



Athlon International Declaration on the Principles of Sustainability and Corporate Social Responsibility

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

Our Sustainability and Corporate Social Responsibility (CSR) Mission Statement

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

Sustainability

As Athlon Car Lease International B.V. we are aware of the impact we have on the climate, road safety and sustainability topics in society as a whole. A big fleet automatically results in a higher CO₂ emission and a bigger risk to (road) safety. Hence, we focus on providing and giving advice on sustainable mobility. For example by:

- Actively sharing knowledge on the topic of full electric and plug-in hybrid vehicles.
- Introducing new forms of mobility.
- Preventing climate pollution.
- Promoting and support safe driving.

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, lease car drivers, partners and suppliers.

Corporate Social Responsibility

We also recognize the importance of social responsibility and we are dedicated to ensure the interest of our customers, employees, shareholders and society through practical examples on Corporate Social Responsibility (CSR).

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

- **Accountability:** Be accountable for our impacts on society, the economy and the environment;
- **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 Commitment

We commit to tackle our material Sustainability and CSR matters and will establish clear objectives and targets. Additionally, we develop and maintain social responsibility programs and management systems and dedicate sufficient resources to respond to these principles. Management and employees are expected to contribute to this policy.

We also subscribe to the principles of the Athlon Sustainability and Corporate Social Responsibility strategy. Therefore we commit to the following impact area's:

- **Climate Action:** Lowering our own carbon footprint every year and help our customers lower their carbon footprint by helping them to change mobility towards full electric mobility.

- Road Safety: By sharing our knowledge and practical solutions we aim to lower the number of road accidents within Europe.
- Community Engagement: We aim to create positive social impact, because our social responsibility goes further than cars and mobility.
- Vitality: Happy employees create happy customers and vice versa. That is why we want to increase the vitality of our employees. This includes the vitality of both body and mind.
- Diversity, Equity and Inclusion: We appreciate and foster diversity among our employees and we capitalize on the different experiences, skills and perspectives they bring in.

Quality & Customer Focus

We realize this through:

- Asking our customers what their needs and wishes are.
- Exceeding the expectations of our customers with high quality products and services provided by caring employees.
- 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

Of course we would like to meet the demand of our customers, suppliers, government and Mercedes-Benz AG. Being compliant is always our priority number one. This will be monitored through a sound system of controlling, audits and reporting. We expect our employees to play an active role in meeting these demands and implementing improvements in order to meet demands of the future.

Together

At Athlon we work together and we are highly motivated and passionate to reach our goals while developing the organization to become better. We 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 of the UN | Paris Climate Agreement

We linked our Sustainability and CSR strategy to the SDGs: A common language which helps us, along with our stakeholders, to contribute to a better and more sustainable world. This also allows us to gain insight into how we can have an even greater impact. The SDGs should be taken as an indivisible whole. All are of equal importance. We focus on the SDGs where Athlon can have the most direct impact:

- SDG11: Sustainable Cities and Communities
- SDG12: Responsible Consumption and Production
- SDG13: Climate Action
- SDG17: Partnerships for the Goals



Through our areas of impact 3 (Community Engagement), 4 (Vital people) and 5 (Diversity and Inclusion), we also have an indirect impact on:

- SDG3: Good Health and Well-Being
- SDG4: Quality Education
- SDG5: Gender Equality
- SDG8: Decent Work and Economic Growth



Athlon Car Lease International B.V.
Schiphol, January 2023

Athlon Car Lease International B.V.
Schiphol, January 2023

Christian Schüler
CEO

Alexander Heijkamp MBA
Sustainability and CSR Director