



Sustainability Report 2025

Prepared in accordance with the voluntary
sustainability reporting standard VSME

Virta Global Ltd

Sustainability Report 2025

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01 About Virta



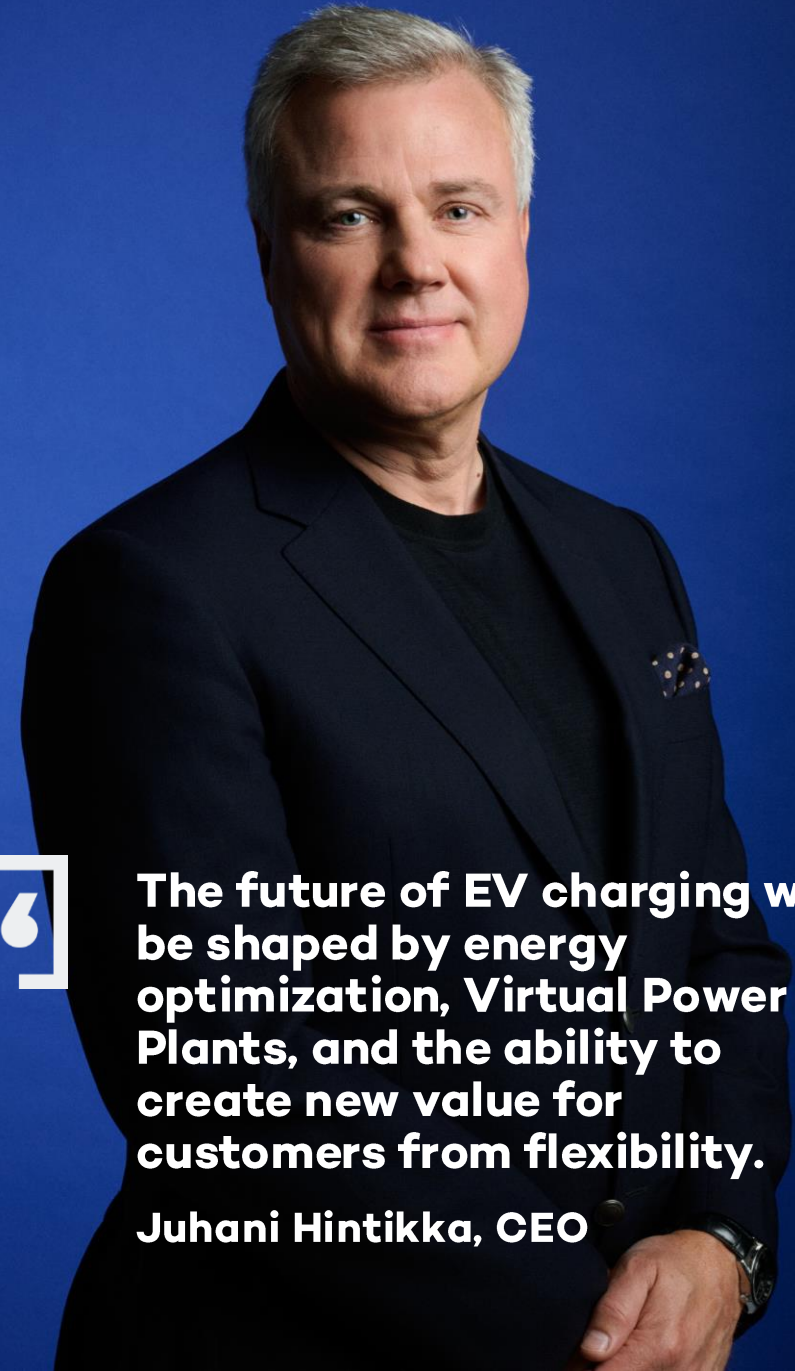
CEO's Greetings

In 2025, the EV charging market continued to mature. The focus is shifting from growth alone to sustainable, profitable, and reliable growth. Charging infrastructure must serve drivers reliably, create value for operators, and integrate intelligently with the energy system.

A key milestone of the year was the acquisition of Northe, a Scandinavian leader in EV fleet management software and services. Together, we form the largest B2B EV driver platform in the Nordics, serving well over 100,000 active EV drivers. This strengthens our ability to help leasing companies, rental car firms, corporate fleets, and other operators electrify their fleets simply and economically.

Energy markets are equally central to our future. As the share of renewable energy in the grid grows, electricity systems need more flexibility. Through smart charging and Virtual Power Plant technologies, Virta can work with customers and partners to improve the flexibility and resilience of the energy system.

Looking ahead to 2026, we will focus on reliable services, customer experience, higher charging network utilisation, stronger fleet solutions, and energy services that create measurable value. Sustainability and business transformation go hand in hand at Virta. Together with our customers, partners, employees, and shareholders, we are building the next phase of electric mobility and energy flexibility.



