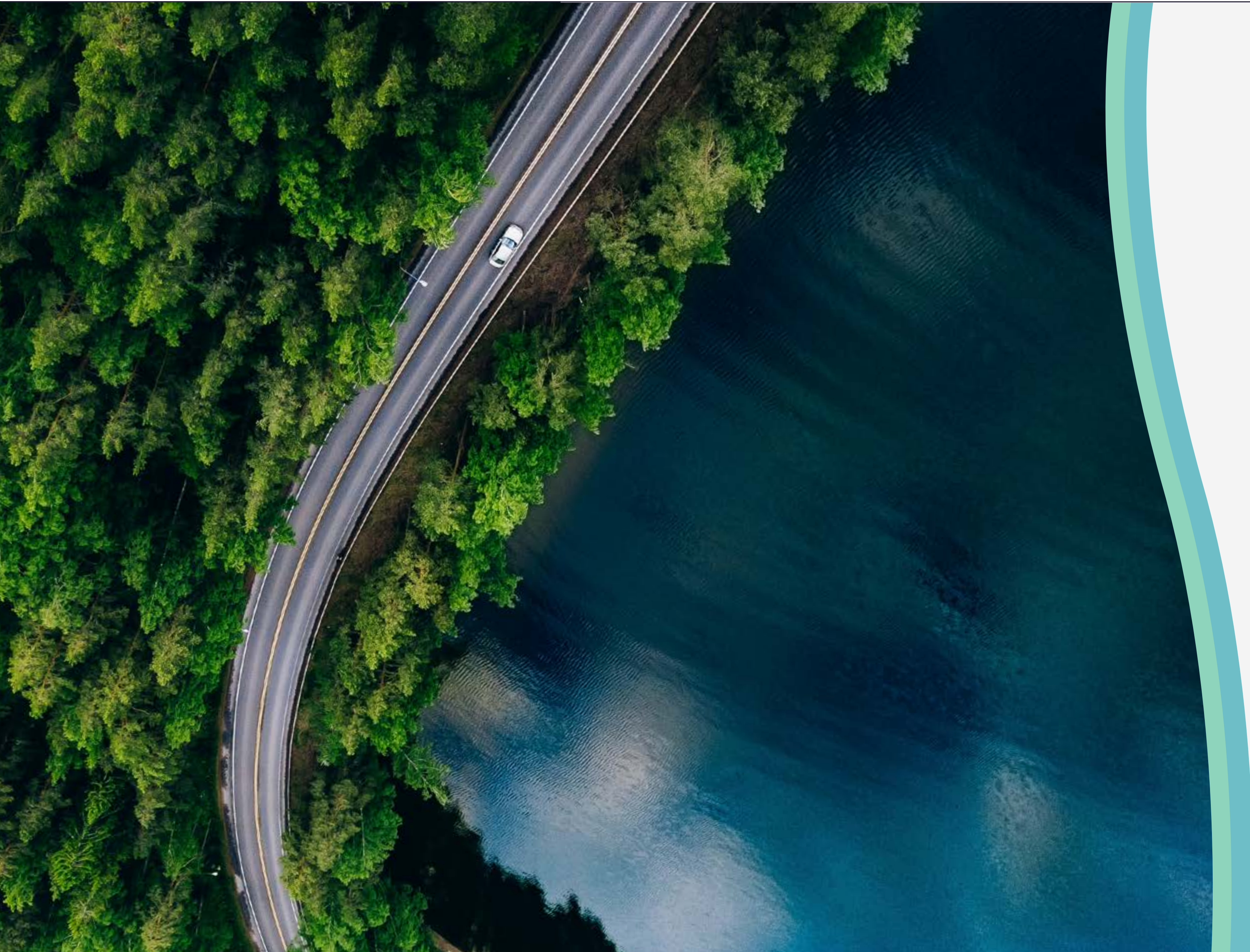astara.com

astara

SUSTAINABILITY REPORT 2022

About this report

This is our first annual sustainability report, and it describes our approach to and progress with our sustainability strategy, with data from the 1st of January, 2022 to the 31st of December, 2022, unless otherwise stated. The content is based on the sustainability focus areas deemed material after having engaged with our stakeholders (customers, users, suppliers…). All our entities worldwide as part of Astara Mobility, S.L. with operational control are included in the scope.

This report has been developed with reference to the GRI Standards. Our emissions footprint for the calendar year 2022 has been externally assured by KPMG and certified on the 28th of July 2023. Their assurance report can be found here.

Message from the CEO

I am extremely proud to present our first sustainability report, revealing the bold vision for astara's sustainability strategy. This remarkable journey has been possible thanks to the passion and dedication of numerous teams across our geographies. I am genuinely amazed at how far we have advanced in just one year.

At astara, we are committed to providing open mobility for a better planet. We leverage our business model as a catalyst for sustainability. We offer an open, flexible, and sustainable way of moving, powered by cutting-edge technological innovation.

Our sustainability strategy has defined a clear North Star: to reach carbon neutrality in our operations by 2027. This ambition is substantiated by the commitment shown by our teams: According to an internal survey, 80% of our teams are eager to switch to electric vehicles to contribute to astara's decarbonization.

But we are not going to stop there. We have set ambitious targets to boost social impact on our team, communities and beyond. 90% of our people have participated in our global engagement survey, and their voices have built our portfolio of social initiatives.

We are looking forward to collaborating with our users, partners and suppliers. Together, we will deliver on our sustainable transformation agenda, reaching our goals in unison, both as an organization and as an industry.

I am excited about the journey ahead. At astara we recognize our role in shaping the sustainable mobility ecosystem of tomorrow, and we will do everything in our power to achieve it!

Jorge Navea

Open mobility for a better planet

At **astara,** we strongly believe in our role to shape the future of mobility, which is why sustainability is a fundamental part of our business strategy, and inherently linked to our values.

INNOVATIVE

We look ahead at mobility opportunities using technology and data intelligence.

COURAGEOUS

It is our instinct to keep moving forward facing the challenges of today and the future.

HUMAN

Nothing works if we do not connect with our people and users.

OPEN-MINDED

Cooperation with all our stakeholders is key to respond to challenges.

astara's technology as a catalyst for green & digital mobility

- Creating innovative mobility solutions
- Digitalizing our services

Bold actions for a better planet

- Reaching Carbon Neutrality by 2027
- Electrifying our vehicles and using renewable energy

Elevating our people

- Increasing women representation to 33% by 2027
- Becoming the best place to work

Impact beyond our limits

- Defending human rights
- Empowering our communities

Index

01.
Who we are

- Our purpose & values
- Our business model

Who we are

The open and sustainable mobility company

astara was founded with the goal of providing answers to the present and future challenges of mobility. We are one of the world's leading mobility companies. **We offer personal, open, and sustainable mobility that gets you farther.**

Our solutions range from buying a car or paying per use, which makes it possible to access vehicles in the short term (minutes or hours), or the long term (weeks and months), to offering consulting and connectivity services.

Our mission

We want to improve peoples' lives by enabling them to access our mobility services, no matter where they are or for how long they need a vehicle. We champion a more connected, intelligent, and sustainable mobility. To this end, we create connections between vehicles and users, improving the way our users move every day.

We aspire to lead the sustainability transformation towards the mobility of the future.

Living our values
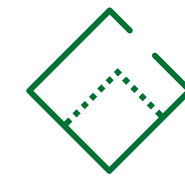
INNOVATIVE

Our disruptive technology aims to help people move in a smart and sustainable way. We research and develop new ways to tackle the current and future mobility challenges.

COURAGEOUS

We believe in the power of data to lead sustainable change, starting at the heart of astara. We dare to experiment and address the biggest challenges that the sustainable mobility of the future presents.

HUMAN

We place people at the center of our activity to create a positive impact on their lives and on their communities. For us, improving mobility means improving the lives of people.

OPEN-MINDED

We are convinced that listening to other points of view improves our ability to adapt to change. We believe that cooperation with our users, employees, partners, and stakeholders is key to take advantage of every opportunity and respond to challenges.

OUR BUSINESS MODEL

astara today

Headquartered in Madrid, Spain, we are a multinational company, with presence in 19 countries across three continents. We strive for continuous growth, which includes an ambitious expansion plan of operating in 25 countries by 2025.

Revenue:

5 Bn€
2022

Countries:

19
2022

25
2025[1]
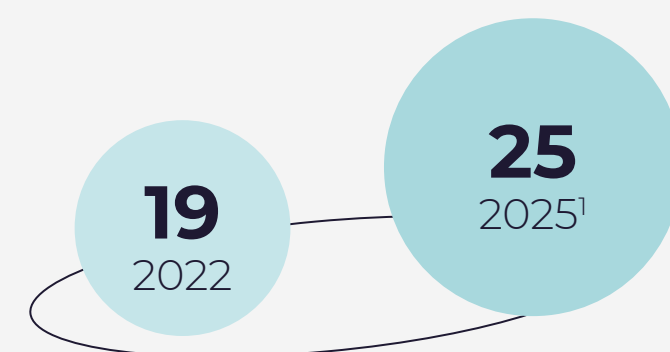
2M
users

203,000
brand new cars sold

34
brands exclusively represented
(we sell different brands in each country)

1. Expected

Our people & presence

Our team is made up of around 3,000 people of 40 nationalities working across 3 continents.

Europe
1,292

Southeast Asia
26

Latin America
1,538

xx # of employees in 2022

Shaping the mobility ecosystem

As a global mobility company, we help thousands of people and businesses choose how they want to move. **To get from here to there in the most open, flexible and sustainable way.**

astara responds to a new way of understanding mobility, from a legacy mindset only conceiving vehicle ownership and public transport, to a new flexible mobility ecosystem, in which we add new options and the flexibility of pay per use and subscription.
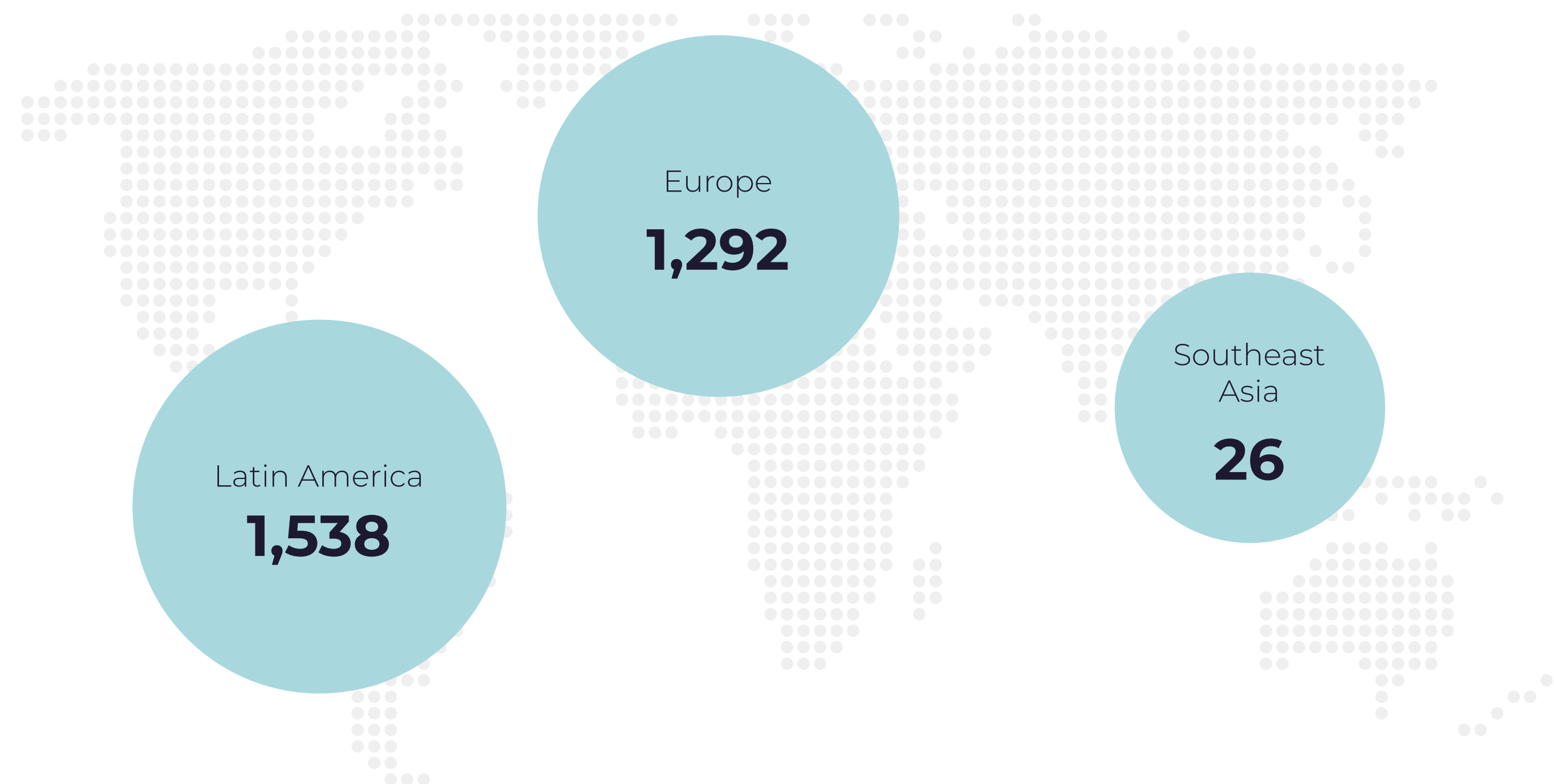
We believe in the democratization of mobility, regardless of the place, the type of use, or the period in which it is needed. Progress lies in continuing to add personalized options.

Our mobility offering

Technology

Advisory

Connected car services

Data transformation

Personalized fleet management

Industry research & analysis

Smart cities

Ownership

Physical retail

Online retail

After-sales services

astara: The **Open** Mobility Company

Pay per use

Car sharing

Personal subscriptions

Professional fleet subscriptions
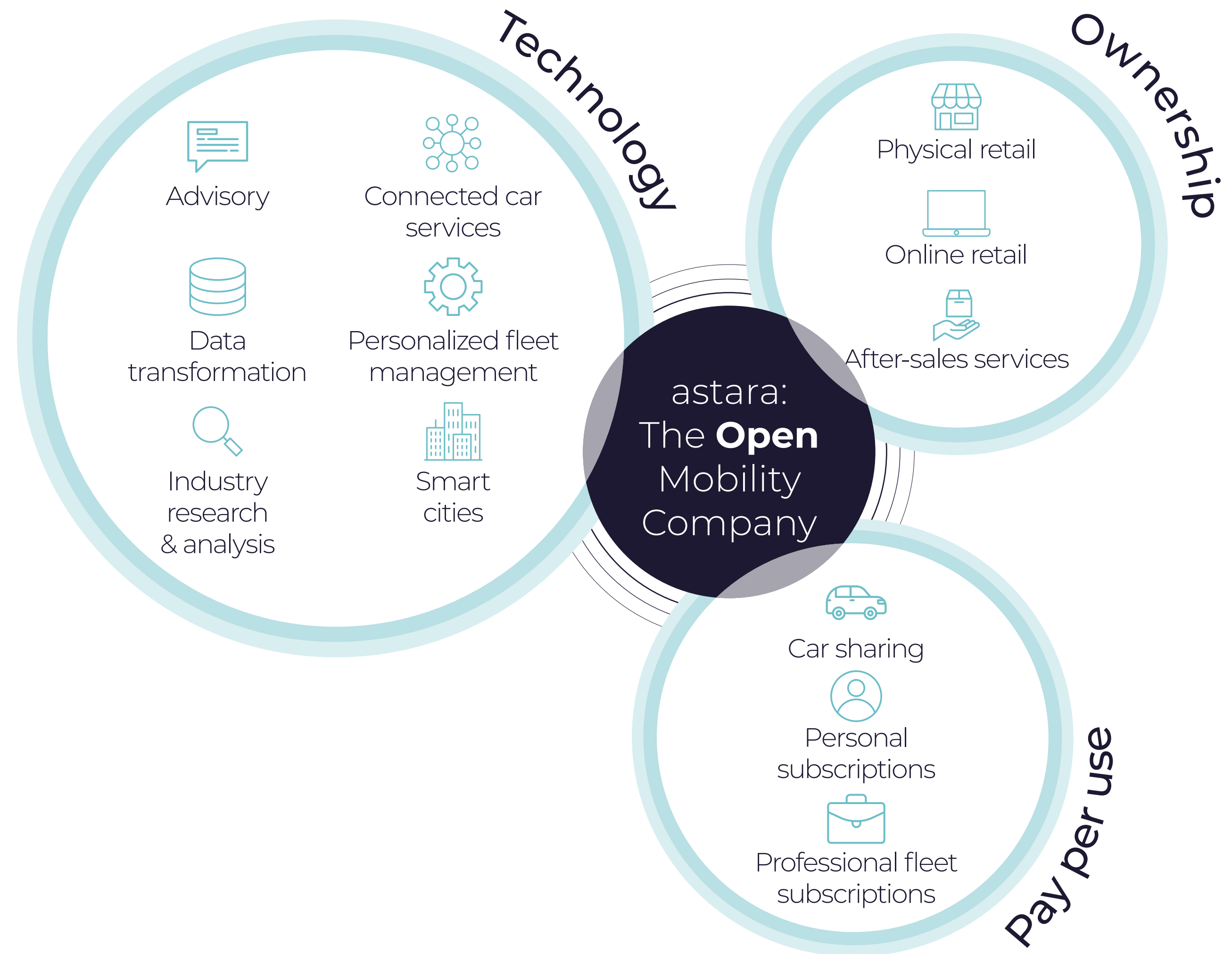
Our open mobility offering

We offer a flexible mobility, with personalized solutions for end users and companies. Our astara technology allows us to leverage data from millions of movements to fully personalize our solutions.

For our users

OWNERSHIP

astara | BUY IN PERSON

As a global mobility leader, we are present in 19 markets with a commercial network of more than 1,700 dealers and 4,375 mobility centers.

astara | BUY ONLINE

We offer cars and motorcycles through astara Store, the first 100% online dealership that offers a comprehensive and personalized multi-brand digital sales experience.

PAY PER USE

astara | MOVE

Our subscription and car sharing services provide vehicles for minutes, hours, days or months, offering a wide range of brands and models. They are available both for individuals and organizations.

For our partners

ADVISORY

astara | INTELLIGENCE

We provide strategic and customized mobility solutions for companies and the public sector. We offer consulting services and data extraction tools to understand mobility trends, technology, and people.

astara | BRAIN

Our database holds years of industry research, analysis, and segmentation to help us understand the mobility of today and tomorrow. Our software can analyze over 5.000 companies and market activities.

astara | SMART CITIES

Through data and technology, we work towards new ways of mobility in the cities of tomorrow, as well as possibilities for their redesign. Always focused on creating efficient and sustainable solutions.

astara | CONNECT

astara Connect is a platform to manage mobility for organizations of all sizes. It allows connecting everything involved in mobility and obtaining insights regarding behaviors, preferences, and usage patterns in a single platform, in an efficient, flexible, and sustainable way.

02.

astara's sustainability strategy

· Our ambition
· Materiality definition
· Corporate governance

At astara, sustainability is at the core of everything we do. Our unique position in the intersection between mobility and technology allows us to extend our sustainability impact beyond our own limits.

INNOVATIVE

astara's technology as a catalyst for green & digital mobility

COURAGEOUS

Bold actions for a better planet
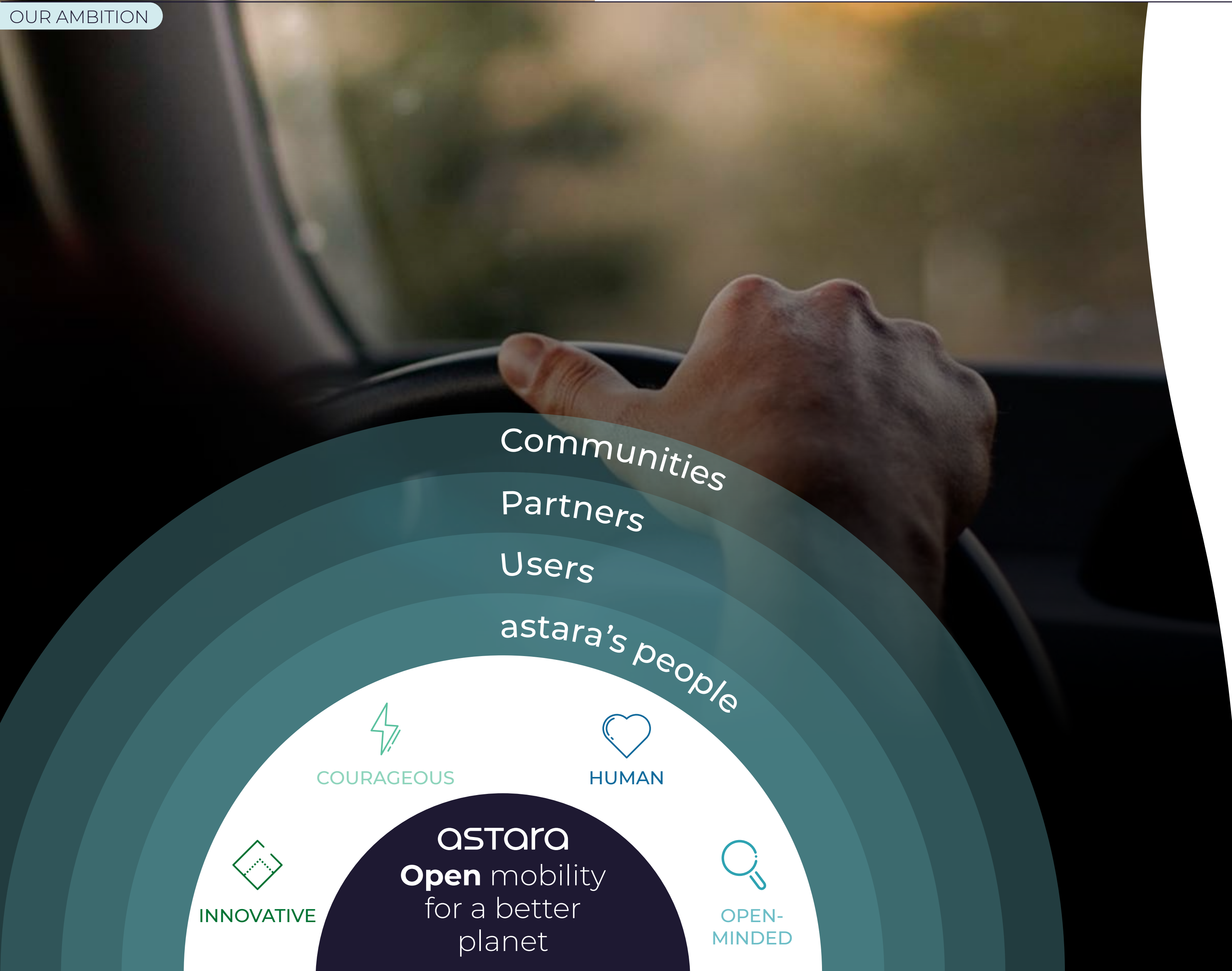
Open mobility for a better planet

OPEN-MINDED

Impact beyond our limits

HUMAN

Elevating our people

In 2022, we defined our sustainability strategy and commitments, to give profound relevance to sustainability as a keystone of astara's corporate strategy. With the appointment of our Chief Sustainability Officer and sustainability team, we have now embarked onto the next step in our journey.

