



ELECTRAMECCANICA



2021

SUSTAINABILITY
REPORT

TABLE OF CONTENTS

TABLE OF CONTENTS	2-3
INTRODUCTION	4-5
LETTER FROM THE CEO	6-8
ORGANIZATIONAL LANDSCAPE	9
OUR SUSTAINABILITY JOURNEY	10-13
▪ Our Key Concerns	10-12
▪ Community & Industry Collaboration	13
ENVIRONMENTAL REPORTING	14-20
▪ Our Environment	14
▪ Low Carbon Economy	15-17
▪ Energy Consumption & GHG Emissions	18-20
SOCIAL REPORTING	21-30
▪ Our People	21-23
▪ Safety & Wellbeing	24
▪ Workers' Rights	25
▪ Continuous Learning	26
▪ Diversity & Equal Opportunity	27-28
▪ Customer Health & Safety	29
▪ Engaging Our Suppliers & Partners	30
▪ Socioeconomic Compliance	30

TABLE OF CONTENTS

GOVERNANCE REPORTING	31-36
▪ Ethical Business Practices	31
▪ Economic Development & Performance	32-33
▪ Global Operations & Economic Impacts	34-35
▪ General Disclosures	36
GRI INDEX	37-39
▪ GRI 101: Foundation	37
▪ GRI 200: Economic Standard Series	38
▪ GRI 300 Environmental Standards Series	38
▪ GRI 400 Social Standards Series	39

INTRODUCTION

ElectraMeccanica Vehicles Corp. ("ElectraMeccanica" or the "Company") presents its 2021 sustainability report in accordance with the Global Reporting Initiative (GRI) reporting standards (the "Report").

ElectraMeccanica (NASDAQ: **SOLO**) is a designer and manufacturer of electric vehicles ("EV"s). The Company is focused on increasing market demand for electric vehicles that are efficient, cost effective and support customers' desire to reduce their environmental impacts. The Company's flagship vehicle is an innovative, purpose-built, single-seat EV called **SOLO**. In October 2021, ElectraMeccanica began deliveries of its first production **SOLO** EVs to retail customers, businesses and fleets. Each **SOLO** delivered provides its owner affordable access to the EV revolution and the freedom to travel with zero tailpipe emissions. Additionally, the uniquely right-sized **SOLO** EV provides owners enhanced maneuverability in urban environments and reduced resource consumption impacts compared to larger EVs.

To meet the demands of ramping up production and delivering vehicles, ElectraMeccanica made significant changes to its organizational footprint during this reporting year. The corporate headquarters, engineering teams, and operations groups were consolidated at a new facility in Burnaby, British Columbia, Canada. In the US, the Company broke ground on a new assembly and engineering facility in Mesa, AZ. From this new facility, the Company will substantially expand its domestic operations and capabilities. The new facility is scheduled to be operational in the summer of 2022. While the new building is under construction, ElectraMeccanica has leased a Pre-delivery Inspection ("PDI") facility in Mesa, Arizona for U.S. staff to work from and for vehicles to be readied for customer delivery. The public can continue to see and interact with **SOLO** EVs at retail locations in Arizona, California, Colorado, Oregon, and Washington, USA. **SOLO** EVs are presently manufactured in Chongqing, China with our strategic partner, Zongshen Industrial Group.



INTRODUCTION

As a fast growing and innovative company, ElectraMeccanica aims to set high environmental standards for the development and production of **SOLO** EVs and to align its business practices with emerging environmental, social and governance ("ESG") standards. This includes supporting the NASDAQ partnership with the UN Sustainable Stock Exchange Initiative, an initiative designed to bring investors, regulators and companies together to create more sustainable markets and improve ESG disclosure. The Company continues working toward these sustainability goals by tracking its activities, policies, and impacts to address the GRI reporting principles of stakeholder inclusiveness, sustainability context, materiality, and completeness. ElectraMeccanica is proud to deliver on its commitment to annual reporting of sustainability disclosures in this second annual GRI compliant report.



This sustainability report has been performed in accordance with the GRI reporting standards - "Core option" - for the January 1, 2021 to December 31, 2021 reporting period.



LETTER FROM THE CEO



Kevin Pavlov

CEO of ElectraMeccanica

Dear ElectraMeccanica Shareholder,

2021 was transformational for ElectraMeccanica, as we transitioned from a development stage company to a well-capitalized, high-quality automotive original equipment manufacturer ("OEM"). Most notably, we commenced the first-ever commercial deliveries of our flagship, single-seat electric vehicle ("EV"), the **SOLO**, to retail and fleet customers. Today, our mission is to rapidly scale up **SOLO** production and continue expanding its recognition by thought leaders, fun-seekers, city planners and environmentally conscious consumers around the world.

At the core of our business and mission is our commitment to environmental and social responsibility. While we aspire to transform urban mobility by offering an affordable, ultra-efficient single-seat electric vehicle with no tailpipe emissions and the lowest embodied energy possible, we also strive to provide our staff, the local community, and the natural environment the opportunity to thrive. As a result, we now report on our operational and business impacts, accomplishments in addressing those impacts, and commitment to our ongoing ESG initiatives impacting our future.

In 2021, we increased our direct-to-consumer retail footprint across the United States to include strategic markets throughout California, Arizona, Oregon, Colorado, and Washington. We are proud to bring new job opportunities to these areas along with a product that offers people the opportunity to reduce personal transportation costs and their carbon footprint. Given the anxiety and uncertainty that the ongoing pandemic and geopolitical climate have caused, ElectraMeccanica has increased its efforts to support our employees through expanded insurance coverage, flexible working arrangements, wellness check-ins, facility improvements and continued safety protocols.

LETTER FROM THE CEO

In August 2021, we broke ground on our 235,000 square foot facility located in Mesa, Arizona, which will serve as ElectraMeccanica's U.S. based assembly and engineering technical center for the 2023 model year **SOLO**. Not only will this facility provide significant employment opportunities for the Mesa community, but it will also allow for localized assembly and delivery to our rapidly-expanding U.S. customer base. By moving operational activities to the U.S., closer to our product market, we expect to mitigate our environmental impacts associated with transporting materials and operating our facilities. Additionally, these localization are expected to enable greater supply chain transparency and ensure our suppliers are in alignment with our sustainability goals. To maximize this benefit, ElectraMeccanica engaged a leader in sustainable supply chain auditing and scoring services to screen and evaluate our supply base. The Mesa facility is expected to be up and running by the end of summer 2022.

2021 enabled us to expand our product offerings, as we introduced a concept convertible and performance variants of the **SOLO** and the **SOLO Cargo** EV. The **SOLO Cargo** EV, which was developed with a uniquely expanded cargo box, is based on direct input from our prospective commercial and fleet customers. It will give fleet operators a right-sized solution to meet their service objectives across applications, such as security patrol, last-mile parcel delivery, food delivery services, and others - all while reducing their costs, energy consumption and carbon emissions.

Entering 2022, we believe we are in our strongest position ever. To ensure success, we continue to ramp up production; we have built the critical mass of necessary infrastructure in sales, marketing, logistics and service networks; and we diversified our product offerings based on consumer response.



LETTER FROM THE CEO

Over the past year we grew our talented and diverse ElectraMeccanica team by over 60%, where each member made a difference and made these achievements possible. We also added two invaluable members to our Board of Directors who are considered thought leaders in the global automotive sector. Their input helped and guided us to and through these accomplishments. With such a talented and energetic team, we are confident in our ability to execute on our strategic priorities and vision to revolutionize the transportation space by providing consumers, fleets and ride-share users a purpose-built solution to solve today's urban driving challenges sustainably.

