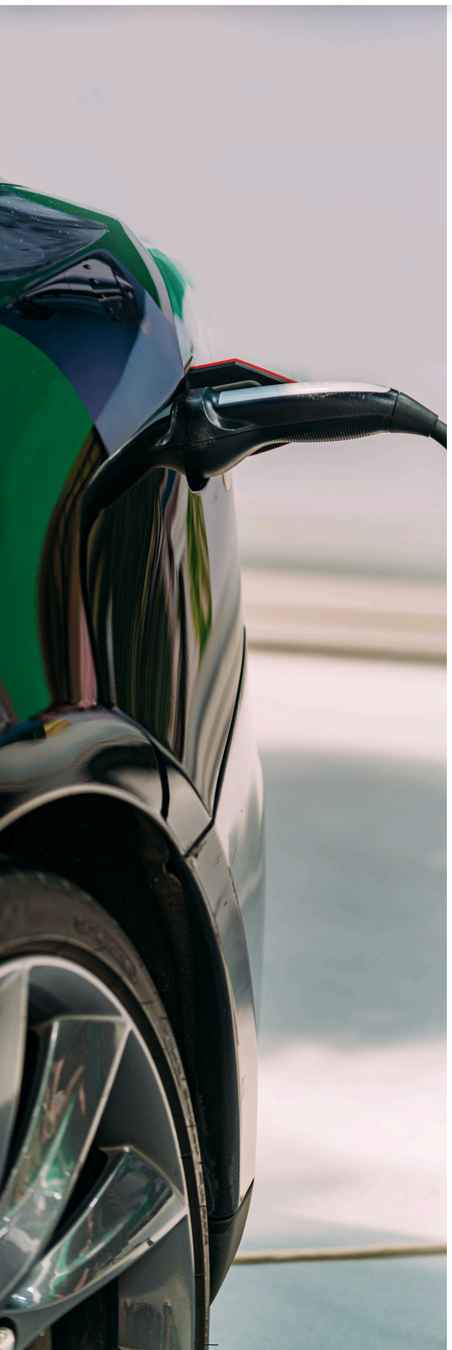
AMPECO

Sustainability Report 2024

Enabling sustainable e-mobility



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Visit AMPECO's sustainability website for further reference: www.ampeco.com/sustainability

Executive summary

Welcome to AMPECO's 2024 Sustainability Report. This is the third year in which we publish a Sustainability Report. As we grow as a company, so does our sustainability maturity. 2024 was a big year for AMPECO, in which the positive climate impact of our platform almost quadrupled and we reached new milestones in the ESG space, such as our ISO 14001 certification and SBTi verified targets.

We continue to deliver on our reporting commitment to all our stakeholders—investors, customers, employees, and more. We hope this report will be an intriguing read for those wishing to learn about AMPECO's sustainability efforts. We also hope to inspire sustainability action as much as we can in the EV charging space by leading by example and doing our part.

A leader in climate technology

In 2024, AMPECO continued our ambitious net-zero journey, set numerous new environmental goals and reported on progress towards all our targets, as it is expected by our stakeholders. We continued to put strong emphasis on the GHG emissions our platform helps avoid through recharging electric vehicles. This aspect is by far the biggest lever we have to positively impact climate change and also our biggest source of pride. The related numbers and growth we achieved in this aspect are nothing short of impressive:

- 180,000 tonnes CO2e avoided
- 1.8 billion electric kilometers enabled
- 339 GWh charged through AMPECO's platform

About AMPECO

AMPECO enables large-scale EV charging providers to launch and scale their business operations under their brand. We offer a white-label and hardware-agnostic EV charging management platform to cover all EV charging business cases. It has a comprehensive out-of-the-box feature set that allows quick go-to-market while providing unmatched flexibility and extensibility via API to enable businesses to build their differentiators.

AMPECO supports more than 170 charging network operators in over 65 countries. We have been recognized as a Market Leader by IDC MarketScape in their 2024 worldwide assessment of EV charging management solutions, and globally recognized by Frost & Sullivan, Financial Times, Forbes, Deloitte, and PwC for its technological product innovation and strategic business development.

AMPECO's long-term vision

Our mission is to enable the EV charging providers of tomorrow through innovative technology and the vision of the company is to build the platform of choice for large-scale EV charging providers globally. Putting the vision in a context of sustainability means to enable as many EV charging companies as possible to support the electric mobility transition, while keeping AMPECO's negative environmental impact to a minimum. This is why our core sustainability goal is to become a net-zero company by 2030. While doing all this, we plan to address as many social aspects as we have influence over: access to EV charging for social groups, positively impact the lives of our employees, customers and the communities around us.

Introduction

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A message from the CEO

Dear reader,

Welcome to AMPECO's 2024 Sustainability Report!

We're at a pivotal moment. Global investment in climate tech is undergoing a dramatic transformation, with capital shifting toward solutions that can deliver real, measurable impact. AMPECO stands at the forefront of this movement — a position reinforced by our $26M Series B raise and the accelerating adoption of our platform by charge point operators worldwide.

The world may feel uncertain in 2025, but one thing is clear: the climate emergency is intensifying. The latest data confirms what we already know — delay is no longer an option. At AMPECO, we remain resolute in our mission: to become a net-zero company by 2030 and to drive systemic, lasting change across the mobility ecosystem.

This isn't just a corporate goal. It's a shared call to action. Every team member at AMPECO has the power, and the responsibility, to launch initiatives that move the needle, whether on sustainability, workplace culture, or social impact in our communities. We turn bold ideas into real-world outcomes, because progress isn't a slogan here — it's the standard.

Most importantly, we are uniquely positioned as a climate tech company to scale not just revenue, but meaningful impact. Every CPO we enable, every EV driver we support, directly accelerates the global shift to clean mobility. Growth for AMPECO means progress for the planet.

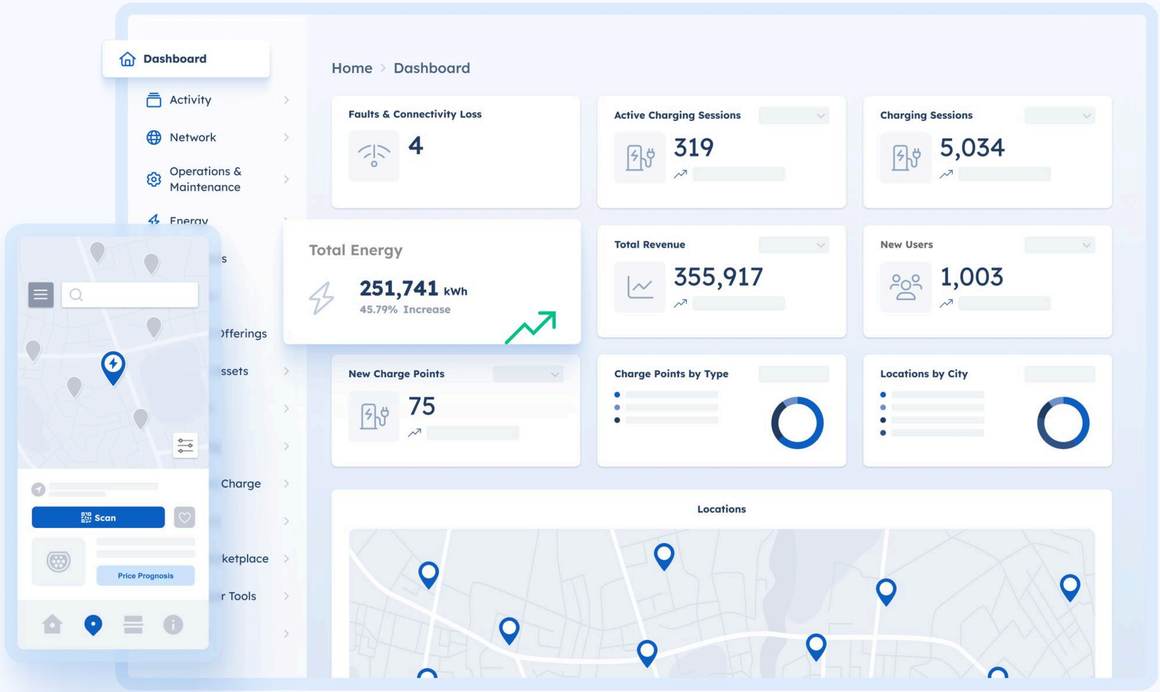
This is our greatest lever and our greatest responsibility. Our mission is not just ambitious. It's urgent. It's necessary. And it's unstoppable.

Sincerely,
Orlin Radev, CEO

About AMPECO

AMPECO enables large-scale EV charging providers to launch and scale their business operations under their own brand. The company offers a white-label and hardware-agnostic EV charging management platform to cover all business cases – public, private, and home charging.

Advanced energy management, flexible billing and subscription management, automatic maintenance algorithms, and inter-operator roaming are some of the platform's key components. With security and scalability at its core, the platform allows large-scale operators like energy companies, oil and gas, fleets, hardware manufacturers and installers to achieve quick go-to-market in a few months with a ready-made platform combined with unmatched flexibility and extensibility via APIs.



A word from our investors

LAUNCHUB VENTURES

AMPECO is a great example of how technology companies can drive positive change. At LAUNCHub Ventures, we use the ESG_VC framework to assess and support ESG adoption across our portfolio, and AMPECO has consistently exceeded these expectations. Their strong commitment to sustainability sets a standard for others—both within our portfolio and beyond. We're proud to support AMPECO in their mission toward a more sustainable future.

Rumen Iliev
LAUNCHub Ventures

BMW i Ventures

AMPECO's mission to drive sustainable mobility forward is both compelling and timely. What truly differentiates the team is their ability to scale with discipline while maintaining a sharp focus on quality. We're proud to support a company where meaningful impact and strong growth are deeply intertwined.

Baris Guzel
BMW iVentures

Revaia

At Revaia, we invest to support companies positively impacting the future - and AMPECO exemplifies that future. What excites us most about our partnership is how deeply sustainability is embedded not just in AMPECO's mission, but also in its strong execution. From enabling the transition to electric mobility at scale to building a culture grounded in responsible growth, AMPECO demonstrates that ESG is not a checkbox - it's a driver of innovation and long-term value.

Morgan Kessous
Revaia

NAP

As an early-stage investor and long-term partner, we've seen AMPECO transform a bold vision into tangible impact: Building the critical infrastructure that powers the global shift to clean, electrified mobility. What sets them apart is how their platform enables large-scale CPOs to scale with trust and technical confidence - an essential lever for accelerating the energy transition.

Fabian Krautwurst
NAP

External recognition

Our commitment to sustainability is backed by globally recognized standards and certifications, reflecting our progress, accountability, and dedication to continuous improvement.

SCIENCE BASED TARGETS

SBTi verified

Certified B Corporation

AMPECO's score: 103.8

SILVER | Top 15%
ecovadis
Sustainability Rating
APR 2025

AMPECO rated Silver

ISO 14001

Successful audit in 2024

2024
Sustainability highlights

23t
CO_2e saved through electric commuting

180,152t
CO_2e saved by platform users

338,521,951
kWh charged through the platform

28%
less cloud resources per GWh charged

20%
women in engineering

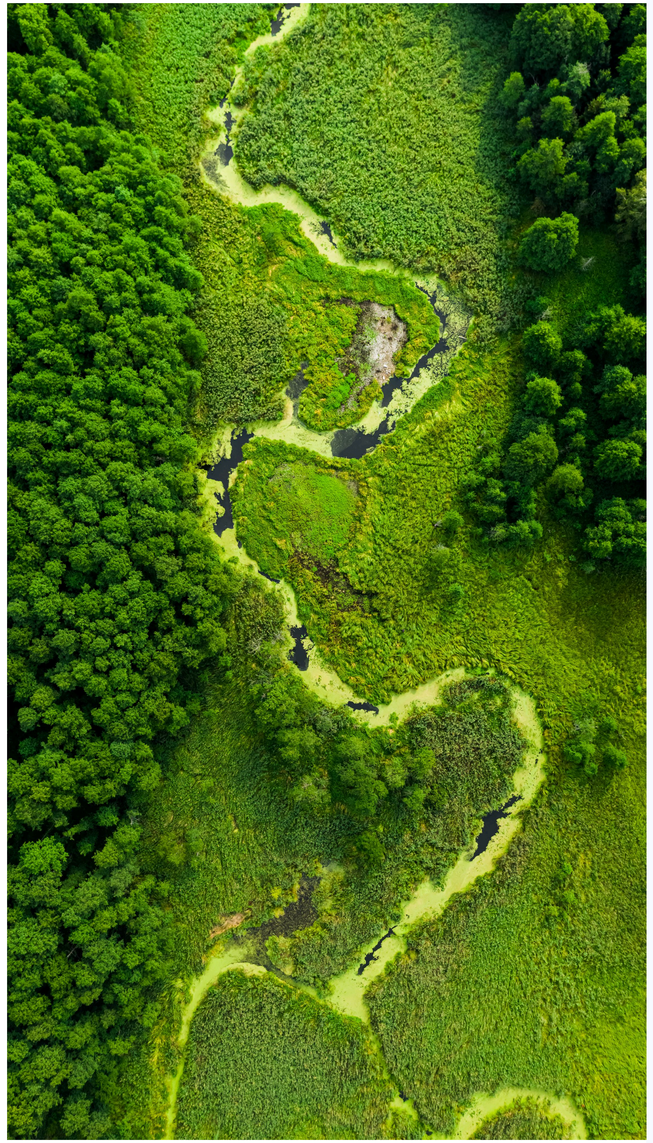
1,790,781,120
electric kilometers enabled

796t
CO_2e company carbon footprint

Targets and achievements

AMPECO continues to deliver on its ambitious sustainability roadmap, rapidly scaling climate impact with nearly quadrupled electric kilometers and a threefold increase in CO_2e avoided year-over-year — clear proof that growth and sustainability are reinforcing each other. While we've made impressive gains in reducing Scope 1 emissions, water use, and sustainable purchasing, we are focused on accelerating improvements across Scope 2 & 3 emissions, training reach, and resource efficiency to strengthen our position as a climate tech leader and maximize long-term value for all stakeholders.