Upon defining our targets and initiatives, our current aspiration is to mobilize our passion for technology and mobility to create sustainable impact beyond our own operations.

That is, **a better planet not only for astara, but for our users, partners, and communities.**

Communities

Partners

Users

astara's people

COURAGEOUS

HUMAN

INNOVATIVE

OPEN-MINDED

astara
Open mobility for a better planet

01.

astara's people: the direct changes in our own operations and our people

02.

users: the effect on our users' way of moving and their footprint

03.

partners: the influence on our partners' business choices

04.

communities: the impact on our societies and ecosystems

MATERIALITY DEFINITION

Assessing our material topics

To have deep environmental and social impact on our own operations, users, partners and communities, we assessed the needs and expectations of our stakeholders – both internal and external. We engaged a wide group of stakeholders to understand their point of view on sustainability and receive inputs as part of our materiality assessment conducted in 2022.
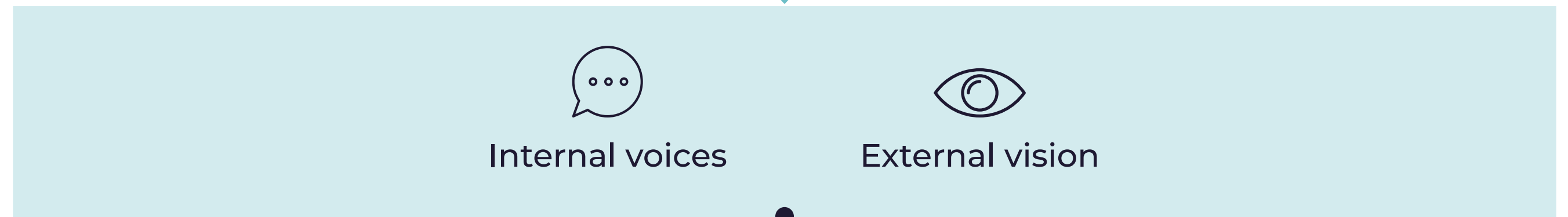
We followed three steps:

1 We started by identifying the most internally and externally relevant ESG issues for our company. These were obtained through evaluating trends in the mobility industry, wider ESG trends, ESG analysts' assessments, ESG reporting frameworks, and our industry's regulatory outlook.

2 Once we identified the most relevant ESG topics, we conducted a prioritization exercise, ranking the ESG issues based on the relative importance given to these topics by our internal and external stakeholders. We were particularly attentive to the voices within our organization, conducting multiple interviews and launching an internal questionnaire to amplify their reach.

3 As final step, we matched our prioritized material topics with our astara values, to develop an understanding of how to best mobilize our organization.

We have deeply embedded our material topics into our strategy and values.

IDENTIFICATION OF MATERIAL TOPICS

| Mobility trends | ESG trends & developments | ESG ratings & standards | Regulatory outlook |

ASSESSMENT & PRIORITIZATION

Internal voices   External vision

MATCHING WITH OUR VALUES

INNOVATIVE
astara's technology as a catalyst for green & digital mobility

1. Green & digital mobility

COURAGEOUS
Bold actions for a better planet

2. Climate change mitigation

3. Environmental protection

HUMAN
Elevating our people

4. People & talent management

5. Diversity & inclusion

OPEN-MINDED
Impact beyond our limits

6. Social commitment

7. Human rights

Ensuring a strong foundation

8. Operational safety & security

9. Risk management

10. Ethics & compliance

11. Corporate governance

Details on our material topics
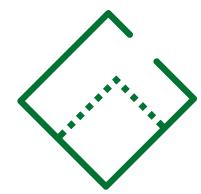
INNOVATIVE

astara's technology as a catalyst for green and digital mobility

Green & digital mobility: Our innovation efforts and the digitalization of our products and services, with emphasis on our ability to create sustainable mobility solutions.

COURAGEOUS

Bold actions for a better planet

Climate change mitigation: Our impact on climate change through our operations and supply chain, focusing on greenhouse gas emissions and decarbonization efforts.

Environmental protection: Our impact on the environment and our policies to preserve it, concentrating on the waste we produce, the water we consume, and the impact we have on biodiversity.

HUMAN

Elevating our people

People & talent management: Our team's wellbeing and development, including our recruiting and retention policies.

Diversity & inclusion: Our team's diversity and inclusion, encompassing our policies, groups and initiatives.
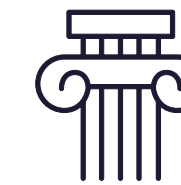
OPEN-MINDED

Impact beyond our limits

Social commitment: Our role and impact among our local communities, through our business, programs, and incentives.

Human rights: Our commitment and policies to ensure the respect of the human rights of all the participants in our company's value chain.

Ensuring a strong foundation

Operational safety & security: Our resolution to a safe and healthy work environment, and our assessments, actions, and results in this field.

Risk management: Our ability to successfully identify, assess, manage, and mitigate a wide variety of risks faced by our organization.

Ethics & compliance: Our capacity to ensure our organization's internal and external activities uphold the highest ethical and legally compliant standards.

Corporate governance: Our effort to build and maintain an accountable and transparent governance model (including sustainability), ensuring constructive stakeholder engagement.
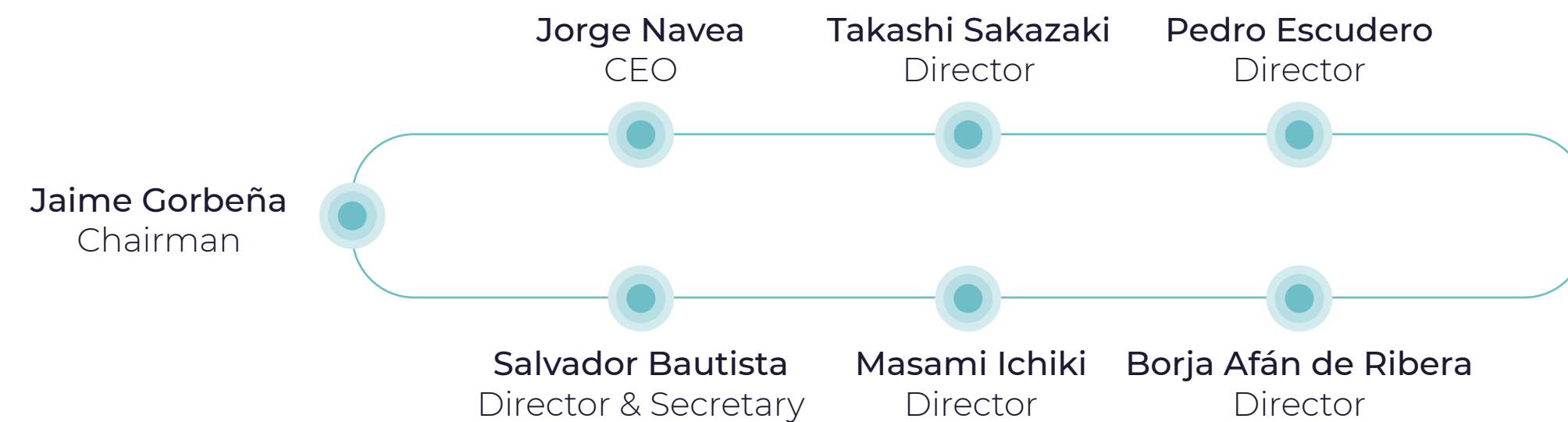
Strengthening our corporate governance

We have embedded our ESG strategy into all our corporate governance mechanisms, to ensure its implementation and the achievement of our targets. We have made remarkable progress to ensure a solid governance system and to have the necessary tools to mobilize resources.

```
           Board of Directors
                  ↑
        Chief Executive Officer
                  ↑
   ┌──────────────┼──────────────┐
Business lines   Areas         Regions
```

Business lines	Areas	Regions
Distribution	CEO Office	Central Europe
Store	Finance	Northern Europe
Move	People	Southern Europe
Connect	Sustainability	Western Europe
Advisory	Legal & Compliance	Southeast Asia
	Strategy	Latin America (Hub 1 and 2)
	Brand	
	Business Development	

Our governance model

astara is organized around **five main business lines** and supported by functional areas that ensure the effective operation of our organization.

Our organization is spearheaded by a Board of Directors of seven members. The Chairman does not occupy an executive position at astara. The Board of Directors meets every two months.

Jorge Navea
CEO

Takashi Sakazaki
Director

Pedro Escudero
Director

Jaime Gorbeña
Chairman

Salvador Bautista
Director & Secretary

Masami Ichiki
Director

Borja Afán de Ribera
Director

The following committees report to the Board of Directors:

Committee	Meeting frequency
Steering Committee	As requested by the BoD
Corporate Compliance Committee	Every 2 months
Appointment & Remuneration Committee	Every 3 months
Internal Audit Committee	Every 3 months

Additionally, new committees have been created by our CEO to deal with the new topics that have become central to our organization's activities within the mobility ecosystem:

Committee	Meeting frequency
Strategy & Technology Commitee	Every 2 weeks
Privacy Committee	Every month
Global Committee	Every 2 months
Sustainability Committee	Every 3 months
Cybersecurity Committee	Every 3 months

Building our ESG governance model

At astara, our sustainability strategy plays a central part in both our purpose of being "The Open Mobility Company", and our corporate strategy. For this reason, ESG is deeply embedded into the governance of our organization.

Our corporate sustainability policy defines astara's guiding principles and commitments regarding sustainability, and is oriented towards creating long-term value, developing business opportunities, and managing social and environmental risks.

Oversight	**Board of Directors**	Chief Executive Officer	
Management		**Sustainability Committee**	
		Chief People & Sustainability Officer	
	Head of Environment	Head of Social	Head of Governance[2]
Diffusion	Leads of Environmental Initiatives	Leads of Social Initiatives	Leads of Governance Initiatives
	Working groups	Working groups	2. Reporting hierarchically to the Chief Financial Officer

Our sustainability policy appoints the Board of Directors as ultimately responsible for our sustainability strategy, demonstrating the paramount importance of sustainability to our business. The Board meets to discuss sustainability at least once per quarter and oversees the development of the strategy by the Sustainability Committee and our Chief People & Sustainability Officer.

Our Sustainability Committee meets a minimum of four times per year to ensure frequent alignment. This committee is composed of key leaders from our organization, with responsibilities ranging from the ownership business, to finance, technology, people, innovation, strategy and compliance. This helps ensure the implementation of our strategy across our organization, and its inclusion in our day-to-day activity.
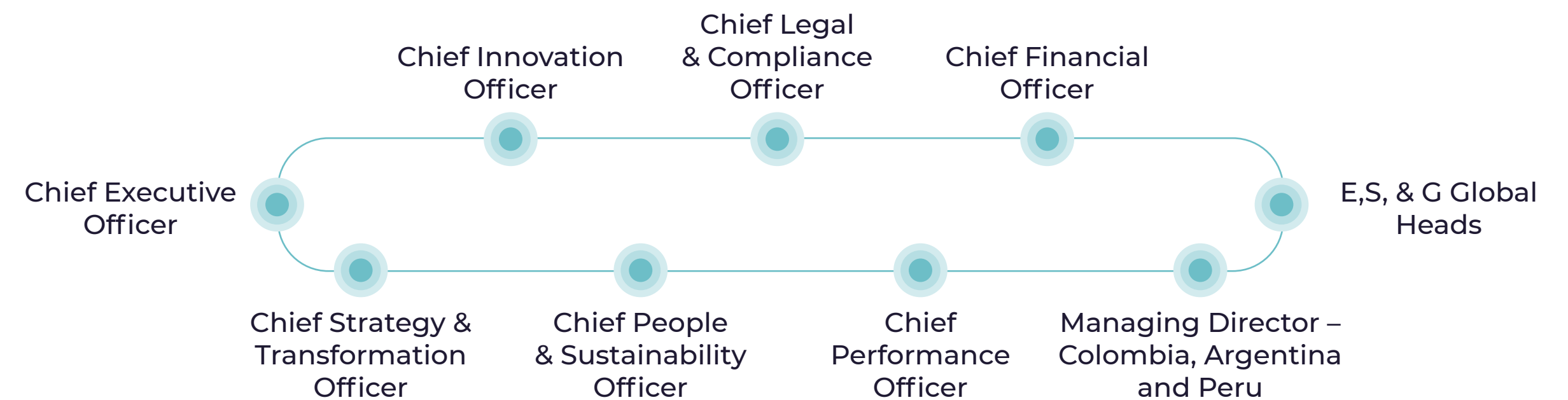
We believe our people are the best actors to implement our sustainability strategy and we count on their engagement to help us honor our commitments.

Key members of different teams across geographies are playing an essential role in executing our sustainability initiatives through their day-to-day activity; we call them Environmental, Social and Governance leads. They lead our local working groups, helping us drive and implement our initiatives in every country. These teams' involvement also allows us to spread our location specific ESG best practices globally, promoting continuous learning across our business and geographies.

With over 10 initiative leads today, we are continuously incorporating new sustainability leads as we add new initiatives to our strategy. Our working groups include over 50 dedicated people from across our geographies and organization, with every country providing at least one individual contributor to our environmental and social initiatives.

Sustainability Committee

Chief Innovation Officer · Chief Legal & Compliance Officer · Chief Financial Officer · Chief Executive Officer · E,S, & G Global Heads · Chief Strategy & Transformation Officer · Chief People & Sustainability Officer · Chief Performance Officer · Managing Director – Colombia, Argentina and Peru

Embedding sustainability incentives in the organization

Along with our sustainability governance, **we are building internal mechanisms to ensure organizational decision-making is tied to ESG criteria.**

We have connected our growth prospects to our sustainability strategy by introducing ESG criteria into our policies and risk assessments of inorganic growth opportunities.

In addition, we are implementing incentive mechanisms tied to sustainability as part of our pay-for-performance renumeration. This also applies to senior management, ensuring sustainability is part of key strategic decisions.

ESG is now also embedded into our global and regional financial planning, as we intend to allocate the required strategic investments to continue advancing towards our sustainability commitments.

Joining key partnerships

As key players in the mobility ecosystem, we are members of more than 40 industry organizations and trade associations related to our work in the automotive industry.

We have been expanding the range of our memberships and associations to organizations focused on the social or environmental development of our communities, which are aligned with our ESG commitments. We are members of the **UN Global Compact,** and **EV100** (part of the Climate Group). We also participate in Sustainability-centered mobility associations, such as the Finnish e-mobility association Sähköinen

liikenne E-mobility and car recycling organization Suomen Autokierrätys Oy, the Swedish mobility association with focus on vehicle electrification Mobility Sweden and the Colombian association for sustainable mobility Andemos.

Membership in these organizations helps us incorporate ESG best practices from peers operating within and outside the mobility ecosystem and get closer to our sustainability targets.

Global memberships

Local memberships

United Nations
Global Compact

°CLIMATE GROUP
EV100

Teknologiateollisuus
Sähköinen liikenne

ANDEMOS
ASOCIACION NACIONAL DE
MOVILIDAD SOSTENIBLE
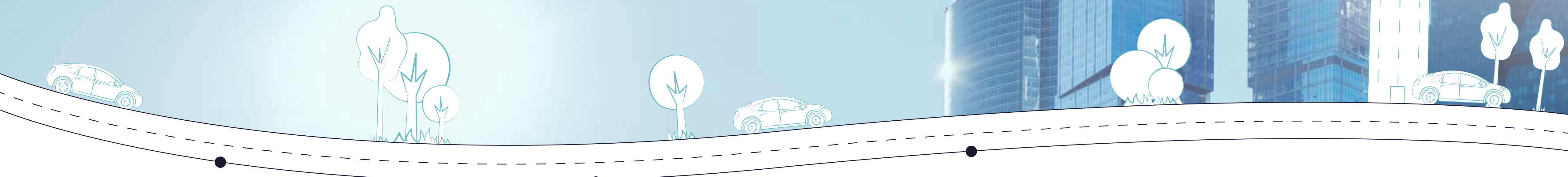
Mobility Sweden

SUOMEN
AUTOKIERRÄTYS

03.

INNOVATIVE

astara's technology as a catalyst for green & digital mobility

Catalyzing green & digital mobility

We champion a more connected, intelligent, and sustainable mobility. With this in mind, we are developing new businesses to drive this change, powered by digitalization.

More efficient use of resources

We are expanding the mobility ecosystem to offer **mobility as a service**: astara Move provides flexible ownership options like car sharing or subscription services, enabled by a digital interface. We are leveraging our **technology to maximize vehicles' usage rate, progressing towards a more efficient use of resources.**

Electrification

We are turning astara Move into an electrification lever and aspire to be the **platform with which mobility users decide to start their electric journey.** To encourage our users to use electric vehicles and raise awareness of sustainability, we are developing a full suite of supporting tools around astara Move to provide access to electric charging infrastructures and renewable energy.

Decreased footprint

To optimize the mobility ecosystem, monitor and decrease emissions, we have developed astara Connect, a data processing tool giving users insights into their mobility habits. This allows them to increase their mobility efficiency and reduce their environmental footprint. **Our ambition for astara Connect is to solve the key concerns around electric and sustainable mobility, for astara's users and beyond.**

Today, 100% of our car sharing fleet is electrified, as is almost 25% of our subscription fleet. Our long-term ambition is reaching a fully electrified astara Move fleet.
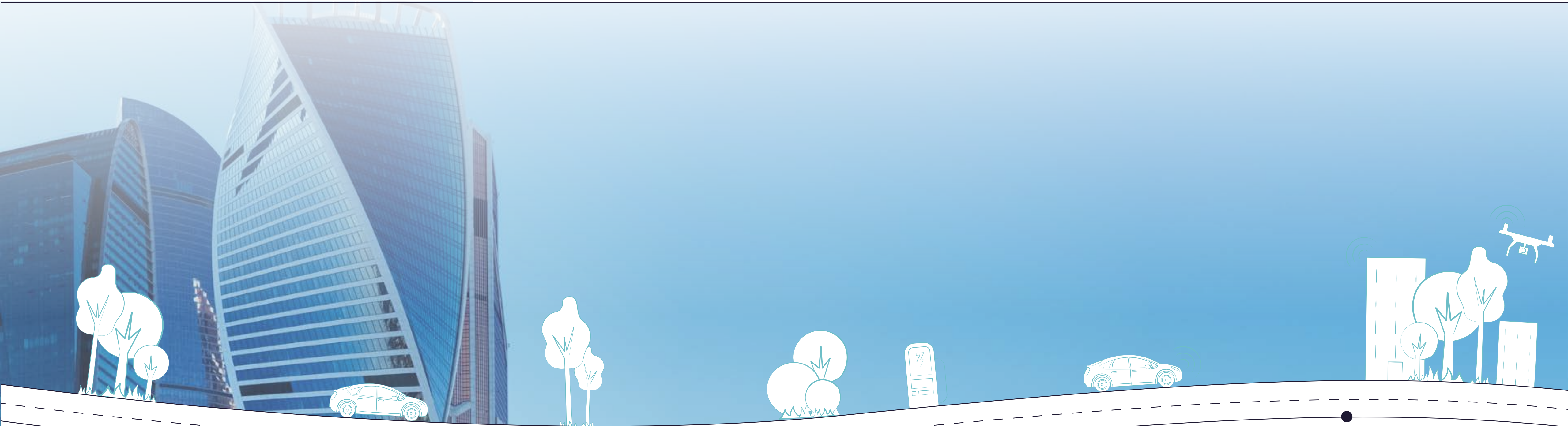
Access to sustainable vehicles

Along with the development of new sustainable mobility solutions, we have also digitalized our retail business through astara Store. astara Store brings our vehicles closer to our customers while reducing our environmental footprint. **We are encouraging people to adopt electric and second-hand vehicles** by offering a wide range of choices online and reducing entry barriers for our users.

Smart mobility solutions

With astara Intelligence, we are capitalizing on our analytical and technological capabilities to generate mobility insights. We undertake research, provide advice, and design solutions for public and private organizations operating in the mobility space. **Our solutions solve our customers' most pressing sustainability challenges,** helping them embrace the concept of smart mobility.

Green, digital, inclusive cities

From designing cities' new sustainable mobility models and optimizing their carbon footprint, to improving EV charging infrastructure planning, or advising on the deployment of autonomous mobility systems, **our goal is to leverage our technology to transform mobility into a green, digital and inclusive engine** for our communities.

Change catalyst

We are determined to become a catalyst for sustainable change in the mobility ecosystem. By changing how we move and helping shape the cities of tomorrow, we believe **our bold ambition will power the transformation and digitalization of mobility, creating a new green concept of mobility.**

04.

COURAGEOUS

Bold actions for a better planet

- Climate change mitigation
- Environmental protection

Climate change mitigation

The world is facing a climate emergency, and we have joined the movement to mitigate the effects of climate change. At astara, we believe it is our duty to act boldly as a leader within the mobility space, and **our ambition is to become a catalyst of change within our industry.**

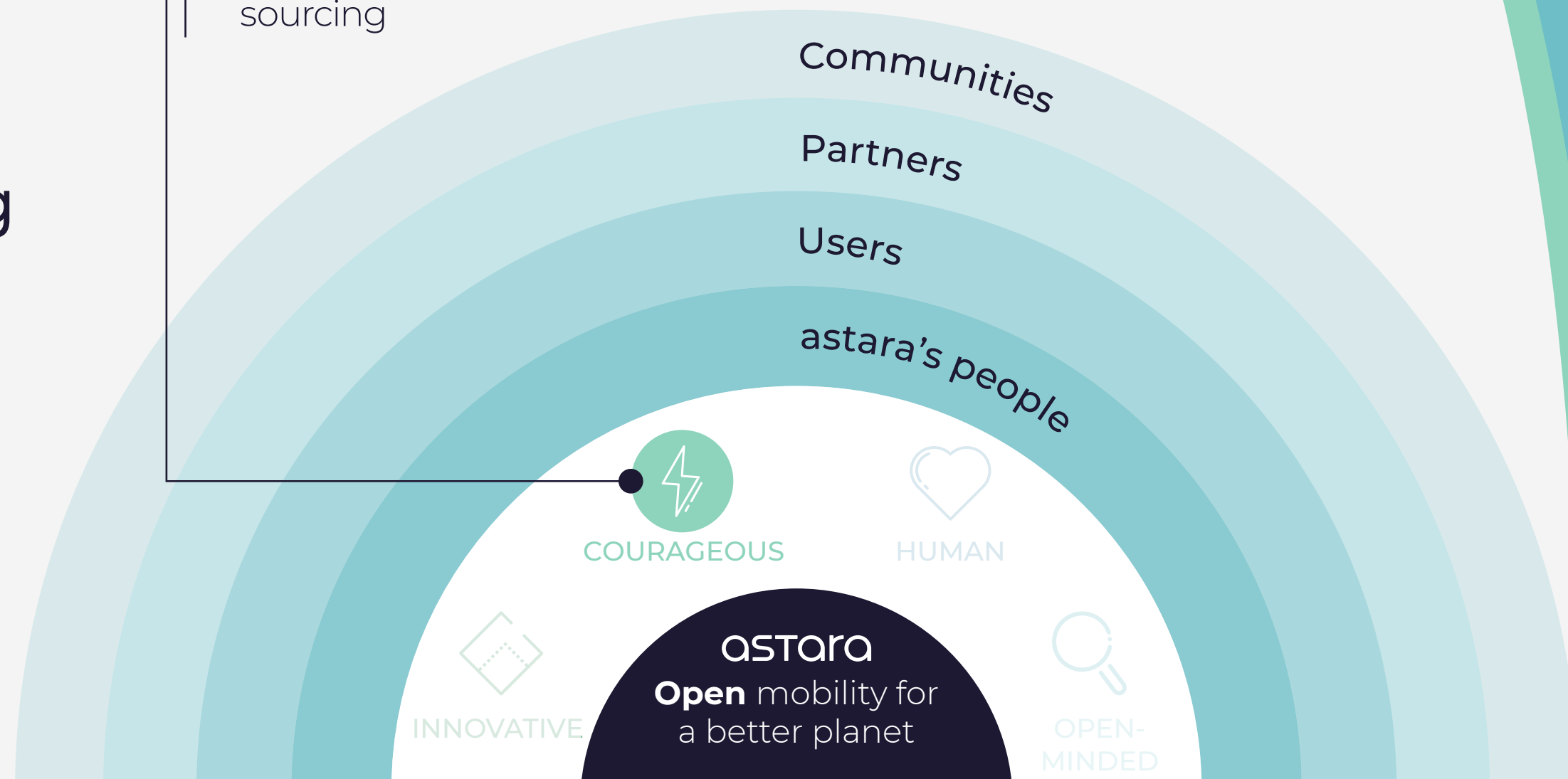This is at the core of our sustainability purpose "Open mobility for a better planet".

