

2022

SUSTAINABILITY GRI REPORT



dott
Unlock your city



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ABOUT THIS REPORT

This sustainability report covers 2022, following the Global Reporting Initiative Standards. This edition contains a wider set of indicators in comparison to those reported in 2021, as we are consciously preparing for the EU's new Corporate Sustainability Reporting Directive. emTransit B.V. and its subsidiaries ("Dott") demonstrates our commitment to transparency in sharing our priorities, progress, and learning towards full sustainability, while avoiding greenwashing. We continue to update external stakeholders on our progress on an annual basis, and are constantly monitoring our targets, to see where we could raise the bar even further, in order to meaningfully and transparently contribute to a greener future.

This report covers Dott's operations in the countries where we conducted business in 2022, i.e. Belgium, Finland, France, Germany, Israel, Italy, the Netherlands, Norway, Poland, Spain and the UK.

We have attained third party assurance for our carbon footprint accounting by CO2 Logic, while Anthesis supported us in adhering to the GRI Standards. We will regularly review our reporting approach 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 sustainability team via sustainability@ridedott.com



MESSAGE FROM OUR FOUNDERS

In 2022, we observed a significant evolution in the shared micromobility industry, maturing and transitioning from novelty to utility. Our operations are now truly multimodal with both e-bikes and e-scooters in more cities. Rides and riders on Dott nearly doubled, with more people than ever adopting micromobility to connect with public transport, complete their daily commute, and reach local destinations. Micromobility governance also kept evolving towards a much more regulated approach, with limited operators, organized operations, and slightly longer contracts in the second round of tenders. In the meantime, there was a paradigm shift for the funding of technology companies: from funding growth at all costs, to disciplined investing based on profitability.

At Dott, we believe this new environment can be a catalyst for micromobility systems to solidify themselves as an integral part of the mobility mix in our cities. Since day one, we have been committed to delivering local, reliable micromobility solutions for the cities we serve, with disciplined growth and responsible

operations. We’ve worked with cities with a pro-regulation approach, and forged resilient partnerships.

As a result, in 2022 we came one step closer to achieving our mission to free our cities with clean rides for everyone, hitting our CO₂ reduction targets and making breakthroughs in vehicle durability. We are proud to report key accomplishments in this GRI report, for the second year in a row.

At the core of our responsible approach is our commitment to protect the planet. In 2022, we achieved our CO₂ reduction targets, with a 63% decrease from our reference year. Our most mature cities now operate under 30 gCO₂e/km. We’re immensely proud of this achievement, as it puts us at par with public transport. We continue to progress towards our long term goal of less than 20 gCO₂e/km across all of our operations.



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Beyond emission reductions, our dedication to sustainability is at the heart of our operating model and covers both our environmental impact and our social impact. A few highlights for 2022 include:

- Obtaining ISO certifications for our Quality, Health & Safety and Environmental Management systems in France and Italy, recognizing our operational excellence and sustainable best practices;
- The creation of an industry-first refurbishment program to extend the lifespan of our second-generation fleet to 7 years, reducing the environmental footprint of our vehicles;
- The launch of our “Ride Your Future” vocational program for ground teams, and the establishment of an ED&I governance structure, both of which further our investments in our employees and our commitment to equity within our organization and our cities.

Looking ahead, and knowing there are more challenging times ahead in this complex economic environment, we are actually more optimistic than ever on the future of shared micromobility. Our service is in high demand because it is fundamentally efficient and pleasant to use. Well executed, it constitutes an affordable, low energy and space efficient means of urban transportation that helps cities meet their mobility and environmental goals.

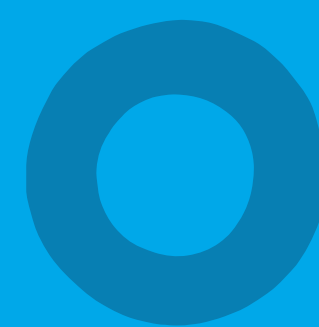
We hope that this report can also inspire the industry to keep raising the bar, with both shared e-bikes and shared e-scooters well integrated in our citiscapes in the years to come.



At Dott, by remaining committed to our core values, we are confident we can truly deliver a future with clean rides for everyone.

Henri Moissinac & Maxim Romain

ABOUT DOTT



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ABOUT DOTT

Our mission is to free cities with clean rides for *Everyone*

At Dott we believe in pollution free cities that are designed for people, not cars. Shared micromobility is a key instrument to transform urban mobility, with vehicles that are compact, lightweight, low energy use, and shared by multiple users.

By the end of 2022, Dott was operating a total of 48k shared e-scooters and e-bikes in 36 cities across 9 countries. From day one, we rejected the gig-economy and chose to take care of our operations in-house. This way, we can guarantee safety, quality and reliability while leaving the smallest footprint possible.

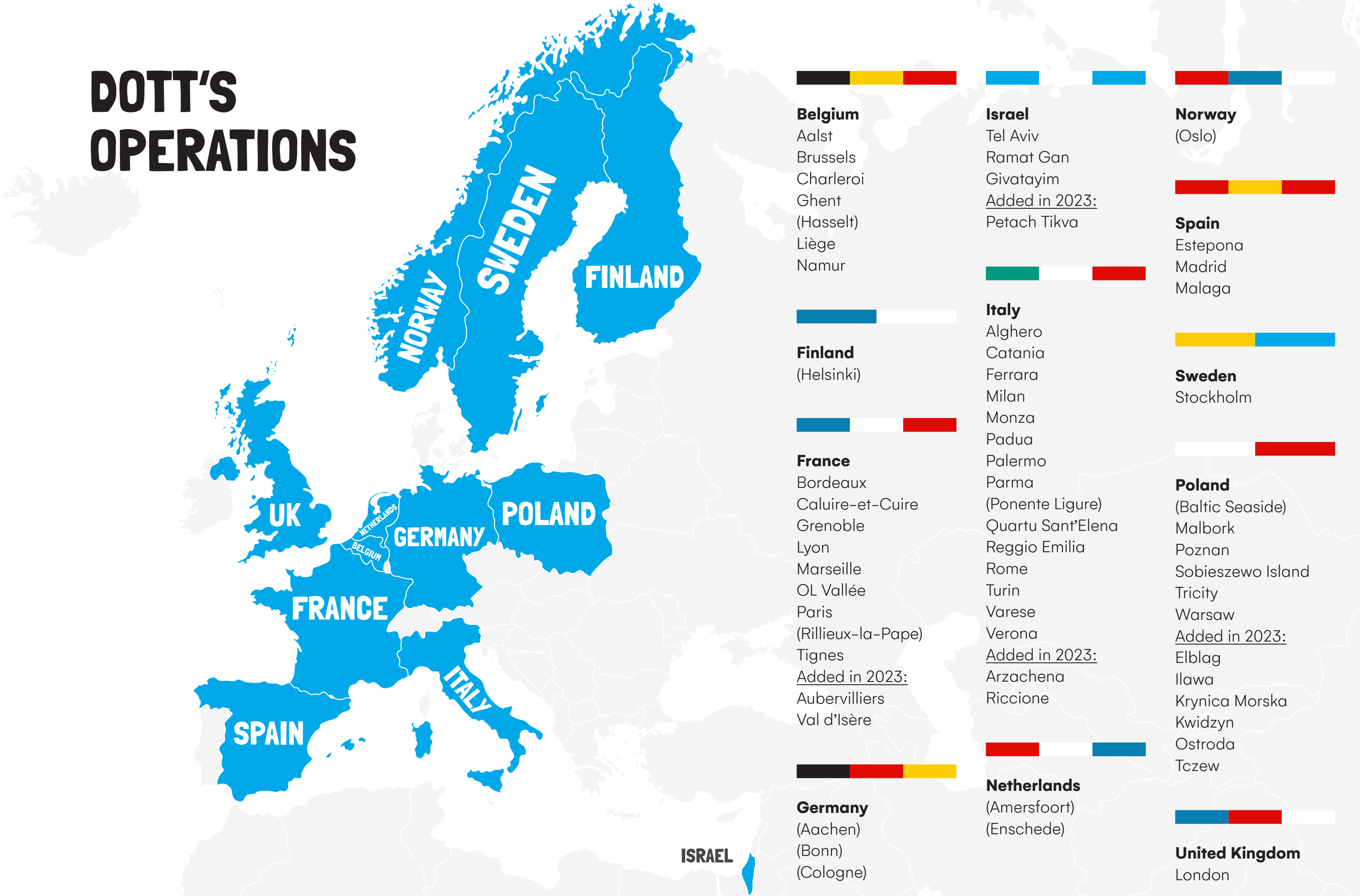
Our dedicated ground teams of local staff members care for the cities they call home. Their priority is to ensure safe street operations for everyone, beyond just our riders. Dott actively engages with local organizations to make our communities a better place. Be it through small scale initiatives like community clean-ups or bigger partnerships to promote safe and responsible behavior, and support equality and diversity.

We strive to move towards a more sustainable and inclusive future, transforming the way we travel with clean rides for everyone.



| Company info | 2022 | 2021 |
|----------------------------------|------------|------------|
| Headquarters | Amsterdam | Amsterdam |
| Rides | 33.603.491 | 18.999.105 |
| Number of vehicles in the market | 48.008 | 35.241 |
| Employees | 655 | 499 |
| Cities | 35 | 29 |
| Revenue | 63M | 32M |

DOTT'S
OPERATIONS



DOTT SUSTAINABILITY FRAMEWORK



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. The seven goals defined within this framework support our mission to free our cities with clean rides for everyone, and they link directly to the UN Sustainable Development Goals.

All our efforts towards sustainability are based on and supported by data-driven metrics, which are closely monitored at board level. These commitments are outlined in our Sustainability Manifesto and supported by comprehensive policies that encompass health and safety, environmental stewardship, equal opportunities, and the Dott Code of Conduct, reinforcing our primary company value to protect our planet.

Sustainability lies at the heart of every team's mission, ingrained as a guiding principle in all decision-making processes. The sustainability team operates as a collaborative force to drive this by working shoulder-to-shoulder with the entire organization. By integrating sustainability into our objectives, we foster a collective effort towards achieving our goals and ensuring that our actions align with our commitment to a sustainable future.



DOTT SUSTAINABILITY
FRAMEWORK:

1. DOTT IS
GREEN

Green
vehicles



- Exceed 5 year lifespan of our vehicles
- Increase use of recycled and recyclable materials in our vehicles
- Assemble vehicles in Europe

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

2. DOTT IS USEFUL,
SAFE & INCLUSIVE

Responsible & inclusive
local employer



- Reject the gig-economy
- Employ Dott team members as fully contracted shareholders
- Build an inclusive and diverse workplace

Useful & 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

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 and covers our main ESG risks and opportunities by carrying out a materiality assessment at the end of 2021.

