Sustainability Report 2025

ALPHABET



Collaborate to Create Impact

Collaborate to Create Impact



Jesper Lyndberg
Chief Executive Officer

Alphabet manages mobility for organisations across Europe, a sector in which decisions about vehicles and how they are used have a direct effect on emissions. This year's Sustainability Report is themed "Collaborate to Create Impact", which sets out the progress Alphabet has made on environmental, social and governance topics across our European markets during 2025. Over the past year we have established dedicated ESG Officers in all 12 countries in which we operate. This network is built around the consistent implementation of our sustainability strategy in each market and strengthens the way our local teams and international community work together.

This strengthened structure reflects a core belief: that meaningful progress in mobility is achieved through shared responsibility and the seamless integration of strengths. At Alphabet, we combine our expertise in finance and automotive technology with a proactive advisory approach and a service ethos that anticipates needs well in advance. This allows us to support organisations confidently through evolving regulatory requirements, technological innovations and financial challenges, while ensuring that mobility solutions remain both sustainable and practical.

Over the past year, collaboration across our markets has deepened significantly. Colleagues from various departments and countries have joined forces, sharing insights, aligning priorities and co-creating solutions to address environmental, social and governance challenges. This continuous dialogue has enabled steady progress while honouring the unique circumstances of each national market. Many of the initiatives showcased in this report are the direct result of this strengthened cross-market partnership.

But collaboration does not stop at our own organisational boundaries. The greatest influence on our environmental footprint lies in the choices and behaviours of our customers – from the vehicles they select to the way they use them. Likewise, advancing our supply chain initiatives relies on close partnerships with our service providers and suppliers. We are dedicated to deepening these relationships, recognising that lasting and meaningful impact can only be achieved together.

Building on these strong partnerships, digitalisation is becoming an ever more vital driver in advancing sustainable mobility. Our new unified platform, Alphabet Connected Fleet, empowers organisations to manage their mobility comprehensively and with enhanced transparency. Complementing this, the Alphabet AI Assistant analyses complex fleet data and identifies actionable insights. Together, these innovations support more informed decision-making and embody our belief that true progress should always be both visible and measurable.

This momentum is further reflected in the increasing adoption of alternative drive technologies. More organisations are incorporating electrified vehicles into their fleets and looking for expert guidance on infrastructure development, energy sourcing and long-term cost management. Through our consulting services, we translate these ambitions into practical, effective steps that reduce emissions without compromising operational efficiency.

Looking ahead, our ambition is to foster long-term transformation through collaboration, knowledge sharing and transparent accountability. This year's report highlights the significant strides we have made as a united European organisation, while acknowledging the challenges that remain. We thank you for joining us on this journey – creating lasting impact is a collective effort, and together, we will continue to progress with purpose and determination.

Sincerely,
Jesper Lyndberg





About This Report

Reporting Period
This report is the Sustainability Report of Alphabet International GmbH, covering the calendar year from 1 January 2025 to 31 December 2025.

Scope of Report
The Alphabet Sustainability Report 2025 has been created as a voluntary report to provide Alphabet's stakeholders with information on our sustainability ambitions and progress. As Alphabet is active in several countries, the report includes data from all Alphabet markets as well as parts of BMW Group Financial Services Europe. In several markets, Alphabet is integrated into the BMW Financial Services structure. A listing of entities covered by the report can be found here.

Sustainable Development Targets
We firmly believe that as a company, we can make a contribution towards achieving the Sustainable Development Goals (SDGs). With our sustainability strategy, we are focusing our efforts on the SDGs where we can exert a direct influence and maximise our positive impact, which are: 3, 4, 5, 11, 12, 13, 17.

Reporting Standard
The content of the report was prepared with reference to the Global Reporting Initiative (GRI) guidelines. A GRI Content Index can be found at the end of the report.

Third-Party Assurance
PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft has provided limited assurance in accordance with ISAE 3000 (Revised) on selected disclosures and key performance indicators in this report. This includes the six material topics and the materiality analysis, as well as targets and associated KPIs. Sections with limited assurance are marked as follows:

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Company Profile

Alphabet is a leading global provider of business mobility solutions, founded in 1997 in the UK as a division of the BMW Group. Today, Alphabet uses its expertise in car and commercial vehicle management to help companies manage their corporate mobility in an effective and more sustainable way.

Alphabet International GmbH provides full-service leasing and multi-brand fleet services. The company is a 100% subsidiary of BMW AG (Bayerische Motoren Werke Aktiengesellschaft, Munich), with headquarters in Munich, Germany. Operating under the brand name Alphabet, the company supports the BMW Group's vision by offering innovative and flexible mobility solutions in the international fleet management industry. Alphabet International GmbH acts as the headquarters for this international multi-brand leasing provider, overseeing its operations across all key European markets, including Austria, Belgium, Denmark, France, Germany, Italy, the Netherlands, Poland, Spain, Sweden, Switzerland and the United Kingdom[1]. In collaboration with its ↗ OneNet partner network, Alphabet manages a portfolio of more than 800,000 leased cars and light commercial vehicles in 38 countries.

[1] Organisationally, Alphabet International corresponds with BMW Group Financial Services Europe, consisting of the following legal entities: BMW AG, Alphabet España Fleet Management S.A.U., Alphabet Italia S.p.A, Alphabet France Fleet Management S.A.S., BMW Finance S.N.C, BMW Fleet GmbH, Alphabet Fuhrparkmanagement GmbH, BMW Financial Services Nederland B.V., Alphabet Belgium Long Term Rental N.V., BMW Financial Services Belgium S.A./N.V, BMW Finanzdienstleistungen (Schweiz) AG, BMW Austria Bank GmbH, BMW Austria Leasing GmbH, BMW Austria GmbH Athen Branch, Alphabet Polska Fleet Management Sp. z o.o., BMW Financial Services Polska Sp. z o.o., Alphabet Insurance Services Polska Sp. z o.o., BMW Financial Services Czech Republic, BMW Slovenia, distribucija motornih vozil, d.o.o., Ljubljana, BMW Romania S.R.L., Bucharest, BMW Financial Services Slovakia s.r.o., Bratislava, BMW Hungary Kft., Vecsés, BMW Bulgaria EOOD, Sofia, BMW Financial Services (GB) Ltd., BMW (UK) Ltd, BMW Financial Services (Ireland) DAC, BMW Financial Services Denmark A/S, Copenhagen, BMW Financial Services Scandinavia AB, Sollentuna, Oy BMW Suomi AB, Helsinki, BMW Financial Services Norge NUF

Mobility financing and access: Alphabet provides full-service leasing and financial leasing for corporate customers, as well as Alphabet Private Lease for individuals. The portfolio also includes micromobility options, ensuring access to a broad range of mobility formats.

Flexible usage models: To address changing business needs, Alphabet offers short-term rental through Alphabet Rent, vehicle sharing via Alphabet Share and the Alphabet Mobility Budget, enabling companies to provide employees with a flexible and multimodal transport allowance.

Digital fleet transparency and sustainability tools: Alphabet supports data-driven fleet management through integrated digital platforms such as the 360 Fleet Portal, Fleet Reporting and the Alphabet App. With Alphabet Connected Fleet, customers gain enhanced visibility into vehicle data and operational performance. Tools such as the Alphabet Carbon Manager and the Alphabet Configurator enable customers to monitor emissions and align vehicle choices with sustainability objectives.

Advisory services: Alphabet provides tailored consulting to support the transition to electric mobility, including Fleet Emission Consulting and market-specific advisory services aligned with regional regulatory requirements.

