KEMPOWER

Charging a better future

Kempower charging technology contributes to climate change mitigation and plays an important role in enabling the climate neutral future.

Sustainability at the core of business

Our vision is to create the world's most desired EV charging solutions for everyone, everywhere. We are EV drivers who design and manufacture chargers to EV drivers around the world. This commitment to creating user friendly and reliable charging technology is reflected in the chargers we make today. Utilizing our experience and understanding of electricity, power sources and charging systems for the benefit of climate ambition is a natural and responsible choice.

We believe in making moving sustainable, enabling a carbon neutral society. When working for the planet, we align our actions with national and international commitments, and we take care in expanding our responsibility for the key environmental and societal challenges on which we can have a positive impact.

Expanding our sales to new market areas in 2022 also meant multiplying our environmental handprint impact. In December 2022, 12 000 MWh of energy was charged with Kempower chargers worldwide, compared to just 2 500 MWh in January 2022.

Handprint impact via the reduction of GHG emissions of transport by Kempower charging stations far exceeds the GHG footprint of Kempower's operations and supply chain. The emissions of an electric car represent an 86% reduction in traffic compared to combustion engine vehicles.

100% of Kempower activities substantially contribute to climate change mitigation. Kempower activities qualify as eligible to and aligned with EU Taxonomy Regulation (EU) 2020/852 criteria.

Value creation

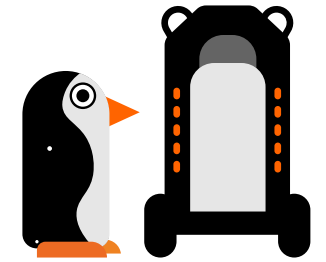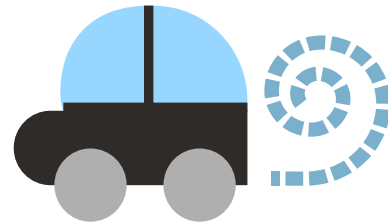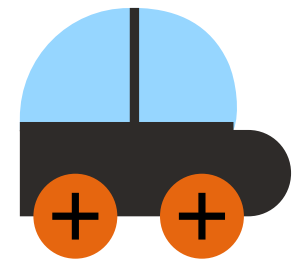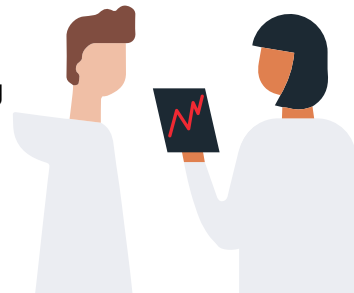|	INPUTS	KEMPOWER OUTPUTS	IMPACT
Social	• 34 traineeships and summer jobs provided • Similar business conduct and ethical principles is expected from suppliers	• Workplace safety: LTIF 5* • Diversity and equal opportunities for 375 employees and 30 different nationalities • Personnel eNPS 80 • New recruits in 2022: 239 • Code of conduct training index 72%	• Accessible, safe and remotely controllable charging units • Engaged and motivated employees • Better air quality
Environmental	• Inbound logistics' CO_2 emissions minimised in collaboration with suppliers	• −78% reduction in relative CO_2-eq. footprint • 100% ISO certified operations: ISO9001:2015, ISO14001:2015 and ISO45001:2018 • Horizontal packaging: Outbound logistics are lowered • 99.61% of Kempower Movable Chargers designed for modularity and recyclability	• −86% emissions/100 km from fully electric passenger car in traffic compared to ICE passenger cars** • 390 MWh charging power to end customers daily • Circular design: Reusable components
Economic	• Raw material sourcing increasing with business growth	• Increasing revenue and salaries	• Corporate income taxes
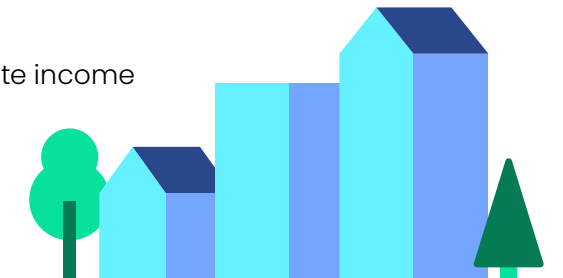
*   LTIF, lost time incident frequency.

** Based on the data provided by The Finnish Transport and Communications Agency Traficom

Stakeholders and commitments

Kempower's key stakeholders include customers, employees, investors, and owners. Suppliers, contractors, schools and universities have a direct impact on Kempower.

The expectations of customers and employees are heard through surveys, where the customer focus for climate impact and sustainable products is a priority. Employees highlight the meaningfulness of work at Kempower. Investors and founders expect solid performance, growth, and a positive societal impact.

