




Sustainability Report 2024

 **WirelessCar**
WE EMPOWER FUTURE MOBILITY



About this report

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This report is an appendix to WirelessCar's annual report 2024. The information and data contained in it relate to activities carried out from January 1, 2024, to December 31, 2024. The report also describes our sustainability vision, our focus areas both for contribution and compliance and how we work with all stakeholders around us. You are welcome to read and contact us if you have any questions or comments.



"Welcome to the sustainability report 2024!"

"At WirelessCar, we believe sustainability is not optional—it's necessary. Together with our partners, we use connected, data-driven services to make everyday mobility smarter, safer and more efficient. By turning vehicle and usage data into real impact, we make it easy to do right, help reduce emissions, improve operations, and support our customers on their journey toward a sustainable future."

Niklas Florén, CEO

"The demand for tech talent is growing, yet women remain underrepresented in STEM education. If we want to secure the future of innovation and build truly sustainable digital solutions, we need more young women choosing tech. Diversity isn't just a matter of fairness—it's essential to unlocking innovation, resilience, and long-term value creation. Research shows that diverse teams are more creative and solve problems faster, making them a powerful asset in a tech-driven future. That's why we're actively working to attract, retain, and develop women in tech—from our Rising Stars trainee program, which offers a fast track into the industry, to our partnerships with women-in-tech networks and community outreach in education. Our vision is to inspire the next generation, shape inclusive workplaces, and drive innovation for a more sustainable tomorrow."

Anna Gunlycke, Head of People & Talent Growth

"In a world increasingly polarized on sustainability, 2024 was a year of laying strong foundations. Now, more than ever, it is crucial to stay the course, grounded in science and guided by responsibility. These issues demand not only our attention, but our unwavering commitment. As we look ahead, innovation must drive our solutions—bold, inclusive, and future-focused. Embracing diversity, equity, and inclusion is not just a social imperative, but a strategic one: diverse perspectives fuel better outcomes. And through it all remains our responsibility to our planet and future generations—to act with urgency, integrity, and collaboration."

Holly Innocenti, Sustainability Manager

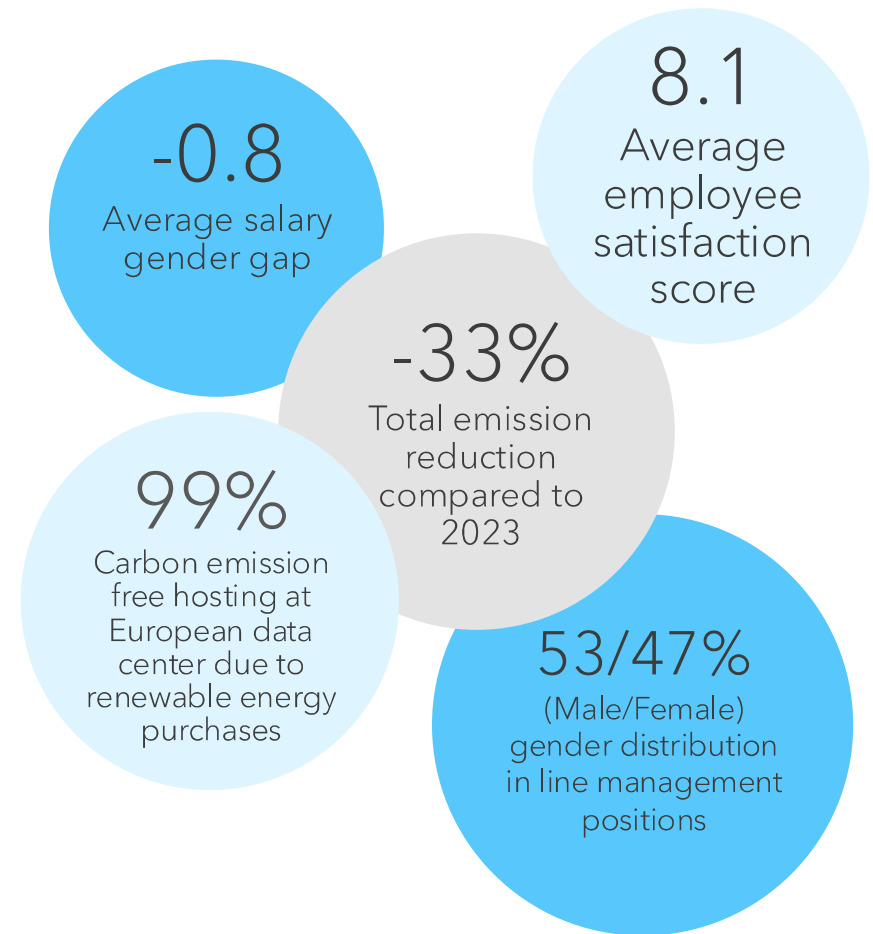
Highlights 2024

Annual Review: Progress with Purpose

This past year was one of meaningful progress as we deepened our commitment to our people, our planet, and inclusive leadership. Employee satisfaction remained a standout, once again exceeding industry benchmarks. Our people feel more engaged and supported, thanks to our continued investment in transparency, open communication, and a culture of belonging.

We also made significant strides in sustainability. Emissions dropped notably in 2024, a result of our shift toward reusing and optimizing existing equipment rather than undertaking large-scale renovations. This conscious, efficiency-driven approach helped reduce our environmental impact while increasing operational effectiveness—a win-win we're proud of.

Our focus on DEI led to a smaller gender gap and a more balanced management team. Through company-wide DEI education and management training, we've increased the ratio of women in leadership and strengthened the inclusive foundations of our organization. Together, these efforts show that real change is possible when we align our values with action—creating a workplace that's not just better, but built to last.



Powering a sustainable future through smart mobility solutions, global responsibility, and a deep commitment to people and the planet.

A Strategy Built on Transparency and Compliance

Sustainability is a business opportunity and a key driver of efficiency, innovation, resilience, and long-term growth. In line with the Corporate Sustainability Reporting Directive (CSRD), we integrate sustainability into our strategy by measuring and reporting impact, opportunities, and risks to ensure transparency and accountability, committing to progress, and aligning with our stakeholders.

Environmental: Reducing Climate Impact and Driving Sustainable Mobility

Sustainability in mobility means reducing emissions, optimizing resources, and enabling climate-friendly innovation. We approach this through both internal efforts and external contributions:

- Internally, we work to minimize our own environmental footprint by for example assessing our climate impact, setting emission reduction targets, and ensuring responsible operations.
- Externally, we help our customers and partners accelerate their sustainability goals by leveraging car data to optimize energy use, increase EV adoption, and enable more efficient mobility solutions.

Social: Driving Inclusion and Accessibility

For us, inclusion is a key part of sustainability. We are committed to Diversity, Equity, and Inclusion (DEI) both internally and in the solutions we create:

- Internally, we foster a diverse and engaged workforce, ensuring that our employees can thrive and contribute to a culture of innovation.
- Externally, develop accessible and inclusive digital mobility services that support the wellbeing of all people.



