

2026 Sustainability Report

2025 performance

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Introduction

About Lime

Mission

Our mission is to build a future where transportation is shared, affordable and carbon-free.

Who we are

Lime is the largest global shared micromobility business, providing convenient and reliable short-term rentals of free floating e-scooters, e-bikes, and seated e-scooters at an affordable price. Through our vertically integrated platform—combining proprietary hardware and software, data, tech-enabled operations, and government relations expertise—we work to deliver a reliable rider experience and be a trusted partner to the cities we serve. As of the end of 2025, we operated in approximately 230 cities[1] across 29 countries, with an average fleet of over 325,000 vehicles, 105 million lifetime riders, and more than 1 billion rides since our founding.

[1] A "city" may refer to a metropolitan area that may be a city or could include regions outside of city limits or in defined areas of operation within a metropolitan area.

Our core principles

Our core principles keep us moving with purpose—putting safety first, driving sustainability, empowering communities, and innovating to build a new future of transportation.



Sustainability

Commitment to a carbon-free future

-81.4%

company-wide emissions intensity/rider km (2025 vs. 2019)



Innovation

Building the future of transportation

325K+

average in-house designed fleet vehicles in 2025



Community

Serving communities with enhanced mobility

$39.5M+

Lime Access and Lime Equity Zone trip value provided in 2025



Safety

Foundational to our service

99.99%

of rides ending without a reported incident in 2025



2025 Business highlights

We've learned from over a billion rides that transformation happens one choice at a time. When sustainable transport becomes convenient and dependable, it's a game-changer for riders, communities and cities.

~230
cities across 29 countries

1B+
lifetime trips taken

1.2 mi
(1.9 km) per average trip

$886.7M
in revenue for 2025 (29% YoY increase)

105M+
lifetime riders

176M+
estimated car trips[2] avoided by our riders since 2017

325,137
average operational fleet[3]

-81.4%
reduction in CO_2 intensity in 2025 from our 2019 baseline

[2] Estimated by applying the share of yearly surveyed trips reported as replacing personal cars, shared cars, or taxis/rideshare to total trips provided.

[3] Represents the average number of vehicles available for use for at least one hour per day during 2025.

Letter from Wayne & Andrew

At Lime, sustainability isn't just something we do, it's *what* we do.

Today, we continue to live with the consequences of a century where cities were designed–and policy decisions were made–around private cars: congestion, emissions, noise, high costs, crashes, and streets and vital urban space which prioritized traffic and parking over people. We know there is a better way.

We believe that urban transportation isn't just about movement. It's about access–to jobs, housing, education, services, opportunity, and joy. There are times a Lime trip avoids a car trip, and there are other times we help riders connect to public transport faster, enabling them to get home for dinner or to work on time. We see riders enjoying with friends or exploring a new city.

Our mission is to **build a future where transportation is shared, affordable, and carbon free.** Done well, shared transportation is a more circular approach over individual ownership.[4] Affordability is a critical enabler of impact at scale. And, with transportation among the largest contributors of global carbon emissions[5], we *must* have a future where urban transport is carbon free.

Since we first established company priorities, our sustainability mission has been a central part of our annual company goals. This year is no different.

What inspires us most is how our team embraces our ambition, tackling tough challenges aligned with this priority. A company is a collection of people with a common focus, and our mission is embodied throughout. Across the business, whether it's mechanics in our warehouse, the procurement team sourcing lower-carbon materials, or recruiters hiring mission-driven members to support our work, our team is driven by the ambition of our goals and mission. It's humbling and inspiring, and it motivates us to deliver.

In this inaugural 2026 Sustainability Report, our results speak for themselves. We have cut company-wide carbon emissions intensity 81.4% from our 2019 baseline, putting us 4 years ahead of our Scope 1 and 2 emissions target, and 2 years ahead for our Scope 3 target. To achieve this progress, we increased our lower carbon materials sourcing; drove further efficiency in our operations; forged new low-carbon paths to ship our vehicles and parts; and our hardware team developed new, more durable vehicles.

Meanwhile, our impact continued to grow: we grew our topline 29% year-over-year in 2025 and we've now served more than 105 million lifetime riders, surpassing 1 billion lifetime trips, while helping riders avoid an estimated 176 million car trips. Additionally, 99.99% of our trips ended without a reported incident in 2025, and our equity and impact programs in the cities we serve continue to expand.

We do this work for our riders, for the planet, and for the cities we have the privilege to serve. As we look to the future, we have a clear-eyed sense of purpose and confidence in the mission we are on.

The future of cities is being written now. We're proud to be part of shaping this new, more sustainable chapter.





— **Wayne Ting,** CEO

— **Andrew Savage,** VP Sustainability & Founding Team

[4] Ellen MacArthur Foundation, "Climate change and a circular economy for transport"

[5] According to the Inventory of U.S. Greenhouse Gas Emissions and Sinks 1990–2022 and the European Environment Agency, respectively.

Sustainability strategy

#ridegreen with Lime

At Lime, we're working to make shared electric vehicles the most reliable, affordable, and convenient option for short trips— cutting emissions, easing congestion, and supporting healthier, more connected cities. Our strategy is built on two priorities: expanding access to shared electric rides that can replace higher-emitting modes, and decarbonizing our own business as we grow.

Environmental Policy

Our Environmental Policy describes our approach to managing environmental considerations across our business.

The case for these priorities is clear. According to the International Energy Agency (IEA) transportation is the largest source of greenhouse gas (GHG) emissions in North America and Europe and is responsible for approximately one-third of the world's GHG emissions. Car trips under five miles are one of the largest contributors of GHG within the transport sector.[6] The United Nations projects that by 2050, nearly two-thirds of the world's population will live in urban areas, an influx of 2.5 billion more people into cities.[7] As urban populations grow, the need for a mode shift to reliable, lower-carbon transportation options for short trips is all the more important.

For Lime, this means growing a service that helps more riders choose shared electric transportation for everyday trips, while continuing to reduce the impact of our own operations. This work is guided by leading climate science, including the reports of the Intergovernmental Panel on Climate Change (IPCC), the goals of the Paris Climate Accord, and our SBTi-aligned net zero roadmap. It also supports the relevant United Nations Sustainable Development Goals (SDGs). Together, these frameworks help shape our approach to building transportation systems that are more efficient, more connected, and less dependent on higher-emitting modes.

A strategic approach to assessing sustainability topics

We focus on the sustainability issues that have the greatest potential to affect our business and the world around us. Guided by our core principles, we assessed how sustainability topics intersect with our strategy, operations and stakeholders.

Working with independent facilitators, a cross-functional internal team considered potential impacts, risks and opportunities across a range of sustainability topics. This process helped us identify priority topics that inform the focus and structure of this report and reinforce areas where Lime is already taking action.



Sustainability recognition

It's encouraging to see the progress advancing our mission celebrated. Here is recognition of our team's commitment to the planet and our riders:

- TIME's Most Impactful Companies (2026)
- USA Today's America's Climate Leaders (2026)
- TIME's America's Top GreenTech Companies (2026)
- TIME100 Most Influential Companies (2025)
- edie Net Zero Strategy Award (2025)
- TIME Best Inventions of the Year (2025)
- TIME100 Climate Leaders in Business (2024)
- Bloomberg Green Champions (2024)
- Digiday Most Committed to Sustainability (2024)
- Meaningful Business Award - MB100 (2024)
- Finalist for World Sustainability Awards, Leader of the Year (2024)

[6] EPA - Fast Facts on Transportation Greenhouse Gas Emissions
[7] United Nations Department of Economic and Social Affairs

Topics at a glance

The topics highlighted here are addressed in the sections that follow, which describe why they matter, how we are addressing them, and the progress we are tracking.



Governance

- Business ethics
- Risk management
- Privacy and data security
- Supply chain management

Sustainability

- Climate
- Energy management

Innovation

- Fleet lifecycle management
- Supply chain and circularity
- Logistics

Community

- Our people
- Social impact

Safety

- Rider safety
- Employee health and safety

Addressing sustainability topics through action

Our topic assessment helps connect strategy to execution by aligning policies, actions, and performance indicators around the sustainability issues most relevant to Lime's business and stakeholders.

In particular, climate change mitigation, circular economy, and rider safety help guide how we prioritize action across the company—from decarbonizing our operations and supply chain, to extending the life of vehicles, parts, and batteries, to supporting safe riding and responsible service delivery. Our strategies and objectives inform the goals we set, and we are continuing to refine the metrics used to track progress against those goals and evaluate performance across these topics. Together, these topics provide a practical structure for translating our sustainability priorities into action and set up the areas discussed in greater detail throughout the rest of this report.

As part of our broader regulatory monitoring, we track and reference the European Union's Corporate Sustainability Reporting Directive (CSRD) and related European Sustainability Reporting Standards (ESRS). These frameworks provide useful context to evolving disclosure expectations, but this report is not intended to represent voluntary compliance or alignment with ESRS.

Governance

Why it matters

Governance provides the organizational framework to manage risk, act with integrity, and support long-term enterprise value. Board oversight, business ethics, privacy and data security, and supply chain management each play an important role in how we make decisions, protect stakeholder trust, and uphold company standards.

Board oversight

Our Board of Directors provides independent oversight to serve the long-term interests of the company and its stockholders. In accordance with our Corporate Governance Guidelines and Nasdaq rules, our Board is composed of a majority of independent directors who bring a diverse mix of experience, backgrounds, qualifications, and skills. Five members of our Board of Directors bring a cumulative 19 years of public company board experience and three directors have held public-company C-suite roles, bringing a wealth of experience to Lime and informing the oversight of our long-term strategic risks, governance practices, and workforce management.

Committee responsibilities

Board committees exercise focused oversight within their respective areas of responsibility:

- Nominating and Corporate Governance Committee: Periodically reviews and provides oversight with respect to the company's strategy, initiatives, policies, and risks concerning governance, environmental and social matters.
- Audit Committee: Oversees accounting and financial reporting processes, financial and information technology risks (including cybersecurity and data privacy), and legal and regulatory matters that could impact our financial statements.

Governance Structure



Climate risk oversight and disclosure

Alongside our decarbonization work, we integrate climate-related risks into our Enterprise Risk Management (ERM) program. The process considers physical risks—such as extreme weather, environmental hazards and related supply chain or transportation disruptions—and transition risks arising from regulatory changes, market preferences and evolving technologies. Climate risks are assessed alongside financial and operational risks and reflected in the risk register through climate-specific definitions and broader categories, including environmental hazards, physical assets, supply chain and transportation. The process is informed by COSO and ISO risk management frameworks.

Oversight is shared across the organization: the Board oversees strategic risks, the Audit Committee oversees matters that could affect financial performance, and the Sustainability Council reviews climate-related issues and progress against decarbonization targets quarterly. Finance, Risk and Compliance, and Legal teams support ERM integration and related disclosures. Our **2025 TCFD report** provides additional detail.

Our leadership

Lime's leadership team sets the vision and makes the decisions that drive long-term growth. They ensure financial strength, invest in innovation, and foster a thriving workplace culture. Company priorities are set annually to ensure alignment and accountability at the highest levels. Our carbon goals and internal sustainability targets–along with goals tied to serving our riders and cities–are among the company's annual priorities.

Sustainability Council

Lime's Sustainability Council is a cross-functional management group that helps translate our sustainability strategy into execution across the business. Led by our VP of Sustainability and including our CEO and other senior leaders, the Council meets quarterly to review progress, coordinate priorities, and help embed sustainability into day-to-day decision-making.

The Council's remit includes guiding implementation of our decarbonization strategy, reviewing key initiatives and performance indicators, and supporting alignment across the teams responsible for delivering progress.

By bringing together senior leaders with experience across functions such as sustainability, operations, policy, and finance, the Council helps connect long-term goals to operational action. Where relevant, issues can be elevated through Lime's broader governance structure, including Board committees with oversight of sustainability, environmental and social matters.

The Council's cross-functional workstreams and areas of focus are summarized in the following table.

