

Sustainability Report 2025

Easee AS
Reporting period: Financial year 2025
Published: July 2026

Prepared in accordance with the Voluntary
Sustainability Reporting Standard for SMEs (VSME)
as adopted by the European Commission –
Recommendation C (2025) 4984 final

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Message from the CEO

Electrification is coming into all markets, and Easee exists to make sure that the electrical transition is as effortless, intelligent and simple as possible. Since our founding in 2018, we have developed products designed not just to charge cars, but to shape a more resilient and efficient power ecosystem for the future.

This is Easee's first sustainability report - prepared in accordance with the VSME Standard, where we have chosen to apply both the Basic and Comprehensive Modules. This report covers Easee AS and its consolidated group for the financial year ending 31 December 2025.

The headline number we are most proud of is the positive impact our products create in the field every day. During 2025, Easee chargers enabled our customers to avoid an estimated 1 220 000 tonnes of CO₂ equivalents (eq) that would otherwise have been emitted by equivalent petrol vehicles. This reflects the scale of Easee's role in the energy transition: our products enable drivers across Europe to charge on clean electricity where they previously relied on petrol. The full methodology and assumptions underlying this estimate are set out in Section 1, E.6

On our own footprint: Easee's Scope 1 and 2 emissions – from our offices and company vehicles – are relatively modest, totalling 88.6 tCO₂eq in 2025 on a market-based basis. The dominant share of our lifecycle GHG impact is Scope 3, and within Scope 3 the largest category by far is Category 11 (Use of Sold Products) – reflecting the electricity consumed by close to one million Easee chargers installed across the globe. We remain committed to reducing our per-charger intensity while continuing to scale the positive product impact that makes electrification possible for millions of drivers.

During 2025, Easee continued to expand its active charger base across Europe, enabling record levels of clean energy delivered to EV drivers; 2,124,389 MWh of electricity delivered to EV drivers across 57 countries. Looking ahead to 2026, our priorities are: formalising GHG reduction targets covering Scope 1, 2, and 3 and completing an updated lifecycle assessment for our charger products.

Our commitment is to improve the sustainability performance of our operations and supply chain year on year – reducing emissions per charger produced and per kWh dispensed – and to report on that progress transparently through this annual VSME report.

Øyvind Osjord
Chief Executive Officer
Easee AS
July 2026

About This Report

Overview

This is the sustainability report of Easee AS for the financial year ending 31 December 2025. Easee AS is a Norwegian company registered in Stavanger, Norway, that develops and distributes smart EV charging solutions. Easee's products – including the Easee Charge UP and Easee Charge Max home chargers and the Easee Charge Core and Easee Charge Pro commercial chargers – enable residential, commercial, and fleet operators to charge electric vehicles intelligently, with integrated load management and dynamic load balancing to reduce grid strain.

This report is prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME), as adopted by the European Commission via Recommendation C(2025) 4984 final. Easee has elected to apply both the Basic and Comprehensive Modules for the financial year 2025. The report covers the consolidated Easee group, comprising Easee AS and its subsidiaries in Norway, Germany, the Netherlands, France, and the UK. The reporting period runs from 1 January 2025 to 31 December 2025, consistent with Easee's financial year. This report has not been subject to external assurance.

In addition to the mandatory VSME disclosures, this report includes two voluntary disclosures specific to Easee's business: (1) a quantification of avoided greenhouse gas emissions enabled by Easee's installed charger base (Section 1, E.6), which reflects the positive climate impact of our core product; and (2) an assessment of Easee's activities against the EU Taxonomy (Section 4).

Note on prior year reporting

Easee has previously published Impact Reports for 2022, 2023 and 2024. Those reports were not prepared against a formal reporting standard. Where prior year data is presented for comparative purposes in this report, figures are referenced for context only and are not directly comparable with VSME-defined disclosures. Any material differences in methodology are noted at point of reference.

1. Environmental

Overview

Easee's environmental impact has two distinct dimensions: the footprint of our own operations (offices, warehouses, logistics, and product manufacturing in our supply chain), and the positive impact our products generate by enabling the shift from fossil-fuelled transport to clean electricity. This section covers both – operational disclosures under VSME B3–B7, voluntary avoided emissions under E.6, GHG targets and climate risk disclosures.

E.1. Energy and Greenhouse Gas Emissions (Basic Module)

Easee's primary energy uses are electricity consumed across office premises in Norway, Germany, the Netherlands, and the UK, and fuel used in company vehicles (Easee operates one hybrid vehicle and two battery electric vehicles). Energy from warehouse facilities is accounted for under Scope 3 (third-party logistics providers operate under their own operational control). Easee's own operational energy footprint is modest; the dominant share of our Scope 3 GHG impact is Category 11 (Use of Sold Products), reflecting the electricity consumed by Easee chargers in active use across Europe. VSME B3 requires disclosure of Scope 1 and Scope 2 emissions; Scope 3 information is provided voluntarily as a supplementary disclosure.

During 2025, Easee's total energy consumption across office premises was 1 392 MWh, of which 1 033 MWh (74%) was electricity and the remainder was heating fuel. Of the electricity consumed, 879 MWh (85%) was sourced from renewable sources, principally hydropower in Stavanger. The UK and Germany offices use an estimated 50 MWh combined; renewable sourcing at those locations is not separately confirmed.

Easee's direct GHG emissions (Scope 1) arise from company vehicles and negligible laboratory activities at its Stavanger headquarters. Total Scope 1 emissions from company vehicles were 2.26 tCO₂eq in 2025. Energy-related indirect emissions on a location-based basis (Scope 2 LB) were 76.92 tCO₂eq; on a market-based basis (Scope 2 MB) 86.37 tCO₂eq, reflecting a renewable energy certificate (GO) covering the Norwegian offices. Combined Scope 1+2 emissions were 79.2 tCO₂eq (location-based) and 88.6 tCO₂eq (market-based).

GHG emissions are measured using the GHG Protocol Corporate Standard. Scope 2 is reported on both a location-based and market-based basis. Easee uses Position Green as its data collection and emissions calculation platform. Electricity emission factors are sourced from national grid emission factors published by the relevant authorities in each country. Fuel emission factors follow IPCC Sixth Assessment Report default values. The reporting boundary is operational control. Category 1 (purchased goods and services) emissions are calculated using a spend-based approach, applying industry-standard environmentally extended input-output (EEIO) emission factor databases as applied by Position Green.

Scope 3 GHG emissions (voluntary disclosure): Easee's total Scope 3 GHG emissions in 2025 were 225,877 tCO₂eq. The dominant category is Category 11 (Use of Sold Products): 211,928 tCO₂eq, representing electricity consumed by Easee chargers in active use – measured via direct kWh throughput data from Easee Cloud (2,124,389 MWh delivered). This is the first year Easee has measured Category 11 using direct throughput data; prior years used an LCA hardware-based estimate and are not directly comparable. Other material Scope 3 categories include Category 1 (production of chargers and hardware): approximately 9,952 tCO₂eq; Category 1 (purchased goods and services): 3,795 tCO₂eq; Category 6 (business travel): 178.6 tCO₂eq; and Category 4 (freight): 23.4 tCO₂eq.

Metric	Unit	2025	Prior Year
Total energy consumption (offices)	MWh	1,392	n/a
- of which: electricity	MWh	1,033	n/a
- of which: heating fuel	MWh	359	n/a
- of which: renewable electricity	MWh	879	n/a
Share of renewable electricity	%	85%	n/a
Scope 1 GHG emissions (direct)	tCO₂eq	2.26	19
Scope 2 GHG emissions (location-based)	tCO₂eq	76.92	49
Scope 2 GHG emissions (market-based)	tCO₂eq	86.37	n/a
Total GHG emissions Scope 1+2 (location-based)	tCO₂eq	79.2	68
Total GHG emissions Scope 1+2 (market-based)	tCO₂eq	88.6	n/a
Total Scope 3 GHG emissions (voluntary)	tCO₂eq	225,877	n/a
- Cat 11: Use of sold products	tCO ₂ eq	211,928	n/a †
- Cat 1: Production of hardware	tCO ₂ eq	9,952	8,225.1
- Cat 1: Purchased goods & services	tCO ₂ eq	3,795	4,361.8
- Cat 6: Business travel	tCO ₂ eq	178.6	72.5
- Cat 4: Freight & logistics	tCO ₂ eq	23.4	18.6

† Category 11 prior year figures are not presented as 2025 is the first year in which Easee has measured Cat 11 using direct throughput data from Easee Cloud. Prior years used an LCA hardware-based estimate and are not comparable on the same methodology basis. Prior year figures for other Scope 3 categories are drawn from Easee's 2024 Position Green GHG accounting export and are presented for context; they were calculated using the same methodology and emission factor databases applied in 2025.