As a key global player active across the mobility value chain, we understand the importance of rethinking our business. This includes:

· The way we power our offices
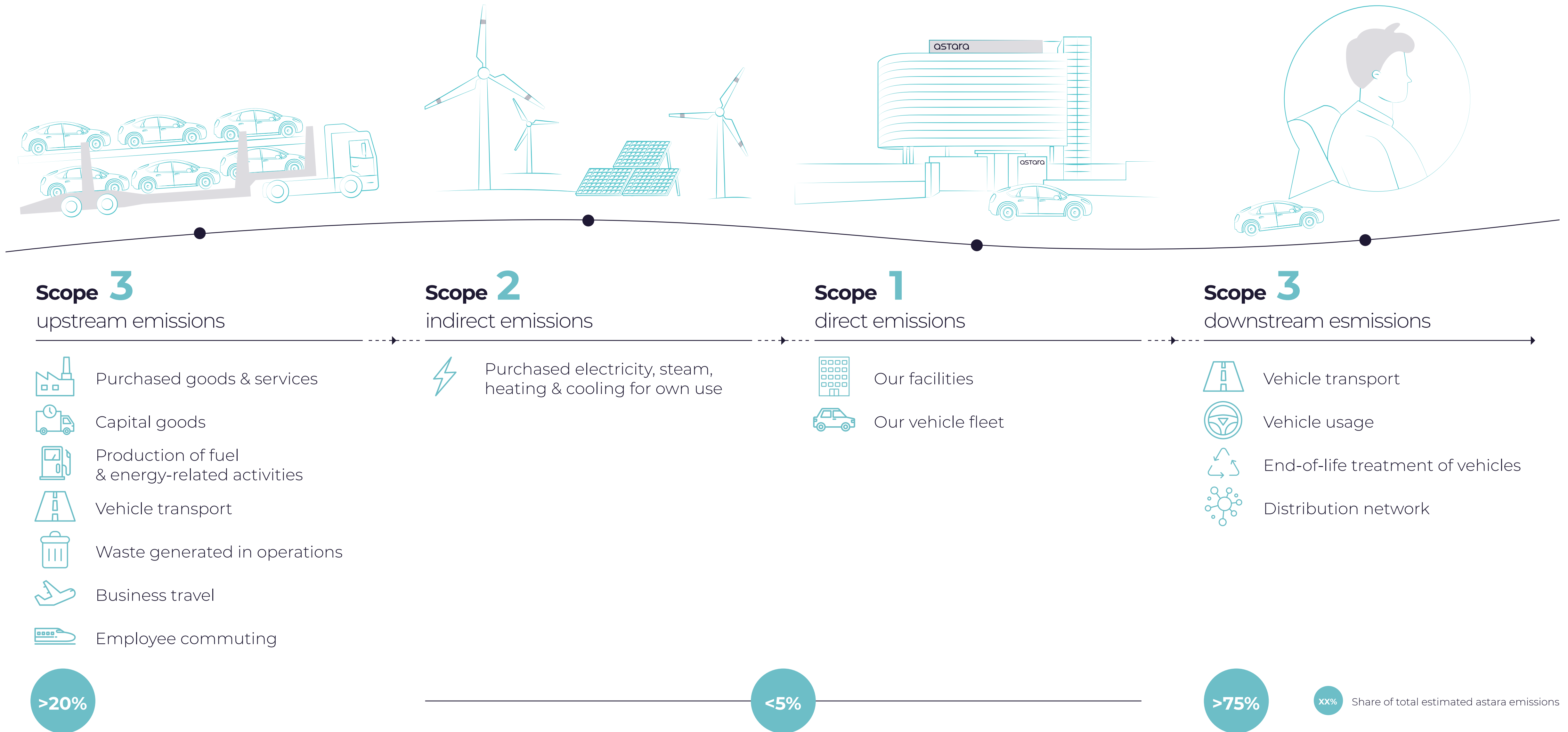· The way our people move
· The services we provide

We do not stop there, however. We want to lead the movement of change in the mobility space, as we are convinced **innovation in our industry has a major role to play in mitigating climate change.**

· Switch to electric vehicle
· Renewable energy generation and sourcing
· Energy efficiency measurement

We are committed to reducing our emission footprint

Communities

Partners

Users

astara's people

COURAGEOUS

HUMAN

INNOVATIVE

astara
Open mobility for a better planet

OPEN-MINDED

Scope 3
upstream emissions

Scope 2
indirect emissions

Scope 1
direct emissions

Scope 3
downstream esmissions

Purchased goods & services

Capital goods

Production of fuel
& energy-related activities

Vehicle transport

Waste generated in operations

Business travel

Employee commuting

Purchased electricity, steam,
heating & cooling for own use

Our facilities

Our vehicle fleet

Vehicle transport

Vehicle usage

End-of-life treatment of vehicles

Distribution network

>20%

<5%

>75%

XX% Share of total estimated astara emissions

Becoming carbon neutral

Our first step towards climate action is to become carbon neutral in our operations by 2027.

Our efforts to achieve this started last year when we created transparency and visibility over our carbon footprint to prioritize our emission reduction initiatives. **The 2022 baseline indicates emissions from our operations amount to 7.4kt CO_2e** (Scope 1 & Scope 2), from which 5.6kt correspond to Scope 1 and 1.8kt to Scope 2 emissions.

Reaching carbon neutrality by 2027

We commit to achieving carbon neutrality in Scopes 1 and 2 emissions in 2027 by abating the emissions from our employee fleet (Scope 1) and shifting our energy consumption to fully renewable sources (Scope 2).

In our mission to continue serving our users, we estimate that in 2027 we will continue to generate an estimated 4-5kt CO_2e from owned cars, such as commercial or demo cars. We are committed to compensating these emissions through carbon offsetting, pledging to build a high-quality and balanced offset portfolio.

The offset portfolio will have a strong focus on emission removal projects. It will contribute to positioning our organization on the path of implementing a **net zero approach to our own operations.**

100%
electrified fleet by 2030

We have joined EV100, a global initiative for companies committed to reaching a fully electrified owned car fleet in 2030. We are mobilizing our entire organization to reach this goal and our intermediate objective: an electrification rate of our employee fleet of over 90% in 2027[3].

100%
renewable energy by 2027

We understand our Scope 2 emissions are a key decarbonization lever. Targeting to only consume renewable energy by 2027, we are building green energy generation capabilities on our sites. We are also increasing our acquisition of electricity from renewable sources through agreements with local utilities.

100%
adherence to TCFD by 2024

As an organization, astara faces several climate risks and opportunities arising from climate change. We are measuring these risks and opportunities and aim to adhere to and report our climate-related financial risks and opportunities following the Taskforce on Climate-Related Financial Disclosures framework next year.

3. We are forecasting some of our demo and commercial cars will remain powered by internal combustion engines throughout the late 2020s due to the industry dynamics out of our control
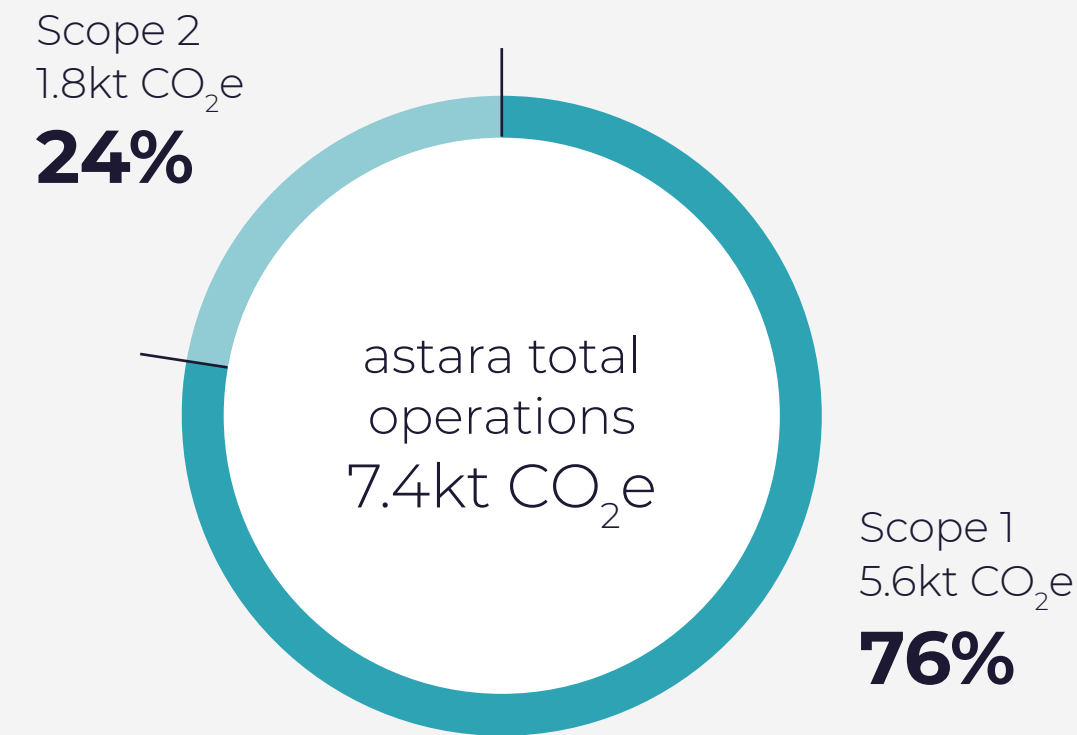
Baselining our emissions

This year, we have conducted our first emission baselining. **We have focused on understanding the impact of our direct operations and determined the starting points of Scope 1 and 2 emissions** following GHG Protocol guidelines. Likewise, we have partnered with an external auditor to certify the robustness of our baseline.
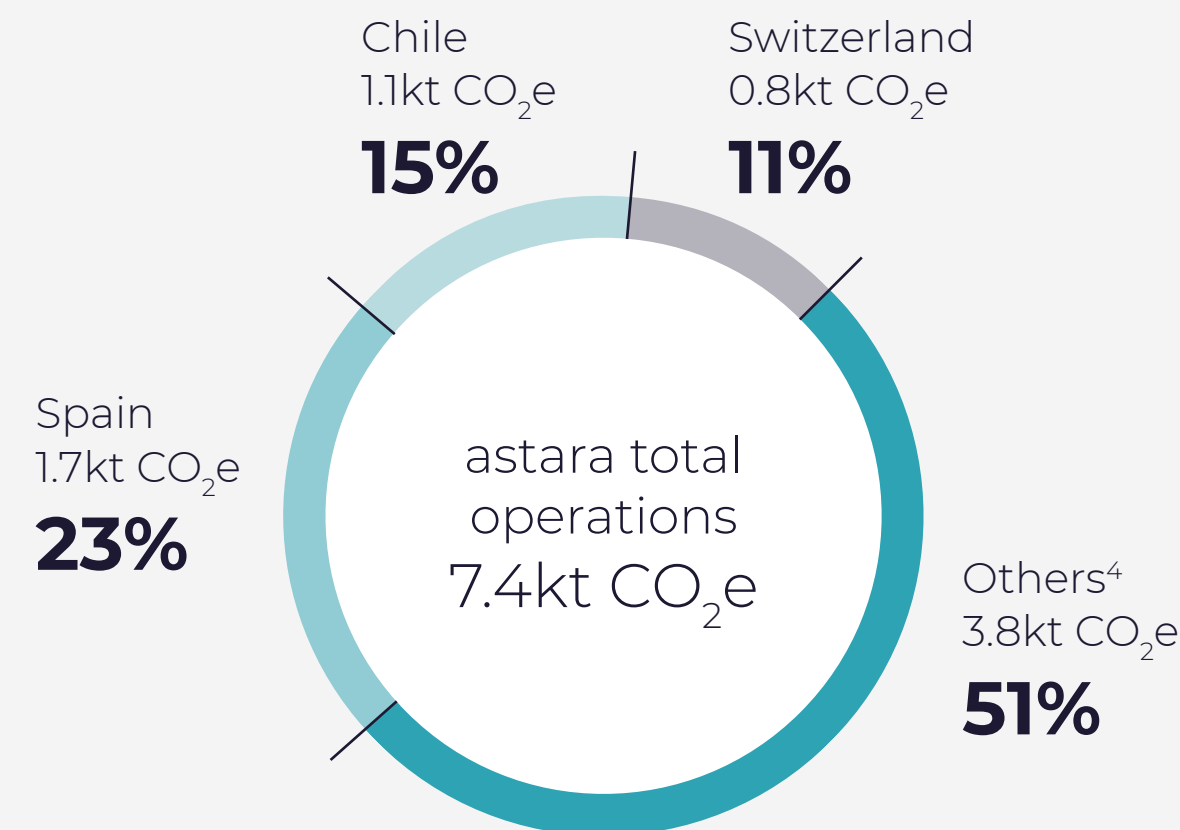
This exercise has allowed us to understand where to most effectively concentrate our efforts to decarbonize our operations.

We have already started an astara-wide data project to ensure automated accounting of our emissions, as we strive to attain greater visibility and control over our emissions.

Our 2022 emissions per scope

Scope 2
1.8kt CO$_2$e
24%

astara total operations
7.4kt CO$_2$e

Scope 1
5.6kt CO$_2$e
76%

Our 2022 emissions per region

Chile
1.1kt CO$_2$e
15%

Switzerland
0.8kt CO$_2$e
11%

Spain
1.7kt CO$_2$e
23%

astara total operations
7.4kt CO$_2$e

Others[4]
3.8kt CO$_2$e
51%

Our emissions explained

Scope 1

The direct emissions from our operations. We acknowledge our responsibility for directly abating them and have launched global and local decarbonization initiatives.

Scope 2

The indirect emissions from our operations. The numbers displayed on this page present our market-based emissions, meaning the real emissions of our energy consumption based on our contracts with utilities and energy generators[5].

Scope 3

The emissions beyond our operations. While we have not yet fully counted these emissions, we recognize their relevance to our business and have initiatives in place to ensure we track and monitor their impact.

We are deeply committed to favoring the adoption of electric vehicles, including electric subscription and car sharing services. We estimate the impact of our actions will allow us to avoid 5-6kt CO$_2$e by 2027.
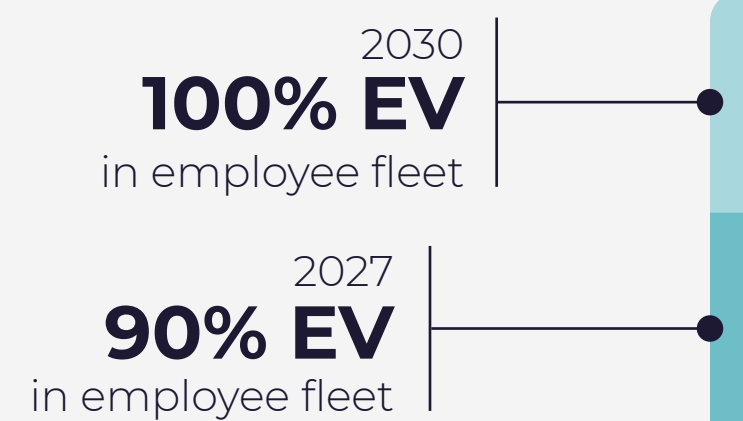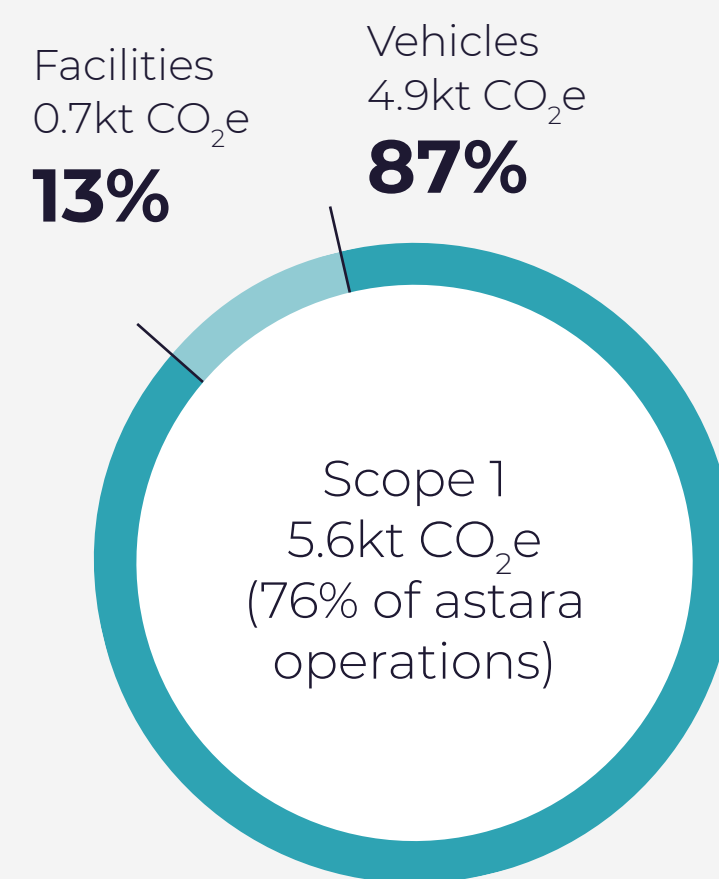
4. 16 other countries part of our operations; 5. Our location-based emissions as per the GHG Protocol can be found in the appendix, which represent the emissions associated with the average electricity grid mix for the locations in which we operate.

Zooming into our Scope 1 emissions

We are fully aware of the magnitude of our Scope 1 emissions and urgency to abate them to meet our carbon neutrality targets. Our own fleet's emissions are a very strong contributor to our Scope 1 emissions, and we are committed to the electrification of this fleet.

This initiative does not come without its challenges. Our organization has a global footprint and is present in geographies with diverse mobility needs. Electrifying our fleet by 2030 in Latin America or Southeast Asia might prove more challenging than in Europe, as local infrastructure and consumer behavior significantly impact the ease of adoption of electric vehicles. But **at astara, we do not shy away from challenges.**

Our 2022 Scope 1 emissions per type

Facilities
0.7kt CO_2e
13%

Vehicles
4.9kt CO_2e
87%

Scope 1
5.6kt CO_2e
(76% of astara operations)

2030
100% EV
in employee fleet

2027
90% EV
in employee fleet

Changing the way our employees move

We conducted a survey among our people to understand their attitude towards switching their company vehicle for an electric car. We also wanted to understand the challenges and potential sources of apprehension they might have about this change. The results are exciting and prove their commitment to our organizational values and sustainability.

Current responses show **80% of employees are willing to switch to an electric vehicle within their next car rotation,** and almost 85% have considered it in the past. These results have helped us define the global adoption levers to pull for fleet electrification; supporting our employees in their switching process and tailoring our approach based on specific local needs.

Fleet electrification levers

Offering financial support

Subsidize the leasing of electric vehicles to increase their accessibility

Extend financial support in the development of home charging points

Provide electricity fuel cards (where applicable)

Extending ease of use

Increase the number of charging points in our locations globally

Increasing access to e-mobility

Allow employees to experience electric mobility for a given time (see EVxperience)

Learning from Belgium's success story

Our Belgium team is a pioneer in fleet electrification, supported by environmentally friendly local legislation, but choosing to go beyond it. Belgium's vehicle fleet boasts today an impressive 80% electrification rate and will become a fully battery electric vehicle fleet in 2025. How?

1 Updating the mobility policy, requiring all new employee cars to be battery electric in 2025

2 Delivering electric fuel cards so that employees can charge their cars on the road, with expenses being covered by astara

3 Partnering with Eneco eMobility to build a new charging infrastructure in our offices, our people's homes, as well as public spaces

Our initiatives:

Joining a global movement

°CLIMATE GROUP
EV100

Engaged to decarbonize our operations, we have joined EV100 in 2023. This global initiative brings together organizations from different sectors committed to fully electrifying their owned fleet by 2030.

At astara, we live our value "courageous", and have committed to electrifying our subscription fleet from astara Move in addition to our employee fleet by this horizon. Through this initiative, we are joining a community of environmental leaders shaping the electric vehicle regulatory landscape, engaging in advocacy, and sharing best practices.

EVxperience: Bringing electric mobility closer

As a mobility company, we embrace the **importance of choosing the right mobility option for oneself.** We are aware about the biases surrounding electric vehicles that our users and teams might have. Looking to remove the stigma around electric vehicles and recognizing the novelty of these vehicles for some of our people, we have taken action to bring electric mobility closer to everyone.

