SUSTAINABILITY REPORT

At Mentimeter, we believe the Power of Together extends far beyond our platform; it is the foundation of our commitment to a sustainable future. As AI accelerates the pace of change and content creation, the necessity for facilitated, human-to-human engagement—and the responsibility that comes with it—has never been higher. This sustainability report is inspired by the CSRD/ESRS framework and prepared on a consolidated basis. It outlines how we integrate environmental stewardship, social responsibility, and robust governance into our mission to unlock the potential of every group.

GENERAL INFORMATION

ESRS 2 - GENERAL DISCLOUSERS

BP-1: General Information for the Sustainability Report

Preparation of the report

Our sustainability statement aligns with the Group's financial consolidation framework. It includes all subsidiaries without exemptions under Directive 2013/34/EU, addressing key impacts and risks across our entire value chain. Committed to transparency, we have omitted no sensitive information regarding our innovation or intellectual property.

Our Impact

Mentimeter embeds sustainability into our core values to ensure our growth delivers positive global impact. We strive for net-zero emissions through a "measure, reduce, and compensate" framework. A Net Zero contributor since 2018, we utilize Direct Air Capture technology and invest in the Climate Transformation Fund by Milkywire. To drive internal accountability, we apply a carbon fee of $100 per tonne of CO_2e across all emission scopes.

Our commitment to leading with curiosity serves as the foundation for our operational governance. It drives us to ask the right questions about our environmental impact, leading to the adoption of sound technologies and responsible business practices. This same curiosity extends to our people; by creating space for every voice, we foster a global, inclusive community that currently represents 42 different nationalities. For Mentimeter, these environmental and social efforts are not separate initiatives, but interconnected steps toward unlocking the collective potential of any group.

Our Business Model and Strategy

Mentimeter provides a cloud-based, freemium Software as a Service (SaaS) platform designed to transform traditional one-way communication into dynamic exchanges. Our strategy is built on product-led growth leading to organizational adoption:

- **Viral Loop:** Significant value is provided to free users, fueling a "viral loop" where audience participants experience the platform's benefits firsthand and adopt it for their own teams. This ensures 98% of new accounts originate from non-paid marketing channels.
- **Dual Revenue Streams**: We cater to individual leaders through Self-Service Sales while supporting organizations with Enterprise Sales for centralized administration, enhanced security, and tailored customer success.
- **The Future with howOS:** As we build toward howOS—our AI-powered "operating system" for human interaction—we are turning our thought leadership into in-product guidance to help leaders, teachers, and facilitators run better group processes end-to-end.

This freemium-to-enterprise model ensures sustainable growth by allowing users to derive value before making a financial commitment, ultimately driving long-term engagement.

BP-2: Disclosures in Relation to Specific Circumstances

In December 2023, Mentimeter achieved ISO 27001 certification. This standard ensures our information security management aligns with international best practices, providing a "fortress" level of data protection and security for our global users.

GOV-1: The Role of Administrative, Management, and Supervisory Bodies

Governance Structure and Responsibilities

Our governance framework balances financial prudence with bold ambition, ensuring leadership remains focused on the "Power of Together". The Board of Directors — now consisting of 10 members — serves as our highest decision-making body, responsible for setting strategic objectives, assessing financial conditions, and evaluating the CEO. Supporting them, our Executive Management team of 8 leaders manages day-to-day operations and ensures operational compliance. To ensure rigorous oversight, we utilize specialized committees: the Audit Committee for financial monitoring and internal control efficiency, and the People, Culture, and Compensation Committee to oversee human resources policies and ensure remuneration aligns with our long-term vision.

Employee Representation and Inclusive Culture

We believe the power of the group surpasses that of the individual, a philosophy embodied by a workforce representing 42 different nationalities. Our commitment to "Leading Through Curiosity" fosters a safe, respectful workplace free from discrimination. We actively represent and support our global team through structured policies and initiatives that emphasize diversity, inclusion, and engagement. We track our progress through regular surveys, recently achieving an engagement score of 97%, a well-being index of 83%, and a psychological safety score of 80%. Furthermore, we uphold international human rights standards, rejecting forced labor and exploitation, supported by a whistleblower policy that recorded zero cases in 2025.

