



Turning *Ambition* Into Action

Sustainability Report 2025

First formal disclosure · With reference to GRI · Berlin, Germany

Reporting Period: January, 2025 - December, 2025

2025



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This report covers our environmental footprint, people & culture, governance structures, and our commitments for the years ahead.

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A Global Partner in *Environmental Markets*

A global partner in environmental markets and decarbonization.

GO2 operates at the intersection of markets and climate action. For over a decade, we have enabled organizations to **reduce emissions, access clean energy, and navigate evolving regulatory and voluntary frameworks.**

Our role is clear: bring structure to complexity and turn climate ambition into accountable, measurable progress.

2013
Founded

50+
Team Members

33
Countries

600+
Clients

19,5 TWh Renewable Energy Traded

6.3 Mil tons CO₂ Avoided

288 Renewable Energy Projects Enabled

**01
Who
We Are**



Turning Ambition Into **Action**

Sustainability at GO2 is the foundation of why we **exist** embedded in how we operate, advise, and build technology. This report is Year One. The foundation is built.

Our Mission

Empowering businesses to turn environmental ambition into measurable, impactful action through expert guidance and digital solutions.

From the beginning, our purpose has been to help accelerate the transition to a low-carbon energy system while respecting both people and the planet.

In a world shaped by growing climate, social, and geopolitical uncertainty, businesses like ours carry a responsibility to act thoughtfully and pragmatically.

We see sustainability as a living practice, one that evolves as our business grows and as the world around us changes. As we continue this journey, we remain committed to learning, improving, and holding ourselves accountable. I want to thank our team for the care they bring to this mission particularly the Impact Committee, who have contributed time and energy beyond their core roles to help shape our sustainability efforts.

I am also grateful to our clients, partners, and collaborators who work alongside us and share our ambition to build solutions that deliver measurable impact.

- Garzay Ahmadi, CEO & Founder, GO2



Two Ways to Power **the Transition**

Environmental **Markets**

We trade the full spectrum of environmental products connecting buyers and sellers across 30+ countries. From PPAs to biomethane, GOs to carbon credits.

Decarbonization **Platform**

From emissions baseline to verified net zero claim. We measure full Scope emissions, set science-based targets, and navigate regulations that matters.

Our Track Record

Since our founding, we have delivered measurable impact:

140 TWh
of renewable energy and gas supplied

50 TWh
in energy savings

25 million tons
of CO₂ emissions reduced

02 Our Business



Environmental Markets

We trade the full spectrum of environmental products **connecting buyers and sellers across 30+ countries**. From PPAs to biomethane, your market partner for the transition.

Power Purchase Agreements

White Certificates

Carbon Offsetting

Green Gas & Biomethane

GoOs · RECs · I-RECs

Decarbonization Platform

ZERO by GO2 **centralizes energy and emissions data across your value chain**, then turns it into auditable action through a renewable energy marketplace and decarbonization procurement.

Renewable Energy Marketplace

Scope 1 and Scope 2 Emissions

SBTi Targets

Audit-ready Carbon Reporting

Supplier and Site Engagement

19.5 TWh
Renewable Energy Traded

19,533,672 MWh - GOs, RECs, IRECs

6.3 MtCO₂
Avoided By Clients

Through Client Instruments Globally

288
Renewable Projects Enabled

PPAs, Project Finance & Certificates

33
Countries Served

216 Active Clients Global Reach



03 Our Operations & ESG Approach

What we measured in 2025, the actions we took, emissions data, and our reduction strategy.



How We Report & What We Focus On

ABOUT THIS REPORT

As an energy and climate solutions organization, our direct environmental **impact is primarily driven by business travel, office energy use, and hardware procurement.**

In 2025, we conducted our **first materiality assessment** to identify and prioritize the sustainability topics relevant to our business long-term impact.

