



# Sustainability 2025 Report

 WirelessCar  
WE EMPOWER FUTURE MOBILITY

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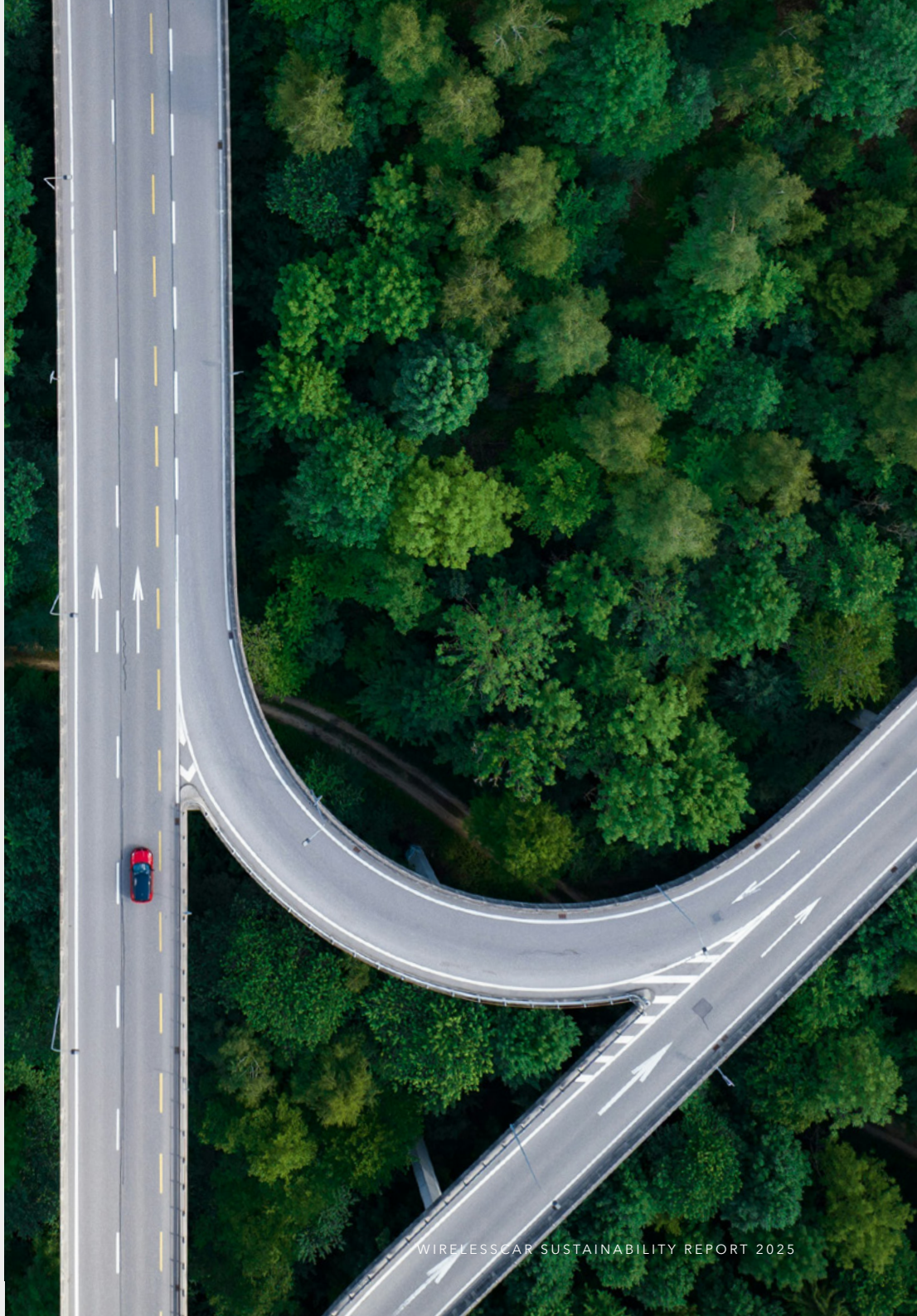
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### About this report

This Sustainability Report outlines our environmental, social, and governance priorities, as well as performance and progress over the reporting period. It has been prepared to provide stakeholders with a clear and transparent overview of our sustainability approach, key initiatives, and the impact of our operations. The report reflects our commitment to responsible business practices and continuous improvement, while highlighting the actions we are taking to create long-term value for our customers, employees, partners, and society.





# Introduction

- ④ Leadership Forward
- ④ About Us
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# Leadership Forward



**Niklas Florén,**  
CEO

At WirelessCar, sustainability and strategy are inseparable. We use connected vehicle data and assisted services to help our customers make mobility safer, and to build a responsible business for the long term. Our focus is impact across social, climate and safety, from protecting people on the road to enabling smarter decisions that reduce emissions. EV Experience strengthens this by supporting the shift to electrification with new digital services. What I am most proud of is our social sustainability work, making vulnerable people feel safe, supported and seen. This report shares our progress and priorities, and how we will deliver them.



**Hanna Belleus,**  
VP People Experience & Brand

Sustainability at WirelessCar is closely tied to how we build a resilient, high-performing organization, with people at the center. I see social sustainability as a key enabler for long-term business success, shaping our ability to attract talent, strengthen our culture, and deliver on our strategy. In 2025, we have continued to embed inclusion and diversity into our ways of working, ensuring that our people are supported to perform, collaborate, and innovate. This not only strengthens internal engagement but also builds credibility and trust with our customers and partners. I am particularly proud of the diversity we have built at WirelessCar, with 34 nationalities represented across our teams, and how we actively work with diversity from multiple perspectives to strengthen collaboration, innovation, and decision-making across the organization. This report reflects how we are advancing social sustainability as an integrated part of how we operate and grow as a company.



**Anna Pierre Gunlycke,**  
Head of People & Talent Growth

As AI reshapes how we work, create, and innovate, it also challenges us to stay grounded in what matters most - people. The future of technology is not only about capability, but about the humans behind it. At WirelessCar, where we develop connected solutions at a global scale, this perspective is essential. To build solutions that truly serve society, we need diverse perspectives, lived experiences, and inclusive environments where people can grow and contribute fully. Inclusion is not just about representation - it's about enabling curiosity, empathy, and responsible thinking in an increasingly complex world. By investing in our people, we are shaping a more sustainable and human-centered digital future.



**Holly Innocenti,**  
Sustainability Manager

Sustainability is about building trust and long-term value, ensuring that what we say is reflected in what we actually do. In 2025, I am especially proud that we established a solid methodology and foundation for our sustainability work. By taking a structured, cross-functional approach and engaging colleagues across the organization, we have created a framework that helps embed sustainability into how we make decisions and operate as a company. This foundation allows us to move forward with clarity, accountability, and ambition. As we continue to grow, our goal is to ensure that our sustainability efforts grow with us, and that our actions consistently match our commitments.



### Employees by Locations

China	61
Germany	5
Japan	1
Sweden	427
US	15
<b>Total Employees</b>	<b>509</b>
Total workforce (including consultants)	709



# About Us

WirelessCar is one of the world's leading innovators of digital vehicle services. It accelerates service creation and turns vehicle data into business value for consumers, mobility providers, vehicle makers, and society.

## WirelessCar at a Glance

Founded in 1999, WirelessCar has continuously built upon its heritage and grown its expertise within the automotive industry. Today, it is a highly recognized and award-winning company, connecting more than 17 million vehicles in over 100 countries.

Over the last 25 years, WirelessCar has worked with some of the largest OEMs such as Jaguar Land Rover, Mercedes-Benz,

Volvo Cars, BMW, Chrysler, Nissan, Subaru, Volkswagen Group and Volvo Group to offer services across the entire spectrum of connectivity, journey intelligence, safety and security, and EV. Headquartered in Sweden, with offices in the US, China, Germany and Japan, WirelessCar works with OEMs to leverage the full value of connected services to empower future mobility.



## Business Model & Value Creation

WirelessCar operates at the core of the connected vehicle ecosystem, enabling OEMs to deliver secure, scalable, and data-driven digital services throughout the vehicle lifecycle. The business model combines project-based development and system integration with managed service revenues on recurring bases.

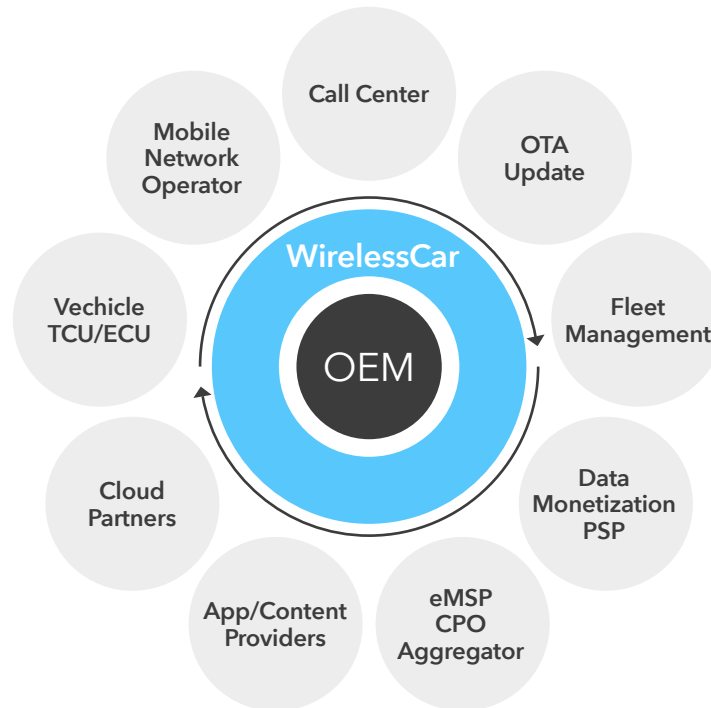
In close partnership with OEMs, WirelessCar designs, develops, and integrates connected vehicle solutions tailored to specific vehicle programs and market requirements. Once deployed, these solutions are operated and continuously evolved through long-term service agreements, generating recurring revenues aligned with vehicle lifecycles.

The company's global cloud-based platform connects upstream technology partners with OEMs and end-users. WirelessCar enables secure data exchanges, regulatory compliance, and continuous service innovation across global markets.

WirelessCar's expansion strategy focuses on deepening strategic OEM partnerships, scaling internationally, and broadening digital and electrification-related capabilities. Its scalable and resilient infrastructure supports the transition towards software-defined and electric mobility.

By enabling connected and electric vehicle services, WirelessCar contributes to improved energy efficiency, enhanced road safety, optimized resource usage, and reduced environmental impact. Through responsible data manage-

ment, secure operations, and long-term partnerships, the company creates durable economic, environmental, and societal value. Hence, sustainability is integrated into our business model.



The WirelessCar ecosystem model shows the OEM at the center, with WirelessCar enabling connected vehicle services by integrating vehicles (TCU/ECU), mobile networks, cloud partners, and service platforms into one seamless loop. Around this core, partners such as OTA providers, fleet management, call centers, app/content providers, eMSP/CPO aggregators, and data monetization services collaborate to deliver, operate, and monetize connected car services end-to-end.

## Organization & Business Units

WirelessCar's organization is structured around specialized business units that address distinct market needs while leveraging a shared global platform, operating model, and technology foundation. This structure enables focused innovation, efficient project delivery, and scalable recurring service operations across OEM programs and regions.

### Connected Services

The Connected Services unit enables OEMs to deliver a wide range of digital services to consumers across vehicle generations and regions. Solutions are modular and scalable, supporting seamless integration with OEM ecosystems and ensuring high availability and global compliance.