The future of EV charging will be shaped by energy optimization, Virtual Power Plants, and the ability to create new value for customers from flexibility.

Juhani Hintikka, CEO

Virta in Brief

Founded in Helsinki in 2013, Virta is a global pioneer in developing smart electric vehicle charging services. We provide solutions for everything you need to manage your EV charging business: charging network & business management, transactions, pricing, payments & invoicing, EV driver and fleet services, roaming, and energy & virtual power plant services.

Virta's vision is a future of sustainable mobility made possible by connected electric vehicles (EVs). To fulfill this vision, Virta's mission is to develop and offer charging solutions that are easy and profitable for businesses while making charging effortless for EV drivers.

Virta's core offering is an end-to-end charging solution that includes everything needed to build, operate, and scale smart electric vehicle charging operations and businesses in a fast and cost-effective way. Besides this standard end-to-end charging solution, Virta offers modular solutions for large enterprises looking to operate EV charging networks at a continental level.

As of today, Virta's platform is used by over 1,000 private and public companies and organizations in charging network business as well as utility, petrol retail, retail, hotel, real estate, parking, and automotive industries. Virta operates in 37 countries worldwide. As a global EV charging forerunner, Virta had over 40 active patent families at the end of 2025, consisting of granted and pending assets, with a focus on energy management capabilities central to future connected energy and mobility ecosystems.

In Virta's value chain, suppliers operate mainly in EV charging hardware and cloud and SaaS services, supported by IT, logistics, payment, and professional services. Virta's EV hardware suppliers are mainly European, complemented by selected global suppliers, while its cloud and software suppliers are global operators.

Key metrics

+1000
professional
charging
networks
operating on
Virta's platform

+21 million
charging
events in the
Virta network

202,813 tCO₂e
Scope 4
positive climate
impact 2025

+880,000
EVSE
accessible incl.
roaming

Every 1.5 sec
a charging
event occurs in
Virta's network

37
countries with
charging
networks on
the Virta
platform

28
different
nationalities

40 +
active patent
families



The background of the page is a photograph of a bright blue electric car parked at a charging station. A black charging cable with a "HPC" (High Power Charge) connector is plugged into the car's charging port. The car is parked on a paved surface, and another yellow car is visible in the background. The scene is brightly lit, suggesting a sunny day.

02 General Information

Basis for Report Preparation

The sustainability report has been prepared in accordance with the Voluntary Sustainability Reporting Standard (“VSME”) developed by the European Financial Reporting Advisory Group (“EFRAG”). The report includes the basic and comprehensive modules of the VSME related to topics that are relevant to Virta’s operations. If a topic has not been identified as material to the company's operations or the topic does not concern the company's operations, the topic has not been reported.¹

In preparation for VSME reporting, a materiality analysis was conducted to determine which VSME standard disclosures should be reported. The VSME standard is divided into two modules:

- 1) basic module (B1-B11), being a minimum reporting requirement for most undertakings and
- 2) comprehensive module (C1-C9), including additional data points likely to be requested by stakeholders such as investors and clients.

Undertakings may report their sustainability information either according to the basic module only or both basic and comprehensive modules. The basic module is a prerequisite for the comprehensive module.

To assess the materiality of the disclosures, each disclosure was inspected by estimating their significance to Virta’s operations and stakeholders. The previously conducted double materiality analysis (“DMA”), made in preparation for the Corporate Sustainability Reporting Directive (“CSRD”), was used as a basis for the assessment. As a result, most of the disclosures were seen as material for Virta. The disclosures that are reported can be found from the *VSME index*.

The sustainability report applies to the whole Virta Group, including Liikennevirta Oy and its subsidiaries. The reporting period is from 1st of January 2025 to 31st of December 2025.

¹) See *VSME index* (p. 36).

General Information About Virta

GENERAL INFORMATION

Reporting entity	Liikennevirta Oy
Legal form	Private limited liability undertaking
Identifier of the reporting entity (EU ID)	FIPRO.2588986-2
Sector classification code(s) (NACE)	D35.1.4 - Trade of electricity
Country of primary operations	Finland

KEY FIGURES

Turnover (MEUR)	70.5
Number of employees ¹	226

OWNED, LEASED AND MANAGED SITES

Company / office	Country	Address	
Liikennevirta Oy	Finland	Energiakatu 4	00180 Helsinki
Northe (Charge4go AB)	Sweden	Strandvägen 47	114 56 Stockholm
Virta Eastern Europe S.R.L.	Romania	Euro Tower, Str. Dinu Vintilă 11	021101 Bucharest
Virta International GmbH	Germany	Akazienstr. 3a	10823 Berlin
Virta Ltd	UK	G2 288, Bishopsgate	London EC2M 4QP
Virta Ltd Pte	Singapore	3 Church Street, #15-02 Samsung Hub	Singapore (049483)
Virta Nordic AB	Sweden	Strandvägen 47	114 56 Stockholm
Virta SARL	France	7 rue de Madrid	75008 Paris

1) Headcount, at the end of the reporting period.