We want to say a sincere "Thank you!" to all our shareholders, partners, customers and staff for your incredible trust and support on our journey. Our team and I look forward to another breakthrough year at ElectraMeccanica.

Sincerely,
Kevin Pavlov
CEO of ElectraMeccanica



ORGANIZATIONAL LANDSCAPE

In 2021, ElectraMeccanica conducted business primarily within our North American core markets of British Columbia, Canada and Arizona, California, Colorado, Oregon, and Washington in the United States. The company's 213 employees are located across these market areas in addition to our office in Chongqing, China. Currently, Chongqing is where our manufacturing partner, Zongshen Industrial Group, carries out manufacturing and assembly.

Construction of a 235,000 square foot assembly and technical engineering center is underway in Mesa, Arizona with estimated completion in the summer of 2022. ElectraMeccanica announced delivery of 61 **SOLO** vehicles for 2021 following its initial deliveries in October of 2021. Our 2021 financial results are available in our Annual Report on Form 20-F which is available on our [Company's website](#) and through [EDGAR](#) and [SEDAR](#).

Country	State	Functions
Canada	British Columbia	Headquarters
Canada	British Columbia	Research and Development Facility
United States	Arizona	Pre-Delivery Inspection Facility
United States	Arizona	New Assembly & Engineering Center
United States	Arizona	Retail locations
United States	California	Service & Distribution Center
United States	California	Retail locations
United States	Colorado	Retail locations
United States	Oregon	Retail locations
United States	Washington	Retail locations
China	Chongqing	Manufacturing

ElectraMeccanica engages material suppliers within Asia to manufacture vehicles in China. Logistics suppliers are utilized in shipping vehicles to Canada and the U.S. for validation testing and to the U.S. for quality inspection, marketing, test drives, and delivery to customers. Despite continued interruptions to the global supply chain in 2021 due to the COVID-19 pandemic, ElectraMeccanica was able to maintain operational continuity throughout the year.

OUR SUSTAINABILITY JOURNEY

As we continue our sustainability journey, the goal of this Report is to demonstrate commitment to transparency about our impacts, risks, and opportunities. Using the global GRI core standard and its reporting principles, we are attempting to ensure that our environmental and social performance metrics are tracked according to standardized methods. With respect to risk management, ElectraMeccanica applies the precautionary approach in operational planning and product development to help reduce or avoid negative impacts on the environment.

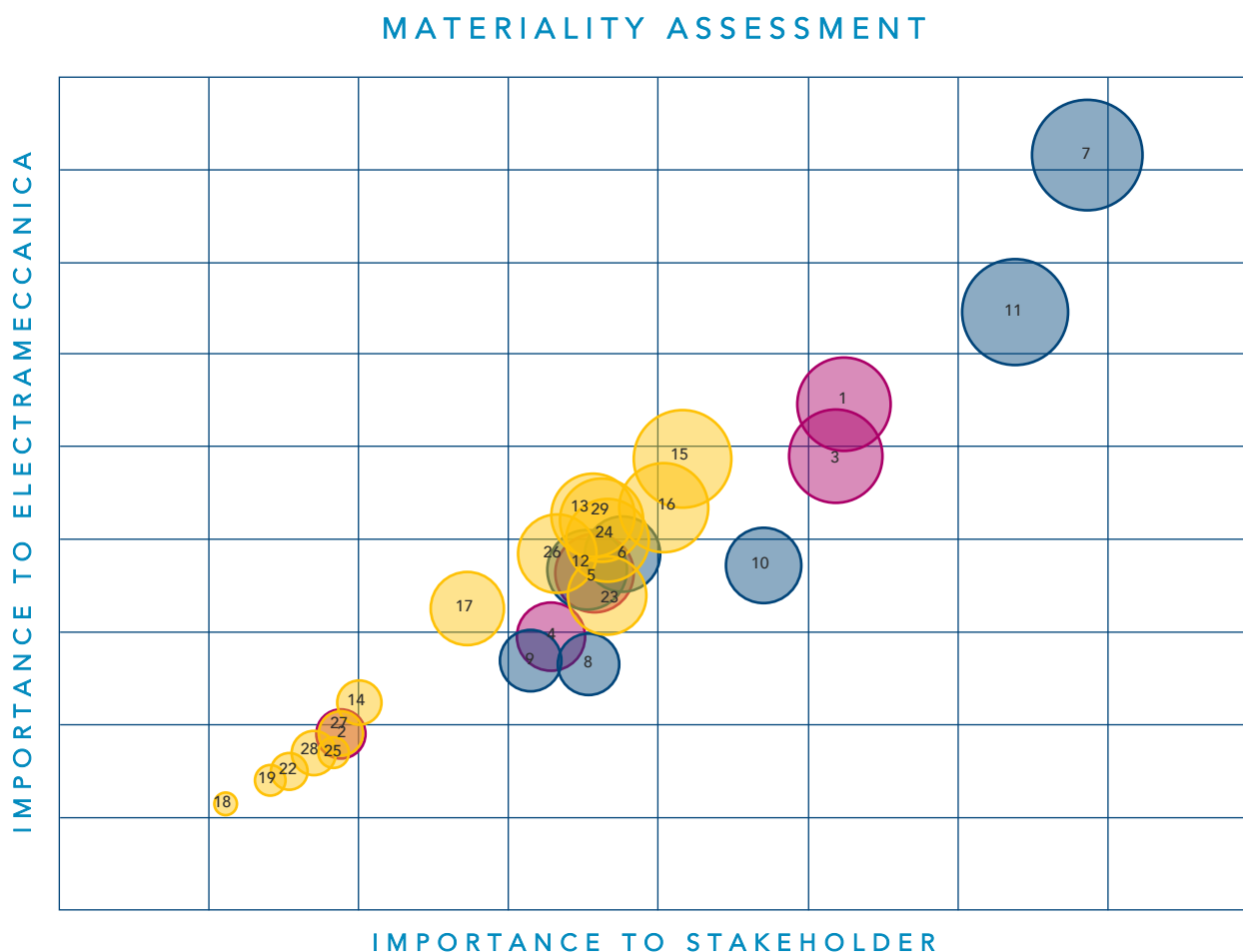


Our Key Concerns

In this second annual sustainability report based on the GRI Core option, ElectraMeccanica has continued to use the ten reporting principles as outlined in the GRI standard. In 2020, ElectraMeccanica identified all possible internal and external stakeholders and leveraged their feedback to carry out a materiality assessment. The results of the materiality assessment are considered throughout this Report. The stakeholder analysis process included: identifying both internal and external stakeholders; assessing the nature of each stakeholder's influence and viewpoint; and constructing a matrix to identify stakeholder influence and priorities. This method allowed ElectraMeccanica to compile a list of stakeholders that could fully capture stakeholder interests in the Company. The internal and external stakeholders identified included employees throughout the organization, investors, customers, community groups, industry associations, competitors, market actors and government participants. Each of these stakeholder groups were engaged as part of the materiality assessment.