Reporting period: **Jan 2025 – Dec 2025**

Framework: **Reference to GRI (aligned)**

Status: **First formal disclosure**

GRI Standards: **GRI 2, 3, 305, 401, 403**

MATERIALITY ASSESSMENT 2025

Six material topics identified

Climate Change & Emissions

Scope 1–3 emissions, energy use, travel, equipment lifecycle, materials & waste, climate risk

Workforce & People

Wellbeing, DEI, learning & development, culture

Customers & Market Integrity

Client trust, quality, claims substantiation, complaint handling

Ethics & Compliance

Code of conduct, anti-corruption, risk management, due diligence, whistleblowing

Data Privacy & Cybersecurity

Data protection, security controls, incident response

Biodiversity & Responsible Growth

Nature-related risk, biodiversity, water, SBTi alignment, CSRD readiness, resilience



Environment • Social • Governance. Year One Scorecard.

E ENVIRONMENTAL

Footprint & Client Impact

+4.55%	-6.05%	47%
CO ₂	Airtravel	Screened

- Air travel emissions: -6.05%
- Year-on-year Equipment waste: -23% vs baseline Scope 3 measured for the first time
- Sustainable Purchasing Initiative launched in 2025 with 47% Suppliers Screened
- 19.5 TWh renewable traded for clients

S SOCIAL

People & Culture

82%	40%	14
Engagement	Women	Events

- 82% employee engagement (+ 24pts from 2023)
- 14 internal events held in 2025
- SP I launched • 47%
- Mental Health Benefits launched August 2025
- 44% women in leadership roles
- 23+ nationalities on the team

G GOVERNANCE

Structures & Accountability

Bronze	2025	GRI
EcoVadis	Report Journey	Aligned

- Sustainability Policy approved Jan 2025
- Impact Committee established Mar 2025
- EcoVadis Bronze achieved 2025
- 2026 target Code of Conduct updated
- Implemented GRI-aligned reporting initiated



04 ENVIRONMENT

Low-Impact Operations

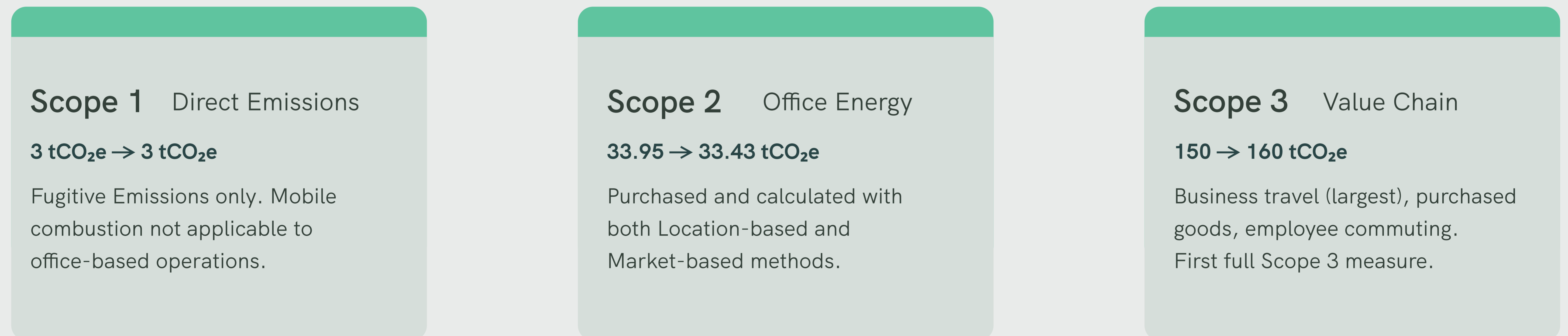
What we measured in 2025, the actions we took, emissions data & charts, and our reduction strategy. We also show the emissions we help clients avoid through our market activity.



