



Communication of Progress *UN GLOBAL COMPACT 2022*

Opibus AB

Email: info@opibus.se

Website: www.roammotors.com

Tel: +46 703 892 364

Org. No: 559122-3440

Åsögatan 166, 116 32

Stockholm, Sweden



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INTRODUCTION

About Opibus

Opibus AB is an e-mobility company with operations in Sweden (Opibus AB) and Kenya (Roam Electric Ltd). The mission of the organization is to accelerate a transition to sustainable means of transportation in developing and emerging markets, while achieving externalities as local job creation and capacity building.

The technology development focuses on lowering net emissions and use of resources from production of new electric vehicles and enabling a circular mindset to the transportation industry.

The principles and policies adopted are strived to be vertically incorporated in the organizations internal structure for continuous improvement, not only internally but for external stakeholders to enable impact throughout the production value chain.

All these activities demonstrate how Opibus and its subsidiaries assumes its responsibility concerning social, ecological, and ethical standards and how the organization in practice adopts the principles of sustainable development in the daily operations.

Background

“Sustainable Development” is a globally accepted approach to sustaining economic growth without harming our planet or exhausting its resources while improving the quality of life for its current and future inhabitants. Sustainability is deemed to make a significant contribution to any company’s success and to safeguarding its future development.

The Opibus Group is striving to continuously modify its operations and strategies to improve the organizations health, safety, and environmental performance.

By adopting and ratifying existing principles and guidelines, a standardized and renowned systematization of the improvements can be done. Thus, by ratifying the United Nations Global Compact, 10 universally accepted principles in the areas of human rights, labor, the environment, and anti-corruption and by supporting other principles and management systems in the areas of ethics, labor rights, health, safety and environment.

Internal Sustainability Measures

- // **Sustainability** is a key element of Opibus values and forms an integral part of our business strategy.
- // With its **Sustainable Development Policy**, Opibus has clearly defined its commitment to the principles of sustainable development.
- // Opibus Group-wide **Supplier- and Internal Code of Conduct** underscores its efforts to uphold internationally recognized principles in the areas of human rights and working conditions.
- // The **Code of Conduct** outlines key legal areas where the ethically and legally compliant behavior of Opibus employees is of utmost importance to the company’s well-being.
- // The **Anti-Corruption Statement** outlines the organizations zero-tolerance policy against corruption among employees and value chain stakeholders.

“Sustainability is the foundation that we are building our company on. From concept to product, execution to management - it all starts and ends with sustainability.”

Filip Lövström, CEO Opibus Group

ABOUT UN GLOBAL COMPACT

Opibus AB and its subsidiary Roam Electric Ltd takes part in the United Nations Global Compact (UNGC) initiative. The UNGC is a strategic policy initiative. With their membership, corporations express their commitment to align their operations and strategies with ten universally accepted principles of responsible business conduct. The multi-stakeholder platform aims to team up actors from the business environment, civil and labor society and United Nations agencies.

The UNGC seeks to build cooperation and promote partnership between business and actors. In this way, it supports corporations in respecting and supporting a set of core values in the areas of human rights, labor standards, the environment and anti-corruption.

One way an organization can communicate its commitment to the UNGC organization and society is to submit a Communication on Progress (CoP) report once a year. In 2022, Opibus is submitting its updated CoP report to demonstrate the company's ongoing accountability to the UNGC's Ten Principles of Responsible Business Conduct.

MESSAGE FROM THE CHIEF SUSTAINABILITY OFFICER

STATEMENT OF CONTINUED SUPPORT FOR UN GLOBAL COMPACT 2022

2022-09-12

To our stakeholders,

The year of 2022 has seen business going back to a new normal after the peak of the Covid-19 pandemic (which is clearly visible in the number of sick days taken). Yet, the lessons of meeting the pressing issues of today and tomorrow together through collaboration and joint forces remains as we continue to tackle the social and environmental challenges that we are facing.

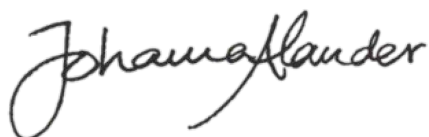
A long-term perspective, planning and action on corporate social responsibility will become a requirement for the longevity of our planet as well as corporations. As a realization of this as a necessity connected to the growth of our company, we recently appointed me, Johanna Alander, as Chief Sustainability Officer.

This also ties into our commitment to have a positive impact on our planet, environment, and society through providing sustainable products and solutions, disrupting the fossil-fueled past, with a carbon neutral tomorrow. Making a sustainable choice not only an option for the few, but for all.

I am pleased to confirm that Opibus AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Johanna Alander
Chief Sustainability Officer

HUMAN RIGHTS

At Opibus, social compliance relying on the company's values - including prevention, detection and response to human rights throughout our value chain.

At Opibus, we have high expectations on our employees' standards and behaviour, which is reflected in the organizations *Internal Code of Conduct*, signed and ratified by all employees and providing guidance of how to adopt the internationally proclaimed human rights principles into the day-to-day work. During the year we have also developed a Cultural Handbook with "*The Values we live by*" that amplifies a number of the statements in the Internal Code of Conduct and that will be signed by both the employee and the CEO.

Principle 1.

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2.

Businesses should make sure they are not complicit in human rights abuses.

Our Actions for Human Rights.