Sustainability-Related and Other Certificates

SUSTAINABILITY-RELATED AND OTHER CERTIFICATES

Company	Certificate	Issuer	Date	Rating score
Liikennevirta Oy	EcoVadis	EcoVadis	October 22 nd , 2025	Bronze
Liikennevirta Oy	ISO 27001	KPMG IT Certification Ltd	June 27 th , 2019 (applicability version 2.00 June 27 th , 2025)	Valid certification



We use EcoVadis to assess hardware suppliers and manage social risks.

Sustainability Practices, Policies, and Initiatives

At Virta, we have existing sustainability practices, policies and future initiatives that address the following sustainability issues:

- Climate change
- Circular economy
- Own workforce
- Workers in the value chain
- Consumers and end-users (indirectly), and
- Business conduct.

Our sustainability policy, EcoVadis rating and Modern Slavery Statement are publicly available on Virta's webpage.

Climate change and circular economy

Our climate change related sustainability policy focuses on making mobility carbon free through energy efficiency, renewables, and electrification. It includes greenhouse gas monitoring and scope 1-3 reporting as well as carbon handprint calculations. Our targets are to improve insight into energy types used in Virta locations, to choose renewable energy when possible, and to publish annual sustainability reporting.

At Virta, we aim to move towards a circular model where waste is avoided and materials are reused. Focus areas include electronics reuse, recycling, and sustainable office practices. We also follow the initiatives of our main suppliers and their plans on circular economy. Our own target for circular economy is to ensure that recycling possibilities are available at all offices.

Own workforce and workers in the value chain

Our sustainability policy related to own workforce covers diversity, health and safety, employee wellbeing, equal opportunity, and professional development (including eNPS, training, and 1-on-1s). At Virta, our targets are to have zero incidents of discrimination or abuse, 100% participation in diversity and inclusion training, and zero occupational health incidents.

We address workers in our value chain through the supplier code of conduct and human rights commitments. We use EcoVadis to assess hardware suppliers and manage social risks.

Consumers and end users, and business conduct

At Virta, our public-facing sustainability positioning and policy around sustainable charging and energy are relevant to customers and end users. We also monitor customer satisfaction.

Virta has a business conduct which includes the Code of Conduct, anti-corruption/bribery measures, whistleblowing, privacy/data security (ISO 27001), and sustainable procurement. We pursue zero incidents of corruption or bribery, 100% of employees reading the Code of Conduct, and 100% completion of GDPR training.

Sustainability Governance

Sustainability is a company-wide responsibility and underlying vision for Virta’s operations. Therefore, all employees contribute through their daily work to create a more sustainable future for mobility.

At Virta, practical and strategic sustainability efforts are led and managed by Chief People Officer and Senior Sustainability Manager. Key sustainability matters, risks and opportunities are brought to the company management group on a regular basis.

The Board of Directors has overall responsibility for sustainability matters, and it regularly oversees sustainability impacts, risks and opportunities. Both the Board of Directors and Executive Leadership Team offer insights, feedback, and support to the organization in formulating a sustainability strategy.

All sustainability-related key policies and reports undergo board review and are approved by the Executive Leadership Team before publication. Additionally, any critical concerns or whistleblowing cases are reported to the Board of Directors.

Our values

Striving for a sustainable future

Virta strives towards a cleaner future, thinks ahead, and performs accordingly. We value environmental, economic, and social sustainability. Despite the challenge grandiosity, we are committed to making our best effort to change the world for good.

Making things happen & work in practice

We value making things happen in practice. We are not a company that only talks about disruptions, but we make them happen with visible business results.

Growing together and individually

Growth is valuable for us and always worthwhile pursuing. The market is growing rapidly, and our target is to grow even faster. Continuous growth is only achieved when we can convince our customers to use our services again and again.

Helping each other succeed

While it is important to have clear individual goals and targets, our most successful results happen when people within our company help each other out. When we work together, our performance shows.



An aerial photograph of a man in a maroon shirt and a brown hat charging a black electric car. The car is parked on a gravel surface next to a wooden deck. The man is holding a charging cable connected to the car. In the background, there is a house with a blue roof and solar panels. A small black bag is on the deck near the car. The scene is surrounded by greenery and rocks.