Goals	Description	2024 progress
Become a net-zero business by 2030	Achieve reductions in the carbon footprint of AMPECO across Scope 1, 2 and 3 (according to the Greenhouse Gas Protocol3) and offset the rest of the footprint that can't be reduced in other viable ways.	Our company's carbon footprint went up by 69% in 2024 compared to 2023 and 238% compared to 2022 (baseline year), which is expected considering the company expansive growth
Reduce AMPECO's operational (Scope 1 & 2) emissions by 50% by 2025 compared to 2022	Achieve reductions in AMPECO's operational carbon footprint. It represents the first step towards net-zero and the most actionable part of our carbon footprint.	In 2024 our Scope 1 decreased by 92%, but Scope 2 increased by 138%.
Enable 3 billion electric km per year through AMPECO's platform by 2025	Enabled electric kilometers calculated based on the total amount of electricity charged by our clients through the AMPECO's EV charging management platform and average electricity economy of an EV.	AMPECO is well on track to meet this goal. This metric's value almost quadrupled in 2024, compared to the year before - from 496M km to 1791M km.
Avoid 250,000t CO2e/year through enabled electric mobility by 2025	Reach 250,000t CO2e saved in the fiscal year 2025. Amount of carbon equivalent greenhouse gas emissions saved (due to not driving an ICEV) calculated based on AMPECO's own methodology	Another goal, which is on track. In 2024 we avoided ~180,000t CO2e, up more than 3x compared to 2023, when the number was ~47,000t CO2e.
Reach 600 hours spent, in total, volunteering by AMPECO employees by 2025	Volunteering activities defined as donating time as an AMPECO employee to support a cause or a local community initiative.	AMPECO is behind on this goal with a cumulative 200 hours by the end of 2024.
Train 95% of employees on sustainability, business ethics and information security every year.	Core goal to train a realistic share of AMPECO employees on topics like environmental preservation, bribery and corruption, discrimination, information security protocols, etc.	In 2024, 72% of our employees went through the annual training covering sustainability, business ethics and information security.
Investigate and close 100% of cases coming through the Whistleblower process	A core goal to ensure AMPECO addresses each reported case of a grievance or concern by any type of stakeholder to the company	0 cases received in 2024



Goals	Description	2024 progress
Keep annual operational energy intensity under 15 MWh/million EUR of revenue	Environmental goal to ensure we manage our energy use sustainably as the company grows.	In 2024, the intensity value was 15.2, which is an increase compared to 2022, but largely aligned with our goal.
Keep annual cloud consumption intensity coefficient under 0.05	This coefficient is calculated by dividing AMPECO's cloud services annual spend over our annual revenue. This goal aims at keeping one of our key environmental impacts within sustainable limits.	The coefficient's value in 2024 was 0.08, mainly due to increased production loads.
Reduce waste production intensity per employee by 10% by 2026 compared to 2023	This environmental goal aims at reducing our waste amounts over the medium term.	In 2024, the waste intensity increased by 64%, mainly because of the different waste collection system in our new office.
Buy at least 60% (by spend) employee merchandize, gifts and office supplies made with sustainable materials	This goal aims at directing some of our spending on materials in the direction of sustainable products.	In 2024 the share of sustainable products in question was 100%.
Reduce potable water withdrawal intensity per employee by 10% by 2026 compared to 2023	This environmental goal aims at reducing our water footprint over the medium term.	In 2024, the water intensity value declined by 42% thanks to several initiatives we carried out to reduce water usage in our offices.
Reduce the GHG emissions intensity, kg CO2e/km associated with employee business travel by 15% by 2026 compared to 2023.	This environmental goal aims to address one of the largest contributors to our carbon footprint - business travel, aligned with our 2030 net-zero goal.	In 2024, the GHG emissions/km decreased by 5% compared to 2023.
Reduce the GHG emissions intensity (per employee) associated with employee commutes to the office by 10% by 2026 compared to 2023.	This environmental goal aims to address another significant contributor to AMPECO's carbon footprint - employee commute. This goal is also aligned with our 2030 net-zero goal.	In 2024, the employee commute intensity figures stayed mostly flat, with a slight increase of 3%.

Sustainability strategy

AMPECO is driving action in the following three areas, which represent the three pillars of our Sustainability Strategy

Our formal statement can be found here

Sustainable e-mobility

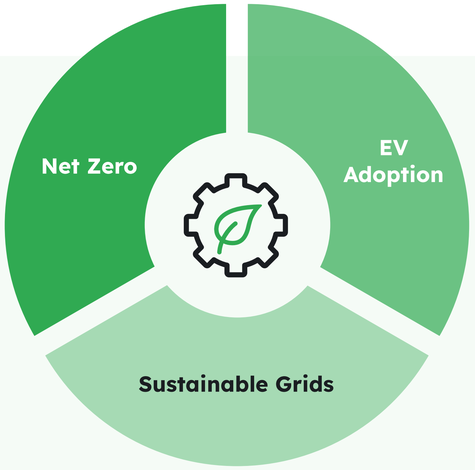
- Conduct operations in a way that will allow AMPECO to reach net-zero emissions by 2030, engaging our value chain to achieve this
- Create solutions to enable faster and more widespread adoption of EVs in order to lower transportation's overall negative impact on the environment
- Build solutions which optimize the use of electric grids and the overall power system through the integration of EV charging

People and community

- Empower AMPECO employees to be completely at-ease at work through building a workplace around values such as: equality, non-discrimination, non-harassment, integrity, openness, employee wellbeing, etc.
- Impact local communities around us in a positive way, independent of the location
- Achieve high levels of customer satisfaction - happy customers means positive social impact

Trust and equity

- Develop a product which enables equitable access to EV charging
- Manage and safeguard data in a transparent manner in order to align with ethical standards, instill trust among stakeholders and contribute to an overall governance framework that values accountability
- Conduct business in an ethical way and demand the same from our suppliers



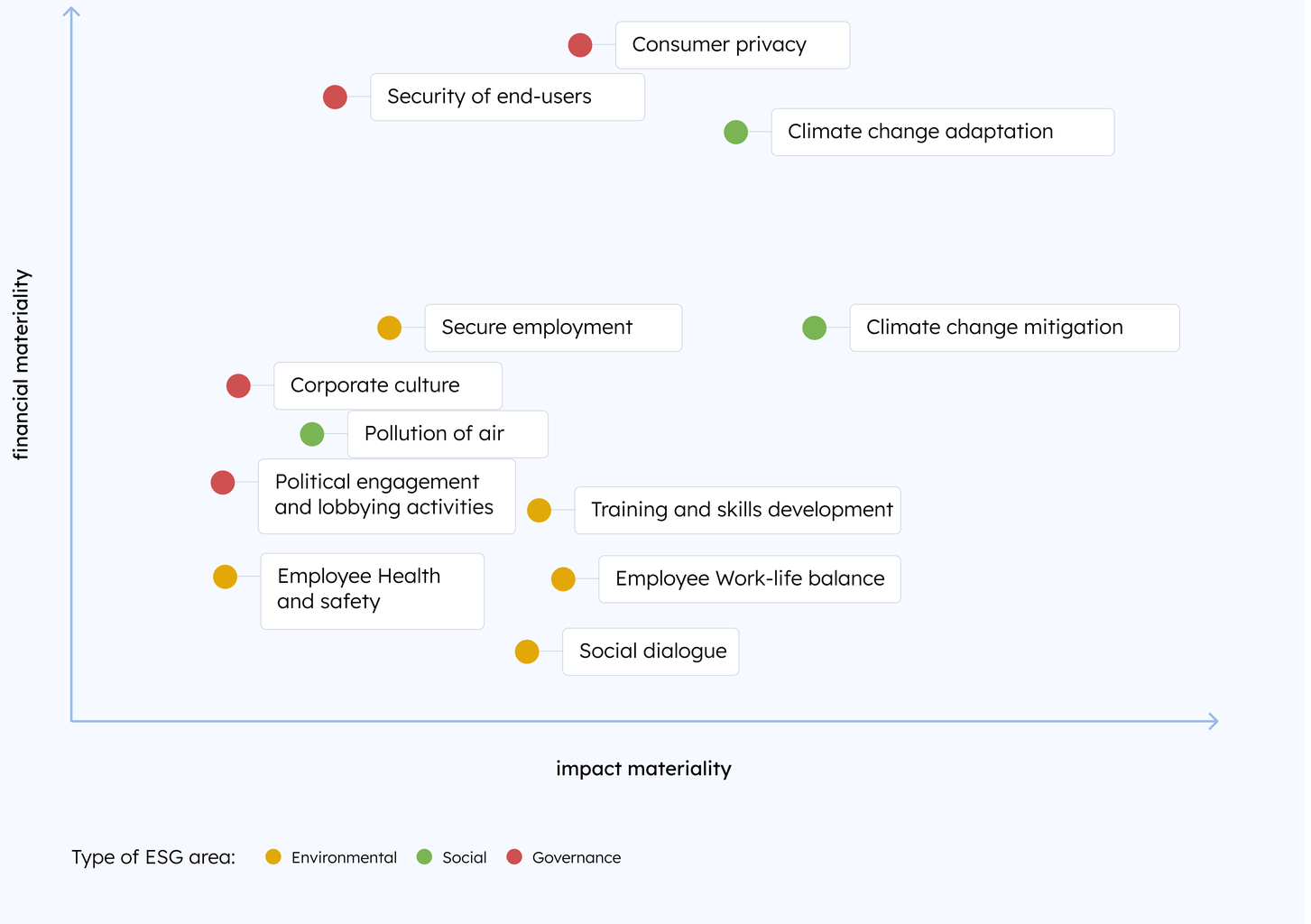
Sustainable e-mobility

People and community

Trust and equity

Material topics

At the heart of our ESG approach is the principle of double materiality, which captures two interconnected perspectives essential to sustainability reporting. On one hand, it looks outward — assessing the impact of AMPECO's business activities on the environment and society. On the other, it looks inward — evaluating how environmental, social, and governance (ESG) factors may affect AMPECO's financial performance and long-term resilience. This dual lens helps us prioritize the topics that matter most to both our stakeholders and our business success.

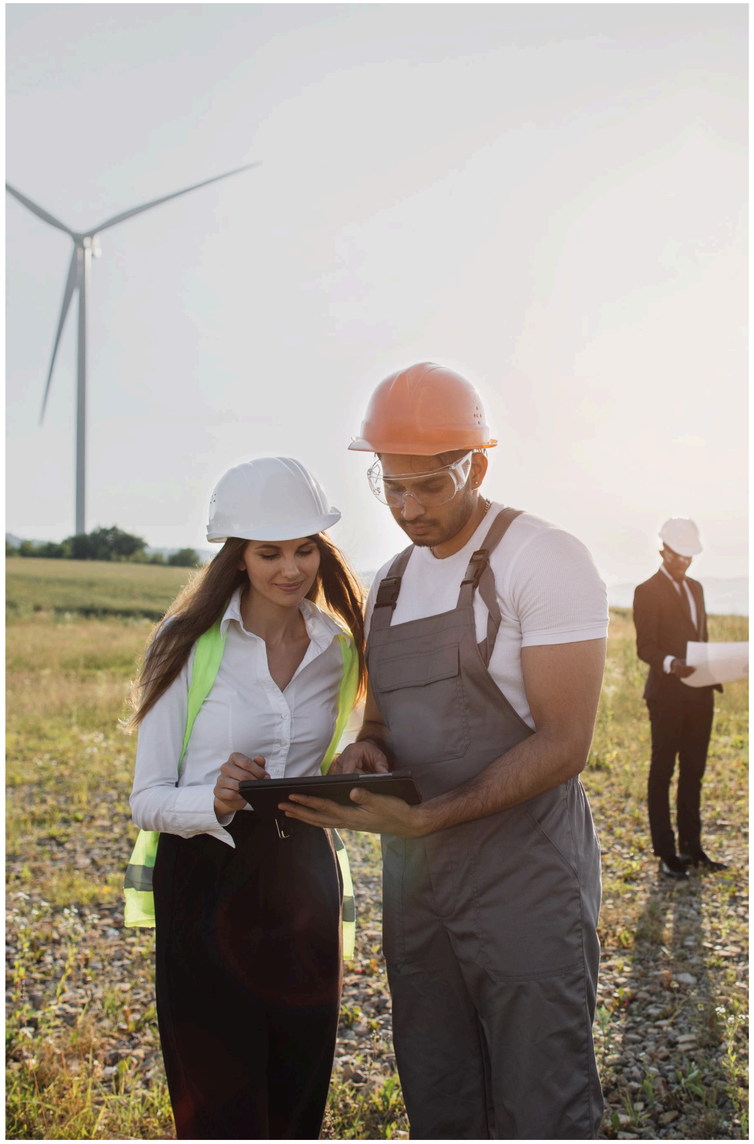


We present the results of a double materiality assessment (DMA), our second overall materiality assessment following the initial assessment conducted in 2023. Materiality assessments serve to identify and prioritize environmental, social, and governance (ESG) topics of significant relevance to the organization, which are then included in the annual report.

