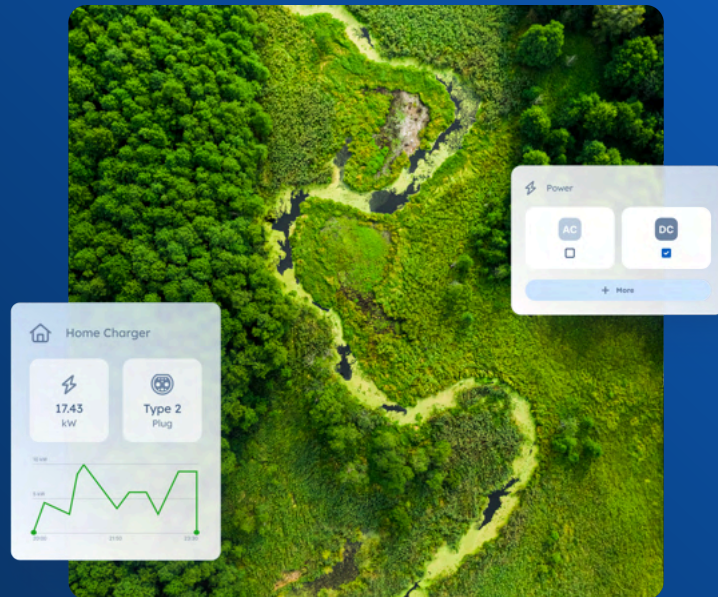




SUSTAINABILITY REPORT

Enabling sustainable e-mobility

Fiscal Year 2025 · June 2026



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Introduction

2025 tested and confirmed the core of what AMPECO is building: a platform that grows in scale decoupled from growth in environmental cost.

01

About this report

This is AMPECO's fourth annual Sustainability Report, covering our performance throughout the calendar year 2025 - our financial year - and accounting for 100% of our revenue.

Where we talk about the impact our platform enables for operators, networks, and EV drivers, we are clear about what sits within AMPECO's **direct control** and what extends into our wider **sphere of influence**. We apply that distinction consistently, because honest reporting means being precise about what we can and cannot take credit for.

We welcome feedback on anything in this report. Reach us at sustainability@ampeco.com.



Message from the CEO



Orlin Radev

Chief Executive Officer, AMPECO

At AMPECO, we believe that building something meaningful is a marathon, not a sprint. That belief has guided us as we evolved from an innovative tech company into the digital foundation for some of the world's most reliable EV charging networks. In 2025, as we grew, we chose to measure ourselves not only by scale but by the quality of the trust we earned along the way.

What I find most interesting is not the growth itself, but the kind of company we are choosing to become as we scale. Not just how large, but how responsible. Not just how capable, but how genuinely aligned with the people we serve. Those are harder questions, and they are the ones that will define our long-term relevance.

In 2025, we reached a pivotal milestone in this journey: AMPECO became an AI-native company. This was not a superficial addition of features, but a fundamental re-engineering of our product and operations. By embedding

autonomous agents and intelligent workflows into the very fabric of our platform, we have moved from passive management to proactive orchestration.

But technical excellence on its own is not a vision. Our strategy is rooted in a philosophy of shared success and a belief that our growth is intrinsically linked to the measurable outcomes achieved by our partners and the long-term health of our planet. When our customers deploy more chargers and serve more drivers reliably, we grow together.

Our long-term vision remains clear: to be the platform of choice for large-scale operators globally, ensuring that widespread transport electrification becomes our shared reality. This report is our account of how far we have traveled along that path in 2025, and how far we intend to go.

Our context: sustainability in a more complex energy system

The global transition to electric mobility has reached a critical inflection point. E-mobility has become the vital pulse at the convergence of three foundational infrastructures: transportation, energy, and digital systems. In this increasingly complex landscape, our definition of sustainability has matured. It is no longer just about tracking emissions - it is about the interplay between decarbonization, operational resilience, and the sustained trust required to manage a world in motion.

At AMPECO, we serve as the invisible backbone for some of the world's most ambitious charging networks, ensuring that as they scale, the entire system remains reliable, secure, and functional. A platform that falters does not just inconvenience users, it erodes the trust on which the broader energy transition depends. This reality elevates reliability, accessibility, and cybersecurity from technical requirements to fundamental climate enablers.

Resilience serves as the connective thread of this report - a commitment to building an ecosystem capable of thriving under the pressures of rapid global change. We view resilience through a holistic lens, operating at three levels, shown opposite.

These three dimensions are not separate chapters; they surface throughout this report as interconnected expressions of what responsible digital infrastructure looks like in practice. As investor scrutiny deepens and business expectations around transparency, digital responsibility, and climate performance continue to rise, AMPECO treats these evolving standards not as a ceiling for our ambition, but as the firm floor from which we innovate.

We view resilience through a holistic lens, at three levels

Technical resilience

Begins with the integrity of our platform: industry-leading uptime, robust security protocols, and state-of-the-art incident readiness. When operators depend on AMPECO to keep their networks running every day, technical resilience is the foundation of that trust.

System resilience

Extends into the broader energy system, where AMPECO enables grid-aware charging and energy flexibility. Our technology transforms electric vehicles from simple loads into stabilizing assets for a renewable-powered grid.

Organizational resilience

Anchors this progress in how we govern ourselves as we grow: the policies, structures, and cultural practices that allow us to scale without compromising integrity, fairness, or accountability.

Overview of the FY2025 report and what's new

AMPECO has been reporting on ESG-related performance since 2023, when we published our inaugural report using FY2022 as our baseline year. Each edition has built on the last, deepening data quality, expanding scope, and sharpening our methodology. This fourth report reflects the most significant step forward in both rigour and scope to date, across five areas.

01 Data maturity

We have improved the consistency, granularity, and internal verification of key performance indicators across platform reliability, energy efficiency, and people metrics. Where data gaps remain, we name them explicitly rather than omitting them. Leveraging our ISO 14001-certified Environmental Management System, we have transitioned toward high-fidelity, verifiable metrics.

03 Resilience framing

We have adopted resilience - technical, system, and organizational - as the connective thread of this report. This framing reflects how we actually think about risk and value creation, and we believe it gives stakeholders a more coherent picture of how our commitments relate to each other.

02 Digital sustainability focus

2025 saw us formalise our approach to digital responsibility, cybersecurity governance, data transparency, accessibility standards, and the environmental footprint of our cloud infrastructure. A highlight is our pilot Software Carbon Intensity (SCI) assessment, which reveals a digital footprint of just 2.56g CO₂e per charging session processed, confirming that our platform's overhead is essentially negligible relative to the clean energy it delivers. These topics are now treated as first-order sustainability priorities, not ancillary disclosures.

04 Product impact narrative

We continue to develop our approach to reporting on the sustainability outcomes enabled through our platform. We remain deliberately conservative in the claims we make, in line with our SBTi-verified methodology and established reporting boundaries.

05 AI-native transformation

In 2025, AMPECO accelerated its shift toward an AI-native model for building and operating software, reshaping how we approach performance, responsibility, and long-term value creation. We rebuilt our core development workflow around AI agents to increase engineering speed and efficiency while maintaining human oversight, product quality, and operational control. We also began embedding AI into the platform itself, helping customers analyze network issues, identify root causes, and act faster.

This transformation affects all three ESG dimensions: environmentally, by enabling more efficient software development and operations; socially, by changing how work is organized and how teams apply their expertise; and from a governance perspective, by heightening the importance of human validation, accountability, data integrity, and responsible oversight.

We see AMPECO's AI-native transformation as a cross-cutting driver of impact and risk management, addressed throughout this report and explored in greater depth in the chapters on sustainability strategy and digital sustainability.

Key 2025 figures

229,495

Active charge points supported

▲ 35% YoY

28.4M

Charging sessions

▲ 103% YoY

752.5

GWh energy orchestrated

▲ 122% YoY



434,180 t

CO₂e avoided · 781x leverage ratio

▲ 141% YoY

2.42 t

CO₂e per 1,000 chargers

▼ 33% vs 2022

4.18B

Electric km enabled

▲ 132% YoY



Key company highlights



A platform-scale climate engine

The platform ended 2025 serving 229,495 active charge points across over 70 countries, facilitating 28.4 million charging sessions and 752.5 GWh of delivered energy. The translated climate impact: 434,180 tonnes of CO₂e avoided - equivalent to the carbon sequestration of 7 million tree seedlings grown for a decade.



Decoupling growth from footprint

Our total operational footprint for 2025 stands at 556 tCO₂e, down from 796 tCO₂e in 2024. GHG intensity per €M of revenue improved by 55%, intensity per employee halved, and cloud service intensity improved by 40%. For every tonne of carbon we produced, the platform enabled the avoidance of 781 tonnes elsewhere.



Engineering with purpose

Our inaugural Software Carbon Intensity pilot measured the digital carbon cost of each charging session at 2.56g CO₂e, confirming the platform's computational overhead is negligible relative to the clean energy it enables. Women represented 20% of our engineering team and 26% of all employees.



Our people in action

AMPECO grew to 184 employees by year end, a 25% increase, while employee satisfaction improved to 84% and sustainability and security training coverage rose to 86% of the workforce. Powering our company fleet with 60,900 kWh of electricity avoided 47 tonnes of CO₂e versus fossil-fuel travel.

AMPECO's Sustainability Strategy

AMPECO is an innovation-driven enterprise dedicated to enabling the EV charging infrastructure of the future. Our business model inherently benefits the environment by facilitating electric mobility, while our early adoption of a sustainability mindset has significantly fostered our growth.

02

Our sustainability approach

Sustainability at AMPECO is not a separate function or a reporting obligation. It is the architecture of how we make decisions. As the digital foundation for large-scale EV charging networks, the connection between our business model and climate outcomes is direct and measurable. Our strategy is organized around three pillars:

Sustainable e-mobility

Our primary lever. The climate outcomes that flow from platform scale are by far our most significant contribution to a net-zero future. With 230,000 charging ports managed by the close of 2025, the clean energy delivered through those networks enabled the avoidance of 434,180 tonnes of CO₂e - savings we categorise as Scope 4 (avoided emissions).