- Continuously updating and reviewing our internal code of conduct, stating the rights of well-being, inclusiveness and equality of all employees
- All employees are since November 2020 covered by a private medical insurance for the employee and his/her family with in- and outpatient coverage. In Nov 2021 this was increased to also include Dental and Optical.
- Ensure workers are provided safe, suitable and sanitary work facilities and safety gear through routines and the work of our Health & Safety committee
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats through training and established policies
- Continuously taking measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products

LABOR

Social responsibility lies in building on the strength and diversity of individuals while supporting local communities. With operations in developing and emerging markets, we strongly believe in setting high standards for ethical code of conduct. Through a safe working environment and guidance through our Internal Code of Conduct, employees and stakeholders can take action to ensure a non-discriminatory, collaborative and positive work environment.

Principle 3.

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4.

Businesses should uphold the elimination of all forms of forced and compulsory labour.

Principle 5.

Businesses should uphold the effective abolition of child labour.

Principle 6.

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Our Actions for improved Labor conditions

- Continuously reviewing and updating our organizational code of conduct stating our commitments in the daily operations to ensure compliance with best standard labour conditions.
- Maternity and paternity leave rights have been extended above those required by law, parental leave days have been implemented together with 5 days compassionate leave. This year the policy was also clarified to include adoption.
- A welfare committee has been operational since 2020, ensuring continuous improvements are achieved with regards to labour conditions. The employees themselves have also formed “*The EV Nation*” where they support each other.
- Ensure that the company does not participate in any form of forced or bonded labour
- Comply with minimum wage standards, and tries to go beyond.
- Ensure that employment-related decisions are based on relevant and objective criteria.

ENVIRONMENT

It is in Opibus largest interest to be an environmentally responsible company and making sure the environmental footprint is held at a minimum. As well as to comply with local and regional regulations. We take active measures in our value chain to minimize greenhouse gas emissions, improve waste management and help our customers reduce their impact through our range of zero-emission products in transport and power generation.

In accordance with the Opibus stated environmental policy and goals, the environmental impacts should continuously be assessed and revised to make sure that the organization and its operations are minimizing or eliminating environmental impact, pollution and emissions as well as taking the scarcity of natural resources in account in the whole product lifecycle

Principle 7.

Businesses should support a precautionary approach to environmental challenges.

Principle 8.

Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9.

Businesses should encourage the development and diffusion of environmentally friendly technologies.

Our Actions for Environmental Sustainability

- A general ESG review was done by an external auditor in early 2021 to assess sustainability and ESG improvements to ensure positive environmental and social impact of the organization. This assessment led to an improvement plan that a student group from Lund University continued to refine to make it more tangible and easier to adopt practically.
- Our environmental policy remains the same as the year before and we continue the work to minimize inverse effects on the environment and focus areas to enhance our positive impact.
- Avoid environmental damage through waste and recycling processes, benchmarking impact from our supply-chains, regular maintenance of production processes and environmental protection systems of hazardous waste

- Ensure emergency procedures to prevent and address accidents affecting the environment and human health.
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances.
- In ensuring the end-of-life recycling processes of deployed hardware we are now initiating a collaboration with WEEE-center in Kenya where most of our products are at the moment that targets the e-waste with an ambition to at minimum recycle and ideally up-cycle products and components that is no longer functional.

ANTI-CORRUPTION

Our organization is committed to conducting business in accordance with high ethical standards, practices, applicable laws and regulations. As per the Internal Code of Conduct, the company has a strong anti-corruption and bribery policy in place covering all involved employees and stakeholders.

Principle 10.

Businesses should work against corruption in all its forms including extortion and bribery.

Our Actions for Anti-Corruption

- In 2021 we implemented a new anti-corruption policy and statement covering our zero-tolerance against corruption. This policy was also coupled with an anonymous reporting tool and company wide training on the same with an extra emphasis on Supply Chain, Finance and Sales where corruption is usually most prominent.
- We also continue to improve our routines and practices assessing the risk of corruption when doing business - in general and especially with new clients.
- As part of this we mention “anti-corruption” and/or “ethical behavior” in contracts with business partners and/or suppliers.
- Ensure that internal procedures support the company’s anti-corruption commitment.

MEASUREMENTS OF OUTCOMES

Our organization is committed to conducting business in accordance with high ethical standards, practices, applicable laws, and regulations. As per the Internal Code of Conduct, the company has a strong anti-corruption and bribery policy in place covering all involved employees and stakeholders.

Organizational KPI:s and Outcomes

Employee gender distribution

- The number of woman and nonbinary continues to increase in the organization from 25.4% in 2020 to 34.5% in 2021 and now at **38.4% in 2022** with 48 woman and non-binary out of 125 employees.

Employee age distribution

- The age distribution is 20-57 years with an average employee age of 30 years.

Rate of workplace incidents and injuries

- 3 incidents were identified without physical or health-related consequence (4 the previous annum)
- 2 minor accidents were identified where the individual occurred minor injury (2 the previous annum)
- 1 major accident was identified where the individual occurred major injury (1 the previous annum)

Rate of sick-leave days

- The average rate of sick-leave days was 4.77 days/employee during the period (0.75 in 2020 and 1.98 in 2021)

Average salary

- **Overall: 1,121USD Male: 1,289USD Female: 848USD**
- **Current pay gap: 34%**