The DMA adhered to the guidelines and methodology stipulated by the EU Corporate Sustainability Reporting Directive (CSRD, EU 2022/2474) and its delegated acts (EU 2023/2772), also referred to as the European Sustainability Reporting Standards (ESRS). While AMPECO is not currently subject to CSRD regulations, alignment with these standards is pursued in recognition of our customers' reporting obligations.

The framework for double materiality, as outlined in ESRS 1, section 3, was adopted. The CSRD and ESRS represent the first major sustainability standards to mandate double materiality, which encompasses both the impact of the organization on ESG factors and the impact of ESG factors on the organization in terms of risks and opportunities. Consequently, the ESRS is considered a leading global standard for DMA.

For the DMA, the List of Sustainability Matters provided in Application Requirement 16, Appendix A of ESRS 1 was utilized as a basis. Each of the 92 available topics were evaluated for their potential risk or opportunity to AMPECO, as well as the company's impact upon them. Input was gathered from employees, founders, board members, and customers. Topics scoring 17 or above (out of 35) in both categories were deemed material, resulting in 12 identified ESG aspects.



Sustainable e-mobility

This pillar of our strategy has a focus on environmental sustainability and is the one that gives us the most significant opportunity to make an impact. The “environmental” aspect is intrinsic to the nature of AMPECO’s business. EV charging is an essential instrument in the transition to low-carbon energy, which is a key focus area for governments and companies as of late. For perspective, the total investment in energy transition has reached $1.8 trillion in 2023 globally - of them >$600 billion invested in EVs and charging infrastructure.[6] In many cases e-mobility is described as synonymous with sustainable mobility in general and this is because e-mobility is considered a key lever in reducing overall GHG emissions from transportation and tackling Climate Change.

For AMPECO, making a positive impact and achieving our goals in this area is incumbent upon building an innovative product, managing our operations and also - our supply chain. In this chapter, we explore them in detail.

Climate tech solutions

Net zero journey

Environmental impacts of Operations

Environmental Management System

Climate tech solutions

AMPECO is a typical climate tech company - through enabling electric mobility through technological solutions, we are a key part of the ecosystem of businesses, which innovate to achieve positive outcomes for the combat against climate change, among other business objectives.

We consider our product as a whole the singular biggest way for us to make a positive sustainable impact. Having an easy-to-use, flexible technology solution to manage often very large numbers of EV charge points is vital to the business efficiency of our customers. At the same time the customers of our customers, i.e. the EV drivers benefit from a user-friendly smartphone app, that offers them a number of ways to extract the most advantage of charging their EV.

This approach is also underscored by the results of our recent materiality assessment, which gave the climate change adaptation and mitigation environmental aspects the highest scores of all rated ESG topics. It is also supported by the fact that investment flows continue increasing towards clean energy technologies and infrastructure is set to reach $2 trillion in 2024.[1]

We believe that every aspect of owning an EV must be as easy and efficient as possible. This way switching to owning an EV can be as easy and stress-free as possible. The more EVs are out there, the better it is for our planet. And the numbers we pull from our product database do really support this argument:

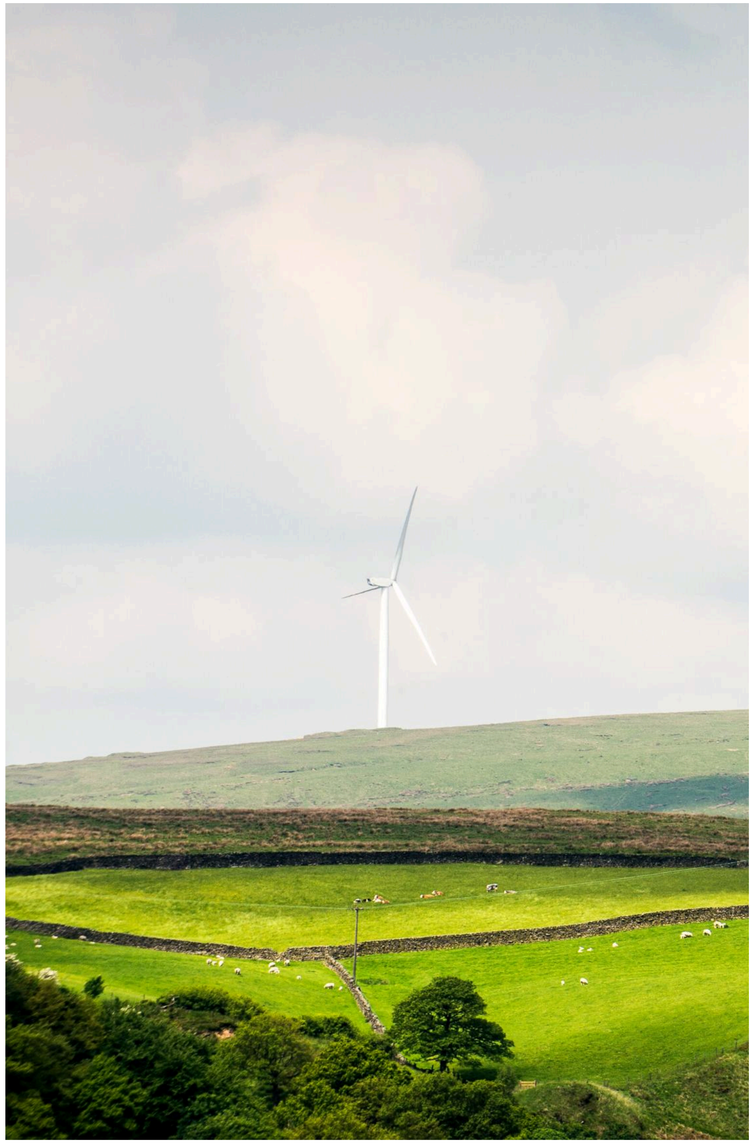
- In 2024 the total amount of energy charged by our clients through AMPECO's platform equaled the astounding 338.5 GWh, up 242% year on year and 724% compared to 2022. For perspective, there are 28 countries in the world that produced less electricity for an entire year.[2]

- Through this amount of electricity an average EV would be able to travel 1.79 billion kilometers, an increase of 261% compared to the year before.

- In 2024, the energy charged in electric vehicles was enough to power so many EV kilometers that more than 180 thousand tonnes of CO2e were saved through the displacement of internal-combustion engine vehicles. This number is up 285% year-over-year and a whopping 795% since 2022.

All the above calculations were made by a methodology developed by AMPECO, which is aligned with international standards such as the one, managed by Verra, used to create carbon credit from EV charging.[3]

These insights from our platform revolve around the key metric of 180,000 tons of avoided carbon emissions for one year. The importance of measuring them and their volume is becoming bigger, as concluded by the latest trends in the voluntary carbon markets, which show that business buyers of carbon credits still prefer carbon removal credits, but ones focused on reduction or avoidance are becoming more valuable.[4]



Smart charging

The charging behavior of EV drivers is uniquely positioned to influence grid infrastructure sustainability, as well as drive general CO2e reduction.

AMPECO's CPMS Smart Charging suite of features enables:

- optimized charging schedule
- balanced load distribution
- participation in market-wide demand response events

All of them help prevent grid overload, lead to reduced infrastructure costs and minimized grid strain.

In 2023, Dynamic Load Management was used by almost 50% of AMPECO customers, on average, as our data shows. This number only underscores the usefulness of this AMPECO product feature.

Charge point operators also use AMPECO Smart Charging as a tool to encourage EV owners to charge during periods of low demand and higher renewable energy generation, thus reducing the overall carbon footprint of EV charging by more than 30%, according to our figures in available markets. Our DLM capabilities continued their development in 2024 and include new capabilities tailored to specific markets. We created a number of new features to support more efficient ways to participate in demand response events, as well as options to participate in grid flexibility markets

Solar integration

AMPECO's software enables setting a priority on charging with renewable energy sources and taking advantage of the excess solar energy created by residential or commercial PV installations. In this case, the software-managed charging station and the solar installation combination are a real game-changer. Through aligning EV charging with clean energy production, CPOs and EV drivers support the use of renewable resources and promote a more sustainable energy mix, besides potentially saving money on their electricity bills.

How significant are the carbon savings that could be achieved? A quick look at scientific data gives the answer: the lifecycle emissions of solar energy are ~12 times lower than energy produced by natural gas power plants and ~25 times lower than coal energy.

Optimized cloud usage

Getting insights about our cloud usage is crucial for AMPECO's environmental footprint.
AMPECO uses AWS and adheres closely to the AWS Well-Architected Framework and particularly its Pillar on Sustainability.

The AWS production carbon footprint is calculated and reported in the "Use of sold products" Scope 3 category in our carbon accounting report. For 2024, this category was responsible for roughly 9% of the company's carbon footprint, or absolute terms: 68.5 t CO2e. These emissions have actually increased ~62% since last year, pretty much in line with the company's growth.

We keep track of a number of metrics which help us understand the trends behind our AWS usage. A key metric is how much cloud resources we use for each unit of electricity that is being charged through our platform, i.e. our Cloud Service Intensity, measured in EUR/GWh charged. In 2024, we recorded a 28% decrease year-on-year in this metric, which represents a clear sign of us decoupling our business growth and the growth of our carbon footprint. This metric is especially important for our customers, who see the positive results of our work towards reducing our carbon footprint, which in this case directly links to decreases in their indirect Scope 3) emissions through the usage of our software platform.

AMPECO strategically chose robust software architecture in its early stages, enabling the simultaneous operation of multiple tenants on the same software without interference or data leaks. This approach significantly reduces the resources needed to support each client. More details about how AMPECO's best practices when operating its cloud infrastructure can be found in the recently published AWS study. [5]

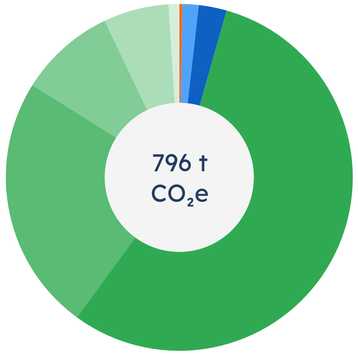
Carbon credits product features

One of the best available ways to incentivize the use of lower-carbon-intensity energy sources is through carbon pricing. Numerous jurisdictions are adopting carbon credits for EV charging, with governments increasingly using them in compliance carbon schemes to meet climate targets. This presents a significant dual benefit for EV charging infrastructure operators participating in such schemes in regions like Germany, the Netherlands, and select US and Canadian states: the potential to generate extra income and contribute to the broader goal of reducing fossil fuel dependence.[6]

AMPECO enables its customers ways to participate in such carbon credit schemes by leveraging EV charging data and collaborating with ecosystem partners in environmental commodity trading.

Net zero journey

2024 AMPECO Carbon footprint



Scope	tCO_2e	%
Scope 1: Fugitive emissions:	0.1	0.01
Scope 2: Purchased heat	7.9	0.99
Scope 2: Purchased electricity	37.8	4.75
Scope 3: Purchased goods and services	452.2	56.81
Scope 3: Business travel	169	21.23
Scope 3: Use of sold products	68.5	8.61
Scope 3: Employee commuting	46.7	5.87
Scope 3: Fuel and energy-related activities	13.1	1.65
Scope 3: Waste generated in operations	0.3	0.04
Total greenhouse gas emissions	796	69

Measuring a company's carbon emissions is a central goal of every company's sustainability team, allowing for valuable insights, which will later drive business strategy and setting and achieving one's carbon targets.

Total carbon footprint of the company is 796t CO2e, an increase of 69% YoY, which is less than the 100% increase in 2023 compared to 2022. The carbon intensity figures normalized for revenue and employee count slightly increase, but we observe an overall downward trend in terms of increases YoY.

Combined with the observations regarding our cloud computing resources laid out in the previous chapter, we see an overall decoupling of AMPECO's business growth and the growth of our carbon footprint. As a fast growing company expect our footprint to be increasing, too, but through these first proofs of decoupling, we have already made the first steps towards our net-zero goal for 2030.

In terms of the separate scopes and categories, we see similar trends of the values of year-over-year increases going down in our Scope 1, Scope 2, and all Scope 3 categories except for Category 7: Employee Commuting, which also includes our working-from-home footprint.