● Net zero ● EV adoption ● Sustainable grids

People and community

Building transformative infrastructure requires exceptional, purpose-driven people, embedded in communities whose wellbeing we have a responsibility to consider. AMPECO closed 2025 with nearly 200 employees, having grown through more than 60 new hires and 27 newly created roles.



● Customers ● Employees ● Communities

Trust and equity

A platform managing critical energy infrastructure must operate with unimpeachable integrity - in its security posture, its data governance, its supplier relationships, and its commercial conduct. In 2025 this included meetings with US Congress representatives, Members of the European Parliament, and the European Commission on AFIR implementation.



● Equitable charging ● Secure data ● Business ethics

Across all three pillars, resilience serves as the connective thread. Resilience is not a fourth pillar - it is the condition that allows the other three to hold under pressure.

Climate Transition Plan: goals and progress



Cloud and infrastructure optimization

Applying the AWS Well-Architected Sustainability Pillar principles to reduce the carbon cost of software delivery, tracked through our Cloud Service Intensity metric. In FY2025, Cloud Service Intensity improved by 40%.



Business travel reduction

Managed through carbon-aware booking guidance, a 15% intensity reduction target per km by 2026 vs. 2023, and favoring virtual engagement where equivalent. AMPECO teams traveled to 83 cities across 62 countries in 2025.



Employee mobility

Supporting low-carbon commuting through our company EV fleet, shared mobility allowances, and office location choices.



Supplier and value chain engagement

Governed by AMPECO's Supplier Due Diligence Policy. Material suppliers are proactively assessed against responsible procurement standards, and we are progressively improving Scope 3 data quality for purchased goods and services.

AMPECO published its first Climate Transition Plan (CTP) in 2024 and has updated it annually as data quality, target clarity, and operational scope have matured. The CTP outlines the levers through which AMPECO intends to reach its SBTi-verified net-zero target by 2030, using 2022 as the baseline year.

A full and updated version of AMPECO's Climate Transition Plan is available [here](#).

Decoupling platform growth from emissions

One of the clearest tests of a scaling technology company's sustainability credibility is whether its environmental footprint grows proportionally with its business, or whether it has found ways to deliver more impact with proportionally less. At AMPECO, decoupling is not a theoretical ambition. It is a measurable outcome we track consistently and report with transparency.

55%

Improvement in GHG intensity per €M of revenue

2×

Emission intensity per employee halved year-on-year

40%

Improvement in Cloud Service Intensity

−33%

CO₂e per 1,000 chargers vs 2022 (2.42 t vs 3.62 t)

In 2025, the platform grew substantially. Active charge points increased by approximately 35%, reaching about 230,000 by year end; charging sessions surpassed 28.4 million; energy delivered exceeded 750 GWh for the first time; and the energy flowing through those networks enabled the avoidance of 434,180 tonnes of CO₂e, a 141% increase year-on-year. Yet our operational carbon intensity tells a different story - every intensity metric we track improved meaningfully.

AMPECO's model sits at a different point in the EV charging value chain than infrastructure operators: we own no stations, deploy no hardware, and consume none of the energy delivered through the networks we enable. As the platform scales, the marginal environmental cost of that growth approaches zero, because shared infrastructure, multi-tenant architecture, and cloud efficiency gains mean each additional unit of platform capacity is delivered at a fraction of the footprint required by the first. The 781x leverage ratio is the clearest single expression of what that model produces.

What makes the decoupling hold

01

Architectural efficiency

AMPECO's multi-tenant platform design means each new operator onboarded shares infrastructure rather than requiring dedicated resources, compounding the efficiency gain as the network grows.

02

Operational discipline

Active management of cloud resource utilization in line with AWS Well-Architected sustainability guidance ensures compute capacity tracks workload demand. Here, optimizing costs means cutting emissions.

03

Measurement rigour

By tracking intensity metrics rather than relying solely on absolute figures, we hold ourselves accountable to a standard that does not allow growth to mask inefficiency.

We acknowledge that a change in carbon accounting vendor during 2025 means absolute year-on-year comparisons carry a degree of methodological divergence. Intensity-based metrics, calculated consistently under both methodologies, are the more reliable basis for assessing progress - and they point in the right direction.

Materiality and readiness for change

AMPECO's sustainability reporting is anchored in a double materiality lens, assessing both the impact our business activities have on the environment and society, and the ways in which ESG factors could affect our financial performance and long-term resilience. The topics identified as highest priority in our 2024 assessment - including climate change mitigation, consumer privacy, and secure employment - continue to shape our strategy, targets, and disclosure approach. Three readiness dimensions frame how we act on these findings:



Regulatory readiness

While AMPECO is not yet subject to mandatory CSRD reporting, alignment with ESRS disclosure expectations - double materiality, Scope 3 transparency, and digital responsibility - positions us ahead of the curve. Our active engagement in EU and US regulatory processes ensures our compliance posture evolves in step with the policy environment, not behind it.



Technology readiness

Our AI-native development model showcased our capacity to respond to technology change at the speed the market requires, without compromising the stability that mission-critical infrastructure demands.



Market readiness

Certifications, verified targets, and transparent reporting are transitioning from trust signals to qualification criteria. New enterprise customers in 2025 - Swisscharge (DACH), AGL Energy (Australia), E.ON Czech Republic, Eleport and Ignitis ON (CEE and Baltics), and Flexis (France) - reflect growing market confidence in AMPECO's reliability and governance.

AI-native company approach

Hours

Development stories that previously took two days now complete in hours

Daily

Releases, up from weekly sprints

8×

Feature delivery approximately increased by 800%

20,000+

Automated unit tests validating every change

In that spirit, AMPECO became an active member of the Coalition for Sustainable AI - a global initiative coordinated by France, the UN Environment Programme, and the International Telecommunication Union. As a signatory, AMPECO commits to measuring, reporting, and continuously reducing the environmental footprint of any AI technologies we develop or deploy.

AMPECO is an AI-native company - not in the sense that AI is our product, but in the sense that AI is embedded in how we build, operate, and improve it. By mid-2025, we had rebuilt our entire development workflow around AI agents. The result is the CoOperator Dev Agent, a workflow management system in which AI handles code execution while engineers direct architecture, validate quality, and exercise the human judgment that mission-critical infrastructure demands. We are deliberate about this: accelerated capability without governance is a risk, not an advantage. Our approach to AI use is shaped by four principles.

FOUR GOVERNING PRINCIPLES

- ✓ **Efficiency by design.** We evaluate AI tools not only for output quality but for their computational and energy cost - selecting appropriately sized models, avoiding redundant processing, and monitoring usage patterns.
- ✓ **Security and privacy by default.** No customer data, personally identifiable information, or commercially sensitive content enters external AI systems without explicit policy authorisation, governed by our ISO 27001-certified ISMS.
- ✓ **Human accountability.** AI-generated outputs are reviewed by qualified humans before use. We treat AI as a capability multiplier operating under human oversight, not a decision-maker.
- ✓ **Quality assurance.** Testing, review, and deployment standards apply regardless of whether code was AI-assisted or human-authored. AI tooling has not reduced our quality bar - it has changed how we reach it.

Sustainable e-Mobility

Our approach to sustainable e-mobility is rooted in the inherent environmental benefits of our core business model: harnessing technological innovation to decarbonize transportation.

We create software that prioritizes renewable energy integration, optimize our digital infrastructure to minimize the indirect footprint of our SaaS operations, and integrate environmental stewardship into our internal operations and broader value chain - with a clear roadmap toward net-zero emissions.

03

Platform-enabled emissions reductions: Scope 4

The global EV charging landscape is undergoing a structural transformation. Publicly accessible charging points surpassed 5 million worldwide by the end of 2024, and the IEA projects that public charging capacity would need to grow almost ninefold by 2030 to support projected EV sales. For a software platform operating at the intersection of clean mobility and energy infrastructure, this trajectory is the core of AMPECO's climate thesis: every charge point that comes online represents a potential avoided emission, and the software layer determines how much of that potential is actually realized.

Our avoided emissions methodology is developed in-house and aligned with Verra's VM0038 methodology for EV charging systems. We apply it conservatively: a global average grid emissions intensity factor across all markets, no claims where the required data is unavailable, and no optimistic displacement assumptions. Our aim is to report figures that are defensible, auditable, and meaningful - approximately 15 kg CO₂e avoided per charging session in 2025. As a near-term goal, AMPECO intends to pursue third-party limited assurance on our Scope 4 calculation.

WHAT WE EMIT

556 t

CO₂e operational footprint · Scopes 1-3. Measured in line with the GHG Protocol. Avoided emissions never offset or reduce this figure - they are reported transparently alongside it.

WHAT WE ENABLE

434,180 t

CO₂e avoided for others · Scope 4. The CO₂e not released because electric kilometers displace internal combustion kilometers - a supplementary disclosure category outside the GHG Protocol's Scope 1-3 framework.

Platform impact in numbers

METRIC	FY2025	YOY
Active charge points	229,495	▲ 35%
Charging sessions	28.4 million	▲ 103%
Energy delivered	752.5 GWh	▲ 122%
Electric kilometers enabled	4.18 billion km	▲ 133%
CO ₂ e avoided (Scope 4)	434,180 tCO ₂ e	▲ 141%
Avoided-to-operational leverage ratio	781x	New in 2025
Energy per session	26.5 kWh	▲ 23%

The positive impact of AMPECO-backed chargers is growing

While charge points grew by 35% year-on-year, the volume of charging sessions more than doubled and energy delivered surged by 122%. This divergence reflects growing utilization: existing charge points are being used more intensively, more reliably, and more efficiently. AMPECO-backed operators are not just deploying more infrastructure - they are extracting more value from every charge point in their network. This is the leverage of software at work: smart charging, dynamic load management, roaming interoperability, and white-label customer experience turn a hardware asset into a consistently performing revenue source.