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 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 | • Investors | • Charities |
| • Dott users | • Suppliers | • Public safety groups |
| • Government organizations | • Non-users of Dott | • Academia |
| • Industry organizations | | |

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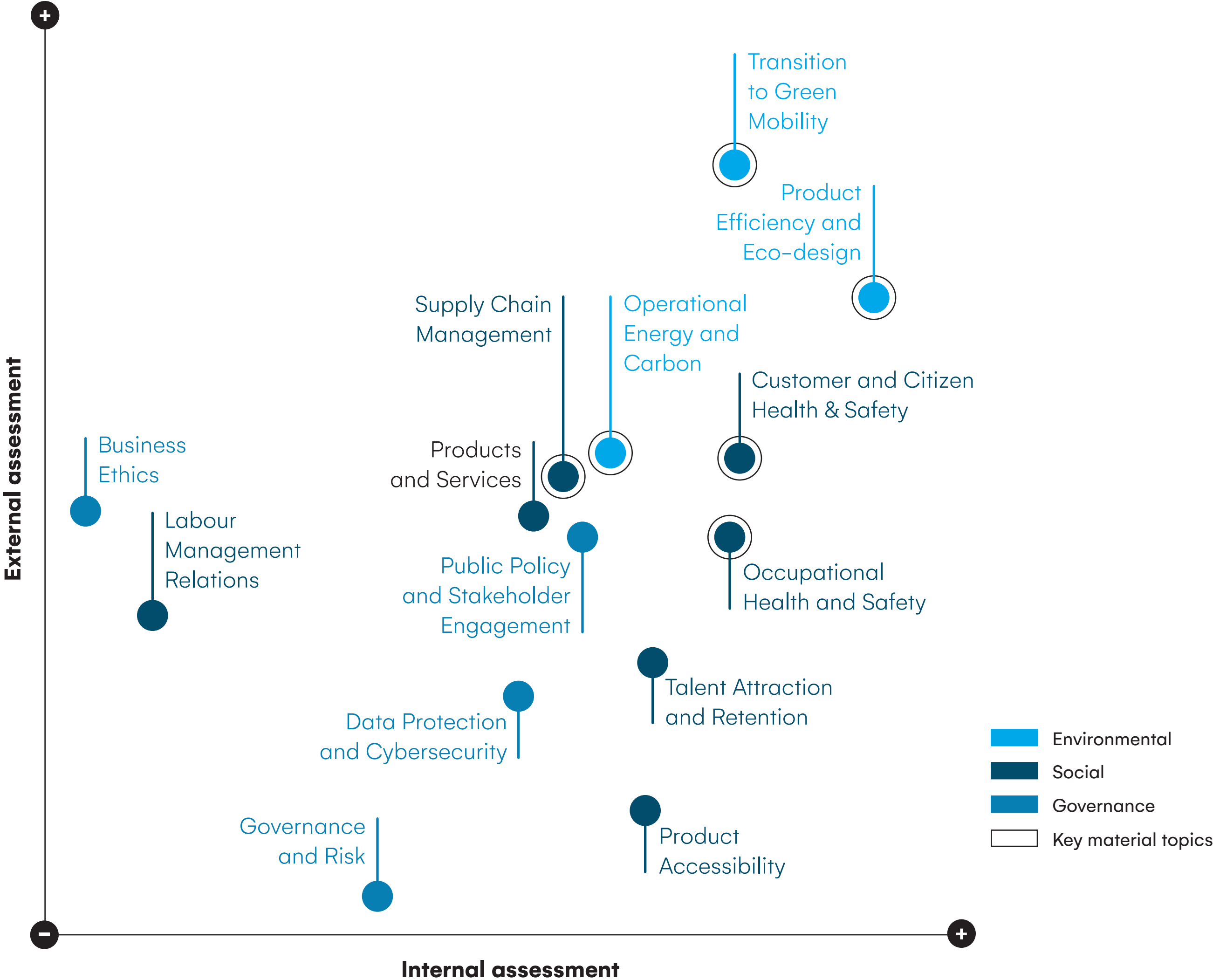
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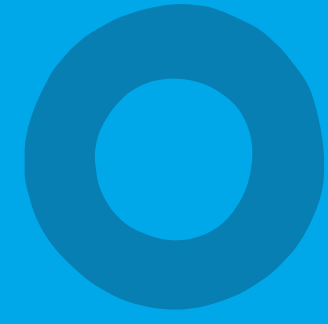
EVALUATION OF MATERIAL TOPICS



Dott goals & material topic alignment

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

*Not identified as material topic by external stakeholders



GOVERNANCE





BOARD OF DIRECTORS

The highest governance body at Dott is the board of directors of emTransit B.V. The chairman of the board of directors is Khaled Heliouli, an independent director.

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 Dott 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, comprising at least 2 executive directors and at least 5 non-executive directors (of which at least 2 shall be

independent directors). 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 board is a mix of executive and non-executive directors. The CEO and COO are executive directors and the other directors who are not involved in the day to day management of the business are non-executive directors.

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 opportunities, risks, 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.. Membership includes the Chief Development Officer and the COO. 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.

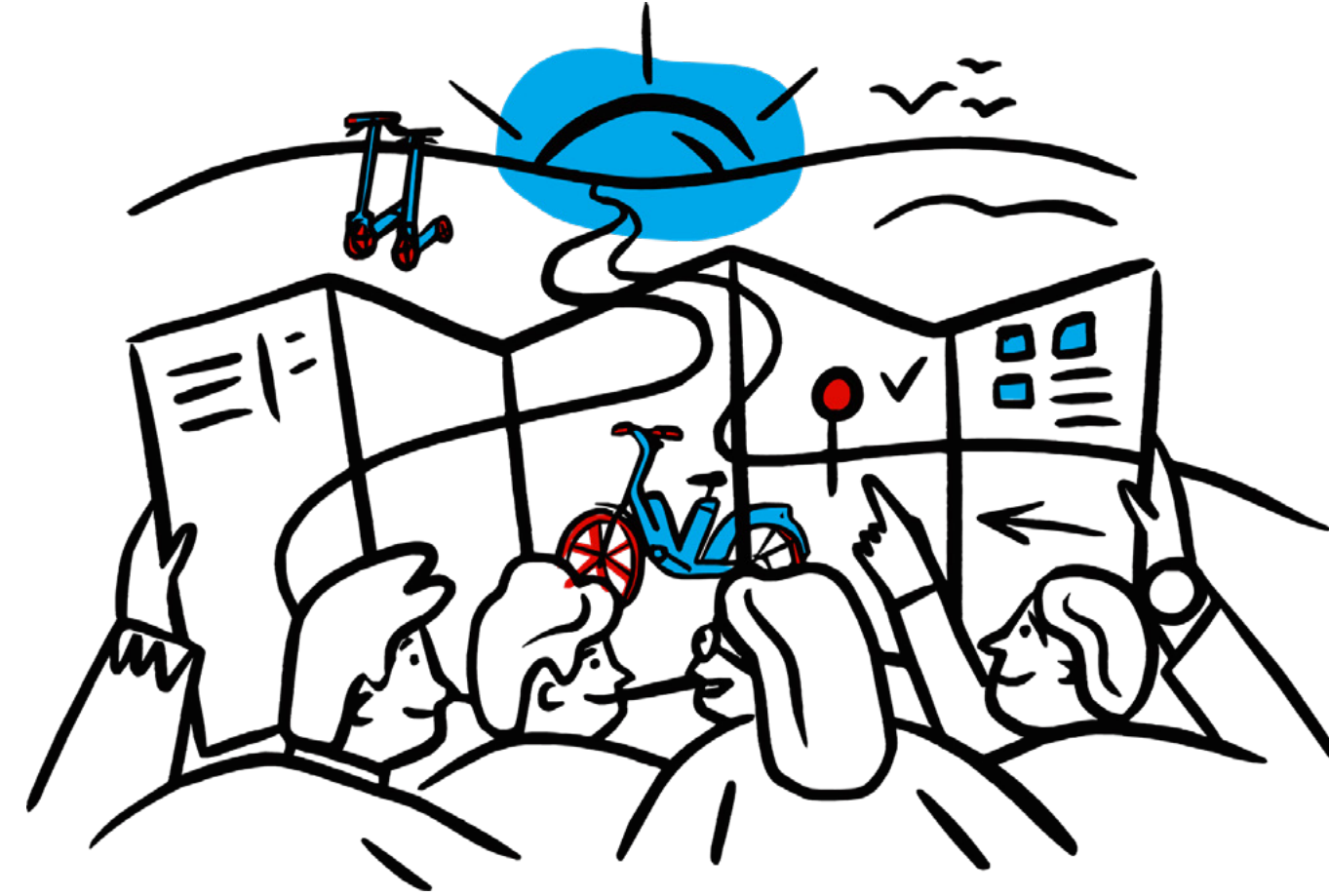
ED&I COMMITTEE

To further solidify our stance on being an equitable, diverse, and inclusive company, Dott formed an equity, diversity and inclusion (ED&I) committee in 2022. Its responsibilities are to set Dott's ED&I vision and strategy, to define and prioritize ED&I goals and deliverables, and act as a check and balance for ED&I progress. This committee is made up of six members from throughout the organization and meets quarterly. This committee is integral for moving Dott from compliant to strategic in our work surrounding ED&I.



WORKS COUNCIL

Dott has taken a significant step towards enhancing its working environment in 2022 by setting up a Works Council in our Dutch HQ. The council is an elected group, consisting of members from various departments that will work closely with Dott's leadership to make it an exceptional place to work. With a diverse and comprehensive representation of our internal colleagues, this move shows Dott's commitment to supporting its teams and fostering a positive and collaborative workplace culture.



