2025 Sustainability Report

Contents

About this Report

This is Dott's 5th annual sustainability report, published in accordance with the Global Reporting Initiative (GRI) standards. We are proud to have been the first shared micromobility operator to publish a sustainability report in GRI standards. The consistent publication of this report every year since 2021 marks our continued commitment to transparency in our sustainability journey.

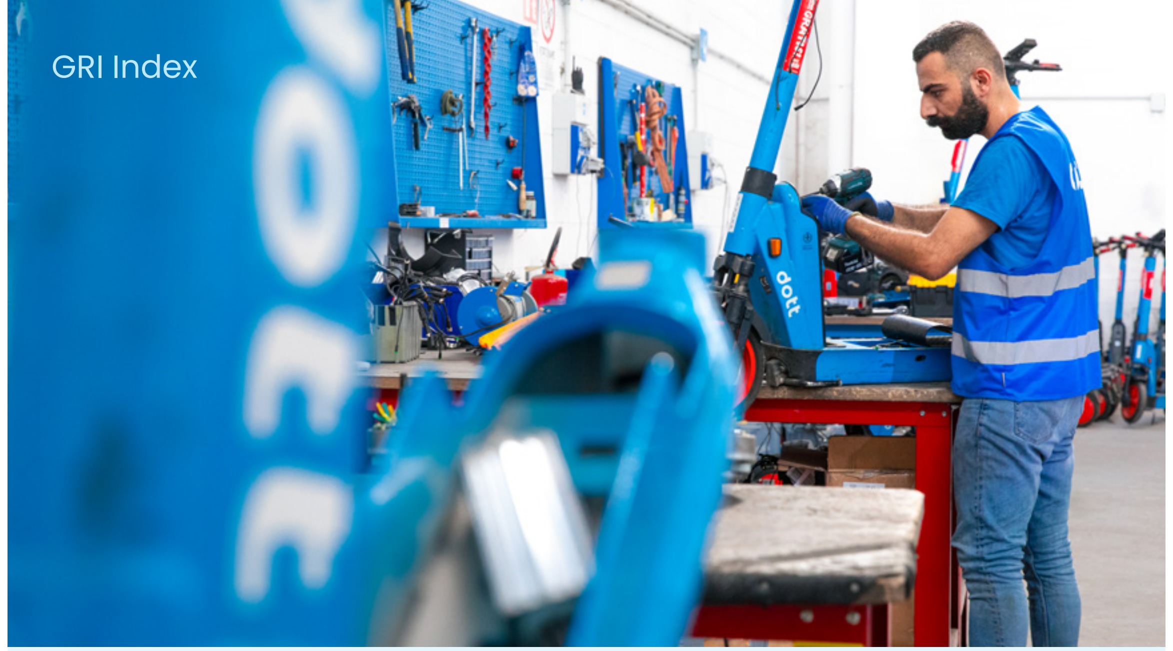
This sustainability report covers the operations of TIER Mobility SE and its subsidiaries for the calendar year 2025. As the second report published since the merger of TIER and Dott, this report provides an update on progress towards the unified sustainability targets set for the merged company in last year's report.

For questions regarding this report or the reported information, please contact our sustainability team via sustainability@ridedott.com.

Publication date: 16 July 2026

35% lower e-scooter carbon intensity,
reducing our impact while elevating our service

Read more on **page 15**



Commitment to reach Net Zero by 2050,
setting the north star for our carbon reduction

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18% reduction in injuries,
driven by investments in safety

Read more on **page 11**

42% of leadership positions held by women,
delivering on our commitment to diversity

Read more on **page 19**

Moving Us Closer

This marks our fifth year publishing an annual sustainability report. When we published our first report back in 2021, it was an unprecedented commitment to sustainability and transparency in the industry. Since then, we've seen the industry mature, regulations improve, and shared micromobility become a core part of urban transport systems across the globe. Dott has also grown from serving 40 cities to over 400 through major tender wins and a large-scale merger with TIER. We recently celebrated 500 million rides taken on our vehicles since the launch of our service.

Throughout all of these changes, one thing has remained the same: our commitment to changing our cities for the better, and doing so responsibly. At the start of 2026, we announced a refined mission of Moving Us Closer. Beyond changing mobility, the past 7 years of our operations have demonstrated the power of our service to change lives for the better. Now more than ever, transport needs to bring us together. We are replacing barriers with bridges, making our cities more connected.

In 2025, the data shows we are delivering on that mission. 47% of our rides connected with public transport, up 6 percentage points from the year before. 25% of rides directly replaced a car, taxi, or ride-hail journey.

At the same time, we remain committed to driving change internally. That's why we're setting new group-wide targets to achieve Net Zero by 2050. This is a major step in our sustainability journey, and reflects our strengthened commitment to mitigating climate change as a unified company.

We already took important steps towards this goal in 2025, most significantly with the beginning of our fleet refresh. We launched our latest e-scooter and e-bike models, 2 vehicles designed from the ground up to be safer, longer-lasting, and less carbon-intensive than any vehicles we have operated before. Our newest e-scooter carries a carbon footprint 35% lower than its predecessor. These improvements represent a step change in the quality and sustainability of our service.

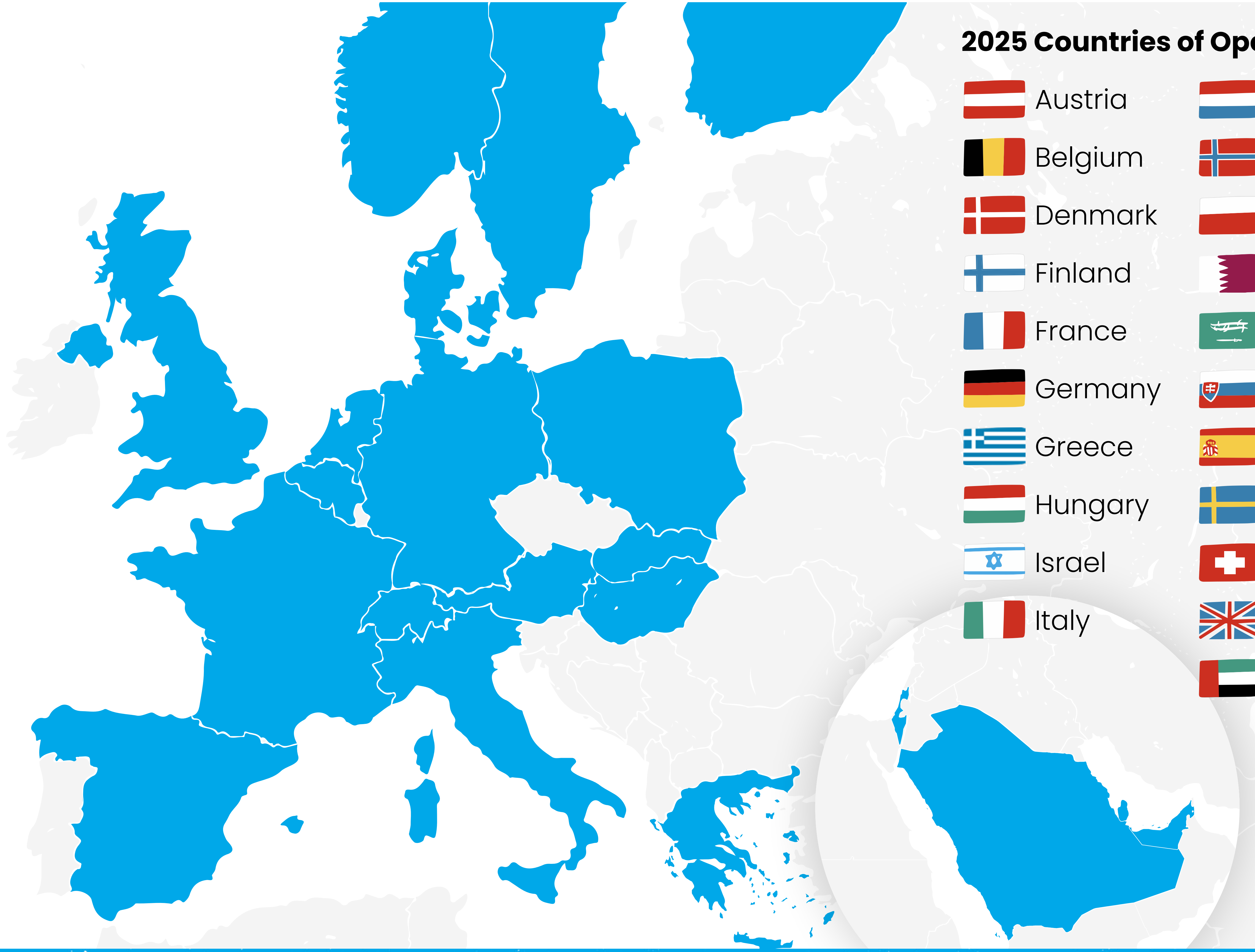
We are now carrying that momentum into 2026. At the start of this year, we began rolling out 45,000 of these new vehicles across Europe, setting the baseline for a better service for years to come. We've traveled quite a distance over the past 500 million rides, but this is just the beginning of the journey.

Maxim Romain, ***CEO***
Henri Mossinac,
Executive Chairman

About Dott

Dott is the European champion of shared micromobility, managing 200,000 shared e-bikes and e-scooters in over 400 cities across Europe and the Middle East. With a mission of Moving us Closer, we bring everyone closer to the people and places they love. To this end, we offer the best connected micromobility service in Europe. Through collaboration with local officials, public transport providers, and major European partners, we integrate seamlessly into our cities and our riders' daily lives.

Since launch, we've moved over 30 million people on over 500 million rides. Our corporate seat is in Berlin and our functional headquarters are in Amsterdam, alongside major offices in Paris and Wrocław. At the end of 2025, we had 1,224 employees, mostly based in Germany, France, and Poland.



