



GreenMobility's Environmental Policy

December 2020



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Introduction and Purpose

The purpose of the environmental policy is to define GreenMobility's commitment to decrease our carbon footprint and what we do to achieve this. Therefore, the policy forms the foundation for employees, management, suppliers, and other important stakeholders to understand what GreenMobility does actively to combat climate change, as well as motivate all our stakeholders to take environmental action.

GreenMobility A/S complies with all applicable environmental legislation, and we are committed to managing, monitoring and reviewing our environmental impact and improve our environmental performance on a continued basis, and against targets and objectives on a regular basis, to ensure the highest level of transparency possible.

Scope of the policy

The policy applies to all GreenMobility's employees, the management of GreenMobility, contractual employees and its subsidiaries. Furthermore, GreenMobility expects that all our business partners, third party representatives, and suppliers are adhering to and respecting them as well.

If you, as an employee, are ever in doubt about how to act, what to buy, how to proceed, it is important that you confer with your immediate manager about it.

The policy is adopted by GreenMobility's executive management and is hereafter owned and updated by the Investor Relations Team on an on-going basis and all concerns related to this policy must to be sent to GreenMobility's Head of ESG.



Requirements

1. Green Procurement

- 1.1 When buying cleaning products for offices and cars, etc., these products and materials must be of the most sustainable choice in the local area, e.g., with no perfume, not containing micro-plastic or excessive chemicals. Preferably they are certified with “Svanemærket” or a similar standard.
- 1.2 When buying office supplies, employees must be considerate of the reusability. Buying things that only have a one-time purpose is not appropriate.

2. Renewable energy

- 2.1 We are committed to track our energy-efficient efforts at our offices and garages.
 - 2.1.1. We are committed to reduce our current use of electricity and increase our focus on reducing the use of air conditioning, which is currently the most “electricity-heavy” at our offices.
- 2.2. We are committed to selecting energy suppliers that offer renewable energy solutions for our offices.
- 2.3 We are committed to selecting charging suppliers that offer renewable energy solutions for our electric vehicles.

3. Waste management

- 3.1 We are committed to sort our waste to the extent possible. We sort our waste in the following categories: Plastic, General Waste, Food, Food, Paper, Single-use batteries, Tech equipment and toners and cartridges from printers.
- 3.2 We are committed to minimizing our waste in the above-mentioned categories.
- 3.3 We are committed to increase the amount of recycled waste. Especially our car parts, car batteries and our technical equipment used at our offices.
- 3.4 We are committed to handle our end-of-life products and materials correct.

4. Water management

- 4.1 We are committed to track our use of water, both at our offices, our garage and for car wash.

4.2 We are committed to using the most sustainable solution to decrease our water usage when it comes to car-washing and increasing the use of wastewater.

5. Use of postal services and couriers

5.1 When selecting postal service courier, choose the option of a bike-courier or a supplier who offers offsetting the delivery.

6. Use of FSC certified paper

6.1 When selecting paper for printing, use FSC certified paper.

7. Transportation

7.1 To the extent possible, select the sustainable choice of travelling, i.e., public transport or ridesharing, and avoid travelling by airplane.

7.2 We are committed to measuring our business travel's impact to start measuring and managing it to decrease our carbon footprint.

7.3 We are committed to encouraging all our employees to select the least CO2-emitting commuting to and from work, like walking, biking, public transportation, or using shared mobility options or ridesharing.

8. Education on environmental management

8.1 We are committed to provide educational and inspirational talks on why environmental management is important, both at the workplace, but also at home.

9. Supply chain management

9.1 We are committed to encouraging our entire supply chain management to adopt similar policies of environmental management.

9.2 We are committed to selecting suppliers who already have adopted similar policies.

9.3 We are committed to ending contracts with suppliers if we evaluate that their product or service do not meet our sustainable criteria.

10. Stakeholders

10.1 We are committed to having an open and unbiased dialogue with our stakeholders regarding any environmental issues relevant to our business.

Roles and responsibilities

Roles	Responsibilities
Head of ESG	In charge of updating the Environmental Policy
Head of ESG	In charge of ensuring and endorsing the implementation of the Policy
Head of ESG	Is the 'Policy owner'
Management	In charge of implementing the policy in their respective teams
Board of Directors	In charge of advising the policy owner
Management	Responsible for policy approval
GreenMobility's management, employees, and contract workers	Responsible for adhering to the policy

Deviations

This policy can be granted no exemptions unless a case occurs under exceptional circumstances, or the policy is assessed not be applicable. All requests for exemptions must be made in writing to the policy owner, i.e. The Head of ESG. The policy owner must assess and decide on each request individually. Exemptions must be logged and documented.

Policy Revision

This policy must be regularly reviewed in order to ensure its continued adequacy and relevance. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.

Associated Policies and Manuals

- Anti-corruption policy

Contact

For more information, please contact the Head of ESG.