Council component	Purpose	Example focus areas
Executive leadership	Align sustainability priorities with business strategy	Strategic direction, accountability, resourcing
Cross-functional membership	Connect sustainability goals to operational delivery	Operations, policy, finance, sustainability
Workstreams	Drive implementation across priority areas	Hardware, logistics, operations, facilities, employee commute and travel, circularity, sustainability leadership

> "Our Sustainability Council has effectively driven decarbonization efforts throughout the business, enabling us to remain ahead of our ambitious net zero target and embed efficiency efforts across the company."
>
> — Wayne Ting, CEO

Business ethics

At Lime, we strive to keep our culture open and transparent, grounded in honesty and integrity. Those expectations are codified in our Global Code of Business Conduct, Speak-Up Policy and Anti-Bribery & Corruption Policy, each of which applies globally to every Lime employee, officer, director and contingent worker, as well as to third parties acting on our behalf.

Our Speak Up Policy gives Lime personnel multiple channels for raising a concern through a confidential third-party hotline (Vault Platform) available 24/7 by phone, web or Slack, with anonymous reporting available, if desired. Lime strictly prohibits retaliation against anyone who reports a concern in good faith or cooperates with an investigation. Reports involving accounting, financial reporting, internal controls or books and records are routed to the Audit Committee of the Board.

We operate in a highly regulated global environment and may engage with regulatory authorities from time to time in the ordinary course of business. We remain committed to compliant and transparent business practices in all markets where we operate.



Risk management

Lime manages risk through an Enterprise Risk Management (ERM) program based on assessing and prioritizing the areas of greatest business impact, designed to improve decision quality, financial predictability, and license-to-operate resilience. The program is informed by leading ERM standards, including COSO and ISO 31000, and is intentionally tailored to Lime's operating model: a global, city-based mobility business where risk often emerges through local market execution, fleet operations, safety signals, regulatory commitments, technology reliability, and financial performance. Risk management at Lime combines risk ownership within the business, operating routines, and an ERM overlay to improve cross-functional visibility and escalation.

ESG risks within Enterprise Risk Management

We address ESG-related risks through our broader ERM program. We identify and assess these risks within broader categories—including climate, supply chain, safety, regulatory compliance, technology and operations—and consider them alongside financial and operational risks. The current assessment of climate-related risks is primarily qualitative, using potential impact, likelihood, and senior leadership input to prioritize risks. Quantitative scenario analysis, enhanced key risk indicators, and continuous monitoring are core components of the ERM program.

Management validates and prioritizes enterprise risks through the ERM governance structure, while Risk & Compliance coordinates the ERM program and its reporting, escalation, and follow-through processes, with support from Finance, Legal, and other functional risk leads. The Sustainability Council's role is complementary rather than duplicative: it coordinates sustainability priorities, decarbonization actions and performance monitoring, while ERM governance addresses enterprise risk prioritization and escalation. For more detail on climate-specific risk identification, assessment and oversight, see "Climate risk oversight and disclosure."

Privacy and data security

Protecting the information entrusted to Lime is fundamental to operating a safe, reliable, and trusted mobility service. Our privacy and information security programs are designed to protect rider, employee, partner, and company information throughout its lifecycle, while enabling the data-driven services that support our riders and the cities we serve.

We take a risk-based approach to privacy and security. As outlined in Lime's **Privacy Notice**, and in localized privacy notices in certain jurisdictions, we are transparent about the data we collect, use it to power safe and reliable rides, and give riders meaningful control over their information. We maintain alignment with leading frameworks including the EU and UK General Data Protection Regulation (GDPR), the California Consumer Privacy Act (as amended by the CPRA), and equivalent privacy laws in the other jurisdictions where we operate in order to safeguard personal information while enabling innovation. Our privacy program is overseen by a Data Protection Officer, and both privacy and security are governed through our Enterprise Risk Management program, with direct touchpoints to the Audit Committee of our Board.

Our privacy materials also explicitly describe individual data rights. Riders may access and review information associated with their account, request rectification of inaccurate personal information, and request deletion of their information. These requests can be submitted through the **Lime Privacy Center**, and riders can also review or update certain account information directly in the app; account deletion can be initiated in the app's Settings screen, through the in-app request feature, or by contacting Lime support or privacy channels.

Our security program uses layered safeguards intended to protect the confidentiality, integrity, and availability of systems and data. These safeguards include technical and organizational measures such as encryption, access controls, secure data-processing practices, security monitoring, vulnerability management, and security testing. We apply privacy-by-design and security-by-design principles to help identify and address risk as products, systems, and services evolve. We also evaluate relevant third parties and partners according to the nature of the services and information involved.

We maintain PCI-DSS Level 1 merchant status, which requires annual assessment by an accredited Qualified Security Assessor. To independently validate our safeguards, we conduct third-party penetration testing multiple times each year. We maintain a formal incident-response and data-breach management program that establishes roles, escalation paths, investigation and containment procedures, and processes for notification to regulators and affected individuals when required.



In 2025, we did not identify any cybersecurity incident that, in management's assessment, met the threshold of a material data breach. Cybersecurity is not a static objective: we continuously assess emerging threats, learn from testing and operational experience, and strengthen our controls to protect the people, systems, and information that underpin every Lime ride. We apply the same risk-based care to data shared with us by cities and transit partners, consistent with the nature of that data and our contractual and legal obligations.

Supply chain management

We communicate our expectations to suppliers through our Supplier Code of Conduct, which addresses human rights, labor practices, environmental responsibility, and anti-corruption. During onboarding, direct procurement suppliers are required to acknowledge and abide by this Code.

We use a cross-functional process to evaluate suppliers before approval and monitor them after onboarding. Tier 1 suppliers are audited annually to assess risk and performance. We also conduct a Supplier Quarterly Business Review to align suppliers with our business objectives, drive continuous improvement, mitigate supply chain risks, and create greater value through stronger supplier partnership. The program covers suppliers providing bill-of-materials products, with enhanced reviews for finished-assembly, battery and strategic suppliers.

We also publish an annual, **UK Modern Slavery Act Transparency Statement** which describes our approach to preventing and addressing modern slavery and human trafficking. Our approach includes periodically reviewing relevant policies and maintaining a confidential, anonymous ethics hotline for reporting concerns in our supply chain.

Sustainability







Why it matters

Sustainability is central to our mission. By managing climate and energy impacts across our operations and value chain, we are working to reduce emissions and lifecycle impacts while advancing our net-zero pathway.

Climate

Why it matters

Decarbonization is central to our mission to build a future of transportation that is carbon-free. By decarbonizing our own business, we strengthen the benefits of the shared electric mobility service we provide to cities and riders, and make our business more resilient.

Our path to net zero

In 2023, we became the first company in the micromobility industry to have a net zero target validated by the Science Based Targets initiative (SBTi) giving us a clear, measurable path to reduce our footprint in line with the global effort to limit warming to 1.5°C. Our work is grounded in our science-based net zero roadmap, which guides how we reduce emissions across our operations and value chain. In addition, Lime is also a signatory of The Climate Pledge, a global group of businesses committed to net zero emissions.

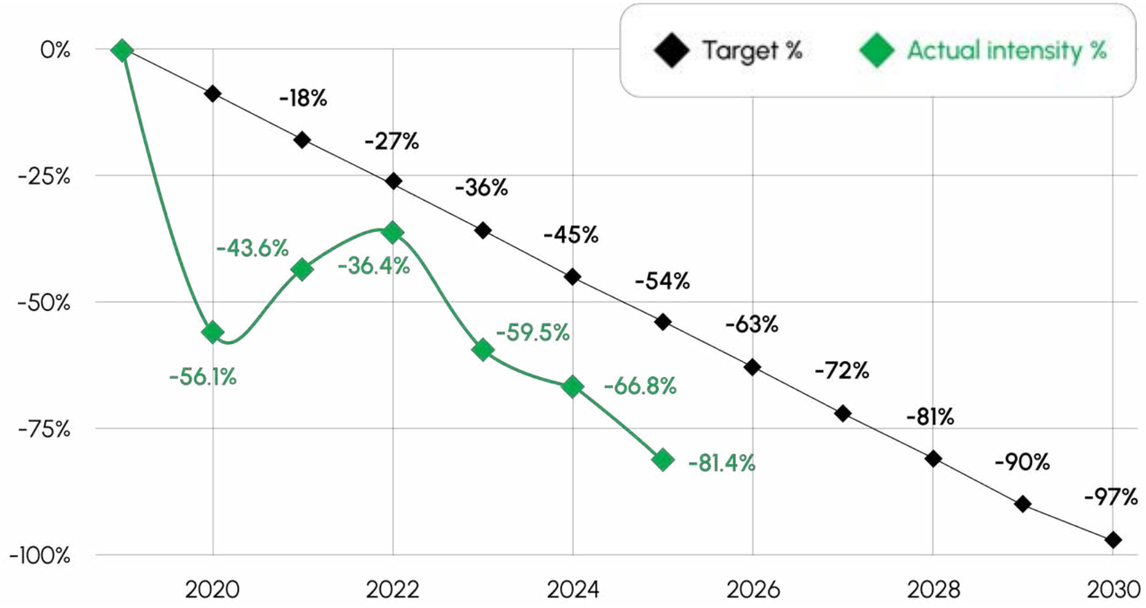
Defining our goals

We track company-wide carbon intensity, with the goal to reach -97% across all categories. Our science-based target to reach net zero emissions includes reducing Scope 1, 2 and 3 emissions by 2030. To get there, our target includes two components:

- **90% absolute reduction in Scope 1 and 2 emissions by 2030** from our 2019 baseline. This covers the parts of our business we manage directly—like our warehouses and operations vehicles used to manage the fleet.
- **97% reduction in Scope 3 emissions intensity per rider kilometer by 2030** from our 2019 baseline. Since Scope 3 makes up 97.5% of our total footprint, this target covers how we build our e-scooters and e-bikes to how they travel through our supply chain.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Lime's company-wide carbon intensity goal (tCO2e/km)



In 2023, we became the first company in the micromobility industry to have a net zero target validated by the Science Based Targets initiative (SBTi).

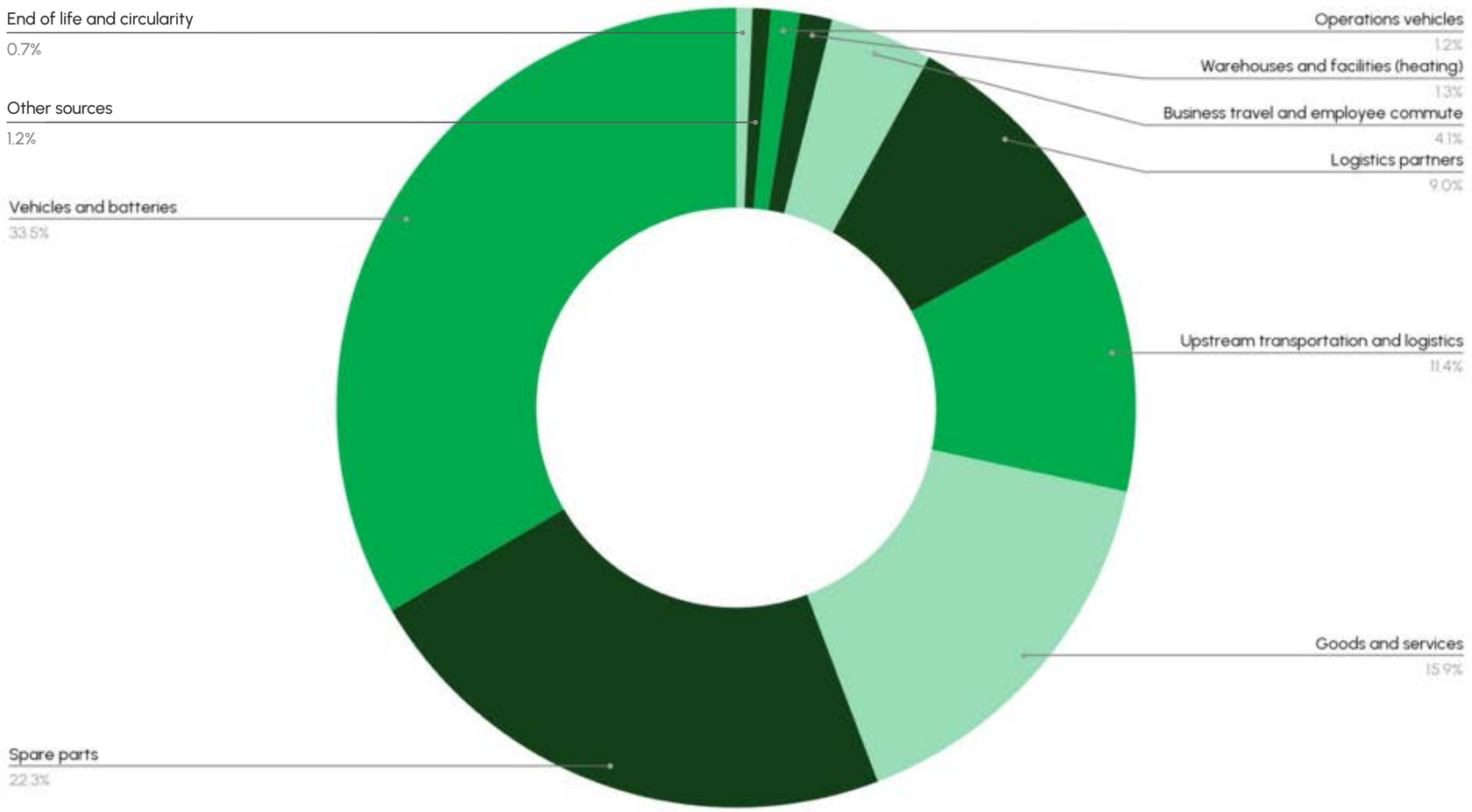
Decarbonization priorities across our business

Our decarbonization strategy has long focused on areas of the business where operational decisions, design choices, and supplier engagement can meaningfully influence emissions. Our 2025 emissions profile reinforces that focus and helps sharpen how we prioritize action across the business.