2025 Countries of Operation

- Austria
- Belgium
- Denmark
- Finland
- France
- Germany
- Greece
- Hungary
- Israel
- Italy
- Netherlands
- Norway
- Poland
- Qatar
- Saudi Arabia
- Slovakia
- Spain
- Sweden
- Switzerland
- UK
- UAE

Governance

Board of Directors

Dott operates under a one-tier governance structure, with the Board of Directors serving as the Company's highest governance body. The Board is composed of representatives of major shareholders and one executive member, the CEO, with no independent members. There is currently one female member and two members from minority ethnic and religious backgrounds. Dott is committed to continued progress in Board diversity to ensure broader representation and varied perspectives.

Collectively, Board members possess expertise in mobility, technology, finance, sustainability, and corporate governance, supporting effective oversight of Dott's economic, environmental, and social impacts. To support its oversight responsibilities, the Board has established three committees: the Sustainability Committee, the Audit Committee, and the Remuneration Committee.

Sustainability Committee

The Sustainability Committee monitors Dott's sustainability performance and advances key business priorities related to sustainability. The Committee oversees the company's due diligence processes and the management of Dott's impacts on the economy, environment, and people. The CEO and Sustainability Team report on the management of the organization's impacts to the rest of the Sustainability Committee twice a year. These updates are then shared with all employees of the company.

Sustainability Team

Managing the organization's impacts on the economy, environment, and people is specifically delegated to the Sustainability Team, which reports to the Chief Operating Officer (COO). The Sustainability Team operates as a collaborative force, working shoulder-to-shoulder with the entire organization, fostering a collective effort towards achieving our sustainability goals.

Management Team

Day-to-day management of the Company is delegated to the executive management team, which includes the CEO and the senior executive of each department: operations, finance, people, product and tech, and legal. Each executive is responsible for impacts within their respective business functions. They ensure that responsible business conduct principles are embedded in day-to-day decision-making and risk management processes.

Works Councils

Dott has established Works Councils in France and the Netherlands. These councils are elected groups, consisting of members from both ground and office teams. 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 the company's leadership to maintain a positive working environment.

Code of Conduct

All employees have a responsibility to ensure a positive impact on the economy, environment, and people. Our Code of Conduct explicitly commits the Company to respect human rights, promote transparency, and act responsibly in all aspects of our business. Supporting the Code are a series of policies covering whistleblowing, compliance, privacy, health and safety, environment, and diversity and inclusion. Our policy framework draws on internationally recognized standards, including the UN Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Core Conventions. All employees receive and acknowledge the Code of Conduct upon joining Dott, and office employees receive mandatory annual training on the Code, compliance, privacy, and security policies.

Our Commitment to Sustainability

We believe every ride is an act of connection and a quiet act of progress for the city it moves through. We have a vision of more human-centric cities, where our streets are reclaimed for people and our communities are brought together. Achieving this vision requires a shared micromobility service that cares for the people and places it serves. That's why sustainability has been foundational at Dott since our inception and informs the work of every team across the organization.

Double Materiality

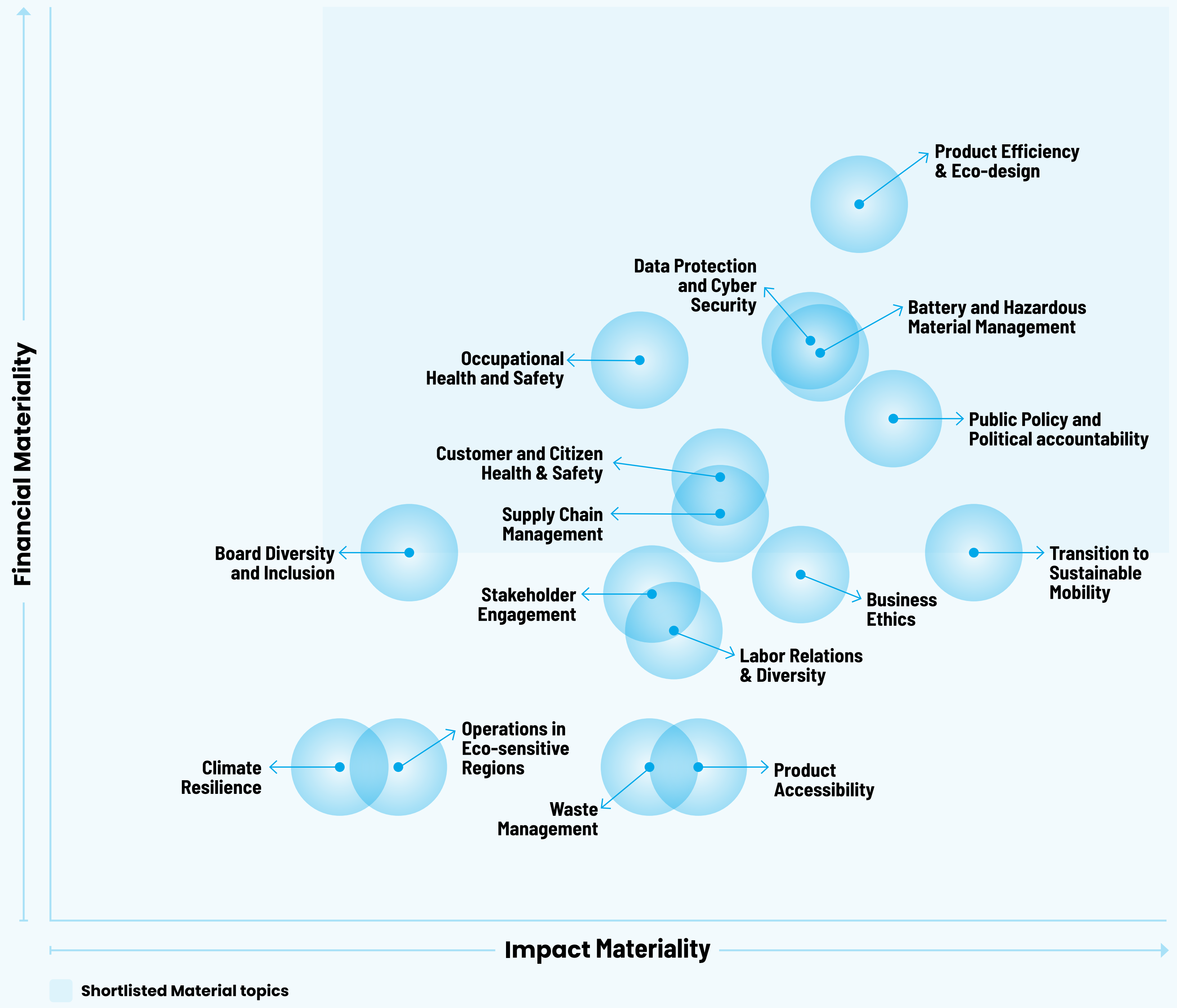
In 2025, we conducted our first Double Materiality Assessment (DMA), following the guidance from EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Double materiality accounts for both impact materiality, the ways in which Dott's operations affect the environment and society, and financial materiality, the ways in which external environmental and social factors may create financial risks or opportunities for our business.

Our assessment began with a comprehensive review of over 50 potential sustainability topics, derived from the GRI and ESRS frameworks, as well as specific topics relevant to the micromobility industry. Through a series of internal and external consultations, we shortlisted 9 key material topics, visualized in the materiality matrix. They represent the most significant impacts, risks, and opportunities of our organization.

Stakeholders Consulted: employees (including c-team and leadership), Dott users, city residents, government officials, industry organizations, investors, suppliers, public safety groups, public transport operators, third-party operations partners

Double Materiality Matrix:



Sustainability Framework

Informed by our double materiality assessment, we refined our sustainability framework in 2025 to better match our key material impacts. This framework outlines how we manage these impacts and aligns our work to the UN Sustainable Development Goals. Our approach focuses first on amplifying our positive impact in pursuit of our vision, going beyond mitigating potential negative impacts.

The framework encapsulates 3 overarching pillars:

- We accelerate cities' **sustainable mobility transition**
- with **circular micromobility** solutions,
- powered by a **responsible business**.

Each pillar is supported by a set of focus areas, each with specific targets and KPIs to track our progress. Over the following sections of this report, we dive deeper into each pillar, its targets, and our progress in 2025.

Sustainable Mobility Transition

Focus Area:	Material Topic:
Integrated Transport	Transition to Sustainable Mobility
Safe Mobility	Customer and Citizen Health & Safety
Trusted City Partner	Public Policy and Political Accountability

Circular Micromobility

Focus Area:	Material Topic:
Durable Vehicles	Product Efficiency & Eco-design
Durable Batteries	Battery & Hazardous Material Management
Full Lifecycle Management	Supply Chain Management

Responsible Business

Focus Area:	Material Topic:
Safe Workplaces	Occupational Health and Safety
Inclusive Teams	Board Diversity and Inclusion; Labor Relations & Diversity[1]
Digital Trust	Data Protection and Cyber Security

1. Not identified as a key material topic in our materiality assessment, but included as a key company priority

Sustainable Mobility Transition

In pursuit of our vision of more human-centric cities, we work with our city partners to reclaim our streets and accelerate the transition from cars to micromobility and public transport. This requires delivering a service that is integrated, safe, and trusted by our communities. In 2025, our efforts across this pillar delivered clear results: more riders are connecting with public transport, more trips are replacing car journeys, and safety outcomes continue to improve.

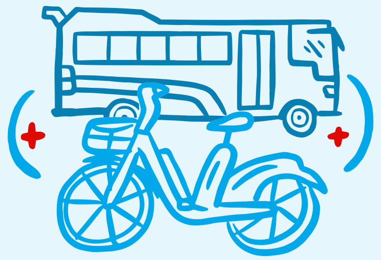
Targets	2024	2025	Trend
50% of rides connect with public transport by 2030	41%	47%	+6
30% of rides directly replace motor vehicles by 2030	21%	25%	+4
0 injuries requiring medical treatment per million kilometer ridden by 2030	3.6 1.9	2.7 1.3	-25% -31%

Rider Survey

We use our annual rider survey to measure our progress in creating connections and inspiring modal shift. In 2025, we conducted our largest survey yet, with over 8,600 respondents across 37 cities. The results show we're well integrated in local transport networks, with 47% of rides globally connecting directly with public transport. This figure even reaches as high as 77% in Stuttgart. We're also encouraging more light mobility usage, with 36% of respondents stating they use bikes or e-scooters more frequently since adopting Dott. With more accessible sustainable transport options, we're reducing car dependence: among riders who previously used cars, taxis, or ride-hailing, 63% have reduced their use of these modes. You can read our full survey results **on our website**.

