

The background of the entire page is a high-quality photograph of a dense, vibrant green forest. A waterfall is the central focus, cascading down a dark, mossy rock face. The water is white and frothy as it falls, contrasting sharply with the surrounding greenery. The forest is thick with various types of trees and foliage, creating a sense of depth and natural beauty.

mer

2021

Pure energy from Statkraft

ANNUAL REPORT

Sustain- ability

Contents

01.

About this report



02.

Executive summary



03.

Letter from the CEO



04.

About Mer



05.

Existential sustainability



06.

Contributions to the SDGs



07.

Double Materiality



08.

Strategic focus areas



‘Our mission is to
make sustainable
electric mobility easy
and accessible to
everyone’

01

Contact

Contact point for questions regarding the report

Any queries about Mer's sustainability performance or reporting can be directed to:

Felix Köhnlein

Group Sustainability Manager
felix.koehnlein@mer.eco

mer.eco



Sustainability is the foundation of Mer's business. As we strive to be a leader in the electric vehicle (EV) charging industry, this report marks the starting point of our annual reporting on the impact the environment has on our business, the impact we have on our environment and the efforts we are taking to minimise our impact on the environment. We are aware that a future worth living is only possible in harmony with nature and a regenerative use of its finite resources. Therefore, we developed a business strategy based on sustainability in 2021 and aligned closely with selected United Nations Sustainable development goals (SDGs) to emphasise Mer's work on the strategic topics, but also to emphasise how Mer proactively contribute to the SDG initiative. All the internal and external factors, and the associated urgency to rethink the way the world does business, has led us to work on producing a sustainability report that will be leading for our industry. As we have compiled this report for the first time, we are aware that some steps need to be taken to improve our sustainability reporting. What we have done, we have done to the best of our knowledge. We strive to work on a common roadmap and set up our structure and performance management. This report lays the foundation to identify and tackle the biggest levers when it comes to the reduction of emissions.

The sustainability report has been developed with reference to the GRI reporting standard 2021. Mer performed its first double materiality assessment in 2021, which marks the starting point for defining sustainability topics material to Mer. Double materiality is a well-known concept and widely used in the context of sustainability reporting to describe how the company is financially influenced by the external environment, and what impact the company has on the external environment in terms of sustainability-related matters. The report also incorporates SDGs with the purpose of placing sustainability in Mer into a more global context.



2021.



‘We aspire to become a winning European full-service charging provider, with customer-centric solutions, that create a smarter and better tomorrow’

02

‘Our entire business is sustainable, contributing to the United Nations Sustainable Development Goals.’

This is Mer's first sustainability report. Sustainability is the foundation of our business. Mer is a European electric vehicle (EV) charging company with footprints in Norway, Sweden, UK, Germany and Austria. In 2021 we were formed through targeted company acquisitions. Together we have extensive expertise in the EV charging industry and combine charging with renewable energy. We aspire to become a winning European full-service charging provider, with customer-centric solutions, that create a smarter and better tomorrow. Our entire business strategy wouldn't exist without sustainability. With our services we want to deliver a holistic EV charging experience by providing solutions for charging on the road, at home, at work and in Germany also carsharing with electric vehicles.

Our entire business is sustainable, contributing to the United Nations Sustainable Development Goals. To find out what is fundamental for us, we conducted our double materiality, which is the state of the art method to find out how we affect the environment

but also how the environment affects us. As part of this we looked at who our key stakeholders are and how we interact with them, we also identified the most relevant sustainability megatrends for us. These are: Climate change, circular economy, nature and biodiversity, demographics and transparency 2.0. The biggest risks and opportunities span the 3 areas of Environmental, Social and Governance.

On the basis of this double materiality, we have defined 4 focus areas for ourselves, within the framework of which we want to contribute to further strengthen our sustainability, these are:

1. We enable the electric mobility **revolution**
2. We provide **renewable** energy for e-mobility
3. We create jobs and equal **opportunities**
4. We conduct our business in a **responsible** manner

We are aware of our potential negative effects on biodiversity along our supply chain. Through strong partnerships combined with the use of circular products and recyclable material, we will work to minimize these impacts in the future. We are aware that sustainability is not only about environmental impact, but also about social impact. Therefore, we are working in the future to focus on diversity and equality and to launch initiatives, because we believe people are key to success.

We are aware that this report is only the beginning of our work on sustainability, we are very ambitious to take a leading role in this regard in the industry and are working in the future to further align ourselves to have an even better data base to define targets that will support us in our big goal to be carbon neutral by 2023.

Women
33%

Men
67%

Gender Split

Our management consists of 33% women and 67% men. In total our staff consists of 30% women and 70% men.

Total number of chargers

Mer operate 25,545 electric car charge points across Europe as of October 2022.

25k⁺
Chargers

GHG emissions offset

We offset all our emissions (Scope 1,2 and 3) of 625.97 tCO2 for 2021.

625⁺
tCO2e

Enabled electric km

Our charge point network enables 316,326,406 electric km.

316 million⁺ km

4 focus areas

On the basis of this double materiality, we have defined 4 focus areas for ourselves, within the framework of which we want to contribute to further strengthen our sustainability, these are:

We enable the electric mobility revolution.

We provide renewable energy.

We create jobs and equal opportunities.

We conduct business in a responsible manner.

Revolution.

Renewable.

Opportunities.

Responsible.

‘We are passionate
about creating the
best possible charging
experience’

Letter from the CEO

03

‘We are committed to becoming carbon neutral by 2023’



Dear reader

When I started in Mer in the beginning of 2021, I joined the company from home office. The Corona pandemic continued to impact our lives in all dimensions with social distancing, loss of lives, travel restrictions and global supply challenges. At the same time reports were published stating that the emissions dropped with 6% during Covid, showing us that the reduction of emission levels really is possible. The Intergovernmental Panel on Climate Change (IPCC) states that it is realistic to limit global warming to 1.5°C, but not without immediate actions and changed consumer behaviour. This is well in line with the findings put forward in the Paris Agreement; the energy transition from fossil fuel to renewable energy is a vital part of the solution to stop climate changes.

According to our owner Statkraft’s “Low Emission Scenario 2021”, electrification is the single most important contributor to emission cuts. The transport sector stands for 25% of the CO2 emissions, and almost 75% of this is from road transportation. It is therefore of little doubt that the transition from internal combustion engines cars (ICE) to an electric vehicle (EV) is fundamental to battle the climate changes. Still, the transition to EVs is only sustainable when the cars are powered by renewable energy and it is in this sweet spot Mer is positioned to accelerate the transition of EV’s in Europe.

We are Entrepreneurial

Our entrepreneurial company has extensive early mover experience within the field of EV charging in the different markets we operate in. All the companies that compose Mer today were founded before or around 2010. And their strategies and ambitions were based on forward thinking employees with a unified sustainable vision of making it easy to drive an EV – powered by clean, renewable energy. The motivation for the business and our employees was to contribute to the greater good by doing the right thing, one charging session at the time. The only difference from then and now is that we have joined forces under one brand, amplifying and enforcing our ambitions together as one Mer.

We are Sustainable

Backed by Statkraft, Europe’s largest renewable energy producer, Mer was born green, and operates united on a mission to make sustainable electric mobility easy and accessible to everyone. As sustainability is deeply rooted in our DNA, we have set ourselves ambitious targets on how to reduce our climate impact. Although we have provided EV drivers with renewable energy on our charging stations for many years, this report is a revamped statement on our journey to work even more systematically on the UN’s 17 Sustainable Development Goals (SDG) also including the important social and governance aspects. We are committed to sustainable and responsible business practices and our commitment can only be achieved if our employees, suppliers and partners act with the same ambition.

We are Passionate

As we together have built our company brick by brick with the same mission and purpose in mind, we are passionate and energised by what we do, and we want to do good! We believe in human rights for our employees, bringing fun and positivity into our work, and we embrace change by continuously look for new ways to improve. **That is why we are committed to become carbon neutral by 2023.** With this target, we want to set the standard within our industry and inspire others to make the same efforts – for a better tomorrow!

I hope you enjoy reading our very first sustainability report and our achievements of 2021. We want to be transparent and open with you – our customers, stakeholders, employees and partners – on our journey towards carbon neutrality. We encourage you to get in contact with us if you have any questions or value adding inputs to our sustainability agenda – as we want to be challenged to do better. Because; sustainability is existential to us and a core enabler in everything we do!

Kristoffer Thoner
CEO Mer

‘Our mission is to
make sustainable
electric mobility easy
and accessible to
everyone’

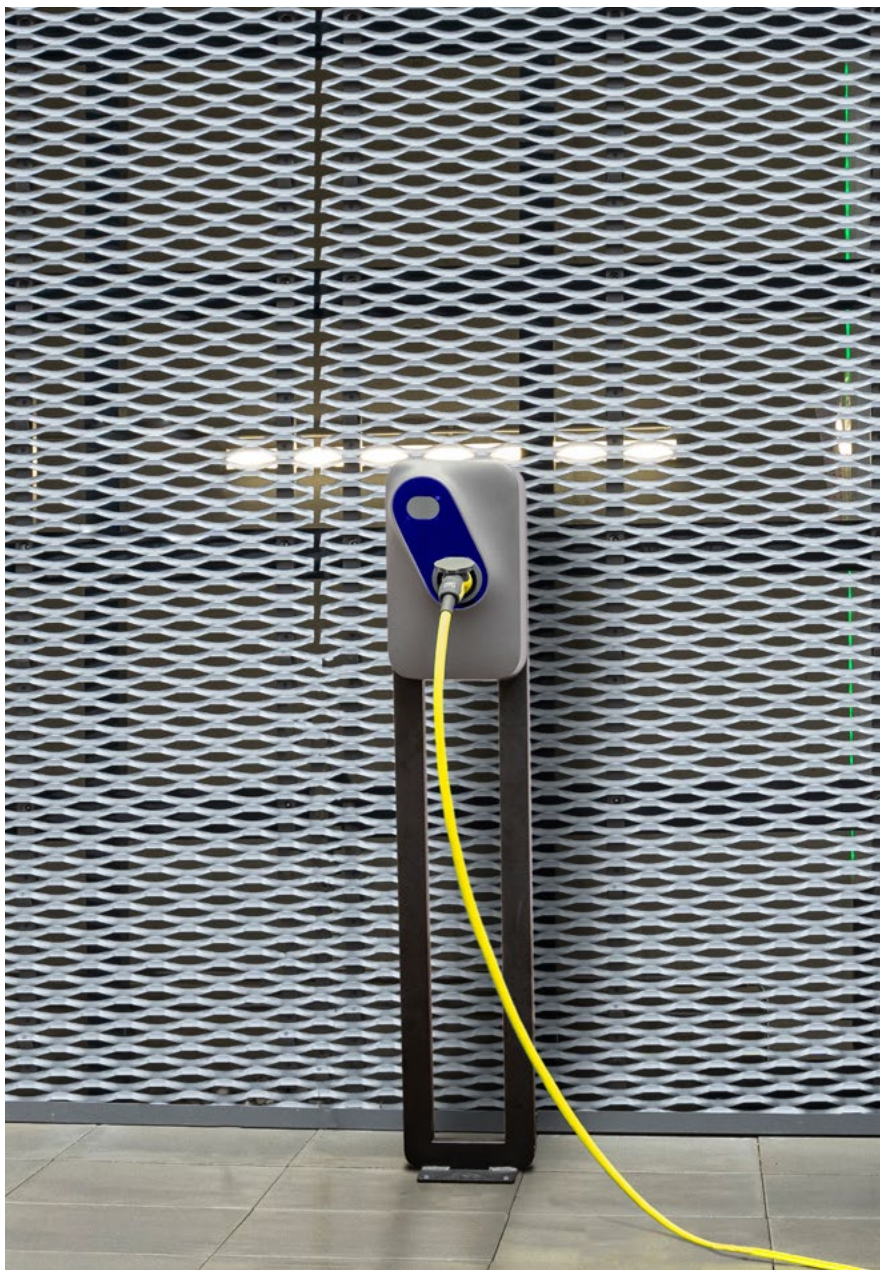
04

About Mer

Who we are

Mer is a European EV charging company with a mission to make sustainable electric mobility easy and accessible for everyone. Backed by Statkraft, Europe's largest producer of renewable energy, we are combining the best of both worlds to power the European shift towards a purer way of moving. Although Mer was formed in 2021, as a result of targeted company acquisitions by Statkraft, the company has more than a decade of expertise and knowledge within the charging industry.

Through our activities in Norway, Sweden, UK, Germany and Austria with roughly 230 employees, we are genuinely energised by our mission and that is also the reason why we say that sustainability is existential to us.



Although we are on the right side of history by providing renewable energy to EVs and hence enabling the shift to electrification, we will not settle. That is why we have set ourselves an ambitious target of becoming the first carbon neutral EV charging company in Europe!

