

Easee Impact Report 2022

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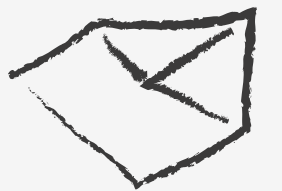
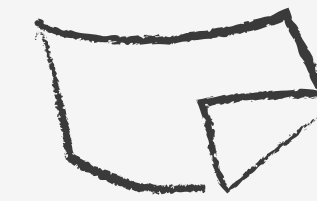
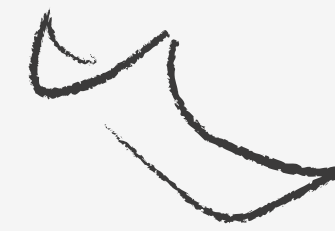
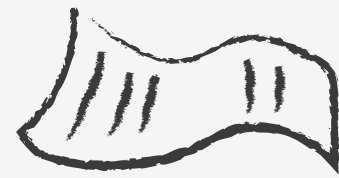
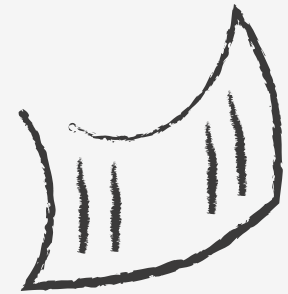
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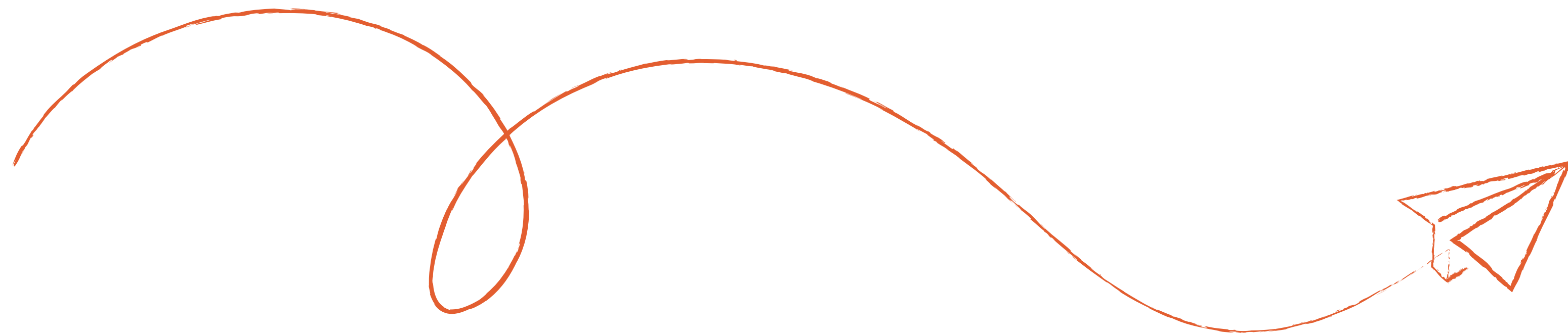
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01 Impact Report Introduction



About the report

Welcome to our first-ever Impact Report where we share how we work with sustainability at Easee; from defining our responsibilities, to how we are progressing in our commitments.



The Impact Report has been reviewed and approved by the Board of Directors.
The claims and data in this report have not been audited by a third party.

About Easee

In January 2018, Easee was founded by three entrepreneurs with a clear vision: to shape the power grid and business culture for the future. Together we are proud to develop and produce our products in Norway and are passionate about making products our customers will love.

It all started with developing the world's smartest charging robot for electric vehicles and we are now working to offer our customers an ecosystem of smart electric devices that will give them a seamless experience from A to Z.

However, shaping the power grid of the future is not something we can do alone - we must have customers and partners with us on the journey. We therefore understand the importance of sharing and acting as a team player.



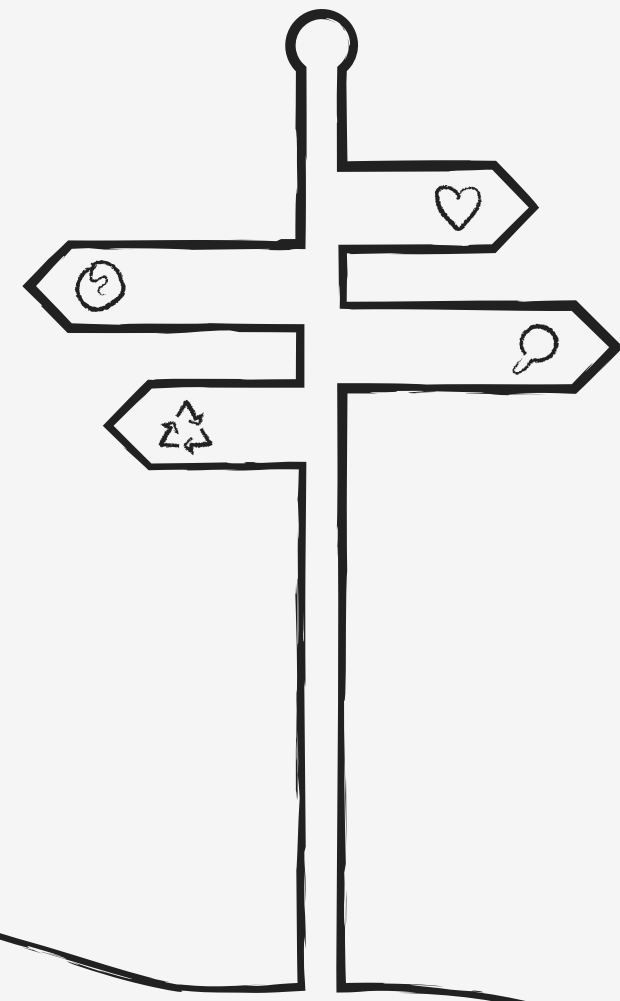
The people of Easee

From vision to reality: putting people and planet first to shape the future of electricity

Nothing is more important than the people in the business. At Easee, all employees actively work to become the best version of themselves. We believe this is a recipe for creating a dream workplace: motivated employees who have an inner drive and look forward to coming to work each day.

We have bold visions and ambitions but are not in a rush and will not take shortcuts. We hate to deliver something mediocre and will never compromise on safety, quality and customer satisfaction.





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Sustainability approach

Easee launched its sustainability vision in 2022: we aspire to become climate positive. We want to be a driver for the transition to a circular economy and we have zero tolerance for human rights violations and corruption.

Our approach to sustainability

We strive to be a force for good, for people and planet. For Easee, this means that we aspire to play our part in accelerating the green transition by enhancing the benefits of electrification and smart energy usage, as well as working to reduce our footprint.

To be a climate positive company means contributing to the natural environment and combatting climate change by going beyond net-zero and removing additional CO₂ from the atmosphere. Our business model also focuses on preserving more of the natural environment through reducing the need for grid expansion. In line with this commitment, our product size and design are meticulously crafted to reduce the amount of plastic and copper that are released into the environment.

We recognize the importance of minimizing our environmental footprint and we strive to create products that are not only efficient but that can last the test of time.

We are not claiming this will be a simple journey, but this is the essence of what climate positivity means for us. By continuously improving our products and business practices, we aim to make a tangible difference in the fight against climate change and work towards a more sustainable future for us all.

We know that sustainability is not a solo run. In 2022, we became signatories to the UN Global Compact, aligning our principles with thousands of other companies working to

promote sustainable business practices. In addition, we joined the Responsible Business Alliance to collaborate with other electronics companies in gaining transparency and to manage sustainability issues in complex and global supply chains. We also started working with the Terravera Foundation to make sure our hypothesis around the effects of our technology can be tested and verified.

To succeed with sustainability, our approach has been to integrate it across the business. We want to work in a systematic and evidence-based way, which is why in 2022 we focused on:

- Conducting our first materiality assessment to help us understand our most salient issues.
- Conducting a third-party stakeholder dialogue to understand the expectation on us from the outside world.
- Establishing our first greenhouse gas accounts.
- Conducting a screening life cycle assessment of our charger.
- Conducting our human rights due diligence.
- Increasing the transparency of sustainability in our supply chain through our membership in the Responsible Business Alliance.

In 2022, sustainability became part of the onboarding program for every new employee joining Easee. Internally, we have established a network across The Company to help the integration and realization of our approach.

Memberships and collaborators



United Nations Global Compact

UN Global Compact is the world’s largest sustainability initiative for businesses. It is a voluntary initiative based on CEO commitments to universal principles and to support UN goals. As a member of UN Global Compact, Easee follows the UN Global Compact’s Ten Principles. Read more on the [UN Global Compact website](#).