Operational support services: Comprehensive fleet management services include maintenance and repair, tyre and damage management, roadside assistance, as well as fuel, fine, tax and charging logistics. Training programmes such as safety and eco-driving courses further contribute to efficiency and risk reduction.

"Sustainability is at the core of our business, not a separate agenda. Real progress comes from structured collaboration across markets and capabilities, and with our customers – working together to deliver measurable impact."

As part of the BMW Group, Alphabet operates with an attitude built on responsibility, transparency and long-term value creation. While customer centricity and business growth set our strategic direction, it is always the people who deliver on it. That is why we invest in developing sustainability expertise at multiple levels of the organisation, applying the same discipline we dedicate to digital transformation and technological innovation. Informed teams make better decisions – a principle that guides how we shape and develop our organisation. Our commitment to customers is clear: we provide the products, services and insights they need to advance their fleet strategies – including accelerating the adoption of alternative drive technologies and making emissions data genuinely actionable through solutions such as the Alphabet Carbon Manager and the AI Assistant. This digital expertise, combined with deep automotive and sustainability knowledge, guides our customers through today's dynamic and complex environment.

Meaningful impact at scale cannot be achieved alone. The outcomes I trust most emerge from close collaboration with our valued customers, partners and colleagues throughout the BMW Group. By uniting the right expertise, advanced technology and a shared dedication to responsible mobility, we are building a mobility ecosystem that is attractive, economically viable and environmentally sustainable.



Sven Straub
Head of Region Europe,
BMW Group Financial Services

Materiality Analysis

As part of its voluntary sustainability reporting, Alphabet reviews and reports on the environmental, social and governance topics most relevant to its activities and business relationships.

Alphabet's materiality analysis is based on the BMW Group's assessment and takes into account Alphabet's specific business model and market position. The parent company's material topics were adopted and adapted for Alphabet's operations. This process involved identifying actual and potential positive and negative impacts across Alphabet's activities and business relationships. These impacts were reflected in a stakeholder survey, which assessed their relevance from the perspectives of employees, suppliers and customers.

The materiality analysis was conducted with reference to the Global Reporting Initiative (GRI) Standards. Topics were prioritised through an online survey involving internal and external stakeholders, who were asked to indicate the relevance of various topics to Alphabet. Any additional feedback provided in the open input fields was reviewed and reflected in the prioritised topics.

The materiality assessment was conducted in 2024. In 2025, Alphabet International management reviewed and confirmed that the identified material topics remain valid, as the company's business model and core activities have not changed.

Discussions with customers and dedicated workshops held in 2025 further validated the continued relevance of the material topics from an external perspective.

Since the initial assessment, Alphabet has further strengthened its ESG governance, including obtaining independent sustainability certifications in all 12 European markets and appointing local ESG Officers to support the consistent implementation of the identified material topics and sustainability strategy.

Environmental

Alternative Drive Technologies

Decarbonisation Along the Value Chain

Social

Attractive Workplace

People Engagement

Governance

Responsible Sourcing

Sustainable Governance



ESG Targets

Environment

Alternative Drive Technologies

By 2030, **50 %** of new contracts are BEVs[2].

Target 2030	50%
Status 2025	28.5 %

Decarbonisation Along the Value Chain

We have completed the measurement of our **Scope 1-3** emissions and are now focused on establishing decarbonisation targets.

Status 2025	Total location-based emissions	5,996,125 tCO_2e
Status 2025	Total market-based emissions	5,994,974 tCO_2e

Social

Attractive Workplace

By 2030, overall HPO Index is **80 %**.

Target 2030	80%
Status 2025	80 %

People Engagement

A **30%** share of women in management positions by 2030[3].

Target 2030	30%
Status 2025	27 %

Governance

Responsible Sourcing

All international vehicle suppliers meet sustainability criteria.

Target 2026	100%
Status 2025	**no international tender**

Sustainable Governance

All Alphabet markets are certified with EcoVadis by 2026. 12 markets + Alphabet International.

Target 2026	13
Status 2025	13

[2] A contract is measured in numbers of vehicles. These numbers refer to the percentage of newly signed contracts in the year 2025.
[3] Management positions are positions from functional levels III to IV below the Board of Management levels; see ↗ BMW Group Report.



Governance



Driving Sustainable Governance Together

The introduction of the Chief ESG Officer role at Alphabet International in 2024 formalised the centralisation of responsibility for sustainability governance. This position was created to strengthen oversight, improve transparency and ensure a consistent approach to environmental, social and governance issues throughout the organisation. This established a clearer governance framework while maintaining accountability within existing management structures.

As Alphabet operates across multiple European markets, its sustainability governance must address a high degree of regulatory and operational diversity. National legal requirements, reporting obligations and supervisory expectations differ significantly between countries. Additionally, market conditions such as electrification readiness, infrastructure availability and customer demand vary across regions. These differences directly influence how ESG priorities are implemented in practice.

To support effective implementation in this context, Alphabet has appointed an ESG Officer in each European market in 2025, creating a structured link between central governance and local delivery. Overall responsibility for ESG strategy, governance and reporting remains with the Chief ESG Officer at Alphabet International. The market-level ESG Officers support local implementation by coordinating ESG activities within their countries, ensuring compliance with national requirements and providing local insights to central governance processes.

However, progress has varied between countries, due to differences in regulatory maturity, data availability and organisational readiness. These differences are reflected in how ESG priorities are set and reported at market level. Transparency regarding differing levels of progress is considered an essential element of credible sustainability governance.

Alphabet continues to develop its governance approach based on what is being learned in practice. Regular ESG Circles have already been established in several markets, including Germany, France, Belgium, the Netherlands and Spain, to involve relevant functions and embed ESG considerations into existing management processes, ensuring that sustainability governance remains robust, compliant and responsive to regulatory developments and market conditions.

This reflects Alphabet's approach to governance, which is based on clear responsibility, structured collaboration and continuous improvement across markets.

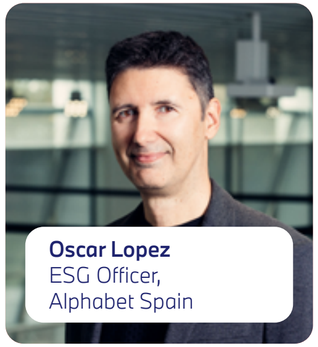
ESG Officers Europe



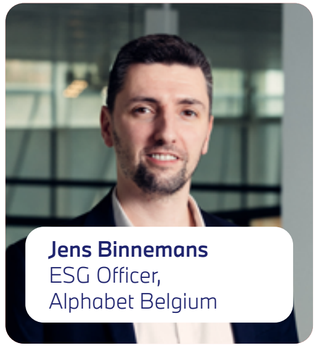
Andreas Baron
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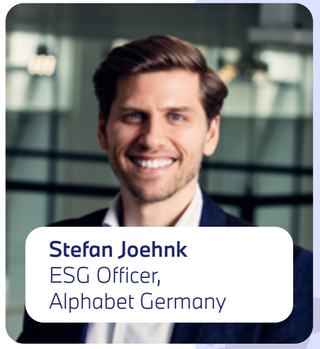
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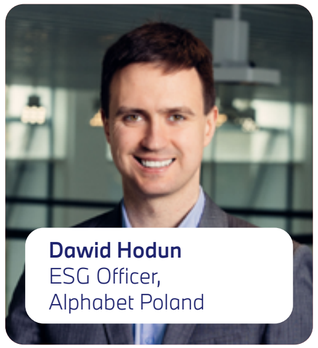
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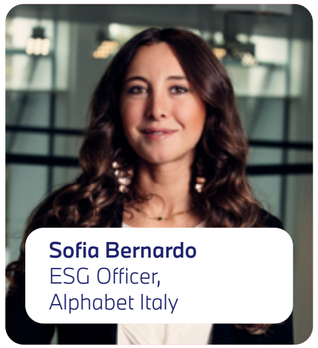
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Anaïs Scheiwiller
ESG Officer,
Alphabet Switzerland



Jonas Eriksson
ESG Officer, Alphabet
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Sustainable Governance

Where governance structures fail to integrate environmental, social and governance considerations, there is a risk that sustainability remains disconnected from operational decisions. Commitments made at group level may not translate into action in individual markets. For a company operating across 12 European countries with different regulatory environments and market conditions, this risk is real. Alphabet addresses it by building governance mechanisms that connect central direction with local ownership.

