Commitments and results for sustainability

Non-Financial Statement

YEARS 2023-2024

ridemovi


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Senior Management

RideMovi is a company established by founding members who have several decades of experience in industrial business development and **international aspirations** in their DNA.

During the two-year period 2023-24, the foundations were created for what today represents a significant challenge for the concrete creation of a **sustainable mobility service** in our cities. Thus, the time has come for RideMovi to implement an industrial and investment plan strongly integrated with **ESG (Environmental, Social and Governance) principles.**

We are therefore pleased to present the company's first "non-financial" statement with the publication of this document. It shows how the achievement of economic-financial objectives can be accompanied by an **assessment of impacts** for the environment and society. We would like to say that **this work is not the result of a regulatory requirement, but it is a voluntary choice**.

This is because we are convinced that describing what we have done to satisfy the needs of our stakeholders (local authorities, suppliers, citizens, local community, workers) is not a question of form, but a way to begin to give substance to what we do.

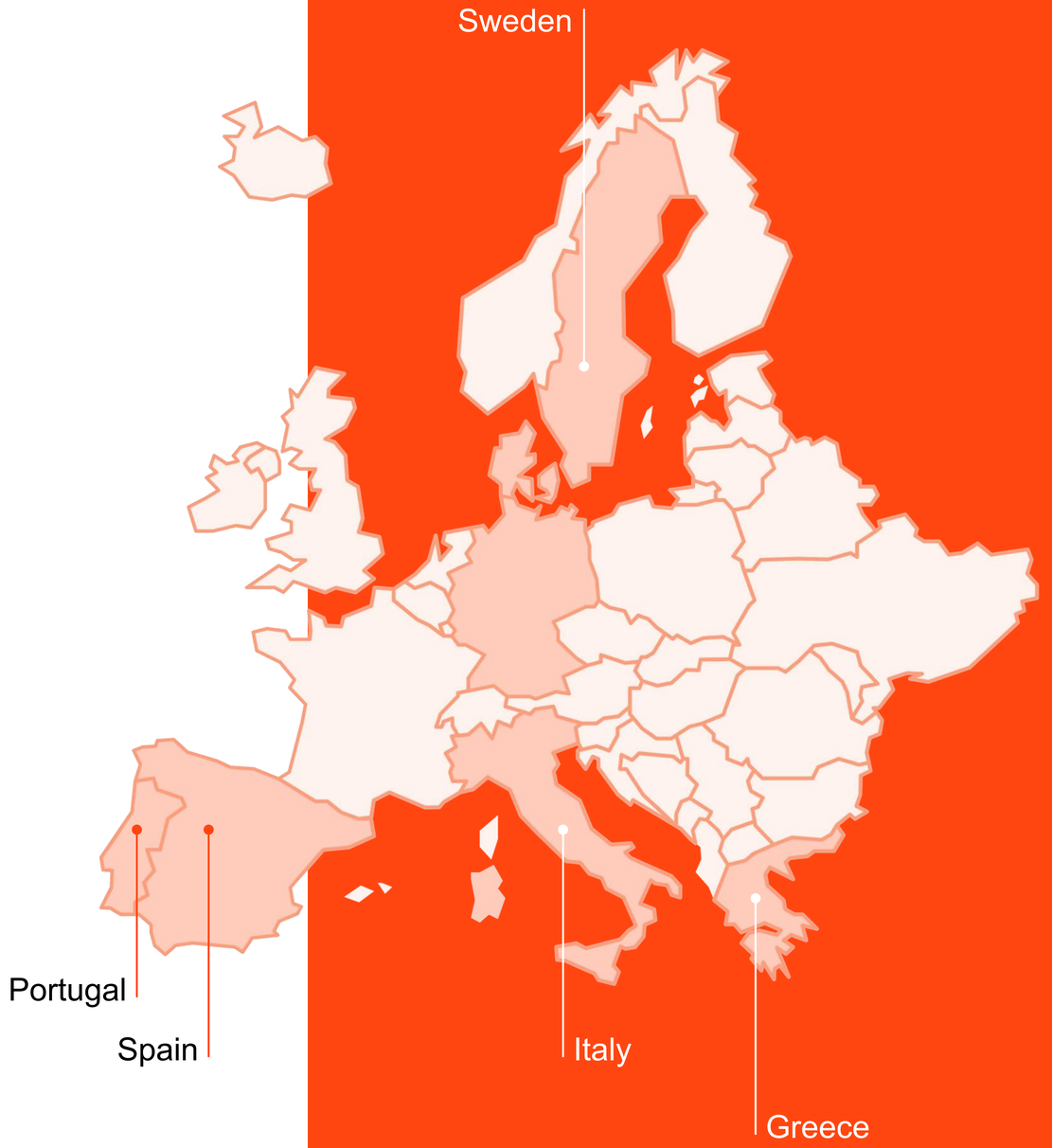
We know that we can and must still improve, but we also want to use this tool to **seriously plan solutions** that make this planet more livable.
Enjoy the reading,

