mer

Pure energy from Statkraft

Sustainability Report

2022

About this report

Sustainability is the foundation of Mer's business. As we strive to lead the electric vehicle (EV) charging industry, we remain committed to minimizing our negative impact and enhancing our positive impact on the environment and society. This report outlines our efforts in meeting these commitments, and our initiatives towards sustainable operations.

We understand that a viable future can only be achieved by living in harmony with nature and a regenerative use of its finite resources. Therefore, we developed a business strategy based on sustainability in 2021 and aligned closely with selected United Nations Sustainable development goals (SDGs) to emphasise both Mer's work on the strategic topics and contribute proactively to the SDG initiative. All the internal and external factors, and the associated urgency to rethink the way the world does business, have led us to work on producing sustainability reports that are leading for our industry. We acknowledge that there will always be potential for improvement but have made every effort to ensure our sustainability reporting is to our best knowledge. We strive to work on a common roadmap and set up our performance management.

The sustainability report has been developed with reference to the GRI reporting standard 2021. In 2021, Mer performed its first double materiality assessment, which served as the starting point for identifying the sustainability topics that are most relevant to our company. Double materiality is a well-known concept and widely used in the context of sustainability reporting to describe how the company is financially influenced by the external environment, and what impact the company has on the external environment in terms of sustainability-related matters. The report also incorporates SDGs with the purpose of placing sustainability in Mer into a more global context. Mer has reported the information cited in this GRI content index for the period 01/01/2022–31/12/2022.

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"
A future worth living **is only possible in harmony with nature** and a regenerative use of its finite resources."

Executive summary

This is Mer's second sustainability report, but the first to include a credible carbon footprint analysis that will lead to an ambitious emission reduction plan in 2023.

Sustainability is at the core of the Mer business strategy. Our goal is to be a leading, multi-segment electric vehicle (EV) charging provider in Europe by prioritizing customer-centric solutions that contribute to a smarter and more sustainable future. We have extensive expertise in the EV charging industry and combine charging with renewable energy. Since 2021 we are all grouped under the Mer umbrella through targeted acquisitions and continuous growth and now present in Norway, Sweden, UK, Germany, and Austria, providing a comprehensive electric vehicle (EV) charging experience at home, work and on-the-go.

We aim to have an entire sustainable business, contributing to the United Nations Sustainable development goals (SDGs). To identify what is fundamental for us, we have utilized the double materiality assessment. It is a state-of-the-art methodology to evaluate our impact on external factors while also considering how external factors affect us. We have looked at who our key stakeholders are and how we interact with them and have identified the most relevant sustainability mega trends for us. These are: Climate change, circular economy, nature and biodiversity, demographics, and transparency 2.0. Environmental, social and governance factors comprise the most significant risks

and opportunities for us. Based on our double materiality assessment, we have identified four focus areas that we will prioritize to further strengthen our sustainability:

1. **We enable the electric mobility revolution**

2. **We provide renewable energy for e-mobility**

3. **We create jobs and equal opportunities**

4. **We conduct business responsibly**

Even though EV charging powered by renewable energy contributes to cleaner transportation, we acknowledge the potential negative impact of our supply chain on biodiversity and are committed to minimize these effects through strategic partnerships and the use of circular and recyclable materials.

Additionally, we recognize that sustainability encompasses both environmental and social impact, leading us to prioritize diversity and equality initiatives as we believe people are the key to our success. Our ambition is to become an industry leader by aligning our sustainability efforts and enhancing our data-driven approach, to establish targets that go beyond achieving carbon neutrality by 2023.

Charged by nature

Shaping a sustainable future

Letter from the CEO

Dear reader

It is a pleasure for me to present our second sustainability report to you. It gives an overview of actions and results achieved by our team, the Meroes, across Europe. We are genuinely driven by our mission to make sustainable electric mobility easy and accessible for everyone. And that is exactly what we need right now – for everyone to take action. The IPCC 2022 report states quite explicitly that for us to confront the rising temperatures, we must invest in nature-first solutions. If we can transform the way we interact with Earth's resources, we can still meet the climate targets. **The Low Emission Scenario 2022** by Statkraft states that transportation stands for about 20 percent of the emissions. Therefore, transitioning to electric mobility plays a crucial role in the fight against climate change. Yet, the emission reduction in transportation can only be obtained by developing electrical vehicle charging infrastructure at a higher pace and by providing drivers with renewable energy.

Backed by Statkraft, Europe's largest renewable energy provider, we have set ambitious targets to drive this shift. As Mer continues to grow, we are determined that putting people and planet first fits perfectly well with profitability.

By offering electric vehicle charging for users at home, work, and on-the-go, we enabled over 541 million electric driven kilometers in our European charging network—**a distance corresponding to more than 13,000 laps around the world.** In terms of reduced CO_2 emissions it represents 98,000 tonnes—an impressive 71 percent improvement from the previous year. We are excited to have had such a positive impact and are grateful to our users who contributed to this progress!

With over 36,000 charge points in our European charging infrastructure, we provided a staggering 108,245,577 kWh of energy from certified renewable sources in 2022. To illustrate the extent of this, the same amount of kWh would keep the Eiffel tower lit for 12,300 years.

This demonstrates the effectiveness of our initiatives and the dedication that motivates us to achieve ambitious goals. Our rapidly growing charging network in Europe is **accelerating the pace of electrification** through innovative solutions and seamless charging experiences.

Streamlining an entirely sustainable value chain: Mer's unparalleled commitment to making a positive impact sets us apart from our competitors in the market. Our accomplishments underscore the commitment to environmental sustainability, and we are eager to build on this momentum in the years to come. Our journey began by setting higher standards in our industry and we are now working towards becoming carbon neutral in 2023. Achieving this will be a major milestone, but it is not our end goal. We are constantly aiming to reach new heights, planning for net zero and proactively avoiding emissions. Taking a holistic approach, we are committed to evaluating every aspect of our carbon footprint and identifying new ways to improve.

This dedication to excellence extends beyond environmental initiatives and drives us in all areas of our business development. Empowering a sustainable mobility shift is meaningful and fulfilling. **Our industry leadership sets a benchmark for others to follow,** motivating and driving us to spread positive energy throughout the community. Yet, we strive to always do better, and we encourage you to get in contact with us if you have any questions or value adding inputs.

As the CEO, I uphold our commitment to sustainability, and it is at the heart of everything we do. We are passionate, we are entrepreneurial and above all – we are sustainable!

Kristoffer Thoner
CEO Mer

> "The green shift is an opportunity, **and we are taking charge.**

mer
Pure energy from Statkraft

About Mer

34%

BU Management team gender split

66%

Who we are

Mer is a European EV charging company, on a mission to make sustainable electric mobility easy and accessible for everyone.

Statkraft is Europe's largest generator of renewable energy and has the lowest carbon intensity (CO_2eg/kWh) of any of the European utility-scale operators. Being backed by Statkraft, we combine the best of both worlds to power the European shift towards a purer way of mobility with activities in Norway, Sweden, UK, Germany, and Austria. We have extensive expertise and knowledge within the charging industry and are genuinely energised by our mission—sustainability is existential to us.

As a provider of renewable energy to electric vehicles, our almost 400 employees are proud to be on the right side of history facilitating the shift to electrification. However, we are not stopping there: We have set a bold target of becoming the first carbon neutral EV charging company in Europe.
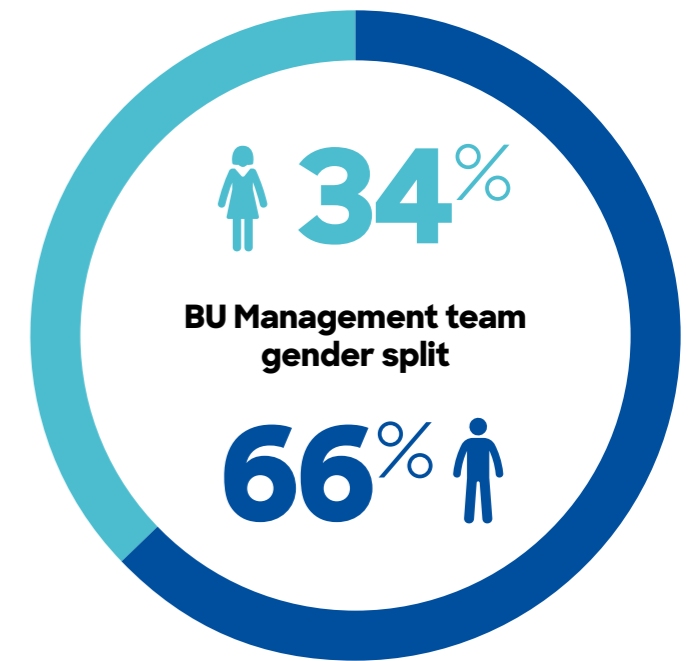
Where we come from

· Extensive expertise in e-mobility
· Born and raised by renewable energy

Where we are

· We have calculated our carbon footprint with solid granularity (including Scope 3 emissions)
· Developing a carbon reduction plan to reduce our emissions
· Streamlined Sustainability Management approach
· We have high ambitions

Where we want to be

· Industry leading in EV-charging and sustainability

Our vision, ambition and values

Although the origin of Mer stems from different business units, the purpose has always been the same and our vision defines our long-term ambition and direction: We aspire to become a winning European full-service charging provider, with customer-centric solutions, that create a smarter and better tomorrow. We are energised by what we do, and people are fundamental to our business—making sustainability an obvious company value to us.

What we do

We blend our deep knowledge of the electric vehicle charging sector with genuine ambition, bringing expertise and scale to truly power the European shift towards electric mobility. We have over ten years of experience in our field with activities in Norway, Sweden, Germany, Austria and the UK. To make it as easy as possible for our customers to use emission-free mobility, we have specialised in public charging, private and multi-home solutions to solutions for corporate fleets. We firmly believe that mobility can be improved: cleaner, smarter, and more sustainable.

> "We understand that avoiding emissions altogether is the **most impactful strategy.**"

At Mer, we are working towards achieving carbon neutrality by 2023, but see it merely as a step on our journey towards sustainability.

While carbon neutrality refers to the state of balance between carbon released and removed or offset, we understand that avoiding emissions altogether is the most impactful strategy. That is why carbon neutrality is not an end goal for us, but rather a crucial component of our efforts to ensure a comprehensive approach to sustainability.

Achieving carbon neutrality requires a thorough and accurate calculation of the carbon footprint, along with developing and implementing a clear carbon management plan that enables a pursuit of goal-oriented emission reduction. Our efforts will be verified by an external, independent third-party to make it as traceable as possible.

