VIRTA

SUSTAINABILITY REPORT 2022

SILVER
2022
ecovadis
Sustainability
Rating

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NAVIGATION TIP!

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1 GREETINGS FROM THE CEO

Virta was founded to empower the transition to sustainable mobility and electricity through connected electric vehicles (EVs). From the very start, Virta set out to achieve a zero-emission future where EV charging is readily available to the public, while simultaneously supporting the renewable energy grid.

One of our company's core values is **striving for a sustainable future**. Virta aims to strengthen the resilience of the power grid while driving down emissions from the transport and energy sectors. We are determined to push the industry forward and make the EV charging business economically sustainable. But we cannot do this alone.

To accelerate the green transition, we need cooperation. Both private and public players worldwide must invest in and offer smart EV charging to remove barriers to technology adoption. With over 1,000 B2B customers using our platform and a 112%+ revenue growth in 2022, we show that we have been able to build a solution that truly delivers our promise of making EV charging profitable and easy for a wide range of private and public players.
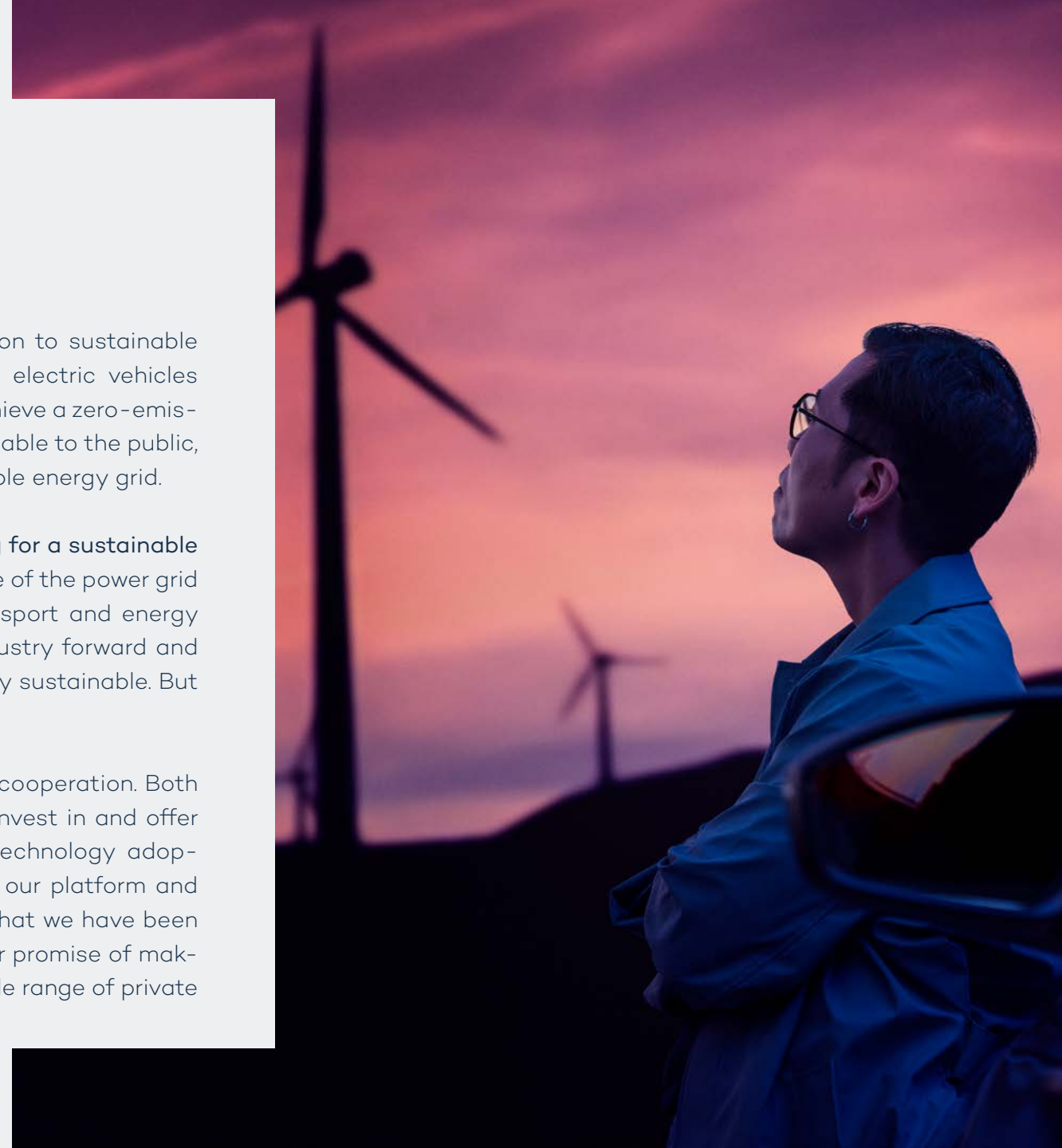
Being a global leader with a rapidly increasing scale of operations in Europe means that the impact our business has on the world, together with our customers, is growing. For example, in 2022, more than 170 GWh of energy was charged through our network, already replacing a substantial amount of fossil fuels in transportation. With greater impact comes greater responsibilities—not only in terms of our operations, but also the well-being of our employees and people from across the supply chain, and the ethics of our business practices overall. New regulations, legislations, and our stakeholders require more from us as a company as the importance of electric mobility rises in society.

Since increasing our sustainability capabilities over the past years, we have now reached a state of maturity where we can publish our first sustainability report. I'm proud to see that we're already proceeding well, yet I'm humbled in what we can and will still achieve. As this is our first report of its kind, we acknowledge that we are only at the start of our long-term, global sustainability journey. However, it is an important milestone—the work and results presented in this report give Virta a sound foundation and direction for our journey ahead.

We're determined to push the industry forward and make the EV charging business economically sustainable.

Jussi Palola

CEO & Co-Founder of Virta

2 VIRTA IN BRIEF

Founded in Helsinki in 2013, Virta is a global pioneer in developing smart electric vehicle charging services. Virta was ranked on the Financial Times 1000 Europe's Fastest Growing Companies list for the fourth time in a row in 2023.

Virta's mission is to empower the future of sustainable energy and mobility with connected electric vehicles. To fulfil this mission, Virta offers charging services that are easy and profitable for businesses and makes charging easy for EV drivers.

Virta's core offering is an end-to-end charging solution that includes everything needed to build, operate, and scale smart electric vehicle charging operations and businesses in a fast and cost-effective way. Besides the standard end-to-end charging solution, Virta offers modular solutions for large enterprises looking to operate EV charging networks at a continental level.

As of today, the Virta platform is used by over 1,000 private and public companies and organisations in the retail, hotel, real estate, parking, petrol retail, automotive, and energy industries.

GOVERNANCE STRUCTURE

Virta has a dual governance structure, with a Board of Directors and an Executive Leadership Team. The board is to consist of between five and ten members. Currently, the board consists of 9 members and 3 observers. Out of the members, 3 are independent directors. The chair of the board and one observer are women. Personal deputy members may be appointed to the Board Members. The Board Members are elected until further notice.

The Executive Leadership Team consists of 9 people, out of which 2 are women.

Out of the board and the Executive Leadership Team, committees are formed. These consist of the audit committee, the compensation committee and the strategy committee. ESG matters were reported on a regular basis to the board in 2022 and reporting continues in 2023.

The company is privately owned by a group of investors, including energy companies, VC funds and management employees.

These customers operate chargers in 35 countries, forming the "Powered by Virta" network. Through roaming, EV drivers can access in total over 325,000 charging points.

As a global EV charging forerunner, Virta has 34 patent families, consisting of granted and pending assets, with a focus on energy management capabilities, which are central to the future connected energy and mobility ecosystem.

OUR MISSION

Sustainable energy & mobility, made possible by connected EVs & charging infrastructure

OUR VISION

Making EV charging services easy for EV drivers & profitable for businesses

OUR VALUES

Striving for a sustainable future

Virta strives towards a cleaner future, thinks ahead, and performs accordingly. We value environmental, economic, and social sustainability. Despite the challenge grandiosity, we are committed to make our best effort to change the world for good.

Making things happen & work in practice

We value making things happen in practice. We are not a company that only talks about disruptions, but we make them happen with visible business results.

Growing together and individually

Growth is valuable for us and always worthwhile to pursue. The market is growing rapidly, and our target is to grow even faster. Continuous growth is only achieved when we're able to convince our customers to use our services again and again.

Helping each other succeed

While it is important to have clear individual goals and targets, our most successful results happen when people within our company help each other out. When we work together, our performance shows.

VIRTA IN NUMBERS

1,000+ companies and organisations globally operate their EV charging services on Virta platform & constitute the global Powered by Virta network.

2013
founded in Helsinki

34
patent families granted/applied

Every 2 seconds
a charging session in the Virta network

35
countries

190
employees by the end of 2022

+325 000
charging points incl. roaming

380 M€
worth of infra connected

1940 MW
Capacity connected

7 offices
Helsinki (HQ), Berlin, Bucharest, London, Paris, Singapore & Stockholm

+61%
coverage in public charging in Europe (6% own network +55% through roaming Oct 22)

19 711 tCO$_2$e
Carbon footprint 2022

Scope 1 & 2: 14 tCO$_2$e
Scope 3: 19 697 tCO$_2$e

103 833 tCO$_2$e
Carbon handprint 2022

3 OUR SUSTAINABILITY APPROACH

2022 was an important year for sustainability at Virta, with several milestones reached. The company's first sustainability policy was published, we took enormous strides in how we work with environmental, social and governance aspects of sustainability, and the company's footprint (scope 1-3) and handprint (scope "4") were calculated for the first time. The efforts made could be seen in that we raised our Ecovadis score by 11 points to a score of 66 points, ranking Virta in the 91st percentile of all companies evaluated by Ecovadis, and awarding us a Silver Medal. We are very proud of our achievements in 2022, and ready to continue the work in 2023.