Operational Footprint & Client Impact

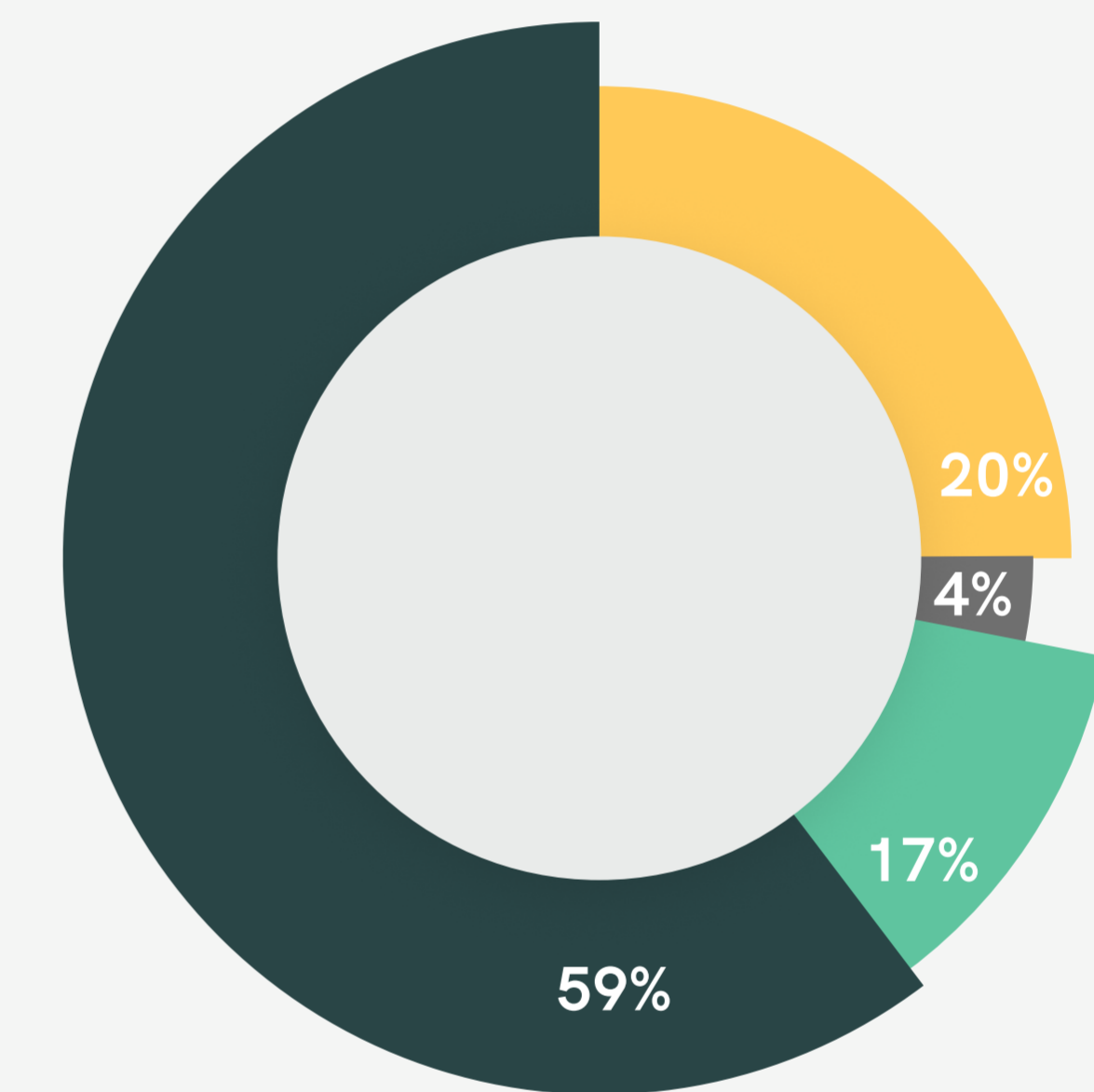
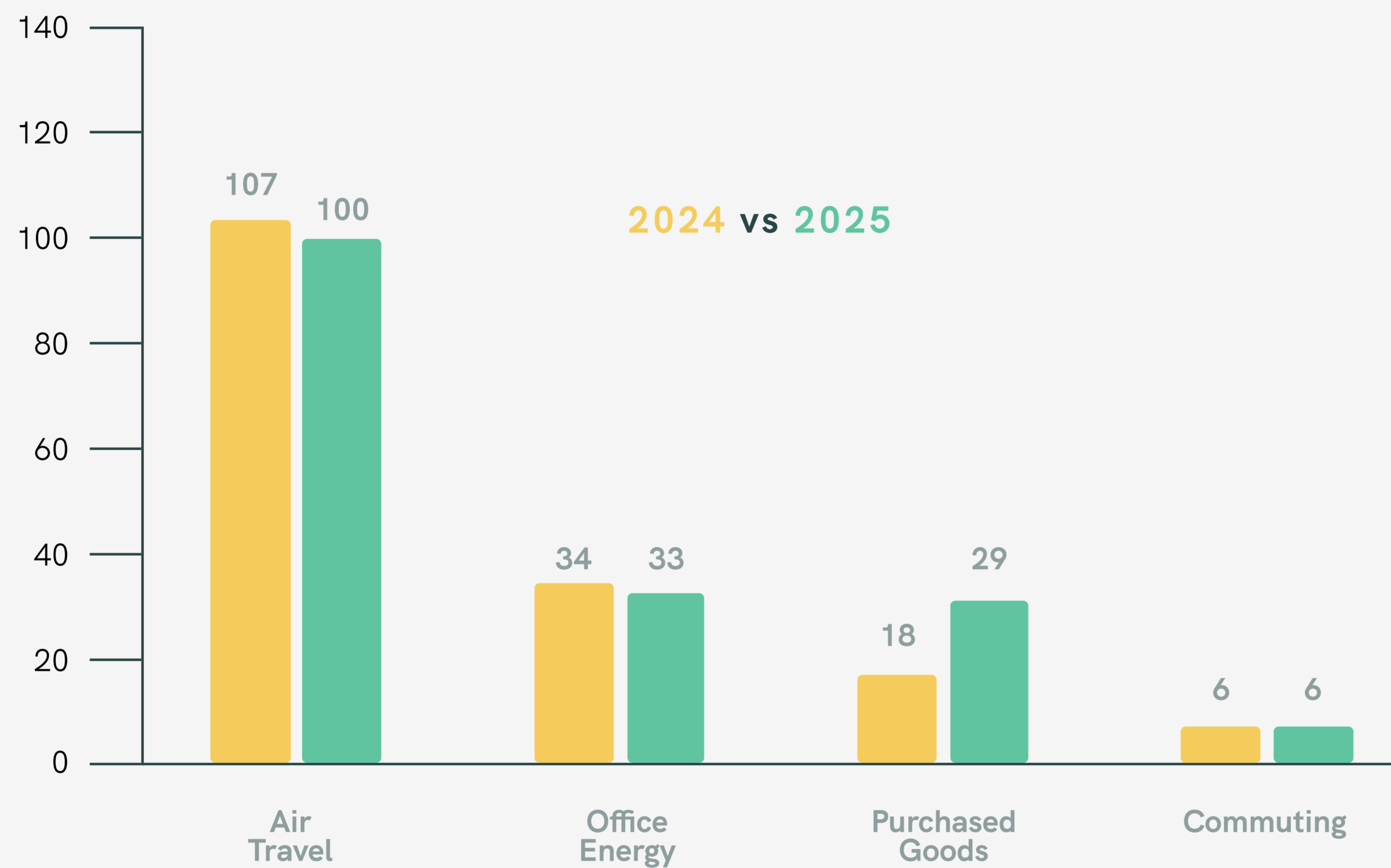