UN Sustainable Development Goals

Easee has identified the following UN Development Goals that are of most relevance to our business:

- | | |
|---|---|
| 7. Affordable and clean energy | 12. Responsible consumption and production |
| 8. Decent work and economic growth | 13. Climate action |
| 9. Industry, innovation and infrastructure | 15. Life on land |
| 11. Sustainable cities and communities | 17. Partnerships for the goals |

See appendix 1 - UN Sustainable Development Goals for more details.



The Responsible Business Alliance (RBA)

The Responsible Business Alliance (RBA) is a collaborative effort of the electronics industry, with the goal of enabling transparent and sustainable supply chains. As a member, we learn and share good practice with other members in the same industry. As a member of the Responsible Business Alliance, we are also part of the Responsible Minerals Initiative. You can read more about this under the chapter on supply chain.



Terravera Foundation

The Terravera Foundation is a non-profit tech foundation, with the purpose of enabling fact-based sustainability decisions through modelling the real world. Easee joined Terravera in 2022 and started a project to look at the footprint involved with different installation methods of EV chargers.

Stakeholder dialogue and materiality assessment

In spring of 2022, two parallel processes were kicked off to help us assess our salient sustainability issues and to understand our stakeholders better.

KPMG conducted our external stakeholder dialogues. The purpose was to let our stakeholders speak freely and confidentially about their views on our sustainability efforts and give honest feedback. In order to get a decent representation of our stakeholders, we mapped a mix of suppliers, customers and expert organisations who were invited to participate in interviews.

In parallel, we also gathered a network of employees from different business functions and locations to help us map the sustainability topics most pertinent to us, based on our own knowledge of our product, operations and impact. These combined insights into our supply chain and logistics, operations and the product itself.

We ended up selecting five areas that would be our main focus. Both the stakeholder dialogue process and our internal impact mapping supported these results.

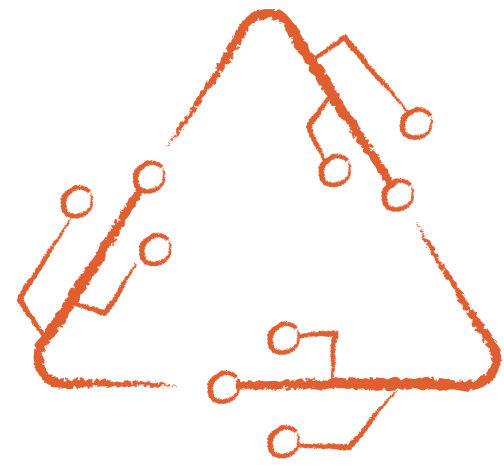
Some findings from the stakeholder dialogue end report are as follows: Overall, our stakeholders consider us to be a serious sustainability player with high ambitions which are embedded in The Company and its culture.

Furthermore, Easee is strengthening its sustainability team and competence. Suppliers have also experienced that Easee has strong focus on people and social aspects.

Customers and expert organizations would like to see Easee accelerate its sustainability work and focus their efforts beyond electrification, such as: a clearer sustainability strategy, sustainable sourcing of components, circularity, cutting emissions, better communication and supply chain traceability and risk management. Moreover, suppliers look for even more collaboration.

Easee found the feedback very valuable and affirmative.

Our material issues



Circularity

Circularity is a key priority for several reasons: to help combat growing volumes of electronic waste, bring valuable materials back into the loop and reduce our dependency on new mining of non-renewable minerals. Transitioning to a circular economy is also an important step in reducing the effect of climate change and caring for our natural environment.



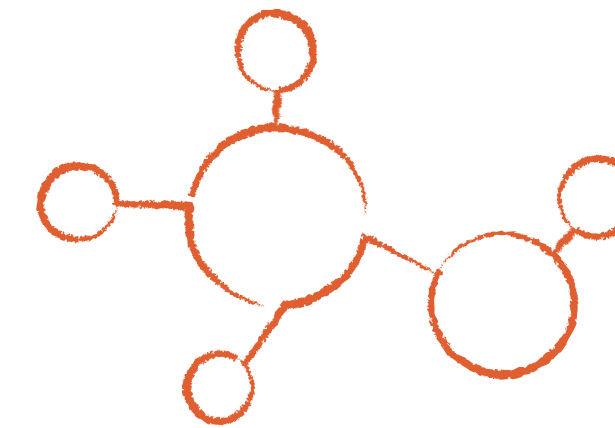
Climate change

We recognise that climate change is one of the most pressing issues we face as a society. We all have a role to play and responsibility in reducing the carbon footprint of our products. In addition, we also see an opportunity to actively contribute to solving the climate crisis through providing technology that helps accelerate electrification.



Human rights

Because of the complexity of electronics supply chains, its dependency on minerals and minerals processing, and the global reach involved with the industry; human rights is an important issue to us. The labour conditions and human rights need to be respected throughout complex supply chains with varying degrees of labour protection in place.



Supply chain

We know that a large proportion of our negative impact is tied to our supply chain. Gaining the necessary insight and traceability to deal with this issue is essential to manage our sustainability performance.



Transparency

Transparency is also an important focus area for our sustainability efforts. For us to fully understand our impact, we need transparency in our value chains and production. In order to accelerate sustainable business practices, we are transparent about the issues and the progress made to manage them.



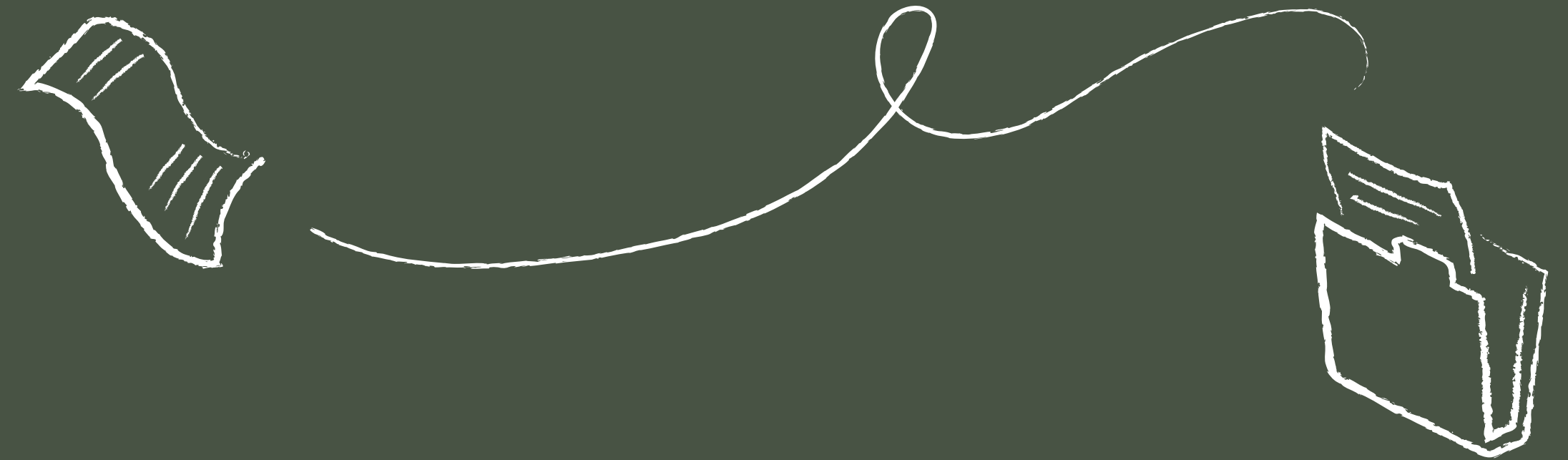
Impact Report
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**Climate
change**

Methodology

We followed the Greenhouse Gas Protocol as our framework for our GHG measuring, in order to follow recognized, international standards that our stakeholders can relate to. We reported according to Scope 1 (emissions from owned or controlled sources), Scope 2 (indirect emissions from the generation of purchased energy) and Scope 3 (emissions the company is indirectly responsible for up and down the value chain).

We used Position Green as our platform for data collection and collected data from all Easee locations: Norway, Germany, Netherlands, France and the UK. In addition, we utilized the results from the Easee charger Screening Life Cycle Analysis, which was conducted by the third party Econcept during the Autumn of 2022.

2022 was the first year of Greenhouse Gas (GHG) reporting for Easee. To help us meet our ambitious climate vision, this will be an annual activity going forward.



Highlights

Easee had an approximate total of greenhouse gas emissions of 38,460 tonnes of CO₂ equivalents (tCO₂e). To put this into context, this would be the same volume of emissions produced by 8,360 cars driven for a year, considering the average car emits 4.6 tonnes of CO₂ annually.

While we share a few highlights here, the full set of our 2022 GHG accounts can be viewed in appendix 2.

The largest share of our emissions stems from the components and production of our chargers and make up 78% of our Scope 3 emissions.



