Geotab Climate-Related Disclosure

2025

GEOTAB

Table of contents

CHAPTER 01
About this Report

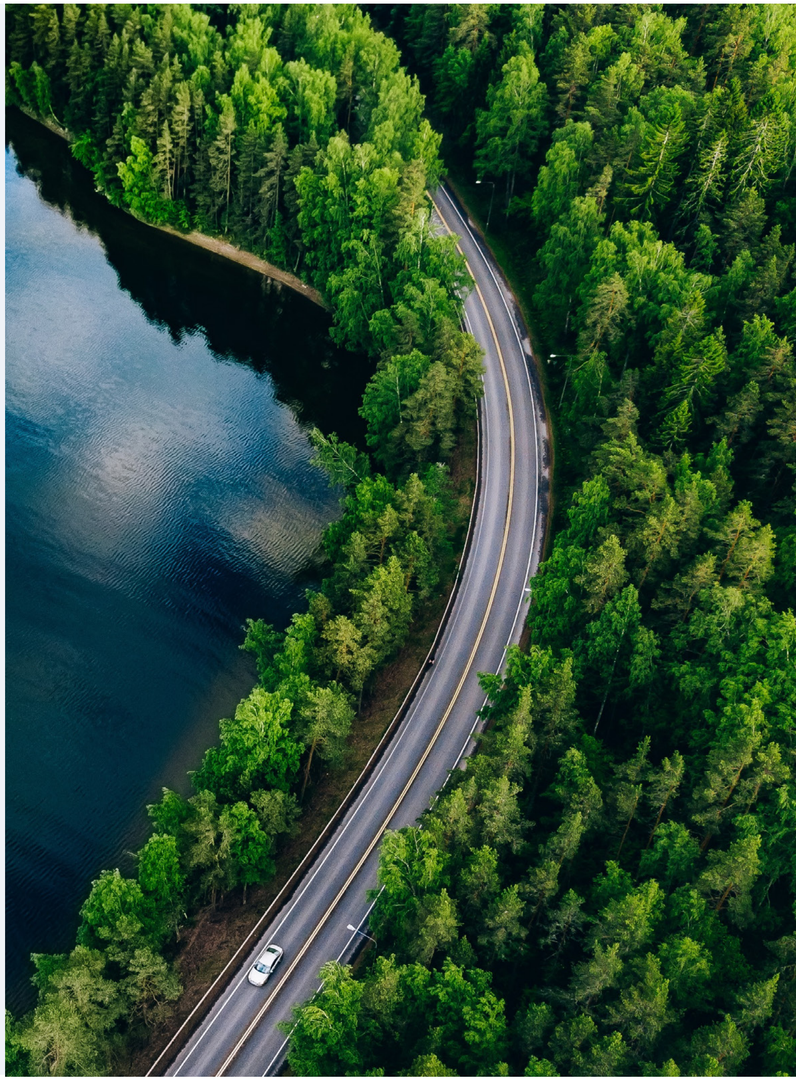
CHAPTER 02
Introduction

CHAPTER 03
Governance

CHAPTER 04
Strategy

CHAPTER 05
Risk Management

CHAPTER 06
Metrics & Targets



CHAPTER 1

About this report

This Report outlines Geotab's evaluation of how climate-related risks and opportunities may influence our business, operations, and value chain under different future climate pathways. The analysis was conducted with reference to the TCFD recommendations and draws on recognized climate data sources, including Intergovernmental Panel on Climate Change (IPCC) scenarios. The assessment considers potential impacts across two planning horizons: short-/medium-term (0–5 years) and long-term (5+ years).

The scope of this report focuses on Geotab's critical operational sites, including headquarters, key facilities, strategic suppliers, and core product and service offerings to provide a representative view of climate-related exposure across our global ecosystem. All relevant TCFD-aligned disclosures have been incorporated to the best of our ability, and planned enhancements have been identified to further strengthen the completeness and granularity of future assessments.

This report provides directional insights based on available data, modeled projections, and climate scenarios. It is not a promise or guarantee of outcomes. Climate models, assumptions, and external conditions may evolve, and results may differ from those described.