Where we come from

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

Where we are

- We write our first sustainability report professionally
- We have just started our journey on sustainability
- We have high ambitions

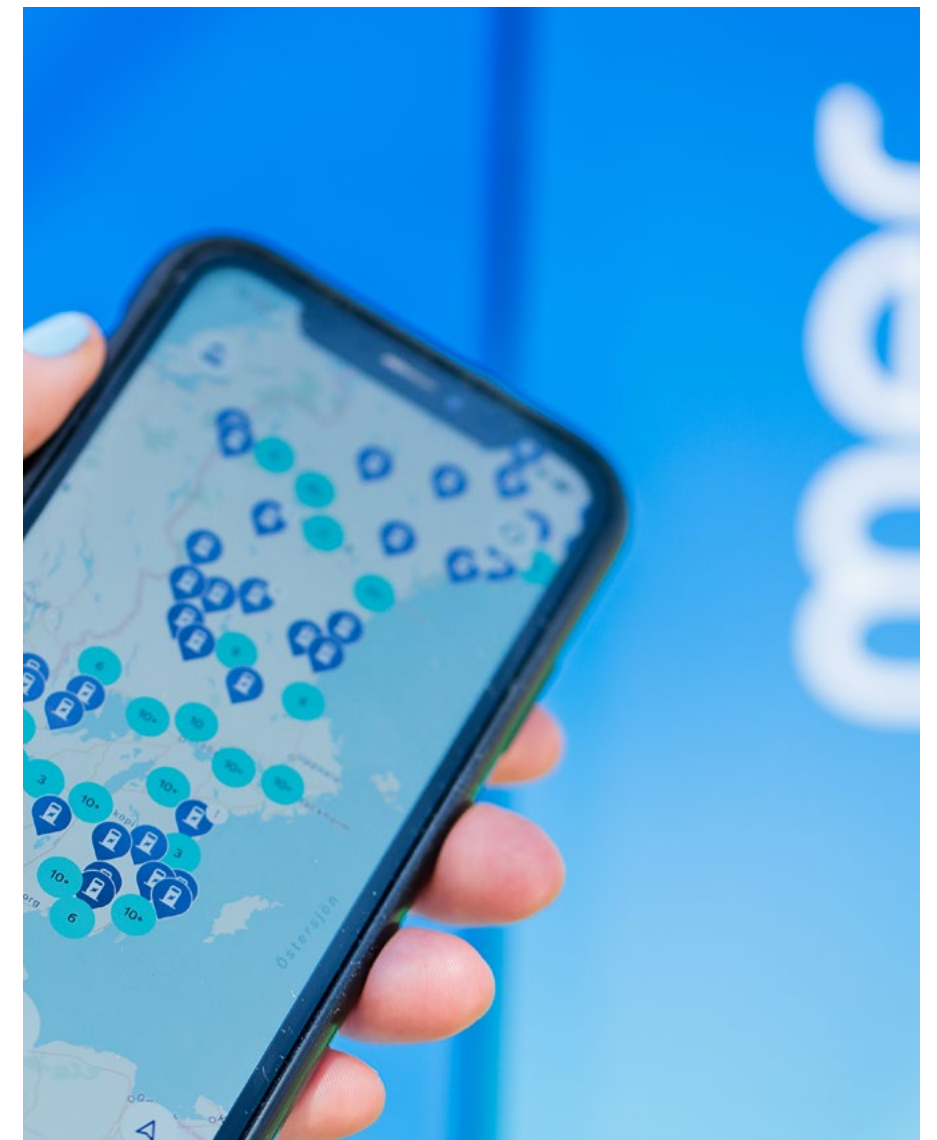
Where we want to be

- Industry leading in EV-charging and sustainability

Our vision, ambition and values

As we are energised by what we do, our people are fundamental to our business. We seek to inspire our employees to find a positive and meaningful career that is just right for them. [That is why sustainability is an obvious company value to us.](#)

Although the origin of Mer stems from different business units, the purpose of the companies has always been the same. Therefore, Mer's vision defines the group's long-term ambition and highlights the direction to which the group is heading:

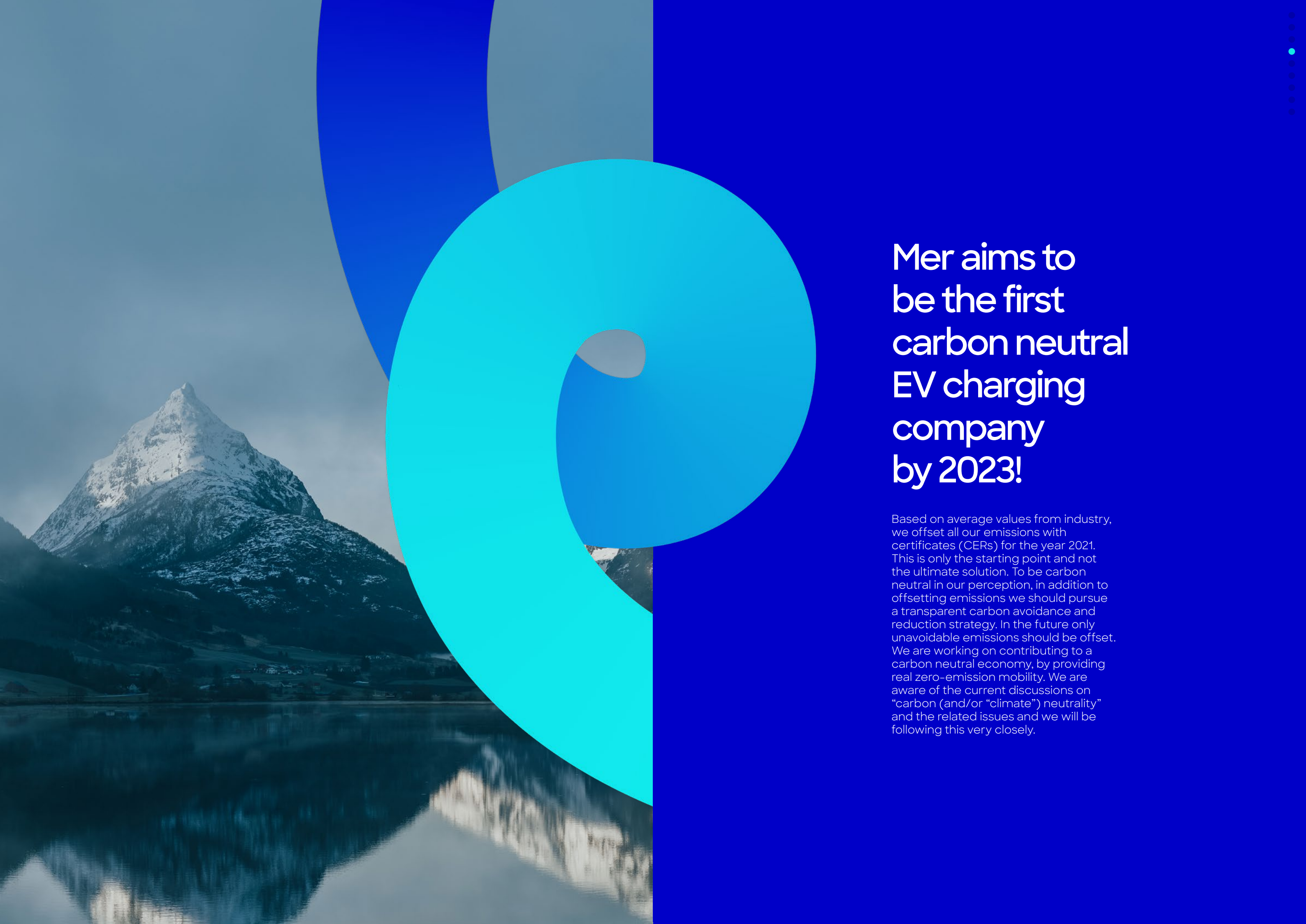


We aspire to become a winning European full-service charging provider, with customer-centric solutions, that create a smarter and better tomorrow.

What we do

We blend our deep knowledge of the sector with genuine ambition, bringing expertise and scale to truly power the European shift towards electric mobility. We have more than 10 years' experience in the field of EV charging with footprints in Norway, Sweden, Germany, Austria and the United Kingdom. To make it as easy as possible for our customers to use emission-free mobility, we have specialised in various business areas. [Our experience ranges from public charging,](#)

[private and multi-home solutions to solutions for corporate fleets.](#) To combine the advantages of individual mobility with the benefits of sustainable mobility solutions, we also offer e-carsharing in Germany. We believe mobility can be better: purer, smarter, more sustainable.



Mer aims to be the first carbon neutral EV charging company by 2023!

Based on average values from industry, we offset all our emissions with certificates (CERs) for the year 2021. This is only the starting point and not the ultimate solution. To be carbon neutral in our perception, in addition to offsetting emissions we should pursue a transparent carbon avoidance and reduction strategy. In the future only unavoidable emissions should be offset. We are working on contributing to a carbon neutral economy, by providing real zero-emission mobility. We are aware of the current discussions on “carbon (and/or “climate”) neutrality” and the related issues and we will be following this very closely.

We are sustainable

Everyday, we strive to grow our business in a sustainable manner, considering our impact on people, the environment and our society.

It also means that we value togetherness and we focus on creating a safe and inclusive environment that fosters trust, transparency and equality through open communication.

We are passionate

We are passionate about what we do and we value curious mindset and seek to grow and learn from failing.

We believe in bringing fun and positivity to our colleagues and customers by embracing change and continuously look to improve from our learnings.

We are entrepreneurial

We value our creativity and ability to craft and build a sustainable, powerful and successful company together.

We reward curiosity and new ideas, while also focusing on delivering to our promise - to build customer centric solutions.

Sustainable.

Passionate.

Entrepreneurial.



‘We aspire to become a winning European full-service charging provider, with customer-centric solutions, that create a smarter and better tomorrow’

To provide a holistic charging experience, we provide our service in different areas:

Single family home

For everyone who has their own parking space, we have probably the most convenient way to charge. Come home in the evening, plug in and start again in the morning fully Charge.

Multi-family home

In Multi-family homes you have different prerequisites as often many stakeholders are involved. Therefore we developed a own product to plan and operate as future-proof as possible.

Work

From the investment costs to the complexities of operating workplace charging, we provide businesses with managed, tailored and simple solutions for employees and visitors.

Fleet

We provide reliable and future-proofed electric charging infrastructure for the workplace. We guide our customers through the entire process to plan and operate charging solutions for fleet operations.

Destination

Charge while you store? We ensure a simple experience for Commercial Landowners, taking care of everything from grid connection through to installation and management.

On-the-go

We provide solutions to charge in the places where many people are on the road. This is what brings people from A to B.

eCarsharing

With our modular system in Germany, the switch to eCarsharing is as easy as can be, because we take care of everything that our customers don't (yet) have.



On-the-go
(e.g. retail EV charging stations)



Multi-family home
(e.g. apartments)



Work
(e.g. office, govt, property)



Single family home



Fleet
(e.g. trucks, delivery vehicles)



eCarsharing
(e.g. retail EV charging stations)



Destination
(e.g. mall, supermarket, car park)

‘We aim to integrate sustainability performance across our value chain and associated processes’

It is integral to our mission

To make sustainable electric mobility easy and accessible for everyone

It is in our DNA

We embed sustainability in our culture and values

It is how we win

We stand out against our competition on our sustainability credentials

It is how we work

We aim to integrate sustainability performance across our value chain and associated processes—The Mer Way

05

Sustain-ability.

Sustainability is existential to us

We do not have a sustainability strategy – we have a business strategy that would not exist without sustainability.

Our sustainable legacy and continuous focus to do good is what we believe will set us apart from everybody else in our market towards becoming a leading European EV charging player. If the topic of sustainability was not present in the transport sector, our entire business model would not exist, as everyone would continue to drive with combustion engines.

On our journey towards this ambition, we use the strategy cascade to structure and formulate how we are planning to reach our goals.

Sustainability along the strategy cascade

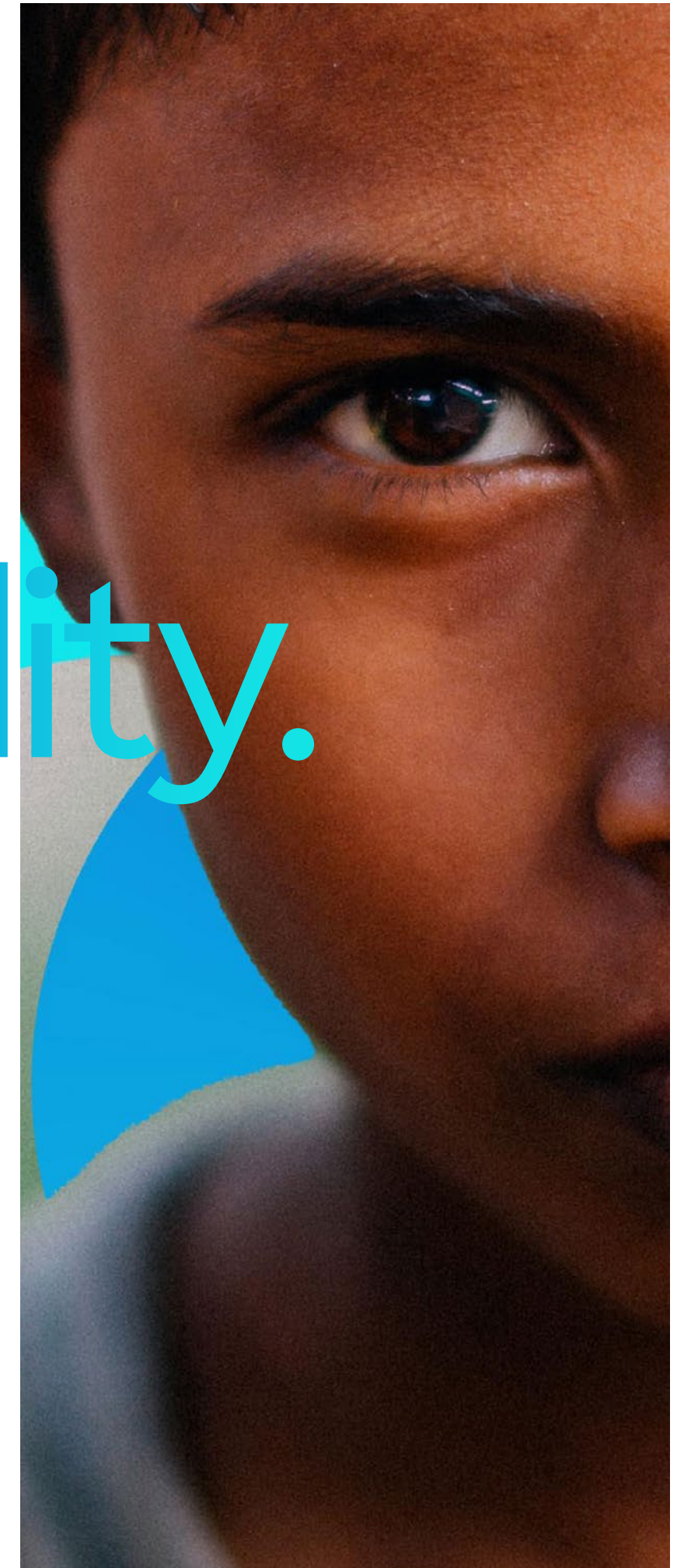
To us, winning means having a long-lasting positive impact on society and the UN's Sustainable Development Goals (SDGs), while building a sustainable business

with healthy financials and a comfortable working environment that supports a sensible work-life balance, diversity and inclusion.

We consciously choose geographies, segments and business models within EV charging that we consider to be most impactful and most profitable in the long term. In public charging, we invest in and operate fast charging infrastructure in high-traffic locations, because that is what gets people from A to Z, and where the long-term financial

value is and the highest potential of accelerating the transition to emission-free mobility. In private charging, we offer full-service solutions by selling and operating charging infrastructure where most charging sessions take place, because we want to cater to the charging needs of all EV-drivers and this business immediately supports our profitability. Our strategic choices underline our ambition to propagate electric mobility from a business and societal perspective, making sure we are moving towards a more liveable planet in the future.

To ensure that sustainability is anchored in the strategy in the long term, we have established a governance system in which sustainability plays a central role.