As we reflect on the many important milestones reached, we recognise that we are at the start of an ongoing sustainability journey. Our sustainability work will never end, as there always will be improvement areas. It is with great pride that we present our first Sustainability Report, which provides a comprehensive overview of both our achievements and our areas for improvement. Our goal is to provide our stakeholders with a transparent view of how we approach sustainability at Virta.

> **Our goal is to provide our stakeholders with a transparent view of how we approach sustainability at Virta.**

One important area to improve in the future, is our comprehension of potential climate-related risks and opportunities, that may be relevant to Virta. We see that a deeper analysis, using for instance the TCFD's (Task Force on Climate-related Financial Disclosures) recommendations as a foundation, would be beneficial. As of now, we consider these as potential risks for the industry:

- Exposure to litigation
- Increased cost of raw materials & energy

Potential opportunities include:
- Use of more efficient modes of transport
- Use of lower-emission sources of energy
- Development and/or expansion of low emission goods and services
- Shift in consumer preferences
- Participation in renewable energy programs and adoption of energy efficiency measures

The sustainability data presented in this report covers annual data for 1.1.2022–31.12.2022. This sustainability report applies to Liikennevirta Oy (Finland) as well as the following subsidiaries: Virta SARL (France), Virta International GmbH (Germany), Virta Nordic AB (Sweden), Virta Ltd Pte (Singapore) and Virta Eastern Europe S.R.L. (Romania). The footprint and handprint data has been put together by the external company UseLess Oy. For questions about the report or reported information, please contact sustainability@virta.global.

HOW WE WORK WITH SUSTAINABILITY

The practical and strategical sustainability work and initiatives at Virta are carried out and overseen by our Sustainability Manager, supported by our VP of People, Culture and Sustainability. Sustainability falls under People, Culture and Sustainability (PCS) at Virta, a team consisting of HR professionals and the Sustainability Manager. However, the whole company participates in this work through their day-to-day tasks by creating a zero-emission future of mobility.

The board oversees ESG topics, and provides ideas, feedback and other input to the VP of PCS and the Sustainability Manager if needed. The VP of PCS reports ESG topics to the board regularly. All policies and reports concerning sustainability matters are reviewed by the board of Virta and approved by the Executive Leadership Team before publishing. Furthermore, any potential critical concerns or cases of whistleblowing are reported to the board.

4 VIRTA'S MATERIALITY ANALYSIS

In 2021, we conducted our first materiality analysis, in order to identify and prioritise the most important and relevant sustainability topics regarding the economy, environment, and people, for Virta's value chain and our stakeholders. The materiality analysis was carried out by surveying both employees and other stakeholders on the importance of sustainability-related topics to Virta. The analysis was conducted following the Global Reporting Initiative (GRI) guidelines. The topics in the survey had been chosen by analysing:

- The company's service offering, operations, values, strengths and weaknesses
- Mega trends in the industry and overall
- Sustainability-related requests from stakeholders, as well as potential future requests and requirements
- The geographies where our business operates
- Benchmark with industry peers
- The Sustainability Accounting Standards Board (SASB) materiality map for the Software & IT Services industry
- The principles of the UN global compact

Based on the results, we consider the following topics material for Virta and our stakeholders:

- Privacy, data- and cybersecurity
- Employee satisfaction, engagement, and development
- Sustainable charging and energy
- Sustainable growth of the company and its business
- Legal compliance, anti-corruption and bribery measures
- Intellectual property protection
- Resilience of our business model

In addition, we consider human rights an increasingly important issue, due to the severity of the risks associated with human rights violations, the increasing reporting demands surrounding the issue as well as the salience of the topic overall. As a software company, we see the risks of human rights violations as low, but we are working on getting a better understanding of our supply chain and our impact by increasing the transparency of our supply chain. Virta's Supplier Code of Conduct gives an overview of our requirements and expectations towards our suppliers.
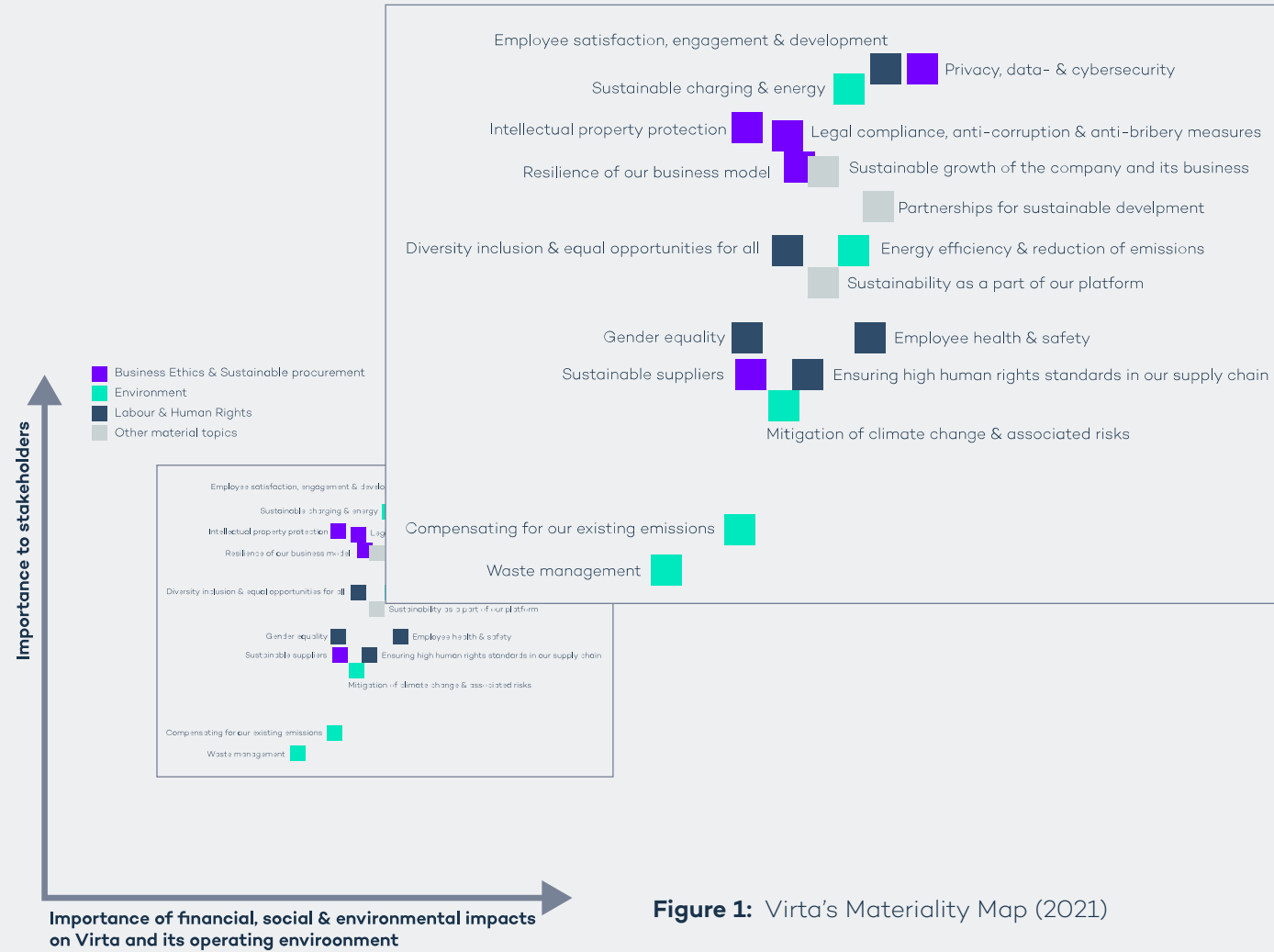
Virta – Sustainability Report 2022

The material topics were used to build Virta's first Sustainability Policy. In it, we have listed our internal goals related to each topic, as well as how we govern these goals. These topics are similarly the foundation for this Sustainability Report.