A transparent description of our emissions offsetting efforts in 2022 is provided in the chapter **Climate impact of Mer.**
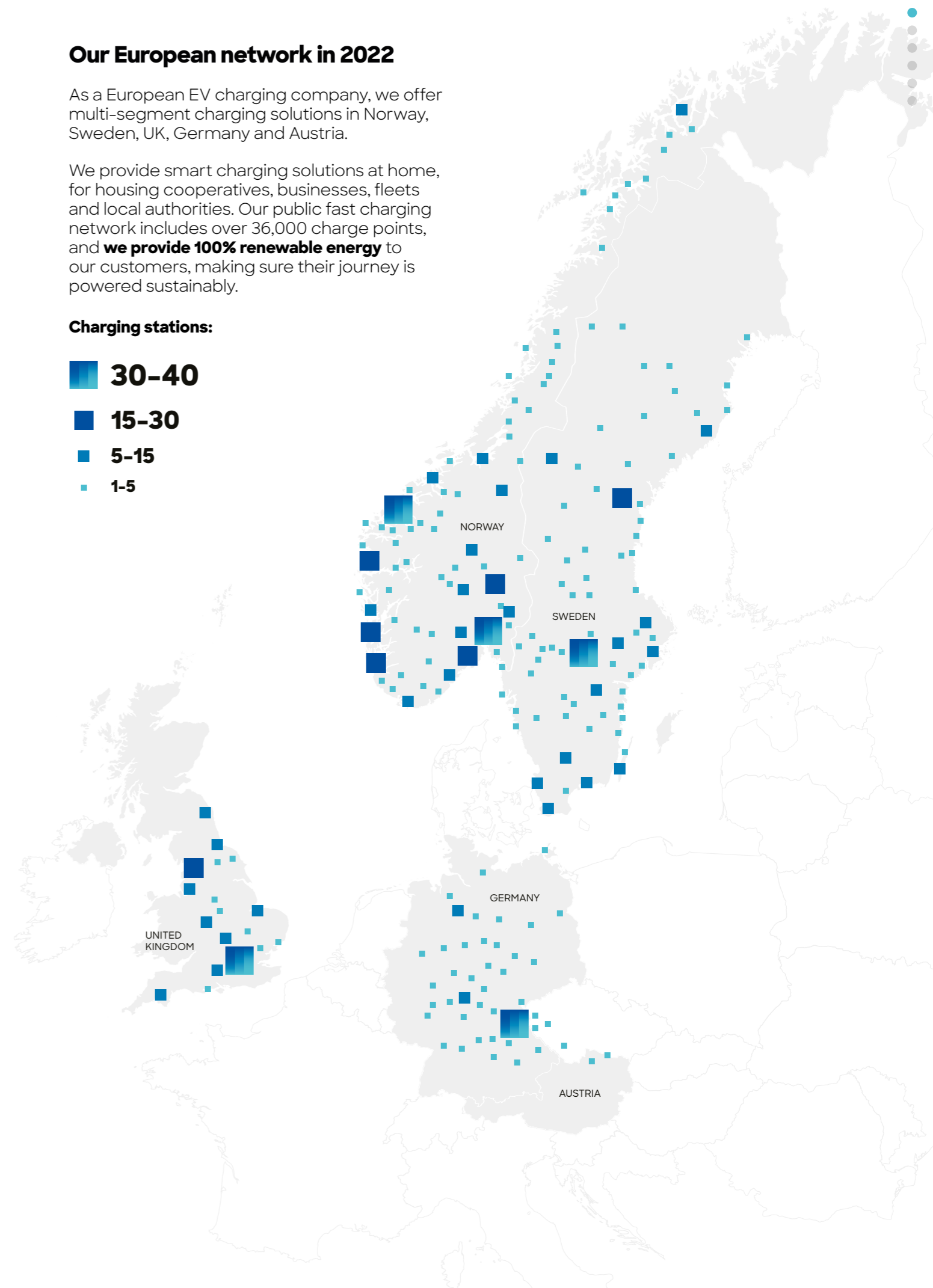
Our European network in 2022

As a European EV charging company, we offer multi-segment charging solutions in Norway, Sweden, UK, Germany and Austria.

We provide smart charging solutions at home, for housing cooperatives, businesses, fleets and local authorities. Our public fast charging network includes over 36,000 charge points, and **we provide 100% renewable energy** to our customers, making sure their journey is powered sustainably.

Charging stations:

- 30–40
- 15–30
- 5–15
- 1–5

NORWAY

SWEDEN

UNITED KINGDOM

GERMANY

AUSTRIA

36,548

Charge points operated in our European network end of 2022

541,227,885

Electric km enabled in 2022

108,245,577

Total kWh provided in 2022

Products & services

To provide a holistic charging experience, we provide product and services in different location segments and for different customer groups.

Destination: Charge while you shop. We ensure a simple experience for commercial landowners, taking care of everything from grid connection through to installation and operations.

On-the-go: We provide solutions to charge in the places where many people are on the road. This is what brings people from A to B.

Workplace: From the investment costs to the complexities of operating workplace charging, we provide businesses with managed, tailored, and simple solutions for employees and visitors.

Single home: For everyone who has their own parking space. Come home in the evening, plug in, and start again in the morning fully charged.

Multi-family home: In multi-family homes you have different prerequisites as often many stakeholders are involved. Therefore, we developed our own product to plan and operate as future-proof as possible.

Fleet: We provide reliable and future-proofed electric charging infrastructure for the companies with fleet EV's. We guide our customers through the entire process to plan and operate charging solutions for fleet operations.

We are passionate

We are passionate about what we do and we value a curious mindset and seek to grow and learn from failing. We believe in bringing fun and positivity to our colleagues and customers by embracing change and continuously look to improve from our learnings.

We are sustainable

Every day, we strive to grow our business in a sustainable manner, considering our impact on people, the environment and our society. It also means that we value togetherness and we focus on creating a safe and inclusive environment that fosters trust, transparency and equality through open communication.

We are entrepreneurial

We value our creativity and ability to craft and build a sustainable, powerful and successful company together. We reward curiosity and new ideas, while also focusing on delivering to our promise—to build customer centric solutions.

Existential sustainability

Sustainability is existential to us

We have a business strategy that would not exist without sustainability. For us to become a major player in European EV charging, we believe that our sustainable legacy and unwavering commitment to doing good will set us apart from everyone else in our market. Our entire business model would not exist if the issue of sustainability had not come up in the transportation industry since everyone would still be using combustion engines to drive. We structure and create our goal-achieving plans using the strategy cascade as we work towards this objective.

Sustainability along the strategy cascade

Having a long-lasting positive impact on society and the UN's Sustainable development goals (SDGs), while building a sustainable business with healthy financials and a comfortable working environment that supports work-life balance, diversity and inclusion—that is winning, according to us.

We consciously choose geographies, segments, and business models within EV charging that we consider to be the most impactful and profitable in the long term. In public charging, we invest in and operate fast charging infrastructure in high-traffic locations. This is what gets people from A to B and where there is the highest potential of accelerating the transition to emission-free mobility. It is also where the long-term financial value is. In private charging, we offer full-service solutions by selling and operating charging infrastructure where most charging sessions take place – at home. We want to cater to the charging needs of all EV-drivers and this business immediately supports our profitability.

Our strategic choices reflect our ambition to promote electric mobility both from a business perspective and a societal standpoint, with the aim of moving towards a more sustainable planet for future generations.

To ensure that sustainability remains an integral component of our long-term strategy, we have established a governance system in which sustainability plays a central role.

Governance

At Mer, sustainability is the core component of all we do. We all share the same ambition: to become a leading European e-mobility company by offering cutting-edge, environmentally friendly solutions for the best possible customer experience. This is done through the efforts of our employees, who are driven by a sincere desire to improve the world and by our determination to do so.

Principles

At Mer, the commitment to sustainability is a vital part of our business, as we seek to adopt a systematic approach and continuously improve sustainability aspects across all our activities. Our sustainability management is based on three key principles:

1. **Risk-based:** We seek to minimise the negative impact of our activities on nature, people and societies and focus our efforts where the risk is highest.

2. **Shared value:** We seek to maximise the positive impact of our activities on nature, people, and societies.

3. **Business integrated:** We take a systematic approach, integrating environmental, climate, social and human rights considerations into key company activities and processes.

Roles and responsibilities

Policy and process: Policy and process owners are responsible and accountable for implementing the requirements in this content. This includes ensuring sufficient and qualified staff and a consistent approach across activities.

CFO: The CFO is responsible for governance as well as providing guidance and support on the environmental, climate, social and human rights matters. Since 2021 Mer, as part of Statkraft, adheres to the Norwegian Accounting Act's guidelines on reporting corporate social responsibility attributes such as working environment, gender equality, anti-discrimination, and the environment. Sustainability key performance indicators (KPIs) will be part of our quality and business process management system called "The Mer

Way". Our Group finance function is closely monitoring each business unit's performance on defined KPIs as well as the KPIs included in the specific focus areas in this report and gap closing activities. The review and control responsibilities will include the implementation and coordination of company-wide human rights due diligence and annual management review.

CEO: As the guardian of our strategy, the CEO is responsible for identifying new business and market opportunities and ensuring Mer's targeted growth as well as sustainability — the integral part of our business.

CCO: Sustainability in Mer is owned by the CCO as the role is responsible for the commercial development and to ensure that sustainability is considered in every part of our business..

Group sustainability manager: From October 2022 a full-time Group sustainability manager is leading the progress of Mer's sustainability roadmap and initiatives. Furthermore, working to reduce the environmental impact of the organization by promoting sustainable practices and assessing as well as reporting on sustainability performance.

Head of procurement: The Head of procurement is responsible for Mer's approach to the supplier market. Our goal is to be a transparent, reliable, and professional buying organization. By implementing and enforcing procurement requirements and processes across our spend, we want to ensure that we work with suppliers that act in a sustainable, ethical, and responsible manner and in accordance with our supplier code of conduct. We will assess and address our impact on human rights and decent working conditions in own activities and supply chain as outlined in the Norwegian Transparency Act. It is our aim to work actively and systematically with our strategic suppliers to reduce their – and our – environmental footprint.

Head of HR (Human resources): The Head of HR aims to create equal jobs and opportunities across its value chain. This includes assertiveness on gender and diversity across its operations and management. Constant feedback in the form of surveys shall help to consolidate steps in the right direction. HR is also accountable for reporting in accordance with HR-requirements, for instance the Norwegian Equality and Anti-Discrimination Act. In addition, regular reporting to Statkraft selected indicators ensures closer control.

"Our mission is to make sustainable electric mobility **easy and accessible for everyone.**"

Key sustainability areas

Environmental

Mer is committed to combating climate change and supports a precautionary approach to the environment. Mer's assessment and management of its environmental impacts is based on laws and regulations in the countries where we operate and takes guidance from relevant international standards and principles.

Therefore, Mer must:

· Avoid/minimise/mitigate adverse impact from our activities

· Efficiently follow-up of scope 1, 2 and 3 emissions (greenhouse gas (GHG) emissions)

· Reduce/reuse/recycle as much as possible to limit waste

· Seek to minimise ecological footprint and to sustainably manage our use of resources

Social

Mer is committed to conducting its activities in a way that avoids or minimises negative consequences and contributes positively to people and communities in the countries we operate.

For that purpose, we will establish and maintain a process for identifying the social risks and impacts of our activities. The type, scale and location of these activities shall guide the scope and level of effort devoted to the risks and impacts identification and management process.

Mer is committed to respecting human rights as set out in the UN Guiding Principles on Business and Human Rights and as a member of the UN Global Compact (through Statkraft) supports the protection of internationally recognised human rights. This means respecting the dignity and fundamental rights and freedoms of all individuals affected by our activities.