Govern- ance

At Mer, sustainability is a core component of all we do. We all share the same ambition: to become a leading European e-mobility company by offering cutting-edge, environmentally friendly solutions for the best possible customer experience. This is done through the efforts of our employees, who are driven by a sincere desire to improve the world and by our determination to do so.

Principles

A systematic approach to and continuous improvement of sustainability aspects of Mer's activities is an integrated part of our business. Mer's sustainability management is based on three key principles:

- 1. Risk-based**
We seek to minimise the negative impact of our activities on nature, people and societies and focus our efforts where the risk is highest
- 2. Shared value**
We seek to maximise the positive impact of our activities on nature, people and societies
- 3. Business integrated**
We take a systematic approach, integrating environmental, climate, social and human rights considerations into key company activities and processes

Roles and responsibilities

Policy and process: Policy and process owners are responsible and accountable for implementing the requirements in this content. This includes ensuring sufficient and qualified staff and a consistent approach across activities.

CFO: The CFO is responsible for governance, as well as providing guidance, support and capacity building to the line on environmental, climate, social and human rights matters. As of 2021, Mer was part of Statkraft and via this acted according to the Norwegian Accounting Act regarding reporting on corporate social responsibility, including working environment, gender equality, anti-discrimination and the environment.

Sustainability key performance indicators (KPIs) will be part of our quality and business process management system called "The Mer Way". Our Group's finance function is closely monitoring each business unit's performance on defined KPIs as well as the KPIs included in the specific focus areas in this report and gap closing activities.

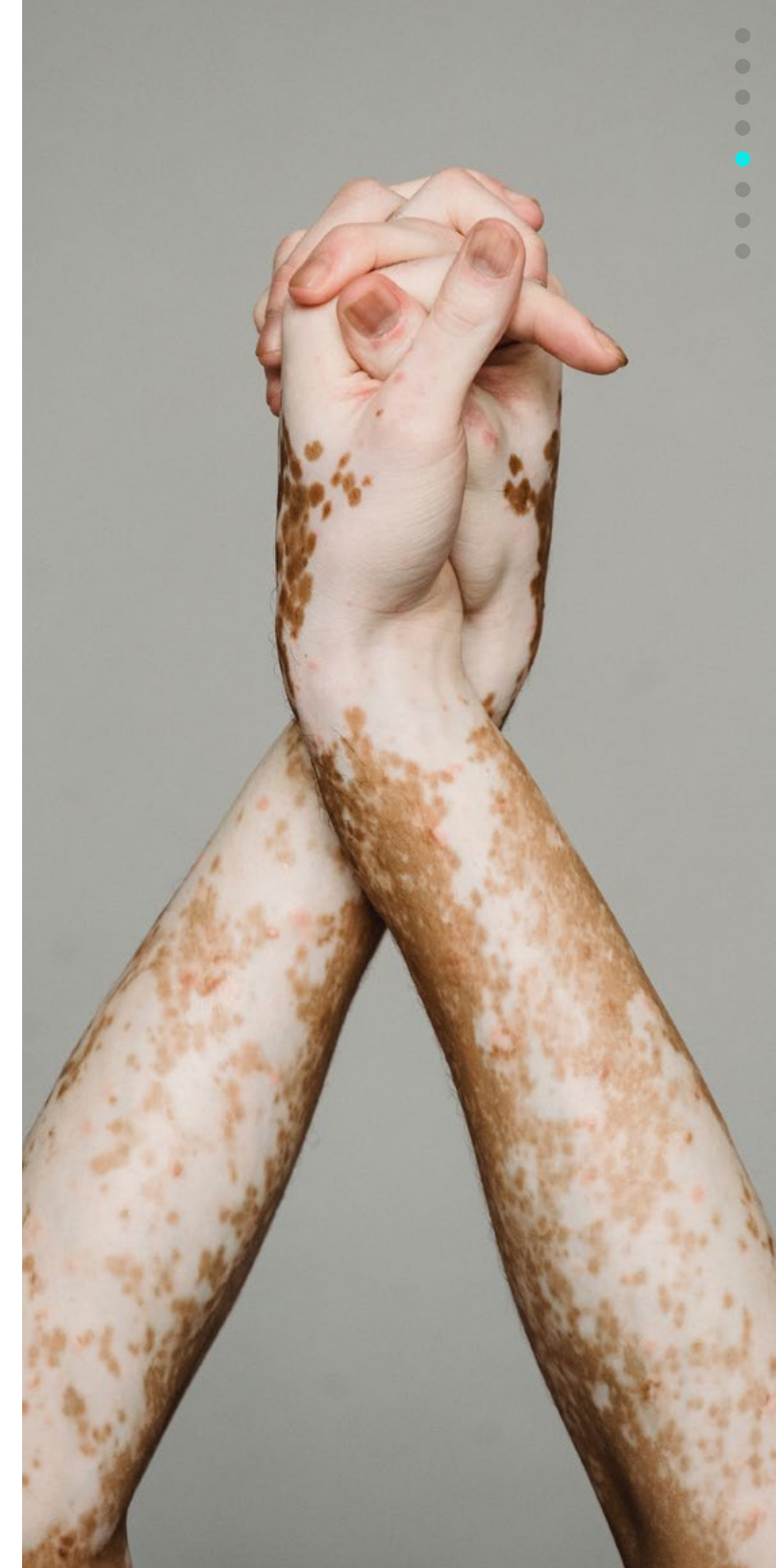
The review and control responsibilities will include the implementation and coordination of company-wide human rights due diligence and annual management review.

Head of Procurement: The Head of Procurement is responsible for the implementation of the procurement requirements to ensure a responsible supply chain. The responsibilities include, aligning on all policies to suppliers across the entire value chain (including partners and suppliers) and report to CFO on key performance indicators (KPIs) relating to procurement.

Furthermore, the Head of Procurement will be responsible for issues regarding the Norwegian Transparency Act, to be released in mid-2022.

Human resources (HR): Mer's HR department aims to create equal jobs and opportunities across its value chain. This includes assertiveness on gender and diversity across its operations and management. Constant feedback in the form of surveys shall help to consolidate steps in the right direction. HR is also accountable for reporting in accordance with HR-requirements, for instance the Norwegian Equality and Anti-Discrimination Act. In addition, regular reporting on to CFO selected indicators ensures closer control.

‘Sustainable electric mobility easy & accessible for everyone’



Key Sustainability Areas

Environmental

Mer is committed to combatting climate change and supports a precautionary approach to the environment.

Mer's assessment and management of its environmental impacts is based on laws and regulations in the countries where we operate and takes guidance from relevant international standards and principles.

Therefore, Mer must:

1. avoid/minimise/mitigate adverse impact from our activities,
2. efficiently follow-up of scope 1, 2 and 3 emissions (greenhouse gas (GHG) emissions),
3. reduce/reuse/recycle as much as possible to limit waste,
4. seek to minimise ecological footprint and to sustainably manage our use of resources.

Social

Mer is committed to conducting its activities in a way that avoids or minimise negative consequences and contributes positively to people and communities in the countries we operate.

For that purpose, we will establish and maintain a process for identifying the social risks and impacts of our activities. The type, scale and location of these activities shall guide the scope and level of effort devoted to the risks and impacts identification and management process.

Mer is committed to respecting human rights as set out in the UN Guiding Principles on Business and Human Rights and as a member of the UN Global Compact (through Statkraft) supports the protection of internationally recognised human rights. This means respecting the dignity and fundamental rights and freedoms of all individuals affected by our activities.

Mer shall be proactive and seek to have constructive dialogue and engagement with key stakeholders in their projects and operations. This includes regular interaction in a format and frequency relevant to the activity in question objective of stakeholder engagement is to enable stakeholders to share their views and concerns as well as to build trust among the involved parties.

Learn how Mer works together with [stakeholders](#).

Governance

In Mer we are convinced that clear requirements and consistent business conduct build trust and loyalty among employees, business partners, customers and communities.

Mer has a fundamental commitment to act in an ethical and responsible manner and to comply with all applicable legal requirements wherever Mer operates. We are committed to fairness, transparency, verifiability and accuracy in all our dealings.

Mer does not tolerate and works against corruption in all its forms in the public and private sector. We do not offer, give, accept or receive bribes or other improper advantages, whether directly or indirectly, for business or private gain, whether for ourselves or for others.

National and international regulatory build the foundation of how to conduct business. The European Commission has proposed a directive on corporate Sustainability Due Diligence.

In July 2022 Norwegian regulators plan to implement the Transparency Act and regulation sets clear and ambitious requirement for how Norwegian companies should assess and comply with human rights.

The European Commission has proposed a directive on [Corporate Sustainability Due Diligence](#). We expect the directive to be implemented in 2024.

Both Corporate Sustainability Due Diligence and the Transparency Act imposes an obligation on companies to carry out due diligence assessments of human right, and this includes own operations, supply chain and business partners.

We have introduced a comprehensive business and quality management system (BQMS) as part of our governance structure, called "the Mer Way". Sustainability is a highly relevant and integral aspect in meeting our strategic (and operative) group-wide objectives. Therefore, it is a key principle of our BQMS to guarantee the continuous improvement of our business activities, products and services in relation to assessing, managing and improving our environmental impact in order to significantly proceed addressing the challenges imposed by the climate change and creating a basis for sustainable economic development.



‘We actively work to support the United Nations Sustainable Development Goals’

Our contribution to the SDGs

06



We actively work to support the United Nations Sustainable Development Goals (SDGs) and share the view that business has a key role to play in delivering on and contributing to the goals. We support all defined SDGs, but mainly aim contribute to these selected goals through our operations in the future.

Our SDG contribution

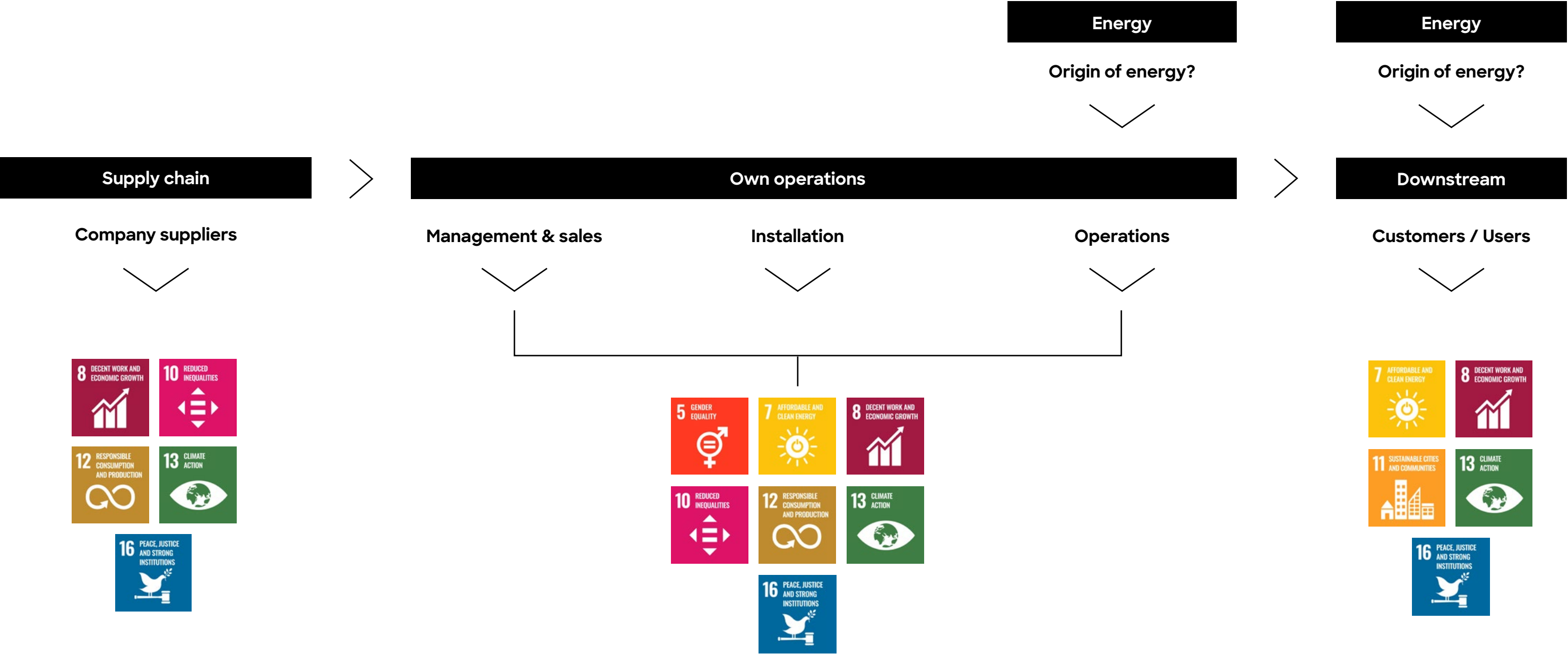
7 11 13 By building charging infrastructure, we are investing in building the future of mobility. We are sure that the more people have access to charging facilities, the more people are willing to drive electric. This leads to less local emissions in the cities and air quality improves. By supplying renewable energy, we directly support the mitigation of climate change.

5 8 10 We offer a good work environment that values competence, responsibility, and creativity. We strive to provide a diverse workplace that is inclusive of gender, age, handicap, and cultural background.

16 We, at Mer, want to prevent corruption and bribery with everything in our power. To this end, we rely on the development of a Code of Conduct as well as on the active training of all our stakeholders.

12 By developing and implementing a Supplier Code in 2022, suppliers will be encouraged to apply a circular economy mindset to their activities, including adopting a lifecycle perspective, and promoting resource efficiency, reuse, and recycling. As we also want to promote circular economy in our internal operations, we strive to implement Initiatives for this in 2022.

Our main contributions today to each of these goals and our ambitions are described in the specific focus area. We have different impacts on the SDGs along our value chain. Which SDGs are affected in which part of our value chain is shown in the following figure. [Want to know more about what the impacts along our value chain are?](#)



‘We use the fundamentals from double materiality assessment to understand material sustainability considerations for our company’

07

Double Materiality

State of the art in sustainability reporting

We use the fundamentals from double materiality assessment to understand material sustainability considerations for our company.

We perform a double materiality assessment to sufficiently understand ESG (environmental, social & governance) related risks and opportunities we are facing as a company. Double materiality is a well-known concept within sustainability reporting and is an efficient guidance to understand how external ESG risks and opportunities could impact us and what impact and footprint we could have on external matters.

Not only internal, but also external factors influencing our business. Along our ESG journey we will continuously focus on stakeholder engagement and megatrends affecting our business to understand and address ESG risks and opportunities, ultimately communicating these risks and opportunities through transparent reporting.

