

Environmental Policy

Our services help to create strong, vibrant, and sustainable local economies. We deliver these in a manner that is safe, accessible, efficient, and resilient. Our aim is to provide a sustainable alternative to travel by air and private vehicles, in ways which minimise harmful air emissions and climate impacts.

In the delivery of our services and the development of innovative transport solutions, FirstGroup is committed to environmental protection and compliance. We will take account of the environmental impact of what we do at the earliest stage of planning, and monitor our impacts to help us to continually improve our approach and performance.

Responsibility

This Policy is applicable to all FirstGroup operations. A local version or interpretation of this Policy is acceptable; however, all business divisions must have appropriate and effective systems in place to ensure environmental aspects are identified and managed in accordance with this Policy. Directors, management, and supervisory staff from all divisions of our organisations have responsibility to lead the delivery of our Policy. FirstGroup will ensure that all employees are equipped and supported to ensure environmental protection and compliance.

Our commitment to continuous improvement and transparency

We will measure our environmental performance, publish key environmental indicators, and seek feedback on our success from interested parties to help us improve and to ensure we are focusing our efforts on our most material issues.

Our environmental aims

- **Sustainable Transport:** We will provide reliable, convenient, and safe end-to-end travel solutions, and work with our partners to drive modal shift towards low-emission, fuel-efficient travel.
- **Low carbon mobility:** In support of international agreements on climate change, we will consider and adopt technologies, fuels and controls to achieve a reduction in the greenhouse emissions associated with our fleets and buildings.
- **Reducing our environmental impact:** We will work to eliminate or prevent the pollution of water, air and land, nuisance and loss of biodiversity that could result from our business operations.
- **Building climate resilience:** We will work with stakeholders to better understand and minimise the impact of extreme weather and climate change on both our business and our customers' journeys.
- **Efficient resource use:** We will consider the environmental impact of the goods and services we buy across their whole lifecycle and establish minimum standards in relation to these. We will minimise our production of waste, including hazardous waste and waste water.

This policy will be reviewed by senior management annually or following major organisational change to ensure it remains aligned with our vision. The policy will be communicated and accessible to our employees and available to third parties as relevant.

A handwritten signature in black ink, appearing to read "Graham Sutherland".

Graham Sutherland
Chief Executive Officer
FirstGroup plc

June 2026