Although these are the smallest contributors to our overall 2024 footprint, there are two categories, which show positive developments in absolute values: our Scope 1 dropped 92% compared to 2023 (due to us moving into an office building with a water-based cooling system) and GHG emissions related to operational waste stayed flat (even though we have more employees, we ramped up our waste separation efforts).

Climate goals

Our core climate goals have not been changed since last year:

- Become a net-zero business by 2030
- Reduce AMPECO's operational (Scope 1 & 2) emissions by 50% by 2025 compared to 2022

Above we have discussed the progress towards achieving those goals in 2024.
We plan to meet our Scope 1 and 2 goal through purchasing renewable energy credits and/or setting up a PPA in 2026.

What we have also done in 2024 was to add to new ones, related to specific categories of our Scope 3 GHG emissions.

Reduce the GHG emissions intensity, kg CO2e/km associated with employee business travel by 15% by 2026 compared to 2023.

Reduce the GHG emissions intensity (per employee) associated with employee commutes to the office by 10% by 2026 compared to 2023.

The progress towards the first of the two new targets is very good: in 2024, through targeted action in our Climate Transition Plan we were able to decrease the GHG emissions/km by 5% compared to 2023.

The second goal has also seen a relatively good trend compared to 2023: In 2024, the employee commute intensity figures stayed mostly flat, with a slight increase of 3%. We continue to be firmly committed to our climate goals, especially our core 2030 net-zero target.

SBTi

In 2024, AMPECO reached a significant milestone in its sustainability journey by securing validation from the Science Based Targets initiative (SBTi) for its ambitious 2030 net-zero emissions target. This validation underscores our commitment to aligning with the latest climate science and taking decisive action to mitigate climate change. Our net-zero goal encompasses a 100% reduction in Scope 1, 2, and 3 greenhouse gas emissions by 2030, using 2022 as the base year. This achievement follows a series of proactive steps, including the publication of our first Climate Transition Plan and the completion of comprehensive carbon accounting for fiscal years 2022 and 2023

The SBTi validation confirms that AMPECO's targets meet the rigorous criteria of the Net-Zero Standard, which demands deep, near-term emissions cuts and long-term climate neutrality. This includes setting science-based targets across our entire value chain and prioritizing emissions reductions before relying on offsets. Our approved targets now serve as an external benchmark of credibility and ambition, reinforcing our role as a climate tech leader committed to transparent, science-aligned climate action. This level of scrutiny ensures that our strategy focuses on real, measurable decarbonization across our operations and value chain, placing us among a growing group of companies taking credible, science-aligned climate action.

Climate transition plan

AMPECO's climate transition plan outlines our commitment to reducing our carbon footprint, enhancing sustainability practices, and leveraging innovative technologies to drive environmental responsibility across all aspects of our operations.[7]

The CTP addresses operational and value chain strategies, business model integration, and climate-related risks and opportunities. Progress is tracked, with updates in 2024 showing shifts in emission sources, and the plan is set for review and improvement in 2026. The company encourages feedback and provides resources for further information, aiming for continuous enhancement of its sustainability efforts.

The plan details strategies for both operational emissions reduction and value chain emissions reduction, reflecting a comprehensive approach. It also focuses on integrating climate considerations into the business model and identifying potential risks and opportunities associated with climate change. Regular updates, like the 2024 progress report showing changes in emission source percentages, ensure the plan's relevance and effectiveness, with a dedicated process for continuous improvement and stakeholder engagement. [7]

Electric commuting

What sets AMPECO apart from many other companies in the industry is our generous employee subsidies for electric vehicle transport. Of course, this is aligned with the product and ethos of the company and is no coincidence - we practice what we preach. These also show the lengths to which AMPECO is willing to go to make good on our commitment to reach net zero by 2030, considering the overall annual investment by the company into these assets and services. In 2024, we were able to avoid 23t CO_2e being released into the atmosphere through electric commuting, which includes our own fleet and shared EVs. This is an increase of 44% compared to 2023. In 2024, AMPECO employees travelled ~263,000 kilometers with EVs, which led to the above-mentioned CO_2e avoidance.

Environmental impacts of Operations

Waste and circularity

Waste management and material circularity are among the environmental aspects of significant importance to AMPECO. So much so that we manage them through a series of policies and procedures in AMPECO's ISO 14001-certified Environmental Management System. We address the topic of waste a circularity in the following ways:

- Waste separation in AMPECO's offices
- IT equipment and office furniture reuse
- Reducing single-use plastics packaging/cutlery

In 2024 we set a goal to reduce waste production intensity per employee by 10% by 2026 compared to 2023. This metric increased by 64%, mainly because of the different waste collection system in our new office and enhanced waste tracking processes. Yet, the GHG emissions related to this waste stayed flat compared to 2023, mainly because of better waste separation management in 2024.

Water management

Water is also being managed by our EMS, although our overall footprint is not big. In 2024, we used 190m3 of potable water, which is a decrease of 3% compared to 2023 in absolute numbers. We are proud to have achieved this reduction in the face of an increase in our employee base. This is also shown in our water intensity trend year over year, which decreased by 42% from 2.4m3/person to 1.4m3/person.

Business travel

Reduce the GHG emissions intensity, kg CO2e/km associated with employee business travel by 15% by 2026 compared to 2023.
The 2024 progress towards this new target is very good: through targeted action in our Climate Transition Plan we were able to decrease the GHG emissions/km by 5% compared to 2023.
2024 initiative: added information to help an employee select a travel option based on its carbon footprint
Employees traveled 460,732km on business trips in 2024, which is a 60% increase compared to 2023's 287,224km
At the same time, business travel-related GHG emissions increased only 50%. This is another sign of us being able to decouple business and emissions growth.

Employee commuting - goals, data, trends, initiatives

Commuting initiatives in 2024: internal initiative to convince people to use low-carbon commute options such as bike, commuting on foot, public transportation and EVs. Employee commuting carbon intensity (per employee) stayed pretty much flat (3% increase) in 2024 compared to 2023, although the absolute GHG emissions increased by 63%.

Last year we started tracking employee commuting in a more enhanced way and are able to report that our average office attendance for 2024 was 20% of our employees on a typical work day. Of the people commuting to the office, 29% used public transportation, 20% used an EV, 20% used an ICEV, 11% walked to work and 4% came by bike. Compared to 2023, the number of bike and on foot commuters doubled.

Biodiversity

Biodiversity is not a significantly material topic for AMPECO. By default, we have hardly any impact over it (positive or negative). It is neither a big risk for the company.

Yet, we used an opportunity to make a difference and partnered with a local initiative in Bulgaria, called "Istinski med', which offers companies and individuals the opportunity to "adopt" a bee-hive. As it is known, bees are crucial to maintaining biodiversity and their populations have dangerously declined over the past decades.

Adopting a bee-hive benefits nature and communities alike and we are going to focus on the former in this chapter:
- Agriculture pollination
- Maintaining bee populations (estimated 60,000 bees impacted)[8]

The reported impacts are also partially aligned with the ESRS E4 Biodiversity metrics, which are leading the way in biodiversity measurement at the moment.

Air pollution impacts

Air quality is an important environmental aspect for AMPECO. We aim to address it as much as we can, even though our operations (except for employee commuting) are not associated with a high negative air quality impact potential due to the absence of physical production. We address the topic of air quality in two major ways:

- Providing electric mobility options to employees
- Develop a software solution that enables electric mobility

AMPECO's e-mobility options for employees include: company shared electric fleet, monthly allowance for third-party shared eclectic mobility fleets. In 2024, AMPECO employees travelled ~263,000 kilometers with EVs, which led to the below-mentioned CO2e avoidance. In 2024, we were able to avoid 23t CO2e being released into the atmosphere through electric commuting, which includes our own fleet and shared EVs. This is an increase of 44% compared to 2023. Last year, we avoided the burning of 15,774 litres of diesel and gasoline fuel (an 18% increase compared to 2023) - mostly in urban areas, considering that most of the electric travel was actually commuting. Beyond carbon dioxide, motor vehicles exhausts air pollutants also include carbon monoxide (CO), nitrogen oxides (NOx), particulate matter (PM) and volatile organic compounds (VOC), which are all related to different types of acute illnesses.[9]

The key positive air quality impact achieved through the above numbers lies in the avoided burning of fuel, which in many cases would happen in dense, urbanized areas, where air quality is a big health concern.

The substances produced when gasoline or diesel are burned are carbon monoxide, nitrogen oxides, particulate matter, and unburned hydrocarbons, which are not released into the air when electric cars are used. Of course, there are other air pollutants, which are associated with electricity generation, but their atmospheric release is normally better controlled in power plants and when fossil fuels are burned for electricity generation it normally happens far from urbanized areas. The net differences here are better expressed in the carbon emissions data provided above.

Sustainable procurement

Purchasing products with a low impact on the environment is one of the priorities of AMPECO's sustainability programs. To achieve this, we have established a Sustainable Purchasing and Hiring Policy.[10] In 2024, we started tracking our sustainable procurement spend and also set a goal to buy at least 60% (by spend) employee merchandize, gifts and office supplies made with sustainable materials. We were able to reach 100% of our spend in these categories in 2024. All our pens (recycled plastic), hoodies (organic cotton), t-shorts (organic cotton), tote bags (organic cotton), bottles (B-Corp company), biscuits (social enterprise) and key rings (social enterprise) had sustainability credentials. In total, we purchased close to 2400 of these items with a cumulative material weight of 223kg.

Our office building is among the few that have obtained EDGE Certification.

Environmental Management System

Our Commitment to Environmental Excellence: ISO 14001 Certification

At AMPECO, environmental responsibility is not just an ambition—it's a structured, verifiable part of how we operate. In 2024, we achieved ISO 14001 certification, a globally recognized standard for Environmental Management Systems (EMS), underscoring our commitment to continuously improving our environmental performance.

What is ISO 14001 and why it matters

ISO 14001 provides a framework for organizations to proactively manage their environmental impact. As one of the most widely adopted environmental standards in the world, it helps ensure that sustainability is embedded into business strategy, operations, and governance.

For AMPECO, this certification is more than a label—it's a strategic asset. It aligns with the expectations of our partners and clients across the EV charging ecosystem, many of whom now require ISO 14001 as evidence of operational maturity and responsible governance. By achieving this milestone, we reinforce our position as a reliable and future-ready technology partner.

To review our ISO 14001 certificate, visit **www.ampeco.com/iso-14001**

What it means for our customers

By integrating ISO 14001 into our core operations, we offer our clients:

- Greater transparency and assurance regarding our environmental practices.
- A partner with a structured approach to sustainability and compliance.
- Alignment with their own ESG and procurement goals, particularly for those prioritizing supply chain accountability and green innovation.

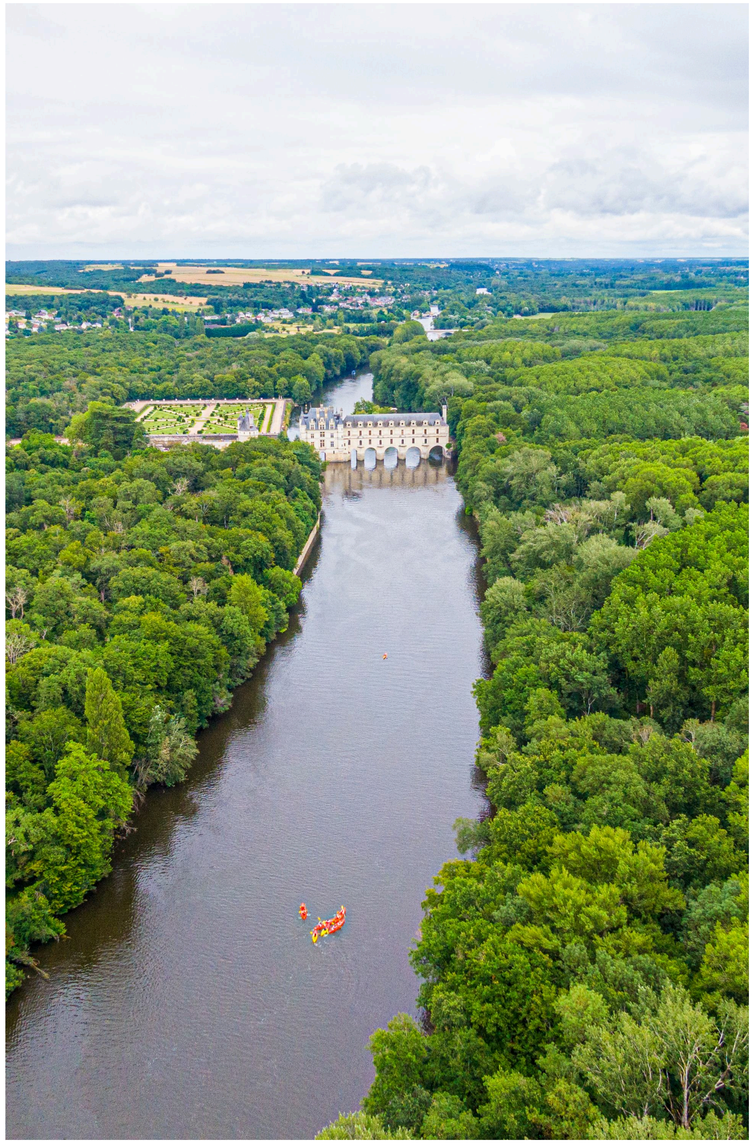
In an ecosystem that is quickly maturing, ISO 14001 serves as a benchmark of trust—one that strengthens our value across public tenders, enterprise partnerships, and regulatory environments.