LEADERSHIP TEAM

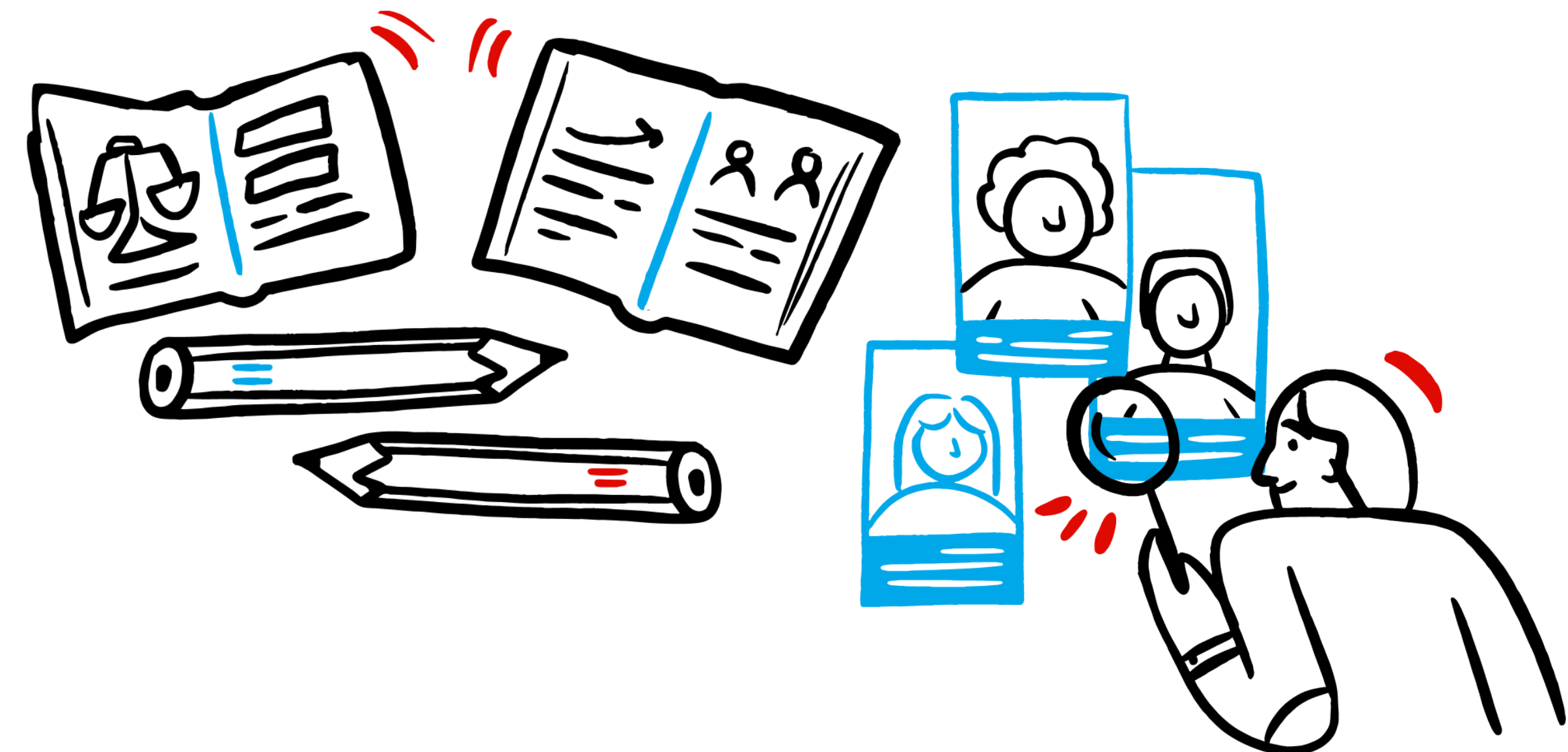
In addition to the board of directors and the sustainability committee, Dott has established an executive leadership team of key stakeholders in the management of the company. The executive leadership includes the most senior team members of key functions including finance, product, marketing, technology, people, commercial, recruitment, strategy, sustainability and legal. The team uses the RASCI (Responsible, Accountable, Supporting, Consulted and Informed) 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
- Due Diligence Policy
- Travel & Entertainment Policy
- Whistleblower Policy

All office employees are required to confirm reading and understanding these as part of their onboarding process, and receive annual training on these across the organization. All ground team members are required to read and confirm the Code of Conduct policy in addition to policies regarding company assets, privacy and anti-harassment.



GREEN VEHICLES



GREEN VEHICLES

In 2022, Dott accomplished 2 milestones for the industry with regards to vehicle durability. We finally retired our oldest fleet of scooters after 40 months of operation (more than double the 18 months initially assumed). Secondly, we set up two dedicated refurbishment lines, with capacity to extend the lifespan of 20,000 vehicles every year.

At Dott we trace every individual e-scooter and e-bike to monitor how our fleet is performing. A vehicle reaches the end of its lifespan when it is broken beyond repair (BBR), lost or when the decision is made to retire a model. The detailed analysis

in the following section shows that all our vehicle models are outperforming their expected lifespan projections. This should only improve with the refurbishment of the vehicles becoming part of our standard operating model.

| KPI | 2022 | 2021 | Trend | Target |
|--|-------|------|-------|--------|
| Average monthly broken beyond repair rate for our vehicles | 0.95% | 1.4% | -0.45 | <1.5% |
| Average monthly lost rate for our vehicles | 0.59% | 0.6% | -0.01 | <1% |



LIFESPAN:

40 MONTHS FOR OUR VERY FIRST FLEET

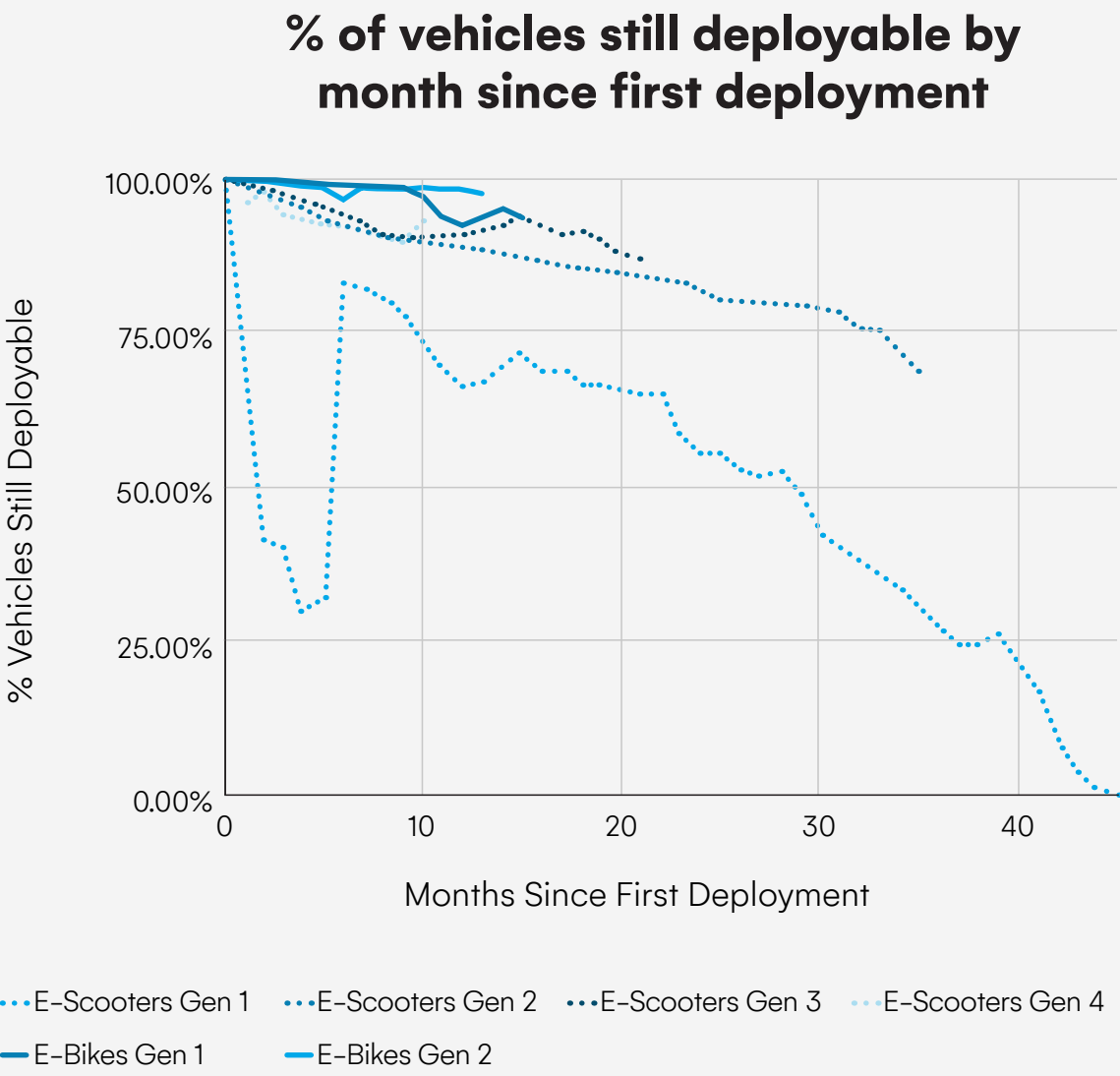
The myth that shared micromobility vehicles have a lifetime of less than a month has long since been debunked. At Dott, we retired a model of our fleet for the first time in 2022, after more than 40 months in service. Our second generation of e-scooters is on track to last even longer, with 76% still deployable after 3 years.

First Generation

Our Fastwheel e-scooters were the first e-scooters put into operation in 2019. They initially had a life expectancy of 18 months. However, due to our rigorous maintenance schemes we have been able to operate them for more than double that time period. After 30 months of operation, the decision was made to no longer invest in repairs for this model and slowly phase it out. After more than 40 months of operations any remaining vehicles were taken off the street. As detailed in the “Waste Management” section, these vehicles were then disassembled and their parts were either recycled or given a second life.

Later Generations

With 76% still deployable after 3 years, our second generation of e-scooters is outperforming the first. This is driven by: a reduction in the lost rate of our vehicles due to better tracking and retrieving, more vehicles that can be repaired due to ever increasing maintenance schemes, and stronger and better vehicles produced by our suppliers as the industry further matures. We also see that the lifespan of our e-bikes outperforms that of our e-scooters, meaning as our fleet grows more multimodal, it also becomes longer lasting.



* The dip in the number of F-1 e-scooters was due to a disconnection of over 50% of our fleet caused by IOT outage. The problem was resolved, and fleet availability restored.

PROJECT PHOENIX:

4 YEAR LIFESPAN EXTENSION FOR OUR VEHICLES

In 2022, we proudly launched Project Phoenix, a refurbishment program for our e-scooters. The goal is to at least double the lifetime of our vehicles. This ensures we use our resources to the fullest and postpone the need to purchase new vehicles, thus avoiding the emissions of a new fleet being produced and shipped.



Lyon

Project Phoenix means that Dott will operate e-scooters in Lyon that have a 77% smaller carbon footprint than producing and shipping brand new vehicles.

First launched in 2020, Dott’s e-scooters in Lyon have traveled an average of more than 5,000km each — equivalent to double the length of the UK, France and Spain combined. The most used vehicles have traveled more than 8,000km, around 8 times the total length of France.

For the Lyon contract renewal, Dott made the bold move to offer to refurbish our current fleet, rather than applying with new vehicles. This means all scooters undergo a complete refurbishment, extending their current three years of service by a further four years.

The scooters are completely dismantled by a dedicated team of 29 specialists, sorted into parts for either recycling, repairing or reusing and then renovated and painted. A new, more accurate GPS system is also being fitted, as well as a phone holder, to bring the fleet up to the same high standard of current new vehicles.

Our emphasis on sustainability was valued; Dott won the permit for operating in Lyon for another 4 years.



77%

Lower carbon footprint for our Lyon e-scooters

Warsaw

To scale our refurbish capacities, we established a dedicated facility spanning 2500 square meters in Warsaw, Poland. The facility encompasses five main lines that efficiently manage the rework process.