CHAPTER 2

Introduction

Geotab recognizes that climate change is one of the defining challenges of our time, impacting businesses, supply chains, and communities across the globe. As a global leader in connected transportation solutions, we are committed to operating responsibly and supporting our customers in reducing environmental impact while improving efficiency and safety. Our approach to sustainability is grounded in data, collaboration, and continual progress toward a low-carbon future.

For more than 25 years, Geotab has empowered fleets with insights to make informed decisions that reduce fuel use, optimize routing, improve asset performance, and support electrification planning. Today, we serve approximately 100,000 global customers, processing 100 billion data points daily from more than 5.6 million connected vehicles. This expansive network enables us to translate data into practical solutions that help drive measurable environmental and operational outcomes.

Our sustainability strategy focuses on three critical areas:

1. Reducing emissions across our own operations and value chain and aligning our goals to the Paris Agreement.

2. Equipping customers and partners with tools, research, and analytics to support their emissions reduction and fleet transition goals.

3. Encouraging efforts by government agencies to understand how they can provide supportive policy to combat the climate crisis.

Geotab has set a science-based target to reduce absolute Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions 50% by 2030 and has committed to achieving net-zero emissions across all scopes by 2040, one decade earlier than called for in the Paris Agreement. We are advancing energy efficiency initiatives, improving carbon data quality, engaging suppliers on emissions reduction, and evaluating renewable energy opportunities across our operations. Geotab is also an active participant in the United Nations Global Compact and a signatory of the Climate Pledge, reinforcing our commitment to responsible business practices and accelerated climate action. We regularly assess our sustainability performance through the EcoVadis assessment and submit an annual report to CDP (formerly the Carbon Disclosure Project) to maintain transparency and accountability.

As part of this ongoing work, Geotab conducted a climate scenario assessment in line with the Task Force on Climate-Related Financial Disclosures (TCFD) framework to evaluate how climate-related risks and opportunities may influence our business, operations, and value chain over time.

SCIENCE BASED TARGETS

ecovadis

WE SUPPORT UN GLOBAL COMPACT

THE CLIMATE PLEDGE

CDP

The insights from this assessment support strategic planning and ensure climate considerations are reflected in long-term decision-making.

CHAPTER 3

Governance

At Geotab, strong governance forms the foundation of our sustainability and climate strategy. Climate-related risks and opportunities are overseen at the highest levels of the organization to ensure they are incorporated into strategic planning, resource allocation, and long-term value creation. This structure supports transparency, accountability, and alignment between our environmental commitments and business objectives.

Board Oversight

Geotab's Board provides oversight of climate-related risks and opportunities through Senior Leadership, who holds primary accountability for environmental and sustainability matters. The Board is responsible for setting climate-related goals, integrating them into enterprise strategy, and planning.

The Board's oversight includes reviewing the findings of Geotab's climate scenario analysis and associated risk and opportunity assessments to understand how different climate futures may influence operational, financial, and market conditions. This process ensures appropriate resourcing for implementation and embeds climate resilience planning into strategic decision-making and long-term value.

The Corporate Sustainability team is responsible for developing and driving the climate strategy to reduce emissions, tracking and reporting performance, providing the Board with at least annual updates detailing our progress toward Scope 1, Scope 2, and Scope 3 GHG emissions reduction targets and climate topics, with additional updates provided as needed to support decision-making.

Management's Role

Senior Leadership is responsible for executing Geotab's climate strategy and embedding climate-related considerations across business planning and operations. The Chief Operating Officer (COO) reports directly to the Board on progress toward climate commitments. The Corporate Sustainability team leads day-to-day management of climate-related programs, supports data and reporting activities, and partners with business units to integrate climate considerations into operational and strategic planning.

The Vice President of Operations leads the integration of environmental considerations into operations and value chain engagement, while the Chief Financial Officer (CFO) evaluates major financial decisions in the context of climate objectives and provides updates to the Board when sustainability-related financial impacts arise. Across the organization, business units also proactively identify and manage risks within their areas of responsibility and have implemented business continuity plans to ensure essential functions can continue during and after disruptive events.