Risk and Sustainability Oversight

Sustainability is integrated into our governance through annual risk assessments performed by the CFO and reported to the Board. These evaluations cover financial, operational, and critical environmental, social, and governance (ESG) factors. By maintaining a debt-free "fortress" financial position, we ensure our governing bodies have the stability required to oversee long-term sustainability strategies and implement effective risk mitigation.

Diversity and Leadership Metrics

We strive for a well-balanced leadership group that mirrors our global society. While we do not use affirmative action, our structured hiring processes–including unbiased personality testing–ensure gender representation remains a key performance indicator.

- The Board: Consists of 10 members with an 83% independence rate.
- Management Team: Our management team of 8 is evenly split with 4 women and 4 men.
- Total Workforce: Currently comprised of 48% male, 52% female, and less than 1% gender diverse individuals.

GOV-2 & GOV-4: Handling Sustainability Information and Due Diligence

Sustainability Information Flows

Leading with curiosity means ensuring our governing bodies have the data they need to lead with intention. Mentimeter maintains structured processes to keep our administrative, management, and supervisory bodies regularly informed of sustainability-related impacts, risks, and opportunities. The Board of Directors conducts an annual review of these matters—most recently on December 9, 2025—to evaluate identified risks, the effectiveness of control activities, and policy alignment with our broader corporate strategy.

To strengthen this foundation, we integrated mandatory policy training into our Learning and Development platform in 2023. In 2024, we expanded this via a collaboration between our Legal and People & Workplace Operations teams, specifically designed to improve internal communication and alignment on sustainability expectations. These insights are operationalized through our Risk Matrix, which highlights critical environmental, social, and governance (ESG) factors. The Board actively monitors this matrix to ensure sustainability is not just a reporting requirement, but a core component of our decision-making process.

Due Diligence and Accountability

Our due diligence process is designed to proactively identify, prevent, and mitigate our environmental and social impacts. Aligned with international frameworks like the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, our approach is formalized in a Sustainability Policy adopted in March 2024. While no material climate-related risks were identified in 2023 that directly impact business continuity, we systematically track risks across our value chain to ensure ongoing compliance with our North Star goals.

We achieve environmental accountability through a rigorous three-step framework: Measure, Reduce, and Compensate. By utilizing science-based carbon accounting platforms, we track emissions across all scopes. Mentimeter has been a net-zero contributor since 2018, and since 2022, we have furthered our impact by investing in the Climate Transformation Fund.

Social due diligence is equally prioritized through our commitment to a diverse workforce that currently represents 42 different nationalities. We enforce strict ethical labor practices and mandatory compliance with our Harassment Policy—based on the Swedish Discrimination Act—for every employee. This ethical oversight extends to our business relationships; we evaluate our suppliers and partners to ensure they adhere to our sustainability principles, maintaining a continuous review mechanism to adapt to emerging risks and opportunities.

GOV-5 & IRO-1: Risk Management, Internal Controls, and Double Materiality

Risk Management and Internal Controls

To ensure the accuracy and reliability of our disclosures, Mentimeter has implemented a structured risk management and internal control system that serves as a cornerstone for the scalability of our sustainability reporting. The Board of Directors and the Audit Committee oversee this framework, with the CEO responsible for its organizational establishment. Each year, the CFO performs comprehensive risk assessments—covering strategic, compliance, operational, and financial dimensions—which are presented to our governing bodies to ensure control measures effectively mitigate identified risks and maintain regulatory alignment.

We further strengthen this system through an annual self-assessment process that evaluates the effectiveness of minimum control requirements across all business processes. To support transparency, we have developed internal control procedures and information systems dedicated to the collection and communication of sustainability data, ensuring that both internal and external stakeholders receive reliable information. The effectiveness of this framework is maintained through regular monitoring at multiple levels of the company, including an annual Board review to ensure our risk management remains aligned with our broader corporate strategy.

Double Materiality Assessment

Leading with curiosity means we identify the sustainability issues that affect, and are affected by, our business through a dual materiality analysis. This process evaluates issues based on impact materiality (our organization's effect on people and the environment) and financial materiality (how sustainability-related factors affect our business model and financial performance). An issue is determined to be material if it exceeds defined thresholds in either or both of these categories, which then dictates the mandatory disclosures included in our reporting.