Importance to stakeholders

- Business Ethics & Sustainable procurement
- Environment
- Labour & Human Rights
- Other material topics

Employee satisfaction, engagement & development
Privacy, data- & cybersecurity
Sustainable charging & energy
Intellectual property protection
Legal compliance, anti-corruption & anti-bribery measures
Resilience of our business model
Sustainable growth of the company and its business
Partnerships for sustainable develpment
Diversity inclusion & equal opportunities for all
Energy efficiency & reduction of emissions
Sustainability as a part of our platform
Gender equality
Employee health & safety
Sustainable suppliers
Ensuring high human rights standards in our supply chain
Mitigation of climate change & associated risks
Compensating for our existing emissions
Waste management

Importance of financial, social & environmental impacts on Virta and its operating enviroonment

Figure 1: Virta's Materiality Map (2021)

Table 1: Virta's material topics and related SDGs

Materiality & related SDGs	Our impact upon the SDGs	What we are doing today	Measuring our progress (related GRI disclosures)	Reported values 2022	Activities planned in 2023
Privacy, data- and cyber security & Intellectual property protection	By a strong focus on privacy and data- and cyber security, we contribute to building strong institutions (SDG 16).	ISO27001 SOC2 reporting GDPR training Whistleblowing	GRI 2-16 GRI 2-26 GRI 2-27 GRI 418-1	Nr of security incidents: 0 No breaches of customer privacy. 98% of employees trained in GDPR. 1 low-priority case of whistleblowing related to marketing.	Continued tracking of incidents. Continued internal training.
Employee satisfaction, engagement, and development	By providing all employees with health benefits and non-mandatory health services, we support good health and well-being. By improving our employee satisfaction, engagement and development, we contribute to SDG 8: Decent work and economic growth.	Health benefits for all employees, including extra mental health services through Auntie. Quarterly Employee Satisfaction Survey including eNPS. Development discussions for all. Low threshold reporting of concerns and discrimination. Tracking of accidents.	GRI 2-16 GRI 2-26 GRI 2-29 GRI 403-1 GRI 403-3 GRI 403-6 GRI 403-8 GRI 403-9 GRI 404-3 GRI 405-1 GRI 406-1	eNPS: 31 Whistleblowing cases related to employee well-being, health & safety or discrimination: 0 Percentage of employees who've had development discussions in 2022: 95% Workplace accidents: 5 (3 during company events, 2 during commute, none were serious)	Continued tracking of all metrics. Continued work to improve safety and satisfaction of employees. New performance management tool to be taken into use.

Materiality & related SDGs	Our impact upon the SDGs	What we are doing today	Measuring our progress (related GRI disclosures)	Reported values 2022	Activities planned in 2023
Sustainable charging and energy	With our products, we help electric vehicle charging support the renewable energy grid, contributing to SDG 7.1-7.3.	Analysing our footprint through carbon impact calculations. Analysing our positive impact through handprint analysis.	GRI 2-23 GRI 201-2 GRI 302-2 GRI 305-3	CO2 from use of our chargers (scope 3): 17 630 tCO_2e Handprint 2022: 103 833 tCO_2e .	Improvement of our insight into the energy used to charge by our customers.
Legal compliance, anti-corruption and bribery measures	By complying to laws and regulations and working against corruption and bribery, we build a strong institution (contribute to SDG 16).	Tracking cases of non-compliance. Tracking cases of whistleblowing. The Code of Conduct is mandatory reading for all new employees.	GRI 2-15 GRI 2-16 GRI 2-23 GRI 2-24 GRI 2-26 GRI 2-27	Nr of instances of non-compliance in 2022: 0 Nr of instances of whistleblowing cases related to legal compliance, corruption or bribery: 0 100% of employees who have read and signed the Code of Conduct: 99.5%	Continued monitoring of all metrics. Improved understanding of the effect of the EU Taxonomy and CSRD on Virta. Prepare modern slavery statement for 2024.
Resilience of our business model & sustainable growth of the company & its business	By a strong focus on resilience and sustainable growth, we help build strong institutions and resilient infrastructure, and make the industries of mobility and energy more sustainable (contribute to SDG 16)..	Tracking our sustainability performance through EcoVadis. Hiring and retaining the right talent, focusing on diversity. Improving internal documentation. Improving transparency. Focusing on customer satisfaction.	GRI 401-1	EcoVadis Score: 66 Turnover rate: 16.4% New hires in 2022: 90 eNPS: 31	Continued tracking of all metrics. Improve EcoVadis score further. Release first Sustainability Report. Update Sustainability Policy and KPIs. Strong focus on customer satisfaction.

5 VIRTA'S ENVIRONMENTAL FOOTPRINT

In the Global Risk report 2023 by the World Economic Forum, societal, environmental and cybersecurity risks are ranked among the top risks in the next 2-5 years. Looking to the future, environmental risks are the most prominent, with the top four most critical long-term threats to the people and the planet having to do with environmental factors. "Failure to mitigate climate change", "failure of climate-change adaptation" and "natural disasters and extreme weather events" rank as the top three most severe risks.

We at Virta understand that every organisation has a role to play in the fight against these risks, and we see creating a zero-emission world of mobility and energy as our contribution. By providing the services needed to seamlessly intertwine electric vehicle charging with the renewable energy system, we can efficiently lower the emissions of both the transport and energy sectors.

At the same time, we want to ensure that our business is as sustainable as possible, not only from an environmental standpoint but also looking at social and governance factors. That is why we have taken significant steps during 2022 to increase our own awareness of our negative, and positive, impact. Our Sustainability Policy guides our work, and it is a document that we will continuously update with more ambitious targets as we get further into our sustainability journey.

An increasing risk when it comes to our sustainability work is the upcoming laws and regulations related to for example the Corporate Sustainability Reporting Directive (CSRD). During 2022, we had no cases of non-compliance with environmental laws and regulations, and by staying up to date regarding legal requirements and regulations, we plan to continue this in the future. However, this requires that we are aware of what the EU taxonomy, and the CSRD, require of us as a company, and in extension, how they affect our investors.

In 2022, we got a whole new view of our impact by calculating our Carbon Footprint for 2021 with an external partner, UseLess Oy. The calculations included all existing Virta subsidiaries at the time – Liikennevirta Oy (Finland), Virta International GmbH (Germany), Virta Nordic AB (Sweden), Virta SARL (France), and Virta Ltd (UK). Now, in the beginning of 2023, we have once again calculated our footprint together with UseLess Oy, this

time including our new subsidiaries Virta Ltd Pte (Singapore) and Virta Eastern Europe S.R.L. (Romania) as well. The Carbon Footprint report that resulted from the calculations gives us valuable insight into our Scope 1, 2 and 3 emissions and how they have changed since 2021. A summary of the results can be found in this report.

> **We want to ensure that our business is as sustainable as possible, not only from an environmental standpoint but also looking at social and governance factors.**

A. GREENHOUSE GAS EMISSIONS

During 2022, our main focus when it came to greenhouse gas emissions was to get a better overview of the company's environmental impact, with the help of carbon footprint calculations. Together with the company UseLess Oy, the company's scope 1-3 emissions for 2021 were calculated, and in the beginning of 2023, the emissions for 2022 were calculated with the same external company. All results presented are calculated using emission factors by the International Energy Agency (IEA, 2022), both for 2022 and 2021. Last year when we published our 2021 emissions, we did not use the IEA factors, which explains the slight difference between the numbers published then, and the numbers you can see in table 2.

Even though the software industry is not usually regarded as a highly polluting industry, we think it is crucial to have insight into our company's impact. With rising demands from investors and customers, as well as new laws and directives that either apply to Virta or Virta's owners, the company needs to be compliant and meet the expectations of all stakeholders.

With a clearer view of the company's impact, the plan is to set clear emission reductions targets. We want to be ambitious with

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Table 2: Emission comparison 2022 vs 2021.

	2021	2022
Estimated total direct emissions (Scope 1), tCO_2e	5.0	4.1
Estimated total indirect emissions: location-based (Scope 2), tCO_2e	8.0	13.8
Estimated total indirect emissions: market-based (Scope 2), tCO_2e	3.7	9.8
Estimated indirect emissions (Scope 3) tCO_2e	9956.7	19697.0
Total GHG emissions (location-based)	9969.7	19714.9
Total GHG emissions (market-based)	9965.4	19711.0
Full-time employees (yearly average) included in the GHG reporting scope	118	169
Scope 1 emissions per FTE (tCO_2e)	0.04	0.02
Scope 2 emissions per FTE, market-based (tCO_2e)	0.03	0.06
Scope 3 emissions per FTE (tCO_2e)	84.38	116.55
Total emissions per FTE, market-based (tCO_2e)	84.45	116.63
Revenue (M€)	18.4	39.1
Scope 1 emissions per M€ of revenue (tCO_2e)	0.27	0.10
Scope 2 emissions per M€ of revenue, market-based (tCO_2e)	0.20	0.25
Scope 3 emissions per M€ of revenue (tCO_2e)	541.13	503.8
Total emissions per M€ of revenue, market-based (tCO_2e)	541.60	504.12

limiting our own impact, but more importantly, we want to enable our customers to significantly reduce the emissions in the transportation and energy sectors with the help of our services.

A summary of our carbon emissions for scopes 1-3 can be seen in table 2. We also showcase the emissions per M€ of revenue and per employee. Scope 1 refers to the direct emissions from owned or controlled assets. Scope 2 refers to indirect emissions from purchased energy. Scope 3 emissions are any indirect emissions from assets not owned or controlled by Virta, but which we indirectly impact through our value chain. For an in-depth view of the data, including an explanation of the terms, the assumptions made, and categories included, please refer to the complete carbon report of 2022.

Since 2021, our emissions have increased by 98%. Per full-time employee (FTE, counted with the average number of employees over the year), the emissions have risen by 38%, from 84.45 tCO_2e per FTE to 116.63 tCO_2e per employee. The changes from 2021 to 2022 can be explained by several factors – mainly an overall growth in our business, an increase in business travel because of the decreasing impact of Covid-19, the opening of a new office, better access to primary values in the carbon calculations as well as more comprehensive data available especially for transportation. For example, the number of chargers

purchased grew by 66% and the total charged energy in Virta's system grew by 75%. These factors impact the emissions of the company. The changes in emissions by scope and category can be viewed in table 3.