This governance structure ensures that climate considerations are consistently and effectively embedded into strategic, operational, and financial planning.

Geotab remains committed to transparency, collaboration, and pragmatic sustainability, helping shape a future where business performance and environmental responsibility reinforce one another. As climate-related expectations, data, and regulatory frameworks continue to evolve, we will keep refining our governance approach, enhancing oversight mechanisms, expanding relevant metrics, and ensuring continuous alignment between our sustainability commitments and long-term business priorities.

CHAPTER 4

Strategy

Geotab's climate strategy is informed by a Climate Risk and Scenario Analysis conducted in alignment with the TCFD framework. This analysis is designed to evaluate how different future climate conditions may influence our business by assessing potential impacts on customer needs, product development, and supply-chain continuity. Ultimately, this approach supports strategic planning, enhances our long-term business resilience, and ensures that climate considerations are embedded in our decision-making processes as we continue to grow and innovate.

Climate Scenarios Considered

Geotab evaluated climate-related risks and opportunities across two scenarios representing different policy, market, and physical climate conditions.

Lower-Warming Transition Scenario SSP1-2.6 (aligned with limiting warming to ~2°C):

Characterized by stronger global climate policy coordination, increased disclosure requirements, growing accountability for value chain emissions, and accelerated adoption of emissions reduction measures.

Higher-Warming Physical Risk Scenario SSP5-8.5:

Characterized by limited policy alignment, higher levels of warming, and more frequent and severe physical climate impacts such as extreme heat, severe storms, and infrastructure disruption, influencing operational continuity and asset resilience.

Time Horizon

These scenarios were used to understand how climate-related risks and opportunities may evolve over the short-/medium-term (5 years) and long-term (5+ years), and to evaluate the resilience of Geotab's strategy under differing future conditions. Geotab will continue to refine these analyses as new data, tools, and methodologies become available to ensure that its strategy remains robust and responsive to emerging insights.

Climate-Related Risks and Opportunities

Using the scenarios above, Geotab identified climate-related risks and opportunities across both transition and physical dimensions. The assessment was conducted with a global lens and focused on Geotab's critical operational sites, including headquarters, key facilities, core product and service offerings, and a set of strategically selected suppliers, to reflect the most material areas of potential exposure across the value chain. The assessment considered implications for product strategy, customer requirements, supply-chain exposure, and geographic operational dependencies, drawing on data from past events, climate modeling, and relevant research to evaluate potential impacts. As we continue to expand our analytical capabilities, future assessments will integrate additional data sources and metrics to strengthen visibility into evolving risk drivers and opportunity pathways.

Table 1: Key climate-related impacts identified.

