

AutoWallis  
GROUP

# SUSTAINABILITY REPORT

2023



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# INTRODUCTION [2-22]

For the third year in a row, we are pleased to share our environmental, social and corporate governance approach and 2023 results with you through our Sustainability Report.

However, this is not only a joy, but also a challenge and responsibility, because we believe that the path of sustainability is the way of the future.

Despite the challenges, 2023 was marked by significant results and the implementation of our long-term growth strategy. In all professional areas, we have moved forward on the path we have set for ourselves. As in previous years, we have made a lot of progress. The share of our foreign markets in our sales continued to grow and our portfolio continued to expand with mobility services such as wigo carsharing and Nelson Fleet Leasing. Our wholesale business has made a lot of progress in promoting sustainable, electric mobility in cooperation with BYD, and as a parts trading service

provider for the MG brand, our company has expanded its activities to 13 countries in the Central and Eastern European region. With this agreement, the AutoWallis Group further strengthens its international presence and has also entered Greece with its activities. Our company is well on track to become a dominant car trading and mobility provider in our region in until the end of this decade.

Reducing our environmental footprint and environmentally conscious operation has been a focus area for AutoWallis Group for years. Following our sustainability efforts, in 2023 we have developed our energy strategy to reduce our company's primary energy consumption and increase the share of green energy in the energy mix used.

Our company undergoes a constant awareness-raising, which we shape together with our stakeholders, as we can only create real change together. In recent years, we have

started greening our company and we are determined to continue doing so in the period ahead. Our goal is to continue our work and work together for a more sustainable future.

*“It is important for the Company to continuously broaden its portfolio focusing on automotive retailing and mobility service investments through business development and acquisitions, and to operate as a classic, conservative group representing a business policy that complies with ESG values and is sensitive to social and environmental challenges.”*



I am confident that the sustainability report on the year 2023 will provide a comprehensive overview of the sustainability efforts and achievements of the AutoWallis Group.

**Gábor Ormosy**  
AutoWallis CEO

# KEY RESULTS

2023





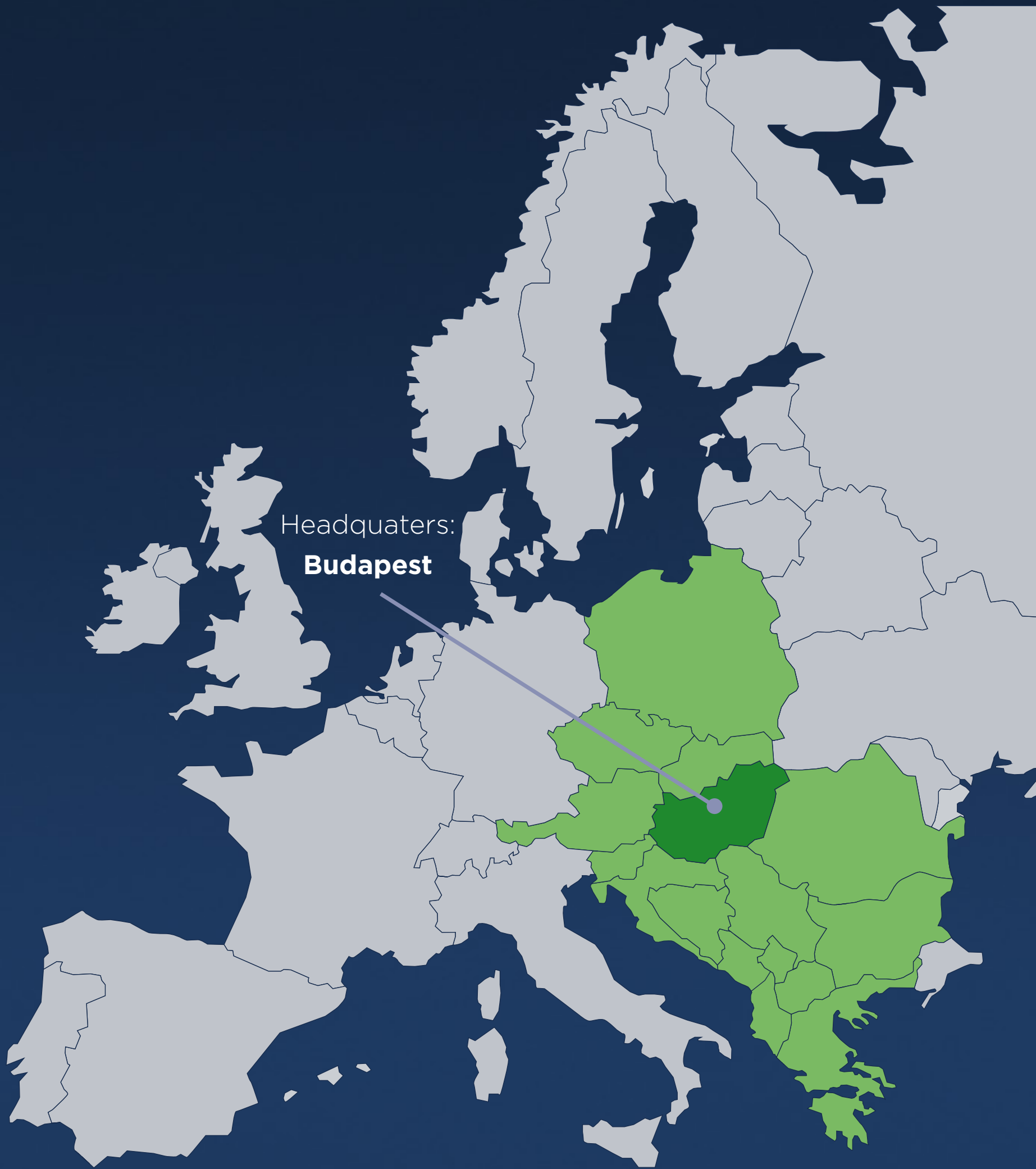
# AUTOWALLIS GROUP FACTS [2-1, 2-2, 2-3, 2-6, 2-7]

Official name: <b>AutoWallis Plc.</b>	Nature and legal form of ownership: <b>Public limited company</b>	<b>Operating in 16 countries</b>
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## The entities covered by this report – AutoWallis Plc and its subsidiaries

<b>Mobility providers</b>	Wallis Car Rental Ltd. (Sixt)	Nelson Fleet Leasing Ltd.	Wallis Car Sharing Co. (wigo carsharing)
<b>Dealerships and after-sales service providers</b>	Wallis Motor Pest Ltd.	Wallis Motor Duna Ltd.	Wallis British Motors Ltd.
	Wallis Motor Ljubljana d.o.o	ICL Car Ltd.	Iniciál Autóház Ltd.
	Net Mobility Ltd.	Logic Car Ltd.	AVTO AKTIV SLO d.o.o
<b>Importers</b>	AW Distribution Ltd.	Wallis Adria d.o.o	WAE Hun Ltd.
	AW CRO Distribution d.o.o	AW SLO Distribution d.o.o	AW RO Distribution S.r.l.
<b>Other intergroup service companies</b>	Nelson Sales Ltd.	Nelson Assistance Ltd.	VCT Real Estate Utilisation 78 Ltd.
	AW Group Service Provider Ltd.	DALP Service Provider Ltd.	AW Property Ltd.
	C182 d.o.o	AW Marketing and IT Services Ltd.	AAI PROPERTIES d.o.o

Reporting period: <b>01.01.2023-31.12.2023</b>	Frequency of financial reporting: <b>quarterly</b>	Number of employees: <b>1033<sup>1</sup></b>
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<sup>1</sup>This headcount includes employees of our non-consolidated affiliation, RN Hungary, contrary to the headcount in our financial report.





# REPORT OVERVIEW

## BACKGROUND AND RELEVANCE OF THE REPORT

[2-3] Should you have any questions or suggestions regarding the report, please contact the [info@autowallis.hu](mailto:info@autowallis.hu) e-mail address or via Contact - [AutoWallis](#).

[2-6] It is extremely important for the AutoWallis Group to conduct its business in an environmentally and socially sustainable way.

For the third time, we publish our annual ESG report to showcase our company's performance, milestones and goals from an Environmental, Social and Governance perspective. The report aims to increase the transparency of our company's operations for stakeholders, reveals risks and opportunities that are important to AutoWallis, and identifies areas for improvement and current good practices related to sustainability.



# LEGAL REQUIREMENTS

The main objective of our company is to prepare for the increasingly stringent legal requirements expected in the future at the same time as preparing the sustainability report. AutoWallis Group, as a company listed on the Budapest Stock Exchange, qualifies as a large company of public interest in the European Union according to the Corporate Sustainability Reporting Directive (CSRD for short). Accordingly, in 2025 it will be obliged to publish a sustainability report on its 2024 results using the European Sustainability Reporting Standards (ESRS). Our company has actively started preparations for the successful implementation of reporting according to ESRS standards. Although our 2023 report has not yet been prepared according to ESRS standards, the guidelines of the new framework have already been taken into account in the materiality assessment.

We are committed to achieving the Sustainable Development Goals (SDGs) formulated by the United Nations and we focus our ESG goals and focus areas on the period up to 2030.

Based on the materiality assessment carried out within the framework of the ESG report, the following SDGs are most important for the sustainable operation of our company:



SDG 8: Decent Work and Economic Growth



SDG 4: Quality Education



SDG 7: Affordable and clean energy



SDG 3: Good health and well-being



SDG 12: Responsible consumption and production



SDG 9: Industry, Innovation and Infrastructure

On 12 December 2023, Parliament adopted the ESG Act effective from 1 January 2024, which serves to encourage sustainable financing and unified corporate responsibility, taking into account environmental, social and social aspects. The legislation contains the rules of the new corporate social responsibility and amendments to other related laws. The legislator's goal with the new regulation is to define the basis of domestic sustainability reporting and supply chain due diligence obligations and to comply with the European Union's sustainability guidelines. The scope of the law will gradually extend to large companies of public interest based in Hungary, such as the AutoWallis Group.

The provisions of the adopted Act concern two main areas: the introduction of due diligence obligations for sustainability purposes and the preparation of CSRD implementation. The requirements related to sustainability reporting under the CSRD will be governed by Section 95 D-I of Act C of Accounting of 2000 and subsequent implementing regulations.

# OUR STAKEHOLDERS AND COMMUNICATION WITH THEM [2-28, 2-29]

The AutoWallis Group pays special attention to its stakeholders, as they provide significant information about the company's performance as well as environmental, economic and social factors.

## OUR STAKEHOLDERS:



### INVESTORS

Institutional  
Professional  
Residential



### OVERSIGHT AUTHORITIES

MNB – issuer supervision  
BSE – oversight of  
operation as per stock  
exchange rules and  
regulations



### CLIENTS

Former and current  
clients of subsidiaries  
Businesses and  
individuals purchasing  
car/mobility services



### PARTNERS

Vehicle manufacturers  
Vehicle importers  
Franchise partners  
Suppliers  
Dealer partners



### PROFESSIONAL ORGANISATIONS

**Organizations and associations of which AutoWallis  
is a member [2-28]**

National Association of Vehicle Dealers  
Automotive Manufacturers and Importers Association (APIA)  
Romania Renault Dealers Association  
Association of Hungarian Opel Dealers  
Association of Customs, Excise and Tax Services  
Association of Hungarian Motor Vehicle Importers  
Automotive Manufacturers and Importers Association  
Hungarian Car Rental Association  
National Association of Managers  
European BMW Dealers Association  
National Association of BMW Dealers  
Jaguar Land Rover European Dealer Council (JLR EDC)  
Chamber of Commerce and Industry of Slovenia (GZS)



### ANALYSTS



### FUNDERS

Financial institutions  
Bondholders



### EMPLOYEES

All current and potential  
employees of to the  
group



### MEDIA

Financial, business and  
automotive media



## COMMUNICATION WITH STAKEHOLDERS AND GROUPS [2-29]

Employees are of paramount importance to our company, and that is why we have dedicated a separate subsection on page 38 to detail how we involve and communicate with them.

During our operation, we pay special attention to transparent and reliable communication with the relevant groups:



We communicate with industry stakeholders through our memberships of the listed professional organizations.



We consider our website, social media channels (Facebook and LinkedIn) and press releases play a key role in communicating with the media and our wider environment.



Communications with our customers, business partners and suppliers are carried out by designated colleagues in each of our subsidiaries.



Relations with supervisory bodies, investors, institutional investors, stock exchange participants and other financing organisations are managed by a dedicated staff member at Group level.



Regular communication with stakeholders on our shares and financing issues is essential for continuous development - the following groups:

Stakeholder Group	Methods of stakeholder involvement	Source	Key themes and issues raised during dialogues during the reporting period
<b>Wallis Capital Holding Zrt. (decisive, majority shareholder)</b>	Through delegated Board and Supervisory Board members indirectly, through General Meeting resolutions directly. Importantly, the remuneration policy and reporting are also currently determined by the decision of the ultimate shareholder (59.2% shareholding). IR activity	IG and KGY protocols, decisions, reports	Remuneration policy and report, amendment of articles of association, election of board members, adoption of annual accounts, decision on dividend payment
<b>Institutional investor above 5% (Széchenyi Funds Venture Capital Fund)</b>	Through votes cast at the General Assembly, IR activity	FB minutes, decisions, reports	Decisions taken at least once a year on topics falling within the scope of FB, and decisions taken within the scope of the General Assembly, but usually 2-3 general meetings, are usually held.
<b>Foreign and domestic institutional investors in free float (approx. 40 entities: banks, funds, health and pension funds)</b>	Interim reports (Q1, Q2, Q3, Q4 in 2024) annual report, investor presentations, sales reports, PR activities and IR activity	BSE, AW website, "Disclosure" section	Economic performance of key KPIs, announcement of, acquisitions
<b>More than 4,000 retail investors</b>	Interim reports (Q1, Q2, Q3, Q4 in 2024) annual report, investor presentations, sales reports, IR activity, PR activities, responses to emails received to info-s e-mail address	BSE, AW website, "Disclosure" section	Economic performance, announcement of major KPIs, acquisitions
<b>Budapest Stock Exchange</b>	Reports, fact sheets, disclosures, through KIBINFO system, IR activity	BSE, AW website	Various data reporting
<b>MNB as issuer transaction body</b>	Reports, data sheets, publications, data reporting within the ERA MNB system IR activity	BSE, AW website, "Disclosure" section	Various data reporting, target studies
<b>Capital market participants who are not yet shareholders but are considering this possibility</b>	IR, PR	BSE, AW website, "Disclosure" section	Economic performance, announcement of major KPIs, acquisitions



# MATERIALITY ANALYSIS AND MATERIAL TOPICS

## APPROACH

Our third sustainability report is based on the same framework we used last year, namely the Global Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB). Our goal is to improve our reporting practices year after year, taking into account the needs of our stakeholders.

The report first presents the relevant areas and topics that have already been identified during the materiality assessment carried out against ESRS requirements. We then detail the Group's performance and targets in environmental, social responsibility and corporate governance. In order to promote completeness and commitment, our employees and the company's management actively participated in compiling the report.

## MATERIALITY ANALYSIS PROCESS [3-1]







### CONTEXT DEFINITION

In 2023, the AutoWallis Group conducted and revised its materiality analysis in accordance with the principle of double materiality according to the methodology defined by ESRS standards. In relation to dual materiality, two dimensions can be distinguished: impact materiality and financial materiality. Materiality of impact examines sustainability topics where a business can have a significant actual or potential, positive or negative impact on the environment or society in the short, medium and long term. A financially significant subject is one that creates risks or opportunities that could significantly affect the financial position and business success of the enterprise in the short, medium or long term.



### IDENTIFICATION OF POTENTIAL AND ACTUAL IMPACTS, RISKS AND OPPORTUNITIES INVOLVING STAKEHOLDERS

During the identification of the relevant topics, 40 subtopics specified in the ESRS standard were examined. In the framework of a management consultation, we initially excluded subtopics that are clearly not considered relevant

due to the activities and value chain of the AutoWallis Group. Subsequently, we identified the stakeholders to be involved and determined how to get involved. It was also at this step that assessment thresholds were defined for both impact materiality and financial materiality.



### EVALUATION OF THE SIGNIFICANCE OF IMPACTS

The stakeholders of the AutoWallis Group had the opportunity to express their opinion on the relevant topics through a questionnaire survey. The respondents rated each topic on a 5-point scale (1 – not important; 5 – very important) on how suitable it is to present the company’s activities from an economic and sustainability point of view. The individual responses were averaged for each topic, and then the values of the topics with the highest and lowest ratings were given as a starting point. Topics that were included in the higher 40% of the evaluation scale were considered relevant based on stakeholder questionnaires.



### EXPERT ANALYSIS

In addition to questionnaires, we also carried out an expert analysis, during which each topic and its impacts, risks and opportunities were evaluated according to the dual materiality methodology defined by the ESRS standard. As a result of this evaluation, we gave the respective topics a rating of 5 in terms of materiality of impact and financial materiality. If a topic reached the threshold of 3.5 for any materiality, the peer review classified it as a material topic.



### IDENTIFICATION OF MATERIAL TOPICS

The evaluations given by the stakeholders were compared with the results of the expert examination, and based on these, a list of material topics has been identified, which was validated by the company’s management.



# MATERIAL TOPICS [3-2]

In 2023, new groups of topics were added to the list of material topics identified in the previous year during our stakeholder questionnaire: climate change adaptation and mitigation, waste, working conditions, equal treatment and equal opportunities, economic, social and cultural rights of communities, topics related to consumers and end users, corporate culture, whistleblower protection, management of relations with suppliers, including payment practices, as well as urban mobility services and information on indirect economic impacts topics have been identified.

As a result of the analysis, the material topics that were adopted in the framework of a senior management workshop are:

- Climate change adaptation
- Climate change mitigation
  - Energy
  - Waste
- Urban mobility services
- Information on indirect economic effects



- Working conditions
- Equal treatment and opportunities
- Economic, social and cultural rights of communities
- Information-related effects on consumers and/or end-users
- Personal safety of consumers and/or end-users
- Social inclusion of consumers and/or end-users
- Corporate culture
- Whistleblower policy
- Manage relationships with suppliers, including payment practices
- Corruption and bribery





# AUTOWALLIS GROUP

## MISSION [2-6]

AutoWallis shares are traded in the Premium category of the Budapest Stock Exchange, it is a member of the BUX and BUMIX indices, and continues to progress towards its goal of gaining an outstanding position in the Central and Eastern European car trade and mobility services market by the end of the current decade.

