

monotch
SMART MOBILITY PLATFORMS

[2026]

Corporate Business Responsibility & ESG Report

Buidling smarter mobility through responsible business practices

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1. Purpose and Scope

This Corporate Business Responsibility (CBR) Plan describes how Monotch addresses environmental responsibility, equality and inclusion, ethical business conduct, and social impact in its business operations.

As a technology company operating within the mobility and infrastructure sector, Monotch recognises that business decisions can have environmental and social impacts. This plan outlines the principles and practices that guide our approach to these topics.

This plan applies to all Monotch employees and should be read alongside other relevant documents, including the Monotch Carbon Reduction Plan, HR Playbook, Information Security Management System and associated policies and procedures.

The scope of this plan covers the following areas:

- Environmental Responsibility
- Equality & Inclusion
- Responsible Technology and Social Impact
- Ethical Business Practices and Governance

These topics have been selected because they represent the areas where Monotch can have the greatest impact through its business activities and day-to-day operations.

2. Governance and Responsibility

The Security Officer owns and coordinates the day-to-day activities described in this plan, with support from the HR Manager. The Management Team periodically reviews progress and effectiveness.
The Management Team of Monotch is responsible for the approval, implementation and periodic review of this Plan.

3. Our Approach to Responsible Business

At Monotch, we believe that responsible business is not a standalone programme, certification or reporting exercise. It is part of how the company operates, how decisions are made and how we work with customers, employees, suppliers and partners.

As a growing technology company, we recognise our responsibility to balance business objectives with environmental, social and ethical considerations. Rather than creating separate initiatives for every topic, Monotch integrates these considerations into existing processes, policies and day-to-day operations.

Monotch focuses on the areas where the organisation can have the greatest impact. These include environmental responsibility, equal opportunities, employee wellbeing, ethical business conduct, information security, privacy and the development of technology that contributes to safer, smarter and more efficient mobility and infrastructure.

We recognise that our size, activities and role within the mobility ecosystem require a proportionate approach. Our objective is not to create unnecessary processes or administrative burdens, but to ensure responsible business practices are embedded in how we conduct business and make decisions throughout the organisation.

As part of the annual Management Review, Monotch evaluates whether its approach to environmental responsibility, equality and inclusion, ethical business conduct and social impact remains appropriate, effective and aligned with the organisation's objectives, values and stakeholders' expectations. Where appropriate, improvements and actions are identified and incorporated into existing business processes.

4. Environmental Responsibility

Monotch is committed to understanding and reducing its environmental impact through practical and measurable actions. Our environmental objectives, baseline measurements and improvement initiatives are documented in the Monotch Carbon Reduction Plan, which is publicly available and reviewed periodically.

As a growing technology company, Monotch recognises that business growth, international expansion, and an increasing customer base may influence overall environmental impact. Rather than focusing solely on reducing emissions at any cost, we aim to make responsible decisions that balance environmental considerations with the needs of our customers, employees and business operations.

We continuously look for opportunities to reduce unnecessary environmental impact in both our operations and our workplace. Examples include supporting remote collaboration and flexible working arrangements, using electric vehicles, encouraging public transport through mobility cards, and making conscious business travel decisions.

Environmental awareness is also reflected in daily office practices. Monotch avoids disposable plastic cups and bottles at events and exhibitions where possible, uses environmentally friendly cleaning products, limits energy consumption by reducing heating and power use when office facilities are not in use, and actively encourages employees to make environmentally conscious choices in their daily work.

We recognise that not every initiative will be successful. However, we believe that continuous improvement starts with a willingness to experiment, learn and make better choices over time. We therefore approach environmental responsibility as an ongoing commitment rather than a one-time objective.

5. Equality & Inclusion

At Monotch, we believe that innovation and business success are driven by knowledge, expertise and collaboration. We are committed to providing equal opportunities for all employees and applicants and to maintaining a working environment where everyone is treated with dignity, fairness and respect.

Recruitment, promotion, compensation and professional development decisions are based on qualifications, skills, experience, performance and the requirements of the role. Monotch does not apply hiring or promotion quotas based on gender, nationality, ethnicity, religion, age, disability or any other personal characteristic. Our focus is on attracting, developing and retaining talented people who can contribute to the success of the organisation.

As an international organisation, Monotch benefits from a diverse range of perspectives, experiences and professional backgrounds. English serves as our primary business language, supporting effective communication and collaboration across the company.

We are committed to fostering an inclusive workplace where employees feel respected, supported and able to contribute to their full potential. Expectations regarding professional behaviour, mutual respect and appropriate workplace conduct are documented in the Monotch HR Playbook. Employees also have access to a confidential counsellor for guidance and support when needed.

Monotch maintains a structured HR framework in the application Learned, that supports employee development, performance management and continuous growth. Twice a year (in June and December), managers hold performance reviews with staff to discuss both their professional and personal goals, employees are also encouraged to expand their skills and advance their careers based on merit and performance.

Monotch also encourages long-term employee engagement and commitment. Through the Monotch Stock Appreciation Rights (SAR) Plan, eligible employees have the opportunity to participate in the growth and success of the company. The programme reflects our belief that sustainable business success is achieved through the collective efforts, expertise and dedication of our people.