Kempower is committed to carbon neutrality by 2035, in alignment with the 1.5°C goal of the Paris Agreement. In 2022, Kempower prepared a review for the first time on how substantially it contributes to the European climate change mitigation goal described in the EU taxonomy. Kempower's strategy is fully focused on combatting climate change by electrifying transportation, and the climate risk assessment completed in 2022 indicates climate resilience in all scenarios.
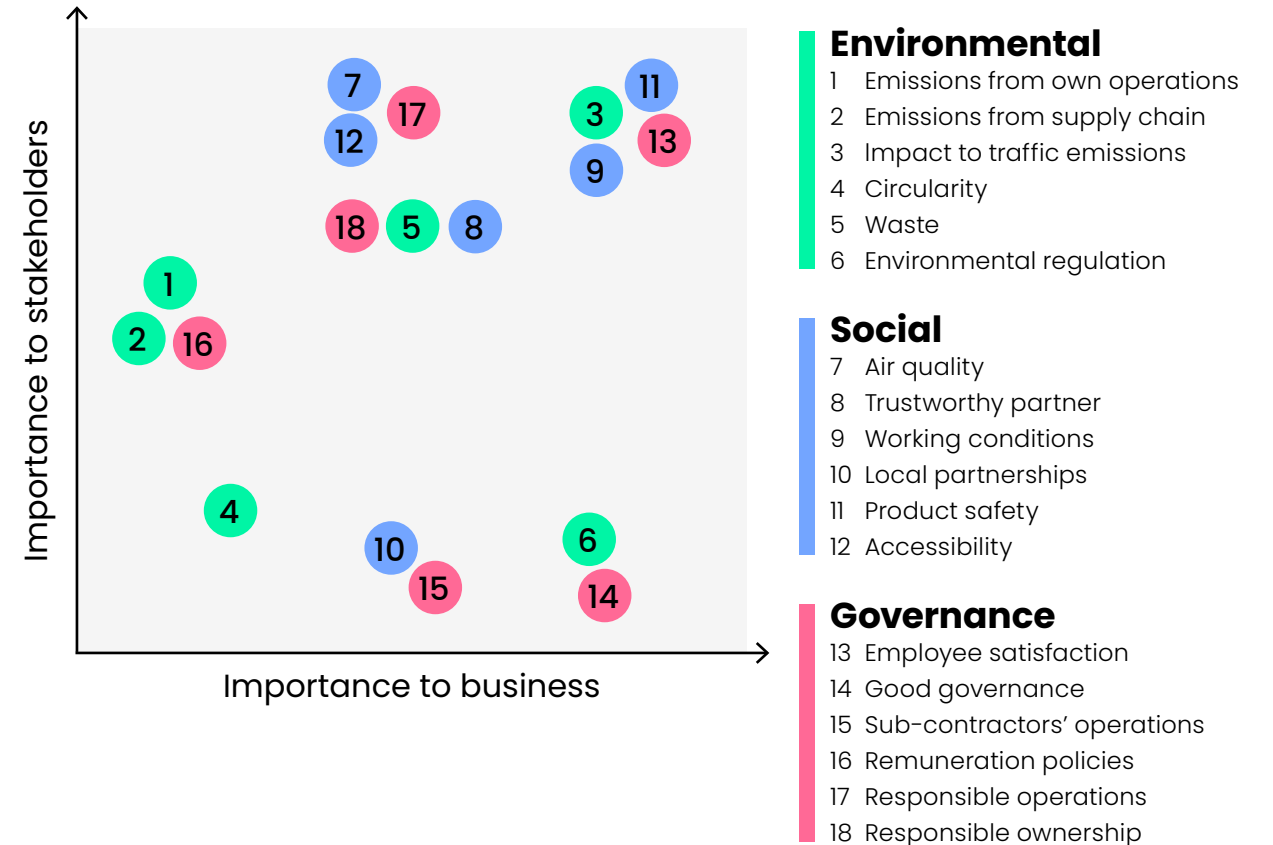
Kempower is promoting the UN Sustainability Development Goals (SDGs) of the 2030 Agenda for Sustainable Development. The SDG's identified as most relevant to Kempower are 3 Ensure healthy lives and promote well-being for all at all ages, 4 Ensure

inclusive and equitable quality education and promote lifelong learning opportunities for all, 7 Ensure access to affordable, reliable, sustainable and modern energy for all, 11 Make cities and human settlements inclusive, safe, resilient and sustainable, 12 Ensure sustainable consumption and production patterns and 13 Take urgent action to combat climate change and its impacts, each of which are well in alignment with the main sustainability themes. Kempower endorses the UN Global Compact's ten principles regarding to human rights, labor, the environment and anti-corruption.

The material sustainability themes were reviewed in 2022. A materiality assessment was executed based on a value chain analysis and the double materiality principle. The main themes, comprising; Committed to 100% Carbon Neutrality, Responsible products, Enabling a society powered by 100% electric transportation, and The Best Workplace for Future Professionals - were still found to be relevant on a high level as described last year. The content and the metrics supporting the sustainability themes were finetuned to add granularity and coverage for each of the three main themes.

Top management enforces the practice of reviewing the main social and environmental indicators regularly in management team meetings.

Materiality matrix

Environmental
1　Emissions from own operations
2　Emissions from supply chain
3　Impact to traffic emissions
4　Circularity
5　Waste
6　Environmental regulation

Social
7　Air quality
8　Trustworthy partner
9　Working conditions
10　Local partnerships
11　Product safety
12　Accessibility

Governance
13　Employee satisfaction
14　Good governance
15　Sub-contractors' operations
16　Remuneration policies
17　Responsible operations
18　Responsible ownership

Sustainability Governance

Sustainable strategy is defined by the board, CEO, and management team. Sustainable actions are owned by all employees. A high level of ethics is common to every Kempowerian, and there is a whistleblowing channel in-use to support transparency.

In 2022, Kempower carried out a policy review to ensure that supporting processes are in place and everyone is committed to the same principles. Essential policies include the Code of Conduct, HR policies and Procurement policy. The Code of conduct and policies are aligned with the goals of OECD Guidelines for Multinational Enterprises and UN Guiding Principles on Business and Human Rights.

ESG factors are directly part of the incentive program for only a limited number of employees, but due to the overall goal of electrifying transportation, the increase in deliveries is also an indirect ESG goal, and therefore part of remuneration for all.

