted compliance checks on 232 Uber partners, thoroughly reviewing all necessary legal documents required to operate within the regulatory framework. During this process, we not only verify our

Behaviors

Overview

				
2.6k	16	46	2.5k	116
recorded security behavior events	Addressed security behaviors	Users completed the course	total interventions conducted	Improvement of the overall risk factor

Check out your security behavior!	<u>86/100</u>	<u>98/100</u>	<u>100/100</u>
A high security behavior score indicates that an organization follows recommended practices.	Does not use weak passwords	Does not use a password that has been compromised in a data breach	Ensures devices & software are updated (either when prompted or by enabling auto-updates)

partners' documents but also cross-check them against our own records to prevent the use of falsified documents and to immediately halt any potential illegal activities.

While this process certainly presents organizational challenges - such as the occasional difficulty of partners attending scheduled reviews due to their busy daily operations - our approach is firm yet fair. Partners who fail to attend these compliance checks face a temporary suspension of their accounts, effectively pausing their ability to drive and earn. The success of this initiative is largely due to the strong relationships we have cultivated with our partners, which have been crucial in navigating this sensitive process and achieving a 100% compliance rate.

It is worth noting that non-compliance results in the immediate suspension of a partner's account and notification to the relevant authorities. To prevent such outcomes, we offer seminars and provide comprehensive support to our partners, guiding them through every step of the process to ensure they meet compliance standards from the outset.

Public, Marketing, and Political Activities

In a highly regulated and competitive landscape of the German mobility market, political engagement is not just beneficial - it is essential. SafeDriver Group is actively involved in several initiatives aimed at overcoming industry obstacles and strengthening our position. Through programs like "wirfahren," "Grüne Mobilität? Ja, bitte," our collaboration with Fraunhofer FOKUS, our podcast "Fahr mit uns," and the "H2 Moves Berlin" project, we are leading the conversation on key industry topics, educating our stakeholders, and raising awareness about current challenges.



Project: "wirfahren" ("We Drive")

The "wirfahren" community represents the interests of rental car companies and their over 45,000 drivers across Germany. It serves as a vital platform where relevant industry issues are discussed, multiple perspectives are considered, and interests are represented both internally and externally. The initiative fosters dialogue on the role of rental car services in the development of modern mobility concepts and advocates for a legal framework that supports these advancements. By providing valuable information on services and future projects, "wirfahren" aims to ensure that professional rental car drivers are recognized and that the legal landscape is modernized to reflect the evolving demands of the industry. Two projects are in place via that platform: study in collaboration with Fraunhofer FOKUS and project "Grüne Mobilität? Ja, bitte!"



Collaboration with Fraunhofer FOKUS

As part of the “wirfahren” initiative, we collaborated with Fraunhofer FOKUS to conduct a study on the “transformation of the taxi and rental car industry”. The study analyzed the current state of the industry and provided insights into what is needed to achieve more sustainable mobility. Using real data provided by SafeDriver ennoo, the study revealed that due to existing regulations, almost 200,000 kilometers of “empty journeys” - rides without passengers - occur daily in Berlin alone, with an estimated one million kilometers across Germany each day. This study, which was exclusively published in Welt and featured on 54 other platforms in collaboration with WELT, received over 500,000 views on TikTok. It was the first to provide reliable data showing how current regulations hinder the transition to electric vehicles. To address these regulatory challenges, Fraunhofer FOKUS developed the EcoPause concept, which integrates charging infrastructure with break times, aligning labor laws with the new dynamics of electromobility.



Project: “Grüne Mobilität? Ja, bitte!” (“Green Mobility? Yes, Please!”)

The “Grüne Mobilität? Ja, bitte!” initiative is dedicated to advancing clean mobility within the taxi and rental car sectors. It supports private sector initiatives and advocates for political commitment to decarbonizing the ride-hailing industry. The main goal is to enable passengers to travel in climate-friendly taxis and rental cars anytime, anywhere. However, bureaucratic hurdles imposed by government agencies remain a significant obstacle. We are dedicating substantial resources to address and eventually overcome these challenges.



