



ChargePanel

## Corporate Social Responsibility



ChargePanel

**Corporate Social  
Responsibility**

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## Corporate Social Responsibility

### 0. Introduction

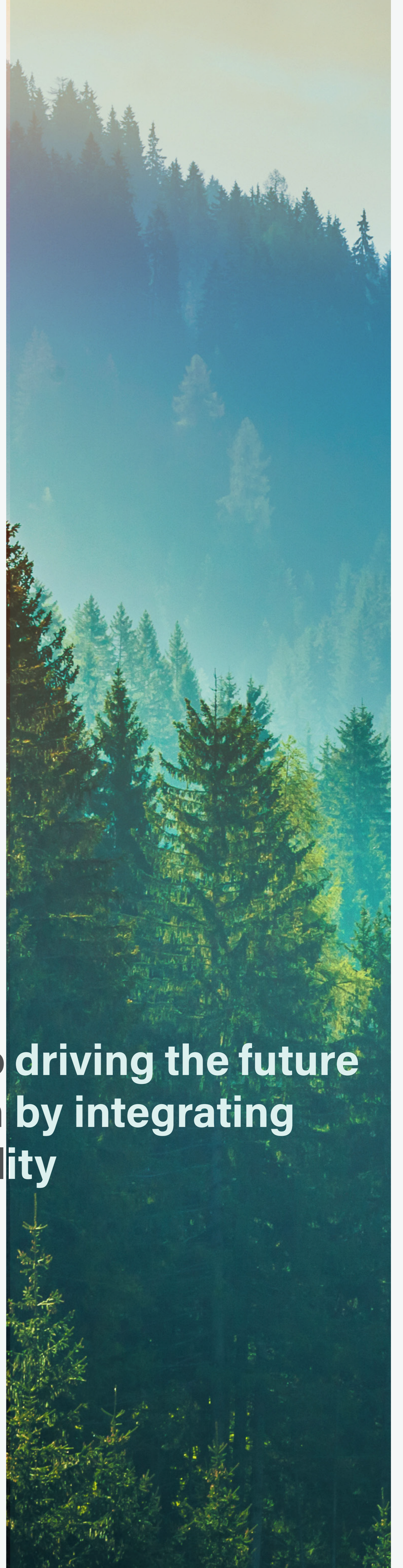
At ChargePanel AB (publ) ("ChargePanel" or "the Company"), we are deeply committed to driving the future of sustainable transportation by integrating Corporate Social Responsibility ("CSR") into every aspect of our business.

As a provider of a white-label SaaS platform for managing and operating electric vehicle (EV) charging networks across diverse geographical markets, we understand the unique position we hold in the transition to sustainable energy.

Our platform empowers EV drivers with a user-friendly app for charging, while remaining independent of both utility companies and charging infrastructure manufacturers. This flexibility allows us to prioritize both environmental stewardship and customer-centric innovation in our business strategy.

Our CSR policy is a reflection of these core values, encompassing Environmental Responsibility, Social Responsibility, Economic Responsibility, and Ethical Governance.

**■ We are deeply committed to driving the future of sustainable transportation by integrating Corporate Social Responsibility**



# Environmental Responsibility



## 1. Environmental Responsibility

Environmental stewardship is at the heart of ChargePanel's mission, as we are committed to reducing the environmental impact of transportation and promoting sustainable practices throughout the entire lifecycle of our platform. Therefore, we recognize the critical importance of minimizing our environmental footprint and promoting sustainable practices across our operations.

### 1.1 Sustainable innovation

Innovation is a key driver of our environmental strategy. We are continuously investing in research and development to create innovative solutions that are not only efficient but also environmentally sustainable.

As a company in the EV charging space, we continuously innovate to create solutions that reduce carbon emissions and enhance the sustainability of our operations. Our platform is designed to optimize the use of renewable energy sources, integrate seamlessly with green technologies, and minimize the environmental footprint of transportation globally.

Further, our product design process emphasizes the use of eco-friendly materials, energy efficiency, and the reduction of electronic waste. By advancing these technologies, we help our customers reduce their carbon emissions and contribute to a cleaner environment.

