Autonom Services SA

Disclosure Report

Date Submitted: June 30th, 2026

Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
2) Describe how the company has addressed this issue
3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company

Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☑
Biodiversity Impacts	☐	☑
Chemicals	☐	☑
Disclosure Alcohol	☐	☑
Disclosure Firearms Weapons	☐	☑
Disclosure Mining	☐	☑
Disclosure Pornography	☐	☑
Disclosure Tobacco	☐	☑
Energy and Emissions Intensive Industries	☑	☐
Gambling	☐	☑
Genetically Modified Organisms	☐	☑
Illegal Products or Subject to Phase Out	☐	☑
Industries at Risk of Human Rights Violations	☐	☑
Monoculture Agriculture	☐	☑
Nuclear Power or Hazardous Materials	☐	☑
Payday, Short Term, or High Interest Lending	☐	☑
Water Intensive Industries	☐	☑
Tax Advisory Services	☐	☑

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☑
Breaches of Confidential Information	☐	☑
Bribery, Fraud, or Corruption	☐	☑
Company has filed for bankruptcy	☐	☑
Consumer Protection	☐	☑
Financial Reporting, Taxes, Investments, or Loans	☐	☑
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☑
Labor Issues	☐	☑
Large Scale Land Conversion, Acquisition, or Relocation	☐	☑
Litigation or Arbitration	☐	☑
On-Site Fatality	☐	☑
Penalties Assessed For Environmental Issues	☐	☑
Political Contributions or International Affairs	☐	☑
Recalls	☐	☑
Significant Layoffs	☐	☑
Violation of Indigenous Peoples Rights	☐	☑
Other	☐	☑

Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☑
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☑
Company prohibits freedom of association/collective bargaining	☐	☑
Company workers are prisoners	☐	☑
Conduct Business in Conflict Zones	☐	☑
Confirmation of Right to Work	☐	☑
Does not transparently report corporate financials to government	☐	☑
Employs Individuals on Zero-Hour Contracts	☐	☑
Facilities located in sensitive ecosystems	☐	☑
ID Cards Withheld or Penalties for Resignation	☐	☑
No formal Registration Under Domestic Regulations	☐	☑
No signed employment contracts for all workers	☐	☑
Overtime For Hourly Workers Is Compulsory	☐	☑
Payslips not provided to show wage calculation and deductions	☐	☑
Sale of Data	☐	☑
Tax Reduction Through Corporate Shells	☐	☑
Workers cannot leave site during non-working hours	☐	☑
Workers not Provided Clean Drinking Water or Toilets	☐	☑
Workers paid below minimum wage	☐	☑
Workers Under Bond	☐	☑
Other	☐	☑

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☑
Child or Forced Labor	☐	☑
Negative Environmental Impact	☐	☑
Negative Social Impact	☐	☑
Other	☐	☑

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industries

Topic	Energy and emissions intensive industry
Summary of Issue	Autonom Services SA is the largest Romanian-owned integrated mobility provider, specializing in operational leasing, car rental, and fleet management services operating exclusively in Romania. Founded in 2006, the company operates a large, modern fleet of thousands of vehicles, serving both corporate and individual clients across a national network. As an automobile fleet leasing and management company, Autonom Services SA operates in an industry in which energy and carbon emissions are a material environmental issue. The primary source of the company's carbon footprint stems from the operation of Autonom Services SA's vehicles by their end customers. The company has developed near-term emissions reduction targets to 2030 that are aligned with the Science Based Targets initiative (SBTi) methodology. These were created in partnership with their sustainability consultant, and have been formally approved by the senior leadership team and business owners. These targets have not yet been submitted to SBTi for validation, and the company is actively implementing initiatives to achieve them, tracking all related emissions and impacts, and reviewing progress regularly.
Size/Scope of Issue **(e.g. $ financial implication, # of individuals affected)**	Total emissions for FY2024 emissions were: Scope 1 / Category 1 = 457 tCO2e; Scope 2 / Category 2 = 145 tCO2e location-based and 71 tCO2e market-based; Scope 3 / Category 3 = 78,700 tCO2e. Total GHG emissions were 79,301 tCO2e location-based and 79,228 tCO2e market-based.
Impact on Stakeholder(s)	The automotive industry is a major contributor to global carbon emissions. B Lab has flagged the automotive and machinery industry as an energy—and emissions-intensive industry that will require a standards development process to assess its risk. Companies on the B Corp Certification pipeline are required to meet the following: 1. The company is committed to contribute to help keep global warming below 1.5 °C. 2. The company has a publicly available climate action plan
Implemented	Autonom Services SA has developed near-term

