

dott

2023

SUSTAINABILITY GRI REPORT



ABOUT THIS REPORT

This sustainability report covers the operations of emTransit B.V. and its subsidiaries (“Dott”) in the countries where we conducted business in 2023 (i.e. Belgium, France, Israel, Italy, the Netherlands, Poland, Spain, Sweden, and the UK). As of March 2024, Dott has merged with TIER Mobility. This report, however, only covers the calendar year 2023 and therefore the operations of emTransit B.V. (“Dott”) alone.

This report follows the Global Reporting Initiative (GRI) Standards, and contains a wider set of indicators than those reported in previous years, as we prepare for the EU Corporate Sustainability Reporting Directive. We have attained third party assurance for our carbon footprint accounting by CO₂ Logic, while Anthesis supported us in adhering to the GRI Standards.

The annual publication of this report demonstrates our commitment to transparency in sharing our priorities, progress, and learning in our sustainability journey, while avoiding greenwashing. We are constantly monitoring our targets to see where we could raise the bar even further, in order to meaningfully and transparently contribute to the sustainable development of our cities. We regularly review our reporting approach to meet the needs of our investors, regulators and other stakeholders.

Any questions or comments about this report or our approach to sustainability should be directed to our sustainability team via sustainability@ridedott.com



REPORT HIGHLIGHTS

**>80 million km
ridden on our
e-bikes &
e-scooters**

We're unlocking more low-carbon travel through greater accessibility for suburban residents and underserved communities.

**Longer vehicle
lifespans,
-49% waste,
-20% CO₂**

We relentlessly pursued circularity, reworking 18k vehicles and 10k components at our dedicated in-house facilities.

**+14% women in
management and
2 new Employee
Resource
Groups**

We invested in gender inclusion, making strides in our commitment to be an equitable, diverse, and inclusive employer.

MESSAGE FROM OUR FOUNDERS



Since our founding in 2018, Dott's mission has been to free our cities with clean rides for everyone. We set out to deliver local micromobility solutions that are both environmentally and socially responsible. Five years later, through our continued investments in sustainability, we're making good on this promise.

In 2023, we delivered over 80 million kilometers of low carbon rides. We facilitated a car-free lifestyle for more residents than ever before by expanding our service areas and subsidizing trips for underserved communities. Internally, we reduced our carbon footprint through an increased focus on circularity, extending the lifespan of 18,000 vehicles. Finally, we made significant gains as a diverse and inclusive employer through greater women representation and the founding of 2 Employee Resource Groups (ERGs).

These achievements resonated with our city partners, who share our priorities of safety, sustainability, and accessibility. In all of our major cities where our contract was up for renewal, including Brussels, Lyon, London, Madrid, Milan, Rome, and Tel Aviv, the city chose to renew their partnership with Dott. With longer-term contracts and more sensible regulations,

these partnerships are developing more robust micromobility schemes that better serve the needs of all urban residents.

At the same time, the industry was challenged in a number of ways. A difficult economic climate drove greater focus on profitability, while a vote to ban shared e-scooters in Paris emphasized the importance of responsible operations and closer collaboration with cities. In the face of these challenges, we at Dott remained committed to our core values: We protect our planet, we act transparently, and we keep pushing.

While this was a milestone year for Dott, we are already looking forward to the future. At the start of 2024, we announced a merger with TIER to create the European champion of shared mobility. Combining the success and sustainability expertise of our two companies, we're writing a new chapter of shared micromobility, with the scale to operate both profitably and responsibly. We hope you'll join us on the ride.

*Henri Moissinac
& Maxim Romain*

ABOUT DOTT



ABOUT DOTT

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

At Dott, we are committed to being the most responsible micromobility partner for cities, delivering mobility solutions safely and sustainably. From day one, we rejected the gig-economy and chose to take care of our operations in-house. This way, we 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, ensuring safety for everyone, beyond just our riders. Going beyond our service, we actively engage with local organizations to make our communities a better place.

At the end of 2023, Dott was operating over 50k shared e-scooters and e-bikes in 38 cities across 7 countries. We recorded fewer but longer rides, reflecting our shift from novelty service to a reliable commuting option in our major markets (Brussels, Milan, Paris, Lyon etc.). In every city, we are transforming the way we travel with clean and inclusive rides for everyone.



HEADQUARTERS:

2023: Amsterdam

2022: Amsterdam



RIDES:

2023: 32,601,297

2022: 33,603,491



NO. OF VEHICLES IN MARKET:

2023: 51,835

2022: 48,008



EMPLOYEES:

2023: 770

2022: 655



CITIES:

2023: 38

2022: 35



REVENUE:

2023: 65M

2022: 63M

GOVERNANCE



BOARD OF DIRECTORS

The highest governance body at Dott is the Board of Directors of emTransit B.V. The Board of Directors is responsible for making decisions which deviate from the company's approved business plan. The chairman of the Board is an independent shareholder-elected member.

EmTransit B.V. has a single (one-tier) board structure under Dutch law. As of 2023, the Board of Directors consists of six (6) people, namely the CEO and COO, three (3) representatives from major shareholders and one (1) independent director who serves as the company chairman. The length of time each board member has served can be found in emTransit B.V.'s business extract from the [KvK](#). As the Board comprises members appointed from the company's investors, they often hold board seats on multiple enterprises. All directors at present are male. Dott plans to take diversity into account in future appointments to the Board.

The day-to-day management of the company lies with the CEO and COO, who are the two founders of Dott and executive directors of the Board. This includes formulating Dott's strategies and policies, as well as setting and

achieving its objectives. The remaining Board members are classified as non-executive directors (not involved in day-to-day management). Directors are appointed by shareholders in accordance with the company's Articles of Association and Shareholders Agreement. Different nomination, appointment and voting rights attach to different shares. Independence, diversity and competencies are key considerations for the shareholders when nominating new Board members.

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 provide recommendations to the Board on developing best-in-class regulatory frameworks for low carbon, multimodal and safe mobility, including through data sharing. The Committee comprises seven (7) members, including the Chief Development Officer and the COO and representatives from investors. The members are nominated and appointed by major shareholders and the Board.

The Sustainability Committee is responsible for overseeing the company's due diligence process and other processes to identify and manage the organization's impacts on the economy, environment, and people. The Chief Development

Officer (CDO) and the COO report to the rest of the Sustainability Committee on a quarterly basis, providing updates on material impacts, risks and opportunities, implementation of due diligence, as well as results and effectiveness of policies and initiatives. The Sustainability Committee has defined 'tier 1' and 'tier 2' metrics that are reported on, in addition to relevant updates on projects in the company or industry. These updates are then shared with all employees of the company.

The Sustainability Committee has an advisory function to the board. As necessary, with regard to any due diligence process or when entering transactions, issues are escalated to the relevant level of the company for visibility/approval (which includes the Board as may be applicable).



LEADERSHIP TEAM

For day to day management decisions and oversight of impacts, risks and opportunities, the company has established an executive leadership team. The current members of the executive leadership team are the: CEO, COO, CFO, CPO (Chief People Officer), CPO (Chief Product Officer), CTO, CBO, General Counsel, and the CDO. Managing the organization's impacts on the economy, environment, and people is specifically delegated to the Chief Development Officer (CDO), who oversees the Sustainability Team.



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 goals and deliverables, and to advise leadership on ED&I progress. This committee is made up of six members from throughout the organization, plus the COO and Chief People Officer (CPO), and meets quarterly.



WORKS COUNCILS

Dott has established Works Councils in France and the Netherlands. These councils are elected groups, consisting of members from various departments. They represent the interests of the employees in each country and are consulted on matters impacting employees such as the introduction of new policies. They hold monthly office hours which are open to all employees and work closely with Dott's leadership to make it an exceptional place to work.



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
- 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.

OUR COMMITMENT TO SUSTAINABILITY



OUR COMMITMENT TO SUSTAINABILITY

At Dott, we believe in pollution free cities that are designed for people, not cars. We envision urban mobility systems that are efficient, accessible, and environmentally sustainable, and we believe shared micromobility is key to getting there.

Our sustainability framework ensures that, as we work towards this vision, we operate in a way that is green, safe, useful, and inclusive. The seven (7) 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 the 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 #1 company value: to protect our planet.

Sustainability lies at the heart of every team's mission at Dott, ingrained as a guiding principle in all decision-making processes. The Sustainability Team operates as a collaborative force, working shoulder-to-shoulder with the entire organization. By integrating sustainability in our day-to-day work, we foster a collective effort towards achieving our goals and ensuring that our actions align with our vision for a more 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

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.