Mer shall be proactive and seek to have constructive dialogue and engagement with key stakeholders in their projects and operations. This includes regular interaction in a format and frequency relevant to the activity in question. The objective of stakeholder engagement is to enable stakeholders to share their views and concerns as well as to build trust among the involved parties.

Learn how Mer works together with **stakeholders.**

Governance

In Mer we are convinced that clear requirements and consistent business conduct build trust and loyalty among employees, business partners, customers and communities.

Mer has a fundamental commitment to act in an ethical and responsible manner and to comply with all applicable legal requirements wherever Mer operates. We are committed to fairness, transparency, verifiability, and accuracy in all our dealings.

Mer does not tolerate and works against corruption in all its forms. We do not offer, give, accept, or receive bribes or other improper advantages, whether directly or indirectly, for business or private gain, whether for ourselves or for others.

National and international regulatory build the foundation of how to conduct business. The European Commission has proposed a directive on corporate sustainability due diligence.

In July 2022 Norwegian regulators implemented the Transparency Act. This regulation sets clear and ambitious requirements for how Norwegian companies should assess and comply with human rights.

The European Commission has proposed a directive on corporate sustainability due diligence.[9] We expect the directive to be implemented in 2024.

Both corporate sustainability due diligence and the Transparency Act imposes an obligation on companies to carry out due diligence assessments of human right, and this includes own operations, supply chain and business partners.

We have introduced a comprehensive business and quality management system (BQMS) as part of our governance structure, called "The Mer Way."

Sustainability is a highly relevant and integral aspect in meeting our strategic (and operative) group-wide objectives. Therefore, it is a key principle of our BQMS to guarantee the continuous improvement of our business activities, products, and services in relation to assessing, managing and improving our environmental impact to significantly proceed addressing the challenges imposed by the climate change and creating a basis for sustainable economic development.

Contributions to the SDGs

We actively work to support the United Nations Sustainable development goals (SDGs), and share the view that business has a key role to play in delivering on and contributing to the goals. We support all defined SDGs, but mainly aim contribute to these selected goals through our operations in the future.

7 11 13 By building charging infrastructure, we are investing in building the future of mobility. We are sure that the more people have access to charging facilities, the more people are willing to drive electric. This leads to less local emissions in the cities and air quality improves. By supplying renewable energy, we directly support the mitigation of climate change.

5 8 10 We offer a good work environment that values competence, responsibility, and creativity. We strive to provide a diverse workplace that is inclusive of gender, age, handicap, and cultural background.

16 At Mer, we want to prevent corruption and bribery with everything in our power. We have developed a code of conduct and offer active training opportunities for all our stakeholders to support our efforts in this regard.

12 In 2022, we developed and implemented a supplier code. This encourages suppliers to apply a circular economy mindset to their activities, including adopting a life cycle perspective, and promoting resource efficiency, reuse, and recycling. As we also want to promote circular economy in our internal operations, we strive to implement Initiatives for this in the coming years.

Our main contributions today to each of these goals and our ambitions are described in the specific focus area. We have different impacts on the SDGs along our value chain. Which SDGs are affected in which part of our value chain is shown in the following figure.

Learn about the **impacts along our value chain.**

> "We believe commercial players must take **a key role in delivering on and contributing to the SDGs.**

Upstream
Company suppliers

8 10 12 13 16

100% PURE ENERGY FROM STATKRAFT (ENERGY ORIGIN)

Our operations
Management & sales, Installation, Operations

5 7 8 10 12 13 16

Downstream
Customers & users

7 8 11 13 16
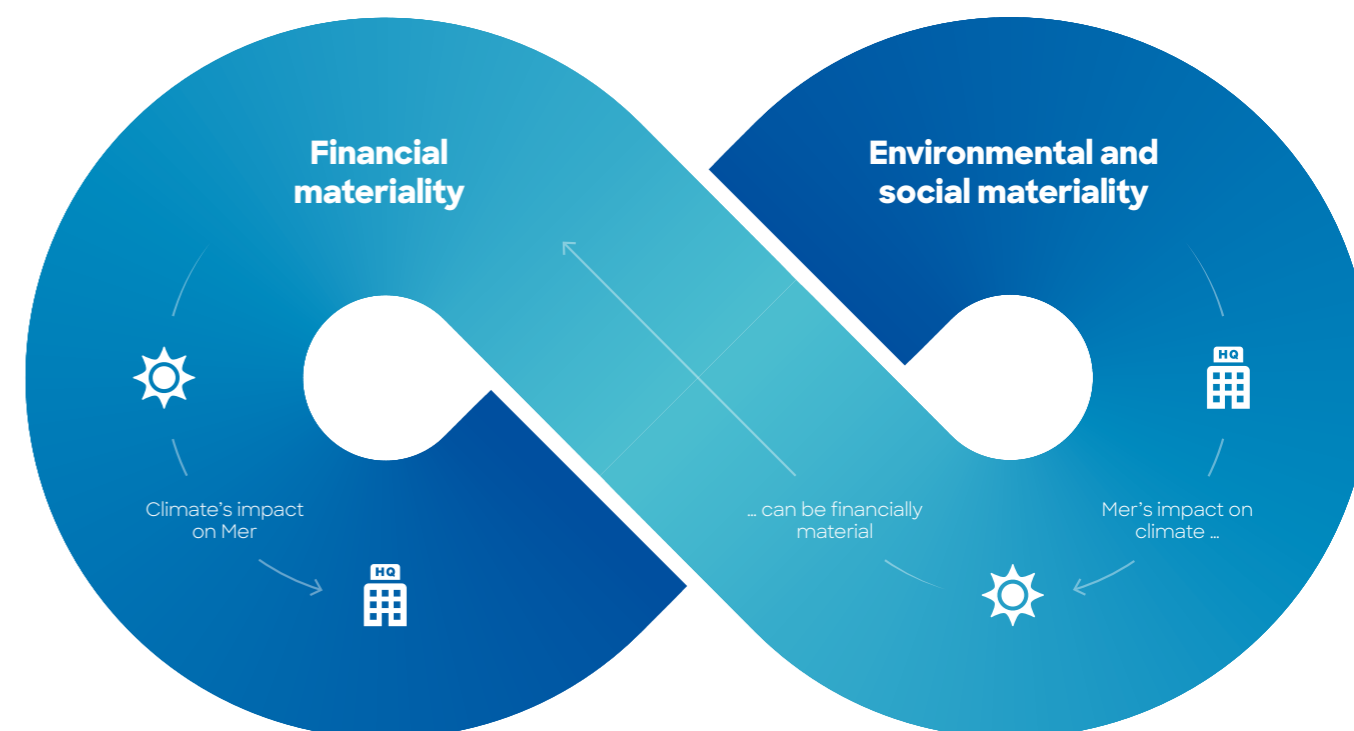
SUSTAINABLE DEVELOPMENT G⚙ALS

Double materiality

State of the art in sustainability reporting: Double materiality is a widely recognized concept in sustainability reporting. It provides guidance and understanding of the environmental, social and governance (ESG) risks and opportunities that impact us, as well as our own impact and footprint on external sustainability matters.

At Mer, we perform the double materiality assessment to sufficiently understand our material sustainability considerations and the ESG related risks and opportunities we are facing. Our business is influenced by both internal and external factors. We are committed to stakeholder engagement and analysis of mega trends affecting our business to understand and address ESG risks and opportunities, ultimately communicating these through transparent reporting.

The double materiality methodology, stakeholder assessments, and mega trends analysis forms a comprehensive assessment of risks and opportunities that inform our strategic prioritization, including focus areas, ambitions, targets, and KPIs.

Financial materiality

Climate's impact on Mer

… can be financially material

Environmental and social materiality

Mer's impact on climate …

Our stakeholders

At Mer, we always try to operate in line and meet with our stakeholders' expectations. Through a stakeholder assessment, we have identified the most important stakeholders and their expectations concerning the sustainability in Mer. This assessment was facilitated by external experts, including cross functional input from Mer, and anchored at corporate management level. We regularly follow up on stakeholders' expectations through dialogue as part of the daily business, surveys, and formal interviews, accommodating for updates to identified material topics.

To receive feedback and valuable input, we have created channels where stakeholders can notify anonymously if their expectations are not met.

To learn more about how we communicate with various stakeholders, please see the table:

	Local communities	Shareholders	Partners & competitors	NGOs	Regulators	Customers	Employees
How will we engage them?	Dialogue and collaboration on relevant initiatives and actions	Reporting Dialogue on specific topics	Dialogue and collaboration on relevant initiatives and actions	Dialogue on topics of mutual interest Collaboration on initiatives and projects	Authority contacts and communication Input & feedback Reporting	External communication platforms (websites, apps, SoMe channels, newsletters) Customer service External customer surveys	Internal communication platforms (intranet, town halls, internal newsletters) Internal campaigns (competitions, challenges, quizzes) Internal surveys
What is most important?	Climate & environment Local value creation Transparency Ripple effects Jobs	Sustainable technology Long-term strategy Risks & opportunities Transparency Growth	Price & quality Technology Availability Renewable energy	Ripple effects Opportunities in renewables Climate & environment Sustainable R&D Spills	Emission-free mobility Equality Technology standardization Reporting Circular economy	Renewable energy Price & quality Technology/Innovation Transparency Circular economy	Personal development Social responsibility Working conditions Values & ambitions Climate & environment

Mega trends

Mer is exposed to different risk and opportunities related to key sustainability trends and we need to understand how this impacts Mer. We have identified five sustainability mega trends with a significant impact on our business model. These five mega trends will be an essential part of the development of our business model.

Transparency 2.0

Demographics

Nature and biodiversity

Circular economy

Climate change

Climate change: Climate change is the main driver for the increase in electric vehicles and renewable energy production. It increases the demand for renewable energy as we move away from energy generated from fossil fuels. The world needs a shift towards renewable energy, and this trend is accelerating the pace for electric mobility.

Circular economy: Eighty percent of the environmental impact is decided in the design phase. The European commission wants to make circular business models more feasible and has introduced the Circular Economy Action Plan as part of the European Green Deal. The purpose of the Circular Economy Action Plan is to have an impact on how products are designed, encourage sustainable consumption, and reduce the amount of waste.

Nature and biodiversity: Nature and biodiversity have gained an increased focus from different stakeholders. We observe an acceleration in the loss of biodiversity and increased use of the planet's resources. Biodiversity loss and ecosystem collapse will potentially be among the top five threats facing humanity in the next ten years.

Demographics: Changing demographics increases the focus on human rights and value chain transparency. Labour and human rights conditions are receiving increasing attention from stakeholders and new regulations are implemented due to unethical practices. Clients, investors, and regulators require transparency on risk management and ethical behaviour in own operations and throughout the value chain.

Transparency 2.0: Technology for monitoring and reporting the impact of products and services is becoming more mature. Sustainability reporting will provide stakeholders with insight into how an organization is managing environmental, social and governance issues.

Impact along our value chain

We are dedicated to conduct our business responsibly throughout our own operations and value chain. Our dedication implies that we need to understand impacts regarding suppliers, management and sales, installations, operations, and customers/users.