The table below expresses Easee's GHG footprint as intensity ratios relative to business scale and output. Intensity metrics are sequenced to reflect where Easee's material climate impact sits: the use phase of sold products and the value chain account for the overwhelming share of lifecycle emissions, with Scope 1+2 operational metrics included for completeness. Easee intends to set formal GHG reduction targets in 2026, anchored to the Scope 3 intensity metrics below.

Metric	Unit	2025	Prior Year
GHG intensity – use phase per MWh dispensed	kgCO ₂ eq/MWh	99.8	n/a
GHG intensity – value chain (excl. use phase) per revenue	tCO ₂ eq/MNOK	16.0	20.8
GHG intensity – Cat 1 production per charger produced	tCO ₂ eq/charger	0.077	0.087
GHG intensity – Scope 1+2 per revenue	tCO ₂ eq/MNOK	0.10	0.11
GHG intensity – Scope 1+2 per employee	tCO ₂ eq/FTE	0.56	0.49
Energy intensity per charger produced	kWh/charger	10.8	n/a

E.2. Pollution of Air, Water and Soil (Basic Module)

Easee's own operations consist of office premises in Norway, Germany, the Netherlands, and the United Kingdom, together with third-party-operated warehouse facilities. Easee does not conduct manufacturing, chemical processing, or other industrial activities at any of its own sites.

Air pollution

Easee's own operations do not generate significant air pollutant emissions (NO_x, SO_x, particulate matter, or volatile organic compounds). There are no combustion processes, industrial equipment, or regulated emission sources at any Easee office. Emissions from business travel and company vehicles are captured within Easee's Scope 3 GHG inventory (see E.1). No environmental permits for air emissions are held.

Water pollution

Easee does not discharge process wastewater, chemical effluents, or other regulated pollutants to water bodies. Wastewater from all office locations is sanitary wastewater only, discharged to municipal sewage systems in line with standard commercial tenancy arrangements. No water pollution incidents occurred during 2025.

Soil contamination

Easee operates exclusively from leased office premises in urban commercial settings. There is no storage of hazardous materials, fuels, or chemicals at Easee sites, and no activities that present a risk of soil contamination. No legacy contamination issues are known at any current or former Easee site.

Hazardous substances

Easee's own operations do not use hazardous substances above threshold quantities. As the responsible manufacturer of its products, Easee holds the compliance obligations under EU RoHS and REACH regulations and ensures these are met through product design specifications and contractual requirements placed on its contract manufacturers. Product end-of-life management and WEEE compliance are addressed in E.5.

E.3. Biodiversity and Ecosystems (Basic Module)

Easee operates from office locations across Norway (Stavanger, Oslo, and Tønsberg), Germany (Wismar and Munich), France, the Netherlands (Amsterdam), and the United Kingdom (London and Glasgow), together with third-party warehouse facilities in Norway, Germany, and the UK. All Easee premises are leased commercial office space in urban settings. None of Easee's current operational sites are located in, or adjacent to, areas designated for nature protection under national or EU law – including Natura 2000 sites, national parks, or Key Biodiversity Areas – as confirmed by reference to the European Environment Agency Natura 2000 network data.

Easee has no significant land use, no outdoor operations, and no activities that could directly affect habitats or species. Direct biodiversity impact from Easee's own operations is therefore assessed as not material.

Indirect biodiversity impacts arise through Easee's supply chain: the mining and processing of transition minerals (copper, aluminium, cobalt, nickel, and silver) used in our chargers may have adverse land use and ecosystem effects at extraction sites. Easee addresses these indirect impacts through supply chain due diligence, which sets expectations on environmental management at supplier facilities. This is described further in S.5.

E.4. Water (Basic Module)

Water use at Easee is limited to sanitation in leased office premises in Norway, Germany, the Netherlands, and the UK. All water is sourced from the municipal supply in each country. Easee's operations do not involve manufacturing, cooling systems, irrigation, or any other water-intensive processes. None of Easee's current locations are in areas of high or very high water stress, as confirmed using the WRI Aqueduct Water Risk Atlas.

Water withdrawal data for 2025 has been obtained for Easee's Norwegian offices (Oslo and Stavanger) and the Amsterdam office via building management reports. Total metered water withdrawal across these offices was 2,991 m³: Norway 2,373 m³ (Oslo: 340 m³; Stavanger VB23: 2,033 m³, allocated based on floor area); Netherlands (B. Amsterdam): 618 m³ (meter allocation from landlord). Water data for Easee's offices in Germany and the UK is not separately metered – it is included in building service charges. Easee will seek to obtain metered data for those locations in the 2026 reporting cycle. No water is abstracted from water bodies, groundwater, or rainwater harvesting. Easee does not recycle or reuse water in its operations.

Metric	Unit	2025	Prior Year
Total water withdrawal (metered offices)	m³	2,991	
- Oslo office	m ³	340	
- Stavanger office (VB23, allocated)	m ³	2,033	
- Netherlands office (B. Amsterdam)	m ³	618	
Water withdrawal – UK, Germany offices	–	Not separately metered	
Water withdrawal in high water-stress areas	m ³	None	
Water source	–	Municipal supply (all sites)	
Water recycling / reuse	–	None	

E.5. Resource Use, Circular Economy and Waste Management (Basic Module)

Easee's approach to circularity starts with product design. Charger dimensions have been deliberately minimised to reduce the amount of copper and plastic in each unit – extending useful life and reducing material waste from the outset. Modularity – enabling individual components to be replaced or upgraded without discarding the full unit – is a core design principle of the next-generation Easee charger platform currently under development. Easee has conducted a full Lifecycle Assessment (LCA) for its core charger products, carried out by the independent consultancy Ecoconcept in 2022. This 2022 LCA forms the basis for estimated lifecycle emissions from chargers in 2025 reporting. An updated LCA is expected to be produced in 2026.

Easee's packaging strategy supports its circular economy approach. All charger products are shipped in cardboard-only packaging, avoiding the use of plastics. Packaging design has been deliberately optimised to maximise the number of products per pallet, reducing freight volume and the associated transport emissions per unit delivered.

Operational waste data for 2025 has been collected for Easee's Norwegian offices (Oslo and Stavanger) and the Netherlands office (B. Amsterdam) via building management and waste contractor reports. Total waste generated across these offices was 31.16 tonnes. Norwegian offices generated 23.70 tonnes with a sorting rate of 76.9% (all residual waste to energy recovery, none to landfill). The Amsterdam office generated 7.46 tonnes; waste data is available at category level (general: 6.62 t, glass: 0.51 t, paper/cardboard: 0.33 t), giving a sorting rate of approximately 11.3% for that location. The combined sorting rate across Norway and the Netherlands is 46.6%. Hazardous waste across both reporting locations totalled 0.098 tonnes (Norway only; no hazardous waste reported at Amsterdam). Waste data for Easee's offices in Germany and the UK is not separately available – Easee will seek contractor reports for these in the 2026 cycle.

Easee complies with WEEE Directive obligations through producer registration in its main sales markets. Returned products under warranty (RMA process) are assessed for refurbishment and reuse before disposal; further development of this programme is planned for 2026.

Waste category (Norway offices)	Total (tonnes)	% of total	Disposal route	Note
Organic / food waste	10.44 (NO)	34%	Composting	Norway only – NS 9431 cat. 1100
Mixed / residual waste	16.54	53%	Energy recovery	NO: 9.93t + NL: 6.62t – no landfill
Paper & cardboard	2.45	8%	Recycling	NO: 2.12t + NL: 0.33t
Glass & metal	1.48	5%	Recycling	NO: 0.98t + NL: 0.51t
Plastic	0.07 (NO)	<1%	Recycling	Norway only – NS 9431 cat. 1700
WEEE (e-waste)	0.05 (NO)	<1%	Certified recycler	Norway only – NS 9431 cat. 1500
Hazardous waste	0.10 (NO)	<1%	Licensed contractor	Norway only – NS 9431 cat. 7000
Total (NO + NL)	31.16	100%	–	Combined sorting rate: 46.6%; landfill: 0

Easee disposes of end-of-life IT hardware – laptops, mobile devices, and peripherals – through a certified take-back and recycling program operated by Atea, Easee's IT hardware supplier. The program provides certified data erasure alongside refurbishment or environmentally compliant recycling, with third-party verified reporting on the embodied CO₂e of returned devices. This is Easee's primary mechanism for responsible IT hardware end-of-life management.