Environmental priorities embedded into our operations

Our Environmental Management System is now a living part of our organization. It has introduced standardized processes across key environmental areas deemed material to our operations, including:

- Carbon Footprint Management: Measuring, reporting, and working to reduce emissions related to our business activities and platform delivery.
- Energy and Resource Management: Systematic monitoring and efficiency strategies for energy use, electronic waste, and consumables across all AMPECO locations.

These processes are integrated into company-wide planning, employee engagement, and supplier relations—ensuring that environmental thinking is embedded at every level.



People and community

“People at the center of everything we do” - this is a concept, which AMPECO takes to heart and is central to the company’s business and sustainability strategies. What we do about the people within the company and around us falls under the “S” in ESG and are basically our addressable social impact areas.

Our strategy in this area is focused on 3 main people groups:

- our employees
- our customers
- the communities around us

We use the levers of our business to influence positive impacts in all these areas, firmly believing that we make our small part of the world a better place.

Employees

Customers

Investors

Communities

Employees

At AMPECO, we understand company culture as the norms and values we set and profess every day. Company culture goes beyond business objectives and processes. It is about the way things are done in our company outside of them.

How does it relate to sustainability then? The CSRD ESRS classifies it as a governance aspect due its overarching nature in a company. Although it can affect environmental topics of the sustainability strategy, we consider it to have a predominantly social impact, which makes it a great fit for the People pillar of our Sustainability Strategy.

As mentioned several times already in this report, AMPECO's People are our biggest capital. In so few other types of companies is that more true than a Software Services company. And we pay a lot of attention ensuring that AMPECO's employees feel at home and are able to do their best work while at work. To do this, first and foremost, we ensure that our company culture provides a good atmosphere for the best talent to thrive.

The spirit of our culture is visible in the company's values where our people are put front and center:

- We are results-oriented. We set our own hours, tasks, and priorities. We are happy and willing to learn from others but have strong decision-making skills which means we can get things done independently too.
- We believe it is a marathon, not a sprint. We are growing fast in an industry that is evolving rapidly, so while we are often at full throttle, we plan to run the last mile. To do that we take care to sustain our energy and insist on a healthy work-life balance.
- We value transparency and collaboration. We win as a team. We share knowledge, build each other up and organize processes to benefit everyone. We take pride in our work and trust that everyone puts in their best work without supervision.

All of the actions in this aspect that are listed below lead to the results we've achieved in 2024 with respect to our employees: 94% employee retention rate and an 83% employee satisfaction rate.

Well-being

AMPECO cares about employees' wellbeing in a number of ways and we consider our biggest contribution to this aspect to be providing tools and perks to each and every person to enable a good work-life balance. We have great policies allowing people to choose the location from which they work, as well as full flexibility in terms of when they do their work. We provide most of our people more days off than the legal requirement in the respective country where they are based.

We subsidize sport activities in the form of discounts for using sport infrastructure. In 2024, we continued to cover 100% of our employees by a premium additional health insurance - a key benefit the company offers. We strive to lower the stress induced by everyday administrative tasks and process through our policy of bringing bureaucracy to a minimum. Almost all of our administrative documentation is produced and signed digitally.

Training and development

High performers usually embrace a lifestyle of continuous learning, no matter their age. This is why we offer various training opportunities to every employee. AMPECO provides very thorough onboarding training for each new employee, ensuring that each person working for the company understands their role, AMPECO's product, business model and is set up for success.Our onboarding process includes a 180-day plan for each new employee, the first 30 of which are almost entirely dedicated to training and settling in. Throughout this period there's one or more mentors available to each new person, too. In 2024, we provided a total of 5200 hours of training only through the employee onboarding process. We also ensure that each AMPECO person understands our sustainability programs and policy requirements, which pertain to our Environmental Management System, business ethics and information security. Through this annual mandatory training we were able to train 72% of employees, which is short of our goal to train 95%, but we aim to improve this number in 2025. Ad-hoc training opportunities specific to the different functions in the company are encouraged and requests are almost always approved. Beyond our efforts to provide training and learning opportunities to AMPECO people, AMPECO is committed to providing development opportunities to high performers.

There are a number of career moves types which we track and use as indicators for employee development:

- 6 people made horizontal moves in 2024
- 9 employees received a promotion in the same year

Equal opportunity workplace

Discrimination in any form is forbidden at AMPECO.
We believe that more diverse teams are more productive and we provide equal opportunities to every person - no matter if they are an employee or a candidate.
We track a number of indicators in this area related to women in our workspace:

- Overall 27% of women employees, which is above the software industry average of 25%
- 20% women in IT positions (engineering, data, devops), which is well above the industry average of 8%, and nearly double the share that women had in 2023
- 20% of our senior executives are women (references [11] and [12])

A source of pride is our software engineering department with **21%** women, compared to an industry average of 8%.

Health and Safety

Reported health and safety incidents reported through the grievance process in 0 in 2024. Enhanced several existing processes related on OHS with the introduction of the EMS for our Sofia site in 2024, related to emergency preparedness and response.

Hiring

AMPECO has been hiring new talent at a very fast pace over the past several years. We finished 2024 with 148 people, which is a 45% growth compared to 2023 and 131% more than the 64 people we finished 2022 with. For this reason, ensuring that we have a robust recruitment process is imperative to our HR processes.
One of the key aspects in these processes is transparency of the hiring process for potential candidates, which is provided on our website (see www.ampeco.com/careers). Another key aspect is hiring sustainably, for which we have our Sustainable Purchasing and Hiring Policy in place.

Accessibility

AMPECO considers people with disabilities in a number of ways: access to our offices, offering tools to enable such people to work and others.Herewith, we provide a list of accessibility features that enable people with disabilities' easy access and work at AMPECO.

- Reserved parking spots for people with disabilities in front of the main building door
- Unobstructed access to AMPECO's office premises for wheelchair users
- Adapted signs in common areas for people with impaired vision
- PC tools like text-to-speech, dictation, etc.
- Flexible location work options
- Company allowance to build a personalized home office space

Dialogue and communication

AMPECO doesn't restrict any form of collective bargaining, freedom of association for employees and is committed to continuing to support these rights in the future. Should employees decide to join or form a workers council, they are free to do so. We ensure that we keep all kinds of communication channels open all the time. A two-way communication between the management of AMPECO and its employees is very important and it is embedded deep into the company's foundational principles of openness and transparency, which are core values for AMPECO and are practised on a daily basis by all. Here's how two-way communication is set up at AMPECO:

- Management and HR communicate with employees about working conditions, expectations, tools and systems being used, time off, benefits, compensation, etc. through the Employee handbook - an internal document, accessible to AMPECO employees only.

- Employees provide feedback about all of the work aspects listed above and more through the annual employee satisfaction survey and bi-annual performance review processes, which involve HR and employees' direct managers, who then respond to the feedback by taking respective actions.

Customers

AMPECO achieved a marginal increase in its average customer satisfaction rate from 4.8/5 in 2023 to 4.9/5 based on 198 reviews in 2024. This exceptional outcome underscores the company's commitment to providing exemplary customer service shown across every customer touchpoint.

Recognizing the need for enhanced performance and user experience, the company released updated versions of its core backend platform, which serves as the operational heart of its services. Alongside this, a completely redesigned consumer mobile application was launched, providing users with a more intuitive and feature-rich interface. This dual update was strategically aimed at both improving internal operational efficiency and elevating the end-user experience. Furthermore, AMPECO demonstrated its growing market traction by successfully securing and onboarding a substantial number of new clients. These clients are deploying charging infrastructure on a large scale, involving tens of thousands of individual charging points. This expansion not only signifies a growth in AMPECO's customer base but also underscores the increasing adoption of its solutions in the broader electric vehicle charging ecosystem.

Average customer satisfaction rate achieved in 2024 by AMPECO was a whopping **4.9** out of a maximum of 5.

These initiatives necessitated significant dedication from AMPECO's Client Services teams, encompassing account managers, customer success managers, and other personnel, to execute transitions with minimal errors and delays, thereby maintaining client satisfaction as evidenced by the aforementioned results.

The strategic importance placed on client success and satisfaction is further demonstrated by the allocation of 20% of AMPECO's workforce to Client Services roles.

> **"AMPECO feels like a true business partner! They work with us to address our existing functionality needs as well as upcoming enhancements. The team is fast, efficient, and responsive in all aspects of our conversations, and they provide tremendous guidance and support."**
>
> **EOS Linx, Hardware Manufacturer, USA**

> **"We want to make the lives of our clients easier, and we can't compromise on the quality of the tools we use. Software capabilities and reliability were key factors in selecting AMPECO as our trusted technological partner."**
>
> **Remo Mobility, CPO, Spain**

> **"You offer an excellent platform and app, along with numerous additional features. However, what truly sets you apart is your exceptional people! Regardless of the assistance we ask for, your team is always willing to support us with a positive attitude. To me, this is what success looks like!"**
>
> **Chargespot, CPO, Greece**

> **"AMPECO has great features when building a product focused on the customer. You're a window to our customers, and you allow us to do this very effectively."**
>
> **VCHRGD, Hardware manufacturer, UK**

Investors

Our investors' emphasis on Environmental, Social, and Governance (ESG) reporting is a catalyst for our continuous improvement, and we embrace their proactive engagement as we pursue excellence in all facets of our operations. While navigating the diverse landscape of investor-specific reporting frameworks presents a complex undertaking, we view our strong performance across these varied benchmarks as a testament to our deeply ingrained commitment to sustainable practices. We are proud to be recognized as leading performers within our investors' portfolios, validating our strategic focus and diligent execution in the realm of ESG. This recognition fuels our ambition to further elevate our standards and contribute meaningfully to a more sustainable future.

AMPECO is a great example of how technology companies can drive positive change. At LAUNCHub Ventures, we use the ESG_VC framework to assess and support ESG adoption across our portfolio, and AMPECO has consistently exceeded these expectations. Their strong commitment to sustainability sets a standard for others—both within our portfolio and beyond. We're proud to support AMPECO in their mission toward a more sustainable future.

Rumen Iliev, LAUNCHub Ventures

LAUNCHUB VENTURES

AMPECO's mission to drive sustainable mobility forward is both compelling and timely. What truly differentiates the team is their ability to scale with discipline while maintaining a sharp focus on quality. We're proud to support a company where meaningful impact and strong growth are deeply intertwined.

Baris Guzel, BMW iVentures

BMW i Ventures

At Revaia, we invest to support companies positively impacting the future - and AMPECO exemplifies that future. What excites us most about our partnership is how deeply sustainability is embedded not just in AMPECO's mission, but also in its strong execution. From enabling the transition to electric mobility at scale to building a culture grounded in responsible growth, AMPECO demonstrates that ESG is not a checkbox - it's a driver of innovation and long-term value. We believe in AMPECO's vision and are proud to support a team that is shaping a more sustainable and connected world.

Morgan Kessous, Revaia

Revaia

"As an early-stage investor and long-term partner, we've seen AMPECO transform a bold vision into tangible impact: Building the critical infrastructure that powers the global shift to clean, electrified mobility. What sets them apart is how their platform enables large-scale CPOs to scale with trust and technical confidence - an essential lever for accelerating the energy transition.

Fabian Krautwurst, NAP

NAP

Communities

AMPECO as a company donated a total of ~17K EUR in cash to various causes. This is an increase of 13% compared to 2023 and represents a share of 0.25% of the company revenue that was being donated. Cash contributions in 2024 went to the following institutions and causes:

- Donated to buy medical equipment in the General Hospital (UMBAL) in Burgas, Bulgaria.
- Sponsored a children's language competition organized by the Pay-it-forward (Preday natatak) foundation in Sofia, Bulgaria.
- Supported the Bulgarian start-up business environment and its development through giving to the Bulgaria Innovation Hub, which is an NGO start-up accelerator for young Bulgarian companies.
- Supported Telerik Academy, which teaches digital skills to high school students in Bulgaria.
- Supported and participated in the "Race for the cure", which raised awareness for breast cancer prevention and women's health.
- Adopted 1 beehive through the Bulgarian "Adopt a Beehive" initiative, through which we achieved significant social contributions through supporting 5 beekeepers' operational and financial sustainability, and indirectly helped the development of agricultural regions in Bulgaria and their population.

As evident from the list above, we put special focus on collaboration with local educational institutions for mentorship programs. We do this to nurture the talent pipeline within our community. These programs provide students with valuable real-world experience and networking opportunities while fostering a sense of connection and investment in the local community. By supporting the development of local talent, we contribute to the growth and sustainability of our community's workforce.

The chAMPs initiative

AMPECO has launched an internal ChAMPs Community Initiatives program, a new platform designed to harness the creativity and passion of our employees. This initiative empowers team members to propose and lead meaningful projects aligned with AMPECO's values — from environmental sustainability and workplace culture to local community engagement.