Key insight: As an energy and climate solutions organization, GO2's direct footprint is low relative to the environmental value we enable for clients. **Our 36.39 tCO₂e operational footprint is offset by 6.3 million tCO₂ avoided by clients through our instruments.**





GHG Emissions Breakdown 2024 vs 2025



- Air Travel 59%
- Office Energy 20%
- Purchased Goods 17%
- Commuting 4%



Measured Footprint 2024 vs 2025

Metric	2024	2025	Change	Status
Total CO ₂ e emissions	187.22 t	196.15 t	↑ 4.55%	Stable
Air travel (Scope 3)	106.78 t	100.31 t CO ₂ eq	↓ 6.05%	Reduced
Office electricity kWh	22,186	23,532	↑ 6.1%	Monitor
Office heating kWh	132,224	127,062	↓ 3.9%	Improved
Scope 2 Office CO ₂ e	33.95 t	33.43 t	↓ 2.8%	Stable
Scope 3 goods	17.77 t	28.82 t	↑ 62%	Full Measure
Equipment waste	Baseline	-23%	↓ 23%	Target Met
Laptop lifecycle	Baseline	+18 months	↑	New Policy

47% **Sustainable Purchasing Initiative (SPI)**
 Environmental criteria now mandatory for all procurement. 47% of suppliers screened up from 0% in 2024. Launched Oct 2025.

