

Sustainability Report

2023





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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 01/01/2023–31/12/2023.

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Executive summary

Sustainability is at the core of the Mer business strategy. Our goal is to be a leading, multi-segmented 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.

Mer's third sustainability report contains an even more granular carbon footprint analysis than 2022 and an ambitious road to net-zero.

We aim to do business entirely sustainably, contributing to the United Nations Sustainable development goals (SDGs). To identify what is fundamental for us, we have utilised 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 business on the environment 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 pursue targets that go beyond achieving carbon neutrality.

Letter from the CEO

Dear reader

It is with great pride that we present to you Mer's 2023 Sustainability Report. This report highlights the significant progress we have made across Europe in our mission to promote sustainable electric mobility. The world is facing urgent climate challenges, and at Mer, we recognize our critical role in driving a positive change.

In 2023, the urgency to transition to cleaner energy and reduce carbon emissions has never been more apparent. Global temperatures continue to rise, and with them, the pressure on industries, governments, and individuals to take meaningful action. The IPCC's, Intergovernmental Panel on Climate Change, latest findings reiterate that time is running out, and to keep the 1.5-degree target within reach, we must intensify our efforts in electrification, enhance energy efficiency, and rapidly expand the use of renewable energy solutions.

At Mer, we are doing our part by expanding access to electric vehicle charging infrastructure and ensuring that this growth is powered by clean, renewable energy. Transportation remains a major source of carbon emissions, but the shift to electric mobility offers a tangible solution.

In the past year, we have accelerated the installation of new charging points across Europe, now with over 45,000 charging points in operation. Our customers have driven over 700 million electric kilometres in 2023 alone, reducing CO2 emissions by over 128,000 tons. This is a significant increase from last year, and it demonstrates the impact that a well-supported charging network can have on our shared environmental goals.

Backed by Statkraft, Europe's largest renewable energy producer, we have continued to provide 100 % certified green energy across our charging network. In 2023, we delivered more than 140 million kWh of renewable energy to electric vehicles across Europe. These numbers are more than just statistics; they represent tangible progress towards a cleaner future, and we are proud of the part we play in reducing the carbon footprint of transportation.

While we believe our achievements are strong, we also know there is more work to be done.

Our goal for 2023 was to become a carbon-neutral company, and I am pleased to announce that we have reached this important milestone. However, this is just the beginning. We are committed to reaching net zero by 2033, and to do this, we are constantly re-evaluating and improving every aspect of our operations, from the efficiency of our supply chains to the sustainability of our energy sources.

Mer's success is driven by our dedicated team and our loyal customers, who believe in our mission. Together, we are creating a future where sustainable mobility is not just an option, but the norm. I invite you to join us on this journey, and together, let's continue to build a greener, more sustainable world.

Thank you for being part of the Mer community. We are committed to excellence, innovation, and sustainability - and we will keep pushing the boundaries of what's possible.



Kristoffer Thoner
CEO Mer

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

”





Charged by nature.

mer

Pure energy from Statkraft



About Mer

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 (CO₂eg/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 achieved a big step into a more sustainable future by achieving an externally verified carbon neutral standard in accordance with the international known PAS 2060 Standard.

Where we come from

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

Where we are

- We are certified carbon neutral (PAS 2060)
- We have developed our Road to Net Zero to reduce our emissions
- Awarded **World's Best Green Brand** from Charge Awards 2023

Where we want to be

- Industry leading in EV-charging and sustainability
- We are committed to reach Net Zero by 2033

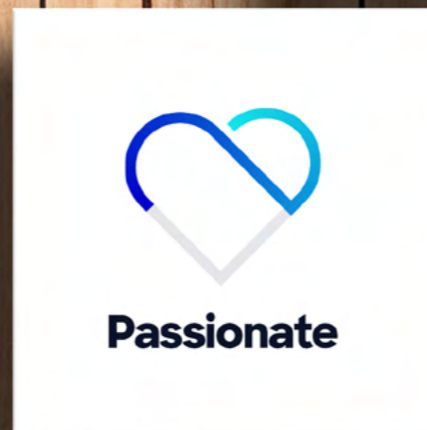
Our vision, ambition and values

Although the origin of Mer stems from different businesses brought together, 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 and solutions for corporate fleet. We firmly believe that mobility can be improved: cleaner, smarter, and more sustainable.

“Our values aren’t just words. They drive us each and every day toward **reaching net zero by 2033.**”