Podcast: “Fahr mit uns” (“Drive with Us”)

In addition to our other initiatives, the podcast “Fahr mit uns,” produced by SafeDriver Group and SafeDriver ennoo, offers valuable insights into the rental car business for operators and aspiring entrepreneurs. Over the course of 12 episodes, we cover the essentials of operating successfully in the industry, including legal and safety considerations. Since its launch in November 2023, the podcast has reached an audience of over 1,000 listeners, with an average of 70 streams per month.



Project: H2 Moves Berlin

As the world increasingly turns to clean energy solutions, hydrogen-powered fuel cell electric vehicles (FCEVs) are emerging as a key player in the decarbonization of tomorrow’s transport. The H2MovesBerlin project is a promising initiative that promotes the use of FCEVs for rental car journeys across Europe. Launched by global mining leader Anglo American, in collaboration with strategic partners like SafeDriver ennoo and Toyota Germany, this project is driving the future of sustainable mobility. In Berlin, SafeDriver ennoo is leading the charge by operating up to 200 hydrogen-powered Mirai II vehicles in ride-hailing mode, bringing the vision of a cleaner, greener city closer to reality.

After introducing you to our key ESG topics and the strategic approach we employ to ensure long-term success, allow us to shift our focus to the final aspects of our journey, as we bring this report to a close. We will now reflect on the lessons we have learned, identify both opportunities and risks, outline our next steps to enhance our performance and will begin this exploration by delving into our business ethics.

Business Ethics

Our commitment to business ethics serves as the backbone of our operations at SafeDriver Group. Throughout our ESG report, it becomes evident that ethical conduct is not merely a guideline but a core principle embedded in every aspect of our business. We have made strides in enhancing transparency, ensuring compliance with rigorous standards, and fostering a culture of integrity. These efforts are manifested in our governance structure, which emphasizes accountability and ethical leadership.

In particular, our collaboration with regulatory bodies and our proactive stance on data security and privacy illustrate our dedication to ethical practices. We have implemented robust data protection measures, ensuring that all stakeholders, from customers to partners, can trust in the security of their interactions with SafeDriver Group. Moreover, our initiatives to engage with political stakeholders transparently further demonstrate our commitment to ethical advocacy and the promotion of sustainable urban mobility.

Looking ahead, we are focused on continually refining our ethical standards to adapt to evolving market dynamics and regulatory landscapes. As we innovate and expand our services, our ethical principles will guide us, ensuring that growth is achieved responsibly and sustainably. We are poised to lead by example, setting benchmarks in ethical conduct that others in the industry can follow.

Opportunities and Risks

In the rapidly evolving mobility sector, SafeDriver Group has identified several opportunities and risks that are critical to our ongoing success. On the opportunities front, our aggressive move towards a zero-emission fleet and the adoption of hydrogen and electric vehicles position us as leaders in sustainable urban mobility. This not only aligns with global environmental goals but also meets the increasing demand from eco-conscious consumers. Our strategic partnerships, such as those in the „H2 Moves Berlin“ project, further enhance our competitive edge by enabling us to offer cutting-edge mobility solutions that are both innovative and environmentally friendly.