47%

Dott rides that connect with public transport



Integrated Transport:
12 new deep MaaS integrations

Building well-connected cities doesn't happen in silos. Shared micromobility delivers its greatest value when it is properly embedded in the urban transport network.

That's why we pursue local transport integration at three levels:

- **Physical infrastructure**
- **Digital systems**
- **Fare offers**

Physical

Physically, we drive connections with public transport by integrating in mobility hubs. Our partnership with ÖBB, Austria's national railway operator, is a strong example. ÖBB has established 18 hubs across 15 cities where Dott vehicles are available at train stations, enabling seamless first and last mile connections.

In 2025 we also strengthened our integration into the streetscape by piloting on-street charging racks in Kista, Sweden and Baerum, Norway. These racks facilitate compliant parking and charge vehicles while stationary, creating tidier streets, better vehicle availability, and reduced service trips for our operations teams. In Kista, 100% of rides were docked properly and battery swaps were eliminated. In Baerum, six charging stations cut battery swaps by 55% and delivered 109% more trips per swap. We're now working with our infrastructure partners to scale this solution in additional markets.

Digital

Through Mobility-as-a-Service (MaaS) integrations, we embed our service directly into third-party mobility applications. We prioritize deep integrations, where riders can find, book, and pay for Dott entirely within the partner platform for a completely seamless experience. We now have 19 deep MaaS integrations, the most of any micromobility operator.

In 2025 alone, we added 12 new deep integrations. Two were Europe-wide platforms, Europcar and uMOB, expanding our reach to new user groups across the continent. The others strengthened our local presence by connecting Dott to the travel apps people already use in their cities. At the time of writing, we've added 2 new integrations, including becoming the first micromobility operator to have a deep integration in DB Navigator, making our service even more accessible across all of Germany.

Fares

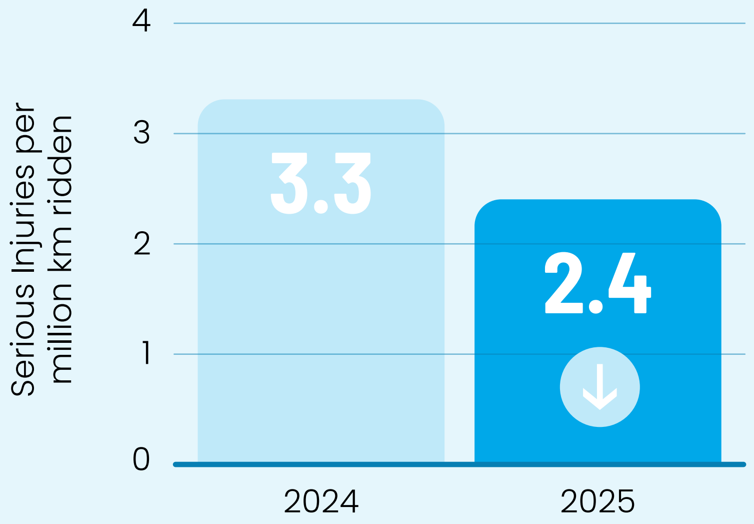
The final level of integration we pursue is through fares, making it more affordable to combine micromobility with public transport. From 2024 to 2025, we piloted integrated fares in 9 Italian cities, including Turin and Rome, in which the purchase of a local public transport pass came with free wallet credits to use Dott. In Turin, 64% of those who claimed this joint offer reported using micromobility more since purchasing the pass and 30% said they would not have bought a public transport pass without the Dott offer. This program therefore both promoted the combined use of micromobility and public transport and increased public transport uptake in the first place. Learnings from the program are now being used to replicate similar projects in other countries.

Safe Mobility:
18% fewer injuries

Safer Vehicles

In 2025, we launched our 5th generation e-scooter, which raises the bar for safety and rider experience, featuring highly accurate IoT positioning and a larger, puncture-proof front wheel. This model also supports advanced technology integrations, including tandem riding detection and AI-powered sidewalk riding detection, improving the safety of pedestrians and other road users. We also launched our 3rd generation e-bike in Paris, which features a torque sensor for smoother acceleration, 26 inch wheels for a more stable and comfortable ride, and an enhanced LED display. At the start of 2026, we are now rolling out 45,000 of these new vehicles across Europe to upgrade the quality and safety of our fleet.

-28% Lower Serious Injury Rate



Less Injuries

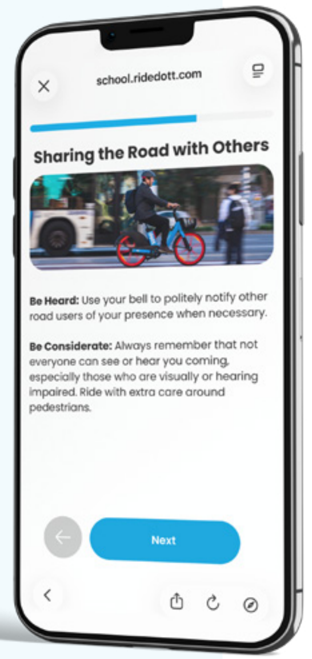
Ensuring the safety of every ride is our number one priority, and the data shows we are making clear progress. In 2025, the total number of injuries across our service fell by 18%, with serious injuries (i.e. those requiring medical treatment) falling 35%. This decrease exceeded a slight drop in kilometers traveled, resulting in the rate of serious injuries falling by 28% to only 2.4 per million kilometers traveled. These results reflect our continued investments in hardware and operations, as well as our ongoing collaboration with cities to develop safer infrastructure, ensuring safety and growth go hand-in-hand.

“We see rider safety as more than just minimizing incidents. It’s an opportunity to build trust with riders and city partners, while continuously improving our operations”

Franziska Porter,
Community Safety Program Lead

Dott Safety School

To complement our safer hardware, we launched the Dott Safety School. In addition to our mandatory in-app training before the first ride, Dott School is a comprehensive online rider education program that includes modules on parking and riding rules, including clear guidance to protect people with visual or mobility impairments. Over 1,500 riders have completed the training thus far and we’re rolling it out in additional countries in 2026.



Trusted City Partner: €2,000 donated to LGBTQIA+ advocacy

City Collaboration

At Dott, city collaboration is the foundation of how we operate. For us, a successful micromobility service is one that cities can trust. That's why we have never launched in a city without prior approval, and we have never overstayed a license. We maintain a direct point of contact with every city we serve, ensuring fast response times to concerns and complaints. Our collaborative approach means we work alongside cities to solve challenges: sharing data transparently, providing benchmarks and best practices from across our network of operations, and engaging in open dialogue to address issues as they arise.

Helping to Help

Through our Helping to Help program, we go beyond our core service and partner with local organizations to uplift our communities. The largest example from 2025 was our Pride Bikes initiative, which directly contributed to the fight for LGBTQIA+ equality. In six cities, we decorated selected bikes in honor of Pride month. The net revenue earned by these bikes in June was then donated to ILGA-Europe, a European LGBTQIA+ advocacy organization. In total, the initiative raised €2,000 for the organization and raised awareness of their work to our full rider base.

"We don't operate our cities from afar, we're locals. Helping to Help is our way of giving back to the communities we call home."

Eric Jewel, Manager, Central Policy & Sustainability

Circular Micromobility

Since the start, we've built a circular approach to micromobility: ensuring our vehicles and batteries stay in use for as long as possible and maintaining a responsible value chain at every step of the way. Beyond extending the lifespan of our existing vehicles and batteries, this year we invested in new vehicles with an even longer life and lower impact from the outset, in pursuit of our goal to be a Net Zero company.

Targets	2024	2025	Trend
Scopes 1 & 2: 1.4k tCO_2e by 2035 0.4k tCO_2e by 2050	2.2k	3.9k	N/A[2]
Scope 3: 36 g/km by 2035 3 g/km by 2050	128 g/km	108 g/km	N/A[2]
Average e-scooter lifetime >10 years	Metric under development[3]		N/A
Average e-bike lifetime >15 years	Metric under development[3]		N/A
>99% waste generated sent to recycling by 2030	98%[4]	99%	**+1** ↑

2. 2025 is our baseline year due to improved calculation accuracy and more representative operations **3.** Our latest e-scooter & e-bike generations are expected to last 10 and 15 years, respectively. We are currently refining how we measure the lifespan of our existing fleet, as we believe in evaluating performance based on observed data, not predictions. **4.** Data did not include former TIER markets.

