

here

# Sustainability Report 2025

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# Executive Sponsor opening letter

At HERE Technologies, we believe sustainable outcomes are achieved when technology leadership is matched with responsibility and action. In 2025, we strengthened our ESG commitments across our global business by reducing environmental impacts, advancing responsible innovation, and supporting customers and partners as they pursue more sustainable solutions. This 2025 Sustainability Report presents how we translated these commitments into measurable progress and long-term value.

On a macro-level, 2025 marked the 10-year anniversary of the landmark Paris Climate Agreement, which since its inception has led to fortifying climate policy frameworks, facilitating ambitious climate targets, and promoting widespread participation and accountability across public and private sectors.

Still, much remains to be done to bring us closer to the Paris Agreement's 1.5°C temperature goal. Climate change remains a pervasive global force, with 2025 recorded as one of the top three warmest years on record. The COP30 summit in Brazil underscored the significant role of the private sector in ushering lasting positive climate impacts and practical scalable solutions, in which companies of all sizes and industries have parts to play.

As a global location technology and data leader, HERE Technologies remains committed to helping enable a sustainable future. Over 2025, we worked conscientiously both within our organization, as well as externally across our global ecosystem to advance sustainability initiatives.

These initiatives included continued efforts to decrease greenhouse gas (GHG) emissions in our global office footprints and implementing a Responsible AI framework across our operations, with HERE becoming the first location data company to achieve the ISO/IEC 42001 Certification for Responsible AI.

In addition, as part of our ongoing partnership with SBD Automotive, we jointly created the third annual EV Index which provides an in-depth multi-national snapshot of evolving electric vehicle (EV) infrastructure development, EV adoption, and driver experiences as societies work to accelerate and elevate more sustainable mobility.

With collaboration being vital and a growing demand for innovative location-based products and services to enable sustainable solutions, during 2025 HERE worked alongside our customers and partners to help facilitate sustainable use cases worldwide.



HERE's location technology plays a practical role in helping cities improve the efficiency and sustainability of critical infrastructure. For example, in Argentina, supply chain software company Kovix leveraged HERE Tour Planning on Amazon Web Services (AWS) to optimize recycling routes, which resulted in municipal trucks reducing average journey times by 20% and utilizing less fuel.

Spanning geographies, road safety is of paramount importance. We have been working with HARMAN who has integrated HERE Road Alerts data to provide drivers with precise real-time in-vehicle contextual alerts about immediate hazards ahead on the road.

Furthermore, HERE also supports public safety organizations. Our long-standing partnership with the National Alliance for Public Safety GIS (NAPSG) Foundation is an exemplar, in which HERE provides technology support and scholarships where emergency response teams can learn about the latest technologies and best practices to help keep communities safe during emergencies.

Inclusion, diversity and belonging (IDB) continue to be foundational to who we are as a company and global employee community. Throughout 2025, HERE's highly engaged employee resource groups (ERGs) spearheaded a wide range of activities and community efforts. From tree planting, environmental clean ups, volunteering, and donations drives at global locations; to trainings, mentorship initiatives, Pride Month celebrations, and various programs by our Women's Initiative Network; HERE's people drove tangible change with passion and integrity.

In reflecting, I believe there is much for us to be proud of in 2025. Looking to the future, HERE's sustainability journey is ongoing: rooted in our purpose principles of *rise to the challenge, channel curiosity, chart new frontiers, advance by listening*, and *earn trust at every turn*; HERE remains dedicated to collaborating, innovating and making positive impacts in the work we do, the corporate culture we cultivate, and the customers and communities we serve.



Sincerely,

**Denise Doyle**

Chief Product Officer and  
Sustainability Executive Sponsor



# Sustainability and ESG at HERE



At HERE Technologies, a commitment to sustainability shapes outcomes for customers, our people and society. In 2025, we deepened our commitment to sustainability priorities, further embedding a focus on driving impact across our strategy, operations and technology.

We believe responsible business is fundamental to long-term success, which is why we are committed to building a more sustainable future for all. To achieve this, we weave sustainability into our products, partnerships and everyday decisions.

**Our products** enable customers to reduce emissions and operate more efficiently.

**Partnerships** allow us to scale innovation and solutions to accelerate positive environmental and social impact.

**Everyday decisions** — grounded in accountability and integrity — are core to how we manage the business.



Additionally, our sustainability strategy meets the demanding expectations of our stakeholders:

**Customers:** we operate ethically and responsibly to remain a trusted, reliable partner.

**Investors:** we integrate sustainability factors into business strategy to demonstrate resilience and long-term value.

**Regulators:** we proactively prepare for and comply with evolving sustainability regulations.

**Employees:** we foster a culture of engagement and purpose that empowers teams to drive positive change.



# Seven core pillars of sustainability at HERE

## **Net-zero commitment**

Progressing towards our science-based greenhouse gas reduction targets through increased renewable energy, electrification and operational efficiency.

## **Transparent external reporting**

Publishing annual sustainability reports and greenhouse gas inventories aligned with internationally recognized frameworks, including the Greenhouse Gas (GHG) Protocol and the Sustainability Accounting Standards Board (SASB) Index.

## **Internal initiatives**

Collaborating across teams to advance sustainability initiatives, foster a fair and equitable workplace and invest in the communities in which we live and work.

## **Sustainable procurement**

Engaging suppliers on sustainability expectations to promote responsible conduct, increased transparency and consistent reporting.

## **Sustainability maturity**

Meeting or exceeding customer sustainability requirements, participating in respected industry assessments and continually strengthening our sustainability performance.

## **Sustainable products**

Delivering products, such as efficient routing solutions and EV charge point data, that help customers achieve their sustainability goals.

## **Regulatory compliance**

Complying with local laws and global standards and maintaining integrity and accountability in our operations.

These pillars guide decisions across our business, ensuring alignment with our long-term sustainability goals.

# Governance and accountability

Robust governance and shared accountability ensure sustainability is integrated across the business.

→ **Management and Supervisory Boards:** our governance framework is anchored by the Management Board, which sets strategic direction and oversees operations, and supported by the Supervisory Board, which ensures accountability, compliance and alignment with sustainability principles. Both boards actively monitor sustainability performance, risk management and ethical practices to maintain transparency and stakeholder trust.

→ **Management Team:** the Management Team has primary accountability for guiding the company's strategy, including sustainability. It is responsible for monitoring progress towards sustainability commitments and ensuring operations remain aligned with long-term goals.

→ **Sustainability Advisory Committee:** the Sustainability Advisory Committee is a cross-functional, management-sponsored group that supports the Management Team through subject-matter expertise, coordination and implementation of sustainability initiatives. The committee meets regularly to accelerate progress and reinforce accountability across the organization.

## Looking forward

Sustainability at HERE is a continuous journey. As we prepare for future regulatory requirements and set new ambitions, we remain focused on transparency, innovation and impact — helping customers, communities and employees build a more sustainable future.



# Sustainability Advisory Committee

Founded in 2021, HERE's Sustainability Advisory Committee (SAC) brings together a broad, cross-functional group of leaders from across the organization, representing nearly all business units. The committee is sponsored at the executive level by Denise Doyle, HERE's Chief Product Officer, who provides oversight and strategic guidance.

The SAC functions as the coordinating body for HERE's sustainability strategy and activities. Its membership spans a wide range of functions, including Accounting, Compute, Corporate Compliance, our employee resource groups (ERGs), Legal, Privacy, Procurement, Product, Quality Excellence, Workplace (real estate) and Trust (security and risk).

Through this structure, the SAC plays a critical role in advancing HERE's sustainability commitments by:

- Driving accountability for the company's sustainability objectives
- Developing guidance and frameworks to support business units in executing sustainability initiatives
- Shaping enterprise-level strategy to ensure sustainability considerations are integrated into decision-making

By maintaining strong representation across the organization, the SAC helps embed sustainability and corporate responsibility into HERE's day-to-day operations and long-term strategic direction.



# HERE's science-based net-zero targets

HERE acknowledges the urgency of addressing climate change and the need to rapidly reduce greenhouse gas (GHG) emissions. In 2023, we formally committed to reaching net-zero emissions company-wide by 2050. This commitment has been reviewed, validated and approved by the Science Based Targets initiative (SBTi), placing HERE among more than 4,000 organizations worldwide, including many of our customers and partners, that have adopted science-based climate targets. HERE's targets are publicly disclosed on the **SBTi website**.

HERE's SBTi-approved near-term and long-term emissions reduction targets, measured against a 2019 baseline year, include:

- **Scope 1 and 2 emissions:** 65% reduction by 2030 and 90% reduction by 2050
- **Scope 3 emissions:** 36% reduction by 2030 and 90% reduction by 2050

Progress toward these targets is supported by a robust approach to emissions tracking and performance management. HERE regularly measures, monitors and reports its GHG emissions using the GHG Protocol, the leading international standard for corporate emissions accounting and reporting.



# Greenhouse gas emissions

To keep advancing toward our net-zero commitments, we track and evaluate our carbon footprint. Our emissions data is compiled and disclosed in alignment with the Greenhouse Gas (GHG) Protocol, the leading global framework for measuring and reporting greenhouse gases.



## Scope 1

Our Scope 1 emissions saw a significant decline compared to 2024. The decreases were attributed to lower activity from our vehicle fleet, which includes leased vehicles as well as our HERE TRUE data collection vehicles.

## Scope 2

Our Scope 2 emissions also decreased significantly from our 2024 figures, even as onsite office activity increased. This progress reflects our ongoing efforts to streamline our global office footprint and expand renewable energy procurement. In October 2025, all sites in Mumbai, India, transitioned to renewable electricity to power office operations, joining other key sites already using renewable electricity including our Chicago office, offices in the Netherlands, as well as all offices in Germany, Finland, Sweden and Portugal. We continue to seek renewable energy options in all our locations where able.

## Scope 3

Our Scope 3 emissions also decreased from 2024 as we identified new opportunities to operate more efficiently. A key contributor was our continued optimization of cloud computing resources — reducing usage where feasible and transitioning workloads to lower-power, more efficient processors. Our cloud service providers likewise advanced their own commitments to sourcing renewable energy for data center operations.



## Scope 1, 2 and 3 emissions summary

This summary table describes HERE's Scope 1, 2 and 3 footprints for 2024 and 2025.

## GHG emissions

## % Change

2024

2025

2024-2025



### Scope 1

1,593

1,027

-36%

#### 1 Direct emissions

1,593

1,027

-36%

### Scope 2\*

3,880

2,572

-34%

#### 2 Purchased electricity, steam, heat and cooling

3,880

2,572

-34%

### Scope 3

72,302

69,416

-4%

#### 3.1 Purchased goods and services

54,990

51,952

-6%

#### 3.2 Capital goods

634

1,078

70%

#### 3.3 Fuel and energy related activities

2,158

1,625

-25%

#### 3.5 Waste generated in operations

213

242

14%

#### 3.6 Business travel

8,320

7,524

-10%

#### 3.7 Employee commuting

5,610

6,681

19%

#### 3.8 Upstream leased assets

206

174

-16%

#### 3.15 Investments

171

140

-18%

### Scope 1+2+3 total

77,775

73,016

-6%

Note: each year, we enhance the quality of our emissions inventory by improving data accuracy, refining measurement methods and incorporating the latest emissions-factor updates. As such, slight fluctuations compared with previously reported figures may occur.

\*All Scope 2 figures are market-based.



# Making an impact through our products



Over the last decade, the physical world has increasingly been translated into a dynamic digital representation that reflects how roads, vehicles and infrastructure behave in real time. This shift has been driven by advances in location intelligence, including continuously updated mapping, traffic and road attribute data generated by connected vehicles, commercial fleets and mobile devices.