We have an ESG footprint in the entire value chain, however in different parts and with different implications. For each part we have performed an internal assessment with key employees in the different countries where we operate and identified ESG impacts for each part of the value chain. The identified impacts are presented in the table on the next spread.

We aim to integrate sustainability along our internal value chain, to make sure our business strategy including our sustainability agenda is cascaded into all departments and associated processes.

In conjunction with the following risks and opportunities, these impacts along our value chain form the basis for our focus areas. How we deal with them is described in the respective focus area.

	Upstream	**Our operations**			**Downstream**
	Company suppliers	**Management & sales**	**Installations**	**Operations**	**Customers & users**
Environmental	GHGe (Greenhouse gas emissions) from transport GHGe from material production Raw material usage GHGe from product development GHGe from energy source	Office material production Energy use in offices GHGe from business travel	GHGe from business travel GHGe from installation Land sealing	Waste management Resource usage	Energy End of life management Mobility
Social	Labour rights Human rights Local value creation Societal value creation	Health & safety Diversity & equality Competency development Human rights Labour rights Work environment	Local value creation Health & safety Diversity & equality Competency development Human rights	Labour rights Work environment Local value creation Health & safety Diversity & equality Competency development	Human rights Labour rights Work environment
Governance	Responsible business practice Anti-corruption Competitive behaviour	Transparency & traceability Quality & risk management Privacy & data security Stakeholder engagement	Responsible business practice Transparency & traceability ESG supply chain consideration Privacy & data security	Stakeholder engagement Responsible business practice Transparency & traceability ESG supply chain consideration	Privacy & data security Stakeholder engagement Responsible business practice Transparency & traceability

Risks & opportunities

The sustainability agenda and playing field are constantly evolving, with various factors posing potential risks to Mer's financial performance both in the present and in the future. Climate change, regulatory changes, innovation and emerging technologies, market shifts, and company reputation are some examples of factors that could impact us. At the same time, these factors also present opportunities for Mer, enabling sustainable value creation.

We have identified relevant environmental, social, and governance risks and opportunities to respectively mitigate and capitalise on the changing sustainability agenda. These disclosures are made on a group level. We also disclose actual and potential impacts on Mer's business, strategy, and financial planning, where such information is considered material.

We have rated the risks and opportunities by different criteria on the following tables:

Probability: What is the likelihood that the risk or opportunity occurs?

Result: What non-financial impact does the risk or opportunity have on Mer?

Financial impact: What financial impact does the risk or opportunity have on Mer?

Horizon (years): At which point in the future is the risk or opportunity most likely to occur?

Ways to resolve: How can Mer deal with the risk or opportunity if it occurs?

Environmental

	Risks			**Opportunities**		
	Cost of Guarantees of Origin	**Environmental risk in supply chain**	**Market reputation**	**Increasing demand for EVs**	**Circular options**	**Market reputation**
Description	Increased demand for renewable energy and potential increase prices of Guarantees of Origin	Not established routines to identify and access impact from production of hardware to installation of chargers	New expectations and regulatory requirements and market demand Stakeholders demand low impact	Growth in EV market increase demand for Mer's services and increase opportunities for new markets	Circular options enhance new business models regarding product owners, product as a service and material usage	Low environmental impact generates positive reputation effects, as well as increased access to capital and revenue from investors and customers
Probability	25–75%	>75%	>75%	>75%	25–75%	>75%
Result	Assessment of alternatives to Guarantees of Origins	Unable to provide detailed information about the impact that occurs along our supply chain Potential negative impact on climate and biodiversity	New regulatory requirements and increased cost of raw materials, waste handling, etc Another potential impact is the risk of greenwashing	Expanding our business and growth Consolidating our position as a leading EV charging brand	New business will open up Circular economy will be the new standard also in the EV charging business	Leading EV charging company Pioneering in sustainability
Financial Impact	Increased costs	Fine Drop in sales Increased costs	Less investments Less revenue Increased costs	Increased revenue	Increased operating costs Turnover increase	Increased capital access & revenue
Horizon (years)	1-5	1-5	1-5 6-10 11-30	1-5	6-10 11-30	1-5 6-10
Ways to resolve	Tracking / hedging	Establish detailed routines and systems, and establish supplier policies and requirements	Sustainability reporting, circular economy initiative, supply chain assessment, decommissioning strategy, reduced impact from installation	Increase market share and deliver on existing business strategy	Monitor potential for new business models, growth in PaaS materials, and assess necessity for decommissioning practices Consider vehicle-to-grid and energy management	Increase market share and deliver on existing business strategy by putting sustainability high on the agenda

Social

	Risks			Opportunities	
	Failure to attract talent and loss of competence	**Loss of partnerships**	**Negatively affecting social rights**	**Increased attractiveness to suppliers and employees**	**Mitigation of risk related to suppliers due to more transparency**
Description	Becoming viewed as unattractive by current and / or future workforce	Loss of partnerships due to breach with business ethics compliance	Negatively affecting employee's, partner's and supplier's social rights Lack of focus on human rights, diversity, etc	Ensure that Mer is a good place to work and make people aware of our positive impact on the world in order to attract new people and retain employees	Take a leading position on social sustainability, including diversity, human rights, and local value creation in our operations and supply chain
Probability	**25–75**%	**< 25**%	**< 25**%	**> 75**%	**25–75**%
Result	Loss of competence	Loss of reputation	Loss of reputation Harm to individuals or the general public	Attracting the best talent Increased competence	Competitive advantage
Financial Impact	Increased recruiting costs	Increased operational costs	Potential fine Increased costs	Lower recruiting costs Increased revenue	Increased revenue
Horizon (years)	1–5 6–10 11–30	1–5 6–10 11–30	1–5 6–10 11–30	1–5	1–5 6–10 11–30
Ways to resolve	Culture building, continuous improvement and implemented processes to ensure competency development and retainment Ensure talent management and internal career development	Implement detailed HSS policies and routines	Assessment of social sustainability throughout the value chain, and focus on diversity and inclusion internally	Communicate how Mer distinguishes itself from its competitors on ESG Meet employees on their terms of ensuring work–life balance	Consider possible platforms to collect relevant data through the entire value chain

Governance

	Risks			Opportunities		
	Data security breach	**Corruption**	**Transparency & traceability**	**Practices in accordance to regulations**	**Regulatory push for transition to EVs**	**Transparency & traceability**
Description	Third parties stealing confidential information or interrupting operations	Increased risk of corruption due to procurement and operations within several different countries	Increased expectations from investors related to ESG information that impact their investment strategy	Our work is carried out in accordance with the currently applicable regulations	Growth in EV market	More transparent reporting and communication on ESG
Probability	**25–75%**	**<25%**	**25–75%**	**<25%**	**>75%**	**25–75%**
Result	Reputation loss	Reputation loss	Reputation loss	Better reputation	Increased demand for Mer's services Increased opportunities for new markets and business models	Reduced perceived investor risks Increased supply chain control Better understanding of total value chain impact
Financial Impact	Potential fine Blackmailing Increased operating cost (data security)	Potential fine Increased operating cost	Less investments Increased operating cost	Increased access to capital from investors and customers	Increased revenue	Reduced cost to assure labour right within our supply chain
Horizon (years)	1-5 6-10 11-30	1-5 6-10 11-30	1-5 6-10 11-30	1-5 6-10 11-30	1-5	1-5 6-10
Ways to resolve	Well tested data security measures to protect all vital information in company possession	Establish routines to identify and prevent corruption risk	Transparent ESG reporting according to recognised international standards	Code of conduct The Mer Way	Scanning new business areas Constantly looking for business development opportunities	Consider possible platforms to collect relevant data through the entire value chain

"We are passionate about creating the **best possible charging experience.**"

Strategic focus areas

We have addressed stakeholders' expectations concerning ESG, mapped ESG risk and opportunities across our value chain and global activities, and assessed sustainability trends to ascertain the future materiality to Mer. Based on the output from the performed analyses from 2021 and activities described above, we have defined the following four strategic focus areas for Mer:

1. **We enable the electric mobility revolution**

2. **We provide renewable energy for e-mobility**

3. **We create jobs and equal opportunities**

4. **We conduct business responsibly**

Each focus area is narrowed down based on specific, measurable, achievable realistic and timely (SMART) goals and dedicated actions to reach our target KPIs. "The Mer Way" as our management system ensures coherent execution and performance management across the group.

As a result of the performed materiality assessment, we identified 13 material topics categorised into the four strategic focus areas. The table summarises the 13 material topics that we have identified through our processes.

The KPIs are developed with reference to the GRI Standard 2021, but we are also including customised KPIs for material topics where the GRI Standard does not provide sufficient information or KPIs. We have also selected relevant targets for each area and will continuously follow up and improve our results to reduce any identified gaps between targets and actual results. Our targets will be monitored, assessed, and followed up by relevant people in Mer.

01

"We enable **the electric mobility revolution.**"

Why is this significant to Mer?

Climate change is an enormous threat to society, and everyone should do everything they can to lessen their impact on the environment and make a concerted effort to meet the goals in the Paris Agreement. In order to do so fast reforms are required, and the EU is paving the way for a renewable transition. The European Commission has introduced the European Green Deal to make Europe climate-neutral while also protecting human lives, animals, and plants through pollution reduction. Furthermore, the European Green Deal aims to assist businesses in becoming world leaders in clean products and technologies.[1] Climate risks are considered among the top risks in the upcoming years according to World Economic Forum.[2]

Climate change is one of the primary drivers of increased sales of electric vehicles (EV). There is a regulatory push towards climate-friendly technologies, such as zero emission cars and the development of climate-friendly infrastructure.

In Mer, we want to be at the forefront of addressing the above issues. We strive to minimise the friction in the transition to electric mobility by providing simple, appropriate, and sustainable solutions for all. Contributing to the development of charging infrastructure is a critical step in helping the EU to fulfil its aim of 100 percent EV registration by 2035.[3] Our core markets will cover about 40 percent of the European electric fleet in 2035.

In addition, shareholders such as investors, customers and others have expectations that the industry makes the transition to clean energy. For an electric mobility revolution to take place the world needs charging infrastructure and supply of renewable energy. We will drive the development of sustainable cities by enabling emission reductions and circular operations. Climate change is a collective challenge, and we want to shape the electric emission-free mobility revolution. To underline this, we have decided to aim for becoming the first carbon neutral EV charging company in Europe. Becoming carbon neutral in line with the PAS 2060 standard, we aim for pioneering the industry. We do, however, not see the certification as a "final achievement". It is more a starting point; to be carbon conscious, as we call it. We commit to clear targets of reducing emissions and delivering on our overall sustainability agenda.

How does Mer impact and manage the "enablement of the electric mobility revolution?"

We have identified the following material topics:

- Emission-free mobility

- Enabling emission reductions

- Sustainable cities & circular operations

This chapter will look at how our business model affects environmental, social, and governmental challenges in our own operations and across our value chain. Material issues are defined by conversation with our stakeholders, and our business model's strategic focus area is facilitating the electric mobility revolution.