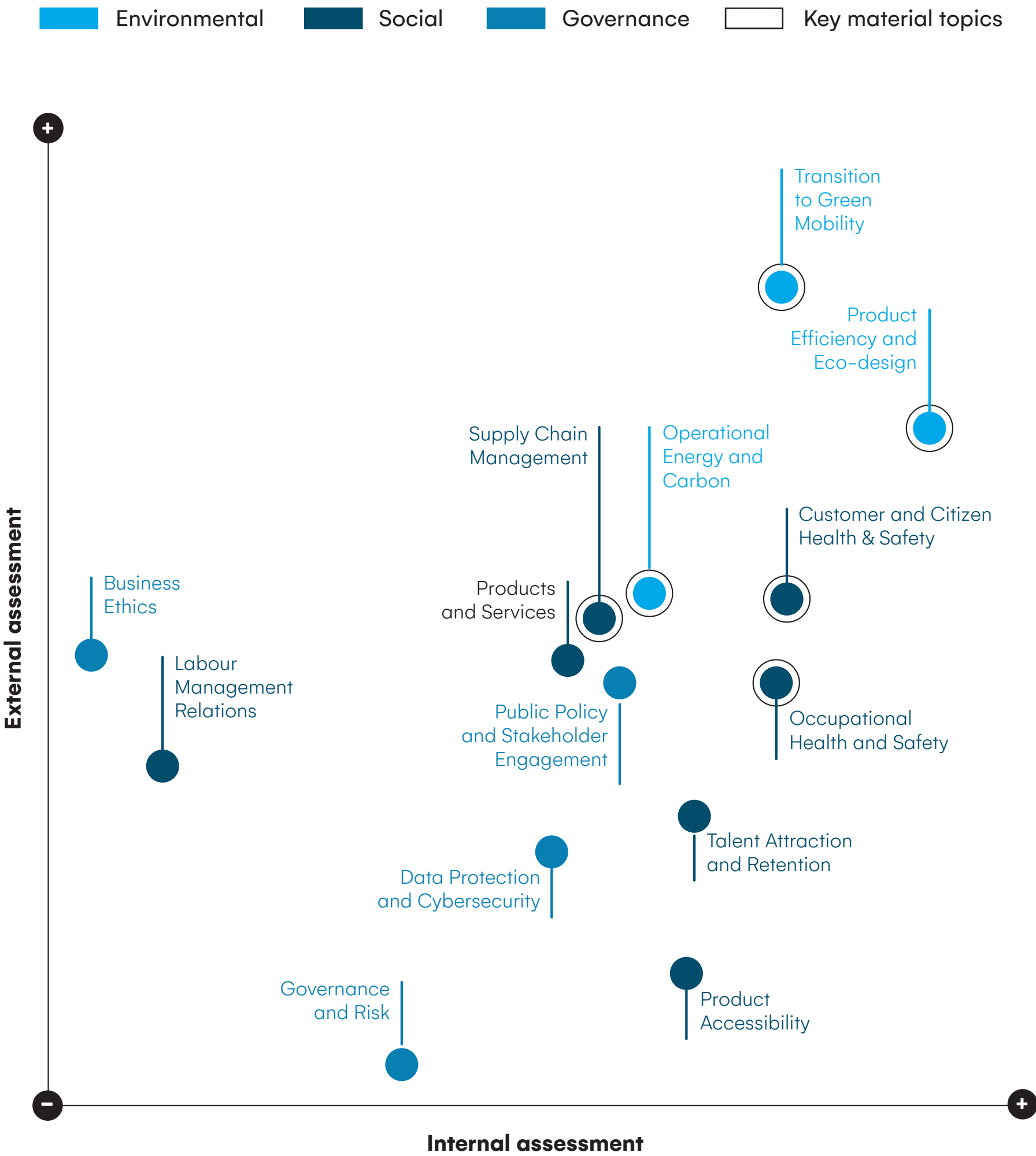
The stakeholder groups were identified through internal engagement with country and departmental representatives. We made sure we considered the individuals and groups who our business and activities impact, as well as those who impact on our business.

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

Our Stakeholders:

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

EVALUATION OF MATERIAL TOPICS

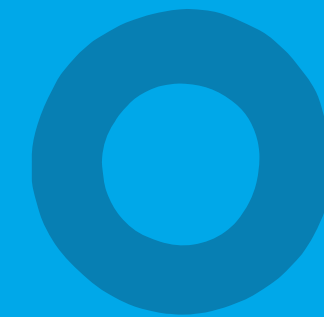


Dott goals & material topic alignment

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 & Safety
Useful & affordable for local communities	Product Accessibility*

*Not identified as material topic by external stakeholders

GREEN VEHICLES



GREEN VEHICLES

In 2023, our primary focus was on our fleet, with two major achievements from an environmental standpoint. Firstly, Dott in-house reworks successfully extended the lifespan of 18,000 e-scooters. Building on the success of this project, we also expanded key repair lines of vehicle components, and maximized durability of 10,000 parts including IoT modules, motors, and bike tires. Our engineering team is integrating circularity into our core repair operations, aiming to extend the lifespan of our key products and reduce reliance on carbon-intensive manufacturing processes.

KPI	2023	2022	Trend	Target
Average monthly broken beyond repair rate for our vehicles	0.35%	0.95%	-0.60	<1%
Average monthly lost rate for our vehicles	0.30%	0.59%	-0.29	<1%



SCOOTER REWORKS:

18K VEHICLES REWORKED

Extended Lifespan

Our vehicle refurbishment program is running at full scale, and this year we managed to extend the lifespan of 18,000 scooters. The 7,000 Gen 2 scooters and 11,000 Gen 3 scooters had traveled an average of more than 2,000km each prior to being reworked. Following their refurbishment, they will travel 5,000km more in our European markets including Lyon, Rome, Turin and Malaga.

Emissions from manufacturing and shipping new vehicles are the largest share of our total emissions and those over which we have the least control. By choosing refurbishment over purchasing new vehicles, we postpone this environmental impact. Extending the service life of 18,000 vehicles for an estimated four years translates into comprehensive savings of 3,000 tons of CO₂ emissions, alongside diverting 400 tons of waste from disposal and preserving natural resources.

Results show that 90% of our Gen 2 fleet, which was fully reworked, is still deployable after four years, against suppliers' original life expectancy of 18 months. To learn more about our Gen 2 refurbishment program in Lyon, view our [behind the scenes video](#) on our YouTube channel.



Centralized Rework Hub

Scaling up our reworks lines entailed a large investment in a dedicated team and facility. The Phoenix reworks hub in Warsaw is Dott's first in-house repair & rework hub, running at the highest standards of operational excellence.

The technical center is powered with 100% renewable energy from onshore wind farms and fully equipped for large-scale operations. Dott's dedicated team is composed of 40 internal mechanics undergoing specialized periodic training. Each scooter is completely disassembled and sorted into parts for either repairing, reusing or recycling, then renovated and painted. New components including a GPS module, phone holder, and enhanced safety measures are implemented to upgrade our fleet to the latest standards of quality. A final quality check is performed before the scooter is ready to be put back on the road.

By keeping these operations fully in-house, we ensure control over safety, quality and environmental impact. This is also the right thing to do for our teams, as we create local, high-quality jobs for the community.

40 JOBS

created at our
dedicated
refurbishment
center



COMPONENT REWORKS:

10K COMPONENTS REPAIRED

IoT modules

In 2023, we repaired 5,000 IoT units, acting on wear & tear and electronic faults, with a 96% repair success rate. An IoT module is a compact technology composed mostly of electronic cables and sensors, which is integrated onto each scooter and bike, allowing for remote monitoring and control. In simple terms, IoTs serve as the tiny smart brains of our vehicles. Our centralized IoT rework line is managed by specially trained technicians, and currently has the capacity to repair 350 units per week, saving 12 tons of CO₂e per week.



Bike tires

We upgraded 4,000 bike wheels for safer rides with shock-absorbing, high-adherence air tires. Air tires are easier to repair than solid wheels and minimize vehicle micro-shocks and vibrations, providing the best protection for the hardware over the long term. We recycled 100% of old components with Venanzieffe, our specialized, ISO-certified local partner in Milan.

Motors

Our motor repair line has successfully diagnosed and repaired 1,100 motors in our Milan technical center. Our repair team disassembles the motor, cleans and inspects its components and replaces any damaged parts. During reassembly, a customized metal plate is integrated into the motor for enhanced durability and protection.



GREEN OPERATIONS



GREEN OPERATIONS

Our in-house model is designed to leave the smallest trace possible. In 2023, we optimized city operations with more electric vehicles and on-street repairs. This, combined with our extended vehicle lifespans, contributed to an overall reduction of our carbon footprint by 20%. We are now operating at 75 gCO₂e/km with our top 5 markets consistently below 50 gCO₂e/km and on the right track towards our long term 20 grams objective.

KPI	2023	2022	Trend	Target
Scope 1 & 2 emissions (tonnes CO ₂ e)	890	1,585	-44%	441 by 2030 (SBTi)
Scope 3 emissions (tonnes CO ₂ e)	5,099	5,885	-13%	N/A
Global gCO ₂ e/km	75	97	-22%	20 by 2025
gCO ₂ e/km in Brussels	42	51.1	-18%	20 by 2025
% of rides served by electric operations fleet	72%	68%	+4	100% by 2025
% of rides with swappable batteries	97%	92%	+5	100% by 2025



OPTIMIZED CITY OPERATIONS:

–20% DIESEL CONSUMPTION

Decarbonized Service Fleet

We added 17 new cargo bikes to our service fleet for vehicle pickups, rebalancing and battery swaps. 72% of our rides are now supported by zero-emissions street operations, including e-vans and cargo bikes, powered by renewable energy. In pursuit of our goal of 100% electric operations by 2025, and 50% lower scope 1 emissions by 2030, we will continue transitioning our operational fleet to e-vans and cargo bikes, as well as piloting lightweight, low carbon solutions, such as e-mopeds and adapted trailer bikes in 2024.

On-Street Repairs

We want to seamlessly integrate within the urban ecosystem. Our goal is to limit logistics trips to minimize traffic congestion, pollution and noise. Our operations team identified opportunities to perform minor vehicle repairs directly on-street, avoiding unnecessary trips to and from our operational centers. For example, on-street tire inflation reduced tire repair tasks by 57%, significantly reducing trips to the operational center. We've also optimized our service logistics with our proprietary Smart Routing algorithm, reducing kilometers driven for logistics in the first place. As a result, our city operations achieved a 20% reduction in diesel consumption.



CARBON FOOTPRINT:

20% LOWER TOTAL EMISSIONS

Reducing our impact

In 2023, we achieved a 20% reduction in our overall emissions thanks to our commitments to circularity and leaner city operations. We are now operating at 75 gCO₂e/km, well below our 2023 yearly target of 80 gCO₂e/km. Our top 5 markets are consistently operating below 50 gCO₂e/km for the second year in a row. Our best performing market, Lyon, operated at 28 gCO₂e/km in 2023, on par with public transport.¹

Progress towards targets:

This trajectory sets us on the right track towards our long-term targets. Since 2020, we have set targets approved by the Science Based Target Initiative (SBTi), to reduce our Scope 1 and 2 emissions by 50% by 2030, in alignment with a 1.5 degrees scenario set by the Paris Agreement. Our internal target goes further than that and also takes into account Scope 3, targeting 20 grams/km overall by 2025.

Carbon offsetting:

To date, we have been certified carbon neutral through offsetting our emissions with VCS (Verified Carbon Standard) projects. Considering the growing controversy around the transparency and accountability of such programs, and that our first priority is reducing our impact at the source, we have decided to focus our future investments on furthering our carbon reduction efforts instead of offsetting.

¹. For comparison, public transport emissions per passenger kilometer in Lyon is 35.4gCO₂/km (source: [TCL](#))



Dott's CO₂ Model

Our proprietary CO₂ Model tracks our carbon footprint on a monthly basis in every city we operate. It was created in partnership with CO₂ Logic in 2020, in line with methodologies from the GHG Protocol and ISO 14069. Every year, we revise and improve the model and undergo an external third party audit.