Focus areas:

- Vehicles and batteries
- Spare parts
- Upstream transportation and logistics
- Logistics partners
- Warehouses and facilities
- Business travel and employee commute
- Operations vehicles
- End of life and circularity

2025 emissions by category



Tracking our progress

Lime has an industry-leading net zero target. As of 2025, we are four years ahead of the modeled reduction pathway for our scope 1 and 2 goals and two years ahead of our modeled pathway for our scope 3 intensity target. Further, we achieved a company-wide (all scopes) 81.4% reduction in total carbon intensity compared to our 2019 baseline.

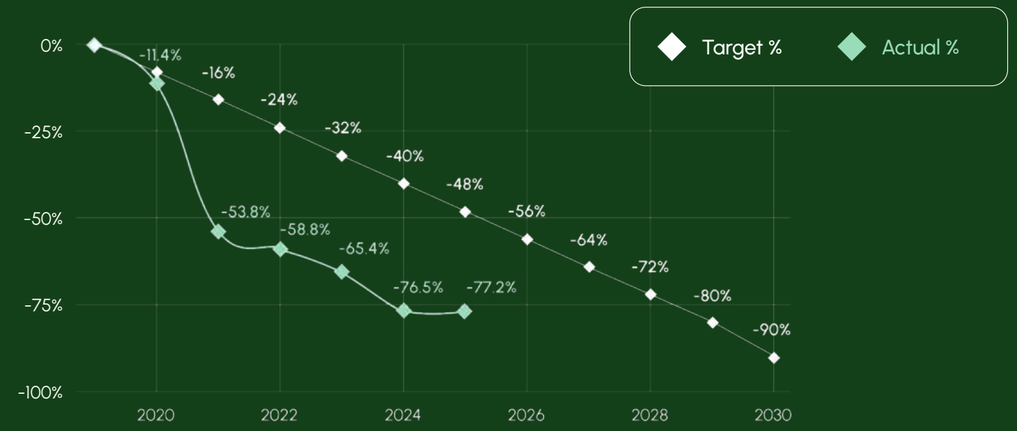
Our **science-based target** was set based on 2019 emissions and aligned with the most ambitious corporate carbon target setting protocol, a science-based target consistent with the goals of the Paris Climate Accord. After setting and validating an initial science-based target, we revised and revalidated a more ambitious climate and decarbonization target as the Science Based Targets initiative developed its net zero framework. We track these emissions closely so we understand where to focus and, while our emissions can fluctuate based on factors such as fleet expansions, our year-over-year progress shows that we remain ahead of the reduction pathway required to reach our 2030 goals. See more details on our progress in our **2025 Carbon Inventory** report.

	2019 (baseline year)	2020*	2021	2022	2023	2024	2025	Baseline Comparison (2019 vs. 2025)
Total tCO2e	138,844	32,578	69,343	116,123	97,240	113,756	90,376	-35%
Scope 1	5,187	2,961	2,914	4,049	3,401	2,137	2,230	-57%
Scope 2[8]	4,651	5,759	1,628	0	0	176	0	-100%
Scope 3	129,006	23,858	64,801	112,074	93,839	111,442	88,146	-32%
Emissions Intensity - Baseline Comparison	N/A	-56.1%	-43.6%	-36.4%	-59.5%	-66.8%	-81.4%	

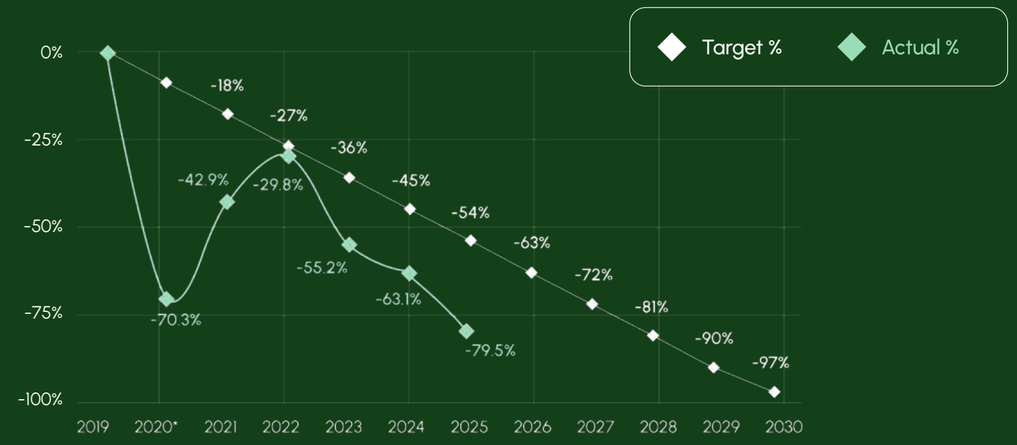
** Peak of the Pandemic & Extrapolation Methodology Used*

[8] Market-based Scope 2 emissions. See more in the Energy management section.

Scope 1 & 2 emissions target



Scope 3 intensity target



Energy management

Why it matters

From powering facilities to charging our fleet and operations vehicles, improving efficiency and utilizing renewable electricity helps us reduce emissions while supporting more reliable and lower-impact operations.

Energy management supports two of the focus areas in Lime's decarbonization strategy: warehouses and facilities, and out-of-warehouse operations. Across both, we are working to improve energy efficiency and expand the use of renewable electricity as part of our broader effort to reduce emissions across our operational footprint.

Powering facilities with 100% renewables

We power 100% of our facilities and shared fleet with renewable electricity. Our **renewables strategy** combines utilizing direct green power programs, often through utilities, with Energy Attribute Certificates (EACs) where direct purchasing is limited.

In 2025, this approach covered 10,379 MWh of electricity used to meet facility demand, power our fleet of e-scooters and e-bikes, and charge our electric operations vehicles. This commitment covers charging our entire fleet of vehicle batteries, regardless of whether they are charged at a Lime facility or with one of our partners.

Energy source	Procurement mechanism	2025 consumption (MWh)
Renewable electricity	Local green power programs (GPPs)	5,204.2
	Energy attribute certificates (EACs)	5,175.3
Non-renewable electricity	Residual grid electricity not covered by renewable procurement	0.0
Total electricity consumption		10,379.5



Lime's London warehouse and repair yard with solar powering the facility and rainwater collection on the roof used for cleaning vehicles.



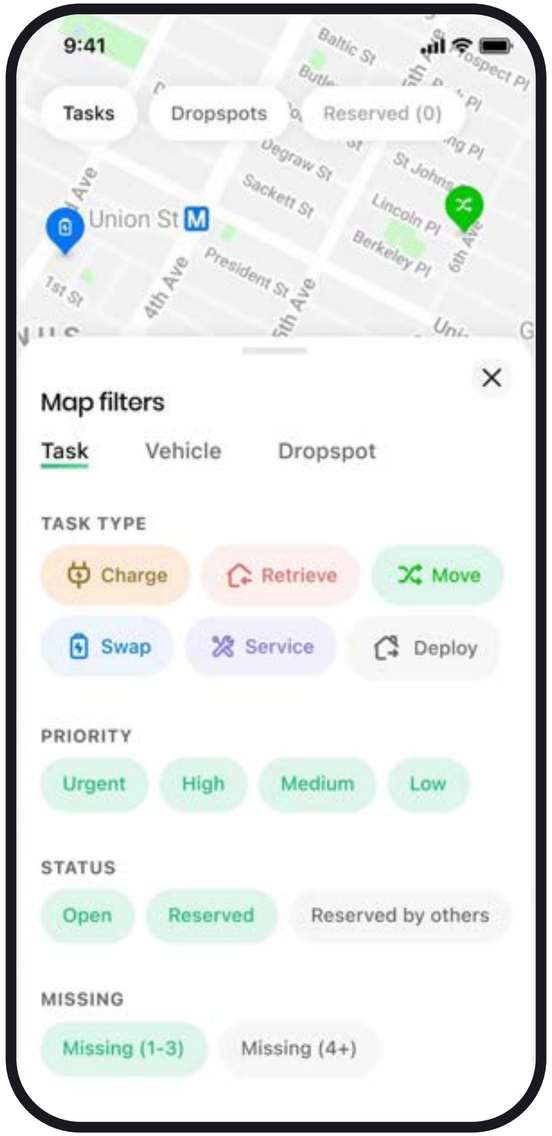
Transitioning to electric operations

In January 2020, we joined the EV100, committing to transition our operations fleet of primarily small vans to electric vehicles by 2030. We report annually on our progress through The Climate Group's EV100 program. At the time of our commitment, we had fewer than a dozen electric vehicles in our global fleet.

CLIMATE GROUP
EV100

As of 2025, we operate more than 200 electric vehicles worldwide and have transitioned 70% of our own operations fleet to electric vehicles and e-trikes. Though we've made significant progress, barriers to this transition include warehouse electrical capacity, warehouse parking in proximity to charging, and EV range limitations in some markets.

Today, new warehouses are selected with the expanded use of EVs in mind and newer vehicles with greater range help advance this transition. In addition, we continue to employ other operational models to improve efficiency and reduce vehicle miles traveled to manage our fleet. These efforts include task optimization, in-field repairs, routing, and task batching.



Working with Logistics Partners

In some markets, local Logistics Partners play an important role in supporting Lime's operations. We engage partners encouraging operational efficiency practices alongside the transition of our own operations fleet including operating electrified fleets, utilizing electric trikes for battery swapping, and applying operational measures such as optimized routing and task batching. These efforts complement the decarbonization of our operations. In 2025, these efforts enabled an estimated 16.7% reduction in Logistics Partner operations intensity per rider kilometer traveled compared to 2024.

Lime's proprietary operations app supports our efficient fleet management.

Innovation

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Why it matters

Innovation helps us reduce life cycle impacts across our business. Through vehicle design, circularity, supply chain engagement, and logistics, we focus on improving efficiency, extending vehicle life, and supporting lower-impact operations over time.

Fleet lifecycle management

Why it matters

The environmental impact of our service extends beyond daily operations to how our vehicles are designed, used, repaired, and ultimately retired. Taking a lifecycle approach helps us identify where to reduce emissions, extend durability, and improve the long-term performance.