At the same time, we want to highlight that the relative emissions of Virta, in $kgCO_2e$ per euro of revenue have decreased. The carbon intensity in 2021 was 0.54 $kgCO_2e/€$ and decreased to 0.50 $kgCO_2e/€$ in 2022.

According to the data, our largest indirect negative impact (Scope 3) in 2022 comes from Use of Sold Products, meaning the emissions of the energy used in charging stations connected to our network. These emissions amounted to 17 630 tCO_2e. 99.9% of our negative impact derives from indirect, scope 3, emissions. Other significant sources of emissions are Purchased Goods and Services, meaning IT equipment, data centres and charging stations, as well as Business Travel. Purchased Goods and Services make up 9.5% (1865 tCO_2e) of our emissions, whereas Business Travel makes up 0.7% (133 tCO_2e) of our emissions.

Knowing where most of our emissions derive from allows us to better understand where we can make a significant impact. Prior to our first carbon calculations, we thought some areas

Table 3: Changes in emissions per scope.

Scope		2021 (tCO$_2$e)	2022 (tCO$_2$e)	Change (tCO$_2$e)	Change%
Scope 1	1.1 Company facilities	0.0	0.0	0.0	–
	1.2 Company vehicles	5.0	4.1	-0.8	-17%
Scope 2	2.1 Purchased electricity (market based)	0.7	2.3	1.6	243%
	2.2 Purchased steam	0.0	0.0	0.0	–
	2.3 Purchased heating energy	3,0	7.5	4.5	148%
	2.4 Purchased cooling energy	0.0	0.0	0.0	–
Scope 3 Upstream	3.1 Purchased goods and services	294.7	1865.3	1570.6	533%
	3.2 Capital goods	0.0	0.0	0.0	–
	3.3 Fuel and energy related activities	18.4	38.9	20.6	112%
	3.4 Upstream transportation and distribution	0.9	9.0	8.6	917%
	3.5 Waste generated in operations	0.1	0.1	0.0	-0.4%
	3.6 Business travel	41.8	132.9	91.1	218%
	3.7 Employee commuting	12.5	19.1	6.6	52%
	3.8 Upstream leased assets	0.0	1.2	1.2	–
Scope 3 Downstream	3.9 Downstream transportation	0.0	0.0	0.0	–
	3.10 Processing of sold products	0.0	0.0	0.0	–
	3.11 Use of sold products	9588.0	17630.2	8042.2	84%
	3.12 End-of-life treatment of sold products	0.3	0.4	0.0	13%
	3.13 Downstream leased assets	0.0	0.0	0.0	–
	3.14 Franchises	0.0	0.0	0.0	–
	3.15 Investments	0.0	0.0	0.0	–
		9965	19711	9746	98%

Table 4: Emissions from Virta's own operations

Virta's own operations	2022
DIRECT SCOPE 1	**tCO$_2$e**
Company vehicles	4
Company facilities	0
INDIRECT SCOPE 2	**tCO$_2$e**
Electricity (market-based)	2
Electricity (location-based)	6
District heating and cooling	8
TOTAL SCOPE 1 AND 2 (market-based)	**14.0**
TOTAL SCOPE 1 AND 2 (location-based)	**17.9**

Table 5: Emissions from Virta's value chain

Virta's Value Chain	2022
UPSTREAM SCOPE 3	**tCO$_2$e**
Purchased goods and services	1865
Capital goods	0
Fuel and energy related activities	39
Upstream transportation and distribution	9
Waste generated in operations	0
Business travel	133
Employee commuting	19
Upstream leased assets	1
DOWNSTREAM SCOPE 3	**tCO$_2$e**
Downstream transportation	0
Processing of sold products	0
Use of sold products	**17630**
End-of-life treatment of sold products	0
Downstream leased assets	0
Franchises	0
Investments	0
IN TOTAL SCOPE 3	**19697**

(such as waste from operations) had a larger impact than what they do in reality. Our learnings from our carbon calculations will be applied the next time the company's Sustainability Policy and related KPIs are updated. We will do this to make sure that our sustainability efforts are focused on the right areas, where the impact can be the largest.

One target for 2022 was to increase the number of offices running on renewable electricity and energy. What we did not foresee was the difficulty affecting the types of energy and electricity used on the premises; in some of our offices, we have little to no control at the moment. Even so, 86% of office elec-

tricity and 17% of office energy came from renewable sources in 2022. In order to improve this number, we will add renewable energy and electricity availability as a criterion when looking for new offices. In some cases, such as for our HQ in Helsinki, we know that the city of Helsinki is moving toward renewable energy within the next couple of years. This will significantly improve our carbon footprint from scope 2.

B. VIRTA'S ENVIRONMENTAL HANDPRINT

In order to gain further insight into our impact as a business, we conducted an environmental handprint calculation in 2022, and then again in the beginning of 2023. This provided us with the company's handprint for the years 2021 and 2022. The handprint is a way to showcase the positive climate impact of a service or solution. The methodology used as the main methodology in the calculations was developed by the Technical Research Centre of Finland (VTT) and LUT University. The calculations were carried out by the company UseLess Oy.

The focus was to demonstrate the CO_2 emissions avoided when an electric vehicle powered by Virta's solution is used as opposed to an internal combustion engine vehicle. The system

RAW MATERIALS — **MANUFACTURING** — **USE**

Fuels → Electricity production

Raw materials → Charging stations

Raw materials → Powerplant construction

Raw materials → EV manufacturing

Raw materials → Fuel manufacturing

Raw materials → Fuel station construction

Raw materials → Fuel manufacturing

Raw materials → Internal combustion engine car manufacturing

EV usage

Charging station maintenance

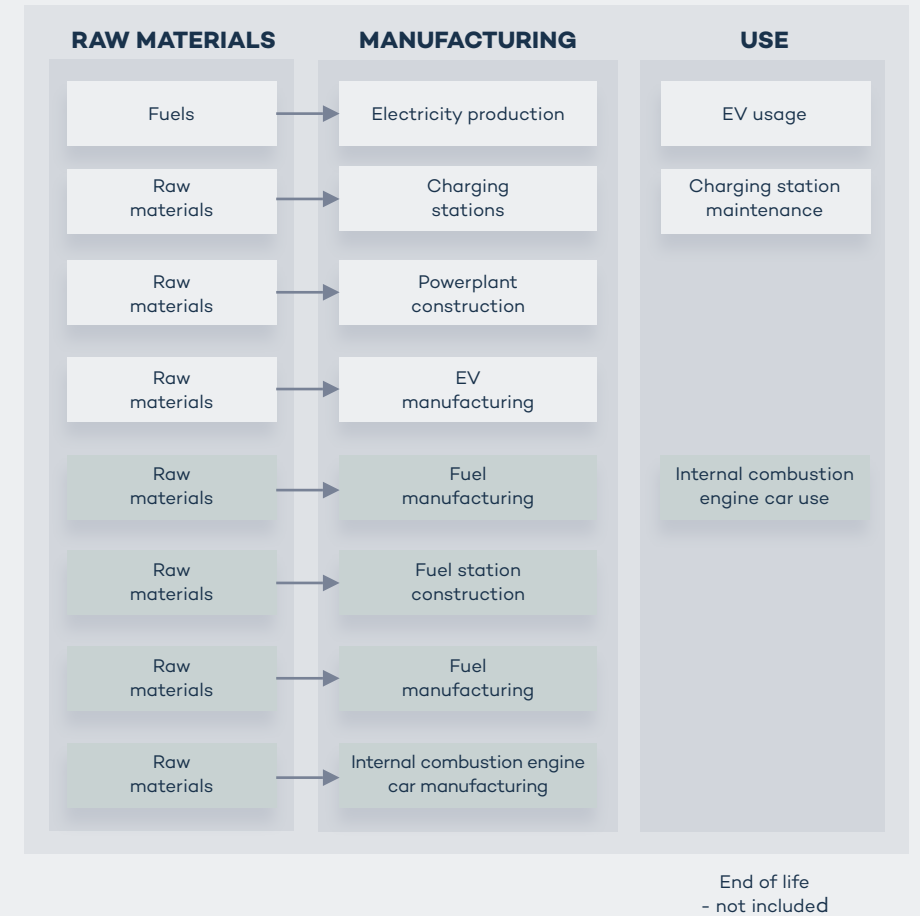Internal combustion engine car use

End of life - not included

Figure 2: The System Boundary of the handprint calculations

boundary of the studies is shown in figure 2. Roads and other road vehicle infrastructure, except those part of fuel support facilities, were not included in the study, as they are common for all passenger vehicles and for this reason, there is no difference in direct comparison. Also, the end-of-life treatment of passenger cars and charging stations and fuel stations was left out from the study.

An important aspect in the handprint studies was fairness. The studies were designed to communicate the positive climate impact of Virta. All the main assumptions regarding the system boundary and used emission factors for both the baseline solution and Virta's solution were done so that they treat both cases equally. When assumptions were needed to produce average estimates, the estimates were conservative towards Virta's solution. The data used to conduct the studies was collected from us, Virta (primary data) as well as literature and national statistics (secondary data). The emission factors for electricity generation used in the study were from the IEA (2022) database. For an in-depth view of data collection and the methodology, please view the 2022 study by UseLess Oy.