OUR SUSTAINABILITY JOURNEY

From the 2020 sustainability report materiality assessment, our areas of focus are:



#	Topics	Material
1	Economic Performance	Y
2	Market Presence	Y
3	Indirect Economic Impacts	Y
4	Procurement Practices	Y
5	Anti-corruption / Anti-competitive Behavior	Y

OUR SUSTAINABILITY JOURNEY

From the 2020 materiality assessment, our areas of focus are:

#	Topics	Material
6	Materials	Y
7	Energy / Emissions	
8	Water & Effluents	
9	Biodiversity	
10	Effluents & Waste	
11	Environmental Compliance	Y
12	Supplier Environmental Assessment	

#	Topics	Material
13	Employment	Y
14	Labor / Management Relations & Freedom of Association and Collective Bargaining	
15	Occupational Health and Safety	Y
16	Training & Education	Y
17	Diversity / Equal Opportunity & Non-Discrimination	Y
18	Child Labor	
19	Forced or Compulsory Labor	
20	Security Practices	
21	Rights of Indigenous Peoples	
22	Human Rights Assessment	
23	Local Communities	
24	Supplier Social Assessment	Y
25	Public Policy	
26	Customer Health & Safety	Y
27	Marketing and Labeling	
28	Customer Privacy	
29	Socioeconomic Compliance	Y

OUR SUSTAINABILITY JOURNEY

Community & Industry Collaboration

We are committed to staying abreast of emerging industry trends and community concerns regarding sustainability to be able to focus our efforts and provide the most value to all our stakeholders. In 2021, we were active in multiple automotive and sustainability organizations, including at a sustainable vehicle conference, and we worked to develop local business and government partnerships.

ElectraMeccanica has participated in industry events that addressed the social and environmental components of sustainability. Our CFO and Board member, Bal Bhullar, was involved with events such as Women Get on Board and Women in the Board Room, organizations that promote and empower women to corporate boards through an engaged community network. In addition, ElectraMeccanica Engineering delivered two presentations to the London Business Conference Group's *Life Cycle Analysis & Sustainable Vehicles Congress - A Roadmap for 2030*: one presentation on battery treatment options and requirements at vehicle end-of-life and another on the topic of automotive lifecycle assessment.

ElectraMeccanica continues to be an active member of multiple industry and community organizations that are aligned with our core values including the Automotive Industry Action Group, the Clean Cities Coalition, the California Mobility Center, and Sustain SoCal, all of which strive to advance sustainability initiatives through collaboration, education, policy, and technology development. We also continued to grow our fleet capabilities by joining the Fleet Management Association and the Parcel Shippers Association through which we have access to world-class certification, education, advocacy, and peer-networking programs.



ENVIRONMENTAL REPORTING

Our Environment

Our operational footprint is comprised of headquarters, engineering, operations, sales, and research and development (R&D) activities in British Columbia, Canada, and multiple states in the U.S. Our business and retail operations have limited applicable environmental regulations. All of our operational, technical, and service facilities have policies and procedures in place that ensure the responsible management of hazardous materials and that monitor occupational health and safety practices. Building on these programs and recognizing the emerging need to disclose and formalize sustainability metrics, goals, and reduction strategies, ElectraMeccanica is developing internal policies for our environmental operations. We continue to move forward on the development of an environmental management system ("EMS") with the hiring of an Environmental Health and Safety ("EHS") manager. In previous years, we performed aspect assessments to rank material environmental impacts across our business. In anticipation of our business expansion, our EHS team is proactively developing systems that will be foundational to the Company's environment, health, and safety systems. Within those systems, we will continue to ensure that energy, water, waste, and recycling policies are in place to support our reduction efforts and disclosure of these metrics. Such work is supported at the highest level of our Company. The Environmental and Climate Change Policy that was adopted by our Board of Directors in 2021 has been communicated across our organization and is available on the ElectraMeccanica website. This policy provides a framework for prioritizing sustainability improvements and reducing climate change related risk.



ElectraMeccanica had no significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations in the reporting year.

Zongshen, our strategic manufacturing partner, provided ElectraMeccanica with an EMS documentation package including the relevant EMS standards, risk assessment results, control measures, and potential program improvements. In 2021, Zongshen had no health or safety incidents related to hazardous substances or materials. In its assessment of 24 environmental aspects, Zongshen found the only significant risk to be electric shock or radiation. As control measures, the Zongshen facility uses prominent labeling and signage, has proper insulation protection, and provides emergency protocols and personal protective equipment.

ENVIRONMENTAL REPORTING

Low Carbon Economy

As a manufacturer of electric vehicles, we value the role of electrification in transportation to reduce global greenhouse gas ("GHG") emissions of CO₂, CH₄, and N₂O as well as the compounding benefits of using clean and renewable electricity sources. We believe that ElectraMeccanica's stakeholders also value carbon reduction as reflected in the high score of energy and GHG emissions in our materiality assessment. Energy consumption and emissions can be affected by selected locations of our operations and business activities, thus impacting our future organizational climate risk and resilience.

Solar Offsetting

ElectraMeccanica has chosen to enroll in the SRP Solar Choice™ program with Salt River Project, a community-based not-for-profit water and energy provider serving central Arizona. With this program solar energy is purchased from Arizona solar farms to offset GHG emissions associated with electricity use at our facilities. This utility-scale solar program supports more solar development and cleaner energy in Arizona by adding renewable energy to the shared grid, thus reducing the average GHG emissions per kWh generated.

Operating in British Columbia, Canada affords ElectraMeccanica the benefit of generating far lower CO₂e emissions than nearly anywhere in the world per kWh.¹ ElectraMeccanica's operations in the U.S. utilize power from electrical grids with less than half the CO₂e emissions of those in Central China.^{2,3} Manufacturing operations in China contribute to an outsized share of our GHG emissions due to location and function. As ElectraMeccanica expands into its new assembly facility in Arizona, the emissions profile will continue to shift to reflect operations that utilize electricity with lower emissions factors. Meanwhile, all electricity consumed by the temporary PDI Facility in Mesa is being offset with utility-scale solar as of December 2021 as part of the SRP Solar Choice program. A similar offset program will be evaluated for the new facility.

Data Sources:

¹BC Hydro ²US EPA ³Ministry of Ecology and Environment, PRC

ENVIRONMENTAL REPORTING



ElectraMeccanica is committed to reducing carbon emissions and has dedicated resources to tracking and reporting annual energy consumption in our operations value chain. To ensure we are providing high quality disclosures, ElectraMeccanica has retained the support of a consultant to guide us in measuring and calculating our environmental metrics each year, including energy consumption and GHG emissions for inclusion in this Report. Specific short-term and long-term reduction targets are being developed as we obtain year over year tracking data for our operations and from partners in our supply chain.

For the 2021 reporting year ElectraMeccanica has included energy consumption for activities that we have complete operational control over, such as headquarters, engineering, manufacturing, assembly operations, and R&D activities. Energy consumption includes electricity and natural gas for heating which are supplied through utility providers.

ENVIRONMENTAL REPORTING

Energy Consumption & GHG Emissions

Energy consumption has cost and efficiency implications for any business. As with GHG emissions, it can be impacted by the locations of our operations and business activities, thus influencing our future organizational climate risk and resilience. Our energy consumption is responsible for the GHG emissions reported herein. For the 2021 reporting year, ElectraMeccanica has included the energy consumption for headquarters, engineering, manufacturing, assembly operations, and R&D activities.

As a designer and manufacturer of electric vehicles, minimizing GHG emissions is core to our Company's vision. This starts with identifying our highest carbon impacts and then setting goals to reduce them. The nature of our business includes a range of potential carbon emissions sources, starting with our Scope 1 (direct) and Scope 2 (indirect) GHG emissions associated with operations that we have direct control over. Scope 2 emissions are reported as location-based, using the average emissions intensity of the grids on which energy consumption occurs, and market-based, which reflects our contractual purchasing decisions.

ElectraMeccanica obtained the appropriate emissions factors relevant to the geographic location of our operations and used the most recent UN Intergovernmental Panel on Climate Change Fifth Assessment Report (AR5) Global Warming Potential Values for our GHG emissions calculations. The calculation of ElectraMeccanica's equivalent emissions includes CO₂, CH₄, and N₂O.