Company Carbon Footprint

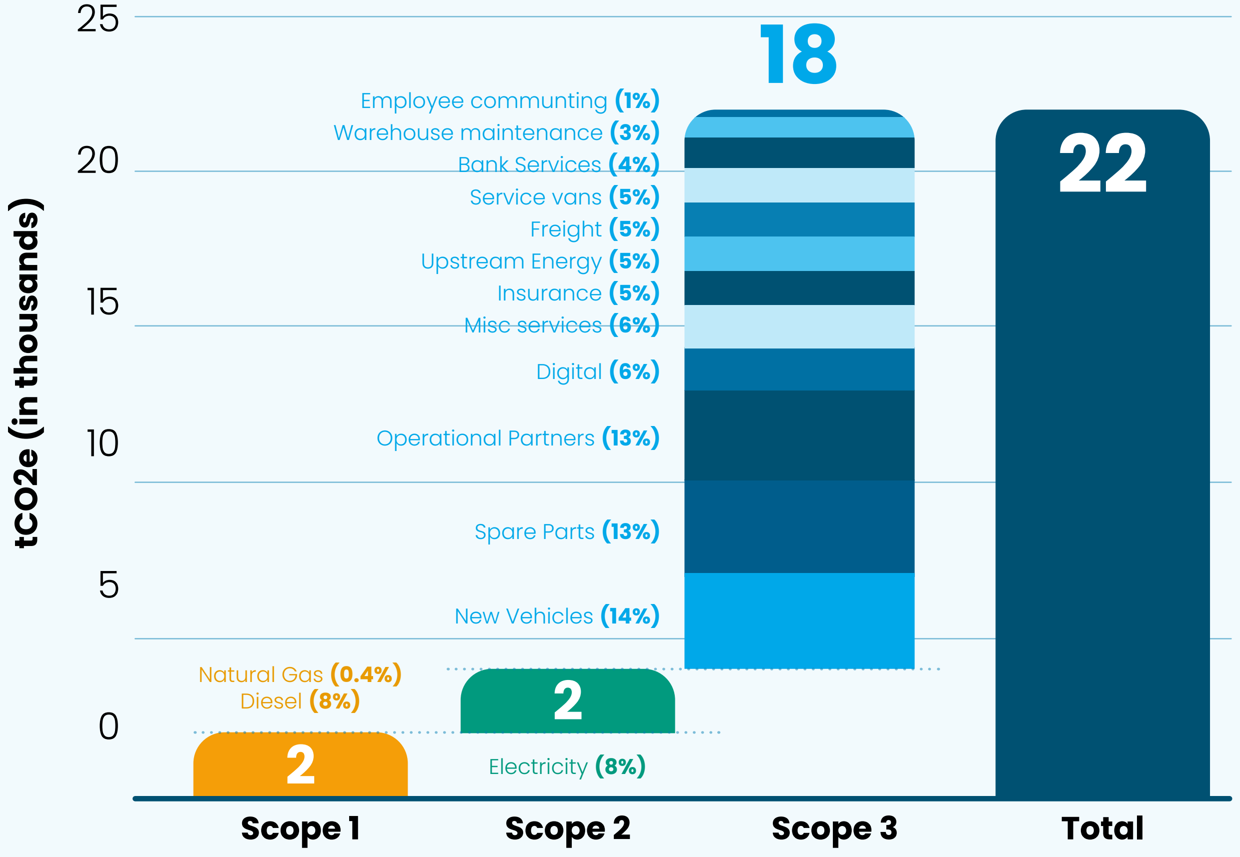
While we've been measuring our carbon footprint since 2020, 2025 marks our second year of conducting a Company Carbon Footprint (CCF) calculation as a merged company. Our CCF provides a comprehensive view of our emissions as an organization, including corporate overhead and full supply chain activities. In 2025, our total emissions amounted to 21,981 tonnes of CO_2e across Scopes 1, 2, and 3, calculated in collaboration with Greenly in accordance with the Greenhouse Gas Protocol.[5] This year we received Greenly's Gold Climate Strategy rating, placing us in the top 5% of companies for climate strategy maturity. The certification can be found **here**.

5. 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 takes conservative assumptions and does not deduct emissions due to recycling and end of life management.

Our Scopes 1 and 2 emissions, which primarily include electricity consumption in our operational centers and diesel consumption of our non-electric service vans, accounted for 17% of our emissions in 2025. The majority of our emissions fall under Scope 3, upstream of our operations, largely driven by the production of our new vehicles and their spare parts.

Notably, 71% of our 2025 emissions were calculated using primary activity data, rather than being estimated with accounting data. This is a major leap in accuracy, reflecting our investments in sustainability data tracking. With this improvement in CCF accuracy, and due to 2025 being a more representative operational year post-merger, we are establishing this as our new baseline year for carbon reduction.

Carbon Footprint Breakdown by Source:



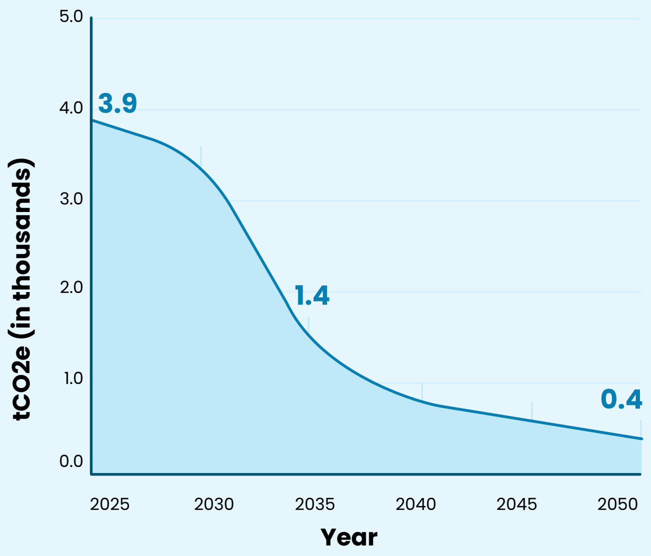
The Path to Net Zero

While both TIER and Dott previously set near-term Science Based Targets (SBTs), we've set new group-wide targets, based on this 2025 baseline, to reach Net Zero by 2050. We are targeting an absolute reduction of Scopes 1 and 2 by 63% by 2035 and 90% by 2050, and a reduction in Scope 3 intensity (measured as gCO_2e per kilometer ridden) of 66% by 2035 and 97% by 2050. At the time of publication, these targets are still pending approval by the Science Based Targets Initiative (SBTi).

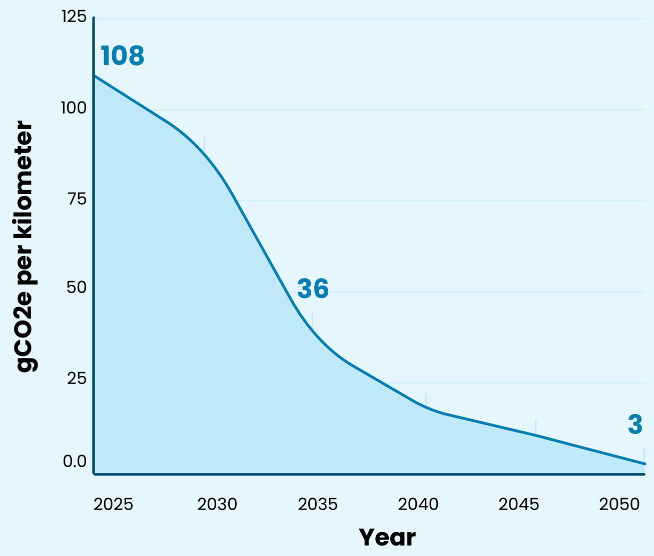
To reduce Scopes 1 and 2, we are prioritizing electrifying our remaining diesel vans and increasing our use of renewable energy. To reduce our Scope 3 intensity, we are investing in longer-lasting, less carbon intensive vehicles. We are also working to decarbonize our value chain by collaborating with third-party operations partners and suppliers to transition to renewable energy.

Carbon reduction pathways

Scope 1 & 2



Scope 3



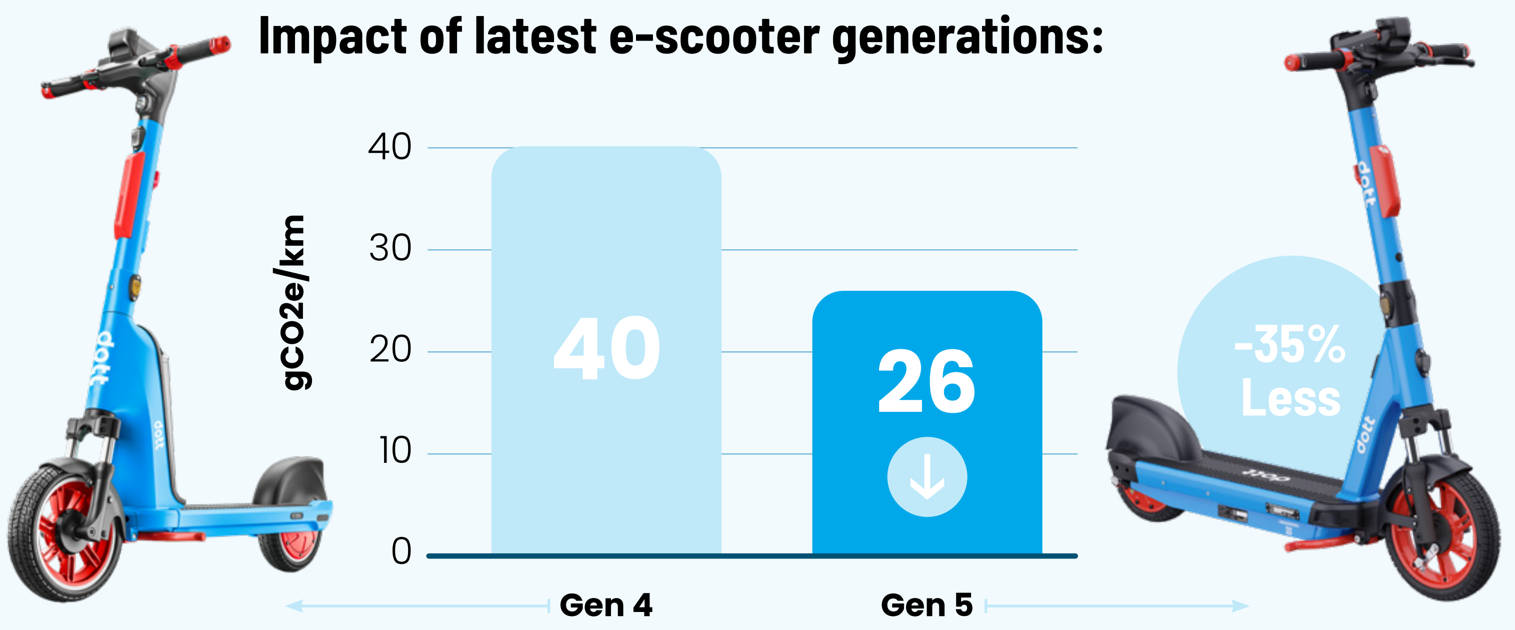
Durable Vehicles: 35% lower e-scooter carbon footprint