-23% **Repair-First Equipment Policy**
 3 repaired · 11 reused · 6 purchased. Laptops extended +18 months. Waste reduced 23% vs baseline.

-6.45% **Formal Travel Policy -6.45% Air Travel**
 Air travel down 6.45% YoY despite business growth. Emissions tracking. 7 trips avoided.



Emissions Reduction Strategy

Travel

Largest emission source

Reduce & Offset

Flights are our primary operational emission. We are actively reducing business travel and offsetting residual emissions through a certified carbon project in Uganda.

Electricity

Matched with renewables

Renewable Energy Certificates

We match 100% of our electricity consumption with renewable energy.

Natural Gas

Heating emissions

Biomethane Certificates

Heating emissions are addressed through certified renewable gas.

OFFSET PROJECT

Reforestation Uganda for a Better Tomorrow

Verra ARR V23+ Uganda (LDC) ID 4888

\$25/t

23 MWh

Guarantees of Origin (GOs) retired

128 MWh

Biomethane certificates retired



05 SOCIAL

A Culture Powered by Purpose

*"We built GO2 to be the **kind of place we wished existed.**" - Hila Ghorzang, Impact Committee*

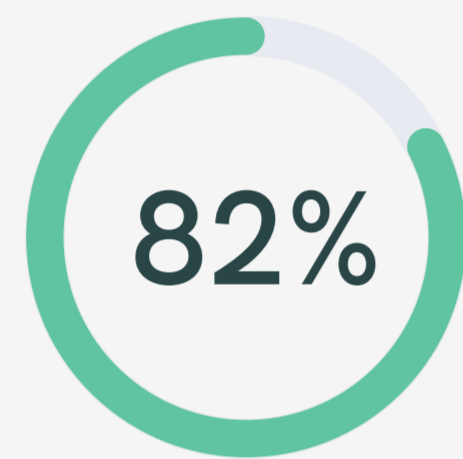
Our people are our most important asset.

This section covers who works at GO2, how we invest in growth, culture & training, events we run to support wellbeing, and our hiring demographics.



