

2021

Sustainability GRI Report



dott
Unlock your city





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About this report

This is the first edition of Dott’s sustainability report, which is in accordance with the Global Reporting Initiative (GRI) Standards and covers the 2021 calendar year. We will update external stakeholders on our progress against our sustainability targets and activities on an annual basis.

This report covers Dott’s operations in the countries where we conducted business in 2021, i.e. Belgium, Finland, France, Germany, Italy, the Netherlands, Norway, Poland, Spain and the UK.

We have attained third party assurance for our materiality analysis by Anthesis and carbon footprint by CO2 logic, and will regularly review our approach to assurance to meet the needs of our investors, regulators and other stakeholders. Any questions or comments about this sustainability report or our approach to sustainability should be directed to our Head of Sustainability, Laura Hensel, via sustainability@riededott.com.



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Message from our founders

In 2021, Dott marked three years of delivering European cities sustainable alternative transportation solutions. When we set out to reimagine cities for people, not cars, we offered cities environmentally friendly e-scooter sharing. In the intervening years, we've become so much more. We are now a multimodal operator, having added e-bikes to our fleet in 2021. We expanded our operations to cover 29 cities across 11 countries. We proved resilience and strong demand for our service in the face of multiple COVID-related lockdowns. We supported local charities and provided educational opportunities for our employees, finding new ways to do our part to help our local communities recover from the dramatic effect of COVID-19 on the global economy. And finally, when the world slowly began to reemerge from closures and confinements, we were able to support local public

transport during a renewed surge toward sustainable mobility.

Dott stands for micromobility done right, and it has been our mission since the start to free cities with clean rides for everyone.

Our number one value is “We protect our planet”. In 2021, we explained our approach by publishing our Sustainability Manifesto, and we joined the world's largest voluntary corporate sustainability initiative: the United Nations Global Compact.

We are a global company with local impact. At the time of writing, we remain deeply concerned by the ongoing war in Ukraine and while our continued thoughts go out to all those affected, we know well-wishes are rarely enough. Our team members in Poland have taken the lead in coordinating multiple global and local

initiatives to allow all Dott employees to help refugees fleeing impacted areas with safe transportation in our Dott vans, donations of essential items like clothing and medicine, funds and employment assistance. We will continue to monitor the situation and step in to support our colleagues and communities whenever possible.

This sustainability report following the Global Reporting Initiative Standards is an industry first. It is our way of transparently sharing our priorities, learning and progress towards full sustainability while avoiding any form of greenwashing. We have taken significant steps by reducing our carbon footprint per kilometer by 48% compared to 2020 and have started partnerships that allow for true circularity in our operations. We continue to build upon our in house labor model, which rejects the gig-economy and



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allows us to set high safety and sustainability standards whilst providing job security and development for all our team members.

This report covers 2021, but as we are a fast paced company, we do offer insights into relevant progress made in the first half of 2022 as well.

Looking ahead, we see opportunities for our full supply chain to become more sustainable. We have made progress, but there is still much to be done. We continue to accelerate the transformation towards green mobility, and welcome collaboration and partnerships on this journey.

Henri Moissinac and Maxim Romain





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About Dott

At Dott we believe in pollution free cities that are designed for people, not cars.



By the end of 2021, Dott was operating shared e-scooters and e-bikes in 29 cities across nine countries. We are constantly growing and expanding. At the time of writing this report, those numbers have increased to 42 cities and 11 countries. From day one, we chose to take care of operations in-house and have rejected the gig-economy. This way, we can guarantee safety, quality and reliability — a model most in the market are now trying to emulate.

We are committed to providing a service that provides the best value for our riders. Our staff members, who are all locals too, have the best interests of their city at heart and are committed to making sure the streets are safe for all—not just our riders.

We’re moving us all in a better direction to make the places we call home less polluted and congested. Transforming the way we travel, to free our cities with clean rides for everyone.

2021 Company highlights

Headquarters:

Amsterdam

Rides:

18.999.105

Number of vehicles in the market:

35.241

Employees:

499

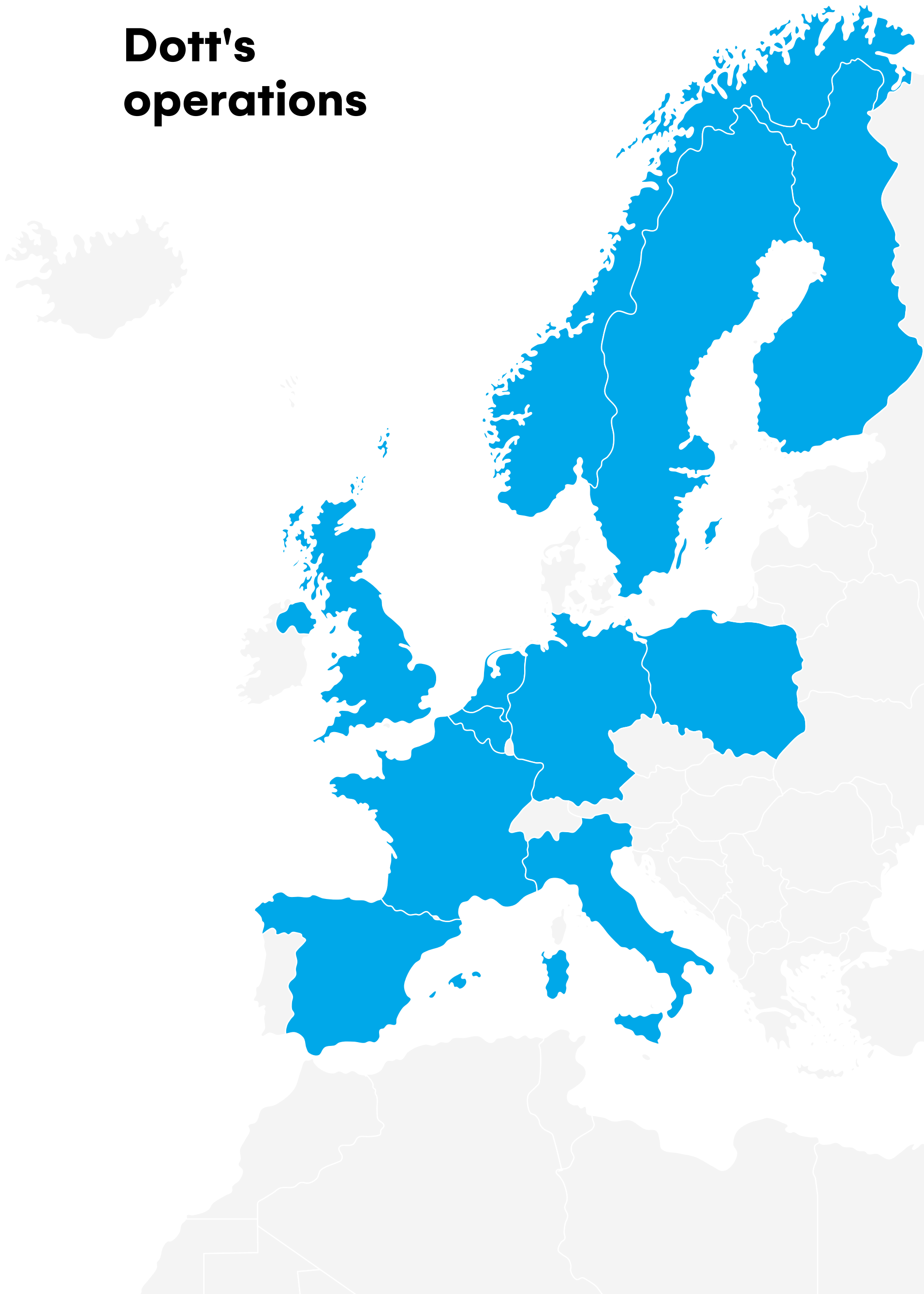
Cities:

29

Revenue:

€32 million

Dott's
operations



Belgium:
Aalst
Brussels
Charleroi
Liege
Namur
Cities added in 2022
Ghent
Hasselt



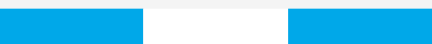
Finland:
Helsinki

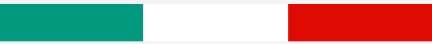


France:
Bordeaux
Lyon
Paris
Rillieux
Cities added in 2022
Grenoble
Marseille
Tignes
Val Thorens

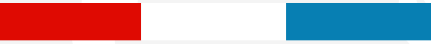


Germany:
Aachen
Bonn
Brühl
Cologne


Israel:
Cities added in 2022
Tel Aviv



Italy:
Catania
Ferrara
Milan
Monza
Padua
Palermo
Reggio Emilia
Rome
Turin
Verona
Cities added in 2022
Alghero
Ponente Ligure
Quartu Sant'Elena
Varese



Netherlands:
Cities added in 2022
Amersfoort
Enschede



Norway:
Cities added in 2022
Oslo



Sweden:
Cities added in 2022
Stockholm



Poland:
Poznan
Tricity
Warsaw



United Kingdom:
London



Spain:
Malaga
Cities added in 2022
Madrid



OUR COMMITMENT TO SUSTAINABILITY



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Our commitment to sustainability

Our Mission is to free our cities with clean rides for everyone.

This mission gets to the heart of our approach to sustainability. We are catalysts for modal shift, providing shared options that change the way people travel in urban environments. Our green vehicles are powered by renewable

electricity, and we offer a service that amplifies public transportation.

We are not perfect, and challenges exist in our operations and value chain — from the manufacturing of vehicles and batteries to end of life solutions. However, we are relentlessly striving to do the right thing, for people, cities, and the planet.

The Dott sustainability framework

The Dott sustainability framework drives us to a more environmentally and socially sustainable future, ensuring we operate in a way that is green, safe, useful, and inclusive. We have defined seven goals that support our mission to free cities with clean rides for everyone. Our goals link directly to the UN Sustainable Development Goals.

Data-driven metrics, tracked at our board level, measure our progress toward each goal. These commitments are set out in our [Sustainability Manifesto](#) and supported by policies on a broad range of topics including health and safety, environment, equal opportunities and the Dott Code of Conduct which strongly emphasises **our #1 company value: We protect our planet.**

Our sustainability team works side by side with champions that drive projects throughout the organization to meet our sustainability goals. These champions are experts in their own field and are integrating sustainability into their roles, responsibilities and teams. Our internal sustainability newsletter updates all in the company on progress and new projects and the sustainability team periodically leads the weekly company all hands sessions, sharing highlights and milestones reached.





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The Dott sustainability framework