The role of Chief ESG Officer, introduced in 2024 as part of the Alphabet International Management Board, provides strategic oversight and coordination across all markets. The Management Board receives regular updates on sustainability performance and is responsible for approving targets, reviewing progress and steering the company's ESG direction. In 2025, ESG Officers were established in all 12 European countries, creating a direct link between the international sustainability agenda and local implementation. This structure ensures that sustainability topics are not managed in isolation but integrated into everyday business decisions across functions and geographies.

To further strengthen management attention, every market CEO included sustainability objectives in their personal goals for 2025. This step ensures that responsibility for progress sits at the highest level within each market, rather than being delegated to support functions alone.

Our sustainable governance approach is guided by our Guiding Principles, which reflect our commitment to ethics, responsibility and transparency. These principles aim to prevent misconduct and support a culture of individual accountability.

Alphabet Sustainability Governance structure

Chief ESG Officer
Strategic oversight

ESG Officers in all 12 European markets
Local implementation

Sustainability Community
Cross-market exchange and alignment

Governance

In addition, Alphabet adheres to the BMW Group Code of Conduct, which sets out binding expectations on integrity, compliance and responsible business practices across all group entities. Sustainability-related expectations are also reflected in internal guidelines and reinforced through employee communication and training.

Engaging with stakeholders is an important part of how Alphabet identifies and responds to sustainability topics. The materiality analysis underlying this report was informed by an online survey of internal and external stakeholders, conducted with reference to GRI guidelines. In a workshop conducted in June 2024, the Alphabet International management approved and validated the prioritised topics. Alphabet strives to maintain ongoing dialogue with relevant stakeholders to ensure its material sustainability topics remain current and grounded in shared perspectives. We also actively engage with employees and customers to gather feedback and address sustainability-related concerns.

The Sustainability Community brings together representatives from each market who act as key contacts for sustainability topics within their business units. In 2025, with all newly appointed ESG Officers in place across Europe, the Community came together in Paris for a two-day ESG Workshop. The event marked the first time the full ESG team convened and focused on assessing the current state of ESG across Alphabet, aligning next steps towards achieving targets, strengthening cross-market collaboration and examining decarbonisation measures together with long-term partner Plan A. Beyond building alignment and capabilities, the workshop represented a strategic investment in a dedicated ESG community with the expertise and mandate to drive the next phase of Alphabet's sustainability strategy.

With all ESG Officers now on board and the community firmly established, Alphabet has the governance infrastructure to coordinate sustainability efforts consistently. The task ahead is to use this structure to accelerate progress, deepen collaboration with customers and suppliers and ensure that accountability remains visible at every level of the organisation.

In 2023, Alphabet International received its first EcoVadis rating, providing an external assessment of sustainability performance. In 2024, several markets followed. By the end of 2025, all Alphabet markets had been assessed through EcoVadis, achieving this milestone one year ahead of the original 2026 target. This reflects the commitment of local teams and the effectiveness of cross-market coordination in driving the process forward.

PLATINUM Top 1% ecovadis Sustainability Rating

- Alphabet International
- Netherlands
- Belgium

GOLD ecovadis Sustainability Rating

- Germany
- France
- Switzerland
- Poland

SILVER ecovadis Sustainability Rating

- Spain
- Austria
- United Kingdom
- Denmark
- Sweden
- Italy



Sustainable transformation is a shared responsibility and a central element of how Alphabet operates. We embed sustainability into our governance structures and day-to-day operations through clear accountability, cross-market cooperation and measurable commitments.



GRI 308 GRI 414

Responsible Sourcing

Alphabet integrates sustainability criteria into its procurement processes and supplier network for vehicle-related services[4]. Our aim is to set clear environmental and social standards for the partners we work with, enabling more responsible purchasing decisions across the organisation.

The services Alphabet provides to its customers depend on a broad network of third-party suppliers, from maintenance and repair providers to glass, tyre, fuel and charging service companies. These suppliers operate across multiple countries and regulatory environments. Where environmental or labour standards are not consistently upheld, there is a risk of contributing to pollution at supplier sites, poor working conditions or inefficient use of natural resources. Alphabet recognises this and takes responsibility for setting expectations that go beyond its own operations.

All suppliers are required to comply with the ↗ BMW Group Code of Conduct on Human Rights and Working Conditions, ratified in 2019, as well as the associated health and safety standards. Our agreements include clauses requiring vehicle-related service suppliers[4] to use resources efficiently, covering materials, energy and water, and to minimise their environmental impact in areas such as waste, air pollution and noise. We also expect suppliers to adopt environmental and occupational health and safety management systems. Our Sourcing Team is responsible for overseeing compliance with these requirements.



↗ SDG 12 and 17

[4] Vehicle-Related Services cover the following: Service and Maintenance, Tyres and Tyre-Services, Body Repair, Short-Term Rental, Glass Services, Fuel and Charging Services.



To strengthen transparency across the supply chain, Alphabet uses a sustainability questionnaire as part of its international tender processes. The questionnaire screens for criteria including EcoVadis scores, ISO certifications, CO_2e reduction targets, green electricity use and recycling practices.

The next step is to extend this approach beyond international suppliers. Our goal for 2026 is to assess not only international but also all national vehicle-related service suppliers, as these occur more frequently. To prepare for this, Alphabet involved operations teams from all European markets throughout 2025, raising awareness of the assessment framework and building alignment on how it should be applied locally. We are also working closely with different internal departments and evaluating the extent to which existing BMW Group procurement processes can be adopted or adapted to support a unified approach across all markets.

Alphabet Netherlands developed an enhanced supplier risk assessment process including a new ESG questionnaire. The questionnaire is designed to ensure that environmental, social and governance considerations are systematically taken into account when selecting suppliers, embedding sustainability into procurement decisions from the outset. This approach has also been adopted by **Alphabet UK** to embed sustainability into supplier selection and is now a successful approach for both markets.

Progress is also visible at market level beyond the UK. Several Alphabet markets are moving towards more structured ESG criteria in their local tender processes, building on the international framework. These developments reflect a broader shift within the organisation: responsible sourcing is no longer limited to a central function but is becoming part of how local teams engage with their supplier networks on a day-to-day basis. Alphabet continues to pursue its repair-not-replace strategy in the glass business as a practical example of reducing resource consumption within the supply chain. By rewarding specific repair rates as a selection criterion for preferred network providers, we incentivise suppliers to prioritise repair over replacement wherever possible.