Risk/Opportunities Category	Description of Potential Climate Change Impacts
Acute Physical Impacts	More frequent and severe events such as heat waves, heavy precipitation, flooding, and windstorms may affect customer operations, driver safety, and routing conditions, while also posing supply-chain disruption risks in Geotab's operations. This volatility in weather patterns could directly lead to logistical failures and delayed product distribution. Under a lower-warming scenario, physical climate impacts remain intermittent and localized. In this environment, Geotab's safety and efficiency features serve as a key mitigation tool for customers. Core functionalities, such as predictive maintenance and driver safety coaching, become instrumental in promoting operational efficiency and maintaining safety during localized weather events, minimizing service disruption and cost increases. Under a higher-warming scenario, acute hazards become systemic, frequent, and severe, increasing demand for resilience features such as real-time monitoring, hazard-aware routing, and more durable hardware. This high demand is driven by fleets desiring guaranteed safety and business continuity through escalating climate volatility. Overall, these risks present both moderate near-term exposure and high long-term strategic importance, as they also create opportunities to expand resilience-focused telematics capabilities and supply-chain contingency planning.
Chronic Physical Impacts	Chronic stresses such as water scarcity and gradual sea-level rise may influence long-term supplier reliability and logistics infrastructure. Current exposure is mitigated through supplier diversification and the ability to shift manufacturing to alternative locations if necessary. Under a lower-warming scenario, these risks remain low and manageable with planned adaptation. Under a higher-warming scenario, costs associated with infrastructure stress and regional relocation may increase. As a result, chronic physical risks are assessed as low in the short term, with low to moderate long-term relevance depending on the severity of global warming and the pace of adaptation.
Policy and Regulation	Shifts in climate policy, reporting requirements, and circularity standards create both risk and opportunity. In a lower-warming scenario, increased regulatory coordination and stronger disclosure expectations may increase compliance and design requirements, while also creating demand for audit-ready reporting, lifecycle insights, and electrification planning tools. In a higher-warming scenario, climate policy is less coordinated, and transition-related demand is lower. Overall, policy and regulatory dynamics present a moderate level of strategic risk and a moderate to high opportunity in markets where customers must demonstrate emissions performance or meet disclosure requirements.
Market & Products / Services	Market expectations for efficiency, readiness, and continuity shape customer demand for telematics and analytics solutions. In a lower-warming scenario, decarbonization and reporting remain core drivers, while resilience features support retention. In a higher-warming scenario, resilience becomes a primary purchasing criterion, creating strong demand for continuity-focused software modules, predictive data insights, and more durable hardware configurations. These dynamics present moderate near-term opportunity and high long-term opportunity, particularly as customer needs shift toward integrated solutions that support both emissions reduction and operational resilience.

Impact on Business Strategy and Financial Planning

The climate risk and opportunity assessment provides valuable insight into how different climate futures may influence Geotab's strategic and financial priorities.

Physical Risks

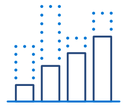
Physical risks influence both Geotab's internal operations and the operating environments of its customers, making resilience planning essential across the value chain.

Internal Risk Mitigation and Adaptation

Most acute physical risks present a moderate near-term exposure, with higher potential impacts over the long term. These findings reinforce the importance of investing in supply chain diversification and maintaining strategic inventory buffers to ensure Geotab's business continuity and product availability as extreme weather events intensify.

Aligned with Geotab's broader climate risk management approach, we actively address our internal physical risks and reduce Geotab's financial exposure through the following actions:

The specific physical risk scenarios, particularly those related to severe storms, floods, and infrastructure failures at key locations, will be used as direct inputs to review and enhance our Business Continuity Plans (BCP) and formally update our Enterprise Risk Assessment, ensuring our resilience plans are stress-tested against plausible climate futures.



We are also in the process of modeling business interruption losses, which will directly inform capital expenditure decisions related to supply chain diversification and appropriate inventory buffer levels.

Value Proposition for Customers Navigating Physical Risks

As climate change increases the frequency and severity of acute physical hazards, particularly under a high-emissions scenario, Geotab's solutions offer critical value to our customers. Geotab is uniquely positioned to act as a crucial partner, providing customers with data-driven value that directly addresses their operational threats.

Our data-driven insights are essential tools that help fleets enhance driver safety, optimize efficiency, and maintain trust under increasingly challenging operational conditions.

We support fleets in transitioning to low-carbon operations with Geotab's sustainable solutions like Electric Vehicle Suitability Assessment (EVSA), Greenhouse Gas Emissions Report, and EV Charge Monitoring.

Geotab will continue to invest in its industry-leading decarbonization and resiliency solutions to help customers navigate these changing conditions, creating significant opportunities for Geotab to lead the development of greener transportation systems and drive the adoption of electric vehicles.

Transition-Related Risks

These risks arise from shifts in policy, reporting frameworks, market expectations, and technology trends that influence both Geotab's internal operations and the needs of our customers.

Internal Management of Transition Risk

Transition-related risks represent a moderate strategic exposure for Geotab and reflect shifts in policy, reporting frameworks, and market expectations across key jurisdictions.

Aligned with Geotab's broader climate-risk management approach, we actively address these internal transition risks through actions such as:

Strengthening emissions-data quality to support expanding disclosure requirements and maintain audit-ready reporting across jurisdictions.