Our model addresses scopes 1, 2 and 3 of our carbon footprint. It serves as a comprehensive tool for tracking, identifying, and driving relevant reduction efforts. This is why the model does not only show scopes 1, 2 and 3, but emissions are categorized according to their origin: corporate, operations and vehicles. This allows us to monitor our footprint and quantify the impact of our reduction initiatives.

The approachable interface of the user-friendly model allows Dott employees to easily understand key drivers of emissions. Every Dott team member can access the model, empowering them to take responsibility and reduce carbon footprint within their sphere of influence.



CORPORATE

Factors:

- Office Energy
- Commute
- IT
- Business Travel

2023 actions to reduce emissions:

- Incentivized bike/scooter commuting for employees
- Limiting data storage
- Stricter enforcement of travel policy



OPERATIONS

Factors:

- Fleet management
- Warehouse energy
- IT

2023 actions to reduce emissions:

- Increasing number of e-vans and cargo bikes
- Optimized logistics trips with on-street repairs
- Warehouse energy efficiency



VEHICLE

Factors:

- Depreciation
- Maintenance
- Loss
- End-of-Life
- Spare parts

2023 actions to reduce emissions:

- Lifespan extension reworks (vehicles & components)
- Loss rate reduction
- Reduction of waste, increased % of recycling

Methodologic note: carbon footprint numbers, even when validated by external parties, are not always comparable between micro mobility operators due to different assumptions and methodologies used. For example, Dott does not 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.



FULL LIFECYCLE MANAGEMENT



FULL LIFECYCLE MANAGEMENT

We responsibly manage our vehicles and components throughout their entire lifecycle. We ensure every salvageable part is reused or repaired to its full potential before considering it as waste. With consistent waste management and a circularity-driven approach, in 2023 we successfully halved operational waste and sent 99% to recycling through local certified partners. Collaborating with Bib, we also provided second life applications for over 1,200 Dott batteries, powering an electric boat for many years to come.

KPI	2023	2022	Trend	Target
Tonnes of waste collected	103.5	201.5	-49%	N/A
% of waste recycled	99%	90%	+9	95% by 2023
% of main suppliers that signed our Code of Conduct	100%	100%	N/A	100%
% of new vehicles produced in Europe	No new vehicles	30% of bikes 8% overall	N/A	30% by 2025



WASTE MANAGEMENT:

49% LESS WASTE, 99% RECYCLED

Repair-first

Waste management in all our warehouses is guided by the waste hierarchy principle. In 2023, we emphasized our “repair-first” hardware policy across all warehouses and cut in half our operational waste. Every broken vehicle is disassembled according to our Standard Operating Procedures, so that all repairable components are quality checked and sorted to be re-used. This circular approach optimizes availability of spare parts and minimizes creation of waste, driving us towards our vision of zero waste to landfill.

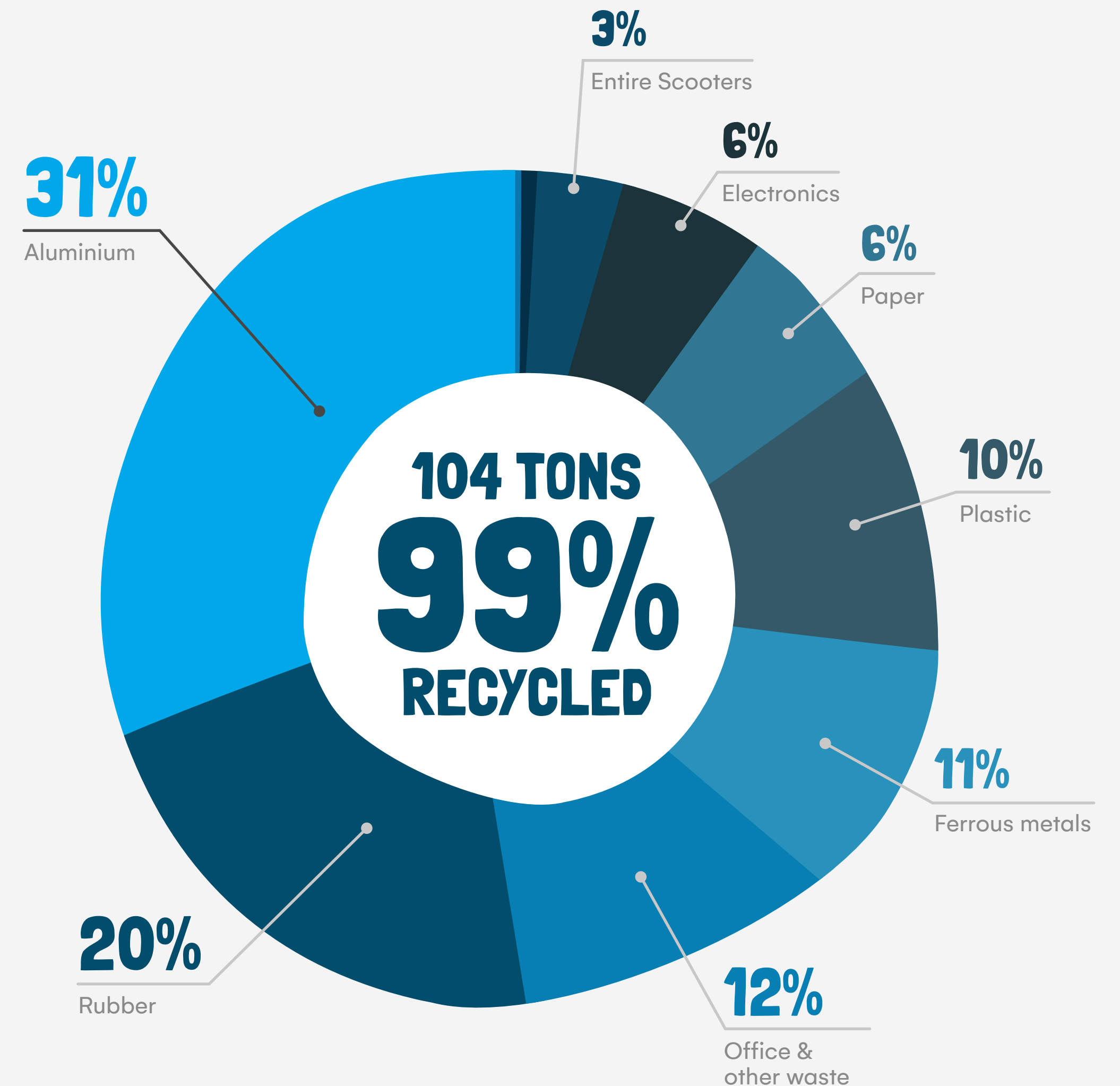
Local, Certified Recycling

We consider materials as waste only when all other possibilities for repair or reuse have been exhausted. In 2023, we hit the milestone of 98.9% of operational waste going to recycling, thanks to continuous monitoring and strong collaboration with local, ISO-certified partners.

Our operations generate waste across six main categories: electronic parts, rubber, plastics, paper, ferrous metals, aluminum, and motors. We collaborate with certified recycling partners to treat these main waste streams. In some markets, we also engage with specialists to maximize recyclability of key components. For example, in France, irreparable motors undergo extraction of valuable metals with specialized partners before being recycled.

Since 2021 we have implemented stringent Waste Management and Reporting protocols. As a result, we are now consistently tracking waste across warehouses by the five material categories, and are able to measure the effects of our waste mitigation and recycling initiatives.

2023 WASTE COLLECTED



BATTERY LIFECYCLE MANAGEMENT:

1,200 BATTERIES REUSED

Improved Diagnosing & Repair

Dott battery management prioritizes safety over all, with comprehensive guidelines on how to handle, store, charge and repair batteries. In case of damaged batteries, our dedicated teams perform thorough diagnostics to determine whether they can be repaired or should be recycled. In 2023, we piloted a new diagnostic algorithm with our partner Bib. Battery state of health is monitored via data analysis of voltage, kilometers travelled, charging cycles, and temperature. This data then informs the decision of whether a battery can be repaired or should be sent to second life applications.

When it comes to battery repairs, Nowos is our long-standing partner for safe and efficient execution. Dott & Nowos' Vehicle Engineering teams collaborate closely to identify hardware failures, root causes and repair solutions. 4,000 diagnosed batteries from Dott have been identified to undergo deep refurbishment in Nowos repair centers in France.

Maximized Second Life

We ensure that every battery lifespan is maximized by collaborating with selected partners in the circular economy. In 2023, 1,290 Dott e-scooter batteries were given a second life with our partner Bib by powering an electric boat. In this way, we avoided the emission of 67 tCO₂e needed to manufacture new batteries. The process was quite simple, and it took approximately three weeks to transfer the batteries to the boat. Ultimately, the boat was renovated and retrofitted with a super-efficient electric motor and a modular battery built from up-cycled cells. This project helped power a new form of green transport for many more years to come.

Damaged batteries that can not be repaired nor reused are recycled with specialized & certified partners, in adherence with EU regulations. We also work with Screlec to improve materials recovery rate during the battery recycling phases, aiming for a 90% recovery of rare metals.





CATALYST FOR MODAL SHIFT



CATALYST FOR MODAL SHIFT

Dott facilitates sustainable travel in our cities by amplifying public transport and enabling a car-free lifestyle. We’ve grown this positive impact in 2023 by expanding our service to more peripheral areas, better integrating with public transport, and encouraging responsible tourism.

KPI	2023	2022	Trend	Target
% of rides replacing polluting modes ²	26%	New metric		33% by 2025
% of rides that connect with public transport	43%	New metric		50% by 2025
Average e-scooter ride distance (km)	2.3	2.2	+4%	>2.5km by 2025
Average e-bike ride distance (km)	3.0	2.8	+7%	>3.0km by 2025
MaaS integrations	30	28	+2%	N/A
Average % of deployed vehicles available for use	88.8%	92.9%	-4.1	>95% by 2025

². Cars, taxis, ride-hail, mopeds, or motorcycles



UNLOCKING METROPOLITAN TRAVEL: 63% OF TRIPS USED FOR COMMUTING

Everyday Trips

Our ridership has evolved beyond occasional riders, becoming a frequent choice for commuters and an integral part of cities' modal mix. In 2023, we conducted a thorough survey on the travel habits of our riders³, allowing us to calculate that 63% of trips are used for commuting, and 60% of riders use Dott at least once a week. Our average trip distance has also increased by 4% on e-scooters and 7% on e-bikes, demonstrating how our service continues to be used for meaningful trips. In 2024, we will focus on improving the availability of our service, so that users can always find a Dott for their daily trips.