VOLUNTARY DISCLOSURE

The following section is not required by the VSME Standard. It is included as additional information relevant to Easee's business model and stakeholder expectations.

E.6. Product Impact: Avoided Greenhouse Gas Emissions (Voluntary Disclosure)

The most significant climate contribution Easee makes is not in managing its own footprint – it is in enabling the shift from fossil-fuelled transport to electric vehicles. The easier and more reliable that shift becomes, the faster it scales. While Sections E.1-E.5 describe the footprint of Easee's own operations, this section quantifies the positive climate impact enabled by Easee's products: the greenhouse gas emissions that were avoided in 2025 because drivers charged electric vehicles using Easee chargers instead of making equivalent journeys in petrol or diesel cars.

Easee collects real-time charging telemetry from its connected charger base via the Easee Cloud platform. During 2025, Easee's connected charger fleet across 57 countries delivered a total of 2,124,389 MWh of electricity to EVs. This is the same dataset used for Easee's Scope 3 Category 11 (Use of Sold Products) disclosure in E.1, ensuring full consistency between the two calculations.

To estimate avoided emissions, Easee compares the actual grid emissions associated with the electricity delivered (the "cost" side, equal to the S3C11 figure of 211,928 tCO₂eq) against the emissions that an equivalent fleet of internal combustion engine (ICE) vehicles would have produced covering the same distance. The difference is the net emissions avoided.

Key assumptions

(1) EV wall-to-wheel energy consumption of 20 kWh per 100 km for all markets except Norway, where 22 kWh per 100 km is used to reflect the SUV-dominated Norwegian EV fleet (IEA EV Outlook 2024; Ofv.no fleet data). (2) ICE vehicle emission factor of 140 gCO₂eq per km, applied uniformly across all markets. This is derived from the EEA 2023 average new passenger car WLTP figure of approximately 116 gCO₂eq per km, adjusted upward by a factor of 1.21 to reflect the well-documented real-world gap between WLTP test-cycle results and actual on-road emissions (ICCT, 2023). A uniform factor is used because ICE combustion chemistry does not vary materially by country; variation in national EEA averages reflects the mix of car models registered rather than different emission rates. (3) Grid emission factors are applied at country level using the same blended Nowtricity / Ember sources used for S3C11 (see E.1).

On this basis, Easee's charger fleet enabled the avoidance of approximately 1,220,000 tCO₂eq in 2025. Norway accounts for the largest share (approximately 527,000 tCO₂eq, or 43% of the total) due to the combination of high charging volumes and a near-zero carbon electricity grid (24 gCO₂eq per kWh). Avoided emissions are approximately 13,800 times larger than Easee's own Scope 1+2 operational emissions of 88.6 tCO₂eq, illustrating the positive leverage of Easee's business model.

This is a voluntary supplementary disclosure and does not form part of the mandatory VSME disclosures or Easee's GHG Protocol inventory. Avoided emissions represent a counterfactual estimate: actual impact depends on whether EV charging genuinely displaces ICE vehicle use, which Easee cannot verify at the individual transaction level. The figure should be interpreted as an order-of-magnitude estimate of the positive climate contribution of Easee's installed base, not as a certified offset or credit. Easee intends to refine this methodology in future reporting periods, including consideration of monthly emission factors and further fleet data.

Metric	Unit	2025	Prior Year
kWh delivered through Easee chargers (2025)	MWh	2,124,389	n/a
Countries covered	countries	57	n/a
EV efficiency – Norway	kWh/100 km	22	n/a
EV efficiency – all other markets	kWh/100 km	20	n/a
ICE emission factor (uniform, real-world adjusted)	gCO ₂ eq/km	140	n/a
ICE baseline (gross)	tCO ₂ eq	1,431,950	n/a
Grid emissions from EV charging (= S3C11)	tCO ₂ eq	211,928	n/a
Net avoided GHG emissions	tCO ₂ eq	≈ 1,220,000	n/a
Ratio: avoided emissions / Easee Scope 1+2	x	≈ 13,800	n/a

Top 5 Markets by Avoided Emissions

Country	kWh Delivered (MWh)	Grid EF (gCO ₂ /kWh)	Avoided (tCO ₂ eq)
Norway	860,249	24.1	526,699
Sweden	365,677	29.4	245,223
United Kingdom	179,668	214.3	87,265
Denmark	117,892	162.3	63,390
Germany	180,998	350.9	63,186

Methodology Notes and Limitations

1. Data source

kWh throughput is sourced from Easee Cloud telemetry. This is actual measured data, not an estimate; it represents energy registered by charger firmware as delivered to connected vehicles.

2. EV efficiency

The wall-to-wheel efficiency factor (kWh/km) converts kWh delivered into equivalent distance driven, which is then compared to the ICE counterfactual. Norway uses 22 kWh/100 km reflecting the SUV-heavy EV fleet; all other markets use 20 kWh/100 km. A sensitivity analysis is provided in the supporting workbook.

3. ICE emission factor

A uniform 140 gCO₂eq/km is applied across all markets. ICE combustion chemistry does not vary by country; national differences in EEA reporting reflect fleet composition (model mix) rather than physically different emission rates. The 140 g/km figure represents EEA WLTP new car average (≈116 g/km) adjusted by the ICCT real-world gap factor of 1.21.

4. Grid emission factors

Country-level blended averages from Nowtricity 2024 and Ember Global Electricity Review 2024. These are the same factors used in the S3C11 Scope 3 calculation, ensuring methodological consistency.

5. Counterfactual limitation

This calculation assumes that every kWh delivered via an Easee charger displaced an equivalent ICE journey. In practice, some EV journeys may be additional (induced demand) rather than substituting for an ICE trip. Easee does not have data to quantify this effect; the figure should be treated as an upper-bound estimate of displacement impact.

6. Prior year comparability

Avoided emissions for prior years are not reported as 2025 is the first year Easee has measured Cat 11 throughput via direct telemetry. Prior years used an LCA hardware-based estimate and are not comparable on the same methodology basis.

E.7. GHG Reduction Targets and Climate Transition Plan (Comprehensive Module)

As at the end of the 2025 reporting year, Easee had not yet formally adopted quantified GHG reduction targets. 2025 is the first year in which Easee has measured its full Scope 1, Scope 2, and Scope 3 footprint on a consistent, auditable basis using the GHG Protocol. Establishing a reliable emissions baseline is a prerequisite for meaningful target-setting, and Easee regards 2025 as that baseline year.

Easee expects to define GHG reduction targets and a GHG emission intensity reduction target during 2026. When targets are set, they are expected to cover Scope 1, Scope 2, and material Scope 3 categories. Given that the vast majority of Easee's lifecycle GHG impact sits within Scope 3 – principally Cat 11 (use of sold products) and Cat 1 (purchased goods and services) – any meaningful target framework must address the value chain and not only operational emissions. Science-based target setting (SBTi) has not been pursued at this stage, but will be evaluated once Easee has completed its target-setting process and secured the internal governance endorsement required for multi-year commitments.

Easee has not yet formalised a climate transition plan. The sequencing is intentional: a credible transition plan requires a confirmed emissions baseline and agreed reduction targets to set direction; without these, a transition plan risks being a list of activities without a measurable objective. As 2025 is Easee's first full GHG baseline year, the logical sequence is to complete the target-setting process in 2026 and then develop the transition plan in conjunction with those targets.

Easee intends to develop a climate transition plan covering both its own operational footprint and its material Scope 3 categories, principally Cat 1 (purchased goods and services, including charger manufacturing) and Cat 11 (use of sold products). The plan is expected to address supplier engagement, product design improvements, and energy procurement, as well as the broader role of Easee's products in enabling EV adoption. Easee will report on progress against this plan in future reporting periods once it has been formally adopted.