Management systems cover quality management, occupational health and safety, and environmental management. In addition to already existing ISO90001:2015 and ISO45001:2018 Kempower was certified according to ISO14001:2015 in January 2022.
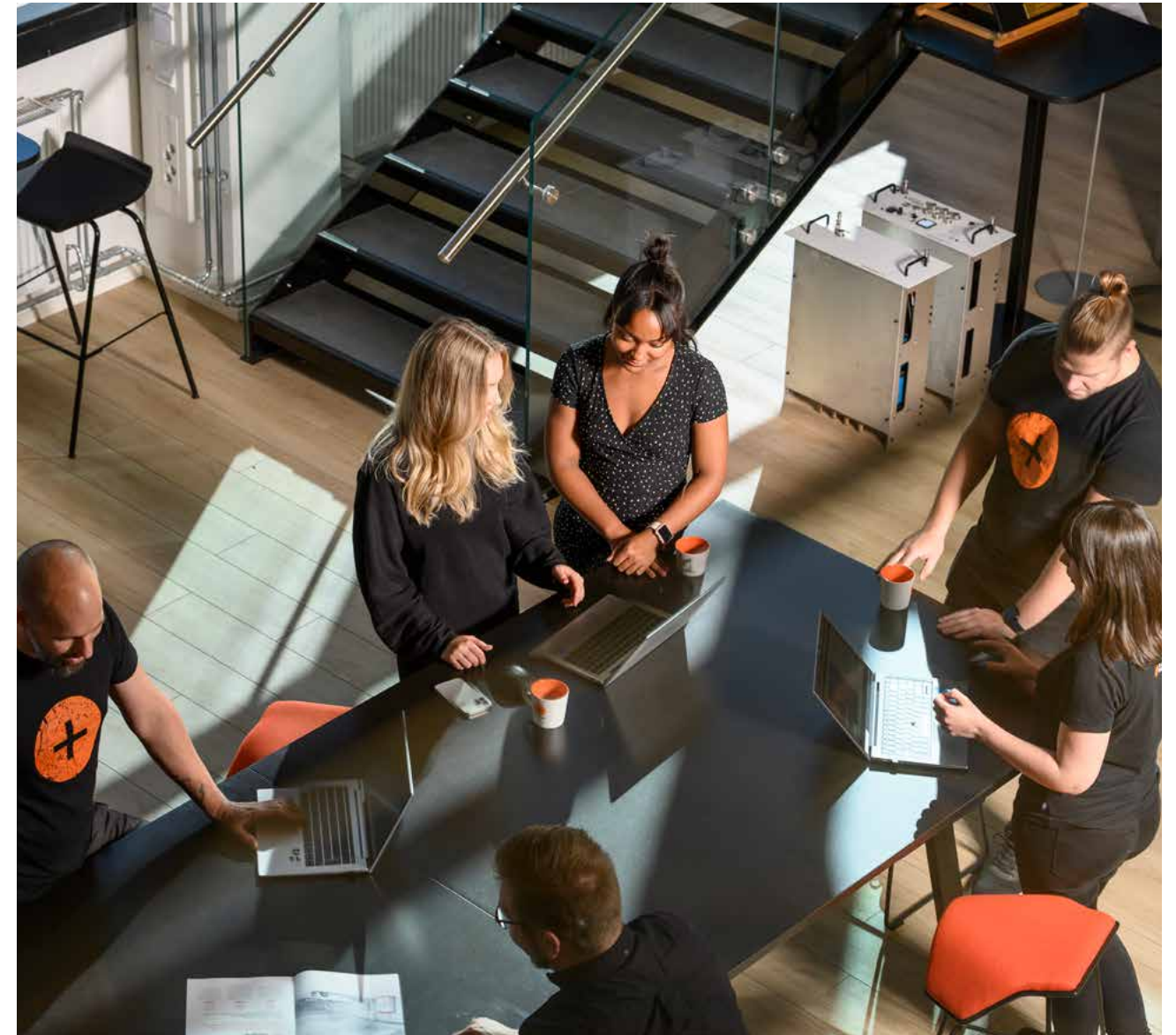
Kempower's risk management process consists of risk identification, assessment, management, monitoring and reporting. In the annual risk review, the previously published risks were updated, and some amendments were made: the risk related to the pandemic was lowered from previous time.

Resilience of our business model in a changing world is highlighted in a separate climate risk and opportunity assessment. The assessment of the financial impacts of climate related risks and opportunities according to TCFD methodology was carried our based on two climate scenarios, a 'well below 2°C' (IPCC SSP1-2.6) and a '4°C' (IPCC SSP5-8.5) scenario. Electrification will proceed and our strategy is viable and climate resilient.

Top climate opportunities were evaluated to have a high-to-medium financial impact and to be strong drivers in both climate scenarios. Regulation creates a strong global market for charging solutions, and there is financing available for low

carbon solutions providers. Kempower is part of the green transformation, which is a major factor in retaining a capable workforce.

Climate risks were fewer and smaller in terms of financial impact than the opportunities in both climate scenarios. The top risks identified were physical, especially in the 4°C scenario. These risks included local damages due to extreme weather, disruptions in the global supply chain and negative regional impacts on the workforce, all of which were estimated to have a small or small-to-medium financial impact.

Green Equity Designation

In 2022, Kempower received Green Equity Designation from Nasdaq. According to an assessment carried out by CICERO Green, in 2021, 100% of Kempower's revenue and 100% of investments (CAPEX) are shaded Dark Green. CICERO Green considers Kempower's charging products to contribute toward climate change mitigation and act as an important enabler of the 2050 solution.

Taxonomy Alignment

100% of Kempower activities substantially contribute to climate change mitigation. Kempower activities qualify as eligible to and aligned with EU Taxonomy Regulation (EU) 2020/852 criteria, as set in Annex I of the delegated regulation in the description and technical screening conditions 6.15. Infrastructure enabling low-carbon road transport and public transport. Kempower activities do not cause any significant harm to any of the other environmental objectives, and the social safeguards in place are in line with the taxonomy.

	Eligible	Eligibility	Objective: Climate change mitigation. Taxonomy category	Do No Significant Harm, DNSH criteria	Minimum Social Safeguards	Alignment to taxonomy
Revenue	103.6 MEUR	100%	Section 6.15. Infrastructure enabling low-carbon road transport and public transport	Aligned	Aligned	100%
Opex	6.9 MEUR	100%		Aligned	Aligned	100%
Capex	6.4 MEUR	100%		Aligned	Aligned	100%

External recognitions

Kempower's committed work in sustainability and design has attracted recognition. A positive end-user experience and accessibility have increased public interest towards the company. According to our survey of European EV drivers carried out in 2022, Kempower is seen as a highly valued charging brand. Our modular and scalable charging system and world-class software enable the best user experience for EV drivers.

Fennia Prize 22

In 2022, Kempower's Satellite charging system was awarded an Honourable Mention in the Fennia Prize '22 for its unique and innovative product design. The innovativeness of the Kempower Satellite design lies in its versatility, modularity, user-friendliness, and scalability.

Finnish Growth Company of the Year 2022

Kempower was awarded the designation of Finnish Growth Company of the Year 2022 by Kauppalehti, Finland's leading business media. The award is the main prize of Kauppalehti's Kasvajat 2022 study, which annually recognizes the fastest growing companies in Finland.

Internationalization Award of the President of Finland

President of Finland, Mr. Sauli Niinistö, granted the annual Internationalization award to Kempower in November 2022. Kempower was awarded as the newcomer company of the year.