- 1. Warehouse stock
- 2. Disassembly
- 3. Reassembly
- 4. Preparation
- 5. Quality check


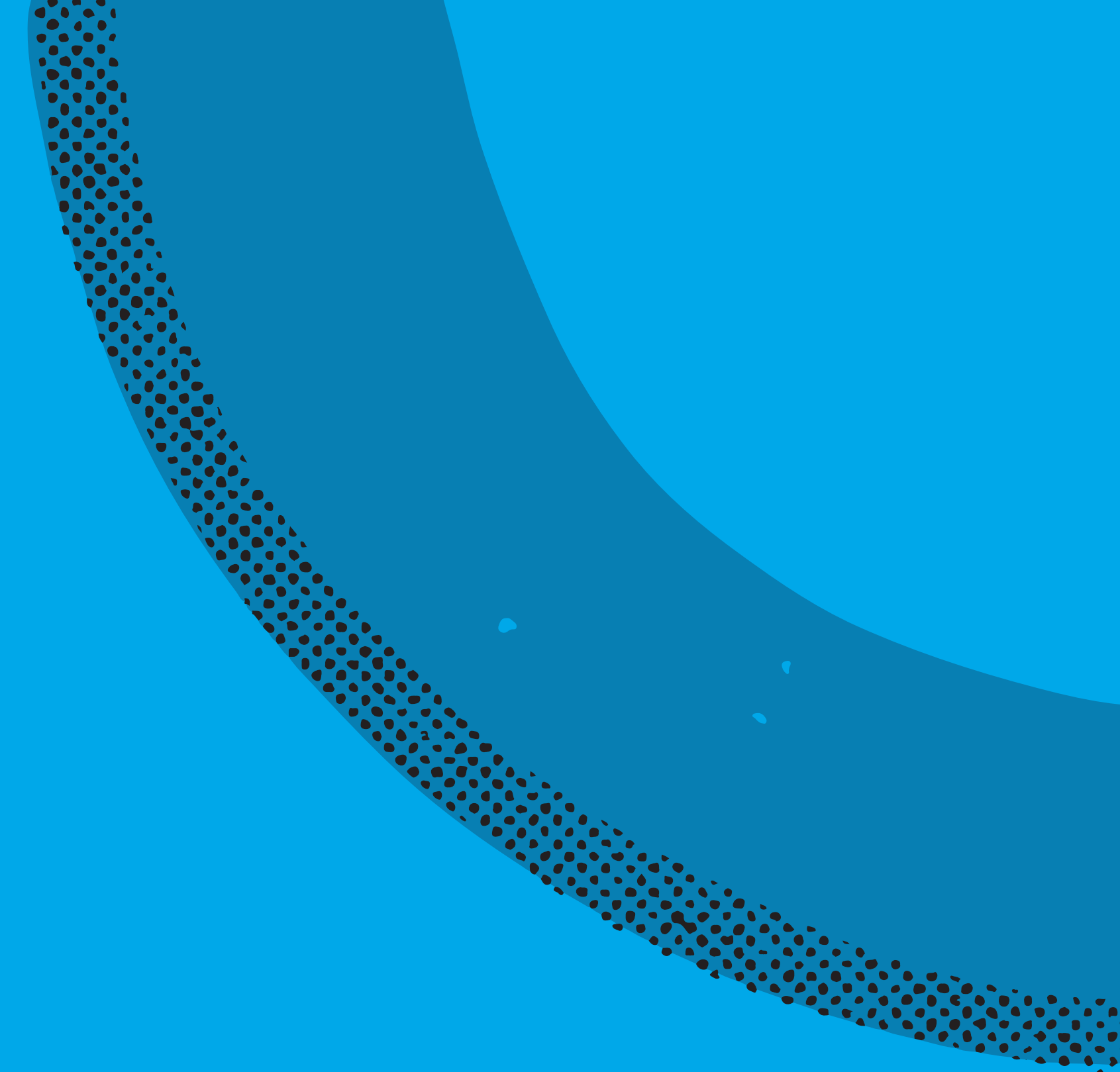
As a result of this project, we have not only progressed on our environmental and lifespan expansion goals, but also created new employment opportunities. Starting with 25 employees, the project has now expanded to include 46 team members. Additionally, several members of staff have been promoted to Senior Mechanic positions, demonstrating their expertise and dedication.



46
Jobs created
at our dedicated
refurbishment center



GREEN OPERATIONS

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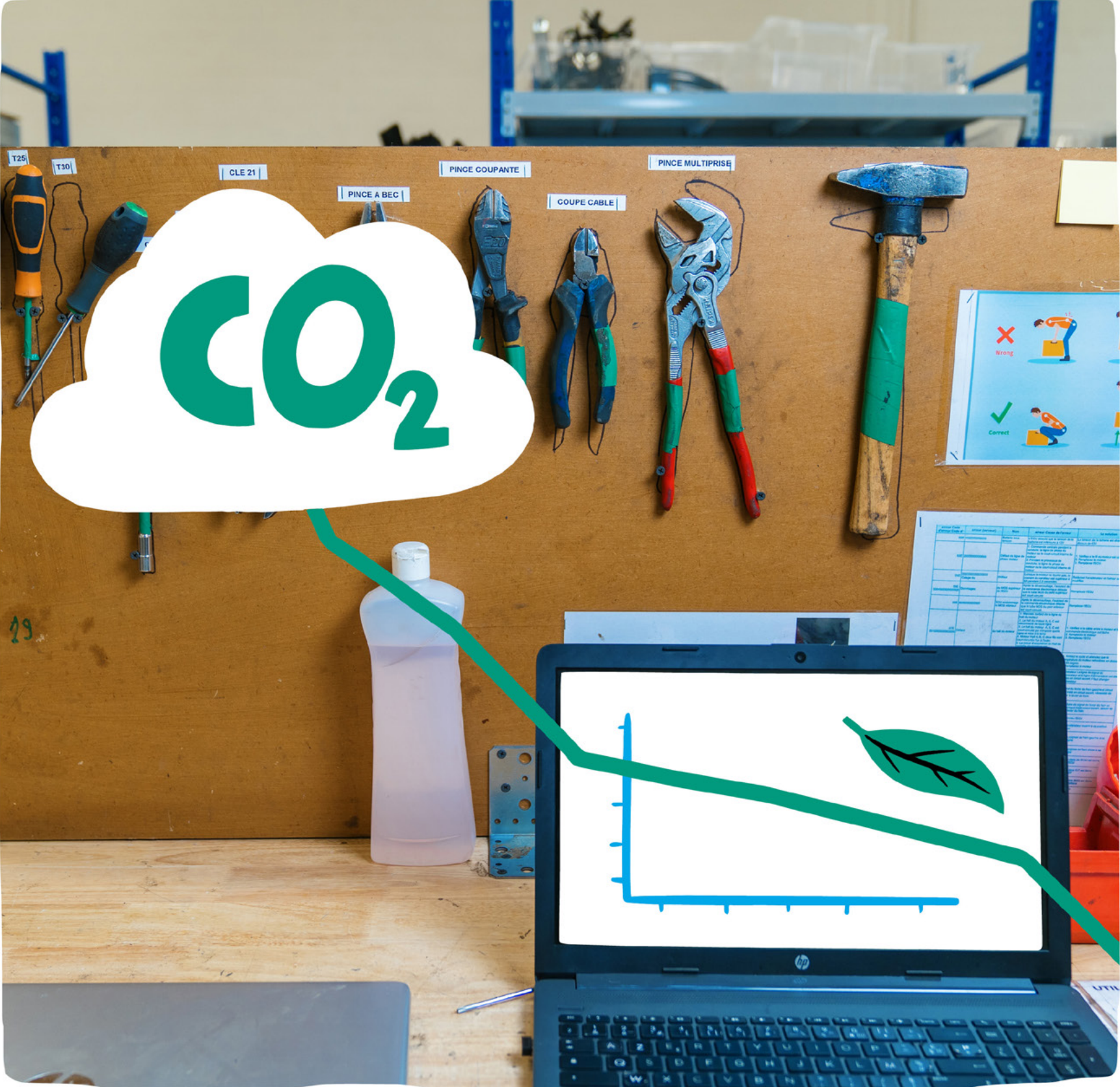
GREEN OPERATIONS

We reduced our product carbon footprint by 63% between 2020 (our base year for measurements) and 2022. Our operations in Lyon and Rome obtained ISO certification of their quality, health and safety and environmental management systems.

Our in-house operations model grants us an unparalleled level of control over the safety, quality, environmental impact and reliability of our services. It allows us to standardize and enforce sustainability practices throughout our business processes, from sourcing materials to waste management, to reduce negative impacts associated with our operations.

| KPI | 2022 | 2021 | Trend | Target |
|---|------|-------|------------------|-------------|
| Grams of CO ₂ e per km ridden on a Dott vehicle in Lyon | 29.1 | 39.98 | -27% | <20 by 2025 |
| Grams of CO ₂ e per km ridden on a Dott vehicle in Brussels | 51.1 | 69.4 | -26% | <20 by 2025 |
| Global average grams of CO ₂ e per km ridden on a Dott vehicle | 96.7 | 100 | -3% ¹ | <20 by 2025 |

1. The reduction of the average emission per km was slowed down by the fleet increase of 12,000 bikes that were underutilized in their first months of operations (-33% km per vehicles vs e-scooters in 2022)



Supporting metrics

| KPI | 2022 | 2021 | Target |
|--|-------|------|--------------|
| % of operational fleet made up of electric vans or cargo bikes | 68% | 55% | 100% by 2025 |
| % renewable energy in our warehouses | 100% | 100% | 100% |
| % of rides with swappable batteries | 91.6% | 83% | 100% by 2025 |

CARBON FOOTPRINT:

ON PAR WITH PUBLIC TRANSPORT

Eight of our markets already operated below 50 gCO₂e/km, of which two were below 30 gCO₂e/km. For comparison, public transport emissions per passenger kilometer in London range from 29.2 gCO₂e/km for the Overground to 98.6 gCO₂e for a bus².

Our total carbon footprint in 2022 – including less mature markets and corporate overhead – was 96.7 gCO₂e/km. This is below our 2022 target of 100 grams. For 2023 we have set a total target of 80 grams.

². TfL FOI-1827-2223, October 22nd 2022

Carbon Neutral

Our primary focus is the reduction of our emissions, and only then do we offset what could not yet be reduced. We have been carbon neutral since we started operations. 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.

Dott is very aware of the controversy around offsetting programs. We are working with our partners to obtain more transparency from the projects we invest in. At the moment, we have decided to continue offsetting our emissions. We still believe it is better to invest in these programs than not, as we have not yet found suitable alternatives to compensate for our environmental impact. This situation is continuously being monitored and we continue to act according to our first company value: We protect the planet.

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. For example, 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.



Targets

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. Our 2025 target is to be below 20 grams of CO₂e per kilometer ridden on a Dott vehicle, which is well below public transport in most cities.

DOTT’S 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. 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.