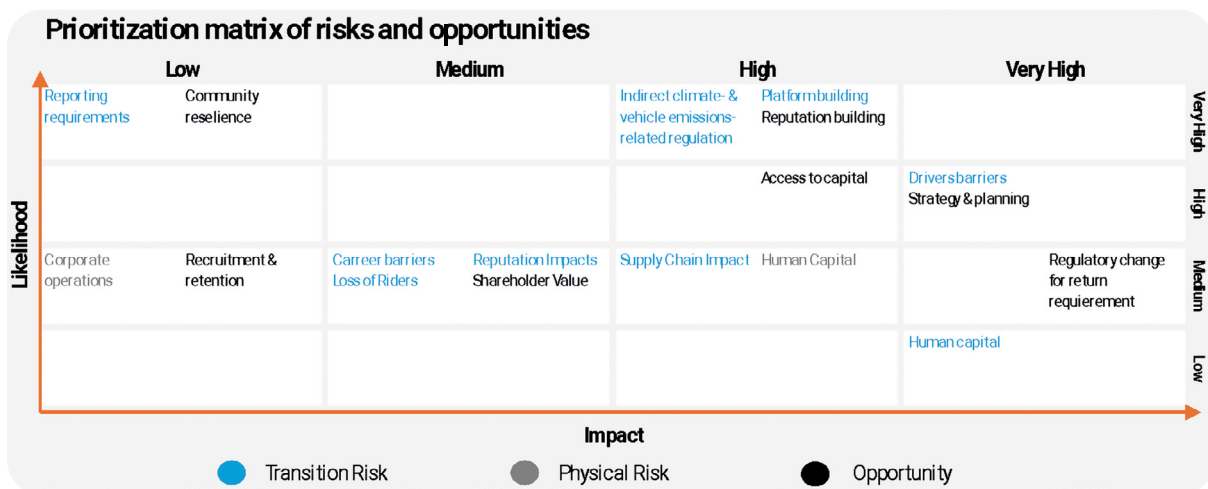
However, these opportunities come with inherent risks. The transition to a fully sustainable fleet is capital-intensive and subject to technological and regulatory uncertainties. The high cost of electric and hydrogen vehicles, coupled with the

nascent state of supporting infrastructure, presents significant financial risks. Additionally, the evolving regulatory landscape in the mobility sector requires constant vigilance and adaptability. Non-compliance or delays in meeting regulatory requirements could result in operational disruptions or financial penalties.

To manage these risks, SafeDriver Group is committed to maintaining a flexible and proactive approach. We are investing in continuous monitoring and updating our risk management frameworks to ensure that we can quickly adapt to changes. Furthermore, our close collaboration with regulatory bodies and industry leaders allows us to anticipate and mitigate potential challenges before they impact our operations. See our prioritization matrix below to understand how we approach these challenges:

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By balancing innovation with prudent risk management, we aim to capitalize on opportunities while safeguarding the long-term sustainability of our business.



Sustainable Improvement Goals and Strategic Outlook

Reflecting on our journey so far, SafeDriver Group has garnered valuable insights that will shape our future strategies. One of the key learnings is the importance of agility and adaptability in an industry that is as dynamic as urban mobility. Our success in transitioning a significant portion of our fleet to zero-emission vehicles underscores the need for forward-thinking and proactive decision-making.

Another critical learning is the value of investing in our people. The significant growth in our workforce and our commitment to diversity and inclusion have proven essential in driving innovation and operational excellence. Obviously transparency and ethical governance are not just regulatory requirements but fundamental to building trust and long-term relationships with our stakeholders.

As we look to the future, these learnings will guide us in refining our strategies to ensure financial success and growth while advancing our ESG goals. We recognize that our ability to innovate, coupled with our commitment to ethical practices, will be key drivers of our continued growth and impact.

To maintain our trajectory of success, SafeDriver Group must continue to push the boundaries of sustainability and innovation. Our immediate goals include accelerating the transition of our fleet to 100% zero-emission vehicles by 2025, a target that is ambitious yet necessary in our quest to lead the sustainable mobility revolution. This will involve further investments in hydrogen technology and electric vehicle infrastructure, as well as the expansion of our partnerships with industry leaders.