The carbon handprint of Virta is assumed to be created due to electric vehicles (EVs) replacing internal combustion engine

cars (ICEs). The logic of the carbon handprint calculation of Virta is the following:

Carbon handprint = Carbon footprint$_{baseline}$ **- Carbon footprint**$_{Virta\ solution}$

And for the carbon footprint of both the baseline and Virta's solution, it's the following:

Carbon footprint$_{baseline}$ **= Vehicle manufacturing**$_{Petrol\ car}$ **+ Infrastructure**$_{Fuel\ Station}$ **+ Fuel manufacturing + Fuel use**

Carbon footprint$_{Virta\ Solution}$ **= Vehicle manufacturing**$_{EV}$ **+ Infrastructure**$_{Charger}$ **+ Electricity production**

Based on this model, the total annual carbon handprint of Virta for 2022 is 103 833 tCO$_2$e. In 2021, the number was 60 499 tCO$_2$e. This means an increase in carbon handprint of 72%. The driver for carbon handprint growth is the business growth of the company in markets where the carbon footprint of Virta's solution is lower than the carbon footprint of the market average (=baseline). In other words, as our business grows, our positive climate impact grows with it.

C. SUSTAINABLE CHARGING AND ENERGY

Electrifying both the transport sector and the energy sector is a fundamental part of fighting climate change and in making the world zero-emission. Ideally, all electric vehicle charging would use energy from 100% carbon-free sources, since an EV charged with renewable energy creates 5 times less emissions than a traditional ICE car. This is not the situation in the market today, but something we as a company are striving for. However, utilising smart charging, that can consider grid signals and provide dynamic load management, decreases the climate impact of charging. This is a service that we have provided for years.

In 2022, our main goal was to gain insight into the climate impact of charging in Virta's system. We achieved this through Scope 3 carbon analysis, performed by the company UseLess Oy. What we learned from this analysis is that the emissions from the energy charged in our system is the largest source of carbon for our company. In 2021, 96.7% of our carbon impact came from the energy charged, and in 2022, it was 89.4%. This amounts to 10,970 tCO_2e and 17,630 tCO_2e, respectively.

The challenge surrounding this is that we as a company have a very slight possibility to reduce these emissions. We do not choose the type of energy used in the chargers connected to the Virta system, our customers do. Furthermore, we currently do not have enough insight into the type of energy used. Therefore, the focus area when it comes to sustainable charging and energy, is to increase transparency around the type of energy used by our customers. This will be a challenge, but one we have already started working on.

6 DIVERSITY & EMPLOYEE WELLBEING

Building a diverse workforce where the employees feel good is crucial for the success of any company, and we are no exception. In order to reach our growth objectives, we need to perform on a top level, and to do that, we need everyone to be healthy and happy. In this part of the report, we share how we have worked with diversity, health & safety and employee satisfaction and development during 2022.

A. DIVERSITY

In a report on diversity by McKinsey, it was shown that diverse companies are 35% more likely to deliver above-average profit margins and more long-term value creation. Several other studies have shown that diversity in the workplace allows higher morale and a stronger company culture, a broader range of perspectives, better innovation, a larger potential pool of talent to recruit from, and several other benefits.

We are proud at Virta of our diverse and multi-cultural work force, bringing varying points of view to the table and together building our company culture. Even so, diversity on all levels of a company can always be improved.

Diversity is essential for the success of Virta. It brings a range of perspectives, reduces discrimination and bias, improves employee engagement and retention, improves decision-making and problem-solving, and enhances the organisation's reputation. By embracing diversity and creating an inclusive environment, Virta can create a more dynamic, innovative, and successful workplace.

Gender balance

A reoccurring challenge in the IT sector is gender balance – the industry is male-dominated. At Virta, our hiring managers and recruiters are aware of the imbalance, and it is something that is taken into regard in our talent acquisition. Furthermore, our recruiters and hiring managers are trained in unconscious biases and aim to take these biases into regard in every interview situation. Virta's gender balance as of the end of 2022 is presented in Figure 3.

> By embracing diversity and creating an inclusive environment, Virta can create a more dynamic, innovative, and successful workplace.

Figure 3:
The gender balance at Virta in 2022

- Female
- Male
- Other / prefer not to say

0,5 %
28,5 %
71,0 %
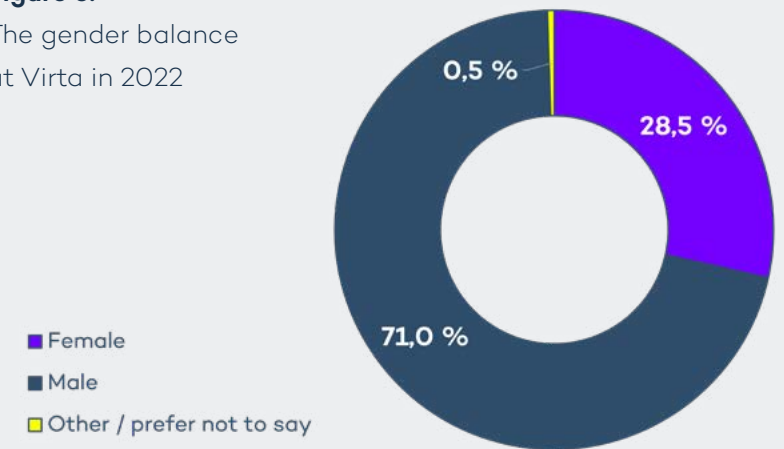
At Virta, we also want to consider that not everyone identifies themself as male or female. That is why we aim to use inclusive language in both recruitment and internal documents, and why our HR offers the option of "other/prefer not to say" when it comes to questions about gender identity in our questionnaires. As of now, 0.5 percent of employees have selected this option.

We do not only want to have a diverse workforce at Virta; we also want to make sure that the diversity is visible on all levels within the company, and that all employees are compensated and rewarded in an equitable manner. Looking at the gender distribution through different levels of the company, we can see that we still have work to do.

The gender balance of the Executive Leadership Team is presented in Figure 4. The gender balance of In the the Board of Directors is presented in Figure 5.

Another area to focus on in the future is to increase the transparency of the gender pay gap. These are numbers we want to report on in the future, but which we do not have data on currently.

Figure 4:
The gender balance in Virta's Executive Leadership Team in 2022

22,0 %
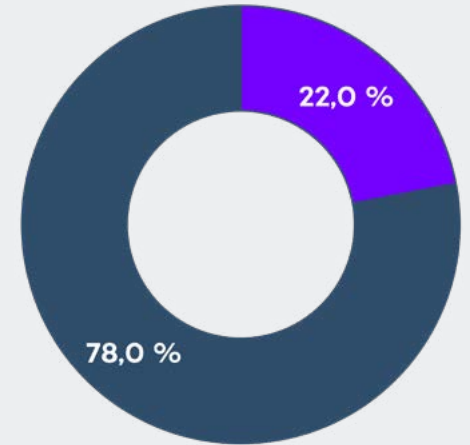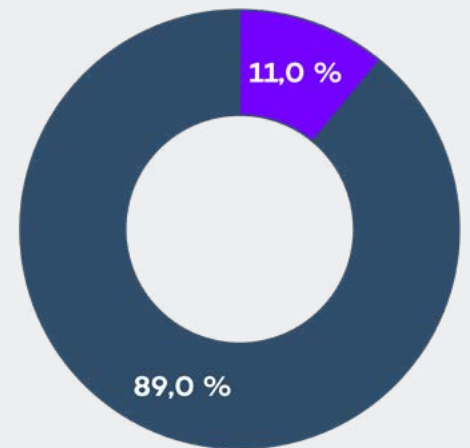78,0 %

■ Female
■ Male

Figure 5:
The gender balance in Virta's Board of directors in 2022

11,0 %
89,0 %

■ Female
■ Male

Age distribution and nationalities

The age distribution at Virta is presented in Figure 6. The vast majority (93%) of Virta's employees are between the ages of 25 and 54.

The age distribution of the Executive Leadership Team is presented in Figure 7. The age distribution of the Board of Directors is presented in Figure 8.

Diversity is not limited to gender and age, but also includes gender identity, religion, sexuality, cultural background, skills, educational background, and personality. We believe that a diverse workforce across all these aspects is a strength. Due to legal restrictions, there are diversity metrics we do not track at this moment, and therefore do not report on. We do however track the number of nationalities represented among Virta's workforce.

Looking at the nationalities represented among Virta's employees (figure 9), it is evident that a large number of countries are represented. The largest group represented are Finns, at 48%, explained partially by the fact that the company's HQ is in Helsinki, Finland. At the end of 2022, we had people of 31 different nationalities working for Virta.