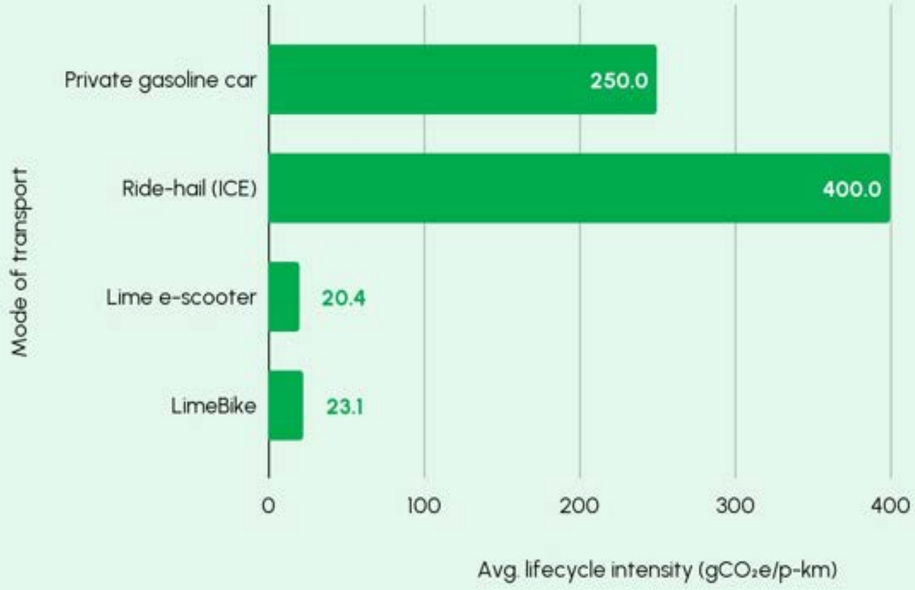
To understand our environmental impact and identify opportunities for continuous improvement, we evaluate the full life cycle impact of our product and service, consistent with ISO 14040:2006 and 14044:2006 standards, accounting for material carbon emissions from raw-material extraction and manufacturing through transport, operation, repair, and end of life. Working with the global sustainability consultancy, Anthesis, our LCA methodology is aligned with ISO standards and the World Resources Institute's (WRI) New Urban Mobility Alliance (NUMO) guidelines. Our last full-length study underwent an independent **ISO-aligned Critical Review** by the French sustainability firm EVEA.

Our more recent life cycle figures build on the foundation of our critically reviewed LCA. We update the figures to reflect newer generations of Lime hardware, including updated component weights and lifetimes, supplier and material data, and revised operating and end-of-life conditions. These updates help us maintain a more current view of lifecycle impacts while preserving consistency with the underlying methodology.

Carbon intensity vs. traditional transport

Our lifecycle analysis highlights the power of shared micromobility to decarbonize urban travel: our e-bikes and e-scooters offer lower lifecycle emissions per passenger-kilometer than the gasoline-powered modes shown.

Lifecycle emissions intensity by mode of transport



Values are estimated cradle-to-grave lifecycle emissions and vary by vehicle type, occupancy, geography, fuel mix and operating conditions. The ride-hail (ICE) value is a derived estimate based on OECD/ITF lifecycle methodology and ICCT vehicle benchmarks; it reflects assumed deadheading and operational services and is not a universal measured value.

Lifecycle impact results

We look at emissions across each vehicle's lifecycle—from manufacturing and use through end of life recycling. Because Lime operates across diverse global markets, impacts vary by regional electricity, logistics, and operating conditions. For this disclosure, we present the most recently studied Europe-wide scenario analysis results which provide the clearest and most comparable basis.

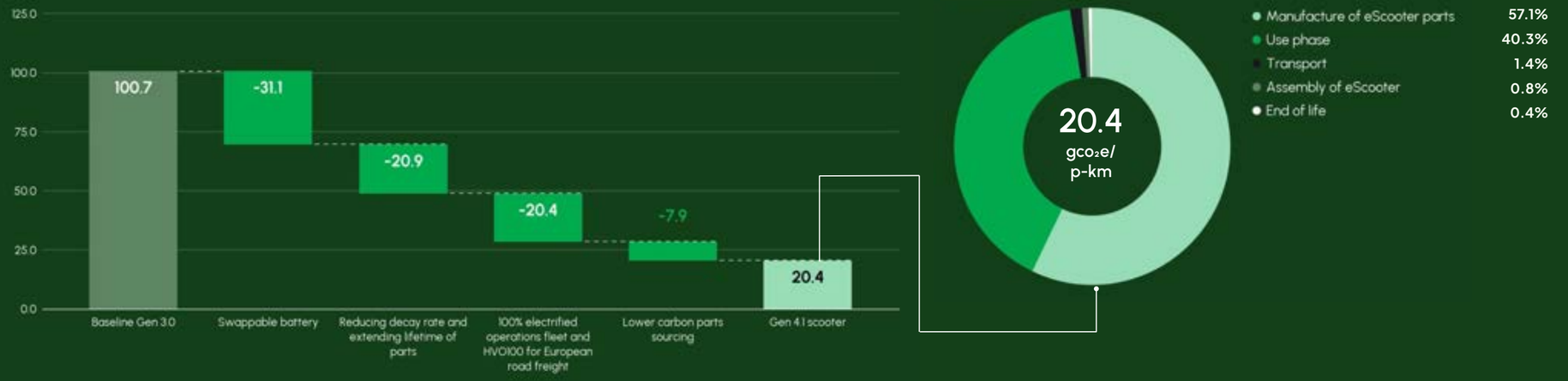
Key lifecycle improvement areas

Our lifecycle work continues to focus on the areas with the greatest potential to reduce impact over time:

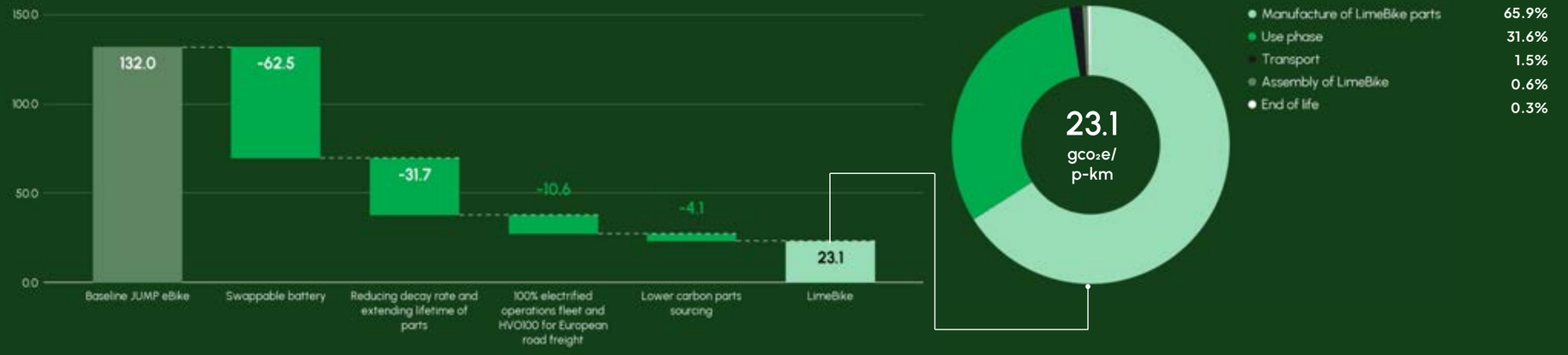
- extending vehicle life through more durable designs, modular parts, and repairability
- reducing the impact of materials and components through lower-carbon and recycled aluminum where available.
- improving battery-cell production and battery management.
- reducing emissions from vehicle and parts transport and operations.
- directing eligible components to second-life or specialized recycling partners.

Step-down modeling utilizes a base-case of the Gen 3 Lime scooter LCA and JUMP e-bike LCA and the estimated impacts of major initiatives in reducing life cycle emissions. Not all measures the company has taken are included and the order in which decarbonization initiatives are modeled affects their relative contributions. Modeling is based on best available data and analysis by Anthesis of data provided by Lime.

Lime e-scooter carbon reductions



LimeBike carbon reductions



Supply chain and circularity

Why it matters

Much of our environmental impact sits in the vehicles, parts, and batteries we buy, use, repair, and retire. Designing for lower embedded carbon, durability, repairability, and material recovery helps us reduce emissions and waste while improving fleet longevity and operating efficiency.

We recognize that our biggest opportunity, and our biggest challenge, lies in tackling scope 3 emissions. These emissions make up 97.5% of our carbon footprint, with 55.8% of those emissions driven by our vehicles, parts and batteries. By designing for durability, strategically sourcing lower carbon materials, embedding circularity into our hardware and decarbonizing what happens when a vehicle eventually retires, we're creating a measurable impact on our path to net zero.

Design for sharing

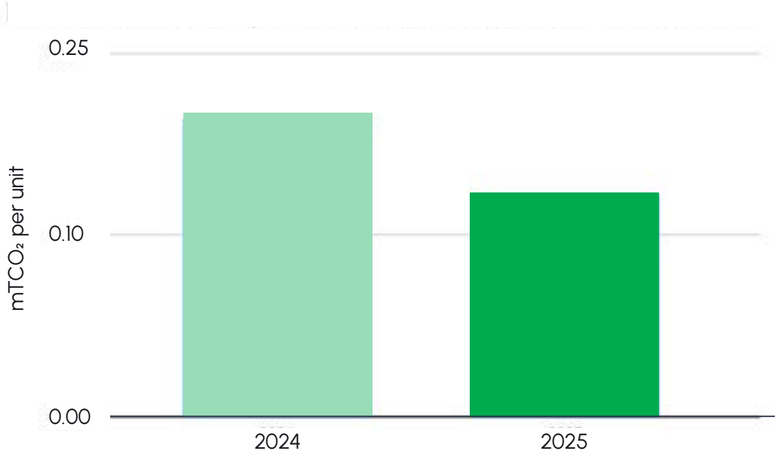
Our vehicles are custom-designed by our hardware team for the demands of shared use, with a focus on durability, repairability and sustainability. Our modular designs allow serviceable components—including batteries, motors and controllers—to be replaced independently, so a component failure does not necessarily end a vehicle's useful life. This approach is intended to support operational resilience and helps reduce the material and emissions impacts associated with manufacturing replacement vehicles and parts by extending service life. All vehicles and parts undergo reliability laboratory testing.



Sourcing lower carbon components

In 2025, we worked with direct suppliers to expand our sourcing of aluminum produced using renewable energy for major components—including frames, forks and battery enclosures. Based on our LCA, this shift yields an estimated 59.7% reduction in emissions compared to conventional aluminum. Additionally, our battery cells are produced by LG using renewable energy, representing an estimated 40% reduction in emissions over traditional production methods. In 2025, our sourcing initiatives enabled us to reduce our emissions per unit by 25.3%.

Emissions reduction per unit of e-scooters, e-bikes, and batteries





Global repair and refurbishment

Our warehouses are the heart of our circular model. Based on the Standard Operating Procedures developed by our Central Operations team, which gathers best practices from around the globe, our local teams use effective repair and refurbishment practices to keep fleets, and their individual components, on the street. Our modular designs allow us to swap out individual parts to extend a vehicle's life, lowering emissions, conserving raw materials, and cutting logistics impacts.

Our In Field Repair program trains and enables our operations team to conduct minor repairs out on the street, measurably reducing the operations requirements of bringing vehicles back to facilities for repair. These repairs represented 46% of total repairs in 2025.

Recycling and circularity

When a part can't be repaired, we direct eligible end-of-life hardware components to either second-life applications or to specialized recycling partners, depending on the component and material stream. Based on internal analysis, an estimated 97% of vehicle components are recyclable by weight.[9] For components sent to recycling, treatment processes are designed to recover material fractions such as ferrous and non-ferrous metals, plastics, minerals, and battery material outputs for further industrial use. Actual recovery outcomes can vary by market, recycler capability, applicable regulation, and the end-of-life pathway available for a given asset.

In France, VoltR provides a second-life pathway for battery cells from batteries that are no longer suitable for mobility but may remain viable for other lower-demand applications.

In North America, we work with specialized battery recyclers to process lithium-ion battery streams. Redwood Materials reclaims 95% of lithium from scrap battery materials and converts recovered nickel, lithium, and other metals into intermediates or chemicals used in battery material production. Cyclic Materials recovers materials such as neodymium magnets from electric motors. Because recovered outputs are processed together with materials from multiple sources, we do not attribute specific quantities of recovered material back to individual vehicles.

[9] Metric reflects recyclability potential, not actual end-of-life recovery achieved across all retired hardware.