50 People - 23+ Nationalities. One Mission.

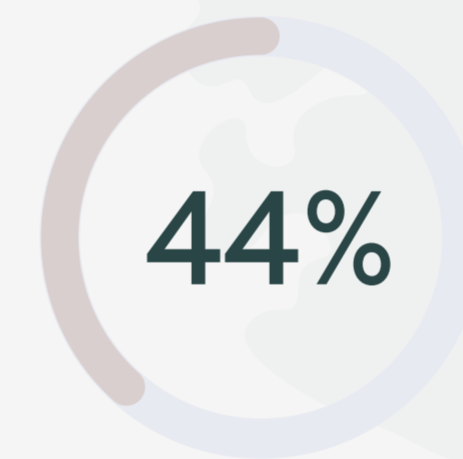
A team that reflects the world we serve



Employee Engagement



Women

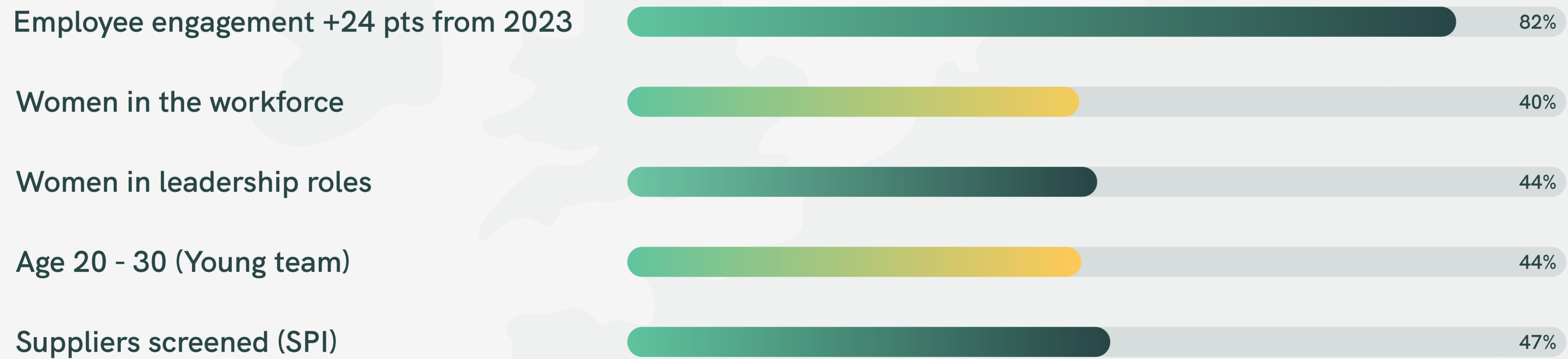


Women in Leadership



Team Members

Key social Metrics



A Culture Powered by Purpose

We know that the work is intense and the complexity is real. That's why we've been deliberate about building a team that actually takes care of each other. There are no unreasonable hours, no closed doors, and no dumb questions. **We make it easy to work here on purpose.**

OUR VALUES IN ACTION

The principles that shape our culture

1. Climate-First

Every decision begins with a simple question: does this move the needle on climate? This principle guides our strategy, partnerships, and day-to-day operations.

2. Radical Transparency

We communicate with clarity and honesty no jargon, no spin. This applies equally to our clients, candidates, and internal teams.

3. Global Thinking

With operations spanning 30+ countries and 20+ languages, diversity of perspective is central to how we solve problems and deliver impact.

4. People Matter

We put people at the forefront our employees, clients, and the communities most affected by climate change.





What We Offer Our People

Great work happens when people feel supported, trusted, and inspired.



Learning & Growth

An annual learning budget to invest in courses, trainings, or certifications that support your professional and personal development.



Well-Being & Mental Health

From team events and volunteering to game nights and after-work gatherings - we create space for connection and shared moments.



Community & Culture

A Wellhub membership for gyms, swimming, yoga, and more. Through Milo Health, 10 therapy sessions to support your mental well-being.

ANNUAL BUDGET
WELLHUB + NILO HEALTH



Time to Rest

30 days of paid vacation per year. Rest isn't a reward it's essential to meaningful work.

30 DAYS PAID LEAVE



06 GOVERNANCE

The Architecture of Trust



Impact & Sustainability Committee

Established March 2025 ESG integration across all operations

In 2025, we launched GO2's internal Sustainability Committee embedding ESG into how we operate day to day, and empowering employees to actively shape how we deliver on our commitments.