Governance: Ethical Business and Transparent Partnerships

Strong governance is essential to building trust, accountability, and long-term success. Our commitment to this ensures that we operate ethically and responsibly:

- Internally, we integrate transparency, ethics, and risk management into our operations to secure compliance and stakeholder trust.
- Externally, we engage with partners, customers, and regulators to drive industry-wide progress, ensuring that sustainability goals are met collaboratively and effectively.

A Data-Driven, Inclusive, and Climate-Neutral Mobility Ecosystem

By combining expertise, data, and innovation, we are shaping a sustainable mobility future that benefits both business and society. Through a holistic ESG approach, we commit to reducing our own impact while enabling our partners and customers to transition towards a climate-neutral, inclusive, and data-driven mobility ecosystem.

Opportunities to contribute to sustainable future mobility

Based on the double materiality analysis, these are the five areas where WirelessCar has an impact, opportunities to scale, and risks to mitigate to empower sustainable mobility in a resilient and responsible way. Please also note the UN SDGs that they contribute to and the related targets we are working towards.



Climate & Electrification

By boosting the EV-transition, supporting fossil-free/ load-balanced charging for reduced value-chain emissions, and transition to a net-zero company 2040.

*Near-term target towards net-zero 2030
Net-zero long-term target 2040*



Circular Economy

By maximizing vehicle life-time profitability and minimizing life-time value-chain impact*



People & DEI

By raising psychological safety through diversity, equity and inclusion we secure well-being and high-quality global solutions.

*No gender above 50% 2030
Diverse management 2030
Employee Satisfaction 0.3 above industry 2030*



Road Safety

By helping get the right assistance to collisions as fast as possible and help people prevent breakdowns*



Data Security

By securing integrity, resilience and privacy to support well-being and efficiency*

Governance

While not mandated, we believe this is a critically important area and have chosen to include it voluntarily. By doing so, we aim to demonstrate transparency, accountability, and our genuine commitment to driving positive impact beyond compliance.

*targets yet to be decided

Social

S1, S2 & S4 ESRS2 E1 & G1



S1

People & DEI (Diversity, Equity, and Inclusion)

By raising psychological safety through diversity, equity and inclusion we secure well-being and high-quality global solutions.

Fostering Inclusion and Embracing Diversity

In 2024, we made significant strides in our DEI journey by launching a new framework and rolling out targeted training programs for Line Managers and Scrum Masters. This year marked a period of learning and foundation-building, laying the groundwork for a more inclusive, equitable, and diverse workplace—one where every employee feels valued, heard, and empowered to thrive. Through this foundational work, we strengthened our commitment to creating a culture where belonging is central to the employee experience.

Our ambition to be the employer of choice is not only a key element of our talent strategy but also critical to addressing the industry's workforce challenges. By embracing diverse perspectives and fostering a sense of inclusion, we enhance innovation, strengthen employee well-being, and contribute to more inclusive and sustainable mobility solutions. In 2024, our focus areas included diverse leadership, gender equity, and inclusive culture—with efforts supported by our People & Talent Growth function in collaboration with leaders, teams, and employee resource groups.

We took tangible steps to embed DEI across our people processes. Competence-based selection methods were reinforced, job opportunities were posted transparently, and our Employer Value Proposition was updated to reflect DEI commitments. To strengthen talent attraction and development, we partnered with external organizations such as Women in Automotive, Kodcentrum, and Tech Sweden, and continued to expand global recognition of holidays and cultural events. Training initiatives covered topics like unconscious bias and LGBTQIA+ inclusion, while Employee Resource Groups remained instrumental in driving engagement.

Additionally, we reinforced inclusive working conditions through flexible and remote work options, health and parental benefits, and sustainable work-life balance workshops. Proactive efforts to ensure equal terms and prevent harassment were also prioritized, including early case handling, annual pay assessments, and close collaboration between People & Culture and line managers. These actions, combined with our work to structure human rights and diversity in the supply chain, have laid a strong, strategic foundation for long-term progress.



People & DEI (Diversity, Equity & Inclusion) – The targets and results S1

2024 we defined our standpoint, structured the work and focused on educating and equipping our managers and leaders.



Category	Result 2024 (average)	Target 2025	Target 2030
Increase diversity in all management tiers	57% male/43% female employees in line management positions 75% male/25% female in executive management 100% male in the board),	Increased gender balance, precise target still being determined.	
Attract and retain underrepresented genders	Overall: 30% female Tech roles: 77% male, 23% female	31 % female	No gender exceeds 50%
Ensuring an inclusive workplace where everyone can thrive and belong (overall temperature in employee satisfaction pulse tool)	8,1 Over all Temperature 0,4 above index average 7,8 in overall Job Satisfaction 0,7 over index average	0,3 above high-tech index in our Pulse tool at year end	0,3 above high-tech index in our Pulse tool at year end

Diversity, Equity & Inclusion (DEI): Building a Stronger Future Together

2024, we continued to strengthen our DEI efforts with a clear focus on increasing gender diversity—particularly in leadership and tech roles. We’re proud to be making meaningful progress in attracting and advancing female talent, while recognizing that we still have work to do in achieving broader gender balance across our organization, especially within executive management and our board. Our progress has been driven by more inclusive recruitment practices, a commitment to equitable development opportunities, and a continued focus on fostering a safe, inclusive work environment where all employees can thrive. These efforts have not only supported our DEI goals—they've also helped us maintain employee satisfaction scores above industry benchmarks, even exceeding our own ambitious targets. This reflects our belief that inclusion fuels engagement, belonging, and innovation.

Looking ahead, we will continue evolving our inclusive hiring strategies and investing in the growth of underrepresented talent to ensure lasting impact and a truly diverse leadership pipeline.



A culture of Health and wellbeing ESRS2 E1 & G1

WirelessCar, we believe our people thrive when their well-being is prioritized. That's why we've created a supportive environment that promotes physical, mental, and social health—both in and out of the workplace.

- Wellness benefits and bike rental programs to encourage healthy, active lifestyles
- Sports sponsorships and community outreach to foster team spirit and societal engagement
- Generous paid time off in all countries and above-market health benefits in the U.S.
- Expanded parental leave in countries like the U.S. where standards are lower
- Office perks like breakfast, fika, snacks, fruit, and coffee that create community and comfort
- Celebrations, milestone gifts, and team-building events that make work joyful
- Whistleblower protections and a clear anti-harassment policy to ensure a safe, respectful culture
- A flexible hybrid work schedule that supports work-life balance
- Bi-weekly mindfulness session during working hours

Community Engagement

Being a positive force in society means not only how we run our business or design our solutions, but also how we engage with the communities where we operate. Local engagement ensures our sustainability work aligns with real needs and helps us be a trusted partner. In 2024, we activated our sponsorship of Kodcentrum, a Gothenburg-based NGO introducing coding to kids in vulnerable areas—supporting them with both funding and expertise. We also donated to organizations including the Red Cross, Stadsmissionen, and United Way, all working to support vulnerable groups locally and globally. We continued to highlight our diversity and inclusion efforts as a way to counter societal polarization, including through our renewed partnership with West Pride and Women in Automotive..