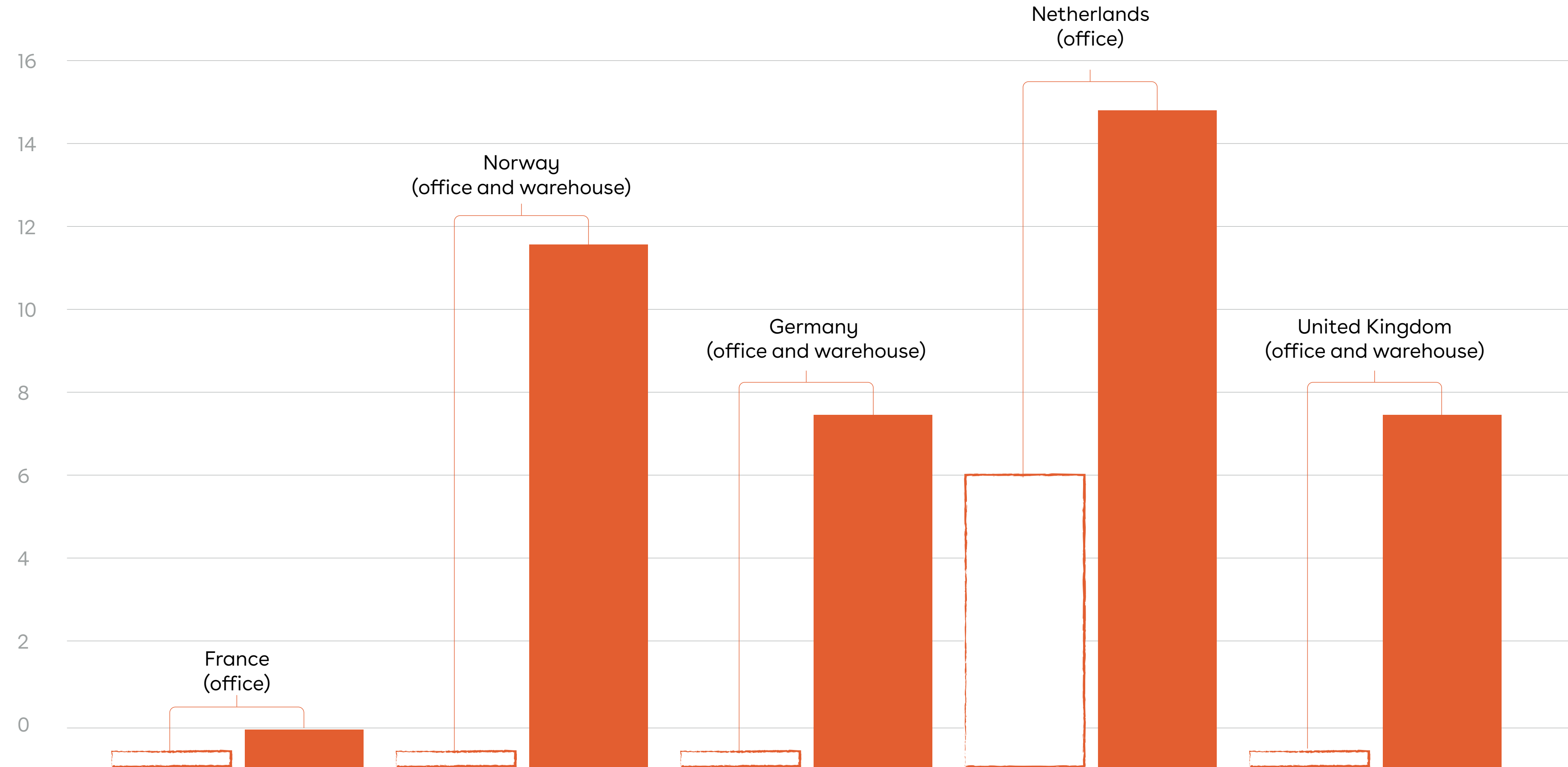
1. GHG Emissions in different Easee locations

Breaking down our GHG emissions by location, we can see that Scope 1 and 2 emissions arise from electricity consumption in our offices and warehouses.

The Netherlands, with a higher carbon intensity of electricity, led the pack in 2022 with 22 tonnes of CO₂e.

Interestingly, although our Norway offices and warehouse consumed even more electricity, the country's lower carbon intensity resulted in just 12 tonnes of CO₂e emissions.

- Scope 1
- Scope 2 (incl. LB electricity)



2. Screening Lifecycle Assessment (LCA)

In 2022, we embarked on an exciting journey to improve our understanding of the environmental impact of our Easee charger by conducting a screening life cycle assessment (LCA). The results provided us with more clarity of where the greatest opportunities lie in improving the environmental performance of our products.

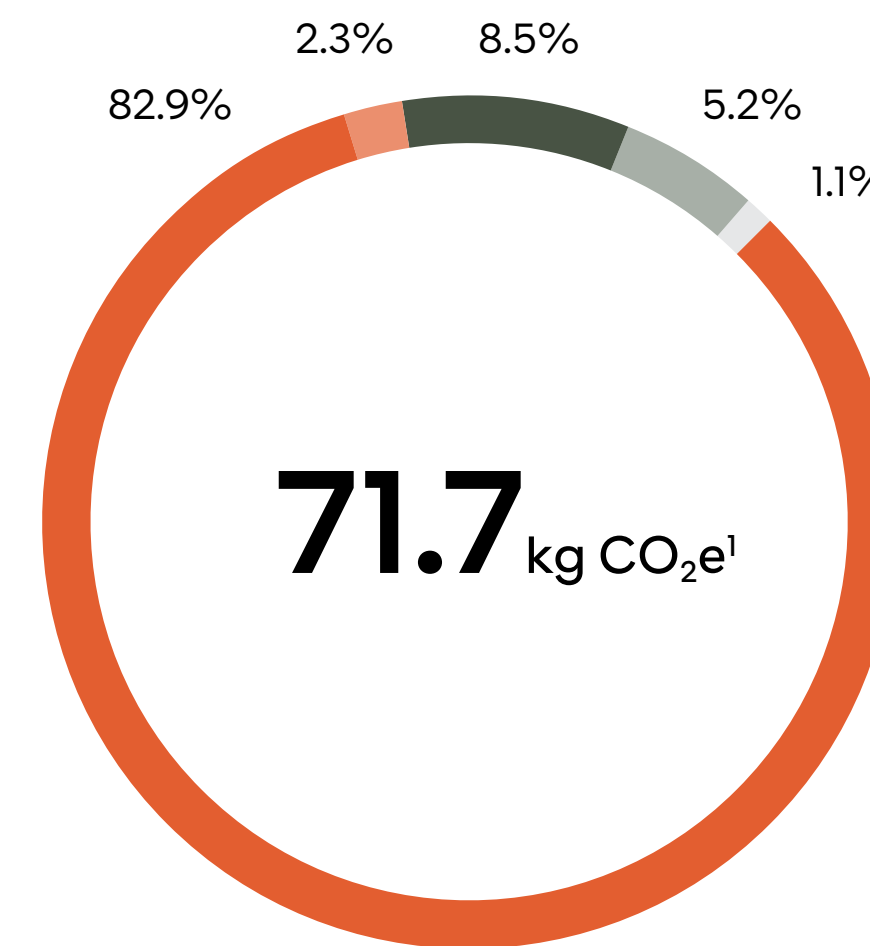
The LCA provided us with valuable insights into the areas where the environmental impact of our products occurs, giving us a foundation for where to put our efforts on improving the environmental performance of our products.

We recognize that we can only have control over certain aspects of our product's environmental impact, such as materials production, components we use and manufacturing process. Therefore, we are working on how to optimize these areas to improve the environmental performance of our products.

While we cannot directly control how our chargers are used or disposed of, we believe in the power of education and encouragement. What we can do is to educate and encourage our end-customers on the smart use of the charger and responsible disposal after the end of its useful life.

Our screening LCA is based on average data and we assume an accuracy of about 85%.

Embedded carbon in the Easee Charger:



- Electronics
- Polymers
- Other materials
- Process and transportation
- Packaging and manuals

3. Energy use in the Easee charger

Our Easee chargers are sold in several markets in Europe, which will affect the footprint of our chargers in addition to production and distribution. How much emissions are related to the charger will depend on where in the world it is installed, as the energy mix provided and used in each country varies.

The assumption of LCA calculations is a lifetime of 10 years, before the end customer chooses to either replace or dispose of it. In order to extend the product's life span, we design our products with repairability and durability in mind.

Key learnings and focus for next year

It has been challenging to collect data from different sources and locations, so we will work on improving the collection process and strengthening quality assurance.

In addition, as 2022 was our first year for collecting data, we are now better equipped to put our focus where it matters in starting the job to reduce our emissions. The sustainability department facilitated working sessions with different teams across Easee to identify areas where to focus on emissions reduction. As such, a goal was set for transport to reduce emissions by 12% per year from the Easee warehouse to the customer.