We are passionate

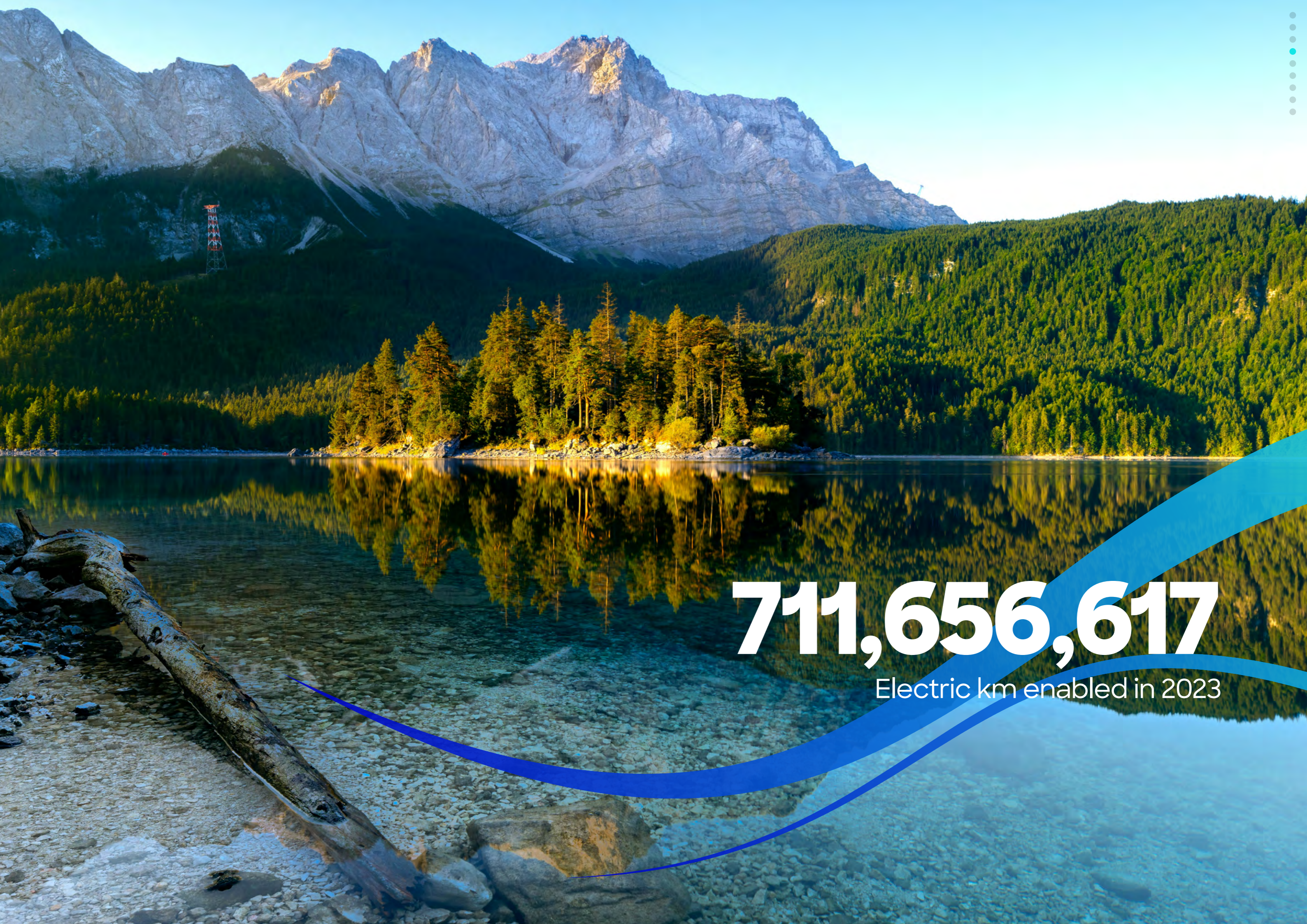
We are passionate about what we do and we value a curious mindset and seek to grow and learn from failing. We believe in bringing fun and positivity to our colleagues and customers by embracing change and continuously look to improve from our learnings.

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.



711,656,617

Electric km enabled in 2023



45,387

Charge points operated by end of 2023



142,331,323

Total kWh provided in 2023



Products & services

To provide a holistic charging experience, we design 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.

Depot/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.

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 design, plan and operate charging solutions for fleet operations.

Existential sustainability

Sustainability is existential to us

Mer would not exist without Sustainability. That is why Sustainability is existential to us. We believe that our sustainable legacy and unwavering commitment to do good will set us apart from everyone else in the EV-market. We structure and create our goal-achieving plans using the strategy cascade.

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 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, enabling our highest potential of accelerating the transition to emission-free mobility. We want to cater to the charging needs of all EV-drivers.

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 EV-Charging provider 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 do good 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) are 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.