Investing in Growth and Lifelong Learning

WirelessCar is deeply committed to employee development. We empower every individual to grow with purpose, develop new skills, and lead with confidence.

- Every employee is offered 15,000 SEK per year and 40 hours annually for personal and professional development
- Beyond individual budgets, we run central learning initiatives through our internal Academy
- Two targeted leadership programs: one for Line Managers, one for Functional Managers
- Access to Pluralsight, a technical learning platform for developers and architects
- Social development activities such as knowledge-sharing talks, game days, and innovation gatherings

At WirelessCar, learning and development are integral to our strategy. We believe that when our people grow, so does our company.



"As humans we all have an inner motivation to develop and grow and when being able to do so at work, we become sustainable people and organizations. I'm proud to say that WirelessCar invest a lot in its people's growth with a plentitude of options for development, both in the tech and behavioral areas. I'm confident that this is a key factor for WirelessCar being a sustainable company now and going forward."

Sofia Billings, Learning & Development Manager





E5 S4

Road Safety

By helping get the right assistance to collisions as fast as possible and help people prevent breakdowns

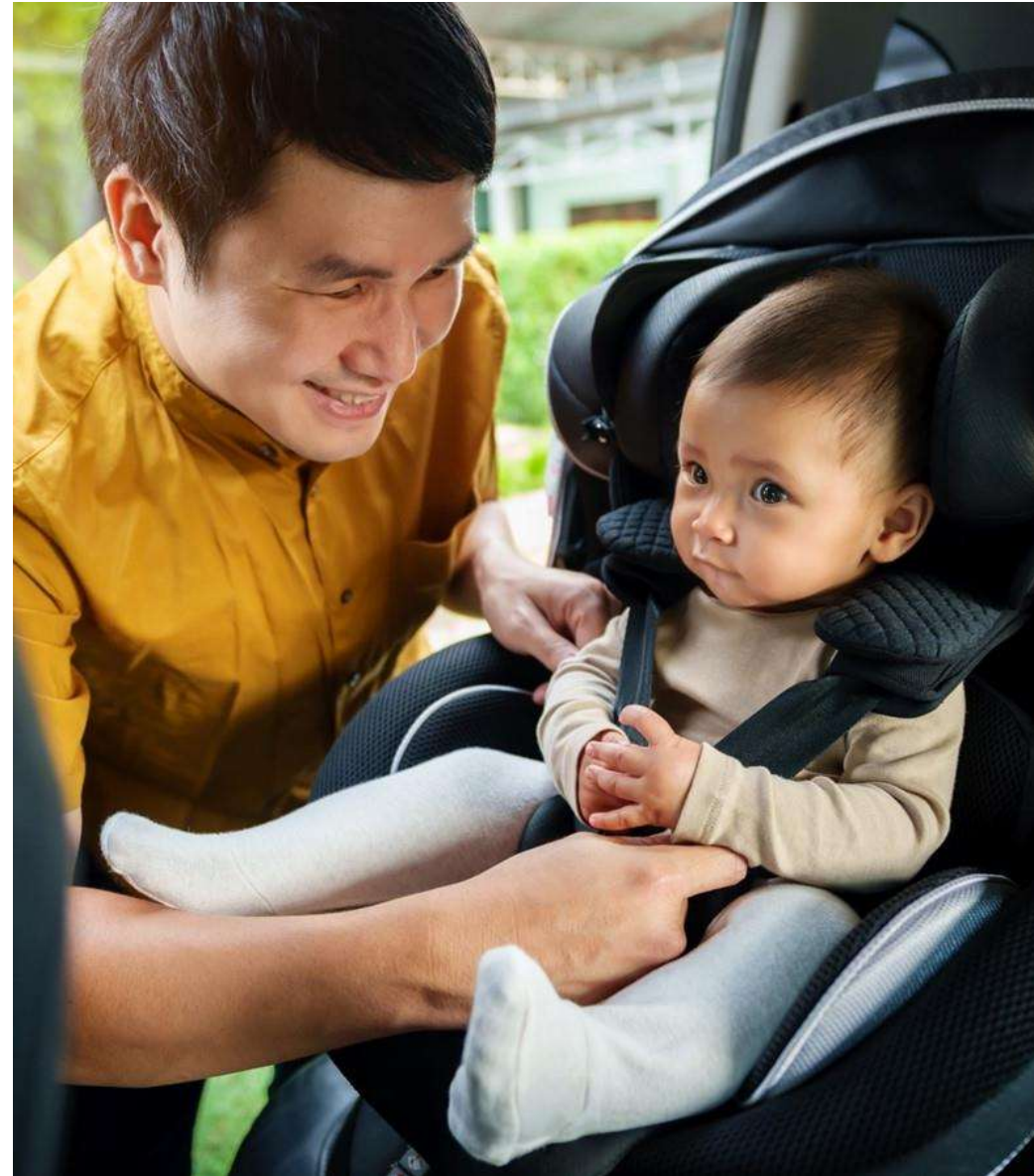
Providing service for emergency call is where WirelessCar started 25 years ago. Today most passenger car manufacturers have safety at the forefront and zero casualty targets. However, road safety figures show that road-related fatalities are no longer decreasing, and WirelessCar is working hard to help public safety agencies best manage the situation when things do go wrong.

WirelessCar's approach is to do the most with the data that car manufacturers share to provide context to those who help drivers following a collision. We also work hard to inspire them to share more data with the cloud to demonstrably improve post-collision responses. Digital services are not only limited to increasing road safety reactively but can also proactively aid maintenance and give service notifications.

How we contribute to road safety:

- **Emergency Response:** Providing the best context from connected car data to get the right help, at the correct location, as quickly as possible avoiding delays that could have disastrous consequences.
- **Vehicle Health:** Providing vehicle status and diagnostics information and notifications with the potential to eliminate surprises for drivers and even avoid collisions
- **Reporting:** Help OEMs understand how and why these digital services are used to encourage them to apply specific improvements to reduce both the risk of collisions and improve post-collision response.

Some examples of how we address this area is the work we do within the solution areas Safety & Security and Journey Intelligence, and with the product Call Center Services.





S4

Data Security

By securing integrity, resilience and privacy to support well-being and efficiency.

To enable safe, efficient and stable use of our digital services with minimum waste of resources AND safe use of connected cars, WirelessCar's cybersecurity capabilities are a fundamental part of our strategy and offering. It is the foundation for building trust in our services, resilience against threats, and protection for our business and customers, whilst protecting human rights.