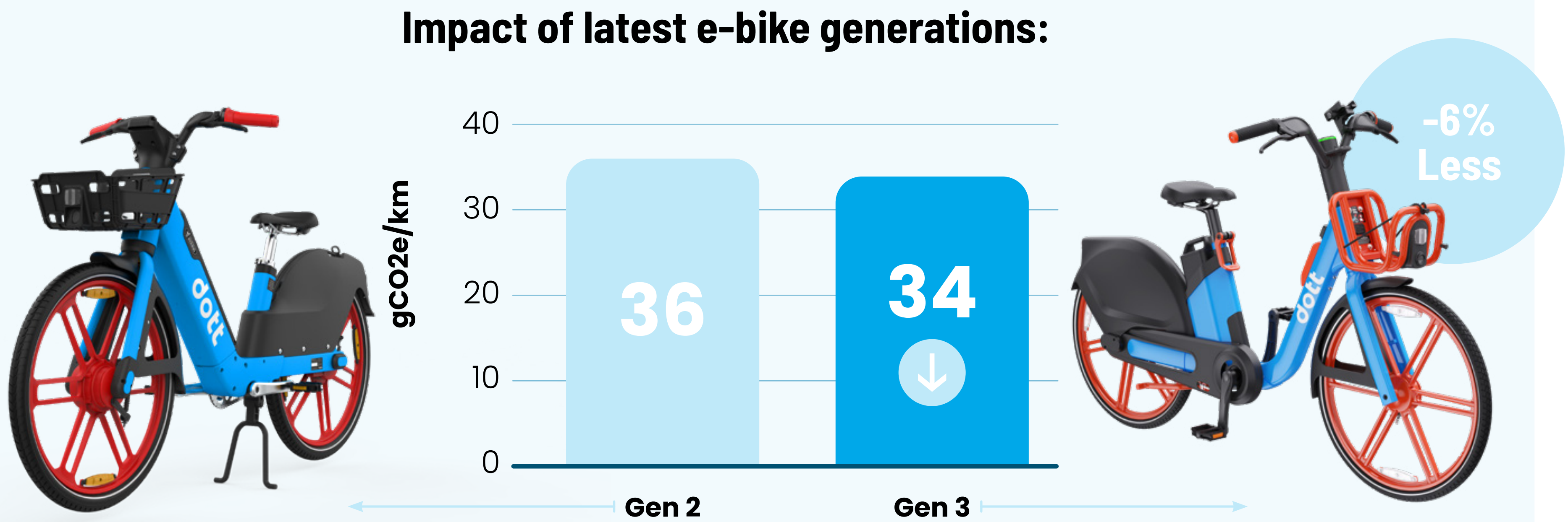
Newer Vehicles, Lower Impact

Our newest vehicles are designed with our lowest Product Carbon Footprint (PCF) yet. A PCF measures all greenhouse gas emissions linked to a product throughout its lifecycle, from raw materials, through the use phase, to end-of-life. Our newest e-scooter achieves a PCF of only 26 gCO2e per kilometer ridden, 35% lower than its predecessor, through a significantly higher share of secondary aluminium (84% vs. 35%) and a battery with double the range. Our newest e-bike has a PCF of 34 gCO2e/km, 6% lower than the previous model, driven by increased recycled aluminium content, a higher battery range, and a lighter weight. This continuous reduction in lifecycle emissions means each kilometer traveled on our vehicles delivers more benefits for riders and cities with less impact on the environment.

Built to Last

Our new vehicles are also engineered to be highly robust and repairable, with expected lifespans of 15 years for our e-bikes and 10 years for our e-scooters. In addition to investing in this longer-lasting fleet for the future, we're continuing to extend the lifespan of our existing vehicles. In 2025, our Phoenix center in Poland refurbished 8,800 vehicles and 17,200 key components, adding an average of 2 years to each vehicle's operational life. Taken together, these efforts contribute to a long-lasting fleet, a key lever in our path to our Scope 3 reduction target.





Durable Batteries: 12,400 batteries repaired and refurbished

Repair and Refurbishment

As an electric vehicle operator, ensuring long-lasting, high-quality batteries is essential for both safety and responsible waste management. In partnership with EIT Urban Mobility and NOWOS, Europe's leading battery-lifecycle specialist, we launched a landmark battery circularity project known as MOBIRE. Leveraging NOWOS' repair expertise, we repaired 4,000 batteries in 2025. Learning from this collaboration, we also adopted these advanced repair protocols internally, refurbishing 8,400 batteries at our Phoenix facility. We are now continuing this project into 2026, extending the lifespan of even more batteries for the years to come. You can read more about MOBIRE, and watch an in-depth video on **our website**.

Battery Passports

Upcoming EU regulation requires all light transport batteries to be equipped with a Battery Passport, a digital record accessible via QR code tracking a battery's origin, state of health, and repair history. As part of the MOBIRE project, we are also implementing digital passports on all of our batteries, equipped with NOWOS' advanced diagnostic data. We're also working with our suppliers to ensure any new batteries purchased already come with passports attached. By investing in compliance now, we're staying ahead of the curve and ensuring battery transparency across our fleet.

Second-Life Applications

When repair or refurbishment is not an option, we work with a network of second-life partners who repurpose our batteries for new applications. In 2025, 8,900 irreparable units were sent to trusted second-life partners across Europe. For example, EDENEnergy in Germany and Evolium in Switzerland are now repurposing around 3,000 of these batteries in heat pumps, ensuring materials continue to deliver value long after powering our vehicles.

Full Lifecycle Management: 99% of waste recycled

Upstream Partnerships

We take responsibility for impacts across our full supply chain. To ensure our vehicles are high-quality and produced responsibly, we set high standards and maintain close relationships with our suppliers. All suppliers must comply with our Supplier Code of Conduct and we use due diligence processes to monitor adherence. During the manufacturing of our newest vehicles, for instance, we maintained a physical presence on our suppliers' production lines, verifying first-hand their environmental, safety, and quality standards.

Downstream Visibility

When a vehicle reaches the end of its life, any reusable parts are kept as spare parts for other vehicles. Only when there is no possibility to repurpose a component is it considered waste. In 2025, we improved our waste tracking processes and were able to collect data on the amount of waste generated and treatment types across our full operations. The data showed that our waste is minimal, accounting for less than 1% of our carbon footprint, and 99% of this waste is recycled, keeping our impact to a minimum.

"Through close collaboration with our suppliers, sustainability is integrated at the core of our vehicles. Overseeing vehicle production in China moves us closer to the action, ensuring high hardware quality and a great experience for our riders."

Rudi Prigge,
Head of Vehicle Product

Responsible Business

Operating responsibly starts from within our business and extends outwards. To this end, we're focused on building inclusive teams and leadership, safe workplaces, and secure digital systems. In 2025, we strengthened gender representation across the organization, with women now making up 42% of leadership roles. We also maintained our strong track record of zero high-consequence work injuries or fatalities and zero cybersecurity incidents. Regarding the gender pay gap, we are prioritizing corrective action as part of our 2026 compensation review.

Targets	2024	2025	Trend
>45% women representation in office and leadership teams by 2030	Office teams: 36% Leadership: 38%[6]	Office teams: 37% Leadership: 42%	Office teams: **+1** ↑ Leadership: **+4** ↑
>25% women representation in full staff by 2030[7]	12%	14%	**+2** ↑
<5% gender pay gap within office teams by 2030[8]	11%	14%	**+3** ↑
0 high-consequence employee work-related injuries	0	0	**N/A**
0 employee work-related fatalities	0	0	**N/A**
0 cybersecurity incidents	0	0	**N/A**

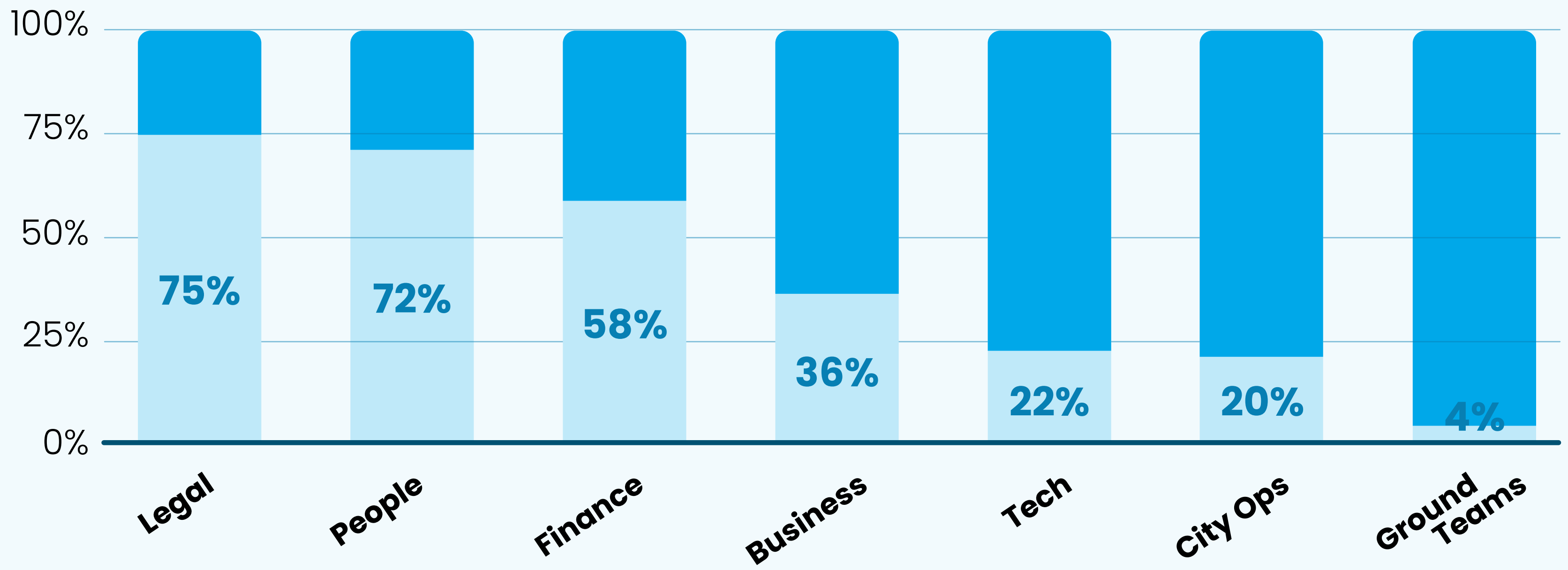
6. We refined our definition of leadership roles to include only top management levels, so we've updated the 2024 reported figure to reflect this.
7. Achieving gender balance in operational roles remains a challenge across the sector, limiting women representation in our full staff. **8.** Our gender pay gap target is purely for office teams, as the underrepresentation of women in ground teams impacts pay equity evaluations for these teams

Inclusive Teams & Leadership: 42% of leadership positions held by women

Women Representation

The representation of women in our leadership has reached 42%, bringing us closer to gender parity. To further this progress, we're creating new opportunities and investing in the career progression of women within the company. Across our full staff, women representation is slowly increasing. To overcome continued underrepresentation in operational and tech functions, we're investing further in targeted recruitment through job postings on dedicated platforms (e.g. "Women in Tech") and collaboration with specialized partners.