Climate Impact — 100% carbon neutrality by 2035

Kempower has set a target to be carbon neutral in 2035 in own operations and has started the journey towards this ambition with additional targets and action plans.

To support this ambition, there are continuous actions and projects ongoing across operations. Steps towards climate neutrality include using 100% renewable electricity in almost all facilities, the implementation of renewable energy projects, and the sorting and reduction of waste.

Similar choices and actions to reduce identified environmental impacts are preferred in all steps of the value chain, from inbound logistics to the reduction of the amount of packaging waste.

In 2022, steps towards carbon neutrality included an initial assessment of the value chain impacts, including indirect emissions from Scope 3. We have identified the following types of emissions: purchased goods, such as raw materials, components and capital expenditure for the new factory, electricity and heating of the facilities, logistics and business travel, waste, and employee commuting. Of the indirect emissions, in 2022 we quantified the emissions related to energy use, waste and business travel. In 2023, we continue to develop the reporting accuracy of the Scope 3 emissions.

Relative emissions were reduced in 2022, but the trend in the absolute amount of waste increased, partially due to the new manufacturing location. Our facilities in Finland are powered by electricity from the grid, where the grid factor is 0.156 CO_2eq tons/MWh. The grid in Finland is based on renewable (52%), nuclear (34%), and fossil fuels (14%).

Emissions and resource efficiency

- 41.7
- 0.073
- 0.05
- 22.5
- 2.5

2021/Q4   2022
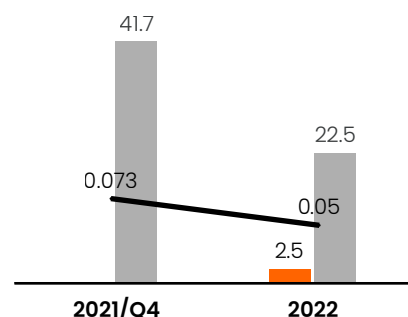
- ■ Emissions/revenue, g/EUR CO_2eq. scope 1-2
- ■ Total energy use/revenue Wh/EUR
- ■ Waste/revenue, g/EUR

	Long term targets	Short term targets	2021	2022
Relative CO_2 emissions	Carbon neutrality by 2035	Reduce relative footprint annually	N/A	2.5 g CO_2-eq/EUR
Fossil free energy	100% fossil free energy by 2025	Natural gas 50%, ramping down to be replaced by geothermal in 2023.	N/A	Heating 0.66 t CO_2-eq/MEUR Electricity 1.80 t CO_2-eq/MEUR
Non-avoidable emissions	Business travel is compensated when it can't be avoided	Travel emissions reported and compensated annually	N/A	1.2 t CO_2-eq/MEUR
Waste	Reducing landfill waste to zero in 2025	Short term target is to reduce landfill waste as % of total waste annually	0.073 ton/ MEUR	0.050 ton/MEUR

Saving time, space, and emissions with new packaging

In summer 2022, Kempower's New Product Introduction (NPI) team took on the challenge of making a more sustainable packaging solution for Kempower Satellite chargers.

Kempower NPI Engineer, Sini Alander, had the idea for this project when her team had a meeting about the challenge of increased production volume but not enough storage space. That's when they took a closer look at how one Kempower Satellite unit package took up too much space in the warehouse.

The team researched and developed a solution to make the Kempower Satellite charger packaging 3 times smaller. Now, it is possible to fit 3 packaged units of the

Kempower Satellite charger in the same space where they could previously only fit one packaged unit.

Along with optimizing warehouse space, this new packaging solution brings additional benefits such as: reduced emissions by increasing units per shipment (decreasing deliveries needed), savings in transport costs, cutting work time in half for the packaging of Kempower Satellite chargers.

Upon implementing this new Kempower Satellite charger packaging solution, we've received positive customer feedback about shipments and further packaging ideas.

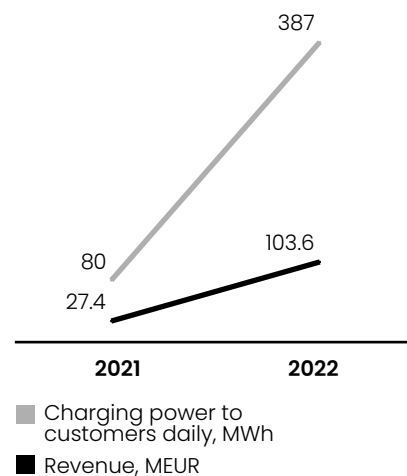# Responsible products – Enabling 100% electric transportation sustainably

Kempower is committed to developing the supply chain as part of its daily work with its suppliers. A typical example of ongoing actions is the initiative to reduce waste together with suppliers.

In 2022, we continued to engage selected suppliers in climate action. In the future, we expect to work with suppliers to further explore the use of renewable materials and to develop the reporting of GHG emissions. We also follow compliance and human rights due diligence with our supply network.

The social impacts are identified throughout the value chain, from supplier selection to service, modernization capabilities and an extremely high end-of-life recyclability rate, which stands at 99.6% for one typical product – the Kempower Movable Charger.

The Kempower team also recognized the importance of extending the perspective of social sustainability from the company's own operators to contractors and suppliers. The supplier code of conduct will be developed for 2023.

Service operations take benefit fully from remote service technologies, enabling service activities to be fast for the end user, while reducing service visit emissions as well as the risks to the operators. Our service team can diagnose a problem almost immediately and, using our stores of data, quickly offer a remote solution.

Electrifying transport

- ▪ Charging power to customers daily, MWh
- ■ Revenue, MEUR

|	Long term targets	Short term targets	2021	2022
Enabling electric transportation	Maximize the climate impact by increasing the charging power delivered to customers on a daily basis	Impact: 86% less emissions/100 km in a passenger car (fully electric compared to ICE)	80 MWh charging power to end customers on a daily basis	390 MWh charging power to end customers on a daily basis
Packaging	Reduce plastic packaging –50% by –25 (from 2021). Transfer to bio plastics and biodegradable when economically viable	Actions implemented to reduce the use of plastics annually	N/A	Not fully reported
Circularity	99% lifetime recyclability rate for Kempower chargers	More studies planned for 2023	99.61% for Kempower Movable Charger	99.61% for Kempower Movable Charger
Local supply chain		Supplier management, logistics emissions	100% of production in Finland, majority of sourcing local	100% of production in Finland, majority of first-tier suppliers local
Remote access		Quantify maintenance travel reductions by remote support	100% remote support and updates via Kempower ChargEye	100% remote support and updates via Kempower ChargEye

Powering the most sustainable cycling race: Arctic Race of Norway 2022

In August 2022, Kempower was selected as a sponsor of the 9th annual Arctic Race of Norway for the second year in a row. We supplied chargers throughout the race to power staff and athletes' service cars. The use of EVs is part of the Arctic Race of Norway's target to become the world's most sustainable cycling race.