This will be a cooperation with our selected partner DB Schencker, who also aims to make its transport activities in European cities emission-free by 2030.





04

Impact Report

Supply chain

How we work with supply chain complexity

There are things we know we don't know yet.

However, at Easee we want to know and uncover any wrongdoings, as we view them as opportunities for positive impact. For us to take care of people and planet, we need to know and address potential risks. One of our sustainability principles is that we will be compliant with rules and regulations, but it is not compliance that drives us. By this we mean that we will comply with all laws and regulations, yet it is our passion to make a positive impact on the planet and its people that remains the core motivation for our sustainability efforts.

Electronics industry supply chains are complex with many layers from: miners to traders; to point of transformation to market makers to manufacturers; and finally to end user.

Easee is a member of the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), which are the world's largest industry coalitions dedicated to corporate responsibility in global supply chains for electronics. We cannot do this alone. To increase traceability and succeed in our mission, we need to engage our suppliers by using platforms such as RBA and RMI to report on their due diligence and share information on any findings.

In May of 2022, we attended RBA's European Conference to network with our suppliers and other companies with ambitious sustainability goals in order to learn how they work with sustainability in the electronics industry. Moreover, we learned about European trends and developments for mandatory due diligence from a wide range of stakeholders.



Our goal is to connect with all our suppliers that are RBA members. 45% of our suppliers that are RBA members have accepted our request so far.

Minerals sourcing and policy

Easee's vision and mission of taking care of people and planet in everything we do is encapsulated in our minerals sourcing. It is our responsibility to ensure that we can manufacture our products without harm to the people and environment involved down the supply chain.

In addition to several existing and upcoming laws and regulations, there are several serious risks involved in minerals ranging from child and forced labor to environmental damage.

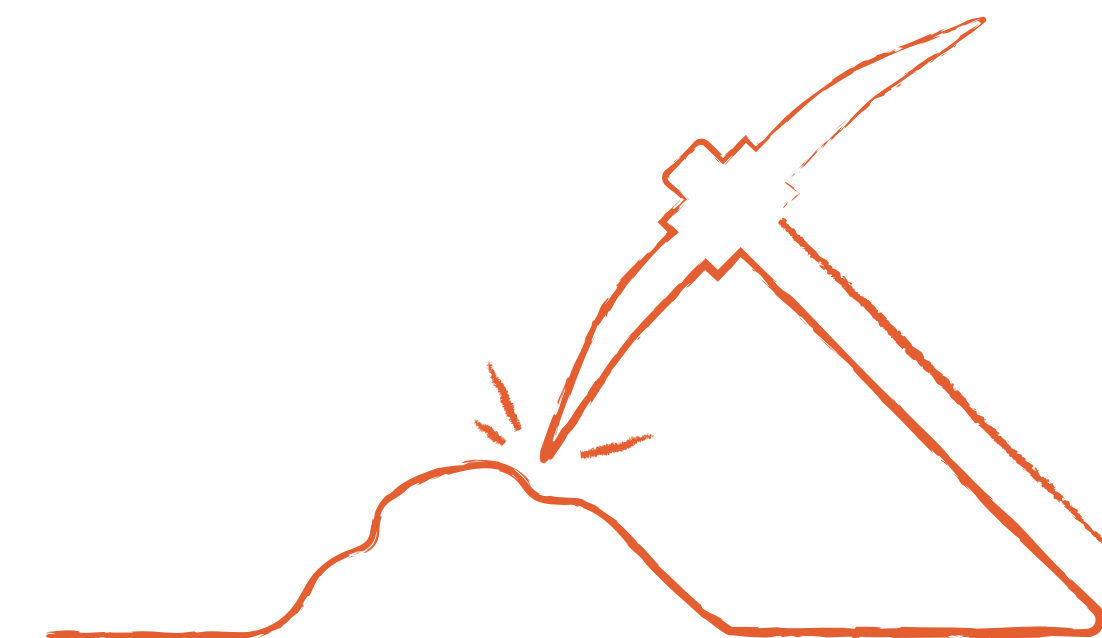
Conflict minerals, often referred to as 3TG (tin, tantalum, tungsten and gold) are minerals often tied to a range of different risks such as the funding of armed conflicts, human rights abuse and other crimes.

All 3TG minerals are present in Easee's products. In addition, there are transition minerals such as copper, nickel, aluminum and cobalt, which are required in large quantities to produce renewable energy. Mining of transition minerals has negative environmental and social impact.

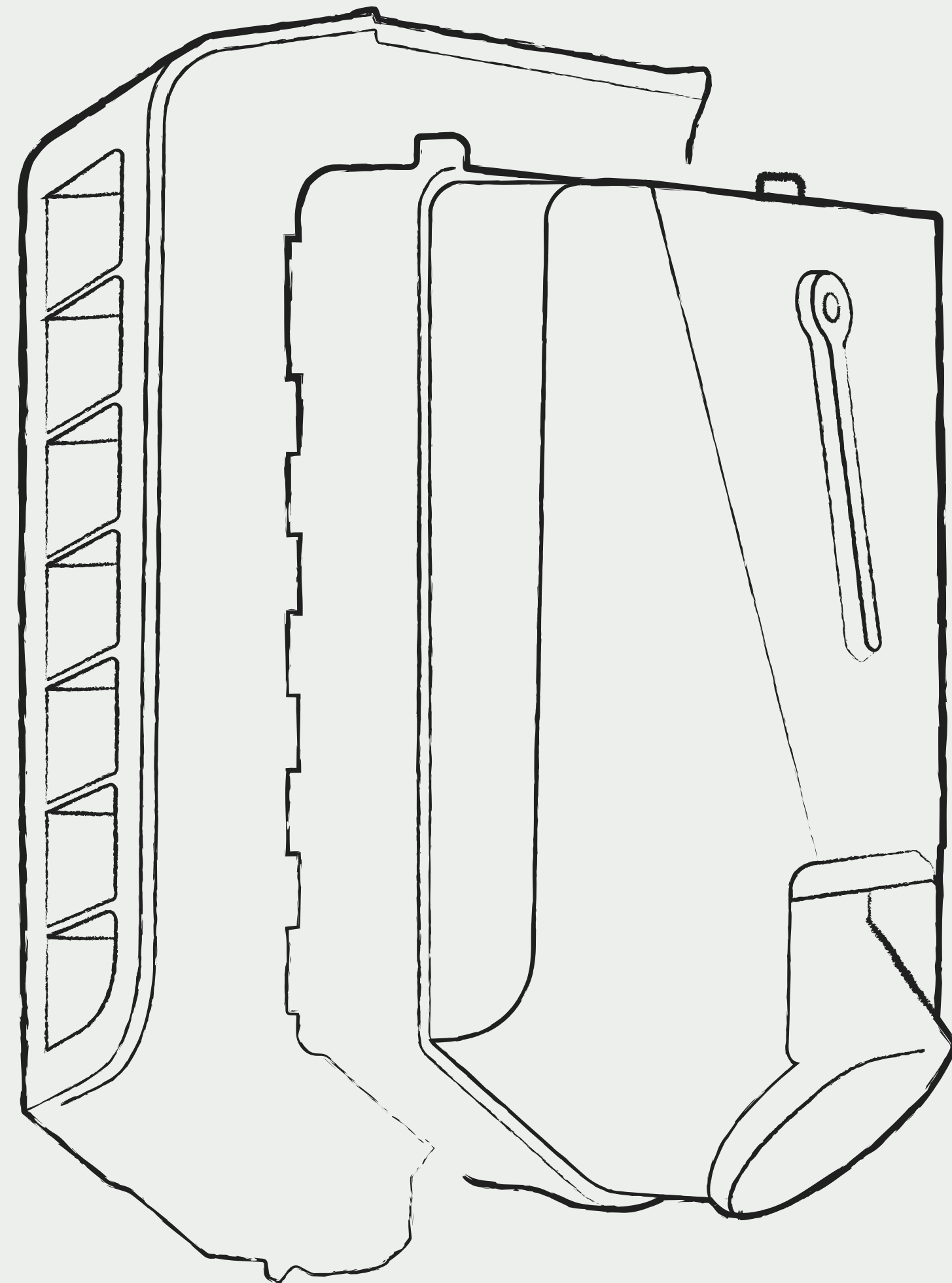
Other minerals that are often used in our products are silver, that might have large emissions of mercury to air, soil and water. Also, there is lead which might contaminate people and wildlife if not used responsibly.

We work strategically with suppliers that support our mission. We will engage with all suppliers if we have reason to believe that the supplier is providing Easee with 3TG that may finance or benefit armed conflict. The importance of collaboration is of essence to how we work with minerals. We communicate with our suppliers and expect them to implement a system to trace the origin of any 3TG supplied to Easee by collecting the supplier and smelter information using a conflict minerals reporting template developed by RMI. In addition to conflict minerals, we will also work with other minerals that our analysis deems to be considerable risk.