The double materiality methodology is accompanied by stakeholder assessments, megatrends analysis and a compilation of risk and opportunities. These three steps form the basis for our strategic prioritization such as focus areas, ambitions, targets and KPI's.



RISKS & OPPORTUNITIES

Financial materiality

To the extent necessary for an understanding of Mer's development, performance and position...

Mer's impact on climate can be financially material.



Company



Climate change impact on company



Climate

EFFECT ON SOCIETY & ENVIRONMENT

Environmental & social materiality

... and impact of its activity.



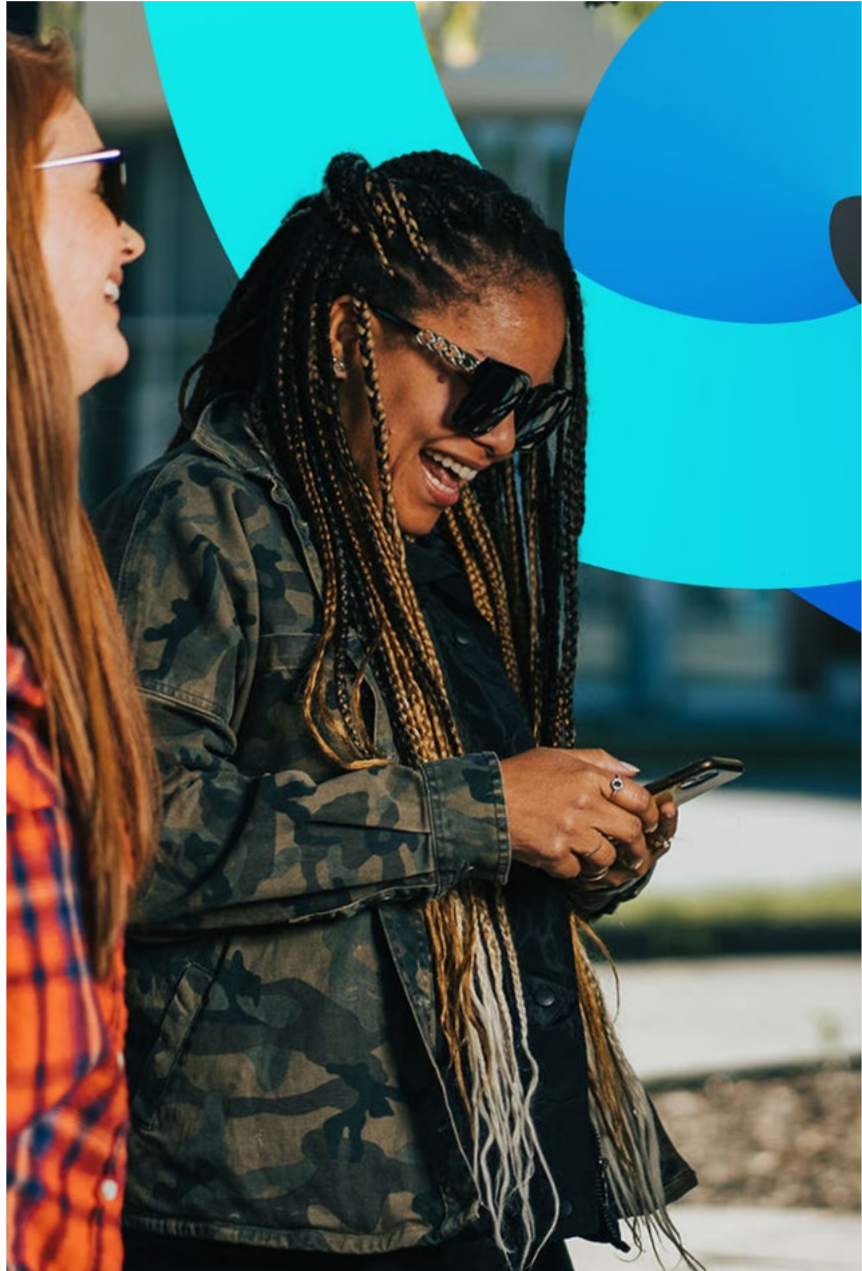
Company



Company impact on climate change



Climate



Our Stakeholders

We performed our first stakeholder assessment in 2021. Through this assessment we identified our most important stakeholders and their expectations concerning sustainability in Mer. The assessment was facilitated by external experts, including cross-functional input from Mer and anchored at corporate management level. Stakeholders’ expectations are determined through dialogue as part of the daily business and formal interviews. The interviews are performed annually to accommodate for any updates to identified material topics.

We will always try to operate in line with our stakeholders’ expectations and create long-term solutions to meet their expectations. Therefore, we will establish a grievance mechanism available on our website where all stakeholders can notify anonymously if their expectations are

not met. All grievance received will be followed up and resolved within short time. In the coming years we will also perform full review of the grievance mechanism annually to track the effectiveness.

As of 2021 we have not established a sustainability routine, we have only informed our end customers. To learn more about how we plan to communicate to various stakeholders please see the table on the next page.

Who will we engage with?	How will we engage with them?	What is most important?
Local communities	Dialogue and collaboration on relevant initiatives and actions	Climate and environment Jobs Local value creation Transparency Ripple effects
Partners & competitors	Dialogue and collaboration on relevant initiatives and actions	Price and quality Technology Availability Renewable energy
Shareholders	Dialogue on specific topics Reporting	Sustainable technology Long-term strategy Risks and opportunities Transparency Growth
NGO’s	Dialogue on topics of mutual interest Collaboration on initiatives and projects	Ripple effects Oppurtunities in renewables Climate and environment Spills Sustainable R&D
Regulators	Authority contacts and communication Inputs and feedbacks (ie in hearings) Reporting	Emission-free mobility Equality Standardization of technology Reporting Circular economy
Customers	External communication platforms (ie websites, apps, SoMe channels, newsletters, etc) Customer service External customer surveys	Renewable energy Price and quality Technology/Innovation Transparency Circular economy
Employees	Internal communication platforms (ie intranet, town halls, internal newsletters) Internal campaigns (ie competitions, challenges, quizzes, etc) Internal surveys	Personal development Social responsibility Working conditions Values and ambitions Climate and environment

Mer is exposed to different risk and opportunities related to key sustainability trends and we need to understand how this impacts Mer. We have identified five sustainability megatrends with a significant impact on our business model. The five megatrends are the following: climate change, circular economy, nature and biodiversity, demographics and transparency. These five megatrends will be an essential part of the development of our business model.



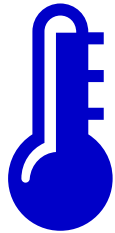
Nature and biodiversity

Nature and biodiversity have gained an increased focus from different stakeholders. We observe an acceleration in the loss of biodiversity and increased use of planets resources. Biodiversity loss and ecosystem collapse will potentially be one of the top five threats humanity will face in the next ten years.

Demographics

Changing demographics increases the focus on human rights and value chain transparency. Labour and human rights conditions are receiving increasing attention from stakeholders and new regulations are implemented due to unethical practices. Clients, investors, and regulators require transparency on risk management and ethical behavior in own operations and throughout the value chain.

Mega-

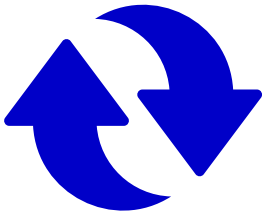


Climate change

Climate change is the main driver for the increase in EVs and renewable energy production. Climate change will increase the demand for renewable energy as we are witnessing a shift away from energy generated from fossil fuels. The world needs a shift towards renewable energy, and this trend is accelerating the pace for electric mobility.

Circular economy

Eighty percent of environmental impact is decided in the design phase. The European commission wants to make circular business models more feasible and has introduced the Circular Economy Action Plan as part of the European Green Deal. The purpose of the Circular Economy Action Plan is to have an impact on how products are designed, encourages sustainable consumption and reduce the amount of waste.



Trends.

Transparency 2.0

Technology for monitoring and reporting the impact of products and services is becoming more mature. Sustainability reporting will provide stakeholders with insight into how an organization is managing environmental, social and governance issues. For the upcoming years, the EU will introduce and implement new regulatory reporting requirements, for instance the EU Taxonomy and the Corporate Sustainability Reporting Directive (CSRD).



Impact through our value chain

We are dedicated to conduct our business responsibly throughout our own operations and value chain. Our dedication implies that we need to understand impacts regarding suppliers, management and sales, installations, operations, and customers/users.

We have an ESG footprint in the entire value chain, however in different parts and with different implications. For each part we have performed an internal assessment with key employees in the different countries where we operate and identified ESG impacts for each part of the value chain. The identified impacts are presented in the table on the next spread.

We aim to integrate sustainability along our internal value chain, to make sure our business strategy including our sustainability agenda is cascaded into all departments and associated processes.

In conjunction with the following risks and opportunities, these impacts along our value chain form the basis for our focus areas. How we deal with them is described in the respective focus area.



Impact along our value chain

		Supply chain	Own operations		Downstream	
		Company suppliers	Management & sales	Installation	Operations	Customers / Users
e	Environmental Impact	GHG emissions from transport	Biodiversity impact from material production	GHG emissions business travel	Waste management	End of life management
		GHG emissions from material production	Energy use in offices	GHG emissions from installation (concrete foundation)	Circular Economy (Product lifetime, repair, reuse)	Mobility
		Circular Economy (use of virgin raw material)				
		GHG emissions from product development				
s	Social Impact	GHG emissions from energy source	Health & safety	Local value creation	Labour rights & work environment	Human rights
		Labour rights	Diversity & equality	Health & safety	Local value creation	Labour rights & work environment
		Human rights	Competency development	Diversity & equality	Health & safety	
		Human rights	Competency development	Diversity & equality		
			Labour rights & work environment	Human rights	Competency development	
g	Governance Impact	Local value creation	Transparency & traceability	Responsible business practice (anti corruption and competitive behaviour)	Stakeholder engagement	Privacy & data security
		Societal value creation	Quality & risk management	Transparency & traceability	Responsible business practice (anti corruption and competitive behaviour)	Stakeholder engagement
		Responsible business practice (anti corruption & competitive behaviour)	Privacy & data security	ESG consideration in supply chain	Transparency & traceability	Responsible business practice (anti corruption & competitive behaviour)
			Stakeholder engagement	Privacy & data security	ESG consideration in supply chain	Transparency & traceability
						ESG consideration in supply chain
						Privacy & data security

Risks and Opportunities

The sustainability agenda and playing field is ever changing. Climate change, changes in the regulatory landscape, innovation and new technology, market changes, and company reputation are all examples of possible risks that could have a financial impact to Mer at the present and in the future. Likewise, these risks could also present new opportunities for Mer, thus contribute to sustainable value creation.

We have identified relevant environmental, social, and governance risks and opportunities to respectively mitigate and capitalise on the changing sustainability agenda. These risks and opportunities are disclosed on a Group level. We disclose the actual and potential impact on Mer’s business, strategy, and financial planning where such information is considered material.

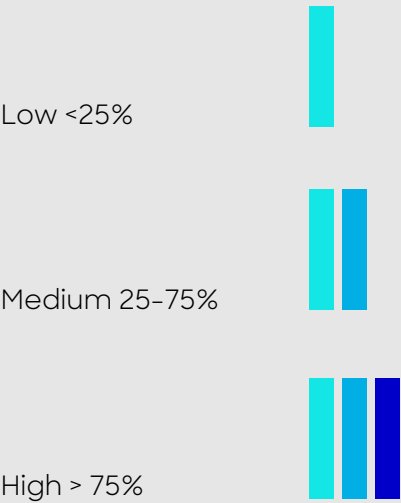


Table criteria

In the following tables we have rated the risks and opportunities by different criteria:

- **Description:** More detailed description about the risk/opportunity
- **Probability:** How likely is the risk/opportunity to occur?
- **Impact:** What (non-financial) impact does the occurrence of the risk/opportunity have on Mer?
- **Financial Impact:** What financial impact does the occurrence of the risk/opportunity have on Mer?
- **Horizon:** In which time horizon is the risk/opportunity most likely to occur?
- **Examples of how to deal with risk/opportunity:** What are examples of how Mer deals with the risk/ opportunity if it occurs: What are examples of how Mer deals with the risk/ opportunity if it occurs?

Probability



Horizon





Environmental

	Risks			Opportunities		
	Cost of guarantees of origin	Environmental risk in supply chain	Market reputation	Increasing demand for EVs	Circular options	Market reputation
Description	Increased demand for renewable energy and potential increase prices of Guarantees of origins (GOs).	Not established routines to identify and assess environmental impact from production of hardware to installation of chargers.	New expectations and requirements for instance new regulatory requirements and market demand. Stakeholders perception and definition of "green" likely to change during the next years demanding low impact throughout the value chain.	Growth in EV market increase demand for Mer's services and increase opportunities for new markets and business models.	Increasing demand for circular options enhance new business models in temrs of product ownership, product as a service and material streams.	Increasing expectations related to environmental impact for Mer and generate positive reputation effects, as well as increased access to capital and revenues from investors and customers.
Probability	<div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div></div>
Impact (consequence)	Will drive the need to be supplied by Statkraft (not just GOs).	We are unable to provide detailed information about the impact that occur along our supply chain. Potential negative impact on climate and biodiversity.	New regulatory requirements and increased cost of raw materials, waste handling etc. Another potential impact is the risk of greenwashing and risk of losing the pioneering role in sustainability.	Expanding our business and grow. Consolidating our position as a leading EV charging brand.	New business opportunities will open up. Circular economy will be the new standard also in the EV charging business.	Pioneering in environmental impact Leading EV charging company
Financial impact	Increased operating costs	Fine Drop in sales Increased operating cost related to risk assessments	Less investments Less turnover Increased operating costs	Turnover increase	Increased operating costs (delete, include in the market risk) Turnover increase (if pioneering circular options in EV industry)	Turnover increase
Horizon	<div>S</div>	<div>S</div>	<div>S</div> <div>M</div> <div>L</div>	<div>S</div>	<div>M</div> <div>L</div>	<div>S</div> <div>M</div>
Examples of how to deal with risk / opportunity	Trading / hedging	Establish detailed routines and systems, and establish supplier policies and requirements	Sustainability reporting, circular economy initiative, supply chain assessment, decommissioning strategy, reduce impact from installation (use of e.g. cement and cables)	Increase market share and deliver on existing business strategy	Monitor potential for new business models, growth in PaaS markets, and asesess necessity for decommissioning practices, consider vehicle-to-grid and energy management	Increase market share and deliver on existing business strategy by putting sustainability high on the agenda,



Social

	Risks			Opportunities	
	Failure to attract talent and loss of competence	Loss of partnerships	Negatively affecting social rights	Increased attractiveness to appliers and employees	Mitigation of risk related to suppliers due to more transparency
Description	Becoming viewed as unattractive by current and or future workforce	Loss of partnerships due to breach with business ethics compliance	Negatively affecting employees, partners and suppliers social rights. Lack of focus on human rights, diversity, etc.	Ensure that Mer is a good place to work and make people aware of our positive impact on the world. This will attract new people and retain existing employees.	Take a leading position on social sustainability includng diversity and human rights, local value creation both in on operations and in supply chain.
Probability	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
Impact (consequence)	Loss of competence	Loss of reputation	Loss of reputation Harm to individuals or general public	Attracting best talents Increase of competence	Competitive advantage
Financial impact	Increased recruiting costs	Increased operational costs	(Potential) fine Increased cost of human and labour rights assessment	Lower recruiting costs Increased turnover	Increased turnover
Horizon	<div><div>S</div><div>M</div><div>L</div></div>	<div><div>S</div><div>M</div><div>L</div></div>	<div><div>S</div><div>M</div><div>L</div></div>	<div><div>S</div></div>	<div><div>S</div><div>M</div><div>L</div></div>
Examples of how to deal with risk / opportunity	Culture building, continuous improvement and implemented processes to ensure competency development and retainment. Ensure talent management and internal career development	Implemented detailed HSSE policies and routines	Assessment of social sustainability throughout the value chain, and focus and diversity and inclusion internally.	Communicate how Mer distinguishes itself from its competitors on ESG. Meet employees on their terms of ensuring work-life balance.	Consider possible platforms to collect relevant data through the entire value chain.