Environment



Alternative Drive Technologies

Alphabet supports fleet managers in transitioning to alternative drive technologies. Through a combination of consulting expertise and data-driven tools, we help customers build lower-emission fleets and reduce the environmental impact of their leased vehicles during the use phase.

The vehicles leased and managed by Alphabet generate greenhouse gas emissions throughout their operational lifetime. With downstream leased assets accounting for the seconded largest amount of Alphabet´s carbon footprint, the composition of the fleet has a direct and measurable effect on the environment. Every vehicle running on fossil fuels contributes to CO_2 emissions, air pollution and resource depletion, and vehicles with conventional drivetrains will remain in the portfolio due to the nature of existing lease contracts.

Battery electric vehicles reduce tailpipe emissions but are not without environmental impact. Their contribution to emissions reductions depends on the energy mix used for charging, and the production of batteries involves the extraction of raw materials such as lithium, cobalt and nickel, which carry their own environmental and social costs. Alphabet acknowledges these limitations and factors them into the advice it provides to customers.



↗ SDG 11 and 13

The shift towards e-mobility is gaining momentum across European fleet markets, but it is far from uniform. The ↗ European Fleet Emission Monitor 2025 (EFEM), an annual survey conducted by Alphabet among 740 fleet managers across 12 European countries, shows that 43% of fleet managers still feel inadequately informed about electrification and only 29.5% are fully aware of available government incentives. Range concerns (41.9%) and charging infrastructure (30.8%) remain the most commonly cited barriers. When customers lack the confidence to transition, ICE vehicles stay in use longer than necessary, prolonging the associated environmental harm.

Our strategy focuses on enabling informed decision-making rather than positioning electrification as a goal in itself. Through consulting services and tools such as the Alphabet Carbon Manager, the Alphabet AI Assistant and Alphabet Connected Fleet, we help customers evaluate their fleet emissions and explore transition scenarios. Services are available across all markets and cover EV strategy, car policy design, driver engagement and charging infrastructure.

In 2025, the overall BEV portfolio grew by 35.2% compared to 2024, while the xEV portfolio share reached 41.7%. BEVs accounted for 28.5% of new contracts, up from 25% in 2024 and 20% in 2023. This trajectory supports Alphabet's target of reaching 50% BEV share of new contracts by 2030, though the pace of progress will continue to depend on external factors including infrastructure development, regulatory stability and energy market conditions.

Supporting Fleet Transformation

At **Alphabet Germany** several e-mobility workshops took place in 2025, with demand growing throughout the year. The sessions cover vehicle selection, charging logistics and total cost of ownership. Customer interest is increasing, particularly ahead of potential EU fleet regulations from December 2025 onwards. By addressing knowledge gaps directly, these workshops aim to reduce the time fleet operators run ICE vehicles beyond the point where electric alternatives would be viable.

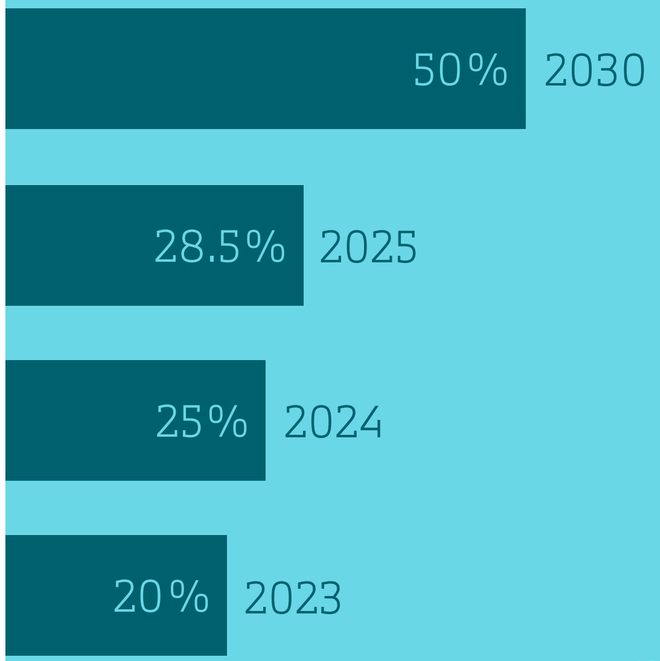
At **Alphabet Belgium** a Mobility Budget developed with the Olympus app allows companies to replace individual company cars with flexible budgets spanning sustainable transport modes, including electric vehicles, public transport and shared mobility. Currently in pilot use, the tool is planned for broader rollout in 2026.

> **The company provides tailored consulting services to support organisations in adopting alternative drive technologies. By collaborating across markets and combining local expertise with group-wide tools, we work to turn data into decisions and help customers reduce the carbon footprint of their fleets in a measurable and transparent way.**

Our goal:

50%

of new contracts are BEVs by 2030[5].



[5] A contract is measured in numbers of vehicles. These numbers refer to the percentage of newly signed contracts in the year 2025.



GRI 3 GRI 302 GRI 305

Decarbonisation Along the Value Chain

Decarbonisation is a shared commitment across the BMW Group, with net zero emissions as the target for 2050. As part of this journey, Alphabet measures and reports its greenhouse gas emissions on a voluntary basis, using the Plan A platform and the GHG Protocol methodology. Transparency on our environmental footprint is central to how we manage our own operations and how we support customers in measuring and reducing theirs.

The assessment covers Scope 1, Scope 2 (market- and location-based) and selected Scope 3 categories across all 12 European markets, with organisational boundaries defined by the operational control approach. Emissions are calculated using internationally recognised emission factors. A two-step validation process, combining market-level checks with central review sessions, ensures data quality.

In 2025, we expanded our reporting scope to include additional emission sources, reflecting significantly improved data availability and our commitment to increasingly comprehensive reporting. We now also report fugitive emissions (Scope 1), capital goods, waste and employee commuting (Scope 3) – categories not included in the previous year. Total reported emissions increased by 94% compared to 2024, primarily driven by higher Scope 3 emissions and the inclusion of capital goods. At the same time, Scope 1 emissions decreased by 8%, supported by efficiency improvements

↗ SDG 13



such as the ongoing electrification of our employee fleet and the installation of a more efficient boiler. Scope 2 location-based emissions decreased by 14%, while Scope 2 market-based emissions decreased by 29%. The reduction reflects improvements in energy efficiency measures, electricity sourcing and data quality across the European markets.

According to the European Fleet Emission Monitor 2025, 82% of European fleet managers consider reducing fleet emissions rather or even very important. Scope 3 remains the dominant contributor to Alphabet`s footprint, with downstream leased assets accounting for the second largest category. This reflects the central role we can play in supporting customers with their own decarbonisation, and it is also where measurement is most dependent on the data each market can provide. We use different calculation methods depending on what is available, including contractual mileage combined with average vehicle efficiency, actual fuel and energy consumption and WLTP values. As these methods rely on different inputs and estimates, the reported emission profile of an individual market can change significantly when the method changes, even where little has changed on the ground.

France illustrates this clearly. During 2025 we moved from contractual mileage and average vehicle efficiency to WLTP values, as the data needed for the previous method was no longer sufficiently available. Due to this change the emissions reported in downstream leased assets for France fell from 540,619 tCO_2e in 2024 to 263,432 tCO_2e in 2025, a reduction of 51%. Most of this decline reflects the change in method rather than a real-world fall in emissions, so the two years are not directly comparable. In operational terms the French portfolio grew by 4.4% over the same period, while the fleet became more electrified: the shares of battery electric, plug-in hybrid and petrol vehicles all rose, and the diesel share fell markedly.