At the same time, organizations across industries have increased their focus on operating more sustainably, factoring environmental and community impacts into business planning and day-to-day decision-making.

Where these developments converge is a growing demand for location-based products and services that enable sustainability-driven use cases. For instance, fleet operators increasingly depend on mapping, traffic, road curvature and elevation data to improve route efficiency, lower fuel consumption and reduce emissions.

HERE supports customers in advancing their sustainability objectives by delivering location solutions designed to address these evolving needs.





# GreenRoad

GreenRoad uses HERE's advanced map data and road intelligence to deliver real time, context aware alerts that help professional drivers avoid low-clearance bridges, reduce collisions by up to 70% and operate more safely and efficiently. The solution enables fleets to cut operational costs, improve fuel efficiency and lower emissions, supporting more sustainable fleet operations worldwide.



# Kovix

In Argentina, Kovix leveraged HERE Tour Planning to optimize municipal recycling routes, reducing trip durations by 20%, cutting fuel costs by 17% and preventing hundreds of pounds of carbon emissions each day. This scalable solution enables cities to collect more recyclable waste with fewer resources, assisting with achieving sustainability goals.

# GENESYS

HERE and Genesys International are codeveloping a next-generation, safety-first digital cockpit for India that reduces distracted driving by integrating dynamic maps, real-time traffic intelligence and India-specific ADAS insights. Built on HERE's AI-powered mapping platform, the solution enhances situational awareness and supports safer driving as India's automotive market transitions to software-defined vehicles.



HARMAN and HERE are delivering advanced V2X driver assistance systems that provide real time, context aware road alerts, helping drivers anticipate hazards, reduce accidents and avoid unnecessary emissions. The collaboration supports automakers in meeting evolving safety standards, including Euro NCAP 2026, while enabling smarter, more connected and sustainable mobility experiences.



## HERE and GreenRoad: reducing bridge strikes by up to 70% with real-time alerts

GreenRoad, a global leader in digital fleet safety telematics and driver behavior management, is a pioneer in safety-driven innovation, preventing bridge and tunnel strikes for over 100 customers across 70 countries.

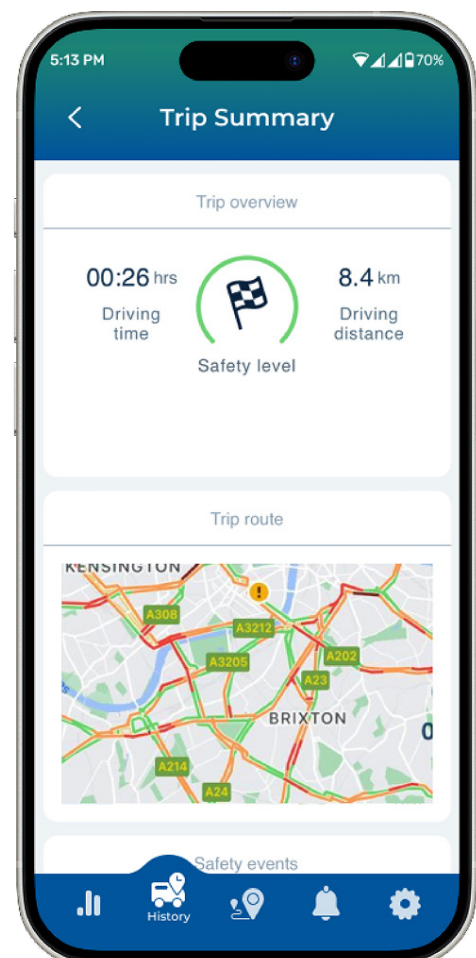
Coordinated by HERE's partner ADCi, GreenRoad integrated HERE Map Data along with Road Rules & Regulations and Road Infrastructure & Usage to provide professional drivers with real-time, context-aware alerts that help avoid low-clearance bridges, prevent avoidable collisions, reduce service disruptions and protect their workforce. With these capabilities in place, fleets using GreenRoad have seen 50-70% fewer collisions.

To calculate the safest and most effective routes, GreenRoad uses detailed road topology, historical patterns and real-time changes. This enables fleets to maintain compliance with posted restrictions, while optimizing their operations, reducing up to 15% in operational cost and achieving significant savings on insurance costs up to 33%.

The fresh, accurate and frequently updated data warns drivers before they approach a potentially dangerous location. As drivers approach low bridges, the system issues timely audio and visual warnings.

"Smoother, fuel-efficient driving is safer and provides more comfortable journeys for our customers, as well as helping to cut our carbon footprint and meet our sustainability targets," said Sharon Vye-Parminter, Health, Safety and Environment Director of Stagecoach, a customer of GreenRoad.

GreenRoad and HERE are working to reduce accidents, improve road safety and support more sustainable fleet operations.





## HERE and Kovix: optimizing recycling routes to reduce trip duration and emissions

Cities rely on efficient recycling systems to meet growing sustainability goals. In Argentina, this challenge intensified as municipal providers faced hundreds of daily collection points spread across dense neighborhoods and varying local constraints.

Kovix, a supply chain software company based in Argentina, turned to HERE to modernize its routing capabilities and ensure recycling fleets can operate with greater precision, speed and environmental efficiency.

Using HERE Tour Planning on AWS, Kovix significantly improved the efficiency of municipal recycling fleets, cutting average trip durations by 20% — from 92 to 77 minutes.

At the same time, smarter routing lowered fuel consumption, which reduced costs by 17% and prevented hundreds of pounds of carbon emissions from entering the atmosphere on a daily basis, directly supporting Kovix's sustainability goals.

The system also processed three times more waypoints than before, allowing municipalities to scale their daily operations without delays or service interruptions.

“Traditional routing systems often focus on smaller-scale operations and can't handle the complexity of hundreds of stops per route,” said Max Sucari, Head of Marketing at Kovix. “The transition to HERE was remarkably smooth. The API simplicity enabled us to quickly integrate it with our system, which allowed us to deliver value in a very short time.” Sucari continued.

These improvements created a measurable impact on recycling outcomes across the communities Kovix serves. Municipal providers were able to collect and process more than 60 tons of recyclable waste, demonstrating the real-world impact of optimized route planning and paving the way for similar solutions across Latin America.





## HERE and Genesys: next-gen in-car navigation to improve safety in India

India continues to face significant road-safety challenges, recording more than 80,000 road fatalities each year, including more than 3,000 linked directly to mobile phone use while driving.

A recent HERE survey revealed that 98% of Indian drivers are concerned about road safety and 91% consider advanced driver assistance systems (ADAS) features essential. These insights highlight the clear need for integrated, in-vehicle solutions that limit distractions and enhance situational awareness.

To address this, HERE and Genesys International have plans to co-develop a digital cockpit to reduce distracted driving and improve road safety across India. The next-generation navigation system will bring together HERE's dynamic map data, real-time traffic intelligence and hazard alerts with Genesys' India-specific ADAS layers to deliver a seamless, safety-first navigation experience designed to minimize distractions and keep drivers focused on the roads.

Built on HERE's AI-powered mapping architecture, the system continuously adapts to changing road conditions. Drivers receive real-time inputs that help them make safer decisions without looking away from the windshield. As India's automotive market accelerates toward software-defined vehicles, this embedded navigation solution ensures safety and navigation functions operate reliably as an integrated system.

Today, more than 54 million vehicles rely on HERE maps for ADAS capabilities, while over 222 million vehicles globally use HERE's location data and software services. Bringing this global scale together with Genesys' expertise in the Indian market will further co-development and pilot solutions that directly address the safety challenges faced by drivers daily.





## **HERE and HARMAN: enhancing driver safety with smart and connected insights**

In an increasingly connected driving environment, sudden braking ahead, roadworks around a blind corner or adverse weather conditions can increase the risk of congestion, accidents and unnecessary emissions. To address this challenge, HARMAN set out to transform how real time, contextual road intelligence is delivered to vehicles.

HARMAN and HERE Technologies are working together to develop advanced, direct and cloud-based vehicle-to-everything (V2X) driver assistance systems that provide drivers with timely, relevant insights about the road environment ahead. The partnership helps automakers deliver smarter and more safety-aware driving experiences by integrating accurate, dynamic road alerts with scalable vehicle-to-network (V2N) solutions.

To make its real-time alerts as useful as possible, HARMAN integrated HERE Road Alerts, which deliver digital, context-aware hazard information directly to the in-vehicle experience. This includes alerts for congestion, roadworks, adverse weather, wrong-way drivers and other immediate road hazards. By reducing false positives through advanced analytics and digital twin modeling, the system ensures alerts are delivered only when they are most relevant for drivers.

“HERE has been a long-standing strategic partner and offers one of the most robust road hazard data solutions available,” said Nisarg Modi, Connectivity Business Lead at HARMAN. “Combining HERE’s data with our V2N-based architecture and software-as-a-service (SaaS) model creates unparalleled value for automakers.”

This partnership also supports original equipment manufacturers (OEMs) in meeting evolving Euro NCAP 2026 requirements for connected and software-defined vehicles. These standards emphasize V2X communication, hazard reporting, software updates and seamless integration with existing driver assistance features.



# HERE and SBD Automotive EV Index 2025: navigating an inflection point in global EV infrastructure



Marking its third year, HERE Technologies continued its partnership with SBD Automotive to deliver one of the most comprehensive assessments of electric vehicle (EV) infrastructure maturity across the United States, Europe and India. Released alongside new consumer research, the HERE-SBD EV Index 2025 provides a multidimensional view of how infrastructure development, EV adoption and driver experiences are evolving as societies work to accelerate the shift toward more sustainable mobility.

Global EV sales have accelerated and the need for a resilient, reliable public charging ecosystem has never been more critical. This year's Index introduced a new balance score designed to identify where regional infrastructure is progressing consistently across charger density, average power, EV fleet share and chargers per EV. It underscores a core sustainability principle: long-term EV market maturity depends on developing infrastructure that grows in sync with demand, minimizes geographic disparities and supports inclusive access to lower-emission transportation.

Complementing the infrastructure data, the 2025 edition integrated findings from a new consumer survey conducted by SBD Automotive and commissioned by HERE, with more than 3,000 drivers across the US, Europe and India participating. While EV owners remain highly satisfied, access to public charging continues to be the top barrier to broader adoption. These insights highlight that enabling the transition to cleaner mobility requires not only investments in physical infrastructure but also policy alignment, public confidence and a clear, consistent charging experience for all communities.



# HERE–SBD EV Index 2025: key findings

## The United States: entering mass deployment but consumer skepticism persists

- The US added 37,000 new public charge points in 2025 (a 19% increase since last year's Index) alongside a 52% rise in total public charging power, signaling the early stages of mass deployment.
- Despite this progress, charging availability remains the leading barrier for US consumers, reflecting ongoing challenges in equitable EV access.
- Delaware and Washington, D.C., retained the top positions, while New Jersey and New York entered the top five, bolstering the emerging East Coast EV corridor.
- States including Kentucky, New Mexico and Iowa demonstrated significant year-over-year improvement.
- Balance scores show Alaska, Pennsylvania and North Carolina as the most consistently developed across metrics, reinforcing the importance of coordinated investment for sustainable growth.