To this end, AutoWallis Group plans to expand its investment portfolio through acquisitions focusing on investments in the automotive sector, but also relies on organic growth and the exploitation of synergies at group level. For the Group, it is important to balance classical, conservative and ESG-compliant socially and environmentally conscious business approaches.



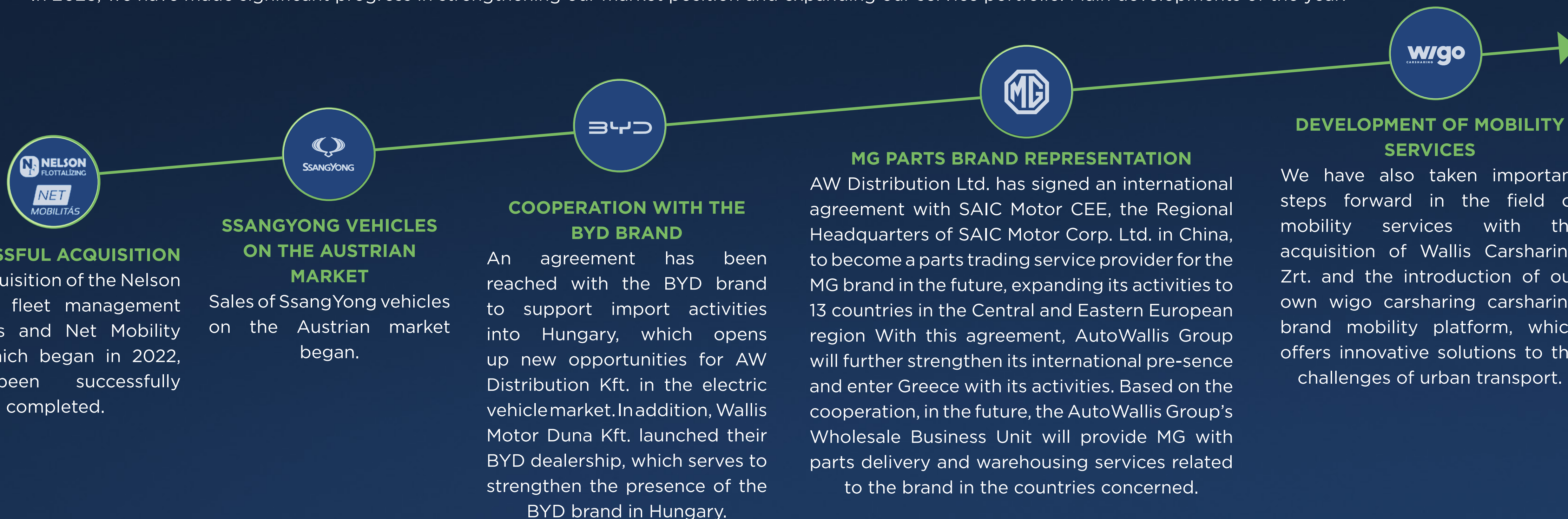
We have structured our approach to operations around 8 core corporate values that give us clear guidance about our activities, behaviour and relationships with our customers and employees. The following values lay the foundation for us on the path towards achieving our strategic goals and vision:





## KEY BUSINESS MILESTONES FOR 2023

In 2023, we have made significant progress in strengthening our market position and expanding our service portfolio. Main developments of the year:



These developments contribute significantly to the achievement of our company's strategic objectives of increasing market share, diversifying our brand portfolio and market, and continuously expanding the value we provide to customers. Furthermore, as a growing and developing company, we aim to maximise synergies within the Group by creating a unified brand that covers the entire value chain.



# ACTIVITY



## RETAIL BUSINESS

Our retail division distributes internationally recognised car brands at regional level, and in addition to the represented brands, it also provides comprehensive service and additional background services to its individual customers. We sell both new and used motor vehicles as well as motorcycles

and spare parts and distribute 16 brands. In 2023, the business sold 9,966 vehicles, which includes 7,907 new and 2,059 used vehicles.

Within our retail business, in addition to dealerships, our service brands are gaining ground: Sixt's short- and mid-term car rental services are available in 2 locations in Budapest and Debrecen; Since January 2023, our group has been strengthened by Nelson Fleet Leasing, a provider of fleet management, medium- and long-term car rental and fleet management, as well as Jóautók.hu and Auto-Licit.hu, an online vehicle sales platform. In 2023, our group's retail business has also become a significant player in the field of mobility – launching its own carsharing brand called wigo carsharing in Budapest and the agglomeration.

This diverse range of activities provides an opportunity for the AutoWallis Group to expand its range of partners and services, while continuing to pay special attention to high-quality service and innovation.



## WHOLESALE BUSINESS

The wholesale division of the AutoWallis Group operates with more than 200 sales partners (dealers) in Central and Eastern Europe and Southeast Europe. The specialists of our division have significant experience in the distribution of many international car brands, not only in terms

of vehicles, but also in the trade of parts belonging to individual brands. In 2023, the number of vehicles sold by our wholesale business increased by 57.6%, totalling 34,943 vehicles.

The Group aims to continuously expand its market presence by adding new brands and conquering new markets. As examples of our presence abroad, we are the exclusive distributors of Jaguar Land Rover brands in 8 countries in the Adriatic-Balkan region, the exclusive distributors of Saab parts in 9 Central European markets, the representatives of the SsangYong brand in Hungary, Romania and Slovakia, the representatives of Opel cars and commercial vehicles in Hungary, Slovenia, Croatia and Bosnia and Herzegovina, the importers of the Farizon brand in 8 regional countries and in 2022 we have acquired the Hungarian subsidiary of Renault together with the Portuguese Salvador Caetano Group – among our other international activities. In addition, the AutoWallis Group is continuously striving to improve its existing dealer and service network, thus strengthening its regional position in the wholesale market.



# BUSINESS INTRODUCTION

## INTRODUCTION, GEOGRAPHICAL COVERAGE [2-6]

AutoWallis Group operates in 16 countries of the Central and Eastern European region, where it is present on the market with retail trade of motor vehicles and spare parts, wholesale, servicing, as well as short- and long-term vehicle rental and other mobility solutions, both online and offline. In 2023, more than half of AutoWallis Group’s revenue came from abroad, so it increasingly sees itself as a regional player.

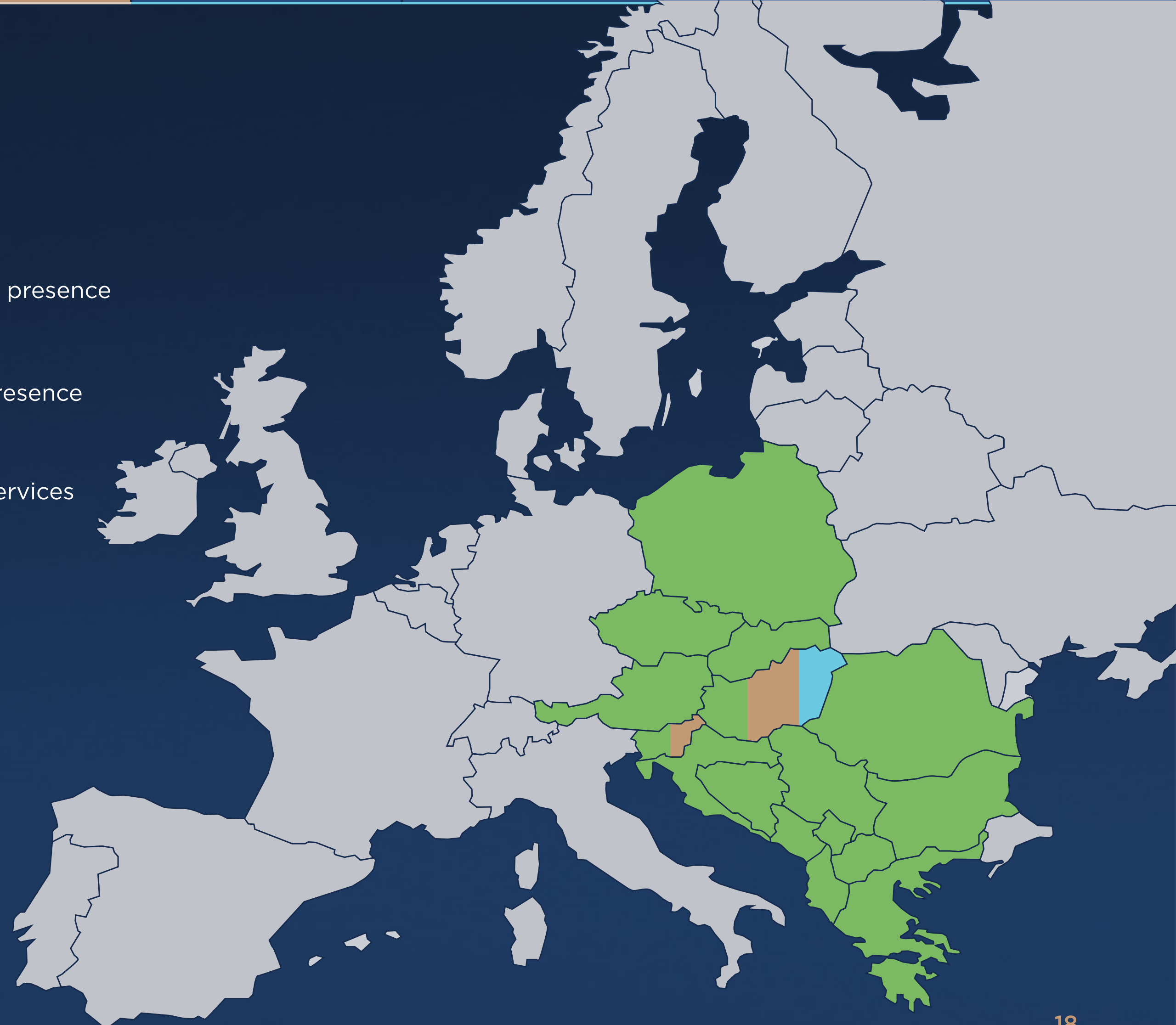
We are present wholesale in the following countries: Hungary, Albania, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Greece, Kosovo, Montenegro, Poland, Romania, Serbia, Slovakia, Slovenia, North Macedonia.

Our retail business operates in Hungary and Slovenia.

We offer our mobility services to our customers in Hungary.

Our range includes fleet brand cars and outstanding models of the premium category. Our group includes Nelson Fleet Leasing Ltd., Net Mobility Zrt., Wallis Car Rental Ltd. (Sixt franchise), and Wallis Car Sharing Zrt. (wigo carsharing), who provide short- and long-term car rental services, carsharing services and premium limousine services to our customers.

- Wholesale presence
- Retailer presence
- Mobility services





## BRANDS REPRESENTED BY OUR GROUP

### WHOLESALE BUSINESS:

Alpine, BYD, Dacia, Isuzu, Jaguar, Land Rover, MG, Opel, Renault és SsangYong

### BRANDS AND BUSINESSES REPRESENTED BY RETAIL BUSINESS:

BMW, BYD, Dacia, Isuzu, Jaguar, KIA, Land Rover, Maserati, MINI, Nissan, Opel, Peugeot, Renault, SsangYong, Suzuki, Toyota, továbbá a JóAutók.hu és az AUTO-LICIT.HU

**Mobility providers:** Nelson, Sixt rent-a-car, wigo carsharing



JAGUAR LAND ROVER



ISUZU



DACIA

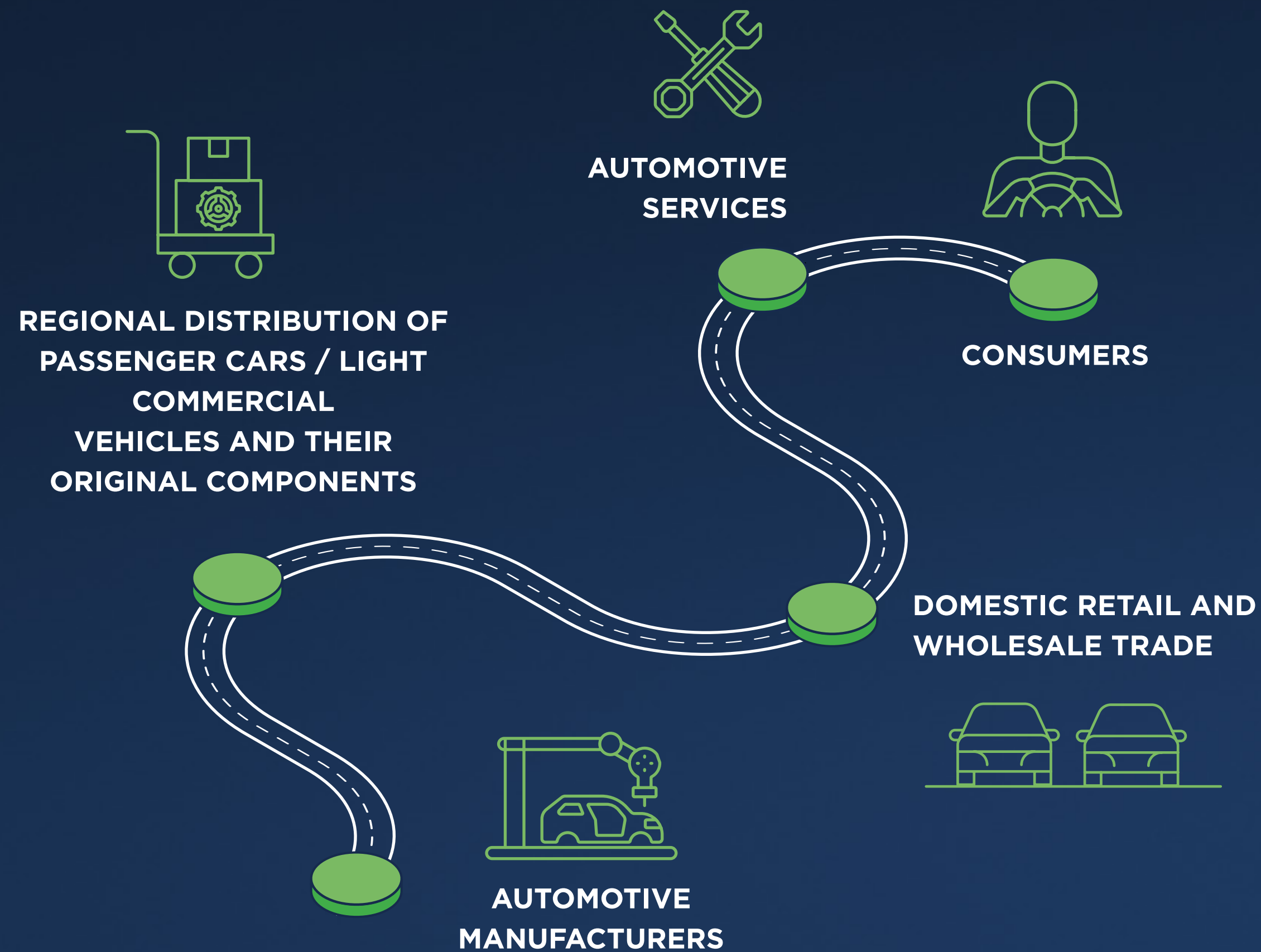


BYD





## VALUE CHAIN [2-6]



### WHOLESALE:

The main partners and sources of supply of the wholesale business are car manufacturers. (e.g. Opel Automobile GmbH; Stellantis Group, Ssangyong (new name: KG Mobility Corporation), Jaguar Land Rover Limited; Renault; Stellantis Group; MG) Finished products are purchased from car manufacturers. The basis for purchasing finished products are the orders of contracted partners (dealerships). The wholesale business does not sell directly to end users. The finished products are delivered to dealerships by the wholesale business unit with the involvement of its contracted logistics partners. ~90% of the wholesale business' procurement turnover is generated by the purchase of new cars, factory parts, logistics and marketing costs.

### RETAIL:

The main sources of supply for retail outlets, with the exception of Sixt, Nelson and Wigo carsharing, are the motor vehicle importer organisations of the brands represented. An example of this is cooperation between certain of our retail and wholesale subsidiaries: for example, Wallis Motor Pest and Wallis Motor Duna Kft. – BMW Hungary Kft., Maserati, SsangYong and BYD, Wallis Kerepesi's main partners are AW OPL Distribution Kft and KIA Hungary Kft; The main partners of Inicial / ICL Auto Kft. are RN Hungary Kft. and Toyota Central Europe Kft. (the list is not exhaustive). In 2023, car dealerships accounted for ~90% of their procurement turnover with these partners.