Capital goods, newly included in our reporting this year, is the largest category within Scope 3 and the main driver of this year's increase in total reported emissions.

Reported Emission	2024 (tCO_2e)[6]	2025 (tCO_2e)
Scope 1	3,031	2,786
Scope 2 location-based	2,314	1,986
Scope 2 market-based	1,181	835
Scope 3	3,086,697	5,991,354[7]
Total location-based emissions	3,092,042	5,996,126
Total market-based emissions	3,090,909	5,994,975

Following our analysis, the 2025 reported emissions include the following categories:
Scope 1: Mobile Combustion, Stationary Combustion, Fugitive Emissions
Scope 2: Purchased Electricity, Purchased Heat
Scope 3: Downstream Leased Assets, Business Travel, Purchased Goods & Services, Capital Goods, Waste Generated in Operations, Employee Commuting

[6] The 2024 emissions have been recalculated to reflect methodological improvements, refined emission factors and enhanced source data received from markets. As a result, the figures presented are not directly comparable to those published in the 2024 Sustainability Report.
[7] The 2025 Scope 3 figure includes three categories not covered in 2024 reports: capital goods, waste generated in operations and employee commuting. Excluding these newly added categories, so that the years can be compared on a like-for-like basis, 2025 Scope 3 emissions would have been approximately 2,658,710 tCO_2e.



Social



GRI 401

Attractive Workplace

A company's long-term performance is closely linked to the engagement, skills and development of its employees. In a landscape characterised by demographic shifts and intensifying competition for skilled talent, offering a stable and motivating work environment has become a critical factor in achieving sustainable growth. For Alphabet, therefore, fostering an attractive workplace is closely connected to business continuity, operational excellence and the ability to innovate.

Alphabet's approach to this issue is integrated into the BMW Group's human resources structures. In many markets, Alphabet operates within BMW Group Financial Services Europe entities, meaning that core HR processes, governance mechanisms and employment frameworks are managed at group level. Consequently, employee data is not systematically recorded separately for Alphabet as a standalone entity, so a distinct breakdown of Alphabet employee figures is unavailable. Employment conditions, development structures and compliance standards follow established BMW Group policies.

The BMW Group framework establishes the basis for responsible employment practices, encompassing occupational health and safety requirements, as well as the safeguarding of employee rights. These principles are set out in the BMW Group's Code on Human Rights and Working Conditions. Additionally, Alphabet participates in group-wide health management programmes that aim to maintain long-term performance and employee well-being at all levels of the organisation.

↗ SDG 3 and 4



Our goal[9] is to achieve

80%

on the HPO-Index by 2030.

Employee engagement and organisational effectiveness are evaluated via the BMW Group's regular company-wide employee survey, in which Alphabet also participates. The survey uses the High-Performance Organisation Index (HPO-Index) to evaluate workplace quality and future readiness. The most recent survey cycle, conducted in 2025 with a participation rate of 94%, provided updated insights for BMW Group Financial Services Europe[8], achieving an HPO-Index score of 80%[9]. These findings are reviewed by management and serve as an important reference point for evaluating the impact of ongoing initiatives.

Within this structured framework, local markets implemented targeted measures in 2025 to further enhance development and collaboration. In Germany, the internal Knowledge Network was introduced as a platform for structured knowledge exchange across functions. The initiative offers dedicated formats for sharing expertise on topics such as AI applications, e-mobility developments and digital collaboration tools. By encouraging dialogue beyond organisational boundaries, the network strengthens internal connectivity and continuous learning.

To complement these efforts, the mentoring programme was further expanded. By pairing experienced colleagues with employees seeking career guidance, the programme creates opportunities for structured development and long-term talent cultivation. It supports leadership readiness and reinforces a culture in which experience and responsibility are actively shared.

At **Alphabet Belgium**, a home charging point programme was launched to support employees using electric vehicles. This initiative combines practical employee benefits with the company's broader sustainability objectives, illustrating how workplace measures can align individual needs with strategic direction.

By integrating a clear governance framework with locally driven initiatives, Alphabet continues to enhance workplace quality and create conditions that enable employees to contribute effectively to the company's long-term success.

[8] Organisationally, Alphabet corresponds with BMW Group Financial Services Europe, consisting of the following legal entities: BMW AG; Alphabet España Fleet Management S.A.U.; Alphabet Italia S.p.A; Alphabet France Fleet Management S.A.S.; BMW Finance S.N.C; BMW Fleet GmbH; Alphabet Fuhrparkmanagement GmbH; BMW Financial Services Nederland B.V.; Alphabet Belgium Long Term Rental N.V.; BMW Financial Services Belgium S.A./N.V; BMW Finanzdienstleistungen (Schweiz) AG; BMW Austria Bank GmbH; BMW Austria Leasing GmbH; BMW Austria GmbH Athen Branch; Alphabet Polska Fleet Management Sp. z o.o.; BMW Financial Services Polska Sp. z o.o.; Alphabet Insurance Services Polska Sp. z o.o.; BMW Financial Services Czech Republic; BMW Slovenia, distribucija motornih vozil, d.o.o., Ljubljana; BMW Romania S.R.L., Bucharest; BMW Financial Services Slovakia s.r.o., Bratislava; BMW Hungary Kft., Vecsés; BMW Bulgaria EOOD, Sofia; BMW Financial Services (GB) Ltd.; BMW (UK) Ltd; BMW Financial Services (Ireland) DAC; BMW Financial Services Denmark A/S, Copenhagen; BMW Financial Services Scandinavia AB, Sollentuna; Oy BMW Suomi AB, Helsinki; and BMW Financial Services Norge NUF.

[9] In the 2023 and 2024 Alphabet Sustainability Report we used the specific HPO Survey category "Image & Employer Branding" as a proxy to measure the KPI Attractive Workplace. As this specific category is no longer included in the scoring of the 2025 HPO Survey, we decided to adjust the KPI and use the overall HPO Score instead. This change provides a broader and more holistic reflection of employee perception. The overall HPO Score in 2024 amounted to 79%. We therefore also adjusted the goal to 80% for all Alphabet Markets to reach in 2030.



GRI 405 GRI 406

People Engagement

At Alphabet, we are committed to creating a working environment where all employees can contribute their perspectives and talents to the fullest. People Engagement is about building the conditions for equal opportunities, respectful collaboration and meaningful participation across the organisation.

The fleet and mobility industry continues to face structural imbalances. Across Europe, women represent only around one in five of the automotive workforce. Where teams lack a range of perspectives, there is a risk that decisions are shaped by a narrow set of assumptions. This can lead to blind spots in strategy, weaker responses to complex challenges and a working culture that unintentionally excludes. For Alphabet, these are not abstract concerns. As a company advising customers on long-term mobility decisions in an increasingly regulated and fast-changing environment, the quality of our own decision-making depends on the breadth of experience and viewpoints within our teams.

People Engagement at **Alphabet International** is anchored in a clear principle: a respectful working environment built on appreciation and participation is fundamental to successful collaboration. Within this framework, we create conditions in which employees with different backgrounds, experiences and skills can contribute fully to the success of the organisation. This approach is guided by five focus areas: age and experience, gender equality, cultural background, physical and mental abilities, and sexual orientation and identity.