Public charge points

Charging power

Sustainable growth

Balance scores

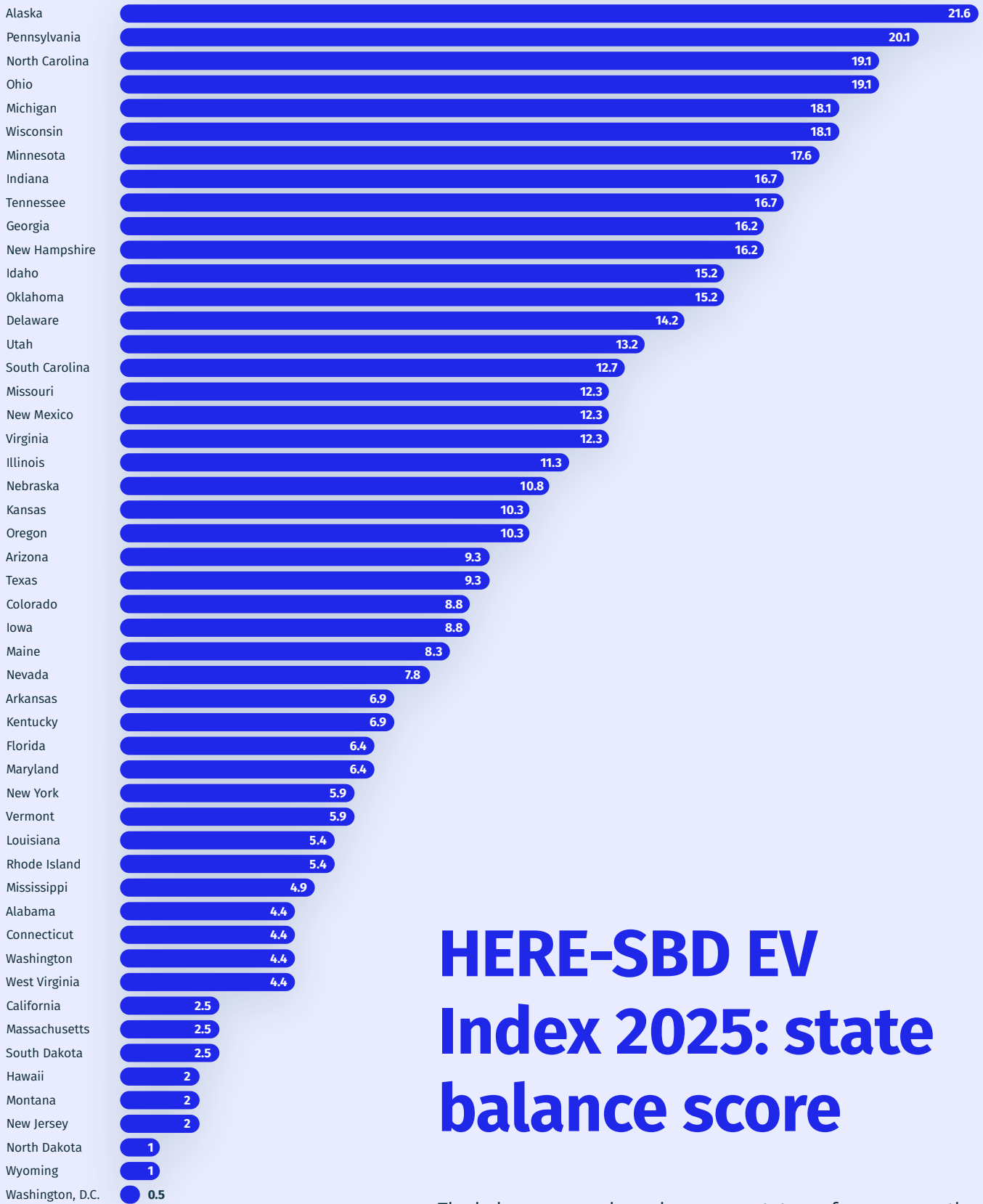
Charging availability

Top positions

Charging ecosystem

Charger density





# HERE-SBD EV Index 2025: state balance score

The balance score shows how every state performs across the four metrics – higher scores indicate better balance. Even scores support sustainable growth, while imbalances create challenges that negatively impact user experience.

Sources: HERE EV Products, U.S. DOT FHWA, Alliance for Automotive Innovation



## Europe: strong charging power gains but widening disparities

- Europe added 245,000 public charge points since last year's Index, maintaining global leadership in EV infrastructure development.
- Growth slowed from the previous year and socioeconomic disparities across regions widened, affecting both the speed and accessibility of charged networks.
- Norway topped the rankings, followed by Luxembourg, Denmark, the Netherlands and Belgium.
- Latvia and Lithuania made significant gains in charging speed, while others slipped due to reduced average charger power.
- Balance scores highlighted Austria, Slovenia and France as the most consistently developed, emphasizing the value of coherent infrastructure planning as the region moves toward 2035 emissions targets.

## India: rising EV demand puts pressure on infrastructure

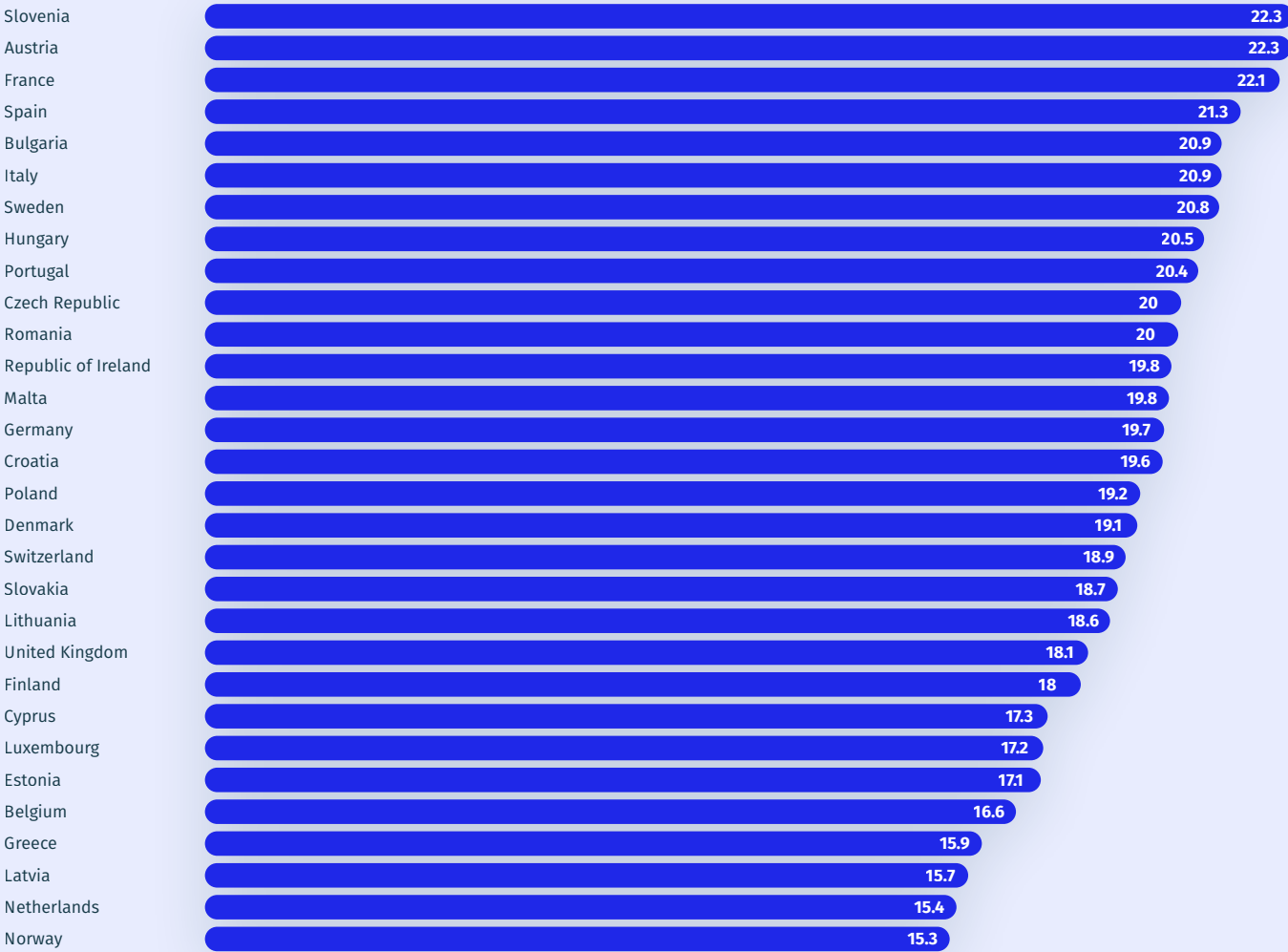
- In its second year in the Index, India shows rapid EV adoption, particularly in major urban centers and among younger drivers.
- Chandigarh, Karnataka, Goa, Delhi and Tamil Nadu led the rankings, each demonstrating progress in EV fleet share or charger density.
- India added 6,800 new public charge points since last year's Index, but average charger power remained flat at 33 kW, and the battery electric vehicle (BEV)-to charger ratio rose from 12:1 to 20:1, suggesting that adoption is outpacing infrastructure growth.
- Consumers remain highly optimistic: 90% of respondents believe India can build the charging network required for long-term EV growth. However, faulty chargers remain a widespread issue, pointing to opportunities to improve reliability and resilience.
- Policy shifts from Faster Adoption and Manufacturing of Electric Vehicles (FAME II) to PM EDRIVE are reshaping the landscape, with a growing focus on light-mobility segments and domestic manufacturing.



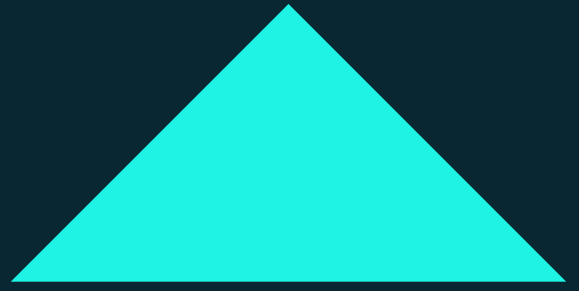
# HERE-SBD EV Index 2025: country balance score

The balance score shows how every country performs across the four metrics – higher scores indicate better balance. Even scores support sustainable growth, while imbalances create challenges that negatively impact user experience.

Sources: HERE EV Products, EAFO, CIA World Factbook



# HERE's role in shaping the future of EV charging



HERE Technologies continues to partner with automakers, charging operators and mobility providers to integrate location data into the next generation of electric, software-defined vehicles. With precise mapping, real-time data feeds and advanced routing capabilities, HERE solutions support:

- Pre-trip and dynamic EV range planning that optimizes energy use and reduces emissions
- Real-time charge aware navigation that incorporates charger availability, power levels and nearby amenities
- Improved reliability through HERE EV Charge Points, which filters out non-functioning chargers
- Enhanced routing for both passenger vehicles and commercial fleets using truck-specific attributes where needed

As 2025 demonstrated, global EV markets are approaching an inflection point: adoption is accelerating, expectations are shifting and infrastructure must grow smarter at scale. The HERE-SBD EV Index serves as a trusted benchmark for decision-makers working to strengthen public charging networks, advance climate commitments and deliver the reliable, accessible infrastructure needed for a sustainable electric mobility future.

Explore the full rankings, interactive maps and insights: [HERE-SBD EV Index 2025](#)



# Partnering with MapAction: using location technology to strengthen humanitarian response

For over two decades, UK-based charity MapAction has mobilized volunteer geospatial professionals to support emergency response efforts worldwide. These experts commit at least four weeks annually to training and deployment in crisis situations. When a major earthquake struck Myanmar in March 2025, HERE supported MapAction's deployment to Yangon, where its geospatial specialists assisted search and rescue teams by delivering timely, actionable location data.

HERE's collaboration with MapAction during the Myanmar response sparked broader discussions about the role of location data in enabling faster, more effective emergency decision-making. To extend this dialogue across the organization, HERE invited Luis Velasquez, then Head of GIS at MapAction, to speak at HERE Fest 2025. As Velasquez noted, "MapAction's goal is to ensure that no one is left behind where data could have helped," underscoring the critical role of geospatial insight in humanitarian operations.