About us

RideMovi, a joint-stock company with offices in Milan, is the leading Italian company in European **micro-mobility**.

Established in 2017, RideMovi is a sharing app service that allows users to find, unlock, travel around with their favourite vehicle (**Bike, Ebike, Escooter**) and park in public areas, offering the freedom to move quickly and conveniently.

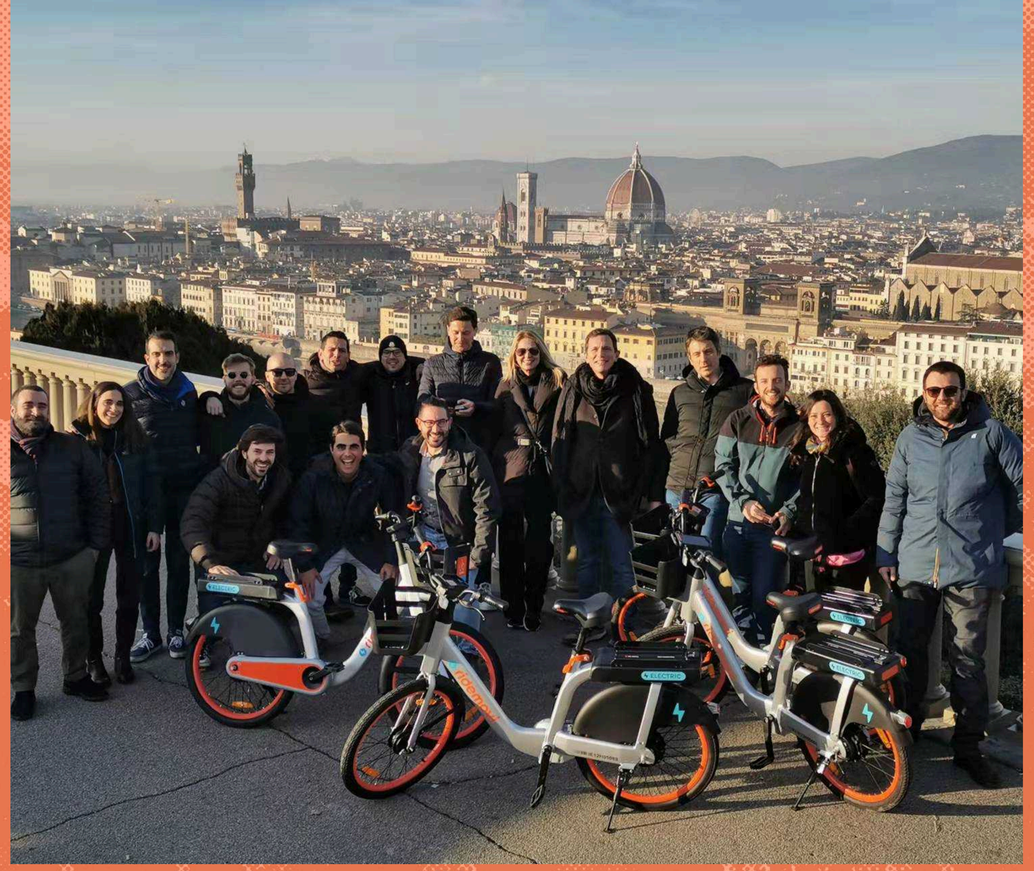
It currently has operations in **Italy, Spain, Sweden, Greece** and **Portugal**.