Continuing progress toward science-based emissions targets and improving operational efficiency to align with emerging regulatory expectations.

Monitoring carbon-pricing and policy developments to inform long-term strategic and financial planning.

Customer Value in Navigating Transitional Risks

Transition-related changes also create opportunities for Geotab to support customers as they navigate evolving regulatory and reporting expectations. Geotab enables fleets to respond to these shifting requirements through:

High-fidelity emissions data that helps customers meet expanding disclosure expectations, demonstrate audit readiness, and reduce exposure to reporting inaccuracies.

Tools that support transition planning, including telematics insights, efficiency analytics, and electrification solutions that help fleets manage cost pressures and prepare for low-carbon operations.

Standardized data across jurisdictions, enabling customers to operate confidently amid fragmented regulatory landscapes and differing emissions or vehicle-mandate requirements.

Together, these capabilities position Geotab as a trusted partner in helping fleets manage regulatory change, decarbonization requirements, and long-term transition planning.

Looking Ahead

Overall, the assessment reinforces and further refines Geotab's strategic direction. While the company's platform already enables efficiency, electrification, safety, and resilience, these insights guide future investments that will deliver greater value to customers and strengthen Geotab's long-term resilience across an evolving climate and policy landscape. Looking ahead, Geotab will continue to monitor changing climate conditions, regulatory developments, and stakeholder expectations to further refine its strategy and ensure long-term alignment with both business and sustainability goals.

Strengthening Customer-Facing Capabilities

We are continuing to enhance our telematics insights to support fuel and energy efficiency, emissions measurement, and electrification planning. These capabilities help customers navigate evolving regulatory expectations and cost pressures. We are also expanding features that support operational continuity in changing operating environments. Together, these improvements help ensure our platform remains a trusted tool for both decarbonization and resilience. We will continue to assess emerging customer needs and develop new features that anticipate future climate and market challenges.

Enhancing Supply-Chain Resilience and Lifecycle Performance

The assessment underscores the importance of supply-chain diversification, stronger supplier collaboration, and increased visibility into emissions and material impacts. We are advancing supplier engagement efforts to improve data accuracy and alignment with emissions reduction goals, while also evaluating circularity and lifecycle approaches that can reduce exposure to price volatility and supply constraints over time. Geotab is also evaluating how to expand its existing GoRecycle program to further improve take-back, refurbishment, and materials recovery. Future work will continue to focus on strengthening transparency, expanding supplier data coverage, and integrating lifecycle metrics to better manage environmental and operational risks.

Prioritizing Investment in Data and Long-Term Planning

We are continuing to invest in data quality, reporting capabilities, and analytical models that support customers in meeting disclosure requirements and operational planning needs. These investments also strengthen our ability to monitor emerging risks and refine strategic priorities as climate conditions and regulatory frameworks evolve. As this is Geotab's first comprehensive climate risk and opportunity assessment, the findings will serve as a foundation for setting future goals, identifying new performance metrics, and advancing our long-term climate strategy.

Taken together, these efforts reflect our commitment to continuously refining our strategy to support both sustainability and operational resilience. As climate risks and market expectations continue to evolve, we will adapt our supply chain diversification and refine our data-driven planning approaches. This ensures that we not only meet future regulatory demands but also remain a reliable, proactive partner dedicated to helping our customers navigate environmental volatility.

Resilience Across Climate Scenarios

Geotab's business strategy demonstrates resilience under both of the climate scenarios assessed, while remaining flexible to adapt as conditions evolve.

Lower-Warming Transition Scenario (SSP1-2.6):

- In a lower-warming transition scenario, our existing capabilities in emissions measurement, electrification planning, and sustainability reporting are well aligned with increasing regulatory expectations and customer demand for decarbonization solutions. Through our Sustainability Solutions, fleets can track and reduce fuel use and GHG emissions to meet regulatory requirements and sustainability goals. The platform helps identify inefficiencies and cut costs, supports idling reduction, provides real-time data to inform decisions on fuel and energy use, and assesses fleet readiness to identify the vehicles best suited for EV replacement.
- Under this scenario (SSP1-2.6), Geotab will continue to invest in our industry-leading decarbonization and compliance solutions, including our TÜV Rheinland-certified emissions reporting, EV Suitability Assessments (EVSA), and expanded platform capabilities to manage complex global reporting requirements.