## NUMBER OF VEHICLES SOLD

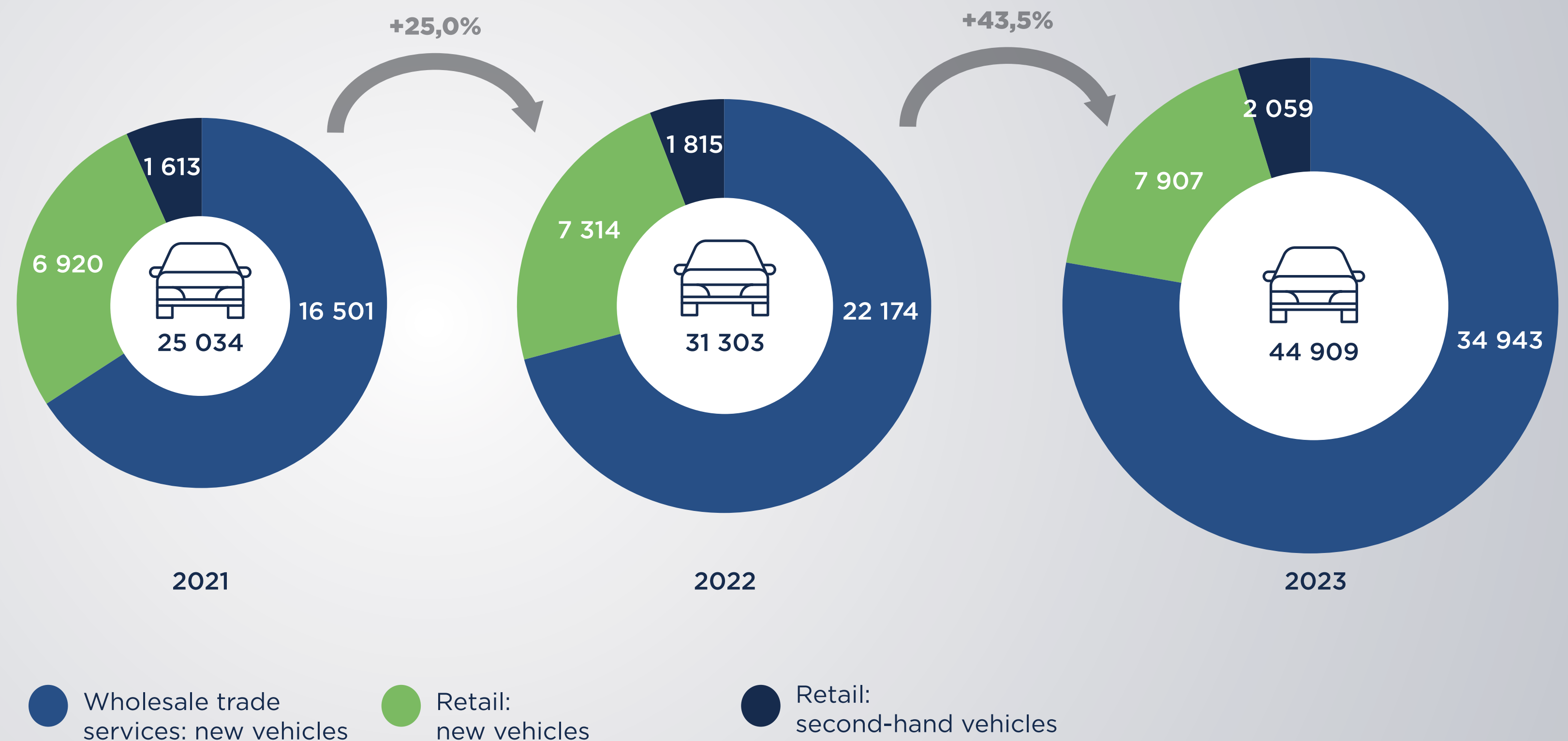
[AW-1]

A key indicator in assessing the overall performance of our group is the number of vehicles sold annually. These figures are therefore continuously monitored and related targets are set. This indicator not only reflects our financial success by having a significant impact on our revenues, but also shapes our environmental and social impacts.

The number of vehicles sold by our group increased significantly by 43.3% during the year.

This reflects a significant growth of 57.6% in the wholesale business, with sales jumping to 34,943 units. The acquisition of Renault Hungaria in 2022 played a major role in this, which continued to have an impact and brought an increase of 7,743 units. In addition, organic growth of 22.7% contributed to the figures, especially in the brands SsangYong (+49.1%) and Opel (+10.2%). Despite difficult economic conditions and general market stagnation, the retail business increased sales of new (+8.1%) and used vehicles (+13.4%), demonstrating the success of AutoWallis' brand diversification strategy.

Number of vehicles sold





# ESG APPROACH

In addition to our continuous economic growth, we focus on addressing sustainability challenges and creating long-term value in our activities and operations. In 2022, our company appointed Gábor Székely as ESG Director. Since then, ESG strategy has been represented at senior management and board level, as well as a Green Committee responsible for managing green bond issues and using green funds according to the financing framework.

**The following topics will be addressed as a priority at strategic level:**





## GREEN FINANCING FRAMEWORK: ALLOCATION AND IMPACT REPORT

In 2021, AutoWallis Group was the first company listed in the BSE’s Premium category to develop a Green Finance Framework and then issue green bonds. To monitor the commitments and objectives made in the Framework, the Green Committee of the AutoWallis Group prepared its annual Green Allocation and Impact Report for the period 30.06.2022 – 30.06.2023 for the second time in 2023. The report addresses the utilisation of HUF 6.6 billion of green bond funds issued by the company two years ago and their environmental impact.

Our Group, committed to sustainable operation, has implemented green investment projects worth nearly HUF 3 billion so far, and further initiatives are being prepared and planned.

Among these, the vehicle dealership and service centre of Jaguar and Land Rover in Budapest, inaugurated in 2021, stands out, where a heat exchanger heating and cooling system is used in an AA energy rated property, the electricity demand of which is partly provided by solar panels placed on the green roof. In addition, 7 e-chargers are available in the parking lot of the salon. And the technical base of Sixt

in Vecsés, inaugurated in 2022, where a solar panel system was installed, which serves the energy demand. In addition, parking spaces suitable for charging electric cars have been created, with a total of 12 electric charging stations. In order to increase energy efficiency, LED lamps have been installed in all parts of the Vecsés site.

The company is constantly looking for projects to further improve the energy efficiency of the existing real estate stock. To this end, most of the Group’s real estate energy audits have been completed, so decisions can be made continuously on new investments supporting energy-efficient operation and their priorities.





# ENVIRONMENTAL TARGETS AND PERFORMANCES

## ENERGY

### THE GROUP'S ENERGY CONSUMPTION

[302 (3-3)]

Taking into account the economic activities of 31 companies of the AutoWallis Group, direct and indirect CO<sub>2</sub> emissions for 2023 were assessed according to the GHG Protocol - Corporate Standard control approach / operational approach. Based on the comprehensive assessment, it became possible to set CO<sub>2</sub> emission reduction targets, measure and report progress year after year. The company's GHG exposure is increasingly a management issue, as both shareholder expectations and changes due to legal requirements require decisions to be made at group level. In the context of future GHG

regulation, GHG emissions in a company's value chain could lead to increased costs (upstream) or reduced sales (downstream). The extension of the survey to include a comprehensive Scope 3 study in 2023 was also necessary to better plan risks and the costs of countering them in the future. In order to identify stakeholders, we conducted 9 interviews and refined the carbon inventory for 2023 with multiple rounds of data requests.





In the materiality analysis of the AutoWallis Group, the topic Energy was considered important. Of the 31 companies in the Group, 14 are engaged in the retail trade of motor vehicles, 8 in the wholesale of motor vehicles and spare parts, and 3 in mobility or fleet services. These activities generate direct and indirect CO<sub>2</sub> emissions from energy consumption related to both transport and real estate. In the case of indirect CO<sub>2</sub> emissions, the carbon intensity associated with vehicles sold is also an important emission category to be assessed, a process that started from 2023 onwards, but there was not yet enough data to assess the life-cycle emissions of vehicles on the market. We have set ourselves the goal of introducing full lifecycle emissions data collection for vehicles sold identified as significant emission areas from 2024.

Under the conditions set out in its green financing framework, the company is committed to increasing the share of hybrid and electric vehicles in its own fleet. In the case of each property owned by it, it continuously examines the possibility of investments improving energy efficiency, and annually reviews the energy consumption of the company group in an energy report.

In 2023, an energy audit was carried out at 2 retail units, affecting a total of 2 sites (Wallis Kerepesi Kft. and Wallis Motor Pest Kft., site 95 of Hungária Krt.). Sustainability reports

were prepared at Wallis Motor Pest and Danube, resulting in the installation of electricity sub-metering systems and detailed energy consumption and emission data reporting to BMW. As a result of the fulfilment of sustainability criteria, the sustainability bonus for BMW dealers will be successfully awarded to the two companies in 2024. Since 2021, continuous energy management has been introduced at the company's sites with significant energy consumption, which means a continuous and systematic management of energy consumption issues and consumption. As a result, management is continuously informed about outliers in energy consumption, and decision preparation materials are prepared about the proposed energy saving opportunities. A comprehensive energy audit survey was completed in 2023 concerning 5 sites of the Slovenian AvtoActiv Group, during which the experts revealed significant energy saving potential. The company assessed and put the transport energy consumption and emissions of the cars sold in Europe into Scope 1, assessing the transport emissions that are unavoidable for its activities as direct emissions. This emphasizes that transportation decisions are possible to reduce the company's Scope 1 emissions.

By continuously monitoring energy consumption and CO<sub>2</sub> emission data, the company monitors the results of the above measures.

We have identified the management of the subsidiaries of the Group as stakeholders, with whom we agree to cooperate in the sustainability goals of the Group. With the acquisition of Wallis Car Sharing PLC (Wallis Autómegosztó Zrt.). in 2023, the AutoWallis Group has built a new service leg supporting urban sustainability. The energy consumption of cars is continuously monitored, so the impact of user habits can be accurately detected. The fleet includes a significant number of electrified models and low-consumption vehicles.





## ENERGY EFFICIENCY PROJECTS

Our company is committed to sustainable operation, it has implemented green investment projects worth nearly HUF 3 billion so far, while several others are being prepared and planned. We are actively looking for projects to further improve energy savings in our existing property portfolio. For this, we carry out energy audits of real estate and continuously decide on new investments supporting energy efficiency.

In the field of sustainability, our further goal is to create a paperless office, for this purpose our company places great emphasis on electronic presence.

## INCREASING THE SHARE OF ELECTRIC CARS

The automotive industry has experienced significant changes in recent decades, which have meant the transition from internal combustion engines to electric vehicles. The emergence of electric cars, hybrids and plug-in hybrids has brought a real revolution on the road.

These improvements not only reduce fuel consumption and emissions, but also improve driving pleasure, safety and operating costs. Our company is committed to increasing the share of electric cars in the fleet, including Wigo carsharing, Nelson and Sixt and its own company car fleet.





# EMISSIONS [305 3-3]

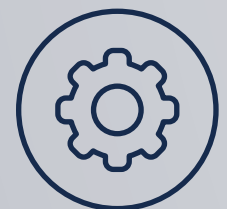
The assessment of greenhouse gas emissions was carried out again this year in compliance with the GHG Protocol. The GHG Protocol is an enterprise standard that provides an effective way to measure and monitor greenhouse gas emissions, both direct and indirect. The so-called corporate carbon footprint standard defines three scopes: Scope 1, Scope 2 and Scope 3. Each source category, also known as emissions, is presented below.



**Scope 1:** GHG emissions from business units controlled or owned by the company.



**Scope 2:** GHG emissions from the production of heat, electricity, cooling or steam purchased by a company.



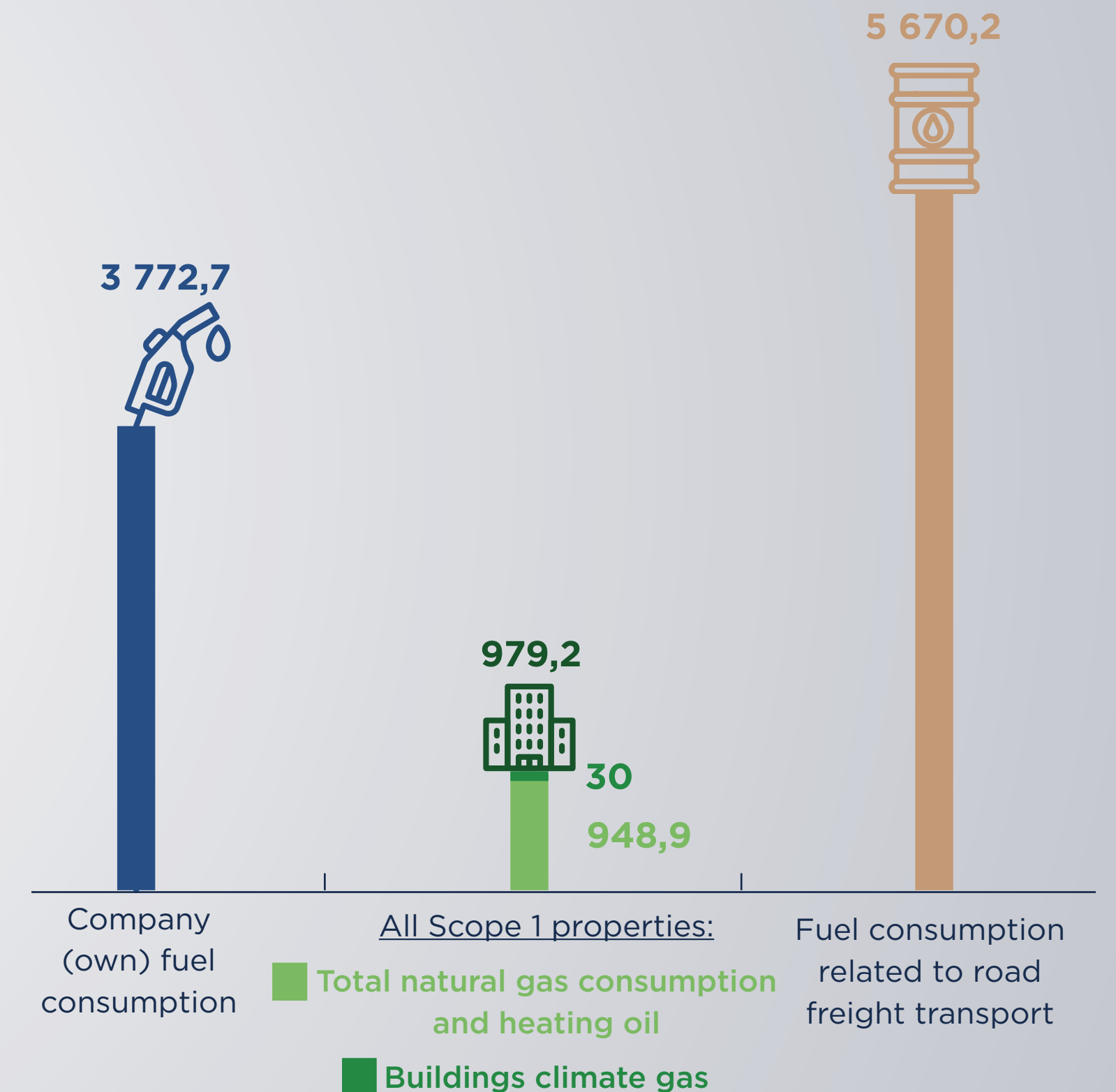
**Scope 3:** Indirect GHG emissions not covered by the previous two categories that are generated in the value chain through activities such as the manufacture, procurement, design, use and end-of-life management of products.

## Scope 1 emissions [305-1]

The Scope 1, or direct emissions of our group, include emissions resulting from our fuel consumption and natural gas consumption in owned and rental properties.

The fuel summary includes the consumption of petrol (petrol and hybrid vehicles) and diesel vehicles based on the fuel card statements for the use of company cars by the Group employees, which was recorded on the basis of the fuel consumption of Wallis Car Rental employees and the quantity data accurately recorded on the fuel cards. It also includes emissions calculated on the basis of natural gas consumption at sites, emissions from process diesel consumption, CO<sub>2</sub> emissions from climate gas losses in buildings, and CO<sub>2</sub> emissions from European transport related to the freight transport of wholesale businesses. Transport emissions from areas outside Europe are assessed under Scope 3.

Total emissions (tCO<sub>2</sub>e)



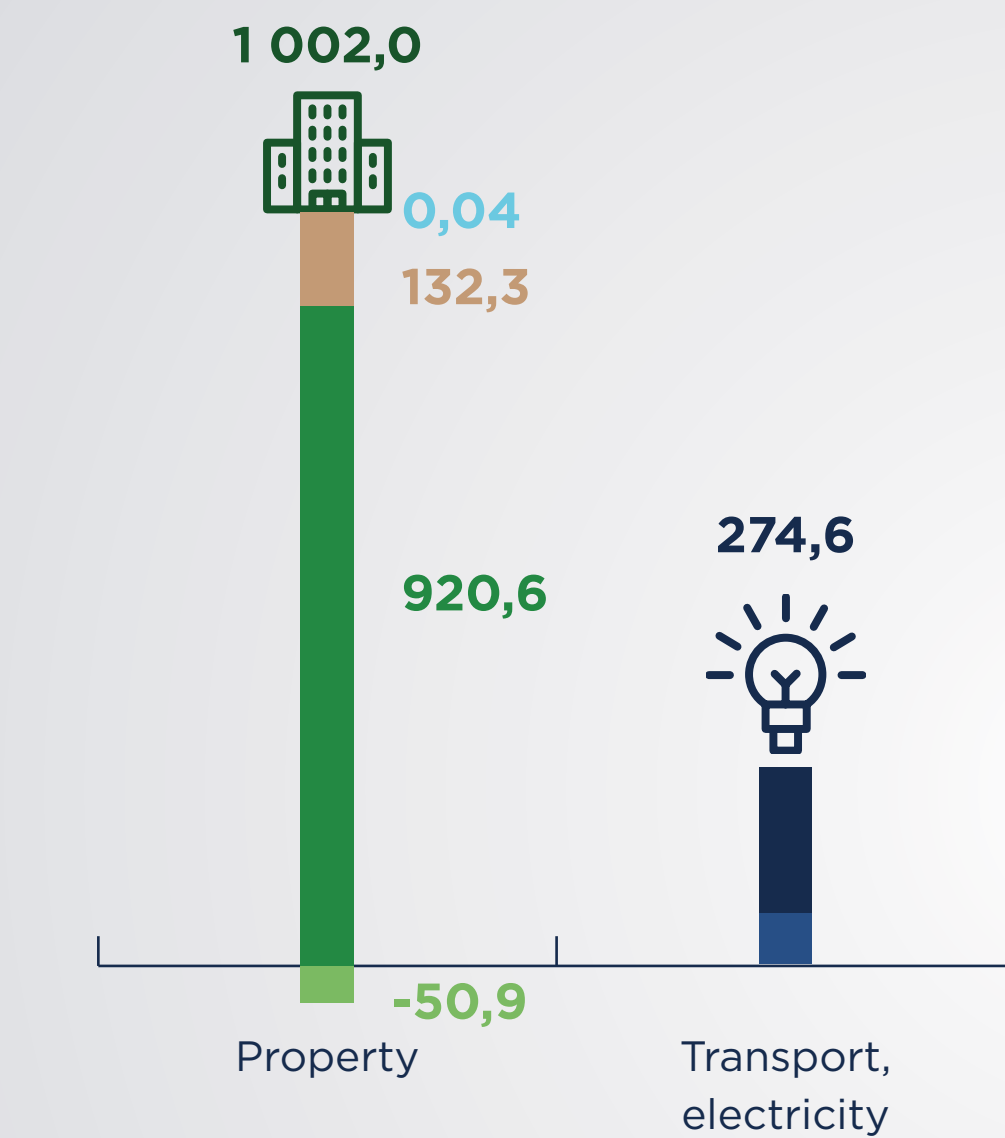


**Scope 2 emissions [305-2]**

Indirect emissions of the AutoWallis Group include emissions from purchased electricity use, including electricity used in owned or occupied properties, which is used, for example, to charge electric vehicles.