Green vehicles

Exceed 5 year lifespan of our vehicles

Increase use of recycled and recyclable materials in our vehicles

Assemble vehicles in Europe



Responsible and inclusive local employer

Reject the gig-economy

Employ Dott team members as fully contracted shareholders

Build an inclusive and diverse workplace



Useful and affordable for local communities

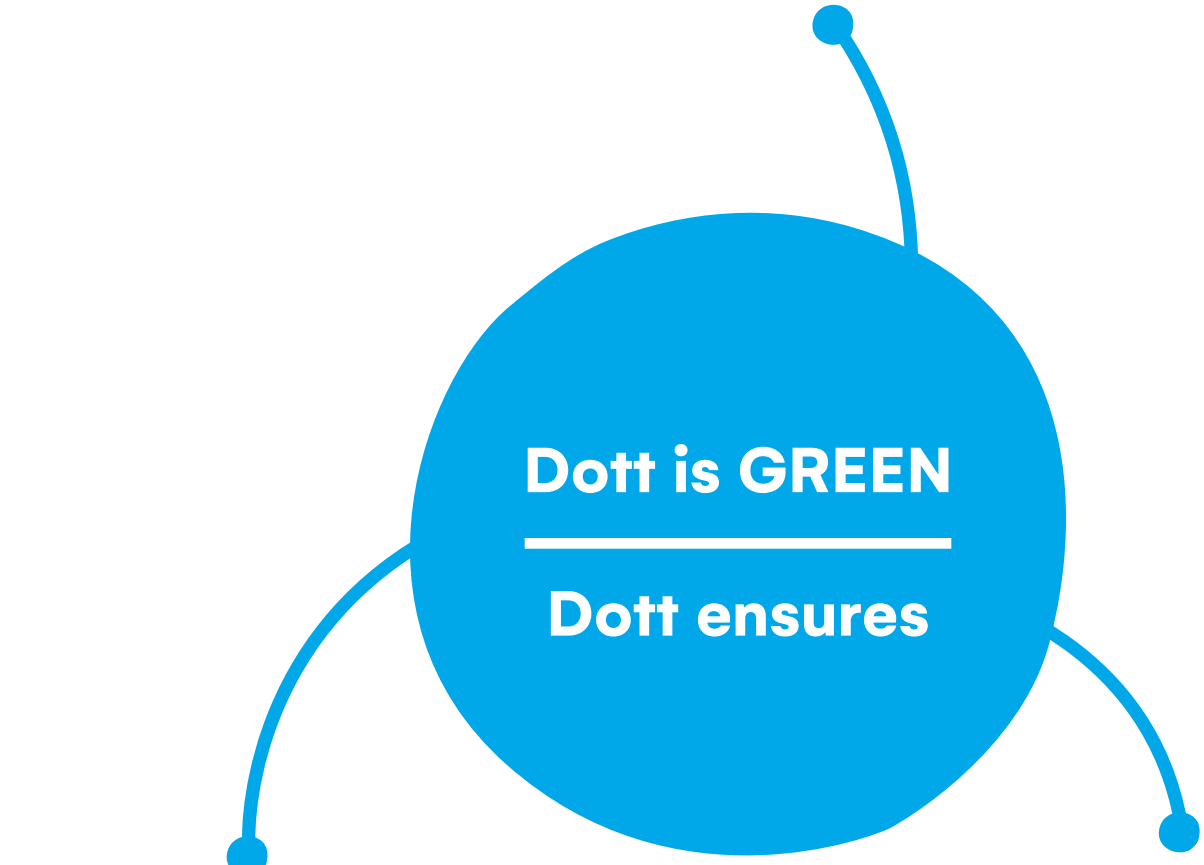
Work with cities as a reliable partner

Ensure equal coverage across areas we serve

Engage in local business partnerships

Support local NGOs and organizations

Increase accessibility for all audiences



Green operations

100% electric operations fleet

100% renewable energy to support our operations

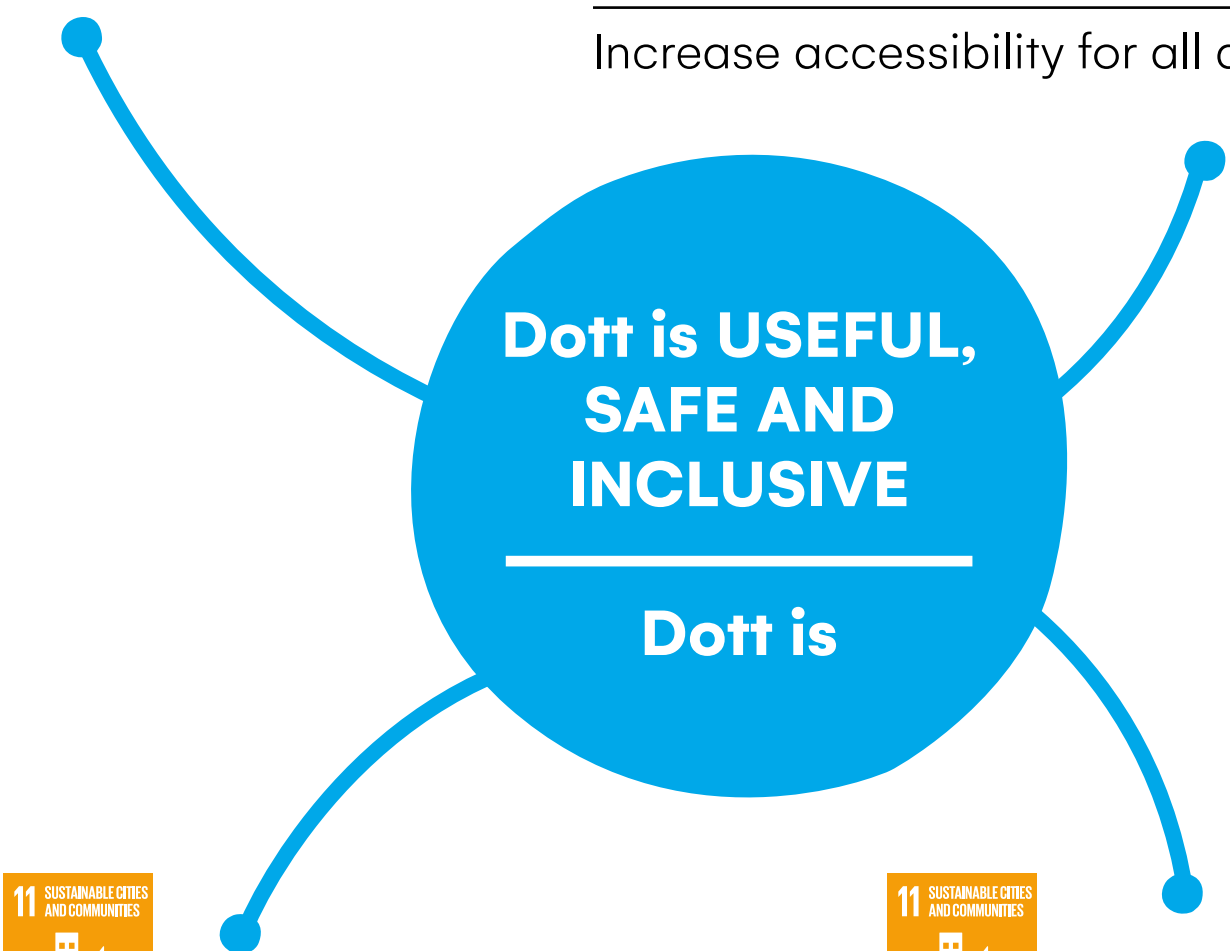
95% of broken vehicles repaired



Full lifecycle management

Reuse, upcycle or recycle 100% of used scooters, bikes and parts

Scale second-life applications for our batteries



A catalyst for modal shift

>2km average ride distance

>30% multimodal trips



Safe for all user groups

0 severe accidents

<10 minor incidents per million trips



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Materiality

We have verified that our sustainability framework mirrors what matters most to our business and stakeholders by carrying out a materiality assessment. Dott sought third party expertise for this and was assisted by sustainability consultant Anthesis during the entire process. Anthesis benchmarked Dott against peers, sustainability frameworks, industry best practice and then asked the opinions of a variety of internal and external stakeholder groups through interviews, surveys and a workshop.

The stakeholder groups engaged were identified through internal engagement with country and departmental representatives. We made sure we considered the individuals and groups who our business and activities impact, as well as those who impact on our business.

The output of this exercise aligned with our existing sustainability framework goals and validated the approach we have taken so far.

Our stakeholders

- Employees
- Dott users¹
- Government organizations
- Industry organizations
- Investors
- Suppliers
- Non-users of Dott²
- Charities
- Public safety groups
- Academia

¹ Has used a Dott vehicle in the past 12 months
² Has not used a Dott vehicle in the past 12 months





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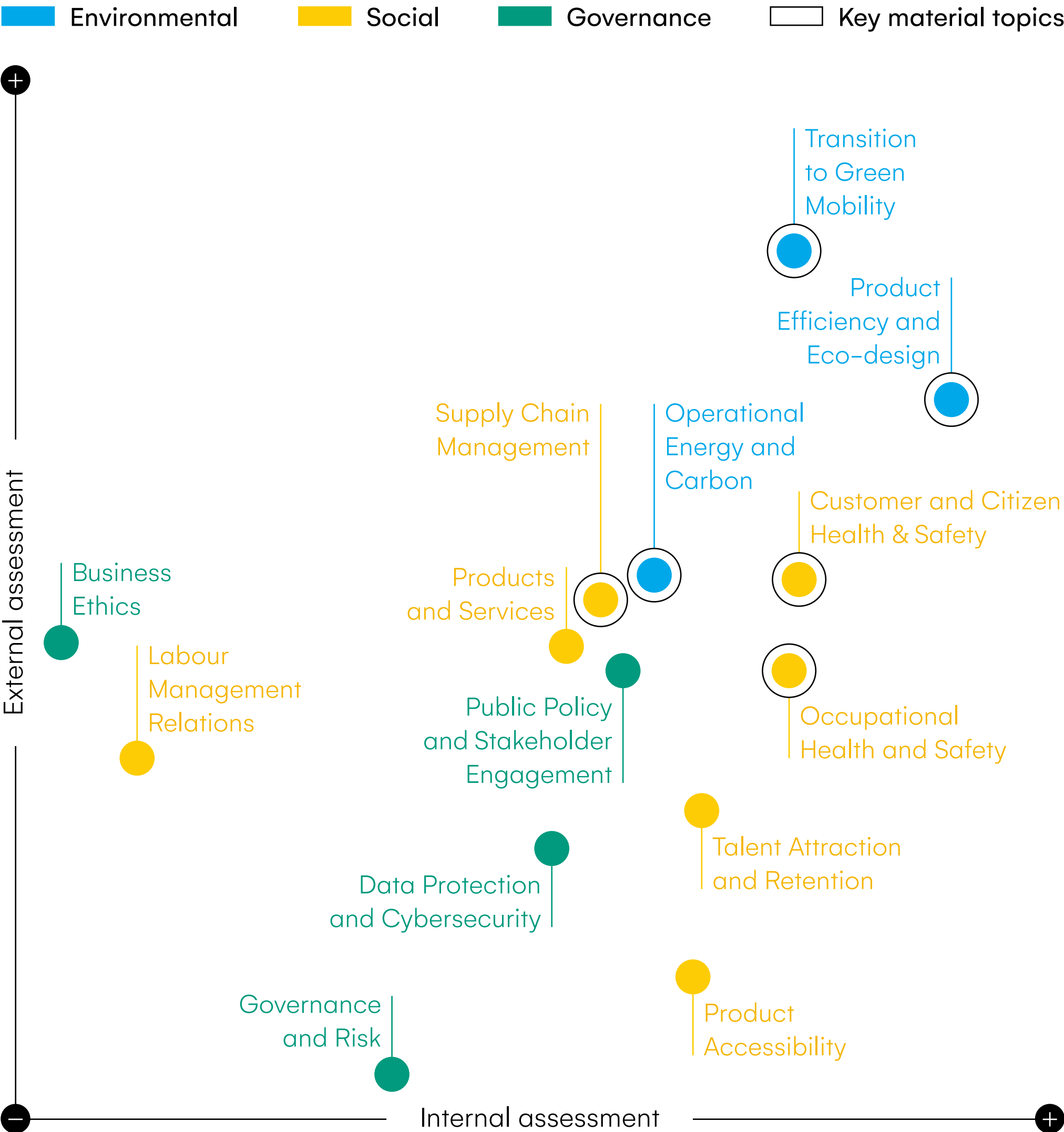
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Evaluation of material topics



Dott goals and material topic alignment

Goal	Material topic alignment
Green vehicles	Product Efficiency and Eco-design
Green operations	Operational Energy and Carbon
Full lifecycle management	Supply Chain Management
Catalyst for modal shift	Transition to Green Mobility
Safe for all user groups	Customer and Citizen Health & Safety
Responsible and inclusive local employer	Occupational Health and Safety
Useful and affordable for local communities	Product Accessibility*

*Not identified as material topic by external stakeholders

GOVERNANCE





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Governance

Board of directors

The highest governance body at Dott is the board of directors of emTransit B.V.. Maxim Romain, the current COO and co-founder, is designated as the chairman.

The day-to-day management of the company, which includes formulating Dott’s strategies and policies and setting and achieving its objectives, lies with the CEO and COO, who are the two founders of the company and both are directors of the board. They each have individual authority to legally bind emTransit B.V., under registered proxies issued by the board. In addition to this governance structure, the shareholders agreement includes a list of matters which require additional approvals from either the board itself (including approval from the majority of directors appointed by major shareholders) or the major shareholders.

Directors of the board are nominated by the holders of certain share classes as per the articles of association and the shareholders agreement. The maximum number of board

members is seven. Currently, the board of directors consist of six people, namely the CEO and COO, representatives from certain major shareholders and one independent director. All directors at present are male. Dott plans to take diversity into account in future appointments to the board. Each Director is entitled to one vote, with a requirement to abstain in the event of a conflict of interest. All resolutions of the Board are taken by simple majority of the votes cast, with the chairman having a casting vote in the event of a tie.

The company holds four board meetings per year and the board is consulted regularly on key issues. General meetings of shareholders are held in order to approve key matters as required under Dutch Law and the shareholders agreement. The annual budget and business plan, including any changes, are approved by the Board. Certain shareholders have the right to also appoint an observer to the board, with rights to attend meetings but without rights to speak or vote.





Sustainability committee

Dott has formalized its approach to sustainability at the highest level. The board of directors has established the sustainability committee to report on sustainability impacts and initiatives. The sustainability committee has five members, two nominated by the lead shareholder, one nominated by two of the other shareholders, and two nominated by the management of emTransit B.V.. The VP of Strategic Development and Sustainability and the COO have been nominated by the company management to be on the sustainability committee. The Head of Sustainability at Dott reports on Dott's sustainability efforts to the Sustainability Committee on a quarterly basis and the Sustainability Committee reports to and advises the board of directors.

Leadership team

In addition to the board of directors and the sustainability committee, Dott has established an executive leadership team of key stakeholders in the management of the company. The executive leadership includes the most senior team members of key functions including finance, product, marketing, technology, people, commercial, recruitment, strategy, sustainability and legal. The team uses the RASIC (Responsible, Approving, Supporting, Informed and Consulted) decision making model.

