

INTRODUCTION

NetZero is a global company specializing in the long-term removal of carbon dioxide from the atmosphere. To do so, we turn crop residues into biochar, a very stable form of carbon then used as a soil amendment in agriculture. NetZero's mission is to **bring biochar at scale in the tropics**, with the **greater purpose of helping build a more sustainable world**.

Consistent with its mission, **NetZero must lead by example** and always try to minimize its own carbon footprint. Production aside, the vast majority of NetZero's greenhouse gas emissions arise from the use of vehicles.

This policy aims at **minimizing the carbon footprint of travel and transportation** while always ensuring staff safety.

STATEMENTS AND DIRECTIVES

For people, the first rule should always be: **when possible, avoid travelling** and do remote work instead.

If remote work is not possible, always choose your transportation means along the order below, ranked from most preferable to least preferable with regards to greenhouse gas emissions:

- For short trips (less than 1 hour): **walking > cycling > metro/tram > bus > carpooling > taxi > alone in car**.
- For long trips (more than 1 hour): **train > bus > carpooling > alone in car > plane**.

Important: please note that **the above order of preference does not account for safety aspects**, which shall always be factored in on a case-by-case basis to reasonably protect your physical integrity. **Always prioritize safety over any other factor**, in line with NetZero's key operational principle: **health and safety first**.

Special considerations for road vehicles:

- Mandatory: company **cars shall be electric, hybrid, flex-fuel, or gasoline, in this order of preference**, as reasonably feasible given local availability and constraints.
- Mandatory: **always use the fuel with the largest share of biofuel**, if available and compatible with your car. Example for ethanol-flex cars: E100 (100% bioethanol) > E85 > E10 > pure gasoline.
- Desirable: **rent cars instead of buying them**, when possible.
- Desirable: buy or rent cars with the **lightest weight possible** compatible with the minimum use requirements.
- Desirable: **maximize the number of people travelling together**.
- Desirable: **for taxis or equivalent, order electric or hybrid vehicles** when available.
- Mandatory: all of the above rules shall be similarly followed for transportation of goods, when applicable.

Special considerations for air travel:

- Mandatory: **only trips where no viable public transport or car alternative exists or takes more than 5 hours shall be eligible for air travel**, subject to the approval of leadership.
- Mandatory: **all flights shall be booked in Economy class**; exceptions can be made on a case-by-case basis for air journeys whose total duration exceeds 8 hours, in which case Premium Economy class can be considered.
- Mandatory: **all flights shall be reported** for carbon footprint quantification.
- Mandatory: for transportation of goods, **plane shipping is prohibited when an alternative exists**.

DEPLOYMENT AND TRAINING

This policy shall be communicated to, and followed by, all relevant staff worldwide, together with any future material revision. It shall be deployed through a dedicated standard specific to each geography. Training materials shall be developed to help staff fully understand and comply with this policy.