What the Scope 4 figures reflect

The 141% increase in avoided emissions is not simply a function of more charge points. It reflects a compounding effect: more sessions per charge point, more energy per session, and continued growth in EV adoption among the CPOs AMPECO serves. The avoided emissions figure is not a marketing number - it is the output of a disciplined calculation, grounded in real session data, applied conservatively, and reported with full transparency about its boundary conditions. Many AMPECO clients also leverage their charging sessions on carbon markets to obtain renewable energy certificates, increasing the additionality of EV charging.

Carbon footprint and climate progress (Scopes 1-3)

Total operational footprint (FY25)	556 t
Scope 1 (t CO ₂ e)	0.7
— Fugitive emissions	0.74
Scope 2, location-based (t CO ₂ e)	48.09
Scope 2, market-based (t CO ₂ e)	18.92
Scope 3 (t CO ₂ e)	507.21
— Purchased goods & services (Cat 1)	274.34
— Fuel and energy-related activities (Cat 3)	19.7
— Waste generated in operations (Cat 5)	0.13
— Business travel (Cat 6)	146.07
— Employee commuting (Cat 7)	66.96

AMPECO's operational carbon footprint is measured and reported across Scopes 1, 2, and 3, in line with the GHG Protocol and our ISO 14001-certified Environmental Management System. From FY2025 onwards, emissions accounting is managed by Atlas Metrics (part of Novata), our new carbon accounting vendor. Scope 1 emissions remain minimal, arising solely from fugitive refrigerant sources in office cooling. Scope 2 emissions reflect purchased electricity at our Sofia office, including electricity used to charge our company EV fleet, reported at 48.09 tCO₂e.

Scope 3 represents the largest share of our footprint, as is typical for a software-first business. The dominant categories are purchased goods and services (Category 1, at 274.34 tCO₂e, including cloud infrastructure, event sponsorships, and consulting) and business travel (Category 6, at 146.07 tCO₂e). Where supplier-specific carbon data is not available, a conservative general emissions factor is applied - and this limitation is disclosed explicitly rather than omitted.

Net-zero journey



AMPECO's net-zero target - a reduction of Scope 1, 2, and 3 emissions to net zero by 2030 using 2022 as the baseline year - was validated by the Science Based Targets initiative (SBTi) in 2024. It represents one of the most rigorous voluntary climate commitments available to a company of AMPECO's scale. Progress is governed through three interlocking mechanisms:



Measurement rigour

Ensuring data quality and methodology continuity, so that progress is assessed against a consistent, auditable baseline.



Operational action

Efficiency improvements across cloud infrastructure, travel, and facilities - the levers most directly within our control.



Value chain engagement

Improving supplier-level data and embedding climate expectations into procurement decisions across our supply chain.

Net-zero journey in practice



Business travel

2025 was a year of intensive market engagement, with AMPECO teams present across 83 cities in 62 countries for customer meetings, regulatory participation, and industry events. Managing the associated emissions remains an active priority under our Climate Transition Plan, which supports employees in selecting lower-carbon options where these do not compromise business outcomes.



Air quality and electric mobility

Through our shared company EV fleet and mobility partnerships, employees avoided 32 tCO₂e through electric commuting in 2025, a 39% increase on the prior year. Beyond carbon, every fossil-fuel journey displaced is a direct reduction in the local pollutant load - carbon monoxide, nitrogen oxides, particulate matter - that affects the health of the communities our employees live and work in.



Sustainable procurement

AMPECO maintained 100% sustainable spend across employee merchandise, gifts, and office supplies in 2025. We also reused 45 work laptops, a fourfold increase compared to the 10 reused in 2024, achieving a 100% laptop reuse rate and extending the useful life of hardware that would otherwise contribute to electronic waste.

Environmental Management System

We are committed to systematically managing our environmental responsibilities. In 2025, we performed a successful surveillance audit for our active Environmental Management System (EMS), meeting the requirements of the ISO 14001:2015 international standard. This framework allows us to identify, manage, monitor, and control our environmental impact in a holistic and transparent manner.

The scope of our EMS covers all AMPECO business activities - software development, customer support, and administrative operations - and is aligned with our broader Information Security Management System. To review our ISO 14001 certificate, visit ampeco.com/iso-14001.



Regulatory compliance

All operations comply with local and international environmental laws.



Operational efficiency

Reducing resource intensity across our headquarters and digital infrastructure.



Waste and pollution prevention

Strict protocols for waste segregation, particularly electronic waste.



Continuous improvement

Regular internal audits and management reviews to enhance performance year over year.

Product spotlight: charging as flexibility

AMPECO occupies a distinctive position in the energy transition: not as an energy producer or infrastructure owner, but as the software layer that determines how existing infrastructure performs. Unmanaged charging imposes significant strain on grid infrastructure during peak periods. Managed charging transforms electric vehicles from passive loads into active grid assets - capable of absorbing excess renewable generation, deferring demand during peaks, and participating in flexibility markets. In 2025, energy flexibility moved from theory to operational reality across AMPECO's customer base.

01

Solar integration

Residential EV drivers can prioritize charging using on-site renewable energy, aligning sessions with clean energy production rather than grid draw. Solar lifecycle emissions are roughly 12 times lower than natural gas and 20 times lower than coal.

02

Dynamic Load Management

The core mechanism of grid-aware charging: DLM continuously monitors total site consumption and dynamically distributes available capacity across active sessions - including multi-level configurations that mirror the actual electrical hierarchy of complex sites.

03

Circuit schedules

Operators define when a charging circuit should run at a reduced power limit - honoring grid restrictions during peak windows, shifting load toward renewable generation, and staying within a building's power budget without infrastructure modification. Drivers see none of this complexity.

04

Flexibility assets

Charging circuits function as resources that respond to signals from grid operators, energy markets, or aggregators - with 15-minute time-series forecasting designed for direct integration with flexibility markets via AMPECO's API and OpenADR protocols.

Flexibility in the field

01

SWITCH (E.ON Sweden)

Brings grid-side demand response directly into AMPECO's flexibility ecosystem. Using OpenADR 3.0, SWITCH sends power limitation events that AMPECO acknowledges and executes as scheduled periods - positioning AMPECO as a real-time participant in grid balancing.

02

DREEV

Connects AMPECO with the leading flexibility operator for electrical depots in France and Europe. DREEV applies charging profiles optimized against electricity market prices, while AMPECO retains full platform and OCPP-level control.

Real-time schedule recalculation. For smart charging modes with a target energy amount, the platform monitors actual meter values against the scheduled profile on each 15-minute interval. If delivered current deviates - due to grid instability, solar fluctuation, or hardware behavior - the system automatically recalculates and pushes updated charging profiles so the vehicle still meets its target by departure time.

PART 04 OF 10

Digital Sustainability

Software is not an abstract service but a physical consumer of natural resources. As AMPECO scales to accelerate global decarbonization, its own digital infrastructure incurs an environmental impact - and managing it is the infrastructure layer of our mission.

04

Why digital sustainability matters

There is an inherent tension at the heart of any software company operating in the clean energy space: the technology that accelerates decarbonization carries its own environmental cost. For AMPECO, that tension is not a reason for silence. It is a reason for measurement, transparency, and continuous improvement. Every charging session processed, every API call exchanged, every dashboard rendered draws on physical infrastructure. Three dimensions constitute what we mean by digital sustainability:



Environmental

Cloud computing is estimated to account for between 1% and 2% of global electricity consumption, projected to grow as AI workloads expand. For a platform processing 28.4 million charging sessions annually, the carbon intensity of each computation matters. Our 2025 SCI pilot put a number on it: 2.56 grams of CO₂e per charging session.



Social

The design choices embedded in software - how accessible it is, how transparent its pricing logic, how reliably it performs under load - determine who benefits from the infrastructure it manages, and on what terms. As EV charging becomes essential infrastructure, the social dimension of digital design becomes a sustainability question in its own right.



Nature dependencies

Data centers depend on water for cooling, and the geography of that dependence matters. A 2025 scoping exercise informed by the TNFD LEAP framework found ~65% of our cloud activity concentrated in Frankfurt (eu-central-1), rated medium-to-high water stress - a finding that already informs future region selection.

Responsible and sustainable use of AI

Engineering velocity and sustainability are not automatically aligned. More compute, more model inference, and more data processing all carry energy costs. Our approach to the sustainable use of AI is anchored in the AWS Well-Architected Framework's Sustainability Pillar, applied as a practical operational discipline - a formal performance indicator under our ISO 14001-certified EMS, tracked and reported annually. The EMS establishes two binding internal targets: an annual cloud consumption intensity coefficient of no more than 0.05, and a requirement to scrutinise cloud suppliers for their energy management practices and use of renewable energy.

In practice, this means evaluating AI tools for their computational footprint as well as output quality: selecting appropriately sized models, avoiding redundant inference calls, shifting non-latency-critical workloads toward lower-carbon cloud regions, and applying human-in-the-loop review as a check on computational waste. In February 2025, AMPECO became a signatory to the Coalition for Sustainable AI, committing to measure, report, and continuously reduce the environmental footprint of any AI technologies we develop or deploy. As the governance landscape matures - through the EU AI Act and ISO/IEC 42001:2023 - we will continue to update our practices accordingly.

FRAMEWORKS GUIDING OUR AI GOVERNANCE

AWS Well-Architected Sustainability Pillar

ISO 27001:2022 ISMS

ISO 14001:2015 EMS targets

Coalition for Sustainable AI

EU AI Act

ISO/IEC 42001:2023

Measuring the carbon footprint of software

In 2025, AMPECO piloted the Software Carbon Intensity (SCI) framework - the methodology formalised as ISO/IEC 21031:2024. SCI reframes the question from "how much carbon does our software emit in total?" to "how carbon-intensive is our software per unit of value delivered?" For AMPECO, the functional unit is one successful charging session processed.

The pilot measured operational emissions from cloud compute, embodied emissions from cloud hardware (a standard 10% uplift), and a location-based electricity carbon intensity factor drawn from AWS's Customer Carbon Footprint Tool. For every tonne of carbon attributable to AMPECO's software, the platform enabled the delivery of over 10 million kWh of clean energy to drivers.