A central challenge in emergency contexts is understanding how populations move during crises and how supply chains must adapt to deliver aid to where people have relocated. These scenarios are highly complex — damaged or inaccessible road networks require enhanced routing capabilities, while satellite imagery must be integrated with real-time mobility data and maps of critical infrastructure to provide responders with a reliable operational picture.

To help accelerate progress, HERE supported MapAction in hiring a dedicated data engineer with expertise in both earth observation and mobility data. This investment enables the automation of previously manual geospatial analyses, significantly improving the speed and consistency of insights delivered to United Nations agencies and national disaster management authorities. HERE is proud to support MapAction in ensuring that location technology contributes to more efficient, data-driven humanitarian response efforts when they are needed most.



# Purpose at HERE

In 2025, our refreshed purpose — **reveal the promise in every path** — continued to resonate across our global community. Introduced in 2024 alongside a new set of purpose principles, this framework builds on the behaviors and strengths already embedded in HERE's culture. These principles reflect how employees challenge assumptions, remain curious, listen with intention and build trust in their daily work.

## Purpose principles at HERE

HERE's purpose principles continue to be actionable guidelines for how we strive to fulfill our purpose:

**Rise to the challenge:** welcoming debate, testing assumptions and exchanging ideas is how we achieve our best thinking and arrive at the brightest answers.

**Channel curiosity:** united by a deep desire to understand the world we travel, seek and discover, staying open to new perspectives.

**Chart new frontiers:** we have the vision to see what doesn't yet exist, the courage to do what's never been done and the grit to get there.

**Advance by listening:** always learning while listening, we build close relationships and broaden our knowledge to help our people and customers go further.

**Earn trust at every turn:** we focus on details and protect our customers' information like our own, with a passion for precision and empathy in every action.



## HERE principles in action

Throughout the year, employees demonstrated that our purpose is not imposed, it reflects who we are as an organization. By bringing our purpose principles to life, we strengthen collaboration, encourage innovation and deepen our connection to the people and communities we serve.

### **Purpose Week: a movement powered by employees**

Our purpose principles shape how we show up for one another and Purpose Week 2025 brought these principles to life in powerful ways. This year, we came together for a week of volunteering, storytelling, learning and community building. Thousands of employees around the world participated in virtual sessions, hands-on initiatives and activities led by employee resource groups (ERGs), exploring how we lead with purpose, build trust and apply our principles in meaningful ways.

Purpose Week continues to be an integral part of HERE's workplace culture, reinforcing that employees are the driving force behind HERE's impact across regions and communities.

### **Purpose Week 2025 highlights:**

- Global participation across 32 sites, supported by 53 volunteering and impact activities
- More than 500 employee volunteers engaged in community initiatives
- 10 "Voices of HERE" sessions featuring 29 speakers, including nine senior leaders, with more than 1,000 participants
- Engagement with 35 nonprofit partners to strengthen community and customer impact



## **#ActsOfKindness campaign**

Launched in 2025, the #ActsOfKindness campaign translated our purpose principles into everyday actions. The campaign amplified employee stories of volunteering, community support and acts of care, demonstrating how purpose can be lived through small, meaningful gestures. The initiative strengthened cross-regional connections and reinforced empathy, trust and community-focused action as integral parts of how we work at HERE.

## **NAPSG Foundation: advancing public safety with location technology**

HERE has partnered with the National Alliance for Public Safety GIS (NAPSG) Foundation for more than a decade, united by a shared goal: helping communities stay safer and more resilient during emergencies. In 2025, HERE joined their annual InSPIRE summit to showcase new geospatial innovations that enable emergency response teams to turn real-time data into lifesaving decisions during storms, wildfires, floods and other crises.

The event features hands-on training and technical sessions, including demonstrations of the Search and Rescue Common Operating Platform (SARCOP). This real-time mapping and coordination suite is used during high-pressure incidents such as tornado damage assessments and swift-water rescues, helping responders locate people faster and coordinate resources with greater precision.

HERE's partnership with NAPSG also supported its commitment to reducing barriers for emergency personnel. Through travel scholarships, resource-constrained emergency management teams were able to attend InSPIRE, connect and learn the latest tools and practices improving emergency services. HERE's collaboration with NAPSG continues to show the impact of combining technology, training and public service.



# Inclusion, diversity and belonging



At HERE, inclusion, diversity and belonging (IDB) are core to who we are, shaping our culture and fueling our purpose. Throughout 2025, we advanced our commitments across three priority areas by improving gender equity, strengthening our employee resource group (ERG) engagement and scaling our social impact across communities we serve.

## Improving gender equity

We achieved over 33.8% gender diversity across the company and exceeded our senior leadership target at 20%.

### **RISE – elevating women’s leadership**

The second cohort of the RISE women’s leadership program welcomed 29 participants from across the company. Building on the success of the inaugural cohort, participants benefited from external coaching, internal mentorship and opportunities to grow into expanded roles. RISE remains a cornerstone of our commitment to developing a strong pipeline of women leaders.





## Strengthening ERG engagement

HERE's six ERGs continued to advance equity and inclusion worldwide. Across 16 chapters, more than 120 steering committee members and allies coordinated 189 events and collaborated with 34 nonprofit partners. Their work amplified diverse voices and strengthened community engagement across regions.

Leveraging a unified global–regional engagement model, our ERGs activated major observances such as Black History Month, International Women's Day, Earth Day, Pride Month, Hispanic Heritage Month, Purpose Week and the International Day of Persons with Disabilities. These annual moments enabled ERGs to elevate community voices, drive education and advocacy and deepen a culture of inclusion across the organization.

We continued to elevate ERG visibility globally by hosting a dedicated ERG session during Purpose Week, enabling ERG leaders to demonstrate how purpose-driven engagement builds trust, strengthens collaborations with industry and nonprofit partners and delivers mutual value.

# Scaling social impact

Beyond Purpose Week, ERGs further expanded HERE's community engagement through 41 nonprofit partnerships aligned with priority areas including education and equity, environmental sustainability and local community development.

## Key initiatives included:

- **MapAction partnership:** supported humanitarian crisis-mapping through geospatial tools, skilled volunteering and awareness initiatives to strengthen emergency response capacity.
- **Impact Hero partnership:** sponsored 3,152 hours of education and supported the protection of 16,250 square meters of biodiversity.
- **RAHI Pathways to End Hunger:** in Mumbai, 500 employees packed 100,000 nutritious meals, directly supporting vulnerable communities and contributing to food security initiatives aligned with United Nations Sustainable Development Goal 2 (Zero Hunger).
- **WIN Singapore – SHE x HERE Sneak Peek:** hosted girls aged 15 to 21 for office visits to increase exposure to technology careers and practical learning experiences.
- **Skills-based volunteering with Samarthanam Trust:** our Mumbai Talent Acquisition team supported job readiness for persons with disabilities through résumé reviews, confidence-building sessions, interview preparation and guidance on responsible use of AI tools for role research. As part of the engagement, HERE was invited to the Samarthanam Trust gala celebrating the Indian blind women's cricket team, winners of the inaugural Blind Women's T20 World Cup, reinforcing the importance of access, opportunity and inclusion for all.
- **Grace ERG x Cheshire Homes:** more than 50 employees participated in a week-long engagement in recognition of International Day for Persons with Disabilities.
- **Education access initiatives in India:** HERE partnered with four nonprofit organizations to improve learning environments for approximately 5,000 students through e-learning, skill programs, libraries and essential school infrastructure.

As we continue to build momentum, HERE remains focused on strengthening inclusion, deepening community partnerships and empowering employees to contribute to measurable impact across regions.





# EARTH

The Environmental Action Rising Through HERE (EARTH) group continued to lead HERE's sustainability efforts by mobilizing employees worldwide to take coordinated local action.

In 2025, EARTH marked its fifth anniversary, a major milestone in HERE's sustainability journey. Fueled by the passion of our global community, the group expanded its activities significantly, hosting 47 events (up from 17 in 2024) and extending its presence to Frankfurt.

Activities included an Earth Day panel on HERE's sustainability strategy, recycling and sustainability workshops, a lake cleanup in Mumbai, tree-planting initiatives in Frankfurt and the establishment of an arboretum in France.

Throughout these initiatives, EARTH contributes to environmental awareness and measurable local impact, reinforcing our collective commitment to a greener future.



# Grace



2025 marked Grace's first full year as a community built on empathy, advocacy and a commitment to inclusion for people of all abilities and neurodivergent experiences. Grace aims to create a workplace where everyone feels safe, supported and empowered to thrive.

Throughout the year, Grace led a series of global awareness campaigns aligned with key health and disability observances. These initiatives increased employee understanding of topics including developmental and intellectual disabilities, autism, mental health, Parkinson's disease, stroke, post-traumatic stress disorder (PTSD), dyslexia, Alzheimer's disease and invisible disabilities. Through storytelling, educational moments and knowledge-sharing, Grace fostered informed allyship across teams.

In Mumbai, members partnered with local non-profit organizations, participated in job fairs, mentored candidates and donated learning materials to help individuals build confidence and prepare for interviews. Leadership-focused brown-bag sessions offered further guidance on professional growth.

In León, Grace prioritized psychological safety and peer support through neurodivergence Q&A sessions, Circle of Trust discussions, behavioral awareness workshops and the launch of a peer support network. Initiatives such as Mexican Sign Language learning helped strengthen community care and accessibility.

Grace has grown into a trusted space where voices are amplified, stigma is challenged and inclusion becomes an everyday practice.



# PRIDE

HERE Pride continues to champion a more inclusive and equitable world by bringing together allies and members of the LGBTQ+ community across our global organization. In 2025, the group deepened its commitment to elevating LGBTQ+ voices, ensuring that colleagues feel seen, supported and empowered to share their experiences.

A core objective of HERE Pride is to create space for storytelling, dialogue, learning and authentic self-expression. Through its initiatives, the group strengthens visibility for LGBTQ+ employees and nurtures a workplace culture where everyone is encouraged to celebrate their identities with confidence and pride.

During Pride Month and throughout the year, HERE Pride expanded opportunities for employees to connect through conversations, educational activities and leadership engagement. These efforts further embedded inclusion into daily workplace practices and reinforced our commitment to diversity across the organization.

As HERE Pride continues to evolve, it remains focused on fostering a workplace in which every member of our diverse community feels valued, uplifted and empowered to thrive.

## Regional HERE Pride highlights

### HERE Pride Mexico

HERE Pride Mexico supported inclusion initiatives across Mexico and Latin America through talks, workshops and nonprofit partnerships that extended engagement beyond the workplace. In 2025, HERE earned the Human Rights Campaign Equidad MX Certification for Mexico, which is an important acknowledgement of the company's efforts to advance LGBTQ+ workplace inclusion and employee well-being.

### HERE Pride India

HERE Pride India launched Rapid and Real, a new conversation series in which leaders shared perspectives and experiences related to inclusion and LGBTQ+ topics. The chapter also conducted sensitization workshops for people managers, providing practical guidance to help foster safe, respectful and inclusive team environments.

Pride Month activities were held across our four India offices, engaging more than 1,500 employees through a launch townhall and a series of events including a rainbow carnival, a workshop on workplace microaggressions, pride puzzle and LGBTQ+ icons quiz. These initiatives emphasized psychological safety and inclusive workplace practices for LGBTQ+ employees.





# UNITY + POWER



In 2025, Unity + Power reaffirmed its dedication to representing and advancing Black and African culture, communities and talent across HERE. Throughout the year, the group hosted events aligned with key cultural observances, including Black History Month and Juneteenth to promote awareness, dialogue and inclusion.

During Black History Month, Unity + Power launched a new initiative spotlighting HERE employees of color who are driving meaningful change within the business. The initiative increased visibility of diverse voices and perspectives across the company.