In Canada, batteries are collected through Call2Recycle, a battery recycler that utilizes recovered material for future battery production, while vehicle components with other materials such as metals, plastics, WEEE, and rubber are recovered for further processing.

Decarbonizing logistics

Why it matters

Shipping vehicles and parts around the world is essential to our business. Working to lower the carbon intensity of freight helps us advance our net zero pathway while building a more efficient supply chain.

Advancing lower-carbon sea-shipping

We work with logistics providers to support the development and adoption of lower-carbon freight solutions across parts of our supply chain.

We're a member of the First Movers Coalition (FMC), a World Economic Forum-led initiative that uses collective purchasing commitments to help accelerate emerging climate technologies. As a cargo owner, we have signed on to the FMC's shipping pledge, which sets a target for at least 10% of the volume of goods shipped via sea-shipping to be carried on ships using zero-emission fuels by 2030, with the ambition of reaching 100% by 2040.

We view this pledge as an aspirational demand signal intended to encourage the development and adoption of zero-emission shipping fuels and vessels; progress will depend on these solutions becoming more widely available.

We are continuously working with our logistics providers to incorporate new zero- and low-emissions offerings and evaluating new freight opportunities available in the market.

From ports to hubs: reducing transit emissions

We're focused on reducing the carbon from the journey our vehicles and parts make to our local warehouses.

- **Electric port drayage trucking in North America:** We've partnered with Forum Mobility and Hight Logistics to move our inbound vehicle and parts containers from the Ports of Los Angeles to our regional hub using electric trucks. In 2025, our partners completed 314 hauls.

314

EV hauls completed in North America

355

HVO100 hauls completed in Europe



Lime is using all-electric trucking for inbound freight from the Port of Los Angeles.

- **Decarbonizing ground freight in Europe:** We've secured freight logistics providers utilizing HVO100 (hydrotreated vegetable oil). Derived from waste and residue feedstocks, this renewable diesel alternative reduces lifecycle greenhouse gas emissions by up to 90% compared to conventional diesel.[10] What started as a pilot in Rotterdam's port has grown into a broad practice for our European freight logistics. By the end of 2025, our partners completed 355 hauls across 27 cities, covering approximately 266,000 km using HVO100. Based on internal analysis, these routes were associated with an estimated 153.5 tCO2 saved[11] compared with a conventional diesel baseline.



Line thickness = trip frequency (HVO100 hauls)

Cloud infrastructure efficiency

We migrated portions of our back-end cloud production workloads to AWS Graviton processors as part of our ongoing efforts to improve the efficiency of our cloud infrastructure. AWS reports that Graviton-based Amazon EC2 instances can use up to 60% less energy[12] than comparable EC2 instances for the same performance, although actual results vary by workload and system configuration. You can read more on AWS's sustainability page.

[10] Calculated on a well-to-wheel (lifecycle) basis in accordance with the EU Renewable Energy Directive (Directive (EU) 2018/2001, Annex V) baseline for waste-derived HVO compared to standard fossil diesel.

[11] Based on internal 2025 analysis of selected European freight hauls using HVO100. Estimated CO2 savings compare HVO100-enabled routes with a conventional diesel baseline on a well-to-wheel basis in accordance with the EU Renewable Energy Directive (Directive (EU) 2018/2001), Annex V.

[12] Source: AWS Graviton sustainability page.

Community





Why it matters

Our people and the communities we serve are central to our mission and our ability to grow responsibly. By investing in an engaged, inclusive workforce and expanding access to affordable, connected mobility, we aim to strengthen our operations and support more connected communities.

Our people

Why it matters

Our people power our mission, our operations, and our ability to grow responsibly across markets. Supporting an engaged, capable, and inclusive workforce helps us strengthen performance, retention, and long-term business resilience.



Win together



Raise the bar



Challenge because we care



Obsess about our riders



Celebrate our differences

How we Lime

At Lime, our culture rides on integrity, honesty and transparency. Guided by our How we Lime behaviors—from obsessing about our customers to building great teams—we're an equal opportunity employer that fosters belonging, prohibits discrimination and ensures every team member can thrive.

We believe different perspectives help us grow and achieve more. That's why we're dedicated to hiring and developing a talented and globally diverse team—one that includes individuals with different backgrounds, abilities, identities and experiences.



Prioritize fiscal discipline



Build great teams



See clearly with optimism



Boldly commit



Our workforce

Our people provide the power behind our mission. We are a remote-first organization for central functions, enabling us to attract top talent across geographies and reduce the impact of commuting and large offices. We're driving progress every day, building diverse global teams to support our programs in the communities we serve.

2025 workforce highlights

- 1,095 employees worldwide: Teams span Americas (47%), EMEA (41%) and APAC (12%), reflecting our global reach.
- Employee retention: Voluntary attrition rate was 11.9%. We strive to retain institutional knowledge and promote from within while continuously optimizing our teams for an evolving and scaling business.
- Gender representation: Women make up 43% of our executive team and 33% of full-time employees.

Gender

Gender identity	Percentage
Men	60%
Women	33%
Not reported	6%
Prefer not to share	1%
Non-binary/non-conforming	<1%

Employee engagement and culture

We believe that a thriving company starts with a supported team. That's why we run employee engagement surveys twice a year to understand employee sentiment, identify strengths, and guide action planning across teams. In our 2025 Fall Engagement Survey, 85% of global full-time employees participated.

The survey program has evolved into a recurring, data-driven tool that helps leaders track progress and focus improvement efforts. Each cycle measures employee perspectives on belonging, respect, authenticity, manager effectiveness, collaboration, and clarity on company objectives.



Key highlights from our latest survey

Our commitment to building a positive, engaging workplace continues to yield strong results, affirming our focus on inclusion and engagement as a core driver of performance and retention.

- Building a culture of belonging: We're proud to see continued progress in creating a workplace where employees feel welcomed and valued. In our 2025 Fall Engagement Survey:

81%

of employees report feeling that they belong at Lime, up two percentage points from the previous survey cycle.

86%

feel they can be their authentic selves at work, up five percentage points.

84%

feel respected, up seven percentage points.

85%

survey participation among global full-time employees

- Strengthening our leadership: Manager effectiveness has improved steadily across the company, with scores increasing across every manager-related question. 70% of employees say their manager actively seeks feedback about their leadership, up five percentage points from the previous survey cycle. This success is a result of our ongoing leadership development efforts, including manager training, aimed at building trust and encouraging open dialogue.

Opportunities for growth

As we scale, our surveys help us benchmark areas where we can do better:

- Refining team alignment: Working together efficiently toward common goals is key to success. Cross-functional collaboration remains a focus area, with 58% of employees reporting that teams work well together to get the job done, down two percentage points from the previous survey cycle.
- Clarifying our vision: We see an opportunity to better connect strategy to execution, with 69% of employees saying they understand how Lime plans to achieve its objectives, down four percentage points from the previous survey cycle.

These insights show us the importance of reinforcing communication and alignment across teams as we grow to ensure everyone stays focused on the same clear objectives.

Labor relations

We respect employees' rights to freedom of association and collective bargaining. Where applicable under local law or established workforce arrangements, we engage with works councils and employee representatives. The mechanisms and coverage of employee representation vary by country and workforce group. Globally, 13.5% of our workforce is covered by collective bargaining agreements, including 6% of global workforce representation through a works council in France and 3% of global workforce representation through employee delegates in Poland.

Compensation and benefits

Our total rewards are intended to support employee wellbeing, financial security, and career growth. Our approach combines compensation, performance-based incentives, equity, and benefits, with adaptation for local laws, market practices, and employee eligibility. Benefits may include healthcare and wellness resources, leave programs, retirement or savings benefits, and employee mobility benefits. Full-time and part-time employees may have different eligibility rules and benefits from non-employees.

We are committed to fair and consistent employment practices, including compensation, based on job-related criteria, business needs, and applicable law. We continue to review our employment practices and the data needed to support comparable pay-equity reporting across relevant employee populations and geographies.

Some of our primary benefits for full time employees include:

- **Healthcare and wellness:** Access to health-related benefits and wellness resources that support physical and mental well-being. We also support mental health through accessible resources and services designed to promote overall wellbeing.
- **Financial security:** Competitive base pay that is reviewed annually to ensure local market alignment, performance-based bonuses and equity opportunities to eligible employees through equity awards, including Restricted Stock Units (RSUs), subject to applicable plan terms, award approval, and eligibility requirements. These initiatives support both short-term financial stability and long-term wealth potential. Where applicable, employees have access to retirement savings programs aligned with local market practices.



Credit: Edgar Garcia/Robot Productions

- **Family and leave:** We provide fully paid parental leave and time off programs that support employees through significant life events and enable balance between work and personal responsibilities. We also provide resources and support to help employees navigate these life transitions.
- **Labor equity:** A benefits approach designed to support employees across both corporate and operational roles, with local adaptation to help ensure equitable access across the many geographies we serve.

To further strengthen engagement and connection to our mission, employees have access to free unlimited Lime rides, enabling them to experience our services firsthand and provide feedback locally, while reinforcing our commitment to low-carbon mobility. We believe in, and use, the service.

Through these efforts, we aim to support workforce wellbeing, strengthen retention and enable our employees to contribute to our long term impact and mission.

Training and development

We invest in our people through targeted training, professional development, function-specific programs and company-wide learning opportunities that help employees build skills, broaden context and support Lime's mission. We provide leadership training throughout the year to strengthen capabilities across the company. Our quarterly Learning @ Lime Days create dedicated time for development through no-meeting days featuring core sessions, business spotlights and cross-functional learning. In 2025 our employees completed an average of approximately 6 hours of compliance training through LRN. We provide cybersecurity and data protection training to all full-time employees, with refresher training provided at least annually. We provide role-specific training to frontline operations employees, including at least 40 hours of instruction for operations team members and extensive hands-on and on-the-job training for Mechanics.

Our performance-management process includes individual goal setting, continuous feedback and coaching, structured performance check-ins, and a year-end performance review. We assess performance based on progress against goals and demonstration of our **How We Lime** behaviors, with calibration led by HR Business Partners to support consistent and fair evaluations. We also have an established Talent and Succession Planning process.

Employee Resource Groups

All employees are welcome to participate in any Employee Resource Group (ERG), whether they identify with the community it represents or join as an ally. Lime's ERGs are employee-led communities that foster connection, learning and belonging. In our remote-first environment, they help employees build relationships beyond their immediate teams, deepen cultural awareness and practice allyship.

Talent & Culture supports ERGs with the resources, guidance and budget to sustain and grow them.

Together, ERGs provide opportunities for connection, education, advocacy and networking through events, conversations, Slack communities and shared learning. ERG leads meet monthly through the ERG Council to share practices, strengthen collaboration and coordinate impact across groups.

Black Excellence at Lime (BE@L)	Parents and caregivers (Fam Jam)	Wellness and ability (Lime Able)
Women and allies (Womxn @Lime)	LGBTQIA+ (LimeRainbow)	Latin (Los Limes)
Asian and Pacific Islander (Calamansi)	Global veterans (Vets@Lime)	Pet owners (Lime Pets)

2025 ERG highlights

- **Wellness and connection:** Sponsored by LimeAble, the annual Lime Wellness Challenge promotes team-based well-being through physical activity and meditation.
- **Authenticity at work:** Lime Rainbow hosted "Showing up in full color," an intimate panel where LGBTQIA+ employees shared their professional journeys and insights on allyship.
- **Professional networking:** Black Excellence @ Lime (BE@L) ERG Leads attended the 2025 AfroTech conference for professional development and networking.
- **Caregiver support:** FamJam and Women@Lime+ partnered on a panel session exploring the realities of navigating career and caregiving.

Social impact

Why it matters

Access to transportation shapes how people reach work, school, services, and opportunity. Expanding affordable mobility helps us support more connected, sustainable communities.

We believe communities thrive when people are connected. That's why we run programs to promote affordability and access for those who need it most, including discounted or free rides through Lime Access for riders enrolled in recognized public assistance programs, and adaptive vehicles offered at no cost through Lime Assist in participating cities. By combining our global expertise with a hyper-local focus, our teams work closely with each individual city, understanding the demographics and community, while the scale of our business enables us to leverage global experience and capabilities in the products and services we can offer.