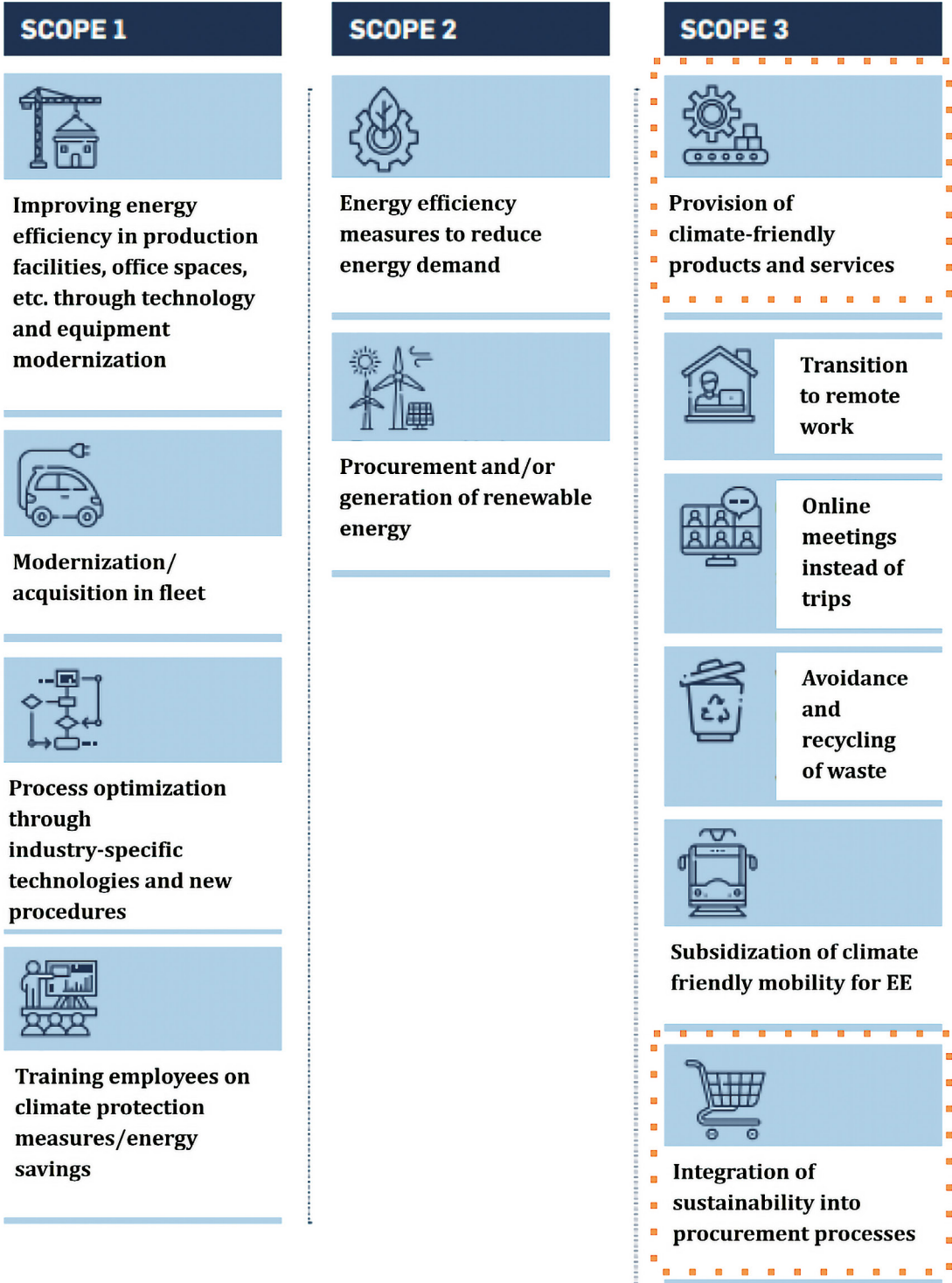
Strategically, we aim to enhance our digital platforms to provide seamless and integrated mobility services that meet the evolving needs of our cus-

tomers. Our focus will also be on expanding our global operations while maintaining our commitment to sustainability and ethical governance.

In conclusion, our strategic outlook is one of bold innovation tempered with a deep sense of responsibility. We are setting the stage for a future where SafeDriver Group is synonymous with sustainable, ethical, and innovative urban mobility.

When evaluating opportunities for impactful change, the most significant leverage lies within our fleet strategy - and consequently, within our procurement process - and affects areas in Scope 3 emissions. Currently, over 51% of our fleet comprises Mirais, which, while innovative, have production emissions that are double those of Suzuki vehicles. This necessitates a thorough analysis of the associated pros and cons.