The electricity consumption of buildings was collected based on metering data and billing data. Electric car charges are recorded separately and recorded by data collection, including consumption for rented, rented and own car use.

Total emissions (tCO<sub>2</sub>e)



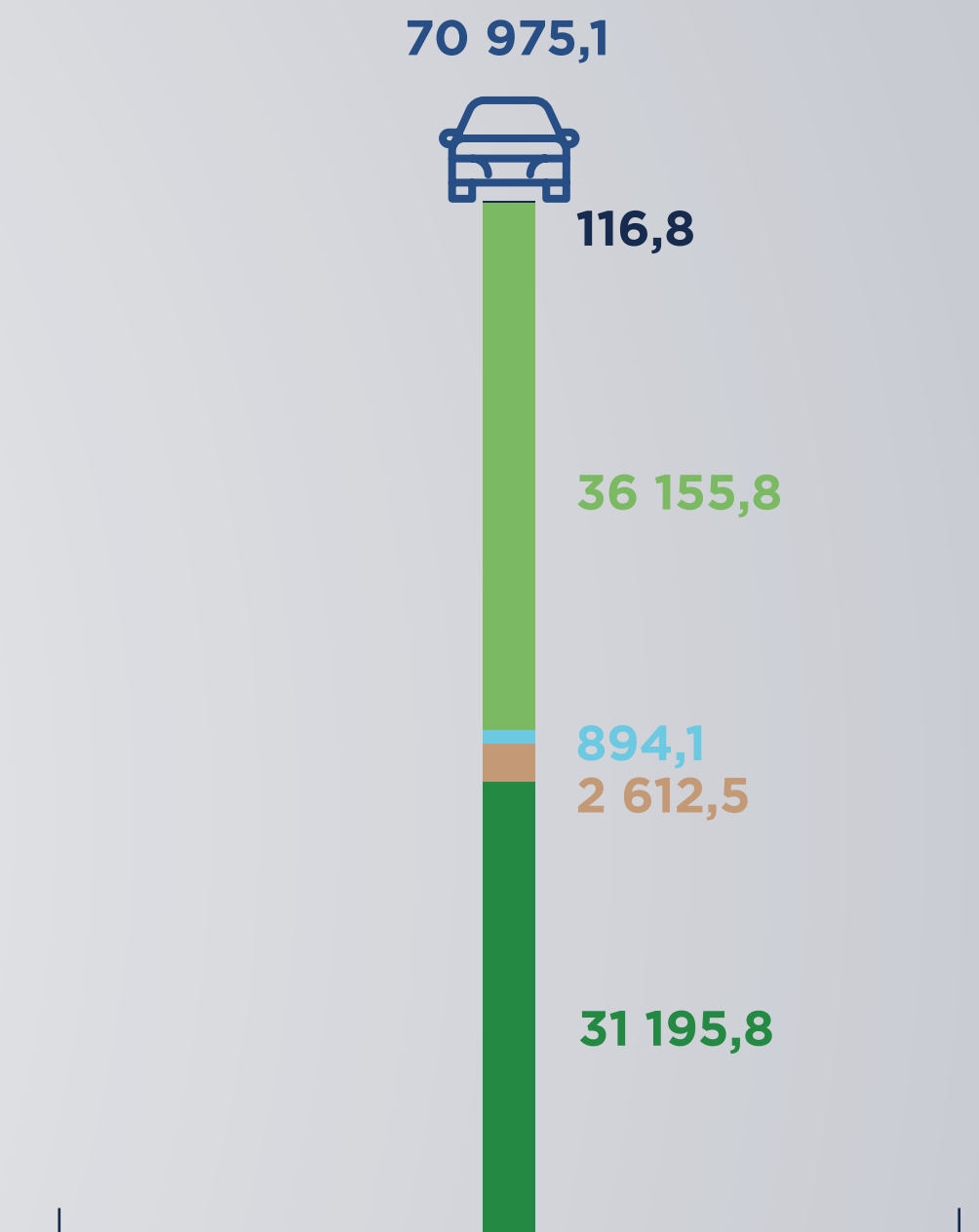
- Total electricity consumption
- Total district heating consumption
- Other provider data provision
- Total electricity generation (PV)
- Electricity consumption of electric car charges
- Rail freight transport on an electricity basis

**Scope 3 emissions [305-3]**

The assessment and presentation of emissions related to our activities can only be complete by quantifying other indirect emissions of Scope 3.

Our group's Scope 3 emissions include shipping outside Europe. At Wallis Car Rental, customer refuelling of rental cars is categorised as Scope 3 based on mileage data. Based on the employee questionnaire survey, we calculated the emissions from our employees' commute to work. In addition, storage services are included in the coherent analysis of output.

Total emissions (tCO<sub>2</sub>e)

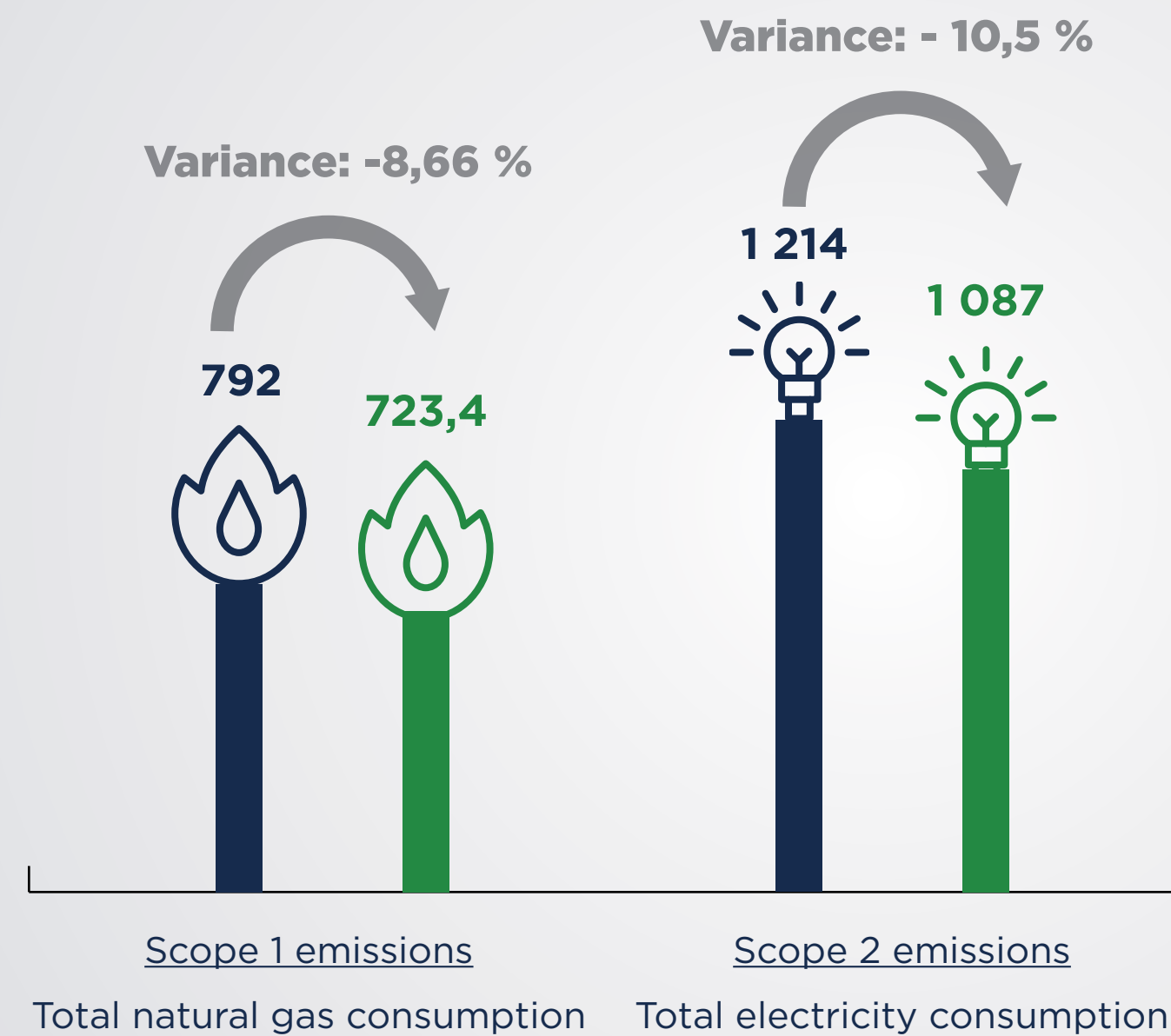


- Water freight transport
- Rented/leased cars
- Commuting
- Operation of sold vehicles
- Other supplier output

**Restatement of information related to Scope 3 emissions [2-4]**

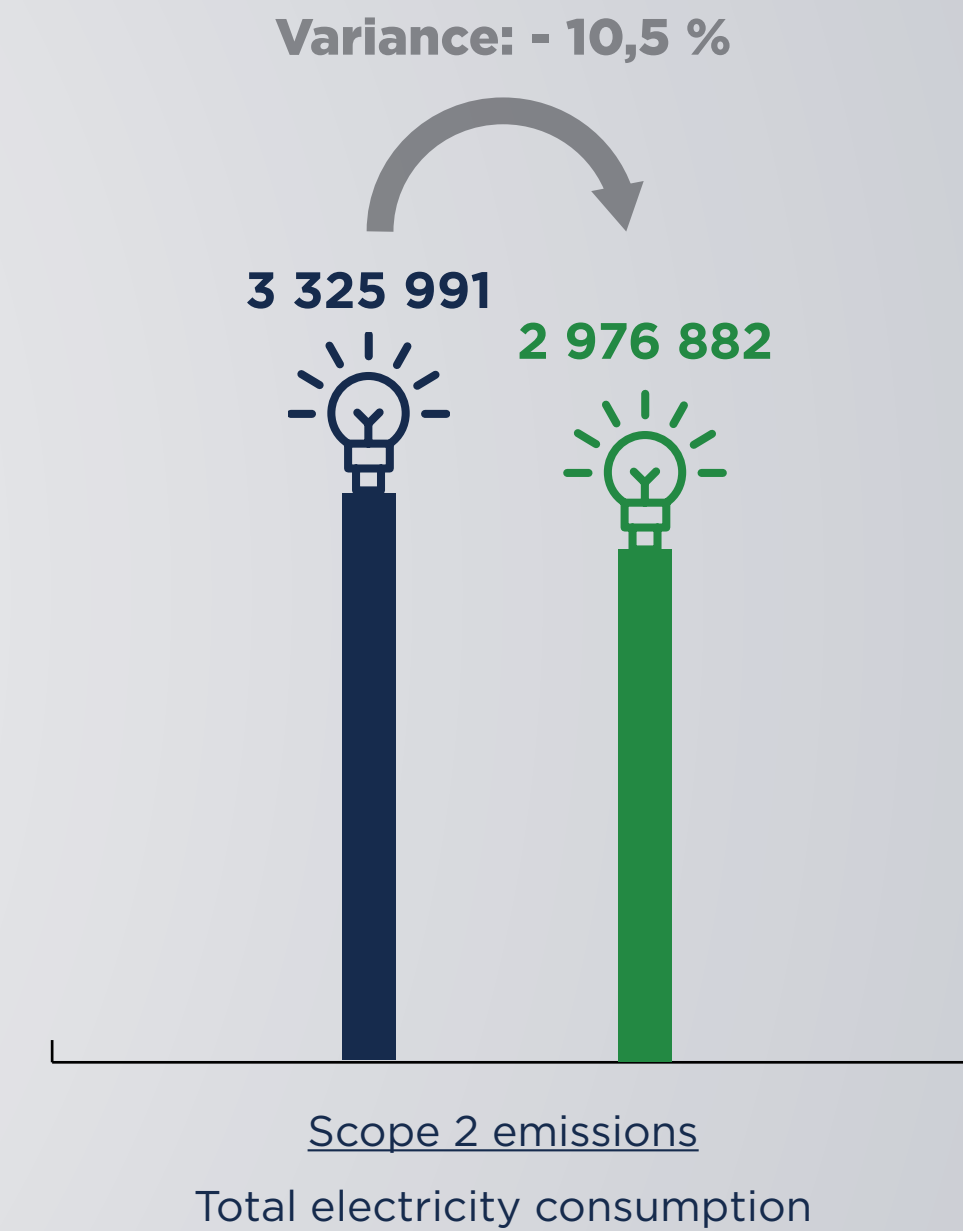
This year, some emissions and consumption data reported in 2022 have been republished. This is because the data provision of the Group's transportation partners has improved. As a result, mileage and consumption data can be adjusted based on the quantities delivered to the AutoWallis Group, so a much more accurate statement can be made.

**Republishing of emissions data (tCO<sub>2</sub>e)**



■ Emissions data published in the 2022 report  
■ Data republished

**Republishing of consumption data (kWh)**



■ Consumption data published in the 2022 report  
■ Data republished



# WASTE

## WASTE GENERATED BY OUR GROUP

[306-1] Both AutoWallis Group and its subsidiaries generate municipal waste during office work, while service providers generate waste of varying quality and quantity, sometimes hazardous, depending on the nature of the service. Within our offices and sites, hazardous and non-hazardous waste (except municipal waste) is sorted, and then transported with the help of officially licensed transport and processing partner companies. In 2023, in the spirit of systemic thinking, our group has contracted a key partner, who ensures full professional supervision and the collection centrally, processing and declaration of waste-related data.

## WASTE COLLECTION

[306-2] Waste generated in both municipal and office environments is collected separately and transported by a local service provider.

If hazardous waste is generated, such as waste oil, oily wash sludge, oil filter cartridges, oil absorbents, oily, greasy textiles, batteries, used antifreeze, coolant, brake fluid, etc., they

should be stored separately in non-combustible containers so that they can be transported regularly.

Waste oil used brake fluid and other hazardous waste generated during cyclic changes are stored at properly separated collection points. These collection points are made of sealed sheet steel or plastic so that they do not interact with stored hazardous waste. Collection points are marked with appropriate signs and inscriptions. The roads leading there are solidly paved.

Waste is stored on a substrate that is resistant to chemical influences, is load bearing and liquid-resistant. Collection points are properly fenced and lockable to prevent unauthorized intrusion. We ensure that no external rainwater can enter the collection points.

When designing collection points, we consider that they do not cause environmental pollution even if the storage devices are damaged. We regularly keep records of hazardous waste, including its type and quantity generated.

## WASTE AUDIT

[306 3-3] At the premises of vehicle dealerships and workshops, we have implemented internal environmental audits and audits annually to review and control waste management practices. This includes inspections of waste collection areas and containers, examination of documentation and records, and assessment of staff training needs. Controls and audits make it possible to assess the effectiveness of measures and introduce improvements in various areas. All waste is stored and treated in accordance with current regulations and no environmental pollution has occurred.



## IMPACTS OF WASTE MANAGEMENT

[306 3-3] In the automotive industry, waste treatment and recycling can reduce the amount going to landfills and incinerators, thereby reducing soil and water pollution and the amount of pollutants released into the air. Recycling car parts and other materials can help reduce the extraction of new materials and energy-intensive manufacturing processes, which can help reduce greenhouse gas emissions. The processes generated during waste treatment can have negative environmental impacts, for example, if the waste is incinerated incorrectly, harmful substances can be released into the air. Recycling processes consume energy and water, and if these resources are not managed properly, they can have a negative impact on the environment.

It is important to understand that these impacts are general and may vary depending on the specific situation, the efficiency of waste treatment and recycling processes, and the regulatory environment. Cooperation between regulators, businesses and society is important to achieve sustainability and efficient waste management.

## MEASURES TO REDUCE WASTE

[306-2]

We try to design our operations in such a way as to reduce the amount of paper used, as part of which we switched to electronic document storage at several points. We do not use plastic/paper cups in the offices of the AutoWallis Group and at Wallis British Motor, our company has provided suitable water bottles for all employees. Our future plans include the use of multi-path plastic transport boxes. Plastic boxes are available for testing, testing of the tracking of multipath boxes takes place in the ERP system.

At Nelson, when choosing a service partner, it is a priority to have proper waste management.

