

Environmental, Social and Governance Disclosure Form

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This form captures environmental, social and corporate governance metrics, which reflect best practice across these impact areas. Companies must complete a minimum of five metrics across these impact areas in order to submit this form.

The user may choose to complete this online form all at once or in stages, entering and updating information over a period of time.

GENERAL COMPANY INFORMATION

Company Name GreenMobility A/S (GREENM)

Market Nasdaq Copenhagen A/S

Contacts

Please provide information for both a primary and an alternative contact for the purpose of processing this form. In addition, Nasdaq recommends that you share access to this form with at least one other representative by entering their email address on our [Share Your Form](#) page.

Company Contact *

Additional Contact *

Name *	Anders Wall	Kasper Kolding
Title/Firm	VP Investor Relations	CFO
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Email *	aw@greenmobility.com	kk@greenmobility.com

Listing Venue Information

On which segment of the exchange does the Company have shares listed? *

- First North Growth Market Main Market

In which country are the Company's financial instrument(s) listed? *

- Finland (operated by Nasdaq Helsinki Oy) Estonia (operated by Nasdaq Tallinn AS)
 Sweden (operated by Nasdaq Stockholm AB) Latvia (operated by Nasdaq Riga AS)
 Iceland (operated by Nasdaq Iceland HF.) ** Lithuania (operated by Nasdaq Nasdaq Vilnius AB)
 Denmark (operated by Nasdaq Copenhagen A/S)

**Does not have the First North Growth Market Status.

Reporting Period

Reporting Period End Date (yyyy/mm/dd) *

Data Usage

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ENVIRONMENTAL METRICS

Environmental metrics captured in this section look at a company's energy and water usage.

Previous Reporting Period End Date [2018-12-31](#)

Annual EUR revenue in the reporting year EUR 3800000

Square meter of floor space in the reporting year m² 300

Annual non-GHG Emissions t 892000

E1. Greenhouse Gas (GHG) Emissions

E1-A-Scope 1: Direct GHG emissions. Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment.

t 0,000000

E1-B-Scope 2: Indirect Energy GHG emissions. Scope 2 accounts for GHG emissions from the generation of purchased energy consumed by a company. Purchased energy is defined as energy that is purchased or otherwise brought into the organizational boundary of the company. Scope 2 emissions physically occur at the facility where energy is generated.

t 1,800000

E1-C-Scope 3: Other indirect GHG emissions. Scope 3 allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. Some examples of scope 3 activities are extraction and production of purchased materials; transportation of purchased fuels; and use of products and services.

t [not answered]

E2. Emission Intensity

E2-A: Quantity of GHG emission the company emits per Euro of revenue produced 0,00000,0000

E2-B: Quantity of non-GHG emission the company emits per Euro of revenue produced 0,0300230,0000

E3. Energy Usage

E3-A: Direct Energy consumption. Measures the total amount of direct energy usage by a company or corporate enterprise.

MWh 887000,000000

E3-B: Indirect Energy consumption. Measures the total amount of indirect energy usage by a company or corporate enterprise.

MWh 8000,000000

E4. Energy Intensity

E4-A: Direct energy consumed annually per square meter 2956,6700

E4-B: Direct energy consumed annually per full-time employee 20627,9100

E5. Energy Mix

E5-A: Cite Primary Energy Source in majority of direct usage

Percentage usage (between 0 and 100) *

%

E5-B: Cite Secondary Energy Source of direct usage

E5-C: Cite Third Energy Source of direct usage

E6. Water Usage

E6-A: Water consumed in cubic meters m³ 400,000000

E6-B: Water recycled or reclaimed in cubic meters m³ 75,000000

E7. Environmental Operations

E7-A: Does the company publish and follow an environmental policy?

No

E7-B: Does the company follow specific waste, water, energy and/or recycling policies?

No No

E7-C: Does the company use a recognized energy management system? (Example ISO 50001)

No No

E8. Environmental Oversight

E8- A: Does the Board/Management Team oversee and/or manage climate-related risks?