As part of this assessment under CSRD, Mentimeter has identified a focused set of material topics:

- Climate Change (E1): Climate change mitigation is material from an impact perspective.
- Own Workforce (S1): Working conditions are material for both impact and opportunity, while equal treatment and opportunities for all remain material impact areas.
- Consumers and End-Users (S4): Information-related impacts for users present significant material opportunities.
- Business Conduct (G1): Our corporate culture is material from both an impact and an opportunity perspective

SBM-1: Strategy, Business Model, and Value Chain

Key Products, Services, and Market Position

Mentimeter offers a comprehensive interactive presentation platform designed to transform traditional linear communication into dynamic, meaningful dialogue across corporate, educational, and organizational landscapes. Operating through a cloud-based, freemium Software as a Service (SaaS) model, we facilitate real-time engagement and collective action. Our revenue is driven by two primary streams: Self-Service sales, which empower individual leaders and educators to unlock advanced features, and Enterprise sales, providing organizations with centralized administration, enhanced security, and dedicated customer success support.

Product-Led Growth and Global Reach

Our strategy is anchored in a powerful "viral loop" distribution model. As audience members experience the platform's value firsthand, they naturally transition into users, fueling organic growth that accounts for 98% of new registrations via non-paid channels. This momentum is reflected in our 2025 performance, where Enterprise invoiced sales grew by 13% and Self-Service invoiced sales increased by 7%. To support our one billion "North Star" goal, we maintain a global workforce of 383 individuals across strategic hubs in Stockholm (321), Toronto (49), and Sydney (13). We confirm that Mentimeter has no operations or revenue tied to fossil fuels, chemical production, controversial weapons, or tobacco.

Sustainability Integration and Core Goals

We lead with curiosity by integrating environmental and social responsibility directly into our core products and operations. Our climate goals follow a rigorous Measure, Reduce, and Compensate framework in accordance with the Greenhouse Gas Protocol:

- Emissions Targets: We are committed to a 90% reduction in Scope 1 and 2 emissions by 2030 (from a 2021 base) and reaching net zero across our entire value chain by 2040.
- Carbon Accountability: Since 2022, we have applied an internal carbon fee of $100 per tonne of CO_2e for all emission scopes, reinvesting in climate-positive initiatives like the Climate Transformation Fund.
- Digital Sustainability: Our cloud-based platform optimizes energy use, and we are partnering with providers to ensure data centers are powered by 100% renewable energy by 2025.

Social and Ethical Strategy

Beyond environmental impact, we prioritize social sustainability by fostering a culture that mirrors our global customer base. By the end of 2025, our workforce represented 42 different nationalities, and we use gender balance as a key performance indicator to ensure equal representation across all levels. Governance structures—including annual Board reviews and mandatory policy training—ensure that ethics and inclusivity remain pillars of our growth strategy.

Data Security and Value Chain Integrity

As a SaaS provider, data security is central to our "fortress" financial and operational position. Achieving ISO 27001 certification in December 2023 reinforces our commitment to global information security standards and stringent privacy regulations.

- Upstream: We carefully select technology infrastructure providers based on rigorous security frameworks and periodic compliance assessments.
- Downstream: We empower a broad ecosystem of corporate clients and higher education institutions, with more than 69,958 organizations currently hosting 20 or more registered users.

By continuously enhancing AI-driven features and expanding our global reach, Mentimeter ensures that every group interaction delivers measurable outcomes and sustained value for all stakeholders.

SBM-2: Engagement with Stakeholders

Stakeholder Engagement Strategy

At Mentimeter, we actively engage with a diverse range of stakeholders—including educators, business leaders, employees, investors, and the broader community—to ensure our strategic path aligns with the Power of Together. Our engagement model is built on transparency, inclusivity, and a commitment to continuous improvement. User engagement remains the heartbeat of our platform; the tool itself serves as a mechanism for real-time feedback and anonymous participation, creating the psychological safety necessary for authentic dialogue. We translate these insights directly into product development, ensuring our evolution remains fundamentally user-centric.

Empowering Our Workforce and Community

Our employees are vital architects of our internal policies and workplace culture. Through biannual Employee Engagement Surveys (EES), we monitor well-being, leadership effectiveness, and inclusion, using the data to foster a safe and high-performing environment. Beyond our internal team, we support the global community by providing our platform at minimal or no cost to educational institutions and non-profits, ensuring the power of collective intelligence remains accessible to those driving social impact.