The program invites employees to submit ideas using a simple workflow. Proposals are reviewed for feasibility and alignment with AMPECO's mission, and selected initiatives receive full support from the company — including resources, promotion, and cross-team collaboration.

The ChAMPs platform reflects AMPECO's commitment to cultivating a proactive, mission-aligned workplace culture where every voice can lead to real-world impact. It encourages purpose-driven collaboration, exemplified by ideas like organizing an eco-trail cleanup that not only benefits the environment but also brings teams together around a shared cause.
By supporting grassroots initiatives led by our employees, we continue to strengthen our culture of ownership, innovation, and sustainability.

AMPECO donated **17,000 EUR** of the company's revenue to support community initiatives in 2024.

AMPECO people and community goal: reach **600** total volunteering hours (by AMPECO employees) by 2025.

Volunteering

The importance of giving back to the communities around us is huge and this is why communities are included in one of the 3 pillars of AMPECO's sustainability strategy AMPECO employees participated in volunteering events and thus donated a total of 40 hours of their time in 2024 to social causes supporting healthcare facilities in Burgas Bulgaria and raising awareness for the importance of the prevention of breast cancer.

Trust and equity

The third pillar of our sustainability strategy focuses on trust and equity. It includes commitments and actions focused on people, i.e. again the social aspect of ESG. This time it is all about people outside of the company - our customers and end-users (EV drivers) - and their confidence in AMPECO's product and AMPECO as a company. We address this from multiple directions:

- enable equitable access to EV charging through our product
- ensure the transparency and security of data on AMPECO's platform to align with stringent ethical standards
- uphold ethical business practices across the board

Equitable EV charging

Business integrity

Cybersecurity

Stakeholder engagement

Equitable EV charging

Social equity and the climate transition are deeply intertwined when it comes to the electrification of transportation. An equitable transition is a more affordable energy transition (when dynamically adjusted prices for charging per user group are used, for example). Properly addressing equity also provides more business opportunities for EV charging value chain businesses, which is an additional incentive to do this.

AMPECO plays a big role in one of the two main factors influencing the equitable distribution of the benefits of transportation electrification, namely:

- the ability to purchase an electric vehicle
- the ability to charge an electric vehicle

Ensuring that all major groups and the vast majority of people in a society have these abilities is what will make the transportation electrification transition possible. The ability to charge an electric vehicle is dependent on a number of factors, which require complex solutions. At its core, it is all about being able to easily access charging infrastructure.[13]

There are the following features of charging infrastructure that define its accessibility and a description how AMPECO's platform addresses them:

- **Type:** there are two main types of chargers depending on their accessibility - a) at home ones and b) those open to the general public. Nowadays, the vast majority of EV charging happens in homes (between 70 and 85%, depending on the geography) (International Energy Agency). In 2030, up to 50% of all drivers are expected to be partially or wholly reliant on public charging infrastructure, particularly on-street charging and all of them need to be made fully accessible to drivers (Hallam). Naturally, AMPECO supports all EV charging use cases, including the ones mentioned here.[14]
- **Location:** charging infrastructure is disproportionately distributed across cities and regions [15]. The US is a good example, where historically, redlined communities have long borne the burden of transportation policies that put them at higher risk of health disparities [16]. AMPECO's software does not restrict charger locations in any way.
- **Language:** It is important for the driver to understand the interface through which EV charging is consumed—whether a mobile app or the charger itself. AMPECO's platform and app currently supports more than 36 languages worldwide. [17]
- **Payment options:** More payment options make charging easier to use and more accessible, e.g., in-app payments, payment terminals on the charger, vouchers, subscriptions, etc. - all of which are supported by AMPECO's platform.
- **Physical access**: Providing accessibility to charging for disabled people ensures this societal group is served.
- **Pricing:** As electricity prices become more affordable, EVs will become more accessible to economically vulnerable groups. A charge point's software such as AMPECO's can enable all kinds of flexible (smart) pricing offered by energy market players - a good example being our integration with Nordpool.

Business integrity

Operations

AMPECO employees are bound to uphold the norms put forth in our Code of Conduct (CoC).[44] These are all the people that build AMPECO's product, sell it, support our customers, participate in industry regulatory influencing efforts, pitch to potential investors, etc. The CoC contains guidelines on a number of topics, by which employees must abide in all these and other actions:

- Harassment and discrimination
- Freedom of association
- Confidentiality
- Privacy
- Conflict of interest
- Bribery and corruption
- Money laundering
- Fair competition
- Responsible accounting
- Fair marketing
- Many more

We take any non-compliance and deviation from these internal rules very seriously. In case of violation of any guidelines or legal requirements, we have established a process that allows internal and external stakeholders to report concerns anonymously. This ensures that there is a thorough and fair investigation process and due follow-up with all parties involved. All of the guidelines in this matter, process description and the actual way to report a concern are detailed in AMPECO's Whistleblower policy[50], which is an essential part of our Code of Conduct.[44]

Supply chain

We conduct an annual review of suppliers above a certain spend threshold to ensure compliance with the Supplier CoC. We use questionnaires and/or recognized third-party platforms to verify sustainability performance. We also ensure that new suppliers meet the requirements of our Supplier CoC. In 2024, all new suppliers were screened. We plan to start engaging smaller suppliers in 2025. Even though we are a global company operating in close to 70 markets, >40% of our supplier base are local suppliers. Achieving this is a result of our efforts to source locally where possible and supported by our Sustainable Purchasing and Hiring Policy.
We are undertaking efforts to align our supplier due diligence procedures to encompass environmental, security, and other relevant matters.

All AMPECO suppliers must commit to and abide by our Supplier Code of Conduct.

Grievance

Reported whistleblower incidents, which include incidents related to health and safety, corruption and bribery, workplace harassment and all other CoC violations through the grievance process is 0 in 2024.

Cybersecurity

As digitalization takes hold of all kinds of processes in our daily lives, ensuring that sensitive data is safe and the overall cyber security of digital tools is an ever growing concern. EV charging is no exception.

Ensuring intended handling of sensitive and personal data, as well as mitigating the risks of infrastructure breaches, leaks and data misuse throughout the whole EV charging process is an aspect where the charge point management system plays a key role. At AMPECO we manage this by having implemented robust information security practices, supported by a certified Information Security Management System. We are proud holders of certificates ISO 27001:2013, ISO 27017:2015, ISO 27018:2019 and ISO 27701:2019. In 2024, we are also on track to undergo the strict SOC2 Type II assessment[43], as well as to enhance our security monitoring with a state-of-the-art endpoint detection & response service.

ISO 27701 ISO 27001 ISO 27017 ISO 27018

AMPECO has implemented a comprehensive set of security controls and follows industry best practices to protect customer and consumer data and help our clients fulfill data privacy obligations worldwide. We continuously improve our secure software development lifecycle and perform security reviews to guarantee risks and vulnerabilities have been identified and mitigated for successful and seamless integrations.

Information Security has become a traditional criterion in company sustainability certification and rating systems like B Corp and EcoVadis. In both cases AMPECO has fared very well in this area, further underscoring how comprehensive our performance is. Learn more about AMPECO's information security approach and certifications at: https://www.ampeco.com/ev-charging-platform/security/

AICPA SOC aicpa.org/soc4so SOC for Service Organizations | Service Organizations ™

SOC II COMPLIANT

Stakeholder engagement

Industry alliances

At AMPECO, we view our stakeholders as a vital source of insights and invaluable partners for collaboration and innovation. We engage with a broad spectrum of stakeholders—including employees, investors, suppliers, NGOs, public policymakers, industry associations, and experts—with varying degrees of involvement depending on their role and impact.
Given the evolving nature and rapid growth of the e-mobility industry, government bodies and regulators continue to exert a significant influence on its trajectory. Through active participation in numerous industry bodies and initiatives AMPECO ensures it remains at the forefront of dialogue shaping the development of both our products and the broader EV charging market.

We consider these industry forums among the most effective platforms for leveraging collective expertise and resources to advance the EV charging sector.
Our collaborations within these organizations have been instrumental in identifying and addressing critical challenges in the EV charging market—particularly in ESG-related areas such as charger reliability and grid integration. Through these efforts, we have contributed meaningfully to regulatory initiatives aimed at providing sustainable and scalable solutions.

Investors

In 2024, AMPECO successfully secured a Series B funding round with Revaia as the lead investor, alongside existing investors BMW iVentures, LAUNCHub, and NAP (formerly Cavalry).

The sustainability requirements of investors played a crucial role in shaping the company's programs throughout 2024. Moreover, demonstrated sustainability performance served as a significant factor in the decision-making process for the new investor during the Series B funding round. AMPECO has engaged in proactive collaboration with its investors on ESG due diligence, adhering to and reporting according to international reporting frameworks.

Regulators

At AMPECO, we recognize that driving meaningful change toward a low-carbon future requires not only technological innovation but also active engagement with the regulatory landscape. Throughout the year, our team has participated in dialogues with policymakers, industry associations, and regulatory bodies to advocate for policies that accelerate electric mobility, enable smart charging infrastructure, and support the transition to renewable energy. By sharing insights from our platform and our customers, we aim to contribute constructively to the development of fair, forward-looking regulations that benefit both the environment and the broader EV ecosystem.

CSRD readiness

Even though we don’t have to provide a mandatory CSRD report as of yet, we have already aligned many aspects of our sustainability reporting to CSRD delegated acts (ESRS) requirements. An example of this is the ESRS-aligned double materiality assessment carried out this year, as well as the extensive Index of ESRS topics covered in this report found in the Appendix section of it.

Customers

The interest and requirements on sustainability-related topics from our customers and prospects has been ever growing this year. AMPECO aims to function as a responsible supplier to major enterprise clients, fulfilling the role of a reliable supply chain partner, and has successfully undertaken various due diligence procedures. Clients constitute a significant stakeholder group for AMPECO, particularly concerning sustainability efforts.

Appendix

About this report

Scope

This report covers AMPECO Inc., AMPECO Ltd., and all affiliated entities across our global operations, representing 100% of AMPECO's revenue. The reporting period is the calendar year 2024 (January 1, 2024 – December 31, 2024), which also aligns with AMPECO's financial year.

Material topics selection

The topics included in this report were selected based on their relevance to AMPECO's operations and their broader environmental and social impact. This selection was guided by AMPECO's 2024 Double Materiality Assessment as well as international standards such as the Global Reporting Initiative, the United Nations Sustainable Development Goals, and the Task Force on Climate-related Financial Disclosures.

Assurance

AMPECO is responsible for the quality and accuracy of the data and content presented. Our carbon accounting for 2022, 2023 and 2024 has been verified using the SaaS platform provided by our partners at Plan A.

Forward looking statements

This report contains forward-looking statements based on current expectations and assumptions, which involve risks and uncertainties. If these risks or assumptions change, they could affect AMPECO's business operations and outcomes, including progress toward the sustainability goals outlined in this report.

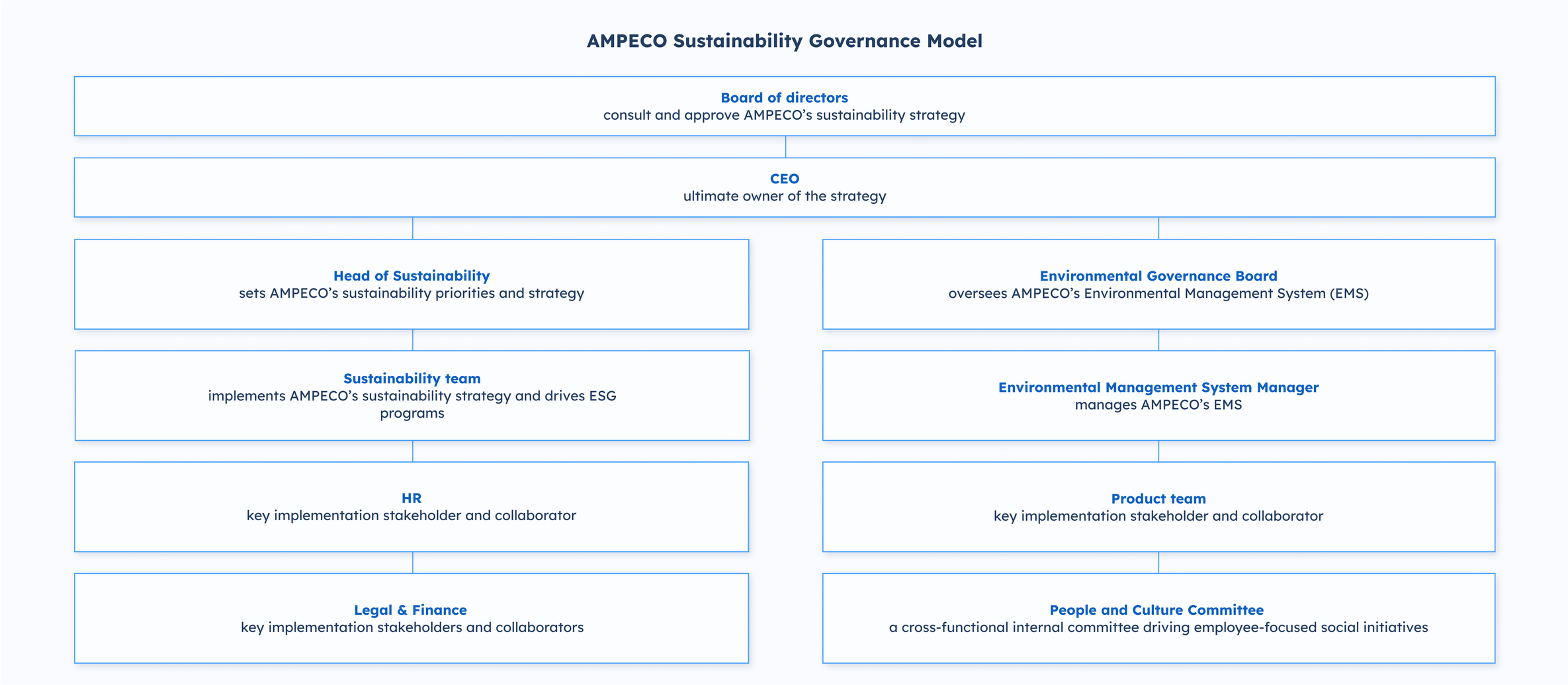
Content authenticity statement

To maintain authenticity and express our voice genuinely, no AI-powered text generation or editing tools were used in the preparation of this report.