Women Representation by Team



Inclusive Hiring

At Dott, we believe everyone deserves access to meaningful employment opportunities. Through our partnership with Big Issue Recruit in the UK, we hire people who have experienced challenges such as homelessness, long-term unemployment, or a disability. Over the past 3 years of this partnership, we've created lasting employment and brighter futures for over 30 members of our operations staff in Bristol, Bath, and Nottingham.

"Moving Us Closer means a place where everyone belongs, regardless of background or gender, and where that belonging shows up fairly in people's pay, too."

Merlyn Bijnsdorp, Chief People Officer

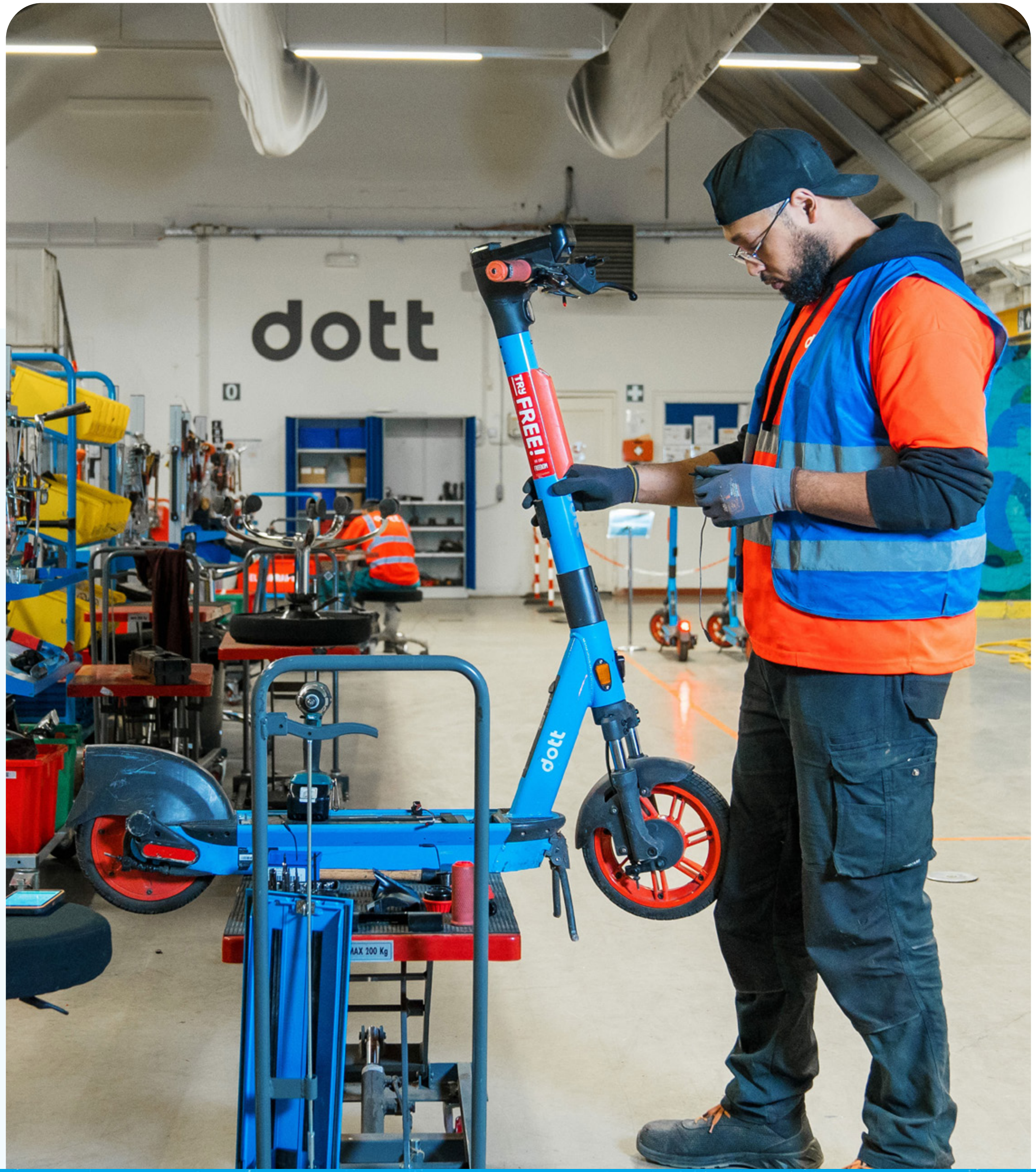
Safe Workplaces: 0 high-consequence injuries

Unity Project

Delivering a reliable service starts with safe, well-run operations. In 2025, we led the Unity project which standardized operational processes across all markets to an even higher level of safety and quality. Across our 400 cities, Unity introduced improved procedures for inventory management, daily performance routines, battery management, repairs, and operational center logistics. We also conducted a full audit of our electrical installations with DEKRA, ensuring they comply with or exceed our safety standards. All cities now operate with a higher baseline for service quality and safety.

Operations Teams Training

Ops Academy, our online learning platform, has already been training our in-house operations teams on standard operational procedures since 2022. In 2025, we extended access to this platform and our high-quality training programs to our external operations partners. We then conduct audits of these partners to validate their health and safety standards. This ensures consistent and high-quality safety practices across our entire operational footprint.



"By investing in our people & consistently raising our standards, we build a safer environment for our employees and our communities"

Maud Coppey,
Head of Central Operations Processes

Digital Trust:
0 cybersecurity incidents

Cybersecurity

Our cybersecurity strategy focuses on proactive risk management and a resilient, trust-based environment for users. We store 100% of our operational data in the EU, maintaining a high level of data security. Our InfoSec Committee drives continuous improvement and oversees internal audits. We commission third-party penetration tests on our rider apps and backend systems to identify and fix vulnerabilities early. In 2025, we successfully recertified our PCI-DSS compliance, confirming that our payment security continues to meet leading industry standards. Combined with ongoing employee security awareness, this ensures our cybersecurity approach remains both transparent and robust.

"We maintain top-tier security compliance, delivering digital systems that riders can trust"

Marcel Schmidt,
Information Security Manager

Responsible AI Adoption

We believe technology should make our service more reliable, safe, and sustainable. Our AI strategy is guided by this principle. We use AI selectively and pragmatically, focusing on cases where it clearly improves the experience for riders and cities, while avoiding unnecessary use that would increase our environmental footprint.

