

ENVIRONMENTAL POLICY

1. Purpose

CAR Group Limited (“CAR Group” or the “Company”) cares about the communities in which we operate and the industries we serve. Our sustainability strategy is focused on operating a sustainable business that future generations will be proud of, recognising environmental protection and preservation as fundamental to achieving this ambition. We seek to make a positive contribution to the communities that support our operations, people, and customers.

2. Scope

This policy applies to all CAR Group companies and employees globally, including contractors, volunteers and subsidiary businesses. It also extends to our relationships with customers, suppliers and other organisations with which we partner.

3. Our commitments

We are committed to conducting business in a manner that minimises our environmental impact and promotes sustainability across our operations. This includes:

- Complying with all applicable environmental laws, regulations, and standards in our countries of operation.
- Decarbonising our operations and reducing our greenhouse gas emissions, including the disclosure of our emissions profile and progress in this space annually.
- Seeking to be as efficient as possible in our use of resources including, but not limited to, energy, water, and raw materials.
- Reducing waste generation across our operations and maximising waste diversion where we are able.
- Integrating environmental considerations into our planning and decision-making processes.
- Pursuing opportunities that have a net-positive impact on the environments in which we operate.
- Providing training and resources to support environmental awareness and empower our people to act where these values are not being met.
- Engaging with our employees, suppliers, and stakeholders to champion our initiatives and promote environmental stewardship across our business.

- Working with our global teams to curate a supply chain that aligns with our values and acknowledges the responsibility to uphold them on our behalf.
- Regularly reviewing our approach and processes, and amending them as required, to proactively minimise our environmental impact.
- Staying up to date on industry best-practice opportunities to reduce our impact.

4. Raising concerns – See Something? Say Something!

At CAR Group we believe in fostering a workplace culture of open communication and transparency. We are committed to ensuring that all CAR Group team members have safe, reliable, and confidential ways of reporting suspicious activity, misconduct, or behaviour which does not align with our Code of Conduct or any other global or local workplace policy.

CAR Group's *See Something? Say Something!* policy outlines the avenues through which our team members (past and current), directors, contractors, customers, suppliers or other associates of CAR Group can raise matters, including anonymously. Matters raised under the *See Something? Say Something!* policy will be treated sensitively, and confidentiality will be maintained as much as possible within the constraints of needing to investigate the matter raised.

CAR Group's *See Something? Say Something!* policy is available on our [shareholder website](#).