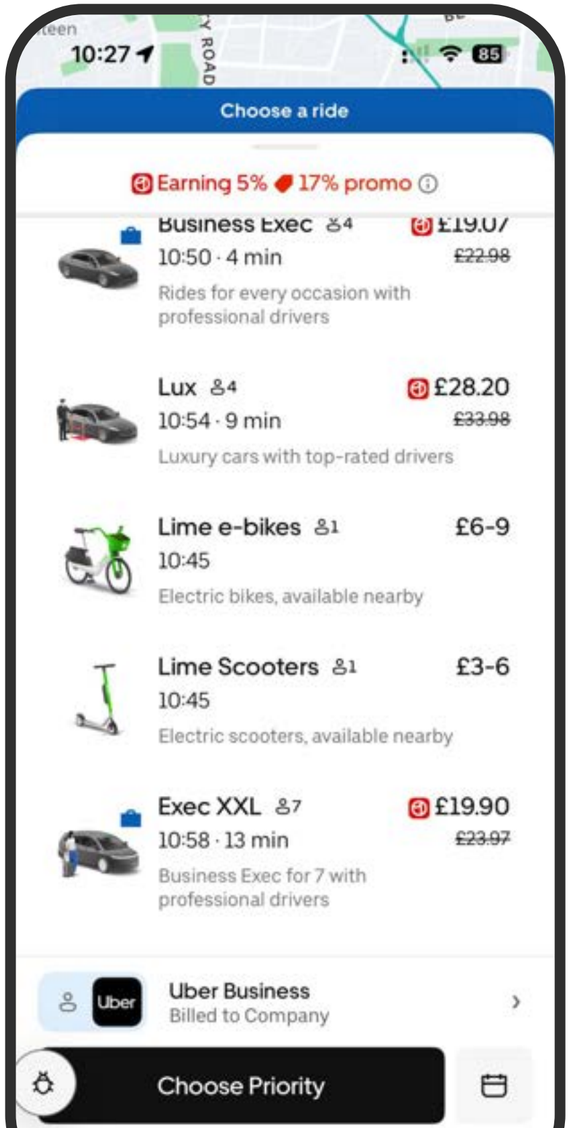
Supporting our riders' daily journey

By understanding how people and cities move, we can refine our service to better meet the daily needs of the communities we serve. We regularly survey our global riders to understand how our service supports the people who rely on it—from reducing car dependency to improving access to public transportation.

Shifting away from car trips

Lime provides a practical alternative to urban private car, taxi and ridehailing travel. According to rider surveys conducted in 2025 globally, 15.3% of Lime's trips replaced personal cars, shared cars, or taxis/rideshare. Another 1.2% replaced a motorcycle/moped. Based on these mode- shift survey results and trips provided, our riders avoided an estimated 38+ million car trips in 2025.[13] By offering a convenient, emissions-free mode, we are helping cities transition toward a future of more sustainable transportation.

[13] Estimate based on 2025 rider survey responses on mode shift and total trips provided.



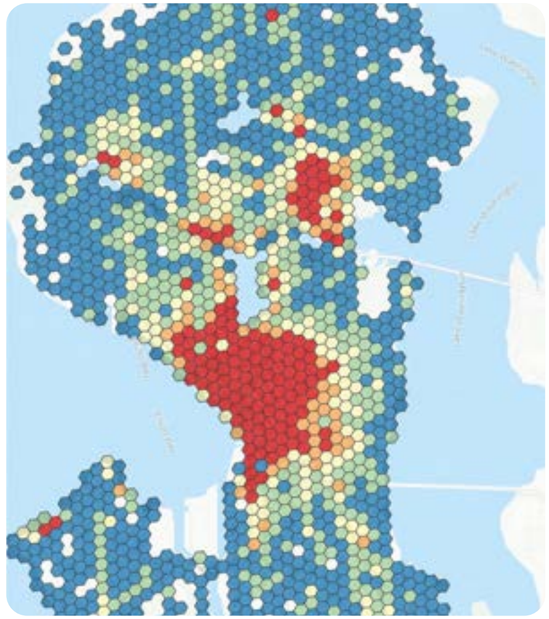
Through our integration with the Uber app, we've made choosing an alternative to a car ride more seamless. By placing Lime bikes and scooters alongside public transportation and traditional vehicle options, we meet riders where they are and make lower-carbon transportation an integrated part of their daily routine. Our integration with Google Maps enables potential riders to make informed decisions about their trip choices based on cost, carbon and efficiency. We also work to make our service easier to access through Mobility-as-a-Service (MaaS) integrations. By incorporating shared micromobility into the digital tools riders use to plan and navigate trips, these integrations can help support everyday use and strengthen connections across the broader urban transportation network.

176M+

estimated car trips avoided since 2017

Expanding transportation equity and connectivity

For many riders, Lime is a critical link to existing infrastructure and economic opportunity. For others it can mean getting home in time for family dinner.



We strive to position vehicles to meet local demand, helping connect riders with a vehicle where and when they need one.

- **Connecting to transit:**

33.8%

of riders surveyed in 2025 use Lime to connect to or from public transportation, bridging the gap between their home or workplace and the nearest station.

- **Daily utility:**

37.4%

of survey respondents in 2025 say they use Lime for commuting or school. Another 3.6% say they use Lime for work-related travel.

These insights guide how we iterate on our service. By listening to our riders, we can better align our operations with the needs of each community and ensure Lime remains a dependable part of the city's transportation network.

Keeping cities moving during transit disruptions

After being declared "an essential service" during the COVID pandemic, Lime's expansion has only further established itself within the communities it serves. From serving major sporting and cultural events in 2025 to keeping people moving during transit disruptions, Lime is providing a critical service to its cities.

During London's September 2025 Tube strikes, we helped commuters keep moving as much of the Underground network was disrupted. Lime trips during the morning peak rose by up to 74% during the strike, while average trip distance and duration also increased as riders used bikes for longer, cross-city journeys. A survey found that 21% of Londoners cycled during the strikes and 28% were more likely to consider cycling in the future.[14]

Paris offers a similar example. During a September 2025 strike, several train and commuter rail lines were running less frequently, while a local public transportation app—which partners with Lime—helped commuters locate and rent more than 35,000 shared bikes and scooters across the Paris region. Together, these examples show how shared micromobility can provide a flexible option when fixed-route services are disrupted, as part of a broader, multi-modal and connected mobility system.

[14] The Standard: A quarter of Londoners say they are more likely to cycle following Tube strike

Supporting everyday travel with flexible pricing and membership options

Lime aims to make shared micromobility a practical option not only for occasional trips, but for regular daily use as well. We offer pricing options designed for different rider needs:

- Pay as you go standard pricing for single and occasional trips
- LimePrime is a monthly membership designed for regular riders, offering predictable pricing and added convenience through benefits like free unlock and flat-rate rides
- LimePass is aimed at more variable users, providing a bundle of discounted prepaid minutes

Lime for daily use

In 2025, a trip up to 20 minutes under LimePrime subscription cost less than a standard Transport for London (TfL) single bus fare on a per-trip basis, enabling Lime's service for daily use.

Listening and responding to riders

We use customer feedback to understand how effectively we are supporting riders when they need help. Our rider app has a 4.9 rating and is in the Top #25 of Travel with more than 2 million reviews. In cases requiring customer support, we invite the rider to complete a satisfaction survey. In 2025 we resolved 87.1% of cases on the first instance. These measures help us identify opportunities to improve the reliability of our service and customer support across the communities we serve.

Community partnerships and programs

- **Lime Access:** Lime Access provides discounted e-scooter and e-bike journeys to eligible lower income riders who qualify for a range of widely recognized public support programs, such as nutrition assistance, transport discounts, or health access programs. Since its launch in 2018, an early foundational program at Lime, we've delivered over 17.8 million Lime Access trips to riders who need them most.

$30.5M

in Lime Access trip value in 2025[15]

- **Equity Zones:** This initiative delivers safe and affordable micromobility for neighborhoods that need it most, enabling critical transport for people to get to medical appointments, job interviews, educational training and other daily needs. By establishing specific zones with lower price points, we've provided over 8.7 million discounted rides since 2020—helping to reduce transportation barriers in historically underserved areas.

$9M

in Lime Equity trip value in 2025[15]

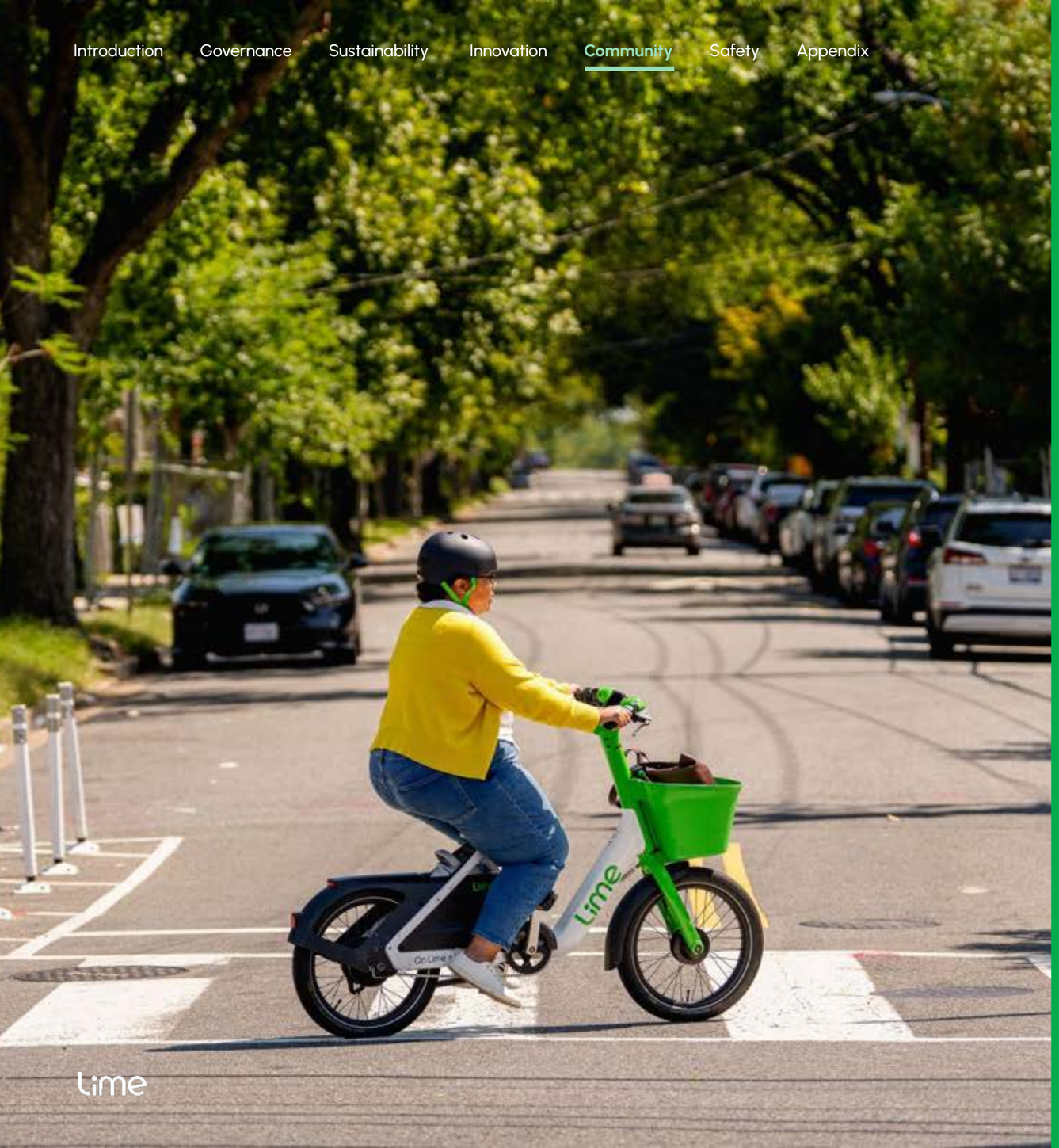
[15] Value based on company's average selling price for trips before discounts, net of booking fare.

