

LeasePlan Sustainability Strategy

LeasePlan's sustainability strategy has three key focus areas:

- **Shaping the future of low-emission mobility:** LeasePlan is committed to taking a leadership role in our industry's transition from internal combustion engines to alternative powertrains. This includes achieving net zero tailpipe emissions from its entire global fleet by 2030, as well as transitioning its employee vehicle fleet to BEVs by 2021 or as soon as local conditions allow. LeasePlan is also a founding partner of The Climate Group's EV100 initiative, a global business initiative designed to fast-track the uptake of EVs and infrastructure among the world's leading corporations
- **Strengthening LeasePlan's contribution to societal wellbeing:** LeasePlan is committed to strengthening its contribution to societal wellbeing, with specific focus areas including: increasing the diversity of its workforce; ensuring suppliers and business partners abide by the LeasePlan Supplier Code of Conduct; improving driver safety; improving the engagement of employees; and working to have a positive impact within the communities in which LeasePlan operates.
- **Reducing LeasePlan's environmental impact:** LeasePlan is committed to developing policies, plans and targets to reduce its environmental impact. Focus areas include: reducing total CO₂ kg/m² emissions from LeasePlan buildings; increasing the proportion of renewable energy used in LeasePlan buildings; and reducing overall energy use (kWh per m²) in LeasePlan buildings.

Tex Gunning, CEO of LeasePlan, highlighted LeasePlan's commitment:

"Climate change is the biggest challenge we face as humanity, and as road transport accounts for around 20% of global CO₂ emissions, we're determined to play our part. That's why we want to achieve zero tailpipe emissions from our entire fleet of 1.9 million vehicles by 2030, starting with our employees' vehicles. We want to be transparent with our customers, investors and other stakeholders, about how our zero-emission journey is going and where we can improve. Our mantra is simple: if it's reportable, it's measurable – and then we can be held accountable."

As part of its advocacy for low-emission mobility, in 2019 LeasePlan analysed the preparedness of 22 European countries for the transition to EVs. The analysis was based on four factors: maturity of electric vehicle market, maturity of charging infrastructure, government incentives and LeasePlan maturity. The index found that under present-day conditions the EV readiness of markets varies considerably with Norway, Netherlands, Sweden and Austria the clear frontrunners.

In addition, every year LeasePlan releases a study analysing total cost of ownership of diesel, petrol and electric vehicles in different European countries. In 2019, the study determined that EVs are fully cost competitive compared to vehicles with internal combustion engines in Norway and Netherlands and are expected to reach cost competitiveness in the UK and Denmark in the near future.

Looking ahead, LeasePlan wants to substantiate its support for the international business declaration in support of the Task Force on Climate-related Financial Disclosures (TCFD). Set up by the G20's Financial Stability Board, the TCFD developed a set of recommendations for companies to disclose information on how they oversee and manage climate-related risks and opportunities. LeasePlan is currently assessing its overall exposure with a view to quantifying the associated financial impact.

Scorecard

Our sustainability strategy responds to the changes taking place in our industry and the world around us. For each pillar of our strategy we have developed targets and indicators which are summarised in our scorecard.

PILLAR 1

Shaping the future of low-emission mobility

Achieving net zero tailpipe emissions from our total fleet by 2030

Millions of tonnes of CO₂ tailpipe emissions from total fleet (Scope 3)



Average CO₂ g/km per vehicle total fleet³



New EV⁴ orders (Q2 2019)



Percentage of EVs in our fleet⁵



Transition our employee fleet to BEVs by 2021 in every market ready to support them

Share of BEVs in employee fleet across all markets



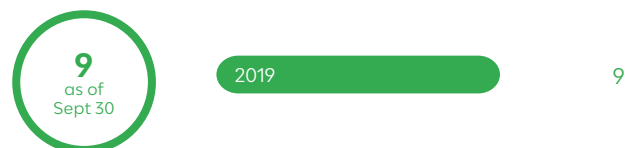
Average CO₂ g/km per vehicle employee fleet



Thousands of tonnes of CO₂ tailpipe emissions offset to zero in employee fleet (Scope 1)



Average number of employee BEVs per charger at LP offices



1. Carbon Disclosure Project submission 2018
 2. Based on an assessment of the available dataset. We continue to enhance the dataset, which may lead to retroactive adjustments
 3. Carbon Disclosure Project submission 2018 based on overall fleet. The total for passenger vehicles was 122 g/km. The figures reported include vehicles tested by either NEDC or the WLTP. The WLTP replaced the NEDC to determine levels of pollutants and CO₂ emissions in September 2018 for passenger cars, and September 2019 for LCVs
 4. New orders of Battery Electric Vehicles and Plug-in Hybrid Electric Vehicles, excluding USA
 5. Electric Vehicles in fleet are defined as Battery Electric Vehicles and Plug-in Hybrid Electric Vehicles

PILLAR 2

Strengthening our contribution to societal wellbeing

Diversity

Percentage of female employees at top three layers



Driver safety

Bodily injury rate⁷

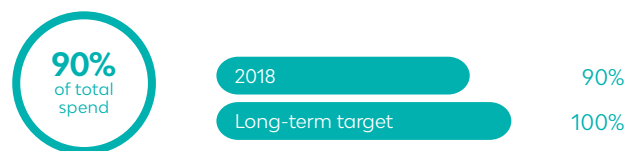
Employee engagement

Global employee engagement plus score



Suppliers

Percentage of spend covered by Supplier Code of Conduct



PILLAR 3

Reducing our own environmental impact

Total CO₂ emissions kg/m² from LP buildings⁸Renewable energy share of total from LP buildings⁸Reduce energy use (kWh) per m² from LP buildings⁸

EcoVadis score



6. KPI for layers A, B and C of the organisation, as defined by the Talent to the Top Charter, to which we are a signatory

7. Percentage of vehicle accidents that result in bodily injuries based on data from 10 European countries.

In 2020 LeasePlan will capture this data from at least 20 countries.

8. Based on data from 22 entities. LeasePlan aims to eventually capture this data from all its entities.

The Scope 2 CO₂ emissions of these 22 countries was 11,294 tonnes