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

| | Corporate | Operations | Vehicle |
|----------------------------------|---|---|---|
| Factors | <ul style="list-style-type: none">Office EnergyCommuteITBusiness Travel | <ul style="list-style-type: none">Warehouse energyFleet managementIT | <ul style="list-style-type: none">DepreciationMaintenanceLossEnd-of-Life |
| 2022 Actions to reduce emissions | <ul style="list-style-type: none">Stricter enforcement of travel policyLimiting our data storageEnergy efficiency | <ul style="list-style-type: none">Increasing the number of electric vehicles in our operational fleetOptimisation of swaps, preference for cargo bikesEnergy efficiency | <ul style="list-style-type: none">Extending the lifespan of our fleet (vehicle and battery rework projects)Decreasing our loss rateIncreasing the % of recycled operational waste |



ISO CERTIFICATION:

QUALITY, SAFETY & ENVIRONMENT

Our facilities in Rome and Lyon were the first to obtain ISO certifications for their Quality, Health & Safety and Environmental Management systems in 2022. These ISO certifications clearly demonstrate the highest reliability of operations, which we are able to provide through an established 100% in-house model.

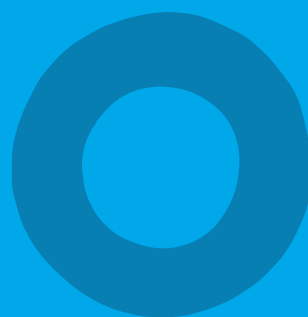
- Dott now holds ISO certification in:
- ISO 9001:2015 – Quality Management System
 - ISO 45001:2018 – Occupational Health and Safety Management System
 - ISO 14001:2015 – Environmental Management System

We recognize the importance of employee competence and engagement in achieving ISO certifications. Therefore, we conducted comprehensive training programs for our local teams at all levels, ensuring they were equipped with the necessary knowledge and skills not only to implement, but also to sustain our ISO-certified processes. This has helped to foster a culture of awareness and engagement among our employees and build a safer work environment.


We collaborated closely with third-party partners, including certified recycling partners, to ensure their alignment with the ISO standards. This involved establishing clear requirements, monitoring their performance, and fostering a shared commitment to meeting the standard requirements.



We are committed to continuing our journey towards ISO certifications for our operations across the rest of our markets, as we aim to further enhance our operations, maximize efficiency, and create a positive impact on our stakeholders, the environment, and our employees. At the time of writing this report, London, Brussels and Milan have also received their certification.



FULL LIFECYCLE MANAGEMENT



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FULL LIFECYCLE MANAGEMENT

In 2022 we focused on supply chain transparency, sourced 30% of our new e-bikes from the EU, increased the recycling of our operational waste to 90% and responsibly retired our first fleet of e-scooters after more than 3 years of operation.

Dott operates responsibly throughout the entire life cycle of our service. We focus on creating transparency in our own process and with our partners and constantly search for circular solutions, like with our vehicle refurbishment programs and battery partnership with Gouach.

| KPI | 2022 | 2021 | Trend | Target |
|---|----------------------------|------|-------|-------------|
| % of waste recycled | 90% | 80% | +10 | 95% by 2023 |
| % of main suppliers that signed our CoC | 100% | 100% | N/A | 100% |
| % of new vehicles produced in Europe | 30% of bikes 8% overall | 0 | N/A | 30% by 2025 |



SOURCING:

30% OF NEW E-BIKES FROM EU

In 2022, 30% of our new e-bikes were manufactured in Portugal. Dott is working with our vehicle suppliers to move manufacturing to the EU. We believe that manufacturing in the EU will bring greater transparency as reporting requirements are more regulated and it is easier for our teams to perform site visits.

With our industry maturing, our sourcing efforts in 2022 focused on improving the supplier audit process. All our suppliers already needed to sign our Supplier Code of Conduct, which aligns with the Ten Principles of the UN Global Compact. New suppliers go through an additional screening and audit regarding environmental management, rigidity of processes and procedures, quality management, health and safety management, supply chain management and customer service. For a supplier to be deemed satisfactory they must meet the minimum passing requirements on all topics.



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BATTERY MANAGEMENT:

FOCUS ON SAFETY & REPAIR

Our battery management process flow ensures safe and efficient usage, charging, diagnosis, storage, repair, reuse and recycling of batteries.

Our ground teams replace empty batteries from our vehicles in the streets with fully charged ones. All batteries are taken back to the warehouse where they are checked and charged in fireproof cabinets that can self-contain a fire for a minimum of 90 minutes, and are connected to alarm systems that guarantee fire service intervention within 30 minutes at the most.

When batteries are damaged, our dedicated teams perform thorough diagnostics to determine whether they can be repaired or should be recycled. To execute efficient, safe and effective repairs, we have partnered with battery experts Nowos. Nowos operates repair centers in France, the UK, and the Netherlands. This partnership enables us to leverage specialized expertise and repair batteries, extending their lifespan and reducing waste and the necessity for new batteries.

Damaged batteries that cannot be repaired can not be used for second life application due to EU regulations. This means that currently the only option we have with these batteries is to recycle them. We adhere to established regulations and work with certified recycling partners for the disposal of these batteries that cannot be repaired.

In 2022, Dott and French battery startup Gouach piloted the use of cells from our batteries in new micromobility batteries. Gouach's batteries set themselves apart from regular batteries by being fully repairable at the level of individual cells. This means that in case one cell is malfunctioning, the battery pack can be opened and the cell can be replaced, which is not the case for most batteries. The pilot included manufacturing and testing batteries for our e-scooters. These batteries turned out to be better suitable for privately owned e-bikes than our shared operation model, and we refocused the collaboration on giving a second life to our own batteries, as detailed in the "Fleet Retirement" section.



Fireproof charging



Repair partnership with Nowos



Second-life pilot with Gouach

WASTE MANAGEMENT:

90% OF OPERATIONAL WASTE RECYCLED

In 2022, we managed to recycle 90% of our operational waste, hitting our 2025 target early. The continuous improvements have led us to set the ambitious target of 95% in 2023.

For waste management, we used 2022 to double down on uniforming our way of working across our warehouses. The roll out of our Waste Management Standard Operating Procedure meant that all waste partners have been reviewed and allowed for more transparency and consistency in our waste management data. The continuous improvements have led us to set the ambitious target of 95% in 2023, going beyond our initial target of recycling 90% in 2025.

We consider material as waste only when all possibilities for reuse or repurpose have been exhausted. When a vehicle is broken beyond repair, all spare parts that are salvageable are reused in repairing other vehicles. This limits our need for new spare parts as well as the creation of waste.

Our operations generate waste across five main categories: electronic parts, rubber, plastics, ferrous metals, aluminum, and motors. Dott collaborates with certified recycling partners specializing in these specific waste types to ensure responsible disposal and recycling.



FLEET RETIREMENT: **SECOND LIFE FOR OUR BATTERIES**

The first fleet of Dott e-scooters, our Fastwheels, were retired in 2022 after 40 months of operation. This means they were in operation more than twice the time initially expected.³

The Dott vehicle-end-of-life strategy dictates that finding second life options for our vehicles upon retirement is the first priority. However, based on a quality assessment, we concluded that the Fastwheel vehicles as a whole were not fit for a second life due to the extensive maintenance and spare parts needed. As a result, we dismantled the vehicles and identified the most suitable second life or recycling options per part and material.

We are very proud of initiating one of the first circular battery projects with the retirement of our first fleet of e-scooters. The batteries of

our Fastwheel vehicles were first shipped to battery experts Nowos where they were quality checked and safely stored and maintained, until they were shipped to circular battery manufacturer Gouach. Gouach dismantled the batteries to cell level, checking each individual cell for their remaining capacity and reusing them in newly produced batteries. The capacity of the cell dictates what type of battery the cells will be reused for. Our pilot, at the beginning of 2022 with Gouach⁴, proved that with healthy cells from used batteries it is possible to manufacture a fully functioning micromobility battery.



3. See Lifespan section

4. See Battery management section

CATALYST FOR MODAL SHIFT



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CATALYST FOR MODAL SHIFT

In 2022, new research allowed us to better quantify how we amplify public transport and reduce car use. In particular, 69% of our riders who previously traveled by car, ride-hail, or taxi have reduced such usage since starting to use Dott.

Added to our existing metrics on mobility as a service (MaaS) integrations, fleet availability, and average ride distance, we are now able to track both our success in catalyzing modal shift and our actions taken towards that end.

At Dott, facilitating the shift to car-free travel in our cities is at the core of what we do. As our number of riders has grown, especially among commuters and regular riders, we are transitioning more urban trips from cars to green mobility. Dott’s approach to unlocking mode shift is focused on 3 areas of action:

- 1. Amplifying the existing public transport network
- 2. Replacing car trips where public transport isn’t available
- 3. Protecting walking for short trips



| KPI | 2022 | 2021 | Trend | Target |
|--|--------|------------|-------|------------------------------|
| % of riders who use Dott to replace motorized modes ⁵ | 34% | New metric | N/A | Not Yet Defined ⁶ |
| % of riders who connect Dott with public transport ⁵ | 63% | New metric | N/A | Not Yet Defined ⁶ |
| MaaS integrations | 28 | 27 | +1 | N/A |
| % of deployed vehicles available for use | 92.9% | 92.5% | +0.4 | >95% |
| Average scooter trip distance | 2.2 km | 2.0 km | +10% | >2.0km |
| Average bike trip distance | 2.8 km | 2.5 km | +12% | >2.0km |

5. Data collected via survey of active riders in November 2022. 6. Targets for these metrics are not yet defined, as we plan to track the % of rides, rather than riders, starting in 2023

UNLOCKING MASS ADOPTION: 94% INCREASE IN RIDES

Between 2021 and 2022, the number of rides on Dott vehicles grew by 94%, and the number of riders by 92%. This significant growth represents the increasing popularity of micromobility in our cities, as more riders opt for sustainable travel modes over cars.

As our ridership has grown, it has also matured. According to our 2022 rider survey, 50% of riders use Dott for commuting. This is reflected in the fact that our peak time for use in 2022 was between 08:00–10:00, during the morning commute. Our average trip distance has also grown by 10% on e-scooters and 12% on e-bikes, representing an increase in meaningful trip making. It is clear Dott is now an integral part of the modal mix in our cities, offering residents a more sustainable way to get to work, school, or wherever their trips may take them.



50%
Of riders use Dott
for commuting



AMPLIFYING PUBLIC TRANSPORTATION:

63% OF RIDERS ARE INTERMODAL

According to our 2022 rider survey, 63% of our riders connect Dott with a city public transportation service. By filling gaps in the network and serving as a first and last mile complement, Dott amplifies existing public transport networks. This is key for making sustainable travel a more convenient and accessible alternative to driving.

In 2022, we partnered with Oxford Strategy Group (OSG), a research group at Oxford University, to better understand our socio-economic impacts in London. As part of this study, OSG calculated that approximately 109,000 annual car journeys in London were replaced by an intermodal Dott + public transport journey. When combined with the number of car trips Dott directly replaces, this totals over 240,000 car trips and almost 970,000 km of car travel removed from London roads in 2022.

To facilitate connectivity between Dott and public transport, we prioritize deploying our vehicles near public transport hubs. By integrating Dott into other MaaS applications, especially local transit planning apps, we also make it easier for our users to plan their journey using both a Dott vehicle and public transportation. By the end of 2022, Dott was integrated into 28 MaaS applications, including Google Maps and FreeNow.