Sustainability Policy Approved

IT Security policy approved

Jan 2025

Sustainable Purchasing Initiative and Equipment Policy Launched

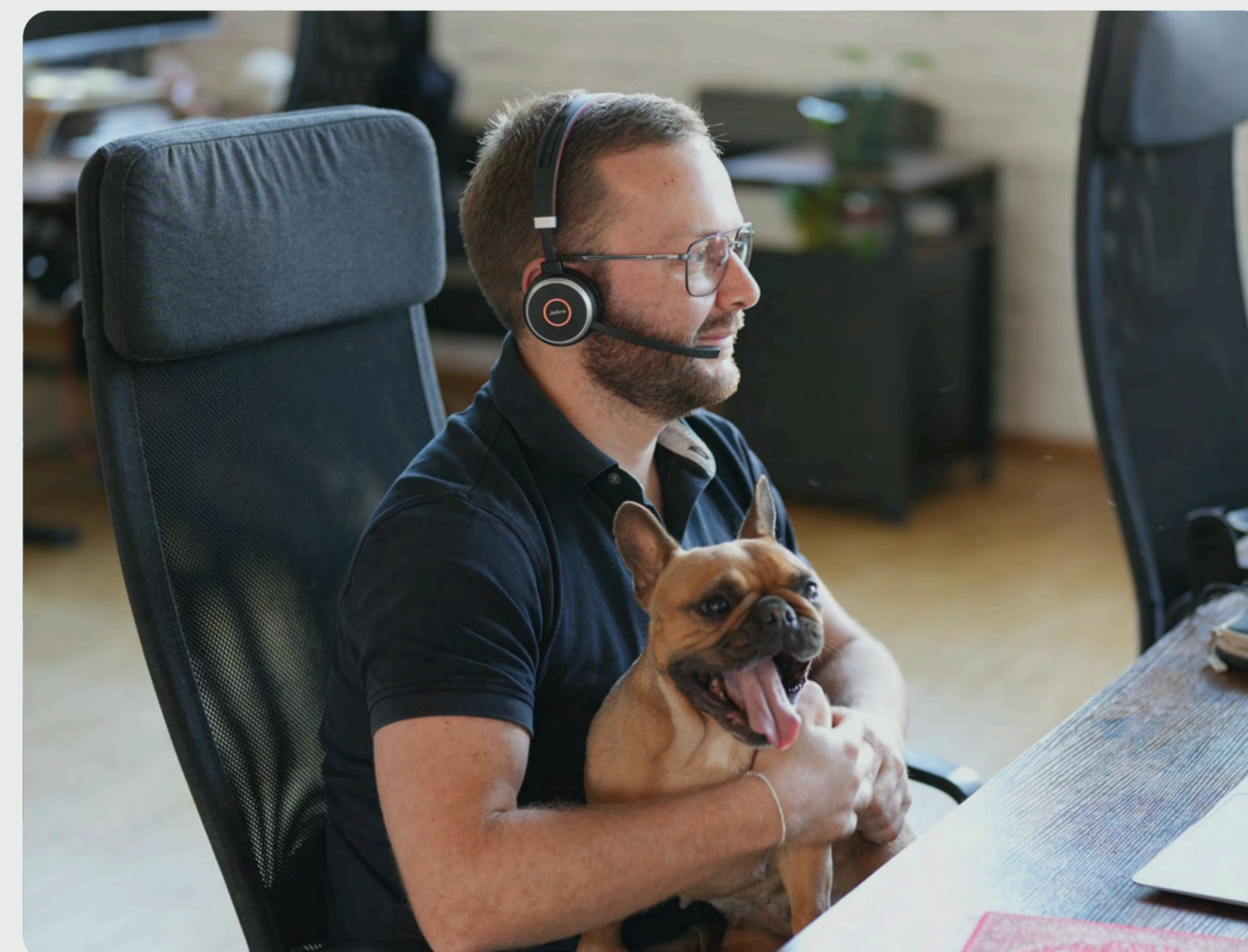
Oct 2025

Mental Health & Wellbeing Programs

2025

GRI Reporting Initiated

2025





Code of Conduct

Updated 2023, implemented 2024. Sets expectations for ethical behavior, anti-corruption, data privacy, and respectful conduct for all employees, contractors, and partners.

Whistleblowing & Speak-Up Culture

Anonymous 24/7 SpeakUp reporting for all employees and third parties. Internal and external confidants appointed. Zero retaliation policy strictly enforced.

IT Security Policy

GDPR-aligned data protection, access controls, and cyber resilience standards across all systems, employees, and third-party integrations.

Human Rights, Labour & Equal Opportunities

Zero tolerance for child and forced labour. ILO-aligned employment standards. 40-hour week, 25+ days leave, flexible working. No discrimination on gender, race, age, disability, or sexual orientation. Active gender pay gap commitment. Diversity embedded in hiring and leadership.

Anti-Corruption & Fair Competition

Strict gift thresholds per German law (€35 clients / €60 staff). Full AML/CTF compliance under EU Directive 2015/849. Zero bribery tolerance. Fair competition principles applied to all trading activity.