5.1 Gender Equality

Monotch is committed to providing equal opportunities for all employees and applicants, regardless of gender. Recruitment, promotion, compensation and development decisions are based on qualifications, skills, experience and performance rather than personal characteristics.

Monotch does not apply gender-based hiring or promotion quotas. Instead, we focus on maintaining a working environment in which all employees have equal opportunities to contribute, develop and progress based on merit and capability.

Equal opportunities are reflected throughout the organisation. Women currently hold specialist roles across multiple departments, including Marketing, Human Resources, Finance, Sales & Business Development, and Security & Compliance. Women are also represented within technical functions across the organisation. These outcomes reflect Monotch's commitment to providing equal opportunities and making employment decisions based on qualifications, competence and performance.

The Management Team is responsible for the approval, implementation and periodic review of this Gender Equality Plan. Awareness of gender equality, equal opportunities and unconscious bias is promoted through the employee onboarding process and regular company-wide meetings. Particular attention is given to employees and managers involved in recruitment, career development and promotion decisions.

As a relatively small organisation, Monotch does not maintain extensive gender-related statistical reporting or formal quota systems. Recruitment and employment decisions involve direct management oversight, and senior management maintains a high level of visibility and engagement with recruitment, career development and promotion activities across the organisation. Monotch does not differentiate between employees or candidates based gender, nationality, ethnicity, religion, age, disability or any other personal characteristic, instead focuses on qualifications, competence, experience and performance when making employment-related decisions.

The effectiveness of our approach to equality and inclusion is reviewed periodically through our HR processes and annual Management Review to ensure that Monotch continues to provide a supportive, respectful and inclusive working environment for all employees.

6. Responsible Technology and Social Impact

Monotch develops and operates technology that supports safer, smarter and more efficient mobility and infrastructure. We recognise that the systems and services we provide can have a direct impact on road users, public authorities, customers and society as a whole. Reliability, security, and quality are therefore important considerations in how we design, deliver, and maintain our solutions.

Our approach is supported by an integrated management system aligned with ISO 9001 and ISO 27001. Through annual risk assessments, management reviews and ongoing monitoring activities, Monotch continually evaluates risks, opportunities and the effectiveness of its processes.

Information security, data protection and quality management are embedded in daily operations. Employees receive regular security awareness training based on the Pause - Verify - Act principle, supporting a culture of responsible decision-making and continuous improvement.

Beyond operational excellence, Monotch aims to create measurable value through technology. Through connected mobility solutions, we help customers improve traffic efficiency, support emergency services, enhance road safety and enable better-informed mobility decisions. Our commitment to measurable impact is reflected in initiatives such as the UDAP Impact Report, which translates operational performance into observable social outcomes.

By combining technological innovation with quality, security and responsible business practices, Monotch supports safer, smarter and more sustainable mobility and infrastructure.

7. Ethical Business Practices and Governance

At Monotch, responsible business starts with informed, accountable decisions. We believe long-term success is built on trust, integrity, transparency, and a willingness to take responsibility for the impact of our decisions on customers, employees, partners, and society.

Rather than managing responsibility through standalone programmes, Monotch integrates ethical, operational and business considerations into its day-to-day activities and decision-making processes. This approach helps ensure that quality, security, privacy, business objectives and stakeholder interests are considered in a balanced and practical manner.

Risk awareness forms an important part of this approach. Decisions are made with consideration for both opportunities and potential risks, enabling Monotch to grow responsibly while maintaining the reliability and quality expected by customers and partners.

We promote a working environment where employees are encouraged to speak up, challenge assumptions, and raise concerns. Professional conduct, mutual respect and workplace expectations are described in the Monotch HR Playbook, while employees also have access to a confidential counsellor for independent guidance and support.

The same principles apply to our relationships with suppliers and business partners. Monotch selects and evaluates suppliers based on factors such as reliability, quality, security and suitability for the services being provided. We favour long-term partnerships with organisations that demonstrate professional and responsible business practices.

As a technology company operating in a connected and data-driven environment, security and reliability are particularly important considerations in supplier management. Suppliers are assessed prior to engagement and periodically reviewed to ensure they continue to meet organisational requirements and expectations.

8. Monitoring and Continuous Improvement

Monotch recognises that responsible business is not a fixed objective. As the organisation grows and evolves, new opportunities, risks and expectations may arise.

To ensure this plan remains relevant, its content is reviewed annually as part of the Management Review and the preparation of the annual Carbon Reduction Plan. During this process, Monotch evaluates whether its approach to environmental responsibility, equality and inclusion, ethical business conduct and social impact continues to reflect the organisation's activities, values and objectives.

Where improvements are identified, these are incorporated into existing policies, processes and initiatives. This helps ensure that responsible business remains part of everyday operations rather than becoming a separate programme or administrative exercise.

This plan will also be updated when significant organisational, operational or regulatory changes make this necessary.

Sign Off

This ESG Plan has been approved by the Management Team of Monotch, is public available on the company website and is communicated to employees through internal communication channels.



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