### Assistance Services

The Assistance Services unit focuses on enhancing road safety and customer support by providing connected assistance solutions. These services enable OEMs and call centers to support drivers in critical situations by leveraging real-time vehicle data and contextual information.

### EV Experience

The EV Experience unit focuses on electric mobility solutions that improve charging, route planning, and energy management. The services are platform-agnostic and designed to enhance EV usability, safety, and efficiency, supporting the global transition to electric mobility.

### Software Defined Vehicles (SDV)

The SDV unit delivers open, collaborative cloud and edge platforms that enable OEMs to develop, deploy, and scale software-defined vehicle services. Built on open standards, these solutions reduce complexity, accelerate time to market, and support continuous innovation.

Together, these business units form an integrated portfolio that supports WirelessCar's overall strategy, enabling scalable growth, ecosystem collaboration, and long-term value creation.



# Highlights 2025

We look back on 2025 as a year defined by growth, collaboration, and meaningful progress at WirelessCar. Over the past year, we connected an addition 3 million vehicles worldwide, expanded our global footprint, and advanced our capabilities within both EV and SDV. Each milestone strengthened the value we deliver to automakers around the world and reinforced our role in shaping the future of connected mobility.



## Scaling global vehicle connectivity – 17 million cars powered by WirelessCar

In 2025, WirelessCar surpassed 17 million connected vehicles globally. This milestone reflected the continued trust of our OEM partners and strengthened our ability to deliver secure, scalable, and reliable connected services. The momentum we built last year positions us strongly as we continue expanding toward the next milestone.



## Expanding global delivery capacity with a new site in India

During the year, we further strengthened our global delivery capabilities by launching a new delivery site in Bengaluru, India. This expands our capacity to support OEMs worldwide and sets a strong foundation for long-term growth in a key strategic region.





### Simplifying EV charging – Seamless Charging pilot launched in North America

In 2025, we introduced Seamless Charging in the US and Canada together with Blink Charging and ChargeHub. The pilot enabled EV drivers to plug in and walk away – no apps or additional accounts required. By leveraging connected vehicle data, we transformed a traditionally complex process into a seamless one-step experience, demonstrating how connected services can simplify everyday EV usage.



### Advancing OEM collaboration in Japan with SDV and EV solutions

Throughout the year, we reinforced our commitment to Japan. We participated in Sweden's AutoTech Day at the World Expo in Osaka and AEE Yokohama, building on the foundation established with our Tokyo office. We showcased solutions ranging from predictive maintenance and SDV-ready capabilities to connected EV and mobility services, supporting Japanese OEMs in their global expansion.



### Accelerating SDV development through our first open-source project

2025 also marked the launch of NAuth, WirelessCar's first open-source project. Initially developed for our internal developer platform and later shared with the wider SDV community, NAuth reflects our belief in collaborative innovation. Through open-source initiatives and our Open SDV Platform, we help automakers innovate faster by focusing on differentiated values rather than rebuilding foundational components.



### Fostering innovation through collaboration with Techstars

Last year, we partnered with Techstars to strengthen innovation across the mobility ecosystem. Together, we launched the Techstars & WirelessCar Connected Mobility Innovation Program, including Techstars Startup Weekend Gothenburg. The initiative brought entrepreneurs and WirelessCar experts together to tackle mobility challenges, accelerate new ideas, and build long-term innovation capabilities.



### Building a more inclusive tech community through partnership with Pink Programming

In 2025, we also initiated a partnership with Pink Programming to contribute to a more inclusive tech industry. Our first joint Pink After Work gathered around 100 participants for an evening of learning and networking, where WirelessCar experts shared insights on SDV and connected mobility. The collaboration reflects our commitment to fostering diversity and bringing broader perspectives into the solutions we deliver.



# Sustainability Highlights 2025

11,372.96  
(tCo2e)

Total Emissions

West Pride  
Women in Automotive  
Pink Programming



2025 Partnerships

45% Female  
55% Male

Line Managers

0

Whistle Blower  
Cases

.1 Above Index

2025 Overall Employee  
Temperature Pulse Score

6,500

Training Hours

.4 Above Industry

2025 Personal Development  
Pulse Score

0

2025 Workplace  
Accidents Reported



0

Reported Data Breaches

38% Female  
62% Male

2025 Recruitment  
Gender Statistics





# Sustainability Function

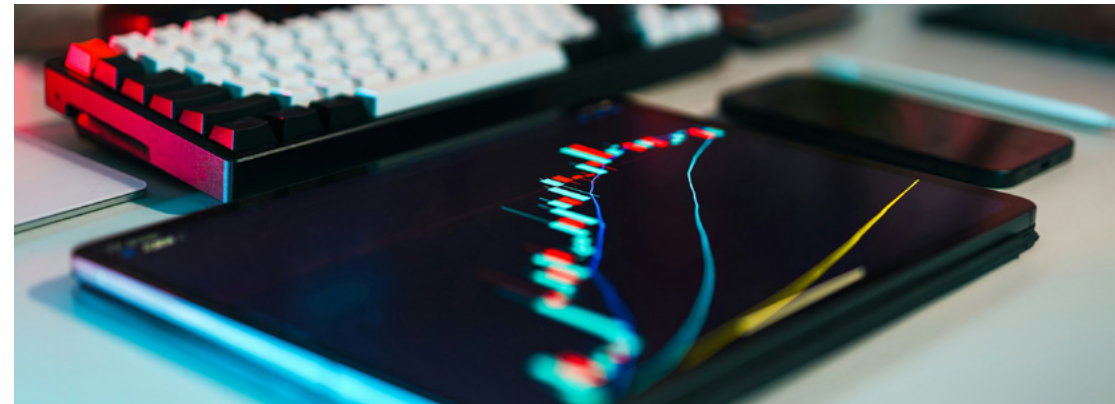
- ④ Reporting Period and Reporting Principles
- ④ Strategic Governance
- ④ Sustainability Commitments & Policies
- ④ Contribution to the UN Sustainable Development Goals
- ④ Initial Double Materiality Assessment

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# Reporting Period and Reporting Principles

This sustainability report covers WirelessCar’s activities during the reporting period from January 1 to December 31 of the reporting year. The report presents our most relevant environmental, social, and governance (ESG) topics, highlighting our progress, initiatives, and performance related to sustainability across our operations.

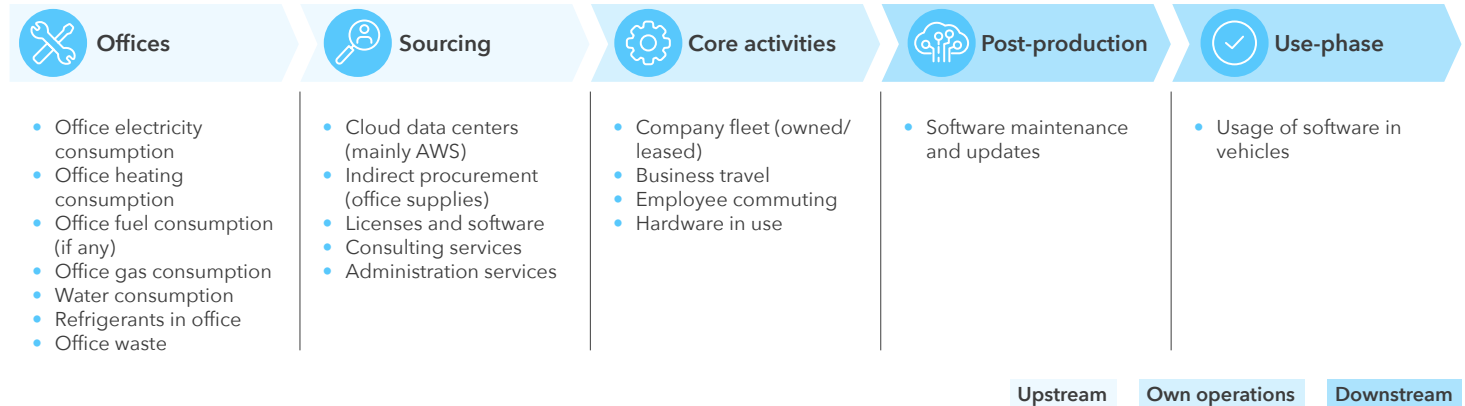


This report has been prepared for a wide range of stakeholders, including employees, customers, partners, suppliers, and other stakeholders interested in understanding how WirelessCar manages sustainability risks, opportunities, and impacts within our business and value chain.

While WirelessCar is not currently legally required to comply with the Corporate Sustainability Reporting Directive (CSRD), this report has been prepared with reference to the CSRD framework and the European Sustainability Reporting Standards (ESRS). By aligning our reporting structure with these emerging regulatory standards, we aim to improve transparency, strengthen our sustainability governance, and prepare for potential future reporting requirements.

The scope of this report covers WirelessCar’s core operations and activities, as well as impact connected to our value chain where relevant. Data included in this report reflects information available at the time of publication and represents our current understanding of our sustainability impact, risks, and opportunities.

## Value chain



As this is our first sustainability report prepared with reference to CSRD requirements, it represents an important step in developing a more structured and transparent approach to sustainability reporting.

We expect our reporting practices, data coverage, and level of detail to continue to evolve in future reports as our sustainability management processes mature and regulatory expectations develop.



# Strategic Governance

Sustainability at WirelessCar is integrated into our overall business governance and strategic decision-making.

Responsibility for sustainability is anchored within our Executive Team, with oversight from our VP of People, Brand and Experience. This ensures that environmental, social, and governance (ESG) considerations are incorporated into the company’s long-term strategy, operational priorities, and risk management processes. Progress and strategic direction related to sustainability are reviewed with the Board on an annual basis.