E.8. Climate-Related Physical and Transition Risks (Comprehensive Module)

Easee has assessed the climate-related risks and opportunities most relevant to its operations and strategy, informed by a formal double materiality assessment (DMA) conducted in 2024 as part of Easee's preparation for CSRD compliance. The assessment covers both physical risks (arising from changes in climate and weather patterns) and transition risks and opportunities (arising from the policy, technology, and market changes associated with the shift to a low-carbon economy).

Physical Climate Risks

Easee's own operational sites – offices and warehouses across Norway, Germany, the Netherlands, France, and the UK – are located in Northern and Western European urban settings. The physical climate risk to Easee's own sites is assessed as not material. None of Easee's operational locations are in areas of high water stress, confirmed using the WRI Aqueduct Water Risk Atlas, and the risk of extreme weather events materially disrupting office or warehouse operations in these geographies is low over medium-term time horizons. Easee does not operate large outdoor or manufacturing facilities that would be exposed to acute physical climate hazards.

Easee's supply chain – including electronics manufacturing and metals processing – may face a broader range of physical climate risks including water scarcity and extreme weather events in manufacturing regions. These risks are monitored through our supplier management process and through our due diligence activities.

Transition Risks and Opportunities

The transition to a low-carbon economy is both the foundation of Easee's business model and a source of transition-related risks. Easee's assessment identifies transition opportunities as dominant in our specific case.

Key Transition Opportunities

- Accelerating EV adoption across Europe, supported by the EU's 2035 phase-out of new ICE vehicles and national incentive programmes, which directly drives demand for Easee's products.
- **Growing need for grid optimisation and smart charging**, as energy system operators seek to manage the load impact of large-scale EV adoption – an area where Easee's load management capabilities are directly relevant.
- **Sustainability credentials as a** procurement and investment criterion as institutional customers and financial counterparties increasingly apply ESG screening criteria to their procurement and investment decisions.

Key Transition Risks

- **Technology change** – evolving EV charging standards (e.g., CCS, MCS, bidirectional charging) and grid interface requirements could require significant product development investment.
- **Regulatory compliance** – evolving EU ecodesign, WEEE, supply chain due diligence, and sustainability reporting requirements create ongoing compliance obligations and costs.
- **Supply chain carbon costs** – carbon pricing mechanisms in manufacturing countries could increase the cost of components sourced from carbon-intensive supply chains. Easee's primary mitigation is continued investment in product R&D, regulatory monitoring, and supply chain resilience.

Easee's double materiality assessment (DMA), completed in October 2024, assessed physical climate risks to Easee's own operational sites as not material. Easee's offices are located in Northern and Western European urban settings that carry low exposure to acute physical hazards such as flooding and extreme heat over medium-term horizons. None of Easee's sites are in areas of high water stress. The one physical risk assessed as low-to-medium over a long horizon is the potential impact of sustained precipitation decline on Norwegian hydropower availability, which could increase Easee's Scope 2 market-based emissions; this is monitored and addressed through Easee's energy procurement strategy.

Easee's supply chain carries a broader set of physical climate exposures, principally water scarcity risks at electronics manufacturing sites in Asia. These are addressed through supplier due diligence and multi-sourcing strategy, and are covered in Easee's supply chain risk management framework. Given the not-material assessment of physical risks to own operations and the limited scale of supply chain physical risk, Easee does not consider a detailed scenario analysis of physical climate risks to be proportionate at this stage of its reporting maturity.

2. Social

Overview

Behind every product decision and every customer interaction is a team of 129 people. Their working conditions, development and wellbeing are Easee's direct responsibility. This section covers how we manage our workforce, health and safety, remuneration, human rights across our operations and supply chain. Easee is a signatory to the UN Global Compact, which informs our approach to labour standards and human rights throughout our value chain.

S.1. General Workforce Characteristics (Basic Module)

As at 31 December 2025, Easee employed 129 people across its group operations. Of these, 126 (97.7%) held permanent (open-ended) contracts and 3 (2.3%) were on fixed-term arrangements. 123 employees worked full-time and 6 part-time. In terms of gender, 36 employees were women (27.9%) and 93 were men (72.1%).

Easee operates across five countries, with the largest employee concentration in Norway (82 employees), followed by the Netherlands (20), the United Kingdom (17), Germany (9), and France (1). This distribution reflects Easee's core product development, commercial, and aftersales service presence across its key European markets.

2025 was a year of transition for Easee's workforce. A limited number of roles were made redundant as part of an operational review, in compliance with applicable employment law in each country. In total, 30 employees left the business during the year, giving a turnover rate of 20.8%. By year-end, Easee's financial position had improved materially. The employee turnover rate for 2025 is reported in the table below.

Category	Women	Men	Non-binary / ND	Total
Total employees	36	93	0	129
- Permanent contract	36	90	0	126
- Temporary / fixed-term contract	0	3	0	3
- Full-time	31	92	0	123
- Part-time	5	1	0	6

Metric	Unit	2025	Prior Year
Employee turnover rate	%	20.78	n/a
- Voluntary	%	7.62	n/a
- Involuntary	%	13.16	n/a
Employees who left during the year	Count	30	n/a
- Voluntary		11	n/a
- Involuntary		19	n/a

Employees by Country

Country	Number of Employees
Norway	82
Netherlands	20
United Kingdom	17
Germany	9
France	1

S.2. Workforce Health and Safety (Basic Module)

Easee's approach to health and safety is governed by compliance with the Working Environment Act ("Arbeidsmiljøloven") in Norway and equivalent legislation in our international offices. Easee maintains working environment committees (AMU, "Arbeidsmiljøutvalg") in its Norwegian entities as required by law. Our office and warehouse environments are supported by regular risk assessments and mandatory safety inductions for new starters. Easee also has internal safety protocols in place for employees working in its R&D and testing laboratory environments, covering electrical and mechanical hazards. Following the organisational changes in 2025, Easee continued to monitor employee wellbeing and provide access to support resources across all offices.

During 2025, Easee recorded zero work-related accidents and zero work-related fatalities across all its operations. The accident rate per 1 000 000 hours worked is accordingly zero. Easee does not currently hold a formal H&S management system certification such as ISO 45001; health and safety management is embedded in operational processes, line management accountability, and the AMU structure in Norway.

Metric	Unit	2025	Prior Year
Number of recordable work-related accidents	Count	0	0
Rate of recordable work-related accidents	per 1,000,000 hours worked	0	0
Fatalities from work-related injury or illness	Count	0	0
Sickness absence rate	%	2.9	3.2
Total hours worked (all employees)	Hours	283,929	n/a

S.3. Remuneration, Collective Bargaining and Training (Basic Module)

Easee is committed to fair and competitive remuneration for all employees. All employees across Easee's operations in Norway, Germany, the Netherlands, France, and the United Kingdom receive remuneration at or above the applicable statutory minimum wage in each country. In addition to base salary, Easee provides benefits in line with competitive local market practice in each country of operation, including pension contributions above statutory minimums. Specific benefit arrangements reflect applicable local legislation and market norms in each jurisdiction.

The gender pay gap at Easee – measured as the difference in average full-time equivalent annual pay between men and women – was approximately 23% in 2025. Average annual pay for women was NOK 915 064 and for men NOK 1 192 251, representing a gap of 23.2% (men higher). The gap primarily reflects the higher proportion of women in people, operations, and support functions relative to male-dominated engineering and technology roles, consistent with broader industry patterns in the tech sector. Easee is addressing this through structured salary benchmarking and transparent pay bands across functions.

Easee has a collective bargaining agreement in place covering a limited part of the workforce. As of year-end 2025, the agreement applied to fewer than 15 employees out of a total workforce of 129 (less than 15%). The Company remains committed to constructive dialogue with employee representatives and to complying with applicable collective bargaining and labour legislation. For employees not currently covered by a collective bargaining agreement, the Company remains open to engaging in collective bargaining processes where requested by employees or their representatives and in accordance with applicable legislation.

During 2025, Easee's formally recorded training activity – covering internally organised initiatives at company or employee-group level – averaged 2.48 hours per person. This figure excludes team-specific and individual development, external courses and certifications, conferences, and on-the-job training; actual learning activity across the organisation is therefore higher. Training programmes in 2025 included product and technical training, compliance and legal updates, leadership development, and digital skills.