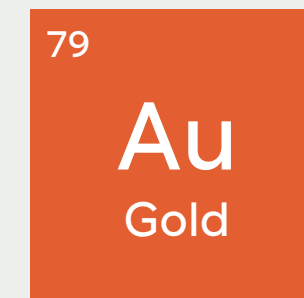
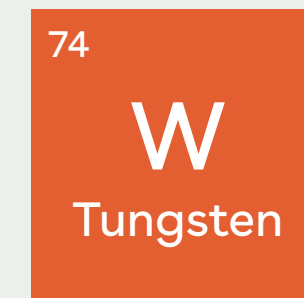
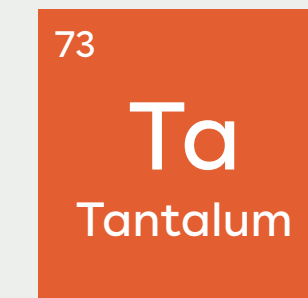
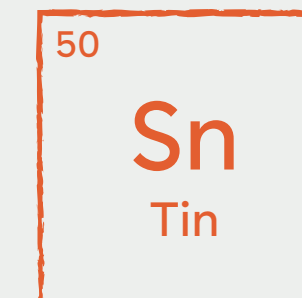
In 2023, we will increase our focus on minerals by creating the Easee minerals policy and roadmap with focus minerals. The goal of the minerals policy is to reduce risk based on 3TG, increase recyclability, and find alternatives and options that have less negative impact.



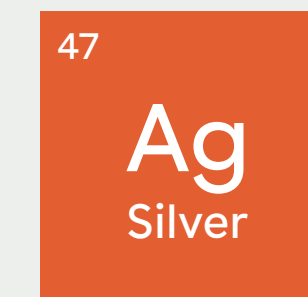
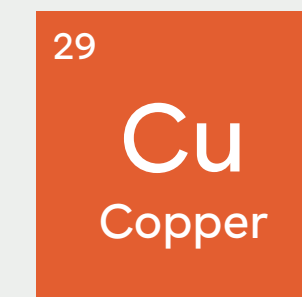
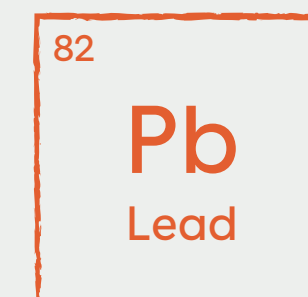
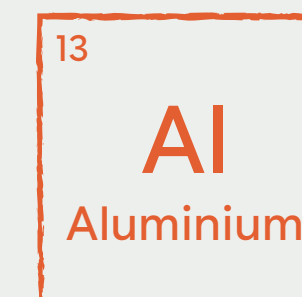
Minerals used in Easee products



Conflict minerals



Other minerals



- Transition metal
- Post-Transition metal

Our Supply Chain team & goals

Easee's Supply Chain Impact Manager works closely with the Supply Chain department, consisting of Sourcing, Deliveries, Quality and Production teams. In 2022, we worked to identify and set sustainability goals for each of the

Supply Chain teams linked to Easee's overall sustainability goals, such as: zero tolerance for human rights violations and corruption, and the goal to reach climate positivity by 2050.

Supply Chain Goals 2023

1. The goal of our Delivery team is to annually reduce emissions by 12% starting in 2023. This aligns with the overall goal of achieving climate neutrality by 2030.
2. The Sourcing team has implemented sustainability measures across all of its sourcing processes, from the qualification of new suppliers to audits.

One of our priorities in 2023 is to set sustainability goals for the production and quality teams.

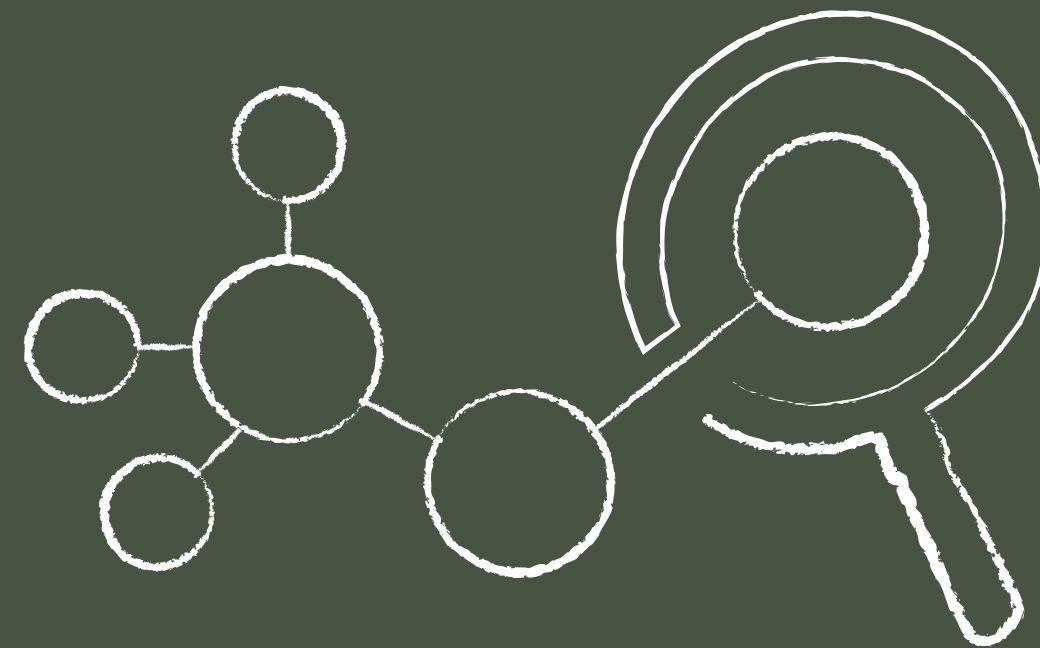


Our approach to sustainable supply chain management

Due to the size and complexity of the electronics supply chain, there are numerous risks ranging from environmental damage and human rights violations to the sourcing of sustainable raw materials. In Easee, we address these risks by connecting and sharing information on the RBA platform. We concentrate on our high-risk key suppliers first, as we see this is where we have the biggest opportunity to create positive impact.

Our definition of high risk key supplier is 80% of products cost (high spend suppliers) which are further analysed by their inherent risk based on location, sector and product.

Our key suppliers are asked to do a self-assessment questionnaire and we do onsite audits with the goal of increasing our suppliers' competency on sustainability issues.



1. Code of Conduct

All our tier 1 and 2 suppliers have signed our Code of Conduct (CoC) which clarifies our expectations on sustainability and sustainability performance. This is the first step in our supplier due diligence and qualification process. It also gives us access to audits and possibility to follow up on our sustainability principles.

Our Code of Conduct (CoC) is based on the code of conduct developed by the RBA, and the focus is on social, environmental and ethical standards for our industry. The standards set in the Code adhere to International norms and standards including the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, ISO and Social Accountability SA standards.

2. RBA Worker Voice Platform

As a member of the RBA, Easee encourages suppliers without their own Whistleblowing platform to implement the RBA's Worker Voice Platform, free of charge. The Whistleblowing platform is a tool to ensure that workers can provide feedback without the fear of retaliation, and thus providing greater visibility into our supply chain.

Our goal is to implement the RBA's Workers Voice Platform in all our Tier 1 and 2 key suppliers' facilities by 2025.

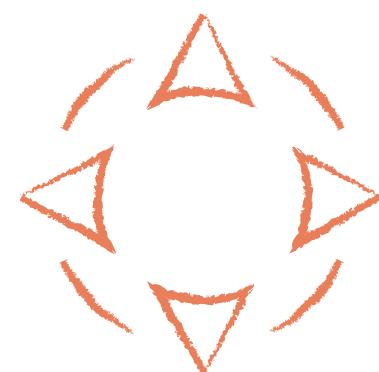
Our learnings

Due to the size and complexity of the electronics supply chain, 2022 has been our first year with a dedicated resource to work on supply chain impact. As such, our first year of working with the RBA and our supply chain has given us some valuable learnings.



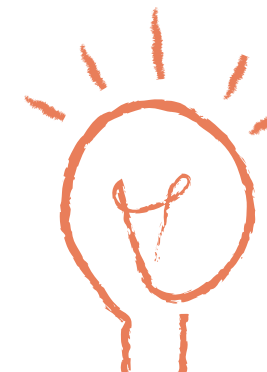
Establishing contact

Difficulties in establishing contact with suppliers in all tiers due to the sheer complexity of our supply chain in the industry: Some suppliers are not aware that Easee is the end customer and thus reluctant to share their data, especially bigger companies. Currently, we are working on networking, so that suppliers in all tiers are aware of Easee and that we are in fact their customer.