Suburban Connections

In 2023, we expanded our service areas to more suburban communities in Paris, Rome, Stockholm, and Tel Aviv to support the travel of commuters who live in these peripheral areas. 18% of our riders now live in the suburbs of the cities we serve, and this figure is as high as 43% in Grenoble and 37% in Turin, where we've already operated throughout the greater metropolitan area for several years. This expansion also connects our riders to more destinations across the metropolitan area, as 33% of riders use Dott to reach areas inaccessible by public transport.



33% OF RIDERS USE
DOTT TO REACH
AREAS INACCESSIBLE
BY PUBLIC TRANSPORT.

³. Survey of 6,930 riders in 11 cities across Europe, conducted from 27 July – 14 August 2023

AMPLIFYING PUBLIC TRANSPORT:

1.8 MILLION TRIPS ADDED TO PUBLIC TRANSPORT

Network Accessibility

Dott expands the reach of public transport networks by enabling riders to get to or from public transport services that otherwise may not be accessible by foot. We estimate Dott added 1.8 million trips to local public transport systems in 2023. According to our rider travel habit survey, 43% of Dott trips connect with public transport, and 13% of these would not have used public transport otherwise.

This, in turn, makes public transport a more convenient option for urban travelers. 49% of these new Dott + public transport trips would have otherwise used polluting modes such as cars, taxis, ride-hailing, motorcycles, or mopeds.

Service Integration

We integrate with mobility planning apps through Mobility as a Service (MaaS) partners to make it even easier to combine a Dott trip with public transport. In 2023, we integrated with the mobility planning app Madrid Mobility360, and were the first operator to fully integrate in the Floya app in Brussels with both e-bikes and e-scooters.

To make intermodality more affordable, we partnered with the municipality of Ferrara to offer discounts to public transport subscribers, saving riders over €2,750 in 2023. 50% of our riders also have a public transport subscription, and this is as high as 69% among 18-24 year olds. Finding these opportunities for price synergies therefore reduces the cost burden of intermodality.



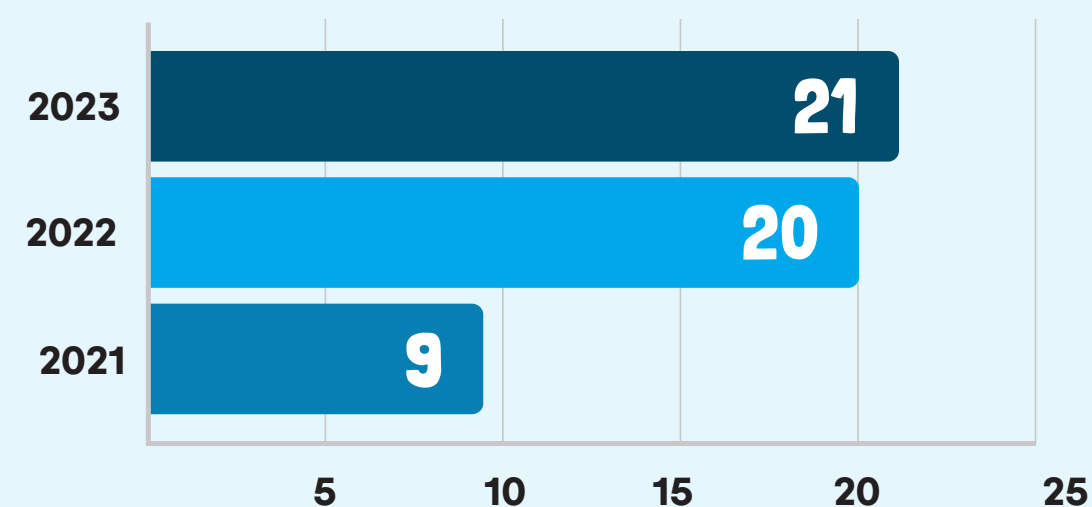
REDUCING CAR USE:

21 MILLION KM OF POLLUTING TRAVEL REPLACED

Car-Free Lifestyle

In addition to amplifying public transport, Dott offers a convenient option for trips where using public transport may not be feasible. In this way, we enable a car-free lifestyle in our cities. Our 2023 rider survey found that 62% of riders who previously traveled by car, taxi, or ride-hail have reduced such usage since starting to use Dott. With 26% of trips directly replacing these polluting modes, we replaced an estimated 21 million kilometers of polluting travel in 2023, which equates to over 2,250 tonnes of CO₂ avoided⁴

Million km of polluting modes replaced



4. Assuming the average passenger car in Europe emits 108.1g CO₂/km. Source: [European Environment Agency](#)

Responsible Tourism

On World Tourism Day, we announced a partnership between Dott and Ostello Bello, a leading accommodation provider across Italy. With discounts for those staying at Ostello Bello locations in Rome and Milan, this collaboration was crafted to inspire tourists in these cities to embrace e-scooters and e-bikes while exploring the city, rather than polluting modes. Access to shared micromobility also allows tourists to freely explore less central neighborhoods of the city, which are equally beautiful and rich in culture. We ensure these riders are well-informed about the safe use of micromobility and ride responsibly throughout the city during their stay.



**RESPONSIBLE
AND INCLUSIVE
EMPLOYER**



RESPONSIBLE AND INCLUSIVE EMPLOYER

In 2023, we doubled down on our commitment to being an equitable, diverse, and inclusive employer through a data-driven strategy. We made progress towards gender parity and fairer pay, including measuring our gender pay gap for the first time. We also made Dott a more inclusive and supportive workplace through the launch of two employee resource groups (ERGs) and a number of learning and development programs.

KPI	2023	2022	Trend	Target
Employee NPS Score	Office teams: 6 Ground teams: 24	Office teams: 0 Ground teams: 33	Office teams: +6 Ground teams: -9	>40 for both office & ground teams by 2025
% of management roles held by women	39%	25%	+14	50% by 2025
% of women in HQ	43%	36%	+7	50% by 2025
% of women in operations	36%	27%	+9	30% by 2025
Gender wage gap (office teams)	13%	12%	+1	<5% by 2025
Gender wage gap (ground teams) ⁵	-8% ⁶	New metric		<5% by 2025

5. Due to the low representation of women in our ground teams, we report these figures separately so as not to distort the total figure. We are actively working to recruit more women to our ground teams.
6. A negative wage gap implies women are paid more than men on average.



ED&I STRATEGY:

5 KEY IMPROVEMENT AREAS

Strategy & Objectives

In 2023, our Equity Diversity & Inclusion (ED&I) committee set a 5-point strategy to improve ED&I at Dott, based on the improvement areas identified in our 2022 audit by the Clear Company. Each pillar of the strategy is linked to a key objective:

- **Inclusive recruitment:** Audit our recruitment process in 2024
- **Equitable pay:** <5% gender pay gap by 2026
- **More diverse leadership:** 50% of leadership roles held by women by 2025
- **Education & awareness:** 5 hours of ED&I learning time for each employee per year
- **Environment of belonging:** Employee Net Promoter Score (eNPS) >40 by 2025

Based on these strategic pillars, the ED&I committee sets an action plan each half-year with key initiatives to progress towards each objective.

Employee Survey

To ensure the relevance of our strategy and to understand the current state of diversity & inclusion among office roles at Dott, we conducted an ED&I survey of office employees. 156 employees took the survey, reflecting 73% of our office staff. The results revealed high feelings of belonging and inclusion, with 88% of respondents expressing they feel like they belong at Dott and 84% agreeing perspectives like theirs are included in decision-making.

The survey results also identified key areas where progress is needed. Most significantly, employees identifying as a racial minority or a member of the LGBTQ+ community were less likely to report having received a promotion since joining Dott. As we progress towards more diverse leadership and equitable pay, we will therefore consider intersectionality and inequities beyond gender. A similar survey has already been conducted for ground staff at the time of writing, and the results of both surveys will inform our 2024 ED&I strategy.



DIVERSITY & INCLUSION:

+14PP WOMEN IN MANAGEMENT POSITIONS

Gender Parity

We made gains in the representation of women within every function across the company in 2023. Most significantly, many of these gains occurred in leadership positions. The percentage of management roles held by women increased by 14 percentage points from 2022 to 39%. Women also represent 30% of the executive team, up 6 percentage points since 2022. While there is still work to be done to achieve a truly representative leadership and workforce, these increases are a clear step forward. In 2024, we will audit and improve the inclusiveness of our recruitment and promotion processes to further this trend.

Employee Resource Groups

In 2023, Dott's first two employee resource groups (ERGs) were launched to foster a more diverse and inclusive workplace:



Pride ERG: founded to build community and greater inclusion for the LGBTQIA+ community within Dott, as well as actively advocate for LGBTQIA+ causes within our cities. Since its founding, Pride ERG has consulted Dott's leadership on LGBTQIA+-related topics, volunteered for World Aids Day, and shared company-wide communications on visibility days.



Dott for Women: founded to foster inclusion, empowerment, and community for women at Dott. Established late in 2023, the ERG has identified 5 key initiatives for 2024:

- Increase women in the ground team
- Launch a mentorship program
- Host monthly "She Talks" events to highlight women-led speakers
- Consult with HR to create a more inclusive hiring process
- Host several Dott-wide events to celebrate International Women's Month.