Regulatory Compliance

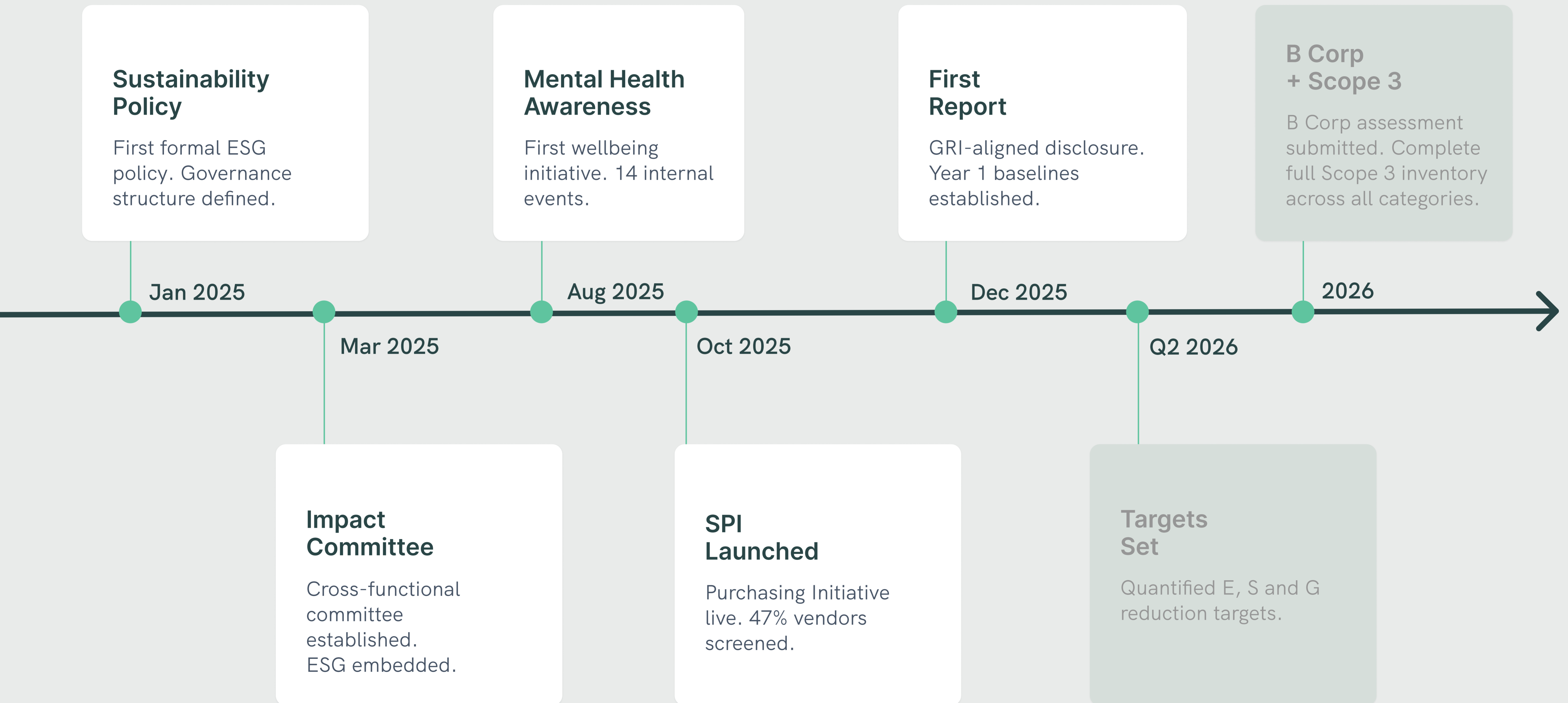
- GDPR (EU)**
Active
- EcoVadis Bronze**
Annual renewal
- GRI-aligned reporting**
Live 2025
- EU AI Act Art. 50**
Due Aug 2026
- B Corp assessment**
Target 2026
- Science-based targets**
By Jan 2026

Our Ethical Foundation



2025 Milestones

Year One Built the Foundation





Year One Complete. Year Two Starts Now.

E Environmental -25% Travel Emissions Target

- Travel Policy with formal emissions caps per trip and video-first culture
- Renewable energy sourcing for Berlin office
- Expand repair-before-replace with formal device tracking
- Partner with carbon offset provider for residual emissions
- Complete full Scope 3 inventory across all categories
- Set science-based emissions reduction targets (SBTi)

S Social 90% Engagement Target

- Launch DEI training program company-wide
- Establish employee resource groups across the team
- Publish pay equity analysis results
- Expand mental health and wellbeing support and budget
- Increase community engagement

G Governance 100% Suppliers Screened

- Screen 100% of supplier base through the SPI
- Submit B Corp Impact Assessment
- Publish quarterly sustainability updates to all stakeholders
- Explore CSRD alignment
- Board-level ESG oversight mechanism planned



The Foundation is Built. **Now We Grow.**

This report reflects a turning point: **sustainability is no longer coordinated by individuals at GO2** it is supported by systems, processes, and shared accountability across the organization.

*Save the Earth — it's the only planet with **techno.***