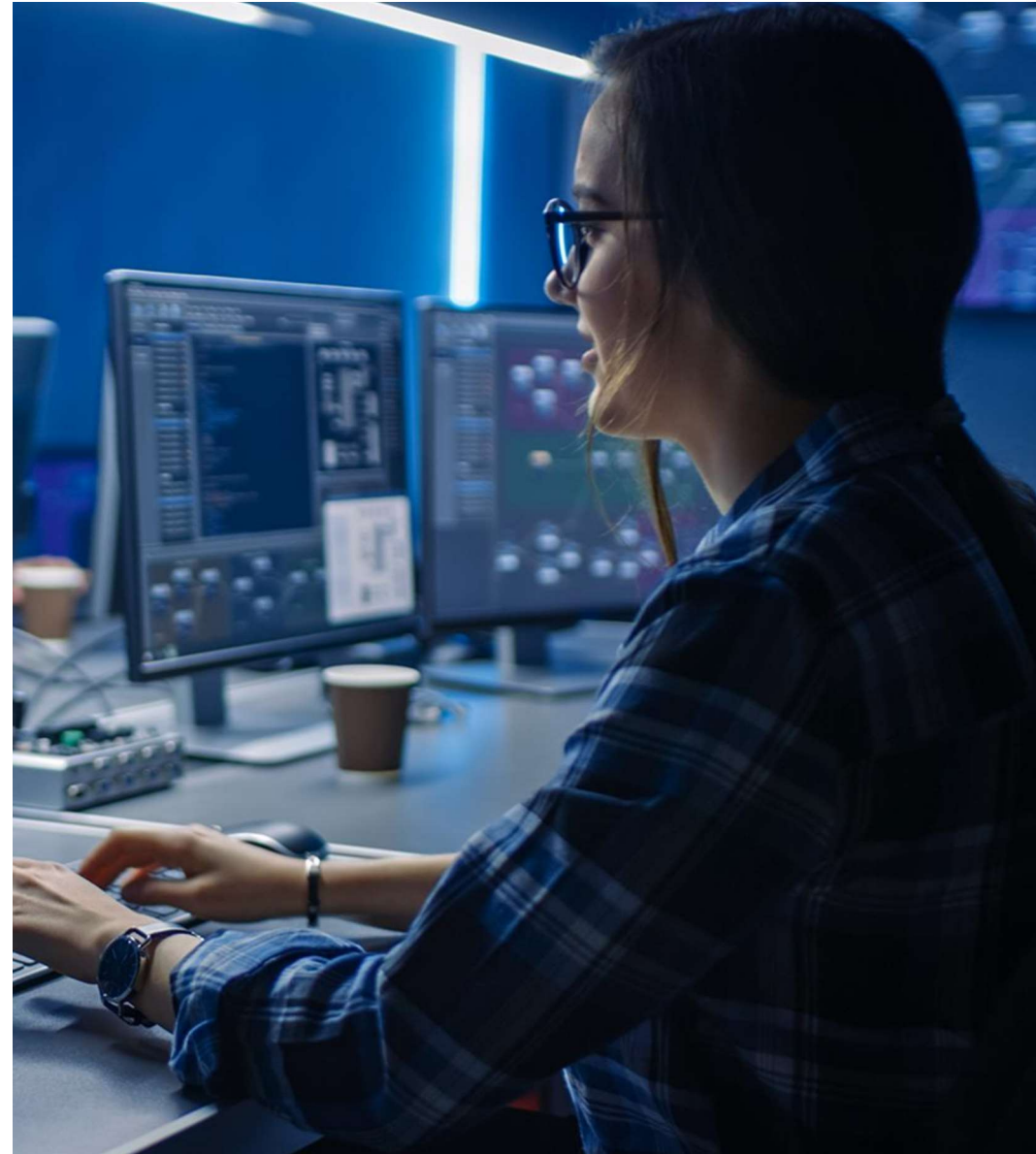
How our cybersecurity efforts contribute to a sustainable society:

- **Resource efficiency:** Securing resilience of our services secures efficient use of resources for our customers.
- **Personal Integrity:** Securing privacy by design in our product and software development practices contributes to personal integrity for all users.
- **Social safety:** Robust connected car services are crucial for secure mobility and avoidance of traffic incidents.

WirelessCar takes strong accountability by adhering to applicable cybersecurity regulations and standards related to our industry to mitigate the increasing risks around data security. The quality and security level in our deliveries become a reflection of the services we provide for our customers. We promote Confidentiality, Integrity and Availability i.e. by protecting critical infrastructure and preventing environmental damage from cyber-attacks.

WirelessCar's cybersecurity capabilities are a deeply integrated part of our ways of working. We design and build secure services from the start by optimizing the golden triangle - People, Process and Technology - and the three pillars of information security - Confidentiality, Integrity and Availability.

We use international cybersecurity standards such as **ISO 27001**, **VDA-ISA**, **ISO 21434**, and **NIST 800-53** to reduce cybersecurity risk.



Environmental

E1 & E5

Climate & Electrification: The road to Net-zero



In 2024, we advanced several initiatives aimed at reducing our environmental footprint, with a strong focus on emissions reduction and energy efficiency. Key measures included the implementation of automatic electricity shut-off in our Gothenburg office to conserve energy after hours, and continued adoption of hybrid office solutions and remote work policies to minimize commuting-related emissions. We also provided infrastructure to support sustainable commuting—such as bicycle storage, showers, and a free annual bike service. Our IT hardware supplier was switched to one that emphasizes reuse and recycling, and we strengthened climate-related procurement by developing supplier requirements around energy use and renewable sourcing.

Our data center strategy also contributed to climate goals, as our European data centers target 100% fossil-free energy by 2025. This aligns with the ongoing evaluation of cost and CO₂ efficiency in our digital solutions. Business travel emissions were addressed through stakeholder discussions and the evaluation of travel agency practices. Meanwhile, we promoted sustainable practices in the workplace with initiatives like clothing swap days and introducing vegetarian food options at company events. These activities reflect a practical, integrated approach to reducing emissions and supporting a low-carbon future across operations.