109,000

annual car journeys in London
replaced by an intermodal Dott +
public transport journey





Unlock your city

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PREFERRED ALTERNATIVE TO DRIVING:

34% OF RIDERS REPLACE MOTORIZED MODES

For trips where public transport isn’t available, but that are too far to walk, we’re becoming the preferred alternative to driving. 34% of our riders already directly replace motorized modes (private cars, taxi and ride-hailing, motorcycles and mopeds) with Dott. To further this progress, we have invested in the multimodality and reliability of our service.

Multimodal

Riders deserve options. In 2022, we expanded our multimodal offering to a total of 15 cities. E-scooters are still new and not adopted by everyone, and 24% of riders in our multimodal cities primarily use e-bikes. E-bikes are particularly popular among riders over 55, 39% of whom primarily use this mode, equal to the share that primarily uses e-scooters. E-bikes therefore open up shared micromobility to a broader audience, allowing for greater modal shift from cars.



Reliable

To make shared micromobility just as convenient as privately held cars, riders should always be able to find a vehicle when they need one. In 2022, we maintained an average of 93% of our deployed fleet in use or available with a charged battery. In Rome, we achieved our goal of 95% average fleet availability in 2022. This is thanks to our in-house maintenance program, which maximizes fleet safety and availability. We also provide a well-distributed fleet through our AI-supported rebalancing algorithm, ensuring the location of our vehicles always matches demand.

**RESPONSIBLE
& INCLUSIVE
EMPLOYER**



RESPONSIBLE & INCLUSIVE EMPLOYER

In 2022, we furthered our investments in our employees by launching our Ride Your Future program, training 40 ground team employees on a variety of office skills. We also conducted an external audit of our ED&I processes and established an ED&I governance structure.

At Dott, we have rejected the gig economy since we were founded. 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 so we strive to be a safe, inclusive, and accessible employer. We still have progress to make in fostering a more positive and gender diverse work environment, which is why we’ve doubled down on our investments in benefits and social supports, as well as our ED&I efforts.



| KPI | 2022 | 2021 | Trend | Target |
|-------------------------------------|---|---|---|--------------|
| % of staff directly employed | Office roles: 95.2 % Ground teams ⁷ : 75.4% | 84% (in-house ground teams and office roles combined) | N/A | 90% by 2025 |
| Number of jobs created | 156 | 194 | N/A ⁸ | N/A |
| Employee NPS score | Office teams: 0 Ground teams: 33 | Office teams: 31 Ground teams: 33 | Office teams: -31 Ground teams: +0 | 40 for 2022 |
| % of leadership roles held by women | 25% | 25% | +0 | 50% by 2025 |
| % of women in HQ | 36% | 38% | -2 | 50% by 2025 |
| % of women in ops | 27% | 21% | +6 | 30% by 2025 |
| Gender wage gap | 12% | New metric | N/A | < 5% by 2026 |

7. Due to the seasonality of our business, some workers are hired via a third-party staffing agency, particularly during peak periods. They are fully and directly managed by Dott. **8.** This metric is included for context only, so we do not track the trend



RIDE YOUR FUTURE:

40 EMPLOYEES GRADUATED

In 2022, we launched Ride Your Future, our company-wide voluntary education program. Alongside a local vocational partner, we train our warehouse and ground staff on software tools, communication, management, and organization skills. Classes are administered one day per week during paid working hours, for a period of six to seven weeks. 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.

We’ve rolled out Ride Your Future for our teams in Paris and Brussels, training a total of 40 employees. 100% of participants said the program helped them better their skills, with one participant in Paris noting,

“This course gave me the possibility to reflect about my professional career; now I want to continue learning.”

We’re using the feedback from these initial sessions to further improve the curriculum, as we continue to roll out the program in new cities. At the time of publishing, we’ve also brought Ride Your Future to Milan and Rome in early 2023.

EQUITY, DIVERSITY, & INCLUSION (ED&I):

MOVING FROM COMPLIANT TO STRATEGIC

Dott is committed to being an equitable, diverse, and inclusive employer. Not just because it's the right thing to do, but because it's core to our mission of freeing our cities with clean rides for *everyone*.

External Audit

In 2022, Dott underwent an external ED&I audit from the Clear Company. As a data-driven company, we prioritized this step to fully understand the current state of ED&I at Dott before deciding on the best course of action moving forward. After completing desk research, leadership interviews, and focus groups, Dott was deemed to have a positive and inclusive culture and to be “compliant” on ED&I action. This means that we were addressing what was legislatively required and had basic data collection and policies, but did not go any further. Following this report, we made the commitment to be classified as “strategic” by 2025. This requires setting specific KPIs for ED&I, and all leaders owning and communicating the ED&I strategy throughout the business.

Governance Structure

Towards this end, we have implemented an ED&I committee and governance structure to maintain accountability and realization of our ED&I vision throughout the organization. In 2023, we will establish Employee Resource Groups (ERGs), further solidify our objectives, and develop metrics to track our progress.

Gender Pay Gap

Addressing the gender pay gap is the first point on the ED&I Committee's agenda. For the first time this year, we were able to quantify the

current gender pay gap, at 12%. In light of the forthcoming EU legislation, we have targeted a gender pay gap of less than 5% before the year 2026. Our long-term objective is to expand past gender by collecting other key demographic information to ensure all employees within underrepresented communities are fairly compensated.



BENEFITS & SOCIAL SUPPORTS: **GREATER FLEXIBILITY & WELL-BEING FOR OUR EMPLOYEES**

To foster a more positive work environment, we have introduced a range of new benefits and well-being initiatives in 2022 that provide support and care for our colleagues.

OpenUp

Dott has partnered with OpenUp, a platform that provides quick and approachable access to mental health courses, health checks, interviews, and 1-on-1 consults with a psychologist via phone, online chat, and video. Employees have access to unlimited consultations a year to discuss both personal or work related issues. It's possible to arrange an appointment without notifying anyone internally, and anything shared with one of the psychologists is confidential.

Sabbatical Program

We created a Sabbatical Program to allow employees to take time for themselves and broaden their horizon. Once an employee has been working at Dott for 4 consecutive years, they can request a sabbatical of 4 weeks. The goal is to recharge, get a real break, and come back to Dott with new energy.

Short-term Remote Working Policy

Our new Short-term Remote Working Policy allows employees to work remotely from anywhere in the world for one month each year. We are proud to have a diverse workforce from around the world, and we acknowledge that some of our employees need to be able to go back home for extended periods of time. Other employees enjoy a different working location from time to time for overall well-being and peace of mind. This policy supports the flexibility that our employees need.



REMUNERATION:

A TOTAL COMPENSATION PHILOSOPHY

Remuneration at Dott continues to be approached at a global level to ensure consistency, transparency, and fairness. We have adapted this approach at the local level to ensure compliance with regional regulations and requirements. In 2022, we introduced our total compensation philosophy, which incorporates three key elements:



1. Base Salary:

We aim to provide a base salary that aligns with the mid-market range for each position. This ensures that our employees are fairly compensated based on industry standards and market conditions.



2. ESOP Grant:

Similar to the previous year, all employees receive an Employee Stock Ownership Plan (ESOP) package. This package allows our employees to become shareholders in the company, aligning their interests with the long-term success of Dott.



3. Benefits:

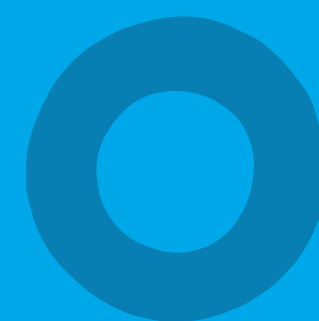
We continue to offer a comprehensive benefits package to all employees. This includes healthcare, retirement plans, paid time off, and other perks that enhance the overall employee experience.

To ensure equitable compensation across different roles and geographies, we have also implemented a job leveling system. Each position is evaluated based on ten different dimensions and assigned a level ranging from 3 to 13. Ground-level positions fall within the range of 3-5, while office-level positions span from 5 to 13. In order to establish fair and competitive salaries, we conduct salary benchmarking exercises twice a year. We collaborate with an external salary surveying company that provides data from over 3000 companies in the technology sector. This data allows us to create salary bands specific to each level, job function, and location within Dott.

Transparency is a key principle in our remuneration practices. Therefore, every employee has access to information regarding the exact midpoint salary for their level. Additionally, employees can see where their own salary falls in comparison to the midpoint, using a compa-ratio metric. This level of transparency ensures that employees are aware of how their compensation aligns with the market and the company's internal standards.

We conduct performance reviews twice a year to evaluate employee performance and identify opportunities for growth and promotion. Salary reviews are conducted annually, separate from promotion opportunities, providing the chance for salary adjustments based on performance and market conditions.

**SAFE
FOR ALL**



SAFE FOR ALL

In 2022 we invested further in the safety of our vehicles and operations, resulting in a 27% decrease in the major injury rate on our e-scooters and ISO certification for our health and safety management systems in Lyon and Rome.

Our holistic approach to safety is at the heart of everything we do at Dott. It combines responsible in-house operations with well-maintained vehicles and rider education. By embedding safety in everything we do, we ensure safety for everyone affected by our service: our riders, our employees, and our cities.

Our key safety metric is the rate of incidents on our vehicles that result in injury to our riders and/or third parties. We report the rates for all injuries and specifically for injuries requiring medical attention. This year we’ve reported these rates per million km traveled, rather than per million trips, to better match industry reporting standards and allow for more accurate comparisons to other modes. We’ve also split out the rates for our e-scooters and e-bikes, demonstrating that these modes are comparable in terms of safety.



| KPI | | 2022 | 2021 | Trend | Target |
|------------|---|------|-------------------|---------|--------|
| E-Scooters | Incidents with injury per 1 million km | 5.7 | 6.2 | -8.1% | <5 |
| | Incidents with injury requiring medical assistance per 1 million km | 2.2 | 3.0 | -26.7% | <3 |
| | Fatalities per 1 million km | 0 | 0.02 | -100% | 0 |
| E-Bikes | Incidents with injury per 1 million km | 6.2 | 11.2 ⁹ | -43.8%* | <5 |
| | Incidents with injury requiring medical assistance per 1 million km | 2.4 | 6.7 ⁹ | -62.7%* | <3 |
| | Fatalities per 1 million km | 0 | 0 | N/A | 0 |

⁹ Since our e-bikes were introduced towards the end of 2021, ridership in this year was low, causing an over-inflation of these rates.

RIDER SAFETY:

27% REDUCTION IN MAJOR INJURY RATE

In 2022, our continued investments in safety resulted in a significant reduction of the injury rate on both our e-scooters and our e-bikes. We reduced the rate of injuries requiring medical attention on our e-scooters by 26.7%, showing great progress for this relatively new mode of transport.