### 1.2 Carbon neutrality goals

ChargePanel is committed to achieving carbon neutrality by 2030. This ambitious goal is supported by our initiatives to use 100% renewable energy in our operations, and reduce our overall energy consumption. We are actively reducing our greenhouse gas (GHG) for our operations and are encouraging our partners to adopt similar practices.

### 1.3 Resource management

ChargePanel prioritizes resource efficiency in every aspect of our business, from the development of our SaaS platform to the management of our offices. We are committed to minimizing waste and promoting a circular economy by designing our platform to be energy-efficient.

### 1.4 Sustainable supply chain

We ensure that our suppliers adhere to the highest environmental standards, reflecting our commitment to sustainability. Our supplier code of conduct emphasizes the importance of environmentally responsible practices. ChargePanel's supplier code of conduct includes requirements for environmental responsibility, ensuring that all partners operate in a manner that is consistent with sustainability goals.

We prioritize working with suppliers who share our commitment to reducing environmental impact, and we regularly audit our supply chain to ensure compliance with our standards.

**■ ■ We minimize  
our environmental  
footprint and  
promote sustainable  
practices across  
our operations.**

# Social Responsibility



## 2. Social Responsibility

At ChargePanel, we believe that a successful business is one that positively impacts the lives of people—our employees, customers, and the broader community and environment.

### 2.1 Diversity, equity, and inclusion

We are proud to foster a workplace culture that values diversity, equity, and inclusion (DEI). Our DEI strategy is integral to our business operations, ensuring that we attract, retain, and develop talent from a wide range of backgrounds. We believe that diversity drives innovation and that an inclusive environment where everyone feels valued and respected is key to our success. ChargePanel is committed to equal opportunity employment, eliminating biases in hiring practices, and providing training programs that promote an inclusive culture.

### 2.2 Employee well-being and development

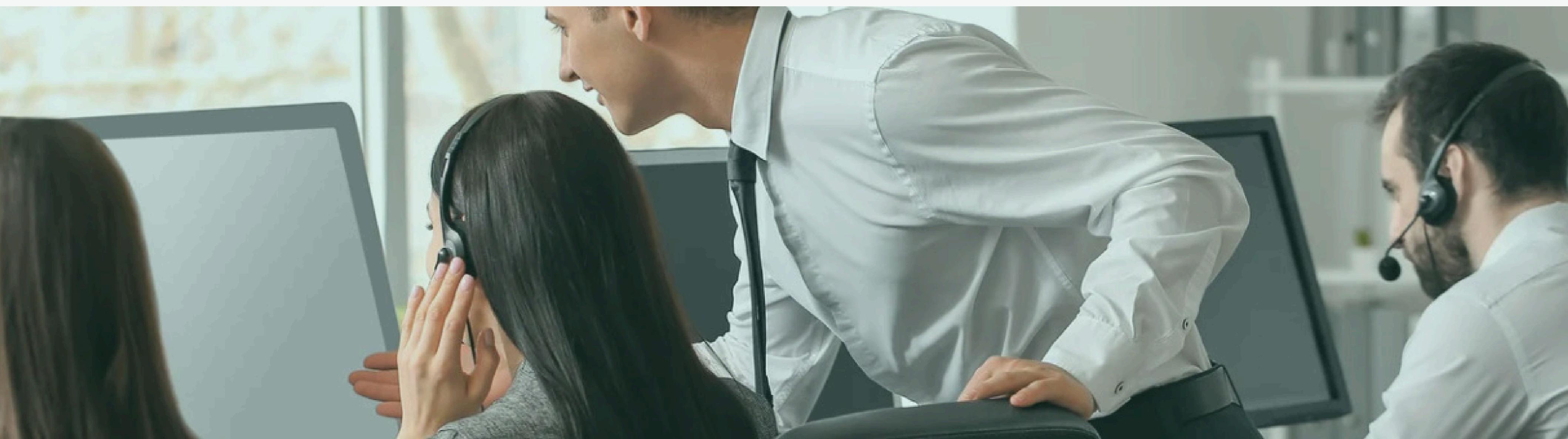
At ChargePanel, we are committed to creating a work environment where every individual is treated with respect and dignity. We uphold a workplace culture that is both inclusive and free from any form of harassment, discrimination, or retaliation—whether it be physical, verbal, or visual.