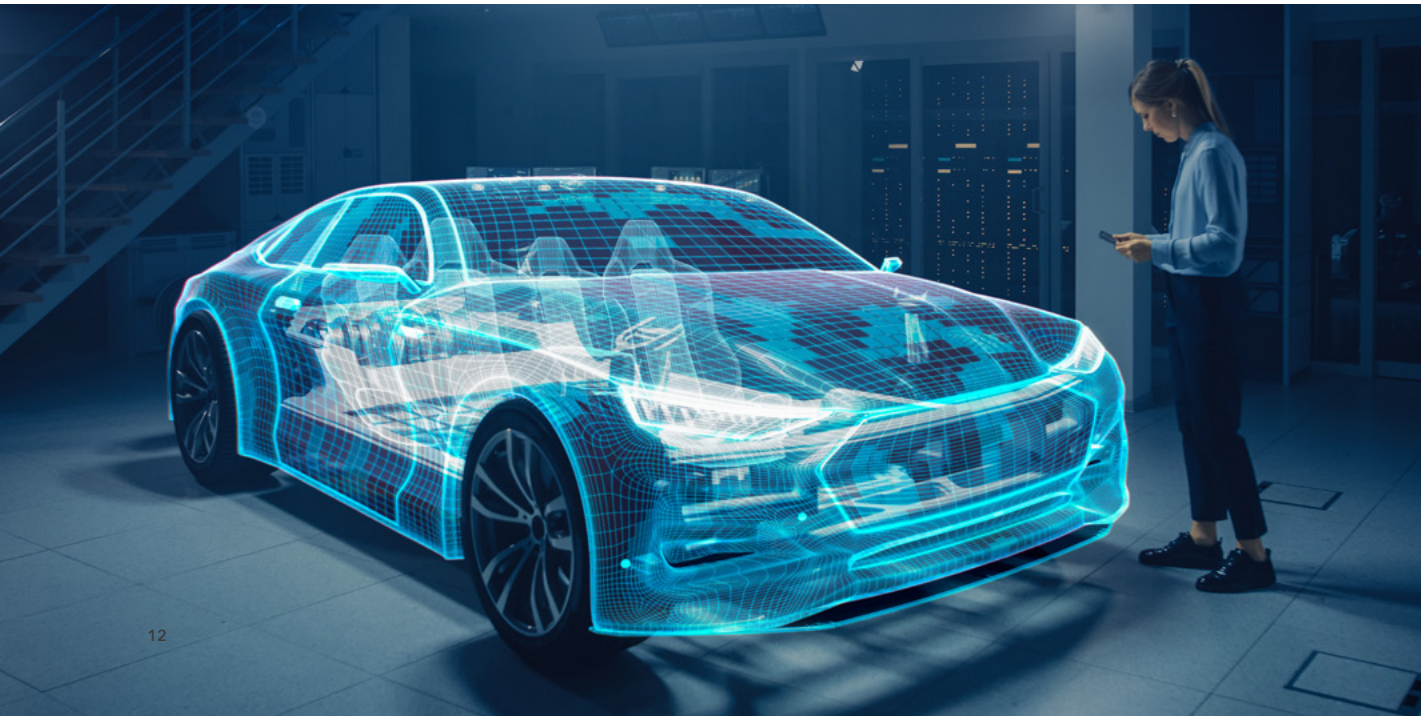
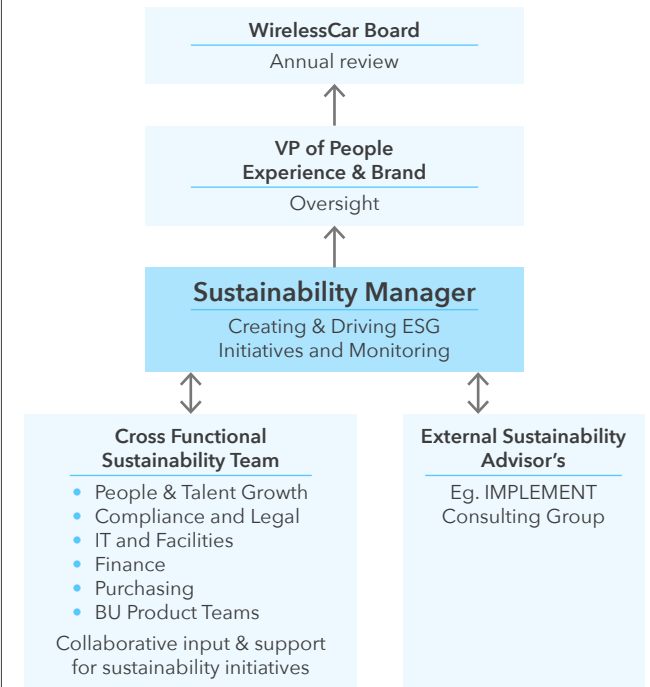
The Sustainability Manager supports the development and implementation of WirelessCar’s sustainability ambitions, policies, and key priorities, working with the Executive Team

to monitor progress against established goals and commitments. The role is also responsible for coordinating and advancing the company’s sustainability agenda across the organization. This includes driving sustainability initiatives, overseeing data collection and reporting, supporting internal awareness and engagement, and ensuring alignment with relevant frameworks and emerging regulatory expectations.

To ensure sustainability is embedded across the business, WirelessCar works through a cross-functional collaboration model involving representatives from key departments including People & Talent Growth, Compliance, IT and Facilities, Finance, Purchasing, and product teams across our business units. These teams contribute to identifying sustainability impacts, risks, and opportunities, while supporting the implementation of initiatives within their respective areas of responsibility.

WirelessCar also collaborates with external sustainability advisors, such as our consulting partner IMPLEMENT Consulting Group, who provide methodological guidance and support processes such as our Double Materiality Assessment (DMA). This collaborative governance approach helps strengthen accountability, integrate sustainability into everyday decision-making, and continuously improve how sustainability is managed and reported across the organization.

## Governance structure regarding sustainability





# Sustainability Commitments & Policies

WirelessCar has established a set of policies and directives that support its sustainability commitments and ensure that environmental, social, and governance considerations are embedded in the company's operations and governance structures.

## Sustainability related Policies

Policy/Directive/Framework/Process	CSRD Topic Alignment	Purpose/Scope	Key Sustainability Elements	Responsible Function
<b>Policy: Sustainability Management in Supplier Relations</b>	G1 Business Conduct/S2 Workers in Value Chain	Corporate policy covering responsible business conduct and regulatory compliance.	Ethical operations, compliance structures, responsible governance.	Legal and Compliance
<b>Policy: Sustainability</b>	G1 Business Conduct	Corporate policy defining expectations for responsible organizational practices.	Accountability, governance processes, operational responsibility.	Legal and Compliance
<b>Policy: Whistleblowing System</b>	G1 Business Conduct/S1 Own Workforce/S2 Workers in Value Chain	Reporting and handling of suspected misconduct.	Ethics, transparency, accountability, legal compliance, and protection for those who report concerns.	Legal and Compliance
<b>Policy: Data Protection</b>	G1 Business Conduct /S4 Consumers and End-users	Defines rules for structured and compliant information management.	Ensures structured, secure, and compliant management of information to protect data and support responsible governance.	Security
<b>Policy: Automotive Cyber Security Management System</b>	G1 Business Conduct/S4 Consumers and End-users	The global protection and responsible handling of personal data of customers, employees and other persons associated with WirelessCar is a key objective and is in line with WirelessCar's Code of Conduct.	Ensures cybersecurity and responsible protection of personal data for customers, employees, and partners in line with WirelessCar's Code of Conduct.	Security
<b>Environmental Directive</b>	E1 Climate Change/E2 Pollution/E5 Resource Use	Defines WirelessCar's commitment to environmental responsibility and environmental management.	Environmental impact reduction, emissions awareness, responsible resource use, environmental integration in operations.	Sustainability





Policy/Directive/Framework/Process	CSRD Topic Alignment	Purpose/Scope	Key Sustainability Elements	Responsible Function
<b>Diversity and Inclusiveness Directive</b>	Social (S1 Own Workforce)	Promotes equal opportunities, diversity, and inclusion across the organization and ensures fair treatment regardless of background, gender, ethnicity, or other characteristics.	Supports a diverse and inclusive workplace, equal opportunity, and respect for all employees.	People & Talent Growth
<b>Harassment Directive</b>	Social (S1 Own Workforce)	Defines unacceptable behaviors such as harassment, bullying, and discrimination and establishes procedures for reporting and handling such incidents.	Ensures a safe, respectful, and harassment-free workplace and protects employee well-being.	People & Talent Growth
<b>Data Protection Directive</b>	Governance (G1 Business Conduct)/ Social (S4 Consumers and End-users)	Establishes rules for processing, storing, and protecting personal and sensitive data in compliance with applicable regulations such as GDPR.	Protects personal data, ensures privacy rights, and promotes responsible handling of customer and employee information.	Legal / Information Security
<b>GHG Assessment Process</b>	E1 Climate Change	Annual assessment of greenhouse gas emissions associated with company operations.	Emission measurement, climate impact monitoring, internal reporting.	Sustainability
<b>Diversity, Equity &amp; Inclusion Framework</b>	S1 Own Workforce	Framework promoting diversity, equal opportunity, and inclusive workplace culture.	DEI targets, employee training, inclusive culture development.	People & Culture
<b>Code of Conduct</b>	G1 Business Conduct/S1 Own Workforce/S2 Workers in Value Chain	Defines expected ethical behaviour for employees and partners.	Human rights, ethical behavior, environmental awareness, anti-corruption.	Legal & Compliance
<b>Supplier Sustainability Due Diligence</b>	S2 Workers in Value Chain/G1 Business Conduct	Evaluation of sustainability performance and working conditions of suppliers and partners.	Supplier audits, labor conditions, ethical sourcing expectations.	Legal & Compliance



## External Sustainability Commitments and Certifications

WirelessCar participates in several internationally recognized sustainability frameworks and assessments to strengthen transparency, accountability, and continuous improvement across our environmental and governance practices.



### Science Based Targets initiative (SBTi)

In 2026, WirelessCar began the process of setting and pursuing science-based targets aligned with the Science Based Targets initiative (SBTi). Through this commitment, the company aims to define greenhouse gas reduction targets consistent with climate science and the goals of the Paris Agreement. This work forms an important part of WirelessCar's long-term strategy to manage climate impact and contribute to the transition towards more sustainable mobility.



### EcoVadis

WirelessCar participates in the EcoVadis sustainability assessment, a globally recognised platform that evaluates companies on environmental performance, labor and human rights, ethics, and sustainable procurement practices. For 2025, WirelessCar received a Bronze rating, placing the company within the top 35% of suppliers assessed on the platform. With the implementation of our updated sustainability framework, we expect further improvements in our EcoVadis performance in the coming years.



### CDP (Carbon Disclosure Project)

WirelessCar reports climate-related data through the Carbon Disclosure Project (CDP), supporting transparency in environmental performance and climate risk management. Our 2024 CDP score (latest available score) reflects our ongoing efforts to strengthen emissions tracking, environmental governance, and climate-related disclosures.



### ISO 14001 Certification

WirelessCar is ISO 14001 certified, demonstrating that the company operates according to an internationally recognized environmental management system. This certification ensures a structured approach to identifying, managing, and reducing environmental impact while supporting compliance, continuous improvement, and responsible operational practices.



# Contribution to the UN Sustainable Development Goals

Although WirelessCar has chosen to report in a CSRD format, our mission, strategy, and goals are strongly aligned with several of the UN Sustainable Development Goals (SDGs).

At WirelessCar, contributing to the UN Sustainable Development Goals is closely connected to the company's purpose: enabling safe, smart, and sustainable mobility. By combining deep automotive expertise with advanced digital infrastructure, WirelessCar helps shape a transport ecosystem that is cleaner, safer, and more inclusive, creating value not only for OEMs and partners, but for society at large.

Innovation lies at the heart of this contribution. Through our Software Defined Vehicles (SDV) business unit, WirelessCar can deliver open, collaborative cloud and edge platforms that OEMs can develop, deploy, and scale next-generation vehicle services. Built on open standards, these solutions can reduce complexity, accelerate time to market, and strengthen resilient digital infrastructure across the automotive industry. In doing so, WirelessCar advances SDG 9 (Industry, Innovation and Infrastructure) by supporting a more connected, adaptable, and future-ready mobility ecosystem.

Climate action is another central priority. Besides our own focus on sustainable consumption, our EV Experience business unit focuses on electric mobility solutions that improve charging, route planning, and energy manage-

ment. These platform-agnostic services enhance EV usability, safety, and efficiency, helping remove barriers to electric vehicle adoption. By supporting OEMs and drivers in the global transition to electric mobility, WirelessCar actively contributes to SDG 13 (Climate Action) and enables more sustainable cities in line with SDG 11 (Sustainable Cities and Communities), where transport systems are cleaner, smarter, and more efficient.

WirelessCar's connected services contribute to safer roads and improved well-being. Solutions such as emergency call (eCall), roadside assistance, and proactive vehicle diagnostics enable faster response times and preventive maintenance, helping to reduce accidents and improve road safety. In this way, the company supports SDG 3 (Good Health and Well-being), recognizing that safe mobility is fundamental to healthy, thriving communities.