EVxperience has been designed to give everyone at astara the opportunity to experience an electrical vehicle from our product range, creating a real-life EV experience and boosting EV voluntary adoption among our teams. We specially want to enhance awareness and knowledge by providing first-hand experience.

astara.com

WELCOME
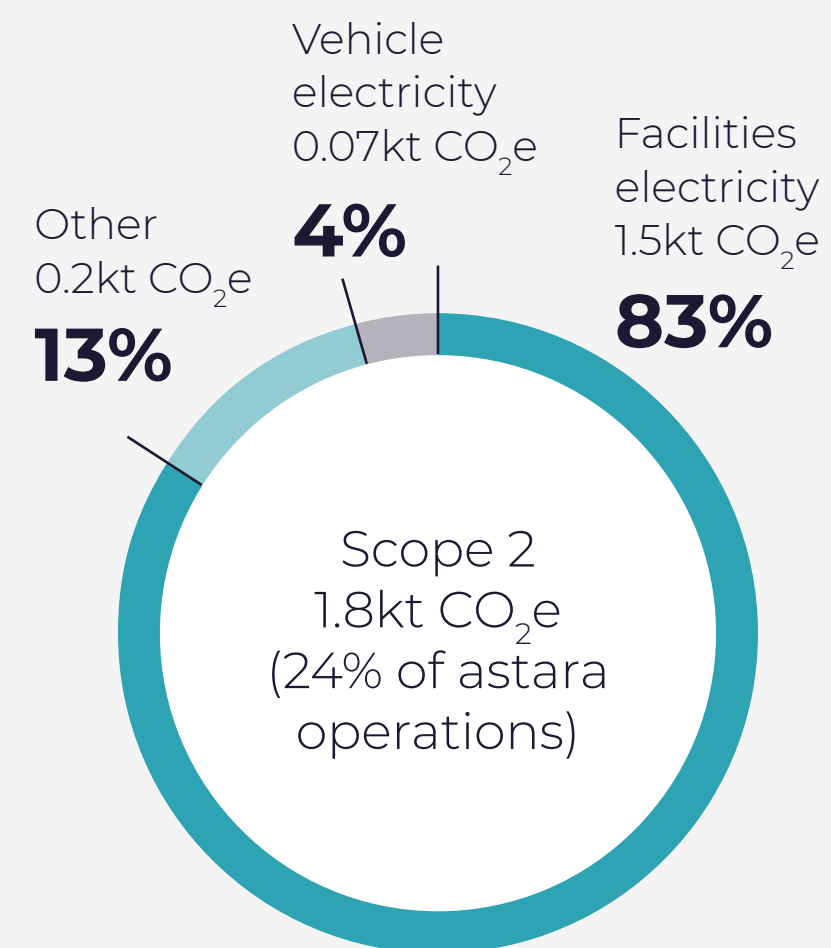astara | EVxperience

astara

Zooming into our Scope 2 emissions

Our Scope 2 emissions mainly consist of the indirect emissions from the energy we consume at our facilities, and the electricity used to power our corporate fleet's electric vehicles.

Our baselining shows that **more than 80% of our Scope 2 emissions arise from the energy we consume.** This demonstrates our room for maneuver to reduce these emissions through local initiatives, some of which we have already implemented.

Our 2022 Scope 2 emissions per type

Vehicle electricity
0.07kt CO_2e
4%

Other
0.2kt CO_2e
13%

Facilities electricity
1.5kt CO_2e
83%

Scope 2
1.8kt CO_2e
(24% of astara operations)

Decarbonizing our energy use

In 2022, **we consumed mostly renewable energy in our Chile and Portugal facilities,** and already used it in Spain and Belgium. We are proud of that number but reaching our target of sourcing only renewable energy in 2027 requires us to take a decisive approach to decarbonizing our remaining energy use.

We have developed a clear pathway to achieve this goal through a mix of global and local initiatives, mobilizing our entire organization.

Our initiatives:

Generating our own renewable energy

Shifting our energy consumption to renewable sources is necessary to reduce our carbon footprint. **We have started to produce our own clean electricity on site.**

Our Chile facility has been developing plans for on-site energy production with the installation of photovoltaic panels at distribution centers in early 2023. This will allow us to decarbonize our energy consumption in Chile and offers an example for offices in other regions.

In Europe, our Experience Center in Spain is also installing solar panels in 2023. It will help us power our more than 30 EV charging spots.

Our Belgium office consumes sustainable electricity by acquiring it from nearby production of solar energy.

Additionally, we are developing a plan to expand this across other offices.

Sourcing sustainable electricity

In the offices where we cannot produce our own electricity, we make a **global effort to procure green tariffs.**

Our Chilean facilities acquired almost 900MWh from renewable sources in 2022. Likewise, our Spanish and Portugal offices have been acquiring renewable electricity through agreements with utilities since 2021. We will be expanding this initiative across our European offices and beyond, ensuring we reach carbon neutrality across our Scope 2 emissions.

Improving our energy efficiency

Our Spanish and Chile facilities have implemented a technology-based energy management system that monitors facilities' energy consumption and provides detailed information.

This is part of our wider global effort to measure our energy consumption patterns and identify levers to decrease it.

Removing our emissions

Striving towards our goal of reaching carbon neutrality in 2027, **we are determined to decarbonize our operations through our emission abatement initiatives.**

Our work across the mobility sector does however imply that our abatement initiatives face certain limitations. Emissions caused by vehicles with internal combustion engines are used for demo and commercial purposes for customers and limit our abatement capacity. Including vehicle electrification market projections and our own growth, we estimate they could represent around 4-5kt CO_2e in 2027 and would require offsetting.

Hence, we complement our decarbonization efforts with an **ambitious and clearly defined carbon offsetting strategy.** We concentrate on building a balanced and ambitious offset portfolio (above 80% removals) and investing in cutting-edge technological removal projects to position ourselves in the path to achieve a net zero approach to our own operations.

>80% of offsets to be carbon removal

Our portfolio

Avoidance

Nature-based

Project types:
Conservation agriculture, avoided deforestation / reforestation / storage

Removals

Nature-based

Project types:
Biochar, enhanced weathering, reforestation

Technology-based

Project types:
Direct air capture and carbon storage

Implementing our compensation policy

We participated in the last edition of the Saudi Dakar Rally with racing vehicles powered by e-fuel. The astara team emitted an average of 70% less CO_2e emissions than any other fossil fuel racing vehicle.

We chose to offset the full emissions for this race, including the direct and indirect emissions of the whole team (including support vehicles and travel). The measurement, reporting, and offsetting process was certified by an independent entity.

Emissions were compensated through a carbon removal certificate with Puro Earth, a world-renowned credit platform for technological carbon removal. We have participated in a project developed by the company Ekovilla in Finland, a country in which astara operates. Ekovilla has been storing carbon from renewable natural resources in building material for decades and supports circular economy, recycling, and the creation of green jobs.
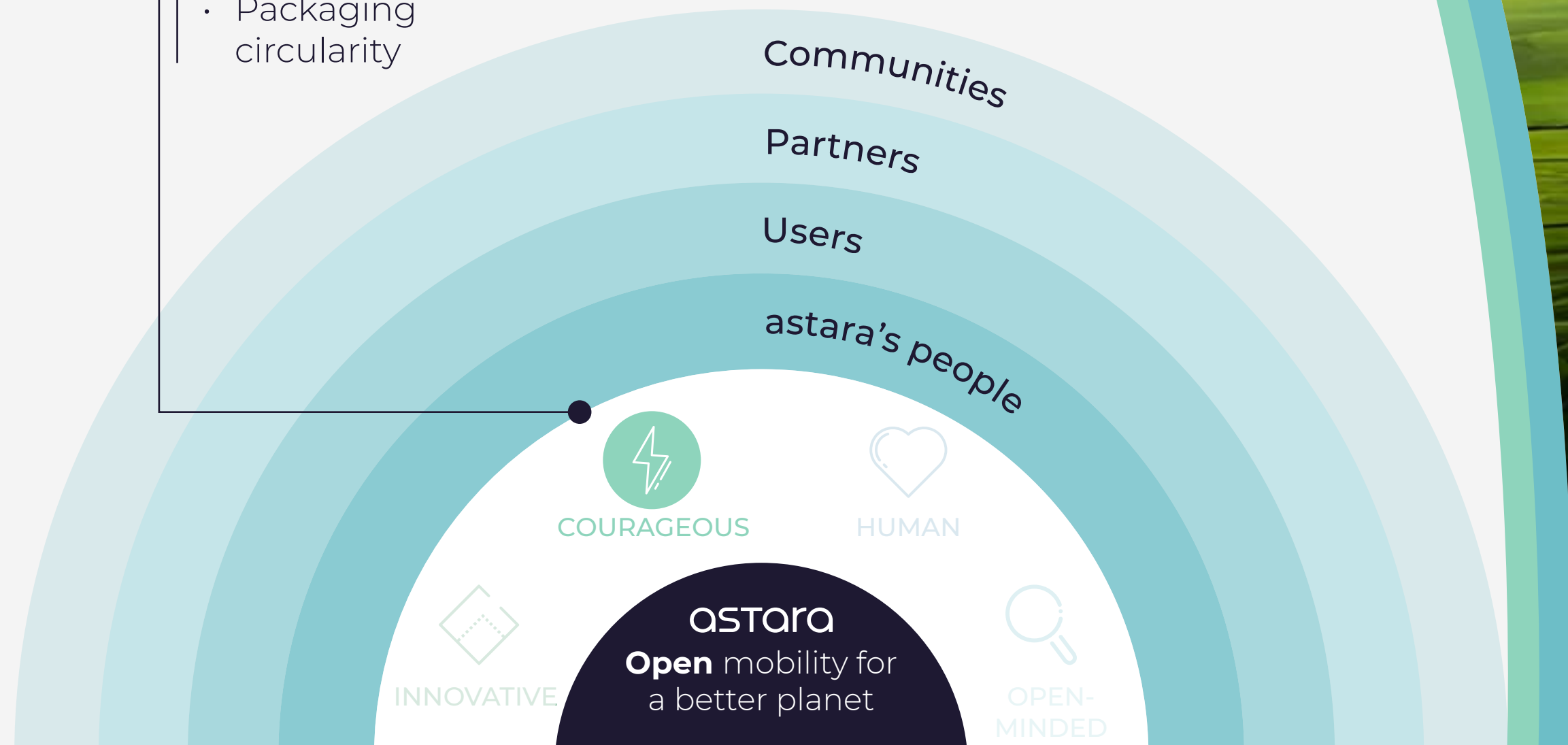
Environmental protection

At astara, we understand that our **organization's impact on the environment and climate change goes beyond greenhouse gas emissions.** Our relationship with waste, water, and biodiversity in the ecosystems in which we operate has a direct impact on our capacity to contribute to a better planet.

As an organization with a global footprint, we accept our accountability for designing and implementing responsible business processes to minimize our environmental impact and promote sustainable ecosystems.

Responsible business processes to protect the environment

- · Water saving measures
- · Hazardous waste management
- · Packaging circularity

Communities

Partners

Users

astara's people

COURAGEOUS

HUMAN

INNOVATIVE

astara
Open mobility for a better planet

OPEN-MINDED

Measuring our environmental impact

astara is a service-oriented mobility company, and as such most of our environmental impact comes from our work in the vehicle distribution and after-sales businesses.

As part of these activities, our team works with water and diverse physical resources, which we manage according to specific local regulations. We recognize the importance of minimizing our consumption of water and any other natural resource and **advocate for an increased circular use of resources.** This is essential to preserve our ecosystems and avoid resource depletion of any kind.

Our water consumption

Our global water consumption amounted to 80 megaliters in 2022. This includes the water used in our offices, and for preparing vehicles for delivery to our customers among other things. Our current assessment suggests high consumption rates in Latin America, where **we have started implementing water-saving measures.**

80 megaliter

water consumption in 2022

6. 16 other countries as part of our operations

Our water consumption 2022

80 ML

8%	Spain
9%	Other[6]
22%	Peru
61%	Chile
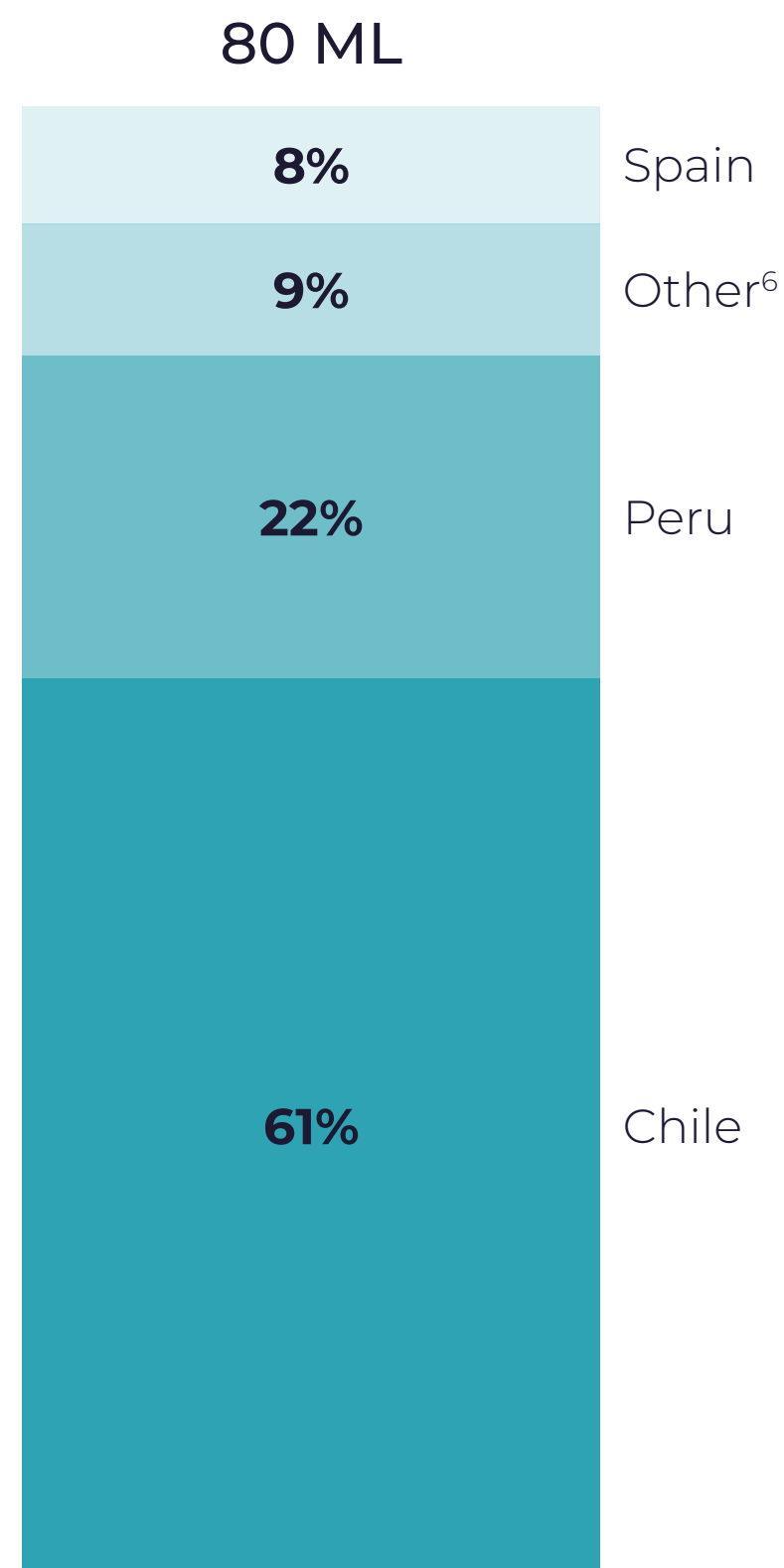
Our initiatives:

Closing the water loop in Chile and Bolivia

One of our main sources of water consumption arises from cleaning vehicles before distributing them to our users and customers. We acknowledge our responsibility for developing new processes to decrease water use and close the water loop.

To this end, our Chile team has come up with a solution to recycle the water used in this process with the potential to save significant amounts of water. We are working on its implementation and will start applying comparable solutions across our facilities worldwide.

Our team in Bolivia has also introduced a method to use reclaimed water in their vehicle processing operations.
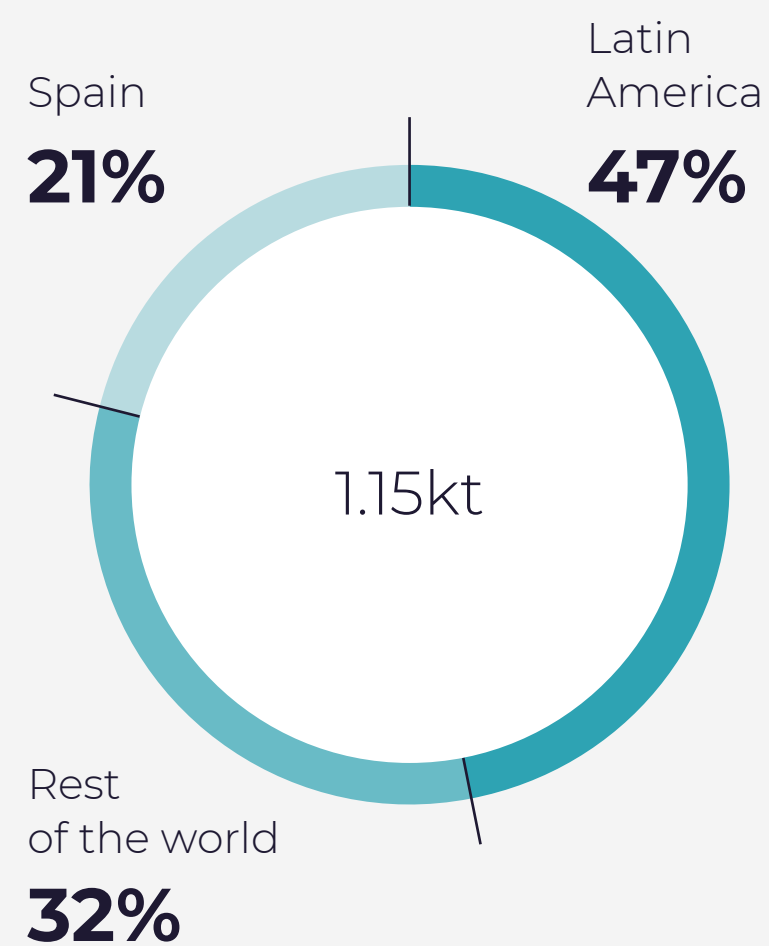
Our waste production

Our global waste production amounted to over 1.15kt in 2022. This includes the waste from our offices and other facilities we operate, such as distribution centers. This **waste mainly arises from our technical facilities and is related to packaging** processed as part of our distribution activity, as illustrated by the significant waste contribution of Spain and Latin America – areas where we operate major technical facilities.
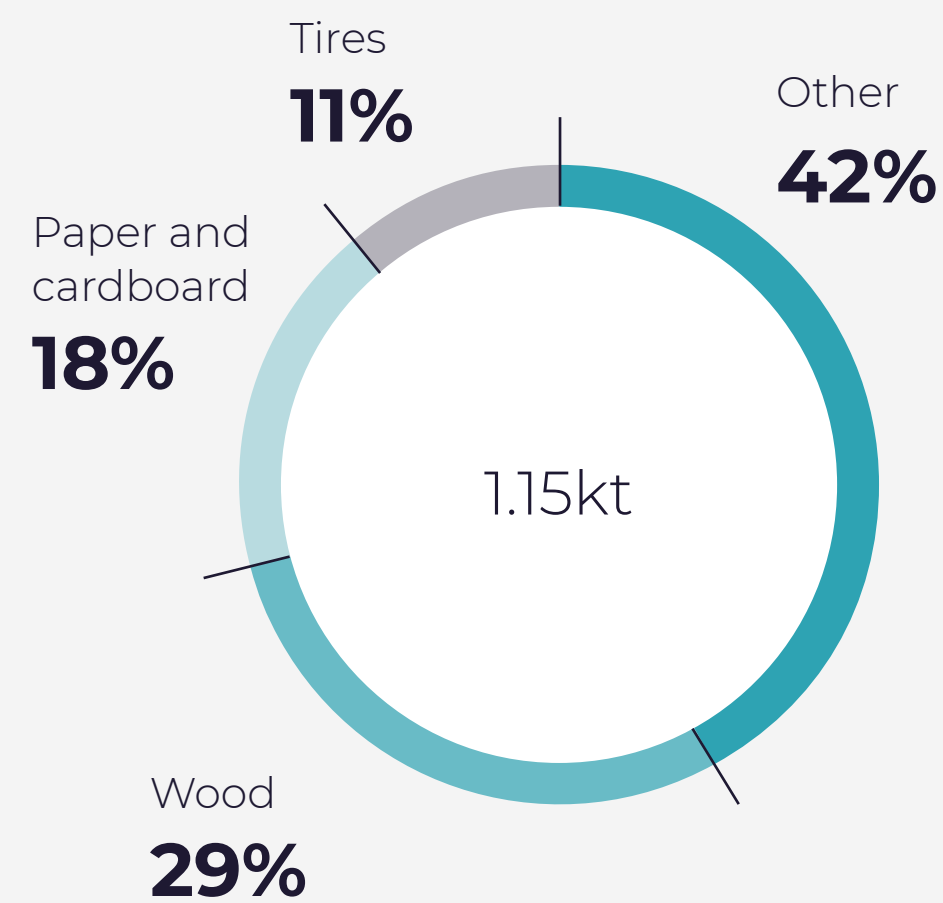
The nature of this waste showcases the strong role played by packaging in waste production, with wood, paper, and cardboard being the main waste categories we produce.

Our measurements also indicate that **most of the waste we produce is non-hazardous.** The hazardous waste we produce is related to the vehicle maintenance services we provide to our customers. This waste is handled according to local legislation, with the highest level of care and attention.
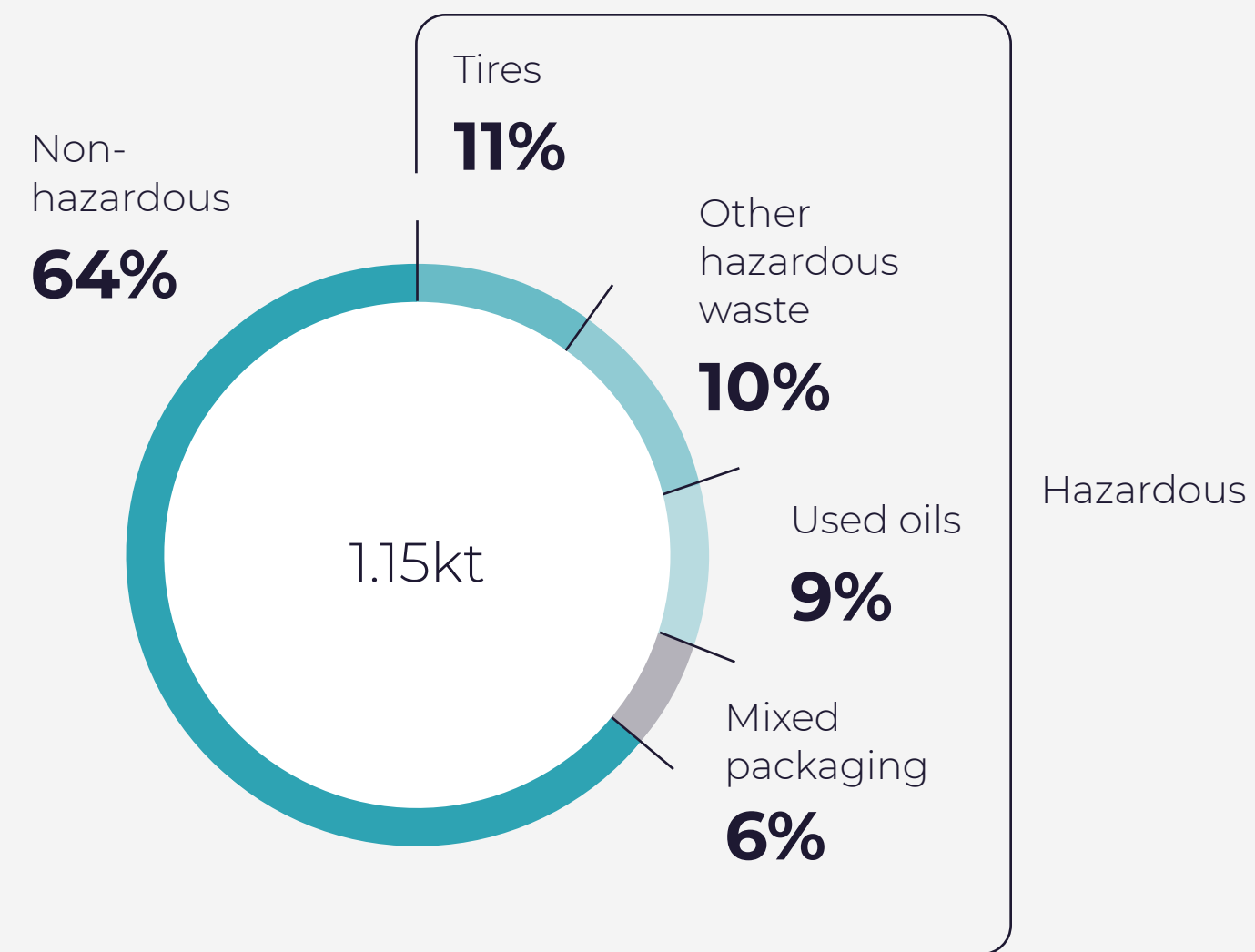
Our waste production per region

Spain
21%

Latin America
47%

1.15kt

Rest of the world
32%

Our waste production per type

Tires
11%

Other
42%

Paper and cardboard
18%

1.15kt

Wood
29%

Our waste production per category

Non-hazardous
64%

Tires
11%

Other hazardous waste
10%

Used oils
9%

1.15kt

Hazardous

Mixed packaging
6%

Our initiatives:

Embedding circularity into our facilities

To decrease the use of resources across our operations, our teams in two of our warehouses in Chile transform the incoming packaging of spare parts and other goods to give them a second life.