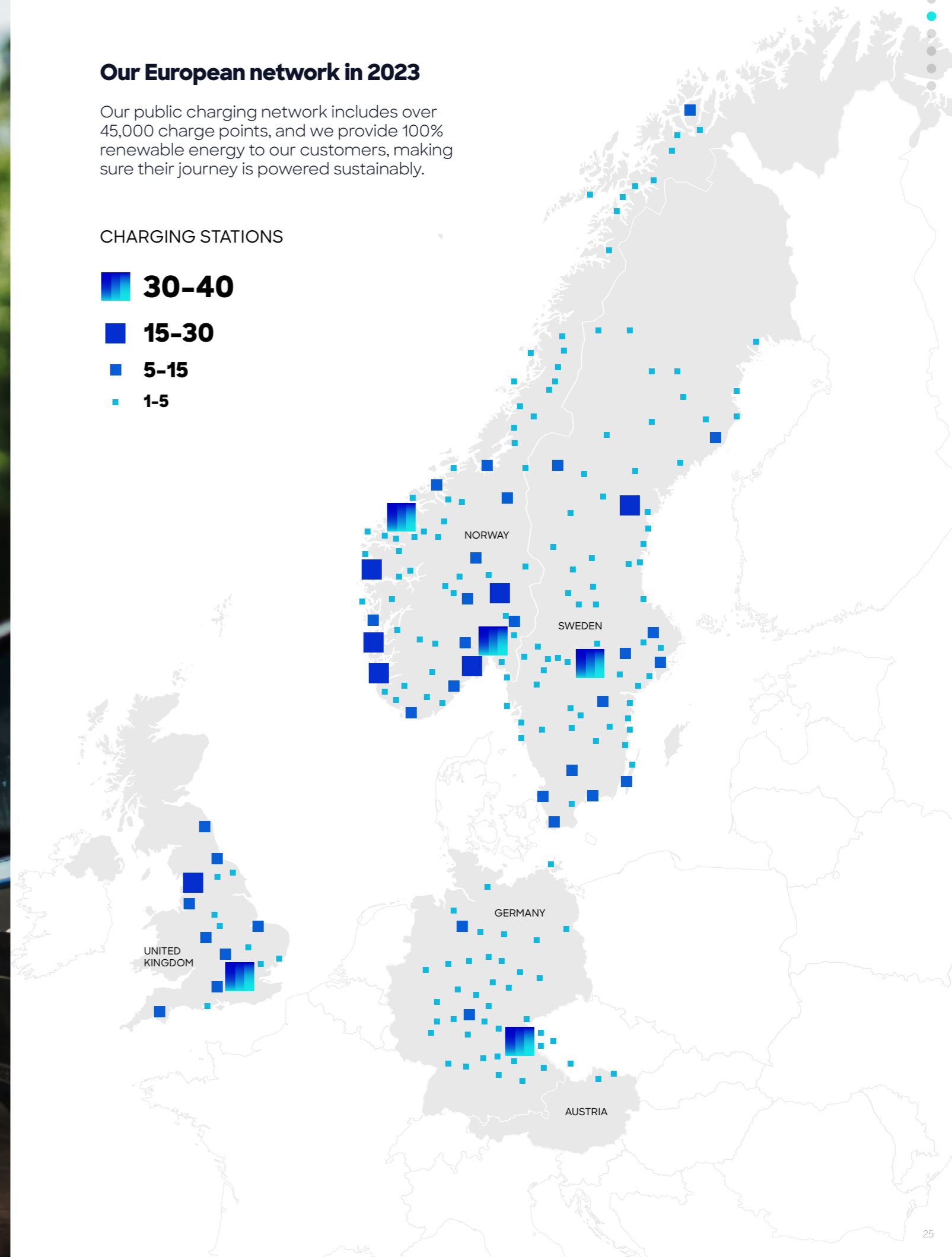
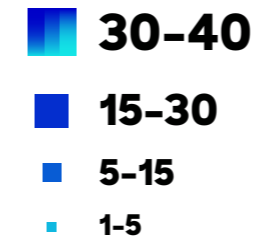




Our European network in 2023

Our public charging network includes over 45,000 charge points, and we provide 100% renewable energy to our customers, making sure their journey is powered sustainably.

CHARGING STATIONS



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 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

Partially our business Units have certified Environmental Management Systems in Place. Mer Norway As is certified "Eco-Lighthouse" which is Norway's most widely used certificate for businesses wanting to document their environmental efforts and demonstrate social responsibility. Mer UK is certified ISO 14001. These certifications involve a cycle of continuous improvement, starting with an environmental policy statement that outlines the organisation's commitment to environmental sustainability.

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. 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.

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.

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.⁹

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 to contribute to these selected goals through our operations.



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 [impact along our value chain](#).

“We invest in building **the future of mobility**”