FAIR PAY:

100% EMPLOYEES PAID COMPARABLE TO INDUSTRY

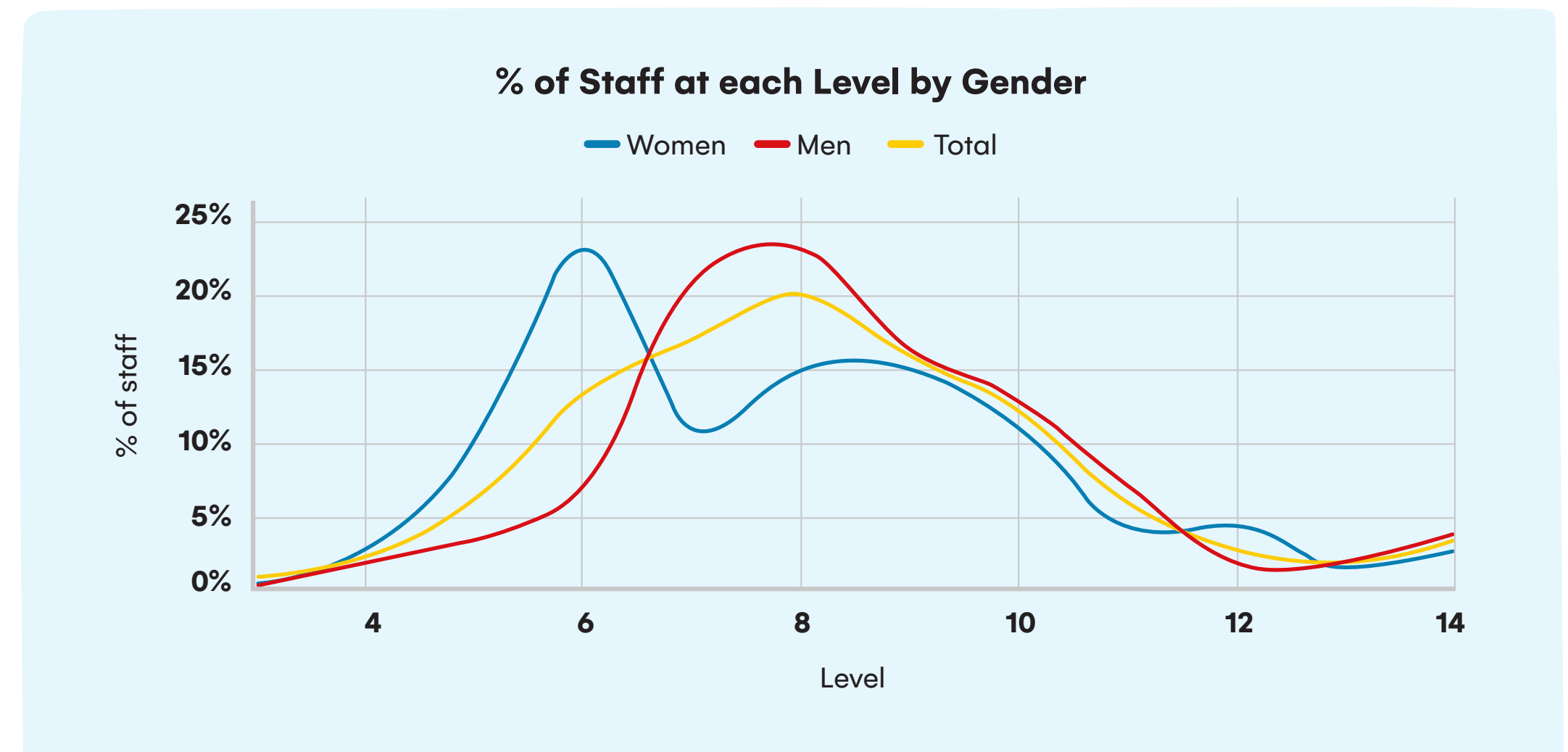
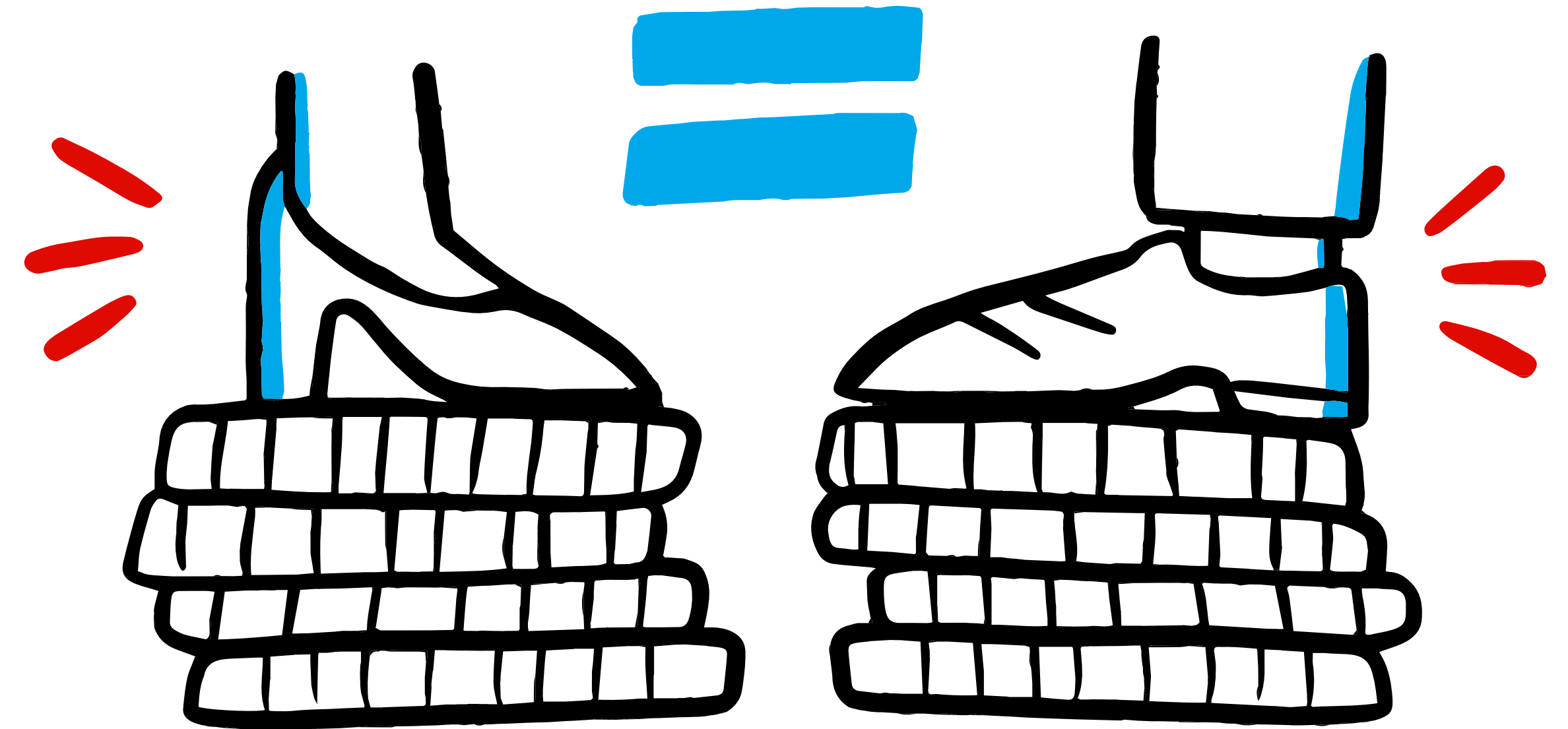
Industry Comparable Salaries

In our compensation processes, we prioritize consistency, transparency, and fairness. We collaborate with an external salary benchmarking company that provides data from over 3000 companies in comparable industries and sizes in locations we employ. This data allows us to create salary bands specific to each level, job function, and location within Dott. We then conduct an annual compensation review to re-evaluate the salary bands based on changing market conditions and adjust salaries accordingly.

In 2023, we raised the salaries for all employees who were more than 20% below the midpoint of their salary band. The average ratio of an employee’s salary to the midpoint of their salary band is now 0.96, meaning that, on average, employees are paid just 4% under the midpoint. We target an average ratio of 1, indicative of an even distribution across salary bands.

Gender Pay Gap Report

Beyond industry comparability, we are focused on eliminating gender pay disparities. We internally released our first gender pay gap report in 2023, revealing a pay gap of 13% within office roles. This means the average woman in an office role at Dott is paid 13% less than the average man. This gap is driven by the underrepresentation of women at more senior levels. Looking at the distribution of staff across levels and by gender, we see that women are more concentrated at level 6, compared to men who are more concentrated at level 8. The ED&I committee is therefore investigating initiatives to improve the promotion rate of women to these higher levels. We’ve targeted a pay gap of less than 5% before 2026 and plan to update this pay gap report annually to track our progress.



LEARNING AND DEVELOPMENT:

500+ HOURS OF VOLUNTARY LEARNING

Ride Your Future

After its success in Paris and Brussels in 2022, we brought our voluntary education program, Ride Your Future, to our ground teams in Milan and Rome in 2023. 21 employees completed the training and received certificates.

Ride Your Future trains ground staff on professional soft skills, such as software tools, communication, management, and organization. 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.

Leadership Program

To empower managers to lead inclusively and effectively, we launched a Leadership Program in 2023, completed by 32 managers from across the organization. There were 5 key modules: leading the self, empowering your team, difficult conversations, leading with empathy, and strategic leadership. We will launch the second iteration of this program in 2024, including modules related to ED&I.

LinkedIn Learning

We prioritize learning for all of our employees to support their continued growth. Throughout 2023, all Dott employees had access to the LinkedIn Learning platform. This platform hosts thousands of courses taught by experts on a wide range of software, creative, and business skills. 454 courses were completed by Dott staff for a total of 455 hours spent learning. Each month, the employee who completed the most courses was named the Top Learner of the Month, empowering employees throughout the organization to prioritize learning and development.



**SAFE
FOR ALL**



SAFE FOR ALL

We take a holistic approach to safety, protecting our riders, employees, and communities. In 2023, we further decreased the injury rate on our vehicles by 19% through in-person and in-app safety campaigns, as well as testing new technologies to limit poor riding behavior. We also continued to invest in our unparalleled operational safety through greater standardization, resulting in ISO certifications in Brussels, London, and Milan.

Vehicle	KPI	2023	2022	Trend	Target
E-Scooters	Incidents with injury per 1 million km	5.0	5.7	-12%	<5
	Incidents with injury requiring medical assistance per 1 million km	2.6	2.2	+14%	<3
	Fatalities (absolute)	1	0	+1	0
E-Bikes	Incidents with injury per 1 million km	3.4	6.2	-46%	<5
	Incidents with injury requiring medical assistance per 1 million km	1.8	2.4	-25%	<3
	Fatalities (absolute)	0	0	+0	0



SAFE FOR RIDERS:

19% DECREASE IN RIDER INJURY RATE

Training Events

We hosted over 30 in-person training events across our cities, empowering over 1,500 people to operate our vehicles safely. We offered trainings in 6 cities across France as part of Mai à Velo events, as well as virtual reality trainings in Brussels in partnership with VIAS for European Mobility Week. Several of our training events were held in partnership with universities, such as OMNES, Politecnico di Milano, and Università di Roma, helping students learn how to use our service safely and park properly.

Safety Campaigns

To remind users of how to ride safely, we conducted a number of in-app safety campaigns, reaching more than 300k users. These included pop-ups reminding users to ride sober during the winter holidays, and to ride safe at night during daylight savings.