This pilot is a learning tool, not a certification. Results are used internally to identify efficiency hotspots and establish a repeatable baseline. One important distinction: SCI scores can only be reduced by actions that eliminate emissions - carbon offsets do not improve an SCI score. This makes it a particularly honest signal of genuine efficiency progress.

2.56 g

CO₂e per charging session - our FY2025 SCI score

66.28 t

Location-based cloud emissions (the compliant SCI basis)

30.86 t

Market-based figure reflecting AWS carbon-free energy purchases - a 54% reduction, reported transparently alongside

Accessibility and responsible digital design

Who can navigate the interface, understand the pricing, and access support in their own language are not cosmetic questions. They are equity questions - and, increasingly, regulatory ones. In the EU, AFIR requires non-discriminatory access to charging services and transparent pricing. In the UK, PAS 1899 sets physical and digital accessibility standards for public charging. WCAG 2.2 introduced requirements addressing users with cognitive, motor, and low-vision needs. In 2025, AMPECO took targeted steps to close specific gaps:

Accessibility and responsible design are not a compliance exercise at AMPECO. They are part of the argument that the transition to electric mobility should be genuinely open to everyone who needs to participate in it.

Accessible back-office tooltips

Implemented across Sessions, Authorisations, Transactions, and Parking Spaces - with aria-label attributes, keyboard focus support, and screen reader compatibility throughout.

Physical accessibility data model

Extended to support disability access status, hearing loop, tactile paving, braille and visual signage, audio announcements, and accessible payment terminals - with PAS 1899 and APDS compliance references, shareable with roaming partners via OCPI extensions.

Equity by design

Time-of-use pricing, off-peak discounts, multi-language support, ad-hoc access without app or subscription, and transparent pre-session pricing displays.

Digital resilience and infrastructure uptime

There is a direct line between platform reliability and the energy transition. When a charging session fails, the consequence is not just an inconvenient user experience. It is a moment of lost trust - in the operator, in the technology, and in electric mobility itself. Across the markets AMPECO serves, minimum uptime requirements are now legally mandated:

 United Kingdom

99%

Public Charge Point Regulations (PCPR), in force since October 2024

 Australia

98%

National Minimum Operating Standards for state-funded charge points, since January 2024

 United States

97%

NEVI (National Electric Vehicle Infrastructure) program minimum rule

 Singapore

90%

Minimum uptime under the Electric Vehicles Charging Act 2022

Each jurisdiction defines “uptime” differently. Aligning these varying methodologies in a single backend without introducing compliance risk is a non-trivial engineering problem - one AMPECO has addressed through operator-specific reliability formulas maintained at the platform level. Our infrastructure is built on AWS following the Well-Architected Reliability pillar: geographically distributed deployment, dynamic workload scaling, asynchronous architecture, and automated incident detection and alerting.

Reliability engineering in practice



Observability and uptime tracking

In 2025, AMPECO significantly enhanced its operator-facing uptime capabilities: redesigned dashboards with direct period-selection controls, charge point and EVSE-level granularity that identifies which specific connector is underperforming, and automated uptime snapshots that generate compliance-ready documentation aligned to the applicable regulatory formula. Operators with clearer visibility into reliability issues resolve them faster - more sessions completed, more kilometers enabled, more climate impact realized.



Incident management and transparency

A formal incident management process governs how issues are classified, escalated, and communicated, with severity levels determining response timelines. In 2025, AMPECO handled three times as many security incidents as in 2024 - a positive indicator of a more resilient, proactive security posture, with their negative impact on clients consistently mitigated. Our incident response architecture draws on ISO/IEC 27001:2022 certification and SOC 2 Type II audit status.

Looking ahead, AMPECO will continue to invest in reliability engineering, observability tooling, and multi-market compliance infrastructure - not only because our enterprise clients require it, but because the energy transition depends on it.

PART 05 OF 10

External Stakeholders as Climate Enablers

No company decarbonizes alone. Customers, investors, suppliers, regulators, and civil society collectively shape the incentives, standards, and accountability mechanisms that turn climate ambition into measurable progress.

05

How climate expectations cascade

Among the most influential are large corporate buyers, whose procurement decisions cascade climate expectations across global supply chains. Environmental performance is increasingly assessed across themes such as greenhouse gas accounting, energy management, and sustainable procurement, with scores feeding directly into purchasing decisions by multinationals seeking to manage Scope 3 emissions.

This dynamic creates a powerful transmission mechanism: procurement expectations flow from final buyers through multiple tiers of suppliers, mobilizing small and mid-sized enterprises to act. In 2025, we saw a noticeable increase in ESG-related procurement requirements from our enterprise-level CPO partners.



Scaling social impact through our clients and their customers

AMPECO's role in the energy transition is primarily enabling, not direct. We do not manufacture charge points, generate electricity, or operate most of the charging sessions that run through our platform. What we do is provide the digital infrastructure that allows charge point operators, fleet managers, energy utilities, and mobility providers to build, run, and grow charging networks with speed, reliability, and full commercial control. That multiplier model is the foundation of AMPECO's primary impact pathway.

5M+

Public chargers worldwide -
doubled since 2022 (IEA)

43%

Of global bus sales were electric in
2025 (BloombergNEF)

1.2M+

Public charging points in Europe,
up ~20% in 2025

70+

Markets where AMPECO-backed
networks operate

We view our clients and their customers not only as commercial stakeholders, but as climate enablers in their own right. AMPECO's role is to lower the friction of electrification for them: easier to launch, easier to scale, easier to operate across borders, and easier to align charging with both user needs and wider system goals. When our customers expand reliable charging access, improve utilization, or open new market segments, the impact extends well beyond commercial growth - it widens the practical conditions for EV adoption.

Supporting diverse use cases and geographies

The electrification of transport is often discussed as a single transition. In practice, it is many transitions unfolding simultaneously, across markets with different grid constraints, policy frameworks, and levels of maturity. A fleet depot in Mexico, a utility-led network in the Baltics, a residential charging provider in the Nordics, and a roaming-enabled CPO operating across several EU countries are not solving the same problem. The platform must support local variation without compromising reliability or integrity.

AMPECO's product architecture is built on that premise. Our multi-operator setup helps charging providers manage cross-border growth while preserving legal-entity separation, market-specific reporting, and local compliance. The outcome is not uniformity, but controlled flexibility: customers localise pricing, tax, access, and energy logic, while platform-level data integrity, uptime standards, and governance are preserved.

ONE PLATFORM, EVERY CHARGING CONTEXT



Public

Destination and on-street networks open to every driver



Private

Workplace and access-controlled charging for closed groups



Fleet

Depot charging and reimbursement for electrified fleets



Residential

Home charging managed through the same platform



Roaming

Cross-network access via OCPI on any OCPP-compliant station

Sustainable revenue models and platform enablement

A durable charging market requires more than deployed chargers. It requires business models that make reliable operation, customer trust, and energy-aware optimization financially viable over time. AMPECO's commercial model is structurally aligned with this: our growth is tied to the growth and operating success of our customers. The white-label, API-driven, hardware-agnostic approach gives operators genuine business ownership rather than locking them into a closed ecosystem.

Several platform capabilities support this outcome-oriented model: flexible tariffs by customer type, time of day, duration, or kWh; subscription plans that improve predictability; utilities bundling charging with broader electricity services; and fleets managing reimbursement across home, depot, and public charging. This is also why AMPECO works through an ecosystem model - the AMPECO Marketplace gives customers access to pre-vetted specialist partners, such as our Eco-Movement integration for publishing station data to leading navigation platforms.



Equitable pricing and access through product design



As EV charging matures from an early-adopter service into essential infrastructure, affordability and usability become sustainability questions in their own right. Access is shaped by whether drivers can find a charger, understand the price before they plug in, pay without unnecessary barriers, and choose tariffs that reflect their real usage patterns. The European Commission's AFIR makes clear that public charging must support price transparency and ad hoc access without unnecessary friction.

This flexibility matters for equity because different users face different constraints. Drivers with home charging can shift demand to cheaper off-peak hours; apartment residents and urban drivers frequently cannot. Equity does not mean a single tariff for everyone - it means reducing avoidable barriers and enabling fairer, more transparent charging experiences across diverse use cases. That is part of the social legitimacy of the transition itself.

Carbon credits and flexible tariffs



Carbon credits

One of the more important shifts in the EV charging market is the emergence of carbon-credit and clean-fuel-credit revenues as a complementary business case for charging operators. These schemes remain highly market-specific:

THG quota	Germany
LCFS	California
Clean Fuel Regulations	Canada
ERE program	Netherlands
RTFO	United Kingdom

The platform does not issue credits, set market rules, or substitute for third-party verification. What it does is help make charging networks credit-ready by design: confirming market eligibility, locking down meter-level data provenance, maintaining a clear source of truth for delivered kWh, and preserving reproducible, auditable reporting. Where customers pursue credit monetisation, AMPECO works with specialist partners in environmental commodity trading, such as STX Group and Envolv. Where the rules allow, better data integrity translates into new climate-aligned revenue streams; where they do not yet, the same data discipline still improves reporting quality and long-term readiness.



Flexible tariffs

Pricing is one of the clearest points where sustainability, resilience, and user experience converge. A static tariff can recover costs. A flexible tariff can do considerably more: shift demand away from peak periods, reflect lower-carbon charging windows, improve charger utilization, and create more relevant offers for users with different needs. Operators can price by kWh, duration, or time of day; create tariff groups for different customer types; and offer recurring subscription plans. Through the AMPECO Marketplace, the Octopus Energy integration lets operators and drivers optimize charging costs using real-time electricity rates.

The sustainability case is strongest when tariff design aligns with system conditions: charging during periods of lower demand and higher renewable generation helps operators avoid costly grid upgrades while offering drivers a more cost-effective service. Transparency remains essential throughout: a flexible tariff only builds trust if the price logic is understandable before the session begins.