Our policy is to provide equal opportunities for everyone, regardless of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other protected characteristic. We believe that a diverse workforce is essential to our success and innovation in the electric vehicle (EV) industry.

### 2.3 Customer-centric approach

Our platform is designed with the customer at the center. We strive to deliver solutions that are not only efficient and reliable but also aligned with the needs of a sustainable future. ChargePanel ensures that our customers have the tools and information they need for their users to make informed decisions about EV charging, while our independence from utility companies and infrastructure manufacturers allows us to prioritize their best interests.

We are committed to delivering high-quality products and services that meet the needs of our customers while contributing to a sustainable future. Therefore, we are transparent in our communications and prioritize customer feedback to continually improve our offerings and address emerging needs.



## Corporate Social Responsibility

### 2.4 How we *treat* each other

#### Respectful and inclusive workplace

At ChargePanel, we are committed to creating a work environment where every individual is treated with respect and dignity. We uphold a workplace culture that is both inclusive and free from any form of harassment, discrimination, or retaliation—whether it be physical, verbal, or visual.

Our policy is to provide equal opportunities for everyone, regardless of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other protected characteristic. We believe that a diverse workforce is essential to our success and innovation in the electric vehicle (EV) industry.

#### Ethical labor practices

Our team members are the cornerstone of ChargePanel's success. We are dedicated to ensuring fair and ethical labor practices, providing all employees with fair wages, benefits, and working conditions in strict compliance with the laws and regulations of the countries where we operate. We ensure that every employee's work hours, including overtime, are accurately recorded and fairly compensated.

ChargePanel has a zero-tolerance policy for forced labor or child labor across our operations. We are committed to upholding ethical labor practices and ensuring compliance with all legal work authorization requirements.

#### Safe and secure workplace

Safety is integral to our operations at ChargePanel. We are committed to providing a safe and secure work environment for all our employees. It is our goal to ensure that every employee returns home safely at the end of the day. To this end, we adhere to all relevant safety and health regulations and encourage proactive participation in maintaining a safe workplace.

Employees are empowered to report any unsafe conditions or potential hazards immediately. If members observe a situation that could endanger health or safety, it is their responsibility to report it to their manager, who will take appropriate action. We then enforce a strict zero-tolerance policy for violence and threatening behavior, including a prohibition on weapons on company premises, consistent with local laws.