Integrating governance in day-to-day business

Ethical behavior and compliance are essential for Dott's business. They are integrated at the highest level of the organization and consistently communicated by leadership and core Dott policies:

- Dott Code of Conduct
- Supplier Code of Conduct
- Conflicts of Interest Policy
- Anti-Bribery & Corruption Policy
- Competition Law Policy
- Gifts & Entertainment Policy
- Due Diligence Policy
- Travel & Entertainment Policy
- Whistleblower Policy



GREEN VEHICLES





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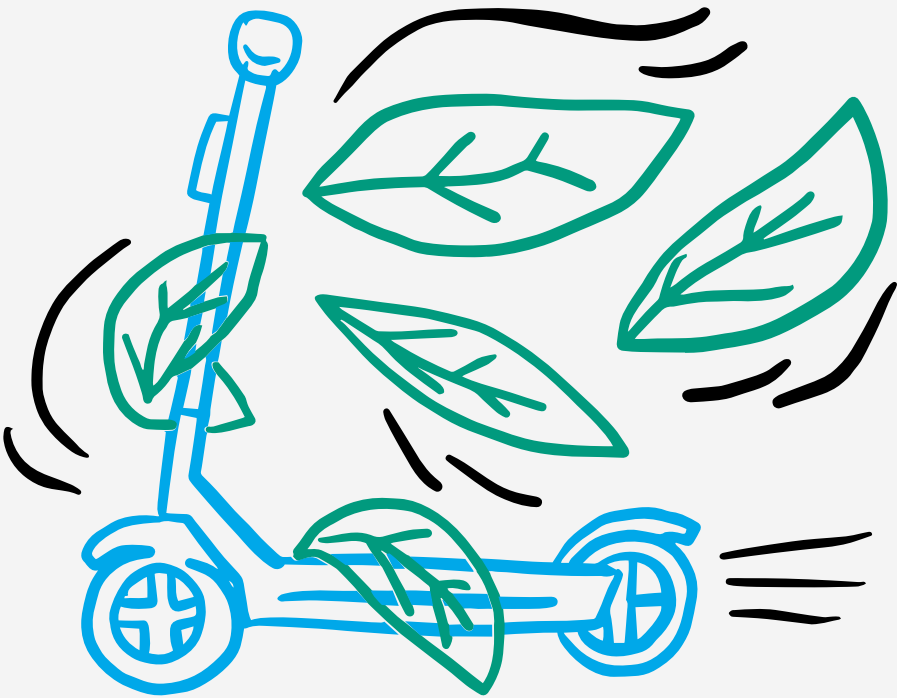


Green vehicles

We deliver sustainable transportation with a fleet of zero-emission, silent vehicles powered by renewable energy to improve urban air quality and health. Our metrics focus on ensuring our vehicles have the longest possible lifespan. The longer we can safely keep them on the road, the more kilometers our riders can make on them and the lower the need for new shared vehicles to be produced.

KPI	2021 Progress	Target
Average monthly broken beyond repair rate for our vehicles	1.4%	<1.5%

Average monthly lost rate for our vehicles	0.6%	<1%
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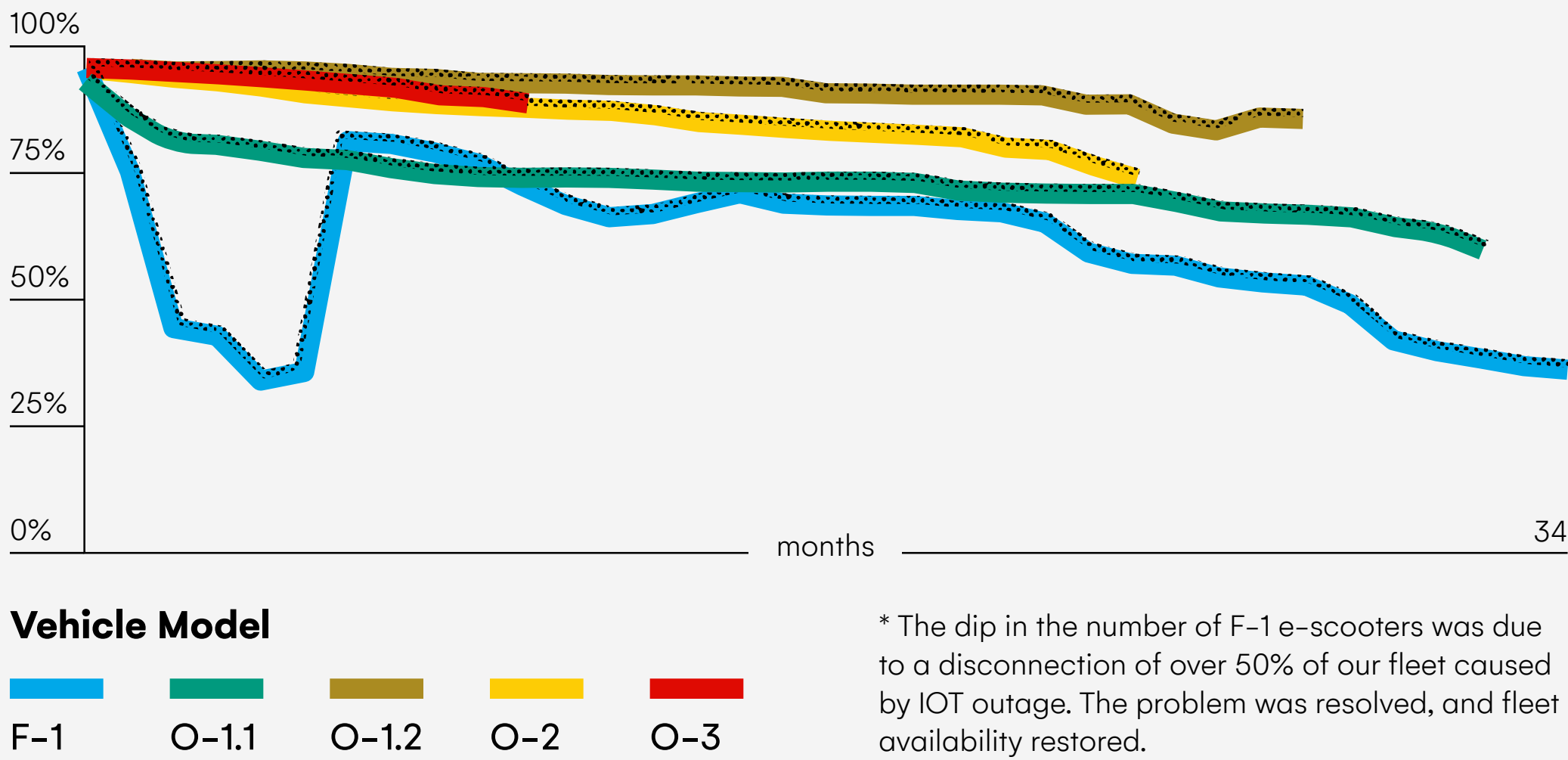
Vehicles that last

Our vehicles consistently outperform their expected lifespan. Dott's first generation of e-scooters was deployed in 2019 with an 18 month expected lifespan and is still in operation after more than 36 months.

For our newest fleets we expect a lifespan of at least 60 months.

In the early days of micromobility, the lifespan of a shared e-scooter was rumored to be shorter than the shelf life of milk. At Dott, we aim to extend our vehicles' lifespan while adhering to our rigorous safety standards. A longer lifespan is important from an environmental perspective because it reduces the need for new vehicles to be produced and lowers the climate impact per kilometer ridden.

% of vehicles that are still deployable by month since first deployment



Our high performance on this topic is only possible due to our strong maintenance schemes:

- We repair our vehicles in over 95% of cases of damage. For our ‘O-2’ e-scooter model, we managed to repair 66.400 reported damages in 2021. Resulting in a repair rate of 99%.
- We repair our scooters and bikes using recycled spare parts and reuse 90% of parts of unusable vehicles.
- We perform regular maintenance to ensure safety on the road, checking vehicles every 10 journeys, and carrying out reactive maintenance to repair damage as needed.



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1% lost rate

Throughout 2021, less than 1% of e-scooters were lost, reducing the need to replace valuable resources. We are proud of our thorough processes and actions plans to ensure we keep our vehicles on the road and working to the best of their ability. Our target is to continue to keep our lost rate to below 1%.

Eco-design

We focus on a longer lifespan, more durable and energy efficient materials, higher recycling rates and assembly in Europe. The vehicle product team continuously works to improve our vehicles, thinking about sustainability, safety and durability in the process.



Sustainable battery research and development

As part of our effort to urgently reduce our environmental footprint, we are focused on addressing the greatest source of that footprint, lithium ion batteries. To this end, we are exploring both second life and circularity, which will lead to a reduction in the need for virgin materials.

Batteries are a sustainability challenge within our industry –they are made of finite and rare resources and, with the growing demand for batteries worldwide, we need to be smart about how we use them. Repairing batteries is often impossible due to the protective design. They are very difficult to recycle, and the chemicals they contain can leak and contaminate natural ecosystems if not disposed of properly.

In 2021 Dott started a research and development partnership with French startup and battery manufacturer Gouach to develop and test repairable batteries with removable cells. The Gouach battery is modular, so it can be dismantled and fixed if issues arise. The

implementation of the Gouach batteries will significantly extend the lifetime of batteries as they can be repaired at the level of individual cells in case issues arise. The minimum viable products have successfully been tested at the beginning of 2022.

In addition to being repairable, the Gouach batteries form an opportunity to reuse cells from batteries of Dott's first fleet of vehicles. This fleet of e-scooters, which took to the streets in 2019, is expected to retire at the end of 2022 after their fourth season and the majority of the batteries for these vehicles are still functional. Instead of recycling these batteries or finding second life purposes outside of Dott, we have chosen to do the extra work needed to close the loop. This means that these batteries will be taken apart, every cell will be evaluated separately, and then reused in a new repairable Gouach micromobility battery.

By reusing the cells from these batteries, Dott has the opportunity to implement true

circularity in our supply chain. We are hopeful that in tandem with Gouach we can improve on one of the biggest environmental pain points in micromobility and do so at scale.



Repairable batteries open
the way to true circularity





GREEN OPERATIONS



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Green operations

Our business is built upon our in-house operations model which is not only the right thing to do for our teams, it also affords us a unique level of control over the safety, quality, environmental impact, and reliability of our services. At Dott, we are determined to leave the smallest trace possible.

KPI	2021 Progress	Target
Grams of CO ₂ eq per km ridden on a Dott vehicle	39.98g CO ₂ eq/km*	<20g CO ₂ eq/km by 2025
Global average grams of CO ₂ eq per km ridden on a Dott vehicle	100g CO ₂ eq/km	<20g CO ₂ eq/km by 2025
Supporting metrics		
% of operation fleet made up of electric vans or cargo bikes	55%	100% by 2025
Scope 1–3 GHG emissions	Scope 1: 492,6 tCO ₂ eq Scope 2: 8,8 tCO ₂ eq Scope 3: 2594,7 tCO ₂ eq	SBTi target: 50% reduction in Scope 1 and 2 by 2030, vs 2020 baseline
% renewable energy in our warehouses	100%	100%
% of rides with swappable batteries	83% (91% in Q4)	100% by 2025

*Methodologic note: carbon footprint numbers, even when validated by external parties, are not always comparable between micromobility operators due to different assumptions and methodologies used. Dott does not extrapolate the lifetime of vehicles or deduct emissions due to recycling and end of life management, we take the most conservative assumptions for all production activities and include our HQ activities in our numbers.





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Going beyond carbon neutral

We have been carbon neutral since we started operations in 2019. This has been certified by the CO2 Neutral® label and is in compliance with the internationally recognized PAS 2060 specification. This means we are currently offsetting 100% of emissions with VCS (Verified Carbon Standard) certified projects.

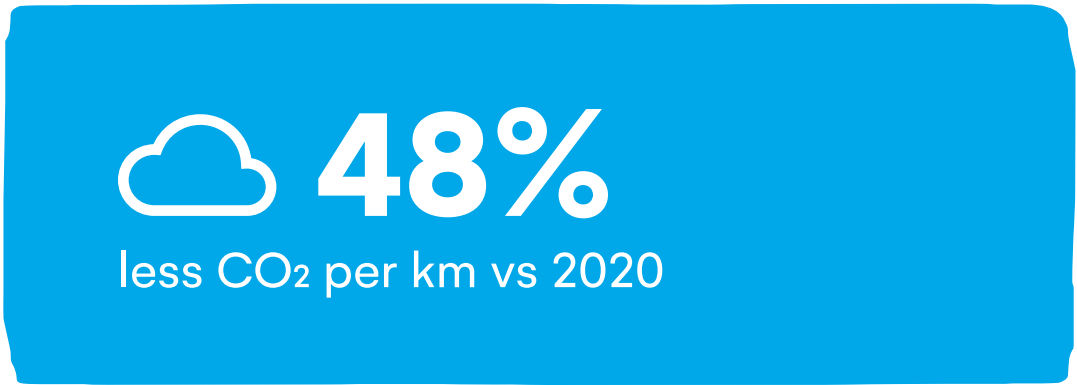
For us, being carbon neutral is only the beginning.

We continuously work to lower the carbon footprint of our services and only offset what can't be reduced. This is supported by our ambitious targets and tools that help keep us honest and on-track with our green momentum.

To keep us striving forward, we have set a target, approved by the Science-based Target Initiative (SBTi), to lower our Scope 1 and 2 emissions by 50% by 2030, keeping us

aligned to a 1.5 degrees scenario set by the Paris Agreement. Our internal target goes further than that and also takes into account scope 3. We have set this target for 2025 at less than 20 grams of CO2eq per kilometer ridden on a Dott vehicle.

In 2021, we reduced our emissions by 48% for every kilometer ridden compared to 2020, driven mainly by a move to electric vans and cargo bikes in our operations.