Onboarding

Another challenge has been onboarding suppliers to share our sustainability vision and goals. Our suppliers are at different sustainability maturity levels. In addition, onboarding suppliers to RBA has been a challenge, as they might be using other platforms. We support our suppliers by means of for example: presentations of RBA and in addition, we are planning a supplier seminar to analyse the gaps in their sustainability competency and closing the gaps by increasing their knowledge.



Increase competency

We have had a strong focus on engaging internal stakeholders to help them understand their roles in managing our footprint. To start the ball rolling we have worked with increasing their competency and knowledge, implementing sustainability into their goals and processes, facilitating sustainability workshops and presentations on different issues such as decarbonization of the Supply Chain.



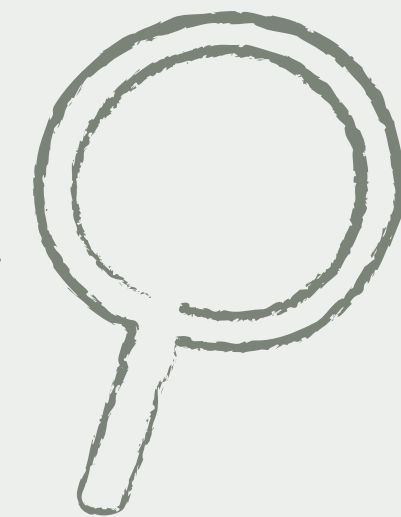
Code of Conduct

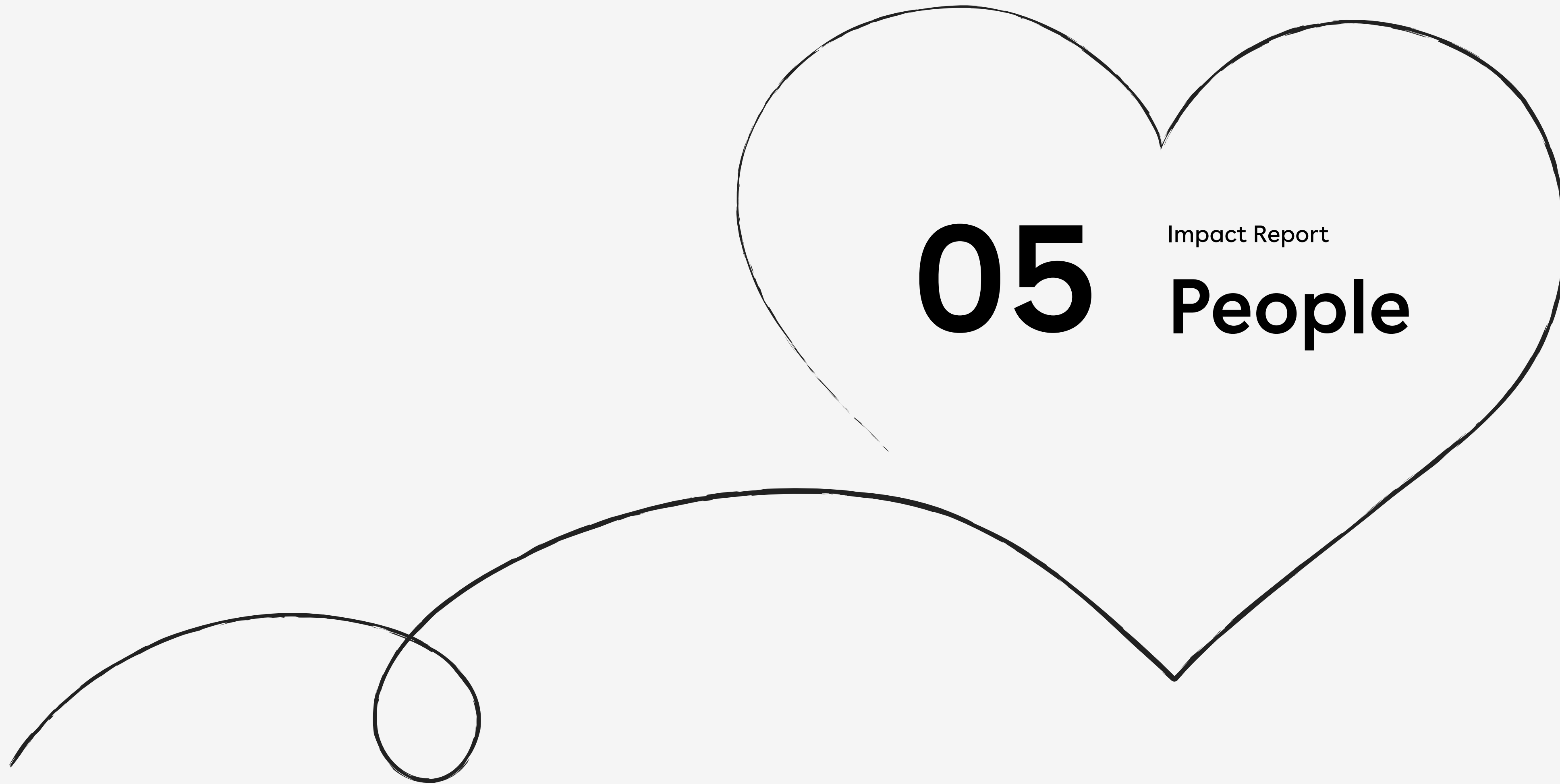
Some suppliers are reluctant to sign Easee's Code of Conduct (CoC) as they have their own in place. In these cases, we have compared both CoCs to determine if they have covered the same important aspects to allow us to accept their CoC.

The Norway Transparency Act

In July 2022, Norway introduced a Transparency Act with the aim to improve how businesses work with regards to human rights, decent working conditions and to also give the public access to such information. Easee ASA, as a Norwegian registered company, is required to provide information and conduct human rights due diligence that is presented in a yearly report.

Our 2022 Transparency Act Report can be found on our website. The report is made available in English according to Easee ASA's official reporting language.





Our people strategy

In Easee, we are creating an ecosystem that accelerates electrification. We put people and planet first to shape a better future for humanity.

From a people-perspective, this means we enable a culture where people can learn from their mistakes in order to learn and improve. In Easee, we practice being one global team. We set, define and adjust goals together as a team, and solve upcoming challenges, remove barriers and adjust the course towards our goals together.

We always strive to become the best version of ourselves and the version of us that we aspire to be. Everyone in Easee has the right to be seen and heard and we love to share our experiences by involving, informing, learning and playing together.

In Easee, we foster a culture of empowerment and with empowerment comes responsibility. This means we are all responsible for prioritization, focus and a sense of urgency. We aspire to a culture flavoured by curiosity, humbleness and trustworthiness.

We care about a safe work environment and do our outmost to continuously develop our culture and capabilities to the best for the individuals, teams and The Company.



The Easee Way

“The Easee Way” is our book describing how we want to achieve our mission and goals, who we are and our tools; all based on our values.

By actively working with and prioritizing our company values, we foster a strong and consistent organizational culture and positive work environment. It also aligns decision-making and actions towards our mission and purpose. Practicing these values promotes ethical and responsible behavior and builds trust amongst employees, customers and other stakeholders. Through this, we demonstrate our commitment to our beliefs and create a positive and meaningful impact in everything we do.



Love

To genuinely care about people around you and to put yourself aside to help others.



Openness

To share the truth, even if it makes you feel like the weakest person in the world.



Respect

To treat everyone with dignity, no matter the title, age, race, sexuality or gender.



Trust

To give people the freedom they need to be themselves and to do things their own way, even if it isn't your way.



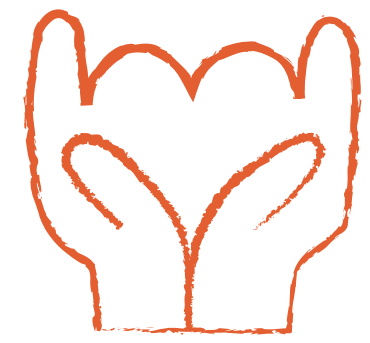
Vulnerability

To tell your team that you are afraid. That you are not a machine. That even if you know that things will go well, you can be scared.



Honesty

To give people feedback (constructive or positive), because you love them and you wish them the best.



Humbleness

To never think that you are entitled or that you know the answer to something, even if you do.

Mental and physical health

As an organization, we are committed to promoting and supporting the mental and physical well-being of our employees. We understand that mental and physical health are interconnected and that a healthy workforce is essential for achieving our mission and goals.

To support this, we offer a range of resources and services, including:



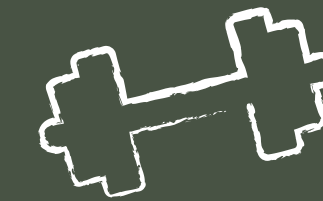
Training and education to employees on topics such as meditation and workout sessions.



A great health insurance with an online mental health care service, including psychological first aid and treatment.



Flexible work arrangements, such as remote working and flexible hours to help employees manage their mental and physical health.