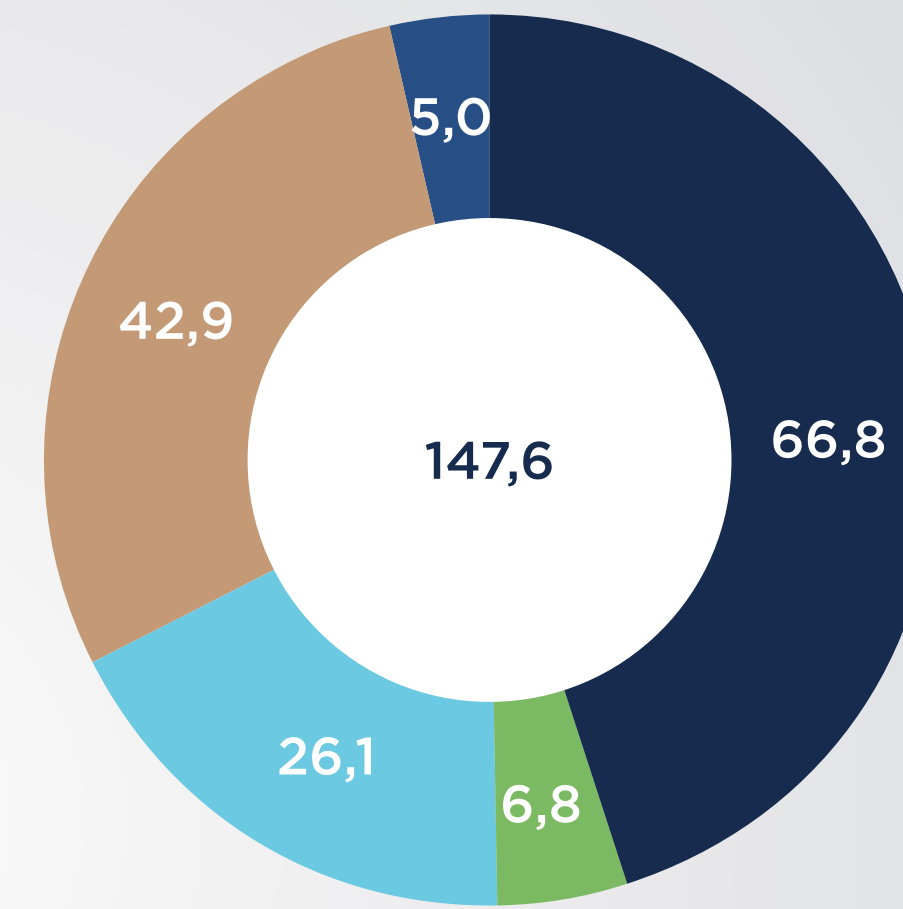




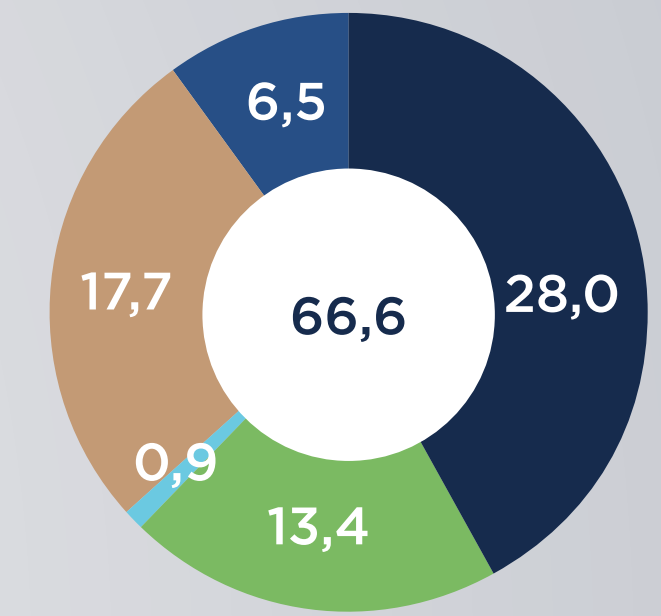
## WASTE TYPES [306-3]

HAZARDOUS WASTES		NON-HAZARDOUS WASTES	
 Oil-contaminated wastes	 Paper		
 Oil filters	 Cardboard		
 Break pad	 Glass		
 Mineral oil-based engine, gear and lubricating oils not containing chlorines	 Plastic		
 Brake fluid	 Wood waste		
 Scrap tyre	 Municipal waste		
 Packaging containing residues of or contaminated by hazardous substances	 Iron and steel		
 Waste paints and varnishes containing organic solvents or other hazardous substances	 Packaging containing residues of or contaminated by hazardous substances		
 Activated carbon	 Other plastic, paper and wood packaging waste		

## AMOUNT OF WASTE GENERATED [306-3]



Mass of hazardous waste (t)



Mass of non-hazardous waste (t)

-  Wallis Motor Pest
-  Drop Cap
-  Wallis Motor Duna
-  Wallis British Motors
-  Wallis Kerepesi
-  RN Hungary Ltd.<sup>2</sup>

<sup>2</sup> Data on waste are not available at RN Hungary Kft., so the table showing the amount of waste types generated during the operation of the Group is not exhaustive.



# URBAN MOBILITY PROJECTS [AW2]

Carsharing is growing rapidly worldwide and is expected to reach 270 million users by 2027. European urbanisation trends are driven by 3 factors of urban mobility, the number of parking spaces is decreasing, cycle paths are increasing, air pollution and congestion are decreasing as more people choose carsharing over car shopping.

Carsharing is a highly cost-effective, time-efficient and environmentally friendly option and is projected to continue to grow in urban transport.

In October 2023, our group launched its first private label mobility service, Wigo Carsharing. Under the new brand, we introduced our first service, wigo carsharing, which was previously operated under the Share Now brand. The market-leading domestic carsharing customers based on revenue can already use the new, extended functionality application, through which they can access nearly 500 cars in the fleet.

Car sharing is not only more economical, but also greener in urban car transport, as Wigo’s carsharing fleet consists of low-emission models with a minimum EURO6 or electric rating of up to a few years.

The Nelson Fleet has always kept up with the times – and this time is no different. In our long-term car rental service, we offer our customers vehicles that feature state-of-the-art technology, including electric and hybrid models. We understand and support you if you want to take environmental aspects into account when choosing a company car. Our plug-in hybrids also feature an internal combustion engine and are capable of long-term local emissions free while also being environmentally friendly.

Sixt was the first car rental company to offer electric cars in its fleet and since then we have been aiming to increase the proportion of electric cars in its offering, including hybrid vehicles. We offer our short- and medium-term car rental activities as a Hungarian franchise partner of the Sixt Rent-a-car international network. Sixt is part of our retail business and we provide high-quality rental opportunities to our customers through two offices in Budapest: Váci út and Terminal 2B of Liszt Ferenc International Airport next to our offices in Győr and Debrecen.





In line with its earlier plans, our company acquired Net Mobility Zrt., which operates J3Aut3k.hu and Aut3-Licit.hu portals, thus opening up to online sales. The move fits well with our company’s previously announced strategy, which aims to make AutoWallis Group a dominant car trading and mobility service provider in the Central and Eastern European region by the end of the decade.

**[AW2] CUSTOMER SAFETY AND FLEET FUEL ECONOMY AND UTILISATION**

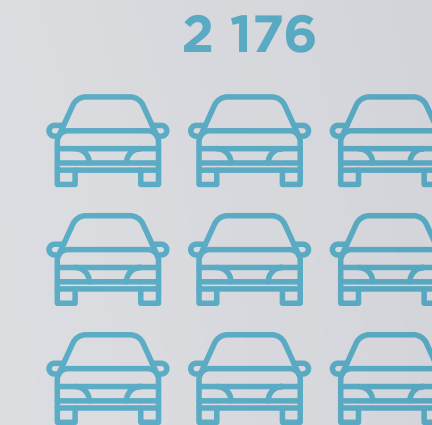
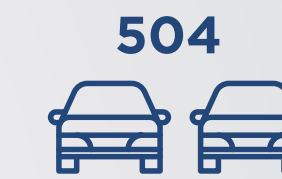
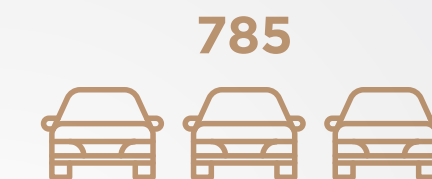
The safety and security of our customers is our top priority and we do our best to ensure this at the highest possible level.

In terms of fleet size, Nelson has the largest average fleet size at 2,176 vehicles, while Wigo Carsharing and Sixt operate with 504 and 785 vehicles respectively. Sixt offers rentals 365 days a year, and Wigo carsharing and Nelson offer 364 and 365 rental days respectively. The average age of vehicles in the fleet is 10.54 months for Sixt, compared to 15 and 30.93 months for Wigo Carsharing and Nelson, respectively.

**Customer safety of our subsidiaries Sixt, wigo carsharing and Nelson**



Average fleet size (pcs)






Average age of fleet vehicles at the end of the reporting period (months)








**Customer safety of our subsidiaries Sixt, wigo carsharing and Nelson**

			
Fleet size at the end of the reporting period (pcs)	550	532	2 349
Number of vehicles with a 5-star NCAP general safety rating operated in a fleet at the end of the reporting period (pcs)	532	126	1 542
Percentage of rental fleet vehicles with an overall safety rating of 5 stars by NCAP	97 %	24 %	66 %
Number of vehicles in the fleet subject to voluntary or involuntary recalls during the reporting period (pcs)	17	-	28
Of which voluntary recalls (pcs)	17	-	28
Number of non-voluntary recalls (pcs)	-	-	-
Rate of voluntary recalls (%)	100 %	-	100 %

Nelson has the highest proportion of vehicles with a general safety rating in its fleet with 1,542, compared to Sixt and Wigo Carsharing with 532 and 126 vehicles respectively. The proportion of vehicles with a 5-star overall safety rating is highest for Sixt at 97%, while for Wigo Carsharing and Nelson the proportion is much lower, between 24% and 66%. The number of vehicles subject to voluntary recalls during the reporting period was 17 for Sixt, 28 for Nelson and 0 for Wigo Carsharing. In both companies, all recalls were voluntary, so in both cases the rate of voluntary recalls is 100%.

**Economy of fleets of our subsidiaries Sixt, Wigo carsharing and Nelson**

			
Average rental day weighted average fuel consumption in the rental car fleet (l/km)	6,50	9,01	7,8
Average rental day weighted average fuel consumption in the rental car fleet (gCO <sub>2</sub> /km)	107	118	108

In terms of the economy of the fleets of companies, the average fuel consumption in the rental car fleet is the best for the Sixt at 6.50 litres/kilometre, while the Wigo carsharing and Nelson have higher levels of 9.01 and 7.8 litres/kilometre respectively. The average CO<sub>2</sub> emissions from fuel consumption are also the lowest in the Sixt fleet, at 107 gCO<sub>2</sub>/kilometre. For Wigo Carsharing and Nelson, the figures are higher, at 118 and 108 gCO<sub>2</sub>/kilometre respectively.





# SOCIAL VALUE CREATION

The AutoWallis Group employs a significant number of individuals in the Central and Eastern European region. Given this, it is crucial to prioritise the well-being of our employees and ensure they receive the appropriate working conditions they deserve. As a responsible employer, we consider it important to have a positive impact on our social environment, through our products, services or our role as a public limited company. We consider it important to support local communities and to promote positive social change and act responsibly in our activities.

Next, we present the practices that underpin our employment, including recognition and reward for our employees, our health measures, education and inclusion programs, and our social responsibility activities.



# EMPLOYEES

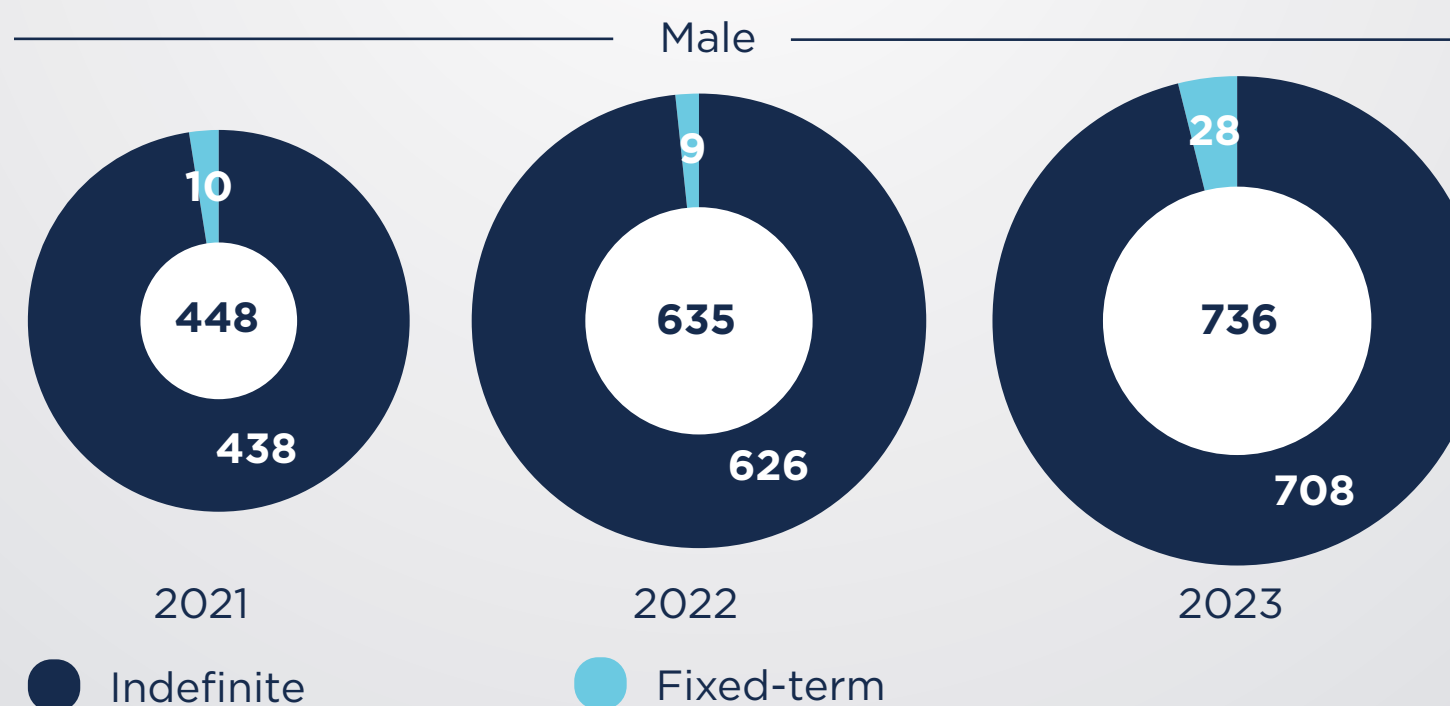
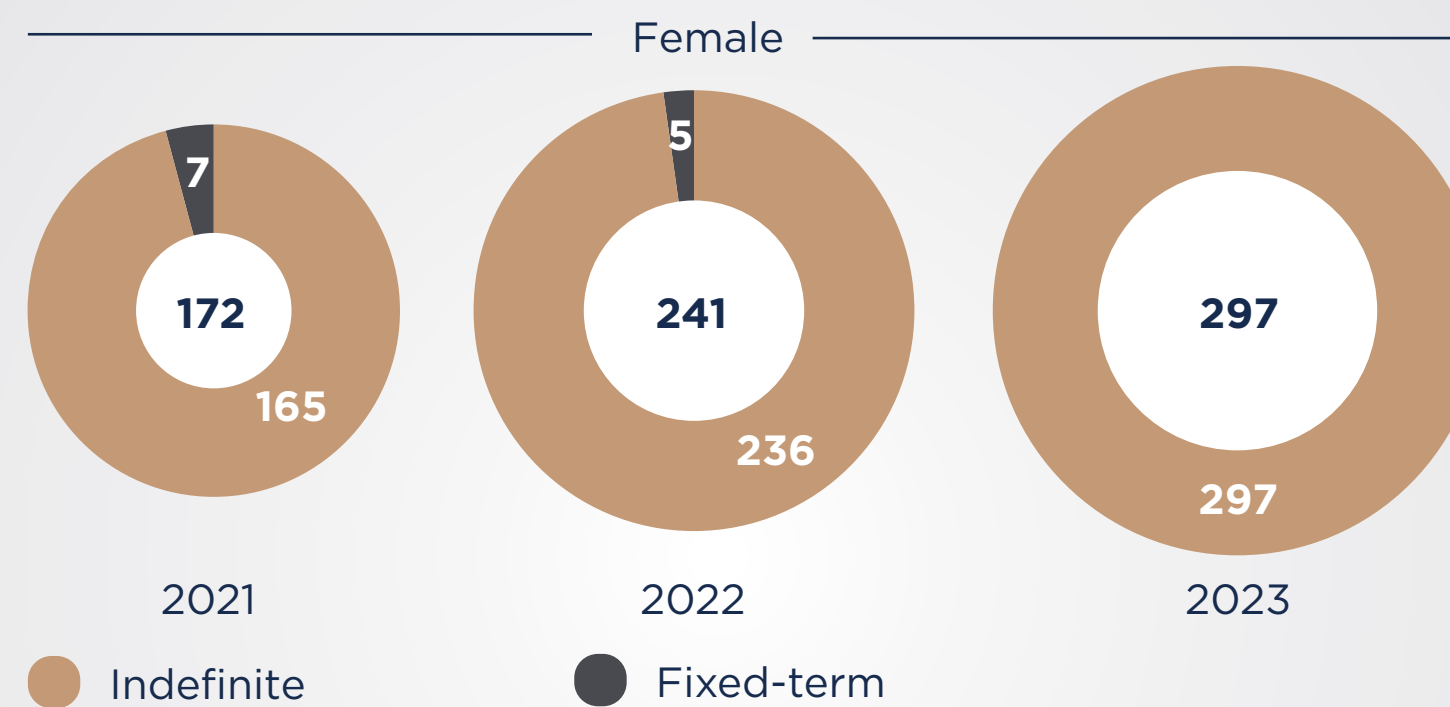
## NUMBER AND COMPOSITION [2-7]

Since our group's listing on the stock exchange in 2019, it has experienced significant growth as a result of continuous organic growth and intensive acquisition activity. Accordingly, the number of our employees has also increased significantly - while in 2020 the average statistical headcount was 309, in 2022 we already employed 876 people, and in 2023 the number of our employees was 1033<sup>3</sup>.

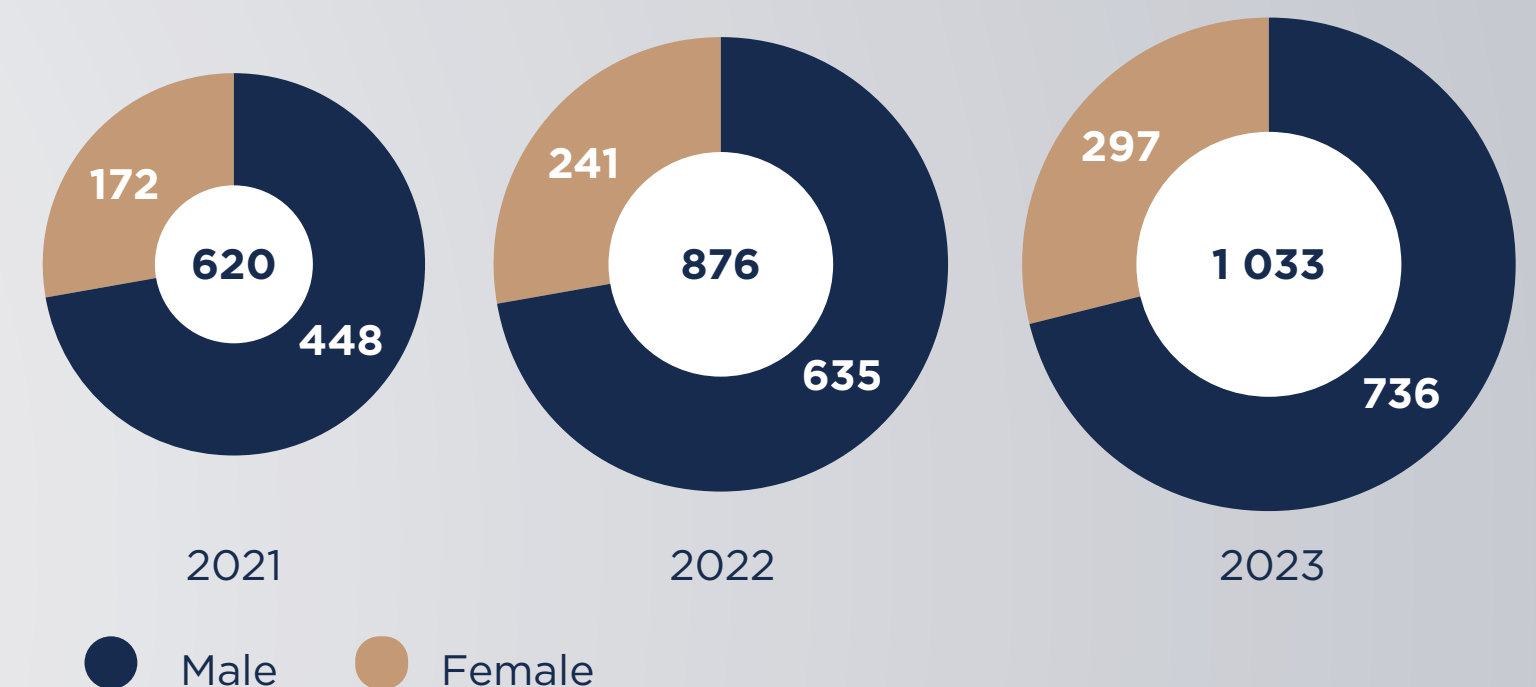
In the tables below, we present the number and composition of our employees by type of employment and gender of our employees.