Emission-free mobility: We are the ones who do it. We combine profound industry experience with true ambition, delivering expertise and power to the global shift towards electric mobility. By providing sustainable electric mobility, we contribute significantly to address the challenges imposed by the climate change and to create a basis for sustainable economic development. In addition to removing the friction in the electric mobility experience by developing clear, suitable solutions that help make the move to EVs easy, we want to take measurable actions to improve our impact on climate. We are dedicated to innovation and want to scale up and strengthen our position in the market by providing new products and services that our customers will seamlessly integrate into their daily routines. To accelerate the transition and have an even more significant impact, Mer has expanded from Norway into the UK, Sweden, and Germany as well as public charging in Austria. Our growth in public charging is backed by strong partnerships in all our markets, such as with COOP and Burger King in Norway and Sweden, McDonald's in Austria, Tank & Rast in Germany, and Blue Diamond in the UK. In private charging, we will build on high volume sales channels such as Volvo and ZF.

Enabling emission reductions: We enable emissions reductions by constructing charging infrastructure and using renewable energy in our chargers when we supply the energy, and we encourage our customers to join us in this effort. We will continue to expand our footprint in Germany, the United Kingdom, Sweden, Norway, and other European markets. For our operational business, we offset all our emissions via certificates of high-quality carbon offset projects. To learn more about how we offset our emissions, go to the section **Climate impact of Mer** as part of our focus area "We provide renewable energy for electric mobility".

Sustainable cities & circular operations: By succeeding in our business, we contribute to the creation of sustainable cities and circular operations while also conducting our business responsibly. Resource productivity and waste management are critical components of how we conduct business. We understand that charging infrastructure is a commodity-intensive product. As many raw materials are used in the construction of charging stations, we will consider circular products and recyclable materials in our supplier choices, where possible. In Mer, we believe that products should have the longest possible life cycle and we look for the most effective way forward. Therefore, we have launched a pilot project in Germany to understand options to decommission our charging infrastructure. Together with a company that specialises in recycling on a full-time basis, we recycle charging stations and other electrical parts.

We make sure that we use packaging material that has already been used for shipping as much as possible. We aim to reduce the amount of waste produced in our value chain by taking further steps in the future. By implementing an asset decommissioning strategy, we want to make sure to reuse products and resources instead of binning them. Reduce, reuse, and recycle are the three pillars of a circular economy. By collaborating closely with our business partners on product design, material consumption, and waste management, we can reduce our environmental and climate impacts.

What are the key risks and opportunities for Mer?

An emission free transition of the transport sector will provide companies with new risks and opportunities. The main opportunity for us is enabling and accelerating the electric mobility revolution, and helping customers become more sustainable. To be a market leader we need to continue working towards an easy and accessible experience with a customer orientated business model.

We have an important role in the transition to emission-free mobility due to our long intensive work in charging infrastructure. As the regulatory landscape pushes towards a transition to EVs, we aim for a leading position with our high level of knowledge about the market.

All our operations have a potential to negatively impact biodiversity through our supply chain and operations. Through our EV charging infrastructure installation, we face a potential reputational risk due to the possible harmful impact on biodiversity. In addition, we see increased focus from our stakeholders related to material input and end-of-life treatment. Raw material prices will increase as finite resources are depleted and competition for metal intensifies in the emission-free transition. We see a regulatory push for material circulation (decommissioning strategy), design for circularity and public procurement requirements related to the circular economy.[5]

Goals and performance evaluation of focus area 1

Emission-free mobility: Throughout the year, we worked to build charging infrastructure in the UK, Germany, Sweden, Norway, and Austria. We had over 25,000 charging points operational by the end of 2021. By the end of 2022, we increased our charging points by 44 percent to over 36,500 across these important markets in Europe.

By expanding our charging network, we enable even more electric kilometres for our customers. In total, we enabled 316 million electric kilometres by the end of 2021. In 2022, we could increase this number by 61 percent to 509 million electric kilometres. Paving the way to zero emission mobility. Even though we are only at the beginning of our journey, we consider the outcomes of our efforts as good. Nonetheless, we still have a lot of work to do and will make every effort to meet our 2025 goal of 1,290 million electric kilometres.

Enabling emissions reductions: By providing our customers with renewable energy for charging, as well as increasing our charging network, we contributed to avoid over 92,000 tonnes CO_2. Increasing our 2021 result by 61 percent. Sulphur oxides (SOx) and nitrogen oxides (NOx) are produced during the operation of combustion engines. These atmospheric pollutants are the main contributors to regional and local air pollution and have negative effects on human health and ecosystems. By enabling our customers to drive electric we contributed to a reduction of over 15.3 tonnes of SOx emissions and 296 tonnes of NOx emissions. We believe that by joining forces and distributing our knowledge across the whole group, we can avoid even more harmful emissions. Thus, we have set an ambitious goal of enabling 1,290 million electric kilometres and by this avoiding 233,000 tonnes of CO_2, 39 tonnes of SOx emissions and 750 tonnes of NOx emissions, through our charging solutions by 2025.

Sustainable cities & circular operations: Approximately 65 percent of all charging stations are recycled. This is a good performance in our opinion. We also include any type of reusing in this category. In the circular economy, 100 percent should be the target. As a result, our target for 2025 is 100 percent.

What needs to be improved next year? Why and how?

To enable emission free mobility, we will prioritize our growth strategy next year to deliver on our business plan through the build-up of chargers and increasing the number of users. While we are pleased with our performance in terms of resource productivity, we will work to further develop our asset decommissioning strategy and ensure responsible waste handling at our own premises and those of our installers.

Emission-free mobility: We will continue to work on our business plan, building charging infrastructure and supplying it with 100 percent renewable energy. Therefore, we are committed to aligning our group strategy further to leverage our collective strengths.

Enabling emission reductions: As mentioned earlier (under "Emission-free mobility"), we will continue to work on our business plan in the coming years to achieve our 2025 goals. By aligning our ambitions to a common group level, we are confident in our ability to reach these targets.

Sustainable cities & circular operations: To minimize the impact of our hardware production, we plan to work closely with manufacturers to consider sustainability and circular opportunities during the design and development of our charging stations, taking a holistic approach to sustainability.

We partially install climate neutral wall boxes for our home charging solution in Germany. The manufacturer works according to the principle "cradle-to-customer plus waste", i.e., from the extraction of raw materials to production and disposal. By calculating the carbon footprint of the product along its whole life cycle, the manufacturer was able to take measures to reduce, avoid or, if necessary, compensate for greenhouse gas emissions. In this way, a wall box was developed that combines everything our stakeholders demand and the climate needs. We are working to increase the share of these wall boxes in our installations where possible. Furthermore, we want to refurbish retired charging stations and redeploy them on future sites. This saves materials and reduces emissions caused by the construction of new charging stations. If this is not feasible, we collaborate with partners to recycle defunct stations.

We aim to make sustainability one of the four fundamental values in product management. This is a key step in ensuring that future developments consider sustainability from the start and fulfil our high requirements.

Material Topic	Initiative	Micro Initiative
Emission-free mobility	Deliver on business plan (# of chargers and users)	Deliver on business plan and increase our charging network
Circular operations	Resource productivity and waste management	Asset decommissioning strategy: Engage with agencies to recycle old chargers/grid/cars
		Ensure waste handling at own premises and installers

We enable the electric mobility revolution View details

Material Topic	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs
Emission-free mobility	Total number of charging points in operation	25,454	**36,548** +44%	Not reporting externally	11 13
	Total electric kilometres enabled (total kWh * 5)	316 million	**541 million** +71%	**1.294 million**	11 13
Enabling emission reductions	Contribution to reduced CO_2 emissions in tonnes	57,000	**98,000** +71%	**233,000**	11 13
	Contribution to reduced SOx emissions in tonnes	9.5	**16.2** +71%	**39**	11 13
	Contribution to reduced NOx emissions in tonnes	184	**314** +71%	**750**	11 13
Sustainable cities	Total weight of waste in tonnes	No data in 2021	**59**	TBD in 2023	11
	Total non-hazardous waste in tonnes	No data in 2021	**59**	TBD in 2023	11
	Total hazardous waste in tonnes	No data in 2021	Only office waste No hazardous waster	TBD in 2023	11
Circular operations	% of chargers decommissioned that are reused/recycled	No data in 2021	**65**%	**100**%	11 12

"We provide **renewable energy for e-mobility.**

Why is this significant to Mer?

The world is currently experiencing increased concentrations of greenhouse gases, rising sea levels, and increased ocean heat. To address this crisis, a key element is ending our dependence on energy generated from fossil fuels and increasing our use of renewable energy sources.

The electric mobility revolution is a crucial part of the industry´s contribution in achieving the goals outlined in the Paris Agreement. The life cycle emissions of an electric vehicle depend on the source of the electricity used to charge it. According to The International council on clean transportation (ICCT), electric vehicles in Europe powered by the general energy mix already have life cycle emissions that are 66 to 69 percent lower than those of an equivalent gasoline-powered car. Charging a battery electric vehicle (BEV) with renewable energy sources increases this gap further, to 76 to 81 percent. In contrast, driving on electricity-based hydrogen requires three times more energy than BEVs according to research.[6]

By building critical charging infrastructure, supplied with renewable energy when the electricity is sourced by us, we accelerate the demand for renewable energy technology. The introduction of the European Green Deal is an important step. To reach European net zero emission goals by 2050, the world needs to increase the investments in renewables. This is an important market signal, and the electric mobility revolution is a crucial step towards

reaching the goals of the Paris Agreement. The share of renewables in global electricity reached 29 percent in 2020. However, according to the IEA, renewables must constitute 60 percent of the global electricity mix to achieve the net zero ambition by 2050.[7] Providing renewable energy for electric mobility is an important part of Mer's business model. As such, we have identified climate impact and renewable energy as material topics for our sustainability reporting.

How does Mer impact and manage "providing renewable energy for electric mobility?"

We have identified the following material topics:

· Renewable energy

· Climate impact of Mer

For strategic focus area 2 "We provide renewable energy for electric mobility", we have identified renewable energy and climate impact of Mer as material topics through dialogue with our key stakeholders. This chapter will focus on how climate impacts Mer and our business model, as well as how we make renewable energy easy and accessible for everyone.

Renewable energy: Our strategy emphasises reducing emission in the transport sector, and we strive to stand out against our competitors on our sustainability credentials. Renewables are in our DNA, and backed by Statkraft we work closely with a business partner who is equally passionate about the mission. For 2022 we use guarantees of origin (GOs) from Statkraft and their energy businesses, to offer 100 percent renewable energy in our chargers and in our internal operations. For example, in Norway, we use GOs from Mår hydropower plant in Telemark and guarantee 100 percent renewable energy in our Norwegian chargers and internal operations. For workplace charging and our fleet solution in Germany we ensure renewable energy in our chargers through guarantees of origin of German water and wind power from Statkraft. We want to be perceived as a pioneer in the industry, which is one of the reasons why we have set ourselves the ambition of becoming **the first carbon neutral provider** of charging infrastructure. However, we see the carbon neutral certification more as a starting point in our efforts to understand our environmental impact, particularly in terms of emissions.

The development of power infrastructure is a critical aspect of our business model, and we maintain close working relationships with government and suppliers in this regard. As an example, in Norway we engage in dialogue with the government to provide input on questions regarding infrastructure.