Metric	Unit	2025	Prior Year
Gender pay gap (avg FTE annual salary; see methodology note)	%	23.2	n/a
Employees covered by collective bargaining agreements	%	<15	n/a
Average annual training hours per employee – all	Hours	2.48	n/a

Gender Equality – Norwegian Reporting Obligation (Aktivitets- og redegjørelsesplikten)

As a Norwegian company with more than 50 employees, Easee AS is subject to the activity and disclosure obligation (aktivitets- og redegjørelsesplikten, ARP) under the Equality and Anti-Discrimination Act (likestillings- og diskrimineringsloven §§26 and 26a). This obligation requires Easee to map the state of gender equality in its operations and report on the findings. The following disclosure satisfies this requirement for the 2025 reporting year and is included here as a voluntary supplement to the VSME standard.

Easee's operations are characterised by a gender distribution typical of the technology and hardware sector: women are well represented in people, finance, operations, and customer-facing functions, while engineering, product development, and software functions remain male-dominated. Easee recognises this imbalance and is committed to addressing it through targeted recruitment, structured pay benchmarking, and inclusive leadership development.

Gender Distribution

Category	Women (n)	Men (n)	Women (%)	Men (%)	Total
Total workforce	36	93	27.9%	72.1%	129
- Executive management	1	6	14.3%	85.7%	7
- Managers (excluding executive management)	7	20	25.9%	74.1%	27
- Non-management employees	28	67	29.5%	70.5%	95

Working Patterns and Leave by Gender

Category	Women (n)	Men (n)	Women	Men	Total
Part-time employees	5	1	83.3%	16.7%	6
- of which: involuntary part-time	0	0	n/a	n/a	n/a
Temporary / fixed-term contract	0	3	n/a	100%	3
Parental leave taken	3	8	22.3 weeks average	10.6 weeks average	13.8 weeks average

Pay by Gender and Job Category

Pay data by gender is reported at the level of the overall workforce. Easee employs 129 people across five countries and six functions. In several job categories, the number of employees of one gender is fewer than five, meaning that disclosure of average pay at category level would directly or indirectly identify individuals. To protect employee confidentiality, per-category pay data is not disclosed. The overall company-level pay gap is reported below.

Job Category	Avg pay – Women (NOK)	Avg pay – Men (NOK)	Women (n)	Men (n)	Pay gap (%)
All employees (overall)	915 064	1 192 251	36	93	23.2

The reported pay gap of 23.2% reflects the unadjusted difference between average FTE annual salary for women and men across the full workforce. The gap is primarily structural: women are over-represented in support and operations functions, and men are over-represented in senior engineering and software roles, which carry higher market rates. Easee does not currently identify significant unexplained pay differences between men and women performing equivalent roles at equivalent seniority levels, but has not completed a formal role-for-role regression analysis. Easee's planned measures include a structured pay benchmarking review against external market data in 2026, and the introduction of defined salary bands by function and level.

S.4. Additional Workforce Characteristics (Comprehensive Module)

In addition to its direct employees, Easee engages independent consultants from time to time to supplement internal capabilities. Consultants are engaged across functions as needs arise – including in technical, commercial, and support roles – typically on a short- to medium-term basis. Easee does not make structural use of agency workers. During 2025, Easee engaged 9 independent contractors representing 2.05 annual FTE in total.

Employee Voice and Representation

Easee provides multiple channels through which employees can be heard and can influence decisions at both operational and strategic level.

All-hands meetings were held on a monthly to bimonthly basis throughout 2025, providing a forum for company-wide updates, strategic direction, and open dialogue between employees and management. These meetings were held across Easee’s offices and accessible to all employees regardless of location.

Easee Pulse, Easee’s internal employee engagement survey, was conducted twice during 2025. The survey covers themes including workplace culture, management effectiveness, collaboration, and employee wellbeing. Results are reviewed by management and shared with employees, with follow-up actions identified and communicated.

In Norway, Easee maintains working environment committees (AMU) in its Norwegian entities, as required under the Working Environment Act. The AMU provides a formal channel for employee and employer representatives to jointly address health, safety, and working environment matters.

Easee has a formalised social committee with representatives from all countries in which Easee operates. The committee is employee-led and is responsible for organising social and community activities across Easee’s offices, contributing to a cohesive company culture across geographies. The social committee operates with a budget provided by Easee and reports activities to management.

At board level, employees across the Easee Group have the right to elect two employee representatives to the board of Easee AS . This right is exercised through a group-wide election open to all Easee employees – regardless of country of employment – both to stand as candidates and to vote. Employee-elected board representation ensures that workforce perspectives are present at the highest level of governance. The two employee-elected board members serve on the same terms as shareholder-elected directors.

Non-Employee Category	2025 (Count)	2024 (Count)
Independent contractors / consultants	9	n/a
Agency / temporary workers	0	n/a
Other non-employee workers	0	n/a
Total	9	n/a

S.5. Human Rights Policies and Processes (Comprehensive Module)

Easee recognises its responsibility to respect human rights across our operations and value chain. As a signatory to the UN Global Compact since 2022, Easee aligns with the UN Guiding Principles on Business and Human Rights (UNGPs) and the ten principles of the Global Compact, covering human rights, labour standards, environment, and anti-corruption. Easee monitors conflict and transition mineral risks in its supply chain – including 3TG minerals (tin, tantalum, tungsten, and gold) and transition minerals such as copper, aluminium, and cobalt embedded in its products – as part of its broader human rights and supply chain due diligence programme.

Easee's human rights commitments are set out in a standalone Human Rights Policy, which covers: prohibition of forced and compulsory labour; prohibition of child labour; freedom of association and the right to collective bargaining; non-discrimination; the right to safe and healthy working conditions; and the right to fair wages. This policy applies to Easee employees and, through our Supplier Code of Conduct, to our supply chain partners. The Human Rights Policy is available to employees and suppliers upon request.

Easee's supply chain presents our most significant human rights risk. Electronics manufacturing involves complex multi-tier supply chains with varying levels of labour protection. Easee applies a risk-based approach to supplier due diligence, consistent with the OECD Guidelines for Multinational Enterprises. Formal human rights assessments are conducted on Easee's production partners, who represent the material human rights risk in Easee's supply chain. 94% of spend with production partners was covered by supplier audits conducted in 2024 or 2025. Easee applies a risk-based approach to audit frequency: the supplier assessment framework flags any production partner not audited within the previous two years as elevated risk, creating an effective maximum cycle of two to three years for major partners. Audits are also triggered by significant events such as changes in ownership, scope, or performance. Indirect and commercial suppliers – including IT, professional services, and office-related spend – are assessed as lower risk and are not subject to the same formal assessment process. Easee's 2025 due diligence report under the Norwegian Transparency Act (Åpenhetsloven) was published on 30 June 2026, setting out the full findings of our human rights due diligence for the 2025 reporting year.

Employees and other stakeholders can report human rights concerns, including potential violations, through Easee's internal whistleblower system. Reports can be submitted anonymously or with attribution, at the reporter's discretion. All reports are handled confidentially in accordance with Easee's Whistleblower Policy and, in Norway, in compliance with the Norwegian Working Environment Act Chapter 2A. During 2025, no whistleblower reports were received.

S.6. Severe Negative Human Rights Incidents (Comprehensive Module)

During 2025, Easee did not identify any confirmed severe negative human rights incidents within its own operations or value chain. Easee monitors for severe incidents through its internal whistleblower system, Tier 1 supplier assessments, and ongoing supplier dialogue. While Easee cannot guarantee the complete absence of issues across its entire global supply chain, no confirmed severe incidents were brought to its attention through these channels during 2025.

Metric	Unit	2025	Prior Year
Production partner spend audited within previous two years	%	94	n/a
Confirmed severe human rights incidents	Count	0	n/a

3. Governance

Overview

This section covers Easee's governance approach, including the basis on which this report has been prepared, our anti-corruption practices, Easee's business strategy and governance body composition.

G.1. Basis for Preparation (Basic Module)

This sustainability report has been prepared by Easee AS in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME), as adopted by the European Commission via Recommendation C(2025) 4984 final. Easee has elected to apply the Basic and Comprehensive Modules of the VSME Standard for the financial year 2025.