Dott’s dynamic CO2 model

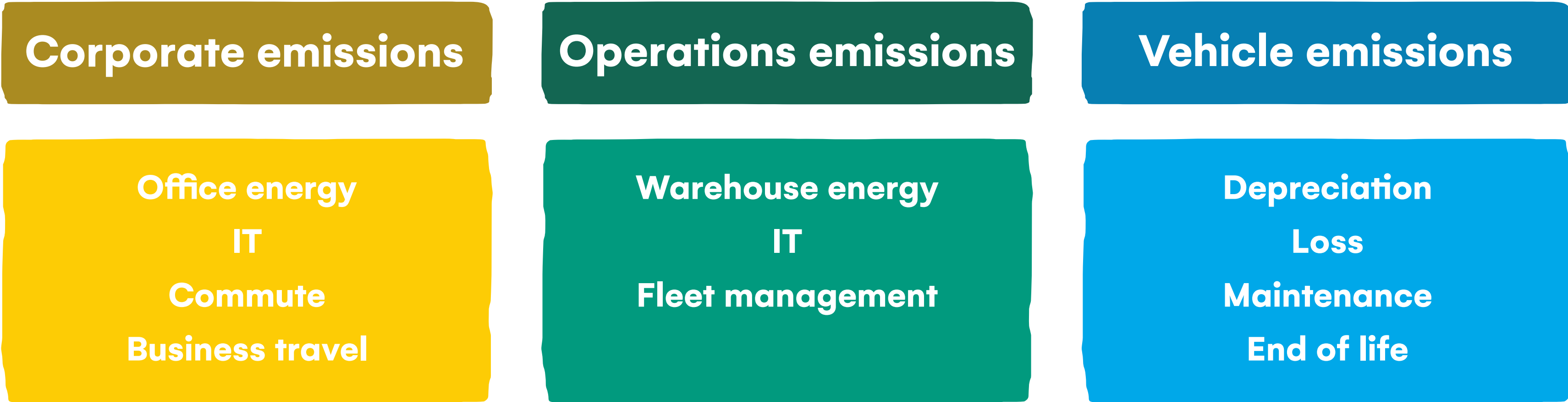
The Dott CO2 Model tracks our carbon footprint on a monthly basis in every city we operate and was created in partnership with CO2 Logic in line with methodologies from the GHG Protocol and ISO 14069.

Our model addresses scopes 1, 2 and 3 of our carbon footprint. With this tool, we not only

keep track of our greenhouse gas emissions, we also quantify the impact of our reduction initiatives.

Every Dott team member can access our model, empowering every colleague to take responsibility for our mission.

The approachable interface of the user-friendly model allows Dott employees to easily understand where they can lower the carbon footprint within their sphere of influence. This is why the internal model does not show scopes 1, 2 and 3, but emissions are categorized according to their origin: corporate, operations and vehicles.





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Lyon case study

The carbon footprint of riding a kilometer on a Dott e-scooter in Lyon in September 2021, was 39.98 grams. This number was calculated by taking into account the following emissions.

Corporate emissions

These are emissions from the electricity used in our offices, the IT equipment used by office teams such as laptops, phones and printers, business travel and the commuting of our team members to and from work.

Emissions from operations

This category focuses on everything that is needed on the ground to run our operations. From warehouse heating and lighting, to charging the batteries of our e-scooters, e-bikes, operational e-vans and cargo bikes and the IT equipment used by our ground teams.

Due to our operational fleet being 100% electric in Lyon, we have managed to reduce our emissions from operations to 3.4 grams of CO₂eq/km.

Vehicle emissions

Emissions related to the category ‘vehicles’ are the biggest contributor to Dott’s carbon footprint.

We have calculated the carbon footprint of manufacturing each of our vehicles. This footprint is depreciated over time on a monthly basis, directly following our financial depreciations model. Using the same model ensures consistency and transparency across different types of reporting and thus does not allow or extrapolating lifespan for greenhouse gas accounting purposes.

Emissions accounted to ‘loss’ refer to when a vehicle is stolen, lost or broken beyond repair. In these cases, we immediately take a ‘hit’ and account for the manufacturing emissions that have not been depreciated yet in one go, just like we will financially write off a vehicle completely when it is lost to us.

Maintenance emissions take into account the production and transportation of spare parts used. The energy needed to perform

maintenance is accounted for in operational emissions, as we cannot distinguish which part of our energy consumption is used for charging batteries and which part for powered tools.

End of life emissions refer to any emissions from waste management, such as energy needs for recycling.





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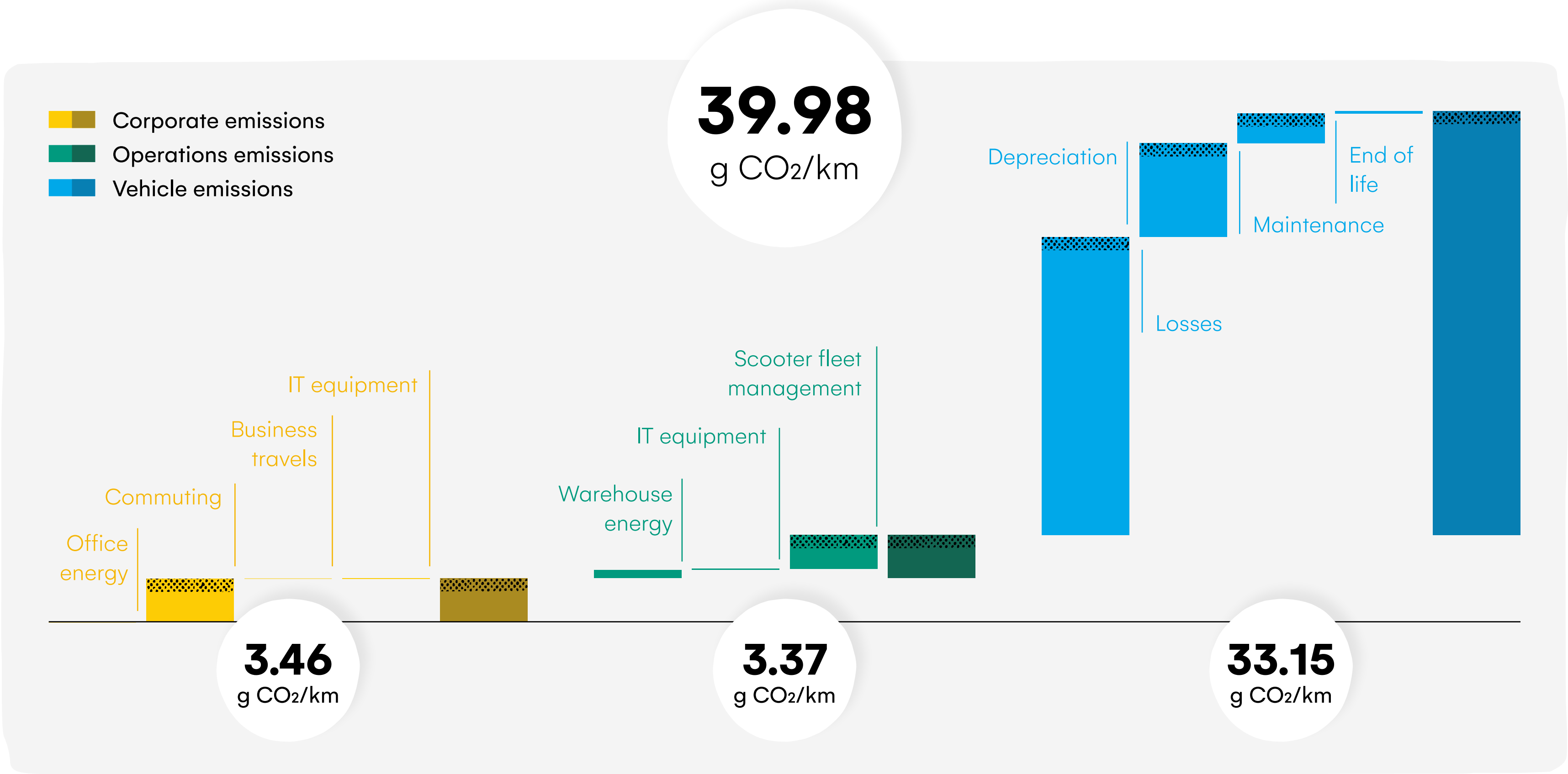
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No negative emissions: Some operators account for negative emissions when vehicles are reused or recycled. Dott does not apply negative emissions. Instead, we choose to remain transparent and take full responsibility for the carbon footprint related to the production of our vehicles.

No lifespan extrapolation: We assume a conservative lifespan of three years, mirroring our financial model, and do not extrapolate lifespan assumptions. If a vehicle is broken beyond repair, we take into account full manufacturing emissions immediately.


Dott takes full responsibility for its carbon footprint, does not extrapolate lifespan, and refuses to apply negative emissions.



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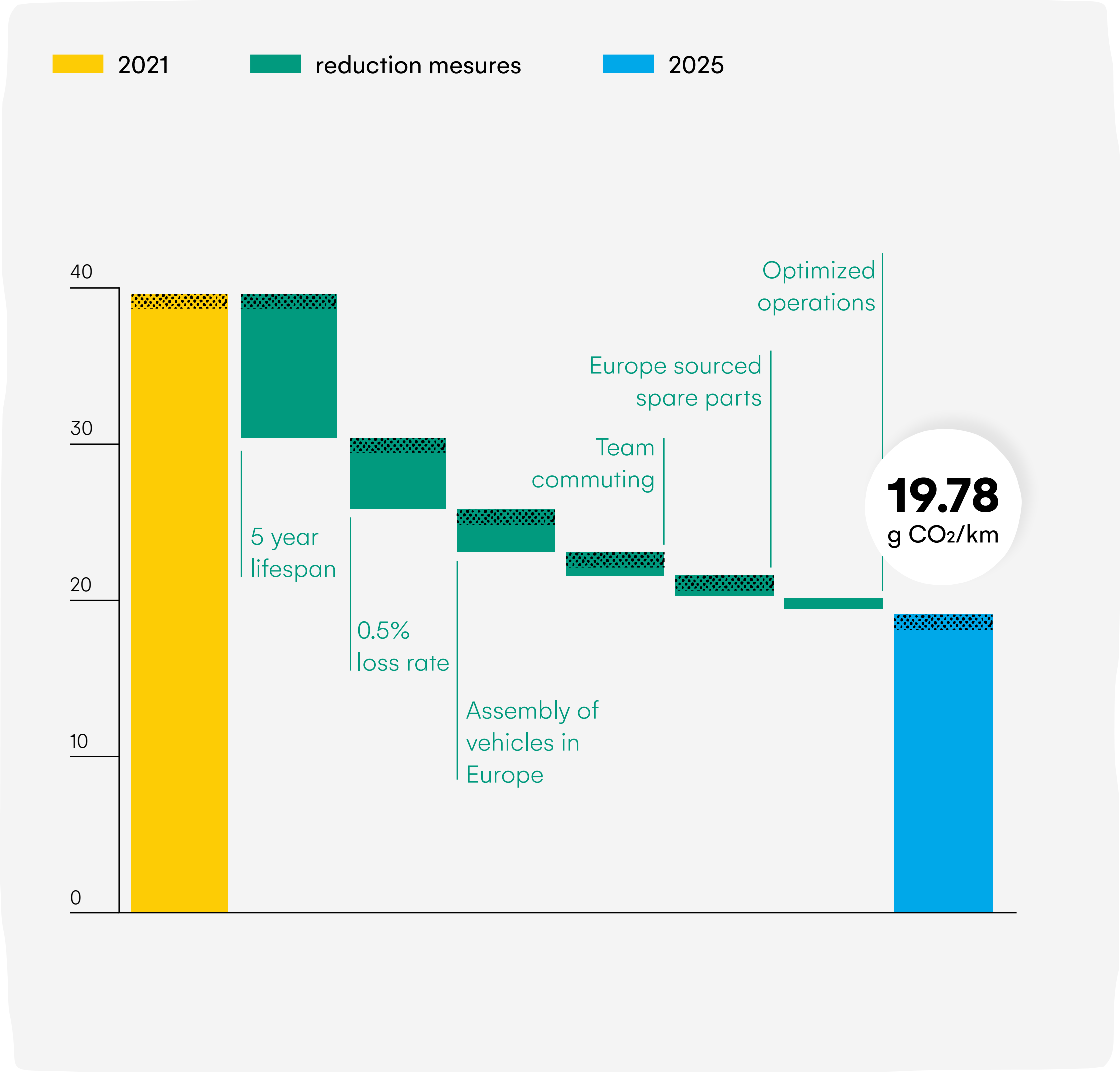
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Towards <20 g/km



Our path towards <20g CO₂/km is clear. Our mature markets are already operating at 39.98g CO₂/km. To meet our 2025 goal we will:

- Operate vehicles with a five year lifespan. Our CO₂ model follows our financial depreciation which at the moment is set at three years. Our fleets exceed that mark. For our new fleets we expect a lifespan of 5 years.
- Maintain a company average loss rate of 0.5%. In Lyon the loss rate for 2021 was above company average at 1.34%
- Continue to work with our suppliers to assemble our vehicles in Europe, reducing emissions for transportation and have more tools to push for green energy at production facilities.
- Incentivize team members to commute by public transport or a Dott.
- Source spare parts from Europe, increasing the percentage of recycled materials used and reducing the need for transport emissions.
- Further optimize operations through smart planning and user incentivized rebalancing.

Climate impact reduction initiatives

In 2021 we reduced our carbon footprint per kilometer ridden on a Dott vehicle by 48% compared to 2020, going well beyond our internal target of 40%.

Reducing our emissions remains a top priority and is one of the four company goals for 2022. The following initiatives drove the reduction in emissions in 2021.

Electric operations fleet

In 2021 we began the transition toward 100% electric fleet logistics vehicles, shifting existing operations toward this model and launching most new cities using only green logistics vehicles. In our peak month, September, 57% of total global rides were served by either e-vans or cargo bikes, which provided fresh batteries and rebalanced vehicles across the cities.


In 2022 we will continue our efforts of introducing e-vans and cargo bikes in the cities where we operate. Our target is to have a 100% electric operational fleet in 2025. This adoption of electric vans and cargo bikes will help to drive operational emissions to be less than 3g CO₂/ km.