As with gender balance, ideally, we want to see a similar distri-

Figure 6.
The age distribution at Virta in 2022
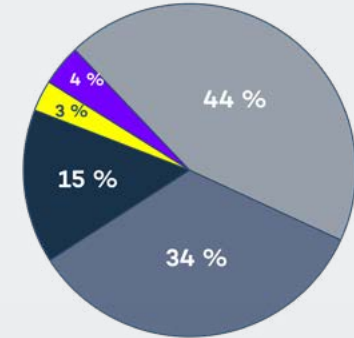
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64

Figure 7.
The age distribution in Virta's Executive Leadership Team in 2022

- 30-39
- 40-49
- 50-59
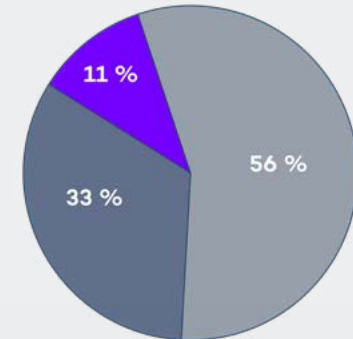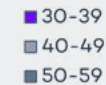
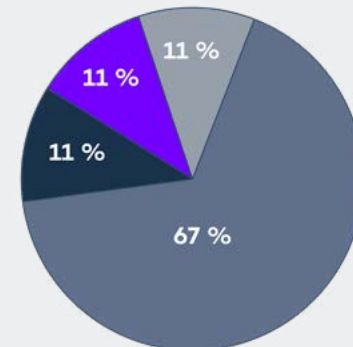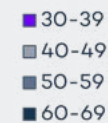**Figure 8.**
The age distribution in Virta's Board of Directors in 2022

- 30-39
- 40-49
- 50-59
- 60-69

bution of nationalities represented throughout different levels of the company. Here, as with gender balance, we have improvements to make.

The nationality distribution of the Executive Leadership Team is presented in Figure 10. The nationality distribution of the Board of Directors is presented in Figure 11.

B. HEALTH AND SAFETY

Virta conducts business in accordance with applicable health and safety requirements and strives for continuous improvement in health and safety policies and procedures. All employees are expected to perform their work in compliance with applicable health and safety laws, regulations, policies and procedures and apply safe work practices at all times in all locations.

We provide a broad range of health care services to our employees, considering the requirements and practices of different countries. The services cover both physical and mental health. All employees are covered by these services. We also offer other benefits in order to enhance physical and mental wellbeing. During 2022, we offered the mental well-being service "Auntie" to all employees, and it has been very well-received, with an

Figure 9.
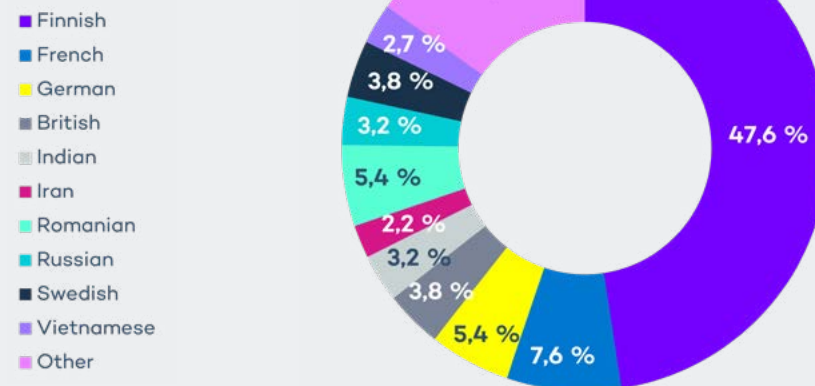The nationality distribution at Virta in 2022

- Finnish
- French
- German
- British
- Indian
- Iran
- Romanian
- Russian
- Swedish
- Vietnamese
- Other

47,6 %
7,6 %
5,4 %
3,8 %
3,2 %
2,2 %
5,4 %
3,2 %
3,8 %
2,7 %
15,1 %

Figure 10.
The nationality distribution in Virta's Executive Leadership Team in 2022

100 %

- Finnish

Figure 11.
The nationality distribution in Virta's Board of Directors in 2022

45 %
33 %
22 %

- Finnish - German - French
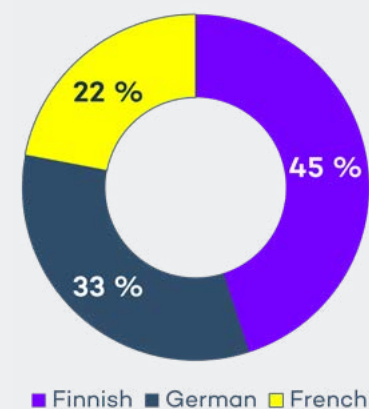
average rating of 8.9/10, and a 100% recommendation rate to colleagues. Our employees who used the service experienced a 32.2% improvement in their overall health, 25.3% decrease in stress levels and 15.3% increase in work efficiency. The company also has an Occupational Health and Safety committee that continuously monitors and develops the safety and health of the employees.

We track employee health and safety through two main metrics: the number of work-related injuries per year, and the number of cases of whistleblowing or reported cases of discrimination or other misconduct. In 2022, 5 work-related injuries were reported – 3 during company events and 2 from traveling to or from work. No injuries were serious. When it comes to discrimination and whistleblowing, for 2022, we had zero cases of whistleblowing related to discrimination or similar, and no other reported cases of discrimination. This does not automatically mean that there have been no cases of discrimination, as someone might not feel comfortable enough to report, but it is an indication that our efforts are working to an extent. Our whistleblowing system is available to all, and it is anonymous. If a case of discrimination is reported, we have policies and practices in place to take action to prevent further damage and that any discrimination reoccurs. The cases reported through whistleblowing are investigated by the occupational health and safety manager and occupational health and safety representative. The whistleblowing tool allows

us to request further information from the person who made the report, and the person can give additional information as required, so that Virta understands how to best manage the situation. An investigation will be done, and actions will follow, adapted to the specific case.

Another way we track the health and wellbeing of our employees is through internal surveys. Every quarter, we send out either a quick pulse survey or a longer survey, which allows all employees to give anonymous feedback to the company. The answers are looked at by HR, and actions are taken as needed.

C. EMPLOYEE SATISFACTION, ENGAGEMENT AND DEVELOPMENT

It is not enough that employees are healthy and feel safe, but we also want everyone to feel satisfied and engaged with their work, and for all to be able to develop and grow with the company. We have several ways to work with this.

In 2022, the two KPIs concerning employee satisfaction & engagement were to improve Virta's eNPS (employee net promoter score) with 10 points and to ensure that 100% of employees had the opportunity to take part in development discussions to share their aspirations on career development and discuss

opportunities with their managers. eNPS can be a useful metric for organisations to measure employee satisfaction, but it presents some challenges that must be considered. The scope of eNPS is limited, and only measures employee satisfaction to an extent. Also, it requires additional feedback options, for HR to understand the score given. It is also very important to act based on the results. These are factors that have been considered when Virta has been measuring the company eNPS throughout the years. We have also concentrated on looking at the development of Virta's eNPS since we understand the limitations of comparability to other companies.

Regarding the eNPS, we started the year off with 9 points, and ended the year with 31 points, thus reaching the year's goal. The positive changes might be due to more clarity in roles and responsibilities. Also, the company has made significant efforts in building the company culture by fostering a more inclusive and supportive workplace, building up team spirit after the covid-19 restrictions, and by improving internal communication.

Other than eNPS, we survey the satisfaction of our employees a few times per year through anonymous Employee Satisfaction Surveys. These give us good insight into where we are performing well as an employer and where our improvement areas are. The results of these surveys are shared with the whole

company in our PCS hour meetings. The PCS (people, culture & sustainability) hours are info sessions covering relevant matters concerning performance, wellbeing, diversity and inclusion, HR processes and policies, and sustainability, all relevant to all our employees. We also share company performance and successes of our teams in our quarterly all-employee meetings. These meetings allow employees to engage with the leadership and ask questions.