03 Environmental Disclosures

Virta's Environmental Impact

Virta's solutions are a key part of building zero emission mobility. Through offering the necessary services to seamlessly integrate electric vehicle charging with energy systems, we can effectively reduce emissions in both transportation and energy sectors. You can read more about this in the *Avoided emissions* section.

At Virta, we also strive to minimize the negative impacts from our operations. We have identified GHG emissions as being the most material negative impact on the environment and have calculated our emissions according to the GHG Protocol.



We believe it is essential to understand our company's environmental impacts.

Energy Consumption at Virta’s Offices

Energy consumption	Renewable	Non-renewable	Total
Electricity and district heating (MWh)	273	70	342
Fuels (MWh)	0	0	0
Total	273	70	342

The energy consumption figures include only scope 2 energy consumption at Virta’s offices as we did not use any fuels in our operations. At Virta, renewable or CO₂ free electricity is bought whenever available. If renewable or CO₂ free electricity was not a feasible option (e.g., if electricity was included in the rent), guarantees of origin were purchased.

For some offices, information on the energy source used for district heating and/or district cooling was not available. In those cases, the energy was assumed to be non-renewable. All electricity covered with guarantees of origin was categorized as renewable. District heating in Sweden was assumed to follow the local production distribution (Stockholm Energi).

Virta's Carbon Footprint

We believe it is essential to understand our company's environmental impacts. A summary of our greenhouse gas emissions for scopes 1-3 is presented in the following pages. Scope 1 refers to the direct emissions from owned or controlled assets. Scope 2 refers to indirect emissions from purchased energy. Scope 3 emissions are indirect emissions from assets not owned or controlled by Virta, but which we indirectly impact through our value chain.

Our total *market-based* emissions in 2025, including all scopes, amounted to 55,005 tCO₂e. That means our emissions increased by 2.2% compared to the previous financial year. The changes from 2024 to 2025 can be explained by several factors, but the main contributor is the 5% increase in charged electricity leading to larger emissions in category 3.11 *Use of Sold Products*.

The *location-based* emissions amounted to 55,029 tCO₂e.



Carbon Footprint Reporting Principles

Emissions have been calculated according to the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. For scope 3, Virta includes all material categories and immaterial categories are omitted. Decisions on omission are always made based on materiality, which is separate from the question of availability and quality of data.

Calculations boundaries have been set according to the operational control approach and calculations include the parent company Liikennevirta Oy (Finland) and subsidiaries Northe (Charge4go AB, Sweden), Virta Eastern Europe S.R.L. (Romania), Virta International GmbH (Germany), Virta Ltd (UK), Virta Ltd Pte (Singapore), Virta Nordic AB (Sweden), and Virta SARL (France). Electricity and emission factors of electricity production have a significant impact on the carbon footprint of Virta.

For the year 2025, emission factors from the International Energy Agency (IEA) were chosen to calculate the carbon footprint of the category 3.11 *Use of Sold Products*. The emission factors reflect greenhouse gas emissions from electricity in 2021. For transportation emissions, the emission factors by DEFRA (Department for Business, Energy & Industrial Strategy, 2021) were used to calculate the transportation emissions.

Scope 3 Reporting Principles

Purchased goods and services: Includes data center services, laptops, computers, and other IT equipment. The emissions were calculated by using the hybrid method of GHG Protocol, which uses a combination of supplier-specific activity data (when available) and secondary or average data to fill the gaps. The lifetime of all leased equipment was assumed to be 4.5 years.

Charging stations: Charging hardware is bought from several suppliers. For some, there are supplier-specific emission data available, and this data was always preferred. If no specific emission data was available, mass-based estimates were used and in cases where neither was possible, estimates based on literature were used.

Fuel and energy related activities: The activity is the extraction, production, and transportation of electricity, which were consumed in vehicles leased by Virta. Emissions were calculated by using a distance-based method of the GHG Protocol. The number of annual kilometers was based on the leasing agreements' maximum annual mileage. A unique, car model-based fuel type consumption value (l/km or kWh/km) was set for each vehicle. A country-specific average emission factor of electricity production, based on the vehicle's location, was used.

Upstream transportation and distribution: The GHG Protocol's distance-based method was used for this category. The calculation includes direct and indirect emissions of transportation. The transportation distances were assumed based on the sending and receiving country information. The different transport modes were assumed to be either ship or truck. Assumptions were also made about the type of ship or truck used.

Waste generated in operations: Emissions were calculated by using the average data method of the GHG Protocol. Data on annual waste amounts were available from the Finnish, German, Swedish (Malmkillnadsgatan) and Romanian offices. This average waste generation was used to estimate the amount of waste from other offices with no waste data, i.e., French and English offices.

Business travel: Virta has included airplanes, cars and trains for business travel in 2025. Distances of business flights were estimated with an online tool. For car transportation, all trips were made with electric vehicles. For the calculation it was assumed they were all battery electric vehicles (BEVs).