Easee AS is a Norwegian limited liability company registered under organisation number 920 292 046 in Norway, with its registered address at Vassbotnen 23, 4033 Stavanger. Easee operates in the design and distribution of electric vehicle charging equipment and software, classified under NACE code C27.9 (Manufacture of other electrical equipment). As at 31 December 2025, Easee employed 128.58 full-time equivalents across the group, reported annual net turnover of NOK 878 million, and held a balance sheet total of NOK 503 million. Financial statements are presented in Norwegian kroner (NOK).

This report covers the period from 1 January 2025 to 31 December 2025 on a consolidated basis, encompassing Easee AS and its fully consolidated subsidiaries: Easee Deutschland GmbH (Germany), Easee Netherlands B.V. (Netherlands), Easee France SAS (France), Easee UK Ltd (United Kingdom), Easee Production & Sales Nordics AS (Norway), Easee IP AS (Norway), and Easee Energy Services AS (Norway). The consolidation perimeter is consistent with Easee's 2025 financial statements. As at the reporting date, Easee does not hold any formal sustainability or management system certifications (such as ISO 9001 or ISO 14001). This report has not been subject to external assurance.

Item	Detail
Legal name	Easee AS
Organisation number	920 292 046
Registered address	Vassbotnen 23, 4033 Stavanger, Norway
Country of incorporation	Norway
NACE code and description	C27.9 – Manufacture of other electrical equipment
Legal form	Aksjeselskap (AS)
Employees (FTE, year-end)	128.58 FTE (129 headcount)
Annual net turnover	NOK 878 million (2025). Financial statements are presented in Norwegian kroner (NOK).
Balance sheet total	NOK 503 million (as at 31 December 2025)
VSME module(s) applied	Basic and Comprehensive Modules
Reporting basis	Consolidated – Easee AS and fully consolidated subsidiaries
Reporting period	1 January 2025 – 31 December 2025
Subsidiaries in scope	Easee Deutschland GmbH (Germany); Easee Netherlands B.V. (Netherlands); Easee France SAS (France); Easee UK Ltd (United Kingdom); Easee Production & Sales Nordics AS (Norway); Easee IP AS (Norway); Easee Energy Services AS (Norway)
Certifications held	None
External assurance	None

G.2. Practices, Policies and Future Initiatives (Basic Module)

Easee's sustainability strategy rests on a central conviction: that enabling the electrification of transport is the most impactful contribution Easee can make to a lower-carbon economy, and that this must be pursued alongside responsible management of Easee's own operational and supply chain footprint. Easee's approach to sustainability is structured around five focus areas that reflect where we have the greatest impact and where stakeholders most expect us to perform: climate change, circularity, supply chain, human rights, and transparency. These areas are described throughout this report and in our prior Impact Reports for 2022, 2023 and 2024.

In 2025, Easee continued to strengthen its sustainability governance. Sustainability oversight sits at management level. Easee completed a double materiality assessment in October 2024 with the support of KPMG, identifying the sustainability topics most relevant to our business and stakeholders. The results of this assessment inform the structure and content of this VSME report. Easee submitted its most recent Communication on Progress (CoP) to the UN Global Compact in 2025, covering performance against the Ten Principles for the 2024 reporting year. Easee expects to submit the 2025 CoP within the applicable deadline in 2026. In November 2025, Easee was awarded a Bronze Medal by EcoVadis, the independent sustainability ratings platform, with an overall score of 63/100 (67th percentile). This assessment covers Easee's performance across environment, labour and human rights, ethics, and sustainable procurement. A score at the 67th percentile places Easee above the majority of assessed companies globally on the second submission.

Looking ahead, Easee's sustainability priorities for 2026 and beyond include:

- Formalising GHG reduction targets covering Scope 1, 2, and 3 emissions, expected to be adopted during 2026.
- Completing an updated lifecycle assessment for Easee's core charger products.

Easee will report progress against these commitments in subsequent sustainability reports.

Key Sustainability Policies

Policy	Key Topics	Publicly Available?	Reference
Code of Conduct	Ethical behaviour, anti-corruption, human and labour rights, anti-harassment, H&S, data protection, and environmental protection. Applies to all employees, directors, and temporary personnel. Extended to business partners and agents worldwide through the Supplier Code of Conduct.	No – available upon request	Internal
Supplier Code of Conduct	RBA-aligned standard covering labour rights (freely chosen employment, child labour, working hours, fair wages, non-discrimination), health & safety, environmental management (GHG, circularity, hazardous substances), business ethics, and responsible minerals sourcing (OECD 3TG guidance). Signature required from all Tier 1 production partners.	No – available upon request	Available upon request
Human Rights Policy	Aligned with the UN Guiding Principles on Business and Human Rights. Covers supply chain due diligence, conflict minerals (EU Conflict Minerals Regulation), supplier engagement, and remediation.	No – available upon request	Internal
Speak Up Line (Whistleblower)	Confidential channel for reporting misconduct, ethical violations, and human rights concerns. Anonymous reporting available; non-retaliation guaranteed.	No – available to employees	Internal
HSE Handbooks	Country-specific H&S requirements, risk assessments, safety inductions, and incident reporting. Compliant with local legislation including the Norwegian Working Environment Act.	No – available to employees	Internal
Environmental Policy	GHG reporting (Scope 1, 2, and 3), energy efficiency, renewable energy, water management, materials and chemical compliance (RoHS, REACH), product lifecycle impact, and sustainable procurement.	No – internal document	Internal

Sustainability Targets and Forward-Looking Initiatives

Topic	Initiative	Target / KPI	Target Year	Status
Climate	Establish formal GHG reduction targets (Scope 1, 2, and 3) and a GHG emission intensity reduction target	Targets adopted	2026	In progress
Climate	Develop and publish a climate transition plan	Plan published	2026	In progress
Environment	Complete updated lifecycle assessment (LCA) for core charger products	LCA completed and published	2026	In progress
Supply Chain	Risk-based supplier audit programme with maximum two-to-three year cycle for major production partners	All major production partners (by spend) audited within a 2-3 year cycle	2026	In progress
Reporting	Publish annual VSME sustainability report	Report published	2025	Complete

G.3. Anti-Corruption and Anti-Bribery (Basic Module)

Easee has zero tolerance for corruption, bribery, and all forms of financial crime. This commitment is articulated in Easee's Code of Conduct, which covers anti-corruption and anti-bribery obligations for all employees and directors. Through our Supplier Code of Conduct, the same expectations are extended to our business partners and agents worldwide. The Code of Conduct is shared with all employees at onboarding and is available to suppliers and business partners upon request.

Easee's key anti-corruption controls include: mandatory Code of Conduct training for all new employees at onboarding; a conflicts of interest declaration process; and a gifts and hospitality policy with an individual limit of EUR 25 per occasion. Easee does not currently operate a formal annual refresher training program; a structured program is planned for introduction in the second half of 2026. Easee conducts due diligence on new suppliers and business partners as part of our onboarding process. Human rights and anti-corruption concerns can be reported through Easee's internal whistleblower system, which allows anonymous reporting.

During 2025, Easee AS was not subject to any convictions or fines for violations of anti-corruption or anti-bribery legislation, and no internal investigations related to corruption or bribery were opened.

Metric	Unit	2025	Prior Year
Convictions for corruption / bribery violations	Count	0	0
Total fines for corruption / bribery violations	EUR	0	0

COMPREHENSIVE MODULE

The following disclosures apply only if Easee has elected to apply the Comprehensive Module.

G.4. Strategy and Business Model (Comprehensive Module)

Easee is a Norwegian technology company created to make electrification effortless. Founded in 2018 and headquartered in Stavanger, Easee develops connected EV charging solutions for homes, apartment buildings, workplaces, commercial sites, fleets and depots – with hardware and software designed in-house and manufactured by contract partners.

More than 1 million Easee chargers are deployed across Europe, connected through Easee Cloud, open APIs, and over 430 service provider integrations. Manufacturing is carried out by contract manufacturers, with automated production and continuous remote monitoring supporting documented 99.5% hardware reliability.

In 2025, Easee introduced Easee Max, a MID-certified charger enabling metered billing at the point of charge, and entered the energy flexibility market – allowing Easee chargers to participate in grid balancing and demand response services. This extends Easee's role beyond charging hardware into active participation in smart grid infrastructure.

Easee's value chain runs from raw material and component sourcing (copper, aluminium, plastics, semiconductors), through contract manufacturing and quality testing, to distribution via our own sales teams and a network of installer partners across Europe. Aftersales service and firmware updates are delivered primarily through the Easee cloud platform. Products are designed for repairability and long useful life; modularity of components is a core feature of the next-generation charger platform under development.