At the core of these efforts is our strong commitment to our people. WirelessCar fosters a culture built on inclusion, equal opportunity, and continuous development, ensuring that diverse perspectives shape the technologies of tomorrow. By promoting gender equality and inclusive leadership in line with SDG 5 (Gender Equality), the company strengthens both its innovation capacity and its long-term contribution to sustainable development.

Together, WirelessCar's integrated portfolio spanning EV Experience, Software Defined Vehicles, and connected safety services demonstrates how our products and services can be a powerful enabler of the UN Sustainable Development Goals, supporting scalable growth, ecosystem collaboration, and long-term value creation for a more sustainable future.



## SDG 3 Good Health and Well-being

Ensure healthy lives and promote well-being for all at all ages.



## SDG 5 Gender Equality

Achieve gender equality and empower all women and girls.



## SDG 9 Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



## SDG 11 Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.



## SDG 13 Climate Action

Take urgent action to combat climate change and its impact.



# Initial Double Materiality Assessment

Although WirelessCar is not currently legally required to comply with the Corporate Sustainability Reporting Directive (CSRD), we chose to conduct a Light Double Materiality Assessment (DMA) to align with emerging regulatory expectations and the direction many of our customers are already taking.

By structuring our sustainability data in a way that reflects the CSRD framework, we aim to strengthen transparency, improve internal understanding of our impact, risks, and opportunities, and prepare for potential future reporting requirements.

The Light DMA was carried out through cross-functional workshops involving our Sustainability Manager and representatives from several core business areas, including People & Talent Growth, Compliance, IT & Facilities, Finance, and Purchasing, as well as product owners from each of our business units. The workshops were designed and facilitated by our sustainability consulting partner IMPLEMENT Consulting Group, who supported the methodology and moderation of the sessions. The outcomes of the Light DMA were subsequently reviewed and approved at the Executive Leadership level.

This collaborative approach allowed us to gather diverse perspectives from across the organization, ensuring that the assessment reflects both our operational realities and strategic priorities.

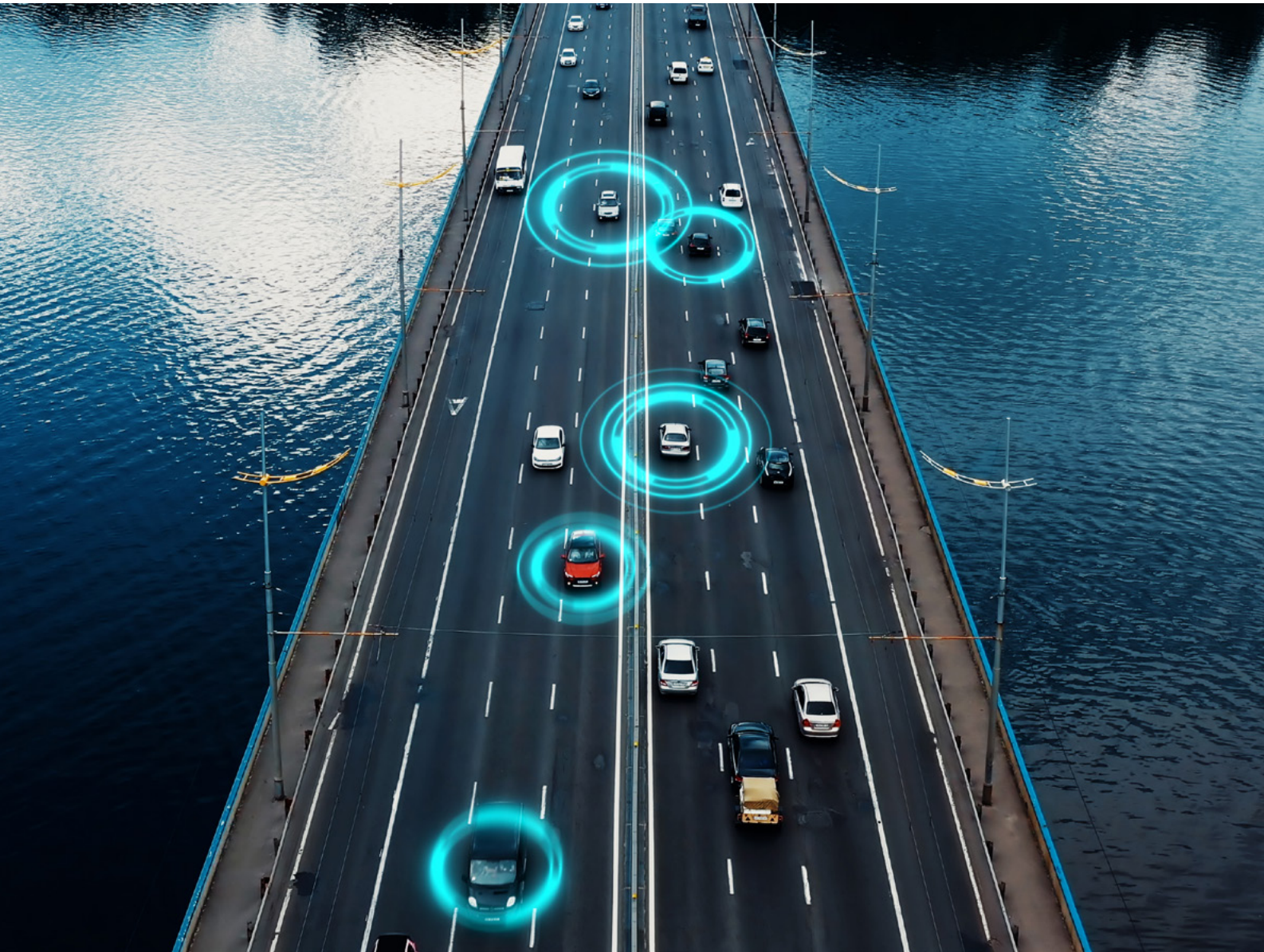
## Double Materiality Assessment





## WirelessCar's Material Topics

ESRS	Topic	Sub-topic	Description	Impact Materiality			Financial Materiality			Value Chain Location		
				Yes/No	Positive	Negative	Yes/No	Positive	Negative	Up-stream	Own operations	Down-stream
E1	Climate Change	Climate change mitigation	Business activities cause GHG emissions related to own operations and the upstream and downstream value chain.	Yes	X	X	Yes				X	
S1	Own Workforce	Working conditions	WirelessCar focuses on offering good working conditions (work-life-balance, health and well-being activities/programs etc.) to ensure top talent attraction and retention.	Yes	X		Yes				X	
		Equal treatment and opportunities for all	WirelessCar has a large focus on training and development of employees and actively works on strengthening DEI topics in the tech and automotive industry.	Yes	X		Yes				X	
S2	Workers in the Value Chain	Working conditions	WirelessCar is dependent on a skilled work-force and relies on many external contractors/consultants, offshore developers and cloud providers. Good working conditions and health are important in attracting these talents.	Yes	X		Yes			X	X	X
		Equal treatment and opportunities for all	WirelessCar treats full-time employees and contractors in the same way and wants to promote equal treatment and opportunities for all.	Yes	X		Yes			X	X	X
S4	Consumers and End-users	Information-related impacts for consumers and/or end-users	There is a potential risk of leaking personal data obtained through software used by the EV end-users, which can impact brand reputation and lead to GDPR fines.	Yes			Yes		X		X	X
		Personal safety of consumers and/or end-users	WirelessCar's software is a vital component of emergency calls (both positive and negative).	Yes	X	X	Yes		X		X	X
G1	Business Conduct	Corruption and bribery	Due to the expansion strategy to countries such as India, corruption and bribery is becoming an increasingly important topic at WirelessCar. The company only sees significant financial risks, in case this topic is not handled according to protocol.	No		X	Yes		X	X	X	X



The Light Double Materiality Assessment identified several sustainability topics that are material to WirelessCar from both an impact and financial perspective. The results show that our most significant topics relate to climate change mitigation (E1), working conditions and equal opportunities within our own workforce (S1), working conditions and fair treatment of workers in our value chain (S2), and responsibilities towards consumers and end-users (S4), particularly in relation to data security, privacy, and the safety implications of connected vehicle services. These topics reflect where our operations, services, and partnerships can create both positive and negative impacts, while also representing areas where risks or opportunities could influence our long-term business performance. Governance aspects, such as corruption and bribery (G1), were also considered financially material due to our expanding global operations and the importance of maintaining strong ethical business practices.

The assessment also highlighted that WirelessCar's activities currently have limited direct material impact related to the circular economy. While our connected vehicle solutions can support efficiencies and smarter resource use within the automotive ecosystem, these effects are currently indirect. However, we recognize that as connected services, vehicle data, and digital mobility solutions continue to evolve, our products may play an increasingly important role in enabling more circular and resource-efficient mobility systems in the future. As a result, we will continue to monitor this topic as our services and industry expectations develop.



# Climate

## ➤ E1 Climate Change

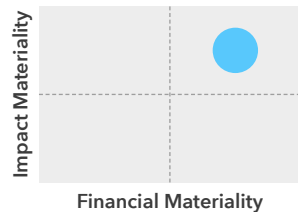
03



# E1 Climate Change

E1 Climate Change refers to a company's impact, risks, and opportunities related to greenhouse gas (GHG) emissions, climate mitigation and adaptation, and the transition to a low-carbon economy. It includes emissions from own operations (Scope 1 and 2) and across the value chain (Scope 3), as well as physical and transition risks linked to climate change.

## Materiality Outcome



## Materiality

Climate change has been assessed as highly impact material for WirelessCar, reflecting both significant positive and negative impact connected to the company's operations and value chain.

Positive impact arises from WirelessCar's role in enabling the green transition. The company's connected vehicle services and digital solutions support the electrification of transport, including software functionalities for electric vehicles (EVs). These solutions contribute to improved energy efficiency, optimization of vehicle performance, and increased adoption of EVs, thereby supporting the reduction of greenhouse gas (GHG) emissions in the transport sector. Through its

products and services, WirelessCar contributes to systemic emission reductions beyond its own operational footprint.

Negative impact is primarily linked to WirelessCar's overall greenhouse gas emissions, particularly within Scope 3 categories, including purchased goods and services, capital goods, and business travel. Although the company's direct emissions (Scope 1 and 2) are limited due to its service-based and office-oriented operations, indirect emissions across the value chain contribute to climate change and represent the most significant environmental impact associated with its activities. Overall, due to the combination of substantial positive contribution potential and identifiable value chain emissions, climate change is considered impact material for WirelessCar.

Climate change has also been assessed as financially material, with both risks and opportunities identified as significant. On the risk side, failure to adequately manage and reduce greenhouse gas emissions could result in loss of customers or reduced competitiveness, particularly as clients increasingly require climate transparency



and emission reduction commitments from suppliers. It could also result in increased operational costs related to compliance, carbon pricing mechanisms, or supply chain adjustments.

On the opportunity side, WirelessCar's strategic position within the growing EV and connected mobility ecosystem represents a significant financial upside. The continued expansion of the electric vehicle

market and demand for digital mobility solutions creates substantial growth opportunities, strengthening revenue streams and long-term profitability. The company's role in enabling electrification and sustainable transport directly supports business growth and market positioning.