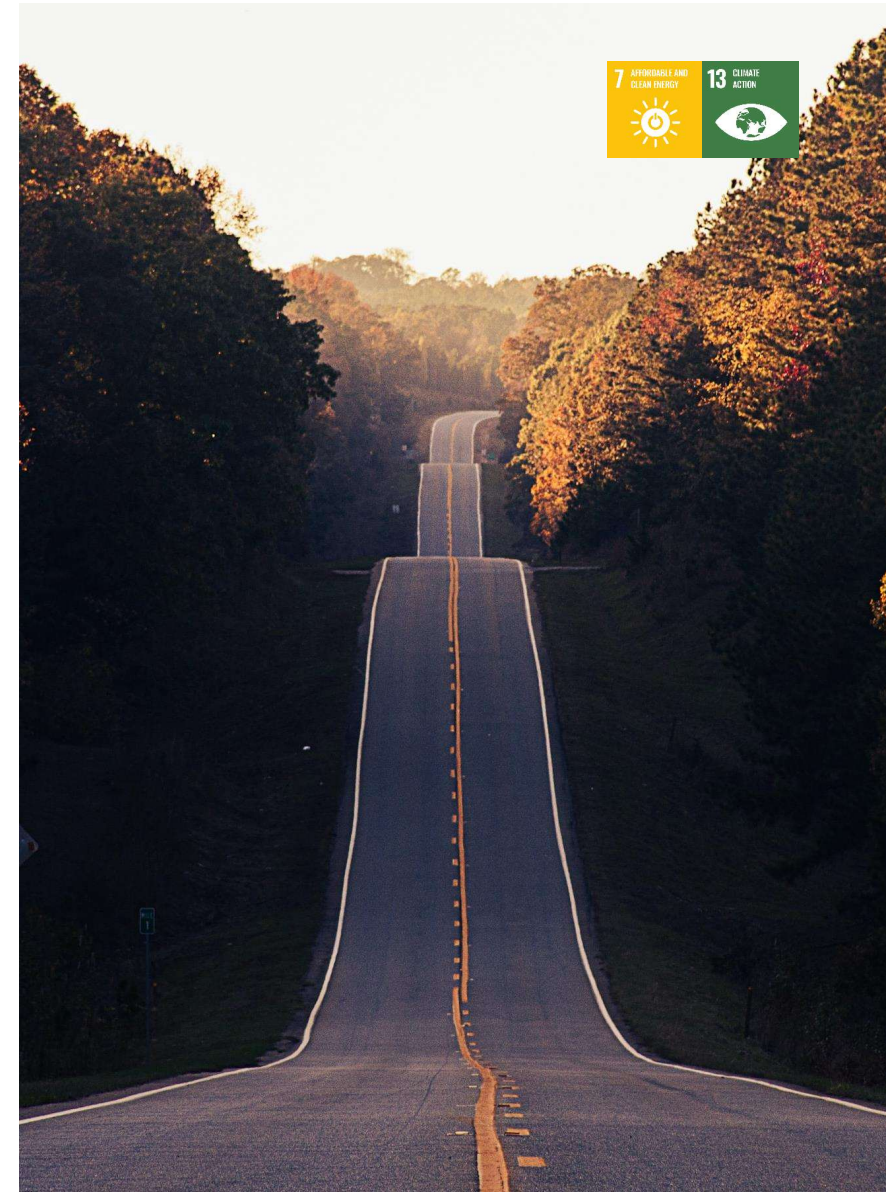


Climate & Electrification: The Net-zero targets E1

These Net-zero targets have been developed with inspiration from the Science Based Targets Initiative. New for 2025 is the focus on travel emissions and specifically the business travel target, implemented to drive action for one of our largest sources of scope 3 emissions.

Base-year 2020	2030 Near-term target	2040 Long-term target
Scope 1 & 2 (office & energy)	Reduce absolute emissions with 90-95 %	Net-zero Max. 5-10 % carbon removals to neutralize emissions that cannot yet be eliminated.
Scope 3 (value chain, travel)	Reduce emissions with 52 % / connected vehicle	
Business travel (emission/connected car)	<i>By 2030 reduce by 52% from 2023 level (0,034 to 0,014)</i>	

To secure progress at the same pace as our stakeholders and in line with the Paris agreement, we have developed emission targets for the short and long term. These targets have been developed by external expertise with inspiration from [the Science Based Targets Initiative](#) and will guide our progress towards a Net-zero business in scopes 1-3 by 2040. Note that we have not (yet) committed or applied to an official SBT.





WirelessCar GHG Review



In FY2024, WirelessCar’s emissions totaled 1,454 tonnes CO₂e, a 32% decrease from FY2023 (2,127 tCO₂e).

Compared to the 2020 base year (751 tCO₂e), emissions have increased by 94%.

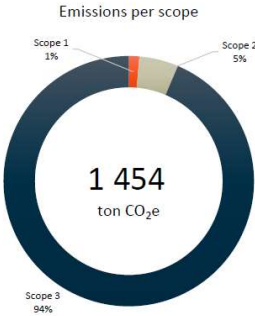
The reduction is mainly due to a 33% drop in Scope 3 emissions, which still represent 94% of total emissions. These improvements reflect progress in managing emissions from purchased goods and services.

Scope 1 emissions (20 tCO₂e) rose 74%, mainly due to propane heating in U.S. operations.

Scope 2 emissions (74 tCO₂e) remained relatively stable, down 3% from FY2023.

This progress supports WirelessCar’s 2040 net-zero goal by reducing climate impact while continuing to grow the business.

Emissions are calculated using a combination of activity-based and spend-based methods, with estimates applied where data gaps exist, in line with GHG Protocol practices.



EMISSIONS PER SCOPE [ton CO ₂ e]	2024	Share 2024	Change 2020-2024	Change 2023-2024
Scope 1 (direct emissions)	20	1,4%	42%	74%
Scope 2 (indirect emissions, market-based)	74	5,1%	-10%	-3%
Scope 3 (indirect emissions)	1 360	94%	108%	-33%
Total	1 454	100%	94%	-32%



E1

Climate & Electrification

By boosting the EV-transition, supporting fossil-free/ load-balanced charging for reduced value-chain emissions, and transition to a net-zero company 2040

We aim to be a net-zero company by 2040 and to support our customers in transitioning to electric vehicles (EVs) while reducing emissions during the use phase. This not only lowers climate impact for customers and end-users but also supports their brand value and risk assessments. Our services contribute to cleaner air, reduced tailpipe emissions, and improved global health.

Accelerating the EV Transition:

- **EV Attraction:** We offer services that enhance OEMs' EV offerings and support the shift from internal combustion engines to EVs.
- **Smart Charging:** We help enable seamless, renewable-energy-based charging for fleets and end-users.
- **Sustainable Cities:** Aligned with SDG 11, we share insights to support sustainable urban mobility and cleaner cities.