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

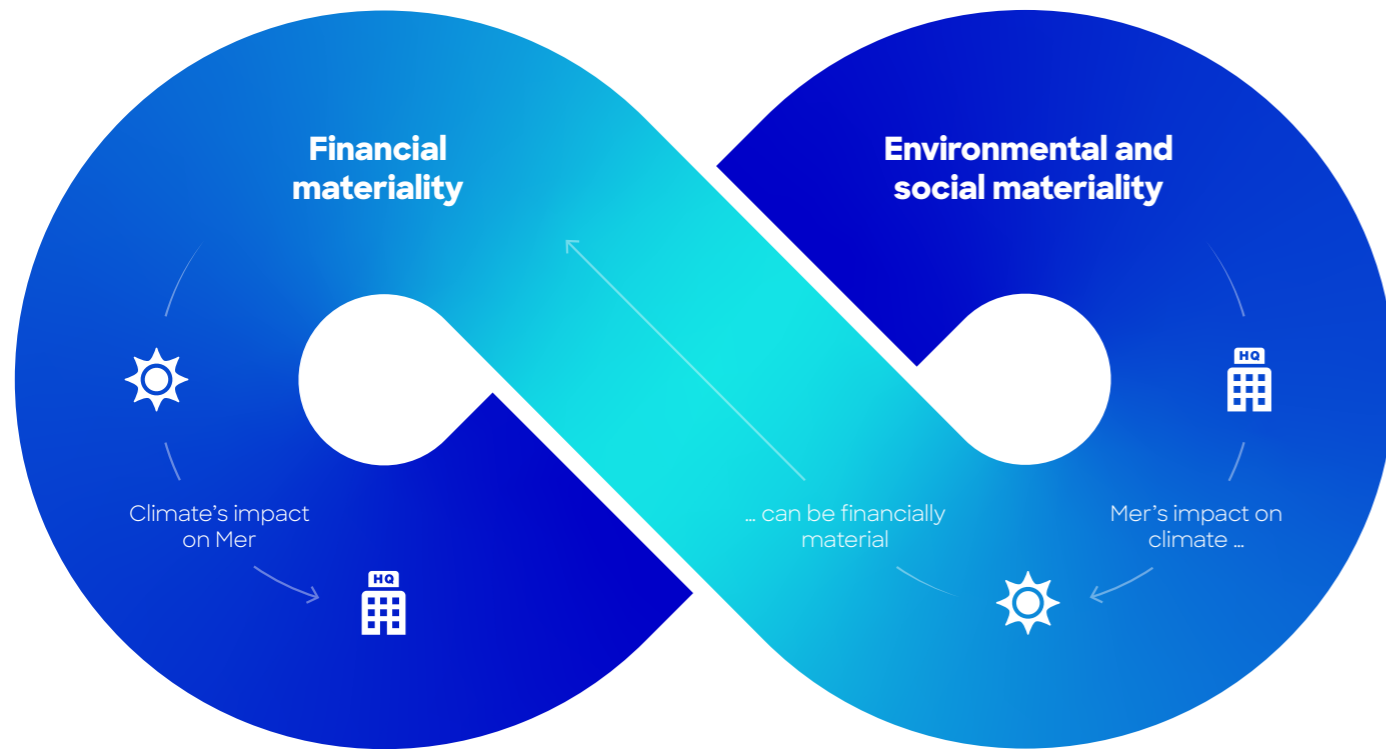


Downstream

Customers & users

7 8 11 13 16





Double materiality

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 about our strategic prioritization, including focus areas, ambitions, targets, and KPIs.



Our stakeholders

At Mer, we always operate in line with our stakeholders' expectations. Through a stakeholder assessment, we have identified the most important stakeholders and their expectations concerning 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

“We have identified mega trends that have a **significant impact on our business model.**”



Mega trends

Mer is exposed to different risk and opportunities related to key sustainability trends and we need to understand how this impacts Mer. These will be an essential part of the development of our business model:

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	<ul style="list-style-type: none"> GHGe (Greenhouse gas emissions) from transport GHGe from material production Raw material usage GHGe from product development GHGe from energy source 	<ul style="list-style-type: none"> Office material production Energy use in offices GHGe from business travel 	<ul style="list-style-type: none"> GHGe from business travel GHGe from installation Land sealing 	<ul style="list-style-type: none"> Waste management Resource usage 	<ul style="list-style-type: none"> Energy End of life management Mobility
 Social	<ul style="list-style-type: none"> Labour rights Human rights Local value creation Societal value creation 	<ul style="list-style-type: none"> Health & safety Diversity & equality Competency development Human rights Labour rights Work environment 	<ul style="list-style-type: none"> Local value creation Health & safety Diversity & equality Competency development Human rights 	<ul style="list-style-type: none"> Labour rights Work environment Local value creation Health & safety Diversity & equality Competency development 	<ul style="list-style-type: none"> Human rights Labour rights Work environment
 Governance	<ul style="list-style-type: none"> Responsible business practice Anti-corruption Competitive behaviour 	<ul style="list-style-type: none"> Transparency & traceability Quality & risk management Privacy & data security Stakeholder engagement 	<ul style="list-style-type: none"> Responsible business practice Transparency & traceability ESG supply chain consideration Privacy & data security 	<ul style="list-style-type: none"> Stakeholder engagement Responsible business practice Transparency & traceability ESG supply chain consideration 	<ul style="list-style-type: none"> 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:

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?

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

”





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



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



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 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?

Electric mobility is the main component of Mer's efforts towards mitigating climate change. As a responsible corporate entity, we recognize that transportation is a major contributor to greenhouse gas emissions. Therefore, we are committed to adopting sustainable practices that will enable us to reduce our carbon footprint and promote environmental stewardship in our operations.

Electric vehicles provide a sustainable transportation option by emitting significantly less carbon dioxide and harmful pollutants than their gas-powered counterparts. Furthermore, with the growing availability of renewable energy sources, electric vehicles can be powered by clean energy, reducing their overall environmental impact.

The EU is paving the way for a renewable transition. The European Commission has introduced the European Green Deal to make Europe climate neutral by 2050 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 the 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, stakeholders such as investors, customers and others have expectations to the industry to take 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.



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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

In the following chapter we 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: At Mer, 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 climate change and to create a basis for sustainable economic development. We aim for measurable actions to improve our impact on climate. By removing the friction in the electric mobility experience we help reducing the footprint of our customers at the same time increasing our handprint. 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, we have 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 COOP and Burger King in Norway and Sweden, McDonald’s in Austria, Tank & Rast in Germany, and Blue Diamond in the UK. In business charging, we will build on high volume sales channels such as Volvo and ZF.

Enabling emission reductions: By building charging infrastructure sites and supplying renewable energy in our chargers, when we are responsible for the energy supply, we enable huge emission reductions in the transport sector. We will continue expanding our handprint by assessing market possibilities for charging in heavy-duty vehicle industry.

We are aware that we also have a footprint, and we already have a plan to reduce our own



footprint in our operations as well as in the entire value chain. More on this can be found in the section “Climate Impact of Mer”

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.