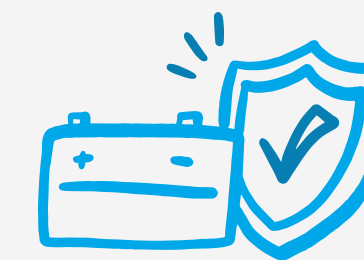
Well-Maintained Vehicles

Rider safety starts with safe and well-maintained vehicles. With technical features like front & rear indicator lights, large front tires, and a triple brake system, our vehicles are designed for safety and comfort. Our in-house ground team members check every vehicle when they swap an empty battery for a full one, and our predictive maintenance algorithm flags maintenance needs before they occur. This allows for early detection and prevention of vehicle malfunctions. Riders also 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. Our highly trained mechanics then act quickly to address the safety concern and get the vehicle back on the street.

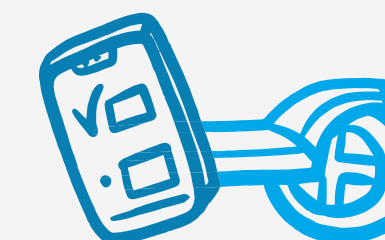
Rider Training

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. ‘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 riders, often in collaboration with municipalities.

In 2022, we launched several new partnerships with external organizations to further the safety of our riders. In Lyon, we began a partnership with CARL – an organization dedicated to advancing the safety of new mobilities in



Safety checks carried out during each battery swap



In-app & on-site safety trainings



Beginner mode capped at 15km/hour



Full insurance for our riders & third parties

France – to host monthly in-person safety training sessions. In London, we held several events with the Metropolitan police to raise awareness of the dangers of drink riding, and partnered with FreeNow to offer free taxi rides to our riders during the holidays.

Full Insurance

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.

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SHARING THE STREETS WITH OTHERS:

ENHANCED SAFETY THROUGH NEW TECH

Our riders share the public domain with all other members of the community. This means we have a responsibility as Dott to minimize negative impacts on other road users and the city as a whole.

In addition to our existing geofencing technology, which automatically slows or stops vehicles in sensitive areas, we began piloting several new technologies and features in 2022 to further enhance community safety. In Lyon and Paris, we rolled out mandatory ID checks for all riders to protect the safety of minors. We also added license plates to our vehicles in Paris and Bordeaux to allow for easy reporting of poor riding behavior.

Safe & Sound Project

Pedestrians with visual impairments often report having had dangerous experiences with e-scooters, which, being electric, are silent and difficult to detect. That's why in 2022 we launched a collaboration with the University of Salford and blind associations across Europe to develop a sound which aims to increase awareness of e-scooters, without contributing to

noise pollution. The sounds have been tested using a virtual reality headset, immersing participants into a 360-degree environment, featuring simulations of e-scooter riders in different scenarios. We have now completed tests in the UK, Italy, Sweden and Spain to ensure international relevance with the aim of creating a global standard for an e-scooter sound.



SAFE OPERATIONS: ISO CERTIFIED MANAGEMENT SYSTEMS

Keeping our operations in-house makes Dott uniquely suited to maintain the highest safety standards possible. In 2022, our operational excellence was recognized through ISO 45001 certification for our Health & Safety (H&S) management system in the cities of Lyon and Rome. Our London operations also received FORS (Fleet Operator Recognition Scheme) accreditation for demonstrating exemplary levels of best practice in safety, efficiency and environmental protection.



Health and Safety

The building blocks of our 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, including those on temporary contracts, are covered by the H&S Policy and Safety Standards. In every country where we operate there is a local safety champion responsible for implementing our H&S Standards, while also gathering continuous local feedback on the design of these standards.

Every safety incident is immediately reported to our Health & Safety team and analyzed within 48 hours to assess potential new risks. Critical incidents are immediately escalated to the COO & CBO, and a summary of all incidents is reviewed at the monthly H&S meeting with top-level management. We've developed an internal auditing process that applies to all aspects of Dott's operational compliance in all markets to assess risks to the H&S of employees, visitors and other third parties, and to continuously improve safety performance.



Dott Academy

All of our ground teams undergo substantial initial training, plus ongoing instruction on the transport of dangerous goods (ADR), personal protective equipment (PPE), road safety, and vehicle advancements. In 2022, we further enhanced our training process by launching Dott Academy, an internal learning and development platform for our ground teams. This platform hosts tutorial videos on over 50 maintenance and operational SOPs, tailored to the local language in each of our cities. In addition to furthering the skills of our employees, it ensures our operations are high-quality, efficient, and standardized across all markets.

Battery Safety

In addition to our people, we invest heavily in our infrastructure. Dott implemented industry leading fire safety equipment and processes to mitigate risks from battery charging. We charge our batteries in fireproof cabinets that can self-contain a fire for a minimum of 90 minutes, and are connected to alarm systems that guarantee fire service intervention within 30 minutes. In 2022, we only had 3 thermal battery incidents, each mitigated with only minor material damage and no service disruption.



- ISO Certified health & safety management
- FORS Certified in-house operations
- Standardized staff training
- Fireproof battery charging

**USEFUL &
AFFORDABLE FOR
LOCAL COMMUNITIES**



USEFUL & AFFORDABLE FOR LOCAL COMMUNITIES

In 2022, for the first time, we partnered with a research group at Oxford University to calculate our socio-economic impact. In addition to providing time savings and health benefits through our service, our unique in-house employment model directly contributed €2.7 million and £1.5 million to the local economies of Milan and London, respectively, in 2022 alone.

To meet city transport, environment, and health goals, we must be useful and affordable for our local communities. To this end, we focus on properly integrating ourselves within the cities we serve, driving the accessibility of our service, and

supporting our users and communities. Going beyond the direct impacts of our service, we also engage with organizations that make these communities a better place. This goal ties in with one of our core values: we care for each other.

| KPI | 2022 | 2021 | Trend | Target |
|----------------------------------|------|------|-------|----------------------------------|
| Vehicles orderly parked by users | 97% | 96% | +1 | 95% |
| Helping to Help initiatives | 8 | 6 | +2 | 1 initiative per country in 2022 |



UNLOCKING SOCIO- ECONOMIC BENEFITS:

€2.7 MILLION INVESTED LOCALLY IN MILAN

In collaboration with the Oxford Strategy Group (OSG), a research group at the University of Oxford, we conducted a study in 2022 to evaluate for the first time the socio-economic benefits that our service brings to our communities. The research highlighted the positive impact that Dott has on a daily basis for the environment, the local economy, and residents' quality of life. As we continue to improve our service and attract more riders to micromobility, these benefits will only grow.

Local Investments

We specifically examined our service in Milan and London. In these cities, we directly contributed €2.7 million and £1.5 million, respectively, to the local economies in 2022 alone. Thanks to our unique in-house employment model, a large portion of these annual investments are spent on creating local high-quality jobs for members of the community. On top of this, these investments include local spending on our warehouses, maintenance, and fleet deployment, as well as locally-sourced capital expenditures.

Time Savings

Beyond direct economic benefits, Dott provides significant time savings for our users by providing a more efficient transport mode. In 2022, OSG estimates this totaled over 120,000 hours saved in each city. Dott also saves all residents of the city time by reducing congestion. According to the European Commission, the marginal social cost of urban congestion is €0.42 per km for private cars¹⁰. Dott therefore reduced over €375,000 of social costs in Milan and almost £350,000 in London by replacing private car use in 2022.



Health Benefits

Finally, by reducing emissions and air pollution, Dott provides significant respiratory health benefits for our communities. OSG calculated that in 2022, Dott's service saved residents an estimated total of almost €225,000 in Milan and £200,000 in London through reduced health-related spending.

¹⁰. European Commission (2019). Handbook on the external costs of transport

CITY INTEGRATION:

97% OF RIDES PARKED RESPONSIBLY

As users of the public space, it's essential that Dott's service is responsibly integrated in our cities, so as not to impede access or quality of life. We achieved over 97% parking compliance in 2022, keeping our streets orderly.

Dott is an advocate for regulating parking spots for e-bikes and e-scooters, and we work proactively with local municipalities to identify the ideal number and location of these spots, based on local needs and urban planning best practices. Our in-app smart parking features then ensure riders park in the correct 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 vehicle when ending their ride.

In 2022, we also launched anti-saturation technology in Paris, preventing riders from parking in spaces that are already full and directing them to nearby spaces with greater capacity. Our ground teams deploy vehicles in predefined locations

and amounts and adjust these numbers based upon travel patterns and feedback from the city. Our AI-supported prediction models provide rebalancing recommendations well before certain locations become full or empty. Together, these actions allow us to avoid vehicle cluttering while maintaining availability for our riders.

We also keep the impact of our operations themselves to a minimum. That's 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. All of our ground team members wear high-visibility PPE to remain safe, recognisable, and ready to help residents navigate our service.



Local parking network recommendations



Anti-saturation technology



AI-supported rebalancing algorithm



Silent operations

INCLUSIVE MICROMOBILITY:

11% REDUCTION IN THE USER GENDER GAP

Since day one, our mission at Dott has been to free our cities with clean rides for everyone, and we mean everyone. We're constantly working to make micromobility more accessible and inclusive to all demographics, growing our ridership beyond the initial adopters.

Closing the Gender Gap

Following our 2021 research on the gender gap in micromobility, Dott has continued our efforts to close this gap. According to our 2022 rider survey, 34% of riders identify as women. This is 11 percentage points higher than in our 2020 rider survey, showing the progress we've already made. In some cities where shared e-scooters

and e-bikes have been around for longer, we're even closer to closing the gender gap. In Paris, for example, 42% of respondents in our 2022 rider survey identified as women. Through actions like offering women-only safety training events, we continue to build on this progress and create a more even gender balance amongst our riders.





Unlock your city

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Affordability

Inclusion also requires affordability. That's why we maintain an average fare of about 2 euros, mirroring public transport pricing. 41% of our rides in 2022 used a pass, making our service even more affordable for commuters and routine riders. In addition, we offer discounts for students and riders on a low-income to support more vulnerable populations. Together, these efforts ensure everyone can access our service, regardless of their financial status or background.

Accessibility

In pursuit of micromobility that is truly accessible to everyone, regardless of ability, we've also continued our partnership with Omni. Omni is a French company that produces wheelchair-compatible e-scooters, increasing the autonomy of wheelchair users and giving them access to micromobility solutions.



SUPPORTING RIDERS:

95% CUSTOMER RESPONSE TIME REDUCTION

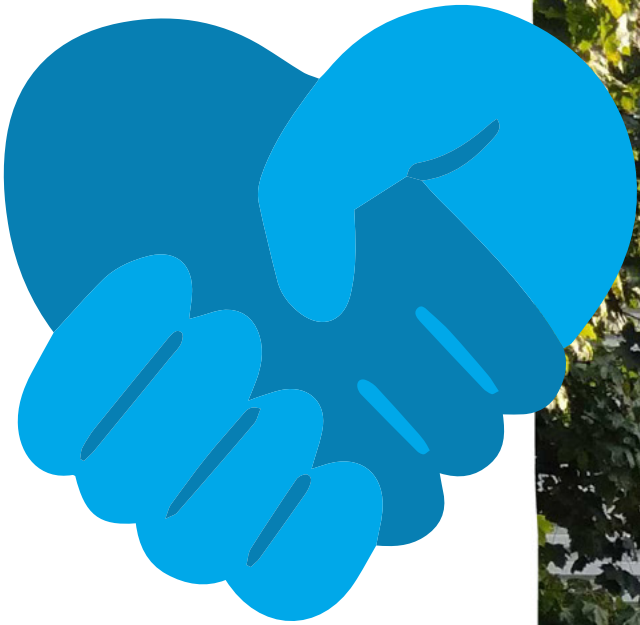
Our support team is committed to ensuring that our riders and their communities are at the heart of every decision we make.

