



Declaration on the Principles of Sustainability

This declaration contains the following topics: Who we are as an organization, what we stand for and our commitment to our stakeholders such as our customers, suppliers, employees and the society.

Our Sustainability Mission Statement

"We shape sustainable and flexible mobility. We change the game in mobility with radical solutions by electrifying mobility and change travel behavior"

Environment Sustainability

We pledge to drive climate action by promoting sustainable mobility through the leasing of eco-friendly vehicles, while actively reducing our own organizational carbon footprint, ensuring a greener and more responsible future for all. We commit to advancing the principles of the circular economy by promoting the leasing of products designed for longevity, reusability, and resource efficiency, while diligently fostering a circular and sustainable economic model for the benefit of both our clients and the environment. We promise to prioritize the adoption of low-emission vehicles in our leasing offerings, and further contribute to environmental stewardship by advocating for water-efficient car washing practices, thereby ensuring a cleaner, healthier planet for generations to come.

We practice what we preach by constantly looking for ways to become more sustainable. We invest in tools and environmentally friendly behavior of our employees, customers, suppliers and partners.

Social Sustainability

We are dedicated to foster a diverse and inclusive workforce, and provide equal opportunities. By prioritizing employee well-being, professional development, and inclusivity, we aim to set a standard for corporate responsibility and contribute to a workplace culture that values and respects every individual. We prioritize road safety by implementing safety standards for both our workforce and customers. We actively engage with local communities by leveraging our expertise in mobility. Through collaborative initiatives, we aim to use our knowledge to enhance local initiatives, address community needs, and contribute positively to the well-being and sustainable development of the areas we serve.

Governance Sustainability

Our operations are guided by the highest standards of integrity, transparency, and accountability. We prioritize proactive engagement with our customers and suppliers. Through frequent and open interactions, we aim to understand their needs and build long lasting partnerships. Our commitment to solid ESG governance practices ensures transparency, accountability, and responsible decision making in all aspects of our operations.

We are committed to the Principles of Sustainability.

We subscribe to the principles of Sustainability. We commit to:

- **Accountability:** Be accountable for our impact on the environment, society and the economy;
- **Transparency:** Be transparent in our decisions and activities that have impact on society and environment;
- **Ethical behavior:** Engage in ethically correct behavior at all times;
- **Respect for stakeholder interest:** Respect, consider and respond to the interest of our stakeholders;
- **Respect the rule of law:** Accept that respect for the rule of law is mandatory;
- **Respect for international norms of behavior:** Respect international norms of behavior, while adhering to the principle of respect for the rule of law;
- **Respect for human rights:** Respect human rights and recognize both their importance and their universality.

Our Sustainability Commitment

We commit to tackle our material Sustainability impact topics and will establish clear objectives and targets. Additionally, we develop and maintain Social Sustainability programs and management systems and dedicate sufficient resources to respond to these principles.

We also subscribe to the principles of the Athlon Sustainability Strategy. Therefore, we commit to the following ESG Key Drivers:

- **Protect our Planet (E)** | Take action against *climate change*, support the *circular economy* and reduce *air pollution and water use*.
- **Connect our Community (S)** | Be a *responsible inclusive employer* that takes action on *road safety* and *gives back to the community*.
- **Steer our Impact (G)** | Take accountability, apply strong *business ethics*, *challenge our stakeholders* and *provide transparency*.

Quality and Customer Focus

We realize this through:

- Asking our customers frequently what their needs are;
- Exceeding the expectations of our customers with high quality products and services;
- Measuring, analyzing and maintaining the satisfaction of our customers, other stakeholders and our internal processes;
- Using our findings to introduce structural improvements and evaluating them.

Meeting Demands

We aim to meet the demands of our customers, suppliers, government and Mercedes-Benz Mobility AG. Being compliant is always our priority number one. This will be monitored through a sound system of control, audits and reporting. We expect our employees to have an active role in meeting these standards and demands. We also ask them to implement improvements in order to meet future demands.

At Athlon we work together to reach our goals. We are highly motivated and passionate to reach our goals while developing the organization to become better every day. We also work together to develop our organization and ourselves as a person. This is how we speed up our Sustainability Movement.

Our Contribution to the Sustainable Development Goals (SDGs) of the UN Paris Climate Agreement

We linked our Sustainability Strategy to the SDGs: a common global language which helps us, along with our stakeholders, to contribute to a better and more sustainable world. This also allows us to gain insight in how we can have an even bigger positive impact on both environment and society. The SDGs can be seen as an inseparable whole. All SDGs are equally important, but we focus on the SDGs where Athlon can have the most direct impact:

- SDG 11: Sustainable Cities and Communities
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action
- SDG 17: Partnership for the Goals



- Through our ESG Key Drivers we have indirect impact on:
- SDG 3: Good Health and Well-being
 - SDG 4: Quality Education
 - SDG 5: Gender Equality
 - SDG 8: Decent Work and Economic Growth



Athlon Car Lease International B.V.
Schiphol, January 2024

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