People and Community

Building transformative infrastructure requires exceptional, purpose-driven people - and those people are embedded in communities whose wellbeing we have a responsibility to consider.

AMPECO is proud to represent a variety of cultural heritage: our team spans more than 18 nationalities, from Bulgarian and British to Colombian, Tunisian, and Turkmen.

06

Our team and culture

At AMPECO, company culture represents the norms and values we live by every day. AMPECO's people are our greatest asset - in few businesses is this more true than in a software company, where the quality and commitment of every individual translates directly into what the product delivers. The spirit of that culture runs through our three core values:

1 We are results-oriented

We set our own hours, tasks, and priorities. We learn from one another readily, but we also have the decision-making confidence to get things done independently.

2 It is a marathon, not a sprint

We are growing rapidly in an industry evolving just as fast. While we often operate at full throttle, we build for the long run - sustaining our energy and insisting on a healthy work-life balance.

3 We value transparency and collaboration

We win as a team. We share knowledge, build each other up, and design processes that benefit everyone. We trust that everyone contributes their best without the need for close supervision.

184

Full-time employees · +24% YoY · 65 new hires

84%

Employee satisfaction rate

91.2%

Employee retention rate

0

Health and safety incidents - an unbroken record

An equal-opportunity, multigenerational team

26%

Women, all employees

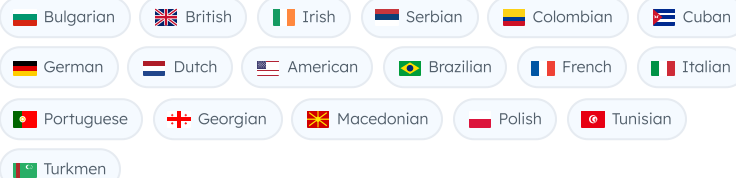
20%

Women in IT roles

20%

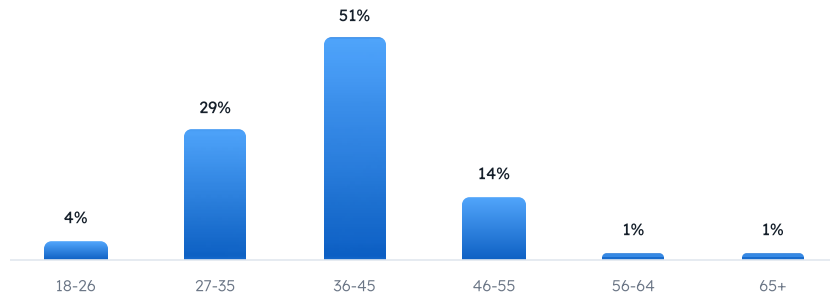
Women in senior roles

Discrimination of any kind is prohibited at AMPECO. We believe more diverse teams produce better outcomes: 26% of all employees are women, above the software industry average of 25%; 20% of employees in IT roles are women - more than double the industry average of 8%; and 20% of our senior executives are women, a figure we are committed to maintaining and growing.



Employee age distribution

Share of workforce by age band



A multigenerational, inclusive workplace

A multigenerational team

Almost half of our employees are between 36 and 45, with colleagues ranging from under 26 to over 65. This balance combines the energy and curiosity of younger generations with the knowledge of more seasoned team members.

Dialogue and communication

AMPECO fully supports employees' rights to freedom of association and collective bargaining. Management communicates through the Employee Handbook, and employees provide structured feedback through our annual satisfaction survey and bi-annual performance reviews, with responses leading to documented actions.

ACCESSIBILITY AT WORK

Reserved parking for people with disabilities adjacent to the main building entrance, and unobstructed wheelchair access throughout the office.

Adapted signage in common areas for people with impaired vision, plus digital tools including text-to-speech, dictation software, and screen readers.

Flexible working location options and a company allowance to help employees build a personalised home office setup.

Employee well-being, training and development

AMPECO's most significant contribution to employee well-being is ensuring every person has the tools and conditions for a genuine work-life balance. Our policies offer flexibility in both where and when work happens, and most employees receive more days off than the statutory minimum in their country of employment. We subsidise sport activities, provide premium supplementary health insurance - one of our most valued benefits - and keep bureaucratic overhead as low as possible through almost entirely digital documentation.

High performers grow through continuous learning. Every new joiner goes through a comprehensive onboarding program anchored in a 180-day plan, with the first 30 days dedicated almost entirely to training, supported by one or more mentors. All employees complete annual mandatory training covering sustainability commitments, EMS requirements, business ethics, and information security. Function-specific training is actively encouraged - a strong 2025 example was a dedicated AI workshop for the engineering function.

5,200

Hours of onboarding training
across 65 new employees

80

Average onboarding training hours
per person

56

Horizontal moves into new
functions or teams

32

Promotions - a year of significant
internal mobility

Community engagement

01

Volunteering

In 2025, AMPECO employees contributed 33 hours of voluntary time to social causes, participating in the annual Edenred Run charity relay race, which raised funds for medical equipment for two hospitals in Bulgaria.

02

Charity and community giving

The majority of donations were directed towards education and entrepreneurship: Telerik Academy Foundation, BESCO, Bulgaria Innovation Hub, and Insight Research and Education. At the close of 2025, employees additionally raised funds for Pristan, a center working with children and young people from vulnerable communities, donated jointly under the Generation program.

03

Inside AMPECO

A monthly internal newsletter weaving company milestones together with personal stories, employee spotlights, and team traditions - celebrating not just what people deliver professionally, but who they are.

04

The ChAMPs Community Initiatives

A structured platform for employees to propose and lead meaningful projects aligned with the company's values. Selected projects receive full company backing - ideas ranging from eco-trail cleanups to community education events have emerged through the program.

05

Electric commuting

Through our shared company fleet and partnerships with third-party shared EV mobility providers, employees avoided 32 tonnes of CO₂e through electric commuting - a 39% increase compared to 2023's 23 tonnes.

Trust and Equity

A platform managing critical energy infrastructure must earn and maintain trust at every level of its operations. Trust is not a communications stance - it is the cumulative result of consistent conduct.

As charging becomes essential infrastructure, the question of who benefits, on what terms, and with what protections is increasingly a sustainability question as much as a commercial one. This chapter addresses how AMPECO manages that responsibility - through the standards we set for our own people, the diligence we apply to our supply chain, the security controls that protect operators and drivers, and the governance structures that ensure these commitments are more than stated intentions.

07

Code of Conduct

AMPECO's Code of Conduct sets out the standards of behavior expected from every person who works at or with AMPECO - employees, contractors, consultants, and suppliers alike. The current version, v1.5 published April 2026, reflects the most comprehensive revision to date and is [publicly available here](#). It is structured around three areas of responsibility that directly mirror AMPECO's sustainability pillars:



As a member of society

Environmental responsibility including digital decarbonization and Green Software principles, a formal net-zero commitment by 2030, diversity and inclusion, and upholding human rights in line with the UN Global Compact and the ILO Declaration.



As an employer

Expectations across health and safety, anti-harassment and anti-discrimination, freedom of association, professional standards, asset use, and communications - across physical and remote working environments.



As a business partner

Confidential information and personal data handling, cybersecurity risk management, conflicts of interest, intellectual property, and clear prohibitions on bribery, corruption, kickbacks, and money laundering.

Code of Conduct: what version 1.5 introduces

Version 1.5 introduces three substantive additions reflecting how our operating context has evolved:

01

Cybersecurity as a conduct standard

All employees operating within AMPECO's systems - including remote access via cloud-based tools - are within the company's logical security perimeter and required to follow ISMS principles as a matter of conduct, not just policy compliance.

02

Responsible AI use

Employees apply AI tools with the same standards of integrity, accuracy, and confidentiality that govern all professional conduct. AI-generated outputs require human review before use. A Human-Centric AI principle requires that AI decisions affecting charging or operations be transparent, auditable, and free from algorithmic bias.

03

Data ethics

Beyond GDPR compliance, AMPECO treats user and energy data as a trust-based asset - including hardware agnosticism as an ethical commitment: we refuse to implement technical barriers or vendor lock-in that could restrict fair competition across the EV ecosystem.

Reporting and non-compliance. Our whistleblower policy provides clear guidance and protection for anyone reporting concerns. Reports may be made anonymously, and no person making a good-faith report will be subject to retaliation. In FY2025, reported whistleblower incidents remained at zero, consistent with 2024 - a figure we treat as a positive signal, not a reason to reduce vigilance. Every employee acknowledges the Code of Conduct at onboarding and at each material revision.

Supply chain due diligence

AMPECO's supply chain is not complex in the traditional sense - no physical goods, no manufacturing tiers, no raw materials. What there is instead is a set of concentrated, high-consequence dependencies: the cloud infrastructure that runs the platform, the security auditors who validate our controls, and the professional services firms that support our operations. Even as a global company operating across 73 markets, **more than 40% of our supplier base are local suppliers** - a deliberate outcome supported by our Sustainable Local Purchasing and Hiring Policy.

Our approach is grounded in two interlocking policies: the Supplier Due Diligence Policy and the Supplier Review Policy. Every supplier classified as strategic - providing a key outsourced service, carrying annual cost above €25,000, or holding access to business-critical systems - undergoes a formal evaluation before engagement and an annual re-evaluation thereafter. All suppliers are expected to acknowledge the [AMPECO Supplier Code of Conduct](#).

WHAT THE STRATEGIC SUPPLIER EVALUATION COVERS

Functional fit & service levels

Industry expertise

Financial integrity

GDPR & data protection

Supplier Code of Conduct

Anti-Money Laundering

Security requirements

Security certifications

Service continuity

AI usage & governance · new 2025

The AI Usage and Governance element, added in May 2025, is the most significant structural change to the framework in FY2025: AMPECO now formally assesses how every strategic supplier uses AI within their products, services, and internal processes - including data handling, ethical safeguards, and compliance with the EU AI Act and ISO/IEC 42001. Looking ahead, priorities include moving Scope 3 Category 1 reporting from spend-based proxies to supplier-specific activity data, and embedding shared sustainability KPIs into our most strategic long-term relationships.

