

HERE TECHNOLOGIES

Driving Sustainability and Innovation in Location Technology

HERE has been a pioneer in mapping and location technology for almost 40 years. Today, HERE's location platform is recognised as the most comprehensive in the industry, powering location-based products, services, and custom maps for organisations and enterprises worldwide. From autonomous driving and seamless logistics to new mobility experiences, HERE enables its partners and customers to innovate while maintaining control over their data and ensuring privacy. Established in Singapore in 2006, HERE continues to lead the way in location technology.

NET-ZERO GOALS AND SUSTAINABILITY EFFORTS

The Sustainability Advisory Committee (SAC) serves as the central hub for HERE's ESG strategy and initiatives. Denise Doyle, HERE's Chief Product Officer, is the executive sponsor of the SAC and HERE's ESG programme. Established in 2021, the SAC was created to instil accountability and transparency on ESG topics throughout the company.

From an enterprise carbon footprint perspective, HERE's net-zero goals are validated and approved by the Science-Based Targets initiative (SBTi). Although SBTi requires net-zero scope 1+2 emissions by 2050, HERE has set a more ambitious target of 2035, recognising the urgent need to decarbonise operations. The baseline year for measurement, approved by SBTi, is 2019.

HERE conducts an annual greenhouse gas inventory to understand the main contributors and track progress towards the net-zero goal. In terms of scope 1+2 emissions, the largest contributor is office electricity (including heating and cooling). At a functional level, HERE collaborates with teams such as Real Estate, Enterprise Applications, and Data Acquisition to measure emissions reductions and implement initiatives to stay on the path to net-zero.

In 2023, HERE began transitioning offices to use 100% renewable energy. So far, the offices in Tampere (Finland), Eindhoven (The Netherlands), and all German sites have made this transition. Additionally, the Chicago office transitioned to 100% renewable energy in June 2023.

From a scope 3 perspective, the largest contributor to greenhouse gas emissions is purchased goods and services, particularly cloud computing, which is both emissions



and water-intensive. HERE partners with vendors on various initiatives, including increasing vendor sourcing of renewable energy, shifting usage to more "green" geographies, reducing cloud usage, and moving to lower-powered processors. Since 2021, HERE's largest cloud compute vendor has been able to reduce emissions associated with HERE's usage by 88%.

ANNUAL OKRS AND KPIS FOR SUSTAINABILITY SUCCESS

Each year, HERE establishes OKRs (Objectives and Key Results), KPIs (Key Performance Indicators), and milestones across critical teams to advance its enterprise sustainability goals. Key objectives include delivering resources to help customers understand the HERE's sustainability-associated value propositions, enhancing overall gender balance and senior leadership gender balance within HERE, and refining HR processes such as onboarding after long-term leaves and conducting exit interviews. Additionally, HERE aims to identify and address systems and data gaps for reporting.

Specific metrics tracked include total greenhouse gas (GHG) emissions, emissions associated with office electricity, and the percentage of company vehicles that are electric and/or hybrid.

CORE VALUES AND THE IMPACT OF EMPLOYEE RESOURCE GROUPS

HERE upholds a set of Core Values that guide actions and define its culture; 'Be Bold', 'Be True', 'Learn Fast', 'Give Back' and 'Win Together'. The company aims to create a work environment where every employee can confidently say, "I belong at HERE."

In 2023, HERE had five Employee Resource Groups (ERGs) : EARTH, WIN (Women's Initiative Network), Pride, Vamos and Unity + Power.

EARTH (Environmental Action Rising Through HERE) comprises employees with a passion for environmental mindfulness. WIN's mission is to promote gender equality and support the career development of HERE's female employees. HERE Pride's mission is to foster a more inclusive world.

Vamos, an ERG with an empowering motto, aims to promote, support, and enhance talent growth within the LatinX community. Unity+Power seeks to advance and represent Black and African culture through professional development and engagement opportunities.

COMMITMENT TO SUSTAINABLE SOLUTIONS AND ELECTRIC VEHICLE TRANSITION

HERE has prioritised sustainability as a key product pillar, focussing on developing solutions that support the sustainable goals of its customers, particularly in the transition to electric vehicles (EVs). The company has created a range of products designed to address the needs of EV drivers, such as EV Charge Points and EV Range Factors.