Easee's commercial growth depends directly on EV adoption – making decarbonisation of transport both our market opportunity and our primary sustainability contribution. Our approach integrates sustainability in three ways: (1) product leadership – we aim to make the most resource-efficient, smartest, and most repairable charger; (2) market positioning – our sustainability credentials, including this VSME report and our EU Taxonomy assessment (Section 4), are increasingly relevant to institutional customers and financial partners; and (3) operational excellence – reducing our own footprint as we scale.

Double Materiality Assessment

In October 2024, Easee completed a formal double materiality assessment (DMA) with the support of KPMG, applying the methodology of the European Sustainability Reporting Standards (ESRS). The DMA identifies sustainability topics that are both financially material to Easee (creating financial risk or opportunity) and where Easee has material actual or potential impacts on people or the environment.

The DMA confirmed six material sustainability topics:

- **GHG Emissions (E1)** – Scope 3 emissions from product manufacturing and logistics, and the large positive impact opportunity through avoided emissions enabled by Easee’s charger base.
- **Pollution in the Supply Chain (E2)** – air, water, and soil pollution from raw material mining in Easee’s supply chain.
- **Circular Economy and Conflict Minerals (E5)** – the sourcing of conflict minerals (3TG) and transition minerals (copper, nickel, aluminium, cobalt, silver, lead) embedded in Easee’s products.
- **Own Workforce – Secure Employment and Gender Equity (S1)** – employment conditions and gender inequality, reflecting Easee’s commitment to its workforce.
- **Workers in the Value Chain (S2)** – human rights risks in production and assembly and conflict mineral sourcing.
- **Governance** – responsible supply chain management, anti-corruption, and whistleblower protection (G1).

The DMA confirmed that several topics are not material for Easee’s own operations: physical climate risks to own sites; biodiversity from own operations; water consumption from own operations; e-waste from products (addressed through WEEE compliance); and labour rights in Easee’s European offices (where national legislation provides adequate protection). The DMA findings have been reviewed and updated for 2025 reporting. The payment practice risk (previously identified as material for Easee’s own financial exposure) has been reassessed as not material, as Easee settled all vendor obligations on due date throughout 2025. Easee’s risk management approach is embedded in day-to-day business operations; the DMA serves as the primary input to Easee’s sustainability risk identification process.

The product carbon footprint of Easee’s chargers was assessed in a lifecycle assessment (LCA) conducted by Ecoconcept in 2022. The LCA provides a cradle-to-gate estimate of the embodied carbon of Easee’s core charger products, covering raw material extraction, component manufacturing, and assembly. While the 2022 LCA represents the best available estimate of product-level carbon footprint, Easee acknowledges that it predates the MID and product updates introduced in 2025. An updated LCA is planned for 2026 and is included in Easee’s sustainability targets (see G.2).

G.5. Extended Practices, Policies and Stakeholder Engagement (Comprehensive Module)

Easee engages with a range of stakeholders on sustainability matters. Our key stakeholder groups include: employees; installer partners and system integrators; EV drivers and direct customers; institutional customers (fleet operators, property companies, energy utilities); investors and lenders; contract manufacturers and component suppliers; and regulators and industry associations. Employees are engaged through regular all-hands meetings, the Easee Pulse engagement survey, a formalised social committee with cross-country representation, and through formal working environment committees (AMU) in our Norwegian entities. Institutional customers are engaged through sustainability questionnaires and bilateral meetings. Investors and lenders are engaged through this report and periodic sustainability briefings.

The double materiality assessment completed in October 2024 (described in G.4) was itself a structured stakeholder engagement process, drawing on management input across functions and external facilitation by KPMG. The DMA findings directly informed the structure and scope of this VSME report, ensuring that the topics most material to Easee's stakeholders are covered. Easee intends to update the DMA periodically to reflect evolving stakeholder expectations and material risks.

At a community level, a notable example of Easee's local engagement is its partnership with Jobbintro AS, a social enterprise providing sheltered employment and work inclusion services. Jobbintro is owned by Horten municipality in Norway and provides packaging services for Easee's products. This partnership reflects Easee's commitment to inclusive business practices and to creating positive community impact through its local Norwegian supply chain.

Easee is developing a product refurbishment program as an extension of its existing warranty and returns (RMA) process. Under this initiative, products returned from the market are assessed for refurbishment and re-use, extending product lifetime and reducing waste. During 2025, Easee completed the planning and preparation phase for this program, with implementation progressing in 2026.

At an industry level, Easee is a member of the Mercury Consortium, a global non-profit industry organisation focused on making energy flexibility work at scale. Mercury brings together electric utilities, technology providers, manufacturers, and trade associations to advance interoperability for grid-connected distributed energy resources (DERs), including EV chargers. Easee's membership reflects its strategic commitment to the energy flexibility market – entered in late 2025 – and its interest in ensuring that Easee chargers can participate reliably in flexibility programs across markets and regions. Mercury operates through member-driven working groups and provides a certification mark for devices that meet its interoperability requirements.

Easee publishes a separate report under the Norwegian Transparency Act (Åpenhetsloven) covering human rights due diligence in our supply chain. The 2025 Åpenhetsloven report was published on 30 June 2026. This disclosure and the Åpenhetsloven report are designed to be mutually reinforcing.

G.6. Revenues from Certain Activities and EU Benchmark Exclusions (Comprehensive Module)

Easee AS's revenue is derived entirely from the development, manufacture (via contract manufacturers), and distribution of electric vehicle charging equipment and related software services. Easee does not generate revenue from fossil fuel exploration, extraction, or production; controversial weapons; tobacco; or other activities subject to exclusion criteria under EU Paris-Aligned or Climate Transition Benchmarks (Commission Delegated Regulation (EU) 2020/1818 and its amendments). On the contrary, Easee's core business – enabling EV adoption – is directly aligned with the objectives of EU climate and transport decarbonisation policy. Easee does not consider any of its revenue streams to trigger PAB/CTB exclusion criteria.

G.7. Gender Diversity in Governance Body (Comprehensive Module)

Easee AS is committed to building a diverse and inclusive leadership team and governance structure. As at 31 December 2025, the Board of Directors of Easee AS comprised 7 members, of whom 3 (43%) were women and 4 (57%) were men. Of the 7 board members, 2 are employee-elected representatives (ansatterepresentanter) and 3 are independent directors. During 2025, a new Chair of the Board was elected; the former Chair transitioned to the role of board member, and one board member transitioned to the role of observer. All three individuals involved in these changes were male, and the changes did not alter the overall gender composition of the board.

Easee AS is subject to the gender representation requirements of the Norwegian Public Limited Liability Companies Act (allmennaksjeloven §6-11a), which requires that neither gender represents more than 60% of the board for companies with 6 or more board members. Easee's current board composition, with 43% women, is in compliance with this requirement. Easee has not set a formal diversity target for the board beyond statutory compliance. Gender diversity and inclusion at the broader workforce level, including the Norwegian ARP equality reporting, are described in Section 2 (S.3). As at 31 December 2025, the Executive Management Team comprised 7 members, of whom 1 (14%) was a woman and 6 (86%) were men. The Senior Leadership Team – comprising Directors and Heads of Function – comprised 18 members, of whom 5 (28%) were women and 13 (72%) were men. Female representation is strongest at board level (43%) and declines through the executive and senior leadership layers. Easee recognises this as an area requiring attention and will address it through targeted recruitment and development initiatives as part of its broader gender equality commitments described in S.3.

Note on legal form: During the 2025 reporting period, Easee operated as Easee ASA (Allmennaksjeselskap) and was subject to the gender representation requirements of allmennaksjeloven §6-11a. In May 2026, after the close of the reporting period, Easee converted its legal form to Aksjeselskap (AS). References to "Easee AS" throughout this report reflect the current legal name at the date of publication. Easee's current board composition, is in compliance with the gender representation requirements applicable to private limited companies under aksjeloven §§6-11a and 6-11b.

Body	Total	Women	Men	Other / ND	Women (%)
Board of Directors	7	3	4	0	43%
Executive Management Team	7	1	6	0	14.3%
Managers (excl. Executive management)	27	7	20	0	25.9%

4. EU Taxonomy Assessment

VOLUNTARY DISCLOSURE

The following section is not required by the VSME Standard. It is included as additional information relevant to Easee's business model and stakeholder expectations.