Discrimination in any form has no place at Alphabet. Every person has the right to work free from disadvantage, favouritism or harassment, regardless of gender,

↗ SDG 3 and 5

gender identity, skin colour, religion, nationality, ethnic origin, disability, age, sexual orientation or any other characteristic protected by local legislation. These principles are embedded in the BMW Group's global HR strategy and implemented locally through dedicated contact points, including management, HR, works councils and disability representatives. Employees can also raise concerns confidentially at any time through the BMW Group SpeakUP Line, which is accessible in more than 70 languages. All incoming cases are reviewed and addressed. Where necessary, appropriate measures including disciplinary steps are taken. For reasons of confidentiality, details on individual cases are not published.

The early identification and development of talent is central to increasing the share of women in leadership roles. Alphabet International ensures a strong representation of women in its talent development programmes, with the aim of building a pipeline that supports sustained progress over time. Beyond gender balance, different perspectives and talents contribute to better outcomes across the business. The focus lies on active communication, visible role models and practical support for career development. A new onboarding guide has been introduced for international talent, alongside a dedicated network for information and experience exchange.

The share of women in management positions at BMW Group Financial Services Europe stood at 27% in 2025, compared to 25% in 2024. This figure includes Alphabet leadership roles. Our target remains 30% by 2030. The Alphabet management board in 2025 consisted of five people, four men and one woman, which corresponds to a 20% share. As part of the BMW Group, Alphabet applies the same remuneration and benefits policies regardless of gender, religion, origin, age, disability, sexual orientation or other factors. Regular reviews are conducted to ensure fair pay, comparing salaries of women and men based on role and employment level. Information on new employee hires, employee turnover, benefits and parental leave is reported in the BMW Group Report.

Progress is also driven by initiatives at market level, reflecting the Collaborate to Create Impact theme that runs through this year's report. At **Alphabet Germany**, the Joint Leadership programme promotes shared management models, creating more flexible pathways into leadership. The Women in Leadership programme brings female colleagues together for connection and the exchange of ideas. At **Alphabet Spain**, the Closing the Gap Talks address structural barriers openly and encourage allyship across the organisation. These initiatives demonstrate that people engagement is not a central directive but a shared effort, shaped locally and strengthened through cross-market exchange.

We monitor progress through internal KPIs and biannual employee surveys that include questions on inclusion and fairness. Despite ongoing efforts, challenges remain. Attracting a broad range of talent continues to be difficult in some markets, partly due to varying local labour conditions and the shortage of skilled professionals in certain regions. We are open about these limitations and view them as areas where continued collaboration, both within and beyond Alphabet, will be essential to deliver meaningful change.

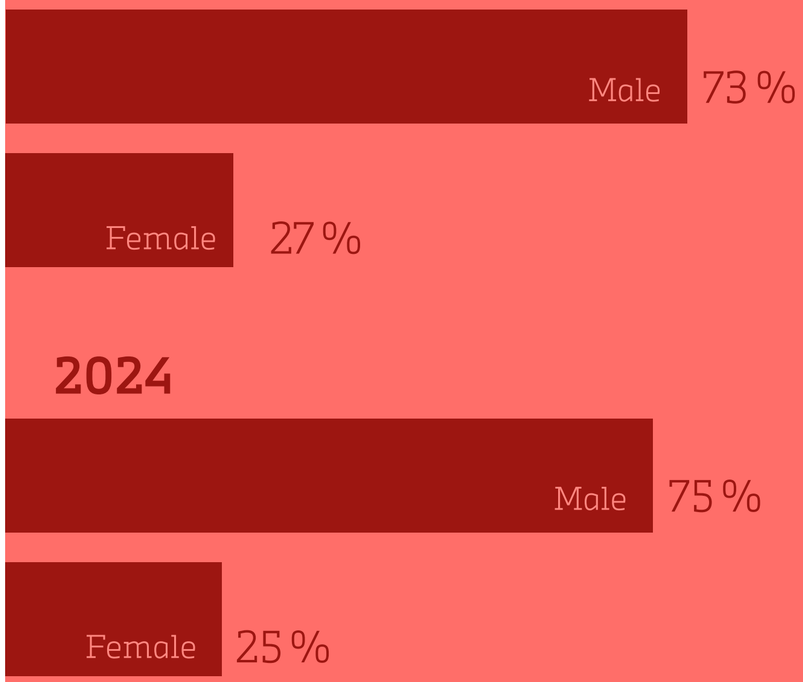
Alphabet International fosters a culture of equal opportunity and engagement, recognising that different perspectives and talents strengthen the organisation. Through clear targets, practical programmes and cross-market collaboration, we work towards creating a workplace where every employee can contribute fully to our shared success.

[10] Management positions at functional level III to IV below the Board of Management level; see BMW Group Report.

Our goal: a

30%

share of women in management positions by 2030[10].





Additional Topics



Raising Awareness of Environmental Issues Among Employees

Our business has an environmental impact, both directly and indirectly. We take responsibility for this by working to raise awareness among our employees and encouraging them to make more sustainable choices, at work and beyond.

Supporting customers in making sustainable decisions starts with our own teams. With ESG Officers now in all 12 markets, 2025 brought a visible increase in local engagement activities. The approaches varied across markets, reflecting different cultures, conditions and priorities.

At **Alphabet France**, the Engaging Months programme ran five times throughout the year, each focused on a social, environmental or governance theme. Built by local ESG ambassadors, the formats included conferences, workshops, quizzes and challenges, with between 100 and 200 employees taking part each time. At **Alphabet Germany**, three ESG training sessions combined internal expertise with external input from the e-mobility consulting team. **Alphabet Belgium** set up an official ESG committee, introduced dedicated ESG mailboxes and sent out its first ESG newsletter, alongside monthly ESG Circle meetings. At **Alphabet Switzerland**, the ESG Officer joined 18 team meetings and ran an employee survey with 119 responses to better understand knowledge levels and expectations around sustainability.

ESG Workshop in Paris 2025







Alphabet Poland mixed learning with hands-on action. Three ESG Days covered topics such as greenwashing and waste sorting, and employees cleaned the banks of the Vistula River. Separate EV Days included more than 50 test drives and a presentation of the BMW Neue Klasse vehicle. **Alphabet Sweden** helped set a world record in underwater clean-up and relaunched its voluntary engagement framework. **Alphabet Denmark** held a dedicated ESG Day, as did **Alphabet Austria**, where internal ESG training sessions and an event with fleet managers were organised. At **Alphabet UK**, local litter-picking events focused on the areas around office locations. **Alphabet Spain** ran an annual briefing for all employees on ESG strategy, achievements and targets, supported by regular sustainability communications across internal and external channels.

In Munich, the Isar clean-up took place for the third year running, tied to World Nature Conservation Day. Colleagues tackled different sections of the river, continuing an initiative that has become a regular part of Alphabet's employee engagement calendar.

The 2025 BMW Group employee survey indicates that these efforts are having an effect. The sustainability score for Europe rose by four points compared to 2023, reaching 88%. This represents a meaningful improvement and suggests that the topic is gaining traction with employees across markets.

None of these initiatives are centrally mandated. They come from local teams, supported by the ESG governance structure and the exchange within the Sustainability Community. This local ownership is a deliberate part of how Alphabet approaches employee engagement on sustainability.





Responsible Digitalisation



Dr Jan Widenmann
Chief Digitalisation Officer

At Alphabet, we use digital solutions to help customers manage their fleets more effectively while ensuring that data protection and responsible use of technology remain central to our approach.

Digitalisation is a key enabler of sustainable fleet management. The ability to collect, interpret and act on fleet data determines how well organisations can reduce emissions, control costs and meet regulatory requirements. At the same time, the growing use of digital platforms and artificial intelligence requires clear governance to protect customer data and maintain trust. Alphabet's digital strategy balances both: advancing innovation while upholding high standards for security, privacy and compliance.