Connecting riders, supporting local commerce

Micromobility can do more than just replace car trips; it can also help connect riders to local businesses. In a study[16] of 391 restaurant companies across 98 U.S. cities, researchers found that the introduction of e-scooters increased restaurant spending by approximately 5.2% for e-scooter users, driving at least $11.3 million in incremental annual spending across cities that first allowed e-scooters to operate in summer 2018.

Separate Europe-focused research on bike-sharing also points to broader economic and social value. A 2025 EY report commissioned by EIT Urban Mobility and Cycling Industries Europe estimates that bike-sharing generates €305 million in annual positive externalities, including €40 million in avoided public healthcare costs, €30 million in productivity gains from reduced congestion, and support for around 6,000 direct local jobs. The report further suggests these benefits could approach €1 billion annually by 2030 if bike-sharing is prioritized.

[16] Kim, Kyeongbin and McCarthy, Daniel, Wheels to Meals: Measuring the Impact of Micromobility on Restaurant Demand (May 3, 2023). Available at SSRN: https://ssrn.com/abstract=3802082 or http://dx.doi.org/10.2139/ssrn.3802082



“

I haven’t had a car for a while. And being able to use Lime Access has literally changed my life. Just having a couple of free rides a day has saved me so much time and frustration, knowing that I can jump on a Lime and get to where I need to go. I couldn’t imagine not having Lime in my city.

— Lime Access Rider

- **Lime Hero:** Our riders don't just move through cities—they help build them. Through Lime Hero, riders can round up the cost of their trips to support local charities. We've raised over $1 million for more than 100 local organizations through 2.3+ million Lime Hero trips—turning rides into an opportunity for community progress. Here are a few of the partners we are proud to support:
    - **Respire | Paris:** Respire is France's leading association for air quality, working to improve public health by reducing pollution in urban centers. Our partnership helps them advocate for data-driven environmental policies—ensuring cleaner air for every Parisian.
    - **The Felix Project | London:** The Felix Project fights hunger and food waste in London by rescuing surplus food and delivering it to over 1,000 frontline charities and schools. By rounding up their rides, Londoners are helping ensure nutritious meals reach those most in need while reducing environmental waste.
    - **Seattle Streets Alliance | Seattle:** The Seattle Streets Alliance advocates for safer, more vibrant neighborhoods through community-led urban planning and better street design. We're working with them to ensure Seattle's streets prioritize people and accessible, low-carbon transit.
    - **My Block, My City, My Hood (M3) | Chicago:** M3 provides underprivileged youth in Chicago with educational opportunities and neighborhood improvement projects. Our riders help fund their mission to foster hope and build a more equitable future for the city's next generation.
    - **Building Bridges Across the River | Washington, DC:** Building Bridges Across the River provides social, economic and environmental equity for DC residents east of the Anacostia River. Through Lime Hero, we support their work in housing, health and workforce development for the Ward 7 and 8 communities.
    - **WWF | Global:** Through our partnership with WWF, the world's leading climate and conservation organization, we've helped raise more than $125,000 toward their critical sustainability efforts and initiatives designed to make cities more livable.



- **Lime to the Polls:** Access to transportation should never be an impediment to exercising the right to vote. Since 2018, we've provided over 119,000 free or discounted rides to the polls through Lime to the Polls across 29 countries in local and national elections.
- **Lime Assist:** Lime Assist helps extend access to shared electric mobility in the United States and Canada through a four-wheeled adaptive scooter designed for riders with varying abilities. Where available, the program is offered at no cost to the rider.



“

Access to free and affordable transportation matters, especially for young voters. More than one million eligible Gen Z voters said the reason they didn’t vote in 2024 was transportation. When We All Vote is proud to partner with Lime to ensure transportation is not a barrier to voters making their voices heard.

— **Ashlynn Profit**
Executive Vice President of Communications at Civic Nation.

Safety

3 GOOD HEALTH AND WELL-BEING

Why it matters

Safety shapes how we design and test our vehicles, how we educate riders, how we train and equip our workforce, and how we partner with cities to build safer streets for everyone. With more than 1 billion lifetime rides completed and an estimated 99.99% of all trips ending without a reported incident in 2025,[17] our experience enables continuous innovation.

[17] Reported incident-free trips reflect the share of completed trips in 2025 that did not involve a reported safety incident.

Rider safety

Why it matters

Safe, trusted service is essential to expanding shared micromobility. Investing in safer vehicles, rider education, and responsible operations helps protect riders and communities while supporting city partnerships and long-term growth.



Our proactive approach to safety

Our commitment goes beyond vehicle design to focus on safe behavior and real-time response:

- **Vehicle design and rider confidence:** Our vehicles are designed in-house with a safety-first mindset, featuring large tires and wide, textured footboards. We support safe use through rider education, training tools and ongoing operational oversight. Tools like "Training Mode" ensure new riders have time to build confidence by limiting first rides to a reduced, comfortable speed, while regular helmet guidance and in-person training through our First Ride Academy support safe riding. By combining safe design with maintenance and repair practices that keep vehicles in good working order, we aim to support both rider safety and longer vehicle life.
- **Incident response and analysis:** We have established protocols for accident and injury response, including prompt communication with affected parties and city officials. In 2025, Lime's average incident response time was 15 minutes, supporting timely outreach and follow-up when incidents occur. Our dedicated Trust and Safety Team tracks and analyzes all incidents, provides outreach, and ensures compliance with government reporting requirements.

Safe parking and riding

We're committed to orderly parking and preventing sidewalk hazards, ensuring our service best utilizes the public right-of-way. We use a combination of technology, education and incentives to drive responsible riding and parking behavior: Our approaches may include:

- **Rider education and compliance:** We promote safer riding behavior through a combination of rider education, reminders, and enforcement measures designed to support compliance throughout the ride experience. This includes in-app How to Ride tutorials, safety quizzes, and regular messaging on local riding rules. Our Ride Safe campaigns use in-app messages, vehicle hangtags, and training to keep parking and riding expectations top of mind, and we may penalize riders for parking infractions. In some markets, Lime has utilized rider reaction checks before certain trips as an additional measure to support responsible riding.

- **End-trip parking photo validation:** Riders are often required to take an end-of-trip photo after they ride, prompting proper parking before ending a trip.

- **Parking stability:** Our vehicles are designed with kickstands engineered to maximize stability when parked, helping reduce tip-overs and support more orderly parking in busy urban environments. We also use a tip-over sensor that flags fallen vehicles to our operations team for tidying or retrieval.

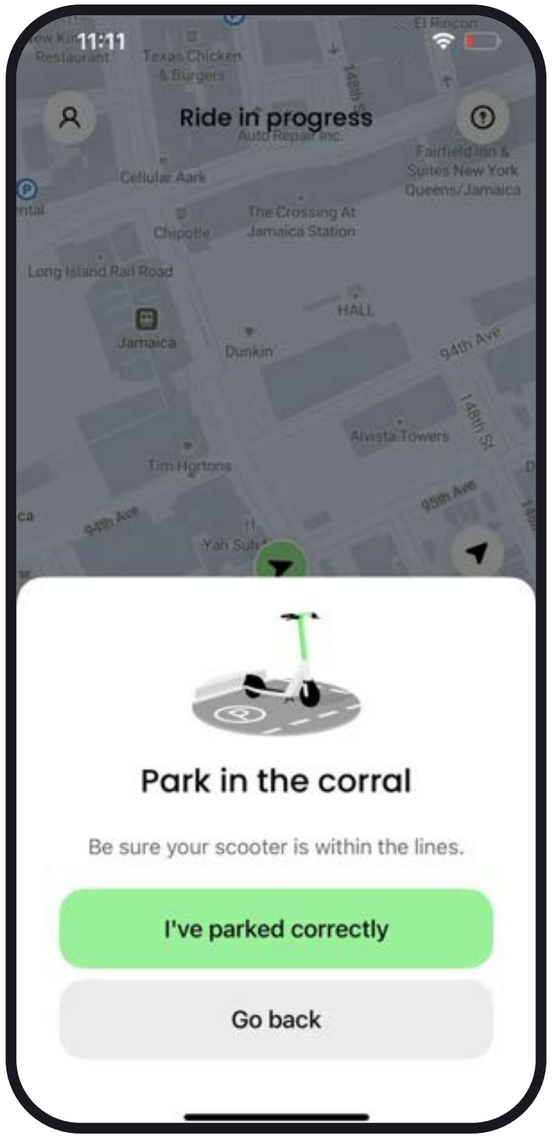
- **Parking zones:** In coordination with city partners, our technology can prevent a rider from ending their trip until the vehicle is in a designated zone or outside of a prohibited zone in enabled markets. In dense areas of markets we serve, we also create virtual or physically marked areas to cluster parking in spaces designated by cities.

- **Slow speed zones:** We can deploy slow speed zones in areas of the cities we serve which require a slower operating speed.

- **Tandem riding:** We work to discourage unsafe tandem riding through in-app safety guidelines and by making it easy for riders to use Group Ride to rent multiple vehicles on a single account, and by implementing penalties for reported tandem riders.

Advancing innovative tech solutions

We are beginning to roll out advanced safety features that include technology which can detect riding on the sidewalk and other forms of improper vehicle use (such as curb jumping and tandem riding). Many of these features are live in our biggest markets and are planned for further scaling.



Vision Zero: crashes are preventable

We believe strongly in Vision Zero, the idea that traffic crashes are preventable and that transportation systems should be designed to make those outcomes increasingly rare. Vision Zero emphasizes a safe-systems approach that recognizes people can make mistakes and that safer outcomes depend on roadway design, speeds, behavior, technology, and policy. We reflect that approach in the parts of the rider experience we can directly influence, including vehicle design, rider education, and measures that promote safer behavior. For factors outside our direct service, such as street design and traffic speeds, we work with cities to support policies and infrastructure that better protect vulnerable road users and use aggregated trip data to help inform planning decisions.

In some cities, we also support local safety education efforts beyond the app, including funding cycle training with community partners and designing those programs to reach people who may be less likely to access micromobility on their own. We also run city-based safety activations such as helmet giveaways, pop-up education events, and rule-of-the-road campaigns to reinforce safer riding.

Employee health & safety

Why it matters

A safe workplace is essential to the well-being of our teams across warehouses, offices and in the field. Investing in health and safety helps reduce harm, strengthen our culture, and support reliable day-to-day operations.

Employee health and safety (EHS) is a core part of our safety-first culture. Guided by our Global Health & Safety Policy, which applies across Lime entities globally and covers employees, contractors, and contingent workers, we create safe, secure workplaces – and work spaces – for our people. We train employees to recognize and prevent risks, and hold ourselves accountable to continuous improvement and regulatory compliance. This commitment is reinforced by our global occupational health and safety management system, which is aligned with ISO 45001 standards.

We track our performance using the Lost Time Incident Frequency Rate (LTIFR) per 200,000 hours worked across our operations, including both employees and contract workers. In 2025, our total LTIFR was 2.6, while the rate for our full-time employees (FTEs) was 1.3. Total LTIFR includes both Lime employees and contract workers, while the FTE rate reflects Lime full-time employees only. The rates are presented separately because they cover different worker populations and management protocols. We enforce our Global Health & Safety Policy through training, real-time hazard reporting via the HAZID app, and ongoing safety improvements led with local operations teams.

Training and continuous improvement

We provide rigorous safety and role-specific training to frontline operations employees, responding to incidents by mitigating and learning from them, adopting new techniques and industry best practices to protect our teams. Operations team members receive at least 40 hours of role-specific instruction on our vehicles and ISO-certified processes. As part of our safety program, they receive an estimated nine hours of safety training annually through new-hire orientation, annual refresher topics and monthly warehouse-specific sessions.

We reinforce this training through monthly refreshers and a web-based training portal with manuals, videos and technical resources, while onboarding a new Learning Management System (LMS) to improve accessibility and engagement. Mechanics receive extensive digital, in-person, hands-on and on-the-job training focused on vehicle safety and repair; new Mechanics are paired with senior staff and must pass repair exams before performing repairs independently.

In 2025, we introduced key safety advancements including new battery storage solutions, Samsara telematics for our fleet in the U.S. and Canada and expanded global audit programs. We partner closely with local operations leaders to shape these safety efforts, ensuring our culture of continuous improvement remains grounded in our daily warehouse and field activities.