Employee commuting: Calculations are based on the employee survey conducted every second year. A new survey was conducted for 2025 calculations.

Upstream leased assets: Includes leased computers. The estimated lifetime of a computer was 4.5 years, meaning that the emissions from leased computers were divided by 4.5 to get the annual share of emissions.

Use of sold products: The category includes the amount of energy charged on Virta's platform. An average emission factor for electricity generation has been set for each country. In some cases, a global average was used.

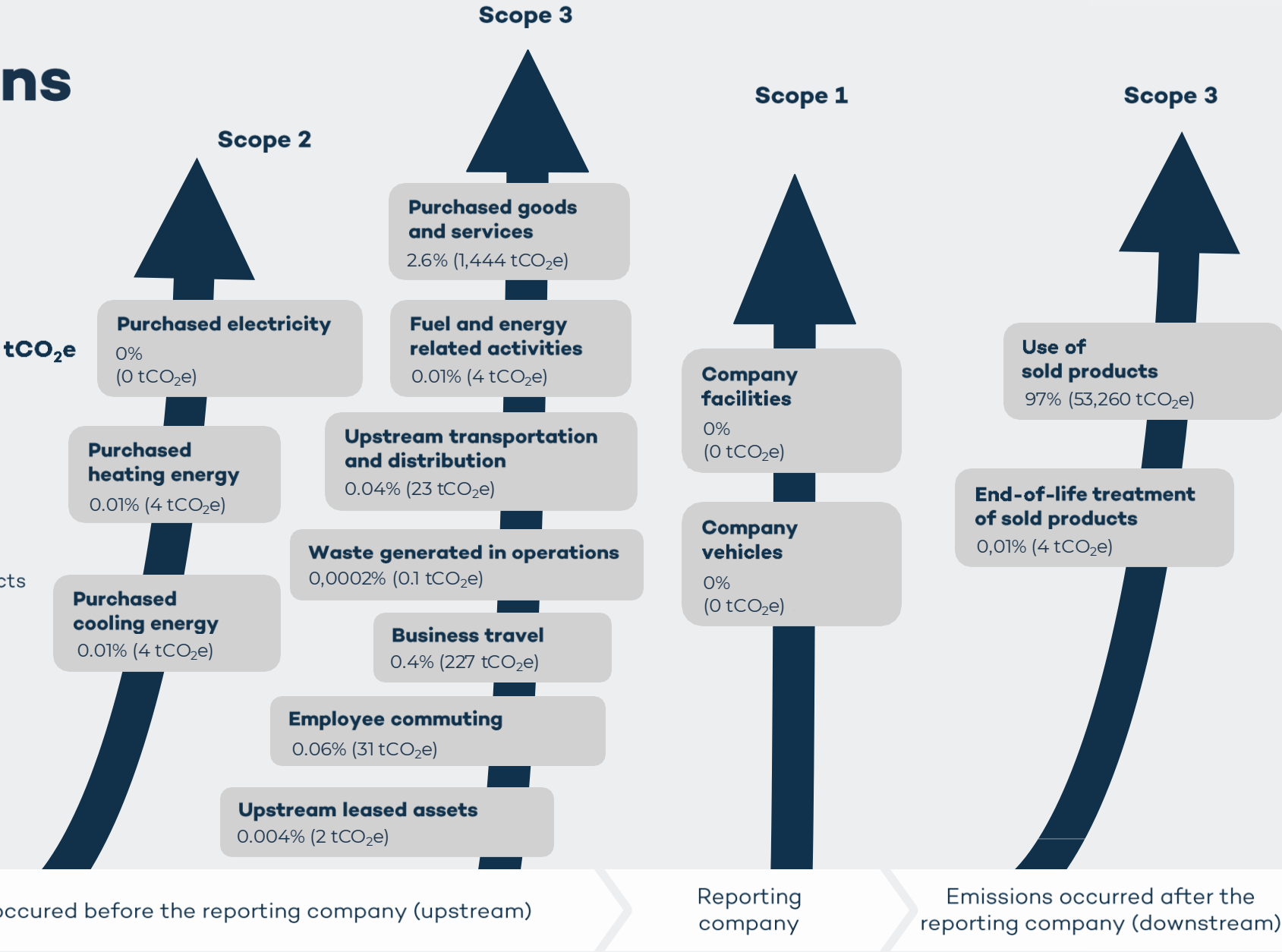
End-of-life treatment of sold products: Emissions were calculated by using the average data method of GHG Protocol where emissions are calculated based on total waste going to each disposal method and using average emission factors for each disposal method. The total mass of products directed at end-of-life disposal was calculated based on the weight of the products. The same emission factor was used for all products.