Overview

This section provides Easee's voluntary assessment of its economic activities against the EU Taxonomy for Sustainable Finance (Regulation (EU) 2020/852). While the EU Taxonomy is currently mandatory only for large companies subject to the CSRD/NFRD, Easee provides this voluntary disclosure in response to requests from institutional investors, banks, and financial counterparties who use Taxonomy data in their own reporting and investment decisions.

The EU Taxonomy classifies economic activities that make a substantial contribution to one or more of six environmental objectives, while causing no significant harm to the others (DNSH) and meeting minimum social safeguards. For this voluntary assessment, Easee focuses on the objective of Climate Change Mitigation (CCM), which is most directly relevant to its core business.

4.1 Identification of Taxonomy-Eligible Activities

Easee operates two taxonomy-relevant economic activities. The primary activity is the design, development, and distribution of EV charging hardware and software; Easee acts as the responsible manufacturer of its products, with physical production carried out by contract manufacturers. The secondary activity is demand response and flexibility market services operated by Easee Energy Services AS, which provides smart charging and load management services. Both activities have been assessed against the technical screening criteria (TSC) set out in the Climate Delegated Act (Commission Delegated Regulation (EU) 2021/2139, as amended by Commission Delegated Regulation (EU) 2023/2485).

Easee's principal activity – the design and distribution of EV charging equipment – is considered taxonomy-eligible as an enabling activity under Climate Change Mitigation (CCM), specifically activity CCM 7.4: Installation and operation of electric vehicle charging infrastructure. EV charging infrastructure enables the substitution of internal combustion engine vehicles, contributing substantially to transport decarbonisation. Easee's NACE code is C27.9 (Manufacture of other electrical equipment).

Business Activity	NACE Code	EU Taxonomy Activity	Eligibility Status
Design and distribution of EV charging hardware and software (Easee as responsible manufacturer)	C27.9	CCM 7.4 – Installation and operation of electric vehicle charging infrastructure (enabling activity)	Taxonomy-eligible
Flexibility market and demand response services (Easee Energy Services AS – smart charging / load management)	D35.1	CCM 4.9 – Transmission and distribution of electricity (enabling activity – demand response and smart charging)	Taxonomy-eligible
Internal support activities (HR, Finance, IT)	–	Not covered	Not taxonomy-eligible

4.2 Alignment Assessment Status

For an eligible activity to be considered taxonomy-aligned, it must also meet the applicable Technical Screening Criteria (TSC), demonstrate that it Does Not Significantly Harm (DNSH) any of the other five environmental objectives, and comply with minimum social safeguards as defined by reference to the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

For the 2025 reporting year, Easee has assessed its activities at the level of taxonomy eligibility only. A full alignment assessment – covering TSC, DNSH across all six objectives, and social safeguards – has not yet been completed. Easee intends to carry out a formal alignment assessment in a future reporting year.

This means that the KPI disclosure below reports the proportion of revenue associated with taxonomy-eligible activities. No taxonomy-aligned figures are reported for 2025. Easee does not consider any of its activities to be non-eligible: substantially all revenue relates to EV charging hardware and software, which is the eligible activity identified above.

4.3 KPI Disclosures – Revenue (Eligibility Only)

The EU Taxonomy KPI reported below is the proportion of revenue associated with taxonomy-eligible activities (eligibility only; alignment not assessed). Under the Omnibus simplification, CapEx and OpEx KPIs are not reported for 2025. All figures are in NOK millions, consistent with Easee's consolidated financial statements.

Revenue KPI

Eligibility is assessed at product level, consistent with the prior year assessment. The 2025 revenue category structure was updated for internal reporting purposes; this reclassification has no impact on the taxonomy eligibility assessment, which follows the same product-level logic as the prior year.

Revenue Category	Revenue (NOK m)	% of Total Revenue	Taxonomy Status
EV charging hardware – chargers (HW Chargers)	801.0		Eligible (alignment not assessed)
Energy management products (Equalizer; within HW Accessories)	40.1		Eligible – consistent with prior year product-level assessment
Easee Ready (within HW Accessories)	1.1		Eligible – consistent with prior year product-level assessment
Flexibility market services (ES – Energy Services)	2.9		Eligible – enabling activity (smart charging / demand response)
Return/credit note adjustment (netted against eligible)	-13.4		Netted vs. eligible revenue
Total eligible	831.7	94.8%	Eligible (alignment not assessed)
HW Accessories (cables, mounting hardware, covers, keys)	42.6		Not eligible
HW Component	2.2		Not eligible
HW Spare Part	0.5		Not eligible
Other	0.3		Not eligible
Total not eligible	45.6	5.2%	Not eligible
Total revenue	877.3	100%	

Note on CapEx and OpEx KPIs

Easee has elected to apply the simplifications to EU Taxonomy reporting introduced by Commission Delegated Regulation (EU) 2026/73 (the “Omnibus” simplification regulation), adopted 4 July 2025 and applicable from the 2025 financial year. The Norwegian Ministry of Finance confirmed on 8 January 2026 that Norwegian companies may apply these simplifications for FY2025 reporting, and Finanstilsynet has indicated it will apply this position in its supervision of Norwegian companies’ 2025 disclosures.

Under this simplification, Easee has elected to report the Revenue KPI only and has omitted the CapEx and OpEx KPIs from this disclosure. The Omnibus regulation permits this for companies of Easee's size and reporting scope.

Appendix: VSME Content Index

Overview

This index maps each section of this report to the corresponding disclosure requirement of the Voluntary Sustainability Reporting Standard for SMEs (VSME), as adopted by the European Commission via Recommendation C(2025) 4984 final. Easee has elected to report against both the Basic Module (B1-B11) and the Comprehensive Module (C1-C9). Voluntary disclosures not required by the VSME are identified separately.

Section	Disclosure Title	VSME Ref.	Module	Report Location
E.1	Energy and Greenhouse Gas Emissions	B3	Basic	Section 1 – Environment
E.2	Pollution of Air, Water and Soil	B4	Basic	Section 1 – Environment
E.3	Biodiversity and Ecosystems	B5	Basic	Section 1 – Environment
E.4	Water	B6	Basic	Section 1 – Environment
E.5	Resource Use, Circular Economy and Waste Management	B7	Basic	Section 1 – Environment
E.6	Product Impact: Avoided GHG Emissions	Voluntary	Voluntary	Section 1 – Environment
E.7	GHG Reduction Targets and Climate Transition Plan	C3	Comprehensive	Section 1 – Environment
E.8	Climate-Related Physical and Transition Risks	C4	Comprehensive	Section 1 – Environment
S.1	General Workforce Characteristics	B8	Basic	Section 2 – Social
S.2	Workforce Health and Safety	B9	Basic	Section 2 – Social
S.3	Remuneration, Collective Bargaining and Training	B10	Basic	Section 2 – Social
S.4	Additional Workforce Characteristics	C5	Comprehensive	Section 2 – Social
S.5	Human Rights Policies and Processes	C6	Comprehensive	Section 2 – Social
S.6	Severe Negative Human Rights Incidents	C7	Comprehensive	Section 2 – Social
G.1	Basis for Preparation	B1	Basic	Section 3 – Governance
G.2	Practices, Policies and Future Initiatives	B2 / C2	Basic + Comprehensive	Section 3 – Governance
G.3	Anti-Corruption and Anti-Bribery	B11	Basic	Section 3 – Governance
G.4	Strategy and Business Model	C1	Comprehensive	Section 3 – Governance
G.5	Extended Practices, Policies and Stakeholder Engagement	C2	Comprehensive	Section 3 – Governance
G.6	Revenues from Certain Activities and EU Benchmark Exclusions	C8	Comprehensive	Section 3 – Governance
G.7	Gender Diversity in Governance Body	C9	Comprehensive	Section 3 – Governance
App.	EU Taxonomy Assessment	Voluntary	Voluntary	Section 4 – EU Taxonomy

Basic Module disclosures (B1-B11) are required for all VSME reporters. Comprehensive Module disclosures (C1-C9) are voluntary additional disclosures that Easee has elected to include. Voluntary disclosures are not required by the VSME standard but are included where they provide material information specific to Easee's business model.