The event has a strong sustainability message and is one of the first cycling races to use predominantly EVs in-race. In 2022, the race employed 90 electric cars for transporting athletes and staff, making up 75% of the fleet and building towards an aim of being 100% electric by 2025.

Kempower provided 8 of its Kempower Movable DC fast charging units throughout the route. Together with other sponsors, Kempower's team managed fast charging with a total of 11 Kempower Movable chargers during the race. The movability and light weight of the movable chargers mean they can easily travel alongside the cycling teams and are able to access even the most remote of locations. Furthermore, the Kempower Movable fast-charging ability was crucial for this event, as the event's EVs travelled upwards of 250km some days, meaning they needed to be charged quickly overnight.
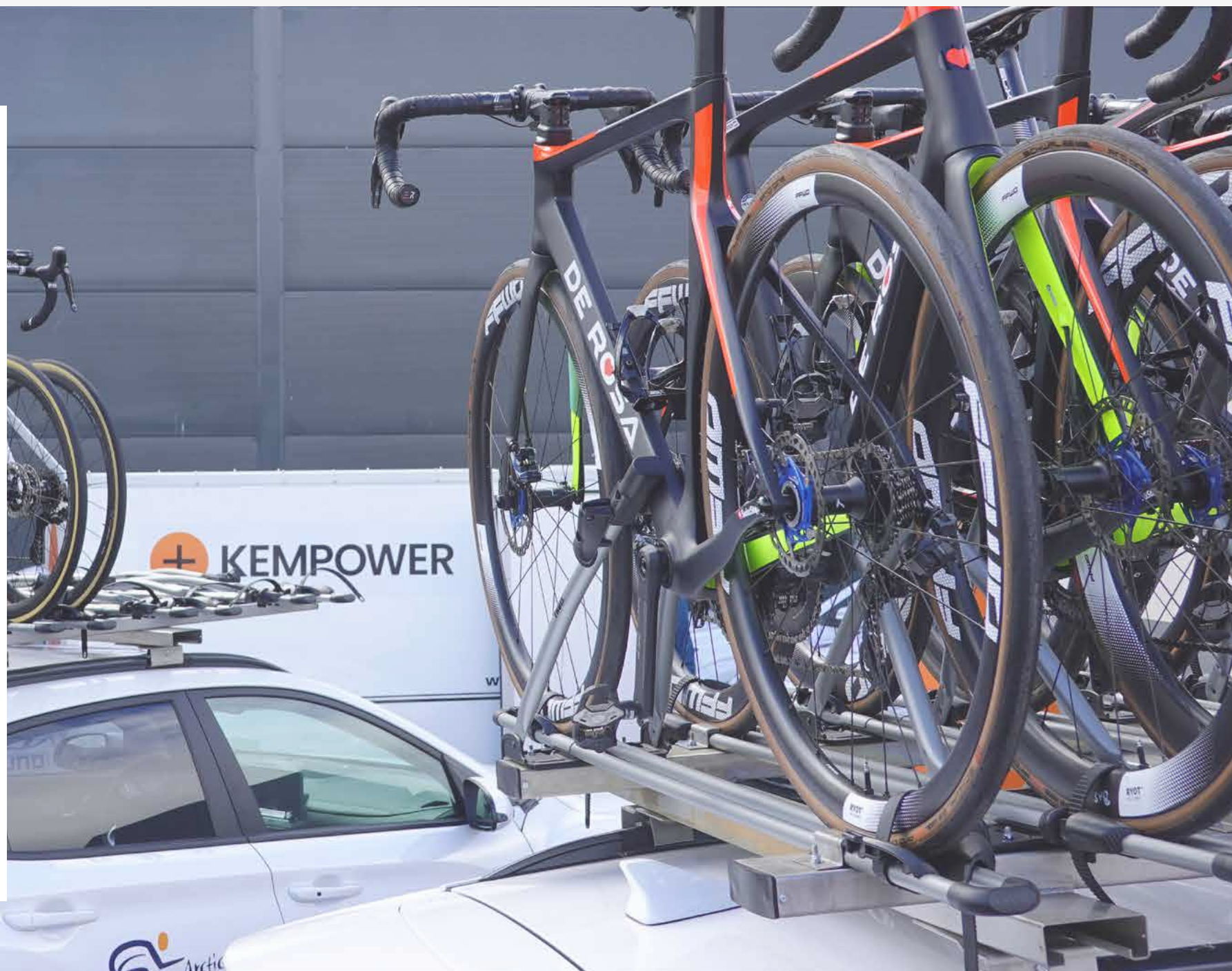
Making EV charging reliability a top priority

Electric vehicle ownership continues to grow. To support the accelerating e-mobility transition, charging infrastructure must keep pace with the expanding EV market.

We've developed our Kempower ChargEye software to stay ahead of the game. Our cloud-based charging management system allows us to analyze the charging data of every vehicle that connects to Kempower chargers. We use this data to build our understanding of the electric vehicles we serve, meaning that, when something unexpected occurs, we have a rich set of data to draw from to devise a solution.

This self-designed and self-manufactured software has features unique to Kempower. For example, Kempower ChargEye's ability to recognize cars based on their charging curve allows us to build a database for each model of electric

car we encounter. This means that, as soon as a new model of electric car incompatible with existing technology hits the road, we can respond by creating a tailored solution. This unique feature of our technology allows us to keep the pace up-to-speed with the rapidly developing EV market.

The fact that Kempower ChargEye works remotely is also a crucial advantage. It means our team can diagnose different cases almost immediately and, using our stores of data, quickly offer a remote solution. The process is so fast that users – the EV drivers – often don't even notice the issue themselves before our tech team fixes it.

