tibber

Impact report 2024

Powering Energy Independence

Impact report 2024

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Founders' foreword

What energy independence means to us

By Edgeir Aksnes & Daniel Lindén

When we founded Tibber, it was with a bold belief: that the future of energy wasn't about selling more electricity, it was about helping people use less of it, more wisely, smarter.

That might sound counterintuitive for an energy company. But from the beginning,
we knew that contributing to a sustainable, secure, and affordable energy system required more than just producing fossil free energy. It meant rethinking consumption itself, and empowering people to change how and when they use energy.

Today, that idea is more urgent and more exciting than ever.

Energy independence isn't just about solar panels and batteries. It's about turning passive consumers into active participants in the energy system. It's about giving households the tools to understand and control their usage —not through effort or sacrifice, but through smart, automated technology that works behind the scenes to reduce cost, emissions, and reliance on the grid.

Today, we're closer than ever to making that future a reality. Our customers are already optimizing their energy use in real-time, charging EVs when prices drop, avoiding peak loads, storing energy when it makes sense. They're using less power, and gaining more independence.

That's what energizes us at Tibber. A world where homes don't just consume electricity, they contribute to a smarter, more resilient system. A world where people can be self-sufficient when prices are high or the grid is strained, without compromising comfort. A world where fossil free energy is abundant, accessible, and intuitive.

This Impact Report tells the story of how that vision is taking shape. It celebrates what our community has already achieved, and looks ahead to what's next. Because while the transition is challenging, the destination is clear and the momentum is building.

Let's keep driving toward a future of less power, more independence.

02

Energy independence in action

Country spotlights

Tibber is currently operating in four European markets — each with its own unique energy landscape, regulatory setup, and level of digital integration. These spotlights offer a closer look at how our impact evolves across different contexts, shaped by local conditions and opportunities.

02.1

Germany

Germany – Driving the “Energiewende” at home despite challenging smart meter rollout

The German energy transition is full of both light and shadow. On the one hand, the production of renewable energies has increased immensely in the past 3 years during the partially green government. Also, the battery market grew immensely: 1.8 Mio. households own a home battery equalling a 50% increase compared to last year [1]. At the same time, the key prerequisite for the 'Energiewende at home' — the smart meter rollout — is progressing more slowly than necessary. The share of IMS in Germany is currently at only 2% [2]. The market share of battery electric vehicles in new registrations dipped from 18.4% in 2023 to 13.5% in 2024 [3]. To reach climate goals in the mobility sector, we need more EVs on the road—and the right tools to support them. One of them is smart meters.

Smart meters are key to the energy transition. They enable private households to use dynamic tariffs and shift their consumption towards the production times of renewable energies. Wind and sun do have the smallest production costs - but their production is volatile and cannot be turned on and off just as regular power plants. That makes it necessary to adapt consumption patterns to the production time windows of wind and solar - which is only possible with dynamic tariffs, smart meters and steerable loads.

In short: We need smart meters in most of the German households to boost the German energy system through the power of decentralized flexibilities. We can see the potential impact this has with the customers that are already on hourly billing in Germany: Tibber customers with a smart meter and a shiftable load paid 29 Cents/kWh on average, whereas all German electricity customers paid 41 Cents/kWh on average (including VAT, markup, electricity tax)[4]. Paying less comes together with less emissions of the electricity production and lower costs for everyone: The more people use a dynamic tariff and shift loads, the less we have to start the engines of expensive and dirty fossil power plants. As an example: 50,000 households can replace a gas-fired power plant [5].

Therefore, Tibber is driving the smart meter rollout forward together with other market players. In the Smart Meter Initiative, Tibber advocates for a simpler and less bureaucratic smart meter rollout as much as for alternatives such as dedicated measurement dives that could be used to implement dynamic billing until smart meters are rolled out to most of the homes. At the same time, Tibber will launch a lot of fascinating new features in 2025 that will further accelerate the energy transition such as Solar Smart Charging, Grid Rewards and a local Home Energy Management solution.