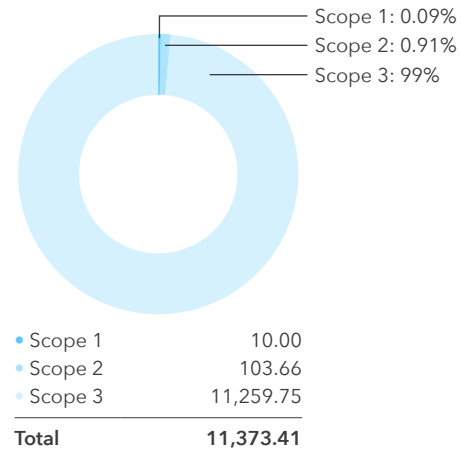
As a result, climate change is considered both impact material and financially material for WirelessCar.



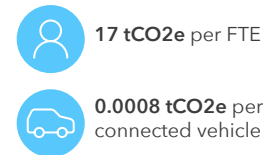
### Approach

WirelessCar's Climate Change (C1) approach is embedded within the Environmental Directive and reflects our commitment to systematically integrating climate considerations into business strategy, operations, and stakeholder engagement. Through ISO 14001-certified environmental management processes and Science Based Targets initiative (SBTi)-aligned climate targets (will be established in 2026), the Directive establishes a structured framework to manage energy use, greenhouse gas emissions, and value chain impact. Defined governance responsibilities and the monitoring of short- and long-term objectives ensures continuous improvement.

### 2025 Emissions by Scope



### Emissions Intensity

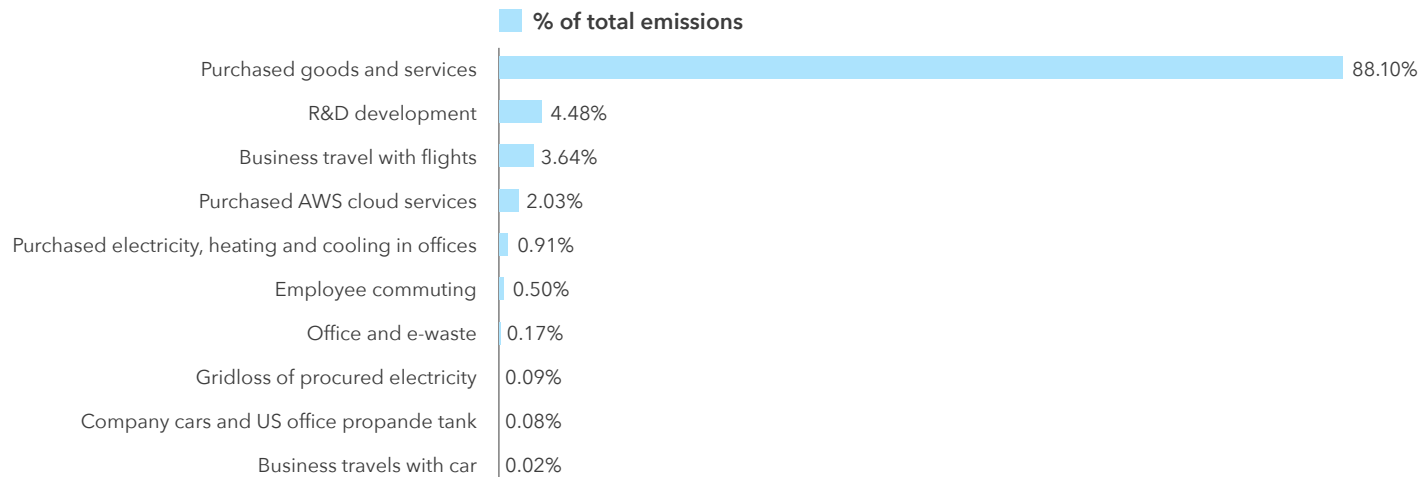


### A New Baseline

Due to significant improvements implemented in 2025 including expanded value chain coverage, enhanced data granularity and strengthened data validation processes, the 2024 and 2025 emissions figures are not directly comparable. Consequently, no year-on-year performance analysis can be presented for this reporting period. Accordingly, 2025 is established as the new baseline year for greenhouse gas emissions, providing a robust and methodologically consistent foundation for target setting, performance monitoring, and transparent year-on-year progress tracking.

### 2025 Scope 3 Emissions

**Focus where it matters:** Purchased goods and services dominate (~88%), with R&D (CAPEX) and air travel as targeted secondary drivers.



### Emissions drivers 2025

- 88.10% Purchased goods and services**  
Emissions driven by purchased service time, programs and licenses, and other consultants.
- 4.48% R&D costs**  
Driven by R&D CAPEX.
- 3.64% Business travels**  
With an almost equal split across Sweden, US and China.



## Overall Climate Contribution of Our Product Portfolio

WirelessCar's products influence climate outcomes primarily through indirect, system-level impact. As the automotive industry shifts toward electrification, digital infrastructure plays a practical role in making electric vehicles (EVs) usable and efficient at scale. Our connected vehicle services support this transition by improving charging, routing, vehicle performance, and data-driven optimization.

EV adoption depends not only on vehicle technology but also on reliability and ease of use. Our EV services provide real-time charging status, battery insights, remote monitoring, and service notifications. These functions help reduce uncertainty around range and charging, making EV ownership more practical and supporting broader uptake of low-emission vehicles.

In 2025, we launched a Seamless Charging pilot in the United States and Canada together with Blink Charging and ChargeHub. The pilot tested how connected vehicle data could simplify public charging. Participating drivers were able to plug in and charge without additional apps, accounts, or payment steps. By reducing practical barriers in the charging experience, the pilot demonstrated how interoperability and integration can improve usability and support EV adoption.

We also work with smart charging concepts such as Plug & Save, where charging can be scheduled when electricity supply





is cleaner and often lower in cost. Because lower-cost electricity frequently aligns with higher shares of renewable generation, managed charging can reduce indirect emissions compared to unmanaged charging. This represents a practical, near-term way to lower the carbon intensity of EV use.

Smart EV routing further supports efficiency. By combining navigation with real-time vehicle data, routing can help manage battery state-of-charge, traffic, terrain, weather, and charger availability. This helps reduce unnecessary detours, avoid congestion, and minimizes energy use per kilometer. Aggregated data can also provide insights into charging behavior and infrastructure gaps, supporting more informed planning over time.

Beyond charging and routing, our Journey Intelligence solutions use connected vehicle data to analyze driving patterns and vehicle performance. These insights support route optimization, energy efficiency improvements, and predictive maintenance. Efficient vehicle operation reduces energy consumption, and proactive maintenance can help avoid performance losses that

increase emissions. As vehicles become more software-defined, over-the-air updates and data-driven adjustments can incrementally improve efficiency across the vehicle lifecycle.

While our solutions support efficiency, they also have an environmental footprint. The main impact comes from the energy required to run our digital services, including data processing and cloud infrastructure. As connectivity and data use increase, so does electricity consumption and associated greenhouse gas emissions. Although these emissions are largely indirect, reducing energy use, improving transparency, and shifting towards lower-carbon energy remain key priorities for us.

### Advancing Climate-Smart Mobility Through Research and Data-Driven Innovation

WirelessCar's work in climate-smart mobility extends beyond product development into long-term research that shapes electrified ecosystems. In 2021, ahead of the rapid acceleration of electric mobility and today's AI surge, we partnered with Halm-

stad University to launch the FREEDOM research project. The goal was to explore how connected vehicle data and artificial intelligence can enable more sustainable mobility.

Combining academic rigor with industry expertise, the project analyzed how value is created and shared across EV ecosystems, including OEMs, charging providers, platforms, and drivers. Interviews and ecosystem analysis translated real-world concerns such as range anxiety, charging access, cost transparency, and battery perceptions into structured insights.

A key finding was that EV climate performance is highly context dependent. While battery production generates higher upfront emissions, lifecycle emissions are significantly lower when vehicles are charged with renewable electricity. This underscores the importance of intelligent charging solutions that align charging with cleaner energy where connected services can have a measurable impact.

The research also revealed that many drivers overestimate their required range, leading to oversized batteries and higher embedded emissions. These insights inspired concepts like Best EV for Me, which uses driving data to match users with vehicles suited to their actual mobility patterns, supporting more resource-efficient electrification.

Another outcome was the evolution of Plug & Save, combining predictive driving data with energy price and grid forecasts to enable automated charging optimization. Charging when electricity is cleaner and more affordable reduces emissions while lowering costs – aligning environmental and economic value.

The project culminated in a peer-reviewed paper co-authored with Halmstad University and presented at AMCIS 2025 in Montreal, which contributed to the global dialogue on electrification and digital transformation.

By turning research into practical connected services that optimize charging, support informed EV adoption, and improve system efficiency, WirelessCar demonstrates that research is not separate from climate impact – it is a catalyst for it.

[Read the full paper here.](#)

### E1 Actions and Progress

In 2025, we strengthened our sustainability efforts through both organizational and operational improvements. In February 2025, WirelessCar appointed a new Sustainability Manager with a strong focus on deepening our understanding of emissions data and improving the quality, structure, and transparency of reporting across the organization.

Improving data quality became a central priority throughout the year. We partnered with new external experts to enhance the accuracy and reliability of our calculations, refine methodologies, and ensure stronger alignment with best practices. This collaboration has provided a more robust foundation for identifying emission hotspots and prioritizing meaningful reduction initiatives.

Given that a significant portion of our emissions stem from digital infrastructure and capital goods, we also focused on our technology footprint. Our services continue to leverage AWS data centers, while our infrastructure provider operates green data centers powered by renewable energy.

**“We’ve all had dinner table conversations about EV range anxiety, charging access, and cost. We took those everyday concerns to an academic level – grounded in qualitative interviews with key actors across the EV mobility ecosystem.”**

**Natalie Lucca** Analytics and AI product owner



Additionally, we placed greater emphasis on extending the lifetime of services and capital goods, one of our largest emission categories by promoting smarter use, optimization, and lifecycle management.

To address travel-related emissions, we launched new initiatives to encourage lower-carbon choices. Through a Green Travel Fund, employees can select sustainable aviation fuel (SAF) tickets where available. When airlines do not offer this option, employees can contribute to SAF through the Fly Green Fund, helping accelerate the transition towards more sustainable air travel.

We also continued with our circular efforts. In Sweden, old hardware and computers are returned through a structured take-back scheme managed by a recycling partner. This ensures responsible handling through reuse, material recovery, and energy recovery, minimizing landfill disposal. In 2025, these efforts resulted in a total climate impact of 6,829.5 kgCO<sub>2</sub>e, of which 6,743.5 kgCO<sub>2</sub>e was linked to reuse activities and 86 kgCO<sub>2</sub>e to recycling processes. This demonstrates that prioritizing reuse over disposal delivers substantial climate benefits while supporting a more circular approach to IT asset management.

### Looking Forward

In 2026, WirelessCar will strengthen its management of Scope 3 greenhouse gas emissions. The company will improve the quality, granularity, and accuracy of activity-based data related to service delivery and other relevant value chain categories to enhance emissions calculation methodologies and transparency.