3 MILION
users

29.000
smart veichles

21
cities



Our main principles and values

We intend to revolutionise the way people connect in our cities, thanks to a fun, efficient, and sustainable shared service created to cover the last mile.



Our **Code of Ethics** is the "cycle path" within which everyone at RideMovi must work in the performance of their daily duties and when managing interpersonal relationships, including with respect to the company's Stakeholders.

The principles of the Code of Ethics are fairness and responsibility, transparency, legality, honesty, attention to staff needs, protection of health and safety in the workplace

Read our Code of Ethics

It constitutes an integral part of the company's corporate governance structure and of the system that RideMovi has adopted for the purpose of mitigating business risks connected to any offences or irregularities that may be committed when carrying out business activities.

RideMovi has adopted an **Organisational Policy** compliant with Legislative Decree No. 231/01. It was approved by the Board of Directors on 15 February 2018 and updated on 3 August 2022.
It is structured into a General Part, which contains the general reference principles, and a second part, which contains the Protocols that identify and regulate the Company's business processes potentially at risk.
In this regard, for each topic and type of risk, RideMovi has defined operational procedures to guarantee effective communication between its corporate units and the Supervisory Body, establishing specific information flows, record keeping and control procedures.



Governance

Board of Directors

The **Board of Directors** of RideMovi comprises five members, all men, i.e. four founding members and a representative of the Generali Group. Three members are aged between 30-50 years and two are over 50 years old.

Control of the Company has been entrusted to the Board of Statutory Auditors, which comprises three members, two men and one woman. The audit of the Company's accounts is performed by an independent auditing firm, currently BDO.

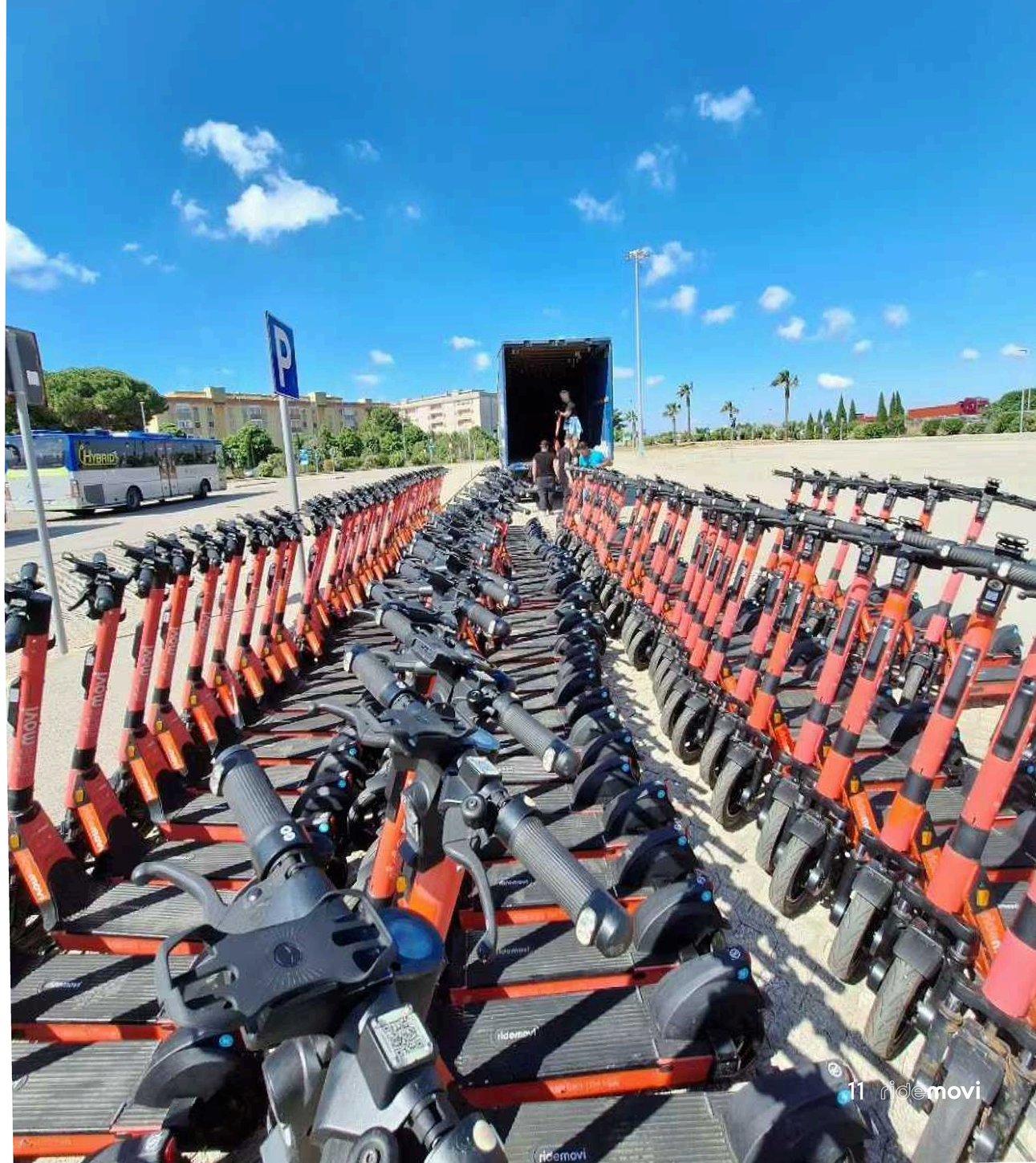
The **Chief Executive Officer** represents the Company and performs ordinary management duties. Together with the Board members, he is responsible for the Company's strategic direction and policies, including those relating to environmental, social and economic sustainability. He is responsible for the adoption of all actions necessary to ensure compliance of the Company's organisation and internal control system with the principles and requirements defined by the reference standards.