Since 2021, paper, cardboard, and wood are processed in-house and transformed into new packaging material or new products to be used in warehouses or our offices. Paper is chopped to create buffer material inside boxes, cardboard is transformed into new containers and wood is adapted into racks or crates and boxes.

In addition, our Chile facilities are collaborating with a **circular economy waste manager.** We provide our partner with paper, cardboard, wood, plastic, metal, and tires every week. Paper and cardboard is transformed into tissue and kraft paper, and plastics and tires are transformed into rubber tiles.

05.

HUMAN

Elevating our people

- People & talent management
- Diversity & inclusion

*All pictures in this chapter are of our own employees in our offices!
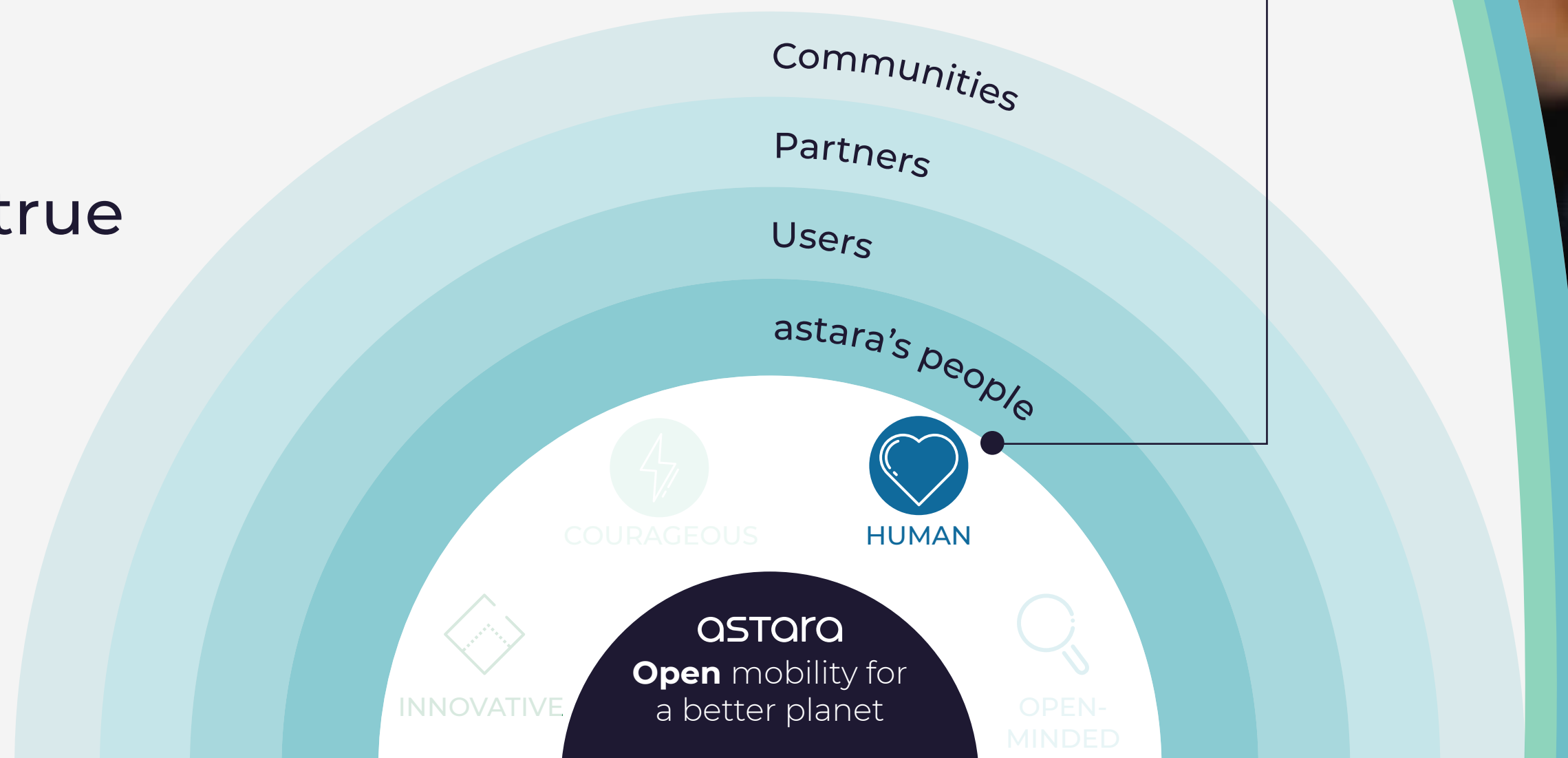
People & talent management

Our employees are the driving force of our sustainability transformation. As such, we are deeply committed to continuing enhancing our employee value proposition and cultivating a sustainable workplace.

Employee wellbeing is at the core of our efforts: we strive to provide a supportive environment where our people can thrive, offering continuous learning and development opportunities. We also recognize that attracting top talent is crucial to our success, ensuring that our employees are competitively and equally compensated for their contributions.

By prioritizing these aspects in our employee value proposition, **we aim to make astara a great place to work for both current and future employees.**

85% of our people have a true sense of belonging to astara
above the technology industry average

- astara employee value proposition
- Wellbeing offering
- Career development and learning opportunities

Communities

Partners

Users

astara's people

COURAGEOUS

HUMAN

INNOVATIVE

astara
Open mobility for a better planet
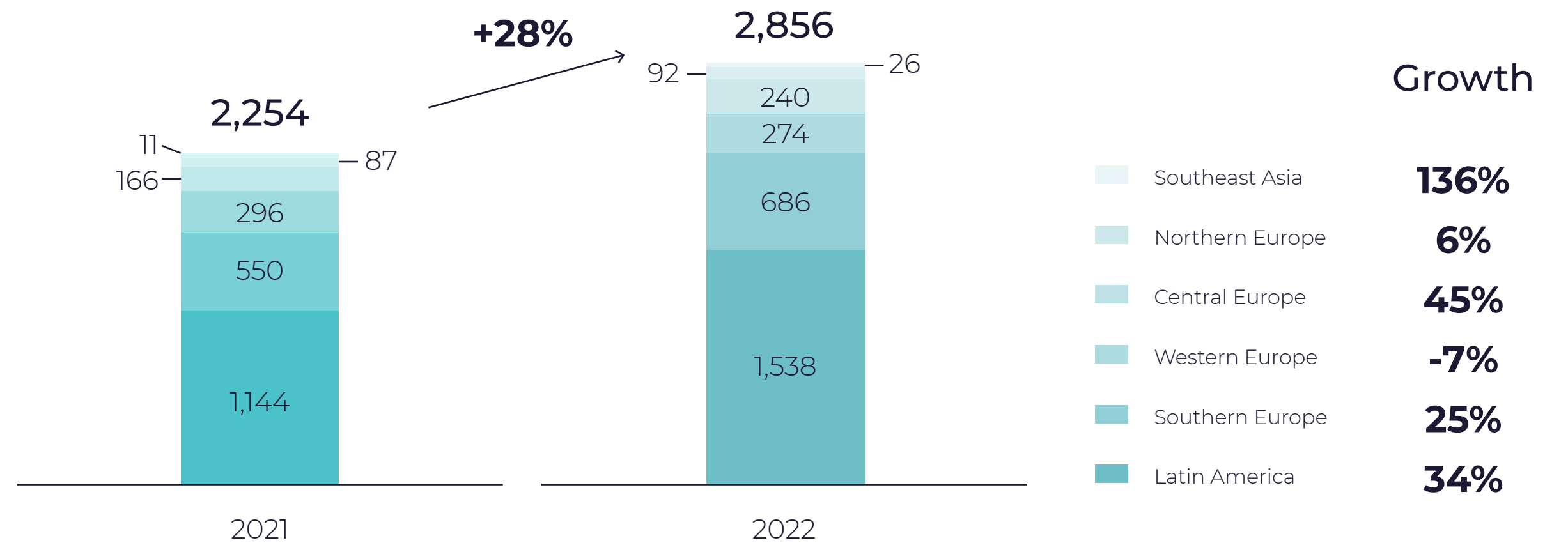
OPEN-MINDED

Our team at a glance

astara has nearly 3,000 employees across 19 countries today, representing over 40 nationalities. **We are growing, and so is our team.** Almost 600 people joined the company in 2022, which entails a growth rate of 28% across the organization, with a strong increase of 45% in Central Europe and 34% in Latin America. We have also opened our first offices in Southeast Asia, in the Philippines, and aim to enter six new countries by 2025.
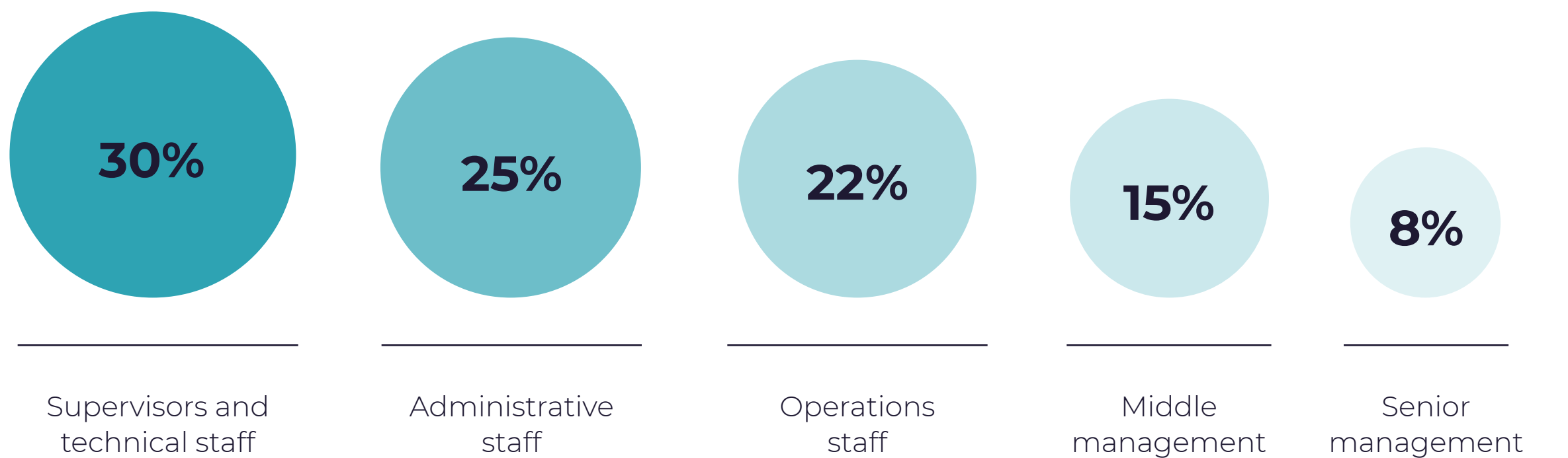
~3,000
employees

+600
employees
vs. 2021

+40
nationalities across
19 countries

astara employees per year and country

+28%

2021	2022
2,254	2,856

2021: 11, 166, 296, 550, 1,144, 87

2022: 92, 240, 274, 686, 1,538, 26

Growth

Southeast Asia	**136%**
Northern Europe	**6%**
Central Europe	**45%**
Western Europe	**-7%**
Southern Europe	**25%**
Latin America	**34%**

astara employees per category

30%	25%	22%	15%	8%
Supervisors and technical staff	Administrative staff	Operations staff	Middle management	Senior management

PEOPLE & TALENT MANAGEMENT

Listening to our people

We value our people's opinion and want to hear from them first-hand. In June 2023 we conducted our **first Global Employee Engagement Survey** composed of 55 questions, with the aim of understanding how our people feel about their work, astara, and their perception of different topics such as engagement, diversity & inclusion, health & wellbeing and transformation & change.

We wanted to confirm how embedded astara's values are into day-to-day workplace dynamics. These inputs shape our people plan, and we have developed initiatives and objectives accordingly.

46 eNPS[7]

score on employee engagement

Ranking in the top 25% eNPS in the technology industry

90%
aggregated participation

27,179
comments received

11
comments per employee

" I feel fortunate to belong to the astara team, it is formed by talented, bright and generous people who make us all grow together

Engagement Survey anonymous input

7. Measuring how employees feel about their work and our organization, computed as percentage of promoters minus percentage of detractors

Our ambition

>50 eNPS

achieved for employee engagement by 2027

Our vision relies on extraordinary employee engagement and satisfaction. This ambitious goal reflects our commitment to creating a workplace where every individual feels inspired, valued, and empowered.

Amplifying astara's value proposition

With astara's employee value proposition, we aim to become the best employer for our talent. The four key pillars of our proposition are:

· Employee wellbeing

· Competitive and equitable compensation

· Career development

· Unique culture shaped by our astara values

Our initiatives:
Introducing Wellbeing@astara

Employee wellbeing is fundamental at astara. With our global Wellbeing@astara program, employees will have access to benefits and agreements with external organizations helping them boost both their **mental and physical wellbeing.** Additionally, 100% of our employees have access to healthcare. Our offices are already pioneers in wellbeing initiatives:

· **In Spain, we offer in-office health-focused activities** from Pilates to boxing sessions, medical consultations and physiotherapy sessions, and partner with an organic food restaurant for office lunch.

· **In Belgium, our team has access to coaching support** to work on their career development, work-life balance, stress management and leadership. A subsidized office canteen offering healthy meals is also available.

· **In Chile, our people have access to mental health services and training** to support their professional and personal life.
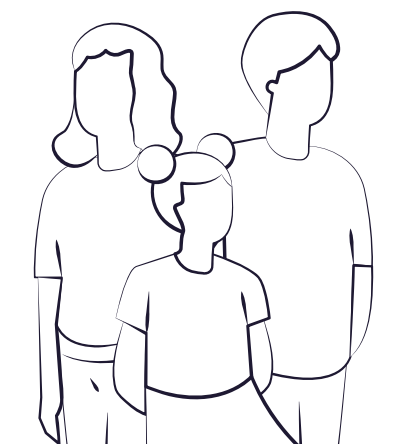
As part of Wellbeing@astara, we are working on expanding these initiatives globally.

Autonomy to choose wellbeing services

Preventive care and mental health

Work-life balance and family support

Exercise and leisure

Equal pay for equal work

At astara, we are committed to offer the same compensation to employees with equivalent qualification, performance, and responsibilities at their roles; that is, equal pay for equal work.

To ensure transparency, we have created a **global job leveling framework** that will allow us to identify and classify all employees according to consistent and homogeneous criteria globally. Together with the continuous industry benchmarking studies we conduct, we will offer our employees competitive and equitable salaries according to their responsibilities, cohort, performance, and industry salary ranges for similar positions.

Additionally, we have designed our **first global performance-based compensation model.** This new model has been built to achieve the strategic alignment of the entire organization, optimize the performance of our teams, consolidate our values, and achieve greater transparency and objectivity in the compensation process. It will be launched globally in 2024.

Uplifting our people through career development

Due to our fast and continuous international expansion, we know identifying and understanding our internal talent is a key factor enabling us to:

1. Ensure their best fit in the organization

2. Anticipate future needs through succession planning

3. Be agile in filling positions with internal talent

With that purpose, we have defined our **new global talent identification criteria,** with a consistent and objective approach across countries.

We aim to offer our people the opportunity to unleash their full potential, accelerating their development by granting them access to most of astara's vacancies, impacting our future internal promotion ratio. As we firmly believe astara's geographical growth is directly connected to our people's growth, we will promote international mobility options including relocation to another country, whether it is to cover a permanent position, execute an international assignment or to deliver high-impact projects.

"OPEN" culture program

OPEN is a global initiative that has come to life with the strategic purpose of boosting astara's transformation process. **We have designed this initiative in 2022, and it is being launched in 2023.** It is designed to help our teams understand the organization's strategy and adopt a common culture enabling us to be successful. We will be listening to the entire organization, in a close, transversal, and open way, ensuring we all understand what it means to be the Open Mobility Company.

The OPEN project will allow us to align our business strategy and our culture. It will have five key actors enabling us to translate change into tangible initiatives through the exchange of ideas across the organization. The project is led by the CEO and the Leadership Team, together with the regional hubs' Managing Directors, the People Corporate team, People Leads at the hub and country level, and "Shapers". Through engagement and clear communication, we will be putting employees at the epicentre of change, enabling them to understand and act upon astara's vision and strategy.

Our "Shapers" will provide strategic support to this program, listening to the organization, observing, and conveying what is happening at astara - offering their perspective as active agents of change.

Another fundamental part of our culture consists of coming together and celebrating our achievements, as can be seen in the following pictures:

Latam
convention in Peru

Team-building event
in the Swiss Alps

astara Chile's
anniversary celebration

Global Convention
at the astara Experience Center

Upskilling our people

Talent development is a **key pillar of our effort to enhance our employee value proposition,** attract highly qualified talent and boost our people's performance and engagement.

Our data driven approach will allow us to build curated global training opportunities to fulfill our present and future capabilities needs.

Our initiatives:

Implementing astara's Academy

Learning & Development for astara means putting people and skills at the center of organizational success. With that purpose in mind, we are implementing a global online learning platform to **elevate our people's skills which will boost engagement, performance and business impact.**

By leveraging artificial intelligence, our employees will have access to curated and suggested learning paths to allow them to keep learning and growing within astara. More than 18,000 training offerings covering a broad spectrum of skills will give our people the opportunity to build up capabilities on a broad range of areas. These include leadership skills, building a digital mindset, or learning about developments in the mobility sector. The global average number of hours of training per employee in 2022 was 14h, a number we aspire to increase along with the range of our offering.

The initiative "Campus astara" from Peru is an example of astara's commitment with our

employees' continuous development and learning, leveraging the change management of astara's ongoing transformation. This platform has also been an instrumental channel to accompany our external stakeholders, such as dealers, by offering the necessary trainings to make the change happen.

"Campus astara" is an online learning platform where 37 training sessions are offered, enabling employees to learn "on demand". Live virtual trainings are held regularly to allow participants to engage directly with their teachers and classmates. In 2022, over 9,200 hours of training were held through "Campus astara" in Peru.

We help our people grow, communicate and connect globally

"

The greatest impact that the change management through "Campus astara" had on me was strengthening my leadership, communication, and teamwork skills, as well as making me realize that change is an opportunity.

Diego Servat
astara Peru employee

Introducing "Rookies": Our onboarding program

To ensure a successful and common onboarding experience across geographies, we are designing our "Rookies onboarding program" **for all new hires across areas and geographies, so they can get acquainted with the astara vision since day one.** The program is devised to contribute to the development of new employees' sense of belonging to astara, increase their knowledge of the organization and the business, and ultimately boost their confidence as they join our organization.

This global welcoming program is based on an innovative online platform which includes training seasons and episodes with videos and quizzes, and the roadmap to guide them throughout the first months at astara. Our new hires will have an average of 5 hours of online onboarding sessions to make sure they have a soft and enabling landing at astara. Each country will complement the Global Rookies program with local requirements, policies and in-person meetings.

Offering global English training

Responding to astara's latest international expansion, business needs, and given that astara's official language is English, our global English training program aims to:

1. Ensure a common standard level of English to boost global interactions and contributions of all teams

2. Harmonize language standards and criteria to the levels required per position

3. Foster international mobility

4. Improve our company's global competitive positioning

We understand the importance of effective communication in a globalized world. By equipping our employees with strong English language skills, we are enhancing their ability to collaborate, connect, and contribute globally.

Our employees will have access to a digital multi-channel learning platform. They will work towards pedagogically-defined objectives, and will have the opportunity to assess their English level using the Common European Framework of Reference for Languages, to measure their learning progress and ensure they reach their targets.

Strengthening internal communication

Following the important developments we have been working towards in terms of internal communication, we are launching[8] the following four channels:

· **Global Newsletter #BEastara:** internal newsletter that keeps all employees globally informed about the organization, goals and strategies, departments, and our people.

· **astara Talks:** a series of live presentations to the entire company where astara's executive team talk about business, strategic projects, trends, challenges, and opportunities.

· **astara Listens:** our employee's voice platform for continuous listening designed to assess real-time global organizational engagement, used to leverage best management practices across countries and identify opportunities for improvement.

· **astara Learns:** webinars promoting continuous learning and upskilling through a series of educational presentations streamed to all employees.