Higher-Warming Physical Risk Scenario (SSP5-8.5):

- In a higher-warming scenario characterized by more severe physical climate impacts, real-time monitoring, hazard-aware routing, fleet safety insights, and visibility into operational conditions support continuity and risk management, while ongoing supply-chain diversification helps reduce potential disruption.
- Under this scenario (SSP5-8.5), our strategy pivots to positioning Geotab as an indispensable partner for adaptation and business continuity, with accelerated development of products focused on resiliency and operational continuity.

The assessment is also being used to formally update our Enterprise Risk Assessment and enhance our BCP. It provides a clear business case to accelerate our supply-chain diversification strategy to mitigate the identified physical risks, helping ensure Geotab's own operations remain resilient regardless of the scenario that unfolds. In response to identified risks at key supply-chain nodes, Geotab will continue accelerating diversification efforts.

Across both potential futures, our emissions reduction commitments, supplier engagement, and sustainability governance structure provide a foundation for informed decision-making and strategic flexibility. As scientific understanding, market dynamics, and climate conditions continue to evolve, we will continue to refine our approach to ensure our strategy remains resilient, responsive, and aligned with the needs of our customers and partners.

CHAPTER 5

Risk Management

Effective risk management is central to how Geotab builds resilience and creates long-term value. Geotab incorporates climate-related risk identification, assessment, and mitigation into its broader enterprise risk management framework. This approach ensures that climate considerations are embedded in strategic decision-making, operational planning, and resource allocation, supporting long-term business resilience and alignment with stakeholder expectations.

Identification and Assessment of Climate-Related Risks

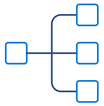
Geotab identifies and assesses climate-related risks and opportunities in alignment with the TCFD framework. The assessment process includes identifying stakeholders and key operational dependencies, analyzing value-chain exposure, and evaluating both transition-related and physical climate risks across key geographies and value-chain relationships. Cross-functional teams work together to map where these risks may influence product strategy, customer needs, supply-chain continuity, infrastructure reliance, and long-term market positioning.

A climate scenario assessment provides insight into how the significance of risks may evolve over different time horizons. Insights from this assessment are reviewed through the sustainability governance structure. This process ensures climate-related considerations remain integrated into strategic planning.

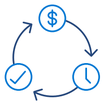
Managing Climate-Related Risks

Climate-related risks are managed through a structured and collaborative approach that spans departments and operational layers. The Corporate Sustainability Team works in coordination with the Enterprise Risk Management (ERM) function to facilitate cross-functional evaluation of climate-related risks and to support the development of mitigation and response strategies. Executive accountability for climate-related risks is maintained through Geotab's broader sustainability governance framework, with senior leadership responsible for reporting key climate-related insights and risk considerations to the Board of Directors. Business units monitor regulatory developments, customer expectations, and physical climate hazard trends, and incorporate these insights into product development, supply-chain planning, and operational decision-making. This ensures that climate considerations are integrated into ongoing planning processes rather than managed as a separate or siloed activity.

Risk management activities include:

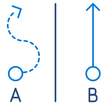


Integration into strategic and operational planning, including evaluating exposure to climate-driven market shifts and regulatory requirements. This includes consideration of product strategy, supply-chain planning, facilities management, and long-term market positioning.



Continuous monitoring of policy, market, and physical risk drivers across key geographies and value-chain relationships. Where applicable, insights are incorporated into supplier engagement, logistics planning, and product design cycles.

Cross-functional collaboration, ensuring risks are addressed consistently across product, operations, supply chain, and sustainability functions. Finance and compliance teams also assess implications for financial planning, disclosure readiness, and regulatory alignment.