Appendix

Our alignment with the UN's Sustainable Development Goals (SDGs)

Lime fully embraces the UN Sustainable Development Goals. Here are a few of our initiatives answering the UN's call to action.

Goal	Our Contribution
	Our actions contribute to SDG 3 by improving public health outcomes related to transportation. • Enhancing walkability and health by providing access to shared micromobility services • Supporting safer, more walkable cities and road safety, while providing data for cities to make effective safety infrastructure improvements • Replaced an estimated 176+ million car trips through the end of 2025
	Our mission directly supports the transition to clean energy. • Procure 100% renewable electricity for charging all shared fleet and all Lime facilities • Procure local renewable electricity in more than 65 local markets around the globe (as of 2025) • Transitioned 70% internal operations fleet from gas/diesel to electric operations and utilized zero tailpipe emissions port-to-hub drayage
	We provide access to affordable, accessible and sustainable transport, including enhancing access to public transport. • Provided 1+ billion cumulative rides up to 2025, with 17.8+ million equity trips through Lime Access • Riders have avoided an estimated 176+ million car trips through the end of 2025
	We're committed to building a circular economy and reducing waste from our operations. • Reduced the life cycle impacts of shared vehicles by 80%+ (compared to Gen 3.0 e-scooter/Jump e-bike) through in-house design and repair, extending the lifespan of vehicles • Can achieve an estimated 97%+ recyclability by weight of vehicle parts and utilization of in-house refurbishment globally • Report annually on company's carbon emissions as well as social impact programs • Support sustainable tourism
	Our efforts to reduce our carbon emissions and promote sustainable transport are central to addressing the global climate crisis. • -81.4% carbon intensity reduction in 2025 (2019 baseline) as part of validated science-based net zero target • -77.2% Scope 1 and 2 absolute reduction and -79.5% Scope 3 intensity reduction in 2025 • Employ global awareness campaigns on transportation's climate change impact
	Lime's actions extend beyond environmental and urban policy to support community and democratic engagement. • Provided 119k+ global free or discounted Lime to the Polls trips across multiple countries in local and national elections • Strong civic partnerships across approximately 230 city government institutions and 100+ Lime Hero civil society community partners

SASB Index

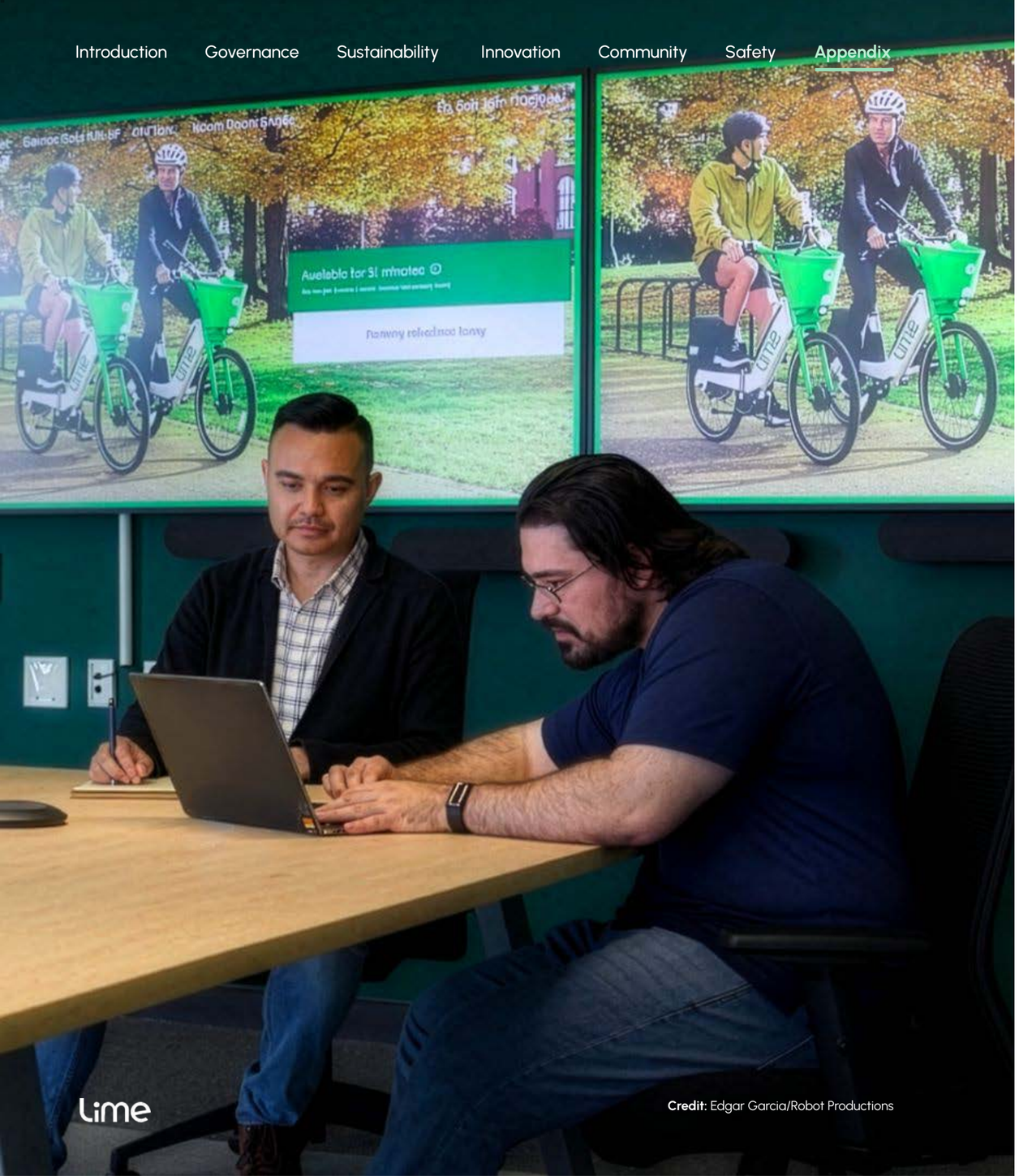
Because SASB does not provide a standard specifically for micromobility, we have used relevant metrics from the Hardware, Software and Transportation standards to inform this index. The selected disclosures address sustainability topics most relevant to our business, including our vehicles and batteries, digital services, fleet operations and workforce.

Code	Topic	Metric	Response
TC-HW-410a.4	Product Lifecycle Management	End-of-life products and e-waste recovered; percentage recycled	Based on end-of-life recycling studies conducted on specific Lime vehicle models, an estimated 97% of vehicle components by weight are recoverable through material recycling. Actual recovery rates vary by market, recycler capability, and local end-of-life systems. See the Recycling and circularity section.
TC-SI-130a.1	Environmental Footprint of Hardware Infrastructure	Energy consumed; percentage grid and renewable	We report 10,379.5 MWh of electricity consumption in 2025, with 100% covered by renewable electricity procurement. See the Energy management section.
TC-SI-220a.1	Data Privacy & Freedom of Expression	Policies and practices relating to targeted advertising and user privacy	Managed under our Global Data Privacy Policy and AI Acceptable Use Policy, with alignment to GDPR and CCPA. We do not sell rider data and provide transparent user controls. See the Privacy and data security section.
TC-SI-230a.1	Data Security	Data breaches, percentage involving PII and number of users affected	In 2025, we did not identify any cybersecurity incident that met our material data-breach threshold.

Code	Topic	Metric	Response
TC-SI-230a.2	Data Security	Approach to identifying and addressing data-security risks	We use a risk-based security program with PCI-DSS Level 1 status, layered safeguards, multiple independent penetration tests annually and a formal incident-response program. See the Privacy and data security section.
TC-SI-330a.1	Recruiting & Managing a Global Workforce	Foreign-national and offshore employee percentages	Our workforce spans the Americas (47%), EMEA (41%) and APAC (12%). See the Our workforce section.
TC-SI-330a.2	Recruiting & Managing a Global Workforce	Employee engagement	Participation in our 2025 Fall Engagement Survey was 85% among global full-time employees. See Employee engagement and culture section.
TC-SI-330a.3	Recruiting & Managing a Global Workforce	Gender and racial/ethnic representation by employee group	Women represented 43% of our executive team, while women and non-binary/non-conforming employees represented 33% of FTEs. Due to the global nature of our business and differing racial/ethnic definitions, we do not currently report racial and ethnic breakdowns. See the Our workforce section for gender disclosures.
TC-SI-550a.1	Systemic Risks from Technology Disruptions	Performance issues, service disruptions and total customer downtime	We had 99.974% uptime in 2025 (the percentage of time our systems were actively serving trips).
TR-RO-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions	2,230 tCO_2e in 2025. See the Climate section.
TR-RO-110a.2	Greenhouse Gas Emissions	Strategy to manage Scope 1 emissions, reduction targets and performance analysis	Our strategy centers on an SBTi-validated 2030 net-zero target, including a 90% absolute reduction in Scope 1 and 2 emissions from our 2019 baseline. In 2025, we were four years ahead of the modeled Scope 1 and 2 reduction pathway. See the Climate section.

Code	Topic	Metric	Response
TR-RO-110a.3	Greenhouse Gas Emissions	Fuel consumed; natural-gas and renewable shares	In 2025, natural-gas consumption was 19,910 MMBtu. Fleet fuel consumption was 127,076 gallons. Fuel consumption figures only represent the gallons of gasoline and diesel fuel purchased and do not represent the kWh consumed by electric vehicles.
TR-RO-320a.1	Working Conditions	TRIR and fatality rate for direct and contract employees	As an alternative to TRIR, we disclose Lost Time Incident Frequency Rate (LTIFR) per 200,000 hours worked. In 2025, our LTIFR was 2.6 across operations and 1.3 for full-time employees.
TR-CR-250a.2	Customer Safety	Number of vehicles recalled	Lime didn't issue any hardware recalls in 2025.
TR-CR-410a.2	Fleet Fuel Economy & Utilization	Fleet utilization rate	We report an average available fleet of 325,137 in 2025, Revenue per Vehicle per Day (RVD) of $7.47 and 3.794 million Monthly Active Users (MAU) as complementary proxies for fleet utilization and rider engagement, respectively. RVD represents average daily revenue per operational vehicle; MAU represents unique riders completing at least one trip in a month.
TR-RO-000.C	Activity Metric	Number of employees and independent contractors	1,095 employees; contract worker count is 868[18]
TR-CR-000.C	Activity Metric	Average rental fleet size	Our average fleet was 325,137 vehicles in 2025. This represents the average number of vehicles available for use for at least one hour per day during 2025.

[18] 2025 contract worker headcount represents the average of point-in-time counts recorded throughout the year. Contract worker numbers may fluctuate based on seasonal demand, operational requirements, and market-specific needs, with arrangements varying by jurisdiction in accordance with applicable labor and employment laws.



Credit: Edgar Garcia/Robot Productions

About this report

This report contains Lime's environmental, social and governance progress and performance data, covering the period January 1, 2025 through December 31, 2025 unless otherwise noted. All dollar amounts are in U.S. currency. Data is company-wide unless otherwise stated. This report has been informed by and references leading sustainability standards and frameworks, including the Greenhouse Gas Protocol, the Science Based Targets initiative (SBTi), the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, the Sustainability Accounting Standards Board (SASB) Standards, the United Nations Sustainable Development Goals (SDGs), and the European Union's Corporate Sustainability Reporting Directive (CSRD) and related European Sustainability Reporting Standards (ESRS), where relevant.

Forward-Looking Statements

This Sustainability Report contains forward-looking statements regarding Lime's sustainability strategy, targets, and initiatives. These statements are based on current expectations, estimates, and projections about our business, industry, and future regulatory requirements, as well as management's beliefs and assumptions. Forward-looking statements often include words such as "aim," "anticipate," "believe," "commit," "continue," "could," "estimate," "expect," "goal," "intend," "may," "plan," "seek," "should," "strategy," "target," or similar expressions. These forward-looking statements are subject to known and unknown risks, uncertainties, and assumptions that are difficult to predict, including, but not limited to: regulatory changes, technological developments, competitive dynamics, supply chain disruptions, and economic conditions. Actual results may differ materially from those expressed or implied in these statements. We do not undertake any obligation to update or revise forward-looking statements, whether as a result of new information, future events, or otherwise, except as required by law.

Contact

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