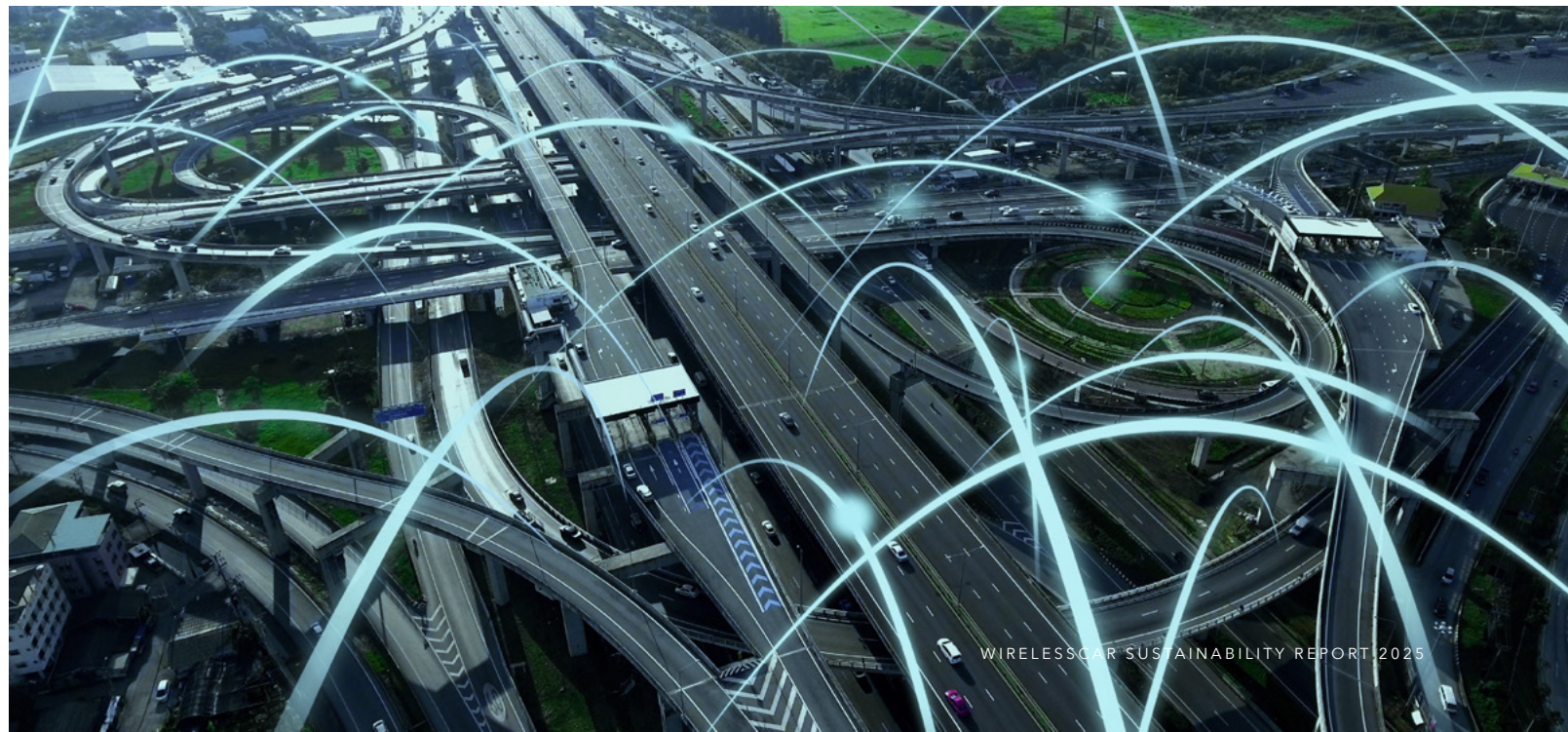
Furthermore, WirelessCar will intensify supplier engagement by encouraging key

suppliers to set environmental and climate targets, improve emissions reporting, and contribute to value chain decarbonization. Additional reduction measures include optimizing and rationalizing software licenses to minimize unnecessary upstream emissions, and implementing stricter travel management guidelines designed to reduce Scope 3 emissions from business travel while improving cost efficiency.

With a comprehensive understanding of our emissions profile now established, we will implement the following Science Based Targets in 2026, reinforcing our commitment to measurable, science-aligned emission reductions and providing a clear and structured framework for driving and tracking progress.

## Climate Targets: 2026 and Beyond

	Near-term	Net zero
<b>Target year</b>	2035	2050
<b>Emission reduction</b>	63% reduction for Scope 1+2+3	90% reduction for scope 1+2+3
<b>Absolute reduction (tCO<sub>2</sub>e)</b>	From 11,373 to 4,208	From 11,373 to 1,137
<b>Annual reduction (from 2025)</b>	6.3%	3.6%
<b>Key levers</b>	<ul style="list-style-type: none"> <li>Engage suppliers (reduce impact of Service Time and obtain activity-data)</li> <li>Reduce spend on Goods &amp; Services (e.g. rationalize Programs &amp; Licenses)</li> </ul>	





# Social

- ④ S1 Own Workforce
- ④ S2 Workers in the Value Chain
- ④ S4 Consumers & End-Users

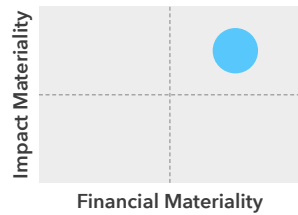




# S1 Own Workforce

S1 Own Workforce addresses the organization’s employees, focusing on working conditions, equal treatment, human rights, and a safe, inclusive work environment. It covers fair pay, diversity, health and safety, training, and mechanisms for employees to raise concerns, ensuring they are treated with dignity and respect.

## Materiality Outcome



## Materiality

In a highly competitive global technology market, our ability to attract, develop, and retain top talent is critical to long-term value creation. We have identified “Being a Place of Choice for Global Tech Talent” as a high material topic under ESR S1. This topic is financially material because access to skilled professionals in areas such as software engineering and cybersecurity directly affects innovation capacity, delivery performance, customer trust, cybersecurity resilience, and overall competitiveness. A strong employer value proposition reduces turnover, lowers recruitment costs, and safeguards sustainable growth, while failure to

compete for talent may result in operational disruption, increased costs, and reduced market position.

At the same time, fostering psychological safety and a strong speak-up culture is central to being a Place of Choice. This topic is impact material because our organizational culture significantly influences employee well-being, inclusion, equal opportunity, and protection from retaliation. Employees must feel safe to raise cybersecurity concerns, operational risks, and ethical issues without fear of negative consequences. A culture that encourages constructive challenges and early risk reporting strengthens business resilience and protects both employees and the organization from harm.

## Our Approach

Our approach to S1 Own Workforce is guided by our ambition to be a workplace of choice in a highly competitive global technology market. We recognize that attracting and retaining top talent requires more than competitive compensation. It





requires an environment where people can perform, grow, and feel respected.

We structure our approach around two core areas: Working Conditions and Equal Treatment and Opportunities. These areas are closely interconnected and together support our objective of fostering a workplace where employees are treated fairly, can contribute fully, and are empowered to support long-term value creation.

### Working Conditions

Under Working Conditions, our ambition is to create an environment where employees can perform at their best while maintaining balance, well-being, and a strong sense of belonging.

We offer a flexible hybrid work model that supports work-life balance and accommodates both individual and business needs. Our workplace culture is rooted in Nordic values and a flat hierarchy, fostering openness, trust, and accessibility across all levels. Through a trust-based culture grounded in clear leadership principles and core values, we encourage employees to bring their authentic self to work and contribute fully. In Sweden and China, 100% of employees are covered by collective bargaining agreements, ensuring structured social dialogue and clear employment terms.

To continuously improve our work environment, we use Winningtemp, a weekly pulse survey tool covering areas such as leadership, engagement, and development. All employees and consultants (where applicable by law) are invited to participate. Responses are anonymous and aggregated, with safeguards to prevent identification in smaller teams. Results are benchmarked

against approximately 200+ IT/technology companies globally and form the basis for team dialogue, improvement priorities, and proactive issue management. To attract and retain top talent, our ambition is to maintain scores at least 0.3 points above the industry benchmark.

Our physical workplaces are designed to promote collaboration, comfort, and productivity. Offices typically combine open, collaborative spaces with areas of focused work, and ergonomic workstations are provided to support employee health. We complement this with a competitive benefits package supporting well-being and development, including generous paid time off, above-market health benefits in the U.S., expanded parental leave in selected countries, wellness allowances, bike rental programs, mental health resources, and professional development support through external studies and our TechFund program.

Everyday initiatives such as shared breakfasts, fika, celebrations, and team-building activities strengthen engagement and community. Clear whistleblower protections and robust anti-harassment policies further ensure a safe and respectful workplace.

- **Employees covered by collective bargaining:** 100% in Sweden and China
- **Global employees covered by health care:** 100%
- **Winningtemp 2025 overall Employee temperature:** 7.9, .1 above Index

### Physical Workplace Health and Safety

As a predominantly office-based company, our primary physical workplace risks relate to ergonomics, fire safety, electrical safety, and indoor environmental conditions. These risks are managed through structured risk assessments, preventive measures, defined responsibilities, and established incident reporting and emergency procedures. We apply a proactive approach that goes beyond minimum legal compliance, aiming for continuous improvement in workplace safety.

Our health and safety work is governed by internal policies and directives that define responsibilities, processes, and minimum standards. These include systematic work environment management, fire and evacuation procedures, crisis management, and general workplace safety requirements.

Through modern office environments, strong employee involvement in risk reporting, and ongoing review of safety routines, we strive to maintain a safe and healthy workplace that supports both employee well-being and operational resilience.

- **2025 workplace accidents reported:** 0
- **Sick leave:** 1.7% (Sweden Only)

### Equal Treatment and Opportunities Learning and Development

Our learning philosophy is built on shared responsibility, where employees are expected to take ownership of their professional development. We believe that most learning occurs through on-the-job



experiences, stretch assignments, collaboration across teams, and active knowledge exchange within the organization.

At the same time, all line managers have access to a dedicated training budget for their team that can be used for external courses and professional development programs aligned with both individual aspirations and business needs.

### ■ Learning and Development Investments in 2025

During 2025, we continued to invest in structured learning opportunities and systems to support continuous growth across the organization.

We provide access to Pluralsight, a technology-focused learning platform that supports continuous upskilling in engineering and digital capabilities. In 2025, over 200 employees actively participated in technical training through Pluralsight.

### ■ Key Focus Areas

Key learning initiatives during the year included:

- **Swedish business and contract law training** for Sales and Procurement teams
- **AI awareness training** to build foundational understanding across the organization
- **Advanced presentation skills training** to strengthen communication capabilities
- **Intercultural Swedish business training**, including dedicated programs focused on Japan and India, supporting our expansion efforts
- **Inclusive leadership program** for all line managers

- **Recorded training hours:** 6,500
- **Personal development Winningtemp Score:** 7.7, .4 above Industry

### Social and Collaborative Development

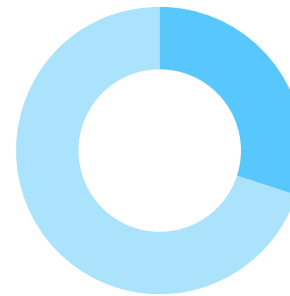
In addition to formal training initiatives, we actively foster social and collaborative learning environments. Throughout the year, we organized knowledge-sharing talks, game days, and innovation gatherings to encourage creativity, cross-functional collaboration, and informal learning. These activities strengthen internal networks, promote engagement, and support a culture of continuous development.

We also host an annual internal tech conference where employees share ideas, collaborate across teams, and learn from one another. Selected key partners are invited to contribute educational sessions, further enriching our internal competence and strengthening external collaboration.

