

# GOVERNANCE

DTC upholds high standards of ethics, transparency, and accountability, embedding integrity across its operations. Strong governance supports responsible growth and underpins the Company’s mission to advance sustainable mobility.

## Integrating Sustainability into Management

Sustainability is embedded within DTC’s governance framework to ensure environmental, social, and governance priorities are integrated into strategic and operational decision-making. Clear oversight structures, defined approval channels, and transparent reporting reinforce accountability across the organisation and ensure sustainability considerations are reflected in both leadership decisions and day-to-day operations.

This integration supports alignment between sustainability objectives and corporate goals, strengthens internal coordination, and promotes consistent, responsible performance over the long term.

✦ Learn more about DTC’s governance system in the [Corporate Governance Report](#)

## Sustainability Oversight

DTC has established a structured management framework to oversee sustainability and ESG performance.

The **Board of Directors** holds ultimate authority over all sustainability matters, including the approval of the ESG strategy, key policies, and sustainability reporting. It also monitors sustainability-related risks and ensures integration with corporate objectives. The seven-member Board combines diverse skills and expertise and is composed entirely of non-executive, independent directors, ensuring impartial decision-making and effective governance in the best interests of stakeholders.

**100%** of the Board is formed by non-executive, independent members



**Executive Management** is responsible for driving the Company’s sustainability vision. The team brings operational expertise to promote awareness, accountability, and alignment with DTC’s environmental and social goals. The Chief Operations Officer (COO) oversees driver wellbeing, quality, health, safety, and environment, while the Chief Business Transformation Officer

(CBTO) is responsible for customer service, human resources, and other strategic transformation areas.

The **ESG Committee**, chaired by the COO and reporting to the CEO, oversees implementation of the ESG strategy, monitors progress, and approves key initiatives. It also reviews and updates the strategy to ensure alignment with DTC’s sustainability vision.