In operations, we use advanced models to optimize fleet positioning so riders can find vehicles when they need them, while cutting service vehicle mileage and our carbon emissions. We also use AI to strengthen parking compliance and pedestrian safety by analyzing parking photos for infractions and detecting sidewalk riding on our newest vehicles. Internally, we provide specialized training and industry-recognized certifications for employees, and automate recurring administrative tasks so our teams can focus on delivering a better service for our cities.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 2: General Disclosures			
2-1	Organizational details	About this Report; About Dott	TIER Mobility SE is a Societas Europaea (SE), a public company registered in accordance with the corporate law of the European Union (EU).
2-2	Entities included in the organization's sustainability reporting	About this Report	
2-3	Reporting period, frequency and contact point	About this Report	
2-4	Restatements of information	Inclusive Teams & Leadership	
2-5	External assurance	Circular Micromobility	We seek external assurance for our carbon footprint calculations to ensure they are accurate and meet international standards. The Sustainability Committee, which includes the CEO, regularly reviews our reporting approach to meet the needs of our investors, regulators and other stakeholders. The cradle-to-gate carbon impact of our vehicles has been verified by TÜV SÜD at a reasonable assurance level, compliant with the requirements of ISO 14064-3:2019 and ISO 14067:2018.
2-6	Activities, value chain and other business relationships	About Dott	We work with a network of suppliers who produce our vehicles and their spare parts. In some markets, we work with local operational partners for our on-street logistics. We work with a network of local recycling partners to process any waste produced by our operations.
2-7	Employees	About Dott	Women: 166; DACH & Eastern Europe: 554; South & West Europe: 517; Nordics & UK: 139; Middle East: 9; Full-time: 1,053; Part-time: 166 This reporting is done at a head count level as of 31/12/2025
2-8	Workers who are not employees		In some markets, we work with third-party operational partners to support our on-street logistics. As of the end of 2025, these operational partners employed 805 employees. The most common work for operational partners is rebalancing vehicles and swapping batteries. This data is reported in headcount. Due to the seasonality of our business, we have more operational partners during the summer season.
2-9	Governance Structure and Composition	Governance	As investor representatives, Board members commonly hold board seats in other portfolio companies. All members are expected to manage their external commitments responsibly to ensure adequate attention to Dott's affairs.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 2: General Disclosures			
2-10	Nomination and selection of the highest governance body	Governance	Members of the Board of Directors are nominated by the Company's major investors and formally appointed by the shareholders at the General Meeting, in accordance with the Company's Articles of Association and shareholders' agreements. Members of the Board committees are nominated and appointed by the Board itself. When nominating and appointing members to the Board and its committees, the shareholders consider the diversity, independence, and relevant competencies of their representatives.
2-11	Chair of the highest governance body		The Executive Chairman of the Board is also a senior executive of the TIER Mobility SE group. The Executive Chairman provides strategic leadership and oversight without participating in day-to-day operations. His responsibilities focus on high-impact external initiatives, including corporate fundraising, strategic partnerships, and business development, while operational execution remains fully with the CEO and management team.
2-12	Role of the highest governance body in overseeing the management of impacts	Governance	Dott's overall mission and vision, which is tied to sustainable development, was developed by the company's senior executives and approved by the Board. Our Sustainability Framework was developed by the Sustainability Team and was approved by the Sustainability Committee.
2-13	Delegation of responsibility for managing impacts	Governance	
2-14	Role of the highest governance body in sustainability reporting		The Sustainability Committee has reviewed and approved the reported information and material topics in their regular meetings with the CEO and Sustainability Team. The report itself has been reviewed and approved by the senior leadership of the company.
2-15	Conflicts of interest		Dott has established clear procedures to prevent and manage conflicts of interest at all levels of the organization. Members of the Board of Directors are required to act in the best interests of the Company and must recuse themselves from any decision-making where a potential or actual conflict of interest exists, for example, in matters relating to their own remuneration or transactions involving related parties. Conflicts of interest are governed by the Rules of Procedure of the Board of Directors and the Conflict of Interest Policy, which apply to all employees, directors, and contractors. These policies require the disclosure, documentation, and mitigation of any potential or perceived conflict to ensure decisions are made objectively and transparently. Conflicts relating to Board or Director formalities are disclosed to relevant stakeholders and managed in accordance with the Board's Rules of Procedure. The Company does not currently have any cross-board memberships, cross-shareholdings with suppliers or other stakeholders, or controlling shareholders that would give rise to material conflicts of interest. All related-party relationships and transactions are reviewed and recorded in line with applicable governance requirements and internal compliance procedures.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 2: General Disclosures			
2-16	Communication of critical concerns		The Board receives quarterly management reports that include updates on key risks, incidents, and compliance matters. Critical concerns, including those related to ethics, compliance, safety, or sustainability, are escalated immediately to the Board of Directors by the CEO or through the Sustainability Committee, where applicable to ensure timely oversight and response. During the reporting period, no critical concerns were communicated to the Board of Directors.
2-17	Collective knowledge of the highest governance body		In their regular meetings, the Sustainability Team often upskills the Sustainability Committee on issues related to sustainable development, such as carbon accounting. The Sustainability Committee then reports quarterly to the Board on sustainable development.
2-18	Evaluation of the performance of the highest governance body		We currently do not have a formal performance evaluation process specifically assessing the Board's oversight of the organization's economic, environmental, and social impacts. The introduction of a structured board evaluation process remains under consideration as part of our ongoing governance development.
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, and a comprehensive benefits package. No variable pay is paid out to employees. An equity package is provided to Office roles. 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 pension in line with the legal requirements. Our remuneration policies are not tied to the management of the organization's impacts on the economy, environment, and people.
2-20	Process to determine remuneration		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 are consulted in the creation of remuneration policies. We benchmark our pay rates with data from 3rd parties and sources from our shareholders, as well as the assistance of independent consultants. Salary guidelines are then compared, adapted, and agreed by the leadership team.
2-21	Annual total compensation ratio		Annual total compensation ratio: 7.8 The highest paid individual did not receive a compensation increase in 2025. This data has been compiled using our internal HRIS.
2-22	Statement on sustainable development strategy	Message from our leadership	

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 2: General Disclosures			
2-23	Policy commitments	Governance	Our Code of Conduct and Human Rights Policy together set out Dott's commitment to respect all internationally recognized human rights as defined in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We give particular attention to the rights and well-being of: employees and riders, contracted workers and suppliers, and users and local communities affected by our operations. We also recognize the need to protect vulnerable or at-risk groups, including young workers, migrant workers, and those in non-standard or precarious employment. While our Code and related policies do not explicitly reference the precautionary principle, this principle guides our approach to environmental and safety risk management. The Code and supporting policies also require the exercise of due diligence in decision-making and business relationships to prevent and mitigate potential adverse impacts. These commitments to ethical conduct are integrated into strategic planning, internal controls, and performance management processes to ensure constant alignment between our values and our operations. Save for the Supplier Code of Conduct (which only applies to the Company's suppliers), all other Policies, including the Code of Conduct and Human Rights Policy, apply to all Dott business activities and relationships across entities and jurisdictions. Policies are accessible at all times via the company's internal policy page, and updates are communicated via email and internal channels. **Our Supplier Code of Conduct** is available on our website. Our other policies are internal governance documents and are therefore not publicly accessible at this stage. All policies are approved by the relevant functional heads (e.g., Legal, People, Operations) and, where applicable, by local works councils, in collaboration with the Company's Compliance team. The overall policy framework is overseen by the Board of Directors, which is the highest governance body.
2-24	Embedding policy commitments	Governance; Full Lifecycle Management	Overall responsibility for implementing Dott's policy commitments rests with the Board of Directors and executive management, supported by the Legal & Compliance, People, and Operations teams. Targeted training is provided for managers and teams in high-risk functions to ensure they understand and apply these commitments in their daily work.
2-25	Process to remediate negative impacts	Trusted City Partner	We are committed to mitigating negative impacts at the source and cooperating in the remediation of identified impacts. Customers and third parties can raise grievances through our app or by directly contacting our Community Operations team. Our Community Operations team monitors and tracks the status of each grievance, including how quickly the grievance has been dealt with. Customers are surveyed on their satisfaction with our customer care processes at the end of each interaction, and we consistently use this feedback to improve our processes and the quality of our service. Local Policy Managers and City Operations Managers also work collaboratively with local officials in each city to refine their grievance communication process.
2-26	Mechanisms for seeking advice and raising concerns		Employees can seek advice or clarification on the implementation of Dott's policies by contacting the Compliance team, their line manager, or the People team. Guidance is also available through internal communication channels and periodic compliance training sessions. Employees and external stakeholders can raise concerns or report potential misconduct through the Integrity Line (whistleblowing platform), which allows for both anonymous and confidential reporting, or direct contact with the Compliance team via email or post. The Supplier Code of Conduct also provides contact details for suppliers and business partners to report concerns. All reports are handled in accordance with Dott's Whistleblower Policy, which ensures confidentiality, prohibits retaliation, and protects whistleblowers who report in good faith.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 2: General Disclosures			
2-27	Compliance with laws and regulations		Dott was not fined for any significant breaches of laws or regulations in the reporting period.
2-28	Membership associations		International Level: Micromobility for Europe, Cycling Industries Europe, EIT Urban Mobility, Shared Micromobility Alliance Finland: ITS Finland France: Alliance des mobilités Germany: Bitkom, Deutsche Verkehrswacht, Berliner Agentur für Elektromobilität eMO Italy: Assosharing Norway: ITS Norway Switzerland: Chacomo UK: CoMoUK, Urban Mobility Partnership
2-29	Approach to stakeholder engagement	Trusted City Partner	We maintain ongoing engagement with our riders through customer surveys and engagement with our Community Operations Team to ensure our service best meets their needs. We also engage with investors through meetings of the Board and Sustainability Committee to align the service with our financial goals.
2-30	Collective bargaining agreements		36% of employees are covered by collective bargaining agreements
GRI 3: Material Topics			
3-1	Process to determine material topics	Double Materiality	
3-2	List of material topics	Double Materiality	The following topics were newly identified as material: “Public Policy and Political accountability”, “Supply Chain Management”, “Board Diversity and Inclusion”, “Data Protection and Cyber Security”. While the topics “Operational Energy and Carbon”, “Product Accessibility”, and “Business Ethics” were no longer identified as material for reporting, we still report on many indicators related to these topics as they remain company priorities.
3-3	Management of material topics		Detailed in each chapter of the report