Climate impact of Mer

Emission offsetting 2022

Calculation: The clear calculation of our emissions is critical on the path to a more sustainable future. We recognize that a significant portion of our emissions are outside our direct control as we do not manufacture physical goods. As a result, we have decided to consider Scope 3 emissions alongside our direct emissions. By fully understanding our carbon footprint, including both direct and indirect impacts, we are better positioned to make a positive impact and take steps in reducing our environmental impact.

Offset portfolio: Carbon offsetting is a process where individuals and organizations compensate for their greenhouse gas emissions by funding projects aimed at reducing or removing carbon dioxide from the atmosphere. In the past, the process of carbon offsetting was relatively straightforward, with individuals or organizations simply buying carbon credits, which were then used to fund carbon reducing projects. However, carbon offsetting has become more complex in recent

years, with a greater focus on the quality of the carbon credits being bought and sold.

The increased scrutiny on the quality of carbon credits being used is one reason why carbon offsetting is becoming more challenging than in the past. Many carbon credits are issued by carbon offsetting schemes that are not rigorously monitored. In some cases, the projects that are being funded through these schemes may not actually be reducing greenhouse gas emissions as planned.

In Mer, we do not want to trust certificates that are shiny on the outside and do not bring the benefit we expect from it to our mother earth. According to several studies "a total of 39 of the top 50 emission offset projects, or 78 percent of them, were categorised as likely junk or worthless due to one or more fundamental failing that undermines its promised emission cuts".

To really have a benefit of 1 ton not emitted to the atmosphere that we have emitted through our operations we decided to offset our emissions via the European Emissions Trading Scheme (EU ETS). The EU ETS is a cap-and-trade system designed to limit greenhouse gas emissions from industry and power sectors in the European Union.

Although it is not mandatory, we believe that participating in the EU ETS is the most efficient way of reducing our emissions. In partnership with **ForTomorrow** we have purchased 2,798 tCO$_2$e of our carbon footprint, in the categories we have direct control of from the EU ETS scheme, effectively preventing the same amount from being emitted elsewhere.

We believe that if we cause emissions in a particular area, we should take responsibility to prevent most of it in that area. However, to support development work in the Global South,

we offset 11,661 tCO$_2$e of our total footprint through Gold Standard projects.

In addition to addressing our carbon footprint, we also focus on small yet meaningful changes across our business operations. For example, while we strive to use sustainable servers whenever possible, we have further reduced our environmental impact by consolidating our websites to use less server space. Through a careful analysis of our website, we have significantly slimmed it down.

In our marketing efforts, we prioritize digital formats over print. When it comes to merchandising, we seek sustainable alternatives and try to avoid merchandising altogether, focusing instead on recycled materials with short supply distances.

Emission offsetting summary 2022

Mer Consolidated Group & Business Units' Carbon (GHG) Emissions · Reporting Period 01/01/22- 31/12/22

Scope 1 (Direct) ■

Activities owned or controlled by the organisation that release emissions straight into the atmosphere. For manufacturing business these would be emissions from equipment and machinery used in production. Businesses that own or lease vehicles are also included within scope 1. For many office-based businesses, scope 1 emissions are usually very small.

The main scope 1 emissions occurred from the company owned/leased combustion vehicles and the mileage completed within the reporting period.

Scope 2 (Indirect energy) ■

Emissions being released into the atmosphere associated with the consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of the organisation's activities, but occur at sources that the business does not own or control.

The main scope 2 energy emissions come from the electricity and heating consumption from the organisation's offices and warehouses but also from the electricity consumption of our owned / leased electric vehicles.

Scope 3 (Indirect) ■

Emissions that are a consequence of business activity, occurring at sources which are not owned or controlled, which are not classed as scope 2 emissions. Scope 3 emissions can be quite broad, including areas such as waste management, business travel, staff commuting, use of sold products, and the emissions produced from delivery to and from the organisation (including third party delivery services).

Our scope 3 emissions come from 2 main areas:

Use of sold products: The electric vehicle chargers Mer sells and installs, which are not supplied with electricity by Mer, can indirectly contribute to carbon emissions. This is because we cannot trace the source of electricity used to power these chargers. The renewable electricity supplied in our owned chargers is also accountable for emissions (due to upstream production impact, such as the production of wind turbines) but in a much lower amount.

Purchased goods and services: The purchase of hardware for our installations (such as EV chargers) and the material used in the installation process itself can indirectly result in carbon emissions.

Further scope 3 emissions come from commissioned service providers—especially in software development and engineering—but also employee commuting and business travel.

* Scope 3 emissions are significantly higher in 2022 compared to 2021, as we considered new categories of Scope 3 in our overall approach (e.g. the use of sold products and purchased goods and services)

Scope 1 — 153

Mobile combustion · Fugitive emissions

Scope 2 — 123

Purchased electricity · Purchased heating

Scope 3 — 14,183

Purchased goods and services
Fuel & energy related activities
Waste generated in operations
Business travel
Employee commuting
Use of sold products
End of life treatment of sold products

Total carbon footprint

tCO2e

14,459

What are the key risks and opportunities for Mer?

The transition to a low carbon economy will include some transition risks and opportunities like technology, market changes, legal, regulatory, and reputational. This transition to a low carbon economy may increase the demand for electric power from renewable sources and can potentially impact power prices. We are facing market dynamics such as changing technologies, regulations, and requirements, changing market preferences, and market dynamics such as power price fluctuations. But we are aware that guarantees of origin are sensitive to demand and renewable energy production, and average prices are almost double compared to before COVID-19.[8]
In addition, turbulent times in regards of politics, conflicts and bottlenecks for renewable energy and fossil fuel production may also impact power prices in Europe. However, for a rapid transition from fossil fuel to renewable energy to take place, our industry needs supportive subsidies and a regulatory framework. We intend to work closely with governments and relevant business partners to develop a sufficient power structure. A power structure which enables us to provide renewable energy to our customers is essential to our business model.

The EU and local governments are important in allowing the electric mobility revolution to take place. Local government subsidies of charging infrastructure, power prices, legal frameworks and the availability of electric vehicles will impact our business models. Today, we see a regulatory push towards transition to electric vehicles, with initiatives like the European Green Deal and Hurdalsplattformen (in Norway).[4]

Goals and performance evaluation of focus area 2

Renewable energy: To provide renewable energy to our customers is integral to our mission. By using certified guarantees of origin (GOs), we can provide renewable energy. In 2022 we delivered over 108 million kWh in our chargers, backed by GOs from Statkraft. This an increase of 71 percent compared to 2021. We consider our performance satisfactory.

Climate impact of Mer: As stated previously in the report we are aware of our climate impact. For 2022, we have calculated emissions of 14,459 tonnes of CO_2 covering all three scopes according to the GHG Protocol. In 2023 this will be used as the base year for developing our carbon reduction pathway. Leading the way to a more sustainable way of doing business.

What needs to be improved next year? Why and how?

Beside missing figures and data to the KPIs we have further agreed on working on carbon neutrality. There we aim to establish processes for a proper emissions tracking and obtaining CERs.

Renewable energy: In relation with our key performance indicator of "total kWh of guarantees of origin electricity provided" we will further work on our ambitions to provide our customers with 100 percent renewable energy

for the upcoming years. For our own emissions we strive to implement strategies and initiatives to reduce them in the future.

Climate impact of Mer: In the upcoming years we will implement a professional emission reduction strategy over all three scopes. In our own operations we will have a high focus on conducting business sustainably. For the future

we will focus on travel only when necessary and aim to choose the most environmentally friendly travel options available. This will lead to reduced GHG emissions in business travel. In the future, we will make sure to give preference to sustainable equipment in our offices.

Material Topic	Initiative	Micro Initiative
Climate impact of Mer	Achieve carbon neutrality	Emission tracking across all business units (Scope 1, 2, and 3)
		Develop a decarbonisation plan
		Obtain high quality carbon compensation credits
		Develop travel guideline to reduce emissions from business travel

We provide renewable energy for e-mobility View details

Material Topic	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs
Renewable energy	Total kWh of Guarantees of Origin electricity provided	63 million	**108 million** +71%	**259 million**	7 13
Climate impact of Mer	Total carbon emissions Scope 1, 2 and 3 (in tonnes)	N/A*	**14,459**	TBD in 2023	11 13

* The data for our 2021 carbon footprint was based on estimates and averages from the industry, and is therefore not applicable as our base year for decarbonisation calculation. 2022 is our actual carbon footprint and our base year for future emission reductions.

03

"We create jobs and equal opportunities."

Why is this significant to Mer?

Various international regulations lead to a more inclusive and balanced society. For example, in Norway all employers are obliged to work actively, targeted and systematically to promote equality and prevent discrimination in the workplace according to the Norwegian Equality and Anti–Discrimination Act §26. Our purpose and success go beyond delivering energy, we also have a responsibility to create a safe work environment that emphasises diversity and equality, inclusion, work–life balance, safe work environment, and employee development.

Diversity and equality are core competences of living together in a modern society. Additionally, these topics are receiving increasing attention from our stakeholders. They are concerned about challenges related to gender equality, diversity and inequality which undermine the importance of taking care of our employees. Our stakeholders also require increased transparency on risk management and ethical behaviour in own operations and throughout the value chain.

We define diversity as a variety in gender, age, nationality, ethnicity, culture, social backgrounds, generations, religions, sexual orientations, and identities as well as physical and mental abilities. Diversity brings in many different views, different approaches to solutions and thus the possibility of always finding the best solution. If we are to succeed with the transition to an emission free future, we need different perspectives and viewpoints. We need people with different mindsets to enhance creativity and innovation and to develop products and services that enable the electric mobility revolution.

In Mer, we believe that people are the key to success. Our employees are encouraged to try new things and to constantly strive for improvement. We understand that failure is part of the learning process and encourage a culture of innovation and collaboration.

How does Mer impact and manage the strategic focus area "create jobs and equal opportunity?"

We have identified the following material topics:

- Diversity and equality

- Job and value creation

- Safe and good working environments

- Training and employee development

Diversity and equality: We will always strive to develop a diverse job pool that includes a wide variety of gender, competence, experience, culture, ethnicity, and religion, since we believe that this will increase innovation and value creation in our workplace. We also expect all our employees to work together to create an inclusive, safe, and open environment with zero tolerance for discrimination and exclusion. We welcome applications from people from all backgrounds. We adhere to and comply with the anti-discrimination laws.

Job and value creation: Improving our employees' well-being increases the value we produce at work. Creating value at work leads to satisfied employees and attracts new members to our organisation. We have an impact on job and value creation by providing our employees with work-life balance and meaningful employment. We provide work-from-home opportunities and ensure that all employees are supported by management to ensure that work intensity and expectations are met.

We conduct employee interviews on an annual basis to verify that our employees are happy and to provide honest feedback, so they work in a rewarding environment. We urge all employees, regardless of team or hierarchical level, to provide and receive regular feedback in addition to the annual interviews with their line manager. Each manager is responsible for ensuring that the conversation follows our guidelines.