8. Global Newsletter launched in 2022, astara Talks, astara Listens & astara Learns launched throughout 2023.
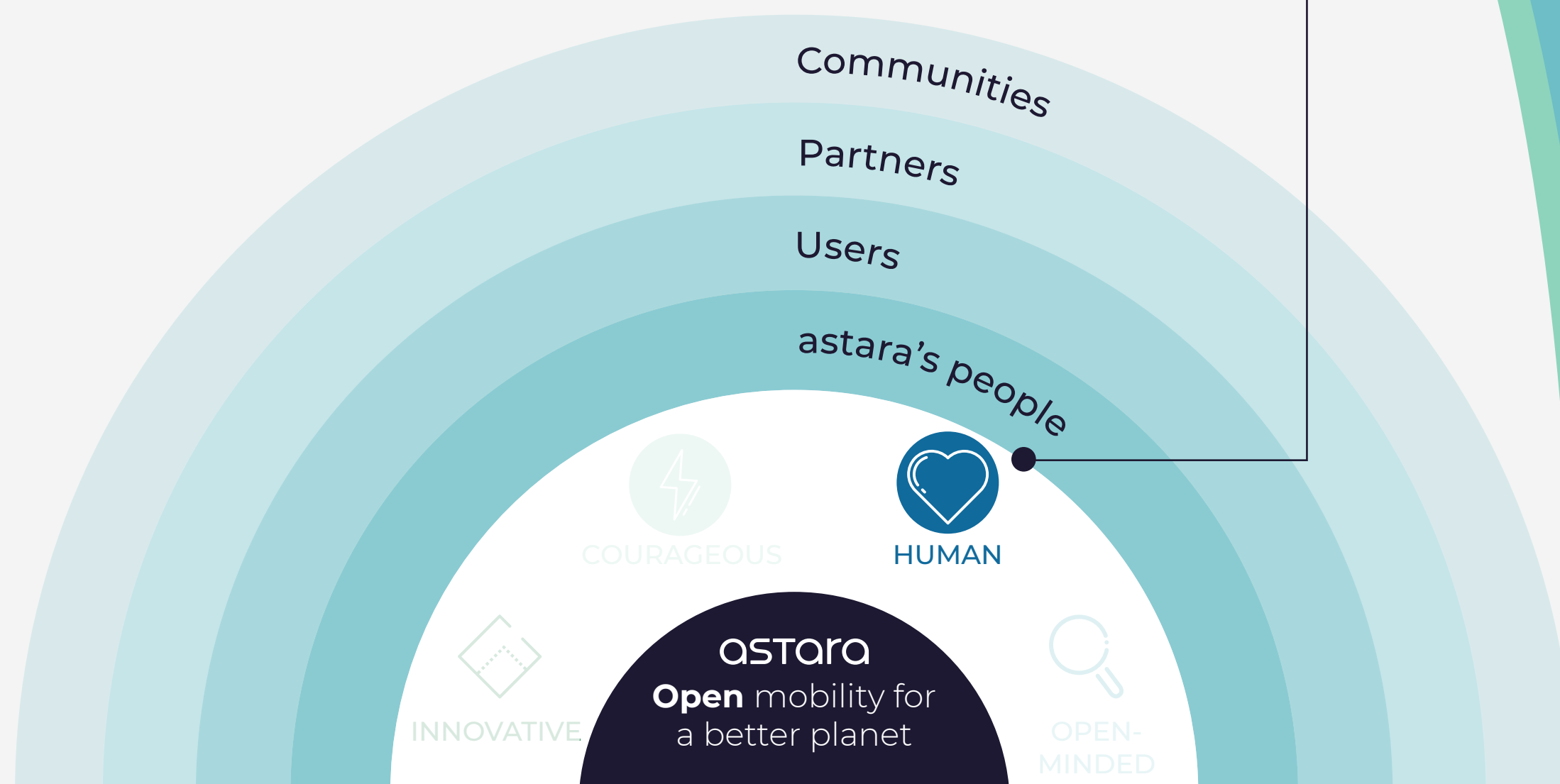
Diversity & inclusion

As a human-to-human organization, we recognize the importance of a diverse and inclusive workplace for both our people and our business. We are determined to foster a diverse and inclusive environment across locations, where everyone feels welcomed, supported, and empowered.

Through the career development path designed for our people, we are committed to driving inclusion within our industry and our communities, sustaining positive and lasting social impact for a better planet.

We are committed to boosting diversity throughout our organization

Over 40 nationalities are represented at astara, and our teams' backgrounds are becoming increasingly diverse. We count a growing number of professionals with experience beyond the automotive space: since the second half of 2022, talent coming from over 20 different industries has joined the astara corporate team. From Baby Boomers to Gen Z, every generation is represented.

· Women@astara
· Women Pioneers
· Ageless Talent

Communities

Partners

Users

astara's people

COURAGEOUS

HUMAN

INNOVATIVE

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Open mobility for
a better planet

OPEN-
MINDED

DIVERSITY & INCLUSION

From 28% today to 33% women representation in 2027

As a company that operates in an industry with a legacy of female underrepresentation, promoting **the presence of women across our organization is a key priority** for astara. We are ready to tackle this mission and have set the ambitious target of reaching 33% women representation in 2027, increasing this representation by five percentage points with respect to 2022 across our operations.

Removing inequalities in our organization requires defining bold targets. Next year, we will set objectives regarding gender representation in leadership positions and disability representation across our organization.

> While the representation of women at astara exceeds our industry's average, we are committed to doing better

Where we stand: Gender representation

There have been no confirmed incidents of discrimination during the reporting period.

Overall
797
women

28%

Middle management
118
women

28%

Senior management[9]
40
women

17%

9. Based on a division of our workforce in 5 categories: operational staff, administrative staff, coordinator, manager, senior manager

Learning from astara's women: Women global survey

Last March, we launched a global online survey to learn about women's experiences, perspectives and needs at astara. We surveyed over 250 women in 15 countries, gathering the viewpoints of more than 30% of all women and achieving a 99% participation rate. We also received over 220 comments.
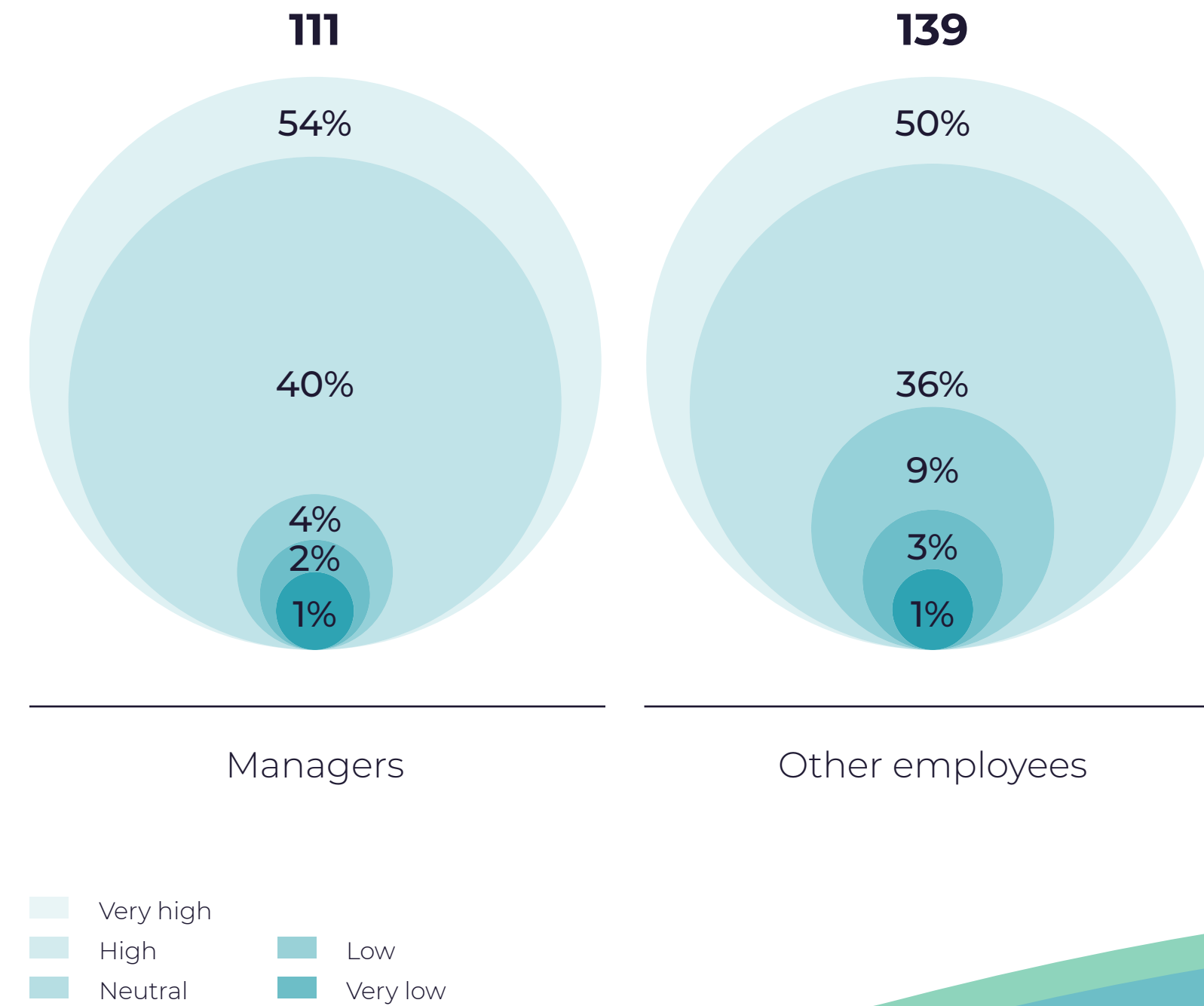
Women's perception of inclusion at astara and their vision about their potential contribution helped us understand the best ways to invest in their growth and development.

We celebrate that around 90% of women in both managerial and nonmanagerial positions feel they can have a high or very high impact in astara's future. This strengthens our motivation to become the best platform for women to develop their career.

Through our first Employee Engagement Survey, our people have shared their perception of the current state of diversity and inclusion at astara. **With an overall diversity score of 8.4/10, we are determined to continue in our efforts to make our organization a leader in the field of diversity and inclusion.**

What degree of contribution / impact do you believe women can have in astara's future?

(No. of answers)

111

54%
40%
4%
2%
1%

139

50%
36%
9%
3%
1%

Managers

Other employees

Very high
High
Neutral
Low
Very low

90% of women believe they can have a high or very high impact in astara's future

Our approach to boosting gender diversity

We have defined a comprehensive plan to promote gender diversity and inclusion in the workplace. Our approach puts **our culture at the heart of our action and emphasis on the development of female talent in every step:** from recruiting to retention and promotion.

We are also aware of the importance of mobilizing our leadership team to fulfill our aspirations.

For each dimension of our framework, we have defined KPIs to track our progress, which we include in our People Analytics dashboard and discuss regularly with our senior leadership.

1

Culture
Promote gender diversity and inclusion, raise awareness, and eliminate bias in the organization

2

Recruiting
Ensure a bias-free hiring process and expand efforts to reach women with targeted recruiting

3

Loyalty
Provide women with affiliation, motivation forums, and tools to achieve work-life balance

4

Advancement
Support top-performing women and ensure that they have access to career progression opportunities

5

Leadership
Set top-down commitment to gender diversity and showcase women role models

5
Leadership

2
Recruiting

1
Culture

4
Advancement

3
Loyalty

Our initiatives:

Women@astara

We are launching an employee resource group dedicated to fostering a culture of inclusion and gender diversity within astara and supporting all women across our organization in overcoming work-related challenges.

We will organize webinars, workshops, and events to drive awareness of gender diversity at astara, to help our organization understand challenges faced by women and identify solutions.

Women Pioneers

We are introducing a career development program aimed at top-performing women to provide them with support and champion their progress at astara.

This initiative develops the participants' leadership skills, provides senior advice, mentorship, motivation, and career visibility, as well as an opportunity to be involved in high-impact projects.

The program incorporates characteristics from similar programs previously launched in Chile, Peru and Bolivia. We aspire to launch this program globally in 2024.

Further inclusion of underrepresented groups

We will launch additional initiatives to further promote the inclusion of historically underrepresented groups at astara.

One of such initiatives is presented in detail in the "Social commitment" chapter: We have implemented the "(En)abled" program to provide professional development opportunities to individuals with disabilities.

We are also developing a buddy program, "Ageless Talent", centered around building intergenerational connections among our people. We look forward to offering younger and older individuals an opportunity to connect and learn from each other.

We aspire to contribute to all our people's development irrespective of their gender, ethnicity, race, sexual orientation, or any other personal characteristics.

06.
OPEN-MINDED

Impact beyond our limits
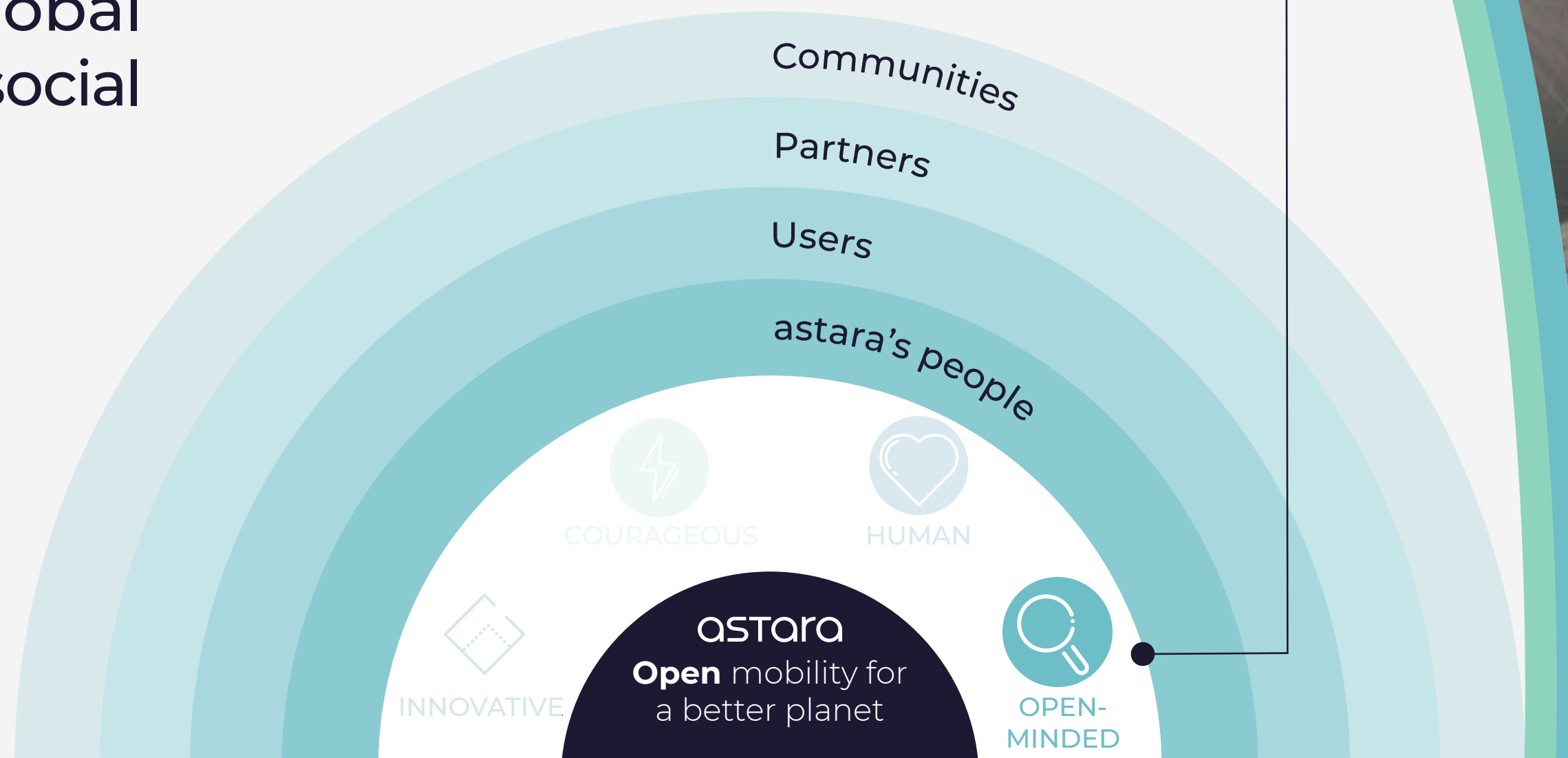
- Social commitments
- Human rights

Social commitment

We are determined to create differential and long-lasting social impact beyond the services we offer. With this in mind, **we will strengthen our effort to empower our communities and promote accessible mobility for everyone.**

As part of our mission of providing open mobility for a better planet, we have developed global initiatives to advance the inclusion of disadvantaged communities. The nature of our business and our position within the mobility space grant us a special opportunity to support our communities with initiatives linked to our operations.

We are developing new global initiatives and deepening our social impact on our communities

· (En)abled

· Juntos a trabajar / To work, together

· Local initiatives

Communities

Partners

Users

astara's people

COURAGEOUS

HUMAN

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Open mobility for a better planet

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Our initiatives:

Empowering people with disabilities through (En)abled

"(En)abled" is a talent-enablement program for people with disabilities, offering skill development and job opportunities to individuals in our communities.

The program includes training, internships, and job placements, partnering with local NGOs for dedicated support as well as awareness education for our employees.

Our goal is to improve employability prospects for all project participants. We aim to offer long-term positions in astara in operational and corporate positions, and to support the professional growth of program participants within or outside our organization.

We are expanding this initiative globally to enhance inclusion at astara and provide career prospects for people with disabilities.

Our "(En)abled" initiative is inspired by Chile's inclusion program launched in 2011.

This inclusion program in Chile is designed as an on-the-job training program with internal mentors and instructors from astara, allowing students to develop skills in the field of warehouse management. Theoretical training is followed by work placement in one of our warehouses to gain real experience in the field. After completion of the placement, students are granted an astara professional certification.

After completing the program, some join us permanently based on available positions, while others pursue careers elsewhere. Since 2011, about 80 individuals have benefited from this program, including 6 in 2022.

"(En)abled" will be launched in Spain by the end of 2023 and expand to over 10 countries by 2027

"Completing astara's "Programa de inclusión" allowed me to develop my skills and go beyond my limits. Now I am happy to come to work every day, because this job represents a huge personal achievement.

Alejandra Espinoza
astara Chile employee

Juntos a trabajar /
To work, together

At astara, we see mobility as a human right. We understand the socioeconomic challenges that come with a lack of mobility and the impact it can have on our communities. We are particularly aware of the relationship between mobility and professional empowerment, and how being unable to commute to certain locations can result in exclusion from educational or professional opportunities.

To overcome this challenge, we are designing an initiative to offer B2B socially priced subscriptions to companies, schools, and organizations, allowing them to provide free-of-charge collective mobility services to marginalized community members. Our goal is to **make educational and professional opportunities accessible to anyone through astara's mobility** ecosystem.

Amplifying our social impact

In addition to the initiatives developed within our global operations, **astara further supports local communities** through local grassroot initiatives.

Fundraising to support those affected by the war in Ukraine

astara Poland organized a campaign to raise funds from all astara group companies to provide material and financial assistance to people affected by the war in Ukraine. We collected €160,000 in total, supporting Ukrainian refugees in Poland and orphaned Ukrainian children.

Dual training program in Chile

Since 2011, astara Chile has been committed to improving the training offer in the country. The "Dual training program" was established by astara Chile to train and upskill young people to provide them with internship opportunities. The aim of the program is to **increase participants' employment prospects** and to give them access to professional opportunities in skilled positions.

During 2022, the program doubled its student offering and 122 young people were given the opportunity to get an education, 68 in the automotive field and 54 in the logistics field.

Renovation of sport facilities in a Peruvian public orphanage

astara Peru participated in the improvement of the sports facilities of "Puericultorio Pérez Araníbar"—an orphanage in the city of Lima—with ecofriendly materials.

Support for children with cancer in Spain

astara Spain supports "Aladina" every year, an NGO providing psychological, emotional, and material support to children with cancer.

122
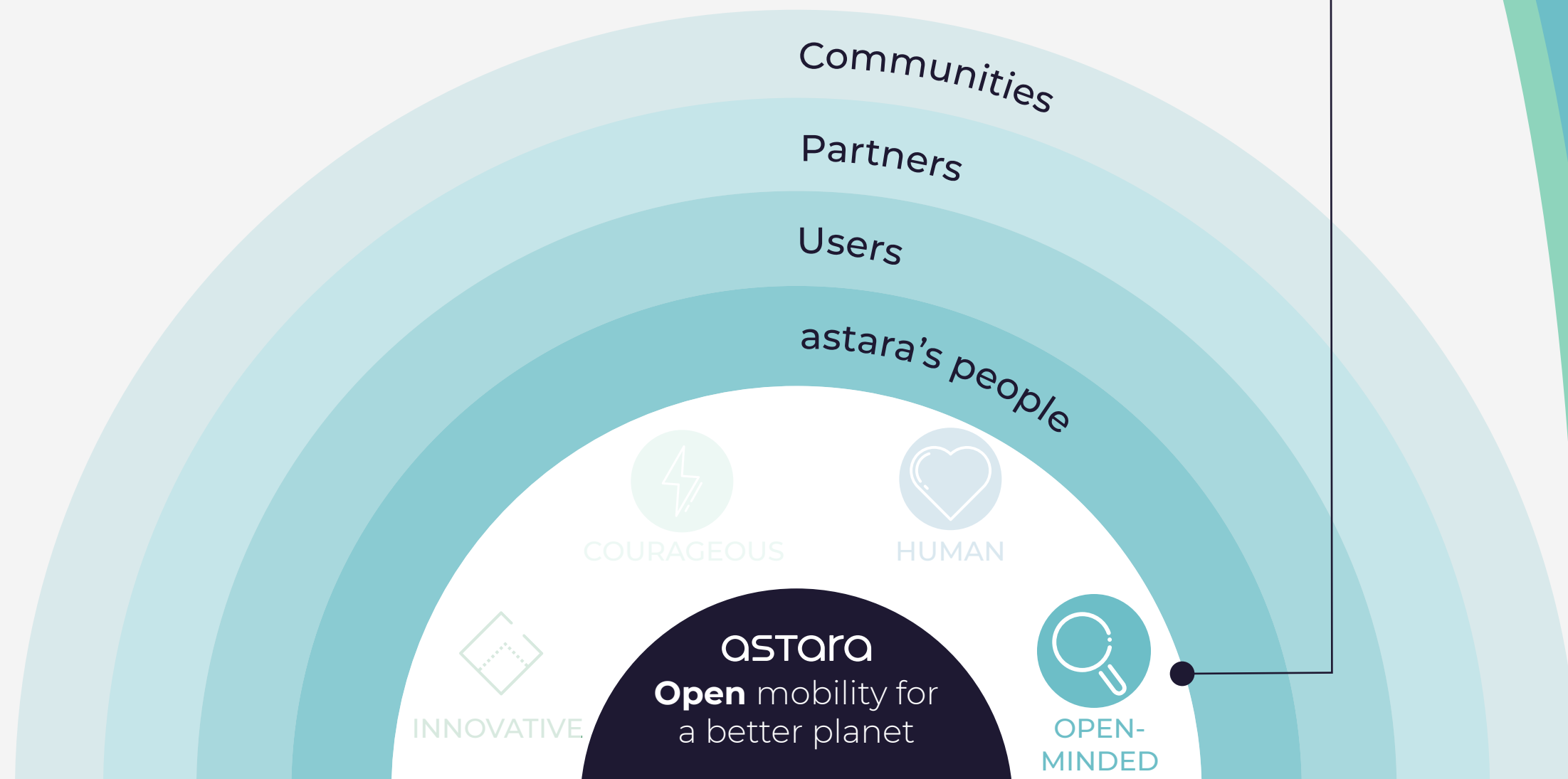young people were given the opportunity to get an education in Chile

Human rights

We are fully committed to upholding human rights both within our organization and in society, ensuring strict compliance with international human rights standards. We are guided by our robust human rights policy and extend these principles across our entire value chain, in pursuit of a world where human rights are universally upheld.

Our brand identity is deeply rooted in the principles of freedom of movement, as enshrined in the **Universal Declaration of Human Rights.** We cherish and champion this fundamental right, striving to create an environment where individuals can thrive and exercise their rights without hindrance.

Move, it's your right

- UN Global Compact
- Human rights policy

- Equitable working conditions in a dignified, safe, and healthy working environment

Communities

Partners

Users

astara's people

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Advocating for human rights

We have implemented a comprehensive corporate human rights policy applicable to all aspects of our business activities and operations, and we expect full compliance from our people, subsidiaries, and supply chain.

At astara, we oppose forced or child labor, and modern slavery and human trafficking have no place within our organization or supply chain. Our employees have the fundamental right to a dignified, safe, and healthy working environment, and we strictly prohibit harassment, threats, and intimidation.