No No

E9. Environmental Oversight

E9- A: Does the Board/Management Team oversee and/or manage sustainability issues?

No No

E10. Climate Risk Mitigation

E10-A: Total amount invested annually in climate-related infrastructure, resilience and product development EUR 0,00

SOCIAL METRICS

Social metrics captured in this section evaluate the company's contribution to employee well-being, including topics related to compensation and benefits, training, health and safety, and job flexibility. If possible, have your employee roster, handbook, and payroll available when completing this section, or ask your HR department for assistance.

Previous Reporting Period End Date [2018-12-31](#)

Number of total yearly Full-Time Employees 25

Number of total yearly Part-Time Employees 18

Number of total yearly Contractors and Consultants 0

Number of total Employees 117 43

CEO Compensation (including salary + cash bonus + value of equity awarded) in the last calendar year EUR 175000

Median Compensation of Full-Time Employee in the last calendar year EUR 44000

Median Male Salary EUR 32000

Median Female Salary EUR 43000

Number of annual Full-Time Employees who leave the organization voluntarily or due to dismissal, retirement or death [not answered]

Number of annual Part-Time Employees who leave the organization voluntarily or due to dismissal, retirement or death [not answered]

Number of annual Contractors and Consultants who leave the organization voluntarily or due to dismissal, retirement or death 0

Number of total Female Full-Time Employees 6

Number of total injuries 0,00

Number of Female Employees in Entry- and Mid-Level Positions

Number of total Employees in Entry- and Mid-Level Positions 36

Number of Female Employees in Senior- and Executive-Level Positions 1

Number of total Employees in Senior- and Executive- Level Positions 7

S1. CEO Pay Ratio

S1-A: Median Compensation of Full-Time Employee/CEO Compensation 4,0:1

S1-B: Does the company report this metric in regulatory filings?

No No

S2. Gender Pay Ratio

S2-A: Median Male Salary to Median Female Salary 1,5:1 0,7:1

S3. Employee Turnover

S3-A: Full-time Employees turnover ratio 0,3462 [not answered]

S3-B: Contractors and Consultants turnover ratio [not answered]

S3-C: Part-Time Employees turnover ratio [not answered]

S4. Gender Diversity

S4-A: Full-time Employees gender diversity 0,4615 0,2400

S4-B: Entry- and Mid-level positions gender diversity 0,5789 0,3300

S4-C: Senior- and Executive-level positions gender diversity 0,1400 0,1400

S5. Contractors, Consultants and Part-Time Worker Ratio

S5-A: Total # Part-Time Employees/Total # Employees 0,7700 0,4200

S5-B: Total # Contractors and Consultants /Total # Employees [not answered]

S6. Non-Discrimination Policy

S6-A: Does the company follow a sexual harassment and/or a non-discrimination policy?

No No

S7. Injury Rate

S7-A: Total number of injuries relative to total workforce 0,0000 0,0000

S8. Global Health & Safety Policy

S8-A: Does the company follow a policy for occupational and/or global health & safety?

No No

S9. Child & Forced Labor Policy

S9-A: Does the company follow a child and/or forced labor policy?

No No

S10. Human Rights Policy

S10-A: Does the company follow a Human Rights Policy?

No No

CORPORATE GOVERNANCE METRICS

Corporate Governance metrics captured in this section evaluate a company's overall mission, ethics, accountability and transparency. Information about your company financials and the company's governance structure will help you complete this section.

Previous Reporting Period End Date [2018-12-31](#)

Total number of Female Board Members 1

Total number of Board Members 6

Total number of Independent Board Members 6

Total number of Committee Chairs 0

Total number of Committee Chairs occupied by women 0

Total Enterprise Headcount covered by collective bargaining agreement(s) 0

G1.Board-Diversity

G1-A: Total Board seats occupied by women 0,16670,1700

G1-B: Committee Chairs occupied by women [not answered]

G2-Board Independence

G2-A: Is the CEO allowed to act as Chairman on the Board?