ENVIRONMENTAL REPORTING

2021 ENERGY INTENSITY COMPARISON TO BASELINE YEAR 2020

% Change

-24%

Energy Intensity, GJ/m²

Energy Intensity, GJ/employee

173%

GROWTH IN 2021

2020 to 2021 change factor

Employees 60%

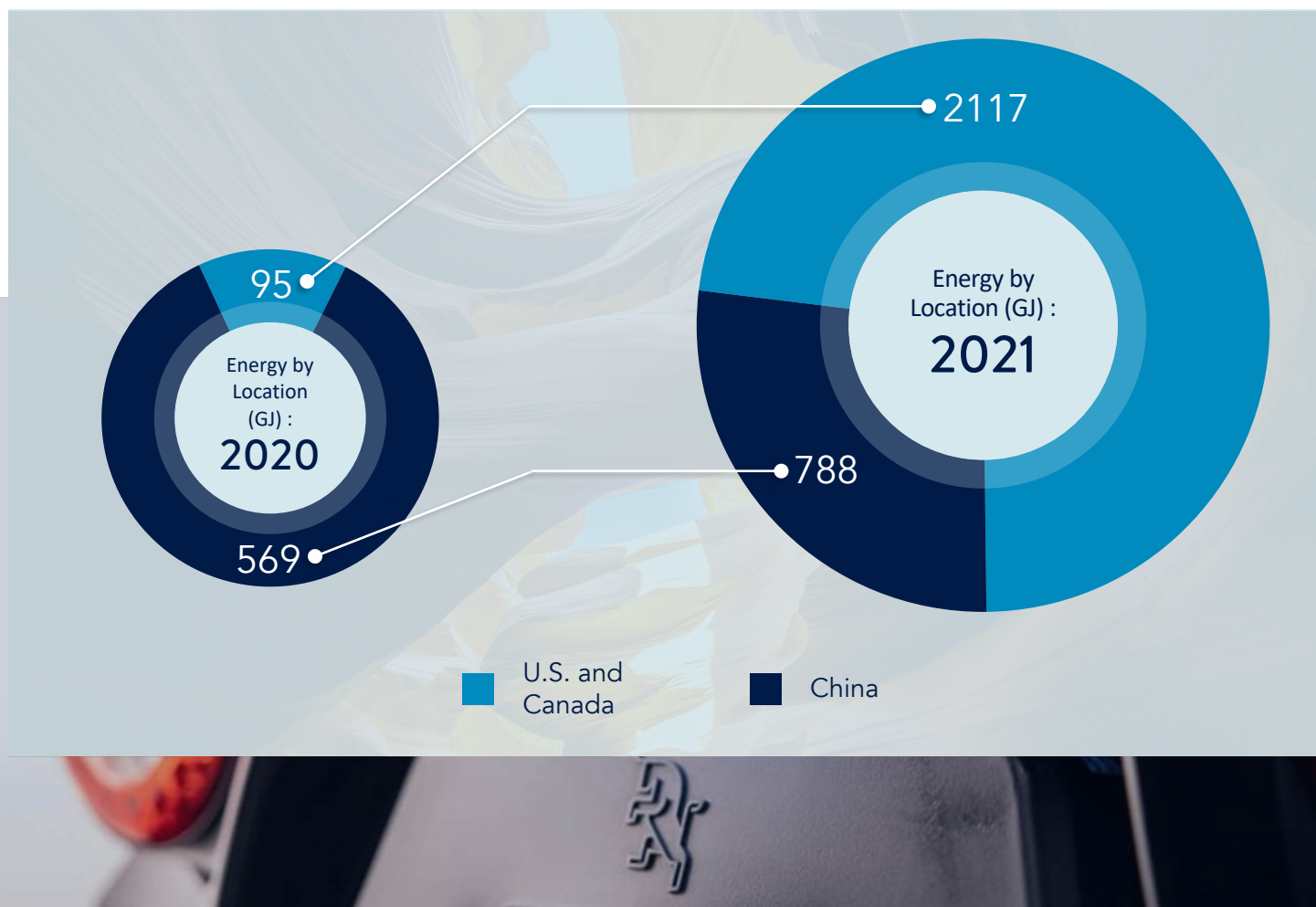
Energy Use

338%

Facility Floor Area

479%

ENVIRONMENTAL REPORTING

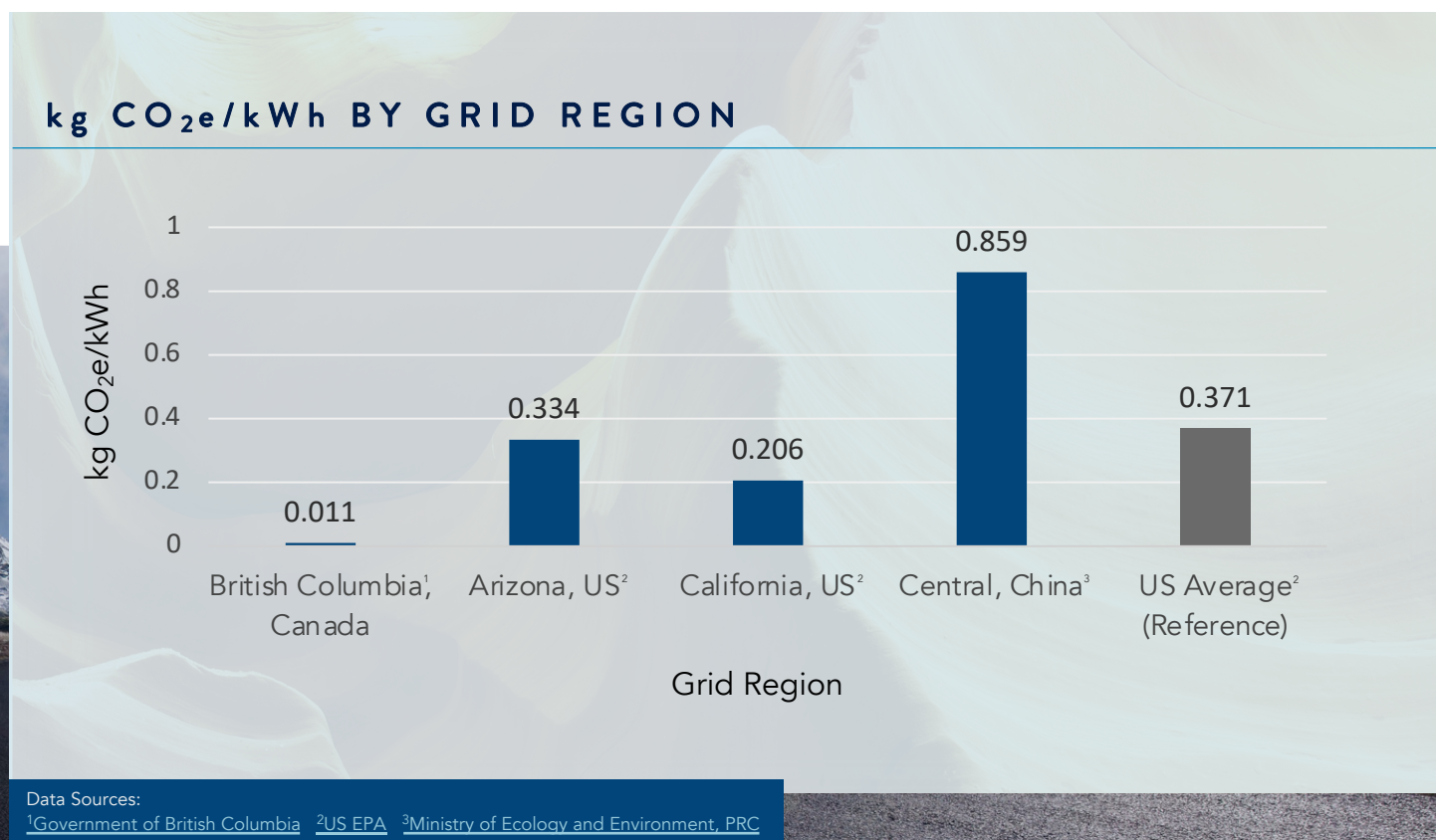


2021 GHG Summary

Total Energy Consumption	2,905	GJ
Total Market Based GHG Emissions	233	MTCO ₂ e
Scope 1 GHG Emissions	53	MTCO ₂ e
Scope 2 GHG Emissions		
Location based	215	MTCO ₂ e
Market based	180	MTCO ₂ e