Use of scenario assessment findings to guide prioritization of resilience measures and future capability development. Insights from the SSP1–2.6 and SSP5–8.5 scenarios help management understand which risks may intensify over time and which resilience capabilities, such as hazard-aware routing or supply-chain diversification, may need to be accelerated.

Examples of mitigation actions include supply-chain diversification, contingency planning for critical components, and developing telematics and analytics capabilities that support customer resilience in variable operating conditions. Additional measures include maintaining compliance-ready reporting capabilities to support customers navigating evolving disclosure expectations and evaluating opportunities to expand tools that help fleets respond to extreme weather events.

Integration into Enterprise Risk Management

Climate-related risks are evaluated alongside operational, financial, and strategic risks within Geotab's enterprise risk management framework. The Corporate Sustainability Team provides ongoing oversight, tracking progress toward emissions reduction commitments and recommending mitigation actions across business units. The VP of Operations reports these findings to the Board, ensuring transparency and alignment with governance expectations.

This integrated structure promotes consistent evaluation, coordinated planning, and informed resource allocation. By embedding climate considerations into core decision-making, Geotab strengthens operational resilience and supports long-term value creation.

As this is Geotab's first year conducting a comprehensive climate risk and opportunity assessment, we recognize that our risk management approach will continue to evolve. Future assessments will help refine our methodologies, expand metrics to track risk performance, and ensure that our processes remain responsive to changing climate conditions and stakeholder expectations.

CHAPTER 6

Metrics & Targets

Geotab uses climate-related metrics to assess risks and opportunities, monitor progress, and inform strategic and operational decision-making. These metrics support accountability to the company's climate commitments and enable data-driven planning across business functions.

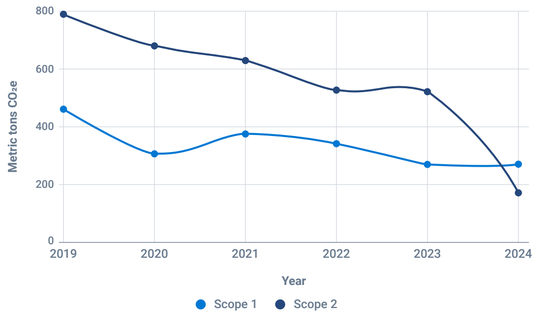
Climate-related metrics

To monitor progress toward global fleet electrification and customer impact, Geotab tracks key metrics, including the percentage increase in Geotab-connected EVs worldwide and the total EV miles traveled by these vehicles. We also track the total vehicle emissions and emissions intensity across our customers, and changes in key indicators such as average idling.
We monitor the global adoption of our sustainability solutions and are actively working to integrate new customer impact metrics that better reflect our contributions to the low-carbon transition. These indicators will help measure Geotab's contribution to enabling electrification and will be integrated into strategic planning to assess opportunities and risks related to the low-carbon transition.

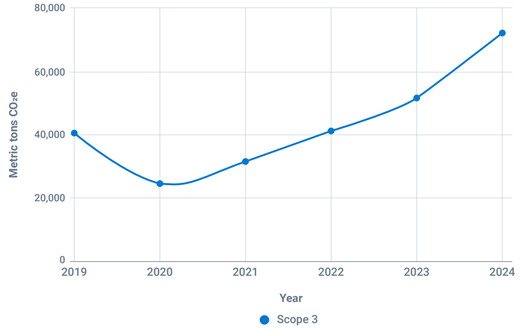
In addition to these customer-facing metrics, Geotab measures and reports its Scope 1, Scope 2, and Scope 3 GHG emissions annually across all aspects of operations, from facilities to global supply chain to the use of sold products, business travel, and employee commuting. This forms the foundation of our transition risk assessment.

Geotab has demonstrated progress in decreasing its direct operational emissions across Scope 1 and Scope 2, compared to our 2019 baseline. However, we have seen an increase in Scope 3 emissions, driven primarily by business expansion and supply chain activities. We are committed to addressing these indirect emissions through ongoing targeted strategies, including supplier engagement and product lifecycle management initiatives.