#### Environmental stewardship

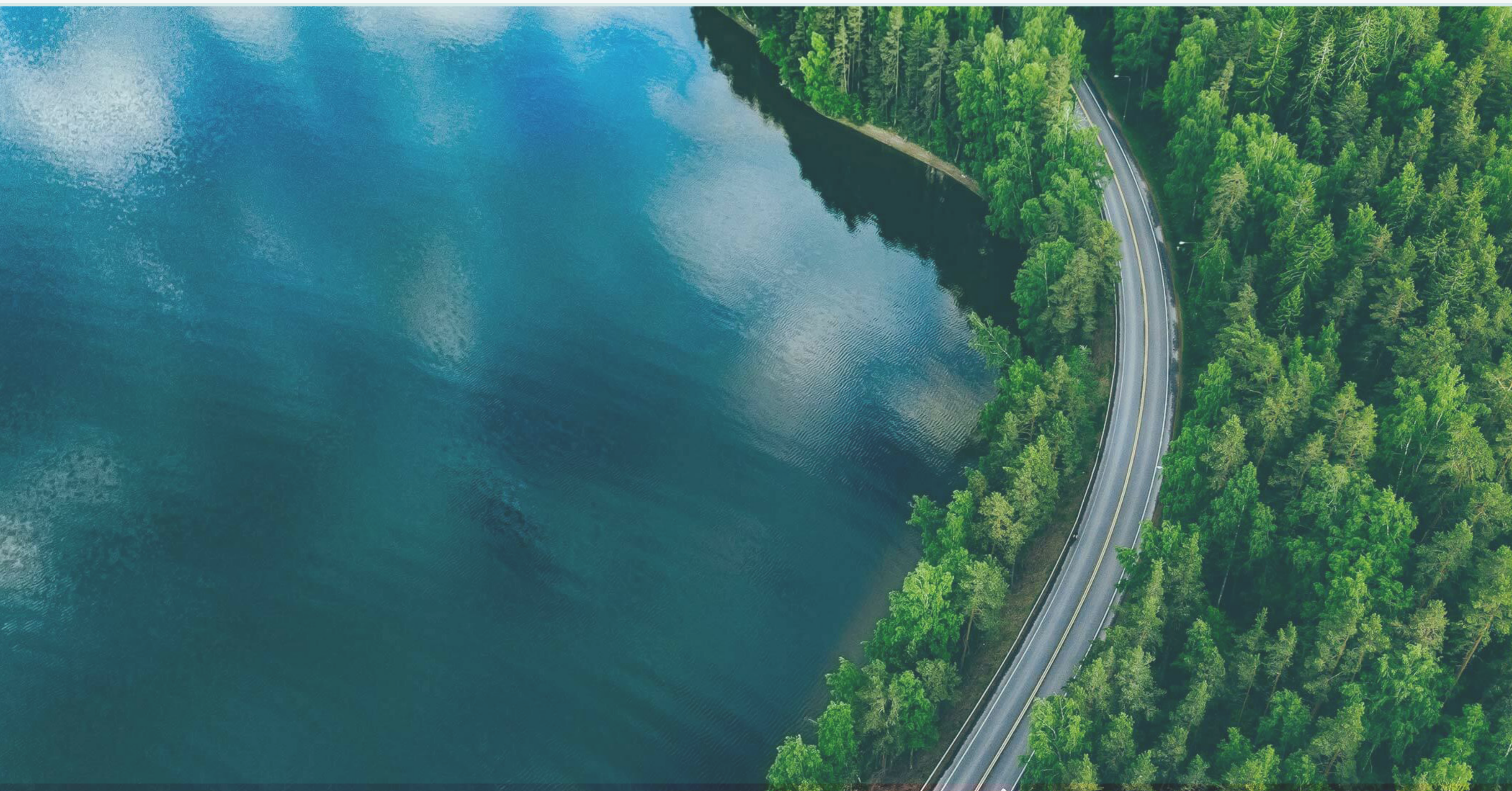
ChargePanel recognizes our responsibility to protect the environment and is committed to embedding sustainability into our daily operations. We actively seek to minimize our environmental impact by reducing waste, optimizing energy usage, and promoting the adoption of renewable energy sources.

Our mission to support the global transition to sustainable energy is reflected in our products and business practices. ChargePanel is on a path to achieving net-zero carbon emissions across our operations, striving to set an example for sustainability in the EV industry.

We encourage all employees to contribute ideas and initiatives that can help further reduce our environmental footprint, as we believe that collective effort is key to continuous improvement in environmental stewardship.



# Economical Responsibility



### **3. Economical Responsibility**

Economic sustainability is a critical component of our CSR policy. We are committed to conducting our business in a way that promotes long-term economic growth and stability, both for ChargePanel and for the communities we serve.

#### **3.1 Ethical governance and compliance**

ChargePanel operates with the highest standards of ethical governance. We are committed to maintaining transparency, accountability, and integrity in all our business practices. Our governance framework ensures compliance with all applicable laws and regulations, and we go beyond mere compliance by adopting best practices in corporate ethics. We have established a robust code of ethics that guides our decision-making and ensures that we operate with fairness and respect for all stakeholders.

#### **3.2 Sustainable economic growth**

We are dedicated to fostering sustainable economic growth through responsible business practices. ChargePanel invests in local economies by partnering with local customers and suppliers and supporting small and medium-sized enterprises (SMEs). Our procurement policies are designed to create value in the communities where we operate, promoting job creation and economic development. We also focus on long-term value creation for our shareholders by pursuing growth strategies that are aligned with our sustainability goals.

#### **3.3 Responsible investment and innovation**

ChargePanel's investment strategy is rooted in our commitment to sustainability. We allocate resources to research and development in sustainable technologies that drive the EV industry forward.

Our investments are guided by a commitment to ethical and responsible business practices, ensuring that our growth contributes to a more sustainable and equitable world. We also engage with our investors transparently, providing regular updates on our financial performance and CSR initiatives.