We prepare for different situations by making our charging system modular. This means that, if one of our components fails, then the rest of the system isn't made redundant. Our tech team can resolve any issue

quickly before returning to normal operations, without impacting the rest of the charging system.

As EV drivers themselves, our team members have a deep understanding of the EV market and understand the frustrations that fellow drivers can face, making them even more dedicated to finding solutions. All members of our service team are also well-trained in our remote monitoring Kempower ChargEye software, meaning they can use its many features to their full abilities, finding the best solutions and guaranteeing that our charging infrastructure remains reliable.

By placing a commitment to reliability at the core of Kempower, we have demonstrated that it is possible to ensure reliability in charging infrastructure and have proven that drivers don't have to sacrifice convenience to drive an EV.

The best workplace for the professionals of the future

Kempower focus is on employee engagement, safety, diversity, inclusion and competence development. Employee engagement is measured through regular work satisfaction scores and eNPS. Having a team comprising more than 20 nationalities highlights our commitment to diversity and inclusion.

People are treated fairly in their work environment and can progress in their careers regardless of personal background. To ensure the quality of the managerial work, we have established a training program for the managers, and all employees have performance and development discussions with their managers. We also offer an increasing number of traineeships to students in local universities.

We take a proactive approach to safety: this year, there was more focus on engagement and improvement actions. To ensure proactive safety, Kempower set safety walks as a new indicator for 2022 to support topic engagement and to gather improvement ideas.

Thinking more widely across the value chain is built into how we operate. An example of this is how Kempower wants to increase safety awareness and take care of colleagues at work and family at home, by offering employees free first aid training and the possibility to perform volunteer work one day a year.

Extending social sustainability and care for people outside of Kempower's operations starts from product design, in ways that ensure products are safe and accessible to use, as well as being safe to manufacture and assemble.

Code of conduct training was introduced for all employees in Q4/2021. In 2022, the Code of Conduct was integrated into the onboarding process and the content was updated.

Growing and diverse team

Employees
Nationalities

Committed and safe

eNPS
LTIF, lost time incident frequency
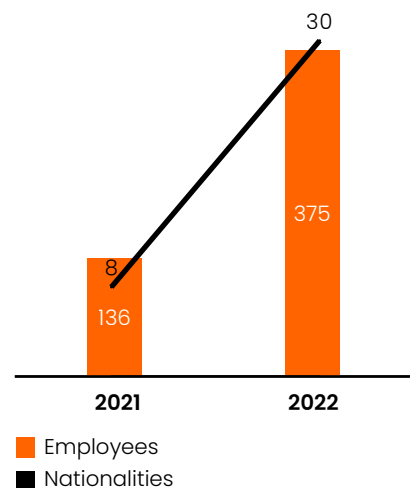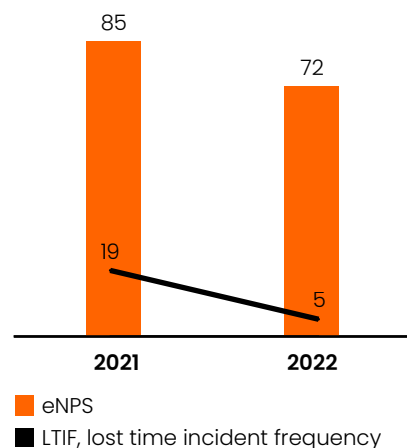
	Long term targets	Short term targets	2021	2022
Diversity	Diversity and inclusion as part of the culture	Diversity in processes and decisions. Increasing number of nationalities.	8	30
Safety	Zero workplace accidents: Incident frequency reduction to zero	Decrease LTIF, increase proactive safety*	LTIF 19	LTIF 5; Proactive safety 124
Satisfaction	Secure high work satisfaction	High employee net promoter score, above 50	85 eNPS	80 eNPS
Training	First aid skills training	Code of conduct training	N/A	72% Code of conduct
Collaboration for education	Cooperation with universities	Kempower offers trainee positions and first jobs for the graduates.	N/A	34 traineeships and summer jobs provided

* LTIF, lost time incident frequency.
Proactive safety actions include hazard observations, near misses, safety walks and risk assessments

A dynamic team of 30 nationalities

We appreciate our diverse individuals who build, enrich, and strengthen our corporate culture in their own special way. In the end of the year 2022, Kempowerians represented 30 different nationalities.

One of Kempower's international experts, Pierre Gau, explains what made him choose Kempower:

"Kempower has a unique approach to charging electric vehicles, which impressed me. So, I was already sold on Kempower's technology before the job offer; but without the right people, I wouldn't have taken up even the most interesting role," Pierre says.

Pierre works as Regional Sales Director for Western and Southern Europe at Kempower. From a young age, he has

focused on working with sustainable energy solutions, such as solar power and electric transportation.

"Kempower has everything I want from a workplace: amazing technology, a strong vision and brilliant people both in Finland and abroad. I believe this is a perfect recipe for success," he adds.

Osprey Charging's first accessibly designed fast-charging hub with Kempower technology

In August 2022, our customer Osprey Charging officially launched its first accessibly designed fast-charging hub featuring Kempower technology at Marston's Paisley Pear pub and restaurant in Brackley, UK.

Accessibility has been fundamental in the design of the charging hub. The Kempower Satellite chargers have been positioned in a more user-friendly way to support drivers of all physical abilities. The charging cables are supported by springs, which carry most of the weight and make it easy to move and to bring the cable to a vehicle. The physical

footprint of each of our Kempower Satellite chargers has also been reduced by 74% compared to the industry average, further improving accessibility, and allowing space for more chargers.

Paisley Pear is the first of Osprey Charging's new accessibly designed fast charging hubs to be inspected by the independent, public EV charging endorsement body ChargeSafe. It has scored an overall rating of 4.46 out of 5, which includes the highest accessibility score recorded by ChargeSafe on the UK network.