Governance

Risks

Opportunities

Data security breach

Risk of corruption

Transparency and traceability

Practices in accordance to regulations

Regulatory push for transition to EVs

Transparency and traceability

Description

Third parties stealing confidential information, or interrupting operations.

Increased risk of corruption due to procurement with several different countries.

Increased expectations from investors when it comes to transparency and traceability of ESG-information that impact their investment strategy.

Our work is carried out in accordance with the currently applicable regulations.

Growth in EV market

More transparent reporting and communication on ESG.

Probability



Impact
(consequence)

Reputation loss

Loss of trust by stakeholders

Reputation loss

Loss of trust by stakeholders

Reputation loss

Loss of trust by stakeholders

Positive reputational risks

Increased demand for Mer's services

Increase opportunities for new markets and business models

Reduce perceived ESG risks from investors

Traceability enables increased supply chain control

Better understanding of total value chain impact

Financial impact

(Potential) fine

Blackmailing

Increased operating cost (data security)

(Potential) fine

Increased operating cost

Less investments

Operating cost related to risk assessments and reporting

Increased access to capital from investors and customers

Increased turnover

Increased investments less cost to assure labour rigjts in our supply chain

Horizon



Examples of how to deal with risk / opportunity

Well tested data security leasureess to protect all vital information in company pocession.

Establish routines to identify and prevent corruption risk

Transparent ESG reporting according to recognised international standards

Code of conduct

The Mer Way

Scanning New Business areas

Constantly looking for business development opportunities

Consider possible platforms to collect relevant data through the entire value chain

‘Our mission is to
make sustainable
electric mobility easy
and accessible to
everyone.’

08

Focus Areas

We have addressed stakeholders' expectations concerning ESG, mapped ESG risk and opportunities across our value chain and global activities, and assessed sustainability trends to ascertain the future materiality to Mer. Based on the output from the performed analyses and activities described above, we have defined the following four strategic focus areas for Mer:

- 1. We enable the electric mobility revolution**
- 2. We provide renewable energy for e-mobility**
- 3. We create jobs and equal opportunities**
- 4. We conduct our business in a responsible manner**

Each focus area is narrowed down based on specific, measurable, achievable realistic and timely (SMART) goals and dedicated actions to reach our target KPIs. "The Mer Way" as our management system ensures coherent execution and performance management across the group.

As a result of the performed materiality assessment, we identified 13 material topics categorised into the four strategic

focus areas. The table summarises the 13 material topics that we have identified through our processes.

We found it challenging to acquire data due to the diverse data starting points and techniques as we were primarily concerned with developing the Mer brand from the separate enterprises in 2021. As a result, we have settled on a smaller set of KPIs for the individual focus area for 2021, while also establishing KPIs in the view on which we would want to work in the following years.

The KPIs are developed with reference to the GRI Standard 2021, but we are also including customised KPIs for material topics where the GRI Standard does not provide sufficient information or KPIs. We have also selected relevant targets for each area and will continuously follow up and improve our results to reduce any identified gaps between targets and actual results. Our targets will be monitored, assessed and followed up by relevant people in Mer.

The defined strategic focus areas indicate where Mer has an impact on the external environment and can be seen in context with the selected SDGs:

We enable the electric mobility revolution



Emission-free mobility

Enabling emission reductions

Sustainable cities

Circular operations

We provide renewable energy for e-mobility



Renewable energy

Climate impact of Mer

We create jobs & equal opportunities



Diversity and equality

Job and value creation

Safe and good working environments

Training and employee development

We conduct our business in a responsible manner



Sustainable supply chain

Anti-corruption

Sustainability governance



01

We enable the electric mobility revolution.

Why is the topic material to Mer?

Climate change is a fundamental challenge to the society, and all parts of the society should do their best to reduce their impact to climate and make a solid effort of reaching the goals of the Paris Agreement. Achieving the goals of the Paris Agreement requires rapid changes, and the EU is leading the way for a renewable transition. The European Commission has introduced the European Green Deal, and the main purpose of the initiative is to make Europe climate-neutral, as well as protect human life, animal and plants by cutting pollution. Furthermore, the European Green Deal set to help companies become world leaders in clean products and technologies.¹

Climate risks are considered among the top risks in the upcoming years according to World Economic Forum.² Climate change is one of the primary drivers of increased EV sales. We see a regulatory push towards climate-friendly technologies such as zero-emission cars and the development of climate-friendly

infrastructure, and we strive to minimise the friction in the transition to electric mobility by providing simple, appropriate, and sustainable solutions for all.

We want to be at the forefront of addressing the above issues. Contributing to the development of charging infrastructure is a critical step in helping the EU to fulfil its aim of 100 percent EV registration by 2035.³ According to Hurdalsplattformen, the Norwegian government will increase the use of climate-friendly technology in local transport, continue to focus on zero-emissions cars and the development of climate-friendly infrastructure, such as charging stations throughout the country.⁴ Installation of publicly accessible chargers has expanded sevenfold in the last five years, and in Norway and Sweden EV have a respective sales share of 75 and 30 percent.⁵ Furthermore, in Germany there were 400 000 new EVs in 2021, and



the German government has made the following statement: “We are making Germany the lead market for electric mobility and are massively accelerating the expansion of the charging station infrastructure”.⁶ In addition, shareholders such as investors, customers and others have expectations that the industry makes the transition to clean energy. For an electric mobility revolution to take place the world needs charging infrastructure and supply of renewable energy. We will drive the development of sustainable cities by enabling emission reductions and circular operations. Climate change is a collective challenge, and we want to

shape the electric emission-free mobility revolution. To underline this, we have decided to aim for becoming the first **carbon neutral** EV charging company in Europe. However, becoming carbon neutral is only the start for us. We will commit ourselves to clear targets of reducing emissions and delivering on our overall sustainability agenda.

How does Mer impact and manage the “enablement of the electric mobility revolution”?

For strategic focus area 1 “We enable the electric mobility revolution”, we have identified the following material topics:

- Emission-free mobility
- Enabling emission reductions
- Sustainable cities
- Circular operations

In this chapter we will focus on how our business model impacts environmental, social and governments issues in our own operations and throughout our value chain. Material topics are defined through dialogue with our stakeholders and enabling the electric mobility revolution is a strategic focus area for our business model.

Emission-free mobility: We are the ones who do it. We combine profound industry experience with true ambition, delivering expertise and power to the global shift toward electric mobility. By providing sustainable electric mobility, we contribute significantly to address the challenges imposed by the climate change and to create a basis for sustainable economic development. In addition to removing the friction in the electric mobility experience by developing clear, suitable solutions that help make the move to EVs easy, we want to take measurable actions to improve our impact on climate. We are dedicated to innovation and want to scale up and strengthen our position in the market by providing new products and services that our customers will seamlessly integrate into their daily routines. To accelerate the transition and have an even more significant impact, Mer has expanded from Norway into the UK, Sweden, and Germany as well as public charging in Austria. Our growth in public charging is backed by strong partnerships in all our markets, e.g., Coop and Burger King in Norway and Sweden, McDonalds in Austria, Tank & Rast in Germany and Blue Diamonds in the UK. In private charging, we will build on high-volume sales channels such as Volvo, Ikea or ZF.



Enabling emission reductions: We enable emissions reductions by constructing charging infrastructure and using renewable energy in our chargers when we supply the energy, and we encourage our customers to join us in this effort. We will continue to expand our footprint in Germany, the United Kingdom, Sweden, Norway and other European markets.

For our operational business, we offset all our emissions via CERs. To learn more about how we offset our emissions, go to the section "[Climate Impact of Mer](#)" as part of our focus area "We provide renewable energy for electric mobility".

Sustainable cities and circular operations: By succeeding in our business, we contribute to the creation of sustainable cities and circular operations while also conducting our business responsibly.

Resource productivity and waste management are critical components of how we conduct business. We understand that charging infrastructure is a commodity-intensive product. As many raw materials are used in the construction of charging stations, we will consider circular products and recyclable materials in our supplier choices, where possible. Mer believes that products should have the longest possible life cycle and is looking into the most effective way forward. Therefore, we have launched a pilot project in Germany to understand options to decommission our charging infrastructure: together with a company that specialises in recycling on a full-time basis, we recycled charging stations and other electrical parts.

We make sure that we use packaging material that has already been used for shipping as much as possible. We aim to reduce the amount of waste produced

in our value chain by taking further steps in the future. By implementing an asset decommissioning strategy, we want to make sure to reuse products and resources instead of binning them. Reduce, reuse and recycle are the three pillars of a circular economy, and by collaborating closely with our business partners on product design, material consumption, and waste management, we can reduce our environmental and climate impacts.

What are the key risks and opportunities to Mer?

An emission-free transition of the transport sector will provide companies with new risks and opportunities. The main opportunity for us is enabling and accelerating the electric mobility revolution, and helping customers become more sustainable. To be a market leader we need to continue working towards an easy and accessible experience with a customer orientated business model.

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

All our operations have a potential to negatively impact biodiversity through our supply chain and operations. Through our EV charging infrastructure installation, we face a potential reputational risk due to the possible harmful impact on biodiversity. In addition, we see increased focus from our stakeholders related to material input and end-of-life treatment. Raw material prices will increase as finite resources are depleted and competition for metal intensifies in the emission-free transition. We see a regulatory push for material circulation (decommissioning strategy), design for circularity and public procurement requirements related to the circular economy.⁷

Goals and performance evaluation of focus area 1

Emission-free mobility: Throughout the year, we worked to build charging infrastructure in the United Kingdom, Germany, Sweden, Norway and Austria. We had over 25,000 charging points operational by the end of 2021. In total, we have enabled 316 million electric kilometres for our customers. Even though we are only at the beginning of our journey, we consider the outcomes of our efforts as a good starting point for further improvement. Nonetheless, we still have a lot of work to do and will make every effort to meet our 2025 goal of 1.290 million electric kilometres.

Enabling emissions reductions: By providing our customers with renewable energy for charging as well as increasing our charging network we contributed to avoid over 57,000 tonnes CO2. Sulphur oxides (SOx) and nitrogen oxides (NOx) are produced during the operation of combustion engines. These atmospheric pollutants are the main contributors to regional and local air pollution and have negative effects on human health and ecosystems. By enabling our customers to drive electric we contributed to a reduction of over 9.5 tonnes of SOx emissions and 184 tonnes of NOx emissions. We are not yet satisfied with our performance because the forces were not as concentrated in our first year as Mer, as they will be in the future. We believe that by joining our forces and distributing knowledge across the whole group, we can save a lot more CO2, thus we have set the goal of enabling 1,290 million electric kilometres and by this avoiding 233,000 tonnes of CO2, 39 tonnes of SOx emissions and 184 tonnes of NOx emissions, through our charging solutions by 2025.

Sustainable cities & circular operations: Even though we have only engaged on pilot projects and thus do not have structured data on how many chargers were recycled in 2021, we have set ourselves an ambitious target. We strive for 100% recycled chargers by 2025 since we believe that we should only reuse and not use resources in the future.

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

As of 2021, we did not have data for some of our defined KPIs. In the years to come, we will work hard to generate and measure this data and incorporate it into future reports.

2021 sustainability initiatives were still very local due to Mer being newly founded but we initiated a workshop at European level to create the foundations for more alignment across the countries Mer operates in.

Initiative:

- To deliver on business plan (# of chargers & users)

Micro Initiatives:

- Deliver on business plan
- Design of future charging stations to be more sustainable

Initiative :

- Resource productivity and waste management

Micro Initiatives:

- Asset decommissioning Strategy: Engage with agencies to recycle old chargers/grid/cars
- Ensure waste handling at own premises and installers

Emission-free mobility: We will continue to work on our business plan in the coming years. That means building up the charging infrastructure. We will continue to work on our business plan in the coming years. This means building a charging infrastructure and supplying it with 100% renewable energy. Therefore, we will work on further align on our groups strategy and thereby bundle our strength.