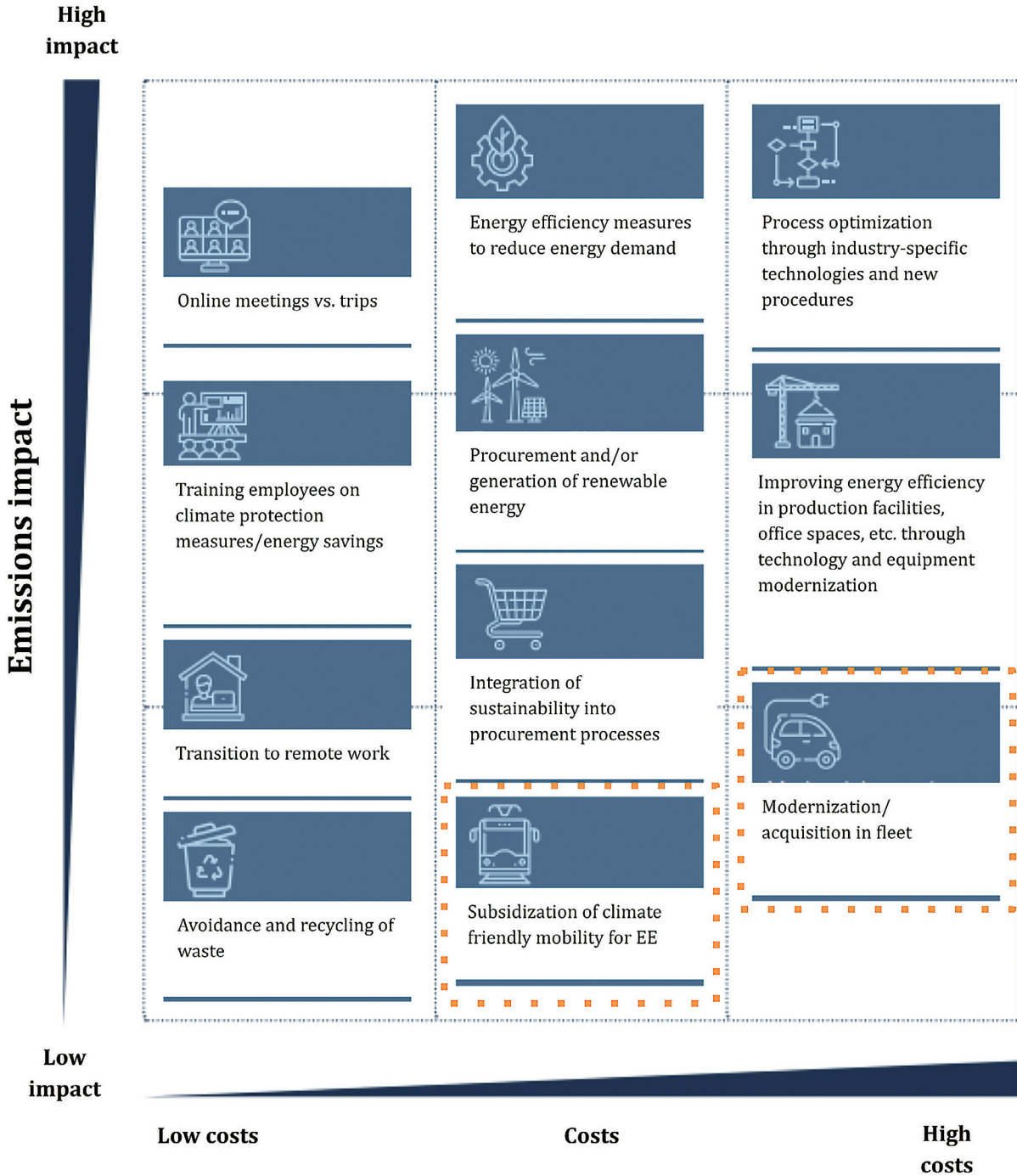
While we have already implemented several key initiatives aligned with our sustainability goals - such as offering remote work options, conducting online meetings, and investing in renewable energy - it is crucial to reassess and refine our approach in fleet management to ensure it aligns with our broader environmental objectives.



