



KEMPOWER SUSTAINABILITY STATEMENT 2021

+ KEMPOWER

Kempower designs and manufactures DC fast charging solutions for electric vehicles and machines. We're a team of electric vehicles enthusiasts with a deep understanding of the charging market and a hands-on mentality. Our product development and production are rooted in Finland with a majority of our materials and components sourced locally. We focus on all areas of transportation, from personal cars and commercial vehicles to mining equipment, boats and motorsports. With 70 years of experience in perfecting power sources, we set the bar high in engineering and user-experience design.

OUR PURPOSE

We envisage a society powered by fully electric transportation, making the world cleaner and more sustainable. We want to create an electric vehicle charging infrastructure that is both extensive and reliable, meaning that EVs become the norm.

OUR VALUES

TOGETHER – Teamwork across the borders creates success, with joy in everything Kempower does.

COURAGE – As a pioneer, Kempower has the courage to think and act differently. Kempower constantly learns.

INTEGRITY – Responsibility, sustainability, and honesty are Kempower's building blocks for integrity.

IMPACT – Kempower's passion is to help customers move towards an emission-free future. Kempower is driven by customer success.

TECHNOLOGY

Our DC fast charging EV solutions are built and ready to scale up with an increasing number of electric vehicles. Our modular approach means the standardized building blocks can be used across our entire product range, enabling EV charging providers to create various types of chargers and charging systems. Our technology is scalable, so our customers can make smaller initial investments and add additional power modules later as the business grows. Our native IoT chargers can be updated remotely and in real-time, reassuring our customers that their chosen solutions are future-proofed and always cloud connected. The modularity of our products ensures they have a small footprint, allowing our customers to make use of limited space in densely populated areas and choose solutions that drive meaningful electrification.

OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Kempower has recognised the UN Sustainable Development Goals that best connect to our operations and that we can make the most change with. We strive to increase the positive impact of our operations and to reduce the negative effects and thus con-

tribute to the achievement of selected goals. Kempower is committed to being aware of obligations and rules set by the legislation and fulfilling these according to our best capabilities.



Committed to 100% Carbon Neutrality



GOAL 7: AFFORDABLE AND GREEN ENERGY

Kempower's long-term target is to be 100% carbon neutral. We are committed to annually reduce the relative carbon footprint per EUR 1 million of sales. We are looking to transfer to the use of 100% fossil-free electricity in all locations by 2025. We have established a carbon footprint calculation to follow-up emissions and to set targets according to the Greenhouse Gas protocol .

Kempower promotes EVs as more energy efficient means of transportation compared to ICE (internal combustion engine) vehicles. Our fleet of company cars is 100% electric. Employees have the possibility to use company EVs for miscellaneous short travels during working hours. Employees can also obtain a company bike. We promote low-emission ways to commute: e.g. walking, biking, public transportation or electric cars.

We minimize business travels and carbon compensate business flights. The

Kempower ChargEye backend enables preventative maintenance of our charging solutions via cloud, reducing the need to travel for maintenance work.



GOAL 13: CLIMATE ACTION

Kempower aims for 100% recyclability in our own operations. We aim to achieve this goal by reducing the amount of landfill waste to 0% by 2025 from the level of the year 2021. We aim to reduce plastic packaging by 50% by 2025 compared to use in 2021. In our production and logistics, we transfer to bio-based and bio-degradable plastics, when economically viable.

100% of Kempower's production is located in Finland, with a majority of our materials and components sourced in the country. When selecting suppliers, we value short transport distances and responsible operations.

Responsible products, enabling a society powered by 100% electric transportation



GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

Kempower reduces carbon emissions in urban areas by enabling the DC fast charging of electric vehicles and machines. Based on the data provided by The Finnish Transport and Communications Agency Traficom, the amount of CO₂ emissions from fully electric passenger cars is 86% smaller per 100 km compared to ICE passenger cars.



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Kempower is committed to being the front-runner in cleantech, investing in continuous technology development and innovations. Our products are designed to last. Our native IoT chargers can be updated remotely and in real-time via Kempower ChargeEye cloud service, reassuring our customers that their chosen solutions are future-proofed and always cloud connected. With 100% remote control via ChargeEye minimizes the need for maintenance travel and extends the lifecycle of Kempower charging solutions.

We have set an ambitious target of 99% end of lifetime recyclability rate for all Kempower EV chargers. According to a recycling rate analysis carried out by Kuusakoski Oy, the recycling rate of Kempower T-Series is 99.61%. Kempower will carry out similar recycling assessments for all products.

Kempower has the following certifications: ISO9001 Quality, ISO14001 Environmental and ISO45001 Health & Safety.

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The Best Workplace for Future Professionals



GOAL 3: GOOD HEALTH AND WELL-BEING

Kempower promotes a diverse and safe working environment with a family-friendly working culture. We offer healthcare supporting both physical and mental health. We also support sports and cultural leisure activities.

We are committed to reducing and maintaining the Total Recordable Injuries (TRI) rate at 0. We provide first aid training for our staff, with the aim of having 100% trained personnel. We believe that this is one way to reduce serious harm in the case of accidents and other medical emergencies.

We feel that well-being and caring for well-being belongs to everyone. We offer each employee the opportunity to do 8 hours of optional volunteer work each year. Kempower continuously improves occupational welfare in co-operation with employees. Kempower continuously improves occupational welfare in co-operation with employees.



GOAL 4: QUALITY EDUCATION

We are eager to attract the best talent available in the job market now and in the future. We are 100% committed to adapt our work environment to fit with the needs of future generations.

Kempower offers trainee positions and first jobs for the graduates in their path to becoming professionals. We cooperate closely with schools, universities, and universities of applied sciences.

Commitment	Long-term target	KPI 2022
100% Carbon Neutrality by 2035	Decreasing relative carbon footprint annually	Carbon footprint / EUR 1 million sales, monthly Energy consumption, monthly
	Transferring to 100% fossil free electricity by 2025.	Annual review of the status
	Carbon compensation of business travels	Annual review of the status
	0% landfill waste by 2025	Amount of landfill waste, monthly
Responsible products, enabling a society powered by 100% electric transportation	Reducing plastic packaging by 50% by 2025 and transferring to bio-based and bio-degradable plastics when economically viable.	Annual review of the status
	99% end of lifetime recyclability rate for all Kempower EV chargers	Recyclability rate by product family, annually
The Best Workplace for Future Professionals	Reducing the accident rate to zero	Safety score per 1 million work hours, monthly
	Secure high work satisfaction	Work satisfaction score, 3 times per year
	100% of employees trained with first aid skills to reduce serious harm in the case of accidents and other medical emergencies.	Competence level (%) of employees, annually