[2-8] At AutoWallis, we do not have any workers who are not employed by us, but who report to and are controlled by the company -with the company reviewing the work performed and the tools and methods applied.

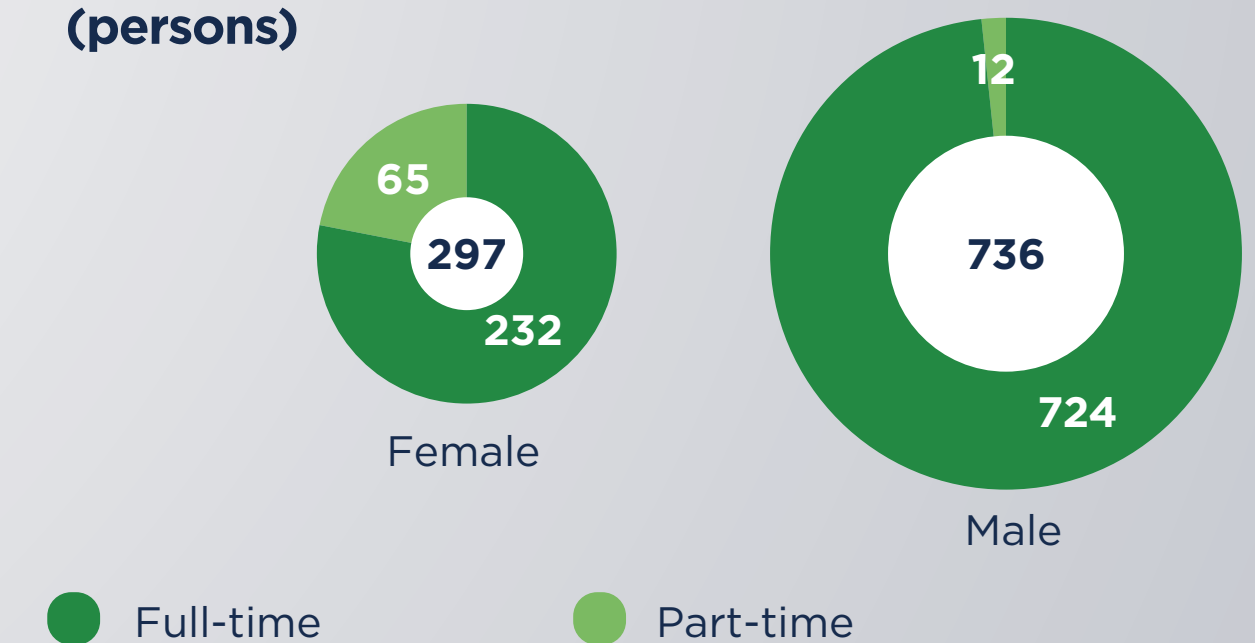
Total number of employees divided by contract term (person)



Total number of employees by gender (person)



Total number of employees divided by type of work schedule (persons)



<sup>3</sup> This headcount includes employees of RN Hungary, contrary to the headcount in our financial report.



## EMPLOYMENT POLICY

Resource management in line with our business growth remained a key play element in our employment policy in 2023, given the rapid growth of our group and the continued expansion of our workforce. Another important aspect is to facilitate the effective integration of new member companies that are continuously joining our group.

In 2023, it was a key focus to build as many synergistic joint functions as possible in AutoWallis Plc., which serves as the headquarters, to support the development of a unified corporate culture and standards at group level. In this spirit, we have created the position of HR Director in 2023. In addition, we have developed further joint functions – e.g. central and business marketing, group legal counsel and data protection officer (DPO).

With the help of these functions, we are constantly working on improving our internal regulatory system so that companies joining the group can join stable and consistent systems in the future. The joint review of the employment practices of subsidiaries, the adoption of well-functioning systems and practices and their unification provide a basis for this.

As in previous years, as a result of our materiality analysis, we defined secure employment and the development of our colleagues as important focus areas. In addition, careful selection and competitive wages are important efforts of the AutoWallis Group.

## ATTRACTIVE WORKPLACE AND MAJOR AUTOMOTIVE RETAIL & MOBILITY EMPLOYER

An important goal of AutoWallis Group within ESG is to create and maintain a high work culture for our employees in line with its “S” (or “Social”) component, i.e. social value creation. This is important not only to create a positive work environment, but also to achieve our business goals, as it helps us retain and recruit workforce at different levels and in different areas of expertise. In our relations with our employees, we consistently apply the principle of equal opportunities, in accordance with the law, so recruitment and promotion are carried out exclusively on a professional basis.

AutoWallis Group’s workplaces, including salons, offices and workshops, are designed to create a safe, environmentally conscious and ergonomic working environment that promotes employee well-being and productivity.





# EMPLOYEE WELL-BEING

## EMPLOYEE WELL-BEING

[403 (3-3), 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9] [403 (3-3)], [403-7] [403 (3-3)]

[403 (3-3)] As confirmed by the materiality analysis, promoting employee health and safety is a priority for the AutoWallis Group – an essential element of our business strategy and social responsibility. We are convinced that ensuring healthy and safe working conditions is a fundamental human right and is therefore a priority in our employment policy. Our policies and commitments include strict procedures in health and safety, including compliance with international and local standards and ensuring equal opportunities.

In our cooperation with our partners, the prevention of possible negative effects on occupational health is a priority. We do not cooperate with partners where we do not see transparent and compliant operation assured.

Among the negative impacts, we prioritise the risks of accidents and health problems at work, which we combat through appropriate measures, such as safety training and health promotion programmes. These can not only reduce the incidence of accidents and illnesses, but also improve employee welfare, increase productivity and strengthen the Group's reputation as an employer. We pay special attention to our colleagues in brand workshops, who are highly exposed to negative influences related to occupational health, such as heat, chemicals or heavy physical work.

The effectiveness of the implemented measures is monitored through regular audits and reviews, allowing you to fine-tune processes and identify new opportunities for improvement. We share the results with stakeholders and employees, ensuring full transparency and the possibility of cooperation. Working closely with stakeholders is key to maintaining and further improving results in the area of workers' health and safety, which goes hand in hand with improving the well-being not only of our workers but also of the wider community, thus contributing to the successful implementation of our social responsibility. The effectiveness of the measures taken is demonstrated by the low accident rate at work and the low number of occupational diseases. [403-1] The AutoWallis Group does not have a unified group-wide OHS management system, which is partly due to our corporate structure and partly because a significant proportion of employees at our subsidiaries perform office work. However, in the case of our subsidiaries where the activities, working environment and compliance with the requirements of the Occupational Safety and Health Act require it, we work according to specific Occupational Safety Management Systems or Occupational Safety and Health regulations: such as Wallis Motor Pest, Wallis Motor Duna, Inicial, RN Hungary, AW Distribution Kft and AW OPL Distribution Kft.

At these subsidiaries, the systems and regulations apply to all employees. Our subsidiaries have fire safety regulations, personal protective equipment allowance policies and job eligibility regulations. The table below shows the number of employees covered by the OHS Management System in force at these 6 subsidiaries.



**Number of employees covered by the occupational health and safety management system existing at our subsidiaries Wallis Motor Pest, Wallis Motor Duna, Inicial, RN Hungary, AW Distribution Kft. and AW OPL Distribution. [403-8]**

	2023
Number of employees covered by the OHS Management System	504
Number of employees not covered by the OHS Management System	0

[403-2, 403-3] To identify and manage workplace hazards and risks and to investigate accidents, the subsidiaries of the AutoWallis Group use different but well-structured methods, which are carried out individually for each employee. Risk assessment processes include manager screening, mandatory medical fitness checks for new entrants, workplace ergonomics and noise level control, and training workers to work safely. Subsidiaries such as Wallis Motor Pest, Wallis Motor Duna, Inicial, Sixt, AW Distribution, and AW OPL use a matrix method to assess risks through site visits, site surveys, consultation with employees and an occupational doctor.

Risk assessments are carried out by OHS qualified experts, mostly subcontractors, and include preventive management of the risks of occupational diseases, for example through annual screenings. To manage the assessed risks, subsidiaries take steps such as providing protective equipment and organising training. If our employees find themselves in a situation that is considered dangerous, they have the right to suspend their work and report their findings to their health and safety officers; all our subsidiaries have individual processes in place to ensure this. The person reporting the risk is protected by the relevant legislation from any negative consequences that may arise from the report.

[403-9] At AutoWallis Group, occupational accident management at each subsidiary follows unique, predefined protocols. These processes include thorough investigation of accidents and integration of lessons learned into operating rules. The investigation process is usually carried out by external OHS experts who act in accordance with the relevant legislation, ensuring transparency and objectivity of the process.

In the case of Wallis Motor Pest, Wallis Motor Duna, Wallis British Motors, AW Distribution, Wallis Kerepesi and AW OPL following an investigation into an accident at work, special training courses are organised with the aim of preventing similar incidents in the future.



This practice contributes to a better understanding of the importance of occupational safety and the steps needed to avoid accidents.





Similarly to previous years, there have been no fatalities or serious accidents at work in 2023, and the number of accidents at work to be reported were negligible compared to the total number of hours worked per year. This shows that the safety protocols and procedures used by the group are effective in preventing and treating occupational accidents.

The table below shows the number of accidents at work in the last 3 years for the following subsidiaries: AutoWallis Plc, Wallis Motor Pest, Wallis Motor Duna, Inicial, Sixt, Wallis British Motors, AW Distribution Kft, AW OPL, RNH and Nelson.

**Accidents at work [403-9]**

	2021	2022	2023
Number of fatal accidents at work	0	0	0
Number of serious accidents at work	0	0	0
Number of accidents at work to be reported	0	3	4
Number of quasi-accidents	0	0	0

[403-3] At AutoWallis Group, each subsidiary in the field of occupational health services follows unique protocols, but all employees undergo occupational health check-ups regularly, upon entry and then on an annual basis. Companies providing occupational health services work with subsidiaries to compile and carry out aptitude tests, which include preliminary, periodic and extraordinary examinations as defined by law, for all employees, regardless of their position.

To maintain the quality of services, subsidiaries place great emphasis on informing employees and monitoring the feedback received, and regular consultations are held with service providers to discuss the range of services. The protection and confidentiality of employees' health data is given special attention, which is regulated by contracts with occupational health care providers, in line with the provisions of the GDPR to guarantee the security of information.



[403-6] At different subsidiaries of the AutoWallis Group, they support employee health care through different methods, ranging from preventive screening to personalized health programs. For example, Nelson organizes annual health screenings for employees to enable early health checks and timely treatment of potential health issues. The Wigo Carsharing “All You Can Move” sports card provides employees with the opportunity to access numerous sports facilities and health programmes, thereby encouraging them to lead an active lifestyle. Additionally, RN offers its employees Hungary opportunities to use the services of a private health care provider Medcover year-round. Wallis British Motors employees will be provided with voluntary vaccinations free of charge. The managers of AutoWallis Plc. participate in a free manager screening every year.

[403-5] At AutoWallis Group, employee safety trainings are conducted with different methodologies and topics tailored to the specific needs and operational specificities of the subsidiaries. In addition to general OHS training, which is mandatory for all new employees, there are also special trainings, depending on the areas in which the employees work. All employees receive occupational safety and fire safety training upon entry and then annually or when there is a change of job or equipment.

Training courses are often led by external OHS professionals, ensuring a high level of expertise and up-to-date compliance with OHS regulations.

In addition, several subsidiaries offer job-specific training, such as special training for occupational safety representatives at Wallis Motor Pest and Danube, or training and exams for the operation of lifting machines and freight elevators provided by Inicial to workers in mechanic positions.

The trainings are broad and include general OHS knowledge as well as specific topics, depending on the subsidiary and the job title of the employee. The occupational safety representatives of AW Distribution, the further training courses of employees at Wallis Kerepesi or the driving technique trainings of RN Hungary’s colleagues are examples of target-group-specific trainings. In most cases, the effectiveness of trainings and the mastery of what has been said are evaluated by means of oral questions or test questions, which makes it possible to continuously check the knowledge of employees and consolidate the necessary knowledge.





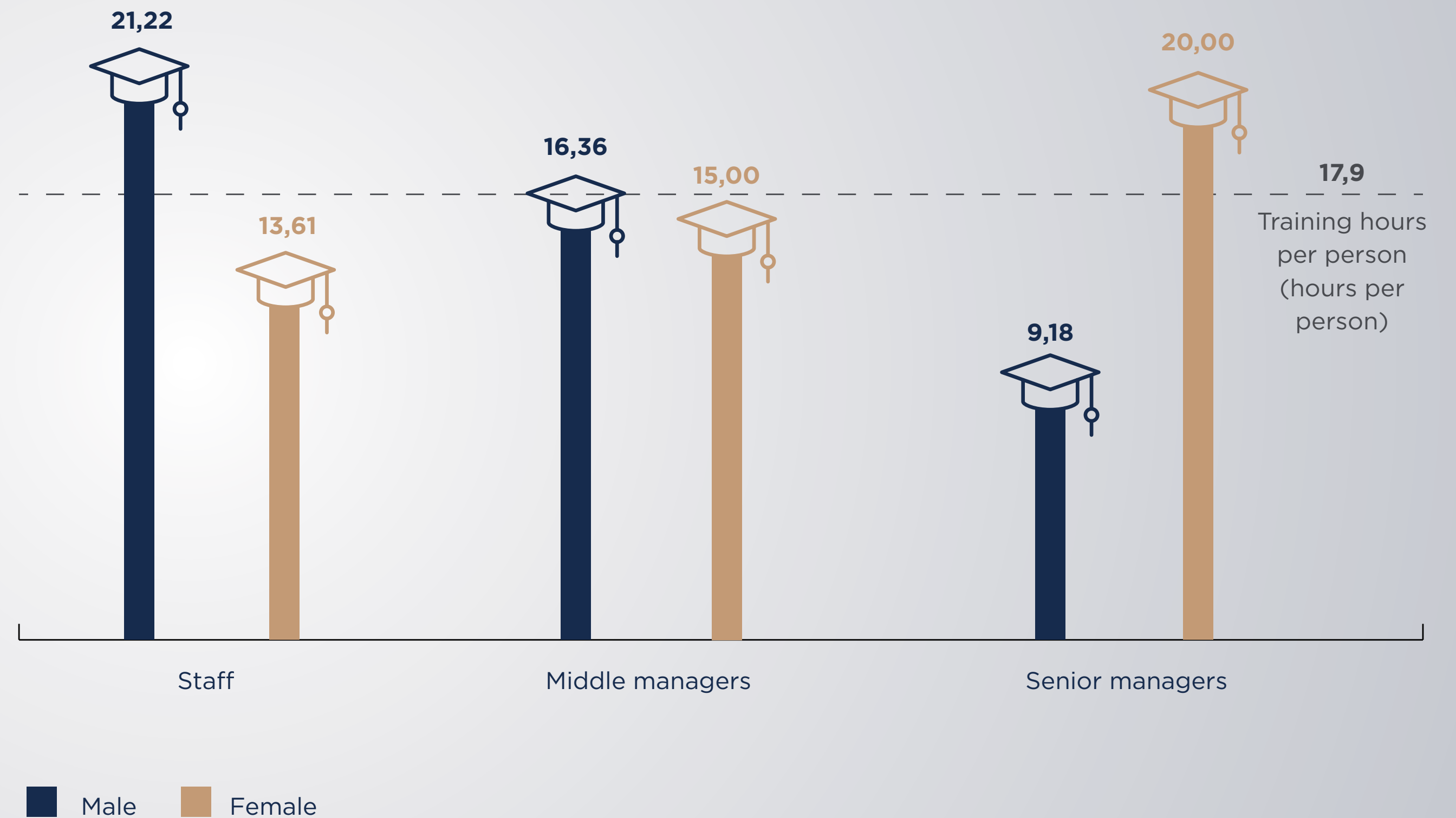
## EMPLOYEE TRAINING [404 (3-3), 404-1, 404-2, 404-3]

As the results of our materiality analysis show, education and training is a priority for our Group. Our goal is to promote the professional and personal development of our employees - We believe, the knowledge and skills acquired contribute to the company's effectiveness, among other things.

To this end, we provide management trainings and training opportunities, as well as mandatory trainings related to specific jobs (e.g. first aid, technical training, further training for certified accountants) for all our employees. Our subsidiaries provide training beyond the mandatory trainings on an individual level, but we are working on developing group-level training plans and adopting good practices between companies. We work on standardising our internal career processes at group level, generally introducing talent programs, and developing a culture of feedback. Additionally, it is important to facilitate rotation within the group in order to keep our employees in-house. For this purpose, open positions within the group are always advertised first on our internal intranet.