#### **3.4 Fair trade and ethical supply chain**

We believe in fair trade practices and are committed to ensuring that our supply chain operates ethically. ChargePanel works closely with suppliers to ensure that labor practices are fair, that workers are treated with dignity and respect, and that environmental standards are upheld throughout the supply chain. We are dedicated to sourcing materials and products in a way that supports sustainable development and fair labor practices.

**■ ■ We have established a robust code of ethics that guides our decision-making and ensures that we operate with fairness and respect for all.**

# Transparency and reporting



# Commitment to continuous improvement



## 4. Transparency and reporting

Transparency is a cornerstone of our CSR policy. ChargePanel is committed to openly communicating our CSR goals, strategies, and progress to all stakeholders. We regularly publish detailed reports on our environmental, social, and economic impacts, ensuring that our stakeholders are informed and engaged. These reports include key performance indicators (KPIs) that track our progress toward our sustainability goals and provide a clear picture of how we are creating value for society and the environment.

## 5. Commitment to continuous improvement

At ChargePanel, we understand that corporate social responsibility is an ongoing journey. We are committed to continuously improving our CSR practices by staying informed about emerging trends, engaging with stakeholders, and adapting our strategies to meet new challenges. Our CSR policy is regularly reviewed and updated to reflect the latest best practices and the evolving needs of our stakeholders. We are dedicated to making a positive impact on the world and to being a leader in sustainability within the EV industry. ChargePanel's commitment to CSR is not just a part of our business strategy—it is central to our identity as a company.

**■ We are committed to continuously improving our CSR practices by staying informed about emerging trends, engaging with stakeholders, and adapting our strategies to meet new challenges.**



# Ethical business practices and compliance



## 6. Ethical business practices and compliance

### 6.1 Fair competition and ethical business practices

ChargePanel believes in competing vigorously but fairly in the marketplace. We are committed to maintaining a level playing field, encouraging innovation, and driving progress in the electric vehicle (EV) industry through ethical business practices.

When engaging with competitors, we avoid any conduct that could reduce competition, such as price-fixing, bid-rigging, market allocation, or agreements that restrict supply. We also maintain strict confidentiality regarding our business strategies and plans, ensuring that we do not share this information with competitors, even in informal settings.

If there are uncertainty whether a conversation or agreement with a competitor or any other external party is appropriate, the members could consult the Legal Department.

ChargePanel does not engage in manipulative or abusive practices. We strive to meet or exceed the expectations of our customers through transparency and fairness. We also ensure that our relationships with partners, including suppliers, are based on mutual trust and a shared commitment to ethical

standards.

### 6.2 Insider information and trading

Members of the ChargePanel team may have access to important information about our company that is not publicly available. This could include details about upcoming product launches, financial performance, or strategic initiatives. Such information could influence ChargePanel's stock price if made public.

To prevent any unlawful advantage, the members are prohibited from trading ChargePanel stock based on insider information. Trading should only occur when relying on information that is publicly accessible. Furthermore, members must not disclose insider information to others, including friends or family members, as tipping others is illegal and considered insider trading.

These rules also apply if they become aware of insider information about other companies due to their role at ChargePanel. Insider trading is illegal in all forms, and compliance with these regulations is mandatory.



## Corporate Social Responsibility

### 6.3 Compliance with trade regulations

ChargePanel operates in a global market, dealing with the movement of software, technology, and related services across international borders. We are committed to adhering to all applicable trade compliance laws to ensure our operations are lawful and ethical.

When dealing with cross-border transactions, it is essential for the members to work closely with the manager and the Trade Compliance team to ensure that all legal requirements are met. This includes accurate classification, valuation, and reporting of goods.

**|| We strive to meet or exceed the expectations of our customers through transparency and fairness.**

### 6.4. Preventing money laundering

Money laundering involves concealing the origins of illegally obtained money, typically by passing it through a legitimate business. ChargePanel is committed to full compliance with all anti-money laundering laws and regulations.

Team members must immediately report any suspicious transactions that could be construed as an attempt to launder money or involve illegal activity. This could include large cash payments, transactions that don't align with the customer's known means, or payments in unusual currencies. Additionally, payments from unknown parties or those that differ significantly from contract terms should be reported.

If any observations of these suspicious activities appear, it must be reported promptly to Compliance, Internal Audit, or through the Integrity Line.

