

# GRI content index

Statement of use	Recharge has reported in accordance with the GRI Standards for the period 01.01.2023-31.12.2023.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	TEXT	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION

## General disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability report, page 6		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	Sustainability report, page 6				
	2-3 Reporting period, frequency and contact point	Sustainability report, page 6				
	2-4 Restatements of information	Sustainability report, page 6				
	2-5 External assurance	Sustainability report, page 6				
	2-6 Activities, value chain and other business relationships	Sustainability report, page 20				
	2-7 Employees	Equality and Activity duty statement , page 2 Sustainability report, page 26				
	2-8 Workers who are not employees	Equality and Activity duty statement , page 2 Sustainability report, page 26				
	2-9 Governance structure and composition	Sustainability report, page 17 People statistics 2023				
	2-10 Nomination and selection of the highest governance body	2022 ESG report, page 53				
	2-11 Chair of the highest governance body	Sustainability report, page 17	The Chair of the highest governance body also holds a 20% position in Recharge			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability report, page 17				
	2-13 Delegation of responsibility for managing impacts	Sustainability report, page 17				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability report, page 17				
	2-15 Conflicts of interest		a) The board ensures that conflict of interest is dealt with at every board meeting, ensuring that potential conflict of interest is dealt with and raised accordingly by, or to the chairman of the board. b) Any conflict of interests will be reported to stakeholders through our annual ESG reporting			
	2-16 Communication of critical concerns	a) Sustainability report, page 17	b) 0			

2-17 Collective knowledge of the highest governance body	Sustainability report, page XXX (Introduction)				
2-18 Evaluation of the performance of the highest governance body	2022 ESG report, page 53				
2-19 Remuneration policies		Employees in Recharge has a fixed pay. All employees participate in a bonus program based on a set of KPIs and goals for each employee and the division they are employed. Recharge does not operate with sing on bonus, but if an employee is recruited to a higher position, a salary review is performed. There are no termination payments in Recharge, unless agreed upon from case to case. The responsibility for determine remuneration in accordance with any given principles set out by the remuneration committee, is delegated to the HR Director together with the CEO. This is done in close co-operation with the remuneration committee. The views of stakeholders are addressed in meeting with the committee. None other remuneration consultants are involved in the process. Stakeholders and shareholders have no impact on the remuneration policies and proposals through voting.			
2-20 Process to determine remuneration		The responsibility for determine remuneration in accordance with any given principles set out by the remuneration committee, is delegated to the HR Director together with the CEO. This is done in close co-operation with the remuneration committee. The views of stakeholders are addressed in meeting with the committee. None other remuneration consultants are involved in the process. Stakeholders and shareholders have no impact on the remuneration policies and proposals through voting.			
2-21 Annual total compensation ratio			Omitted a), b), c)	Information unavailable/incomplete	See the Diversity and Activity Duty statement for contextual information.
2-22 Statement on sustainable development strategy	Sustainability report, page 5, 12, 13, 14				
2-23 Policy commitments	Sustainability report, page 43 (4.1. Business conduct)				
2-24 Embedding policy commitments	Sustainability report, pages 43 (4.1. Business conduct)				
2-25 Processes to remediate negative impacts	Sustainability report, page 18, 21, 40				
2-26 Mechanisms for seeking advice and raising concerns	Transparency Act Equality and Activity Duty statement				
2-27 Compliance with laws and regulations		In 2023, there has been no instances of non-compliance with law and regulations. No fines for instances of noncompliance were paid during the reporting period. Further, no breaches to The Recharge policies or UN Global Compact Principles were identified in 2023.			
2-28 Membership associations	Sustainability report, page 21				