The focuses on the employee's well-being at work serves as a good point for determining what changes we need to do to improve their work satisfaction. We do everything in our power to ensure that our people thrive and remain in Mer. We perform an employee survey monthly to review and improve areas such as satisfaction, health and safety and staff

development. The survey is completed by all employees, including management, and the results are reviewed by the human resources department and openly shared across the organisation. We believe it is critical to discuss the results in a larger audience and act on the input provided.

Safe and good working environments: We believe that promoting health, safety, and a decent working environment boosts efficiency and lowers operating expenses for the company, as well as engaging our employees in ways that produce a healthy and efficient work environment. There is zero tolerance for violations of labour rights and workplace security. We continuously work for zero injuries to our people and subcontractors. The highest focus is always safety.

We also hold monthly management health and safety meetings to ensure that risks are managed. If we discover any potential risks in health and safety, we will investigate them quickly. Incidents with serious repercussions or a high potential for recurrence are investigated to determine what steps must be taken to prevent a recurrence. Lessons learnt are also communicated throughout the organisation.

To conduct our business responsibly, we follow the same rules as our parent company. Statkraft supports and respects, within its sphere of influence, the protection of internationally proclaimed human rights and ensures that it is not complicit in human rights abuses. We also support and respect internationally recognised labour rights, including the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation. We believe that openness and good communication throughout the organisation promotes a better work culture.

We acknowledge that identifying and preventing violation of laws, regulations and our code of conduct depends on the willingness of employees and external parties to report concerns. Employees have the right and responsibility to report concerns. External parties, and employees of associated companies, are also encouraged to report concerns they may become aware of. However, we do encourage our staff to discuss their concerns with their line management first if they feel able. If this is not possible, reports of concern can be made to Mer's independent whistleblowing channel which is handled by KPMG AS and open to employees and external parties.

There are four possible ways to report a concern to KPMG:

- Submit your concern via KPMG's online and secure reporting channel

- Send an email to: **varsling@kpmg.no**

- Write to KPMG v/Gransking og Compliance, Postboks 7000 Majorstuen, N-0306 Oslo

- Call KPMG's hotline **+47 406 39 400**. Opening hours for the telephone line are Monday-Friday at 09:00-15:30h. The caller's telephone number will not be visible to the responder from KPMG

Training and employee development: To succeed with the enablement of emission free mobility and electric mobility revolution we need to make sure that our people are skilled with the correct competence by focusing on training and competence development. To create a dedicated team committed to personal and professional growth, we perform training and employee development on a regular basis.

In 2022 we have implemented learning platform with primarily focus on compliance, health, safety, and security as well as data protection topics. We aim to integrate further topics such as diversity, equality, and sustainability among others. In addition, we ask key external partners such as electricians to comply with our requirements.

"We are energised by what we do and want our people to feel the same."

What are the key risks and opportunities for Mer?

Employees and job seekers place greater demand to the employer when it comes to focusing on sustainability. Social aspects such as equality and diversity as well as workplace flexibility and employee development are more important than ever before. Our people have increased focus on competence building and development, as well as opportunities for further skill development internally within the company. We also face a rapidly changing market when it comes to transitioning to a low carbon economy.

Risks of health and safety arise in activities in our own operations, construction projects, and installation and maintenance of electric vehicle chargers and other facilities. The risks also arise from our presence in various geographical locations. The risk assessment in our **Transparency Act** report shows that Mer's high-risk suppliers are mainly companies delivering hardware and software related to Mer's electric vehicle chargers, as well as installation works, logistics and call centres. The electricity and grid costs related to the electric vehicle chargers are also defined as high-risk suppliers. To reduce the risk, we are continuously working on improving and developing our procurement process.

Goals and performance evaluation of focus area 3

Diversity and equality: At the end of 2022, 35 percent of our workforce were women. In our business units, 34 percent of the managers in the management team are women. Our people are distributed along our offices in Norway, Sweden, Germany, and UK where Germany is the largest office. By increasing our rate of employed women in management by 5 percent we consider this as a good step in the right direction to strive diligently to achieve our goal of 50 percent women and men, respectively. We are not yet satisfied with our performance on diversity and equality. We will maintain and strengthen ongoing activities to ensure that we achieve gender equality. Furthermore, we recognize that diverse gender identities play an important role in our society and will become increasingly important in our employment.

Job and value creation: In 2022, new hires represented 35 percent of our total staff. As we continue to experience growth, we recognize that this percentage will rise substantially and eventually level off at a certain level. As a result, we will have to rethinking our long-term goals.

Safe and good working environments: In 2022 we had two work-related accidents. Even though these were not life threatening, we find that every occupational accident is one too many. We continue to follow up on all incidents and potential risks immediately.

Training and employee development: While we have not yet collected data for the defined key performance indicators (KPIs) for this material topic, we are committed to including them in our upcoming sustainability roadmap and working towards tracking and reporting on them. We conduct employee interviews annually for all employees, where the content of the conversation is competence development, evaluation of employee effort and feedback to and from the manager. A clear ambition for 2025 will be defined in 2023.

In 2022 we have implemented our own learning management system (LMS) to provide our employees with a platform for individual and professional development.

What needs to be improved next year? Why and how?

In 2023, the focus on the social part spans across all three material topics – from creating awareness for diversity and inclusion, to training and employee development by providing more courses in our learning management system, to safe and good working environments. Furthermore, we will implement an HR system throughout the whole group to streamline our work with employee data.

Diversity and equality: We will work on diversity and equality in the coming years. As a result, we intend to include the topic in our upcoming sustainability roadmap and develop projects to address these demands. We will strengthen our focus on diversity and equality in recruitment process and ensure that we develop and retain a diverse and highly competent workforce. Diversity and equality targets will be followed up on a regular basis, starting with developing a diversity and equality policy and training.

Safe and good working environments: We will continue to share lesson learned and keep health, safety, and good working environment as a top priority in Mer. We are committed to achieving zero workplace accidents each year.

Training and employee development: We will continue to perform training and employee development on a regular basis and go through the content of the training to ensure it is up to date and tailored to each employee. We will also continue to conduct employee interviews. Training and employee development will continue to be a key priority in 2023.

Material Topic	Initiative	Micro Initiative
Diversity and equality	Create awareness for diversity & inclusion	Diversity & inclusion policy Diversity & inclusion training
Job and value creation	Implement HR system	Implement joint personal data management tool Streamline the work with personal data
Training and employee development	Increase internal trainings	Release more courses in the learning management system

We create jobs and equal opportunities View details

Material Topic	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs
	Total number of inclusivity initiatives	No data in 2021	**0**	TBD in 2023	10
	% of women in BU Management	33%	**34%** +1%	**50%**	5 10
Diversity and equality	% of men in BU Management	67%	**66%** −1%	**50%**	5 10
	% of women in BU's totally	30%	**35%** +5%	**50%**	5 10
	% of men in BU's totally	70%	**65%** −5%	**50%**	5 10
Job and value creation	New hires % share of total staff in period	No data in 2021	**36%**	TBD in 2023	8
Safe and good working environments	Number of working accidents (total reported serious injury incidents)	1	**2** +100%	**0**	16
Training and employee development	Percentage of employee trainings and development programs	No data in 2021	**75%**	TBD in 2023	8

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

04

"We conduct **business responsibly.**

Why is this significant to Mer?

Our value chain spans across several countries and continents, and changing demographics increase the focus on human rights and value chain transparency. Clients, investors, and regulators require transparency on risk management and ethical behaviour in own operations and throughout the value chain. Labour rights and human rights conditions are receiving increasing attention from different stakeholders and new regulations are implemented due to unethical practices.

The CSDD Directive is a piece of legislation aiming to ensure that human rights and the environment are respected across the whole corporate supply chain. Although several EU member nations have due diligence legislation in place, these regulations are often voluntary, sector-specific, or solely target specific issues such as child labour. The CSDD Directive intends to make business sustainability in the region broader and more mandatory. The EU Commission endorsed a proposal for a directive on business sustainability due diligence on 23 February 2022. The plan is presently pending approval from the European Parliament and Council, with a final adoption date of 2023 predicted. After the CSDDD is formally adopted, member states will have two years to implement it in domestic law. Companies are expected to be required to comply with the criteria by 2025 or 2026.[10]

Furthermore, in July 2022 Norwegian regulators implemented the Transparency Act and regulation sets clear and ambitious requirement for how Norwegian companies should assess and comply with human rights. Both CSDDD and the Transparency Act imposes an obligation on companies to carry out due diligence assessments of human right, and this includes own operations, supply chain and business partners. Breaches with the new regulatory requirement will provide the authorities with sanctioning opportunities. In addition, we see an increasing number of countries that have introduced such national legislation on human rights due diligence, e.g., child labour, modern slavery, supply chain management and transparency. Stakeholders are increasingly concerned about the challenge related to human rights and value chain transparency. To conduct our business in a responsible manner and meet stakeholders' expectations we have identified sustainable supply chain, anti-corruption, and sustainability governance as material topics. In Mer, we want to be responsible and transparent in our daily work.

How does Mer impact "conducting business responsibly?"

We have identified the following material topics:

· Sustainable supply chain

· Anti-corruption

· Sustainability governance

In this chapter we will focus on how we conduct our business and our impact on environmental, social and governance issues in our own operations and throughout our value chain. Material topics are defined through dialogue with our key stakeholders.

Sustainable supply chain, anti-corruption and sustainability governance: Governance and business integrity is a key element for success, and breaches to our business integrity can potentially affect all our shareholders, e.g., business relation, reputation, and access to capital. A global supply chain exposes us to different regulations and cultures, and therefore we are committed to conduct business in a responsible way and to continuously work on this matter.

Our main business is in the UK, Germany, Sweden, Norway, and Austria, but to conduct our business in a responsible manner we need to ensure transparency throughout our supply chain. We strive to deliver on responsibility through our management system as we face several potential risks with a global supply chain. To make sure our business acts in a responsible way throughout the supply chain, we have developed a supplier code of conduct. It sets the standard in regards of expectations and requirements for our business relations, especially for our suppliers. We are conscious of our operations in countries with weaker environmental, social, and governance (ESG) standards. For this reason, our supplier code of conduct is an integral component of conducting our business in a responsible manner. By working closely with our business partners, we aim to prevent corruption and unethical practices in our own business and supply chain including the adherence to human rights.

Mer is committed to selecting business partners who adhere to standards that are consistent with Mer's ethical requirements. The term "business partner" includes anyone with whom we do business, such as suppliers, contractors, agents, lobbyists, consultants, sellers, buyers, customers, partners in a joint venture and non-governmental organisations. Close relationships with our business partners are essential for improving our products and generating solutions that help create a better world. By

doing so, we can save time and money while still achieving our sustainability goals.

In the future, we want to benchmark and evaluate ESG credentials of all our stakeholders. To this end, an interdisciplinary working group will develop a procedure.

In July 2022, Norway introduced a Transparency Act with the aim to improve how businesses work with regards to human rights, decent working conditions and to also give the public access to such information. Mer, as a Norwegian registered company, is required to provide information and conduct human rights due diligence that is presented in a yearly report. Our **2022 Transparency Act** Report can be found on our website.

What are the key risks and opportunities to Mer?