GHG Emissions

Total carbon footprint of Virta 2025 (market-based)

55,005 tCO₂e

Biggest categories of emissions 2025



Emissions occurred before the reporting company (upstream)

Reporting company

Emissions occurred after the reporting company (downstream)

Carbon Footprint 2025

GREENHOUSE GAS EMISSIONS

Scope 1 (tCO ₂ e)	0
Scope 2 (location-based) (tCO ₂ e)	9
Scope 1 (market-based) (tCO ₂ e)	33
Scope 1 & 2 (market-based) total (tCO₂e)	9
Scope 1 & 2 (location-based) total (tCO₂e)	33
Scope 3 total (tCO ₂ e)	54,996
Scope 1 & 2 (market-based) total (tCO₂e)	55,005
Scope 1 & 2 (location-based) total (tCO₂e)	55,029

CARBON INTENSITY

Carbon intensity (scope 1, 2 & 3, market-based) (tCO ₂ e/MEUR)	780
Carbon intensity (scope 1, 2 & 3, location-based) (tCO ₂ e/MEUR)	781

We do not yet have the possibility to alone determine the type of electricity and energy bought for the offices. Therefore, we acquire guarantees of origin for electricity consumption at offices that have no CO₂ free electricity contracts.

Carbon Footprint 2025 – Scope 3

SCOPE 3 GREENHOUSE GAS EMISSIONS

Category 3.1 Purchased goods and services (tCO ₂ e)	1,444
Category 3.2 Capital goods (tCO ₂ e)	0
Category 3.3 Fuel and energy related activities (tCO ₂ e)	4
Category 3.4 Upstream transportation (tCO ₂ e)	23
Category 3.5 Waste generated in operations (tCO ₂ e)	0.1
Category 3.6 Business travel (tCO ₂ e)	227
Category 3.7 Employee commuting (tCO ₂ e)	31
Category 3.8 Leased assets (tCO ₂ e)	2
Category 3.11 Use of sold products (tCO ₂ e)	53,260
Category 3.12 End-of-life of sold products (tCO ₂ e)	4
Scope 3 total (tCO₂e)	54,996

99% of our emissions stem from the value chain, i.e. scope 3. Our biggest scope 3 categories are *Purchased goods and services*, *Use of sold products* and *Business travel*.

Purchased goods and services consist mainly of charger components, phones, computers and data services. The chargers accounted for 96% of the category emissions. The entire category is 3% of the total carbon footprint.

Business travel contains air travel, car transportation and train travel, contributing 0.4% to the total carbon footprint.

Use of sold products considers the energy that is charged on Virta’s platform and is the largest category in terms of GHG emissions (97% of total carbon footprint).

Virta's Avoided Emissions

Avoided emissions are central to understanding our positive climate impact as we accelerate the transition towards electric mobility. Avoided emissions represent the greenhouse gas emissions that are prevented when electric vehicles (EVs) powered by Virta's charging network replace conventional internal combustion engine vehicles. This metric is crucial because it quantifies the real-world benefits of our services, providing a transparent and science-based measure on how Virta supports global decarbonization efforts and helps stakeholders understand the broader environmental value we create.

To ensure accuracy and fairness, Virta's avoided emissions are calculated using a robust methodology developed by the Technical Research Centre of Finland (VTT) and LUT University in Finland. The core principle of this approach is to compare the lifecycle GHG emissions of EVs charged through Virta's network with those of the baseline scenario — petrol vehicles — over a functional unit of one kilometer of passenger vehicle travel. The calculation includes all major emission sources for both scenarios. For the baseline, this means accounting for emissions from petrol vehicle manufacturing, fuel station infrastructure, fuel production, and fuel use. For Virta's solution, the calculation covers emissions from EV manufacturing, charging infrastructure, and electricity production, including both direct emissions (such as fuel combustion in power plants) and indirect emissions (such as the construction and maintenance of power plants and the electricity grid).

Primary data for the calculations included the amount of electricity charged at our stations across 37 countries in 2025. Secondary data, such as emission factors for electricity production and fuel, is sourced from reputable literature and national statistics. Country-specific electricity grid mixes are used wherever possible to ensure that the results reflect actual conditions in each market. Where country-specific data is unavailable, global averages are used to maintain consistency and fairness in the assessment.

It is important to recognize the limitations and uncertainties inherent in these calculations. The emission factors for electricity are based on IEA data from 2021, which may not fully capture the most recent changes in grid composition. Additionally, the model uses average values for vehicle and infrastructure manufacturing emissions rather than product-specific data, and in some countries global average emission factors are applied due to limited local data availability. These conservative assumptions are designed to avoid overstating our impact, but they may also lead to underestimation of the true avoided emissions in some cases. The study also excludes certain lifecycle stages, such as end-of-life treatment for vehicles and infrastructure, as these are assumed to be similar for both scenarios and thus do not affect the results.