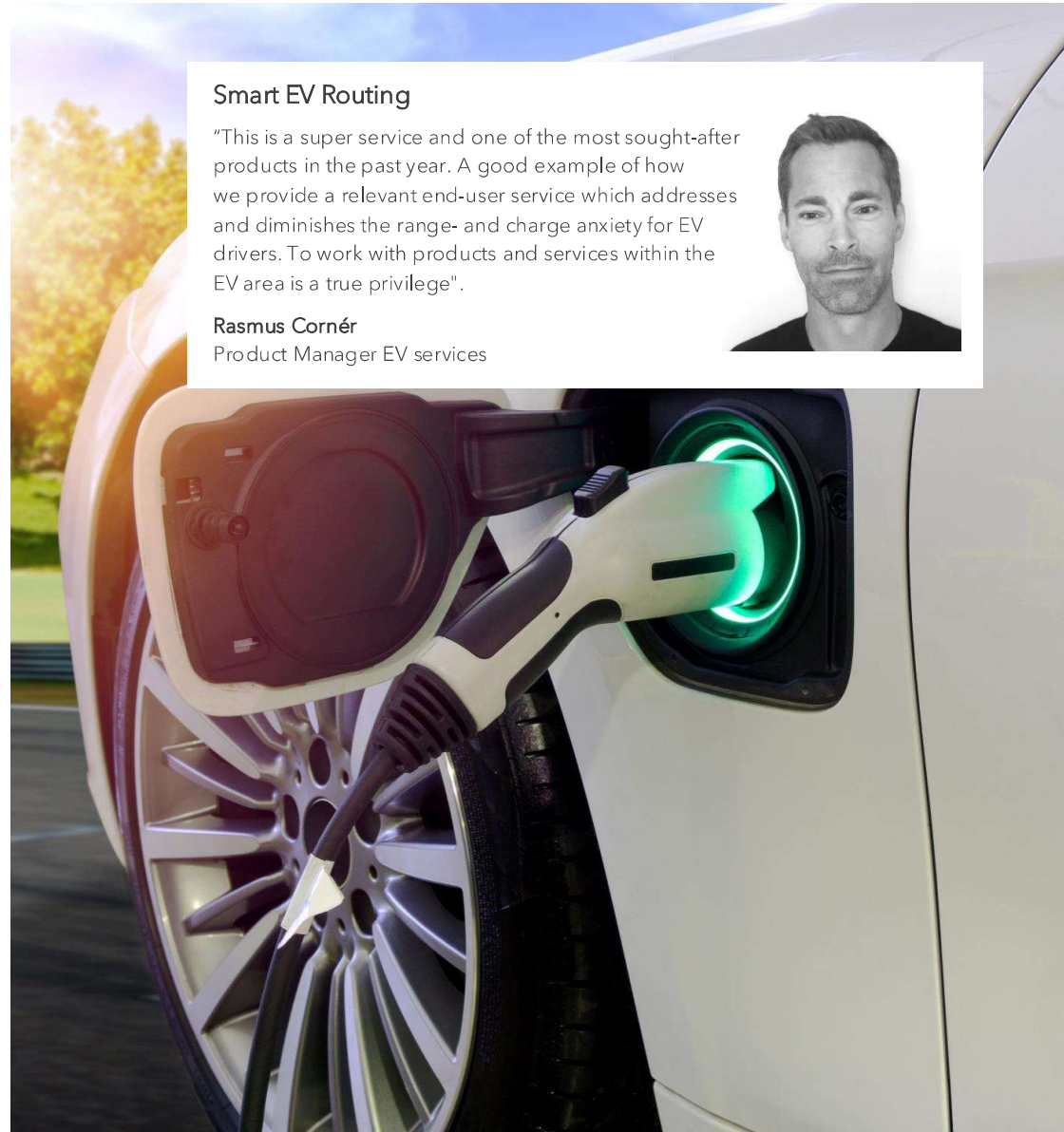
Our efforts include a dedicated smart EV services unit and an Analytics & AI team researching EV range anxiety, charging, costs, and climate impact. We also work to reduce emissions and energy use across our operations and value chain while monitoring climate-related risks to remain a resilient, low-risk partner.

Our net-zero goal is inspired by the Science Based Targets initiative, and we track our progress annually with an external partner using the GHG Protocol.

Smart EV Routing

"This is a super service and one of the most sought-after products in the past year. A good example of how we provide a relevant end-user service which addresses and diminishes the range- and charge anxiety for EV drivers. To work with products and services within the EV area is a true privilege".

Rasmus Cornér
Product Manager EV services





E3, E5

Circular Economy

By maximizing vehicle life-time profitability and minimizing life-time value-chain impact

Much of our customers environmental impact comes from the production of vehicles, so efficiency with resources and minimization of waste are key solutions. With digital services we aim to maximize life-time profitability and durability of (electric) vehicles, to improve our customers profitability and enable more value and reduced impact in the life span of vehicles. Sharing will over the coming years gain momentum again, and sharable, flexible cars and digital business models will grow. This focus area also has a positive impact on the Climate & Electrification and Road Safety targets as well as biodiversity. It also includes our own internal focus on waste reduction and circularity.

We strive to contribute to improvements within:

- **Vehicle utilization:** Increase utilization & create alternative revenue with fleet/sharing solutions
- **Maintenance & life-time value:** Decrease OEM's operating costs and emissions while improving durability and residual value of EVs by prolonging lifetime with proactive services, facilitate reselling with vehicle health certificates, data-driven/streamlined product planning, and better reuse of parts when you know what parts are in the car, if they should be extracted, reused or recycled, where to be sent, or for batteries to use car data to judge next steps etc at end-of-life.
- **Software updates:** Ensure vehicles remain attractive and functional throughout their lifecycle with updatable digital services.

Some activities we do to support this include our solution area Shared Mobility and Digital Key Management and Data Access Management products, as well as our Vehicle Health service, proactive maintenance notifications, OTA service, Analytics & AI offering, and communication/educational efforts to decouple transportation needs from ownership in a profitable and sustainable way.



Governance

Third-party assessment scores, ISO certifications and partners ESR2 & E1

To be compliant and transparent with our sustainability work we do yearly reassessments to a number of third-party assessment tools. This helps us to communicate our work in a trustworthy and accessible way, as well as to continuously develop our sustainability work. We are also collaborating with a number of other organizations for competence development, networking and strength in numbers.

Assessment	Score 2024	When
Ecovadis	Silver medal	Spring 2024
	60%	Spring 2023
	Climate Change: B	2024
  	ISO 9001-Quality management Certified: January 2020 ISO 14001 - Environmental management Certified: January 2020 ISO 27001 Information security, cybersecurity and privacy protection Certified: December 2020	ISO 14001, 9001, 27001: Audit: October 2024

Other industry organizations and partners that we collaborate with to enable sustainable mobility:



During 2024 we adjusted our sustainability strategy to the CSRD framework

As a wholly owned subsidiary of CARIAD within the Volkswagen Group, WirelessCar is included in CARIAD's CSRD adaptation process and is therefore not legally required to implement CSRD independently. However, we recognize CSRD as a valuable framework for assessing, structuring, and addressing our full impact, risks, and opportunities. To ensure CSRD-compliant reporting and provide transparent, high-quality sustainability data to our customers, we have voluntarily integrated the directive into our sustainability approach.

In November 2024, we conducted a Double Materiality Analysis to build upon our previous work, including stakeholder assessments, internal workshops, and industry knowledge. The workshop engaged representatives from Strategy, Product, Customer Delivery, Business Development, People & Culture, Purchasing, and Finance, ensuring a comprehensive evaluation of our sustainability priorities.

In collaboration with our external expert partner, 2050, we conducted a thorough assessment of our financial impact, risks, and opportunities, aligned with ESRS standards.

On the following page, we present the key findings of this analysis. These insights have been fully integrated into our sustainability strategy and will be further detailed throughout this report.