1 energylivenews. 2025. German battery storage capacity increases 50%. World-Energy Media.
https://www.world-energy.org/article/49162.html

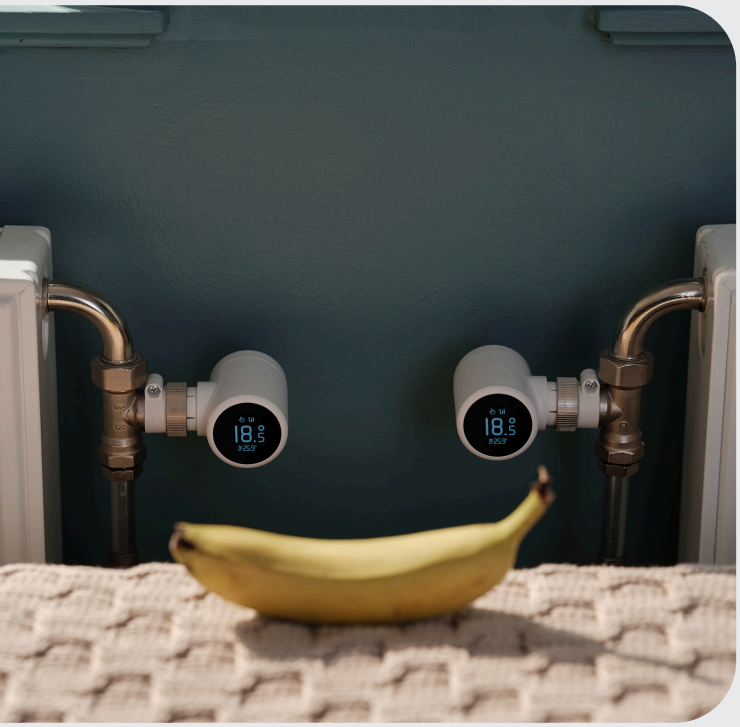
2 Bundesnetzagentur. 2025. Roll-out intelligente Messsysteme: Quartalsweise Erhebungen.
https://www.bundesnetzagentur.de/DE/Fachthemen/ElektrizitaetundGas/NetzzugangMesswesen/Mess-undZaehlwesen/iMSys/start.html

3 Kraftfahrt-Bundesamt. 2025. Alternative Antriebe: Neuzulassungen im Dezember 2024.
https://www.kba.de/DE/Presse/Pressemitteilungen/AlternativeAntriebe/2025/pm03_2025_Antriebe_12_24_komplett.html

4 Statistisches Bundesamt (Destatis). 2024. Strompreise für Haushalte: Deutschland, Halbjahre, Jahresverbrauchsklassen, Preisarten [61243-0001]. GENESIS-Online Datenbank.
https://www-genesis.destatis.de/datenbank/online/table/61243-0001

5 Lauenburg, M., & Gierull, B. 2024. 350.000 Haushalte können ein Gaskraftwerk ersetzen. Tagesspiegel Background.
https://background.tagesspiegel.de/energie-und-klima/briefing/350-000-haushalte-koennen-ein-gaskraftwerk-ersetzen

The Netherlands – Tackling grid stress with smarter energy use



The Dutch energy market has seen a rapid rise in residential solar panels, largely driven by the net-metering scheme. Most recent figures reveal, the Netherlands has the highest solar capacity per capita of any country in Europe [1]. But this success has come with growing challenges—peaks in solar production are causing grid congestion, and in response, some energy suppliers are increasing costs for everyone, including solar owners.

With the net-metering scheme set to end in 2027, the focus now is shifting to increasing self-consumption. Research from CE Delft and the Netherlands Organisation for Applied Scientific Research (TNO) shows that solar households can still earn solid returns—if they increase their self-consumption from around 30% to 60% [2].

That's where Tibber comes in. Smart solutions like our home battery Homevolt and solar smart charging help households store and use their own solar energy when it's most abundant and affordable. In 2024, Tibber customers paid an average of just 25 cents per kWh—4 cents lower than the average Dutch household (compared to variable contracts, including VAT, markup, electricity tax) [3]. For those with solar panels, it's even better, with average costs of consumption dropping to just 23 cents per kWh.