At AutoWallis Group and its subsidiaries, training and education management is geared towards employee satisfaction, motivation and employee retention. The continuous development of educational programmes and investment in employee training are fundamental strategic priorities that contribute to the long-term success of the Group and to a positive economic and social impact.

**Average hours of training per year per employee broken down by employee category and by gender  
In the following subsidiaries: AutoWallis Plc, Wallis Motor Pest, Wallis Motor Duna, Inicial, Sixt, Wallis British Motors, AW Distribution Kft, AW OPL, RNH [404-1]**





[404-2] AutoWallis Group and its subsidiaries are committed to providing valuable and relevant training opportunities for their employees. These initiatives not only facilitate the personal and professional development of employees, but also contribute to increasing the Group’s adaptability and flexibility in a rapidly changing business environment.

Among the training programs, the provision of mandatory sales and service area trainings stands out, which, organised by the represented brands, ensure up-to-date knowledge of employees about product novelties and technological developments. For example, Wallis Motors organises leadership skills training at middle management level in Pest and Duna, while Inicial is in the process of developing a Training Policy to establish a systematic framework for employee development. AW Distribution and AutoWallis Plc. assess and support the educational needs of employees during the annual performance evaluation process, providing opportunities for mentoring and coaching.

Nelson I offers Excel courses at basic, advanced, and macro programming levels designed to improve employees’ IT skills. Sixt provides its employees with professional training, coaching and mentoring required by the international franchise.

Furthermore, the Group pays special attention to supporting the continuous employment of employees. At Wallis Motors Pest and Danube, employees over retirement age are offered the opportunity to continue working on flexible working conditions. In addition, flexible working conditions, part-time work or other work that is more suitable to their circumstances are offered to parents with young children. The employees of AW Distribution and AutoWallis Plc. are provided with flexible working hours, home office opportunities, personalised career plans, volunteer programs, health programs and part-time employment.

[404-3] In companies of the AutoWallis Group where employees receive regular performance reviews and career development opportunities (these are Wallis British Motors, Inicial/ICL Autohouse, Sixt, RN Hungary, Nelson Fleet Leasing, AutoWallis Distribution Kft., AW OPL, AutoWallis Plc.), these processes apply to all employees of those companies. The aim of our company is to share and standardise best practices at different subsidiaries within the group, with special regard to educational and career development opportunities.

## EMPLOYEE ENGAGEMENT [2-29, 2-30]

[2-29] Key tools for employee communication at our Group are our internal intranet interface, AutoSpoiler and our Internal Communications Policy, which will be completed in 2023. The platform allows employees to get up-to-date information on company news, policies, and strategic plans. The Group also aims to use these platforms to better organise and communicate its CSR activities, thus facilitating the promotion of group-wide social responsibility initiatives.

In order to retain employees and increase their engagement, the Group strives to actively involve them in the recruitment process. Through intranet platforms, they can learn about open positions within the group, thus supporting the broadening of career opportunities and job mobility.

Employee involvement is another important element in the development of the company’s ESG reporting, where a comprehensive materiality assessment was carried out. The aim was to identify the report’s focus on themes, assess relevant issues, and increase awareness and communication on ESG topics.

[2-30] There is no collective agreement in force at our company.



# COMPENSATION SYSTEM

## MANAGEMENT REMUNERATION SYSTEM [2-19, 2-17, 2-20, 2-21]

[2-19, 20-20] In July 2022, our Company adopted and published a new Remuneration Policy on the website of the Budapest Stock Exchange, which complies with the requirements of Act LXVII of 2019. This policy sets out the remuneration of Directors on the basis of a remuneration system adopted by the Board of Directors and presented for approval by the General Meeting, so the decision is taken by the General Meeting and not by the Board of Directors on its own members. Every year, our Company publishes its Remuneration Report on the BSE website, which contains the events and data of the given year; according to its 2023 report, there were no deviations from the Remuneration Policy. The policy distinguishes between fixed (basic salary, salary) and variable (bonus, bonus, optional fringe benefits) remuneration elements, which apply differently to independent and non-independent directors and other employees.

[2-17] The variable parts of management's remuneration are calculated based on the achievement of certain predetermined objectives and financial results. Our remuneration policy also takes sustainability into account in non-financial performance indicators, and accordingly, participation in ESG training and accurate and timely provision of ESG data play an important role in determining bonuses for many executive-level employees.

To this end, our managers receive presentations prepared by our ESG advisors, and directors also participated in ESG workshops. Our ESG Director, appointed in 2022 and a board member, regularly reports on his work to the CEO and the Executive Committee. Non-financial data commitments, sustainable and circular management were the subject of several presentations during the year for the group's managers.





[2-21] We examined how many times the annual income of the highest paid employee in our member companies is compared to the median annual income of all contract employees of that company. For subsidiaries where information on the topic is available, this ratio was as follows in 2023:

**Median annual ratio between the highest paid employees in our subsidiaries and other employees [2-21]**



**MRP PROGRAM**

Following of the first employee share program in 2019, AutoWallis Plc. and its main owner, Wallis Group launched another programme linked to the achievement of predefined goals to support the group’s strategic goals: the MRP 1 programme started in 2019 was followed by the MRP 2 programme in 2021. In the ESOP 1 programme, 25 leaders of the group participated in the 2- and 3-year programmes. In 2021, a three-year program involving 36 employees was launched under the name MRP 2.

In 2022, the programmes of MRP 1 were closed and a programme called MRP 3 began, which affected 69 workers. In 2023, AutoWallis Group launched the MRP4 programme, which involves 119 managers and employees, and has a duration of 24 and 36 months, depending on the programme.

These programmes are overseen by the ESOP organisation, established in 2019 and supervised by the Group, whose main task is to achieve objectives based on remuneration policy.

Since the IPO of AutoWallis Plc. and the launch of the first MRP programme, we have closed each year as a record year - this proves that the annual programmes help increase shareholder value and motivate key managers to meet their objectives.



# ETHICAL WORKPLACE

## ETHICAL WORKING ENVIRONMENT, EQUAL OPPORTUNITIES [2-23, 205 (3-3)]

All subsidiaries of the AutoWallis Group pay special attention to respect for human rights, the promotion of equal treatment and equal opportunities, in accordance with the Charter of Fundamental Rights of the European Union and the Labour Code. The Group is committed to protecting the social and economic interests of workers and firmly rejects discrimination of any kind, including on grounds of sex, colour, ethnic or social origin, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. These principles form a key part of the Group's Articles of Association and Code of Ethics, as updated in 2022.

Promotions and hiring are strictly based on professional principles, where decisions are made taking into account performance, human competence, professional history and responsibilities. The AutoWallis Group strives to promote diversity and inclusiveness across its activities, including internal and external communication, aiming to increase the proportion of women in management, thus preparing

the space for compliance with changes in European Union legislation. In 2023, we have appointed female colleagues to several management positions – e.g. our HR and Marketing Managers and Group Legal Counsel, and we have increased the number of female colleagues working at AutoWallis Plc.

In its annual Corporate Governance Report, the company provides comprehensive information on its corporate governance practices, transparent operations, financial planning, control mechanisms and corporate social responsibility policies and procedures, ensuring that shareholders and stakeholders are fully informed.

## ADDRESSING CONCERNS

[205-1, 205-2, 205-3, 2-25, 2-26]

[2-25, 2-26, 205-2] All employees working for companies of the AutoWallis Group are required to report immediately any suspicion of corruption or bribery to their line managers and to avoid any related situations. Our Code of Ethics is available to all our employees on our intranet interface, and in 2023 we held trainings on the topic for all employees of AutoWallis Plc. and for the entire board of directors. One of

our objectives is to develop and systematize group-level trainings on compliance, money laundering and insider trading – we plan to implement this in 2024.

In 2023, we established a central, group-wide whistleblowing system through which our employees, partners and clients can raise concerns about business conduct. This system is also available on the websites of the AutoWallis and its member companies, as well as via the intranet, and the reports received are investigated by our independent compliance partner, in certain cases by an independent FB member designated for this task. The whistleblowing system also provides for the possibility of anonymous reporting, all anonymous reports are investigated in justified cases. Internal regulation and reporting system ensure that the threat of retaliation is completely eliminated.

[205-1, 205-3] Reports and incidents related to respect for human rights, corruption and bribery are followed and investigated by our independent internal auditor, but there were no reports to investigate during the financial year.





# CORPORATE SOCIAL RESPONSIBILITY



## OUR CSR ACTIVITIES, SUPPORTING LOCAL COMMUNITIES



It is important for AutoWallis Group to carry out its activities in line with social values and commitment to the community. In this spirit, the Group actively supports special social initiatives that are in line with the values it imposes.

AutoWallis Plc. is a long-term supporter of the Budapest Festival Orchestra and the Hungarian Canoe Federation, the latter of which will also play a role as an official mobility service provider from July 2022 until the end of the 2024 Olympic cycle. This includes providing cars for athletes and providing a fleet of cars during international competitions in Hungary. As part of our social responsibility program, we cooperate and help the work of the Heroes' Square Foundation. The AutoWallis Group is committed to promoting its CSR activities at group level as well, and we are constantly developing our communication in this regard on our intranet interfaces. Our goal is to motivate employees and disseminate good practices.

Distribution companies (AW Distribution Ltd., AW OPL Distribution Ltd., RN Hungary Ltd.)	
	Visiting animal shelters, material donations and volunteer work.
	Support of the Chamber Forest Children's Home with painting, cleaning and donations.
	Office fundraising and clothing collection for those in need.
	RN Hungary supported the children's sailing training of Balatonfüred Yacht Club, the Renoir exhibition of the Museum of Fine Arts and was a mobility sponsor at several running events.
	Distributor of Ssangyong/Isuzu brands, sponsorship of ETO FC Győr football team.
	Organization of Health Day, Fruit Day and Sports Day

Nelson	
	Cafeteria benefit and Doctor 24 health care service for all employees.
	Renovation of the playground of the kindergarten in Sárszentmihály.

Sixt	
	Supporting the Smile Foundation and the Csömör Animal Protection NGO with vehicle use, financial donations and employee fundraising.
	Campaign to raise awareness of the importance of sport and organise the I. Wallis Cup.

Wallis Motor Pest	
	UNICEF Charity Fair to help traumatized children and invite children treated at Heim Pál Hospital to M driving technique training.
	Presentation of the BMW Group's electric fleet at Green Day to raise environmental awareness.





# CORPORATE GOVERNANCE

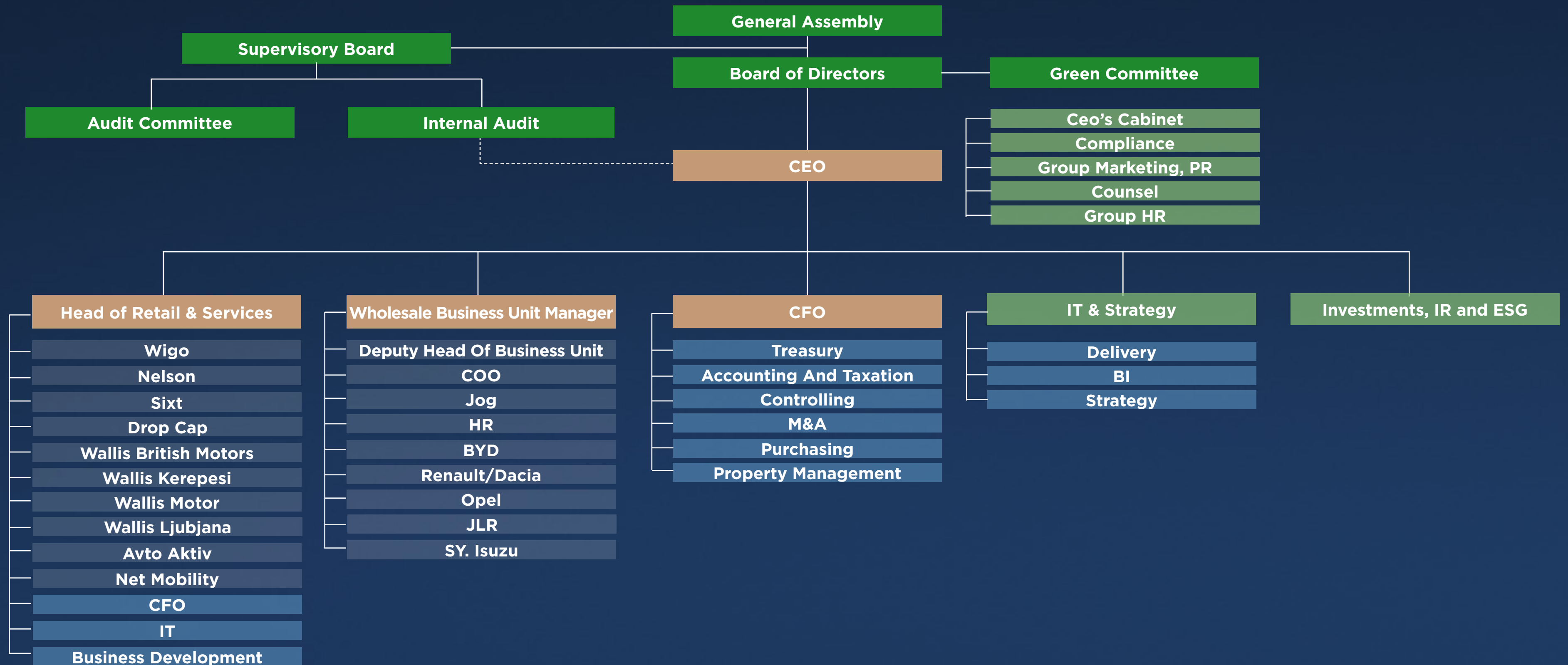
In our ESG approach, in addition to the continuous improvement of our environmental and social performance, strengthening “G” (Governance) is also extremely important for our Group. As a dynamically developing and growing company, we play an important role in maintaining a transparent corporate governance structure, implementing common policies and disseminating good practices. This is to underline that the areas of “non-conduct of business and anti-competitive conduct”, “anti-corruption” and “protection of customer data” are of paramount importance to the AutoWallis Group. In the “Employees” chapter of our ESG report, we explained in more detail some elements of our corporate governance approach (such as ethical behaviour, benefit systems and stakeholder relations). In the next chapter, we will present its additional elements.



# GROUP GOVERNANCE STRUCTURE [2-9]

The management body of the Company is the Board of Directors. The Board of Directors, or a Member of the Board of Directors authorized by them, represents the Company in dealings with third parties before courts and other authorities. The Board of Directors plans and directs the work of the Company, determines the management of the Company and ensures its effective operation. The work of the Company is directed by the CEO. The Supervisory Board controls the Board of Directors in order to safeguard the interests of the Company. The members of the Audit Committee are elected by the General Meeting of the Company from among the independent members of the Supervisory Board - in accordance with the provisions of the Civil Code. The Audit Committee gives its opinion on the accounts according to the Accounting Act and monitors its audit.

**Group organizational structure with supporting functions**





# MANAGEMENT

## HIGHEST GOVERNANCE BODIES

The highest governance body of our Company is the Board of Directors, which currently consists of 5 members, responsible for the management of the company. The members of the Executive Board are elected by the General Meeting for an indefinite period. The Executive Board meets regularly - in 2023, 18 meetings were held.

The Board of Directors is responsible for planning the Group's business strategy, defining the direction of economic and organizational development, as well as representing the Company externally and coordinating the activities of the Group Companies. The Board of Directors also decides on issues related to the sustainability strategy.

[2-16] In addition, critical cases are dealt with by the Executive Board. The Board of Directors is always fully informed about such cases, typically, 1-2 such cases occur annually. In 2023, such a case was an insured event related to the Far Eastern brand of the business, which had an unintended impact on the company's activities. More information can be found in our 2023 financial report.

Before the Board meetings, a technical executive committee prepares the topics to be discussed, and the Board of Directors takes decisions on these topics in accordance with its rules of procedure. When it comes to conflicts of interest, we are governed by our Articles of Association, the Rules of Procedure of the Board of Directors and the rules applicable to public limited companies.

### Chairman of the Board



**Zsolt Müllner**

### Members



**Andrew John Prest**  
Director of  
Wholesale Business



**Péter Antal**  
Director of Retail and  
Services



**Gábor Ormosy**  
CEO



**Gábor Székely**  
Director of Investor  
Relations and ESG



Another key governing body of our company is the Supervisory Board, which currently consists of 4 people, and its main task is to control the activities of the Board of Directors in order to protect the interests of the company. The Supervisory Board shall evaluate the performance of the Executive Board at least once a year and draw up a report there on adopted by the General Meeting. In addition, the Supervisory Board also performs the tasks of the Audit Committee, which include checking the effectiveness and performance of accounting and auditing tasks. The Rules of Procedure of the Supervisory Board, Audit Committee and Board of Directors are publicly available and you can find information about their tasks on our website. The Supervisory Board shall operate in accordance with the General Assembly's rules of procedure and working arrangements; It met a total of 4 times in 2023.

In 2023, our Supervisory Board was structured as follows:

Chairman of the Supervisory Board and Audit Committee:  
Attila Chikán Jr., Members:

- Bence Buday,
- György Ecseri,
- Gábor Vitán.