The Company's **operational management** has been entrusted to a Management Team, comprising three founding partners, a Chief Technology Officer (CTO), and a General Manager.

The **Supervisory Body (SB)** under Legislative Decree No. 231/01 consists in a third-party expert who acts in accordance with a regulation approved by the SB on 26 March 2018. During audits carried out throughout 2022, no reports were sent by internal or external parties relating to violations of the Code of Ethics and of the Organisation Policy.
RideMovi uses support units for the Chief Executive Officer, comprising various managers: marketing, security (RSPP), privacy and data security (DPO), human resources (HR). They include two women and two men..

Operations are ensured by **operations managers** for the different regions and areas of operation and by **city managers** located in the cities where rental services are provided in Italy and abroad.
RideMovi operates through a network of local suppliers, entrusted with operational management duties. RideMovi ensures that the principles of its Code of Ethics are respected in relation to compliance with the law, protection of workers' rights, fairness,s and transparency in conducting relations with local authorities and with service users.





Environment

We cooperate with city authorities for sustainable mobility

Our bike-sharing service is spread across Italy and in some of the main European cities. The service offered by RideMovi is integrated into the **plans for sustainable mobility of urban centres**, promoting it by cooperating with local authorities to encourage citizens to use micro-mobility services and arranging the service in relation to the possibility of using private and public transport in an integrated way.

We have concluded agreements with local authorities, but also with other local players (schools, voluntary organisations, private-sector entities) to provide annual subscription fees at favourable conditions for employees by offering **bike-sharing vouchers** (mobility vouchers). Between 2023 and 2024, services of this type were activated with the Municipalities of Florence, Mantua and Bologna.

Services are provided under **contracts entered into with local authorities**, adapting them to the needs of the individual local authority and respecting the requirements defined by the contractual clauses. We make information available to cities on the movements of users and on the efficient use of the vehicles made available..



5
Cooperations in the cities' mobility plans



3
Bike-sharing voucher» agreements»



13
Bids won

Vehicle fleet

In **2023**, RideMovi had a **fleet of approximately 26.502 operational vehicles**, including **14.627 ebikes** (electric bicycles) **7.124 traditional bicycles** and **4.750 escooters**. In **2024**, the ebike fleet was expanded **with the addition of 1.743 electric vehicles to replace traditional bicycles**. **At the end of the year, 14.657 ebikes, 6.565 traditional bicycles, and 7.023 scooters were in operation.** RideMovi offers a comfortable, sustainable, and economical way to get around town, contributing to the reduction of carbon emissions and promoting an active lifestyle. It is estimated that thanks to the popularity of bicycles, there was a reduction of over 300 tons of greenhouse gas emissions* in Florence in 2024.