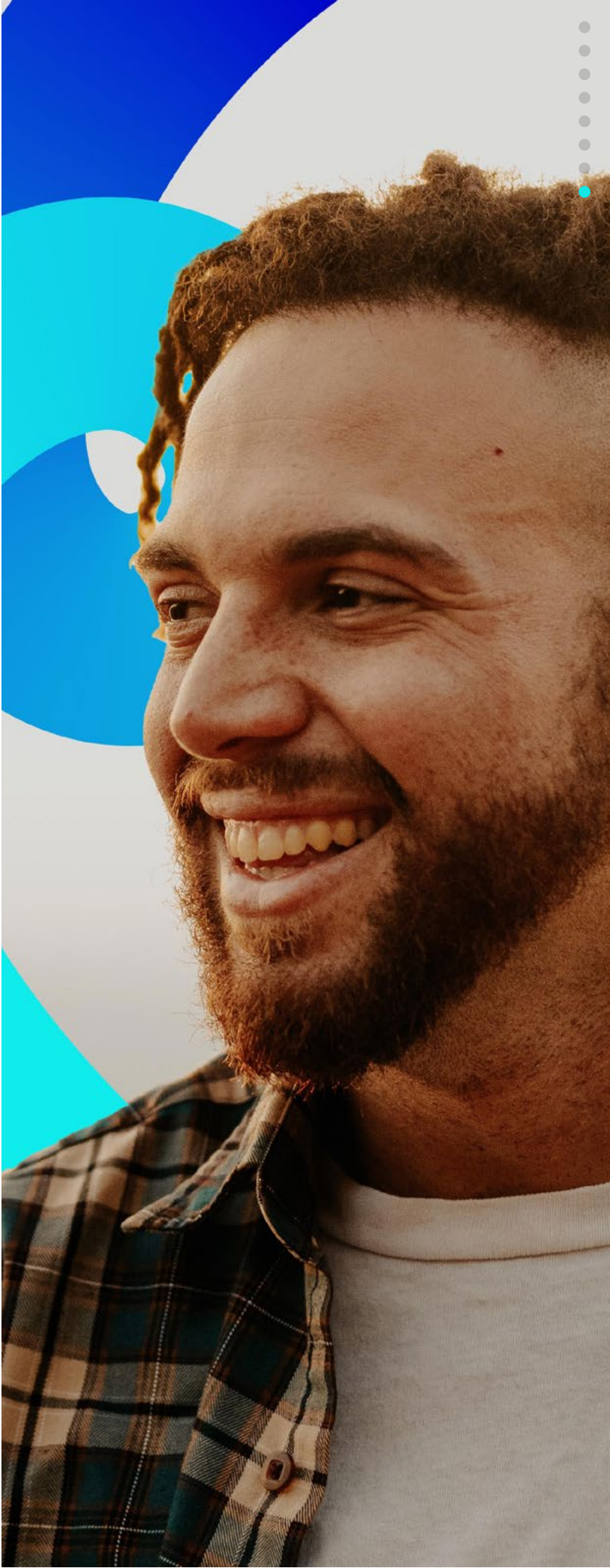
Enabling emission reductions: As mentioned above (“Emission-free mobility”), we will continue to work on our business plan in the coming years. By aligning our ambitions to a common group level, we make sure to reach our goals of 2025.

Sustainable cities and circular operations:

In order to minimise the impact of our hardware, we plan to work closely with manufacturers to consider sustainability and circular opportunities already in the design and development of charging stations, thinking sustainability holistic.

In the coming year we plan to partially install climate neutral wallboxes for our home charging solution in Germany. The manufacturer works according to the principle “cradle-to-customer plus waste”, i.e., from the extraction of raw materials to production and disposal. By calculating the carbon footprint of the product along its whole lifecycle, the manufacturer was able to take measures to reduce, avoid or, if necessary, compensate for greenhouse gas emissions. In this way, a wallbox was developed that combines everything our stakeholders demand and the climate needs. We are working to increase the share of these wallboxes in our installations where possible. Furthermore, we want to renovate retired charging stations and redeploy them on future sites. This saves materials and reduces emissions caused by the construction of new charging stations. If this is not feasible, we collaborate with partners to recycle defunct stations. We aim to report these numbers in 2022.

We aim to make sustainability one of the four fundamental values in product management. This is a key step in ensuring that future developments consider sustainability from the start and fulfil our high requirements.



We enable the electric mobility revolution



Material topic	GRI disclosure	GRI title	KPI	2021 Performance	2025 Ambitions	Related SDGs	What we measure
Emission-free mobility	N/A	N/A	Total number of charging points in operation	25,454	170,000	1113	Total number of sockets in all types of chargers, operated by end of period.
	N/A	N/A	Total electric kilometers enabled (total kWh *5)	316,326,406	1.294 million	1113	Total kWh delivered from Mer in period, multiplied by 5. All segments excluding RB.
Enabling emissions reductions	N/A	N/A	Contribution to reduced CO2 emissions in tonnes	56,938.753	233,000	1113	Calculated based on total Kilometres. Factor 0.5
	N/A	N/A	Contribution to reduced SOx emissions in tonnes	9.49	39	1113	Calculated based on total Kilometres. Factor 0.00003
	N/A	N/A	Contribution to reduced NOx emissions in tonnes	183.469	750	1113	Calculated based on total Kilometres. Factor 0.00053
Sustainable cities	306-5	Waste directed to disposal	Total weight of waste in tonnes	No data in 2021 *	No data in 2021 *	11	Total weight of waste through our operations. Partially reporting on GRI 306-5 due to unavailable / incomplete operations
			Total weight of non hazardous waste in tonnes	No data in 2021 *	No data in 2021 *	11	Total weight of non hazardous waste through our operations. Partially reporting on GRI 306-5 due to unavailable / incomplete operations
			Total weight of hazardous waste in tonnes	No data in 2021 *	No data in 2021 *	11	Total weight of hazardous waste through our operations. Partially reporting on GRI 306-5 due to unavailable / incomplete operations
Circular operations	N/A	N/A	% of chargers decommissioned that are reused / recycled	No data in 2021 *	100%	1112	Share of chargers decomissioned in period that are reused or recycled.

* We have not yet collected data on each KPI due to our young company’s history. In the following years, we will concentrate on gathering this data and developing ambitions for these KPIs and initiatives to reach them.



02

We provide renew- able energy for electric mobility.

Why is the topic material to Mer?

We are witnessing increased greenhouse gas concentrations, sea level rise and ocean heat all over the world. A key element of tackling this crisis is to end our reliance on energy generated from fossil fuel and increase the use of renewable energy. The electric mobility revolution is a crucial part of the industry contribution for achieving the goals of the Paris Agreement. The life cycle emissions of an EV depend on the source of the electricity used to charge it. The International Council on Clean Transportation (ICCT) states the life-cycle emissions in Europe, are already lower than a comparable gasoline car by 66%–69% in Europe powered with the general energy mix. By charging a battery EV (BEV) with renewables energy this gap increases to 76%–81%. Whereas driving on electricity-based hydrogen requires three times more energy than BEVs.⁸

By building critical charging infrastructure, supplied with renewable energy when the electricity is sourced by us, we accelerate the demand for renewable energy technology.

The introduction of the European Green Deal is an important step. To reach European net-zero emission goals by 2050, the world needs to increase their investments in renewables. This is an important market signal, and the electric mobility revolution is a crucial step towards reaching the goals of the Paris agreement. In 2020 the share of renewables in global electricity reached 29 percent, and according to IEA, renewables need to constitute 60 percent to meet the Net Zero ambition by 2050.⁹ Provide renewable energy for electric mobility is an important part of Mer’s business model, and we have defined climate impact of Mer and renewable energy as material topics.

How does Mer impact and manage “providing renewable energy for electric mobility”?

The strategic focus area “We provide renewable energy for electric mobility” include the following material topics:

- Renewable energy
- Climate impact of Mer



For strategic focus area 2 “We provide renewable energy for electric mobility”, we have identified renewable energy and climate impact of Mer as material topics through dialogue with our key stakeholders. This chapter will focus on how climate impacts Mer and our business model, as well as how we make renewable energy easy and accessible for everyone.

Renewable energy and climate impact

of Mer: Our strategy emphasises reducing emission in the transport sector, and we strive to stand out against our competitors on our sustainability credentials. Renewables are in our DNA and backed by Statkraft we work closely with a business partner who is equally passionate about the mission. For 2021 we use Guarantees of Origin (GOs) from Statkraft and their energy businesses, to offer 100 percent renewable energy in our chargers and, in some countries, in our internal operations. In Norway, for example, we use GOs from

Mår hydropower plant in Telemark and guarantee 100 percent renewable energy in our Norwegian chargers and internal operations. For workplace charging and our fleet solution in Germany we ensure renewable energy in our chargers by TÜV certification. We want to be perceived as a pioneer in the industry, which is one of the reasons why we have set ourselves the ambition of becoming the first carbon neutral provider of charging infrastructure (our Ambition). Development of power infrastructure is a crucial part for our business model, and we have a close working relationship with government and suppliers in this regard. As an example, in Norway we are working actively in dialogue with the government to provide input on questions regarding infrastructure.

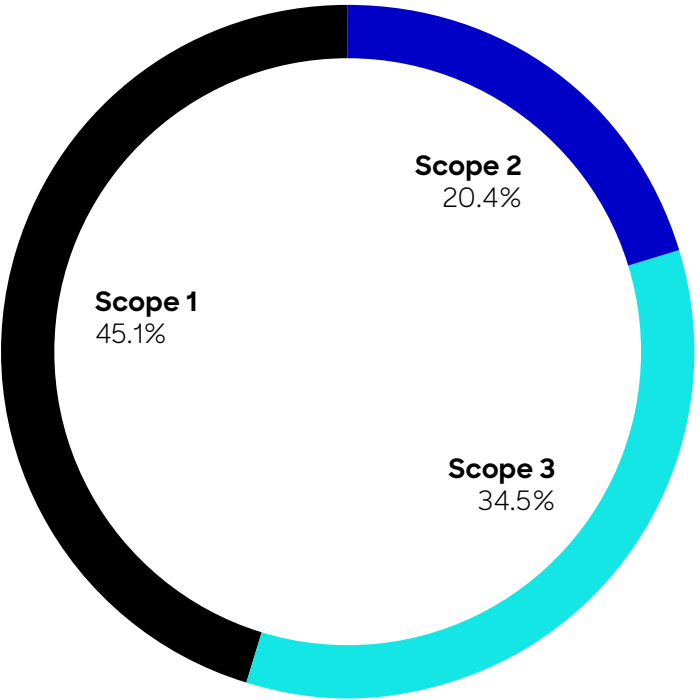
Emission Offsetting 2021

Based on the data we have gathered, we see that our GHG emissions mainly originate from business travel and installation of charging stations. We are aware that a multi-national company in Europe causes quite a bit of emissions. Since Mer was only established in 2021 and many of the individual business units had different approaches to data collection, we decided to base the emissions for 2021 partly on industry averages and estimations. Nevertheless, as we want to reduce our footprint, we offset the number of emissions we estimate to be responsible for in 2021. We are aware that this is not the most accurate data, but it is nevertheless a good starting point for us to work on avoiding emissions in the future and only offset unavoidable emissions in the long term. With the help of Carbon Neutral Britain, [we calculated our estimated emissions](#) for 2021 by using the ISO 14064 and GHG Emissions Protocol Standards. According to this framework business emissions are identified using three scopes of emissions.

Emission Offsetting
Summary 2021

Elmtronics Limited Carbon
(GHG) Emissions

Reporting Period
01/01/21 - 31/12/21



Total
Carbon Footprint

625.97 tCO₂e

282.00

Scope 1
Direct emissions

127.98

Scope 2
Energy indirect

215.99

Scope 3
Indirect Other

GHG Emissions 2021:
625.97 tCO₂e

GHG Emissions per FTE:
4.14 tCO₂e

Completed:
26th October 2022

Scope 1 (Direct emissions) ■

Activities owned or controlled by the organisation that release emissions straight into the atmosphere. For manufacturing business these would be emissions from equipment and machinery used in production. Businesses that own or lease vehicles are also included within scope 1. For many office-based businesses, scope 1 emissions are usually very small.

All Scope 1 emissions occurred from the company owned/leased vehicles and the mileage completed within the reporting period.

Scope 2 (Energy indirect) ■

Emissions being released into the atmosphere associated with the consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of the organisation's activities - but occur at sources that the business does not own or control. These emissions would be the energy usage by the organisation and energy charged at the charging stations (if not already offset).

The main Scope 2 energy emissions occurred from the electricity consumption from the organisation, with a small amount of additional emissions produced from staff working at home. These emissions were attributed to additional energy usage that would not have otherwise occurred at home.

Scope 3 (Indirect other) ■

Emissions that are a consequence of business activity, which occur at sources which are not owned or controlled, which are not classed as scope 2 emissions. Scope 3 emissions can be quite broad, including areas such as waste management, business travel, staff commuting, events, and the emissions produced from delivery to and from the organisation (including third party delivery services).

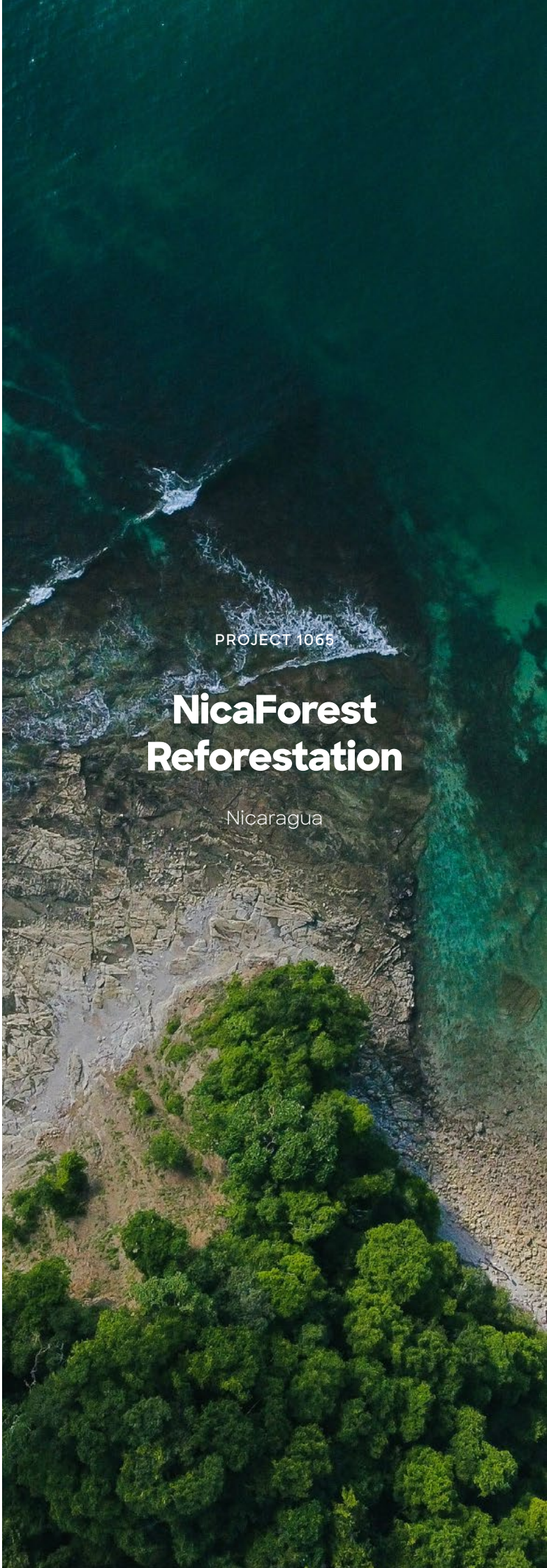
The main Scope 3 emissions occurred from organisation waste, predominately via recycled waste. Additional emissions occurred from staff commuting, business travel, hotel stays, inbound and outbound delivery of goods and organisation water usage.