Feedback

We welcome all feedback regarding the content and data in AMPECO's 2024 Sustainability Report. Please share your comments or suggestions by emailing us at sustainability@ampeco.com.

Sustainability governance model



Third-party verifications and transparency

External verification

Third-party verification is essential for the credibility of our efforts in front of our stakeholders. AMPECO ensures that behind every claim we make there is solid verifiable information and we ensure that third parties verify a substantial part of our performance.

To a different extent, all of the schemes below cover some part of our sustainability performance:

- B Corp - certifiers from B Lab Europe verified our performance in 5 key ESG areas (see the External Recognition section for more detail)
- EcoVadis - we achieved this rating after undergoing an independent external assessment in 4 key ESG areas (more details in the External Recognition section)
- Workplace health and safety - our office environment is subject to standard regular external audits (e.g. electric safety, indoor air quality, lighting etc.) and we have scheduled a certification to ISO14001 in 2024.
- The digital safety of our company, product and customers is ensured through our Information Security Management System (ISMS) audits, penetration tests and other processes (see the Information Security section for more detail)

Transparency

Internally at AMPECO, transparency is one of the 5 core company values and we follow it when communicating with external stakeholders, as well. We aim to be highly transparent in our reporting on sustainability initiatives, goals, and progress.

In this report we provide a lot of data and we make many claims. We provide as much context as possible on each of them, ensuring that they are based on recognized standards and scientific principles. The topics covered in the AMPECO 2023 Sustainability Report are mapped against internationally recognized sustainability standards, frameworks and guidelines - see the Appendices section below for more detail.

Basic details about AMPECO can be found on our profile in the EU Transparency Register.[17]

SCIENCE BASED TARGETS

ISO 14001

Data tables

	2022	2023	2024
Carbon Footprint (Scopes 1-3)			
GHG emissions from operations (tonnes CO2e)	235	471	796
GHG emissions intensity (tonnes CO2e/million EUR)	90.2	98.2	118.2
GHG emissions intensity (tonnes CO2e/employee)	4.28	5.81	6.07
GHG emissions by scope (tonnes CO2e)			
Scope 1	0.9	1.3	0.1
Fugitive emissions	0.9	1.3	0.1
Scope 2 (location-based method)	6.3	19.2	45.7
Purchased electricity	3.3	12.3	37.8
Purchased heat	3	7	7.9
Scope 3	228.3	450.6	749.8
Purchased goods and services (Category 1)	140.4	262.4	452.2
Fuel and energy-related activities (Category 3)	1.2	4.3	13.1
Waste generated in operations (Category 5)	0.2	0.3	0.3
Business travel (Category 6)	44	112.7	169
Employee commuting (Category 7)	22.3	28.7	46.7
Use of sold products (category 11)	20.2	42.3	68.5
Water footprint (m3)			
Water withdrawal in AMPECO operations	84	196	190
Water intensity (per employee)	1.5	2.4	1.4
Energy (MWh)			
Energy use in operations	22.56	63.59	129.01
Energy intensity (MWh/million EUR of revenue)	8.64	13.25	19.16
Electricity (purchased)	7.85	16.21	62.92
District colling and heating (purchased)	14.71	34.42	39.32

	2022	2023	2024
Waste			
Non-hazardous waste, tonnes	0.76	1.13	2.37
Electric commuting			
GHG emissions saved through electric commuting, tonnes CO2e	10	16	23
Community giving and volunteerism			
Charity cash contributions, EUR	7669	15089	16977
Charity cash contributions, % of revenue	0.29	0.31	0.25
Employee volunteer hours	Not tracked	160	40
Our employees			
Women	10	23	40
Men	54	79	108
Non-binary	0	0	0
Women in C-level positions, %	20	20	20
Employee retention rate, %	85.2	93.2	94.3
Global new-hires	N/A	60	65
Physiological and psychological incidents from company operations, #	0	0	0
Employee satisfaction, %	94%	100%	83%
Employee attrition, %	12.3	1.1	0.8
Employees covered with healthcare,%	100	100	100
Whistleblower cases of discrimination or harassment incidents, #	0	0	0
Employees trained on sustainability, %	N/A	87	87
Employees trained on sustainability information security, %	N/A	98	72
Our customers			
Average customer satisfaction	N/A	4.8/5	4.9/5

Index of topics: Sustainable Development Goals (SDG)

Goal 1: End poverty in all its forms everywhere

AMPECO's actions:
Community Engagement

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

AMPECO's actions:
No major programs at this time

Goal 3: Ensure healthy lives and promote wellbeing for all at all ages

AMPECO's actions:
Employees: Wellbeing; Employees: Health and Safety; Electric commuting;

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

AMPECO's actions:
Community Engagement;

Goal 5: Achieve gender equality and empower all women and girls

AMPECO's actions:
Employees: Diverse and inclusive workplace;

Goal 6: Ensure availability and sustainable management of water and sanitation for all

AMPECO's actions:
Other operational environmental impacts: Water management;

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

AMPECO's actions:
Sustainable e-mobility: Product environmental features;

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

AMPECO's actions:
Employees: Diverse and inclusive workplace; Employees: Wellbeing;

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

AMPECO's actions:
Sustainable e-mobility: Product environmental features; Equitable EV charging;

Goal 10: Reduce inequality within and among countries

AMPECO's actions:
Equitable EV charging; Employees: Diverse and inclusive workplace;

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

AMPECO's actions:
Sustainable e-mobility: Product environmental features; Equitable EV charging;

Goal 12: Ensure sustainable consumption and production patterns

AMPECO's actions:
Sustainable e-mobility: Supply chain environmental impacts

Goal 13: Take urgent action to combat climate change and its impacts

AMPECO's actions:
Sustainable e-mobility: Product environmental features; Electric commuting;

Goal 14: Conserve and sustainably use the oceans, sea and marine resources for sustainable development

AMPECO's actions:
No major programs at this time

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

AMPECO's actions:
Community engagement;

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

AMPECO's actions:
Stakeholder engagement;

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

AMPECO's actions:
Sustainable e-mobility: Commitments; Sustainable e-mobility: Supply chain environmental impacts

Index of topics: Global Reporting Initiative (GRI)

Disclosure	Location
GRI 2: General disclosures	
2-1 Organizational details	AMPECO in numbers
2-2 Entities included in the organization's sustainability reporting	About this report
2-3 Reporting period, frequency and contact point	About this report
2-4 Restatements of information	Company carbon footprint
2-5 External assurance	About this report, External verification
2-6 Activities, value chain and other business relationships	Stakeholder engagement
2-7 Employees	Employees, Data tables
2-8 Workers who are not employees	Not applicable
2-9 Governance structure and composition	Governance
2-10 Nomination and selection of the highest governance body	Not covered in report
2-11 Chair of the highest governance body	Not disclosed - confidential information
2-12 Role of the highest governance body in overseeing the management of impacts	Governance
2-13 Delegation of responsibility for managing impacts	Governance
2-14 Role of the highest governance body in sustainability reporting	Governance
2-15 Conflicts of interest	Grievance
2-16 Communication of critical concerns	Ethical operations, Ethical supply chain
2-17 Collective knowledge of the highest governance body	Not covered in report
2-18 Evaluation of the performance of the highest governance body	Not disclosed - confidential information
2-19 Remuneration policies	Not disclosed - confidential information
2-20 Process to determine remuneration	Not disclosed - confidential information
2-21 Annual total compensation ratio	Not disclosed - confidential information
2-22 Statement on sustainable development strategy	Sustainability strategy
2-23 Policy commitments	Policies and standards
2-24 Embedding policy commitments	Governance
2-25 Processes to remediate negative impacts	Governance
2-26 Mechanisms for seeking advice and raising concerns	Grievance
2-27 Compliance with laws and regulations	Regulatory compliance
2-28 Membership associations	Stakeholder engagement
2-29 Approach to stakeholder engagement	Stakeholder engagement
2-30 Collective bargaining agreements	Ethical operations, Ethical supply chain
GRI 3: Material topics	
3-1 Process to determine material topics	Materiality assessment
3-2 List of material topics	Materiality assessment
GRI 203: Indirect Economic Impacts	
3-3 Management of material topics	Not covered in report
203-1 Infrastructure investments and services supported	Community engagement
203-2 Significant indirect economic impacts	Equitable EV charging
GRI 205: Anti-corruption	
3-3 Management of material topics	Ethical operations; Ethical supply chain;
205-1 Operations assessed for risks related to corruption	No actions in 2023;
205-2 Communication and training about anti-corruption policies and procedures	Ethical operations; Ethical supply chain;
205-3 Confirmed incidents of corruption and actions taken	Grievance
GRI 301: Materials	
3-3 Management of material topics	Not applicable - AMPECO does not manufacture physical products
301-1 Materials used by weight or volume	Not applicable - AMPECO does not manufacture physical products
301-2 Recycled input materials used	Not applicable - AMPECO does not manufacture physical products
301-3 Reclaimed products and their packaging materials	Not applicable - AMPECO does not manufacture physical products
GRI 302: Energy	
3-3 Management of material topics	Other operational environmental impacts
302-1 Energy consumption within the organization	Data tables

Index of topics: Global Reporting Initiative (GRI) - continued

Disclosure	Location
302-3 Energy intensity	Data tables
302-4 Reduction of energy consumption	Other operational environmental impacts
302-5 Reductions in energy requirements of products and services	Supply chain environmental impacts, Product environmental features
GRI 303: Water and Effluents	
3-3 Management of material topics	Other operational environmental impacts
303-1 Interactions with water as a shared resource	Other operational environmental impacts
303-2 Management of water discharge-related impacts	Other operational environmental impacts
303-3 Water withdrawal	Not covered in report
303-4 Water discharge	Not covered in report
303-5 Water consumption	Other operational environmental impacts
GRI 304: Biodiversity	
3-3 Management of material topics	Not applicable - our operations do not have impacts on biodiversity
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable - our operations do not have impacts on biodiversity
304-2 Significant impacts of activities, products and services on biodiversity	Not applicable - our operations do not have impacts on biodiversity
304-3 Habitats protected or restored	Community engagement
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable - our operations do not have impacts on biodiversity

Disclosure	Location
GRI 305: Emissions	
3-3 Management of material topics	Company carbon footprint
305-1 Direct (Scope 1) GHG emissions	Company carbon footprint, Data tables
305-2 Energy indirect (Scope 2) GHG emissions	Company carbon footprint, Data tables
305-3 Other indirect (Scope 3) GHG emissions	Company carbon footprint, Data tables
305-4 GHG emissions intensity	Company carbon footprint, Data tables
305-5 Reduction of GHG emissions	Climate goals and transition plan, Climate transition plan
305-6 Emissions of ozone-depleting substances (ODS)	Company carbon footprint - indirectly covered through Scope 1 emissions reporting
GRI 306: Waste	
3-3 Management of material topics	Other operational environmental impacts
306-1 Waste generation and significant waste-related impacts	Other operational environmental impacts
306-2 Management of significant waste-related impacts	Not covered in report
306-3 Waste generated	Other operational environmental impacts
306-4 Waste diverted from disposal	Not covered in report
306-5 Waste directed to disposal	Not covered in report
GRI 308: Supplier Environmental Assessment	
3-3 Management of material topics	Supply chain environmental impacts, Ethical supply chain

Disclosure	Location
308-1 New suppliers that were screened using environmental criteria	Ethical supply chain
GRI 401: Employment	
3-3 Management of material topics	Employees
401-1 New employee hires and employee turnover	Data tables
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee wellbeing
GRI 402: Labor/Management Relations	
3-3 Management of material topics	Not covered in report
402-1 Minimum notice periods regarding operational changes	Not covered in report
GRI 403: Occupational Health and Safety	
3-3 Management of material topics	Employees, Health and safety
403-1 Occupational health and safety management system	Not applicable
403-2 Hazard identification, risk assessment, and incident investigation	Health and safety
403-3 Occupational health services	Health and safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety
403-5 Worker training on occupational health and safety	Health and safety
403-6 Promotion of worker health	Employees, Health and safety