Metrics and targets

GRI content index

Statement of use	Kempower has reported the information cited in this GRI content index for the period 1.1.2022–31.12.2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION/ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Powering planet cool - Kempower in brief, **p. 8**; Governance-Corporate Governance Statement, **p. 45**; Financial review-Report of the Board of Directors **p. 66**
	2-2 Entities included in the organization's sustainability reporting	Powering planet cool - CEO's review, **p. 6** and Kempower in Brief, **p. 7**.
	2-3 Reporting period, frequency and contact point	Sustainability reporting period is annual and the period of this report is 1.1.–31.12.2022, same as the financial reporting period.
	2-4 Restatements of information	Kempower published sustainability commitments in annual report of 2021. This report is the first Kempower report with reference to GRI standards.
	2-5 External assurance	Kempower's sustainability reporting has not been externally assured.
	2-6 Activities, value chain and other business relationships	Powering planet cool - CEO's review, **p. 6**; Powering planet cool-Kempower in brief, **p. 7**, **8**; Powering planet cool - Business overview, **p. 9**, **10**
	2-7 Employees	Powering planet cool - Highlights 2022, **p. 11**; Charging a better future - Value creation, **p. 25**; Charging a better future - The best workplace for the professionals of the future, **p. 35**; Financial Review-Report of the Board of Directors 2022, **p. 66**
	2-8 Workers who are not employees	In addition to employees, Kempower had in 2022 some workers who were not employees. Agency workers represented a minor amount of full time workforce in operative roles and as contracted temporary staff.
	2-9 Governance structure and composition	Governance - Corporate Governance Statement, **p. 47–53**; Financial review-Report of the Board of Directors 2022, **p. 67–68**. Composition of the Management Team and the Board of Directors
	2-10 Nomination and selection of the highest governance body	Governance - Corporate Governance Statement, **p. 46**; Financial review - Report of the Board of Directors 2022, **p. 67**.
	2-11 Chair of the highest governance body	Governance - Corporate Governance Statement, **p. 46**; Financial review - Report of the Board of Directors 2022, **p. 68**. Chairman of the board is the chair of the highest governance body.
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance - Corporate Governance Statement, **p. 46**; Financial review - Report of the Board of Directors 2022, **p. 62–63**.
	2-13 Delegation of responsibility for managing impacts	Financial review - Report of the Board of Directors 2022, **p. 63**. Management systems as framework for managing impacts and continuous improvement; Governance- Corporate Governance Statement, **p. 51**. Roles of the CEO and the management team.

GRI STANDARD	DISCLOSURE	LOCATION/ADDITIONAL INFORMATION
	2-14 Role of the highest governance body in sustainability reporting	Governance - Corporate Governance Statement, **p. 46**. Financial review - Report of the Board of Directors - Sustainability, **p. 63**. Reference to sustainability report which summarizes performance and commiments
	2-15 Conflicts of interest	Governance-Corporate Governance Statement, **p. 50**. Independence of the members of the Board
	2-16 Communication of critical concerns	Charging a better future - Sustainability Governance, **p. 27**
	2-17 Collective knowledge of the highest governance body	Governance - Corporate Governance Statement - Board of Directors, **p. 50** on composition, qualifications and diversity of the board.
	2-18 Evaluation of the performance of the highest governance body	Governance - Corporate Governance Statement, **p. 45-46**. Annual General Meeting and Board of Directors
	2-19 Remuneration policies	Governance - Corporate Governance Statement, **p. 46**, **47**, **51**; Governance - Remuneration Report, **p. 56**, **57**, **59**
	2-20 Process to determine remuneration	Governance - Remuneration Report, **p. 57**, **67**
	2-21 Annual total compensation ratio	Governance - Remuneration Report, **p. 58-59**
	2-22 Statement on sustainable development strategy	Charging a better future - Sustainability at the core of business, **p. 29**; Charging a better future - Stakeholders and commitments, **p. 31**
	2-23 Policy commitments	Charging a better future - Sustainability at the core of business, **p. 29**; Charging a better future - Stakeholders and commitments, p. 31; Charging a better future - Sustainability Governance, **p. 27**
	2-24 Embedding policy commitments	Charging a better future - Value creation, **p. 30**; Charging a better future - Sustainability Governance, **p. 27**; Charging a better future - The best workplace for the professionals of the future, **p. 35**
	2-25 Processes to remediate negative impacts	Charging a better future - Sustainability Governance, **p. 27-28**
	2-26 Mechanisms for seeking advice and raising concerns	Charging a better future - Sustainability Governance, **p. 27**; Governance-Corporate Governance Statement, **p. 54**
	2-27 Compliance with laws and regulations	No instances of non-compliance with laws and regulations.
	2-28 Membership associations	No major roles in industry associations, other membership associations, and national or international advocacy organizations
	2-29 Approach to stakeholder engagement	Charging a better future –Sustainability at the core of business, **p. 29**; Charging a better future - Stakeholders and commitments, **p. 31**; Charging a better future - Sustainability Governance, **p. 27**
	2-30 Collective bargaining agreements	No data available

GRI STANDARD	DISCLOSURE	LOCATION/ADDITIONAL INFORMATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Charging a better future - Stakeholders and commitments, **p. 31**
	3-2 List of material topics	Charging a better future - Stakeholders and commitments, **p. 31**
	3-3 Management of material topics	Charging a better future - Stakeholders and commitments, **p. 31**; Charging a better future - Sustainability Governance, **p. 27**
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Powering planet cool - CEO's review, **p. 5**; Charging a better future - Sustainability Governance, **p. 28**; Financial review - Reconciliation of the key figures, **p. 74**; Financial review - Consolidated Financial Statement, **p. 77**, **84**
	201-2 Financial implications and other risks and opportunities due to climate change	Enabling clean mobility - Megatrends impacting market growth, **p. 17-19**; Charging a better future - Sustainability Governance, **p. 28**
	201-3 Defined benefit plan obligations and other retirement plans	Financial review - Consolidated Financial Statements, **p. 77**, **80**, **84**, **86**, **87**, **102**, **109**, **110**
	201-4 Financial assistance received from government	Financial review - **p. 82**, **84**, **90** and **114**. Governmental grants received from Business Finland
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Powering Planet Cool - Business Overview, **p. 9**
	203-2 Significant indirect economic impacts	Charging a better future - Sustainability at the core of business, value creation, **p. 25**;
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Charging a better future - Responsible products-Enabling 100% electric transportation sustainably, **p. 32**. Majority of the first tier suppliers are local.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Charging a better future - Responsible products-Enabling 100% electric transportation sustainably, **p. 32**. Supplier development for compliance and human rights due diligence.
	205-2 Communication and training about anti-corruption policies and procedures	Charging a better future - Value creation, **p. 25**; Charging a better future - Sustainability Governance, **p. 28**; Charging a better future - The best workplace for the professionals of the future, **p. 35**
	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices
GRI 207: Tax 2019	207-1 Approach to tax	Financial review- Consolidated Financial Statements, **p. 77-79** Income tax, **p. 82** Tax assets and **p. 85-87** Income tax.
	207-2 Tax governance, control, and risk management	Governance - Corporate Governance Statement, **p. 50**; Audit committee role

