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ENVIRONMENTAL POLICY OF TRANSPARENT GROUP

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CONTENTS

1. ENVIRONMENTAL POLICY Transporent Group of Companies – Latvia, Lithuania, Estonia, Finland - introduction.	3
2. Environmental aspects.	3
3. Monitoring and execution.	4

1. ENVIRONMENTAL POLICY

Transporent Group of Companies – Latvia, Lithuania, Estonia, Finland - introduction.

This Environmental Policy sets forth the guiding principles and commitments of the Transporent group of companies operating in Latvia, Lithuania, Estonia and Finland. As part of the SIXT brand, the Group is dedicated to minimizing the environmental impact associated with its car rental and full-service leasing operations. Transporent group of companies endeavors to reduce adverse environmental effects to a reasonably practicable extent, in accordance with applicable legislation and recognized standards.

This policy applies to all operational areas and extends throughout the value chain. It establishes expectations for responsible environmental conduct among employees, suppliers, contractors, and other stakeholders.

Environmental governance is a shared responsibility. The Board of Directors of each national entity within Transporent group of companies is accountable for overseeing environmental performance, making strategic decisions on sustainability, and ensuring compliance with relevant legal and regulatory frameworks.

Transporent group of companies carries out its environmental work in accordance with the regulatory framework binding on commercial activities and other binding additional environmental protection regulatory frameworks in accordance with the specifics of commercial activities and the laws of each country, including, but not limited to:

- National and European Union environmental legislation;
- ISO 14001 Environmental Management System principles;
- Sector-specific environmental regulations and voluntary sustainability frameworks,

which the companies regularly monitor and comply with.

This policy is valid for one year and should be reviewed once per year.

2. Environmental aspects.

Transporent group of companies prioritizes the following environmental focus areas:

2.1. Waste Management and Resource Efficiency (Limit or recycle).

- Implement paperless initiatives aimed at reducing paper consumption.
- Ensure systematic recycling of paper, electronic waste, toner cartridges, batteries, and IT equipment.
- Engage certified waste management service providers at the office and unit level.
- Deliver regular training on waste handling and reduction practices.
- Promote reuse and circular economy principles in procurement and operations.

2.2. Climate Impact and Emissions Reduction.

- Monitor and report carbon dioxide (CO₂) emissions across all business units.
- Track fleet composition by fuel type: petrol, diesel, hybrid, and electric.
- Prioritize the acquisition of low-emission vehicles and phase out older models.

- Maintain at least a minimum threshold of hybrid and electric vehicles in the fleet.
 - Support carbon offsetting and explore renewable energy sourcing where feasible.
 - Purchasing green energy is a strategic priority.
- 2.3. Sustainable Procurement and Transportation.**
- Apply lifecycle thinking to vehicle procurement, maintenance, and resale.
 - Integrate environmental criteria into supplier contracts and performance evaluations.
 - Optimize logistics and transportation routes to reduce fuel consumption and emissions.
 - Promote sustainable sourcing of office and operational materials.
- 2.4. Awareness and Stakeholder Engagement.**
- Encourage customers to select fuel-efficient and low-emission vehicles.
 - Promote sustainable mobility options, including electric mobility.
 - Communicate environmental objectives and performance transparently.
 - Collaborate with local communities and organizations on environmental initiatives.
- 2.5. Employee Engagement and Capacity Building.**
- Provide ongoing training on environmental topics and sustainability practices.
 - Facilitate employee participation through a “Green Ideas” initiative.
 - Recognize and reward contributions that advance environmental objectives.
 - Foster a culture of environmental responsibility and continuous improvement.
- 2.6. Surrounding Society and Nature**
- Company values: Sustainability, transparency, and responsibility.
 - Participation: Engagement in local environmental and social initiatives.
 - Care: Real action beyond greenwashing – measurable impact and accountability.

3. Monitoring and execution.

Environmental performance should be monitored and documented annually. A consolidated Environmental Performance Report shall be prepared and submitted by 31 March of each calendar year.

The Environmental Policy and its implementation shall be reviewed annually by the Board to ensure continued relevance, regulatory compliance, and alignment with strategic sustainability goals.