Governance and Investor Relations

Investor engagement is facilitated through Annual General Meetings and extraordinary shareholder meetings, providing a direct line to leadership to influence long-term planning. Our governing bodies stay informed on sustainability impacts through structured mechanisms, including a Risk Matrix that incorporates stakeholder insights on climate, social, and governance risks. The Board of Directors reviews these risks annually—most recently on December 9, 2025—to ensure our strategy evolves in lockstep with stakeholder expectations.

Commitment to Our Workforce

Our strategy is fundamentally shaped by the rights and well-being of our workforce, which represents 42 nationalities. We reject all forms of forced labor and harassment, maintaining a safe workplace through strict adherence to our Harassment Policy and the Swedish Discrimination Act. In 2025, our commitment to employee health resulted in a well-being index score of 80% and a psychological safety score of 83%. We maintain gender balance as a key performance indicator, utilizing structured, unbiased hiring practices–including personality testing via Alva Labs–to ensure equal representation across all levels.

Consumer and End-User Interests

The Mentimeter platform is designed to redistribute power in group settings, allowing voices to be heard regardless of hierarchy. Our commitment to end-users is mirrored in our focus on data sovereignty and privacy, underscored by our ISO 27001 certification achieved in December 2023. By leveraging our "land and expand" strategy and a freemium model, we ensure users derive tangible value before making a financial commitment, fostering a relationship built on trust and measurable outcomes.

SBM-3: Significant Impacts, Risks and Opportunities

Climate-Related Impacts and Value Chain Integration

Leading with curiosity means being honest about where our business intersects with the environment. Through our robust double materiality assessment, Mentimeter AB has identified no significant climate-related impacts, risks, or opportunities that materially affect our current business model, value chain, or strategic decision-making. As a cloud-based SaaS provider, our operations are primarily digital, resulting in minimal exposure to physical climate risks or the transition risks typically associated with high-emission industries.

Proactive Risk Management

While direct material impacts are currently limited, we recognize that sustainability is a moving target. We remain committed to maintaining our "fortress" operational position by monitoring regulatory developments, improving digital efficiency, and partnering with responsible technology providers to stay ahead of evolving expectations. We continue to track our emissions with precision; we understand that without this active oversight, our footprint could grow to a point of significant impact. By integrating these assessments into our ongoing risk management process, we ensure that Mentimeter remains resilient and aligned with our long-term sustainability goals.

GOV-5 & IRO-1: Impact Assessment, Risk Management, and Double Materiality

The Double Materiality Workflow

Leading with curiosity requires us to go beyond traditional one-way assessments. Mentimeter employs a structured dual materiality analysis to identify the issues where our business creates the most significant impact—and where external sustainability factors pose the greatest risks to our operational resilience. This "inside-out" and "outside-in" evaluation serves as our strategic compass, ensuring we prioritize areas critical to both our mission and our stakeholders.

Our process integrates internal evaluation, expert consultation, and strategic review. As a cloud-first SaaS provider, we focus our impact assessment on digital-specific domains—such as data center energy efficiency, employee well-being, and high-trust business practices—rather than traditional manufacturing footprints. This structured approach allows us to prioritize material topics that are fundamentally linked to our growth and core values.

Financial Resilience and Economic Impacts

To safeguard our "fortress" financial position, we evaluate sustainability-related risks that could have tangible financial effects. Given our model, we prioritize analyzing the implications of evolving energy costs, shifting regulatory landscapes, and climaterelated supply chain dependencies. By leveraging industry benchmarks and expert insights, we identify opportunities—such as digital sustainability and remote-first collaboration—that align with our long-term resilience strategy and value creation for shareholders.

Integrated Governance and Decision-Making

Sustainability is not a siloed initiative; it is embedded into our broader business "operating system". Our risk management workflow ensures that sustainability considerations are consistently monitored and acted upon:

- Bi-Monthly Risk Assessments: Our Risk Committee, with leads from leadership, legal, and IT, meets every two months to identify and assess emerging risks.
- Continuous Oversight: We perform monthly updates and asynchronous reviews of our Risk Matrix to ensure real-time awareness of shifting ESG factors.
- Board-Level Stewardship: Findings from these assessments are presented to the Board of Directors twice a year, ensuring our sustainability trajectory remains aligned with our long-term strategic objectives.