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 301: Materials			
301-1	Materials used by weight or volume		Total combined weight of packaging: 98,850 Kg Recyclable cardboard: 12,250 Kg Recyclable plastic: 4,150 Kg Recyclable wood: 82,450 Kg
301-2	Recycled input materials used	Durable Vehicles	
301-3	Reclaimed products and their packaging materials		Not applicable as we do not reclaim products.
GRI 302: Energy			
302-1	Energy consumption within the organization		Natural gas: 1,790,521 MJ Diesel: 20,728,292 MJ Electricity: 8,873,863 Kwh Total energy consumed: 54,464,719 MJ We do not sell energy, nor consume renewable fuels. This data was calculated using primary data (electricity bills and invoices). Extrapolation was used in some markets where data was missing, based on historical data or similar markets. Conversion factor sources: INCH, BTS.
302-2	Energy consumption outside of the organization		31,971,464 MJ This was calculated using a combination of primary & secondary data.
302-3	Energy intensity		0.33 MJ/km ridden on a Dott vehicle. Includes fuel, electricity, and heat consumption within the organization.
302-4	Reduction of energy consumption		As 2025 is our baseline year, we can not yet report reductions in energy consumption.
302-5	Reductions in energy requirements of products and services		As 2025 is our baseline year, we can not yet report reductions in energy requirements.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	Circular Micromobility	Includes all greenhouse gases, expressed in CO2e. No biogenic emissions. Calculated using primary activity data and an operational control approach. Emission factor sources: Base Empreinte Ademe 23.4, Base Empreinte Ademe 23.5, Base Empreinte Ademe 23.8, Exiobase 3.8.2, Ecoinvent 3.7.1, IEA 2024, undefined 2025, Uk GHG Conversion Factor 2025, Company Product LCA 1.0, Company Report 1.0, Greenly 1.0
305-2	Energy indirect (Scope 2) GHG emissions	Circular Micromobility	Includes all greenhouse gases, expressed in CO2e. No biogenic emissions. Calculated using primary activity data and an operational control approach. Energy consumption was extrapolated in some markets where data was missing based on historical data or similar markets. Emission factor sources: Base Empreinte Ademe 23.4, Base Empreinte Ademe 23.5, Base Empreinte Ademe 23.8, Exiobase 3.8.2, Ecoinvent 3.7.1, IEA 2024, undefined 2025, Uk GHG Conversion Factor 2025, Company Product LCA 1.0, Company Report 1.0, Greenly 1.0
305-3	Other indirect (Scope 3) GHG emissions	Circular Micromobility	Includes all greenhouse gases, expressed in CO2e. No biogenic emissions. Calculated using a mix of primary activity data and expense-based data under an operational control approach. Scope 3 categories included: 3.1, 3.3, 3.4, 3.5, 3.6, 3.7, 3.8. Emission factor sources: Base Empreinte Ademe 23.4, Base Empreinte Ademe 23.5, Base Empreinte Ademe 23.8, Exiobase 3.8.2, Ecoinvent 3.7.1, IEA 2024, undefined 2025, Uk GHG Conversion Factor 2025, Company Product LCA 1.0, Company Report 1.0, Greenly 1.0
305-4	GHG emissions intensity		132 gCO2e/ km ridden on a Dott vehicle, including all scopes & greenhouse gases
305-5	Reduction of GHG emissions		As 2025 is our baseline year, we can not yet report emissions reductions.
305-6	Emissions of ozone-depleting substances (ODS)		We do not produce, import, or export ozone-depleting substances (ODS).
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		We do not generate these emissions.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	Circular Micromobility	Process flow of waste-related impacts: • Inputs: Materials and components used in the production of e-bikes and e-scooters (upstream) • Activities: Service operations including maintenance, repairs, and battery charging • Outputs: Waste from damaged parts, used batteries, and end-of-life scooters These outputs are managed through careful sorting, quarantining of used batteries in secure containers, and collection by certified waste disposal partners. We focus primarily on waste generated from our own service operations. In parallel, we are mapping upstream impacts from our vehicle suppliers to promote more sustainable production practices.
306-2	Management of significant waste related impacts		Centralized repair lines are put in place for critical components (IoT modules, Motors, Batteries) and deep vehicle refurbishment. We are in the process of formalizing the processes used to ensure that third-party waste management aligns with contractual and legislative obligations. The sustainability team collects data monthly on the amount and type of waste produced and collected at each operational center.
306-3	Waste generated		418 metric tons of waste generated in the reporting year. Breakdown by material (t): aluminium 4.3, electronics 34.6, ferrous metals 73.9, mixed waste 80.5, motors 3.2, office waste 0.8, paper 1.9, plastic 4.2, rubber 16.1, batteries 198.3.
306-4	Waste diverted from disposal		415 tons of waste diverted from disposal. Breakdown by material (t): Aluminium: 4.1; Electronics: 34.5; Ferrous metals: 73.6; Mixed: 79.5 ; Motors: 3.0; Office: 0.6; Paper: 1.5; Plastic: 3.9; Rubber: 15.8; Batteries: 198.3. 198 tons were hazardous waste (batteries) & 217 tons were non-hazardous waste. 100% sent to offsite recycling through specialized partners. Waste data is sourced by direct monthly measurements at operational centers.
306-5	Waste directed to disposal		3 tons waste directed to disposal. Breakdown by material (tons): Aluminium: 0.1; Electronics: 0.1; Ferrous metals: 0.3; Mixed: 0.9; Office waste: 0.2; Paper: 0.4; Plastic: 0.2; Rubber: 0.4. All waste directed to disposal was non-hazardous and landfilled offsite.
GRI 308: Supplier Environmental Criteria			
308-1	New suppliers that were screened using environmental criteria	Full Lifecycle Management	We currently do not have a formal process for screening suppliers, but are working to implement one.
308-2	Negative environmental impacts in the supply chain and actions taken	Full Lifecycle Management	We currently do not have a formal process for assessing suppliers, but are working to implement one.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 401: Employment			
401-1	New employee hires and employee turnover		New hires: 504 (34%) Turnover: 927 (62%)
GRI 402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes		Where applicable, we conduct at least a 2 week consultation period with works councils. Depending on the impact of the changes, we notify employees at least 1 month prior to implementation. Where applicable, notice for consultation is specified in collective bargaining agreements. This is the case in France and Netherlands.
GRI 403: Occupational Health and Safety			
403-1	Occupational H&S management system		Dott has a comprehensive health and safety management system based on our health and safety policy and internal safety standards. The general risk management philosophy which is followed across our operations is that of directive 89/391/EEC which is the legal backbone of health and safety in the EU. We try to eliminate all risks at the source and if we cannot, we try to put in place collective engineering controls or new organisational setups. This management system has received ISO 45001 certification in Lyon, Rome, Milan, and Brussels. All workers are covered by our health and management system, including those in our operational centers (repairing vehicles and charging batteries), street operations (swapping batteries and rebalancing vehicles), and in offices (admin functions).
403-2	Hazard identification, risk assessment, and incident investigation	Inclusive Teams & Leadership	General workplace risk assessments are carried out by local city managers and the local health and safety (H&S) champion, under the guidance of the Global H&S Manager. The risk assessment is validated by external consultants, where required, and reviewed at least on a yearly basis, or more often in the case of: significant changes in the business environment, implementation of new processes or systems, incidents or near-misses, feedback or suggestions from stakeholders, or compliance and regulatory changes. According to our Health and Safety policy, all staff should report any H&S concerns immediately to their line manager or local H&S champion. In accordance with our whistleblowing policy, employees will not suffer any detrimental treatment as a result of raising a genuine concern in good faith. Our Health and Safety policy also allows all staff to remove themselves from situations where they feel unsafe without reprisal. All accidents and injuries at work, however minor, are reported to the central H&S Team through a dedicated reporting tool. The local H&S champion is responsible for investigating any injuries or work-related illness, preparing and keeping accident records, and for submitting reports to the relevant authorities, if required under the applicable law. The reporting tool enables the central team to investigate globally the incident trend and adapt the operating procedures accordingly.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 403: Occupational Health and Safety			
403-3	Occupational health services		The company has a global occupational health and safety policy with operating procedures. The H&S team is a key stakeholder when selecting a new workplace, ensuring the risks are identified prior signing the lease. The team also monitors any new activity to ensure the workers have a medical visit if necessary, to ensure their fitness to work
403-4	Worker participation, consultation, and communication on occupational H&S		When a new Health & Safety process is being developed, a pilot phase is carried out for workers to test it, raise concerns, and suggest improvements. In relevant countries, Work Councils are consulted on occupational health and safety matters. The relevant information on occupational H&S are displayed in our operational centers and can be accessed by anyone with their professional email. A chat bot has also been created for easier access to this information.
403-5	Worker training on occupational H&S		As per our internal standards, workers are given a general health and safety induction and provided with appropriate safety 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 trainings are available in 7 local languages.
403-6	Promotion of worker health		Comprehensive health insurance for employees and their families in Poland and France. Monetary contribution for health insurance on top of salary in the Netherlands. Free counselling sessions available to all employees through our partner OpenUp. Employees can speak to a counselor 24/7, without notifying Dott.
403-7	Prevention and mitigation of occupational H&S impacts directly linked by business relationships		Our Supplier Code of Conduct requires suppliers to identify & mitigate potential health and safety hazards for their workers. Their trainings are required, at a minimum, to cover mechanical, electrical, chemical, fire, and physical hazards. When engaging with third-party operations partners, we embed strict health and safety requirements into our contracts. These partners are also audited by external auditors to ensure high levels of safety.
403-8	Workers covered by an occupational H&S management system		Our health and safety policy covers 100% of employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers. This policy is internally audited & has been ISO certified in 7 cities. No worker is excluded from the Occupational Health and Safety standards across the company.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 403: Occupational Health and Safety			
403-9	Work-related injuries	Safe Workplaces	140 recordable work-related injuries (60.3 per million hours worked, based on 2.3 million hours worked across the company). We don't differentiate between employees and workers who are not employees in our injury tracking. The main types of work-related injuries are back injuries while lifting heavy loads & minor injuries due to road accidents. The three main risks are thermal runaways by batteries which can lead to fires in the operational center, road accidents during our on-street operations, and musculoskeletal disorders. These hazards have been identified after a thorough assessment of our operations with local H&S champions and shared with the CEO and VP of Operations. We've developed fire safety, fire detection, battery handling, road safety, and ergonomic standards to mitigate these risks. We have also worked on minimizing chemical risks, such as using a water-based solvent for vehicle painting. Some workers might have been excluded from this disclosure, due to their non-registration in our tracking software. This concerns only workers that worked less than 1 week over the course of the reporting year. Workplace injuries are reported by local operations teams to the central Health and Safety team & tracked in a central database, in accordance with the ILO code of practice.
403-10	Work-related ill health		Zero cases of work-related ill health have been reported company-wide Zero hazards have been identified during the reporting period that pose a risk of ill-health.
GRI 405: DIversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Governance; Inclusive Teams & Leadership	Board of Directors: <30: 0%; 30-50: 57%; >50: 43% Employees: <30: 34% / 30-50: 58% / >50: 8%
405-2	Ratio of basic salary and remuneration of women to men	Inclusive Teams & Leadership	Overall: 1:0.47 Ground teams: 1:1.22
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	Full Lifecycle Management	We currently do not have a process for screening suppliers, but are working to implement one.
414-2	Negative social impacts in the supply chain and actions taken	Full Lifecycle Management	We currently do not have a process for assessing suppliers, but are working to implement one.

GRI Disclosure #	Disclosure Title	Report Location	Comment
GRI 415: Public Policy			
415-1	Political contributions		0 political contributions. These are prohibited by our Code of Conduct.
GRI 416: Customer Health and Safety			
416-1	Assessment of the H&S impacts of product and service categories		100%
416-2	Incidents of non-compliance concerning H&S impacts of products and services		No incidents of non-compliance were recorded.