We encourage employees to maintain their physical health by offering fitness classes, and other health promotion activities.



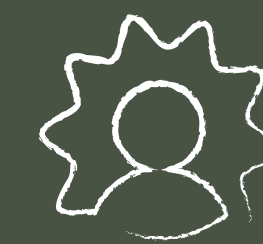
We provide employees with paid time off and other leave options to allow them to take care of their mental and physical health.



We promote an open and supportive culture where employees feel comfortable discussing their mental and physical health, without feeling stigmatized.



We are also committed to continuously reviewing and improving our policies and practices to ensure that we are providing the best possible support for our employee mental and physical health.



We also involve relevant stakeholders such as employee representatives in the process of creating and implementing these initiatives.

Statement on Equality, Diversity & Inclusion

Easee does not and shall not discriminate based on race, color, religion, gender, gender expression, gender identity, age, pregnancy, maternity or adoption leave, care responsibilities, ethnicity, disability, marital status, sexual orientation, or military status, in any of its activities or operations.

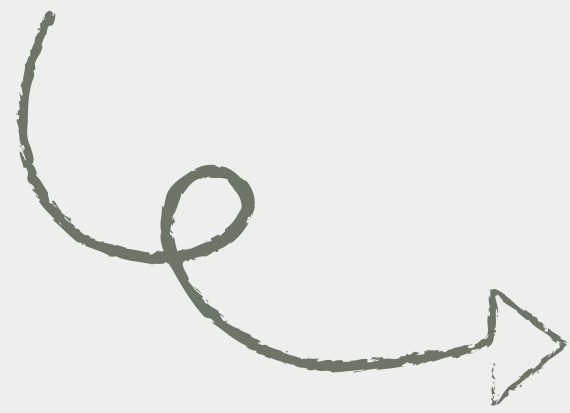
As an organization, we are committed to promoting and supporting equality and diversity in all aspects of our business. We believe that diversity and inclusion are essential for achieving our mission and goals, and for creating a more equal and inclusive society. We promote a culture where diversity and inclusion are valued, and where all employees are treated with respect and dignity.

In the area of recruitment, specific actions have been taken to make sure job ads and campaigns show diversity and attract a more diverse group of candidates. We actively recruit a diverse range of candidates and strive for a diverse workforce at all levels of the organization. The company has also joined different networks for women in tech with an objective to increase the number of female employees within certain parts of the business.

We conduct regular pay equity analysis to ensure that all employees are paid equally for their work regardless of their background.



Global 2022 numbers



At Easee, we recognize that achieving gender balance is crucial, however, we acknowledge that the challenges we face in achieving gender balance are due to the difficulties of finding suitable candidates with the required competencies in the current market.

Our industry, unfortunately, faces difficulties in attracting women, with only 1 in 5 engineering students at Norwegian universities being female, and even fewer women completing technical subjects in high school, according to NHO.

We are though happy to see that in temporary and part time employment there is no significant difference in gender.

2022	Total employees		Manager positions		Temporary employees		Part time employees		Involuntary part time employees		Parental leave (number of weeks)		Voluntary turnover rate
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	All gender
Norway	110	225	28	53	2	2	2	3	0	0	40	187	4,94%
France	3	4	0	2	0	0	0	0	0	0	0	0	0%
Benelux	15	19	1	5	11	10	4	2	0	0	0	2	0%
UK	31	17	0	12	0	0	1	0	0	0	26	21,5	11,59%
Germany	22	28	3	5	0	2	3	2	0	0	0	13	2%
Total (global)	181	293	32	77	13	14	10	7	0	0	66	223,5	3,71%

Our work for equality and against discrimination

The table shows the measures we have worked on during 2022, as well as some ongoing measures we have started.

Area of expertise	Background for action	Description of measures	Objectives of the measures	Status
Recruitment	Make sure we do not discriminate in any way.	Join different networks for women in tech.	Increase the number of women we attract in recruitment and uphold a high ethical standard.	Ongoing
Salary & working conditions	Make sure there is no discrimination linked to all the grounds of discrimination we work with*.	Yearly review.	Make sure that salary structure is based on equal work of equal value principles.	Ongoing
Harassment sexual harassment and gender-based violence	Make sure there is no discrimination linked to all the grounds of discrimination we work with*.	Yearly topic in AMU (Working Environment Committee) with a review.	Make sure that if any incidents occur, they are raised and handled correctly.	Ongoing
Gender balance	Make sure we do not discriminate based on gender.	Increase the gender balance.	Work towards 50/50 gender split in all departments.	Ongoing

*The grounds for discrimination we work with are: gender, pregnancy, maternity or adoption leave, care responsibilities, ethnicity, religion, outlook on life/life stance, disability, sexual orientation, gender identity and gender expression and combinations of these.

Our work for equality and against discrimination

In 2022, we kicked off a global project on how to ensure greater diversity in our recruitment processes. We focused on gaining a shared understanding of diversity, mapping out diversity dimensions and ensuring that job advertisements reflected diversity.

The group created a separate section on diversity in the job analysis and the recruiters are also conscious of challenging Hiring Managers on diversity in both the kick-off meeting and throughout the recruitment process.

Further work in 2023 will be to set goals to ensure we are on the right track when it comes to both diversity and inclusion.

We are a part of several national and global initiatives such as:

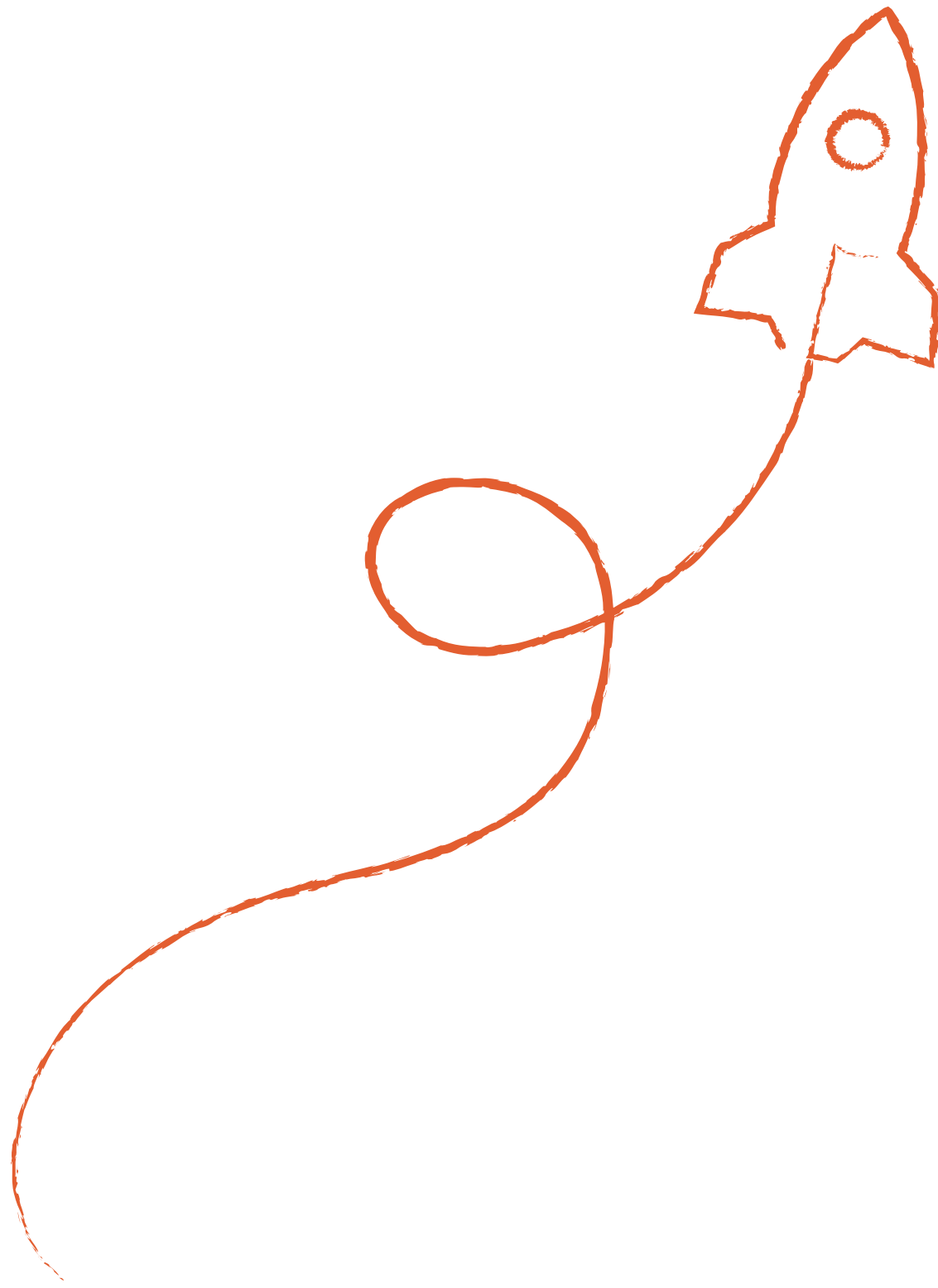
Girls and Technology

A national project that works to increase the proportion of women in technology education. In November 2021, Easee hosted an event with nearly 100 girls from upper secondary school in Stavanger, curious about Easee and what life in tech is all about.