28.245
Vehicles in operation in 2024



84.425
Vehicles repaired in 2024

Commitment to recycling and repairing vehicles

The Company is aware of the importance of sustainability and is extending **its ecological approach to the recovery and recycling** of unusable bicycles within its fleet. In 2024, only around **271** ebikes were replaced, compared to **84.425 ebikes repaired**. The ongoing activities demonstrate RideMovi's commitment to reducing waste and extending the useful life of its vehicles, thus contributing to more responsible management of resources.

Increase in kilometres travelled

The year **2024** was a **year of growth** for RideMovi, marked by a noticeable increase in the total distance traveled by users. In 2023, users covered **16.635.431,158** kilometres, while in 2024 this figure rose to **20.084.931,05** kilometres.

The **20.73%** increase reflects the growing popularity and positive reception of RideMovi' s sharing service. This result also highlights users' commitment to promoting an active and sustainable lifestyle by increasingly choosing these vehicles as their preferred means of transport.

RideMovi is committed to continuing to offer **a convenient and environmentally friendly service**, promoting sustainable mobility locally and contributing to the reduction of CO2 emissions.



20.084.931,05
KMs travelled by users in 2024



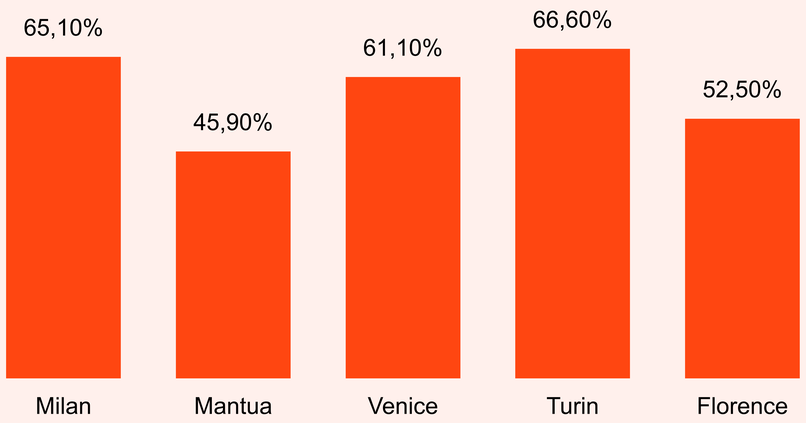
3012,74
tons of CO_2 saved
Compared to the same KMs travelled by a city car[2]

[2] calculated using SunEarthTools

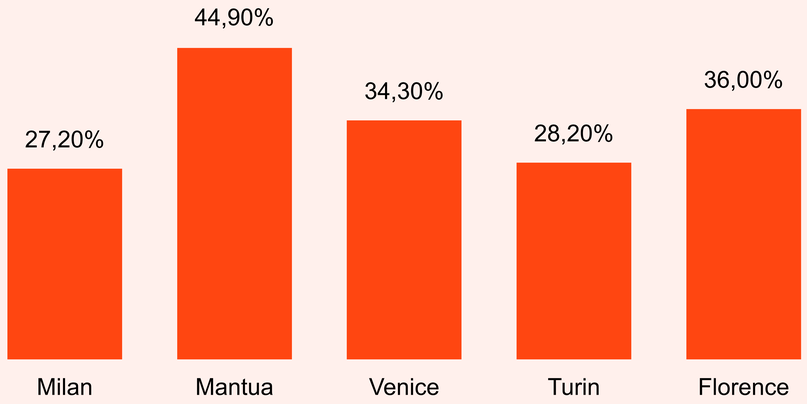
Reduced use of other means of transport

RideMovi has conducted **a survey among users in Milan, Turin, Mantua, Venice and Florence** to learn about their transport habits. The survey findings show significant reductions in the users' use of cars and public transport.