	2-29 Approach to stakeholder engagement	Sustainability report, page 21				
	2-30 Collective bargaining agreements		Norway: Collective bargaining agreement with NITO Sweden: Following industry agreement for Energy sector Finland: The Collective Agreement for Senior Salaried Employees in the Energy Industries			
<b>Material topics</b>						
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Sustainability report, page 18				A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	Sustainability report, page 18 and 19				
<b>Economic performance</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 23-45				
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed			Omitted 201-1	Information unavailable/incomplete	Data for 2023 is incomplete, and we will strive to report on this going forward
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD Statements 2023		Partially omitted	Information unavailable/incomplete	We are in the process of conducting different risks assessment and will have more information on this going forward.
	201-3 Defined benefit plan obligations and other retirement plans			Omitted	Not applicable	
	201-4 Financial assistance received from government			Omitted	Not applicable	
<b>Indirect economic impacts</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, introduction pages, Customer and end user chapter				
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Sustainability report, introduction pages	We develop EV charging infrastructure to communities across the Nordic countries. Additionally, we upgrade grid capacity to several locations. Going forward we'll contribute positively on grid capacity in areas with high demand with introducing smart energy solutions and battery storage solutions.	Partly omitted	Information unavailable/incomplete	Not any exact financial numbers
	203-2 Significant indirect economic impacts	Sustainability report, introduction pages	We contribute to, and enable, decarbonization of companies and services through our charging network.			
<b>Anti-corruption</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 43				
	205-1 Operations assessed for risks related to corruption	Sustainability report, chapter 3.2 and 4.1. Transparency act statement				

<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Sustainability report, chapter 4.1 Transparency act statement				
	205-3 Confirmed incidents of corruption and actions taken	There have been no incidents of corruption in 2023				
<b>Anti-competitive behaviour</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, chapter 4.1				
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		The company has not been identified as a participant in any legal actions for anti-competitive behaviour, anti-trust, and monopoly practices in 2023.			
<b>Materials</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 32				
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume		This is a material topic for us - data not available for 2023		Information unavailable/incomplete	Currently working with our suppliers to get a better overview over our material usage
	301-2 Recycled input materials used		This is a material topic for us - data not available for 2023		Information unavailable/incomplete	Currently working with our suppliers to get a better overview over our material usage
<b>Energy</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, Chapter 2.1				
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy consumption in offices: Offices: 24 014 kWh Additional information in Sustainability report page 26.	Energy consumption (losses) in chargers: All our chargers has some losses associated with usage. We are currently assessing and collecting data to report on this going forward			
	302-2 Energy consumption outside of the organization	Information not omitted can be found in GHG accounts and the associated notes		Omission	Information unavailable/incomplete	We'll assess energy consumption in our supply chain
<b>Biodiversity</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, chapter 2.3, page 30				
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability report, chapter 2.3, page 30	All our current locations is on industrialized commercial land close to infrastructure, so the impact from our operations are limited. However, we'll asses our locations with regards to location within vulnerable areas.	Omission	Information unavailable/incomplete	We'll assess the locations of our sites with respects to vulnerable areas going forward
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability report, chapter 2.3, page 30	All our current locations is on industrialized commercial land close to infrastructure, so the impact from our operations are limited. There might be some noise and light impacts from our chargers and stations, and construction phase might impact biodiversity with noise and other impacts from construction work.			
<b>Emissions</b>						

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, Chapter 2.1, page				
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	GHG accounts				
	305-2 Energy indirect (Scope 2) GHG emissions	GHG accounts				
	305-3 Other indirect (Scope 3) GHG emissions	GHG accounts				
	305-4 GHG emissions intensity	Sustainability report page 14 and chapter 2.1				
	305-6 Emissions of ozone-depleting substances (ODS)	We have not had any emissions of ODS in 2023				
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	We have not had any emissions of other air pollutants in 2023				
<b>Waste</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 31-33				
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Sustainability report, page 31-33				
	306-2 Management of significant waste-related impacts	a) Sustainability report, page 31-33	Waste generated from construction and demolition of sites and chargers are handled by professional third parties and treated in accordance with relevant regulation.			
	306-3 Waste generated	Sustainability report, page 31-33.	Waste generated from offices; Residual waste: 2,3 tonnes, Organic waste: 0,2 tonnes, Paper: 0,8 tonnes, Glass and Metal: 0,3 tonnes.	Omission for waste generated in construction and demolition	Information unavailable/incomplete	Aim to report on this next year
	306-4 Waste diverted from disposal			Omission	Information unavailable/incomplete	Aim to report on this next year
	306-5 Waste directed to disposal			Omission	Information unavailable/incomplete	Aim to report on this next year
<b>Supplier environmental assessment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 43-45				
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Sustainability report, page 12	All our key suppliers are considered using ESG criteria, and most of others suppliers as well. However, for 2023 we can not guarantee that 100% of new suppliers were screened using ESG criteria (Only for our Key suppliers) .	Omission	Information unavailable/incomplete	Aim to report on this next year
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability report chapter 2 and 4. Transparency act				
<b>Employment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report page 35-37				
	401-1 New employee hires and employee turnover	Sustainability report page 35-37 People statistics 2023	23 new employees were hired in 2023. Employee turnover was 12 per cent.			