An important part of employee development and engagement is our regular performance and career development reviews. They are important for both the employer and employees. They allow the employer to know of the ambitions of the employee, and they allow the employee to actively take part in building their own career at the company. In 2022, approximately 95% of Virta employees took part in development discussions. We will be implementing a new people enablement software and OKR framework in 2023, which will also give the opportunity to track the performance and the development goals of the employees in a more effective way.
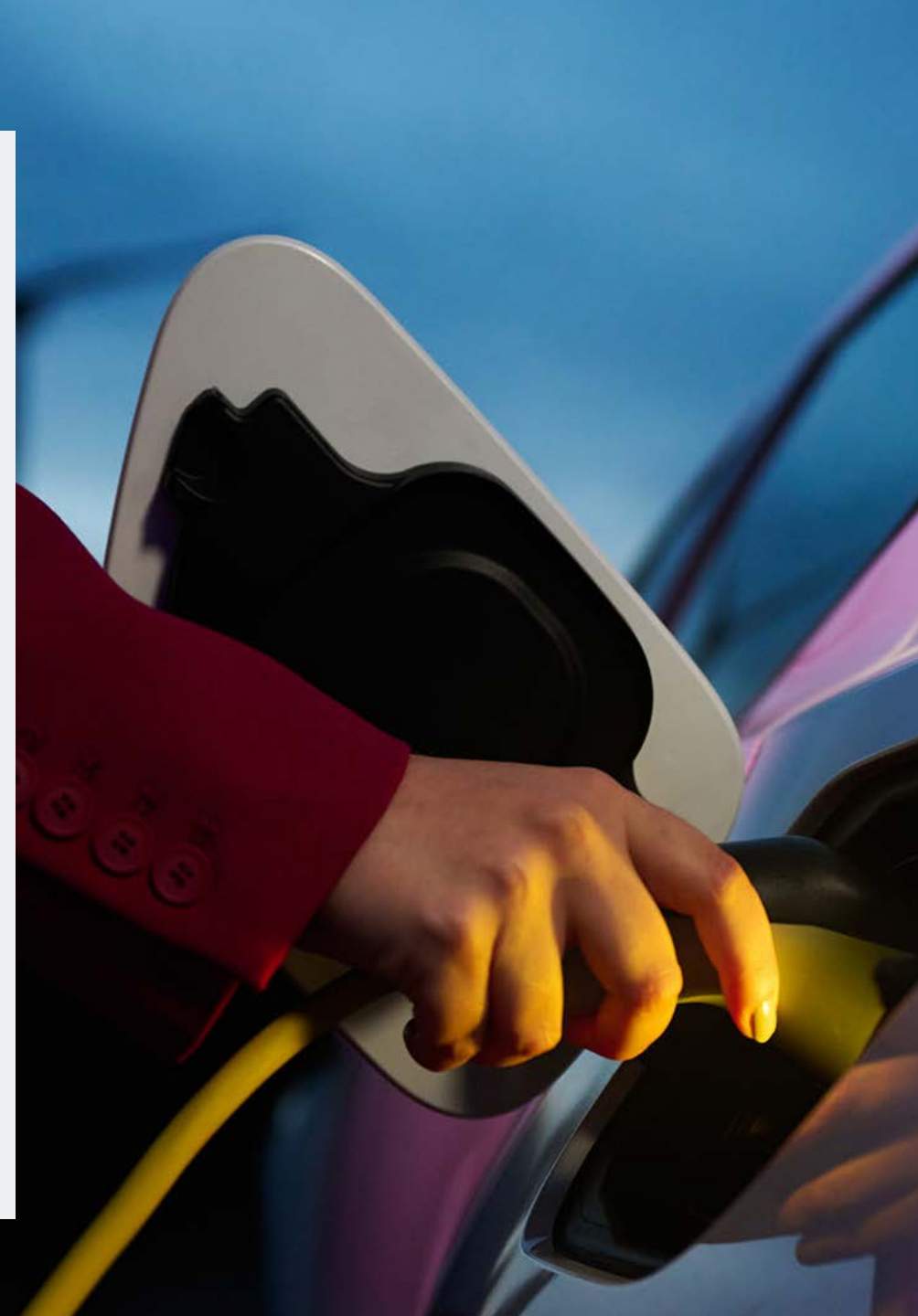
7 BUSINESS ETHICS & SUSTAINABLE PROCUREMENT

A crucial part of sustainable business practises is to conduct business ethically and to ensure that the procurement of products and services is sustainable. For us, this means following laws and regulations, safeguarding the privacy of our customers, a strong focus on data- and cybersecurity, working against corruption and bribery, and assuring that our supply chain is ethical and sustainable.

Business ethics, data- & cybersecurity and customer privacy
In 2022, we had zero instances of non-compliance with laws and regulations. There were no reported cases of bribery or corruption. Related to this, the whistleblowing procedure was updated and made easily available for all stakeholders. During the year, we had one case of whistleblowing overall, a low-priority case related to opt-in to marketing emails. The message was answered, and no further measures were needed. During 2022, a step taken to improve the grasp of business ethics in-

ternally is to ensure that all Virta's employees read through and sign the Code of Conduct. As of now, 99.5% have signed it. Looking at privacy, we can report that we had no breaches of customer privacy in 2022. Also, there were no leaks, thefts or losses of customer data. We received one minor request from The Office of the Data Protection Ombudsman, to improve how the privacy policy is shown in Virta's public web pages. The request was answered and did not lead to any further measures.

As far as we are aware there has been no cyber security events which would have been categorised as any kind of an incident. In 2023, cyber security will continually be integrated to any company processes which have a cyber security aspect, making it a part of normal day-to-day operations.

An internal goal related to privacy and security is that all Virta employees have taken part in an internal GDPR training. As of the last day of 2022, 98% of employees had completed the training.

Table 6: Incidents and measures taken in 2022

Area	Incidents in 20222	Measures taken
Compliance with laws and regulations	No cases of non-compliance	No measures needed
Whistleblowing	1 low-priority case of whistleblowing, related to marketing	No further measures needed
Customer privacy and data security	No breaches, leaks, thefts or losses of data. One minor request from The Office of the Data Protection Ombudsman.	The minor request was answered, and no further measures were needed
Cyber security	No cyber security incidents	The minor request was answered, and no further measures were needed

Sustainable procurement

Transparency of the supply chain, sustainable procurement and human rights are more relevant than ever, and areas where we have increased efforts during the past year. Even though human rights and modern slavery are not material topics for Virta per se, we see them as salient topics due to the legislative demands, overall trends in the industry, and the fact that it is a question about human lives. One way in which we take these topics into regard in our business is by increasing our demands on our suppliers and the transparency of our supply chain. In 2022, we updated our Supplier Code of Conduct and applied it to more suppliers. Now, 66% of our hardware suppliers have signed the Supplier Code of Conduct, and the goal is 100% in 2023. We have also required suppliers to do an EcoVadis assessment, which gives us insight into how they work with environmental, ethical, labour & human rights and procurement aspects of sustainability. 83% of our hardware suppliers have an active EcoVadis scorecard. No rated suppliers have been identified to have a significant negative impact, and therefore no measures have been taken towards suppliers after the EcoVadis assessment results. One goal going forward is to increase the number of suppliers who have signed the Supplier Code of Conduct and who have gained an EcoVadis scorecard, especially suppliers outside the hardware group.

> Transparency of the supply chain, sustainable procurement and human rights are more relevant than ever, and areas where we have increased efforts during the past year.

8 ENSURING SUSTAINABLE BUSINESS PRACTICES

Sustainable growth of the company and resilience of our business model

With the rapid growth we have experienced at Virta during the last couple of years (112%+ revenue growth in 2022), it has been crucial to ensure that the growth is sustainable in the long run. In order to do this, we focus on hiring and keeping the best professionals, keeping the quality of our products and services high, and improving our sustainability work and documentation throughout the company. Sustainable growth also refers to economic growth, and Virta has been able to sustain the revenue growth over the past 4 years at over 100% per year. The past four years, Virta has also been listed by The Financial Times on the FT1000-list, which lists the European companies that achieved the highest compound annual growth rate in revenue between 2018 and 2021.

Score breakdown

Sustainability performance:

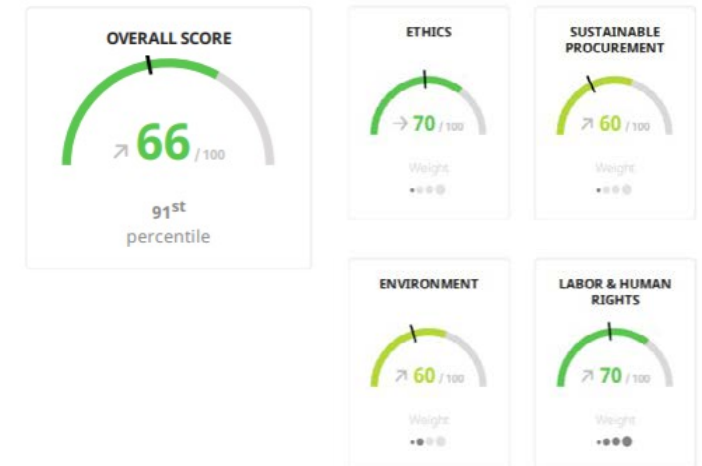● Insufficient ● Partial ● Good

● Advanced ● Outstanding

Image 1: Virta's EcoVadis Score in 2022

To measure whether we are growing sustainably or not, the Ecovadis scorecard is one metric considered. In 2022, the goal was to improve Virta's EcoVadis score by 10 points (from 55). We succeeded in this and acquired a 66-point scorecard, awarding us a silver medal and rating us in the 91st percentile of all companies assessed by EcoVadis. If we can grow rapidly as a company, while simultaneously improving this score, we see it as a sign that we are growing in a sustainable manner.

In 2022, an effort was made to improve sustainability documentation. Primarily, this was done by finalising and publishing the company's first sustainability policy and related KPIs. The policy and KPIs help guide the work that we do in sustainability and show both internal and external stakeholders where we are aiming to go. This report is the next step in increasing documentation and transparency in our sustainability work. Another focus of 2022 was to improve the inclusivity of internal documents, by using gender-neutral language. This is something HR now considers in all texts and documents created.

In order to grow sustainably, we need to hire and keep the best talent. By the end of 2022, the number of Virta employees amounted to 190 people. During 2022, we recruited 90 employees, and 27 employments ended. The overall turnover for 2022 was 16.4%, and of these, 10% were voluntary resignations. Three of the ended employments were fixed term con-

tracts that ended according to the planned fixed term. The new employees were divided as follows by regions: 59% hired in Finland, 13% in Romania, 9% in France, 9% in Germany, 4% in the UK, 4% in Sweden and 2% in APAC. You can see the age division and gender balance of the new employees presented in Figures 12 and 13. In order to keep talent, there is a strong focus on assuring that Virta's employees are healthy and satisfied. We track this mostly through our Employee Net Promotion Score (eNPS), which by the end of 2022 was 31 points. We are always looking to improve the score, but are content to see that it has improved since 2021. For more in-depth information about how these topics are tackled, see the section on Diversity & employee wellbeing in this report.