We aim to provide a seamless and pleasant experience at every interaction, especially when our riders need us the most. In the last year, we've cut our customer response times by more than 95%, to an average of just 1 hour. We have invested heavily in our support systems to ensure it is efficient and effortless, saving our riders time while enabling us to respond promptly in case of an incident, or even to help with parking. We are always looking for ways to improve the quality of our service through customer feedback and comprehensive insights.

Our support team consists of internal experts in Community Safety, Identity Integrity & Data Compliance, Payments Support, and Vehicle Experience. These experts collaborate with internal and external stakeholders to ensure our riders receive world-class support at every turn. They also work closely with our local teams in every city to better understand the unique challenges our riders face in different areas. This collaboration enables us to address concerns specific to each community and their experiences.



HELPING TO HELP: 7 NEW INITIATIVES



Helping to Help is our community investment program that encompasses all the community 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 beyond our service, and partner with purposeful organizations who have similar values to our own.

In addition to continuing our long-term partnership with French-based AIDES and our discounts for vulnerable populations, we launched a number of new Helping to Help initiatives in 2022:



International Clean-up Day

In honor of International Clean-up Day on September 17th, our teams in Marseille, Bordeaux, Tricity, Paris, Grenoble and Lyon all spent an hour picking up trash around our warehouses. In total, we removed more than 75kg of trash from our communities.

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Fondation des Femmes

In celebration of International Women’s Day, we partnered with Fondation des Femmes, a French NGO fighting for the rights of women and to reduce gender-based violence. We therefore donated 10% of our revenue in France on March 8th to the organization.

The Bike Project

We’ve partnered with The Bike Project, a UK-based organization that refurbishes secondhand bicycles to donate them to refugees and asylum seekers. Our Boston Place operations center in London is an ongoing drop-off point, where the public can donate their old bicycles to the Project. As part of this partnership, we also offered training to refugees on how to ride e-bikes and e-scooters.



Women’s Night Safety Charter

Dott is a signatory of the Mayor of London’s Women’s Night Safety Charter. As such, we often attend events and workshops to ensure our service does what it can to support women’s safety in London. We offered female riders in London a 20% discount on 30 night rides between October 2022 and March 2023 to provide a safe & affordable way home during the winter months.

Beam

We’ve partnered with Beam, a UK-based organization that supports homeless populations in finding a career. We attend Beam’s job fairs, offer trainings, and interview their candidates.

Kit de Survie Étudiant

To combat the financial precarity of students, especially in the context of rising inflation, Dott joined forces with seven other companies to create a “student survival kit” in France and Belgium. The kit included discounts on food, clothing, books, and even rental insurance. As part of this initiative, Dott provided students with six free trips of up to 20 minutes each.



Casa de la Buena Vida

In April 2022, Dott supported Casa de la Buena Vida, a Spanish NGO working to prevent social exclusion in Málaga. Dott provided financial support to purchase materials, and more than 15 Dott employees from over 6 countries gathered to help build a dining room for 60 residents in need.

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| General Disclosures | | | |
| GRI 2 | 2-1 | Organizational details | About Dott, Dott's operations. Our Offices (https://ridedott.com/our-offices/) for office locations and legal entity names. The parent company is emTransit B.V. |
| GRI 2 | 2-2 | Entities included in the organization's sustainability reporting | About this report. Our sustainability report has the same boundary as our financial reporting. |
| GRI 2 | 2-3 | Reporting period, frequency and contact point | About this report. We report annually. |
| GRI 2 | 2-4 | Restatements of information | No restatements made. |
| GRI 2 | 2-5 | External assurance | About this report |
| GRI 2 | 2-6 | Activities, value chain and other business relationships | About Dott, Dott's operations, Green Vehicles, Full Lifecycle Management |
| GRI 2 | 2-7 | Employees | Responsible and Inclusive Employer, About Dott. Per 31/12 2023, Dott employed 655.1 FTE from 62 different nationalities. Dott is a fast growing scale up. The team increased by 156 headcount over 2022 and is expected to continue grow in the coming years. |
| GRI 2 | 2-8 | Workers who are not employees | Responsible and Inclusive Employer. 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. |

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| 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 |
| 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 2022. |
| 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 |

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| GRI 2 | 2–21 | Annual total compensation ratio | Responsible and Inclusive Employer Annual compensation ratio with ground teams: 1:0.128 vs 1:0.118 in 2021. Annual compensation ratio without ground teams: 1:0.37 vs 1:0.274 in 2021. The highest paid individual did not get a raise in 2022. For reporting the highest paid individual with an increase is used. Annual compensation percentage increase ratio: 1:1.39 |
| GRI 2 | 2–22 | Statement on sustainable development strategy | Message from our Founders, Dott sustainability framework |
| GRI 2 | 2–23 | Policy commitments | Sustainability manifesto (https://ridedott.com/sustainability-dott-manifesto-clean-rides-for-all/), Dott Sustainability Framework, Governance, and in relevant sections |
| GRI 2 | 2–24 | Embedding policy commitments | Dott Sustainability Framework, Governance, and in relevant sections |
| GRI 2 | 2–25 | Processes to remediate negative impacts | Green operations > ISO Certification: quality, safety and environment We provide 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. Through our Zero Retaliation Policy, the 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 is 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. We use our materiality assessment and life-cycle approach to identify and manage negative impact in our operations and value chain. |
| 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 its 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. Users can directly contact our help center in case of any issues resulting directly from our service. |

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| 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: Micromobility for Europe, Cycling Industries Europe, International Public Transport Association France: Alliance des mobilités, France Digitale Israel: Shared Scooter Division with the Federation of Israeli Chambers of Commerce Italy: Assosharing, Osservatorio Sharing Mobility Poland: Mobilne Miasto, Lewiatan Spain: AEDIVE UK: CoMoUK, Urban Mobility Partnership, All Party Parliamentary Group for Cycling & Walking |
| GRI 2 | 2–29 | Approach to stakeholder engagement | Dott Sustainability Framework We maintain ongoing engagement with customers, local municipalities, and investors through local and head-quarter based teams. Key topics and feedback are shared with the relevant team, including our sustainability committee, as needed |
| 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 | Dott Sustainability Framework |
| GRI 3 | 3–2 | List of material topics | Dott Sustainability Framework |
| GRI 3 | 3–3 | Management of material topics | Details on the management of material topics is reported in the topic chapters: 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 Mapping of material topics to our framework pillars is provided in Dott Sustainability Framework. |

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| Green Operations | | | |
| GRI 305 | 305–1 | Direct (Scope 1) GHG emissions | 1504 tCO2e |
| GRI 305 | 305–2 | Energy indirect (Scope 2) GHG emissions | 81 tCO2e |
| GRI 305 | 305–3 | Other indirect (Scope 3) GHG emissions | 5885 tCO2e |
| GRI 305 | 305–4 | GHG emissions intensity | 96.7 gCO2e/km |
| GRI 305 | 305–5 | Reduction of GHG emissions | Reduction is measured in intensity as Dott is a scaling business. SBTi target is to reduce Scope 1 and 2 emissions by 50% by 2030 compared to 2020. Compared to 2020 (base year), Scope 1 emissions per kilometer have been reduced by 46%, Scope 2 emissions per kilometer by 95%. |
| Safe for all | | | |
| GRI 403 | 403–1 | Occupational health and safety management system | Safe for all |
| GRI 403 | 403–2 | Hazard identification, risk assessment, and incident investigation | Safe for all Our H&S Policy states 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 |
| GRI 403 | 403–4 | Worker participation, consultation, and communication on occupational health and safety | Safe for all |

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| GRI 403 | 403–5 | <div>Worker training on occupational health and safety</div> <div>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). The building blocks of our H&S management system consist of : 1. A health and safety policy which influences behaviors and prioritizations. 2. Internal Safety standards applied rigorously across sites to manage our main identified risks (Prevention of fires, Prevention of road accidents and Prevention of musculoskeletal disorders in our WHs). A software & app system was implemented in 2023 to track accidents and incidents, manage documents (training of workers, maintenance of equipment and installations) to perform risk assessments and internal audits. This is 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. A global H&S team is in place with a global H&S manager and a network of active local trained champions in each country responsible for implementation of best practices. These local champions work with city managers to implement all decisions. Meetings and a Health and Safety chat group are in place to share best practices across cities and build a strong safety culture. Monthly safety meetings are carried out between CEO, VP of operations and Head of Quality, Health and Safety to keep track of H&S roadmap progress. A controlling committee chaired by the CEO meets 2 times a year and is accountable to check adherence to process, validate changes and allocate resources.</div> |
| GRI 403 | 403–6 | <div>Promotion of worker health</div> <div>Responsible and Inclusive Employer</div> |
| GRI 403 | 403–7 | <div>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</div> <div>Safe for all</div> |
| GRI 403 | 403–8 | <div>Workers covered by an occupational health and safety management system</div> <div>Safe for all</div> |
| GRI 403 | 403–9 | <div>Work-related injuries</div> <div>No fatalities have been recorded since the start of our operations. Starting 2023, all health and safety incidents are tracked centrally.</div> |
| GRI 416 | 416–1 | <div>Assessment of the health and safety impacts of product and service categories</div> <div>100% of products are assessed for H&S impacts</div> |
| GRI 416 | 416–2 | <div>Incidents of non-compliance concerning the health and safety impacts of products and services</div> <div>No incidents of non-compliance were recorded.</div> |

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| Responsible and Inclusive Employer | | |
| GRI 405 | 405–1 | Diversity of governance bodies and employees Governance, Responsible and Inclusive Employer Including our ground (operational) teams, 17% identified as women. Excluding our ground teams, 38% of employees identified as women. Age split: <30: 48%, 30–50: 48%, >50: 4% After our ED&I audit in 2022, we have started collecting more diversity data based on a voluntary basis per 2023. |
| GRI 405 | 405–2 | Ratio of basic salary and remuneration of women to men Including our ground teams, the ratio of basic salary and remuneration of women to men is 1:0.54. Excluding our ground teams, the ratio of basic remuneration of women to men is 1:1.14 Dott tracks the wage gap per level in our job leveling matrix. Early 2023 we have conducted a full wage gap analysis and report, which also has been shared with the sustainability committee. Dott has committed to decreasing the wage gap to less than 5% by 2026. |
| 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. |
| Full Lifecycle Management | | |
| GRI 308 | 308–1 | New suppliers that were screened using environmental criteria |
| GRI 308 | 308–2 | Negative environmental impacts in the supply chain and actions taken |
| GRI 414 | 414–1 | New suppliers that were screened using social criteria |
| GRI 414 | 414–2 | Negative social impacts in the supply chain and actions taken |

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| 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 |