No

G2-B: Total Board seats occupied by Independents 1,00001,0000

G3. Incentivized Pay

G3-A: Are company executives formally incentivized to perform on ESG metrics?

No

G4. Collective Bargaining

G4-A: Total enterprise headcount covered by collective bargaining agreement(s) [not answered]

G5. Supplier Code of Conduct

G5-A: Are the company's vendors or suppliers required to follow a code of conduct?

No

G6. Ethics & Anti-Corruption

G6-A: Does the company follow an Ethical and/or Anti-Corruption policy?

No

G7. Data Privacy

G7-A: Does the company follow a Data Privacy Policy?

No

Please provide a website link to this policy *

G7-B: Has the company taken steps to comply with GDPR rules?

Yes

G8. Sustainability Report

G8-A: Did the company release a Sustainability Report for its latest fiscal year?

No

G8-B: Is sustainability data included in the company's regulatory filings?

No

G9. Disclosure practices

G9-A: Does the company publish a Global Reporting Initiative disclosure (GRI)?

No

G9-B: Does the company publish a Carbon Disclosure Project disclosure (CDP)?

No

G9-C: Does the company publish Sustainability Accounting Standards Board disclosure (SASB)?

No

G9-D: Does the company publish an International Integrated Reporting Council disclosure (IIRC)?

No

G9-E: Does the company focus on specific UN Sustainable Development Goals (SDGs)?

No

Please provide a website link to this policy *

Which SDGs does your company focus on?

- 1: No Poverty
- 2: Zero Hunger
- 3: Good Health and Well-being
- 4: Quality Education
- 5: Gender Equality
- 6: Clean Water and Sanitation
- 7: Affordable and Clean Energy
- 8: Decent Work and Economic Growth
- 9: Industry, Innovation and Infrastructure
- 10: Reduced Inequalities
- 11: Sustainable Cities and Communities
- 12: Responsible Consumption and Production
- 13: Climate Action
- 14: Life below Water
- 15: Life on Land
- 16: Peace, Justice and Strong Institutions
- 17: Partnerships for the Goals

G9-F: Does the company focus on Task Force on Climate-Related Financial Disclosures (TCFD)?

No [not answered]

G10. External Validation Assurance

G10-A: Are company's ESG disclosures third-party assured or validated

No No

G11. Tax Transparency

G11-A: Does the company publish and follow a tax policy?

No [not answered]

FUTURE SUSTAINABLE GOALS

Some info on the Future Sustainable Goals section

Previous Reporting Period End Date [2018-12-31](#)

F1.Emission Reduction

Has the company set any predetermined future emission reduction targets?

Yes [not answered]

1. Future target

%

End of year

F2. Water Reduction

Has the company set any predetermined future water reduction targets?

No [not answered]

F3. Water Recycle

Has the company set any predetermined future water recycle targets?

No [not answered]

F4. Gender Board Diversity

Has the company set any predetermined targets towards gender diversity?

No [not answered]

F5. Gender Senior and Executive Management Diversity

Has the company set any predetermined targets towards gender diversity?

No [not answered]

F6. General Gender Diversity

Has the company set any predetermined targets towards gender diversity?

No [not answered]

F7. Supplier Code of Conduct

Has the company set any predetermined targets on the amount of certified suppliers?

No

F8. Ethics and Anti-Corruption Code of Conduct

Has the company set any predetermined targets on the amount of certified employees?

No [not answered]

AFFIRMATION

User Id arc@greenmobility.com
Name Amanda Raket Chidekel
Title/Firm CSR officer/ GreenMobility
Date 28-02-2020

Initials ARC
I have been authorized by the company and have the legal authority to provide information on the company's behalf; to the best of my knowledge and belief, the information provided is true and correct as of this date; and I will promptly notify Nasdaq of any material changes.

User Id aw@greenmobility.com
Name *
Title/Firm *
Date *

Initials *
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* Indicates a field required for submission.