Swappable batteries

In 2020 Dott took a groundbreaking step as one of the first to introduce fleets of shared-use e-scooters powered by swappable batteries. Using swappable batteries means spent e-scooter batteries can be removed and changed on the spot. This is much better than ferrying entire scooters to and from a central charging location because it means we can operate with a smaller e-scooter fleet and allows for lighter operations vehicles, both of which reduce carbon emissions.

Each time a battery is swapped, our ground team members perform a quality control. This allows us to identify damages or issues with a vehicle at an early stage, which expands the lifetime of our vehicles. This is key to providing both a safe and climate friendly service.

By the end of 2021, 91% of rides on a Dott e-bike or e-scooter were made on vehicles with swappable batteries. For 2022, we will increase this to 94% and by 2025, we want to achieve 100%.

 **48%**
reduction of our carbon
footprint per km ridden

 **57%**
of global rides served by
e-vans or cargo bikes

 **91%**
of rides with swappable
batteries

A green home for Dott

The new Dott HQ in Amsterdam, which opened in early 2022, is located in the low-emission ‘green zone’ of the city and will reduce heating needs with top-of-the-line insulation and uses renewable energy as well.

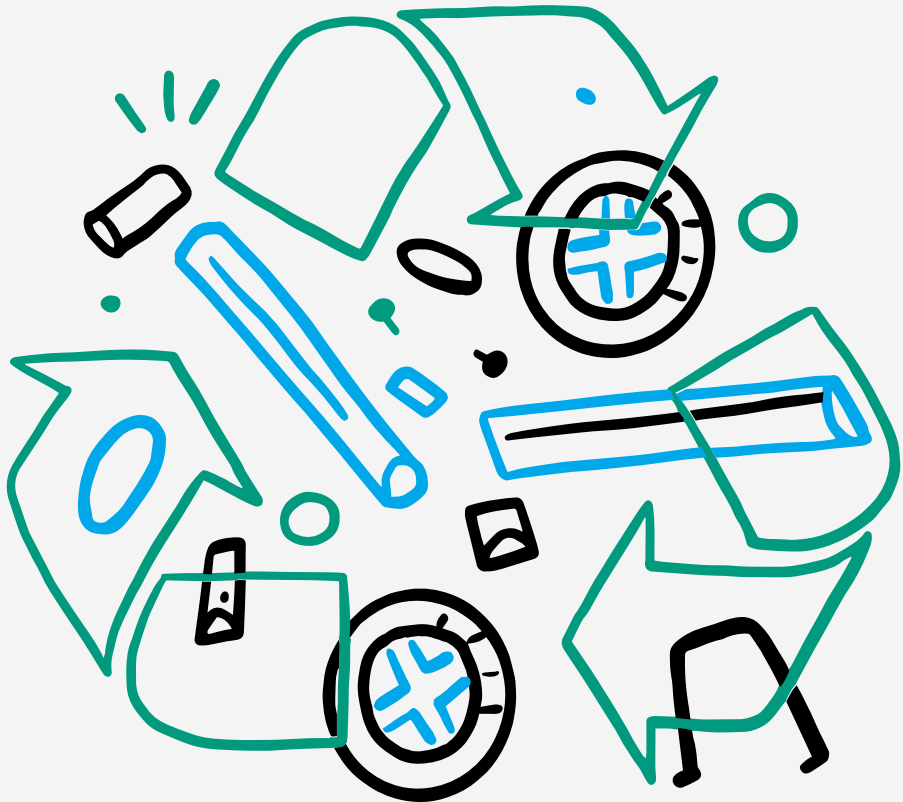
FULL LIFECYCLE MANAGEMENT



Full lifecycle management

Dott stands for micromobility done right and this means we work with our supply chain partners to minimize negative impacts. We strive to reduce the environmental impact of our business across the entire product lifecycle, both upstream and downstream. Together with our partners we are taking the first steps to make circularity in our industry a reality.

KPI	2021 Progress	Target
Tons of waste collected in 2021	108	N/A
Percentage of waste recycled	80%	90% by 2025
% of main suppliers that signed supplier code of conduct	100%	100%
% of new vehicles produced in Europe	0	30% by 2025



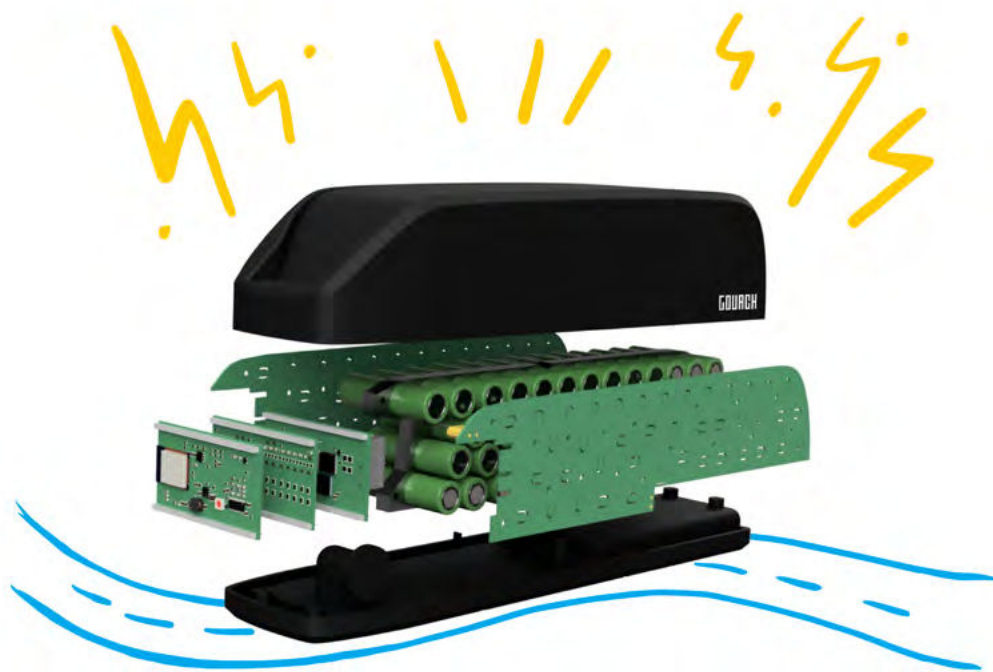
Responsible sourcing

As recent members of the UN Global Compact, it is our priority to meet high standards of business and ethical responsibility, which extends out to our value chain. At Dott, we work with partners and suppliers who adopt the same ethical values as us. When selecting suppliers, we assess

the suppliers’ offerings, business standing, experience and reputation. All suppliers have to complete the Dott Vendor Onboarding process before any work can begin and part of this process is agreeing to adhere to our Supplier Code of Conduct. This Code sets out our expectations across environmental, social, and governance topics and risks. It covers all activities in relation to suppliers’ facilities and operations, including manufacturing, distribution, packaging, product safety and certification, labor, immigration, worker safety, and the environment.

We are working towards assembling our vehicles in Europe and aim to source our materials from Europe as well. This reduces the impact of logistics and enables us to have greater control over our products.

Our internal quality team ensures our standards are met by our suppliers, conducting site visits and overseeing the



manufacturing of our vehicles. Even though we have a local team present in China, where most of our vehicles are currently produced, we have experienced a few hurdles with this process due to the COVID-19 pandemic. This is a key area for us to build more due diligence and positive relationships with our suppliers as we navigate our way out of the pandemic. We know that we need to do more and will focus efforts on our supplier management processes.





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Our zero-waste vision

Based on the waste hierarchy, we favor repair and reuse and continuously manage and improve our end-of-life processes by working with certified partners. Our vision is for zero waste at the end of life. Through our ‘repair-first’ hardware policy, all broken beyond repair vehicles are dismantled, repairable parts are salvaged and reused, while any other parts are recycled.

Waste management

For us, material is only considered waste if we do not have a reuse or repurpose option. The five main categories of waste coming from our operations are; electronic parts, rubber, plastics, ferrous metals, aluminum and motors. Dott partners with certified recycling partners for these waste types. In some of our markets, like Italy for example, waste management is handled by local municipalities and in those cases, we work with the municipality to set up the best waste management system available.

³See p. 21

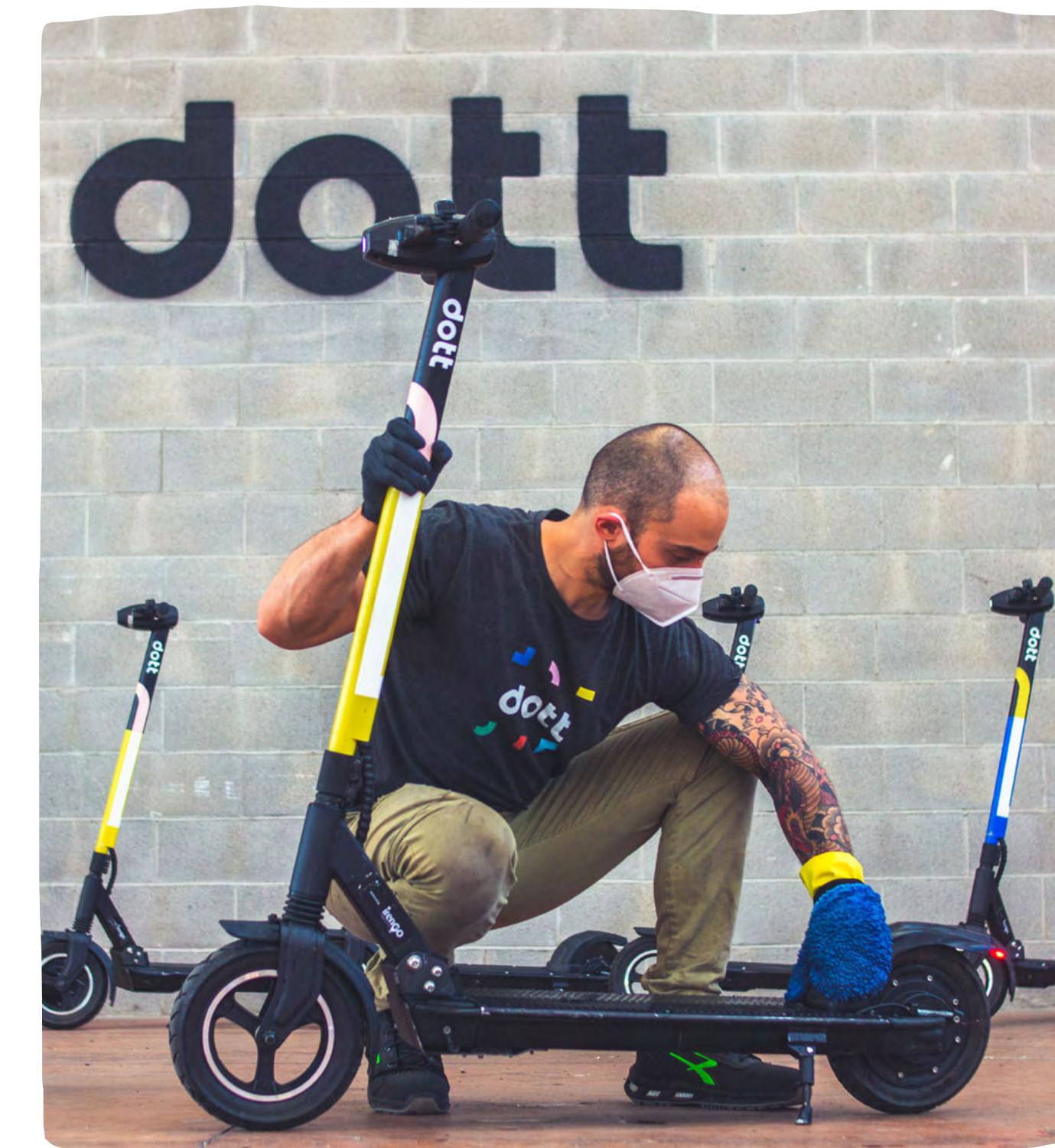
In 2021 we took the first steps to measure the quantity of the five main categories of waste material leaving our warehouse. This system is being further improved in 2022 so we can better measure the effects of our waste mitigation initiatives.

To motivate our teams and create awareness about waste, we hold regular challenges to repurpose waste items. As part of our sponsorship of the ‘Fabrique des mobilités’ in Lyon, we opened up our warehouse and helped competing teams to reuse vehicle parts in their designs of new items.

Battery end of life management

In 2021 we partnered up with Blocktricity to take apart the batteries that were no longer fit to use in our vehicles and turn them into a power storage unit. Dott is currently upscaling its second life initiatives for batteries, as we expect to retire our first fleet of e-scooters after four years of operation by the end of 2022. The batteries from these vehicles will be used in our partnership with battery

manufacturer Gouach³. This means we will dismantle the batteries to cell level and analyze every cell separately. The fully healthy cells will be used in Gouach batteries, the remaining cells will be used in energy storage solutions and only the dead cells will be sent to recycling with a certified recycling partner.