The group also hosted Britni Austin, founder and CEO of her[b]otanicals, for an engaging in-person wellness workshop. Drawing on her background in biological and chemical sciences, she shared perspectives on addressing health disparities affecting Black and Brown communities. The session focused on practical approaches to health awareness and well-being.

Our Juneteenth celebration was another cornerstone event, centered around a powerful fireside chat with Unity + Power leaders. This conversation explored the realities of navigating careers in an ever-changing world, offering reflections on resilience, adaptability and community support in shaping successful career journeys.

Through these initiatives, Unity + Power continued to create spaces for learning, connection and empowerment. By honoring cultural heritage and addressing systemic challenges, the group strengthened inclusion, supported professional development and fostered an environment in which diverse perspectives are recognized and valued. Looking ahead, Unity + Power remains focused on driving representation, amplifying voices and building opportunities that celebrate diversity and equity across our organization.



# VAMOS



VAMOS supports, promotes and nurtures talent growth within the Latinx community at HERE while contributing to employee engagement and business impact.

In 2025, VAMOS strengthened its internal community and expanded partnerships across the broader Chicago Latinx ecosystem, helping members build connections, visibility and career-relevant skills.

## Key highlights included:

- **Chicago Latinx ecosystem collaboration:** partnered with leading community organizations to expand engagement and strengthen HERE's local presence
- **Community events:** hosted two high-impact gatherings, including a holiday celebration with a Chicago-based partner organization, creating opportunities for networking and community-building
- **Monthly VAMOS lunches:** built consistency and belonging through monthly lunches for members and allies to promote connection, engagement and peer support across the organization

**Cross-ERG partnership and skills development:** collaborated with other HERE ERGs, including Women's Initiative Network (WIN), to deliver the "Ms. ChatGPT" workshop, an interactive session focused on practical AI adoption and responsible use of large language models (LLMs) to support productivity and professional growth.





The Women's Initiative Network (WIN) empowers women at HERE to pursue their professional goals while celebrating their diverse identities beyond work. Through events, resources and cross-functional collaborations, WIN fosters gender equity and creates opportunities for employees to showcase their talents, knowledge and passion. With a global presence, WIN operates local chapters that address regional priorities while remaining open to participation from all employees.

#### **2025 WIN highlights:**

**WIN US** delivered a dynamic year of events, continuing programs such as Lunch with Leaders and the Power Speaker series. New activities included a HERE Scavenger Hunt and personal branding workshop. Collaboration with VAMOS highlighted practical uses of AI, while partnerships with TechWomen and local organizations strengthened community engagement. The year closed with a Gather & Give Back event supporting Casa Central.

**WIN Berlin** continued its leadership meet-up series, offering direct engagement with senior leaders. A panel discussion with women leaders provided perspectives on career advancement, while activities such as voice coaching and personal finance workshops supported practical skill-building. Networking breakfast sessions strengthened community and collaboration.

**WIN Netherlands** participated in global International Women's Day activities and strengthened female leadership presence through Your Leadership Voice masterclass. The chapter concluded the year with a charity bake sale in support of BlijfGroep, an organization that provides safe shelter, counseling and guidance for individuals experiencing domestic abuse.



## **WIN León**

WIN León brought allyship, visibility and well-being to the forefront through TED-style talks, leadership workshops, inclusive forums and community initiatives. In partnership with local organizations, the chapter reached hundreds of employees and community members. From cross-ERG collaboration with Pride to health screenings, WIN León demonstrated that collective action creates lasting change.

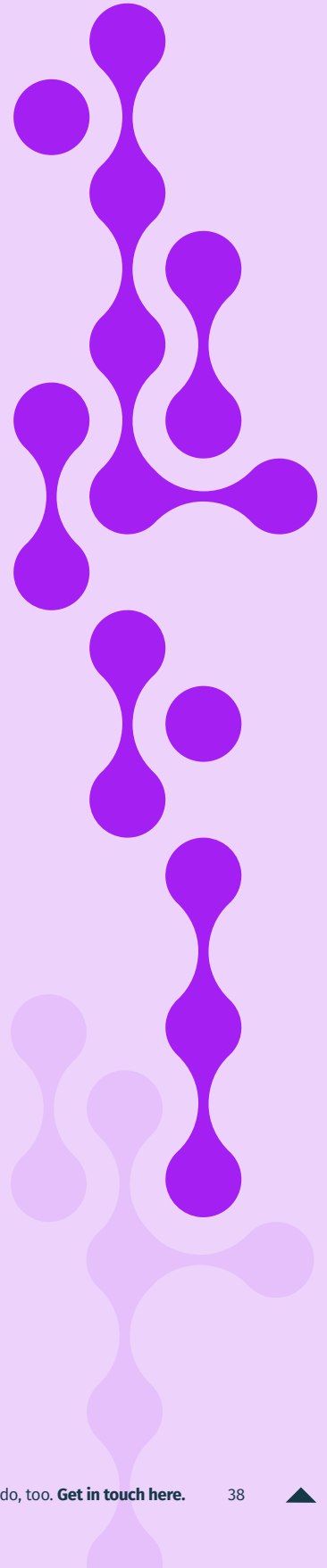
**WIN India** delivered nine impactful events across the pillars of attraction, development and inclusion. The year began with International Women's Day under the theme "Accelerating to Action", followed by events focused on leadership, personal finance, infertility awareness, mindfulness, creativity and community building. With more than 500 participants, the chapter strengthened professional development and inclusion across the region.

**WIN LATAM** attained a 46% score in the fifth Women's Empowerment Principles (WEPS) Gap Analysis conducted with United Nations partners, demonstrating meaningful progress. An International Women's Day webinar marking the 30th anniversary of the Beijing Declaration engaged nearly 90 participants. Financial education remained a regional priority, allowing dialogue on financial literacy, maternity, career advancement and personal development.

**WIN Singapore** translated purpose into action through partnerships with SG Her Empowerment (SHE), opening HERE's doors to young girls exploring career possibilities. Volunteers also supported local nonprofit organizations through meal preparation and participation in health-focused community events like the Breast Cancer Awareness Walk, demonstrating that compassion and courage deepen community impact.

**WIN Oceania** marked International Women's Day through participation in the Geospatial Council of Australia event and hosted an internal session with HR on the company's initiatives supporting women. Additional programming included an emotional intelligence workshop and activities promoting inclusion, diversity and belonging. Community engagement initiatives included International Food Day, exploring Australia's immigration history through a guided museum tour, recognizing the R U OK? Day and supporting the Cancer Council through Australia's Biggest Morning Tea. In partnership with the EARTH ERG, members helped plant over 1,000 trees to protect the endangered Helmeted Honeyeater.

**WIN South Africa** focused on uplifting those in need and fostering a supportive space for women to connect and share interests. In partnership with bhcc.org.za, volunteers distributed blankets, beanies and scarves and expanded support to provide sanitary items, food jars, pet food for shelters and stationery for a disadvantaged school.



# Supplier management and sustainable procurement

In 2025, we further advanced our commitment to sustainability throughout our supply chain by implementing strategic initiatives to evaluate HERE suppliers against environmental, social and governance criteria.

To strengthen regulatory compliance, we leveraged a third-party cloud platform to monitor and assess the sustainability performance of all our suppliers, resulting in a comprehensive risk assessment of the entire HERE supply chain.

These efforts ensure alignment with key sustainability regulations, including:

- **German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz or LkSG)**
- **European Corporate Sustainability Due Diligence Directive (CSDDD)**
- **Corporate Sustainability Reporting Directive (CSRD)**

Following the identification of high-risk suppliers through reporting, we distributed targeted follow-up questionnaires to identify and address specific gaps for each supplier.

## Looking ahead to 2026

Our objectives for the coming year include:

- Enhancing supplier sustainability performance through ongoing monitoring and corrective actions based on findings from our risk assessment platform
- Delivering training and communicating HERE's sustainability strategy to suppliers through webinars tailored to strategic and key partners
- Continuing to collect supplier data to build emission factors for greenhouse gas reporting

Our ongoing dedication to sustainability and regulatory compliance remains central to our supply chain strategy. By continuously refining evaluation processes, collaborating with suppliers and aligning with regulations, we are well positioned to mitigate risks and drive responsible growth. Through these efforts, we aim to foster a more sustainable, transparent and resilient supply chain for the future.



# Environment, health and safety

HERE maintains a certified Environment, Health and Safety (EHS) Management System that enables us to systematically manage occupational health, safety and environmental risks across our global operations. The EHS framework supports regulatory compliance, risk reduction and continuous improvement, and provides independent assurance of effective governance and operational controls.

In 2025, HERE successfully completed the ISO surveillance cycle and retained certifications for:

- **ISO 14001:2015** (Environmental Management)
- **ISO 45001:2018** (Occupational Health and Safety)

These certifications confirm that environmental and occupational health and safety risks are consistently managed in accordance with globally accepted best practices, despite an increasingly complex and evolving regulatory landscape. EHS governance is embedded within HERE's management system, with defined roles and responsibilities at global, regional and site levels, and supported by regular internal reviews and external audits.

HERE also continues to increase the sourcing of renewable electricity to power office operations where able. In October 2025, all Mumbai sites transitioned to renewable electricity, complementing other HERE locations already using renewable electricity, including Chicago, offices in the Netherlands and all offices in Germany, Finland, Sweden and Portugal.

## **Occupational health and safety**

HERE also focuses on preventing work-related injuries and ill health, promoting safe working conditions and strengthening employee awareness of health and safety risks.



### Key achievements in 2025 include:

- **Regulatory compliance:** deployment of a centralized legislation monitoring tool to ensure timely identification of applicable occupational health and safety requirements across all certified sites
- **Employee awareness:** relaunch of the global EHS Awareness Training program, achieving a 95% completion rate across the workforce and strengthening baseline safety knowledge and risk awareness

To support changing work patterns, HERE provides global ergonomic assessments for remote and hybrid workers to reduce musculoskeletal risks, as well as ongoing EHS awareness activities addressing both office-based and flexible work environments.

These measures contribute to the systematic prevention of occupational risks and reinforce a proactive safety culture across the organization.

### Environmental management and risk

HERE routinely evaluates environmental risks associated with our operations and implements controls to mitigate adverse impacts. In 2025, key environmental risks identified included:

- Waste management, particularly electronic waste
- Energy consumption, including natural gas usage
- Emissions related to air-conditioning systems

To manage these risks, HERE implemented the following measures:

- Partnering with licensed waste management providers to ensure compliant handling and disposal of electronic waste
- Supporting accurate greenhouse gas (GHG) reporting related to energy consumption
- Incorporating environmental requirements into facility management contracts, including obligations related to waste handling and energy use
- Transitioning to less harmful refrigerants, where feasible, to reduce environmental impact

Managing these risks remains a focus area for 2026, with continued emphasis on responsible resource use, emissions reduction and environmental risk control.

### CSRD relevance

The EHS Management System supports HERE's broader sustainability reporting obligations by providing structured governance, risk identification and performance assurance for occupational health, safety and environmental matters. This contributes to HERE's readiness for evolving sustainability-related disclosure requirements, including those under the Corporate Sustainability Reporting Directive (CSRD).



# Human rights



Respecting and protecting human rights are fundamental to HERE Technologies' values and business practices. Our approach is guided by the Universal Declaration of Human Rights, the United Nations Global Compact and other internationally recognized standards. We are committed to ensuring that our operations, partnerships and supply chain uphold these rights and do not contribute to actions that could undermine or violate them.

## **Our commitment in practice**

HERE extends these standards to our entire supply chain through the HERE Supplier Code of Conduct and Sustainable Procurement program. We annually assess potential human rights risks or breaches, including standardized questionnaires for suppliers.