Ethical Conduct and Governance Workflow

Our commitment to business ethics follows a tailored approach that accounts for our global presence in Stockholm, Toronto, and Sydney. We focus heavily on data privacy, security, and fair business practices, utilizing a strict Code of Conduct and confidential whistleblowing channels to uphold our high-trust culture. Before entering contractual agreements, we perform rigorous due diligence and risk matrix evaluations to ensure compliance with our anti-corruption and anti-bribery standards.

IRO-1: Workflow for Determining Impacts, Risks, and Opportunities (Climate Change)

Assessment of Climate-Related Impacts, Risks, and Opportunities

Unlocking the Power of Together requires a rigorous, proactive approach to understanding our environmental footprint. As a SaaS provider, we recognize that our primary climate impact is digital rather than physical. Our indirect emissions are largely linked to energy consumption within our office spaces in Stockholm, Toronto, and Sydney, as well as our data center usage and digital infrastructure. To responsibly manage this impact, we continuously track electricity usage across all locations and monitor Scope 2 and Scope 3 emissions, focusing specifically on cloud computing and business travel. We explore efficiency through sustainable office practices, remote-first work policies, and responsible data storage solutions.

Climate-Related Physical Risks

While Mentimeter does not operate in areas traditionally classified as high-risk for extreme weather, we remain mindful of localized climate disruptions that could impact our people or business continuity. In Toronto, we monitor vulnerability to heatwaves, winter storms, and heavy rainfall that can disrupt power and infrastructure. Similarly, in Sydney, we stay alert to coastal storms and extreme weather events that occasionally impact transportation. Though these risks are currently categorized as low, we maintain a defensive mindset to ensure employee safety and the resilience of our operations.

Climate-Related Transition Risks and Opportunities

The rapid pace of technological and regulatory change presents both challenges and strategic opportunities. To stay ahead of evolving sustainability expectations, we track global directives—particularly those regarding data center energy efficiency—and prioritize partnerships with vendors who share our strong carbon reduction commitments. We view digital sustainability as a clear opportunity to optimize data processing and storage efficiency, reducing our environmental footprint while delivering faster value to our users.

Approach to Climate Risk Assessment

Our approach to climate risk is grounded in consistent operational monitoring and compliance readiness. While we do not currently conduct formal climate scenario modeling, we periodically review how climate-related factors influence our global hubs. By ensuring our technology infrastructure aligns with international best practices and staying informed on regional reporting requirements, Mentimeter aims to responsibly manage its footprint while building a sustainable future.

IRO-2: Material and Non-Material Disclosure Requirements

Information Determination – Impacts, Risks, and Opportunities

Unlocking the Power of Together requires a transparent determination of which information is most relevant to our collective mission. Our disclosure of material impacts, risks, and opportunities is rooted in a rigorous double materiality assessment conducted in strict alignment with ESRS 1 General Principles and ESRS 2 General Disclosures. This "dual-lens" approach ensures we address both our organization's footprint on the environment and society (impact materiality) and the specific sustainability factors that could shape our business model and long-term financial resilience (financial materiality).

This internal evaluation was guided by our strategic priorities, regulatory requirements, and a focused analysis of business risks. By performing a comprehensive value chain analysis, we have mapped sustainability-related risks and opportunities across our entire global hub structure and digital supply chain. While our assessment was conducted internally leveraging existing industry standards and regulatory expectations, we remain committed to transparently disclosing our material topics to ensure full compliance with CSRD requirements.

Alignment with EU Legislation

Reflecting our commitment to clarity and focus, Mentimeter's current sustainability report does not include data points originating from other specific EU legislation outside of the reporting framework itself. All information presented has been sourced directly from the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the relevant European Sustainability Reporting Standards (ESRS). As we evolve, we will continue to monitor the legislative landscape and ensure clear referencing of any additional external data sources should they become applicable to our journey.

ENVIRONMENTAL INFORMATION

ESRS E1-E5: ENVIRONMENT

E1-1: Transition Plan for Climate Change Mitigation

Our Path to Net Zero

Mentimeter is committed to a structured, high-conviction approach to climate action, integrating the measurement, reduction, and compensation of CO_2e emissions across Scopes 1, 2, and 3. Our overarching objective is to achieve Net Zero emissions, supported by a clear policy framework and internal governance. Central to this plan is our Sustainability Policy, adopted in March 2024, which ensures our operations adhere to statutory and international environmental standards.