CATALYST FOR MODAL SHIFT



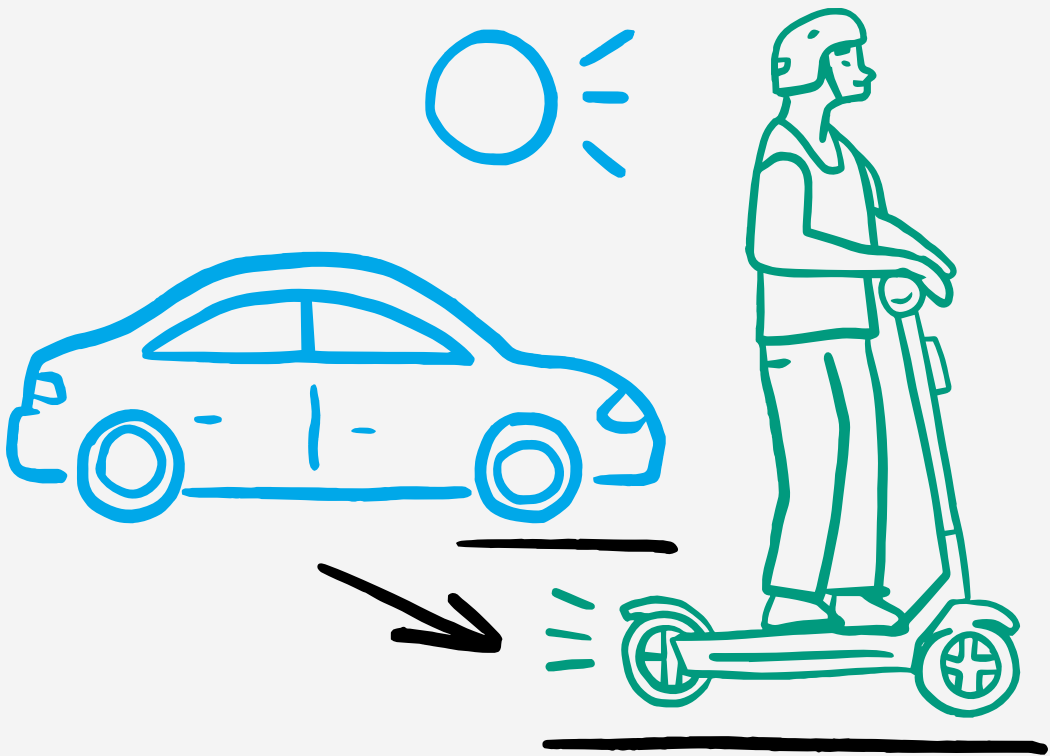
Catalyst for modal shift

At Dott, we are strong advocates of shifting towards car-free cities. The transition to green mobility improves air quality and reduces the climate footprint of cities.

To measure this transition we focus on average ride distance, making sure our vehicles are used for meaningful trips, the availability of our fleet and how well we are integrated with existing mobility as a service (MaaS) options.

KPI	2021 Progress	Target
MaaS ⁴ integrations	27	N/A
Average scooter trip distance	2.0 km	>2.0 km
Average bike trip distance	2.5 km	> 2.0 km
% of deployed vehicles available for use	92.5%	95%

⁴Mobility as a Service




A multimodal offering

In 2021 we launched our e-bikes in eight cities, making Dott a true multimodal operator. We know that e-scooters are not for everyone, and by introducing our e-bikes we have opened up shared micromobility to a broader audience.

For both our e-scooters and e-bikes we see that our riders use them to cross meaningful distances. For 2021, the average trip distance on a Dott scooter was 2 kilometer (2.2 in peak season) and 2.5 kilometer on a Dott bike.

We conducted a pilot of end of ride surveys in London to collect data on which modes of transportation we are replacing. 40.4% of respondents indicate that they have reduced their use of cars or motorcycles since they started using shared e-scooters.

 **40.4%**
of respondents reduced their car use

 **2.5km**
average trip distance on a Dott bike

Amplifying public transportation

We are committed to amplify existing public transport, working with local authorities to integrate seamlessly into the public space and incentivize multimodal trips. Our efforts work. More than 33% of our rides connect with a city public transportation service.

Being able to offer a reliable service is the key to making shared micromobility the preferred option over privately held cars or motorcycles. We mirror public transportation as close as possible to ensure a seamless integration. Available vehicles, measured as the percentage of our fleet that is in use or available with a charged battery, is our main metric for measuring our performance in this regard. For example, in Paris we realized 90–96% availability of our vehicles, meaning that on average there is always a Dott vehicle ready to be used within 150m. This closely mirrors Régie Autonome des Transports Parisiens 96% punctuality goals. Our average fare price is at 2,- euro, which is in line with pricing of public transport.

By integrating Dott into other MaaS applications, we make it easier for our users to plan their journey using both a Dott vehicle

and public transportation. By the end of 2021 Dott was integrated into 27 other MaaS applications, including Google Maps.



Catalyst for modal shift

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Shifts in user
demographics

Our user demographics prove that shared micromobility has passed the initial early adoption stage and is becoming more and more attractive for a broader user group. We see that the longer shared e-bikes and e-scooters have been operated in a city, the more diverse the user base is with regard to both gender and age, with a significant increase in users above 30 and users identifying as female.

At the end of 2021 we conducted research together with mobility experts Steer on the gender gap in the use of e-scooters to better understand what can be done to close this gap.

Safety was cited as a top predictor of e-scooter usage among women. Twenty percent of female e-scooter users highlighted that these vehicles provide a safer form of transportation than walking or public transport at night.

Road safety was cited among the highest reasons – by 39% of respondents – preventing

women from using e-scooter services. A lack of cycling infrastructure is the main factor for fear of using micromobility.

Dott will continue to advocate for safe city infrastructure, and also run free e-scooter training sessions. The classes aim to provide a safe, comfortable environment for women to trial e-scooters, helping to overcome the perception of safety fears and build confidence for independent use on the roads.



Road safety perception
biggest concern



E-scooters perceived as safer
than walking at night





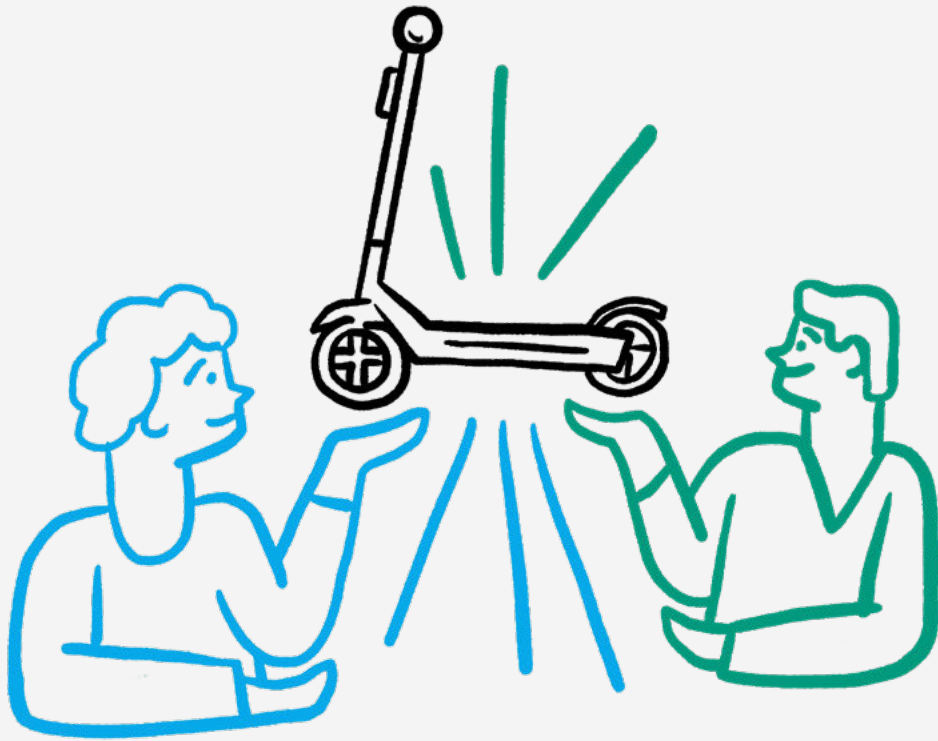
RESPONSIBLE AND INCLUSIVE EMPLOYER

Responsible and inclusive employer

At Dott, we have rejected the gig economy since we were founded in 2019. All our employees are fully contracted shareholders, meaning they have job stability and can directly benefit from the company’s success. We know that the people in our teams are the real wind beneath our wheels and we strive to be a safe, inclusive, and accessible employer.

KPI	2021 Progress	Target
Percentage staff fully employed (in-house ground teams and office roles) ⁵	84%	90% of staff fully employed by Dott by 2025
Percentage leadership roles held by women	25%	50% by 2025
Percentage women in HQ	38%	50% by 2025
Percentage women in operations	21%	30% by 2025
Employee NPS score	31 for office teams 33 for ground teams	40 for 2022
Number of jobs created	194	N/A

⁵ Due to the seasonality of our business, some workers are hired via a third-party staffing agency, particularly during peak periods.





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Benefits & social supports

Creating a positive work environment is imperative to keeping our employees healthy, happy and working to the best of their ability. We have implemented various benefits and wellbeing initiatives to support our colleagues, including:

- Stock options for all employees of Dott, making all of us fully contracted shareholders of the company.
- Up to 6 free counselling sessions available to all employees. Employees can reach out directly to our counselling partner Mind Matters and book their counselling sessions, anonymously. Dott covers the costs for the

first six sessions, no questions asked. In case the counsellor and employee feel there is a need for more than these six sessions, they can approach HR together for further support.

- Visa sponsorship and citizenship support when relocation is needed
- Team building and appreciation events
- Comprehensive health insurance for employees and their families in Poland and France

- Monetary contribution for health insurance on top of salary in the Netherlands
- Free or subsidized transportation for our employees in France, Belgium and the Netherlands
- Wellness weeks at our offices and warehouses and company-wide fitness challenges
- Fitness subsidies for all employees in Poland
- Meal vouchers for all employees in Belgium and France





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Helping employees grow

We aim to advance the career potential of our team members and further increase employee satisfaction and retention.

Dott employees receive comprehensive and regular training on important business topics, such as GDPR, First Aid, Health & Safety, and environmental and professional risk. This ensures our employees are up to speed with all our business ethics and compliance needs and we maintain strong business continuity and risk management processes. To guarantee the maximum safety measures of all our staff, all employees are included in our Health and Safety Standards.

As an employer, Dott has the opportunity to help team members overcome opportunity gaps by offering additional training. This has been happening throughout Dott on an

unofficial basis where local team members helped train their peers. In September 2021, we made the decision to formalize these trainings into our internal education program Ride Your Future. This is a company-wide, voluntary program that offers training to our warehouse and ground staff.

Through this initiative, **we address persistent opportunity gaps faced by team members from underprivileged educational backgrounds and ensure that all our team members can reach their full potential.**

Some of the curriculum provided in the program includes software tools, communication, management and organization skills. The pilot for this program was rolled out in Paris, with the first cohort being successfully held early 2022. We will continue the roll out of Ride Your Future in other markets.



Gender equity, diversity & inclusion (GED&I)

Dott has an Equal Opportunities Policy in place which sets out our preventive and affirmative actions to ensure fairness in all aspects of employment, including hiring, training, evaluating performance, administering compensation and benefits, and terminating employee contracts.

We made significant progress throughout 2021 to help drive GED&I awareness at Dott, which we are continuing to develop and be more ambitious on in 2022.

- We reached our initial hiring target of women making up 40% of our Q4 new hires.
- We established key metrics to track our reporting on diversity and held a workshop for HR to drive awareness.
- We also established a GED&I strategic working group, who will continue to work on our campaigns and progress.

GED&I remains a top priority for us in 2022 in which we will dive deeper into what Dott can do to be a diverse and inclusive workplace.

Employees identifying as female and male per function⁶

Operations



Office

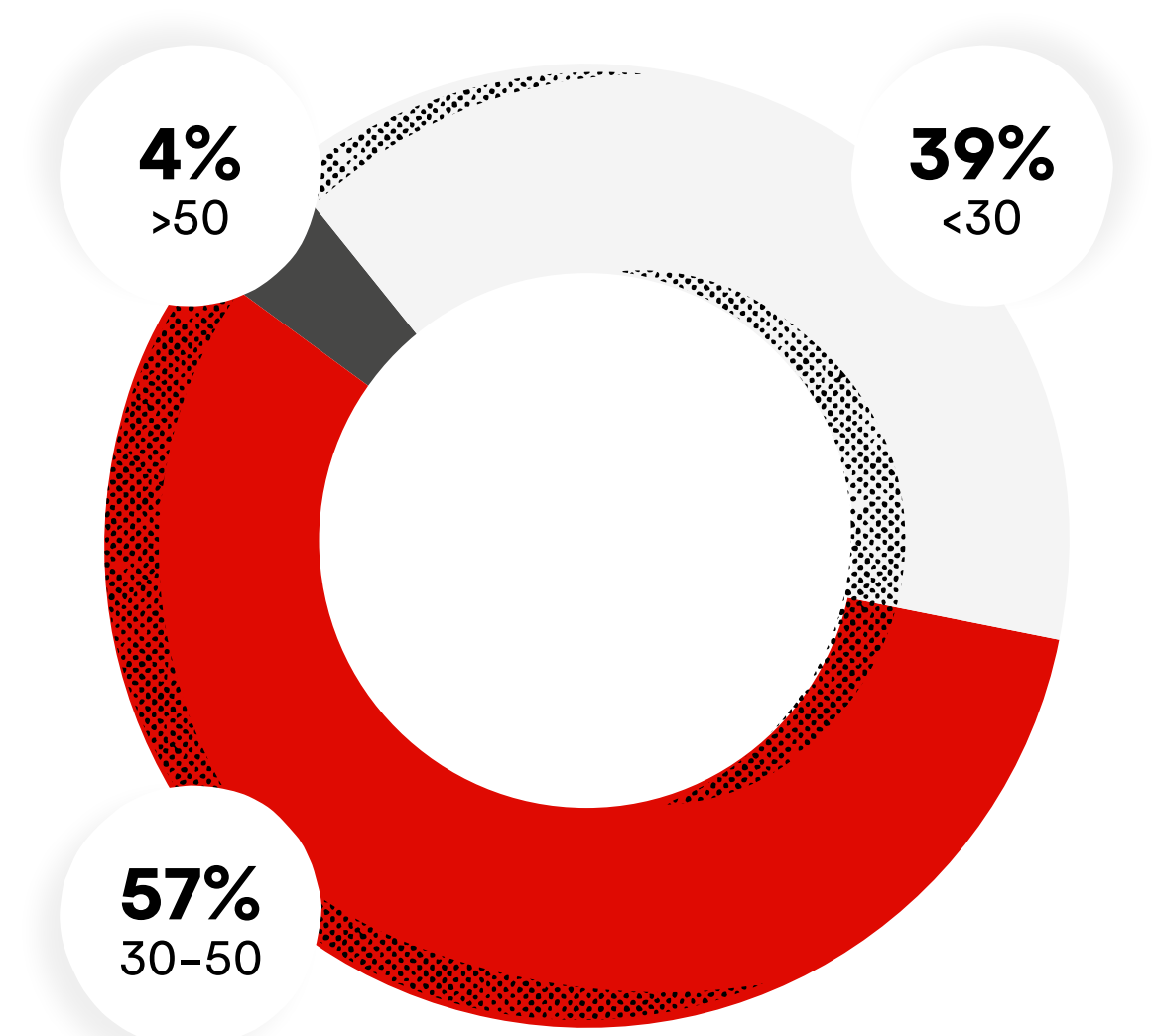


Total



⁶ Head count as of 31st December 2021

Dott employees by age⁶





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Remuneration

Remuneration at Dott is discussed at a global level to ensure consistency, transparency, and a fair approach. This is then adapted at the local level to maintain compliance.