### **This commitment means that HERE:**

- Operates to the standard of international human rights law and applies these standards when local law falls short of international human rights standards or when there are no relevant national laws. Where local laws conflict, HERE aims to honor the principles of international human rights.
- Trains our employees on international human rights standards and what they mean in practice.
- Conducts self-assessments based on environmental, social and governance (ESG) factors to identify gaps and remedy known impacts.
- Assesses ESG factors across key suppliers within our supply chain, makes recommendations for remediation, as needed, and participates in HERE customers' supplier audits.
- Recognizes the right to freedom of association and promotes the humane treatment and non-harassment of our employees and those in our supply chain.
- Commits to non-discrimination and respects the rights of individuals belonging to groups or populations which may be particularly vulnerable to adverse impacts, including indigenous people, national or ethnic, religious and linguistic minorities, children, LGBTQ+ people, people with disabilities, and migrant workers and their families.
- Believes women's rights are human rights and commits to providing liberty, dignity and equal rights, regardless of gender.
- Promotes the inclusion, diversity and belonging of under-represented groups of people within our company and in society.
- Practices ethical recruiting by hiring workers lawfully and in a fair and transparent manner that respects human rights.
- Works with relevant public and private security entities to protect HERE facilities and employees in a manner that supports and reinforces respect for human rights.
- Expects suppliers who do business with HERE to uphold human rights and business ethics practices.
- Prohibits the hiring of child labor. The minimum age for full-time employment with HERE is the higher of 15 years old or the legal minimum age of employment under applicable law. HERE further prohibits the hiring of individuals that are under 18 for positions in which hazardous work is required.
- Adheres to fair working hours, wages and benefits in alignment with local law.
- Prohibits any form of forced labor including bonded labor, prison labor, indentured labor and slave labor, or human trafficking.
- Respects land, forest and water rights in the communities in which HERE operates and commits to no forced evictions.
- Complies with all applicable sanctions.

HERE also expresses its commitment to human rights through compliance with the United Kingdom Modern Slavery Act 2015, publishing a **Modern Slavery Statement** to report on our efforts to combat forced labor and human trafficking.

### **Continuous improvement**

We regularly review and update our policies, conduct self-assessments and participate in customer and third-party audits to ensure ongoing alignment with evolving human rights expectations. Where gaps are identified, we take appropriate corrective action and strengthen our controls accordingly.



# Data security and privacy

HERE takes a holistic approach to security and privacy, exceeding customer and regulatory requirements to manage risk within the organization. Our by-design implementation approach and robust security controls support an industry-leading compliance program, including certifications and attestations for ISO 27001, ISO 27701, ISO 42001, ISO 27017/18, SOC 2 Type 2, HITRUST r2 and additional sector- or country-specific certifications.

## Enhancing security and privacy

Across security, privacy and responsible AI, HERE made significant progress in 2025, including:

- Expanding the deployment of zero-trust controls and maturing against the Zero Trust Maturity Model
- Enhancing security and privacy-by-design practices across our product portfolio
- Completing large-scale data anonymization evaluations and expanding Personally Identifiable Information (PII) scanning to ensure compliance with customer and regulatory privacy requirements
- Strengthening our Enterprise Risk Management (ERM) program
- Reducing exposure to critical cyber risk through improved secrets management, identity and access controls, and threat monitoring
- Advancing governance across security, privacy, open-source software compliance, engineering and enterprise governance, and governance, risk and compliance (GRC) domains



Beyond compliance, HERE embeds security and privacy principles and controls into product development. Dedicated privacy and security engineers align security and privacy requirements with product functionality while preserving data value.

Recognizing the unique privacy challenges of location data, we offer HERE Anonymizer, a self-hosted cloud or hybrid software product that processes real-time and historical location data. This enables customers across industries to:

- Preserve data privacy
- Comply with regulatory requirements
- Maintain location capabilities while unlocking business value

Our anonymization portfolio includes over 30 patent applications.

### **Proactive security and privacy initiatives**

HERE integrates security and privacy safeguards at the earliest stages of product development, ensuring our solutions remain compliant with the evolving regulatory landscape.

#### **In 2025, HERE:**

- Became the first location data company to achieve ISO 42001 certification (Artificial Intelligence Management Systems), published the responsible AI guidelines and executed continuous assessments of HERE-developed AI systems
- Matured the Responsible AI Office and implemented an AI Impact Assessment (AIIA) process to evaluate AI use across the company
- Released the Responsible AI Management Policy and launched mandatory training to ensure responsible AI use at HERE
- Implemented and matured egress control policies and enhanced data loss prevention (DLP) capabilities to mitigate data exfiltration and leakage risks
- Strengthened security and privacy awareness through enhanced training and increased frequency to ensure topics remain top of mind throughout the year
- Strengthened threat intelligence and monitoring capabilities with identity-driven detection
- Enhanced global data protection at scale, including large-scale PII scanning, data anonymization evaluations and risk based vendor assessments to reduce downstream privacy risk for all customer use cases
- Advanced enterprise risk management (ERM) by delivering:
  - Quarterly ERM reports to investors, executive leadership and frontline employees
  - An opportunities framework to support stronger and more informed risk treatment decisions



## Maintaining key certifications

**HERE upheld its core security and privacy certifications with minimal nonconformities:**

ISO 27001 – Information Security Management System (ISMS)

ISO 27017 – Security Controls for Cloud Services

ISO 27018 – Protection of Personally Identifiable Information (PII)

ISO 27701 – Privacy Information Management System (PIMS)

ISO 42001 – Artificial Intelligence Management System (AIMS)

SOC 2 Type 2 – Security of HERE's platform and related services

HITRUST CSF – Information risk management and compliance for health data

TISAX AL 3 – Information security for European automotive services

CSA STAR Level 2 – Security assessment for cloud providers

### Security and privacy roadmap for 2026

Looking ahead, we plan to assess HERE processes against ISO 21434 (cybersecurity requirements for road vehicles).

By continuously enhancing security, privacy and governance, HERE remains committed to protecting data, ensuring compliance and delivering secure and trustworthy solutions for our customers.





# Corporate compliance

## **Commitment to ethical, responsible and lawful business conduct**

At HERE, integrity and accountability are fundamental to how we build technology, serve customers and operate globally. Our Corporate Compliance Program is designed to ensure adherence to applicable laws and regulations, uphold ethical business practices and support a culture in which employees and partners act responsibly and transparently. As regulatory expectations and stakeholder standards continue to evolve, we regularly review and strengthen our framework to align with leading practices and emerging risks across our markets.

## **Governance and oversight**

Our Corporate Compliance Program is overseen by senior leadership and supported by cross-functional teams including legal, human resources, security, privacy, enterprise risk management and internal audit. We periodically assess legal, regulatory and ethical risks relevant to our technology operations, including data protection, cybersecurity, responsible AI, competition law and supply chain integrity. We also update policies, controls and training accordingly. The Audit Committee of our Supervisory Board receives regular updates on compliance risks, investigations and program effectiveness.



## **Code of Conduct**

Our Code of Conduct remains the cornerstone of our Corporate Compliance Program. It sets clear expectations for ethical behavior, legal compliance and professional integrity for all employees, officers, directors and, where applicable, contractors and third parties. The Code of Conduct guides decision-making across our global operations and reflects our commitment to responsible innovation.

Key areas covered in the Code of Conduct include:

- Fair competition and antitrust compliance
- Anti-bribery, anti-corruption and prevention of improper payments
- Conflicts of interest and responsible use of company assets
- Accurate books, records and financial controls
- Export controls, sanctions and trade compliance
- Privacy, data protection, cybersecurity and responsible use of technology
- Respectful workplace, human rights and non-discrimination
- Environmental responsibility and workplace health and safety
- Responsible use and development of emerging technologies, including AI

## **Training and awareness**

We maintain a comprehensive compliance training program tailored to employee roles and risk exposure. Mandatory onboarding and periodic refresher trainings cover ethical decision-making, anti-bribery and anti-corruption, competition law, conflicts of interest, workplace conduct, human rights, privacy and data protection, and cybersecurity. We supplement formal training with ongoing awareness campaigns, policy updates and easily accessible guidance materials.

## **Speak-up culture, reporting channels and non-retaliation**

We encourage employees, contractors, business partners and other stakeholders to raise concerns about potential misconduct, unethical behavior or legal violations. Our Speak Up program offers multiple confidential reporting channels to ensure concerns are swiftly reviewed and addressed. These include the HERE Ethics Hotline, a secure and independently hosted reporting system available 24/7, 365 days a year via an online portal or toll-free hotline. Reports may be made anonymously, where permitted by law. All reports are reviewed promptly and investigated by appropriate functions, with oversight to ensure fairness, confidentiality and compliance with applicable data protection and employment laws.

We maintain a strict anti-retaliation policy, protecting individuals who report concerns in good faith from any form of retaliation or adverse action. When issues are substantiated, we take corrective action, which may include disciplinary measures, process improvements and enhanced controls.



### **Third-party integrity and responsible supply chain**

We expect our suppliers, partners and other third-parties to adhere to standards consistent with our Code of Conduct and Supplier Code of Conduct. Our risk-based due diligence processes assess integrity, compliance and sustainability risks, and we provide guidance to help partners meet our expectations. We monitor and address risks collaboratively and may take corrective or contractual action where standards are not met.

### **Commitment to continuous improvement**

Corporate compliance is a dynamic discipline shaped by evolving regulations, technologies and stakeholder expectations. HERE is committed to continuous improvement through:

- Periodic risk assessments and policy updates
- Monitoring and internal controls
- Employee training and culture initiatives
- Investigations and lessons learned
- Use of technology and data analytics to identify trends and strengthen controls
- Alignment with recognized international standards and best practices

By fostering a culture of integrity, accountability and ethical decision-making, HERE supports long-term value creation for our customers, employees, partners and communities while meeting the expectations of regulators and stakeholders.



# Gender and diversity at HERE

HERE believes innovation thrives in a diverse workforce and the HERE community shares a fundamental belief in equality for all employees. We are committed to a diverse workplace founded on merit-based practices, encompassing diversity of nationality, age, gender, education, religion, sexual orientation, professional experience and socio-economic background. In 2025, we continued to implement actions to advance gender equality, increase underrepresentation in leadership roles and promote a diverse workforce in general.

When filling open positions or evaluating promotion opportunities, we seek a diverse slate of candidates with a broad range of experience, skills, educational and professional background and diverse characteristics. We had a generally stable cadre of senior leaders during 2025. We conducted searches for leadership team members in Finance, Marketing, Quality, HR and Sales through internal and external searches. We worked closely with our recruitment team to seek and evaluate a broad range of potential internal and external candidates representing a diverse range of experiences and backgrounds, resulting in diverse candidate slates presented to management for consideration.

Overall, the percentage of women employees at HERE slightly increased in 2025, from 33.4% on December 31, 2024, to 33.8% on December 31, 2025.

With respect to technical and engineering roles, we continued using the enhanced methodology introduced in 2024, which provides a more accurate representation of our technical and engineering workforce by analyzing technical roles directly rather than broader functions. Applying this consistent methodology, women represent 31.0% of our employees working in technical roles this year, reflecting our ongoing focus on improving gender representation in critical technical areas.

Improving the number of women in our technical and engineering jobs is a key priority, given that the number of women in engineering-related fields globally trends low, while the demand for these jobs is substantial, making it harder to recruit a balanced workforce.



We hosted several initiatives during 2025 to further strengthen awareness, visibility and opportunities for women in technology across our global locations:

### **#SHEmatters campaign**

Aligned with International Women's Day, the India Talent Acquisition team launched the #SHEmatters campaign to advance inclusive hiring through targeted outreach and focused sourcing, resulting in 162 profiles submitted, 89 interviews (55%) and 20 offers extended.