In partnership with Legambiente, the leading environmental association in Italy, we've launched the country's first micromobility Vademecum, outlining essential rules and best practices for shared e-scooter usage. We created joint social media campaigns to promote the Vademecum and how to ride safely, reaching an audience of over 8k.



SAFE FOR COMMUNITIES:

95% OF RIDING TIME SPENT ON ROADS AND BIKE LANES

Parking Technology

On average, 97% of our fleet is parked properly. In 2023, we tested new technological solutions to further increase parking compliance, keeping pedestrian spaces safe and orderly. We piloted Captur AI technology in London, Grenoble, and Madrid, which uses AI to automatically scan riders' end of ride photo and evaluate whether the vehicle is properly parked. If not, users are prompted to re-park and take a new photo. This increased parking compliance by up to 20% in Madrid.

Sidewalk Riding Detection

Continuing our partnership with Luna, we conducted pilots of computer vision technology to detect sidewalk riding in Lyon and Brussels. These pilots allowed us to better understand the frequency and root causes of sidewalk riding, in order to properly mitigate dangerous riding behavior. After analyzing over 1000 rides in each city, it was found that riders spent 95% of their time on roads and bike lanes, rather than on the sidewalk. Over 65% of instances of sidewalk riding were attributable to external factors, such as infrastructure. The results of these pilots were shared with the relevant municipalities to inform safe infrastructure design.



SAFE OPERATIONS:

91% OPERATIONAL CENTERS AUDITED; 3 NEW ISO CERTIFICATIONS

Safety Standardization

Dott's operational model ensures the highest level of safety in the delivery of our service. In 2023, we published a Quality, Health and Safety Policy standard, which clearly defines our health and safety principles and procedures, aligned with ISO norms. These standards are set by our global Quality, Health and Safety Team, and put into practice by local Health and Safety Champions, ensuring the high-quality standardization of our processes across all markets.

Thanks to our battery management safety standard, no thermal battery incidents occurred in 2023. Every team member is extensively trained for appropriate handling, charging, storage, and treatment of batteries. Our batteries are charged in certified fireproof cabinets that can self-contain a fire for a minimum of 90 minutes, and are connected to alarm systems.

Dott Academy

We've expanded our internal training platform, Dott Academy, to ensure our employees are well trained on these standards. This platform now hosts more than 80 unique tutorial videos on maintenance and operational SOPs, each translated into the local languages of our cities. Thus far, 49% of all of our ground team members have been fully certified on their relevant trainings, with plans to train the remaining team members in 2024.

Audits & Certification

Based on our centralized safety standards, we began internal audits of our operational centers to validate their compliance. In 2023, we audited 91% of our operational centers, with only 3 brand new centers remaining to be audited in 2024. These audits are repeated every 12-36 months and any non-compliance is given 1-3 months to be corrected.

Our high safety standards have also been further recognized externally through ISO certification in 3 new cities. Our operational centers in Brussels, London, and Milan joined our centers in Lyon and Rome in earning ISO 14001 and 45001 certification for our quality management systems, as well as our occupational health and safety management systems.



**USEFUL AND
AFFORDABLE
FOR LOCAL
COMMUNITIES**



USEFUL AND AFFORDABLE FOR LOCAL COMMUNITIES

To truly free our cities with clean rides for everyone, our service must be accessible to everyone. To this end, we’ve made our service even more affordable, through targeted discounts for underprivileged communities, and even easier to use, through investments in state-of-the-art support features. Going beyond our service, we continue to partner with local organizations who are working to make our communities a better place through our Helping to Help program.

KPI	2023	2022	Trend	Target
Average % of fleet orderly parked	97%	97%	+0	>95%



AFFORDABILITY & ACCESSIBILITY:

17K+ SUBSIDIZED TRIPS FOR UNDERSERVED COMMUNITIES

Your Way Home

As a 24/7 service, micromobility can be a safe option for individuals to get home at night, especially women & LGBTQ+ individuals who may not feel comfortable walking or taking public transport after hours. According to our most recent rider survey, 33% of women riders use Dott to get home safely at night.

To maximize this benefit of our service, we partnered with Your Way Home, a student-led nonprofit organization dedicated to fostering secure travel experiences for women and the LGBTQ+ community. Through their platform, individuals can report areas within the city where they feel unsafe traveling. Our pilot program, already launched in the city of Milan, provides discounts on our service to users of the Your Way Home platform. The partnership therefore both expands access to safe travel for vulnerable communities and promotes usage of their platform, which can in turn inform safer urban design.

Brussels Micro-Subsidy Pilot

To improve the affordability of our service and access to mobility in disadvantaged areas, we piloted a “micro-subsidy” program in Brussels. Supported by the EU-funded Molière project, we discounted rides starting in low-income areas with limited access to public transport by up to 70%. In the 2.5 month pilot, we subsidized 17,283 trips, generating 442 more rides than the typical ride volume for this time period. This also inspired longer trip-making on Dott, with 10% of subsidized rides exceeding 5km, compared to only 7% of all rides. Following the success of this pilot, we plan to work with our city partners to trial larger scale micro-subsidy schemes in more markets in 2024.

Cumulative Ride Uplift over Subsidy Pilot Period



SUPPORTING RIDERS:

>95% USER SUPPORT SATISFACTION

Efficient Support

In a continued effort to make our service easier to use, we significantly enhanced our customer support framework in 2023, particularly focusing on Self Service in our app. This strategic investment led to 40% of customer support interactions being autonomously resolved in two minutes or less. This also allowed us to respond to all customer support requests 50% faster than the previous year, with an average response time now under 3 hours.

Smooth Parking

We also introduced real-time support through live chat, focusing on user parking education and troubleshooting across all markets. Directly within our app, riders are connected with specialized agents, providing immediate access to guidance and support. As a smooth parking experience is critical to both our user experience and our proper integration in the public space, providing swift access to support in this process is essential. This led to an average of 97% of our fleet parked properly and an overall user satisfaction rate of over 95% for the year.

Center of Excellence

In 2023, we were thrilled to unveil our Center of Excellence in Warsaw, where our rider support services are now centralized. This center highlights our commitment to providing industry leading, in-house customer support and community engagement. It ensures our support staff are well-trained, aligned with our mission, and well connected with our service on the ground, enabling them to provide exceptional service and meaningful engagement with our communities.



HELPING TO HELP: 5 NEW PARTNERSHIPS

Pride Month

For Pride Month, we supported LGBTQ+ communities across Europe by making it easier for people to take part in their local Pride celebrations. We shared a promo code with riders in all of our cities for 50% off 2 rides on the day of the Pride parade in their city. This offer enabled more than 5,500 riders to celebrate pride more affordably.

In Tel Aviv, we also partnered with Hoshen, the Israeli LGBTQ+ Education and Information Center. Our scooters displayed a hang tag with the slogan of the campaign, “The freedom to be proud, the road to change starts with you”. Riders could scan the QR code on the hangtag to access information on Hoshen and a promo code for our service. We also shared in-app messaging to raise awareness of Hoshen, and decorated our helmets with special pride-themed stickers.



World AIDS Day

As part of World AIDS Day, Dott renewed its partnership with the French association AIDES, which has been fighting HIV/ AIDS and other STDs for 40 years. On December 1, we put out a call for donations on our social networks to benefit the association. Employees from our Paris office also volunteered in person, helping to set up the organization’s “Braderie de la Mode” fundraiser.



The Bike Project

We’ve continued our partnership 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.

Noël Solidaire

In Lyon, our teams collected 18kg of clothing, books, linens, and childcare items to donate to local associations supporting vulnerable populations. This was part of Noël Solidaire, a collection among hundreds of companies in the region to ensure the comfort of these populations throughout the winter.



GRI INDEX



Disclosure Number	Disclosure Title	Report Location	Comment	
General Disclosures				
GRI 2	2-1	Organizational details	2, 5	Legal name: emTransit B.V. Dott is a non-listed company with headquarters in Amsterdam and operations in Belgium, France, Israel, Italy, Poland, Spain, Sweden, and the UK.
GRI 2	2-2	Entities included in the organization’s sustainability reporting	2	Additional entities of Dott are not included in our sustainability reporting due to the lack of physical operations in these entities during the reporting period. Data and information from all entities is consolidated in a single management system. All disclosures in this report take into account all legal entities that were active in 2023.
GRI 2	2-3	Reporting period, frequency and contact point	2	We report annually. This report covers 1 January 2023 – 31 December 2023. This report was published on 4 July 2023. See About this Report for more detail.
GRI 2	2-4	Restatements of information		No restatements.
GRI 2	2-5	External assurance	2	See About this Report. Our carbon footprint validation can be found here .
GRI 2	2-6	Activities, value chain and other business relationships	5, 20, 22	Sector: Shared micromobility operator, Europe focused Our main suppliers are Okai and Ninebot, who produce our vehicles and their spare parts. While both are based in China, we are working to source more spare parts locally from the EU. We did not buy any new vehicles in 2023. We work with a network of recycling partners to process any waste produced by our operations.
GRI 2	2-7	Employees	5, 31	The total employee count is 770 FTE, of which 106 are women. This reporting is done at a head count level considering the data available as of 31/12/2023. The team headcount increased by 115 FTE over 2022. Due to the seasonality of the business, we hire more staff during our peak periods. During the peak season in 2023, we employed a total of 787 FTE.
GRI 2	2-8	Workers who are not employees		In some markets, we use third-party staff employed via staffing agencies. The most common work for agency staff is vehicle mechanics in our operations centers and drivers to rebalance vehicles and swap batteries. We currently do not accurately track the total number of third-party staff, but are working to improve this. Due to the seasonality of the business, we hire more third-party staff during our peak periods.
GRI 2	2-9	Governance Structure and Composition	6, 7	The structure and composition of the highest governing body and its committees can be found in the Governance chapter. The under-represented social groups included in the highest governing body and its committees, along with the competencies relevant to the impacts of the organization are not currently tracked.
GRI 2	2-10	Nomination and selection of the highest governance body	6, 7	See Governance chapter