All employees, as well as the highest governance bodies and senior executives, are compensated following the same

philosophy without any differences. All employees receive a fixed yearly pay and an Employee Stock Ownership Plan (ESOP) package. Bonuses are paid out on a bi-yearly basis in the form of ESOP units. The bonuses relate to the performance of the employee as well as the performance of the company in the fiscal year.

We conduct regular salary benchmarking, using data from third parties, as well as sources from our shareholders. This allows us to set fair, competitive salaries across our roles and geographies.



**SAFE FOR
ALL USERS**





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Safe for all users

Our safety first mentality focuses on riders, non-riders and our in-house operations. From the very beginning Dott has been dedicated to a responsible transport approach, creating a safe service while providing meaningful and sustainable change to cities.

We track incidents our riders are involved in based on the severity of potential injury of our riders and/or third parties.

For our in-house safety performance we have tracked incidents on an absolute basis, and are working in 2022 to track them per hours worked. Please refer to the GRI Index for more details.

KPI	2021 Progress	Target
Incidents with injury not requiring medical assistance per 1 million trips	6.58	<10
Incidents with injury requiring medical assistance per 1 million trips	5.95	<10
Incidents with injury requiring hospitalization per 1 million trips	0.52	0
Fatalities per 1 million trips (absolute)	0.06 (1)	0





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Rider safety

Rider safety starts with safe and well-maintained vehicles. Our in-house ground team members check every vehicle when they swap an empty battery for a full one. This allows for early detection and prevention of vehicle malfunctions. Also, riders have the option to report problems with an e-bike or e-scooter after every ride. These notifications automatically set up an additional task for a safety check of the vehicle.

We encourage our riders to take responsibility for the safe use of our vehicles and behave responsibly whenever riding with Dott. All new users of our app go through a comprehensive in-app safety training.

Encouraging responsible behavior, our Smooth Rider Club program provides safety point rewards for our riders to incentivize participation with freebies and discounts, with regular reminders of the do's and don'ts of riding e-scooters via the app.

'Beginner mode' caps the speed of our vehicles at 15 km/hour. This mode familiarizes users with riding, increases comfort and reduces the likelihood of accidents. In addition, we provide on-site training for new

riders. An example is our partnership with the AA DriveTech in London where we champion a scooter safety training course to show new riders the rules of the road.

In 2021 we created our internal safety dashboard which tracks incidents by cause and severity of injury if any. We will use this dashboard going forward to analyze patterns in safety incidents and to inform us on the most impactful safety measures we and our city partners can take. In case of an accident, all our riders are covered under our full user insurance at no extra cost. This insurance applies to damage to third parties caused by a rider and personal damage a rider may suffer due to a safety incident.



In app safety training



Beginner mode at 15 km/hour



Full insurance for our riders and third parties





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Sharing the streets with others

Our riders share the public domain with all other road users, this means we have a responsibility as Dott to minimize negative impacts on others that we share this space with. Our geofencing automatically controls and stops riders from travelling through no-go zones and our speed zones automatically adjusts the vehicle speed in areas where riders need to drive extra carefully, such as schools or hospital entrances.

Dott is an advocate for regulating parking spots for e-bikes and e-scooters as these reduce clutter and keep streets orderly. We work proactively with local municipalities to identify the best spots for creating these parking spots. Our in-app smart parking areas ensure riders park in the right Dott zones, which are specific to each city's infrastructure. To support any claims, we ask riders to snap a photo of the correctly parked e-scooter when ending their ride.

Our ground teams deploy e-scooters in predefined locations and amounts and adjust these numbers based upon travel patterns and feedback from the city to avoid e-scooters cluttered together at one location. Our prediction model provides rebalancing recommendations well before certain locations become full or empty.





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Safe operations

Our vision on health and safety is for all Dott employees to be aware of safety risks and to continuously reassess them. Risks are prevented through best-in-class training and equipment. Teams are organized, prepared, and trained to react in case of incidents.

The building blocks of our Health & Safety (H&S) management system are our H&S Policy and our internal Safety Standards. These are rigorously applied across our sites to manage our main identified risks, which are fires, road accidents and musculoskeletal disorders in our warehouses. All those who work for Dott across our operational sites and headquarters are covered by the H&S Policy and Safety Standards, including those on temporary contracts. Contractors working for a third party are not included. Since Dott started operating, we have recorded zero fatalities. In 2021, we recorded 19 cases of work-related injuries leading to absenteeism.⁷

In every country where we operate there is a local safety champion responsible for the implementation of our H&S Standards.

These champions gather continuous local feedback from our employees on the design and implementation of our H&S Policy and Standards and report their findings to our Global Health and Safety Manager.

We carry out general workplace risk assessments periodically. The purpose is to assess the risks to H&S of employees, visitors and other third parties as a result of our activities, and to identify any measures that need to be taken to control those risks.

Monthly safety meetings between our COO, VP of Operations and Global H&S manager ensure a regular pulse check and where necessary additional actions to stay on track for our H&S roadmap. The Controlling Committee, which is headed by our COO, meets twice a year and is accountable for checking adherence to our Safety Standards, validating changes and allocating resources.

In 2022 we are implementing a new software to track accidents and incidents, manage documents (training of workers,

maintenance of equipment and installations) and to perform risk assessments and internal audits. This software will be able to consolidate all H&S data across our operations and ensure that we make the smartest evidence-based decisions and continuously improve our H&S standards.



⁷This includes Dott employees and workers who aren't on a Dott contract. We compile H&S data from our internal HRIS and our health care partner Intermation.



**USEFUL AND AFFORDABLE
FOR LOCAL COMMUNITIES**



Useful and affordable for local communities

We have set a goal to be useful and affordable for our local communities. To us this means that we amplify public transport, meet city planning and health goals and support organizations that make the communities we operate in a better place. This goal ties in with our core value: we care for each other. We put emphasis on two themes: orderly parking, and community engagement initiatives under our “Helping to Help” program.

KPI	2021 Progress	Target
Vehicles orderly parked by users	96%	95%
Helping to Help Initiatives	6	1 initiative per country in 2022





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City management

We embed ourselves in local communities and ensure equal coverage across the areas we serve. In Paris, London, Lyon and Turin, for example, our patrollers make sure that the amount of vehicles in a parking bay remains below the local defined cap by rebalancing them from popular departure to popular destination points.

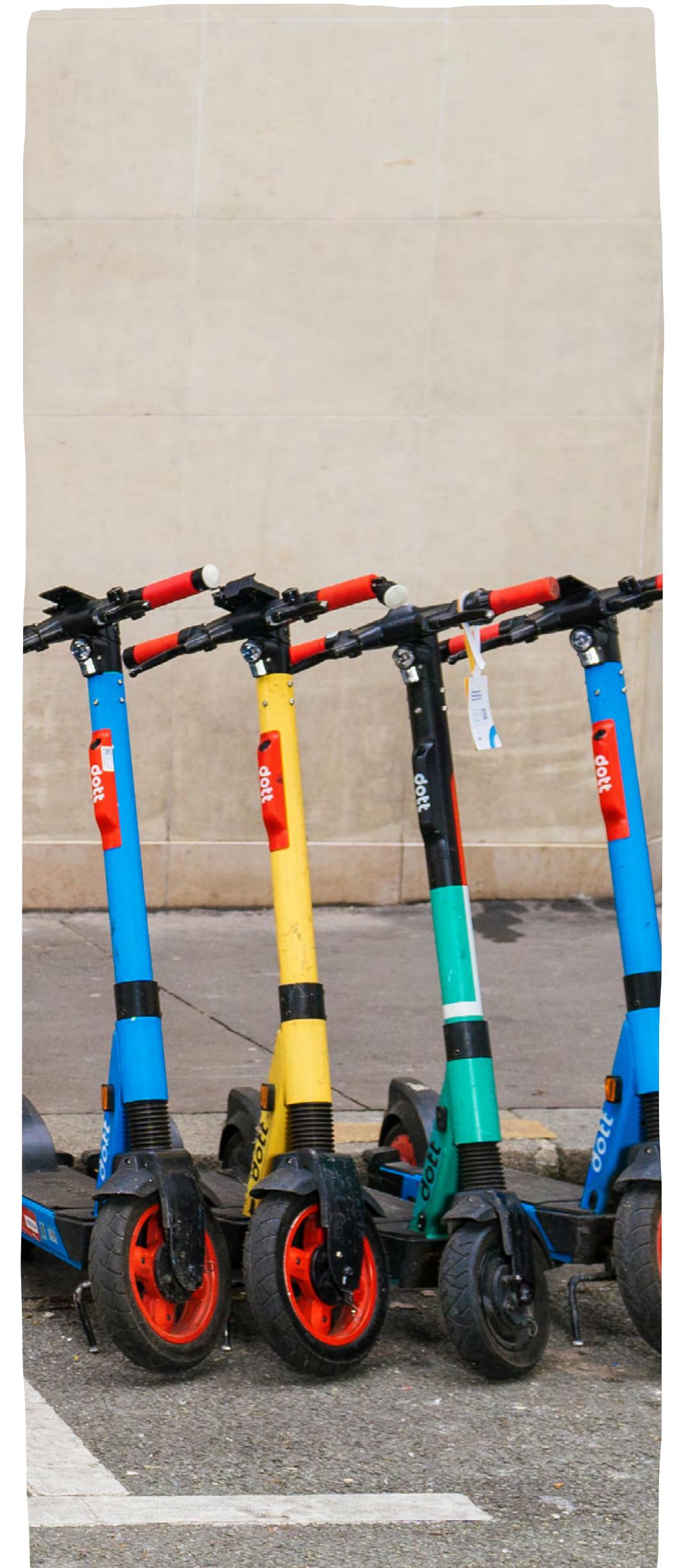
In 2021 96% of our vehicles were parked correctly at the end of a ride. For cities with designated parking bays, this means the vehicles were parked inside the bays. For cities without parking regulation in place, this means that the vehicles were parked within the area they are allowed to be used.

We encourage our users to park their vehicles in the designated parking areas and verify their parking by requiring them to upload a picture of the parked vehicle at the end of their ride. Together we make sure that micromobility is an added value to the cities where we operate.

We keep our impact on the cities where we operate to a minimum. This is why we mostly redeploy and rebalance vehicles across cities during the night and operate when traffic volumes are lower. When we work at night, we carry out silent operations, so we don't disturb people's sleep.

Dott takes the proactive approach and works with cities to create a regulated and orderly framework for micromobility operations. For the municipality of Stockholm, Dott has combined our own data with city data to suggest the best locations for parking spots for shared micromobility vehicles. These spots are now being implemented in 2022, contributing to the city being more orderly and reducing any negative impacts to non-users of our service.

P 96%
of rides parked correctly





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Helping to help

Helping to Help is our community investment program that encompasses all the initiatives that Dott engages in, collaborating with local organizations and NGOs. This program strengthens the position of those in need. It allows us to have a meaningful impact within our local communities, and partner with purposeful organizations who have similar values to our own.

In 2021 we started the following Helping to Help initiatives:



Partnership with AIDES

AIDES is a France based NGO that is dedicated to fighting HIV/AIDS, and to defend the rights of people and communities affected by the disease. Dott has engaged in a long-term partnership with AIDES. In 2021 we increased their outreach by using our app to notify users of Worlds Aids Day, supported their annual event 'La Grande Braderie de Mode' with Dott staff volunteering and donated 10% of our French revenue from World's Aids Day.

Un Dott pour une Job

Pole Emploi is a French government agency that supports unemployed individuals to get back into work. In November and December, jobseekers in Bordeaux were given 20 free rides around the city. This opportunity lowered barriers to employment, giving jobseekers the opportunity to access essential and affordable transport.