Management Practices	emission-reduction targets to 2030 using the methodology and tools of the Science Based Targets initiative (SBTi). These targets were created in partnership with the company's sustainability consultant and were formally approved by the senior leadership team and the business owners. Important clarification on SBTi status: as at the date of reporting, Autonom does NOT hold emission-reduction targets that have been officially validated by SBTi. The company applies SBTi's methodological tools for internal modelling, but the decision to submit a formal commitment has been recalibrated to 2027. A long-term Net Zero strategy extending the horizon from 2030 to 2050 is currently under development, with publication estimated for 2027. The company's principal near-term climate target is to reduce the average WLTP CO_2 emissions intensity (gCO_2/km) of its passenger-car fleet (category M1) by 55% by 2030 against a 2021 baseline, expressed as an intensity indicator. Interim milestones are a 30% reduction by 2028 (equivalent to 96 gCO_2/km WLTP) and a 55% reduction by 2030 (equivalent to 62 gCO_2/km WLTP), aligned with the EU "Fit for 55" decarbonisation trajectories. Here are the company's current practices to address the risks caused by its direct and indirect emissions: - The company is committed to contribute to help keep global warming below 1.5 °C. - The company has a publicly available decarbonisation roadmap within the Sustainability Strategy 2021–2030. - Autonom Services SA plans to increase the share of hybrid and electric vehicles (HEV, PHEV and BEV) in the fleet (this share reached 31.14% at the end of 2025, given the gradual increase of the total fleet), accompanied by a strengthened advisory role for customers in choosing low-impact mobility solutions. - The expansion of the Blue project as an electric urban mobility model, originally launched in Bucharest, with replication in Brașov during 2025, in partnership with authorities and charging networks. - Digitization of ESG flows and traceability of data collected and reported in an internal platform, in order to be useful both as awareness and commercial, in order to make a fleet transition

	plan together with customers; the platform will also be integrated into the mobile application that customers can access (MyAutonom), where they can also view data related to their footprint, average emissions and benchmark compared to the rest of the fleet; The management practices for the mobility rental, operational leasing and fleet management business include: (1) annual calculation of the carbon footprint under the GHG Protocol, covering Scope 1, Scope 2 and Scope 3, with Scope 3 focused mainly on the operational fleet used by customers; (2) a revised 2024 climate target framework using a 2021 baseline and a 2030 objective to reduce the passenger-car fleet's average WLTP CO_2 g/km by 55%, aligned with the EU Fit for 55 logic; (3) gradual fleet transition toward lower-emission vehicles, with hybrid and electric vehicles (HEV, PHEV and BEV) reaching 31.14% of the fleet at the end of 2025; (4) inclusion of CO_2 information in leasing offers, ecological/customer awareness campaigns and advisory support for customers choosing lower-impact mobility solutions; (5) digital tools for decarbonization modelling and traceability of emissions-related data; and (6) investments in renewable electricity, Guarantees of Origin, photovoltaic capacity and EV charging infrastructure support. Since the majority of Autonom's emissions are indirect and linked to customers' use of vehicles, these practices focus on influencing customer fleet choices and reducing the average emissions intensity of the vehicles offered through leasing and rental services.
Management Comments	The emissions figures, climate targets and decarbonisation trajectory set out above are disclosed in Autonom's 2024 Integrated Annual Report and 2025 Integrated Annual Report, both prepared in accordance with ESRS and subject to limited assurance by the company's statutory auditor under the CSRD framework, which provides an independent, publicly traceable source for the data reported here. Autonom's environmental management is certified to ISO 14001, operated within an integrated management system

	together with ISO 9001 and ISO 45001, and the company holds an EcoVadis Silver rating. As noted above, Autonom does not yet hold SBTi-validated targets. The formal SBTi commitment and the publication of the long-term Net Zero strategy have been scheduled for 2027, pending completion of a robust value-chain dataset. In the interim, progress against the WLTP CO2 intensity milestones (-30% by 2028, -55% by 2030 vs. the 2021 baseline) is monitored and reported annually.