### **Women Leaders in Tech meet up**

In support of advancing women into leadership positions, the Americas Talent Acquisition team hosted the Women Leaders in Tech Meetup at our Chicago office, bringing together nearly 50 women technology leaders from across the region. The event featured a fireside discussion on influence and decision-making, complemented by networking and peer learning.

### **#Digidiva – women in technology hackathon**

To broaden our engagement within the wider technology community, the India Talent Acquisition team hosted the #Digidiva hackathon. The initiative attracted over 700 applications, from which 42 finalists competed, culminating in the announcement of three winning teams. The program offered emerging women technologists an opportunity to showcase advanced technical skills, collaborate with HERE experts and enhance their visibility within the industry.

### **WIN US – Tech Women engagement initiative**

WIN US hosted a Tech Women gathering at the HERE Chicago office, further strengthening global mentorship and cross-cultural exchange for women in science, technology, engineering and mathematics (STEM). The event brought together Tech Women Emerging Leaders, HERE mentors and senior women leaders, reinforcing HERE's commitment to developing diverse female talent worldwide. This year, HERE celebrated the selection of Amany Dyab (HERE Egypt) as a Tech Women Emerging Leader, one of 108 selected globally from more than 6,000 applicants reflecting the strength of HERE's women in technology community.

### **Women in STEM initiatives**

HERE also supported the inaugural Women for the Future Hackathon at Tec de Monterrey (Guadalajara), engaging 39 women students across six academic programs. HERE team members participated as mentors and judges, demonstrating our commitment to advancing gender equity in technology education and expanding access to STEM career pathways. This initiative strengthened our long-term efforts to empower future women innovators through community engagement and academic partnerships.



### Gender representation targets and goals

We defined gender representation targets for our Supervisory Board, Management Board and senior leadership in line with the Dutch requirements for gender diversity. During 2025, the number of female members of our Supervisory Board (one) and Management Board (none) remained unchanged, and the percentage of women among our senior leaders – which we define as Job Grade 12 (director-level position) and above – increased slightly, from 19.9% to 20%.

Our goals for 2025 were to emphasize diverse candidate slates in response to any vacant position that may arise within the Management Board or the Supervisory Board, which remains unchanged in 2025. Our 2026 goal is to increase our female senior leaders to 21%, and our longer-term goal is to reach 33% female representation in our Management Board and Supervisory Board. It should be noted that while no immediate alterations are anticipated, the landscape of potential developments remains dynamic. Central to our strategic planning is the commitment to advancing internal career progression opportunities, particularly enhancing female representation in our talent development efforts.

In accordance with Dutch legislation, HERE's Management Board has adopted a concrete action plan of measures to meet our target goals for increasing female representation in leadership positions by nurturing a pipeline of talent at senior levels, which HERE continued to implement during 2025. In addition to existing action plans of measures, we defined our gender equity initiatives for 2026 and beyond to foster an even stronger focus on increasing our female representation.



Some key achievements and initiatives during 2025 include:

- Launching the second cohort of our Career Accelerator Program for top-performing female talent in management positions, aimed at supporting their growth into senior leadership roles. This program includes mentorship opportunities through our senior leader community network, access to external career coaching and participation in tailored development programs to enhance leadership skills.
- Introducing a year-long awareness campaign focused on women's health, featuring a variety of educational and informative sessions to foster understanding and support.
- Advancing our Lean In community in 2025, highlighted by a global symposium that convened nearly 550 participants for learning, leadership dialogues and networking.
- Expanding leadership training and awareness initiatives to promote inclusive leadership behaviors supported by our new purpose principles and actively reduce unconscious bias across the organization with programs such as Key Talent Program and Leadership Pathway I and II including women in their cohorts. Emotional Intelligence voluntary workshop sessions were included as training for all employees.
- Women Initiative Network (WIN) ERGs recognized achievements:
  - United Nations WEPS Program (Women Empowerment Principles): HERE achieved a 46% improver score in the fourth cycle of the program advancing women's equity in the workplace.
  - Achievement of the Guanajuato State award for labor merit in León Mexico.
  - Supporting SG Her Empowerment, a program that allows young women the chance to look behind the scenes at some of Singapore's most inspiring workplaces and helping the next generation see themselves in technology.
- Our annual International Women's Day Give-Back Photo Challenge remained one of WIN's signature flagship initiatives in 2025, demonstrating our sustained commitment to empowering girls in STEM through continued fundraising support for our partner Technovation Girls.

At the core of these initiatives is our commitment to maintaining a HERE culture that reflects our purpose: to reveal the promise in every path. This purpose statement means embracing diversity in all its forms, recognizing that every path is shaped by unique backgrounds, experiences and perspectives. "At HERE, we bring our purpose to life by fostering an environment where everyone feels respected and empowered. Inclusive teams help us innovate, make better decisions and create meaningful impact," says Svenja Dietrich, who leads our inclusivity, diversity and belonging programs and initiatives.



Specifically, HERE's Management Board has committed to the following gender equity initiatives for 2026:

- Strengthen women's development and community through our women's leadership accelerator program RISE, continued Lean In engagement and initiatives to close the women's health gap.
- Further enhance our company-wide development ecosystem to be more supportive and integrated, including the introduction of a mentorship platform.
- Expand inclusive leadership capability by scaling training aligned to our purpose principles and embedding behaviors that actively reduce unconscious bias.
- Advance equitable AI literacy and adoption across the organization to ensure fair, inclusive access to future-focused skills.
- Strengthen external partnerships and visibility through initiatives such as Women+ in Geospatial, a global professional network to promote diversity and gender-equality in the geospatial industry and academia.

We intend to regularly review and monitor the effectiveness of our initiatives to ensure we are making progress towards our goal of increasing the number of senior female leaders.



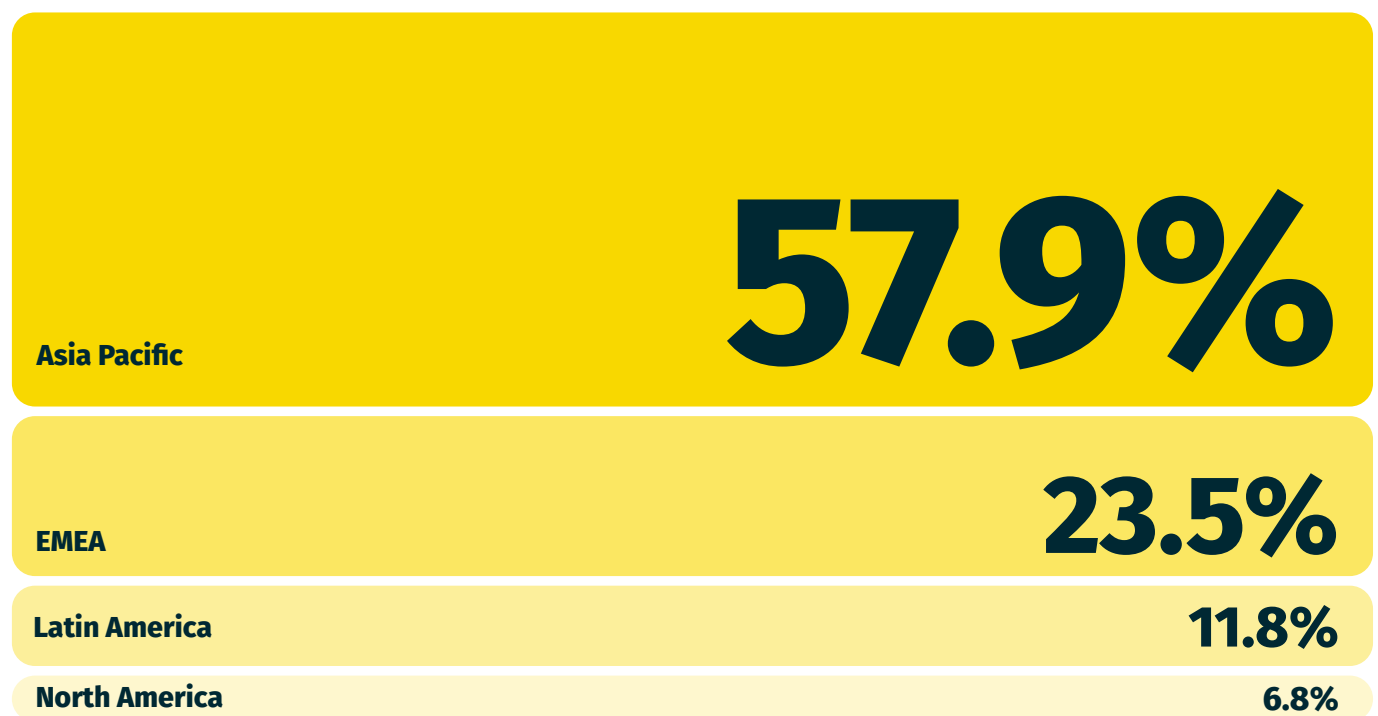
# HERE employee demographics

(as of December 31, 2025)

HERE collects and analyzes certain demographic data to drive transparency, measure progress and align with our sustainability goals. HERE collects data on gender in all regions; in the United States, HERE also collects ethnicity data on a voluntary basis. These insights empower us to foster accountability and support a more inclusive workplace.

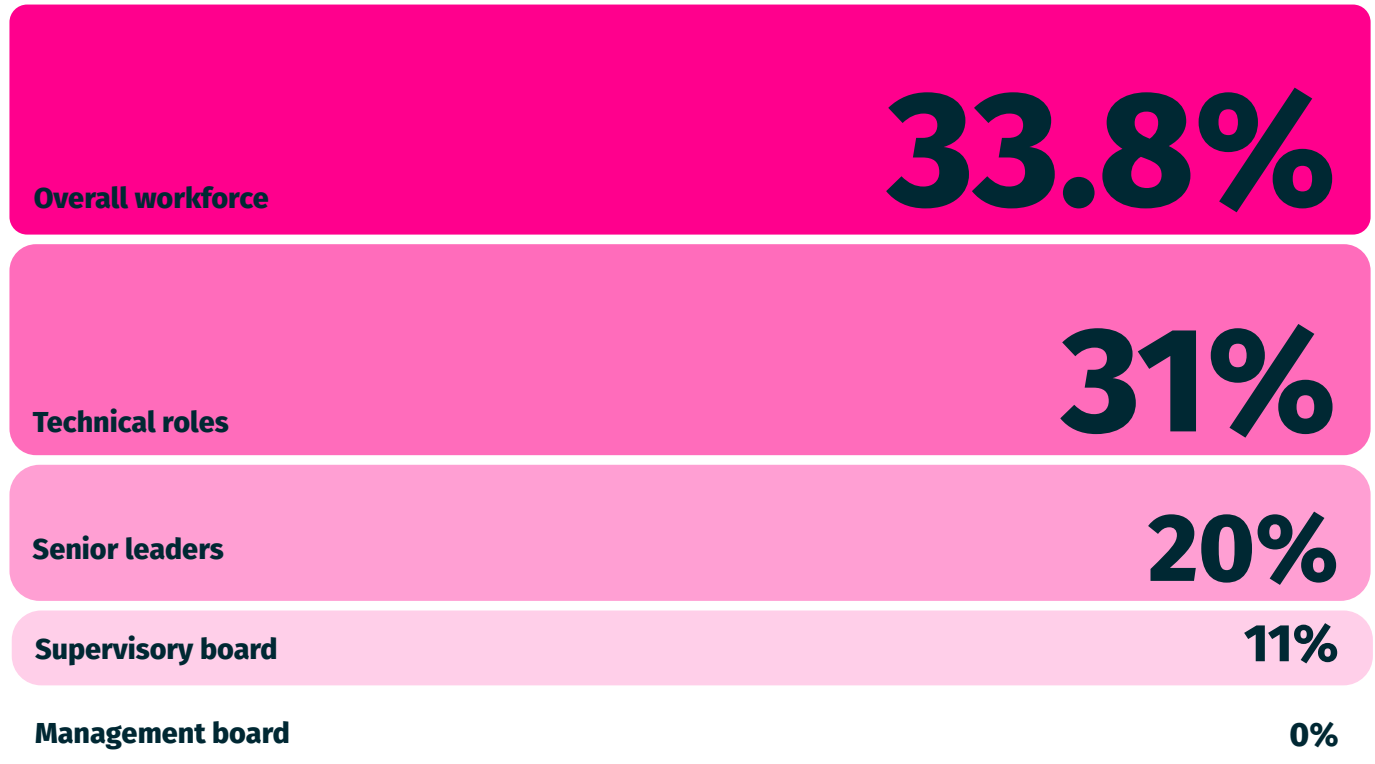
## Workforce by region

(Approximately 6,000 employees)



# Gender representation

(Percentage identifying as female)



# Ethnicity

(US only: percentage based on participating employees)



# SASB Index 2025

“Software & IT Services” industry standard

All reported data is for the year ended December 31, 2025.