Reduction in the use of public transport



Reduction in the use of cars



Supplier management

RideMovi's business model is based on **the involvement of the supplier chain**. In 2024, 25 suppliers in total were involved in the activation of the main services, divided into the following categories:

All suppliers are monitored in the company management system, although no evaluation system has been set up relating to the supply chain's environmental and social responsibility aspects for the time being.

suppliers of vehicles, related spare parts and electric batteries; these are companies located abroad (particularly in South East Asia); the batteries purchased are rechargeable lithium batteries;

management of rental and maintenance services, located within the cities;

vehicle transport, using international and national operators;

waste management and disposal, in compliance with European WEEE regulations.



Environmental impacts of services provided locally

RideMovi has started collecting information from operators who provide services locally regarding the **consumption of electricity** and fuel used. The **waste produced and its allocation are also monitored.**



164.125 lt
diesel oil consumed in 2024

84.122 KWh
electric energy consumed in 2024

143 t
non-hazardous waste produced in 2024



Social responsibility

Personnel

There were 40 people working at the RideMovi group in 2024: 33 men, 7 women. **77% of workers have a permanent employment contract**. The employment contract applied to all workers falls into the trade and services category. The worker categories included in the contract are managers and office workers.

In the period between 2023 and 2024, the RideMovi Group **increased its staff**, going from 26 to 40 people, which included 36 office workers and 4 manager. Most of the new workers fall into the 30 to 50 age range. All workers are guaranteed human rights and are protected from any possible discrimination in relation to the principles and operating practices governed by the Code of Ethics.

RideMovi uses employees of other organisations when carrying out its operating activities. A survey of the composition of such personnel is being implemented, extending to them the rights and protections contained in the RideMovi Code of Ethics.



Workers’ health and safety



RideMovi is committed to ensuring its personnel all measures for the **prevention of accidents in the workplace** both at the headquarters and at local offices whose staff are under the Company’s direct responsibility. The system is managed by an external **Prevention and Protection Manager** (Responsabile per la prevenzione e la protezione, RSPP), who has carried out a risk analysis. The training sessions required by law have been provided. The analysis showed risks mainly related to office activities. **There were no cases of accidents** during the two years under review.

Also in this case, RideMovi's commitment is to extend the risk assessments and related occupational health and safety procedures to operators who carry out activities on behalf of the Company at the various local units.

Social commitment

With a strong vision oriented toward sustainability, RM is actively committed **to promoting eco-friendly mobility** and adopting initiatives that contribute to environmental preservation.
RM's participation in several national projects stands as tangible proof of its social commitment.

A notable example is its involvement in launching numerous cycling paths in collaboration with local administrations, including the new bike lane in **Florence's Mercafir area**, built thanks to European PNRR funding. The launch event on November 16, 2024, was attended by Mayor Sara Funaro and the Councillor for Mobility, Andrea Giorgio, who joined RM in cycling to highlight the benefits of sustainable mobility and to promote the use of bicycles as an eco-friendly alternative to conventional transport.

RM also took an active part in numerous **"Ecological Days"** held throughout 2023 and 2024. These events were actively supported by the company to encourage citizens to use low-impact means of transport, such as shared vehicles, and to promote a cleaner and healthier environment.





Future commitments to sustainability

Sustainable development goals Agenda 2024



Sustainable development goals Agenda 2025





- ✔ Increase in the number of vehicles with eco-friendly features (Escooters, Cargo Bikes) and the introduction of the electric Moped.
- ✔ Increase in recyclable and reusable components in vehicles
- ✔ Increase in the % of repaired vehicles put back on the road



- ✔ Increase in energy from renewable sources to power batteries





- ✔ A sustainability management system for organisations operating at a local level, by:
  - activating a code of conduct on sustainability
  - monitoring training activities
  - increasing the number of compliance checks with the code of ethics









- ✔ Continuing collaborative work with local authorities and the communities by:
  - strengthening and increasing agreements with local authorities and participating in sustainable mobility plans
  - providing the service to users in a fair and sustainable way, effectively responding to any complaints
  - participating in and supporting solidarity and environmental education initiatives in local communities, involving schools and other local players
- ✔ Keeping the target of 0 serious accidents and fewer than 10 minor accidents per million trips

References and contact

The reporting scope of published information is the entire organisation and performance of its services in Italy and in the foreign countries in which RideMovi operates. The reported data concern the years 2023 and 2024.

For any information, please contact:
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