ENVIRONMENTAL REPORTING

The growth of ElectraMeccanica's operations is evident by the increases in employees, facilities, energy usage, and emissions. The new additions to this report compared to the 2020 baseline sustainability report are Chongqing, China manufacturing facility; Mesa, Arizona PDI facility; Burnaby, British Columbia office and R&D center; and retail locations in the U.S. Comparisons between the base year of 2020 and the current reporting year of 2021 show increases due to expansion of locations, and most importantly, the inclusion of our manufacturing facility. The overall percentage of energy usage from manufacturing operations in China decreased significantly from 2020 to 2021 due to increased operations in Canada and the U.S. We anticipate that the trend will continue in 2022 following the startup of our new engineering and assembly facility. Though our energy use will increase with increased production, by shifting some of the operations to North America, we will avoid significant GHG emissions.



SOCIAL REPORTING

Our People

ElectraMeccanica is a proud designer and manufacturer of electric vehicles with its current and primary markets located along the west coast of North America. Our operations and research and development centers are located in British Columbia, Canada and in the western U.S. in order to assist in establishing our market presence in the epicenters of e-mobility and sustainability innovation. Being in these epicenters allows us to benefit by recruiting imaginative and likeminded talent that share our environmental impact reduction goals and the drive to achieve them. Sixty percent of ElectraMeccanica's senior management is from the local community of our operations locations. Being from a local community means the member of senior management is able to commute to a location of significant operation for ElectraMeccanica. Significant locations of operation for ElectraMeccanica include R&D centers, operations facilities, headquarters, administrative offices, and manufacturing facilities.



SOCIAL REPORTING

At ElectraMeccanica, we strive to attract and retain qualified strategic hires from diverse backgrounds, signaling the optimal use of available labor and talent in the regions in which we operate. In 2021, ElectraMeccanica increased its workforce by 60% and plans to continue to grow rapidly as production and sales ramp-up in the coming years.



60% increase in workforce

ElectraMeccanica's success depends on our ability to retain a diverse group of employees with the appropriate skills and qualifications for each position. Our approach to employment and job creation has involved both local and global recruitment initiatives. We have worked with local universities for recruitment and educational programs (co-ops) within the Vancouver area. In 2021, we began discussions with local universities and organizations in Arizona with the goal of expanding our professional development programs and recruitment opportunities in the U.S. We engaged multiple methods of recruitment along with a comprehensive interview process, to ensure that we find candidates that best fit the roles. ElectraMeccanica has always encouraged a collaborative and engaging work environment that provides internal growth opportunities for career development.

SOCIAL REPORTING



Wellbeing: We do 30-, 60-, and 90-day check-in meetings for new hires to assess their wellbeing.



Valued Employees: Employee performance reviews have a built-in question on how well an employee feels valued.



69% of employees responded that they feel highly valued.



Responsiveness: We maintain an employee to HR representative ratio of 1 : 50 – 75 to ensure HR is actively aware of employee performance and wellbeing.



The health and wellbeing of our employees is important to us, which is why a resource portal to assist with mental, physical, financial, and social support has been added along with other employee assistance programs. During work, employees are permitted by Company policy to refuse tasks that they deem unsafe. ElectraMeccanica also has an independent confidential reporting line which allows anonymous reports to be made by employees. If this occurs, an investigation of the work by the requisite employee Supervisor and Human Resources is conducted.


SOCIAL REPORTING

Safety & Wellbeing

The health, safety and wellbeing of our people is a key strategic priority for ElectraMeccanica. Our co-workers and our families rely on our ability to maintain world-class levels of health and safety through the application of proactive policies and practices. ElectraMeccanica follows health and safety measures set by the WorkSafe BC requirements in British Columbia and the Occupational Safety and Health Administration ("OSHA") requirements for our U.S. operations. Current health and safety practices within the organization are reviewed to ensure that we meet these requirements. Due to the size of our Company and the nature of our work in offices and commercial environments in the U.S., we do not currently have an Occupational Health and Safety management system in place.

Communication and training of health, safety and wellbeing in the work environment is central to ElectraMeccanica's policies. In our Canadian operations, new hires undergo health and safety training to ensure they are aware of their rights and understand the WorkSafe BC requirements. In the U.S., new hires undergo health and safety training to ensure that they are aware of their rights and understand the OSHA requirements. If an employee's tasks include working on or driving vehicles, they receive additional training on the safe handling of vehicles.

In 2021, we made significant changes to provide additional support to our people. For employees in the U.S., we increased our cost share of health insurance premiums from 50% in 2020 to 90% for individuals and 70% for families. For our Canadian employees, we continued to cover 100% of the monthly benefit premiums for dental, vision, and extended health while also providing enhancements to the benefit package for paramedical and dental coverage. We understand the importance of these critical benefits and we are proud to be able to provide such benefit enhancements to our team.



As COVID-19 continued to impact all aspects of life and business, ElectraMeccanica implemented safety measures to reduce risks in the work environment, including providing hand sanitizer, sanitizing wipes, social distancing guidelines, work-from-home options, space dividers, and Covid-19 health screening surveys for entry and exiting of facilities.

SOCIAL REPORTING

Workers' Rights

ElectraMeccanica understands that without our personnel, our Company would not function. We work with our employees to identify and prioritize the issues related to risk and unsafe work environments. With our incident reporting structure, employees, supervisors, and Human Resources work together to assess and determine if a risk is minor (e.g., tagging out equipment for repair) or serious (e.g., structural damage to the building). Following the identification of a risk, an immediate investigation is triggered to assess the hazard and solutions are implemented. Only after the risk is resolved are employees permitted back.

ElectraMeccanica has a company handbook which sets forth our Refusal of Unsafe Work policy that protects employees from reprisal for reporting hazards or refusing work they deem unsafe. ElectraMeccanica also has an independent confidential reporting line which allows anonymous reports to be made by employees. If work is refused or a report is submitted, an investigation is triggered to be performed by the requisite supervisor, Human Resources and, if appropriate, senior management.

ElectraMeccanica has established a joint Health and Safety Committee for our Canadian offices, which inspects the workplace once a month for any hazards or risks. In the U.S., it is the location supervisor's responsibility to conduct monthly reviews for any hazards or risks. Our Environment, Health, and Safety Manager has begun development of companywide procedures for health and safety compliance that strive to optimize efficiency and efficacy.

ElectraMeccanica does not have any collective bargaining agreements, nor does it presently work through any established unions.



SOCIAL REPORTING

Continuous Learning

At ElectraMeccanica, we support ongoing career and skills development so that we attract and retain talented people committed to our business mission and growth. Our Human Resources department manages our training and education programs and policies for full and part-time employees across the Company. We have made a commitment to ensure that our employees are aware of human rights, safe working conditions and ethical and non-ethical business practices. Appropriate and mandatory training is provided during our on-boarding process, which includes familiarizing employees with the employee handbook for information on compliance and non-compliance with anti-corruption policies, procedures, expectations and actions. Our approach to training is based on direct interaction and, as the organization grows, our intent is to provide an e-learning portal to provide a platform that employees can depend on.