Index of topics: Global Reporting Initiative (GRI) - continued

Disclosure	Location
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employees, Health and safety
403-9 Work-related injuries	Grievance
GRI 404: Training and Education	
3-3 Management of material topics	Health and safety, Employee wellbeing, Other operational environmental impacts, Virtual office stewardship policy
404-1 Average hours of training per year per employee	Data tables
404-2 Programs for upgrading employee skills and transition assistance programs	Not covered in report
404-3 Percentage of employees receiving regular performance and career development reviews	Not covered in report
GRI 405: Diversity and Equal Opportunity	
3-3 Management of material topics	Diverse and inclusive workspace
405-1 Diversity of governance bodies and employees	Diverse and inclusive workspace
GRI 406: Non-discrimination	
3-3 Management of material topics	Ethical operations, Grievance
406-1 Incidents of discrimination and corrective actions taken	Grievance, Data tables, Goals and progress
GRI 407: Freedom of Association and Collective Bargaining	
3-3 Management of material topics	Ethical operations, Ethical supply chain

Disclosure	Location
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ethical operations, Ethical supply chain
GRI 408: Child Labor	
3-3 Management of material topics	Ethical operations, Ethical supply chain, Human Rights
408-1 Operations and suppliers at significant risk for incidents of child labor	Ethical operations, Ethical supply chain, Human Rights
GRI 409: Forced or Compulsory Labor	
3-3 Management of material topics	Ethical operations, Ethical supply chain, Human Rights
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethical operations, Ethical supply chain, Human Rights
GRI 413: Local Communities	
3-3 Management of material topics	Community engagement
413-1 Operations with local community engagement, impact assessments, and development programs	Community engagement
GRI 414: Supplier Social Assessment	
3-3 Management of material topics	Ethical supply chain
414-1 New suppliers that were screened using social criteria	Ethical supply chain
GRI 415: Public Policy	
3-3 Management of material topics	Stakeholder engagement
415-1 Political contributions	Not applicable

Disclosure	Location
GRI 416: Customer Health and Safety	
3-3 Management of material topics	Customer satisfation, Cybersecurity
416-1 Assessment of the health and safety impacts of product and service categories	Cybersecurity
GRI 418: Customer Privacy	
3-3 Management of material topics	Cybersecurity
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity

Index of topics: Sustainability Accounting Standards Board (SASB)

Below topics are part of the “Software & IT Services” SASB standard

Topic	Metric	Code	Discosure or location
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	TC-SI-130a.1	Data tables
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Other operational environmental impacts, Data tables
	Discussion of the integration of environmental considerations into strategic planning for data centre needs	TC-SI-130a.3	Supply chain environmental impacts
Data Privacy & Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	Not included in report
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Not applicable
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Not applicable
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Not included in report
	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Not included in report
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	Not included in report
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Cybersecurity
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	TC-SI-330a.1	Not disclosed - confidential information
	Employee engagement as a percentage	TC-SI-330a.2	Employees, Data tables
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	TC-SI-330a.3	Diverse and inclusive workspace, Data tables
Intellectual Property Protection & Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	TC-SI-520a.1	Not applicable
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Not included in report
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Not included in report
Activity metrics	(1) Number of licences or subscriptions, (2) percentage cloud-based	TC-SI-000.A	AMPECO in numbers
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	Not included in report
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Not included in report

Index of topics: Task Force on Climate-related Disclosures (TFCD)

Topic	Disclosure focus area	Disclosure	Location
Governance	Disclose the organization's governance around climaterelated risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Governance
		b) Describe management's role in assessing and managing climate-related risks and opportunities	Governance
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Climate Transition Plan
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Climate Transition Plan
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Not covered
Risk management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate Transition Plan
		b) Describe the organization's processes for managing climate-related risks.	Governance
		c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Not covered
Metrics and targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Transition Plan
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Company carbon footprint, Data tables
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Carbon goals and transition plan

Index of topics: Task Force on Climate-related Disclosures (TFCD) - continued

Topic	Disclosure focus area	Disclosure	Location
Cross Industry, Climate-Related Metrics	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	GHG Emissions: Absolute scope 1, scope 2 and scope 3; emissions intensity	Company carbon footprint, Data tables
		Transition Risks: Amount and extent of assets or business activities vulnerable to transition risks.	Climate Transition Plan
		Physical Risks: Amount and extent of assets or business activities vulnerable to physical risks.	Climate Transition Plan
		Climate-Related Opportunities: Proportion of revenue, assets, or other business activities aligned with climate-related opportunities.	Climate Transition Plan
		Capital Deployment: Amount of capital expenditure, financing, or investment deployed toward climate-related risks and opportunities.	Climate Transition Plan
		Internal Carbon Prices: Price on each ton of GHG emissions used internally by an organization.	Not applicable
		Remuneration: Proportion of executive management remuneration linked to climate considerations.	Not applicable

Index of topics: EU Corporate Sustainability Reporting Directive (CSRD)

ESRS	Requirement	Code	Disclosure or location
ESRS E1 Climate change	Transition plan for climate change mitigation	E1-1	Climate goals and transition plan, Climate transition plan
	Policies related to climate change mitigation and adaptation	E1-2	Sustainability strategy, Climate transition plan
	Actions and resources in relation to climate change policies	E1-3	Climate transition plan
	Targets related to climate change mitigation and adaptation	E1-4	Climate goals and transition plan, Climate transition plan
	Energy consumption and mix	E1-5	Data tables
	Gross Scopes 1, 2, 3 and Total GHG emissions	E1-6	Company carbon footprint, Data tables
	GHG removals and GHG mitigation projects financed through carbon credits	E1-7	Not applicable
	Internal carbon pricing	E1-8	Not applicable
	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	E1-9	Climate transition plan
ESRS E2 Pollution	Policies related to pollution	E2-1	Not included in report
	Actions and resources related to pollution	E2-2	Air pollution management, Electric commuting
	Targets related to pollution	E2-3	Air pollution management, Electric commuting
	Pollution of air, water and soil	E2-4	Air pollution management, Electric commuting
	Substances of concern and substances of very high concern	E2-5	Not applicable
	Anticipated financial effects from pollution-related impacts, risks and opportunities	E2-6	Not included in report
ESRS E3 Water and marine resources	Policies related to water and marine resources	E3-1	Not included in report
	Actions and resources related to water and marine resources	E3-1	Water management
	Targets related to water and marine resources	E3-2	Not included in report
	Water consumption	E3-3	Water management, Data tables
	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	E3-4	Not included in report
ESRS E4 Biodiversity and ecosystems	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	E4-1	Not applicable
	Policies related to biodiversity and ecosystems	E4-2	Not applicable
	Actions and resources related to biodiversity and ecosystems	E4-3	Not applicable
	Targets related to biodiversity and ecosystems	E4-4	Not applicable
	Impact metrics related to biodiversity and ecosystems change	E4-5	Community engagement

Index of topics: EU Corporate Sustainability Reporting Directive (CSRD) - continued

ESRS	Requirement	Code	Disclosure or location
	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	E4-6	Not applicable - AMPECO does not manufacture physical products
ESRS E5 Resource use and circular economy	Policies related to resource use and circular economy	E5-1	Not applicable - AMPECO does not manufacture physical products
	Actions and resources related to resource use and circular economy	E5-2	Not applicable - AMPECO does not manufacture physical products
	Targets related to resource use and circular economy	E5-3	Not applicable - AMPECO does not manufacture physical products
	Resource inflows	E5-4	Not applicable - AMPECO does not manufacture physical products
	Resource outflows	E5-5	Not applicable - AMPECO does not manufacture physical products
	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	E5-6	Not applicable - AMPECO does not manufacture physical products
ESRS S1 Own workforce	Policies related to own workforce	S1-1	Sustainability strategy, Virtual office stewardship policy, Sustainable purchasing and hiring policy, Health, safety and indoor environment quality policy, Code of conduct
	Processes for engaging with own workers and workers' representatives about impacts	S1-2	Ethical operations
	Processes to remediate negative impacts and channels for own workers to raise concerns	S1-3	Grievance
	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	S1-4	Employees
	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S1-5	Employees
	Characteristics of the undertaking's employees	S1-6	Employees
	Characteristics of non-employee workers in the undertaking's own workforce	S1-7	Not applicable
	Collective bargaining coverage and social dialogue	S1-8	Ethical operations
	Diversity metrics	S1-9	Diverse and inclusive workforce, Data tables
	Adequate wages	S1-10	Sustainable purchasing and hiring policy
	Social protection	S1-11	Employees
	Persons with disabilities	S1-12	Diverse and inclusive workforce

Index of topics: EU Corporate Sustainability Reporting Directive (CSRD) - continued

ESRS	Requirement	Code	Disclosure or location
	Training and skills development metrics	S1-13	Health and Safety, Sustainable purchasing and hiring policy, Virtual office stewardship policy, Data tables
	Health and safety metrics	S1-14	Health and Safety, Data tables
	Work-life balance metrics	S1-15	Employee wellbeing
	Compensation metrics (pay gap and total compensation)	S1-16	Not disclosed - confidential information
	Incidents, complaints and severe human rights impacts	S1-17	Grievance, Goals and progress, Data tables
ESRS S2 Workers in the value chain	Policies related to value chain workers	S2-1	Sustainability strategy, Ethical supply chain
	Processes for engaging with value chain workers about impacts	S2-2	Ethical supply chain
	Processes to remediate negative impacts and channels for value chain workers to raise concerns	S2-3	Ethical supply chain, Grievance
	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	S2-4	Ethical supply chain
	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S2-5	Not included in report

ESRS	Requirement	Code	Disclosure or location
ESRS S3 Affected communities	Policies related to affected communities	S3-1	Sustainability Strategy
	Processes for engaging with affected communities about impacts	S3-2	Community engagement, Equitable EV charging
	Processes to remediate negative impacts and channels for affected communities to raise concerns	S3-3	Community engagement, Equitable EV charging
	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	S3-4	Community engagement, Equitable EV charging
	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S3-5	Not included in report
ESRS S4 Consumers and end-users	Policies related to consumers and end-users	S4-1	Sustainability strategy
	Processes for engaging with consumers and end-users about impacts	S4-2	Equitable EV charging, Customer satisfaction - indirect impacts only, as AMPECO is a B2B company
	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	S4-3	Equitable EV charging, Customer satisfaction - indirect impacts only, as AMPECO is a B2B company

Index of topics: EU Corporate Sustainability Reporting Directive (CSRD) - continued

ESRS	Requirement	Code	Disclosure or location
	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	S4-4	Equitable EV charging, Customer satisfaction - indirect impacts only, as AMPECO is a B2B company
	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S4-5	Not included in report
ESGS G1 Business conduct	Corporate culture and Business conduct policies	G1-1	Governance, Message from the CEO, Code of Conduct, Ethical operations
	Management of relationships with suppliers	G1-2	Ethical supply chain
	Prevention and detection of corruption and bribery	G1-3	Grievance
	Confirmed incidents of corruption or bribery	G1-4	Data tables
	Political influence and lobbying activities	G1-5	Stakeholder engagement
	Payment practices	G1-6	Not included in report

Policies and standards

AMPECO Sustainability Strategy	http://www.ampeco.com/sustainability-strategy
AMPECO Environmental Policy	http://www.ampeco.com/env-policy
AMPECO Health, Safety and Indoor Environment Quality Policy	http://www.ampeco.com/hsieq-policy
AMPECO Sustainable Purchasing and Hiring Policy	http://www.ampeco.com/purchasing-hiring-policy
AMPECO Virtual Office Stewardship Policy	https://www.ampeco.com/virtual-office-stewardship
AMPECO Code of Conduct	http://www.ampeco.com/code-of-conduct
AMPECO Supplier Code of Conduct	http://www.ampeco.com/supplier-coc

Glossary

AWS = Amazon web services

EV = Electric vehicle

B2B = Business-to-business

CoC =Code of conduct

CPMS = Charge point management system

CPO = Charge point operator

CT = (Electric) current transformation

DEI = Diversity, equity and inclusion

DLM = Dynamic load management

ESG = Environmental, social and governance

GHG = Greenhouse gas

HR = Human resources

HSIEQ = Health, safety and indoor environmental quality

ILO = International labor organization

ICEV = Internal-combustion-engine vehicle

ISO = International organization for standardization

KPI = Key performance indicators

kW = Kilowatt

kWh = Kilowatt-hour

NGO - Nongovernmental organization

OHS = Occupational health and safety

PV = Photovoltaic

SaaS = Software-as-a-service

SME = Small and medium enterprise

SOC = System and organization controls

UN = United Nations

WEEE = Waste from electric and electronic equipment

YoY = Year over year

Endnotes

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18. The EU Transparency Register (TR) is a tool to allow European citizens to see what interests are being represented at EU level and on whose behalf, as well as the resources dedicated to these activities. AMPECO Ltd. is registered under the identifier 840884347992-22 and regularly updates its profile.

AMPECO

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