The role of Chief Digitalisation Officer, introduced in 2024, continues to drive the alignment of Alphabet's digital vision across all European markets. In 2025, work progressed on integrating systems, developing data-driven services and supporting cross-market exchange on digital solutions.

A major milestone in 2025 was the launch of Alphabet Connected Fleet, a real-time visibility platform developed in partnership with Geotab, a global leader in connected vehicle solutions. The platform turns live vehicle data into actionable insights, covering mileage, diagnostics, charging patterns and vehicle location. All data is processed in line with applicable data protection legislation, including the EU General Data Protection Regulation. Integrated into the 360 Fleet Portal via a single sign-on with Alphabet ID, it replaces fragmented reporting with a unified source of fleet intelligence. For customers, this means better cost control, improved safety, proactive maintenance planning and more accurate ESG reporting through direct integration with the Alphabet Carbon Manager.

"Our partnership with Geotab strengthens the quality of our fleet data and creates tangible value for customers across the Alphabet ecosystem."

The Alphabet AI Assistant, first introduced in 2024 within Fleet Reporting, has been significantly upgraded. Since its launch, it has supported fleet managers with more than 10,000 data queries. The latest version moves beyond reporting into consulting: it interprets live data from Alphabet Connected Fleet, highlights risks and recommends timely actions. Built on a new agent-based framework, it generates tables, charts and recommendations that can be saved as personalised dashboard widgets. The tool received recognition at Fleet Europe 2025, underlining its practical value for fleet decision-makers.

These customer-facing innovations are supported by broader digital capabilities within the BMW Group. The Group's GenAI self-service platform provides all employees with access to artificial intelligence tools, enabling them to develop and integrate AI solutions into their own work processes. The BMW Group AI Assistant allows even non-technical users to build applications that improve efficiency and productivity. Alphabet benefits directly from this infrastructure, applying it to internal processes and customer-facing services alike.

As digital platforms become more central to fleet operations, the responsible handling of data remains a priority. Protecting customer information within Alphabet's digital ecosystem is fundamental to building long-term trust. Our approach aims to prioritise the responsible use of emerging technologies, reducing risks related to data privacy and security while ensuring that the benefits of digital transformation are accessible to customers across all markets.

GRI Content Index

This report was prepared with reference to the 2021 Global Reporting Initiative Standards.

Statement of use	Alphabet International GmbH has reported with reference to the GRI Standards for the period from 1 January to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure title	Location	Comment
GRI 2: General Disclosures 2021			
GRI 2-1	Organisational details	pp. 5-6, 11-12,25	
GRI 2-2	Entities included in the organisation's sustainability reporting	p. 5	
GRI 2-3	Reporting period, frequency and contact point	pp. 3, 36	Imprint
GRI 2-4	Restatements of information	pp. 19-20	Detailed information see footnote 6.
GRI 2-5	External assurance	pp. 3, 34-35	
Activities and Workers			
GRI 2-6	Activities, value chain and other business relationships	pp. 4-5, 14-15	Detailed information see ↗ Alphabet website.
GRI 2-7	Employees	pp. 22-25	
GRI 2-8	Workers who are not employees		Supervised workers are employed both directly and indirectly. The number of supervised workers is subject to short-term fluctuations, particularly during the main holiday period of the core workforce in the summer. As a result of changing labour markets and the challenges of worker availability, statements regarding the number of supervised workers and their composition by gender constitute a competitive factor and are therefore not disclosed for reasons of confidentiality.
GRI 2-9	Governance structure and composition		As the highest governance body is part of the BMW Group, see: ↗ Report of Supervisory Board, ↗ Statement of Corporate Governance. The Head of Region Europe, BMW Group Financial Services, is responsible for Alphabet; the CEO of Alphabet International reports directly to him.
GRI 2-10	Nomination and selection of the highest governance body		As the highest governance body is part of the BMW Group, the criteria on the BMW Group's nomination and selection procedure applies here; see: ↗ Report of Supervisory Board, ↗ Statement of Corporate Governance.
GRI 2-11	Chair of the highest governance body		The Chairman of the Supervisory Board has no executive function; see: ↗ Report of Supervisory Board, ↗ Statement of Corporate Governance.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	pp. 11-12	

GRI Standard	Disclosure title	Location	Comment
GRI 2-13	Delegation of responsibility for managing impacts	pp. 11-12	
GRI 2-14	Role of the highest governance body in sustainability reporting		Overall responsibility lies with the Board of Management of Alphabet. The Supervisory Board is responsible for reviewing the information. The external audit supports the Supervisory Board in fulfilling its auditing duties.
GRI 2-15	Conflicts of interest		As Alphabet is part of the BMW Group, measures to advance the collective knowledge, skills and experience of the highest governance body on sustainable development are undertaken at the BMW Group level; see: ↗ BMW Group Code of Conduct, ↗ Statement of Corporate Governance.
GRI 2-16	Communication of critical concerns		The number and type of critical concerns are deemed confidential under competition law and are not communicated externally by the BMW Group.
GRI 2-17	Collective knowledge of the highest governance body		As Alphabet is part of the BMW Group, the collective knowledge and insights of the highest governance body reside with BMW's board, whose guidance and statements are referenced to inform governance practices at all group entities; see: ↗ Report of Supervisory Board, ↗ Statement of Corporate Governance.
GRI 2-18	Evaluation of the performance of the highest governance body		The evaluation of the performance of the highest governance body follows the protocols and standards established by our parent company, BMW Group, ensuring alignment with the group-wide governance evaluation processes; see: ↗ BMW Group Remuneration Report.
GRI 2-19	Remuneration policies		Details on remuneration policies are published in the ↗ BMW Group Remuneration Report.
GRI 2-20	Process to determine remuneration		Details on the process to determine remuneration are published in the ↗ BMW Group Remuneration Report.
GRI 2-21	Annual total compensation ratio		For reasons of confidentiality, no details on our annual total compensation ratio are published.
Strategy, Policies and Practices			
GRI 2-22	Statement on sustainable development strategy	pp. 2, 7-13	
GRI 2-23	Policy commitments	pp. 7-8, 12-13	
GRI 2-24	Embedding policy commitments	pp. 7, 8-16	
GRI 2-25	Processes to remediate negative impacts	pp. 6, 10-29	Alphabet adheres to the company-wide Compliance Management System (CMS) established by the BMW Group. This system provides a comprehensive framework to manage grievance mechanisms and other remediation processes. For detailed information, see: ↗ Compliance and Reporting System, ↗ Further Development of the CMS.
GRI 2-26	Mechanisms for seeking advice and raising concerns		Individuals at Alphabet wishing to raise concerns or report potential compliance violations can use the centralised notification system (BMW Group SpeakUP) provided by the BMW Group. For more information, see: ↗ Compliance and Reporting System, ↗ Further Development of the CMS.
GRI 2-27	Compliance with laws and regulations		For reasons of confidentiality (protection of trade secrets), no results or details of internal compliance investigations are published.
GRI 2-28	Membership associations		Alphabet does not participate in any industry associations, other membership associations and national or international advocacy organisations.
Stakeholder Engagement			
GRI 2-29	Approach to stakeholder engagement	pp. 6-7, 14-15	
GRI 2-30	Collective bargaining agreements		Information on the collective bargaining agreements is reported in the BMW Group Report 2025 of our parent company, BMW Group (↗ Share of Employees Represented by a Trade Union or Falling Under Collective Agreements). The practices of Alphabet are aligned with the group-level policies and procedures established by our parent company.