Ambitious Reduction Targets

We have set clear milestones to ensure our business model remains aligned with global climate objectives:

- Scopes 1 & 2: A committed 90% reduction in greenhouse gas (GHG) emissions by 2030, using our 2021 baseline of 11.615t CO_2e.
- Scope 3: Reaching Net Zero across our entire value chain by 2040.
- Carbon Accountability: To drive internal change, we apply an internal carbon fee of $100 per tonne of CO_2e across all emission scopes.

Investment and Innovation

Since 2022, we have purposefully reinvested in the Climate Transformation Fund by Milkywire to support long-term emissions reductions. We also leverage innovative engineering solutions, such as Direct Air Capture technology, to actively remove carbon from the atmosphere. As a digital-first company, we fund these initiatives internally through our resilient, customer-funded model, ensuring sustainability remains a core part of our "fortress" financial strategy.

E1-2: Policies for Climate Change Mitigation and Adaptation

Environmental Commitment

Our environmental stewardship is guided by our Sustainability Policy, which ensures we minimize pollution and continuously improve our sustainability performance. This policy covers our global operations, specifically our hubs in Stockholm, Toronto, and Sydney. We lead with curiosity by engaging our suppliers to adopt renewable energy, with a target for our data center providers to be 100% renewable by 2025.

Governance and Standards

The Board of Directors holds the highest level of responsibility for overseeing these climate policies. To ensure the highest data integrity, we transitioned to the Wellfish platform in 2024, enhancing our ability to track and report emissions with precision. While we have identified no material physical climate risks for our current digital model, we address transition risks through high-conviction strategic execution and financial independence from external subsidies.

E1-3: Measures and Resources for Climate Policies

Actions for a Sustainable Future

Mentimeter has successfully maintained Net Zero status since 2018 through a rigorous combination of operational efficiency and carbon removal. Our strategy includes:

- Digital Efficiency: Optimizing energy use through cloud-based infrastructure and digital collaboration tools to minimize business travel.
- Resource Allocation: Utilizing our positive free cash flow to sustain environmental commitments without reliance on public aid.
- Methodological Excellence: Continuously refining our tracking — recalculating historical data where necessary — to ensure consistency and transparency in our reduction trajectory.

E1-4: Climate Change Mitigation and Adaptation Goals

Measurable Milestones

Our climate goals are time-bound, science-based, and consistently monitored. In 2025, our Scope 1 and 2 emissions totaled 47.694t CO_2e. For Scope 3, all 909.397t CO_2e reported in 2025 were neutralized through strategic investments in carbon removal.

Scope/Category	Goal	2025	2024
Scope 1 + 2 (market-based emissions)	Reduce emissions by 90% from the base year of 2021 (11.615t CO_2e*) by 2030	47.694t CO_2e	47.83t CO_2e
Scope 3	Reach net zero from the base year of 2021 (517.304t CO_2e*) by 2040	909.397t CO_2e	1,600.18t CO_2e

* In 2024, Mentimeter transitioned to Wellfish to track CO_2e emissions. Consequently, the 2021 base-year emissions have been recalculated and restated to ensure they remain comparable with our 2024 and 2025 data under this new methodology.

Methodology, Assumptions, and Emission Factors

Principles of the GHG Protocol

To ensure the scalability and resilience of our sustainability reporting, Mentimeter adheres to the five core principles of the Greenhouse Gas (GHG) Protocol: relevance, completeness, consistency, transparency, and accuracy. These principles guide our reporting to reflect our operations fairly and provide a consistent baseline to follow our development over time.

Our Method

We aim to provide a transparent account of our climate footprint by managing emissions in accordance with the international standard set by the GHG Protocol. Our reported calculations strictly exclude carbon credits and emission allowances to ensure we remain grounded in our actual environmental impact.

Data Collection

Leading with curiosity requires deep insight into our data. We calculate emissions by retrieving transactions directly from our accounting system and assigning specific emission factors to each entry. Our approach prioritizes activity-based calculations (such as kWh or kg) and utilizes cost-based data as a secondary measure. While our Scope 3 reporting is currently limited to what is visible in receipts and invoices, we collect supplemental data outside the accounting system for our international offices to capture our largest emission sources.