Through the Carbon Neutral Britain Woodland Fund™, Mer Group has offset its total carbon emissions through internationally certified carbon offsetting projects. Certified via the Verra - Verified Carbon Standard (VCS), the Gold Standard - Voluntary Emission Reductions (VER) or the United Nations - Certified Emission Reductions (CER)

programmes, the projects have also been selected based on their direct and indirect impact around the world - not just in offsetting, but also in supporting education, employment and clean water, as well as having net positive impact on the local wildlife and ecology. As the three largest, and most regulated voluntary offsetting standards used by organisations and even countries in their emissions reductions - all measurements and tonnes of CO2e offset are accurate and verified.

An example of some of the projects supported include:

1. Project 1065: NicaForest Reforestation Program in Nicaragua
2. Project 1084: Rice Husk Power Project in Cambodia
3. Project 1034: Yorkshire Woodland Management in England
4. Project 1155: Native Forest Planting in Costa Rica



PROJECT 1065

NicaForest Reforestation

Nicaragua



PROJECT 1084

Rice Husk Power Project

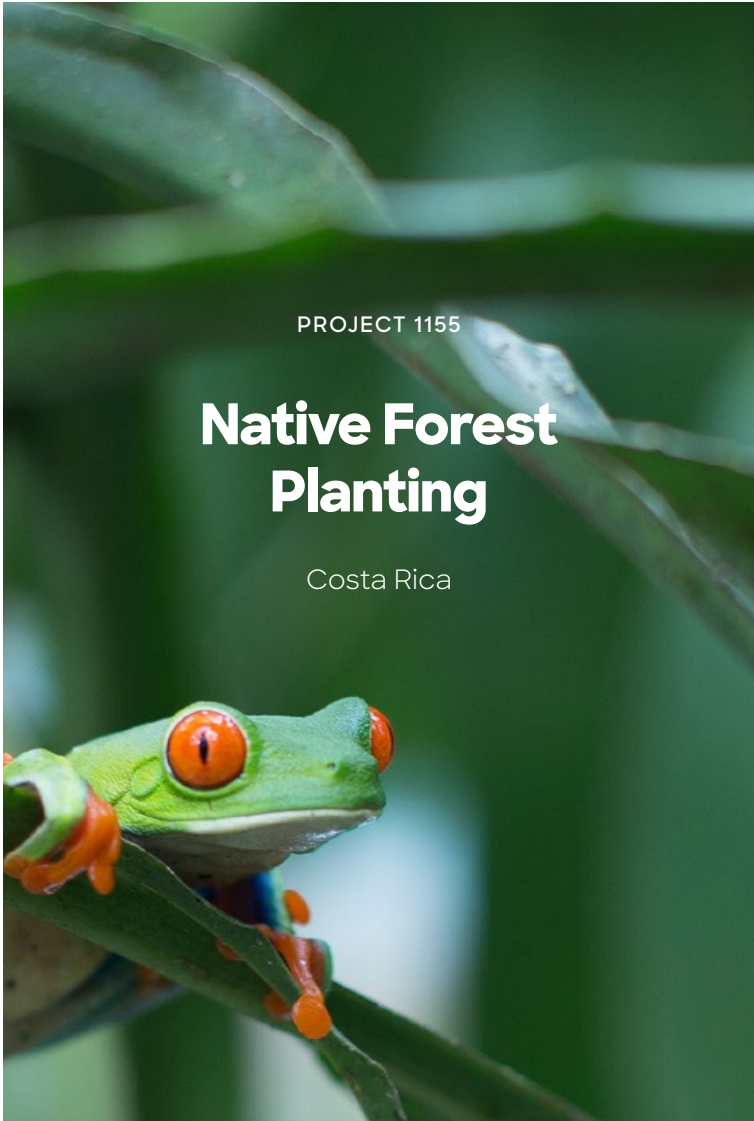
Cambodia



PROJECT 1034

Yorkshire Woodland Management

England



PROJECT 1155

Native Forest Planting

Costa Rica

We provide renewable energy for electric mobility



Material topic	GRI disclosure	GRI title	KPI	2021 Performance	2025 Ambitions	Related SDGs	What we measure
Renewable energy	N/A	N/A	Total kWh of Guarantees of Origin electricity provided	63,265,281	259 million	713	Sum of electricity delivered in all segments
Climate impact	N/A	N/A	Total carbon emissions in operational control (in tonnes)	626	To be defined in 2022	1113	Total amount of carbon emissions in our operational control.

‘We accelerate the demand for renewable energy technology’



What are the key risks and opportunities to Mer?

The transition to a low carbon economy will include some transition risks and opportunities like technology, market changes, legal, regulatory and reputational. This transition to a low carbon economy may increase the demand for electric power from renewable sources and can potentially impact power prices. We are facing market dynamics such as changing technologies, regulations and requirements, changing market preferences, and market dynamics such as power price fluctuations. But we are aware that GOs are sensitive to demand and renewable energy production, and average prices are almost double pre-Covid levels.¹⁰ In addition, turbulent times in regards of politics, conflicts and bottlenecks for renewable energy and fossil fuel production may also impact power prices in Europe. However, for a rapid transition from fossil fuel to renewable energy to take place, our industry needs supportive subsidies and a regulatory framework. We intend to work closely with governments and relevant business partner to develop sufficient power structure. A power structure which enables us to provide renewable energy to our customers is essential to our business model.

EU and local governments are an important part for the electric mobility revolution to take place. Local governments subsidies of charging infrastructure, power prices, legal frameworks and the availability of EVs vehicles will impact our business models. As of today, we see a regulatory push towards transition to EVs with initiatives like the [European Green Deal](#) and [Hurdalsplattformen](#) (in Norway).

Goals and performance evaluation of focus area 2

Renewable energy: To provide renewable energy to our customers its integral to our mission. By using certified GOs, we can provide renewable energy. In 2021 we delivered 63 GWh in our chargers, backed by GOs from Statkraft. We consider our performance satisfactory.

Climate impact of Mer: As stated previously in the report we are aware of our climate impact. For 2021, we have calculated

emissions of 626 tonnes of CO2 based on industry average and assumptions. As the data basis for these emissions are mainly assumptions and average values, we have decided to create a better data situation in 2022 and to formulate an emission reduction target for 2025 by then.

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

Beside missing figures and data to the KPIs we have further agreed on working on carbon neutrality. There we aim to establish processes for a proper emissions tracking and obtaining CERs.

Initiative:

- Achieve carbon neutrality

Micro Initiatives:

- Proper emission tracking across all business units (scope 1,2 & 3 and include travel)
- Obtain CERs per BU

Renewable energy: In relation with our key performance indicator of “total kWh of Guarantees of Origin electricity provided” we will further work on our ambitions to provide our customers with 100 percent renewable energy for the upcoming years. For our own emissions we strive to implement strategies and initiatives to reduce them in the future.

Climate impact of Mer: In the upcoming years we will implement a professional emission reduction strategy over all 3 scopes.

In our own operations we will have a high focus on conducting business sustainably. For the future we focus on travel only when we need to and try to choose as environmentally travel as possible. This will lead to reduced GHG emissions in business travel. In the future, we will make sure to give preference to sustainable equipment in our offices.





03

We create jobs
and equal

opportunities.

Why is the topic material to Mer?

Various international regulations lead to a more inclusive and balanced society. In Norway for example, all employers are obliged to work actively, targeted and systematically to promote equality and prevent discrimination in the workplace according to the Norwegian Equality and Anti-Discrimination Act §26.

Our purpose and success go beyond just delivering energy, we also have a responsibility to create a safe work environment that emphasises diversity and equality, inclusion, work-life balance, safe work environment, and employee development.

Diversity and equality are core competences of living together in a modern society. Additionally, these topics are receiving increasing attention from our stakeholders. They concern about challenges related to gender equality, diversity and inequality which undermine the importance of taking care of our employees. Our stakeholders do also require increased transparency on risk

management and ethical behaviour in own operations and throughout the value chain.

We define diversity as a variety in gender, age, nationality, ethnicity, culture, social backgrounds, generations, religions, sexual orientations, and identities as well as physical and mental abilities. Diversity brings in many different views, different approaches to solutions and thus the possibility of always finding the best solution. If we are to succeed with the transition to an emission free future, we need different perspectives and viewpoints. We need people with different mindsets to enhance creativity and innovation and to develop products and services that enable the electric mobility revolution.

We believe that our people are the key to success. Our employees are encouraged to try new things and to constantly strive for improvement, while we want them

to feel safe enough to take certain risks of failure with the purpose of creating a culture of innovation and collaboration.

How does Mer impact and manage the strategic focus area “create jobs and equal opportunity”?

The strategic focus area “create jobs and equal opportunity” includes following material topics:

- Diversity and equality
- Job and value creation
- Safe and good working environments
- Training and employee development

Diversity and equality: We will always aim to create a diverse job pool with a wide range of gender, competence, experience, culture, ethnicity, and religion, believing that this will improve innovation and value creation in our workplace. We also have a clear expectation from all our employees to create an inclusive, safe and open workplace with zero tolerance for discrimination and exclusion. We welcome applications from persons of all backgrounds. We adhere to and are in accordance with the anti-discrimination act, which is also detailed in [Statkraft's Code of Conduct](#).

Job and value creation: Improving our employees' well-being improves value production at work. Creating value at work results in satisfied employees and attract new people to our organisation. We have an impact on job and value creation by enabling work-life balance and meaningful work for our workers. We offer work-from-home options and ensure that all employees are followed-up by their management to ensure that work intensity and expectations are met.

We conduct employee interviews on an annual basis to verify that our employees are happy and to provide honest feedback, so they work in a rewarding environment. We urge all employees, regardless of team or hierarchical level, to provide and receive regular feedback in addition to the annual interviews with their line manager. Each manager is responsible for ensuring that the conversation follows our guidelines.

The focuses on the employee's well-being at work and serves as a good point for determining what changes we need to do to improve their work satisfaction. We do everything in our power to ensure that our people thrive and remain in Mer.

We perform an employee survey on a monthly basis to review and improve areas such as satisfaction, health and safety and staff development. The survey is completed by all employees, including management, and the results are reviewed by the HR department and openly shared across the organisation. We believe it is critical to discuss the results in a larger audience and act on the input provided.

Safe and good working environments: We believe that promoting health, safety, and a decent working environment boosts efficiency and lowers operating expenses for the company, as well as engaging our employees in ways that produce a healthy and efficient work environment. We will have zero tolerance for violations of labour rights and workplace security. We continuously work for zero injuries to our people and subcontractors. The highest focus is always safety.

We also hold monthly management health and safety meetings to ensure that risks are managed. If we discover any potential risks in health and safety, we will investigate them quickly. Incidents with serious repercussions or a high potential for recurrence are investigated to determine what steps must be taken to prevent a recurrence. Lessons learnt are also communicated throughout the organisation.

In order to conduct our business responsibly, we follow the rules of our parent company. Statkraft supports and respects, within its sphere of influence, the protection of internationally proclaimed human rights and ensures that it is not complicit in human rights abuses. We also support and respect internationally recognised labour rights, including the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

We believe that openness and good communication throughout the organisation promotes a better work culture.

We acknowledge that identifying and preventing violation of laws, regulations and [Statkraft’s Code of Conduct](#) depends on the willingness of employees and external parties to report concerns. Employees have the right and responsibility to report concerns. External parties, and employees of associated companies, are also encouraged to report concerns they may become aware of. However, we do encourage our staff to discuss their concerns with their line management first if they feel able.

Training and employee development: TTo succeed with the enablement of emission-free mobility and electric mobility revolution we need to make sure that our people are skilled with the correct competence by focusing on training and competence development. To create a dedicated team committed to personal and professional growth, we perform training and employee development on a regular basis. We are integrated into Statkraft’s training programme which primarily includes compliance, health, safety and security and data protection management. In addition, we ask key external partners such as electricians to comply with our requirements.

We conduct employee interviews annually for all employees, where the content of the conversation is competence development, evaluation of employee effort and feedback from the manager as well as feedback from the employee.

We are energised by what we do and want our people to feel the same.

What are the key risks and opportunities to Mer?

Employees and job seekers place greater demand to the employer when it comes to focusing on sustainability. Social aspects such as equality and diversity as well as workplace flexibility and employee development are more important than ever before. Our people have increased focus on competence building and development, as well as opportunities for further skill development internally within the company. We do also face a

rapidly changing market when it comes to transitioning to a low carbon economy.

Risks of health and safety arise in activities in our own operations, construction projects, and installation and maintenance of EV-chargers and other facilities. The risks also arise from our presence in various geographical locations such as traveling and other business activities. However, after Covid-19 we are traveling less than before, and the risk related to travel has also reduced. Activities related to driving, lifting operations, energising systems, heavy equipment, and ground works are considered to represent the highest risk.

Goals and performance evaluation of focus area 3

Diversity and equality: At the end of 2021, 30% of our workforce were women. In BU management we even had 33% of women. Our people are distributed along our offices in Norway, Sweden, Germany and UK where Norway is the largest office. We consider this as a good starting point to strive diligently to achieve our goal of 50% women and 50% men. We are not yet satisfied with our performance on diversity and equality. We will maintain and strengthen ongoing activities to ensure that we achieve gender equality. We are aware that not only men and women, but different genders exist in society and will become increasingly essential in our employment.

Job and value creation: Even though we have not yet collected data for the defined KPI for this material topic, we will work on them in our upcoming sustainability roadmap. As we expect to grow substantially soon, we are aware that the % of new hires share of total staff in period will rise significantly and by a certain number of employees, growth will slow down and level off at a certain level. Therefore, we will have to rethink the long-term goal.

Safe and good working environments: Even though we have not yet collected data for the defined KPIs for this material topic, we will work on them in our upcoming sustainability roadmap. We will continue with our monthly management health and safety meetings and follow up on all incidents and potentially risks immediately. We will also continue to share

lesson learned and keep health, safety, and good working environment as a top priority to Mer. Thereby we strive for zero workplace accidents each year.