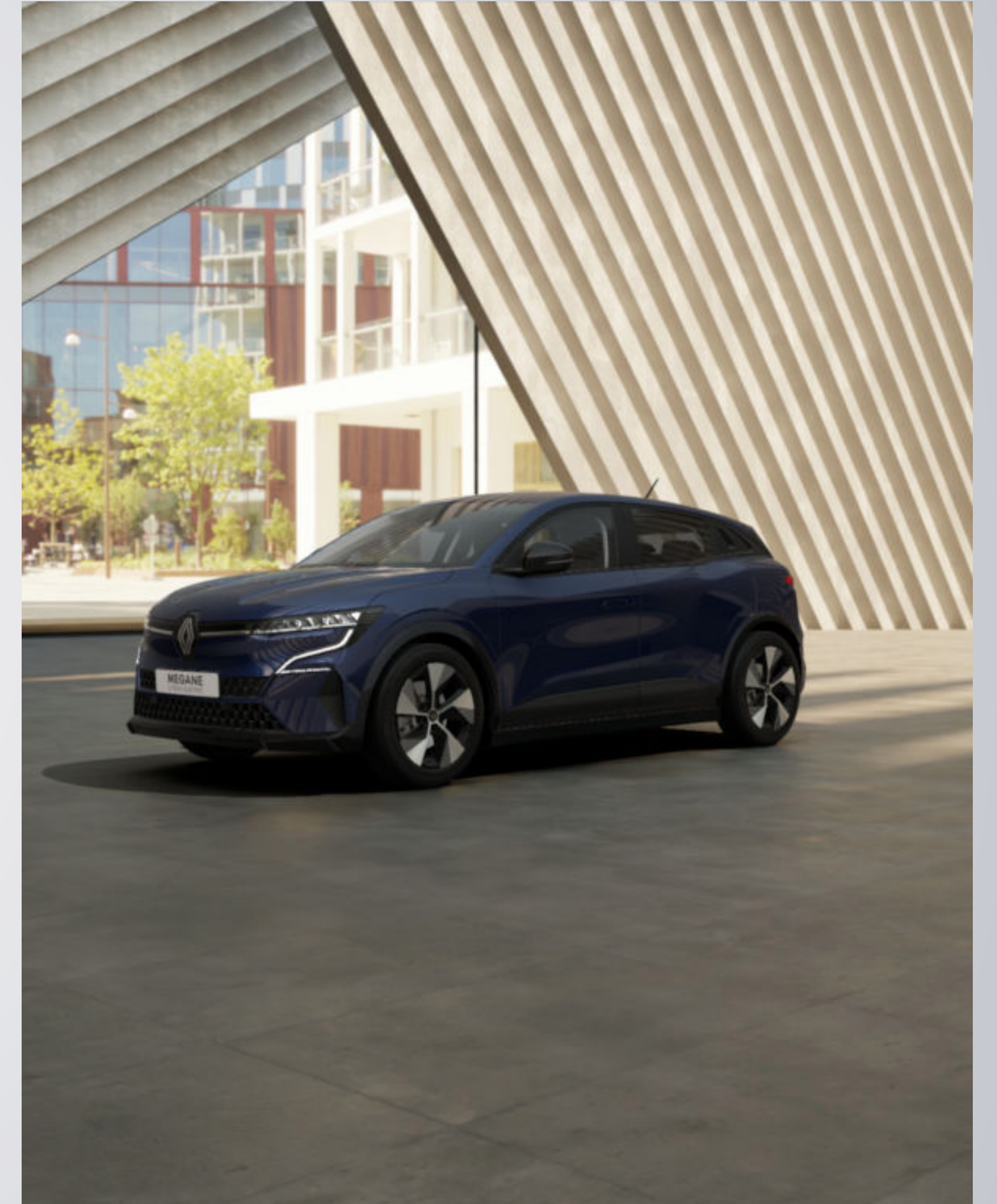
[2-17] Through our website you can learn about the knowledge and competences of the members of our Supervisory Board.

## OTHER DECISION-MAKING BODIES AND POLICIES [2-12, 2-13, 2-14, 2-18, 2-24]

Integrating ESG considerations into corporate governance practices is a top priority for us.

According to the current internal regulations, all topics involving commitments above HUF 50 million that are not included in a business plan are subject to a decision of the Board of Directors. The initiation of new activities, the establishment or termination of a company, and the adoption of regulations all fall within the competence of the Board of Directors (IG). However, the use of Green Bond funds is only possible on the basis of a positive decision of the Green Committee (ZB), without which IG cannot allocate money to projects that ZB has not classified as green projects.

In addition to the Board of Directors, the CEO of our Company and the managers of our subsidiaries play a key role in further decision-making: the managers of subsidiaries regularly report on the operation and performance of the companies to the Board of Directors and the financial/controlling staff of the AutoWallis Group during monthly controlling meetings.







The company has an executive committee, whose tasks include screening and commenting on topics coming before IG and preparing IG proposals professionally.

Based on the rules of procedure, IG may delegate certain issues to the CEO, such as the launch of a share buyback program, this is true for issues arising within the AutoWallis Group. In the case of each subsidiary, the individual company manager is responsible for these issues, who is also responsible for compliance with and enforcement of uniform regulations at group level. We already have a single procurement policy, which will be further expanded, with green and environmentally conscious aspects being considered and their weighting increased. Several internal regulations are currently being drafted, adopted, and consolidated into a single system, and as an important milestone of this work, the new internal regulatory system will be valid uniformly for the group in 2024 (e.g. a single risk management policy).

We handle conflicts of interest in accordance with the rules applicable to public limited liability companies, IG Rules of Procedure and the Articles of Association. In the last half of 2023, a team compliance manager has been appointed, so in addition to the independent internal auditor, he is already examining the issue according to his own compliance schedule. In addition, it is a significant achievement that he has been appointed responsible for certain central functions, such as HR, marketing, law, data protection.

Deeper integration of ESG principles into our corporate governance practices is a key step. Thanks to this, we are publishing our ESG report for the third time, which the company's management also participated in compiling. ESG Director Gábor Székely, who was appointed in 2022, played a prominent role in this process. Within the Group, the Director responsible for property management also deals with environmental issues (energy management, waste management, water management, etc.).

To engage in a responsible manner in business, we have a number of policies, such as the Code of Ethics, Supplier Code, Remuneration Policy, Disclosure Policy, Investor Code, and Investor Relations Policy, which you can find information about on our website.

In 2023, we embarked on a comprehensive restructuring of our internal rules by developing new policies and rules. As a result, we adopted the following policies in 2023:

- New Articles of Association
- Whistleblowing System and Policy
- Vehicle Regulations
- Rules on the procedure for reimbursement of eyeglasses for sharp vision
- Internal labour movement regulations in the AutoWallis Group



# TRANSPARENCY, COMPLIANCE

## LEGAL COMPLIANCE [2-27]

In addition to complying with its legal obligations, AutoWallis operates in accordance with the voluntary standards and regulations. If any non-compliance issue is suspected, we will always thoroughly investigate it and, if necessary, take appropriate corrective action.

For information on possible non-compliance cases in 2023, please refer to our 2023 financial report.

## PREVENTION OF ANTICOMPETITIVE BEHAVIOUR [206 (3-3), 206-1]

Our company has over 4000 shareholders, of which more than 3600 are private investors (retail investors). It is important for us to not only manage their interests in accordance with the law, but also to take ethical aspects into account. In addition, it is essential for us that the management considers the interests of small investors in addition to (even against) the interests of the main shareholder.

We believe it is important to avoid market risks during our growth, and we always consult the Competition Authority in advance before making acquisitions and seek their permission. We comply with the European Union and domestic guidelines on anti-competitive conduct and corruption, and apply its own internal policies, such as the Code of Ethics, the Code of Insider Trading and Market Manipulation, and the Internal Rules of Procedure for Related Transactions. In addition, in our annual Corporate Governance Report, we report in detail on our operational control mechanisms, business ethics procedures and transparent operating practices. In 2023, there were no incidents of corruption, anti-competitive conduct or bribery at our company.

In our company, a separate, dedicated person, the compliance manager, is responsible for maintaining anti-competitive behavior and ethical behavior. In addition, the Whistleblowing System and Policy entered into force in July 2023, allowing all employees and stakeholders of our Group to formulate any complaints they may have. The framework for the internal whistleblowing system, the investigation of reports and the sanctioning procedure is defined in a way that whistleblowing and investigation takes place on a member company basis. The online whistleblowing platform is suitable for all whistleblowers to report anonymously and to follow up on their own reports.



# DATA PROTECTION

## CUSTOMER PRIVACY [418 (3-3), 418-1]

The economic impact of data protection is outstanding. According to a survey conducted in the European Union (research conducted by Oxford Martin School), businesses spend on average 8% of their profits on GDPR compliance. This is due to a number of factors, including compliance costs and reduced revenues as personal data collection has become more difficult. The positive economic impact of GDPR is that, according to research by the European Parliament (published on its website), EU legislation regulating data flows contributes more than €50 billion annually to the GDP of the European Union.

Data protection can also have a positive impact on the environment, as organisational measures related to data protection standards promote overall digitalisation and reduce paper-based data management based on the principles of data protection by design. Data subjects become aware that their personal data are valuable to economic operators and are entitled to decide for themselves how to use them.

The GDPR imposes several new obligations on the data processing organization, compliance with which was not expected before, therefore the accumulated practical knowledge in this regard has become a value, creating jobs and ensuring the enforcement of the fundamental data protection rights of individuals. The positive effect of data processing is that it has become much more transparent and traceable, which helps us to understand in more detail what happens to individuals' personal data during data processing. Therefore, data controllers have a particularly important role to play in promoting data protection principles among employees and their agents by complying with and enforcing their own policies.

The right to data protection is enshrined as a fundamental right in the EU Charter of Fundamental Rights. Hungary Fundamental Law also guarantees the right to data protection for everyone. As a fundamental right to privacy, it is important that any restriction is justified and proportionate.

The AutoWallis Group strives to mitigate any adverse impacts of data protection on its customers and employees. It develops its policies and processes with this in mind.





We place great emphasis on the enforcement of data protection rights by raising your awareness at organisational level. We also prioritise data protection at AutoWallis Group level, in connection with which in 2023 we launched a project aimed at auditing and standardizing the policies of group companies under the name GDPR Audit and Uniform Regulation Project.

The companies belonging to the AutoWallis Group have undergone several data protection audits since the entry into force of the GDPR regulation, and the most recent audit is currently ongoing, affecting all members of the group who carry out data processing. The name of the audit is GDPR Audit and Uniform Regulation Project, the aim of which, in addition to identifying possible deficiencies, is to introduce a uniform regulation so that data protection is observed uniformly and at a high level at all subsidiaries. The AutoWallis Group plans to introduce a unified CRM system, during which it considers the integration of data protection and the simplification of data management to be a priority task.

The AutoWallis Group takes and expects all measures from the individual companies of the Group that ensure the highest possible level of enforcement of data protection principles. In each group company, data protection officers assist the Group Data Protection Officer. Unifying the data

protection requirements of the AutoWallis Group is one of the stated goals of the GDPR Audit and Uniform Regulation Project, one of the significant steps of which is the appointment and entry into service of the Group Data Protection Officer (DPO) in November 2023.

The effectiveness of the measures is monitored by the AutoWallis Group through external audits. Such surveys are also carried out individually by individual companies or are ongoing at group level.

The AutoWallis Group strives to prioritise stakeholder consultation in its internal processes. A comprehensive ongoing audit of the data protection practices of group controllers provides a good opportunity to do so. The best solutions found during the audit can be taken over by other participants within the group, since the basic principle of unification is the uniform extension of the application of best practice solutions within the group.

[418-1] As of 2023, we have not identified substantiated complaints about our customers' data security and data loss.





# GRI INDEX

<b>Declaration</b>	The sustainability report of AutoWallis Group was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI) Standards, covering the framework's expectations for 2021 and encompassing the period between January 1 and December 31, 2023.
<b>Considered GRI</b>	GRI Foundation 2021
<b>GRI Sector Standard Used</b>	No Adequate GRI Sector Standard

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
<b>The Company and its reporting practice</b>				
2-1	Organisation details	Introduction: AutoWallis Facts	5.	
2-2	Subsidiaries mentioned in the Sustainability Report	Introduction: AutoWallis Facts	5.	
2-3	Reporting period, cycle, contact point for questions regarding the report	Report summary	5-6.	
2-4	Restatements of information	Environmental objectives and performance: emissions	29.	
2-5	External certification			The report is not certified by external parties



GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
<b>Activities and employees</b>				
2-6	Activities, supply chain and other business relations	AutoWallis Facts, Report Summary, AutoWallis Group: Our mission, Business introduction	6. 14-15. 18-20.	
2-7	Employees	Introduction: AutoWallis Facts	37-38.	
2-8	Workers who are not employed by the company	Introduction: AutoWallis Facts	37.	
<b>Governance</b>				
2-9	Governance structure	AutoWallis Group: The Group's governance structure, Corporate Governance: Highest governance body	50	
2-10	Nominating and selecting the highest governance body	Corporate governance: Highest governance body	51	

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
2-11	Chair of the highest governance body	Corporate governance: Highest governance body	51.	
2-12	Role of the highest governing body in managing corporate impact	Corporate governance: Highest governance body	52-53.	
2-13	Transfer of responsibility to manage corporate impact	Corporate governance: Highest governance body; Other decision-making bodies, policies	52-53.	
2-14	Highest governance body's role in sustainability reporting	Corporate governance: Highest governance body; Other decision-making bodies, policies	52-53.	
2-15	Conflicts of interest	Corporate governance: Highest governance body; Other decision-making bodies, policies	53.	



GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
2-16	Communicating critical concerns	Corporate governance: Highest governance body; Other decision-making bodies, policies	51.	
2-17	Collective knowledge of highest governing body	Corporate governance: Highest governance body; Other decision-making bodies, policies, Compensation system; remuneration policies	45. 52.	
2-18	Evaluating the highest governance body's performance	Society: Compensation system; Executive remuneration policy	52.	
2-19	Remuneration policies	Society: Compensation system; Executive remuneration policy	45.	

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
2-20	Processes for determining remuneration	Society: Compensation system; Executive remuneration policy	45.	
2-21	Annual total compensation ratio	Society: Compensation system; Executive remuneration policy	46.	
<b>Strategies, measures, and policies</b>				
2-22	Statement from the most senior decision-maker on the company's sustainable development strategy	Introduction: Executive summary	3.	
2-23	Regulatory commitments	Society: Ethical workplace; Ethical working environment, equal opportunities	47.	



GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
2-24	Reaffirmation of regulatory commitments	Corporate governance: Highest governance body; Other decision-making bodies, policies	52.	
2-25	Negative impact management processes	Society: Ethical workplace; Addressing concerns	47.	
2-26	Ethics counselling and mechanisms to address concerns	Society: Ethical workplace; Addressing concerns	47.	
2-27	Regulatory compliance	Corporate governance: Transparent and legal operation; Legal compliance	54.	At the time of preparing the report, the collection of relevant detailed data was still ongoing; these will be further elaborated in our financial report

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
2-28	Membership of associations	Report Summary: Our stakeholders	8.	
<b>Stakeholder engagement</b>				
2-29	Approach to stakeholder engagement	Society: Employee well-being; Employee engagement, Corporate social responsibility, and professional excellence; Communication with stakeholders and groups	8-9, 44.	
2-30	Collective agreements	Society: Employee well-being; Employee engagement	44.	The company has no collective agreement



GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
<b>Material topics</b>				
3-1	Process of determining material topics	Report Summary: Materiality analysis and material topics	11-12.	
3-2	List of material topics	Report Summary: Materiality analysis and material topics	13.	
<b>GRI 205 Anti-corruption</b>				
205 (3-3)	Addressing the material topic	Society: Ethical workplace; Ethical working environment, equal opportunities	47.	
205-1	Operations assessed for risks related to corruption	Society: Ethical workplace; Addressing concerns	47.	
205-2	Communication and training about anti-corruption	Society: Ethical workplace; Addressing concerns	47.	

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
205-3	Policies and procedures	Society: Ethical workplace; Addressing concerns	47.	
<b>GRI 206 Fair and ethical business conduct, Anti-competitive behaviour</b>				
206 (3-3)	Addressing the material topic	Corporate governance: Transparent and legal operation; Prevention of anti-competitive behaviour	54.	
206-1	Legal actions for anti-competitive behaviour, anti-trust, and	Corporate governance: Transparent and legal operation; Prevention of anti-competitive behaviour	54.	
<b>GRI 302 Energy consumption</b>				
302 (3-3)	Addressing the material topic	Environment: The Group's energy consumption	24-26.	



GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
302-1	Energy consumption within the organization	Environment: The Group's energy consumption	26.	
<b>GRI 305 Emissions</b>				
305-1	Scope 1	Environment: The Group's energy consumption; Scope 1 emissions	27.	
305-2	Scope 2	Environment: The Group's energy consumption; Scope 2 emissions	28.	
305-3	Scope 3	Environment: The Group's energy consumption; Scope 3 emissions	28.	

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
<b>GRI 306 Waste</b>				
306-1	Waste generation and significant waste-related impacts	Environment: Waste management - developing circular economy	30.	
306-2	Management of significant waste-related impacts	Environment: Waste management - developing circular economy	30-31.	
306-3	Waste generated	Environment: Waste management - developing circular economy	32.	
<b>GRI 403 Occupational Health and Safety</b>				
403 (3-3)	Addressing material topic	Society: Employee well-being	39.	



GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
403-1	Occupational health and safety management system	Society: Employee well-being	39.	
403-2	Hazard identification, risk assessment, and incident investigation	Society: Employee well-being	39.	
403-3	Occupational health services	Society: Employee well-being	40.	
403-4	Worker participation, consultation, and communication on occupational health and safety	Society: Employee well-being	40-41.	
403-5	Worker training on occupational health and safety	Society: Employee well-being	42.	
403-6	Promotion of worker health	Society: Employee well-being	42.	

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Society: Employee well-being	39.	
403-8	Workers covered by an occupational health and safety management system	Society: Employee well-being	40.	
403-9	Work-related injuries	Society: Employee well-being	40-41.	
<b>GRI 404 Training and education</b>				
404-1	Average hours of training per year per employee, by employee category	Society: Training courses	43.	



GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
404-2	Programs for upgrading employee skills and transition assistance programs	Society: Training courses	44.	
404-3	Percentage of employees receiving regular performance and career development reviews	Society: Training courses	44.	
<b>GRI 418 Customer Privacy</b>				
418 (3-3)	Addressing the material topic	Corporate governance: Transparent and legal operation; Customer privacy	55-56.	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate governance: Transparent and legal operation; Customer privacy	56.	

GRI Standard	Disclosure	Chapter, subchapter	Page	Notes
<b>AW- 1 Number of vehicles sold</b>				
AW1 (303)	Addressing the material topic	AutoWallis Group: Number of vehicles sold	21.	Based on SASB TR-AU-000.B-as indicator
<b>AW-2 Customer safety and fleet fuel efficiency and utilisation</b>				
AW2 (3-3)	Addressing the material topic	Environmental goals and performance	33-35.	
	Customer privacy	Environmental goals and performance	34-35.	Based on the SASB TR-CR-250a.1 250a.2 indicators
	Characteristics of the fleet	Environmental goals and performance	34.	Based on the SASB TR-CR-000. A, TR-CR-000.B TR-CR-000. C indicators
	Economic efficiency of the fleet	Environmental goals and performance	35.	Based on the SASB TR-CR-410a.1 410a.2 indicators