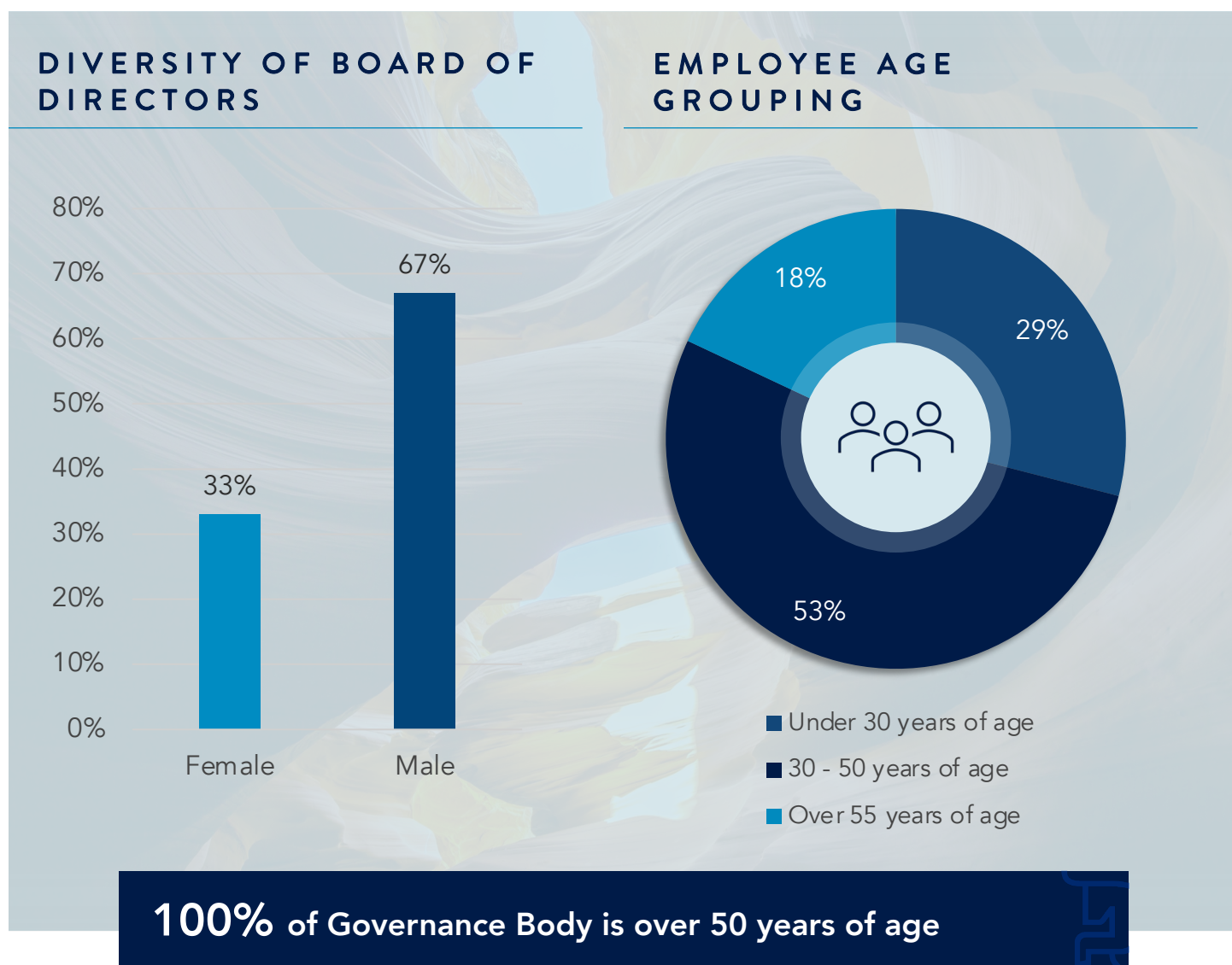
ElectraMeccanica is proud to support our valued team members by providing funding and resources for training, courses, and professional development for employees. Professional credential fees and maintenance are paid for by the Company, along with any training required to fulfil the role of the employee. At this time, ElectraMeccanica does not have a transition assistance program in place.



SOCIAL REPORTING

Diversity & Equal Opportunity

Embracing diversity and providing equal opportunities have always been signature values at ElectraMeccanica. We currently employ people in the U.S., China, and Canada. It is not uncommon to hear multiple languages spoken in any of our facilities. Everyone represents a different viewpoint and getting input from people of varying backgrounds contributes to a more robust organizational culture. The automotive field tends to be tilted toward males, but female hires have been increasing at all levels of our Company, including at the executive, director, engineering, and operational levels. Our multifaceted Board of Directors consists of both males and females from diverse international backgrounds and business sectors, including automotive, law, politics, finance, public markets, and accounting.



SOCIAL REPORTING

ElectraMeccanica has developed a Code of Business Conduct and Ethics (the “Code”) that applies to all directors, officers and employees of the Company and its subsidiaries. We commit to fair practices with all Company personnel. To ensure that we continue to meet this commitment, there is a zero-tolerance policy in place for any form of discrimination or harassment against Company personnel with respect to race, religion, age, gender, marital and family status, sexual orientation, ethnic or national origin or disability or any other grounds enumerated in applicable human rights legislation. All Company personnel must comply with all health and safety laws, regulations, and Company policies.

ElectraMeccanica has a comprehensive process in place to deal with illegal or unethical behavior. Failure to comply with the Code is considered a profoundly serious matter. Depending on the nature and severity of the violation, disciplinary action may be taken by the Company, including termination.



There were zero reported incidents of discrimination at the Company during the 2021 reporting period.

SOCIAL REPORTING

Customer Health & Safety

The **SOLO** is a purpose-built, single-seat electric vehicle solution for the modern urban environment, commercial fleets, last mile deliveries, and shared mobility. The **Drive SOLO** experience is unique, fun, attainable and environmentally friendly. ElectraMeccanica continues to design and manufacture vehicles with customer health and safety at top of mind to protect customers while they protect the environment. We meet all the necessary regulatory and organizational requirements for our vehicles. In addition, ElectraMeccanica has made significant engineering efforts to optimize the driver experience while operating a **SOLO**. Some of the **SOLO** features include power steering, power brakes, front and rear crumple zones, side impact protection, roll bar, and torque-limiting control.



SOCIAL REPORTING

Engaging Our Suppliers & Partners

Screening suppliers helps mitigate significant risk and ensures that organizations are implementing socially responsible policies. In 2021, ElectraMeccanica began contract negotiations with EcoVadis to audit suppliers for sustainability criteria. This system will allow for greater transparency as we begin sourcing parts and materials from North America instead of exclusively from Asia. Concurrently, we continue to develop internal social and environmental supplier screening criteria.

ElectraMeccanica will be opening an assembly facility in Mesa, Arizona in the summer of 2022, which will enable us to more effectively screen and audit suppliers for conformance with the Company's core values.

ElectraMeccanica's **SOLO** is manufactured by our industry-leading strategic partner, the Zongshen Industrial Group. By working together with our strategic partner, we ensure that ElectraMeccanica's values are being upheld throughout the facility. Zongshen Industrial Group ensures that no forced or child labor practices occur at the facility.

Socioeconomic Compliance

ElectraMeccanica has not received any monetary fines, sanctions, or disputes for its operations. With our Company's presence in Canada, the U.S., and China, we have made a commitment to ensure that all applicable regulations and laws are being upheld. ElectraMeccanica will continue to review our management approach and develop parameters that will guarantee compliance in all regions of its operation.