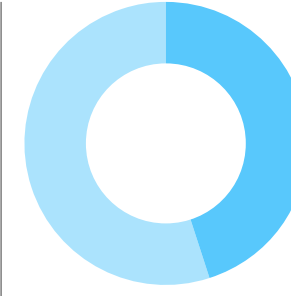
### DEI

DEI (Diversity, Equity and Inclusion) is at the heart of our commitment to equal treatment and opportunities, ensuring our values and approach are clear and actionable. We have developed DEI models tailored specifically to WirelessCar and continued training on these frameworks in 2025, including an Inclusive Leadership workshop for all line managers. We focus on unbiased processes in recruitment and salary reviews, while also building an environment where everyone feels welcome through education, events, and partnerships.

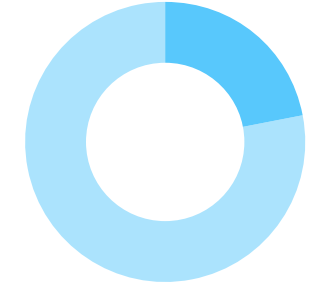
### Employee Gender Balance 2025



**Overall:**  
 • Female: 30%  
 • Male: 70%



**Line Managers:**  
 • Female: 45%  
 • Male: 55%



**Executive Management:**  
 • Female: 22%  
 • Male: 78%

### DEI Sponsorships and Partnerships

In 2025, WirelessCar engaged in three key sponsorships aligned with our commitment to diversity, inclusion and long-term competence development: Pink Programming, Women in Automotive and West Pride. These partnerships strengthen our employer brand, broaden our networks and support a more inclusive tech and mobility industry.

#### ■ Pink Programming

During the year, we welcomed Pink Programming as a new partner. Through this collaboration, we participated in several initiatives and hosted our own event:

Pink Programming - Tech Talk & Networking (Afterwork Event)

Approximately 100 members of Pink Programming joined us for an afterwork event at WirelessCar titled: "Tech Talk: Why Do We Need an SDV? - Cloud Architecture Behind Connected Services."

The session focused on Software-Defined Vehicles (SDV) and modern cloud architecture, combining technical insights with networking opportunities.

Through this initiative, we aimed to:

- Expand the women-in-tech network both within and beyond WirelessCar
- Inspire students and early-career professionals to pursue and remain in tech careers
- Address retention challenges in the industry, where women are underrepresented and more likely to leave
- Increase visibility of female role models and strengthen collaboration across the ecosystem

We also participated in Pink Festival (November 2025), including contributing to a DEI panel discussion. These engagements reflect our ambition to actively sup-



port gender diversity in tech and create spaces where women can connect, grow and lead.

**Women in Automotive**

WirelessCar continued its sponsorship of Women in Automotive, including participation in the Women in Automotive Conference. We contributed to a panel discussion and engaged in knowledge sharing and networking with industry peers.

This partnership supports:

- Increased visibility of women in the automotive and mobility sector
- Access to a strong professional network
- Knowledge exchange on leadership, innovation and inclusion
- Recruitment opportunities to attract female talent to WirelessCar

**West Pride**

Through our partnership with West Pride, we demonstrated our commitment to LGBTQI+ inclusion. During Pride, we organ-

ized internal engagement activities such as a Fika gathering and participated in the Pride Parade.

Beyond participation, the partnership enables us to strengthen internal awareness and education around LGBTQI+ inclusion practices. It provides employees with opportunities to learn, engage and contribute to a workplace culture built on respect and belonging.

**Unbiased Hiring**

As part of our commitment to fair and unbiased hiring, we apply structured and research-based recruitment practices across our organization. Developers and other employees involved in recruitment processes receive interview training supported by presentation materials and evidence-based methods, including the STAR technique, to ensure objective and competency-focused evaluations. We conduct structured interviews where all candidates are asked the same core questions, enabling consistent assessment, transparent

comparison, and more data-driven decision-making. In addition, we use Alva Labs assessments to evaluate logical ability and personality traits, providing a standardized and unbiased approach to identifying potential and capability. Together, these practices help us reduce bias, promote equal opportunities, and strengthen diversity within our workforce.

- **2025 recruitment gender statistics:**  
38% Female/ 62% Male

**Job Architecture**

In 2025, we kicked off creating a more structured job architecture to strengthen equity, transparency, and fairness across the organization. By clearly defining job families, levels, and objective evaluation criteria, we ensure that pay, promotions, and career progression are based on consistent standards rather than subjective decisions. This framework enhances visibility into role

expectations and career paths, supports pay equity analysis, and ensures compliance with upcoming pay transparency legislation, while enabling inclusive growth, internal mobility, and accountable leadership practices across all markets.

**Looking Forward in 2026**

Looking ahead, our focus is on strengthening engagement and fostering a more gender-diverse workforce and inclusive environment through continued education and internal collaboration. While our 2025 Pulse Index scores were above the index, we did not reach our ambition of 0.3 above, influenced by industry uncertainty and internal structural changes. In 2026, we will continue to actively listen to employee feedback, further strengthen our processes to reduce bias, and deepen our partnerships with West Pride and Pink Programming, while also welcoming Women in Tech Gothenburg as a new collaborator to support our ongoing inclusion efforts.

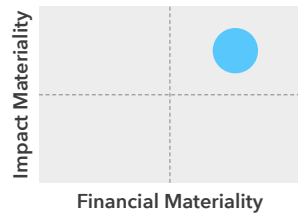




# S2 Workers in the Value Chain

S2 Workers in the Value Chain covers fair working conditions, human rights, safe environments, and access to grievance mechanisms, ensuring employees are treated with dignity and respect.

## Materiality Outcome



## Materiality

Workers in our value chain are considered highly material from both a financial and impact perspective. This includes individuals employed by suppliers providing critical infrastructure such as systems, cloud services, and data center operations, as well as contracted professionals who work alongside our permanent employees. Our service delivery relies on secure, resilient, and responsibly managed digital infrastructure and highly skilled talent. Any labor-related disruptions, skills shortages, or non-compliance with labor standards within supplier organizations could affect service continuity, data security, and customer trust.

Approximately 29% of our workforce consists of contracted professionals, reflecting our operating model as an agile tech-

nology company. Maintaining this flexible workforce structure is essential to delivering innovation, scaling efficiently, and responding to rapidly changing customer and market demands. Our ability to attract, retain,

and effectively manage both permanent employees and contract talent is therefore critical to business continuity, service quality, and long-term competitiveness.

From a financial perspective, disruptions in access to skilled contract talent, increasing competition for specialized expertise, inadequate workforce management practices, or labor-related risks within our supply chain could significantly affect project delivery, cost structures, operational resilience, and revenue generation. From an impact

perspective, we recognize our responsibility to ensure fair working conditions, equal treatment, inclusion, and safe working environments for all workers in our value chain including supplier employees and contractors. Responsible engagement, transparent collaboration, supplier due diligence, and equitable practices are essential to maintaining trust, protecting human rights, and safeguarding our reputation as a responsible and attractive partner within the technology sector.





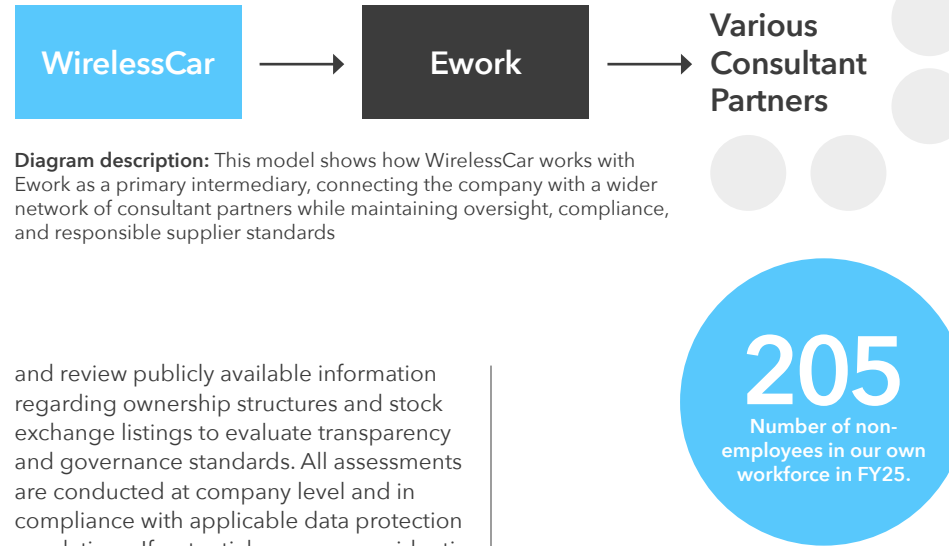
## Approach

At WirelessCar, we are committed to sustainable environmental protection and to upholding high social and ethical standards across our entire value chain. This includes strict adherence to human rights principles and anti-corruption regulations in all markets where we operate. Our responsibility extends beyond our own operations to our supplier relationships, where we actively and continuously work to improve sustainability performance and fulfill our due diligence obligations. Our approach is guided by our Sustainability in Supplier Relations (SiSR) policy. This framework is built on a structured and systematic risk analysis designed to identify, prevent, and mitigate environmental, social, and corruption-related risks within our supply chain. Where risks or violations are identified, we are committed to ensuring appropriate remediation measures are taken. The SiSR approach also strengthens transparency and accountability toward both internal and external stakeholders.

## Supplier Review and Due Diligence

As part of our supplier onboarding and evaluation process, we conduct structured due diligence checks based on our Code of Conduct for Business Partners. The assessment focuses on human rights, ethical business conduct, and sustainability-related risks across the supply chain.

The due diligence process includes systematic screening for potential red flags related to human rights violations, corruption, bribery, litigation, and other compliance risks. We also assess country-level corruption risk using Transparency International's Corruption Perception Index (CPI)



**Diagram description:** This model shows how WirelessCar works with Ework as a primary intermediary, connecting the company with a wider network of consultant partners while maintaining oversight, compliance, and responsible supplier standards

and review publicly available information regarding ownership structures and stock exchange listings to evaluate transparency and governance standards. All assessments are conducted at company level and in compliance with applicable data protection regulations. If potential concerns are identified, the process is escalated in accordance with our compliance framework.

This due diligence review forms part of a broader set of controls applied to our suppliers to ensure they meet our requirements regarding sustainability, compliance, security, and responsible business conduct throughout our supply chain. We continuously develop and strengthen our processes to reflect evolving regulatory requirements, emerging risks, and increased stakeholder expectations.

## Partnership with Ework - Ensuring Responsible Practices in the Value Chain

WirelessCar partners with Ework, a specialized talent and consultancy management provider in Northern Europe, as its primary

intermediary for contracted professionals in Sweden, where most consultants are engaged. Given the significant share of consultants in the workforce, this partnership is strategically important for maintaining agility, scalability, and access to critical expertise. Ework acts as an intermediary between WirelessCar and consultancy firms or independent contractors, supporting contractual matters and consultant relations. This structure ensures clear governance, transparency, and effective workforce management.

Requirements in WirelessCar's agreement with Ework are reflected in Ework's contracts with suppliers and their employees or subcontractors. This includes adher-

ence to WirelessCar's Code of Conduct and Ework's Supplier Code of Conduct, ensuring alignment on business ethics, labor conditions, human rights, and responsible practices. Through an established governance structure and continuous dialogue, consultant experience and hiring manager satisfaction are regularly monitored. This enables early risk identification, high-quality delivery, and continuous improvement.

All suppliers within Ework's network including consultancy firms of all sizes and independent freelancers have access to standardized benefits and support through Ework+, promoting equal treatment, transparency, and fair conditions across the contractor base.

## Inclusion of Consultants in the WirelessCar Community

In countries where labor legislation permits, such as Sweden, WirelessCar takes an inclusive approach to engaging consultants. We recognize that consultants play an important role in our success and, where possible, we strive to treat them in a manner similar to our employees.