Cybersecurity and data privacy

A charge point management system sits at the intersection of personal data, financial transactions, energy infrastructure, and operator networks. At AMPECO, cybersecurity is not a feature or a compliance obligation - **it is the governance foundation on which everything else in our platform rests.**

Our information security practices are governed by an ISO/IEC 27001:2022-certified Information Security Management System covering the design, development, delivery, and support of our platform. AMPECO also conducts SOC 2 Type II audits annually, assessed by an independent third party - evidence-based, audited assurance of our security, availability, processing integrity, and confidentiality controls over time.

We handle personal data on behalf of operators across more than 70 markets, acting as a data processor in the majority of cases. Data Processing Agreements are signed with all relevant suppliers and partners before data exchange begins - and a responsible disclosure program keeps us open to scrutiny, the right posture for critical digital infrastructure.

CERTIFICATION SUITE



ISO/IEC 27001:2022

Core information security framework



ISO/IEC 27017:2015

Cloud-specific security controls



ISO/IEC 27018:2019

PII protection in public cloud



ISO/IEC 27701:2019

Privacy information management



SOC 2 Type II

Annual independent controls audit

Integrity and responsible business conduct

Fair competition

We compete on the merits of our platform: only truthful product information in sales and marketing, no false or misleading claims about competitors, and full compliance with antitrust and competition laws across all markets. Bid rigging, price-fixing, and any arrangement limiting fair competition are explicitly prohibited.

Accounting integrity

All business transactions are fully and accurately recorded in accordance with applicable accounting standards. Falsification, misleading entries, unrecorded funds, and undocumented payments are strictly prohibited, subject to internal review and external audit.

Transparency in operations

Our Service Level Agreements set defined, contractual commitments for availability, incident response, and resolution targets. Operators have direct access to uptime dashboards, session-level reporting, and incident status updates - and every metric in this report is supported by a documented methodology.

Shared outcomes

Informed by the Vested methodology, AMPECO structures client relationships around shared success rather than transactional delivery. We are actively developing formalised partnership agreements that incorporate shared sustainability KPIs - avoided CO₂ emissions, renewable energy utilization, and equitable access - directly into partnership governance.

Sustainability governance

Sustainability at AMPECO is not owned by a single function or reported upward from a team with no operational authority. [It is integrated into how the company is led.](#) The CEO holds ultimate accountability, including the SBTi-verified net-zero commitment and the ISO 14001 EMS.

Operational governance is distributed across a cross-functional group that coordinates data collection, methodology alignment, and reporting. Sustainability topics surface in the same forums where business, product, and risk decisions are made - ESG risks are reviewed within AMPECO's regular risk management process, alongside operational, financial, and commercial risks.

The EMS as backbone

Our ISO 14001:2015-certified EMS provides the formal structure within which environmental objectives are set, progress is tracked, and incidents are logged and reviewed. It defines binding internal targets - the cloud consumption intensity coefficient, the annual training coverage requirement, and the sustainable procurement spend threshold - and provides the governance backbone for our Atlas Metrics-supported carbon accounting from FY2025 onwards.

Managing emerging risks

Two areas received heightened attention in FY2025: digital and AI risk, where governance ensures AI use meets the same standards of security, privacy, and human accountability as any other part of the platform; and nature and water risk, where our TNFD LEAP-informed scoping has begun informing infrastructure decisions. We benchmarked our Carbon Intensity of Capital at 0.12 kgCO₂e per EUR of total assets - a top-tier performer for tech-sector SFDR disclosures.

ULTIMATE ACCOUNTABILITY

CEO

COORDINATION & REPORTING

Sustainability Lead



Sustainability team



Information Security team



HR & People team

Stakeholder Engagement

Scaling charging infrastructure to meet global demand requires interoperable standards, coherent regulation, and a constant dialogue between the operators on the ground and the policymakers shaping the rules.

In 2025, we stepped up our engagement with policymakers, standards bodies, and industry coalitions across Europe, North America, and beyond - underpinned by our commitment to responsible lobbying, demonstrated by our dedicated policy. AMPECO is a registered party to the EU Transparency Register.



The role of industry associations

Our leadership within key industry bodies in Europe has been instrumental in shaping the regulatory landscape for charge point operators and eMobility service providers:



E-Mobility Europe

Elected in 2025, AMPECO holds a seat on the Board of E-Mobility Europe, the leading EU e-mobility trade body in Brussels, represented by our VP Corporate Affairs, Petar Georgiev.



ChargeUp Europe

As Vice-Chair of the ChargeUp Europe Policy Committee, AMPECO has led efforts to harmonize technical requirements across borders and participated in bilateral meetings with Members of the European Parliament on AFIR implementation.



EU Sustainable Transport Forum

As a technical expert, AMPECO contributes to the European Commission's work implementing the rules for deployment of alternative fuels infrastructure.



"By engaging directly with lawmakers, we at AMPECO ensure that EV charging policies around the world are grounded in the real-world operational experience of the thousands of chargers managed on our platform. This helps us build a technically sound and future-proof solution - and ultimately we represent the interests of our CPO clients."

Petar Georgiev · VP Corporate Affairs, AMPECO · Board Member, E-Mobility Europe

Advocacy and global standards



Transatlantic advocacy

In April 2025, AMPECO joined CharIN for its inaugural Legislative Fly-In in Washington, D.C., meeting with over 10 bipartisan members of Congress and their staff. Our delegation advocated for the preservation of EV charging tax credits and provided technical expertise on building a reliable, interoperable national charging network. We have also engaged bilaterally with EU policymakers on six occasions, providing input on AFIR, EPBD, REDIII, CRA, the EU Data Act, and the Electricity Market Directive.



Advancing global standards

Throughout 2025, AMPECO continued its active participation in global standards organizations to eliminate vendor lock-in and promote open ecosystems: the Open Charge Alliance (OCPP 2.0.1), the EV Roaming Foundation (OCPI cross-border roaming), and the OpenADR Alliance (demand response that lets EVs act as flexible grid assets). While our platform is global, eMobility is shaped by local dynamics - we maintained strong participation in national associations in the UK, Belgium, and France.

10+

Bipartisan members of Congress engaged

6

Bilateral engagements with EU policymakers

3

Global standards bodies: OCA, EVRF, OpenADR

Looking Ahead

The work documented across this report represents a single year in a transition that will unfold across decades. EV charging is moving into a far more demanding phase - defined by utilization rather than deployment, by software rather than copper and steel.

The commitments here are deliberately calibrated. We would rather signal direction with confidence than fix dates we are not yet ready to defend.



What we expect to change

From deployment to utilization

For most of the past decade, success was measured in charge points installed and megawatts connected. That logic is breaking down in mature markets, where infrastructure rollout has outrun vehicle uptake. The operators who navigate it best will treat data, software, and customer experience as primary competitive assets.

A changing capital environment

Recent charging M&A has sorted into distress sales and strategic refocusing, with new funding skewing toward debt against operating cash flows. Customers are increasingly disciplined about what they buy, how quickly it pays back, and whether it improves the unit economics of every site.

Tightening regulation

CSRD obligations are cascading from the largest entities to their suppliers, meaning more customers will need structured ESG disclosures drawn directly from their charging platforms. The Cyber Resilience Act, EU Data Act, and NIS2 Directive each turn compliance from a documentation exercise into an operational capability.

Pressure on the grid

Connection delays, peak demand costs, and constrained capacity are changing how sites are designed. Battery storage, dynamic load management, virtual power plant participation, and smart charging tied to renewable windows are becoming baseline - and the platform layer is where these systems are coordinated.

Where we are focusing our efforts

In 2025, business growth and environmental footprint moved in different directions, with the gap between them widening. The pattern we want to sustain is the one those numbers describe - and continuing it is where we focus:

01

Data and measurement

Tighter Scope 3 inventories, clearer methodology for quantifying enabled impact, and the foundations for third-party assurance in future reporting cycles.

02

The product itself

Smart charging that shifts load toward cleaner generation windows, energy management integrations that reduce peak grid impact, reporting that lets operators export verifiable emissions data, and orchestration layers coordinating batteries, solar, and grid signals.

03

Operations and supply chain

Cloud region and provider selections that reduce the carbon intensity of compute, vendor criteria that weight climate performance meaningfully, and continued engagement with strategic suppliers on emission reduction targets.

04

Governance and security

Cybersecurity is no longer separable from sustainability for any company operating critical infrastructure. We expect to continue maturing our controls, training, and incident readiness in line with the CRA and NIS2 framing, and to deepen board-level engagement with sustainability priorities.

Our role going forward

We try to be precise about what kind of company we are in this value chain. AMPECO does not own charging hardware, does not sell electricity, does not deploy infrastructure, and does not operate the sites that serve drivers. **We are a software platform, and our leverage on the energy transition is enabling rather than direct.** Naming this clearly matters, because the sustainability claims that age worst in this sector are the ones that conflate platform reach with platform impact.

The EV charging ecosystem is fragmented by design. Software is the layer where that fragmentation either compounds or resolves. A platform that improves uptime, lifts utilization, reduces operational cost, integrates charging with the grid, and makes verifiable data available to operators is doing the work that makes the rest of the transition economically possible.

Looking forward, our commitments are concrete rather than aspirational: to expand the scope and quality of our disclosure in the next reporting cycle, to engage stakeholders on what additional data would be useful to them, and to continue investing in the product capabilities that drive measurable outcomes for customers. The work is never finished. Our role is to keep building the software platform that enables large-scale EV charging providers - and to report honestly on how that work is going.



PART 10 OF 10

Appendix

Full methodology notes, data tables, and reference materials supporting every claim in this report.

10

About this report

Scope

This report covers AMPECO Ltd. and all affiliated entities across our global operations, representing 100% of AMPECO's revenue. The reporting period is the calendar year 2025 (January 1, 2025 - December 31, 2025), which also aligns with AMPECO's financial year.

Material topics selection

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

Assurance

AMPECO is responsible for the quality and accuracy of the data and content presented. Our carbon accounting has been verified using the SaaS platform provided by our partners at Atlas Metrics (part of Novata).