We are aware that charging infrastructure requires raw materials to produce the individual components that make a charger. At Mer, we believe that products should have the longest possible life cycle and we look for the most effective way forward. If a charger fails or stops working, it is rarely the case that all components must be replaced. We therefore work with our subcontractors to develop the most modular troubleshooting concepts possible to replace only the defective component.

We make sure that we use packaging material that has already been used for shipping as much

as possible and aim to reduce the amount of waste produced in our value chain by taking further steps in the future.

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 Mer 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 charging experience with a customer orientated business model.

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

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, 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, increased it to 36,500 by the end of 2022. In 2023 we added a total of over 8,800 charging points (+24%) to increase our overall charging points to around 45,380 charging points across 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 increased this number to 509 million (+61%) electric kilometres. In 2023 we enable 712 million electric kilometres. The steady growth in electric kilometres underscores our positive handprint. As emissions are saved with every kilometres driven electric. Paving the way to zero emission mobility.

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 128,000 tonnes CO₂. Increasing our 2022 result by 31 percent. Sulphur oxides (SO_x) and nitrogen oxides (NO_x) 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 21 tonnes of SO_x emissions and 413 tonnes of NO_x 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 avoiding 233,000 tonnes of CO₂, 39 tonnes of SO_x emissions and 750 tonnes of NO_x emissions, through our charging solutions by 2025.

Sustainable cities & circular operations: Around 65% of the charging stations we dismantle are either refurbished and reused or recycled. This is a good performance, even though our goal is 100 percent and by this increase our contribution to a more circular economy.

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 where we can. 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 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 are as far as possible refurbishing 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	Increase our charging network
Circular operations	Resource productivity and waste management	Asset decommissioning strategy: Further engage with agencies to recycle old chargers/grid/cars





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02

“We provide
**renewable energy
for e-mobility.**”

”

Why is this significant to Mer?

The world is currently experiencing increased concentrations of greenhouse gases, and increased heat on earth.

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. The share of renewables in Europe’s electricity reached 44 percent in 2023. 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

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, being backed by Statkraft we can count on a parent company 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. As an example, in Norway, we use GOs from Mår hydropower plant in Telemark and guarantee 100 % 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 from 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 become carbon neutral in 2023. 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 all aspects of electric vehicle infrastructure.

Climate impact of Mer

At Mer, we are well aware of our impact on the environment and the climate. Even though we are a service provider and not a producer of goods, we want to take responsibility as far as possible also along our value chain. For this reason, we were not satisfied with calculating and releasing only Scope 1 and 2 of our emissions according to the GHG Protocol.



Carbon neutrality: At Mer, we achieved 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 we will not stop at carbon neutrality but rather follow our own road-to-net zero that exceeds the requirements set by the Science-based targets initiative.

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 are verified by an external, independent third-party to make it as traceable as possible.

Emissions 2023: 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.

To underline our ambitions, we have become a carbon neutral EV charging company. Becoming carbon neutral in line with the PAS 2060 standard, is only the start on our way to 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.

The carbon footprint was calculated in accordance with the GHG Protocol. The calculation was performed by Plan A, a TÜV certified GHG calculation software provider.

The TÜV certification process is repeated annually, and continuous improvement of the methodology has been demonstrated each certification cycle. In order to calculate Mer’s corporate carbon footprint, Plan A combines business activity data across different emission categories with high-quality emission factors and other conversion factors. Wherever possible business activity data was used to calculate the emissions. In some cases, national averages were used, where no better data quality was available.

Emission summary 2023

Mer Consolidated Group & Business Units' Carbon (GHG) Emissions · Reporting Period 01/01/23– 31/12/23

Scope 1 (Direct) ■

Scope 1 covers all activities owned or controlled by the organisation that release emissions straight into the atmosphere. For Mer, as we are not producing any physical goods, this only covers combustion engines vehicles as well as fugitive emissions from air conditioning as well as refrigerators in the office.

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 are accounted for in Scope 2. These are indirect emissions that are a consequence of our activities but occur at sources that Mer does not own or control.

The main scope 2 energy emissions come from the electricity and heating consumption from our 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 1

Mobile combustion · Fugitive emissions

2023:
72 tCO₂e
2022: 153 tCO₂e

Scope 2

Purchased electricity · Purchased heating

2023:
62 tCO₂e
2022: 126 tCO₂e

Scope 3

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

2023:
18,821 tCO₂e
2022: 17,763 tCO₂e

Total Carbon Footprint

tCO₂e

2023:
18,955
2022: 18,042*

*Our emissions for 2022 change compared to our initial calculation in 2022. This is mainly due to a switch in emission factors. For our emissions calculation we worked closely together with experts from Plan A

Emission offset portfolio 2023

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 only trust high quality certificates. 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.