ElectraMeccanica has received zero monetary fines, sanctions, or disputes for its operations.

GOVERNANCE REPORTING



Ethical Business Practices

We believe that corruption and anti-competitive behavior are broadly linked to negative impacts, such as poverty in transition economies, damage to the environment, abuse of human rights, abuse of democracy, misallocation of investments and undermining the rule of law. We also believe that organizations are expected by the marketplace, international norms; and stakeholders to demonstrate their adherence to integrity, governance and responsible business practices. ElectraMeccanica is subject to the laws and governmental enforcement practices with regards to bribery and corruption in the countries in which we operate, namely Canada and the U.S.

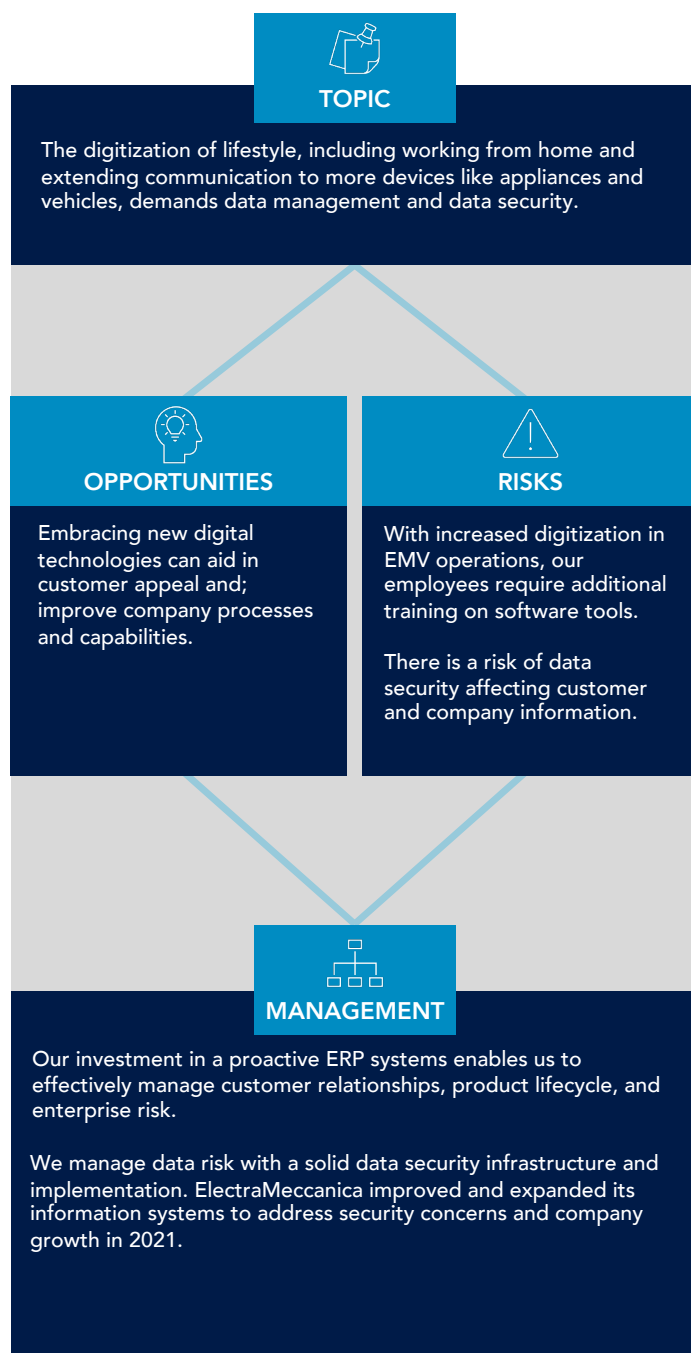
There were no legal actions pending or contemplated during the Company's reporting year regarding anticompetitive behavior or violations of anti-trust laws.

We are committed to ethical business practices throughout our Company and this is reflected in our published Code, Anti-Hedging and Pledging, and Anti-Corruption policies. Our Board of Directors, Executive, and financial officers are responsible for mitigating corruption and anti-competitive behavior through the management and implementation of Company-wide policies and training among employees.

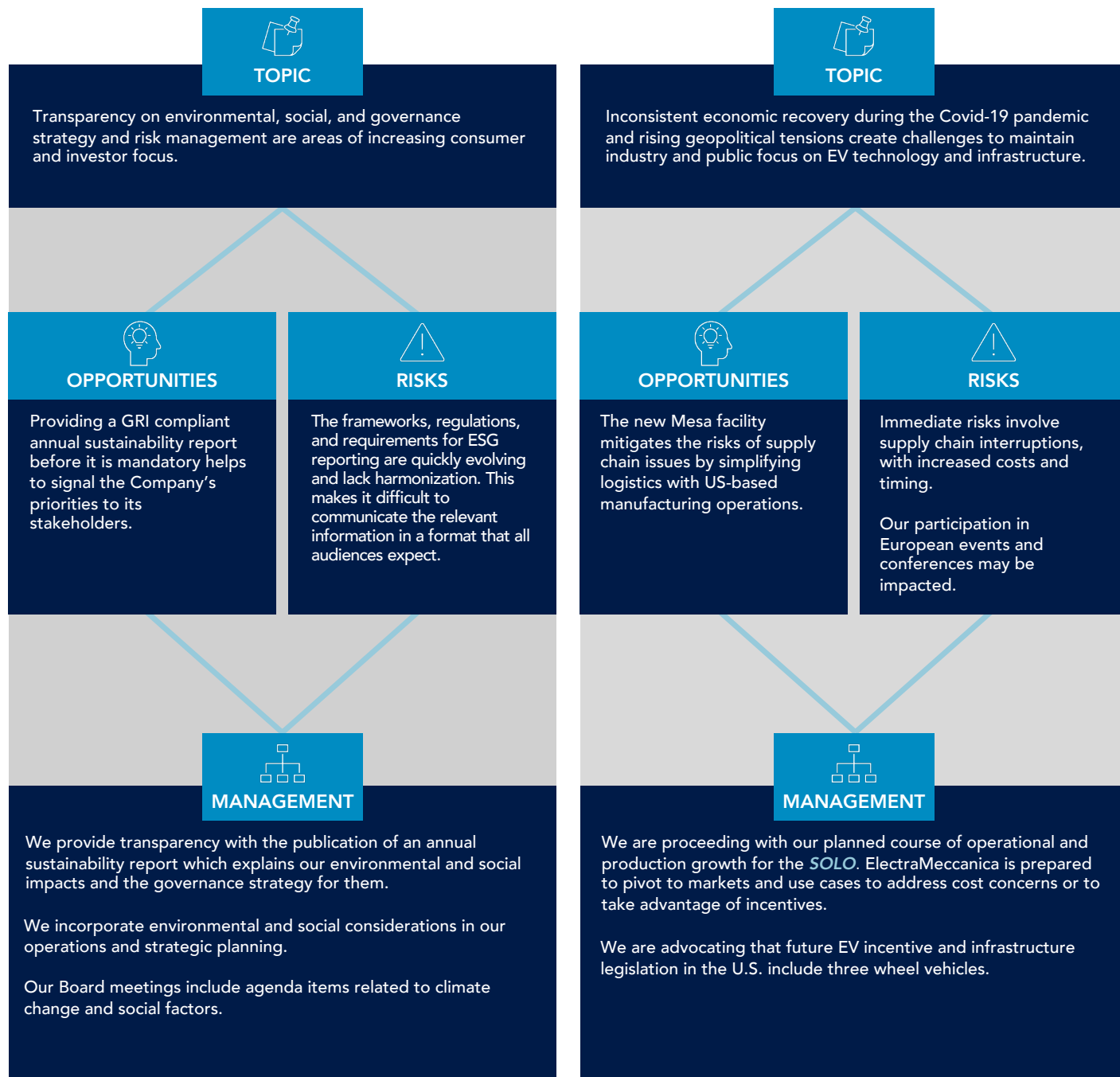
Anti-Corruption policies and procedures have been communicated to all of the Company's directors, officers, employees, and business partners.

