

HELBIZ

Environmental, Social and Governance (ESG) Policy

Introduction

Helbiz provides micro-mobility services and intra-urban transportation solutions. Its mission is to empower local communities, change the dynamics of modern cities and help shape a more sustainable future.

Green by nature, Helbiz was founded on the vision of returning high-traffic urban areas back to their citizens. Helbiz is changing transportation, promoting the shift toward more sustainable habits and improving climate health by getting people out of cars.

Its scooters and vehicles already have a positive environmental and social impact, but Helbiz still feels the urge of ESG commitment.

Indeed, it is a corporate belief that responsible ownership and business success go hand-in-hand and that ESG integration is more likely to create sustainable long-term value.

For Helbiz, a responsible approach to ESG integration is to conduct business in a way that promotes a sustainable and efficient functioning of the economies, environments, communities, and people with whom the Company interacts.

The purpose of this ESG Policy is to outline Helbiz' ESG commitment while giving direction to ensure responsible ownership, promote sustainable behavior and enrich our communities. In addition to this Policy statement, the Company has developed a set of guidelines to be implemented throughout every aspect of its business conduct.

Core Principles

In creating this ESG Policy, Helbiz incorporated concepts from internationally recognized ESG frameworks (such as the Global Reporting Initiative (GRI)), international conventions, standards, and guidelines, as well as the Sustainable Development Goals (SDGs).

The core principles of Helbiz' ESG Policy are:

- Compliance with all applicable legislation.
- Compliance with industry standard ESG guidelines and best practices.
- Active management of ESG-related risks.
- Consideration of ESG aspects into all business decisions and core operations.
- Awareness and commitment to the Helbiz ESG Policy among all employees.
- Improvement of Helbiz operation's environmental and social impacts.
- Constant review and improvement of Helbiz' ESG performance.
- Creation of an internal reporting framework.

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Environmental

At Helbiz, environmental sustainability is at the forefront. Helbiz vehicles provide a climate-friendly transportation method and are long-lasting, thereby limiting needless waste. They are regularly inspected and maintained and, when dismissed, parts are reused to repair other vehicles, or are responsibly recycled. Helbiz continually seeks to improve its environmental and social impact through its core business while building a holistic sustainability view.

Given the nature of the business, important environmental concerns for Helbiz are:

- **Climate change mitigation:** Helbiz is committed to reducing GHG emissions both through its business and in the running of its core operations, in service of its goal to become fully CO₂ neutral
- **Energy efficiency:** The majority of the Helbiz fleet is powered by clean energy, and it aims to further improve the efficiency of its energy consumption.
- **Waste:** Helbiz pursues best practices in waste management and recycling programs to ensure a minimized footprint.
- **Materials:** We seek to employ safe materials, electronic products, and batteries and to dispose of them in a certified and environmentally friendly manner.
- **Impact on ecosystems:** Helbiz aspires to minimize harm to the natural environment caused by its activities and to take action to enhance the environment when possible.

Social

For Helbiz, social sustainability means actively considering how its business practices impact relevant stakeholders. The Company values its employees and its relationships with the communities in which it operates. Helbiz strives to make positive contributions to local communities by creating infrastructure that integrates into the community. Our main areas of consideration are:

- **Preservation of human rights and good work conditions:** we are committed to complying with and exceeding, when possible, any existing regulation, standard, and guideline for labor conditions.
- **Well-being of employees:** Helbiz is committed to implementing initiatives and activities that improve staff well-being, engagement, communication, and mental health.
- **Health and Safety:** Helbiz has set forth health and safety standards to protect each of its employees, customers, and other stakeholders.
- **Equity and diversity among employees and non-discriminatory employment practices:** Helbiz seeks to create an inclusive and welcoming environment for each member of its community with no regard to gender, religion or race, and commits to making employment decisions only on the basis of individual skills and merit.
- **Community engagement:** we believe in engaging with local communities while improving modern cities. As such, the Company supports the health and well-being, standards of living, security, and stability of local communities by partnering with community-based organizations, institutions, sports associations, and other companies that share its visions and objectives.

Governance

Helbiz acknowledges that strong corporate governance is critical to success and aims to become a valuable and sustainable business in the long term by effectively managing a wide range of risks and opportunities. The following areas are important to the Company's business and operations:

- **Legal compliance:** Helbiz is committed to maintaining compliance with legal requirements in the jurisdictions in which it operates.
- **Risk management:** The Company implements risk management policies to assess, review and manage risks associated with its core business.
- **Transparency:** Helbiz is committed to the utmost transparency with all its regulators and stakeholders.
- **Trust of clients and security of their information:** Helbiz seeks to build trust among its clients, provide them with safe payment methods and protect any information it may acquire while running its operations.

Policy Integration & Implementation

Helbiz is aware of the importance of gaining commitment and engagement to its ESG Policy at all levels of business.

- All employees and stakeholders (if relevant) are required to adhere to the principles of the Policy.
- Helbiz is implementing a set of ESG initiatives and Key Performance Indicators (KPIs) to reflect the critical ESG issues as a business.
- Progress against ESG integration is constantly monitored by the Company and reported to the Board.
- The overall responsibility for implementation and oversight of the ESG Policy lies at the Company level.
- The Company has established that its ESG Policy must be reviewed and approved by the Board of Directors on an annual basis and updated if needed.
- Helbiz is committed to keeping its stakeholders informed on ESG Policy by issuing an annual report.