<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		There is no difference in benefits provided to different categories of employees			
	401-3 Parental leave	Equality and Activity duty statement People statistics 2023	in 2023 three employees took parental leave. All three were male.			
<b>Occupational health and safety</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, pages 35-37 Health and safety policy				
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Sustainability report, pages 35-37 Health and safety policy				
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability report, pages 35-37 Health and safety policy				
	403-3 Occupational health services	Sustainability report, pages 35-37 Health and safety policy				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability report, pages 35-37 Health and safety policy				
	403-5 Worker training on occupational health and safety	Sustainability report, pages 35-37 Health and safety policy				
	403-6 Promotion of worker health	Sustainability report, pages 35-37 Health and safety policy				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	workers in value chain				
	403-8 Workers covered by an occupational health and safety management system	Sustainability report, pages 35-37 Health and safety policy	All our workers are covered			
	403-9 Work-related injuries		a), b) i-iii: 0, iv: Not relevant. c) - g): Not relevant.			
	403-10 Work-related ill health		0 a), b) i-iii: 0, c) - e) Not relevant.			
<b>Training and education</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, pages 35-37 Health and safety policy				
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee			Omission	Information unavailable/incomplete	Aim to report on this next year
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability report, pages 35-37 Health and safety policy				

	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability report, pages 35-37	All our employees receives regular performance and career development reviews			
<b>Diversity and equal opportunity</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, pages 35-37				
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Sustainability report, pages 35-37 Equality and Activity duty statement				
	405-2 Ratio of basic salary and remuneration of women to men	Equality and Activity duty statement				
<b>Non-discrimination</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, pages 35-37 Equality and Activity duty statement				
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination have been reported in 2023				
<b>Freedom of association and collective bargaining</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, pages 38-39, and 43-45 Transparency act statement				
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Transparency act statement Sustainability report, pages 43-45				
<b>Child labour</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 38-39, and 43-45 Transparency act statement				
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	Sustainability report, page 38-39, and 43-45 Transparency act statement				
<b>Forced or compulsory labour</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 38-39, and 43-45 Transparency act statement				
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Sustainability report, page 38-39, and 43-45 Transparency act statement				
<b>Supplier social assessment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 43-45				
<b>GRI 414: Supplier Social Assessment</b>	414-1 New suppliers that were screened using social criteria	Sustainability report, page 12	All our key suppliers are considered using ESG criteria, and most of others suppliers as well. However, for 2023 we can not guarantee that 100% of new suppliers were screened using ESG criteria (Only for our Key suppliers) .	Omission	Information unavailable/incomplete	Aim to report on this next year

<b>Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	Sustainability report chapter 2 and 4. Transparency act				
<b>Public policy</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 43-45				
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	No financial political contributions made in 2023. For more information on how Recharge engages in policy dialogue, please refer to mentions of Drivkraft in the report.				
<b>Customer health and safety</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 40-41				
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability report, page 40-41	All our existing and new sites are constantly assessed for upgrades			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No such incidents were reported in 2023				
<b>Marketing and labelling</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 40-41				
<b>GRI 417: Marketing and Labelling 2016</b>	417-1 Requirements for product and service information and labelling	Sustainability report, page 40-41		Omission	Information unavailable/incomplete	Aim to report on this next year
	417-2 Incidents of non-compliance concerning product and service information and labelling	No such incidents were reported in 2023				
	417-3 Incidents of non-compliance concerning marketing communications	No such incidents were reported in 2023				
<b>Customer privacy</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Sustainability report, page 40-41, and 43-45 Privacy GDPR Policy				
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No such incidents were reported in 2023				