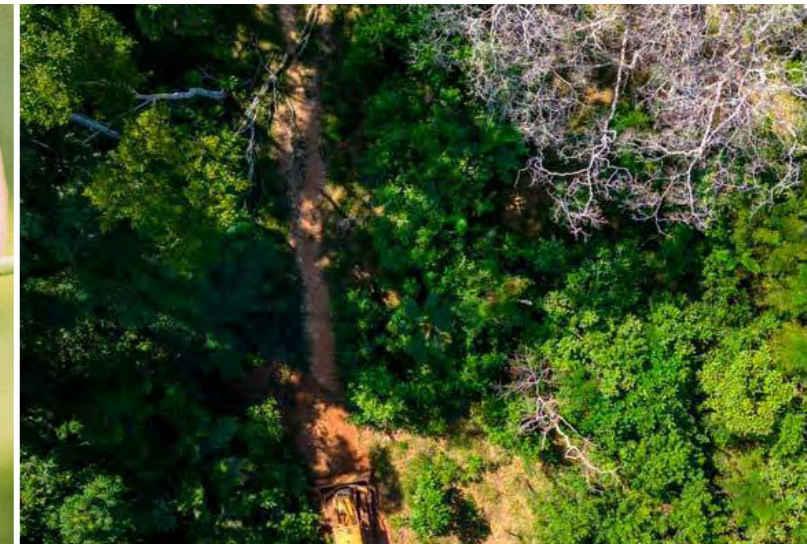
Although it is not mandatory, we believe that participating in the EU ETS is the most efficient way of reducing our emissions. In partnership with ForTomorrow we have purchased 484 tCO₂e of our carbon footprint, in the categories we have direct control of from the EU ETS scheme, effectively preventing 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. We offset 18,523 tCO₂e of our total footprint through a diverse portfolio covering regenerative agriculture in Europe, peatland protection in Indonesia as well as forest protection in Brazil.

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.



41%

Soil Carbon Europe

30%

Peatland Indonesia

26%

Forest Protection Brazil

3%

ETS

Road to Net Zero 2033

Our business is growing and is already making an important contribution to the decarbonisation of the transport and traffic sector in Europe.

To not limit our growth and by this our important contribution to a emission free transport and traffic sector we decided to follow intensity based targets for scope 3 until 2028.

In scope 1 and 2 where we have direct lever on we are convinced to achieve an absolute reduction.

By analysing our base year (2022) emissions and considering our capabilities during the next year, Mer commits to achieve the following targets backed by a set of initiatives:

BY 2028:

50%

Reduction in tCO2e
Scopes 1 and 2

70%

In tCO2e/unit
Scope 3

BY 2033:

Net Zero

Total carbon footprint across
Scopes 1, 2 and 3



Please note: Mer has updated its net zero targets from 2026 to 2028 and from 2030 to 2033. This decision was made based on the company's current situation in growth and the development of the industry. Mer recognizes the importance of taking action towards reducing its carbon footprint, but also acknowledges the need to balance this with sustainable growth and long-term success. The updated targets are aligned with Mer's commitment to a sustainable future and will be regularly reviewed and updated

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 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 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. In the last few years, we have seen 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: Besides electric vehicle charging, providing renewable energy is integral to our mission. We are providing renewable energy in every station that is supplied by us. Guaranteed through guarantees of origin (GOs). In 2023 we delivered over 100 million kWh in our chargers backed by GOs from Statkraft. We consider this performance satisfactory, underlining our constant growth journey.

Climate impact of Mer: Even though we work every day to enable emission-free mobility, we are aware of our climate impact. We also cause emissions through our business. In chapter we have elaborated on our carbon footprint, how we offset our emission and how we plan to reduce them on our ambitious until 2033. For 2022, when we first started to calculate a thorough corporate carbon footprint, we



accounted for 14,459 tonnes of CO₂ cover all three scopes of Carbon Accounting, based on developments in the calculation of greenhouse gases and the switch to another database for emission factors, this numbers has changed to 18,041 tCO₂e. In 2023 learned from the previous year's experiences and managed to improve our carbon accounting even more. We accounted for 18,896 tCO₂e in 2023. Even though it is an increase in total emissions, given our growth we see this as satisfactory. As we agreed on our Road to Net-Zero we will focus on reducing our emissions. Leading the way to a more sustainable way of doing business.

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

Renewable energy: Electric mobility is often associated with peak loads. One way to prevent this is to integrate battery systems into our charging parks. This helps to shift the peaks and flatten the curve of energy demand. In Germany and Austria, we test potential batteries

in pilot project charging parks. We are assessing different battery suppliers using our ESG Criteria for evaluation.

Climate impact of Mer: In the upcoming years we follow our Road to Net-Zero to reduce our emissions consistently 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

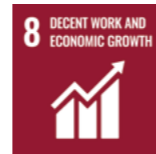
GHG emissions in business travel. We will also give preference to sustainable equipment in our offices.

Additionally, we will implement "coffee & learn" session about emissions for our employees. Backed by continuously updated E-Learning about emissions, this will lead to increased knowledge about emissions and help in reducing our carbon footprint by conscious decisions made by every employee.

Material Topic	Initiative	Micro Initiative
Renewable energy	Increase renewable energy	Assess and pilot battery integration in charging sites
Climate impact of Mer	Increase employee knowledge	Coffee and Learns: Emissions E-Learning: Emissions and other various topics

03

“We create
jobs and equal opportunities.”



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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.

At 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.

To ensure this we have developed a Diversity & Inclusion policy as well as internal trainings.

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 focus 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 stay at 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 are convinced that promoting health, safety, security, and an appropriate working environment not only increases performance efficiency, but also reduces operating costs for the company. There is zero tolerance for violations, and we work continuously that the number of injuries and illnesses among employees, contractors, and other third parties remains at zero.