Notable initiatives include collaborations with customers to implement sustainable solutions. For instance, HERE powers TRAX-EN's iQ-Cruise, a cloud-based intelligent cruise control system that enhances fuel efficiency by 10%, while also improving safety and drivability. In partnership with PSA, HERE's solutions have contributed to a reduction of 10 million kilograms of CO₂ through the OptETruck system, which optimises the movement of trucks, drivers, and shipping containers in and out of the world's largest transshipment hub, leading to up to a 50% reduction in empty truck runs.

HERE also supports the HERMES Driver application, which results in a 10% reduction in CO₂ emissions by providing highly accurate navigation, multi-stop routes, and improved tour efficiency. Additionally, HERE has aided HOLCIM DIGITAL by integrating real-time location data into their Concrete-Direct application, saving 800,000 hours across 200,000 job sites and significantly reducing CO₂ emissions.

Through these initiatives, HERE demonstrates its commitment to advancing sustainable practices and facilitating the transition to electric vehicles.

COLLABORATIVE SOLUTIONS FOR SMART MOBILITY

HERE partnered with Iteris to create innovative smart mobility solutions, providing contextual awareness to address dynamic, real-world traffic challenges faced by public agencies, transportation engineers, transportation planners, infrastructure operators, and roadway construction teams.

Continental and HERE collaborated with IVECO to enhance safety and fuel-saving features in commercial vehicles using HERE maps designed for Advanced Driver Assistance Systems (ADAS), including data to comply with the EU's Intelligent Speed Assistance (ISA) requirements.

Bettermile, a provider of smart geospatial SaaS solutions, extended its partnership with HERE for dynamic route calculation and real-time tracking for last-mile parcel delivery. Murata Manufacturing Co., Ltd. integrated HERE map and traffic data into its traffic counter system to support traffic management efforts in Jakarta, one of the world's most congested cities. RGNT collaborated with HERE to create an exclusive electric vehicle-focussed motorcycle route planning and navigation system, enhancing the efficiency and range of RGNT's all-electric motorcycles.

COMMITMENT TO SUSTAINABLE SOURCING

HERE introduced a Sustainable Sourcing programme, evaluating its suppliers' sustainability performance, starting with the most critical suppliers. Suppliers are required to abide by HERE's stringent Supplier Code of Conduct, which stipulates human rights, working conditions, health and safety, environmental standards, compliance management systems, diversity, inclusion, and the necessity to abide by the laws and policies in relevant countries.

HERE has also implemented a supplier engagement strategy focussed on environmental, social, and governance issues, consisting of a double materiality assessment covering our entire value chain.



HERE's Conflict Mineral policy applies to all HERE employees and explicitly includes all external temporary labour, subcontractors, employees of outsourced service providers, suppliers, and business partners. The United Nations has found that the trade of certain rare earth minerals helps finance civil conflict in and around the Democratic Republic of the Congo (DRC), characterised by extreme levels of violence. These minerals include tin, tantalum, tungsten, and gold (commonly referred to as "3TG"), as well as other raw materials such as cobalt, regardless of their country of origin (collectively, "Conflict Minerals"). HERE is committed to ensuring that any Conflict Minerals used directly or in its supply chain are responsibly sourced and do not contribute to the financing of civil conflict.

COMMITMENT TO GLOBAL HUMANITARIAN EFFORTS AND SUSTAINABLE SOLUTIONS

HERE has been a dedicated partner of Rise Against Hunger and other international hunger relief organisations since 2017, supporting the mission of addressing food insecurity worldwide. Through this partnership, HERE has delivered approximately 1.2 million meals across 10 countries via 25 global events. This initiative has directly impacted around 5,500 lives in various communities and engaged over 6,000 volunteers.

HERE also prioritises corporate philanthropy in response to humanitarian crises, including donations to the Mexican Red Cross for Hurricane Otis relief and to the International Red Cross for medical assistance in the Israel-Hamas conflict.



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