Dott heroes initiative

Our Dott Heroes Initiative encompasses three discounts which make shared e-scooters more accessible.

- Dott Community: People on a low income are entitled to 50% off Dott pay as you go rides
- Dott Heroes: NHS and Emergency Service workers receive 75% off Dott pay as you go rides, which we increased to 100% during the national lockdown
- Dott Scholars: All students and staff at higher education institutes receive 20% off Dott pay as you go rides.

Fuel crisis

During the fuel crisis that the UK experienced in September, we learned that panic buying at gas stations was preventing commuters from getting the fuel they needed to travel to their jobs. In response Dott provided two free rides to all users and unlimited free rides for NHS workers during two weeks.



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Inclusive micromobility

In 2021 we started a partnership with French company Omni to adapt our e-scooters to be compatible with wheelchairs. Omni produces e-scooters that are compatible with wheelchairs, increasing the autonomy of wheelchair users and giving them access to micromobility solutions. Since day one, our mission at Dott has been to free cities with clean rides for everyone, and with this partnership we are making shared e-scooters more inclusive. For this partnership we are working on three pillars:

1. Dott is sponsoring 30 long term rentals of OMNI scooters. This means that these scooters can be rented at the same price level as a monthly Dott pass for our regular e-scooters.

- 2. We are converting our e-scooters into OMNI compatible vehicles. This means that they can easily be attached to a wheelchair and have adjusted height of the handlebars. In September 2022 we will pilot shared use of these adjusted e-scooters in a free-floating trial in Paris, meaning that users can rent them as easily as our current e-scooters from anywhere in the city.
- 3. Together with Omni we are advocating for the expansion of the current subsidy for private e-bikes in France to include Omni scooters as well. The current subsidy scheme leaves out wheelchair users, and Dott is doing everything we can to promote a fair and inclusive policy.





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Disclosure Number		Disclosure Title	Response
General disclosures			
GRI 2	2–1	Organizational details	About Dott <u>Our Offices</u> – for office locations and legal entity names
GRI 2	2–2	Entities included in the organization’s sustainability reporting	About this report Our sustainability report has a broader remit than financial reporting for 2021 which did not cover operations in Norway and Finland.
GRI 2	2–3	Reporting period, frequency and contact point	About this report
GRI 2	2–4	Restatements of information	Not applicable as this is Dott's first report
GRI 2	2–5	External assurance	About this report
GRI 2	2–6	Activities, value chain and other business relationships	About Dott, Green Vehicles, Full Lifecycle Management
GRI 2	2–7	Employees	Responsible and Inclusive Employer
GRI 2	2–8	Workers who are not employees	Due to the seasonality of the business, we use third-party staff employed via staffing agencies during our peak periods. The most common work for agency staff is warehouse work and drivers to deploy vehicles.
GRI 2	2–9	Governance structure and composition	Governance
GRI 2	2–10	Nomination and selection of the highest governance body	Directors of the Board are nominated by the holders of certain share classes as per the Shareholders Agreement. Two directors are appointed by the general meeting of the Shareholders, these directors act as independent Directors. Certain shareholders also have the right to also appoint an observer to the Board, with rights to attend meetings but without rights to speak or vote. Each Director is entitled to one vote, with a requirement to abstain in the event of a conflict of interest. All resolutions of the Board are taken by simple majority of the votes cast, with the Chairman having a casting vote in the event of a tie.
GRI 2	2–11	Chair of the highest governance body	The Chairman of the Board is also the COO. The COO is one of the founders of the company. There are two founders (CEO and COO). Both founders have day to day responsibility for the operational management of the company. When a situation which may lead to a potential conflict of interest arises the CEO and COO do not vote on the matter i.e. compensation.
GRI 2	2–12	Role of the highest governance body in overseeing the management of impacts	Governance



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GRI 2	2–13	Delegation of responsibility for managing impacts	Governance
GRI 2	2–14	Role of the highest governance body in sustainability reporting	Governance
GRI 2	2–15	Conflicts of interest	Conflicts of interest are dealt with in line with Dott's Conflict of Interest Policy. At Board level, conflicts relating to Board/Director formalities, are disclosed to applicable stakeholders. Should the management consider a conflict of interest has arisen, such conflict is escalated to the appropriate level for visibility. The Conflict of Interest Policy and our Code of Conduct states that we do not tolerate conflicts of interest from employees. The rule is that any potential conflict must be reported to the legal team immediately.
GRI 2	2–16	Communication of critical concerns	Critical concerns (if any) are reported to the board of directors by the CEO or COO. There were no critical concerns reported in 2021.
GRI 2	2–17	Collective knowledge of the highest governance body	Governance
GRI 2	2–18	Evaluation of the performance of the highest governance body	Governance
GRI 2	2–19	Remuneration policies	Responsible and Inclusive Employer
GRI 2	2–20	Process to determine remuneration	Responsible and Inclusive Employer
GRI 2	2–21	Annual total compensation ratio	Responsible and Inclusive Employer Ratio of annual compensation for the organization's highest paid individual to the median annual total compensation for all employees: <ul style="list-style-type: none">Annual compensation ratio with ground staff: 1:0.118Annual compensation ratio without ground staff: 1:0.274 Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees. As the highest paid individual did not get a salary increase in 2021, this shows the highest paid individual with a salary increase: <ul style="list-style-type: none">Annual compensation percentage increase ratio: 1:1.4
GRI 2	2–22	Statement on sustainable development strategy	CEO Statement
GRI 2	2–23	Policy commitments	<u>Sustainability Manifesto</u> , The Dott Way, CEO statement and in relevant sections
GRI 2	2–24	Embedding policy commitments	The Dott Way



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Disclosure Number		Disclosure Title	Response
GRI 2	2–25	Processes to remediate negative impacts	Green Operations There are multiple ways to reach Dott, including through our customer services team, through direct contact with our city stakeholders and internally, employees are encouraged to follow our Whistle-blower Policy. Our Zero Retaliation Policy and reporting of grievances is encouraged by informing both internal and external stakeholders that they can report issues of non-compliance directly to Dott’s Legal Team or on an anonymous basis using Dott’s online reporting form. We have a point of contact in each of our cities who are responsible for following up and escalating any grievance. Our community support team monitor and track the status of each grievance, including how quickly the grievance has been dealt with.
GRI 2	2–26	Mechanisms for seeking advice and raising concerns	Internal individuals are provided access to Dott's Code of Conduct at on-boarding stage. The Code includes instructions on how to seek advice. External individuals, including suppliers are directed to Dott's Supplier Code of Conduct and required to contractually commit to follow it's requirements. The Supplier Code of Conduct includes advice on who to contact. Both the Dott Code of Conduct and the Dott Supplier Code of Conduct include instructions for reporting concerns to Dott’s legal dept or anonymously via the Dott Online Reporting Form.
GRI 2	2–27	Compliance with laws and regulations	Dott was not fined for any significant breaches of laws or regulations in the reporting period.
GRI 2	2–28	Membership associations	International Level: OECD, Polis, Civitas, Euro Cities, EMTA, European Cyclist Federation, Micromobility for Europe, Cycling Industry for Europe, Light vehicle association, Confederation of the european bicycle industry, The European Automobile Manufacturers, International Public Transport Association, MasS alliance, EIT mobility. France: FP2M, Alliance des Mobilité. Germany: Platform Shared Mobility, VDV New mobility Forum. Italy: Assosharing. Norway: Micromobiliteits Coalitie, Nordics Micromobility Association. Poland: Mobilne Miasto, Lewiatan. Spain: AEDIVE, Barcelona Global. UK: CoMoUK, Urban Mobility Partnership
GRI 2	2–29	Approach to stakeholder engagement	The Dott Way
GRI 2	2–30	Collective bargaining agreements	Dott employees being covered by Collective Bargaining Agreements is dependent on their country of employment. Where a Collective Bargaining Agreement is in place, all employees in that country fall under the agreement. Dott employees fall under Collective Bargaining Agreements in: <ul style="list-style-type: none">ItalyBelgiumSpain
GRI 3	3–1	Process to determine material topics	The Dott Way
GRI 3	3–2	List of material topics	The Dott Way
GRI 3	3–3	Management of material topics	The Dott Way, Green Vehicles, Green Operations, Full Lifecycle Management, Catalyst for Modal Shift, Responsible and Inclusive Employer, Safe for all users, Useful and affordable for local communities



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Green Operations			
GRI 305	305–1	Direct (Scope 1) GHG emissions	Green operations
GRI 305	305–2	Energy indirect (Scope 2) GHG emissions	Green operations
GRI 305	305–3	Other indirect (Scope 3) GHG emissions	Green operations
GRI 305	305–4	GHG emissions intensity	Green operations
GRI 305	305–5	Reduction of GHG emissions	Green operations
Safe for all users			
GRI 403	403–1	Occupational health and safety management system	Safe for all users
GRI 403	403–2	Hazard identification, risk assessment, and incident investigation	Safe users for all
			Our H&S Policy confirms that all staff should report H&S concerns immediately to their line manager or their local HSE. All accidents and injuries at work, however minor, should be reported to the local HSE and recorded in the Accident Book which is kept locally at the office of the local HSE. The local HSE is responsible for investigating any injuries or work-related disease, preparing and keeping accident records, and for submitting reports to the relevant authorities if required under the applicable law. The local HSE is also responsible for workplace risk assessments and any measures to control risks.
GRI 403	403–3	Occupational health services	Safe for all users
GRI 403	403–4	Worker participation, consultation, and communication on occupational health and safety	Safe for all users
GRI 403	403–5	Worker training on occupational health and safety	Our H&S Policy confirms that all H&S representatives receive the appropriate training to carry out their functions effectively. Dott will ensure that staff are given adequate training and supervision to perform their work competently and safely. Staff are given a H&S induction and provided with appropriate safety training, which may include manual handling, control of substances hazardous to health (COSHH), electrical safety and the use of personal protective equipment (PPE).
GRI 403	403–6	Promotion of worker health	Responsible and Inclusive Employer
GRI 403	403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safe for all users
GRI 403	403–8	Workers covered by an occupational health and safety management system	Safe for all users

Disclosure Number		Disclosure Title	Response
GRI 403	403–9	Work-related injuries	In 2021 19 injuries leading to absenteeism were recorded. Rate and breakdown of injury types are unavailable at present, we are updating our H&S systems in 2022 and will improve reporting for next year.
GRI 416	416–1	Assessment of the health and safety impacts of product and service categories	100%
GRI 416	416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance were recorded. We are updating our H&S systems in 2022 and will improve reporting for next year.
Responsible and Inclusive Employer			
GRI 405	405–1	Diversity of governance bodies and employees	Governance, Responsible and Inclusive Employer Age distribution of employees: <30: 39% 30–50: 57.1 % >50: 3.9%
GRI 405	405–2	Ratio of basic salary and remuneration of women to men	We calculate ratio of basic salary by level. <ul style="list-style-type: none">• Entry — 1:0.817• Junior Professional — 1:0.987• Professional — 1:0.988• Senior Professional — 1:1.031• Lead Professional/ Team Lead — 1:1.065• Associate Director — 1:1.101• Director — only males at this level• VP — 1:1.153• SVP — 1:0.919 Women make up 34.47% of our total workforce. The gap appears bigger between the Entry level, as we have more males in entry level positions, such as our ground teams.
Green Vehicles			
SASB	TR–CR–410a.2	Fleet utilization rate	Catalyst for Modal Shift
GRI 302	302–5	Reductions in energy requirements of products and services	Green Vehicles, Green Operations Our first year of collating emissions data was 2020, which is our baseline year.



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Disclosure Number		Disclosure Title	Response
Full Lifecycle Management			
GRI 308	308–1	New suppliers that were screened using environmental criteria	Dott’s internal quality team screens our suppliers and performs site visits to new and existing suppliers, when applicable. Our main suppliers are ISO 9001 certified. Dott’s supplier code of conduct holds our suppliers to the same high standards we operate under ourselves. We are currently working on further formalizing our supplier auditing and reporting mechanisms.
GRI 308	308–2	Negative environmental impacts in the supply chain and actions taken	Dott’s internal quality team screens our suppliers and performs site visits to new and existing suppliers, when applicable. Our main suppliers are ISO 9001 certified. Dott’s supplier code of conduct holds our suppliers to the same high standards we operate under ourselves. We are currently working on further formalizing our supplier auditing and reporting mechanisms.
GRI 414	414–1	New suppliers that were screened using social criteria	Dott’s internal quality team screens our suppliers and performs site visits to new and existing suppliers, when applicable. Our main suppliers are ISO 9001 certified. Dott’s supplier code of conduct holds our suppliers to the same high standards we operate under ourselves. We are currently working on further formalizing our supplier auditing and reporting mechanisms.
GRI 414	414–2	Negative social impacts in the supply chain and actions taken	Dott’s internal quality team screens our suppliers and performs site visits to new and existing suppliers, when applicable. Our main suppliers are ISO 9001 certified. Dott’s supplier code of conduct holds our suppliers to the same high standards we operate under ourselves. We are currently working on further formalizing our supplier auditing and reporting mechanisms.
Catalyst for Modal Shift			
	Bespoke	Total number of journeys, % replacing car journeys, estimated carbon saved	Catalyst for Modal Shift
SASB	TR–CR–250a.2	Number of vehicles recalled	None
Useful and affordable for local communities			
	Bespoke	Gender split of riders	Useful and affordable for local communities

THANKS

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