Bold = Material topic

Summary of Double Materiality Assessment

ESRS	Topic	Sub-topic	Impact Materiality		Financial Materiality	
			Negative	Positive	Risk	Opportunity
E1	Climate change	<ul style="list-style-type: none"> Climate change mitigation Energy 	Impact through emissions and electricity use from own operations and the value chain.	Energy efficiency in code, Boosting the EV-transition, supporting fossil-free/ load-balanced charging for reduced value-chain emissions, and transition to a net-zero company 2040.	Transition and production related risks	<i>Low risk supplier</i> <i>Digital services to EVs</i>
E2	Pollution		No impact were identified.		No material risks or opportunities were identified.	
E3	Water and marine resources		No impact were identified.		No material risks or opportunities were identified.	
E4	Biodiversity and ecosystems		No impact were identified.		No material risks or opportunities were identified.	
E5	Resource use and circular economy	<ul style="list-style-type: none"> Resource inflows, including resource use Resource outflows related to products and services 	No negative impact were identified.	Maximizing vehicle life-time profitability and minimizing life-time value-chain impact.	Halted car production.	<i>Digital services for sharing, maintenance and recyclability.</i>
S1	Own workforce	<ul style="list-style-type: none"> Working conditions Equal treatment and opportunities for all 	Risk of negative impact on the employees due to psychosocial impact from work. The company consist of 750 employees. Risk of lack of competence.	Raising psychological safety through diversity, equity and inclusion to secure well-being and high-quality global solutions.	Cost of finding the right competence.	<i>Higher quality & more inclusive deliveries</i>
S2	Workers in the value chain	<ul style="list-style-type: none"> Working conditions Equal treatment and opportunities for all 	WirelessCar is part of a global value chain consisting of contractors and sub-contractors.		No material risks or opportunities were identified.	
S3	Affected communities		No impact were identified.		No risks or opportunities were identified.	
S4	Consumers and end-users	<ul style="list-style-type: none"> Information-related impacts for consumers and/or end-users Personal safety of consumers and/or end-users 	Impact on data privacy/security by handling customer's data.	Helping people get the right assistance to collisions as fast as possible and to prevent breakdowns. Securing integrity, resilience and privacy to support well-being and efficiency. Access to mobility for all	Problems conducting business in a certain location due to data security	<i>Assistance services</i> <i>High reliability with good cybersecurity in deliveries</i>
G1	Business conduct		No impact were identified.		No risks or opportunities were identified.	

Our broader footprint

To fully communicate our impact on environmental and social sustainability 2024, we have collected more information here

Energy Consumption – in our facility E1

Efficient and emission-free energy/heating/ cooling in our offices is not only an important part of our roadmap to net-zero, but we also monitor and work towards energy efficiency in its own capacity. In Sweden, 100% of our energy is fossil-free and we work together with our landlord to find efficiency improvements throughout the year. In China and US, local energy is a part of the lease of our facilities. In Beijing, 25% of the city's electricity will be renewable by 2025

Energy consumption and carbon emissions - in our services E1

The operation of our digital services consumes energy to some extent and energy means CO₂ emissions. 2023 99% of the energy used was renewable thanks to our partners' purchase of renewable energy and our joint work with continuous optimizations of our services. We also monitor the development of energy needed to run our services as data becomes more high-res, sensors and onboard software more abundant, and more cars become connected. We are also researching the use of edge computing and machine learning to reduce the amount of data that is being communicated in relation to energy needed for the compute.

Result 2024:
6.075 ton CO₂e.

Waste + hazardous waste E1

We aim to reduce our waste annually and ensure reuse and recycling across offices and equipment. Office waste is managed by landlords—who recycle biowaste, packaging, plastics, and metals—with volume reporting per category in Sweden. In the U.S. and China, waste management is included in lease agreements. E-waste in Sweden and China is collected in electronic waste cages and handled through our IT partner's Take Back initiative, which ensures proper reuse or recycling. For every new device purchased in Sweden, a tree is planted. In the U.S., we partner with local vendors for responsible recycling, including batteries.

Result 2024:
0.227 ton CO₂e for Sweden and 0,016 ton CO₂e for all other offices.

Non-material areas ESRS 2

As part of assessing our environmental footprint, we evaluated our impact on all ESRS standards in the DMA. This included areas such as water use, air quality, use of VOCs and chemicals, animal welfare, biodiversity, land use and deforestation, soil quality, and noise pollution. Our assessment shows that our impact in these areas is low, so they are not a primary focus. However, we ensure legal compliance and continue to monitor any changes that may arise.

Our broader footprint continued

Governance & Human Rights G1 & S2

Running our business with high ethical standards is of utmost importance for us. Through our ownership WirelessCar follows a thorough compliance program following up on both employees and suppliers. The program covers e.g. corruption, human rights, anti-money laundering, whistle-blower reports and other violations to our Code of Conduct. One way of managing Human Rights risks is to spread our Code of Conduct, through training and having it easily accessible - both internally and externally on our website and in contracts (our Business Partner Code of Conduct). During 2024 a mandatory web-based training for Human Rights released to all employees. We also have a specific corruption policy, Avoidance of Conflict of Interest and Corruption, to support internal awareness. A mandatory web-based training for Code of Conduct already exists and is repeated for all every second year. Our Whistleblower function is regionally adapted to each of our legal entities.

Result 2024:

Whistleblower cases: 0

Reporting of suspicious AML transactions: 0

Confirmed cases of physical and psychological violence: 0

Confirmed cases of discrimination: 0

Well-being of our people S1

Attracting and retaining key talent is strategically important to remain a workplace of choice in our industry. To support this, we prioritize both compliance and employee wellbeing through proactive initiatives. These include biannual health checks, a high wellness contribution, continuous competence development, efforts to ensure equal pay, diversity and inclusion, harassment prevention, and a flexible, ergonomic work environment. We also offer competitive and meaningful compensation and benefits. We comply with all applicable global labor laws and regulations. In Sweden, all employees are covered by a collective agreement. Our internal policies align with ownership requirements to protect employee wellbeing. Our culture work is ongoing, with a strong focus on the WirelessCar Spirit and an agile DevOps environment that promotes psychological safety and empowered teams. To continuously improve, all employees respond to weekly pulse surveys, which provide regular feedback and input for action.

Result 2024 (average):

Equal pay: 0% difference in average salary and 0,8% (favoring women) in median salary in 2024 assessment.

Sick leave: 2,32 %

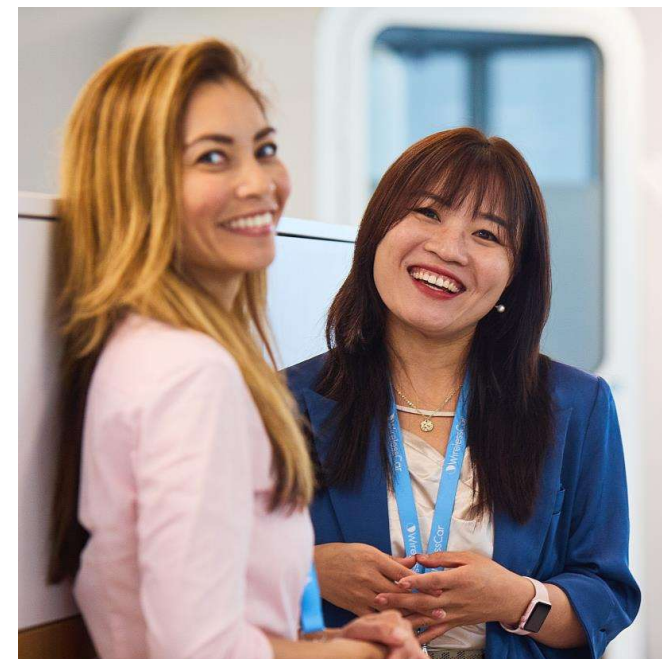
Employee satisfaction score: 8.1 (Industry average 7.7)

Turnover rolling employees: 4.43%

Talent development score: 7.86 (Industry average 7.2)

Employees covered by health care: 100%

Registered training hours: Average 19.4 hours/employee



Sustainable supply chain in focus S2 (& G1)

WirelessCar's purchases from suppliers mainly consist of consultancy services, server-based cloud services, and licensing fees but also include hardware and indirect purchases and services. This is covered by several purchasing policies originating from the owners and are designed to address the challenges and opportunities in procurement related to sustainability, quality, and innovation.