This also involves adapting your business model (e.g. circular economy, product innovations, alternative raw materials)

From a business standpoint, aligning ESG goals with financial investments is undoubtedly a gradual process, particularly as we have limited influence over the emissions produced by the manufacturers from whom we procure our vehicles. Recognizing this challenge, and in light of the market constraints faced by our partners, we launched a new venture at the end of 2023: „ennoo Rental.“ This marketplace for vehicles of all types aims to provide our partners with the optimal solu-

tions for their ride-hailing businesses. As we take on responsibility for the entire German market initially, with plans to expand across Europe in the near future, our Scope 3 emissions will be significantly impacted. With this in mind, developing a robust procurement strategy that incorporates continuous technological advancements is crucial for managing our carbon footprint. A key component of this strategy is our purchasing power. Market experience demonstrates that small-scale



purchases yield limited negotiation leverage and minimal influence over external production practices. However, we are optimistic that this venture will position us as a significant partner to even the largest car manufacturers, enabling us to play a pivotal role in reducing carbon emissions.

The strategic collaboration between the project “wirfahren” and Fraunhofer FOKUS has yielded valuable insights and actionable recommendations that, when strategically implemented, promise not only significant financial gains but also substantial reductions in carbon emissions. The partnership culminated in the publication of the report titled „Transformation of the Taxi and Rental Car Industry to Emission-Free Operation,” which thoroughly examines the opportunities and challenges associated with transitioning these sectors to emission-free alternatives. This report underscores the urgency of climate protection and the reduction of greenhouse gas emissions, particularly within the transportation sector, which currently contributes approximately 20% of total emissions.

The report’s key focus areas include legal and regulatory drivers, technological pathways, innovation and infrastructure, impact on business operations, as well as forward-looking Recommendations and Outlook. One pivotal aspect discussed is the requirement for rental car services to return to their base, which was further analyzed in a subsequent study that simulated various operational strategies. The findings revealed that eliminating the mandatory return requirement could yield significant environmental and operational benefits. Through a combination of „wait-at-drop-off“ and „drive-to-hotspot“ strategies, the study demonstrated optimized vehicle distribution without the need for a return mandate, leading to notable reductions in travel distances and emissions, thereby enhancing fleet efficiency. Key findings from the study include:

- **Reduction in CO₂ Emissions:**
The removal of the return requirement could lead to an annual reduction of 7,250 tons of CO₂ emissions in Berlin alone, accounting for approximately 1.8% of the city’s total transportation sector emissions.
- **Decrease in Vehicle Travel Distance:**
A daily reduction of approximately 194,812 kilometers traveled was observed, translating to a 1.1% decrease in the overall traffic volume generated by motorized individual transport (MIV) in Berlin, equating to 71.1 million kilometers annually.
- **Time Savings:**
Drivers could save up to 59 minutes per day by remaining at the drop-off point for their next assignment instead of returning to the base, thereby improving overall efficiency.

In light of these compelling findings, we at Safe-Driver Group remain steadfast in our commitment to driving forward innovative and sustainable solutions within the transportation sector. The potential for positive change is immense, and we are dedicated to leading these efforts with passion, integrity, and a resolute focus on our long-term sustainability goals. Together with our partners, we will continue to challenge the status quo, pioneering new pathways toward a future where our operations contribute meaningfully to both economic success and environmental stewardship, as well as social importance and optimal governance.

Thank you for your attention.

Recognition

Forward-looking statements

This report may contain forward-looking statements regarding our future business expectations, which involve risks and uncertainties. Actual results may differ materially from the results predicted, and reported results should not be considered as an indication of future performance. Forward-looking statements include all statements that are not historical facts and can be identified by terms such as “anticipate,” “believe,” “contemplate,” “continue,” “could,” “estimate,” “expect,” “hope,” “intend,” “may,” “might,” “objective,” “ongoing,” “plan,” “potential,” “predict,” “project,” “should,” “target,” “will,” or “would” or similar expressions and the negatives of those terms. Forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by the forward-looking statements. These risks, uncertainties, and other factors relate to, among others: competition; managing our growth and corporate culture; financial performance; investments in new products or offerings; our ability to attract drivers, consumers, and partners to our platform; our brand and reputation and other legal and regulatory developments and proceedings, particularly with respect to our relationships with drivers and couriers. In addition, other potential risks and uncertainties that could cause actual results to differ from the results predicted include, among others, those risks and uncertainties included in this report. Information in this report is based on assumptions that we believe to be reasonable as of publication. We undertake no duty to update this information unless required by law.



ESG

Reporting

2023