



Environmental, Social and Governance (ESG) Policy

1. Purpose

At Formula E, we believe that motorsport can be a powerful platform for accelerating sustainable human progress. This ESG Policy reflects our commitment to creating long-term value for stakeholders by integrating environmental stewardship, social responsibility, and strong governance across all aspects of our operations, championship activities, partnerships, and value chain.

This policy complements our ISO 20121-certified sustainability management system and aligns with global frameworks including the UN Sustainable Development Goals (SDGs), the UN Guiding Principles on Business and Human Rights (UNGPs), the ISO Net Zero Guidelines (IWA 42:2022), and the Principles of the UNFCCC – Sports For Climate Action framework.

2. Scope

ESG is defined in this Policy as the set of standards used to measure Formula E's environmental and social impact.

This policy applies to Formula E Group*, its employees, contractors, suppliers, promoters, and event delivery partners involved in the ABB FIA Formula E World Championship, as well as any other relevant business activities, programmes, and partnerships. Formula E is responsible for ensuring its partners are aware of its standards and comply with them.

This Policy meets the requirements of ISO 20121, Clause 5.3- "The organisation shall define and document its purpose, mission, its social, environmental and economic benefits, risks and values with respect to its activities, products and services that relate specifically to events."

**Formula E Group includes all companies within the group structure, including Formula E Holdings Ltd, Formula E Operations Ltd, Formula E Race Operations Ltd, Formula E Chile SPA, Formula E Mexico Race Operations Mexico S. de R.L. de C.V., Formula E Enterprise Inc., Formula E Brazil Ltda., Formula E Race Operations Ltd. (Japan Branch), Formula E Spain Operations, S.L.*

3. ESG Commitment

3.1 Environmental Responsibility

We are committed to minimising our environmental impact and leading the transition to a low-carbon future through:

- **Carbon Management:** Implementing a science-based net zero strategy in line with ISO 14064-1 and IWA 42:2022. Our Net Zero Pathway is third-party verified by BSI and defines a roadmap for all de-carbonisation efforts across Scopes 1, 2, and 3.
- **Resource Circularity:** Applying circular economy principles focusing on waste minimisation, reuse, and innovation in materials.
- **Energy & Mobility Innovation:** Promoting renewable energy, sustainable logistics, and electric vehicle innovation both on and off the track.
- **Water & Biodiversity:** Reducing water use, protecting local biodiversity in race locations, and engaging in nature-positive initiatives.

3.2 Social Impact

We are committed to promoting inclusion, wellbeing, and social equity through:

- **Human Rights:** Upholding internationally recognised human rights and implementing due diligence measures based on the UNGPs.
- **Equality, Diversity & Inclusion:** Championing DEI through internal policies, the FIA Girls on Track programme, and inclusive fan and workforce experiences.
- **Community Engagement:** Delivering grassroots impact through the Better Futures Fund, education initiatives, and local partnerships (e.g. Driving Force school programs, Community engagement activations, Legacy Projects, etc.).
- **Health, Safety & Wellbeing:** Ensuring a safe and respectful environment for staff, teams, fans, and partners at all events.

3.3 Governance Excellence

We are committed to transparency, accountability, and ethical leadership through:

- **Sustainability Governance:** Operating under an ISO 20121-certified governance model with clear roles, procedures, and sustainability KPIs embedded into decision-making.
- **Anti-Bribery & Compliance:** Enforcing zero tolerance for bribery, corruption, and modern slavery, with regular audits and mandatory training.
- **Stakeholder Engagement:** Engaging investors, partners, teams, suppliers, and fans through annual materiality assessments, ESG reporting, and inclusive consultation processes.
- **Reporting & Assurance:** Publicly reporting our progress and performance against ESG objectives, with third-party verification of key disclosures (e.g. Net Zero Pathway, GHG Inventory, SDG alignment).

4. Roles & Responsibilities

- Executive Leadership is responsible for strategic direction and ESG integration across all business units.
- The Sustainability Team ensures implementation, compliance, and continuous improvement of this policy.
- All Employees and Contractors are expected to uphold this policy and contribute to our shared ESG objectives.

5. Monitoring, Review & Continuous Improvement

5.1 Shared Responsibility

This policy will be reviewed annually by the Sustainability Team and Senior Leadership to ensure ongoing relevance, alignment with evolving standards, and incorporation of stakeholder feedback. Updates will be shared transparently through our ESG reporting and governance channels.

Policy Owner: Sustainability Team.

Approved By: CEO.

Effective Date: December 2025. Review Date: December 2026.

ESG Policy



Signed:

A handwritten signature in black ink that reads 'Jeff Dodds'.

Jeff Dodds

Chief Executive Officer

Formula E Group

Date: 10th December 2025