In 2023, we are planning a new event to further promote technology and work towards more girls choosing Tech as their way in to working life.



Our work for equality and against discrimination



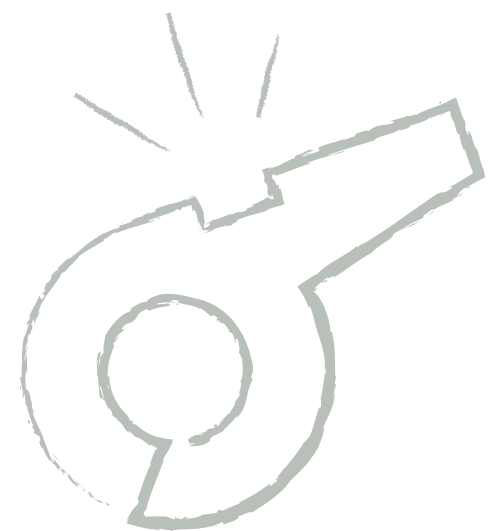
The United Nations Global Compact Target Gender Equality Program

In 2022, Easee participated in the UNGC Target Gender Equality program, which provided us with valuable insights into the importance of advancing gender equality and diversity, equity and inclusion (DEI) in our organization. We gained a deeper understanding of the business case for promoting gender equality and how to set ambitious targets for women's leadership that can benefit our company and society overall.

Measuring and communicating progress was a key takeaway from the program, which introduced us to the WEP (Women's Empowerment Principles) survey tool and individual behavior change strategies to remove barriers for advancement. This included addressing pay inequality and talent management to ensure equal opportunities.

Our commitment to sustainability and membership of the United Nations Global Compact program aligns with these efforts and we will continue to integrate the learnings from this program into our sustainable and socially responsible policies and practices. By incorporating these learnings into our continuous improvement cycle, we can make progress towards our sustainability goals and create a positive impact for all employees and stakeholders.

Whistleblower system and incidents



If anyone believes that there have been objectionable conditions in Easee, they are obliged to notify and report this to their immediate manager or via the 'Speak-up' line which is our official reporting tool.

As a company committed to upholding ethical standards and transparency, we take all whistleblower complaints seriously and strive to investigate each case thoroughly.

In 2022, we have had three whistleblower incidents reported to us, and in each case, we immediately launched an investigation to determine the validity of the allegations.

Through our investigative process, we documented our findings and took appropriate actions based on the severity and nature of each incident. Once our investigations were completed and corrective actions were taken, we closed each case and shared the outcomes with all parties involved.

We believe that our swift and thorough handling of these whistleblower incidents demonstrates our commitment to maintaining a culture of integrity and accountability. We remain dedicated to fostering an environment where employees feel safe and encouraged to speak up if they witness any unethical behavior.

06

Impact Report

Appendix

Appendix 1 - The UN Sustainable Development Goals our business support

7. Affordable and clean energy



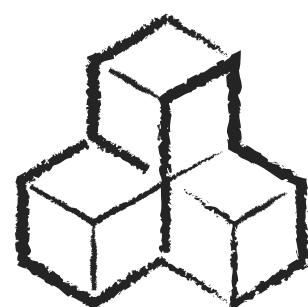
We want to shape the future of electricity by developing a range of innovative energy products to help people to save money on their energy bills and reduce emissions through smart energy management.

8. Decent work and economic growth



We genuinely believe in "People first, money follows". We strive for healthy growth, promoting a responsible supply chain. We have zero tolerance for corruption and human rights abuse.

9. Industry, innovation and infrastructure



Easee was established on the vision to solve the infrastructural challenge for charging and limitations in the power grid.

11. Sustainable cities and communities



We facilitate the shift towards a cleaner transportation system by providing smart solutions for EV (Electrical Vehicle) charging.

12. Responsible consumption and production



Creating products that empower our customers to live in a more sustainable way. Establishing partnerships with the ambition to reduce our impact on people and planet.

13. Climate action



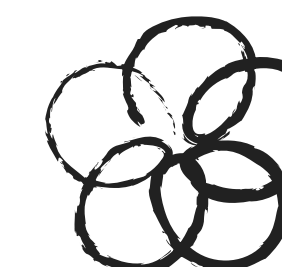
Easee will be climate positive. We will also be a driver to the transition to a circular economy.

15. Life on land



By providing load balancing technology, we contribute to reducing the need for increasing grid expansion, which is estimated to need growth of up to 90% to accommodate for the future energy needs¹.

17. Partnerships for the goals



Member of UNGC, RBA and the Terravera Foundation. We share our knowledge with others on several different platforms.

Appendix 2 - GHG Report

Scope	Description	ton CO ₂ e	of total
1	Direct GHG emissions TOTAL	6,79	0,02 %
S1	Generation of heat (gas consumption)	6,79	0,02 %
S1	Physical or chemical processing - OS	0,00	0,00 %
S1	Transportation of materials, products, waste, and employees - OS	0,00	0,00 %
S1	Fugitive emissions - OS	0,00	0,00 %
S1	Company electric cars (kWh charged not at our buildings)	0,00	0,00 %
3	Other indirect GHG emissions	38 197,69	99,87 %
S3C01	Purchased Goods and Services	29 913,82	78,21 %
S3C01	PGaS Production of Easee products (A+B+C)	29 657,44	77,54 %
S3C01	PGaS Non-production relate	467,20	1,22 %
S3C01	PGaS (A) Chargers (Production)	29 388,49	76,83 %
S3C01	PGaS (B) Easee Ready (Production)	222,84	0,58 %
S3C01	PGaS (C) Extra Front Covers (Production)	46,11	0,12 %
S3C01	PGaS (1) Merchandise*	129,21	0,34 %
S3C01	PGaS (2) Beer+Coffee *	73,84	0,19 %
S3C01	PGaS (3) Newspaper*	5,37	0,01 %
S3C01	PGaS (4) Fruits*	2,40	0,01 %
S3C01	PGaS IT Hardware*	198,77	0,52 %
S3C01	PGaS AWS Cloud Service Software* LB	48,8	0,13 %
S3C01	PGaS Software Other*	8,81	0,02 %
S3C02	Capital goods - OS	0	0,00%
S3C03	Fuel- and energy-related activities - OS	0	0,00%
S3C04	Upstream transport (Incoming cargo)	10,41	0,03 %
S3C04	Incoming cargo - Airbound	9,90	0,03 %
S3C04	Incoming cargo - Railbound	0	0,00 %
S3C04	Incoming cargo - Roadbound	0,51	0,00 %
S3C04	Incoming cargo - Seabound	0	0,00 %
S3C05	Waste	0,81	0,002%

Scope	Description	ton CO ₂ e	of total
2	Electricity indirect GHG emissions TOTAL location-based	44,49	0,12 %
S2	Company electric cars (kWh charged at our buildings)	0,00	0,00 %
S2	District heating (Energy)	9,61	0,03 %
S2	Electricity consumption (Energy) - LB	34,88	0,09 %
3 cont.			
S3C06	Business travel	387,61	1,01 %
S3C06	Business travel - Bus	0,42	0,00 %
S3C06	Business travel - Ferry	0,01	0,00 %
S3C06	Business travel - Flights	352,06	0,92 %
S3C06	Business travel - Hotel	21,91	0,06 %
S3C06	Business travel - Rental car	0,20	0,00 %
S3C06	Business travel - Taxi	9,71	0,03 %
S3C06	Business travel - Train	3,30	0,01 %
S3C07	Employee commuting - OS	0	0,00 %
S3C08	Upstream leased assets - OS	0	0,00 %
S3C09	Downstream transport (Outgoing cargo)	16,28	0,04 %
S3C09	Outgoing cargo - Airbound	0	0,00 %
S3C09	Outgoing cargo - Railbound	0	0,00 %
S3C09	Outgoing cargo - Roadbound	16,28	0,04 %
S3C09	Outgoing cargo - Seabound	0	0,00 %
S3C10	Processing of sold products - n/a	0	0,00 %
S3C11	Use of sold products (Chargers)	7 868,77	20,57 %
S3C012	End-of-life treatment of sold products - OS	0	0,00 %
S3C013	Downstream leased assets - OS	0	0,00 %
S3C014	Franchises - OS	0	0,00 %
S3C015	Investments - OS	0	0,00 %

* Non-production related
OS: Out of Scope
LB: Location-based

Thank you.