There is a Code of Conduct for Business Partners (CoC BP) that is used to counteract risks associated with the environment, social conditions, human rights, and business ethics among suppliers and their subcontractors by being included in all supplier contracts.

A risk assessment of a new supplier is conducted beforehand in collaboration with the company's legal advisors and security department; areas of interest includes IT security, data privacy and

compliance/due diligence. Follow-ups and audits of suppliers are carried out regularly and follow-up on all above-mentioned areas.

2024

During 2024 WirelessCar is also implementing further control of the supply chain by a third-party supplier to assist with being compliant with the increasing legal requirements and new directives. This is also the foundation for creating a better way of working with suppliers in human right and sustainability.

Furthermore, WirelessCar has merged the Purchasing & Partnership departments and has the ambition to work with every external part as a partner.

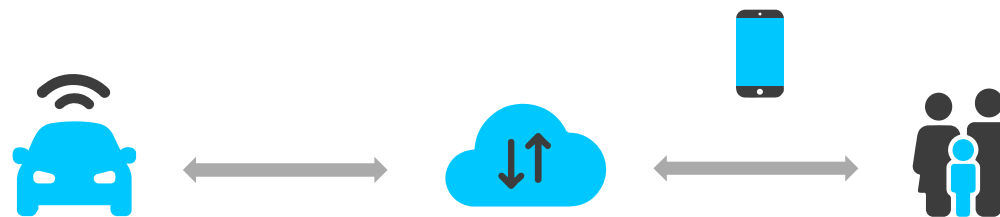
What this results in is a two-way collaboration where we expect our partners to also guide us on how to use their products and services in the best and most efficient way, both from a

quality/functionality /efficiency standpoint, but also from a cost and environmental one. We realize that most of our environmental footprint comes from the purchase of goods and want to work closely with our partners to secure progress and relevant input to our own assessment.

WirelessCar also have possibility to perform media screening, human rights training, and a supply chain grievance mechanism in cooperation with our owners in Cariad and Volkswagen.

Our value chain in brief

At WirelessCar we connect cars and secure that data from the onboard software and sensors and value-adding third party data are communicated to users around the car via the cloud.



Risks and opportunities 2024 ESRS 2

Finding and mitigating sustainability risks are important parts of maintaining our stakeholders' trust, securing the well-being of people around us, securing our reputation, avoiding financial losses, and ultimately being a resilient company.

To do that, we have completed the self-assessment of environmental risks distributed by our owners, resulting in the assessment that we are a low-risk operation. We have also made a TCFD* analysis to assess financial physical and transitional risks and opportunities related to climate change. That resulted in a separate risk workshop in May 2023 around how climate change may affect us and our business, see table on the next page.

In addition, the below policies are implemented to mitigate further sustainability risks:

- Environmental policies: ECMS, Sustainability Management in Supplier relations, Sustainability, Business partner due diligence, Air service/business trip, Environmental directive, Remote work.
 - Social welfare policies: Code of Conduct, Social Charta, Sustainability, Business partner due diligence.
 - People policies: HR Compliance, Health service and occupational health and safety, harassment directive, diversity & inclusiveness, remote work, tone of voice.
 - Human Rights policies: Code of Conduct, Social Charta.
 - Anti-Corruption policy: Avoidance of Conflicts of interest and corruption.
- In line with these policies, we have introduced the People & DEI focus area to mitigate the risk of lost efficiency and innovation power due to competence shortage or inability to attract and retain a diverse workforce.

Another risk is the complexities and fast changes around us influencing our value chain, which our compliance and purchasing department monitor closely.

Otherwise, we see no large risks in these areas, but will monitor and adjust our assessment further during 2025.

2025

Our next steps during 2025 are to evaluate and integrate all types of sustainability risks further in our risk register, investigate the medium-to-long-term impacts of climate change on the business, expanding the existing SWOT analysis, and embed the most significant risks/opportunities further into strategy documents.



*TCFD: Task Force on Climate-related Financial Disclosures

Risks and opportunities 2024 ESRS 2 continued

Short-term risks and opportunities as found using the TCFD framework for financial climate-related risks and opportunities.

Type	Cause	Effect & mitigation
Transition risk	WirelessCar is perceived to be not sufficiently contributing to transition to a lower-carbon economy leading to...	WirelessCar losing key clients to competitors that are (perceived to be) making a more significant and meaningful contribution. This is addressed by proactively working with both contribution and compliance.
		Negative impacts on WirelessCar's ability to attract quality employees. This is monitored and continuously evaluated in our communication, trainings and strategy.
	Changes in WirelessCar's external climate-related policy and/or legal operating environment leading to...	Enhanced emissions-reporting obligations (e.g. EU Corporate Sustainability Reporting Directive, CSRD). This is monitored proactively and incorporated step by step.
Physical risk	In the short-term, the transition risks noted above were assessed as being of more significance to WirelessCar when compared to climate-related physical risks.	
Opportunity (please see focus areas on pages 7-17 for more information)	Changes in the climate-related needs of, and demands from, car manufacturers: Need for OEMs to make meaningful progress towards their climate targets, speed up transition from ICE to EVs) leading to...	Increased demand for some of WirelessCar's products & services and how we operate them.
	Changes in the climate-related needs of, and demands from, car manufacturers: New (circular) OEM business models/mobility-as-a-service (MaaS) that decouple OEM business success from new vehicle sales) leading to...	
	Changes in the climate-related needs of, and demands from, car manufacturers: Support the OEMs to enable a seamless charging with REN for fleet owners and end-users leading to...	
	Changes in the climate-related needs of, and demands from, car manufacturers: Improved durability, residual and re-sale value of cars (e.g. via analytics) leading to...	

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Looking Ahead: Embedding Sustainability into WirelessCar's Future

2025 marks a pivotal year for WirelessCar—the beginning of a new chapter shaped by a solution-unit-driven business structure. This transformation not only refocuses how we deliver value to our customers but also opens an exciting opportunity: to fully integrate sustainability into the heart of our company strategy. With this fresh structure, we are seizing the moment to redefine our sustainability vision and develop a comprehensive roadmap toward our 2040 net-zero goal. This year will be one of alignment and action—bringing together cross-functional teams, identifying high-impact areas, and setting ambitious, measurable targets that reflect our commitment to climate leadership. Sustainability will no longer be a parallel initiative—it will be embedded across our business, from product innovation and procurement to data insights and customer offerings. By aligning our solutions with long-term environmental impact, we aim to create real value not just for our customers, but for society as a whole. We are energized by the path ahead and confident that this strategic evolution will make WirelessCar a more resilient, responsible, and future-ready company. The journey to net-zero starts now—with purpose, clarity, and momentum.





Let's Connect!

You are welcome to contact us for more information about the 2024 results, our products, collaborations, or knowledge sharing.

 **WirelessCar**
WE EMPOWER FUTURE MOBILITY