GOVERNANCE REPORTING

Economic Development & Performance



GOVERNANCE REPORTING



The publicly available Board of Directors' Mandate and certain related corporate governance charters, policies and guidelines include risk management and policy development to address business risk planning and prevention. To further our commitment to mitigating climate risks, we will perform a more in-depth assessment in subsequent years to further develop these and other specific risks and opportunities that impact ElectraMeccanica's business.

GOVERNANCE REPORTING

Global Operations & Economic Impacts

ElectraMeccanica adopts GRI's definition of significant indirect economic impacts as "the additional consequences of the direct impact of financial transactions and the flow of money between an organization and its stakeholders". As such, significant indirect economic impacts include the creation and sustainment of jobs at suppliers, shippers, engineering services consultants, and facility construction contractors, access to jobs, services, and goods through accessible transportation. This includes the economic impact of pollution resulting from the use of products. The use of ElectraMeccanica's vehicles reduces pollution when used in place of internal combustion engine vehicles and thus produces positive indirect economic impacts related to avoided emissions.

While **SOLO** customer deliveries have begun, it is important to the Company to continue to adapt to new technologies and transportation use cases to increase productivity and meet consumer demand. ElectraMeccanica anticipates continued demand for both personal and commercial transportation solutions, which we are supporting by offering an affordable electric vehicle to the market. We believe this will aid in reducing air pollution, reducing CO₂ emissions, and continuing to drive change in the presently gasoline dominated transportation sector. We recognize the significance of an organization's environmental footprint and, as such, we are in the process of working with our suppliers to build an understanding of current and potential impacts to help mitigate and reduce our environmental footprint.



GOVERNANCE REPORTING

Currently, ElectraMeccanica is dependent on the manufacturing of our *SOLOs* taking place in China. The China subsidiary works with its suppliers to manage demand for materials, parts, and components and quality control. However, construction is well underway at our 235,000 square foot Mesa, Arizona facility with completion planned for summer 2022. Having a second assembly facility in the U.S. we believe will serve to reduce environmental impacts and improve social impacts within our local community. The carbon impacts of our operations and products will be reduced by minimizing transportation distances, increasing material sourcing options, and increasing our ability to get vehicles to customers quickly. We are actively sourcing materials and suppliers in the U.S. and we are thrilled to bring assembly capabilities and the new jobs that will be created to our core market. The new facility will also reduce risk in our supply chain that may arise due to changing political landscapes. We understand that increasing consumer awareness of environmental claims and responsible sourcing activities means that manufacturing and our supplier partnerships will require additional attention.



GOVERNANCE REPORTING

General Disclosures

There are no restatements to make from the 2020 sustainability report.

There are no significant changes from the 2020 sustainability report with respect to material topics or boundaries.

This 2021 sustainability report has been prepared in accordance with the GRI Standards: Core option.

This 2021 sustainability report was finalized in May 2022.



For questions on this report please contact ElectraMeccanica's Chief Financial Officer and Board member, Ms. Bal Bhullar, CPA, CGA, CRM, at Bal@electrameccanica.com or Ben Crowley, EIT, Environmental Engineer, at Ben.Crowley@electrameccanica.com.

GRI INDEX

GRI Standard	Disclosure Topic	Disclosure Page number(s)
General Disclosures		
GRI 101: Foundation		
	Organizational Profile	
	102-1 Name of the organization	Page 4
	102-2 Activities, brands, products, and services	Pages 4, 7
	102-3 Location of headquarters	Pages 4, 9
	102-4 Location of operations	Pages 4, 9
	102-5 Ownership and legal form	Page 4
	102-6 Markets served	Pages 5, 6, 9
	102-7 Scale of the organization	Page 9
	102-8 Information on employees and other workers	Pages 9, 21-28
	102-9 Supply chain	Pages 7, 9, 16, 33, 35
	102-10 Significant changes to the organization and its supply chain	Pages 4, 5, 35, 36
	102-11 Precautionary Principle or approach	Pages 10, 33
	102-12 External initiatives	Pages 5, 13
	102-13 Membership of associations	Page 13
	Strategy	
	102-14 Statement from senior decision-maker	Pages 6-8
	Ethics and Integrity	
	102-16 Values, principles, standards, and norms of behavior	Pages 13, 15, 27, 30
	Governance	
	102-17 Mechanisms for Advice and Concerns About Ethics	Pages 28, 31
	102-18 Governance structure	Page 31
	Stakeholder Engagement	
	102-40 List of stakeholder groups	Page 10
	102-41 Collective bargaining agreements	Page 25
	102-42 Identifying and selecting stakeholders	Page 10
	102-43 Approach to stakeholder engagement	Page 10
	102-44 Key topics and concerns raised	Pages 10 – 12, 15
	Reporting Practice	
	102-45 Entities included in the consolidated financial statements	Pages 3, 9
	102-46 Defining report content and topic boundaries	Pages 5, 10, 17, 36
	102-47 List of material topics	Pages 11, 12
	102-48 Restatements of information	Page 36
	102-49 Changes in reporting	Page 36
	102-50 Reporting period	Page 5
	102-51 Date of most recent report	Page 36
	102-52 Reporting cycle	Page 5
	102-53 Contact point for questions regarding the report	Page 36
	102-54 Claims of reporting in accordance with the GRI Standards	Pages 4, 5, 10, 33, 36
	102-55 GRI content index	Pages 37 - 39
	102-56 External assurance	Page 16

GRI INDEX

Material Topics		
GRI 200: Economic Standard Series		
Economic Performance		
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities due to climate change	Page 33
Market Presence		
GRI 202: Market Presence	202-2 Proportion of senior management hired from the local community	Page 21
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts	203-2 Significant indirect economic impacts	Pages 6, 34
Anti-Corruption		
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	Pages 28, 31
Anti-competitive Behavior		
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 31
Material Topics		
GRI 300 Environmental Standards Series		
Energy		
GRI 302: Energy 2016	302-1 Energy Consumption within the Organization.	Page 19
Emissions		
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Page 19
	305-2 Energy indirect (Scope 2) GHG	Page 19
Environmental Compliance		
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Page 14

GRI INDEX

Material Topics		
GRI 400 Social Standards Series		
Employment		
GRI 401: Employment	401-1 New employee hires and employee turnover	Page 22
Occupational Health and Safety		
GRI 403: Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	Page 25
	403-3 Workers with high incidence or high risk of diseases related to their occupation	Page 24
Training and Education		
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	Page 26
Diversity		
GRI 405: Diversity	405-1 Diversity of governance bodies and employees	Page 27
Equal Opportunity & Non-discrimination		
GRI 406: Equal Opportunity & Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Page 28
Supplier Social Assessment		
GRI 414: Supplier Social Assessment	414 -1 New suppliers that were screened using social criteria	Pages 7, 30
Customer Health and Safety		
GRI 416: Customer Health and Safety	416 -1 Assessment of the health and safety impacts of product and service categories	Page 29
Socioeconomic Compliance		
GRI 419: Socioeconomic Compliance	419 -1 Non-compliance with laws and regulations in the social and economic area	Page 30