Disclosure Number	Disclosure Title	Report Location	Comment	
General Disclosures				
GRI 2	2–11	Chair of the highest governance body	6	See Governance chapter
GRI 2	2–12	Role of the highest governance body in overseeing the management of impacts	6, 7	See Governance chapter
GRI 2	2–13	Delegation of responsibility for managing impacts	7	See Governance chapter
GRI 2	2–14	Role of the highest governance body in sustainability reporting	7	The Board holds overall accountability for sustainability and approved our sustainability policy, report contents and materiality assessments. The board delegates day-to-day management of sustainability implementation to the sustainability team.
GRI 2	2–15	Conflicts of interest	6, 7	The company has a Conflict of Interest Policy and Code of Conduct which state that the company does 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 2023.
GRI 2	2–17	Collective knowledge of the highest governance body	7	The Sustainability Committee reports to the Board on sustainable development quarterly. The Sustainability Team also hosts ad hoc sessions for the Sustainability Committee focused on upskilling or clarifying certain sustainability issues, for example carbon footprinting. The Board and Sustainability Committee were involved in our materiality process.
GRI 2	2–18	Evaluation of the performance of the highest governance body	6	The holders of the various classes of shares are entitled to appoint and remove their nominated board members in accordance with the provisions of the shareholders agreements. We currently do not have a formal board evaluation process, but this is something we are considering for the future.
GRI 2	2–19	Remuneration policies		All employees, as well as the highest governance bodies and senior executives, are compensated following our total compensation philosophy without any differences. All employees receive a fixed yearly pay, an Employee Stock Ownership Plan (ESOP) package, and a comprehensive benefits package. This package allows our employees to become shareholders in the company, aligning their interests with the long-term success of Dott. No variable pay is paid out to employees. In rare exceptions, a sign-on bonus can be provided. We also pay referral bonuses. We issue termination payments where legally required (ex: Netherlands and Italy). Clawbacks occur if employees use more holiday days versus their entitlement, and are settled with their last salary payment. We implemented a pension scheme in the Netherlands in 2021. In other countries, we organize pensions in line with the legal requirements.

Disclosure Number	Disclosure Title	Report Location	Comment	
General Disclosures				
GRI 2	2–20	Process to determine remuneration	34	Remuneration across the company is discussed at a global level to ensure consistency and a fair approach and adapted at a local level to ensure compliance. Work councils in France and the Netherlands are consulted in the creation of remuneration policies. This is done by benchmarking our data with data from 3rd parties, as well as sources from our shareholders. Our salary benchmarking exercise is also done with the assistance of independent consultants with expertise in their field. Salary guidelines are then compared, adapted and agreed by the leadership team. Stakeholders do not vote on remuneration policies.
GRI 2	2–22	Statement on sustainable development strategy	3	See Message from our founders
GRI 2	2–23	Policy commitments	3, 5, 9	We are signatories of the UNGC, and actively working towards the UNGC goals. Our Supplier Code of Conduct ensures protection of human rights in our value chain, and our sustainability framework is signed off by the COO. Policy commitments are shared with the company monthly through our all-hands meeting and by email when updated. To view other policy commitments, see The Dott Way , and Sustainability Manifesto
GRI 2	2–24	Embedding policy commitments	7, 9	Our Policy Managers and City Operation Managers collaborate with city administrations and their stakeholders to ensure operational requirements and service commitments are met. Our Supplier Code of Conduct ensures our policy commitments are embedded in our business relationships.
GRI 2	2–25	Process to remediate negative impacts	7, 11	We use our materiality assessment and life-cycle approach to identify and manage negative impacts in our operations and value chain. The reporting of grievances is encouraged through our Zero Retaliation Policy. Both internal and external stakeholders can report issues of non-compliance directly to Dott’s Legal Team or on an anonymous basis using Dott’s online reporting form. Internally, employees are encouraged to follow our formal grievance policy and Whistle-blower Policy. Externally, we provide multiple ways to reach Dott, including through our customer services team and through direct contact with our city stakeholders. We have a point of contact in each of our cities who is responsible for following up and escalating any grievance. For customer related grievances, our community support team monitors and tracks the status of each grievance, including how quickly the grievance has been dealt with. Dott maintains a risk register where high risk grievances/ repeated grievances are reported on and tracked with the intention that Dott removes or mitigates such risks.
GRI 2	2–26	Mechanisms for seeking advice and raising concerns	7	Both the Dott Code of Conduct and the Dott Supplier Code of Conduct include instructions on how to seek advice and for reporting concerns to Dott’s legal dept or anonymously via the Dott Online Reporting Form. Internal individuals are provided access to Dott’s Code of Conduct at the onboarding stage. External individuals, including suppliers, are directed to Dott’s Supplier Code of Conduct and required to contractually commit to follow its requirements.
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.

Disclosure Number	Disclosure Title	Report Location	Comment
General Disclosures			
GRI 2	2–28	Membership associations	International Level: Micro Mobility for Europe, Cycling Industries Europe, International Public Transport Association, UNGC, EIT Urban Mobility Belgium: Intelligent Transport Systems (ITS) 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	9 We maintain ongoing engagement with customers, local municipalities, and investors through local and headquarter 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 Italy, Belgium, Spain, and France.
GRI 3	3–1	Process to determine material topics	11 See Materiality section
GRI 3	3–2	List of material topics	11 No change in material topics
GRI 3	3–3	Management of material topics	9, 13, 17, 22, 26, 31, 37, 42 See relevant sections of report
GRI 205	205–1	Operations assessed for risks related to corruption	Total number and percentage of operations assessed for risks related to corruption: 100% No significant risks related to corruption were identified through the risk assessment.
GRI 205	205–2	Communication and training about anti-corruption policies and procedures	7 100% of suppliers receive our Supplier Code of Conduct which includes information on our Anti-Bribery and Corruption (ABC) policy. 30% of the Board (CEO & COO) have received a compulsory Code of Conduct training which included the topic of ABC. 100% of employees received a compulsory Code of Conduct training which included the topic of ABC.

Disclosure Number	Disclosure Title	Report Location	Comment
General Disclosures			
GRI 206	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Zero legal actions.
GRI 415	415-1	Political contributions	Zero political contributions.
Green Vehicles			
SASB	TR-CR-250a.2	Number of vehicles recalled	0
Green Operations			
GRI 302	302-1	Energy consumption within the organization	Primary data (invoices) used to calculate warehouse energy consumption. Secondary data (# of employees * average consumption of energy per employee) used to calculate office energy consumption. <ul style="list-style-type: none">Fuel consumption from non-renewable sources (including: gray electricity, Diesel, natural gas): 20,497,820 MJFuel consumption from renewable sources (including geothermal, biomass, hydraulic, wind, solar): 12,926,549 MJElectricity consumption: 4,597,861 KwhNatural Gas consumption: 1,200,555 KwhEnergy consumption: 33,424,370 MJ Source of conversion factors: European Environment Agency 2020. Not reporting on total amount of electricity, heating, cooling, steam sold as not applicable.
GRI 302	302-3	Energy intensity	0.42 MJ / Km ridden on a Dott vehicle. The ratio uses only energy consumption within the organization, and includes all types of energy (fuel, Diesel, electricity, Natural gas)
GRI 305	305-1	Direct (Scope 1) GHG emissions	17Scope 1: 700 tCO2e. GHG gasses included: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3. Baseline year is 2020 (first year we collated emissions data), when Scope 1 emissions were 550 tCO2e. Operational control consolidation approach. Source of emission factors and GWP rates: BC. 8.4, BC. 8.5, EEA 2020, AIB 2021, AIB 2020, IEA 2019, B.C. 8.4., Ecoinvent 3.8, Ecoinvent 3.9, Odyssey-Mure. See Carbon Footprint section for more information.
GRI 305	305-2	Energy indirect (Scope 2) GHG emissions	17Scope 2: 190 tCO2eq. GHG gasses included: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3. Baseline year is 2020 (first year we collated emissions data), when Scope 2 emissions were 332 tCO2e. Operational control consolidation approach. Same emission factors, standards, methodologies, assumptions used for Scope 1, 2, 3. See Carbon Footprint section for more information.

Disclosure Number		Disclosure Title	Report Location	Comment
GRI 305	305-3	Other indirect (Scope 3) GHG emissions	17	Scope 3: 5,099 tCO2eq. GHG gasses included: CO2, CH4, N2O, HFCs, PFCs, SF6, NF3. Baseline year is 2021 (first year we started collating emissions data including Scope 3), when Scope 3 emissions were 2,595 tCO2e. Operational control consolidation approach. Same emission factors, standards, methodologies, assumptions used for Scope 1, 2, 3. Scope 3 emissions include : Employee commuting, IT equipment manufacturing, business travels, vehicle & components manufacturing and transportation, end of life process. See Carbon Footprint section for more information.
GRI 305	305-4	GHG emissions intensity	17	GHG emissions intensity ratio : 75 gCO2e/km ridden on a Dott vehicle. Intensity ratio includes Scope 1, 2 and 3 GHG emissions. See Carbon Footprint section for more information.
GRI 305	305-5	Reduction of GHG emissions	19-20	GHG emissions reduced by 20% vs 2022. SBTi targets to reduce Scope 1 and 2 GHG emissions by 50% by 2030 compared to 2020 (baseline year). Scope 1 vs 2020 +27% ; Scope 2 vs 2020 -43%. Reductions of GHG emissions are also measured in intensity as Dott is a scaling business: -61% gCO2e/km compared to 2020. See Carbon footprint section for more information.
Full Lifecycle Management				
GRI 306	306-1	Waste generation and significant waste-related impacts	22-24	Dott ‘Waste Management Standard Operating Procedure’ provides guidelines to monitor and mitigate waste-related impacts across operations. We track inputs (materials used for vehicles & batteries production, maintenance & repairs) and outputs (end-of-life disposal). We focus mainly on waste-related impact generated from our own activities, but we are currently mapping waste-related impacts throughout the upstream value chain to raise awareness and promote sustainable practices across producers.
GRI 306	306-2	Management of significant waste related impacts	22-24	All broken beyond repair vehicles are dismantled, repairable parts are salvaged and reused, while any other parts are recycled. All waste is treated by specialized Waste Management partners that must sign Suppliers Code of Conduct to abide by Dott’s ESG standards. Every time waste is collected, the Waste Management partner provides an invoice detailing quantities of waste collected and end-of-life process. All information is stored in a centralized database. Monthly reporting and reviews of waste generated, by market.
GRI 306	306-3	Waste generated	22-23	Waste data is sourced by direct monthly measurements at warehouse level. Total waste generated: 103.53 tons, including: Aluminum: 32,331 kg, Batteries: 612 kg, Electronics: 5,916 kg, Ferrous Metals: 10,989 kg, Motors: 300 kg, Office waste: 12,741 kg, Paper: 6,129 kg, Plastic: 10,466 kg, Rubber: 20,688 kg.
GRI 306	306-4	Waste diverted from disposal	22-24	Waste data is sourced by direct monthly measurements at warehouse level. All waste diverted to disposal is managed by specialized partners. <ul style="list-style-type: none">• Total waste diverted from disposal: 102.562 tons, including: Aluminum: 32,331 kg, Batteries: 612 kg, Electronics: 5,916 kg, Ferrous Metals: 10,989 kg, Motors: 300 kg, Office waste: 11,841 kg, Paper: 6,072 kg, Plastic: 10,455 kg, Rubber: 20,688 kg.• Total hazardous waste diverted from disposal: 612 Kg, including: Batteries: 612 Kg. 100% sent to recycling offsite through specialized partners. Other recovery options : N/A. Preparation for reuse : Not tracked.• Total non-hazardous waste diverted from disposal: 101.950 tons, including: Aluminum: 32,331 kg, Electronics: 5,916 kg, Ferrous Metals: 10,989 kg, Motors: 300 kg, Office waste: 11,841 kg, Paper: 6,072 kg, Plastic: 10,455 kg, Rubber: 20,688 kg. 100% sent to recycling offsite through specialized partners. Other recovery options : N/A. Preparation for reuse : Not tracked.