To manage energy-related emissions from electricity and heat, we utilize the market-based method. This allows Mentimeter to actively control our footprint by selecting electricity contracts with environmental supplements. We also continue to report using the location-based method for regional transparency.

Sources and Assumptions

In alignment with the principle of accuracy, our calculations leverage the latest research and data from authorities such as the Swedish Energy Agency and Statistics Sweden. We apply a "Heads, Hearts, and Hands" approach to our time perspective: all purchases made within the current year are reported entirely in that year, regardless of the product's intended lifespan. Leased products are the sole exception, where we account for the expected life of the product and the lease duration.

Limitations and Boundaries

Refining our "operating system" means being clear about our current boundaries. Because our calculations are invoice-based, employee commuting and waste are typically excluded unless specifically stated on an invoice. However, we maintain the flexibility to integrate these data points manually as our reporting matures to capture the full extent of our collective intelligence and impact.


Leader

SOCIAL RESPONSIBILITY INFORMATION

ESRS S1–S4: SOCIAL RESPONSIBILITY

S1-9: Diversity Indicators

Mentimeter is built on the belief that diverse perspectives lead to better outcomes. We monitor diversity as a core performance metric to ensure our leadership reflects our global community.

- Top Management: Our management team consists of 8 leaders, representing 2% of our total workforce.
- Gender Distribution: Our management team is perfectly balanced with 4 women and 4 men.
- Board Independence: We maintain an 83% independence rate on our Board of Directors to ensure objective stewardship.

S1-17: Incidents Related to Human Rights

We maintain a high-trust environment where human rights are non-negotiable. In 2025, Mentimeter recorded:

- Whistleblower Complaints: 0
- Human Rights Incidents (Own Personnel): 0
- Violations of UN/OECD Guidelines: 0
- Fines or Compensation for Rights Violations: 0 SEK

CORPORATE GOVERNANCE INFORMATION

ESRS G1: CORPORATE GOVERNANCE

G1-1: Business Ethics and Corporate Culture

A Culture of High Trust and Integrity

Mentimeter's corporate culture is anchored in our Code of Conduct, which aligns with the UN Global Compact's ten principles. We move beyond simple compliance by fostering an entrepreneurial environment where employees are encouraged to lead with curiosity and exercise professional judgment.

To safeguard this culture, we maintain a robust Whistleblower Policy and an Anti-Corruption and Bribery Policy. In 2025, 97% of our employees completed mandatory ethics training, covering our Code of Conduct and Sanctions Policy. Our governance is proactive; the Board of Directors utilizes a Risk Matrix to monitor ethical risks, while our Legal and People & Workplace teams collaborate to ensure our "Heart & Bravery" manifesto is reflected in every business interaction.

G1-2: Management of Relationships with Suppliers

Financial Stability and Fair Partnerships

Our "fortress" financial position allows us to be a reliable partner to our suppliers. We operate a customer-funded model with advance payments, ensuring a steady cash flow that minimizes the risk of late payments to small and medium-sized enterprises (SMEs). Our standard payment terms are 30 days, and we prioritize relationships with reputable infrastructure providers who undergo periodic compliance assessments to meet our high standards for security and ethics.

G1-4: Prevention and Detection of Corruption and Bribery

Zero Tolerance, Total Transparency

We maintain a zero-tolerance stance toward corruption and bribery. Our policies strictly prohibit the exchange of anything of value that could create an unfair advantage or obligation.

- Convictions for Corruption: 0
- Fines for Bribery Violations: 0 SEK
- Sanctioned Regions: Mentimeter has 0% turnover from, and no customers or suppliers in, sanctioned countries.

Diversity, Equality, and Inclusion (Voluntary Disclosure)

We actively work to ensure our workforce mirrors our global customer base. By the end of 2025, our team represented 42 different nationalities. We reject affirmative action in favor of a structured, unbiased hiring process — utilizing pre-determined questionnaires and Alva Labs personality testing — to maintain a balanced gender composition. This commitment to equity is reflected in our workplace health: in 2025, we achieved a well-being index of 83% and a psychological safety score of 80%, ensuring that at Mentimeter, every voice is heard and valued.