Forward looking statements

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

Content authenticity statement

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

Feedback

We welcome all feedback regarding the content and data in AMPECO's 2025 Sustainability Report. Please share your comments or suggestions by emailing us at sustainability@ampeco.com.

Carbon footprint and climate progress

EMISSIONS AND INTENSITY

GHG emissions from operations (t CO ₂ e)	556
GHG emission intensity (tonnes / chargers)	2.42
Intensity (t CO ₂ e / employee)	3.02

BY SCOPE AND CATEGORY (T CO₂E)

Scope 1 (t CO ₂ e)	0.7
— Fugitive emissions	0.74
Scope 2, location-based (t CO ₂ e)	48.09
Scope 2, market-based (t CO ₂ e)	18.92
Scope 3 (t CO ₂ e)	507.21
Purchased goods and services (Cat 1)	274.34
Fuel and energy-related activities (Cat 3)	19.7
Waste generated in operations (Cat 5)	0.13
Business travel (Cat 6)	146.07
Employee commuting (Cat 7)	66.96

CLIMATE IMPACT ENABLED (SCOPE 4)

GHG emissions avoided (t CO ₂ e)	434,180
Electric km enabled (million km)	4,181
Energy charged via platform (GWh)	752.5
Active charge points	229,495
Charging sessions	28.4M

SOFTWARE CARBON INTENSITY

SCI per charging session	2.56 g
Avoided-to-operational leverage	781x

Third-party verifications and transparency

External verification. Third-party verification is essential for the credibility of our efforts in front of our stakeholders. AMPECO ensures that behind every claim we make there is solid verifiable information, and that third parties verify a substantial part of our performance: B Corp certifiers from B Lab Europe verified our performance in 5 key ESG areas; EcoVadis rated us after an independent external assessment in 4 key ESG areas; our office environment is subject to regular external audits and ISO 14001 surveillance; and the digital safety of our company, product, and customers is ensured through ISMS audits, penetration tests, and SOC 2 Type II attestation.

Transparency. Internally at AMPECO, transparency is one of the 5 core company values, and we follow it when communicating with external stakeholders as well. In this report we provide a lot of data and we make many claims - we provide as much context as possible on each of them, ensuring they are based on recognized standards and scientific principles. The topics covered are mapped against internationally recognized sustainability standards, frameworks, and guidelines in the indexes that follow. Basic details about AMPECO can be found on our profile in the EU Transparency Register.

PUBLICLY AVAILABLE POLICIES

[Code of Conduct v1.5](#)[Supplier Code of Conduct](#)[Supplier Due Diligence Policy](#)[Supplier Review Policy](#)[Whistleblower Policy](#)[Sustainable Local Purchasing and Hiring Policy](#)[Climate Transition Plan](#)[Responsible Disclosure Policy](#)

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Atlas Metrics. Available at atlasmetrics.io

AMPECO Sustainability Governance Model



Index of topics: Sustainable Development Goals (SDG)

Goal 1: End poverty in all its forms everywhere

AMPECO's actions: [Community engagement](#)

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

AMPECO's actions: [No major programs at this time](#)

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

AMPECO's actions: [Employees: wellbeing; health and safety; electric commuting](#)

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

AMPECO's actions: [Community engagement](#)

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

AMPECO's actions: [Employees: diverse and inclusive workplace](#)

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

AMPECO's actions: [Water management](#)

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

AMPECO's actions: [Sustainable e-mobility: product environmental features](#)

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

AMPECO's actions: [Employees: diverse and inclusive workplace; wellbeing](#)

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

AMPECO's actions: [Product environmental features; equitable EV charging](#)

Index of topics: SDG (continued)

Goal 10: Reduce inequality within and among countries

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

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

AMPECO's actions: Product environmental features; equitable EV charging

Goal 12: Ensure sustainable consumption and production patterns

AMPECO's actions: Supply chain environmental impacts

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

AMPECO's actions: Product environmental features; electric commuting

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

AMPECO's actions: No major programs at this time

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems

AMPECO's actions: Community engagement

Goal 16: Promote peaceful and inclusive societies and effective, accountable institutions

AMPECO's actions: Stakeholder engagement

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

AMPECO's actions: Sustainable e-mobility: commitments; supply chain environmental impacts

Index of topics: Global Reporting Initiative (GRI)

GRI 2: GENERAL DISCLOSURES

2-1 Organizational details	AMPECO in numbers
2-2 Entities included in the organization's sustainability reporting	About this report
2-3 Reporting period, frequency and contact point	About this report
2-4 Restatements of information	Company carbon footprint
2-5 External assurance	About this report, External verification
2-6 Activities, value chain and other business relationships	Stakeholder engagement
2-7 Employees	Employees, Data tables
2-8 Workers who are not employees	Not applicable
2-9 Governance structure and composition	Governance
2-10 Nomination and selection of the highest governance body	Not covered in report
2-11 Chair of the highest governance body	Not disclosed - confidential information
2-12 Role of the highest governance body in overseeing the management of impacts	Governance
2-13 Delegation of responsibility for managing impacts	Governance
2-14 Role of the highest governance body in sustainability reporting	Governance
2-15 Conflicts of interest	Grievance

GRI 2: GENERAL DISCLOSURES (CONTINUED)

2-16 Communication of critical concerns	Ethical operations, Ethical supply chain
2-17 Collective knowledge of the highest governance body	Not covered in report
2-18 Evaluation of the performance of the highest governance body	Not disclosed - confidential information
2-19 Remuneration policies	Not disclosed - confidential information
2-20 Process to determine remuneration	Not disclosed - confidential information
2-21 Annual total compensation ratio	Not disclosed - confidential information
2-22 Statement on sustainable development strategy	Sustainability strategy
2-23 Policy commitments	Policies and standards
2-24 Embedding policy commitments	Governance
2-25 Processes to remediate negative impacts	Governance
2-26 Mechanisms for seeking advice and raising concerns	Grievance
2-27 Compliance with laws and regulations	Regulatory compliance
2-28 Membership associations	Stakeholder engagement
2-29 Approach to stakeholder engagement	Stakeholder engagement
2-30 Collective bargaining agreements	Ethical operations, Ethical supply chain

GRI 3: MATERIAL TOPICS

3-1 Process to determine material topics	Materiality assessment
3-2 List of material topics	Materiality assessment

Index of topics: GRI (continued)

GRI 203: INDIRECT ECONOMIC IMPACTS

203-1 Infrastructure investments and services supported	Community engagement
203-2 Significant indirect economic impacts	Equitable EV charging

GRI 205: ANTI-CORRUPTION

205-1 Operations assessed for risks related to corruption	No actions in reporting period
205-2 Communication and training about anti-corruption policies and procedures	Ethical operations, Ethical supply chain
205-3 Confirmed incidents of corruption and actions taken	Grievance

GRI 301: MATERIALS

301-1 / 301-2 / 301-3 Materials used, recycled inputs, reclaimed products	Not applicable - AMPECO does not manufacture physical products
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GRI 302: ENERGY

302-1 Energy consumption within the organization	Data tables
302-3 Energy intensity	Data tables
302-4 Reduction of energy consumption	Other operational environmental impacts
302-5 Reductions in energy requirements of products and services	Supply chain environmental impacts, Product environmental features

GRI 303: WATER AND EFFLUENTS

303-1 Interactions with water as a shared resource	Other operational environmental impacts
303-2 Management of water discharge-related impacts	Other operational environmental impacts
303-3 Water withdrawal / 303-4 Water discharge	Not covered in report
303-5 Water consumption	Other operational environmental impacts

GRI 304: BIODIVERSITY

304-1 / 304-2 / 304-4 Operational sites, impacts, and IUCN Red List species	Not applicable - our operations do not have impacts on biodiversity
304-3 Habitats protected or restored	Community engagement

GRI 305: EMISSIONS

305-1 Direct (Scope 1) GHG emissions	Company carbon footprint, Data tables
305-2 Energy indirect (Scope 2) GHG emissions	Company carbon footprint, Data tables
305-3 Other indirect (Scope 3) GHG emissions	Company carbon footprint, Data tables
305-4 GHG emissions intensity	Company carbon footprint, Data tables
305-5 Reduction of GHG emissions	Climate goals and transition plan, Climate transition plan
305-6 Emissions of ozone-depleting substances (ODS)	Company carbon footprint - indirectly covered through Scope 1 emissions reporting

GRI 306: WASTE

306-1 Waste generation and significant waste-related impacts	Other operational environmental impacts
306-2 Management of significant waste-related impacts	Not covered in report
306-3 Waste generated	Other operational environmental impacts
306-4 Waste diverted from disposal / 306-5 Waste directed to disposal	Not covered in report

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1 New suppliers that were screened using environmental criteria	Ethical supply chain
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Index of topics: GRI (continued)

GRI 401: EMPLOYMENT

401-1 New employee hires and employee turnover	Data tables
401-2 Benefits provided to full-time employees	Employee wellbeing

GRI 402: LABOR/MANAGEMENT RELATIONS

402-1 Minimum notice periods regarding operational changes	Not covered in report
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY

403-1 Occupational health and safety management system	Not applicable
403-2 Hazard identification, risk assessment, and incident investigation	Health and safety
403-3 Occupational health services	Health and safety
403-4 Worker participation, consultation, and communication	Health and safety
403-5 Worker training on occupational health and safety	Health and safety
403-6 Promotion of worker health	Employees, Health and safety
403-7 Prevention and mitigation of impacts linked by business relationships	Employees, Health and safety
403-9 Work-related injuries	Grievance

GRI 404: TRAINING AND EDUCATION

404-1 Average hours of training per year per employee	Data tables
404-2 Programs for upgrading employee skills / 404-3 Performance reviews	Not covered in report

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

405-1 Diversity of governance bodies and employees	Diverse and inclusive workspace
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GRI 406: NON-DISCRIMINATION

406-1 Incidents of discrimination and corrective actions taken	Grievance, Data tables, Goals and progress
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GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1 Operations and suppliers in which freedom of association may be at risk	Ethical operations, Ethical supply chain
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GRI 408 / 409: CHILD LABOR, FORCED OR COMPULSORY LABOR

408-1 / 409-1 Operations and suppliers at significant risk	Ethical operations, Ethical supply chain, Human rights
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GRI 413: LOCAL COMMUNITIES

413-1 Operations with local community engagement and development programs	Community engagement
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GRI 414: SUPPLIER SOCIAL ASSESSMENT

414-1 New suppliers that were screened using social criteria	Ethical supply chain
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GRI 415: PUBLIC POLICY

415-1 Political contributions	Not applicable
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GRI 416: CUSTOMER HEALTH AND SAFETY

416-1 Assessment of health and safety impacts of product and service categories	Cybersecurity
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GRI 418: CUSTOMER PRIVACY

418-1 Substantiated complaints concerning breaches of customer privacy	Cybersecurity
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Index of topics: Sustainability Accounting Standards Board (SASB)

The topics below are part of the "Software and IT Services" SASB standard.