## Environmental footprint of hardware infrastructure

Code	Metric	Disclosure
TC-SI-130a.1	1 Total energy consumed	1 45,241.2 GJ
	2 Percentage grid electricity	2 100%
	3 Percentage renewable	3 21%
		Consumption data used in the GHG footprint was gathered primarily from site-specific utility bills. Where data was missing, estimates were made based on a variety of factors, including site type, size and location.
		Values were converted from liters and kWh to GJ using the US EIA's conversion tools as it is listed in the SASB standard to be one of the preferred sources for energy conversion factors.
TC-SI-130a.2	1 Total water withdrawn	HERE does not currently report out on water usage
	2 Total water consumed	
	Percentage of each in regions with high or extremely high baseline water stress	
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Because of the nature of our business, we utilize a significant amount of electricity from cloud data providers. We consider the carbon emissions from our cloud providers and services we consume from their product catalogs when making technology decisions. Since 2021, HERE has included sustainability as one of the primary pillars of our cloud sourcing strategy and cloud providers have aggressively sourced renewable energy to power their operations. HERE plans to reduce our data center facility footprint further over the next two years as we close down the last applications running in our legacy hosting platforms.



## Data privacy and freedom of expression

Code	Metric	Disclosure
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	HERE has defined and documented various policies and practices that provide details about how HERE collects, processes and stores personal data. Marketing information, details about new products and services and personalized promotions are sent to individuals only after they have consented to receive the same. Detailed information is available in our Privacy Policy at <a href="https://legal.here.com/privacy">legal.here.com/privacy</a> .
TC-SI-220a.2	Number of users whose information is used for secondary purposes	HERE has defined and documented various policies and practices that provide details about how HERE collects, processes and stores personal data. Marketing information, details about new products and services, and personalized promotions are sent to individuals only after they have consented to receive the same. Detailed information is available in our Privacy Policy at <a href="https://legal.here.com/privacy">legal.here.com/privacy</a> .
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	None
TC-SI-220a.4	<ol style="list-style-type: none"> <li>1 Number of law enforcement requests for user information</li> <li>2 Number of users whose information was requested</li> <li>3 Percentage resulting in disclosure</li> </ol>	<ol style="list-style-type: none"> <li>1 0</li> <li>2 0</li> <li>3 0%</li> </ol>
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	We are not aware of targeted measures that apply to HERE.

## Data security

Code	Metric	Disclosure
TC-SI-230a.1	<ol style="list-style-type: none"> <li>1 Number of reportable data breaches</li> <li>2 Percentage that are personal data breaches</li> <li>3 Number of users affected</li> </ol>	<ol style="list-style-type: none"> <li>1 0 breaches involving HERE Technologies products or services</li> <li>2 0%</li> <li>3 None</li> </ol>



## Data Security

Code	Metric	Disclosure
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>HERE maintains a risk-based, enterprise-wide approach to data security and privacy, supported by a global Information Security Management System (ISMS) and Privacy Information Management System (PIMS) certified to ISO 27001, ISO 27701, ISO 42001, and complemented by ISO 27017/18, SOC 2 Type 2, HITRUST r2, TISAX AL3, and CSA STAR Level 2.</p> <p>The company implements technical and organizational controls aligned with NIST, OWASP, MITRE, ISO and COSO frameworks. Key controls include regular SAST/DAST, dependency and secrets scanning, annual third-party penetration testing, 24x7x365 SOC operations with SLA-based incident response, identity-driven threat detection and enhanced DLP and egress controls.</p> <p>Security-, privacy-, and AI-by-design practices are embedded across the product lifecycle. In 2025, HERE advanced zero-trust implementation, expanded PII scanning, matured enterprise risk management, and strengthened responsible AI governance through ISO 42001 certification, an AI Impact Assessment process and mandatory responsible AI training.</p> <p>Recognizing the sensitivity of location data, HERE provides HERE Anonymizer to support customer privacy, regulatory compliance, and location-data value retention, backed by more than 30 anonymization-related patent applications.</p> <p>For more information about data security at HERE, please refer to our information Security page at <a href="https://legal.here.com/security">legal.here.com/security</a>.</p>

## Recruiting & Managing a Global, Diverse & Skilled Workforce

Code	Metric	Disclosure
TC-SI-330a.1	Percentage of employees that require a work visa	<p>As a truly global company, our teams are made up of diverse talent drawn from our different locations. Exact metrics of nationality of workforce were either not available at the time of reporting or not reportable. For example, in the European Union, employees who hold citizenship of a member state or of EEA are not considered 'foreign nationals'.</p> <p>Our workforce percentage distribution can be found in the Gender and Diversity at HERE section in our Sustainability Report 2025, p. 55.</p>



## Recruiting and managing a globally diverse and skilled workforce

Code	Metric	Disclosure
TC-SI-330a.2	Employee engagement as a percentage	80% as of 2025 HERE Pulse internal survey, conducted Q1 of 2025.
TC-SI-330a.3	<p>Percentage of gender and diversity group representation for:</p> <ol style="list-style-type: none"> <li>1 Executive management</li> <li>2 Non-executive management</li> <li>3 Technical employees</li> <li>4 All other employees</li> </ol>	<ol style="list-style-type: none"> <li>1 Executive management (management team 7 people including 1 female end of 2025) -&gt; 14 %</li> <li>2 Non-executive management (supervisory board 9 people including 1 female end of 2025) -&gt; 11%</li> <li>3 Technical employees -&gt; 31.0%</li> <li>4 All other employees -&gt; 33.8%</li> </ol> <p>Refer to the Gender and Diversity at HERE section of our Sustainability Report 2025, p. 55.</p> <p><b>Note:</b> Ethnicity statistics are not collected in geographies other than the United States, per local law.</p>

## Intellectual property: protective and competitive behavior

Code	Metric	Disclosure
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None

## Managing systemic risks from technology disruptions

Code	Metric	Disclosure
TC-SI-550a.1	<ol style="list-style-type: none"> <li>1 Number of performance issues</li> <li>2 Number of service disruptions</li> <li>3 Total customer downtime</li> </ol>	<p>Number of performance issues: 1, total duration was 900 minutes (15 hours)</p> <p>Number of service disruptions: 180 major incidents / 3,681 minutes (61.35 hours)</p> <p>Total customer downtime: 0 minutes</p>
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Business disruptions can occur for various reasons such as natural disasters, cyber-attacks, power outages, supply chain disruptions or unpredictable reasons such as an unforeseen chain of escalating events. These disruptions can have a significant impact on an organization's ability to conduct continual operations and cause disruptions to critical business functions.



## Activity metrics

Code	Metric	Disclosure
<b>TC-SI-000.A</b>	<ol style="list-style-type: none"> <li>1 Number of licenses or subscriptions</li> <li>2 Percentage cloud based</li> </ol>	<p>Licenses and subscriptions are reported for application and laptop/PC quantities. The further breakdown of cloud-based is assumed to be SaaS vs. Non-SaaS. The counts are for approved production use IT systems.</p> <ul style="list-style-type: none"> <li>• Total Application count: 213 <ul style="list-style-type: none"> <li>▪ SaaS: 99</li> <li>▪ Non-SaaS: 114</li> </ul> </li> <li>• Total licenses from count: 122,500</li> <li>• Total PCs assigned: 7,137 <ul style="list-style-type: none"> <li>▪ 5,220 Windows</li> <li>▪ 1,917 Macbook</li> <li>▪ 1,514 due for 2026 replacement</li> </ul> </li> </ul>
<b>TC-SI-000.B</b>	<ol style="list-style-type: none"> <li>1. Data processing capacity</li> <li>2. Percentage outsourced</li> </ol>	<p>Data processing capacity is broken down by physical, virtual and cloud. The entire capacity is considered outsourced because physical, virtual and cloud capacity are all managed by third-party vendors.</p> <ul style="list-style-type: none"> <li>▪ Physical count: 112 units</li> <li>▪ Virtual count: 1,252 units</li> <li>▪ Cloud count: 80M hours</li> </ul> <p>Percentage outsourced: 100%</p>
<b>TC-SI-000.C</b>	<ol style="list-style-type: none"> <li>1 Amount of data storage</li> <li>2 Percentage outsourced</li> </ol>	<p>The amount of data storage is broken down by physical and cloud. The entire amount is considered outsourced because both physical and cloud are managed by third-party vendors.</p> <ul style="list-style-type: none"> <li>▪ Total storage: 97.9 PB</li> <li>▪ Physical: 1.9 PB</li> <li>▪ Virtual: 96.0 PB</li> </ul> <p>Percentage outsourced: 100%</p>

The SASB Index is aligned with the IFRS Foundation's ISSB S1/S2 standards as of 2025. Topics and metrics reflect the latest guidance for the software and IT services industry.



# Mike Nefkens

Chief Executive Officer/Managing Director

# Adeel Manzoor

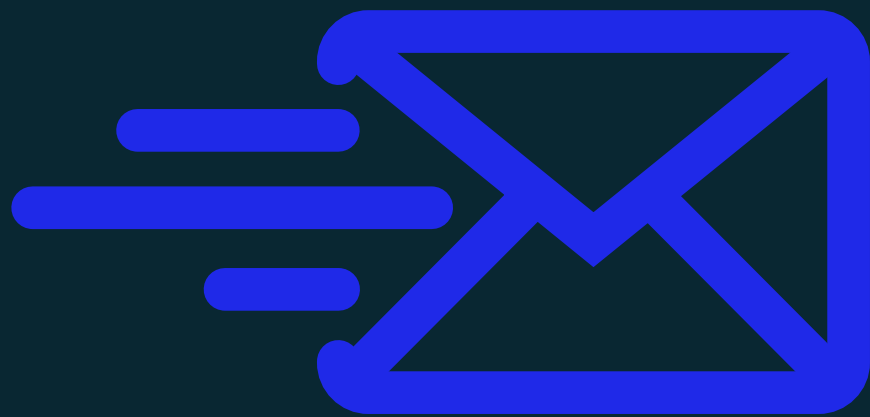
Chief Operating & Financial Officer/Managing Director

# Werner Buskermolen

Chief Human Resources Officer/Managing Director



**We'd love  
to hear from  
you. Drop us  
a line.**



#### About HERE Technologies

HERE is the global leader in mapping and location technology. For over 40 years, we've been powering innovation for the world's most recognizable companies: from launching our first digital map in 1985, to shaping the future of software-defined vehicles today. With the industry's freshest and richest unified map and a portfolio of products, services and solutions that serve the needs of multiple industries, HERE reveals opportunities that drive progress and unlock new possibilities for every moving vehicle. Discover more at [here.com](https://here.com).