We strive to continue providing fair and favorable working conditions for all, including equitable pay for equal work. We place great importance on equality, nondiscrimination, and respect for diversity. Additionally, we fully respect our employees' freedom of association and their right to engage in collective bargaining.

When it comes to our supply chain, we firmly believe in promoting respect for human rights in all our working relationships, and we hold our suppliers and contractors to the highest standards of internationally recognized human rights.

Our dedication extends to upholding the human rights enshrined in prominent international declarations and conventions, including the United Nations Universal Declaration of Human Rights, the International Labour Organization's and the United Nations Global Compact. We also have a new supplier code of conduct, which we will reference in all our supplier contracts going forward.

**United Nations
Global Compact**

astara's commitment with the UN Global Compact

We take great pride in our unwavering commitment to the principles of the UN Global Compact. We defend human and labor rights, environmental sustainability, and anticorruption efforts, and we fully support the UN Global Compact's principles. By aligning ourselves with the UN Global Compact, we contribute to the UN Sustainable Development Goals and a sustainable and inclusive world.

We steadfastly uphold human rights standards, both internally and externally

07.
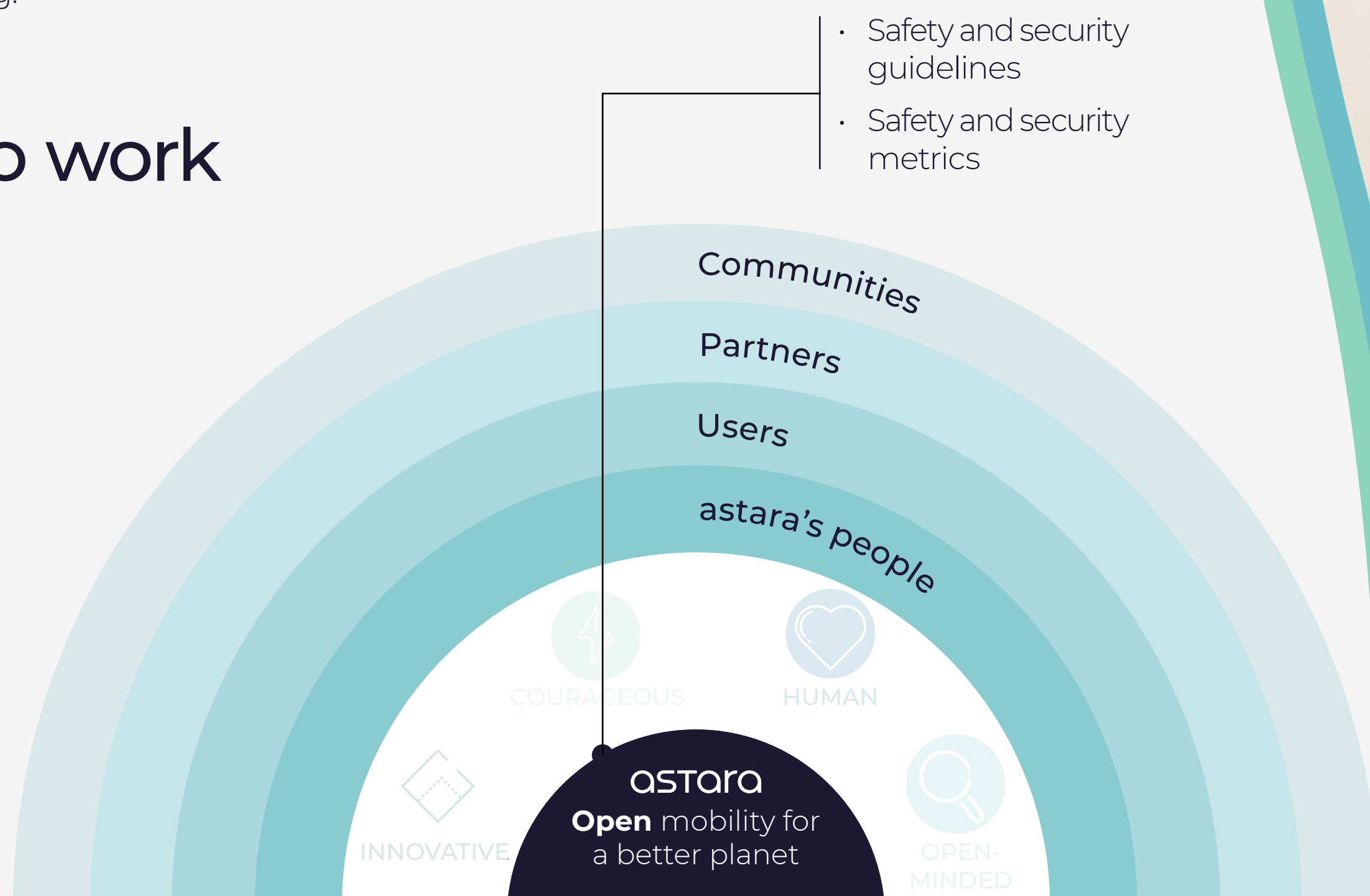# Ensuring a strong foundation

- Operational safety & security
- Risk management
- Ethics & compliance

Operational safety & security

At astara, we strive to take care of each one of our employees, and we want them to take care of themselves in every task they perform, regardless of their position.

We are **determined to ensure a safe workplace** and eliminate accidents from our operations, whether in the field or at our corporate headquarters, while guaranteeing compliance with all safety standards and legal requirements in our facilities and ways of working.

Safe and secure place to work

- Safety and security guidelines
- Safety and security metrics

Communities

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2022 at a glance

Having achieved **zero employee fatalities in 2022** is not enough to stop improving the safety measures that help us protect our employees. We intend all our employees to return home safely, and we still have a way to go.

We continuously work to progress and increase our security measures. Unfortunately, during 2022 we had one serious accident where one of our employees fell down the stairs while working and was hospitalized. **We are committed to strengthening our security systems** to eliminate such situations going forward.

0

Work related fatalities

0

Very serious incidents

1

Serious incident

62

Minor incidents

Setting and tracking consistent standards

As our mobility ecosystem expands, our workforce increases too. In this context, we are committed to further standardizing our safety procedures globally and continuing to reduce occupational accidents.

As a result, we have set two main targets to achieve our ambition of zero work-related accidents:

1 Define company-wide safety and security guidelines:

We are focused on ensuring the safety and security of our employees, customers, and stakeholders across locations. We are developing comprehensive safety and security guidelines that go beyond the existing local measures. They will establish a consistent standard for risk management, emergency response protocols, and proactive measures to prevent incidents. By implementing these guidelines, we aim to create a culture of safety and security throughout our organization, fostering trust and resilience.

2 Standardize safety and security KPIs across locations:

As part of our ongoing efforts to prioritize safety and security, we are committed to standardizing the measurement of key performance indicators (KPIs) across locations. By means of consistent metrics and reporting systems, we will effectively monitor and compare safety and security performance throughout the company. This will enable us to identify trends, best practices, and areas for improvement across operational contexts.

Our initiatives:

Expanding Chile's best practices

As a multinational company, we have been gathering invaluable insights and best practices in safety and security from all the locations in which we operate, and we consistently push for scaling them up to other countries.

Since 2019, we have strengthened the occupational risk prevention protocol in Chile, which is based on raising risk awareness through daily meetings in every facility. Before employees arrive at their workstations, meetings are held to notify staff about seasonal risks, provide reminders of best practices and risk policies defined by astara, promote collaboration, and gather feedback to identify new risks.

Additionally, there are boards in each facility keeping track of the total number of days since the last occupational accident. We motivate our staff to observe safety measures and exercise caution, contributing to increasing that number.

Recurrent training sessions for all employees and specific subgroups on safety and security measures are planned at the beginning of the year. They amounted to 2,440 hours in 2022 in Chile.

2,440 training hours in 2022 in Chile | Increasing risk awareness through relevant information
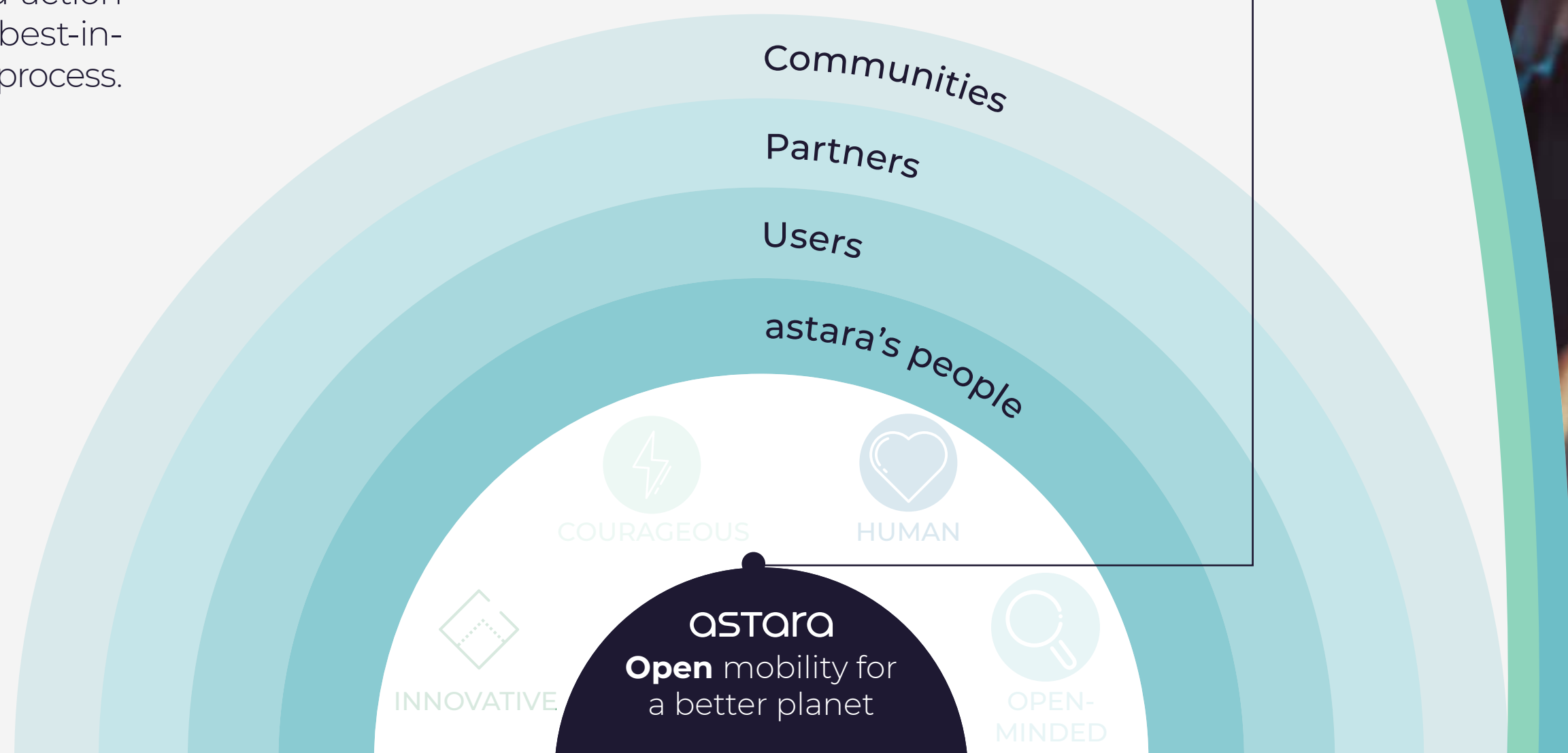
Risk management

At astara we have positioned ourselves as key disruptors in a rapidly changing industry. More than ever, **risk management plays a central role in sustaining business success and the welfare of our people and communities.** It is a necessary step to ensure we leverage our open mobility offer to shape a better planet effectively and safely. We have engaged in a comprehensive review of our risk management processes, including new ESG-related risks across different risk categories.

Our risk management system is governed by our risk policy, which defines the objectives and characteristics of the system, along with its scope and governance principles. It also establishes risk identification, analysis, assessment, and prioritization processes.

Additionally, our risk protocol details the methodology of our risk system, outlining our risk management principles, relevant risk categories, assessment criteria, and control, reporting, and action plans. We are further automating our methodology with a best-in-class software tool to increase agility in our risk management process.

Committed to proactive risk management

- Risk catalogue update
- ESG risk assessments
- TCFD adherence

Communities

Partners

Users

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A redefined approach to risk

With the transformation of our business and our activities within the mobility ecosystem, we have redefined our risk catalogue to encompass all the different types of risks faced by our organization. We have not only determined new risk categories but also expanded the number of risk subcategories that we track. **We are currently reporting over 40 risk criteria, organized into eight risk categories.**

Our risk catalogue now includes ESG-related risks across the following risk categories: compliance, strategic, people, reporting, and environmental risks. These cover topics such as climate risks, sustainability risks in our merger and acquisition operations, noncompliance with our internal policies (e.g., anticorruption, human rights, and labor rights), and people risks. Together, all **our ESG risk criteria make up over 20% of our total risk catalogue.**

Our risk catalogue includes the following categories:

8
compliance risk categories

8
financial risk categories

3
operational risk categories

2
technology risk categories

5
people risk categories

3
reporting risk categories

12
strategic risk categories

2
environmental risk categories

> 20%
ESG-related

> Our new risk framework has been built to ensure a strong relevance of ESG topics in our risk catalogue. This helps guarantee the alignment of our day-to-day activity with our sustainability strategy.

Risk monitoring and reporting

TCFD TASK FORCE ON CLIMATE–RELATED FINANCIAL DISCLOSURES

We have designated risk owners for each criterion across risk categories. They are responsible for the identification, monitoring, assessment, and escalation of the information flow inside our organization. These risk owners receive training on a regular basis in risk management processes and their responsibilities. We maintain a constant risk management information flow to ensure continuity in the analysis and detection of potential threats and new risks. Reports are submitted to risk owners with any risks identified in their areas of monitoring and responsibility, and summary reports are submitted to the CEO and presented to the Board of Directors.

We update our global risk catalogue and risk assessment scales every year, following an assessment questionnaire distributed among key interviewees. This risk-mapping process engages all our offices in every country to understand the actual risks faced by all members of our organization and their response mechanisms for events that may pose a risk or are a relevant lever to preserve the values of astara.

Along with our sustainable impact strategy, we are fully aware of the importance of sharing our path to mitigating the risks of climate change on our business model. We are working towards aligning our existing assessment of climate-related risks and opportunities with the methodology proposed by the Task Force on Climate-Related Financial Disclosures (TCFD). We will be sharing the result of our assessment in TCFD format from next year onwards.

Trained & committed risk owners

Ethics & compliance

At astara, we prioritize transparency, accountability, and the protection of sensitive information. We believe in open communication and disclosure to maintain trust with our stakeholders and diligently track incidents to ensure accountability and address any issues.
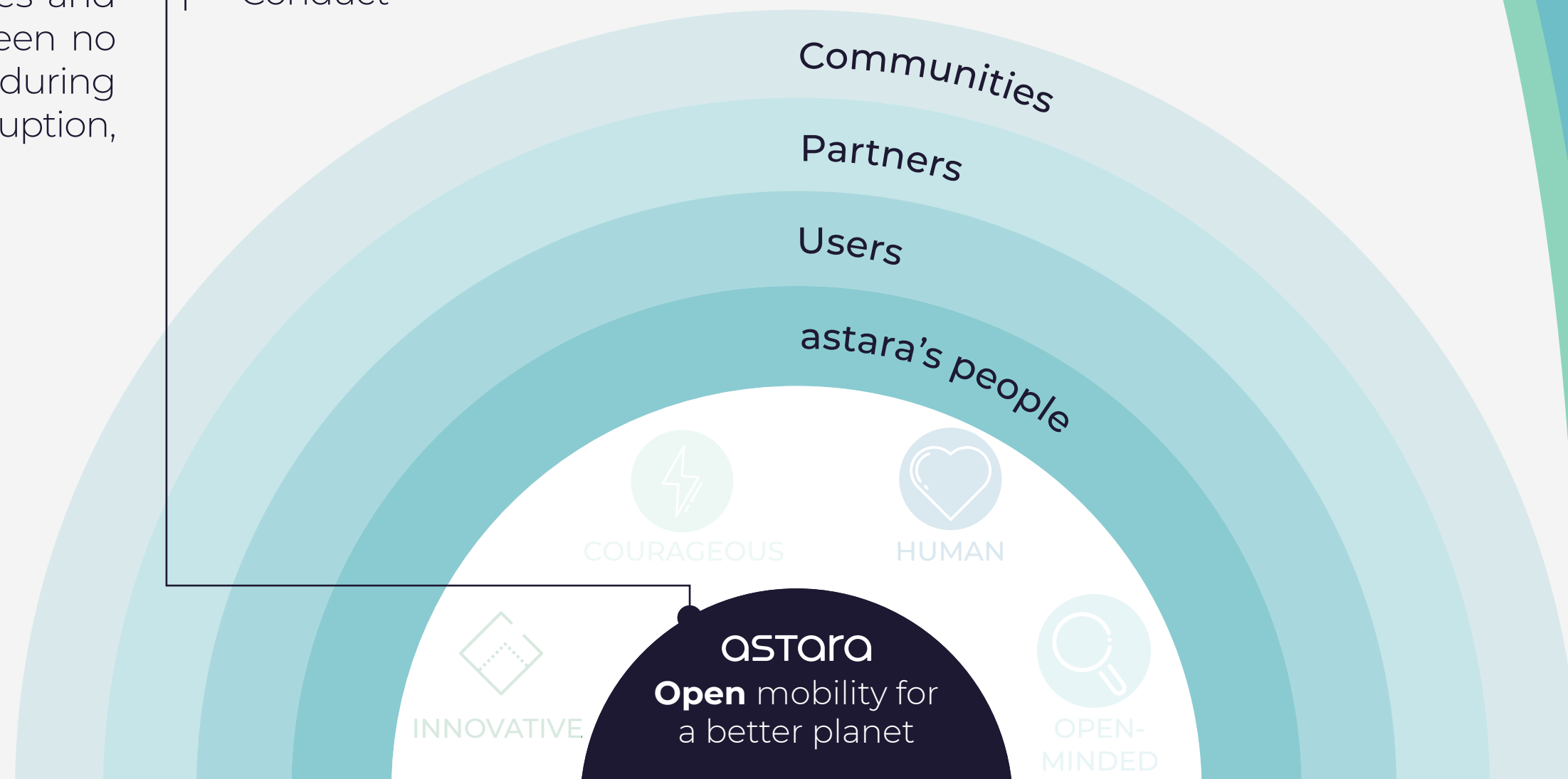
Our corporate ethics and compliance policies outline our dedication to ethical conduct, compliance, and stakeholder interest protection. They guide our company, emphasizing integrity in all our activities, and we continuously improve our practices by regularly updating our policies and monitoring capabilities.

In 2022 we reported three whistleblowing claims, but upon thorough investigation none were substantiated. We had zero customer data breaches, showcasing our robust security measures and commitment to safeguarding information. There have been no instances of noncompliance with laws and regulations during the reporting period, and no confirmed incidents of corruption, anticompetitive behavior, antitrust, or monopoly practices.

To ensure we maintain this high standard, our employees receive monthly reminders of our corporate policy on topics such as anticorruption, human rights, privacy, cyber security and competition - topics on which they are also regularly trained. New joiners are briefed and tested on our corporate policies, and trained on compliance, cybersecurity and privacy topics along their onboarding.

- Code of Ethics
- Ethics channel
- Supplier's Code of Conduct

Communities

Partners

Users

astara's people

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> Our unwavering ethics and compliance policies ensure integrity guides every aspect of our actions

Introducing our Code of Ethics

The purpose of our Code of Ethics is to define the principles and values that guide the way we operate. Our growth has been built on the trust placed in us by our employees, customers, shareholders, and other collaborators. Our new Code of Ethics, reviewed at the beginning of 2023, covers these elements that we believe are essential to the relationships of our company and employees with our various stakeholders.

1
2

astara
Code
of Ethics

3

2 People

- **Conflict of interest:** astara has a Conflict of Interest Policy establishing the principles and procedures to be followed by employees to avoid situations that could lead to a conflict between astara's and each employee's interests.

- **Personal data protection:** We have the firm commitment to adequately safeguard our users' data, ensuring that the process of collecting and storing it complies with the guarantees of confidentiality, integrity, and availability to the right people. This is ensured through our Data Protection Policy.

- **Diversity, equity, and inclusion:** We strive to foster a fair and respectful work environment for all employees and third parties. Discrimination and harassment are unacceptable behaviors going against the freedoms and rights of employees and are firmly rejected by astara, as laid out in our Prevention and intervention protocol against sexual and gender-based harassment.

- **Human rights:** We are fully committed to upholding human rights, both within our organization and in society as a whole and ensuring strict compliance with international human rights standards as per our Human Rights Policy.

1 Ethics and transparency

- **Bribery and corruption:** We are committed to observing all antibribery and anticorruption laws wherever astara is present and expect all employees and all value chain partners to comply with the provisions of this Code of Ethics. This is enforced through our Anti-Corruption and Anti-Bribery Policy.

- **Competition and antitrust:** Our Competition Policy ensures we comply with antitrust laws and regulations and ensure that all our business practices are fair and do not harm other competitors.

3 Planet

- **Sustainability:** We are committed to promoting environmental education and awareness among our employees, customers, and suppliers, so that we can work together to protect the planet as we outline in our Sustainability Policy.

Our initiatives:

Ethics channel

astara has also implemented an ethics channel through which any party can bring to the company's attention any breach in our values. This ethics channel can be used to report breaches of our Code of Ethics or violations of the law.

Our Compliance Committee, directly reporting to the Board of Directors, reviews all claims raised through our ethical channel and ensures a thorough investigation process. We guarantee full confidentiality for all instances and define appropriate actions to resolve and mitigate any issues identified.

In 2022, we received three claims through this channel, which were found to be unsubstantiated and closed after an in-depth review.

Our ethics channel promotes transparency and responsiveness, fostering a culture of trust and accountability.

Our ethics channel covers issues relating to the following topics:

Bribery and corruption

International trade controls

Human rights and protection of individuals

Fraud

Competition law

Personal data protection

Financial crime

Serious environmental damage

Conflicts of interest

Harassment and discrimination

astara's Supplier Code of Conduct

At astara, our suppliers are expected to adhere to our Code of Conduct, encompassing ethical, social, and environmental requirements. New supplier contracts going forward will refer to our Supplier's Code of Conduct, which is based on our values and guides our supply chain partners in actively contributing to our objectives. We seek to collaborate with companies sharing our commitment to the principles outlined in the code.

Our suppliers must refrain from engaging in corrupt practices, such as bribery or fraud. They must implement measures to prevent and detect such activities. Integrity and compliance with laws and regulations are paramount, including avoiding illicit practices that manipulate prices or hinder free competition and refraining from exerting undue influence in commercial relationships.

In relation to people, our suppliers must uphold the principles of the Universal Declaration of Human Rights and recommendations by the International Labour Organization. This includes promoting diversity, equal opportunities, and nondiscrimination in recruitment, as well as providing a safe and healthy workplace.