Furthermore, we hold quarterly health, safety, and security management meetings to ensure that employees engage actively, and risks are identified, adequately mitigated and communicated within the Mer group. Furthermore, our dedicated reporting system allows us in the event of a potential risk or an occurred incident to react quickly and thoroughly. Particularly those with a serious consequence or potential likelihood for recurrence form an integral part of Mer’ overarching risk management system.

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 continue to publicise our independent whistleblowing channel, which is open to employees and third parties, to encourage everyone to report any concerns they may have about how we operate. 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:

1. Submit your concern via KPMG’s online and secure reporting channel
2. Send an email to: varsling@kpmg.no
3. Write to KPMG v/Gransking og Compliance, Postboks 7000 Majorstuen, N-0306 Oslo
4. 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 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 2023 we improved our internal learning platform covering diverse topics such as compliance, health, safety, and security as well as data protection topics to diversity, equality, and sustainability among others.

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 2023, 34 percent of our workforce were women. In our business units, 40 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 2023, new hires represented 8% 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.

Safe and good working environments: In the broader Mer group, there were no work-

related injuries or illnesses in 2023. However, we identified twelve near-incidents and incidents without any injury or illness. These were thoroughly investigated and appropriate mitigating actions to avoid similar situations in the future were implemented and followed up.

Training and employee development: In 2023, 87 percent of our total staff has participated in trainings and career development. This high number represents the spirit and drive for continuous improvement we foster across our business. 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.

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

In 2024, 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.

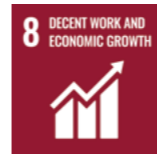
Diversity and equality: We will strengthen our focus on diversity and equality in recruitment process and ensure that we develop and retain a diverse and highly competent workforce. Diversity and equality targets will be followed up on a regular basis, starting with internal training on our diversity & inclusion policy. We will follow this up into tolerance and respect.

Safe and good working environments: We will continue to consolidate our proactive approach of health, safety, and security management not just by systematically identifying risks, but also by setting up employees' engagements in this area as defined targets. Also, we remain committed to achieve zero work-related injuries or illnesses within the broader Mer group.

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. We plan to integrate leadership trainings in our employee development path, focusing on leading in change and leading different cultures and countries. Enabling our leaders to support employees in striving for their best.



Material Topic	Initiative	Micro Initiative
Diversity and equality	Expansion of diversity and inclusion	Communication, tolerance and respect in policy and trainings
Safe and good working environments	Employee wellbeing	Dialogues on wellbeing and health Participation in the Wellbee's Challenge
Training and employee development	Increase employee knowledge	Release more internal e-learnings on several topics



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04

“We conduct **business responsibly.**”

”

Why is this significant to Mer?

Notwithstanding the various client, investor, legal and regulatory requirements on Mer, sustainable and responsible business conduct has been a pillar for our owner Statkraft in more than 120 years and it characterises Mer’s activities in all the markets where we operate.

The Corporate Sustainability Due Diligence Directive (CSDDD) has been agreed upon by the Committee of the Permanent Representatives (COREPER) with some changes made from the provisional political agreement achieved in December 2023. The CSDDD applies to companies established under EU laws, with high employee and turnover thresholds, obligating them to take preventative and remedial measures against human rights or environmental risks in their supply chains. Obligated companies must also implement a climate protection plan for eventual net zero emissions and establish civil liabilities for breaches of the obligation. The directive still needs to be formally adopted by the EU, and if approved by the EU Parliament, companies must prepare for the CSDDD with a gradual implementation over five years.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. At Mer, we are 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 business partners are essential for improving our products and generating solutions that 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 [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

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, only 38 percent of our new suppliers signed the code of conduct. In 2023 we increased this to 91% across all business units. We are committed to onboarding the remaining supplier on an ongoing basis through the process of contract signatures, having the suppliers code of conduct as and mandatory part of our contract.

Anti-corruption: We are continuously working with our suppliers to reduce the risk of corruption incidents. For 2023 we kept zero confirmed incidents of corruption as in the previous years. 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. Part of our approach is to deepen the existing trainings.

Sustainability governance: For 2023 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?

The recently acquired group wide HR system is currently being configured to enable all staff to record any actual or potential conflicts themselves, so any conflicts can be removed or mitigated, and the plan(s) documented. The system will be able to run automated periodic reminders so staff can confirm that their records are up to date. This will go live early in 2024.

Furthermore, Mer is currently developing an e-learning training course for its suppliers, so there will be no ambiguity about the requirements of our Supplier’s Code. The aim is that this course will be available in English, Norwegian, Swedish and German languages and the roll out will start in Q1 2024. By making the course an e-training course, completion will be more easily audible, and it can be accessed at any time by Suppliers.