To support engagement and foster a strong sense of belonging, consultants are invited to participate in our Pulse engagement surveys and are provided with the same hardware and technical equipment as employees. They are also welcome to join company events, training and development initiatives.

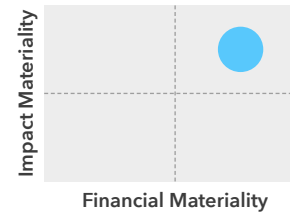
By creating an inclusive environment with equal access to tools, feedback channels, and learning opportunities, we strengthen collaboration, promote continuity, and support the retention of key consultant talent.



# S4 Consumers & End-Users

S4 Consumers & End-Users covers product safety, data protection, accessibility, and responsible marketing, ensuring consumer and end-user rights, well-being, and privacy are respected.

## Materiality Outcome



## Materiality

Data privacy is a highly material topic for WirelessCar due to both societal impact and financial exposure. We process personal and vehicle-related data in connected-vehicle services. Unauthorized access, leakage or misuse could result in privacy harm, loss of trust, regulatory fines, contractual penalties, and reputational damage. Certain connected services (e.g., emergency call and remote immobilization) are safety-critical, meaning service disruption or cyber incidents could directly impact consumer safety. Protecting personal data and ensuring the reliability and security of safety-critical services are therefore embedded in our sustainability and risk-manage-

ment framework. Assisted services already provide the data required for road-safety reporting.

## Approach

### ■ Data Privacy

Our products and software process personal and vehicle data necessary to deliver connected functionality (e.g., telematics, diagnostics, emergency, and remote services). Data-privacy principles, minimization, lawful basis, retention, access control and secure handling, are integrated into product design and operations. Depending on contractual structure, WirelessCar acts as controller or processor; in either case our systems indirectly influence end-users by collecting, routing, or presenting data and enabling safety-critical functions.

To mitigate potential impact, we apply Privacy-by-Design and mandatory privacy screening (PISQ/Privacy by Design/DPIA) and require security reviews for systems handling personal data. Supplier and SaaS processing is governed by data processing agreements and due diligence. Standard technical and organizational measures,



including encryption, role-based access, logging, retention controls, and formal incident escalation procedures, are implemented to reduce risk.

### Governance

Data privacy is governed by a defined data-protection organization, including the DPO, Data Privacy Compliance Lead, and designated local contacts. Oversight is coordinated through a group-level steering structure that manages policy alignment, risk assessments, supplier oversight, audits, and incident escalation. Compliance is supported by mandatory records of processing activities (ROPA), internal and supplier audits, and management accountability.

### Governing policies:

[WirelessCar Privacy Policy](#)



### Training

WirelessCar aims for an annual NanoLearning completion rate of 85% for both Cybersecurity and Data Privacy training. Progress is followed through quarterly reports sent to Line Managers, who are responsible for monitoring their teams' completion status. In 2025, both the Security team and Line

Managers made significant efforts to promote awareness and engagement around these important topics. The 2025 training cycle has now concluded, and WirelessCar is performing well above the market average, according to feedback from our training provider Junglemap. A new NanoLearning program for 2026 will launch in March.

### Cybersecurity awareness 2025

- 15 lessons have been sent out
- 88% of the lessons have been completed

### Data privacy awareness 2025

- 15 lessons have been sent out
- 86% of the lessons have been completed

### Road Safety

WirelessCar was founded 25 years ago to deliver emergency call services, and road safety remains at the core of our purpose. Today, most passenger vehicle manufacturers operate with ambitious zero-casualty targets and safety-first strategies. However, despite technological advances, global road safety statistics indicate that road-related fatalities are no longer consistently decreasing. This highlights the need for continued innovation and collaboration across the mobility ecosystem.

As a digital services provider to automotive manufacturers (OEMs), WirelessCar plays an indirect but significant role in protecting drivers, passengers, and other road users. While we do not manufacture vehicles, our connected vehicle software and cloud-based services enable OEMs to enhance safety outcomes before, during, and after incidents occur. By responsibly leveraging connected car data, we support

both preventive and reactive safety measures that ultimately influence the experience and well-being of end-users.

Our approach is centered on maximizing the value of the data that OEMs choose to share. We transform connected vehicle data into actionable insights that provide critical context to emergency responders and public safety agencies. At the same time, we actively collaborate with OEMs to demonstrate how increased and improved

data sharing can enhance post-collision response and overall road safety outcomes.

Digital services are not only reactive tools activated when something goes wrong. They also proactively support safer mobility by enabling predictive maintenance, vehicle health monitoring, and timely service notifications – helping reduce the likelihood of breakdowns or safety-critical failures that could lead to accidents.





# Governance

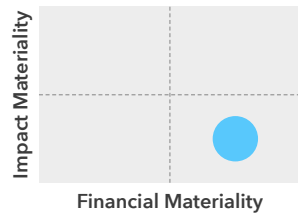
- G1 Business Conduct
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05

# G1 Business Conduct

ESRS G1 address business conduct and ethical behavior, including the prevention of corruption and bribery, compliance with applicable laws and regulations, and the promotion of integrity and transparency in business activities.

## Materiality Assessment Outcome



## Materiality

WirelessCar has assessed the potential negative impact related to business conduct as minor in severity and unlikely in occurrence. This assessment is based on the nature of WirelessCar's operations, its business model, and the existence of established governance structures, policies, and internal controls designed to prevent unethical business practices. As a result, business conduct has not been identified as impact material. Business conduct has been assessed as financially material, with risks considered significant and likely, particularly in the context of WirelessCar's expansion into new geographic markets, including markets with higher perceived corruption risk according to the Transparency International Corruption Perceptions Index (CPI).

Potential financial risks include:

- **Brand reputation risk**, where actual or perceived misconduct could negatively affect customer trust, partner relationships, and future business opportunities;
- **Financial fines and sanctions**, arising from non-compliance with anti-corruption laws and regulations at local or international level; and
- **Inefficient resourcing**, including increased costs related to remediation, legal support, compliance efforts, management attention, and delays in market entry or project execution.

## Approach

### ■ Policies related to business conduct and corporate culture

WirelessCar conducts its business in accordance with high standards of integrity, ethical behavior, and compliance with applicable laws and regulations. Our approach to business conduct is defined through a set of policies, directives, and frameworks that apply to all employees and are embedded across the organization.





## Policies Related to Business Conduct

Policy/Framework	Scope	Key Topics Covered	Training & Communication	External Link
<b>Code of Conduct - WirelessCar</b>	Core ethical and compliance framework governing business conduct	Ethical behavior, legal compliance, conflicts of interest, anti-corruption, fair competition, data protection, human rights	Mandatory Code of Conduct training for all employees; onboarding and refresher training	<a href="http://www.wirelesscar.com/codes-of-conduct/">www.wirelesscar.com/codes-of-conduct/</a>
<b>Whistleblowing Policy and System</b>	Reporting and handling of suspected misconduct	Whistleblower protection, anonymous reporting, investigation procedures, non-retaliation	Communication through internal channels and training; access to reporting tools	<a href="http://www.wirelesscar.com/whistleblowing/">www.wirelesscar.com/whistleblowing/</a>
<b>Volkswagen Group Social Charter</b>	Social responsibility and human rights framework	Human rights, social rights, industrial relations, responsible business conduct	Communicated through group policies	
<b>Slavery and Human Trafficking Statement - WirelessCar</b>	Prevention of modern slavery and human trafficking	Human rights due diligence, supply chain risk management, zero-tolerance principles	Communication of statement on external webpage	<a href="http://www.wirelesscar.com/slavery-and-human-trafficking-statement/">www.wirelesscar.com/slavery-and-human-trafficking-statement/</a>
<b>Annual Internal Compliance Risk Assessment</b>	Risk-based integrity and compliance management system	Compliance risk assessment, controls, training, monitoring, continuous improvement	Risk-based and mandatory compliance training defined by risk profile	

### ■ Processes for embedding business conduct and corporate culture

WirelessCar embeds business conduct and corporate culture through defined governance structures, leadership commitment, and mandatory training. The Code of Conduct is communicated to all employees and is a mandatory part of the onboarding process and refresher training is required every two years.

The Executive Management Team is responsible for promoting ethical behavior and integrating integrity and compliance considerations into decision-making processes. When entering new markets, WirelessCar applies a risk-based approach to assessing integrity and compliance risks,

including the use of external benchmarks such as the Corruption Perceptions Index (CPI). The results inform the design of proportionate mitigation measures, including enhanced controls and targeted training.

### ■ Processes for prevention, detection, and response to unethical behavior

WirelessCar maintains processes to prevent, detect, and address unethical or unlawful behavior, including internal rules, mandatory training, reporting channels, and defined escalation procedures.

Compliance risks are assessed annually through an annual internal compliance risk assessment framework. The framework

defines mandatory and risk-based measures aligned to the entity's risk profile and covers integrity and compliance with environment, risk management, organization, communication and training, and monitoring and improvement.

Based on the annual assessment, WirelessCar reviews and enhances existing measures as needed, supporting continuous improvement and alignment with compliance requirements.

### G1 - Actions and Progress (2025)

- **Code of Conduct training:** In 2025, WirelessCar achieved 99% completion of Code of Conduct training for all employees.

- **Risk-based market entry:** WirelessCar entered a new market that is associated with a higher inherent corruption risk when assessed against the Corruption Perceptions Index (CPI), relative to other markets in which the company operates. A supplier-focused integrity and compliance risk assessment, considering country-specific risk factors, was conducted prior to market entry and updated during the entry process. In response to the elevated risk profile, WirelessCar implemented enhanced, targeted training for relevant internal stakeholders and suppliers, with a focus on anti-corruption, anti-bribery, and rules governing gifts, hospitality, and services. In addition, WirelessCar conducted an on-site supplier audit in the new market to verify compliance with applicable policies and controls, reflecting a higher level of oversight than applied in lower-risk markets.

### Metrics

WirelessCar maintains a zero-tolerance approach to harassment, discrimination, bribery, and corruption, supported by policies, training, and reporting mechanisms.

### Cases reported in 2025

- **Whistle blower cases:** 0 (2024: 0)
- **Anti-corruption/bribery cases:** 0 (2024: 0)
- **Confirmed cases of discrimination/harassment:** 0 (2024: 0)
- **Confirmed cases of physical or psychological violence:** 0 (2024: 0)



# Outlook 2026

Looking ahead, our sustainability journey is focused on accelerating impact and embedding sustainability as a core driver of long-term value. In 2026, we will continue to strengthen data integrity as a critical foundation, with a clear focus on data-driven drivers to enable meaningful reductions in our Scope 3 emissions. By improving the quality, consistency, and usability of sustainability data, we enhance our ability to make informed decisions, drive targeted actions, and link sustainability performance more directly to business outcomes.

Equally central to our outlook is a strong and unwavering commitment to diversity, equity, and inclusion. Gender equality and inclusive leadership remain high priorities, and we will continue to invest in education, awareness, and sponsorship initiatives that support representation, opportunity, and long-term cultural change. Beyond policies and commitments, we are focused on “walking the walk” by fostering a workplace where people are treated with respect, dignity, and fairness in every interaction. As we look towards 2027 and beyond, we aim to further strengthen DEI as a core part of how we lead, collaborate, and grow—ensuring our culture reflects the values we stand for and supports sustainable success for our people, our business, and the broader mobility ecosystem.



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