This approach provides valuable data to evaluate performance against Geotab's emissions reduction targets. These emissions metrics help the company assess transition-related risks by identifying specific needs across emissions reduction efforts, supplier engagement, and operational adjustments, ensuring alignment with evolving stakeholder and regulatory expectations. The results of this analysis support strategic planning and resource allocation and are reviewed through Geotab's sustainability governance processes.



Scope 1 and 2 GHG emissions.



Scope 3 GHG emissions.

Climate-related risks associated with emissions are primarily linked to climate-transition dynamics. In a scenario with stronger global climate coordination, factors such as evolving emissions disclosure requirements, extended producer responsibility policies, circularity expectations, and carbon pricing mechanisms may influence operational and supply-chain costs. These same dynamics also present opportunities, as customers increasingly seek data insights to reduce fuel use, manage fleet efficiency, and plan decarbonization.

In a higher-warming scenario where transition pressures are less coordinated, risks shift toward physical disruption and operating environment variability. Still, customer demand for efficiency, reliability, and resilience remains a strategic driver.

In addition to emissions data, Geotab tracks progress on climate-related initiatives that inform our risk and opportunity assessment. This includes:

Supplier engagement:

Improving emissions transparency by monitoring the number and percentage of our key suppliers that actively report their emissions through CDP.

Product strategy:

The integration of lifecycle considerations into product design.

Circularity:

The measurement of circularity outcomes through the total kilograms of devices and accessories recovered and recycled annually via the GoRecycle program.

These indicators help the company understand where climate-related risks may affect supply-chain resilience, product strategy, and long-term customer needs. Geotab will continue to evaluate and expand these metrics over time to provide a more comprehensive view of climate-related performance and the resilience of its long-term strategy.

Targets and Performance Against Targets

Geotab has established a science-based climate target, validated by the Science Based Targets initiative (SBTi), committing to reduce absolute Scope 1, Scope 2, and Scope 3 GHG emissions 50% by 2030 from a 2019 baseline. Furthermore, Geotab's goal is to achieve net-zero emissions across all scopes by 2040. These targets guide our long-term decarbonization efforts and help align operational planning and supplier engagement activities with a low-carbon transition pathway.

Progress toward these targets is monitored through our sustainability governance structure. Recent actions to advance emissions reduction include implementing energy-efficient improvements across our facilities, expanding supplier engagement to improve emissions data quality and encourage supplier-aligned reduction commitments, continuing employee-focused initiatives such as the EV Incentive Program and Public Transit Incentive Program, and the GoRecycle program, which promotes a circular take-back approach for legacy products to extend product life and reduce material-related emissions.

This year's climate risk and opportunity assessment provides additional insight that will support future planning and prioritization. The findings from this analysis will inform ongoing efforts in areas such as supplier engagement, lifecycle design, and resilience planning to ensure alignment between our climate commitments, operational strategy, and long-term business resilience. As this is our first comprehensive climate risk and opportunity assessment, our immediate focus is on integrating these findings into long-term strategy and risk management processes. While no new specific targets have been established at this stage, this assessment forms the foundation for future target-setting. As our strategy evolves based on these insights, we will be better positioned to evaluate and develop additional metrics to track performance against the risks and opportunities identified.

Going forward, we will continue strengthening the metrics and analytics that support our decarbonization pathway and risk planning, ensuring that our performance tracking evolves in step with emerging regulatory expectations, customer needs, and climate science.

About Geotab

Geotab is a global leader in connected vehicles and asset management, serving approximately 100,000 customers worldwide. Headquartered in Oakville, Ontario, and Atlanta, Georgia, Geotab leverages advanced data analytics and artificial intelligence (AI) to optimize fleet performance, reduce costs, and drive efficiency. Processing 100 billion data points daily from over 5.6 million vehicle subscriptions, Geotab supports Fortune 500 companies, mid-sized fleets, and the largest public sector organizations, including the U.S. federal government. Celebrating 25 years of innovation, Geotab remains committed to safety, sustainability, and data security.

Learn more at **www.geotab.com**

GEOTAB®

geotab.com