GRI STANDARD	DISCLOSURE	LOCATION/ADDITIONAL INFORMATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**. Total energy consumption is 2300 MWh (energy use/EUR multiplied by total revenue)
	302-2 Energy consumption outside of the organization	Charging a better future – Climate impact – 100% carbon neutrality by 2035, **p. 30**. We continue to develop the reporting of the value chain energy use in the coming years.
	302-3 Energy intensity	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**
	302-4 Reduction of energy consumption	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	No significant water use. Municipal water management
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	No sites in protected areas or areas of high biodiversity value
	304-2 Significant impacts of activities, products and services on biodiversity	No significant impacts on biodiversity
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Charging a better future – Value creation, **p. 25**; Charging a better future – Climate Impact – 100% carbon neutrality by 2035, p.30. Scope 1 and 2 emissions combined 250 t CO_2-eq.
	305-2 Energy indirect (Scope 2) GHG emissions	Charging a better future – Value creation, p. 25; Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**. Scope 1 and 2 emissions combined 250 t CO_2-eq.
	305-3 Other indirect (Scope 3) GHG emissions	Charging a better future – Climate impact – 100% carbon neutrality by 2035, **p. 30**. We continue to develop the reporting of the indirect emissions in the coming years.
	305-4 GHG emissions intensity	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**
	305-5 Reduction of GHG emissions	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**
	306-2 Management of significant waste-related impacts	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**; Charging a better future – Responsible products – Enabling 100% electric transportation sustainably, **p. 32**
	306-3 Waste generated	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**
	306-5 Waste directed to disposal	Charging a better future – Climate Impact – 100% carbon neutrality by 2035, **p. 30**
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Charging a better future – Responsible products – Enabling 100% electric transportation sustainably, **p. 32**. Close cooperation with main suppliers.
	308-2 Negative environmental impacts in the supply chain and actions taken	Charging a better future – Responsible products – Enabling 100% electric transportation sustainably, **p. 32**. Close cooperation with main suppliers.

GRI STANDARD	DISCLOSURE	LOCATION/ADDITIONAL INFORMATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Powering planet cool - Highlights, **p. 11**; Charging a better future - The best workplace for the professionals of the future, **p. 35**; Financial review - Report of the Board of Directors 2022, **p. 62**, **66**, **84**
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Charging a better future - Sustainability Governance, **p. 27**, **28**
	403-2 Hazard identification, risk assessment, and incident investigation	Charging a better future - Sustainability Governance, **p. 28**
	403-5 Worker training on occupational health and safety	Charging a better future - The best workplace for the professionals of the future, **p. 35**
	403-6 Promotion of worker health	Charging a better future - The best workplace for the professionals of the future, **p. 35**
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Charging a better future - Sustainability Governance, **p. 28**
	403-8 Workers covered by an occupational health and safety management system	Charging a better future - Sustainability Governance, **p. 28**
	403-9 Work-related injuries	Charging a better future - The best workplace for the professionals of the future, **p. 35**
	403-10 Work-related ill health	Charging a better future - The best workplace for the professionals of the future, **p. 35**
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Charging a better future - The best workplace for the professionals of the future, **p. 35**
	404-2 Programs for upgrading employee skills and transition assistance programs	Charging a better future - The best workplace for the professionals of the future, **p. 35**
	404-3 Percentage of employees receiving regular performance and career development reviews	Charging a better future - The best workplace for the professionals of the future, **p. 35**
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Charging a better future - The best workplace for the professionals of the future, **p. 35**; Governance - Corporate Governance Statement **p. 50**
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There are no countries or geographic areas with operations and suppliers in which the risks of violations of the right to freedom of association and collective bargaining are considered significant
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	There are no countries or geographic areas with operations and suppliers where the risk of incidents of child labour is considered high
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	There are no countries or geographic areas with operations and suppliers where the risk of incidents of forced or compulsory labor is high
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Charging a better future - Responsible products–Enabling 100% electric transportation sustainably, **p. 32**. Close cooperation with main suppliers.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Charging a better future - The best workplace for the professionals of the future, **p. 35**
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No reported complaints concerning breaches of customer privacy

SASB –Electrical & electronic equipment

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	LOCATION AND COMMENTS
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	Charging a better future - Climate Impact - 100% carbon neutrality by 2035, **p.30**. Total energy consumption 8400 GJ or 2300 MWh (22.5 Wh/EUR multiplied by total revenue)
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Metric tons (t), Percentage (%)	RT-EE-150a.1	Not reported
	Number and aggregate quantity of reportable spills, quantity recovered	Number, Kilograms (kg)	RT-EE-150a.2	No spills reported, 0 kg
Product Safety	Number of recalls issued, total units recalled	Number	RT-EE-250a.1	None reported
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Reporting currency	RT-EE-250a.2	None reported, 0 EUR
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%) by revenue	RT-EE-410a.1	Not reported
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	Percentage (%) by revenue	RT-EE-410a.2	Not reported
	Revenue from renewable energy-related and energy efficiency-related products	Reporting currency	RT-EE-410a.3	100% of revenue from EV charging solutions
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	RT-EE-440a.1	Charging a better future - Responsible products, **p. 32**; Majority of the first tier suppliers are local.
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	n/a	RT-EE-510a.1	Charging a better future - Value creation, **p. 25**; Charging a better future - Sustainability Governance, **p. 28**; Charging a better future - The best workplace for the professionals of the future, **p. 35**.
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Reporting currency	RT-EE-510a.2	None, 0 EUR
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting currency	RT-EE-510a.3	None, 0 EUR