We also expect our suppliers to demonstrate environmental responsibility. This involves compliance with regulations concerning environmental protection and implementing measures to mitigate any negative environmental impact. By working together with our supplier network, we aim to establish sustainable business relationships helping us achieve our goals. And we expect our supply chain partners to not only adhere to these principles but to also extend them to their own supply chains.

Ensuring our suppliers align with our values in business decisions, people practices, and environmental responsibilities

Sustainability strategy recap

INNOVATIVE
astara's technology as a catalyst for green & digital mobility

COURAGEOUS
Bold actions for a better planet

Open
mobility for a better planet

OPEN-MINDED
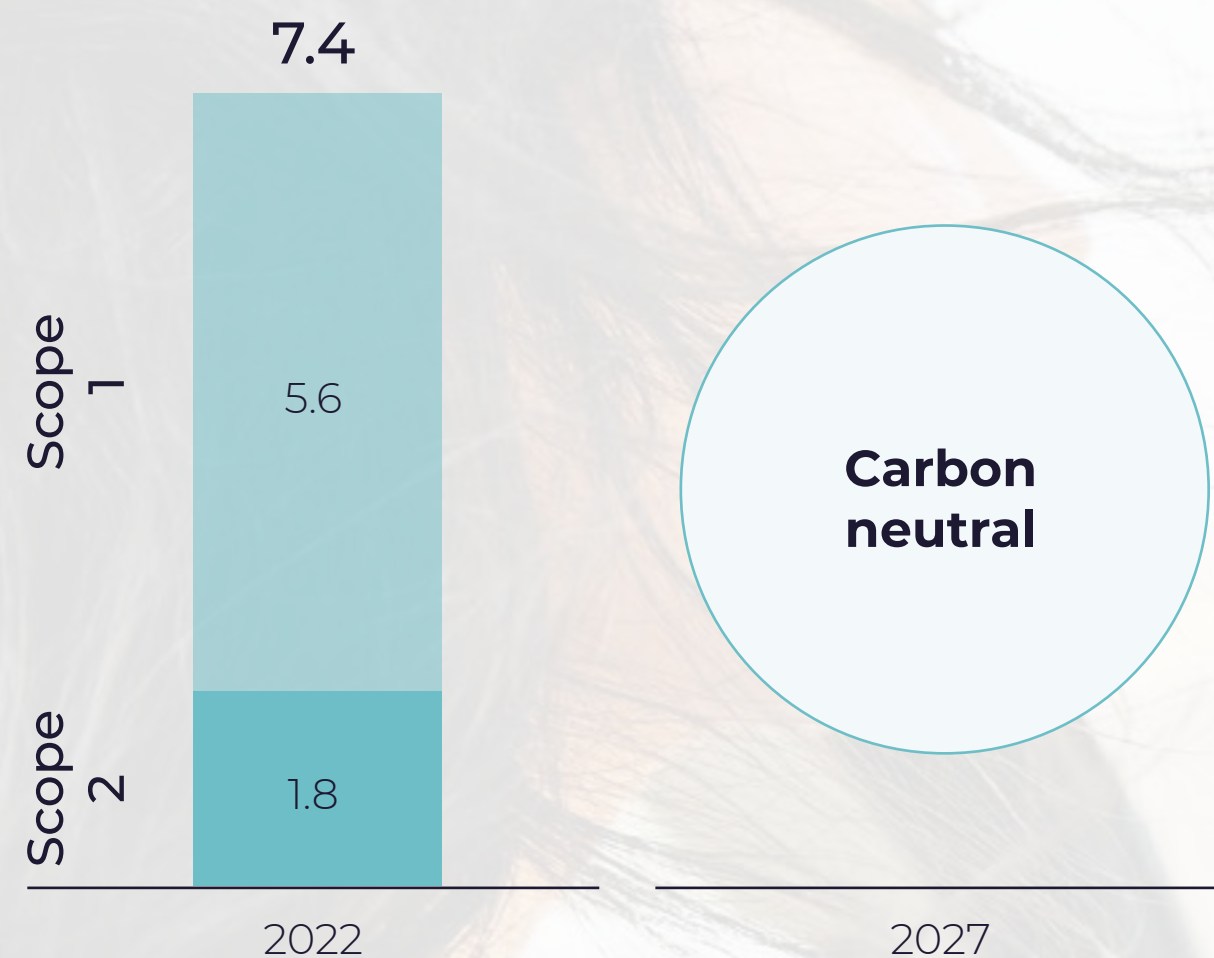Impact beyond our limits

HUMAN
Elevating our people

Summary of our sustainability commitments

Emissions targets

Climate change mitigation

Emissions footprint
kt CO_2e

7.4

Scope 1: 5.6

Scope 2: 1.8

2022

2027

Carbon neutral

100%
renewable energy by 2027

100%
electrified fleet by 2030[9]

- Report climate change risk assessment in 2024
- Create a carbon-removal oriented offsetting portfolio

9. In line with EV100 requirements
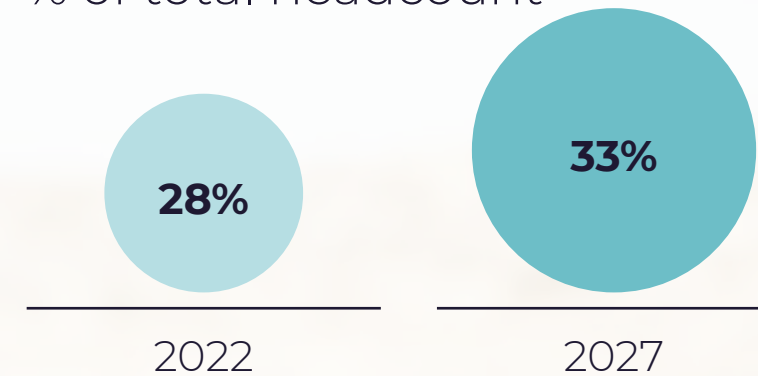
People targets

People & talent management

Employee engagement
eNPS

46 — 2022

50 — 2027
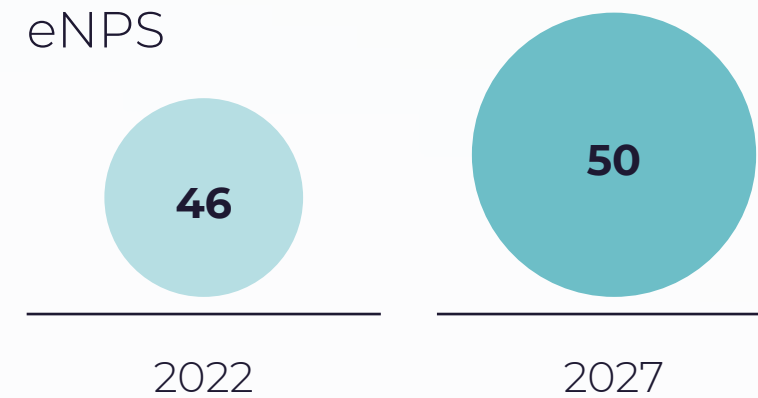
Diversity & inclusion

Women representation
% of total headcount

28% — 2022

33% — 2027

Social commitment

(En)abled
# of astara countries

2 — 2022

10 — 2027
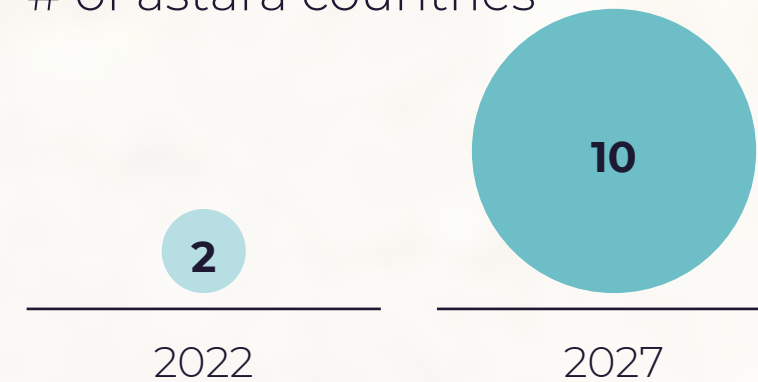
People commitments

People & talent management

- "Wellbeing@astara"
- "Rookies"
- Global talent identification

Diversity & inclusion

- Women in leadership target
- Individuals with disabilities target
- "Women Pioneers"
- "Women@astara"

Social commitment

- "Juntos a trabajar / To work, together"

Human rights

- Supplier code of conduct

Operational safety & security

- Standardize local safety & security guidelines
- Automatize measurement of ESG KPIs

Message from the Chief People & Sustainability Officer

This past year we embarked on a transformative journey for astara. I would like to thank the entire astara team for working tirelessly on devising and implementing our sustainability strategy. I am absolutely astonished by the incredible commitment and dedication of our people.

Our new sustainability strategy truly embodies our mission of being 'The Open Mobility Company', placing astara's environmental and social impact at the heart of our business. I am very proud of the profound effect our sustainability strategy is having on our corporate culture and on our thriving offering of green mobility solutions.

We have an exciting journey ahead. Bold environmental targets are being translated into powerful initiatives, such as electrifying our employee fleet, switching all our energy consumption to renewable sources, or joining EV100.

Ambitious social commitments are expanding our positive impact on our people and the communities in which we operate. We are rolling out influential and innovative global programs especially focused on strengthening professional development, well-being, and diversity and inclusion. In addition, we are extending the scope of our social programs to support communities in need across the globe, one of the axes of our strategy of which I feel the proudest.

While recognizing we are at the beginning of a long road, I am confident that the great passion and dedication shown by our people will empower us to honor our commitments and blaze new trails in sustainable mobility, helping us become agents of sustainable impact and change.

Rocío Rufilanchas

08.
Appendix

GRI index (I/IV)

STATEMENT OF USE	astara has reported the information cited in this GRI content index for the period 01/01/2022 to 31/12/2022 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Who we are - Our business model **(page 8)**
	2-2 Entities included in the organization's sustainability reporting	Message from the CEO & About this report **(page 2)**
	2-3 Reporting period, frequency and contact point	Message from the CEO & About this report **(page 2)**
	2-4 Restatements of information	Not applicable
	2-5 External assurance	About this report **(page 2)**
	2-6 Activities, value chain and other business relationships	Who we are - Our business model **(page 9)**
	2-7 Employees	Who we are - Our business model **(page 9)**
	2-8 Workers who are not employees	Confidentiality constraints limit our ability to report all disclosures
	2-9 Governance structure and composition	astara's sustainability strategy - Corporate governance **(page 16)**
	2-10 Nomination and selection of the highest governance body	astara's sustainability strategy - Corporate governance **(page 16)**
	2-11 Chair of the highest governance body	astara's sustainability strategy - Corporate governance **(page 16)**
	2-12 Role of the highest governance body in overseeing the management of impacts	astara's sustainability strategy - Corporate governance **(page 17)**
	2-13 Delegation of responsibility for managing impacts	astara's sustainability strategy - Corporate governance **(page 17)**
	2-14 Role of the highest governance body in sustainability reporting	astara's sustainability strategy - Corporate governance **(page 17)**
	2-15 Conflicts of interest	Confidentiality constraints limit our ability to report all disclosures
	2-16 Communication of critical concerns	Confidentiality constraints limit our ability to report all disclosures
	2-17 Collective knowledge of the highest governance body	Confidentiality constraints limit our ability to report all disclosures
	2-18 Evaluation of the performance of the highest governance body	Confidentiality constraints limit our ability to report all disclosures
	2-19 Remuneration policies	Confidentiality constraints limit our ability to report all disclosures
	2-20 Process to determine remuneration	Confidentiality constraints limit our ability to report all disclosures
	2-21 Annual total compensation ratio	Confidentiality constraints limit our ability to report all disclosures
	2-22 Statement on sustainable development strategy	Message from the CEO & introduction **(page 3)**
	2-23 Policy commitments	astara's sustainability strategy - Corporate governance **(page 17)**

GRI index (II/IV)

GRI STANDARD	DISCLOSURE	LOCATION
	2-24 Embedding policy commitments	astara's sustainability strategy - Corporate governance **(page 17)**
	2-25 Processes to remediate negative impacts	Confidentiality constraints limit our ability to report all disclosures
	2-26 Mechanisms for seeking advice and raising concerns	Ensuring a strong foundation - Ethics & compliance **(page 68)**
	2-27 Compliance with laws and regulations	Ensuring a strong foundation - Ethics & compliance **(page 67)**
	2-28 Membership associations	astara's sustainability strategy - Corporate governance **(page 18)**
	2-29 Approach to stakeholder engagement	astara's sustainability strategy - Our ambition **(page 12)**; astara's sustainability strategy - Materiality definition **(page 14)**;
	2-30 Collective bargaining agreements	Confidentiality constraints limit our ability to report all disclosures
GRI 3: Material Topics 2021	3-1 Process to determine material topics	astara's sustainability strategy - Materiality definition **(page 14)**
	3-2 List of material topics	astara's sustainability strategy - Materiality definition **(page 14)**
	3-3 Management of material topics	astara's sustainability strategy - Materiality definition **(page 15)**
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Who we are - Our business model **(page 8)**
	201-2 Financial implications and other risks and opportunities due to climate change	Ensuring a strong foundation - Risk management **(page 8)**
	201-3 Defined benefit plan obligations and other retirement plans	Confidentiality constraints limit our ability to report all disclosures
	201-4 Financial assistance received from government	Confidentiality constraints limit our ability to report all disclosures
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ensuring a strong foundation - Ethics & compliance **(page 67)**
	205-2 Communication and training about anti-corruption policies and procedures	Ensuring a strong foundation - Ethics & compliance **(page 67)**
	205-3 Confirmed incidents of corruption and actions taken	Ensuring a strong foundation - Ethics & compliance **(page 67)**
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ensuring a strong foundation - Ethics & compliance **(page 67)**
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Data not available
	303-2 Management of water discharge-related impacts	Data not available
	303-3 Water withdrawal	Data not available
	303-4 Water discharge	Data not available
	303-5 Water consumption	**COURAGEOUS** Bold actions for a better planet - Environmental protection **(page 34)**
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	**COURAGEOUS** Bold actions for a better planet - Climate change mitigation **(page 27)**; Appendix & GRI index - Additional information on emissions **(page 81)**

GRI index (III/IV)

GRI STANDARD	DISCLOSURE	LOCATION
	305-2 Energy indirect (Scope 2) GHG emissions	**COURAGEOUS** Bold actions for a better planet - Climate change mitigation **(page 30)**; Appendix & GRI index - Additional information on emissions **(page 81)**
	305-3 Other indirect (Scope 3) GHG emissions	**COURAGEOUS** Bold actions for a better planet - Climate change mitigation **(page 26)**;
	305-4 GHG emissions intensity	Appendix & GRI index - Additional information on emissions **(page 81)**
	305-5 Reduction of GHG emissions	Not applicable: 2022 is our emission baselining year
	305-6 Emissions of ozone-depleting substances (ODS)	Data not available
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Data not available
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	**COURAGEOUS** Bold actions for a better planet - Environmental protection **(page 35)**
	306-2 Management of significant waste-related impacts	**COURAGEOUS** Bold actions for a better planet - Environmental protection **(page 35)**
	306-3 Waste generated	**COURAGEOUS** Bold actions for a better planet - Environmental protection **(page 35)**
	306-4 Waste diverted from disposal	Data not available
	306-5 Waste directed to disposal	Data not available
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	**HUMAN** Elevating our people - People & talent management **(page 39)**
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Confidentiality constraints limit our ability to report all disclosures
	401-3 Parental leave	Confidentiality constraints limit our ability to report all disclosures
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Ensuring a strong foundation - Operational safety & security **(page 61)**
	403-2 Hazard identification, risk assessment, and incident investigation	Confidentiality constraints limit our ability to report all disclosures
	403-3 Occupational health services	Confidentiality constraints limit our ability to report all disclosures
	403-4 Worker participation, consultation, and communication on occupational health and safety	Confidentiality constraints limit our ability to report all disclosures
	403-5 Worker training on occupational health and safety	Ensuring a strong foundation - Operational safety & security **(page 62)**
	403-6 Promotion of worker health	**HUMAN** Elevating our people - People & talent management: **(page 41)**
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Ensuring a strong foundation - Operational safety & security **(page 61)**

GRI index (IV/IV)

GRI STANDARD	DISCLOSURE	LOCATION
	403-8 Workers covered by an occupational health and safety management system	Ensuring a strong foundation - Operational safety & security **(page 61)**
	403-9 Work-related injuries	Ensuring a strong foundation - Operational safety & security **(page 61)**
	403-10 Work-related ill health	Ensuring a strong foundation - Operational safety & security **(page 61)**
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	**HUMAN** Elevating our people - People & talent management **(page 44)**
	404-2 Programs for upgrading employee skills and transition assistance programs	**HUMAN** Elevating our people - People & talent management **(page 44)**
	404-3 Percentage of employees receiving regular performance and career development reviews	Data not available
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	astara's sustainability strategy - Corporate governance **(page 16)**; HUMAN Elevating our people - Diversity & inclusion **(page 47)**
	405-2 Ratio of basic salary and remuneration of women to men	Confidentiality constraints limit our ability to report all disclosures
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	**HUMAN** Elevating our people - Diversity & Inclusion **(page 47)**
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	**OPEN-MINDED** Impact beyond our limits - Social commitment **(page 56)**
	413-2 Operations with significant actual and potential negative impacts on local communities	No identified operations with significant actual and potential negative impacts on local communities
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ensuring a strong foundation - Ethics & Compliance **(page 66)**

astara's contribution to the UN Sustainable Development Goals (I/III)

In this section, we provide our vision, actions, and concrete initiatives we are taking towards the advancement of the UN Sustainable Development Goals.

Given the nature of our business and our presence across the mobility space, our business activity today mainly contributes to the following goals: 8. Decent work and economic growth, 9. Industry, innovation, and infrastructure, 11. Sustainable cities and communities.

Through our organizations' purpose and our sustainability strategy, we are focused on growing and maximizing our impact on the following goals: 10. Reduced inequalities, 12. Responsible consumption and production, and 13. Climate action. This is rooted in our conviction and mission to become a positive environmental and social impact force for our users, across the mobility space, and beyond.

We are also committed to our contribution to the goals that are embedded in our organization's values, and which are at the center our people's expectations: 3. Good health and well-being, 4. Quality education, 5. Gender equality, 6. Clean water and education, 7. Affordable and clean energy, 16. Peace, justice and strong institutions, 17. Partnerships for the goals.

	GOOD HEALTH AND WELL-BEING	QUALITY EDUCATION	GENDER EQUALITY	CLEAN WATER AND SANITATION
SDC description	Ensure healthy lives and promote wellbeing for all at all ages	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Achieve gender equality and empower all women and girls.	Ensure availability and sustainable management of water and sanitation for all.
astara's contribution	We are investing to maintain a safe and healthy environment for everyone in the workplace and to contribute to the physical and mental wellbeing of all our people.	We are focused on growing and developing our people, delivering trainings to our employees and offering learning opportunities to members of our community.	We strive to advance gender equality and women empowerment. We are launching new programs and initiatives to contribute to women's growth and development.	We are developing solutions to decrease net water consumption and mitigate the impact of our water usage.
	Wellbeing@astara; Providing access to healthcare to all employees; Occupational risk prevention protocol.	Knowledge hub; English classes; (En)abled; Dual training program.	Women@astara; Women Pioneers.	Closing the water loop in Chile and Bolivia.

astara's contribution to the UN Sustainable Development Goals (II/III)

	AFFORDABLE AND CLEAN ENERGY	DECENT WORK AND ECONOMIC GROWTH	INDUSTRY, INNOVATION AND INFRASTRUCTURE	REDUCED INEQUALITIES
SDG description	Ensure access to affordable, reliable, sustainable and modern energy for all.	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	Reduce inequality within and among countries.
astara's contribution	We are advancing the production of renewable energy, producing it ourselves or sourcing it through our partners.	We contribute to the development of our communities as an engine for employment and economic growth and push for the respect of fair working conditions across our value chain.	We are transforming mobility towards digital, sustainable, and accessible services, contributing to the development of solid human infrastructure based on technological innovation.	We attempt to reducing inequalities through our increased access to mobility and our social initiatives as we strive to mobilize our business as a element of empowerement.
	Renewable energy in Chile, Portugal, Spain, Belgium; Installation of solar panels in Chile & Spain.	Supplier Code of Conduct; Human Rights corporate policy; Ethics channel; (En)abled.	astara Move; astara Connect; advisory services.	astara Move; Women@astara; Women Pioneers; (En)abled; astara Intelligence and Smart Cities; Juntos a trabajar.

astara's contribution to the UN
Sustainable Development Goals (III/III)

	SUSTAINABLE CITIES AND COMMUNITIES	RESPONSIBLE CONSUMPTION AND PRODUCTION	CLIMATE ACTION	PEACE, JUSTICE, AND STRONG INSTITUTIONS	PARTNERSHIP FOR THE GOALS
SDG description	Make cities and human settlements inclusive, safe, resilient and sustainable.	Ensure sustainable consumption and production patterns.	Take urgent action to combat climate change and its impacts.	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Strengthen the means of implementation and revitalize the global partnership for sustainable development.
astara's contribution	We are working towards increasing access to green and digital mobility, we want to support the development of increasingly sustainable and connected communities.	We are developing new mobility services to increase the shared use of vehicles and encourage efficient and sustainable driving practices.	We are on a mission to make our business a sustainability steering force and transform the mobility space.	We are reinforcing our governance model to increase effectiveness and transparency for the benefit of all our stakeholders. We engage in responsible business practices.	We are partnering with key actors across the mobility space and beyond committed to the advancement of sustainable mobility and sustainable development.
	astara Move; astara Connect; astara Intelligence and Smart Cities; Juntos a trabajar.	astara Move; astara Connect, astara Intelligence and Smart Cities.	Emission baselining in 2022; carbon neutrality in 2027; 100% fleet electrification in 2030; offsetting strategy & policy.	Competition corporate policy; compliance corporate policy; conflict of interest corporate policy.	UN Global Compact; EV100; Finnish e-mobility association Sähköinen liikenne E-mobility; car recycling organization Suomen Autokierrätys Oy; Swedish mobility association Mobility Sweden; Colombian association for sustainable mobility Andemos.

Additional information on emissions

Methodology

All relevant greenhouse gases, as stated in the IPCC Assessment Report, were taken into account in the calculations (for both Scope 1 and Scope 2). These include carbon dioxide (CO_2), methane (N_2O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3). They have been converted to CO_2 equivalents (CO_2e) as a basic unit and multiplied by their global warming potential (GWP).

Sources of emissions/emission factors used to compute our emissions baselining include:

· The United Kingdom's Department for Environment, Food & Rural Affairs (DEFRA)

· The Intergovernmental Panel on Climate Change (IPCC)

· Emissions reported directly by our electricity providers (variates geographically)

Total emissions intensity (Scope 1 & Scope 2):

Revenues: 5,000 Mn€; Emissions: 7,400t CO_2e

Emission intensity (revenue-based) is equal to 1.48t CO_2e/Mn€ (Emissions: 7,400t CO_2e/Revenues: 5,000 Mn€)

Scope 2 (location-based)

Scope 2 emissions calculated using the location-based method are almost 2.2kt CO_2e.

Scope 2 emissions calculated using the market-based method are almost 1.8kt CO_2e.

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If you have any questions about this report, please reach out through our contact form on our website