Looking ahead, we are committed to continuously refining our methodology as more detailed and product-specific data becomes available. Potential improvements include using product-specific carbon footprints for charging stations, separating the handprint by charger type, and incorporating more granular data on grid losses and maintenance. By focusing on avoided emissions and striving for methodological rigor, we demonstrate our commitment to driving positive climate action and supporting the global transition to zero emission mobility. Our ongoing efforts to expand our network, improve our data and transparently report our impact ensure that we remain at the forefront of sustainable mobility solutions.

Avoided Emissions

Avoided emissions	2025	2024
Avoided emissions (tCO ₂ e)	202,813	221,430
Change	-8%	

The results for 2025 show that Virta’s total annual avoided emissions reached 202,813 tCO₂e, an 8% decrease from the previous year’s 221,430 tCO₂e. In 2025, 5% more electricity was charged through Virta’s network. However, compared to 2024, the charging happened in countries where electricity production has a higher emission intensity. Thus, the carbon handprint did not increase even though the amount of charged electricity increased. In addition, the share of biofuels in Sweden, in a country with large market share in Virta’s business, increased significantly, leading to lower baseline emissions. Therefore, the carbon handprint of one driven kilometer in Sweden decreased.

The largest contributions to our avoided emissions came from Sweden, Denmark and Germany, reflecting both high volumes of charged energy and favorable grid emission factors. Notably, the handprint per kWh was highest in Switzerland, Norway, and Iceland, highlighting the climate benefits of charging EVs in regions with cleaner electricity grids.

Other Environmental Disclosures

GHG reduction targets and climate transition

GHG emissions reduction and climate transition are material to Virta. While formal targets and a climate transition plan are not yet in place, Virta continues to assess suitable targets and actions.

Climate risks

At Virta, no climate-related hazards or climate-related transition events that would create gross climate-related risks for the business were identified.

Pollution of air, water and soil

Our own operations do not produce pollution of air, water, or soil, and we are not required by law or other national regulations to report to competent authorities our emissions of pollutants. It is recognized that Virta's business and services may reduce pollution generated by its clients.

Biodiversity

At Virta, we do not own sites on biodiversity sensitive areas.



04 Social Disclosures



Employee Satisfaction and Development

Employee satisfaction and development is a key focus at Virta.

Virta measures employee satisfaction in many ways, and one of these ways is a survey conducted twice a year. The survey results indicate that Virta needs to focus on employee development and career paths to grow further.

Through a combination of in-house training sessions, workshops, and e-learning platforms, we provide diverse opportunities for professional growth across all levels of the organization.

As a part of our training strategy and process, Virta has a learning platform called Virta Academy where employees can find training resources on various topics. As a part of another training initiative, several optional training sessions on environmental and transport policies were launched to ensure Virta employees are aware of the latest policies that affect and guide our industry.



Employee satisfaction and development is a key focus at Virta.

Employee Characteristics and Diversity

At Virta, we continue to take pride in our diverse and multicultural workforce. We consider diversity to stand as a cornerstone of our success. It brings a range of perspectives and knowledge, bolsters the organization's reputation, diminishes discrimination and bias, boosts employee engagement and retention, and elevates decision-making and problem-solving abilities. Embracing diversity and fostering inclusive environments pave the way for a more vibrant and innovative workplace at Virta. Nevertheless, there is always room for improvement in fostering diversity across all levels of our organization.

Gender balance

Virta operates in the IT and software sector, which is still predominately male. At Virta, we have recognized this skewed gender balance and have put in place a process to address any unconscious bias and are reviewing our processes constantly to make sure we avoid any structural discrimination. This includes educating our recruitment specialists and managers on e.g. unconscious bias. In spite of the actions taken, the gender balance has remained fairly stable at Virta.



28
different
nationalities
working at Virta

Workforce Characteristics

GENDER

Male	141
Female	54
Other	1
Not reported	30
Total	226

TYPE OF CONTRACT

Permanent	225
Temporary	1
Total	226

EMPLOYEE TURNOVER

Employee turnover rate	39%
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GENDER DIVERSITY RATIO IN GOVERNANCE BODY

Number of male employees at management level	14
Number of female employees at management level	8
Female-to-male ratio at management level	0.57

COUNTRY OF EMPLOYMENT

Finland	137
Sweden	28
Germany	18
Romania	17
France	6
United Kingdom of Great Britain and Northern Ireland	4
Singapore	2
Other	14
Total	226

Employees employed through employer-of-record arrangements are included in the same reporting scope as employees employed directly by Virta’s own entities.