GRI Standard	Disclosure title	Location	Comment
GRI 3: Material Topics 2021			
GRI 3-1	Process to determine material topics	p. 6	
GRI 3-2	List of material topics	p. 6	
GRI 3-3	Management of material topics	pp. 7-8, 10-25	
GRI 302: Energy 2016			
GRI 302-4	Reduction of energy consumption	pp. 19-20	Details on the reduction of energy consumption are published in the BMW Group's sustainability report; see ↗ Energy Use and Carbon Emissions.
GRI 302-5	Reductions in energy requirements of products and services	pp. 15-16	Details on the reduction in energy requirements of products and services are published in the BMW Group's sustainability report; see: ↗ Reducing Carbon Emissions Across the Entire Value Chain; ↗ Electromobility.
GRI 305: Emissions 2016			
GRI 305-1	Direct (Scope 1) GHG emissions	pp. 19-20	For offices where Alphabet is the sole tenant, consumption data can be used directly for calculation purposes. For offices shared by Alphabet and other parties, Alphabet's consumption is determined based on the proportion of employees or the proportion of the total office space.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	pp. 19-20	For offices where Alphabet is the sole tenant, consumption data can be used directly for calculation purposes. For offices shared by Alphabet and other parties, Alphabet's consumption is determined based on the proportion of employees or the proportion of the total office space.
GRI 305-3	Other indirect (Scope 3) GHG emissions	pp. 19-20	A spend-based method is used for emissions from purchased goods and services (Scope 3.1). For emissions from downstream leased assets (Scope 3.13), leasing contract data is used as an estimate to calculate the kilometres driven per year per vehicle. WLTP data is used as an estimate for vehicle consumption.
GRI 305-4	GHG emissions intensity	pp. 19-20	Information on the intensity of the CO_2 emissions of Alphabet is currently included in the BMW Group's consolidated emissions data see: ↗ BMW Group Carbon Footprint
GRI 305-5	Reduction of GHG emissions	pp. 19-20	
GRI 308: Supplier Environmental Assessment 2016			
GRI 308-1	New suppliers that were screened using environmental criteria	pp. 14-15	
GRI 401: Employment 2016			
GRI 401-1	New employee hires and employee turnover	pp. 24-25	See: ↗ Information on employment is reported in the BMW Group Report 2025.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		See: ↗ Information on employment is reported in the BMW Group Report 2025.
GRI 401-3	Parental leave		Because the data are not recorded systematically throughout the group and parental leave is not established as a social instrument in all countries, the number of employees on parental leave at BMW AG (corresponding to around 55 % of employees in the BMW Group) is disclosed. Of those returning to work after parental leave, 97.5 % remained with the company for more than twelve months; there were no gender-specific differences. For part-time employees, the principle of proportionate remuneration applies, with some benefits even granted on a full-time basis.

GRI Standard	Disclosure title	Location	Comment
GRI 404: Training and Education 2016			
GRI 404-1	Average hours of training per year per employee		↗ Information on employment is reported in the BMW Group Report 2025.
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes		↗ Information on employment is reported in the BMW Group Report 2025.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		All non-tariff employees at the BMW Group receive a performance review at least once a year as part of the portfolio process. All BMW AG employees covered by metal and electrical industry collective bargaining agreements receive a consistent and comprehensive review of their performance to support their career development at least once a year. The existing processes can be adapted for all other employees, though this is organised locally.
GRI 405: Diversity and Equal Opportunity 2016			
GRI 405-1	Diversity in governance bodies and employees	p. 25	
GRI 405-2	Ratio of basic salary and remuneration of women to men		The same policies for remuneration and fringe benefits apply to all BMW Group companies, including Alphabet, irrespective of gender, religion, origin, age, disability, sexual orientation or country-specific characteristics. ↗ BMW Group Report
GRI 406: Non-Discrimination 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken		Alphabet, as part of the BMW Group, is currently involved in no court or arbitration proceedings which, in the company's estimation, might have a significant influence on its financial position. Additional information on cases of discrimination is not published for reasons of confidentiality (data protection).
GRI 414: Supplier Social Assessment			
GRI 414-1	New suppliers that were screened using social criteria	pp. 14-15	

Independent Practitioner's Report on a Limited Assurance Engagement on Sustainability Information

To Alphabet International GmbH, Munich
We have performed a limited assurance engagement on the disclosures denoted with "☑" in the sustainability report of Alphabet International GmbH, Munich (hereinafter "the Company"), for the period from 1 January 2025 to 31 December 2025 (hereinafter the "Report"). Our engagement in this context relates solely to the disclosures denoted with the symbol "☑".

Responsibilities of the Executive Directors
The executive directors of the Company are responsible for the preparation of the Report with reference to the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter the "GRI-Criteria") and for the selection of the disclosures to be evaluated.

This responsibility of Company's executive directors includes the selection and application of appropriate methods of sustainability reporting as well as making assumptions and estimates related to individual sustainability disclosures, which are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as they have considered necessary to enable the preparation of a Report that is free from material misstatement whether due to fraud or error.

Audit Firm's Independence and Quality Management
We have complied with the German professional provisions regarding independence as well as other ethical requirements. Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors ("Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer": "BS WP/vBP") as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagements-tandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis - IDW QMS 1 (09. 2022), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

Practitioner's Responsibility
Our responsibility is to express a limited assurance conclusion on the disclosures denoted with" ☑" in the Report based on the assurance engagement we have performed.

Within the scope of our engagement we did not perform an audit on external sources of information or expert opinions, referred to in the Report.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to allow us to conclude with limited assurance that nothing has come to our attention that causes us to believe that the disclosures denoted with " ☑" in the Company's Report for the period from 1 January 2025 to 31 December 2025 have not been prepared, in all material aspects, with reference to the relevant GRI-Criteria. This does not mean that a separate conclusion is expressed on each disclosure so denoted.

Independent Practitioner's Report on a Limited Assurance Engagement on Sustainability Information

In a limited assurance engagement the assurance procedures are less in extent than for a reasonable assurance engagement and therefore a substantially lower level of assurance is obtained. The assurance procedures selected depend on the practitioner's judgment.

Within the scope of our assurance engagement, we performed amongst others the following assurance procedures and further activities:

- Obtaining an understanding of the structure of the sustainability organization and of the stakeholder engagement
- Assessment of the process for conducting the materiality analysis in accordance with the GRI criteria.
- Inquiries of personnel involved in the preparation of the Report regarding the preparation process, the internal control system relating to this process and selected disclosures in the Report
- Identification of the likely risks of material misstatement of the Report under consideration of the GRI-Criteria
- Analytical evaluation of selected disclosures in the Report
- Evaluation of the presentation of the selected disclosures regarding sustainability performance

Assurance Conclusion
Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the disclosures denoted with "☑" in the Company's Report for the period from 1 January 2025 to 31 December 2025 have not been prepared, in all material aspects, with reference to the relevant GRI-Criteria.

Intended Use of the Assurance Report

We issue this report on the basis of the engagement agreed with the Company. The assurance engagement has been performed for purposes of the Company and the report is solely intended to inform the Company as to the results of the assurance engagement. The report is not intended to provide third parties with support in making (financial) decisions. Our responsibility lies solely toward the Company. We do not assume any responsibility towards third parties.

Munich, 01. October 2026
PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Michael Popp
Wirtschaftsprüfer
(German Public Auditor)

Annette Maria Fink

Imprint

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