Our value chain span across different countries, and we consider our biggest impact to stem from the production of hardware and manufacturing of chargers. With a global supply chain, we are aware of potential challenges of purchasing products and services from countries with weaker environmental, social, and governance (ESG) standards. For instance, we have identified data security breach, corruption, transparency, working conditions and breaches with UN human rights as potential risk along our supply chain. The impact of different identified risks depends on geographical location and type of business activity.

In addition, we are witnessing several new regulations implemented on locations where we conduct our business. This might lead to increased cost due to pressure on mapping and transparency on human and labour rights in our supply chain, for instance new requirements related to the Transparency Act in Norway. As labour rights and human rights conditions are receiving increased attention from other stakeholders it can potentially lead to other risks and opportunities. Poor management of this issue could lead to risks such as losing existing employees who do not want to be associated with a company that handles this issue poorly. Additionally, it may result in increased costs related to the need for new hires. However, effective management in this area can have a positive impact on our reputation as employees will speak positively about their workplace and the company's commitment to ethical business practices. It can make us more attractive to job seekers who are drawn to companies with strong ethical practices. How we as a company handle this issue will also impact our relationships with business partners. A lack of compliance in conducting business can

result in negative reactions and possible loss of partnerships. Conversely, increased focus on human rights and value chain transparency can lead to more efficient and productive relationships with our suppliers.

Goals and performance evaluation of focus area 4

As a young company, we have not yet gathered data on each key performance indicator (KPI). However, in the following years, we remain committed to collecting this data and developing ambitions and initiatives to achieve our KPI targets.

Sustainable supply chain: To conduct business responsibly is part of our DNA. We embed sustainability in our culture and values. We will work closely with our business partners to reduce our environmental impact, for instance we intend all our new suppliers to sign our supplier code of conduct. In 2022, 38 percent of our suppliers signed the code of conduct. Finding our current result unsatisfactory, we are committed to onboarding more suppliers to our code of conduct through the process of contract signatures.

Anti-corruption: We are continuously working with our suppliers to reduce the risk of corruption incidents. For 2022 we had zero confirmed incidents of corruption. Although we have not had any confirmed incidents related to corruption, we recognize that we need to take action to ensure that no contracts with business partners are terminated or not renewed due to violations related to corruption. We are committed to improving our work with our business unit governance body members. In the coming years, we will focus on effective communication of our anti-corruption policy

and procedures to our employees as well as governance body members.

Sustainability governance: For 2022 we have 0 total reported incidents of corruption. This represents our level in integrity and displays that corruption behaviours are never an option for us. In 2022, we launched our business management and quality system, 'The Mer Way,' which serves as the foundation for all our business practices. Additionally, we have developed several guidelines and processes, including data protection measures. We are pleased to report that our business ethics guide has been released in four languages. Overall, we rate our performance in this area as good.

What needs to be improved next year? Why and how?

Currently, we are working on collecting data for the missing KPIs. In addition, we have committed to performing a sustainability due diligence of suppliers, partners, and customers, including our supplier code of conduct. We will also be implementing a safety management system to ensure that we conduct our business in a safe and responsible manner.

| Material Topic	Initiative	Micro Initiative
Sustainable supply chain	Rate supplier against ESG criteria	Establish sustainability requirements in tender ESG questionnaire covering several levels of procurement
Sustainability governance	Implement safety systems	HSS workshops for installers PPE provision Certifications and audits

We conduct business responsibly View details

Material Topic	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs
Sustainable supply chain	Share of new suppliers onboarded onto Mer's Code of Conduct	No data in 2021	**38%**	**100%**	8 16
Sustainability governance	Share of employees that Mer's anti corruption policy and procedures are communicated to	No data in 2021	**100%**	**100%**	16
	Share of BU governance body members that Mer's anti corruption policy and procedures are communicated to	No data in 2021	**100%**	**100%**	16
Anti-corruption	Total number confirmed incidents of corruption	0	**0**	**0**	16
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	**0**	**0**	16
	Reported incidents of corruption	0	**0**	**0**	8 16

We are
Charged by nature.

mer
Pure energy from Statkraft
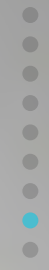
We enable the electric mobility revolution View overview

Material Topic	GRI Disclosure	GRI Title	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs	What we measure	Page
Emission-free mobility	N/A	N/A	Total number of charging points in operation	25,454	**36,548** +44%	Not reporting externally	11 13	Total number of sockets in all types of chargers, operated by end of period	60
	N/A	N/A	Total electric kilometres enabled (total kWh * 5)	316 million	**541 million** +71%	1.294 million	11 13	Total kWh delivered from Mer in period, multiplied by 5. All segments excluding RB	60
Enabling emission reductions	N/A	N/A	Contribution to reduced CO$_2$ emissions in tonnes	57,000	**98,000** +71%	233,000	11 13	Calculated based on total kilometres. Factor: 0.18	60
	N/A	N/A	Contribution to reduced SOx emissions in tonnes	9.5	**16.2** +71%	39	11 13	Calculated based on total kilometres. Factor: 0.00003	60
	N/A	N/A	Contribution to reduced NOx emissions in tonnes	184	**314** +71%	750	11 13	Calculated based on total kilometres. Factor 0.00053	60
Sustainable cities	306-5	Waste directed to disposal	Total weight of waste in tonnes	No data in 2021	**59**	TBD in 2023	11	Total weight of waste through our operations. Partially reporting on GRI 306-5 due to unavailable/incomplete information	60
			Total non-hazardous waste in tonnes	No data in 2021	**59**	TBD in 2023	11	Total weight of non-hazardous waste through our operations. Partially reporting on GRI 306-5 due to unavailable/incomplete information	60
			Total hazardous waste in tonnes	No data in 2021	Only office waste No hazardous waster	TBD in 2023	11	Total weight of hazardous waste through our operations. Partially reporting on GRI 306-5 due to unavailable/incomplete information	60
Circular operations	N/A	N/A	% of chargers decommissioned that are reused/recycled	No data in 2021	**65**%	**100**%	11 12	Share of chargers decommissioned in period that are reused or recycled	60

We provide renewable energy for e-mobility View overview

Material Topic	GRI Disclosure	GRI Title	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs	What we measure	Page
Renewable energy	N/A	N/A	Total kWh of Guarantees of Origin electricity provided	63 million	**108 million** +71%	**259 million**	7 13	Sum of electricity delivered in all segments	70
Climate impact of Mer	N/A	N/A	Total carbon emissions Scope 1, 2 and 3 (in tonnes)	N/A*	**14,459**	TBD in 2023	11 13	Total amount of carbon emissions in our operational control	70

* The data for our 2021 carbon footprint was based on estimates and averages from the industry, and is therefore not applicable as our base year for decarbonisation calculation. 2022 is our actual carbon footprint and our base year for future emission reductions.

We create jobs and equal opportunities   View overview

GRI content index · GRI 1: Foundation 2021 · Mer has reported the information below for the period 01.01.2022-31.12.2022 with reference to the GRI Standards

Material Topic	GRI Disclosure	GRI Title	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs	What we measure	Page
	N/A	N/A	Total number of inclusivity initiatives	No data in 2021	**0**	TBD in 2023	10	Count of unique employee trainings and development programs initiated (not participants) in period	78
Diversity and equality	405-1	Diversity of governance bodies and employees	% of women in (BU) Management	33%	**34%** +1%	**50%**	5 10	% Women in management positions in BU Partially reporting on GRI 405-1 due to unavailable/incomplete information	78
			% of men in (BU) Management	67%	**66%** –1%	**50%**	5 10	% Men in management positions in BU Partially reporting on GRI 405-1 due to unavailable/incomplete information	78
			% of women in BU's totally	30%	**35%** +5%	**50%**	5 10	% Women in BU in total Partially reporting on GRI 405-1 due to unavailable/incomplete information	78
			% of men in BU's totally	70%	**65%** –5%	**50%**	5 10	% Men in BU in total Partially reporting on GRI 405-1 due to unavailable/incomplete information	78
Job and value creation	401-1	New employee hires and employee turnover	New hires % share of total staff in period	No data in 2021	**36%**	TBD in 2023	8	New hires % share of total staff in period Partially reporting on GRI 401-1 due to unavailable/incomplete information	78
Safe and good working environments	403-9	Work-related injuries	Number of working accidents (total reported serious injury incidents)	1	**2** +100%	**0**	16	Total number of working accidents Partially reporting on GRI 403-9 due to unavailable/incomplete information	79
Training and employee development	404-3	Percentage of employees receiving regular performance and career development reviews	Percentage of employee trainings and development programs	No data in 2021	**75%**	TBD in 2023	8	Count of unique employee trainings and development programs initiated (not participants) in period Partially reporting on GRI 404-3 due to unavailable/incomplete information	79

We conduct business responsibly View overview

GRI content index · GRI 1: Foundation 2021 · Mer has reported the information below for the period 01.01.2022-31.12.2022 with reference to the GRI Standards

Material Topic	GRI Disclosure	GRI Title	KPI	2021 Performance	2022 Performance	2025 Ambition	Related SDGs	What we measure	Page
Sustainable supply chain	N/A	N/A	Share of new suppliers onboarded onto Mer's Code of Conduct	No data in 2021	**38**%	**100**%	8 16	The %-share of all new suppliers onboarded onto Mer's Supply Chain Code of Conduct and living up to our sustainability requirements (will be released later in 2022)	85
Sustainability governance	205-2	Communication and training about anti-corruption policies and procedures	Share of employees that Mer's anti corruption policy and procedures are communicated to	No data in 2021	**100**%	**100**%	16	%-share by end of period. Partially reporting on GRI 205-2 due to unavailable/incomplete information	85
			Share of BU governance body members that Mer's anti corruption policy and procedures are communicated to	No data in 2021	**100**%	**100**%	16	%-share by end of period. Partially reporting on GRI 205-2 due to unavailable/incomplete information	85
Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	Total number confirmed incidents of corruption	0	**0**	**0**	16	Total incidents in period. Partially reporting on GRI 205-3 due to unavailable/incomplete information	85
			Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	**0**	**0**	16	Total incidents in period. Partially reporting on GRI 205-3 due to unavailable/incomplete information	85
			Reported incidents of corruption	0	**0**	**0**	8 16	Reported violations of HSSE policy. Partially reporting on GRI 205-3 due to unavailable/incomplete information	85

Abbreviations

A B C D

BEV	Battery Electric Vehicle
BQMS	Business Quality Management System
BU	Business Unit
CFO	Chief Financial Officer
CRE	Certified Emissions Reductions
CSRD	Corporate Sustainability Reporting Directive

E F G H

ESG	Environmental, Social, Governance
EU	European Union
EV	Electric vehicle
GHGe	Greenhouse Gas Emissions
GRI	Global Reporting Standard
GO	Guarantee of Origin
HSSE	Health, Safety, Security & Environment

I J K L

ICCT	International Council on Clean Transportation
IEA	International Energy Agency
KPI	Key Performance Indicator
kWh	Kilowatt Hour

M N O P

NAP	National Action Plan (Germany)
NGO	Non-Governmental Organisation

Q R S T

SDG	Sustainable Development Goal
TRI	Total Reported Incidents

U V W X Y Z

UK	United Kingdom
UN	United Nations
VCS	Verified Carbon Standard
VER	Voluntary Emission Reduction

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