Disclosure Number		Disclosure Title	Report Location	Comment
GRI 306	306–5	Waste directed to disposal	22–23	Waste data is sourced by direct monthly measurements at warehouse level. All waste diverted to disposal is managed by specialized partners. <ul style="list-style-type: none">• Total waste directed to disposal: 968 Kg, including: Office waste: 900 kg, Paper: 57 kg, Plastic: 11 kg.• Total hazardous waste directed to disposal: 0 Kg.• Total non-hazardous waste directed to disposal: 968 Kg. 100% landfilled offsite through specialized partners.
Catalyst for Modal Shift				
SASB	TR–CR–410a.2	Fleet utilization rate	26	Average scooter trip distance: 2.3km Average bike trip distance: 3.0km
Responsible & Inclusive Employer				
GRI 401	401–2	Benefits provided to full-time employees that are not provided to temporary or part- time employees		See the list of benefits for office and ground team employees on Dott’s recruitment page: https://ridedott.com/join-us/ Most benefits apply to all employees (including temporary or part-time). Those that do not apply to temporary or part-time employees are Parental Leave (all locations) and Sabbatical Policy (all locations). The definition used for ‘significant locations of operation’ is ‘country of operation’.
GRI 404	404–2	Programs for upgrading employee skills and transition assistance programs	35	We do not have formal transition assistance programs in place, but often connect personnel impacted by restructuring with relevant partner organizations with open positions. See the Responsible and Inclusive Employer chapter for more details.
GRI 404	404–3	Percentage of employees receiving regular performance and career development reviews		100% of office staff (35% of total staff) received a regular performance and career development review during the reporting period. 39% of office staff are women.

Disclosure Number	Disclosure Title	Report Location	Comment
GRI 405	405-1	Diversity of governance bodies and employees	6, 31, 33
			<p>Percentage of individuals in each of the following diversity categories :</p> <p>Board of Directors:</p> <ul style="list-style-type: none">• Gender : 100% men• Age group: Not tracked <p>C-Level Executives:</p> <ul style="list-style-type: none">• Gender: 70% men / 30% women;• Age group: <30 yo: 0% / 30-50 yo: 86% / >50 yo: 14%; <p>Employees:</p> <ul style="list-style-type: none">• Gender : 85% male, 15% women<ul style="list-style-type: none">• Level 3: 61% women• Level 4: 63% women• Level 5: 66% women• Level 6: 27% women• Level 7: 28% women• Level 8: 37% women• Level 9: 34% women• Level 10: 40% women• Level 11: 36% women• Level 12: 42% women• Level 13: 30% women• Age group (Not currently tracked by level) : <30 yo: 47% / 30-50 yo: 49% / >50 yo : 4% <p>We currently do not track other indicators of diversity for employees or governance bodies, but will in the future.</p>
GRI 405	405-2	Ratio of basic salary and remuneration of women to men	35
			Ratio of basic salary and remuneration of women to men is 1:0.54 including our ground teams, 1:1.13 excluding our ground teams. This data is currently not tracked by level or geography, but will be in the future.
GRI 406	406-1	Incidents of discrimination and corrective actions taken	
			Zero incidents recorded
Safe for All			
GRI 403	403-1	Occupational H&S management system	40
			Dott H&S (Health & Safety) management system is based on our internal H&S policy and Safety Standards. It is ISO45001-certified in Lyon, Rome, London, Milan, and Brussels. It covers 100% of our workers, including those in operational centers, street operations and offices.

Disclosure Number	Disclosure Title	Report Location	Comment	
GRI 403	403-2	Hazard identification, risk assessment, and incident investigation	40	Dott Risk Management approach is based on 89/391/EEC, the legal backbone of H&S in the EU. We try to eradicate risk at the source, and if we cannot, we implement collective engineering controls or a new organizational setup, relying on PPE as a last resort or additional protective measure. The local H&S champion is responsible for workplace risk assessments, risk control measures, incident investigation, record keeping, and reporting to relevant authorities as required. Local H&S champions and City managers perform periodic risk assessments. Risk assessment reviews are also triggered by significant changes in the business environment, new processes or systems implementation, incidents or near-misses, feedback or suggestions, compliance and regulatory changes. Dott H&S policy states that all staff should report H&S concerns to their line manager or local H&S champion. We encourage reporting work-related hazards (whistleblower policy) and participating in overall H&S improvement. All staff are responsible for achieving safe working conditions by observing safety rules, caring for their H&S and that of others, cooperating with managers on H&S matters (including incident investigation). All accidents and injuries at work are recorded in the Accident Book, kept locally at each operational center. Any situation leading to a worker removing himself from a work situation is scrutinized by the local City manager and H&S champion to inform new mitigation measures (engineering controls, organizational changes etc.). Our safety culture in place is oriented towards fixing the problem together with the worker to make the work situation pleasurable and safe.
GRI 403	403-3	Occupational health services		Country-specific approach is adopted for occupational H&S functions. For example in France, periodic medical visits carried out for all employees, based on a risk assessment performed by the occupational H&S safety function. Ergonomists from occupational H&S visit the workplace in case of H&S concerns (e.g. back pain) and provide recommendations. Workers are informed when they sign their contract by HR on the ways and means to contact the local occupational H&S service.
GRI 403	403-4	Worker participation, consultation, and communication on occupational H&S		As per our H&S policy, Dott informs and consults directly with all staff regarding H&S matters. Monthly meetings between our COO, VP of Central Operations and Head of H&S ensure a regular pulse check and necessary actions to progress on our H&S roadmap. The Controlling Committee, headed by our COO, meets twice a year and is accountable for checking adherence to our Safety Standards, validating changes, and allocating resources. As of 2023, our third party staff is not overseen by the Controlling Committee, but this will change in 2024.
GRI 403	403-5	Worker training on occupational H&S	40	As per our internal standards, workers are given a general H&S induction and provided with appropriate training, which may include manual handling, control of substances hazardous to health, electrical safety, fire safety, road safety and the use of personal protective equipment. All H&S training is available in the local national language of the countries and subtitles are available in 5 languages.
GRI 403	403-6	Promotion of worker health		We offer comprehensive health insurance for employees and their families in Poland and France. Monetary contribution for health insurance on top of salary is offered in the Netherlands. Free counseling sessions are available to all employees through our partner OpenUp, through which employees can speak to a counselor 24/7, without notifying Dott.
GRI 403	403-7	Prevention and mitigation of occupational H&S impacts directly linked by business relationships	40	The building blocks of our H&S management system consist of: 1. A H&S policy, which influences behaviors and prioritizations. 2. Internal Safety standards, applied rigorously across sites to manage main identified risks (prevention of fires, road accidents, and musculoskeletal disorders).
GRI 403	403-8	Workers covered by an occupational H&S management system		Dott H&S (Health & Safety) management system covers 100% of employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers. Data is gathered via our internal PeopleIS in combination with company doctor intermation.

Disclosure Number	Disclosure Title	Report Location	Comment
GRI 403	403-9	Work-related injuries	40 <p>For all employees and non-employees: 0 fatalities as a result of work-related injury; 5 high-consequence work-related injuries (0.2 per million hours worked); 102 recordable work-related injuries (32 per million hours worked), mainly heavy-loads back injuries & minor injuries due to road accidents; 3.1 million hours worked. (Workers who worked <1 week over 2023 were excluded due to non-registration in the software.)</p> <p>Workplace injuries are reported to the Quality, Health & Safety team, and tracked in a central database in accordance with the ILO Code of Practice. Three main risks identified over 2023: batteries thermal runaways, road accidents, musculoskeletal disorders. 3 high-consequence injuries in 2023 related to road accidents, 0 related to fires or musculoskeletal disorders. Dedicated safety standards mitigate main risks by covering training, equipment, infrastructure, processes etc. See more details in the Safe for All chapter.</p>
GRI 403	403-10	Work-related ill health	Zero cases of work-related ill health have been reported company-wide, and zero hazards have been identified that pose a risk to ill-health.
GRI 416	416-1	Assessment of the H&S impacts of product and service categories	100% of product and service categories are assessed for improvements in terms of H&S impacts.
GRI 416	416-2	Incidents of non-compliance concerning H&S impacts of products and services	No incidents of non-compliance were recorded.
Useful & Affordable for Local Communities			
Bespoke	N/A	Gender split of riders	65% male 36% female
SFDR Indicators			
SFDR	4	Active in the fossil fuel sector	No
SFDR	6	Energy consumption intensity	0.51 MJ / EUR Revenue
SFDR	9	Hazardous waste	612 Kg hazardous waste generated. 100% recycled through specialized partners.

Disclosure Number		Disclosure Title	Report Location	Comment
SFDR	10	Violations of UN Global Compact principles and Organization for Economic Cooperation (OECD) Guidelines for Multinational Enterprises		None
SFDR	11	Processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	10	We are official members of UN Global Compact & our sustainability framework is mapped to the SDGs & 10 UN Global Compact Principles.
SFDR	12	Unadjusted gender pay gap	31, 34	Office teams: 13%; Ground teams: -8%
SFDR	13	Board gender diversity	6	0 female members, 6 male members
SFDR	14	Active in the manufacture or selling of controversial weapons		No