Finally, without satisfied customers, a company cannot operate. We track the satisfaction and requests of both B2B and B2C customers. The answers we get from customers are important in guiding and improving our product development going forward. Based on the feedback we received in 2022, the focus areas on the B2C side in 2023 are reliability, simplicity and findability, to meet the end users' top expectations. On the B2B side, the focus areas in 2023 are faster support, clearer visibility of the roadmap and better communication as well as improved field service processes. These are areas that the whole company are committed to, including the leadership team.

Figure 12.
The age division of new employees hired during 2022

- 20-29 years
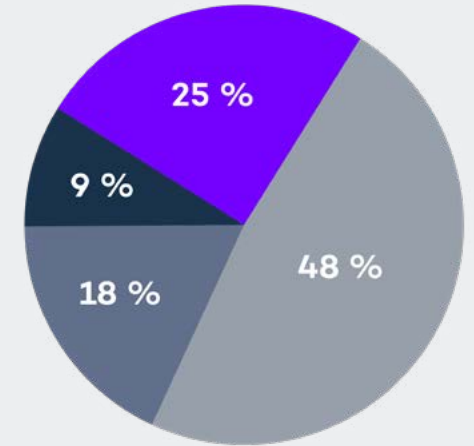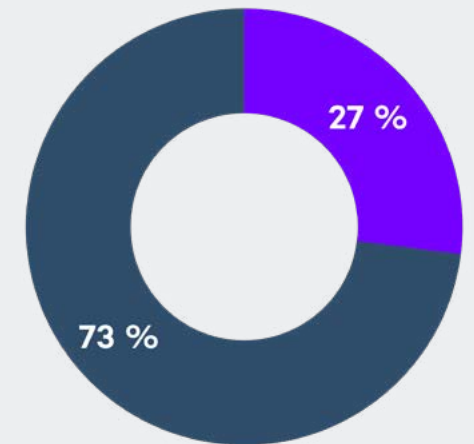- 30-39 years
- 40-49 years
- 50+ years

25 %
9 %
18 %
48 %

Figure 13.
The gender balance of new employees hired during 2022

- Female
- Male

27 %
73 %

9 THE WAY FORWARD

With this report, the aim is to provide a transparent view of the current state of sustainability at Virta. We hope that we have shown both our successes and challenges. We are only at the beginning of our long-term, global sustainability journey. The long-term goal of our sustainability work is to make sustainability a natural part of the day-to-day work of every Virta employee. By making sustainability a part of everything at Virta, from strategy to everyday, even mundane, matters, we can become an industry leader in sustainability.

The past year has offered us many important lessons. Based on what we have learned in 2022, we will work to improve certain aspects of our sustainability work, and we will update our Sustainability Policy and related KPIs. As the company continues to mature and develop, we expect improved data availability as well as better internal processes. Both will affect future sustainability reporting.

Two crucial learnings during 2022 regarding emissions have been that 1) certain areas are not as relevant from an environmental perspective as we first thought, when it comes to the impact our company has, and 2) some crucial areas of scope 3 emissions are very difficult for us as a company to affect at the moment. An example is the emissions from the use of our products, meaning the emissions from the production of energy used in charging stations in our network. During 2023, we will focus on getting better insight into the energy sources that our customers offer through the chargers connected to our system, allowing us a better foundation on which to make decisions.

The long-term goal of our sustainability work is to make sustainability a natural part of the day-to-day work of every Virta employee.

In 2023, we will implement OKRs at Virta, along with a new performance management tool. OKRs (Objectives and Key Results) is a goal-setting framework that provides a clear direction and helps align efforts towards achieving specific and measurable outcomes. We are implementing the framework across the organisation in 2023, in order for the team level and individual level goals to be more aligned with the overall strategy. The people enablement software Leapsome will be used to give us transparency into the OKRs within the whole company and to support the tracking and reporting of development discussions. The tool will also be used to encourage giving and receiving feedback, which is known to be one of the most important factors related to positive employee satisfaction and engagement.

When it comes to diversity, equity and inclusion (DEI), the company is taking significant steps in improving the data availability for analysing e.g., gender pay gaps. Training of the employees on the importance of DEI will continue. Another important area for the whole company is customer satisfaction. During 2023, and onwards, a lot of effort will be put into meeting the expectations of both B2B and B2C customers.

Virta has reported the information cited in this GRI content index for the period 1.1.2022-31.12.2022 with reference to the GRI Standards.

GENERAL DISCLOSURES

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	Disclosure 2-1 Organizational details	Virta in Brief Our sustainability approach
GRI 2: General Disclosures 2021	Disclosure 2-2 Entities included in the organization's sustainability reporting	Our sustainability approach
GRI 2: General Disclosures 2021	Disclosure 2-3 Reporting period, frequency and contact point	Our sustainability approach
GRI 2: General Disclosures 2021	Disclosure 2-6 Activities, value chain and other business relationships	Virta in brief
GRI 2: General Disclosures 2021	Disclosure 2-7 Employees	Diversity
GRI 2: General Disclosures 2021	Disclosure 2-9 Governance structure and composition	Virta in brief How we work with sustainability
GRI 2: General Disclosures 2021	Disclosure 2-11 Chair of the highest governance body	The chair of the board is not a senior executive, but an independent member of the board.
GRI 2: General Disclosures 2021	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	How we work with sustainability Governance structure
GRI 2: General Disclosures 2021	Disclosure 2-13 Delegation of responsibility for managing impacts	How we work with sustainability
GRI 2: General Disclosures 2021	Disclosure 2-14 Role of the highest governance body in sustainability reporting	How we work with sustainability
GRI 2: General Disclosures 2021	Disclosure 2-15 Conflicts of interest	Code of conduct (page 14)
GRI 2: General Disclosures 2021	Disclosure 2-16 Communication of critical concerns	How we work with sustainability Health and safety Business ethics and sustainable procurement

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	Disclosure 2-22 Statement on sustainable development strategy	Greetings from the CEO
GRI 2: General Disclosures 2021	Disclosure 2-23 Policy commitments	Sustainability Policy Code of Conduct Supplier Code of Conduct
GRI 2: General Disclosures 2021	Disclosure 2-24 Embedding policy commitments	Sustainability Policy Code of Conduct Supplier Code of Conduct
GRI 2: General Disclosures 2021	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	Health and safety Business ethics and sustainable procurement Virta's Whistleblowing Tool Code of Conduct (page 9)
GRI 2: General Disclosures 2021	Disclosure 2-27 Compliance with laws and regulations	No instances of no-compliance in 2022. Virta's Environmental Footprint Business ethics and sustainable procurement
GRI 2: General Disclosures 2021	Disclosure 2-29 Approach to stakeholder engagement	Ensuring sustainable business practices / Employee satisfaction, engagement and development / How we work with sustainability / Governance structure

MATERIAL TOPICS

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	Materiality
GRI 3: Material Topics 2021	Disclosure 3-2 List of material topics	Materiality
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Materiality page / Environmental foorprint / Sustainability Policy / Code of Conduct

ECONOMIC

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	Disclosure GRI 201-2 Financial implications and other risks and opportunities due to climate change	Our approach to sustainability

ENVIRONMENTAL

GRI Standard	Disclosure	Location
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organization	Greenhouse gas emissions Carbon Footprint report sections 2.2 and 3
GRI 302: Energy 2016	Disclosure 302-2 Energy consumption outside of the organization	Sustainable charging and energy Carbon Footprint report sections 2.3, 3,2 and 3.3
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions	Greenhouse gas emissions - Direct emissions - Scope 1 Carbon Footprint report sections 2.1 and 3.1
GRI 305: Emissions 2016	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions - Indirect emissions – scope 2 Carbon Footprint report sections 2.2 and 3.1
GRI 305: Emissions 2016	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	Greenhouse gas emissions Indirect emissions – scope 3 Carbon Footprint report sections 2.3, 3.2 and 3.3.
GRI 307: Environmental compliance 2016	Disclosure 307-1 Non-compliance with environmental laws and regulations	Virta's Environmental Footprint
GRI 308: Supplier Environmental Assessment 2016	Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable procurement

SOCIAL

GRI Standard	Disclosure	Location
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	[Ensuring sustainable business practices](#)
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	[Health and safety](#)
GRI 403: Occupational Health and Safety 2018	Disclosure 403-3 Occupational health services	[Health and safety](#)
GRI 403: Occupational Health and Safety 2018	Disclosure 403-6 Promotion of worker health	[Health and safety](#)
GRI 403: Occupational Health and Safety 2018	Disclosure 403-8 Workers covered by an occupational health and safety management system	[Health and safety](#)
GRI 403: Occupational Health and Safety 2018	Disclosure 403-9 Work-related injuries	[Health and safety](#)
GRI 404: Training and Education 2016	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	[Employee satsifaction, engagement and development](#)
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	[Diversity](#) [Governance structure](#)
GRI 406: Non-discrimination 2016	Disclosure 406-1 Incidents of discrimination and corrective actions taken	No instances of whistleblowing in 2022. [Health and safety](#)
GRI 414: Supplier Social Assessment 2016	DDisclosure 414-2 Negative social impacts in the supply chain and actions taken	[Sustainable procurement](#) [Supplier Code of Conduct](#)
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	[Business ethics](#)

VIRTA

Questions related to sustainability?
Please contact:

Antonia Åkerberg
Sustainability Manager
sustainability@virta.global

www.virta.global/sustainability