TOPIC	METRIC	CODE	DISCLOSURE OR LOCATION
Environmental footprint of hardware infrastructure	Total energy consumed, percentage grid electricity, percentage renewable	TC-SI-130a.1	Data tables
	Total water withdrawn and consumed in regions with high baseline water stress	TC-SI-130a.2	Other operational environmental impacts, Data tables
	Integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Supply chain environmental impacts
Data privacy and freedom of expression	Policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	Not included in report
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Not applicable
	Monetary losses from legal proceedings associated with user privacy	TC-SI-220a.3	Not applicable
	Law enforcement requests for user information	TC-SI-220a.4	Not included in report
	Countries where core products are subject to government-required monitoring or censoring	TC-SI-220a.5	Not included in report
Data security	Number of data breaches, percentage involving personal data, users affected	TC-SI-230a.1	Not included in report
	Approach to identifying and addressing data security risks, including third-party cybersecurity standards	TC-SI-230a.2	Cybersecurity
Recruiting and managing a global, diverse and skilled workforce	Percentage of employees that require a work visa	TC-SI-330a.1	Not disclosed - confidential information
	Employee engagement as a percentage	TC-SI-330a.2	Employees, Data tables
	Gender and diversity group representation across management and technical roles	TC-SI-330a.3	Diverse and inclusive workspace, Data tables
Intellectual property protection and competitive behavior	Monetary losses from anti-competitive behavior proceedings	TC-SI-520a.1	Not applicable
Managing systemic risks from technology disruptions	Number of performance issues and service disruptions; total customer downtime	TC-SI-550a.1	Not included in report
	Business continuity risks related to disruptions of operations	TC-SI-550a.2	Not included in report
Activity metrics	Number of licenses or subscriptions, percentage cloud-based	TC-SI-000.A	AMPECO in numbers
	Data processing capacity, percentage outsourced	TC-SI-000.B	Not included in report
	Amount of data storage, percentage outsourced	TC-SI-000.C	Not included in report

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

TOPIC	DISCLOSURE	LOCATION
Governance	a) Board's oversight of climate-related risks and opportunities	Governance
	b) Management's role in assessing and managing climate-related risks and opportunities	Governance
Strategy	a) Climate-related risks and opportunities over the short, medium, and long term	Climate transition plan
	b) Impact of climate-related risks and opportunities on businesses, strategy, and financial planning	Climate transition plan
	c) Resilience of the strategy, considering a 2°C or lower scenario	Not covered
Risk management	a) Processes for identifying and assessing climate-related risks	Climate transition plan
	b) Processes for managing climate-related risks	Governance
	c) Integration into overall risk management	Not covered
Metrics and targets	a) Metrics used to assess climate-related risks and opportunities	Climate transition plan
	b) Scope 1, Scope 2, and Scope 3 GHG emissions and related risks	Company carbon footprint, Data tables
	c) Targets used to manage climate-related risks and performance against targets	Carbon goals and transition plan
Cross-industry, climate-related metrics	GHG emissions: absolute Scope 1, 2 and 3; emissions intensity	Company carbon footprint, Data tables
	Transition risks: assets or business activities vulnerable to transition risks	Climate transition plan
	Physical risks: assets or business activities vulnerable to physical risks	Climate transition plan
	Climate-related opportunities: proportion of revenue or activities aligned with opportunities	Climate transition plan
	Capital deployment: expenditure, financing, or investment toward climate-related risks and opportunities	Climate transition plan
	Internal carbon prices	Not applicable
	Remuneration: proportion of executive remuneration linked to climate considerations	Not applicable

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

ESRS E1: CLIMATE CHANGE

Transition plan for climate change mitigation	E1-1	Climate goals and transition plan, Climate transition plan
Policies related to climate change mitigation and adaptation	E1-2	Sustainability strategy, Climate transition plan
Actions and resources in relation to climate change policies	E1-3	Climate transition plan
Targets related to climate change mitigation and adaptation	E1-4	Climate goals and transition plan, Climate transition plan
Energy consumption and mix	E1-5	Data tables
Gross Scopes 1, 2, 3 and total GHG emissions	E1-6	Company carbon footprint, Data tables
GHG removals and mitigation projects financed through carbon credits	E1-7	Not applicable
Internal carbon pricing	E1-8	Not applicable
Anticipated financial effects from material physical and transition risks	E1-9	Climate transition plan

ESRS E2: POLLUTION

Policies related to pollution	E2-1	Not included in report
Actions and resources related to pollution	E2-2	Air pollution management, Electric commuting
Targets related to pollution	E2-3	Air pollution management, Electric commuting
Pollution of air, water and soil	E2-4	Air pollution management, Electric commuting
Substances of concern and substances of very high concern	E2-5	Not applicable
Anticipated financial effects from pollution-related impacts	E2-6	Not included in report

ESRS E3: WATER AND MARINE RESOURCES

Policies related to water and marine resources	E3-1	Not included in report
Actions and resources related to water and marine resources	E3-1	Water management
Targets related to water and marine resources	E3-2	Not included in report
Water consumption	E3-3	Water management, Data tables
Anticipated financial effects from water-related impacts	E3-4	Not included in report

ESRS E4: BIODIVERSITY AND ECOSYSTEMS

Transition plan and consideration of biodiversity in strategy and business model	E4-1	Not applicable
Policies, actions, and targets related to biodiversity and ecosystems	E4-2 / E4-3 / E4-4	Not applicable
Impact metrics related to biodiversity and ecosystems change	E4-5	Community engagement
Anticipated financial effects from biodiversity-related risks	E4-6	Not applicable - AMPECO does not manufacture physical products

ESRS E5: RESOURCE USE AND CIRCULAR ECONOMY

Policies, actions, targets, resource inflows and outflows, anticipated financial effects	E5-1 to E5-6	Not applicable - AMPECO does not manufacture physical products
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Index of topics: CSRD (continued)

ESRS S1: OWN WORKFORCE

Policies related to own workforce	S1-1	Sustainability strategy, Virtual office stewardship policy, Sustainable purchasing and hiring policy, Health and safety policy, Code of Conduct
Processes for engaging with own workers about impacts	S1-2	Ethical operations
Processes to remediate negative impacts and channels to raise concerns	S1-3	Grievance
Taking action on material impacts on own workforce	S1-4	Employees
Targets related to managing material impacts	S1-5	Employees
Characteristics of the undertaking's employees	S1-6	Employees
Characteristics of non-employee workers	S1-7	Not applicable
Collective bargaining coverage and social dialogue	S1-8	Ethical operations
Diversity metrics	S1-9	Diverse and inclusive workforce, Data tables
Adequate wages	S1-10	Sustainable purchasing and hiring policy
Social protection	S1-11	Employees
Persons with disabilities	S1-12	Diverse and inclusive workforce
Training and skills development metrics	S1-13	Health and safety, Sustainable purchasing and hiring policy, Data tables
Health and safety metrics	S1-14	Health and safety, Data tables
Work-life balance metrics	S1-15	Employee wellbeing
Compensation metrics (pay gap and total compensation)	S1-16	Not disclosed - confidential information
Incidents, complaints and severe human rights impacts	S1-17	Grievance, Goals and progress, Data tables

ESRS S2: WORKERS IN THE VALUE CHAIN

Policies related to value chain workers	S2-1	Sustainability strategy, Ethical supply chain
Processes for engaging with value chain workers	S2-2	Ethical supply chain
Processes to remediate negative impacts and channels to raise concerns	S2-3	Ethical supply chain, Grievance
Taking action on material impacts on value chain workers	S2-4	Ethical supply chain
Targets related to managing material impacts	S2-5	Not included in report

ESRS S3: AFFECTED COMMUNITIES

Policies related to affected communities	S3-1	Sustainability strategy
Processes for engaging with affected communities	S3-2	Community engagement, Equitable EV charging
Processes to remediate negative impacts and channels to raise concerns	S3-3	Community engagement, Equitable EV charging
Taking action on material impacts on affected communities	S3-4	Community engagement, Equitable EV charging
Targets related to managing material impacts	S3-5	Not included in report

ESRS S4: CONSUMERS AND END-USERS

Policies related to consumers and end-users	S4-1	Sustainability strategy
Processes for engaging with consumers and end-users / remediation / action / targets	S4-2 to S4-5	Equitable EV charging, Customer satisfaction - indirect impacts only, as AMPECO is a B2B company; targets not included in report

ESGS G1: BUSINESS CONDUCT

Corporate culture and business conduct policies	G1-1	Governance, Message from the CEO, Code of Conduct, Ethical operations
Management of relationships with suppliers	G1-2	Ethical supply chain
Prevention and detection of corruption and bribery	G1-3	Grievance
Confirmed incidents of corruption or bribery	G1-4	Data tables
Political influence and lobbying activities	G1-5	Stakeholder engagement
Payment practices	G1-6	Not included in report

Material topics

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





The work is never finished.

Our role is to keep building the software platform that enables large-scale EV charging - and to report honestly on how that work is going.

sustainability@ampeco.com · Published June 2026