Health and Safety

WORK-RELATED INJURIES AND ILL HEALTH

Number of work-related injuries and ill health	0
Rate of recordable work-related injuries and ill health	0

Most Virta employees are office workers, e.g. product developers, designers and other corporate professionals. Occupational health and safety related risks in such work relate more to mental issues such as managing workload and expectations, and risks related to sitting for most of the working day. However, Virta has some workers that work with tasks that include other type of occupational risk, such as risks related to electric work.

Virta adheres to relevant health and safety regulations. Employees must abide by all applicable health and safety laws, regulations, policies and procedures and consistently apply safe work practices across all locations.

We offer diverse healthcare services to our employees, tailored to meet the needs and standards of various countries. The services cover both physical and mental health, and all employees are covered by these services. We also provide additional benefits aimed at promoting both physical and mental well-being. We offer a mental well-being service *Auntie* to all employees, and it has been very well received by those who have used the service.

Remuneration, Collective Bargaining and Training

Virta respects employees' freedom of association and right to collective bargaining in accordance with applicable local legislation. Collective bargaining arrangements vary by country, and the related reporting scope and documentation are under review.

Entity-level gender pay gap figures and average training hours per employee are not reported for the reporting period, due to small employee populations in several legal entities and the current unavailability of systematically collected training hour data.

All Virta employees receive remuneration that is equal to or above the applicable minimum wage, as determined by national legislation or collective bargaining agreements.



Human Rights

Human rights policies and processes

We have a Code of Conduct for our own workforce. It covers discrimination, harassment & bullying prevention, whistleblowing, accident prevention, anti-bribery, GDPR, conflicts of interest, early support model, and environmental sustainability.

We also have a whistleblowing channel operated by a third party. Via this channel, external and internal stakeholders can report violations of the legislation or our Code of Conduct. During 2025, there were no external whistleblowing submissions.

Severe negative human right incidents

At Virta, we have had no confirmed severe negative human rights incidents in our own workforce, and we are not aware of any severe negative human rights incidents in our value chain.



A man with a beard and short dreadlocks, wearing a dark suit jacket over a light-colored shirt, stands in the open rear hatch of a dark-colored car. He is looking down at a handheld electronic device, possibly a scanner or a specialized phone. The background shows a blurred outdoor setting with a building and some trees.

05 Governance Disclosures

Governance Structure

Virta has a dual governance structure, with a Board of Directors and an Executive Leadership Team. The Board consists of between five and ten members.

In the financial year 2025, the Board consisted of nine (9) members and three (3) observers. Out of the members, three are independent directors. The Chair of the Board and one observer are women. That is, the gender diversity ratio in the governance body is 0.17.

The Board Members are elected until further notice. Committees are composed of members from the Board and the Executive Leadership Team. Key committees are the Audit Committee, the Compensation Committee, and the Strategy Committee. ESG (Environmental, Social, Governance) matters were reported on a regular basis to the Board in 2025 and reporting continues in 2026.

Virta is privately owned by a group of investors, including energy companies, venture capital funds, and members of the management team.

Executive Leadership Team

CEO – Chief Executive Officer

CFO – Chief Financial Officer

COO – Chief Operating Officer

CSO – Chief Strategy Officer

CPCO – Chief People and Culture Officer

CPTO – Chief Product and Technology Officer

CRO – Chief Revenue Officer

CLO – Chief Legal Officer

Governance-Related Disclosures

Convictions and fines for corruption and bribery

At Virta, we have had no cases of non-compliance with laws and regulation, including corruption.

Revenues from certain sectors and exclusion from EU reference benchmarks

The topic does not apply to us as Virta does not operate in the said sectors. Virta is not excluded from any EU reference benchmarks that are aligned with the Paris Agreement.



Data, Cybersecurity and Customer Privacy

Data and cybersecurity are of outmost importance for us and our business. We continuously update our systems and process to keep us up to date with the changing landscape.

We have continuous security testing for Virta Hub. Virta Hub is a platform to monitor your EV charging stations, a Charge Point Management System (CPMS). It lets you analyze data and patterns on EV drivers and manage your charging prices. The continuous testing process includes simulated attacks to mimic real-world cyber threat and regular assessments to identify and fix any vulnerabilities. This process gives us an early indication of potential security issues, drives continuous development, and gives strategic insights into our security work.

DATA, CYBERSECURITY AND DATA PRIVACY

Area	Incidents in 2025	Measures taken
Compliance with laws and regulation, including corruption	No cases of non-compliance	No measures needed
Whistleblowing	No external whistleblowing submissions	No measures needed
Customer and privacy and data security	No breaches, leaks, thefts or losses of data	No measures needed
Cybersecurity	No cybersecurity incidents	No measures needed

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VSME Index

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*Not material and/or relevant.

Questions related to sustainability?

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