Training and employee development: Even though we have not yet collected data for the defined KPIs for this material topic, we will work on them in our upcoming sustainability roadmap. We conduct employee interviews annually for all employees, where the content of the conversation is competence development, evaluation of employee effort and feedback from the manager. A clear ambition for 2025 will be defined in 2022.

What needs to be improved next year?

Apart from focussing on gathering the data and figures for our defined KPIs we have agreed to work on implementing a learning management system consisting of compliance, data protection, health, safety & security (HSS), human resources, IT security and our value chain. Furthermore, we will implement an HR system throughout the whole group.

- Initiative:**
- Implement learning management system (LMS)

Micro Initiatives:

- Internal trainings

-
- Initiative:**
- Implement HR system

Micro Initiatives:

- Personal data management tool
- Talent acquisition programmes
- Inclusivity programmes

Diversity and equality: We recognise that there is still much work to be done in terms of diversity and equality. We are prepared to follow this route and will address it in 2022 and 2023. We are aware that not only men and women, but different genders exist in society and will become increasingly essential in our employment. Furthermore, we are aware that in 2021 we have not yet considered other diversity and equality criteria in our KPIs. We would like to work on this in the coming years. As a result, we intend to include the topic in our upcoming sustainability roadmap and develop projects in the next years to address these demands. We will strengthen our focus on diversity and equality in recruitment process and ensure that we develop and retain a diverse and highly competent workforce. Diversity and equality targets will be followed up on a regular basis.

Training and employee development: We will continue to perform training and employee development on a regular basis and go through the content of the training to ensure that the training is up to date and tailored to each employee. We will also continue to conduct employee interviews. Training and employee development will continue to be a key priority in 2022.

Within the next two years, we are aiming to broaden the learning experience of our employees by providing a more divers learning management system and trainings on our BQMS “The Mer Way”.

We create jobs and equal opportunities



Material topic	GRI disclosure	GRI title	KPI	2021 Performance	2025 Ambitions	Related SDGs	What we measure
Diversity and equality	N/A	N/A	Total number of inclusivity initiatives	No data in 2021*	No data in 2021*	10	Count of unique employee trainings and development programs initiated (not participants) in period
	405-1	Diversity of governance bodies and employees	% of women in (BU) management	33%	50%	5 10	% of women in management positions in BU. Partially reporting on GRI 405-1 due to unavailable / incomplete information
			% of men in (BU) management	67%	50%	5 10	% of men in management positions in BU. Partially reporting on GRI 405-1 due to unavailable / incomplete information
			% of women in (BU) totally	30%	50%	5 10	% of women in BU total. Partially reporting on GRI 405-1 due to unavailable / incomplete information
			% of men in (BU) totally	70%	50%	5 10	% of men in BU total. Partially reporting on GRI 405-1 due to unavailable / incomplete information
Job and value creation	401-1	Diversity of governance bodies and employees	New employees % share of total staff in period	No data in 2021 *	No data in 2021 *	8	Total weight of waste through our operations. Partially reporting on GRI 306-5 due to unavailable / incomplete operations
Safe and good working environments	403-9	Work related injuries	Number of working accidents	No data in 2021 *	0	16	Total weight of non hazardous waste through our operations. Partially reporting on GRI 306-5 due to unavailable / incomplete operations
Training and employee development	404-3	Percentage of employees recieving regular performance and career development reviews	Percentage and total number of employee trainings and development programs	No data in 2021 *	No data in 2021 *	8	Total weight of hazardous waste through our operations. Partially reporting on GRI 306-5 due to unavailable / incomplete operations

* We have not yet collected data on each KPI due to our young company’s history. In the following years, we will concentrate on gathering this data and developing ambitions for these KPIs and initiatives to reach them.



04

We conduct our business in a responsible manner.

Why is the topic material to Mer?

Our value chain spans across several countries and continents, and changing demographics increase the focus on human rights and value chain transparency. Clients, investors and regulators require transparency on risk management and ethical behaviour in own operations and throughout the value chain. Labour right and human right conditions are receiving increasing attention from different stakeholders and new regulations are implemented due to unethical practices. For 2022, the European Commission is expected to propose a directive on Corporate Sustainability Due Diligence, and the purpose of the directive is to “foster sustainable and responsible corporate behaviour and to anchor human rights and environmental considerations in companies’ operations and corporate governance”.¹¹ We expect the directive to be implemented for the fiscal year of 2024. Furthermore, in July 2022 Norwegian regulators plan to implement the Transparency Act and regulation sets clear and ambitious requirement for how Norwegian companies should assess and comply with human rights. Both

Corporate Sustainability Due Diligence and the Transparency Act imposes an obligation on companies to carry out due diligence assessments of human right, and this includes own operations, supply chain and business partners. Breaches with the new regulatory requirement will provide the authorities with sanctioning opportunities. In addition, we see an increasing number of countries that have introduced such national legislation on human rights due diligence, e.g., child labour, modern slavery, supply chain management and transparency. Stakeholders are increasingly concerned about the challenge related to human rights and value chain transparency. For instance, in Germany only 13-17 (of 455 companies) meets German National Action Plan (NAP) on Business and Human Rights adequately.¹² To conduct our business in a responsible manner and meet stakeholders’ expectations we have identified sustainable supply chain, anti-corruption and sustainability governance as material topics. We, at Mer, want to be responsible and transparent in our daily work.

How does Mer impact “enablement of the electric mobility revolution”?

The strategic focus area “We conduct our business in a responsible manner” include the following material topics:

- Sustainable supply chain
- Anti-corruption
- Sustainability governance

In this chapter we will focus on how we conduct our business and our impact on environmental, social and governance issues in our own operations and throughout our value chain. Material topics are defined through dialogue with our key stakeholders.

Sustainable supply chain, anti-corruption and sustainability governance:

Governance and business integrity is a key element for success, and breaches to our business integrity can potentially affect all our shareholders, e.g., business relation, reputation and access to capital. A global supply chain exposes us to different regulations and cultures, and therefore we are committed to conduct business in a responsible way and to continuously work on this matter.

Our main business is in the UK, Germany, Sweden, Norway and Austria, but to conduct our business in a responsible manner we need to ensure transparency throughout our supply chain.

We strive to deliver on responsibility through our management system as we face several potential risks with a global supply chain. To make sure our business acts in a responsible way throughout the supply chain, we will develop a Suppliers Code of Conduct and make sure all our new suppliers are presented to and sign it. Our Suppliers Code of Conduct aims to set the standard in regards of expectations and requirements for our business relations, especially for our suppliers. We are aware of our presence in countries with poorer ESG-standards, and therefore our Suppliers Code of Conduct is an essential part to us, as we set to conduct our business in a responsible manner. By working closely with our business partners, we aim to prevent corruption and unethical practices in our

own business and supply chain including the adherence to human rights.

Mer is committed to selecting business partners who adhere to standards that are consistent with Mer’s ethical requirements. The term “business partner” includes anyone with whom we do business, such as suppliers, contractors, agents, lobbyists, consultants, sellers, buyers, customers, partners in a joint venture and non-governmental organisations. A closer relationship with our business partners can help us improve our product as well as save time, money and create solutions for a world worth living.

In the future, we want to benchmark and evaluate ESG credentials of all our stakeholders. To this end, an interdisciplinary working group will develop a procedure.

What are the key risks and opportunities to Mer?

Our value chain span across different countries, and we consider our biggest impact to stem from the production of hardware and manufacturing of chargers. With a global supply chain, we are aware of potential challenges of purchasing products and services from countries with poorer ESG-standards. For instance, we have identified data security breach, corruption, transparency, working conditions and breaches with UN human rights as potential risk along our supply chain. The impact of different identified risks depends on geographical location and type of business activity.

In addition, we are witnessing several new regulations implemented on locations where we conduct our business. This might lead to increased cost due to pressure on mapping and transparency on human and labour rights in our supply chain, for instance new requirements related to the [Transparency Act](#) in Norway. As labour rights and human rights conditions are receiving increased attention from other stakeholders it can potentially lead to other risks and opportunities. First, if we manage this issue badly, we might face the risk of losing existing employees as they do not want to be associated with a company who handles this issue poorly. In addition, in the next instance this might lead to

increased cost in relation with the need for new hires. On the other hand, if we manage this area in a suitable way, it can have a positive effect on our reputation due to employees talking positively about their workplace and business ethics compliance. Another potential positive effect is increased attractiveness to new job seekers, as they become attracted to a company like ours. How we as a company handle this issue will also affect our business relations. Business relations in the same way as employees, will react negatively to breaches of compliance in the way we conduct our business, and this may result in loss of partnership. In contrast, increased focus on human rights and value chain transparency might lead to more efficiently relationship with our suppliers.

Goals and performance evaluation of focus area 4

We have not yet collected data on each KPI due to our young company's history. In the following years, we will concentrate on gathering this data and developing ambitions for these KPIs and initiatives to reach them.

Sustainable supply chain: To conduct business in a responsible manner is part of our DNA. We embed sustainability in our culture and values. We will work closely with our business partners to reduce our environmental impact, for instance we intend all our new suppliers to sign our suppliers code of conduct, as soon as we publish it. As of 2021 we did not have a supplier's code of conduct in place, and therefore have no data on this KPI.

Anti-corruption: We are continuously working with our suppliers to reduce the risk of corruption incidents. For 2021 we have zero confirmed incidents of corruption. Although we had zero confirmed incidents, we have work to be done to assure no contracts with business partners are terminated or not renewed due to violations related to corruption. We still improve our work with BU governance body member. In the coming years we will work on communicating our anti-corruption policy and procedures to our employees as well as the governance body members.

Sustainability governance: For 2021 we have 1 reported violation of HSSE policy

(TRI – total reported incidents). Every incident is one too many. Therefore, we are aware that in the future we will work with a high focus on preventing incidents and having no TRI every year.

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

Next to collecting the data for the missing KPIs we already agreed on working on a sustainability due diligence of suppliers, partners and customers including our Suppliers Code of Conduct. Additionally, we will work on implementing a safety system to make sure we conduct our business in responsible and safe manner.

Initiative:

- Sustainability due diligence of suppliers, partners and customers

Micro Initiatives:

- Onboard stakeholder on Code of conduct
- Benchmarking and evaluation ESG credentials of stakeholders

Initiative:

- Implement safety systems

Micro Initiatives:

- HSS workshops for installers
- PPE provision
- Certifications and audits



We conduct our business in a responsible manner



Material topic	GRI disclosure	GRI title	KPI	2021 Performance	2025 Ambitions	Related SDGs	What we measure
Sustainable supply chain	N/A	N/A	Share of new suppliers onboarded onto Mer's Code of Conduct	No data in 2021 *	No data in 2021 *	<div>816</div>	The %-share of all new suppliers onboarded onto Mer's Supply Chain Code of Conduct and living up to our sustainability requirements will be released later in 2022.
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Share of employees that Mer's anti-corruption policy and procedures are communicated to	No data in 2021 *	No data in 2021 *	<div>16</div>	<p>%-share by end of period.</p> <p>Partially reporting on GRI 205-2 due to unavailable/incomplete information.</p>
			Share of BU governance body members that Mer's anti-corruption policy and procedures are communicated to	No data in 2021 *	No data in 2021 *	<div>16</div>	<p>%-share by end of period.</p> <p>Partially reporting on GRI 205-2 due to unavailable/incomplete information.</p>
	205-3	Confirmed incidents of corruption and actions taken	Total number of confirmed incidents of corruption	0	0	<div>16</div>	<p>Total incidents in period.</p> <p>Partially reporting on GRI 205-3 due to unavailable/incomplete information.</p>
			Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	No data in 2021 *	No data in 2021 *	<div>16</div>	<p>Total incidents in period.</p> <p>Partially reporting on GRI 205-3 due to unavailable/incomplete information.</p>
Sustainability governance	205-3	Confirmed incidents of corruption and actions taken	TRI - Total reported incidents	1	0	<div>816</div>	<p>Reported violations of HSSE policy.</p> <p>Partially reporting on GRI 205-3 due to unavailable/incomplete information.</p>

* We have not yet collected data on each KPI due to our young company's history. In the following years, we will concentrate on gathering this data and developing ambitions for these KPIs and initiatives to reach them.

Abbreviations

A B C D

BEV = Battery EV

BQMS = Business Quality Management System

CFO = Chief Financial Officer

CRE = Certified Emissions Reductions

CSRD = Corporate Sustainability Reporting Directive

E F G

EV = EV

EU = European Union

ESG = Environmental, Social, Governance

GRI = Global Reporting Standard

GOs = Guarantees of origin

GHG = Greenhouse gas

H I J K

HSSE = Health, Safety, Security & Environment

ICCT = International Council on Clean Transportation

IEA = International Energy Agency

KPI = Key Performance Indicator

KWh = kilowatt hour

L M N O

NAP = National Action Plan (Germany)

NGO = Non-Governmental Organisation

P Q R S

SDG = Sustainable Development Goal

TRI = Total Reported Incidents

T U V W

UK = United Kingdom

UN = United Nations

VCS = Verified Carbon Standard

VER = Voluntary Emission Reduction

X Y Z

Sources

1. [EC. \(2022\). European Commission. A European Green Deal.](#)
2. [World Economic Forum. \(2021\) The Global Risks Report 2021.](#)
3. [Abnett, Kate. \(2022\) EU lawmakers back effective ban on new fossil-fuel cars from 2035.](#)
4. [Regjeringen. \(2021\) Hurdalsplattformen.](#)
5. [IEA. \(2021\) International Energy Agency. Trends and developments in electric vehicle market.](#)
6. [IEA. \(2021\) International Energy Agency. Trends and developments in electric vehicle market.](#)
7. [EC. \(2022\) European Commission. Circular economy action plan.](#)
8. [ICCT. \(2021\) International Council on Clean Transportation. A global comparsion of the life-cycle greenhouse gas emissions of combustion engine and electric passenger cars.](#)
9. [IEA. \(2022\) International Energy Agency. Renewable Electricity.](#)
10. [Moestue, Herman \(2021\) Regjeringen vil trekke Norge ut av GO-markedet.](#)
11. [EC. \(2022\). European Comission. Corporate sustainability due diligence.](#)
12. [Business & Human Rights Resource Center \(2021\). Germany: Only 13-17% of firms meet NAP requirements on due diligence, according to Govt.](#)

Contact

Contact point for questions regarding the report

Any queries about Mer’s sustainability performance or reporting can be directed to:

Felix Köhnlein
Group Sustainability Manager
felix.koehnlein@mer.eco

[mer.eco](#)



Passionate.
Entrepreneurial.
Sustainable.

mer