Material Topic	Initiative	Micro Initiative
Sustainable supply chain	Suppliers risk assessment Supplier knowledge building Suppliers pre-qualification	Supplier risk management system E-learning on suppliers code of conduct Update ESG questionnaire for suppliers pre-qualification
Sustainability governance	Conflict of interests Implement safety systems	Integrate reporting of potential conflict of interest in HR system Follow-ups on construction sites to ensure good working conditions for subcontractors

We enable the electric mobility revolution [See focus area](#)

GRI content index · GRI 1: Foundation 2021 · Mer has reported the information below for the period 01.01.2023–31.12.2023 with reference to the GRI Standards



Material Topic	GRI Title & Disclosure	KPI	What we measure	Performance 2022	2023	Ambition 2025	SDGs	Page
Emission-free mobility	N/A	Total number of charging points in operation	Total number of sockets in all types of chargers, operated by end of period	36,548	45,387 +24%	Not reporting externally	11 13	54
	N/A	Total electric kilometres enabled (kWh × 5)	Total kWh delivered × 5 All segments excluding RB	541 million	711,656,617 +31%	1,802 million	11 13	54
Enabling emission reductions	N/A	Contribution to reduced CO ₂ emissions in tonnes	Calculated based on total kilometres. Factor: 0.18	98,000	128,098 +30%	324,000	11 13	54
	N/A	Contribution to reduced SO _x emissions in tonnes	Calculated based on total kilometres. Factor: 0.00003	16.2	21 +29%	54	11 13	54
	N/A	Contribution to reduced NO _x emissions in tonnes	Calculated based on total kilometres. Factor 0.00053	314	413 +31%	1,045	11 13	54
Sustainable cities		Total waste in tonnes	Total weight through our operations	59	930 +1,476% (incl. installations)	TBD in 2024	11	54
	306-5 Waste directed to disposal	Total non-hazardous waste in tonnes	Total weight through our operations	59	930 +1,476% (incl. installations)	TBD in 2024	11	54
		Total hazardous waste in tonnes	Total weight through our operations	0	0	0	11	54
Circular operations	N/A	% of chargers decommissioned that are reused/recycled	Share of chargers decommissioned that are reused or recycled	65%	75% +10%	100%	11 12	54

We provide renewable energy for e-mobility [See focus area](#)

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Material Topic	GRI Title & Disclosure	KPI	What we measure	Performance	2023	Ambition	SDGs	Page
				2022		2025		
Renewable energy	N/A	Total kWh of Guarantees of Origin electricity provided	Sum of electricity delivered in all segments	108 million	142 million +31%	360 million		66/67
Climate impact of Mer	N/A	Total carbon emissions Scope 1, 2 and 3 (in tonnes)	Total amount of carbon emissions in our operational control	18,042	18,956 +5%	Ambition 2033 (not 2025): -90%		66/67

We create jobs and equal opportunities [See focus area](#)

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Material Topic	GRI Title & Disclosure	KPI	What we measure	Performance 2022	2023	Ambition 2025	SDGs	Page
Diversity and equality	N/A	Total number of inclusive initiatives	Count of unique employee trainings and development programs initiated (not participants) in period	0	1 +100%	TBD in 2024	10	72
	405-1 Diversity of governance bodies and employees	% of women in BU Management	% of women in management positions in BU	34%	40% +6%	50%	5 10	72
		% of men in BU Management	% of men in management positions in BU	66%	60% -6%	50%	5 10	72
		% of women in BU's totally	% of women in BU in total	35%	34% -1%	50%	5 10	72
		% of men in BU's totally	% of men in BU in total	65%	66% +1%	50%	5 10	72
Job and value creation	401-1 New employee hires and employee turnover	New hires % share of total staff in period	New hires % share of total staff in period	36%	8% -28%	TBD in 2024	8	72
Safe and good working environments	403-9 Work-related injuries	Number of working accidents (total reported serious injury incidents)	Total number of working accidents	2	0 -200%	0	16	72
Training and employee development	404-3 % of employees receiving regular performance and career development reviews	% of employee trainings and development programs	Count of unique employee trainings and development programs initiated (not participants) in period	75%	87% +12%	TBD in 2024	8	72

We conduct business responsibly [See focus area](#)

GRI content index · GRI 1: Foundation 2021 · Mer has reported the information below for the period 01.01.2023–31.12.2023 with reference to the GRI Standards



Material Topic	GRI Title & Disclosure	KPI	What we measure	Performance 2022	2023	Ambition 2025	SDGs	Page
Sustainable supply chain	N/A	Share of new suppliers onboarded onto Mer's Code of Conduct	The %-share of all new suppliers onboarded onto Mer's Supply Chain Code of Conduct and living up to our sustainability requirements	38%	91% +53%	100%	8 16	77
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	%-share by end of period	100%	100%	100%	16	77
		Share of BU governance body members that Mer's anti corruption policy and procedures are communicated to	%-share by end of period	100%	100%	100%	16	77
Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	Total number confirmed incidents of corruption	Total incidents in period	0	0	0	16	77
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Total incidents in period	0	0	0	16	77
		Reported incidents of corruption	Reported violations of HSSE policy	0	0	0	8 16	77

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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Carbon Neutrality PAS 2060 CERTIFICATE



Standard:	PAS2060:2014
Certificate Holder:	Mer AS Lilleakerveien 6 0283 Oslo
Period of Certification:	01.01.2023 – 31.12.2023

Verification Body:	EnviroSense (International) Limited
Verification Method:	Initial Review, Recalculations of Emissions & Data, Weekly Interviews & Desktop Assessment
Lead Auditor Approval:	

Carbon Neutrality:	Carbon Management Plan & Emission Reduction Strategy Carbon Offset Program (2,798 tCo2e) through EU ETS and (11,661 tCo2e) through Gold Standard Projects
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Date: 04-03-2024



www.info@envirosenselimited.co.uk

VERIFICATION