But Tibber does more than just lowering energy bills—it also eases pressure on the grid, and supports a more balanced energy system for everyone. Around 70% of new Tibber customers in the Netherlands have solar panels—proof that our community is leading the way. By helping customers use more of their own solar power, Tibber is making it easier to adapt to policy changes, reduce grid strain, and accelerate the shift to a more stable energy system.

1 SolarPower Europe. 2023. Top 10 EU countries solar capacity per capita.
https://www.solarpowereurope.org/advocacy/solar-saves/fact-figures/top-10-eu-countries-solar-capacity

2 Bellini, E. 2024. Dutch PV sector calls for consumption incentives as end of net metering looms. PV Magazine.
https://www.pv-magazine.com/2024/10/15/dutch-pv-sector-calls-for-consumption-incentives-as-end-of-net-metering-looms/

3 Autoriteit Consument & Markt. 2024. Energiemonitors, Consumer Market Energy Motor.
https://www.acm.nl/nl/energie/energiemonitors

Sweden – Moving toward energy independence with tech and smarter choices

Sweden sources over 98% of its electricity from fossil-free energy, making it a frontrunner in the energy transition. But even here, challenges like price volatility, electrification, and grid congestion, especially in the south, are putting pressure on the system. As demand grows, smart energy use is no longer optional.

Decentralised solutions are key to building a more resilient and independent grid. By the end of 2023, Sweden had 252,000 solar PV installations and over 50,000 home batteries [1]. With 100% smart meter coverage and growing dynamic tariff adoption, households can generate, store, and shift their energy use, and save money on their electricity bills in the process.

This energy transition puts the power in the hands of consumers and Tibber makes it easy to act on that potential. Our app empowers households with real-time insights, smart EV charging, automation, and seamless solar and battery integration to steer their energy use effortlessly, without sacrificing comfort.

While Sweden is leading the way, true energy independence is still a work in progress. The system needs more flexibility, smarter consumption, and wider access to the right tools. At Tibber, we're committed to making that future a reality—one household at a time.

1 Energimyndigheten. 2024. Över 250 000 installerade solcellsanläggningar i Sverige.
https://www.energimyndigheten.se/nyhetsarkiv/2024/over-250-000-installerade-solcellsanlaggningar-i-sverige/

02.4

Norway

Norway – Leveraging strong foundations to take energy independence home

Norway's energy system is mainly built on hydropower, resulting in one of the lowest-emission electricity mixes in the world. But even in a renewable-rich country, where almost 95 percent of the households have dynamic energy contracts [1], 2024 showed that the energy transition is not without friction. As electrification accelerates—across transport, heating, and industry—Norwegian households are facing increased price volatility, tighter grid capacity, and shifting consumption patterns. Smart, flexible energy use is no longer a nice-to-have. It's essential.

Households are stepping up. By the end of 2024, solar PV installations grew across the country after a period of stagnation [2], and heat pumps remained central to low-emission home heating—even as sales dipped due to short-term market conditions. More importantly, Norwegians showed greater willingness to engage with real-time prices, flexibility services, and decentralised energy solutions [3]. With 99 % smart meter coverage and growing interest in spot-based tariffs, the foundations for a smarter energy system are in place.

Tibber's services help households use fossil-free electricity when it's cheapest and abundant —through real-time insights, automated device control, and smart EV charging. In 2024, Norwegian customers who enabled Tibber's Grid Rewards feature for EVs lowered their charging costs by up to 40% compared to the average spot price, while also helping balance the grid during peak hours. This isn't just about personal savings—it's about impact.

Energy independence is about using electricity wisely. As demand grows and grid constraints increase, flexibility at the household level will be critical. Tibber is making it simple for people to be part of the solution—empowering them to lower costs, reduce emissions, and take control of their energy future.

[1] Statistisk sentralbyrå. 2024. Laveste strømpris på fire år.
https://www.ssb.no/energi-og-industri/energi/statistikk/elektrisitetspriser/artikler/laveste-strompris-pa-fire-ar

[2] Norges vassdrags- og energidirektorat (NVE). 2025. Oversikt over solkraftanlegg i Norge.
https://www.nve.no/energi/energisystem/solkraft/oversikt-over-solkraftanlegg-i-norge/

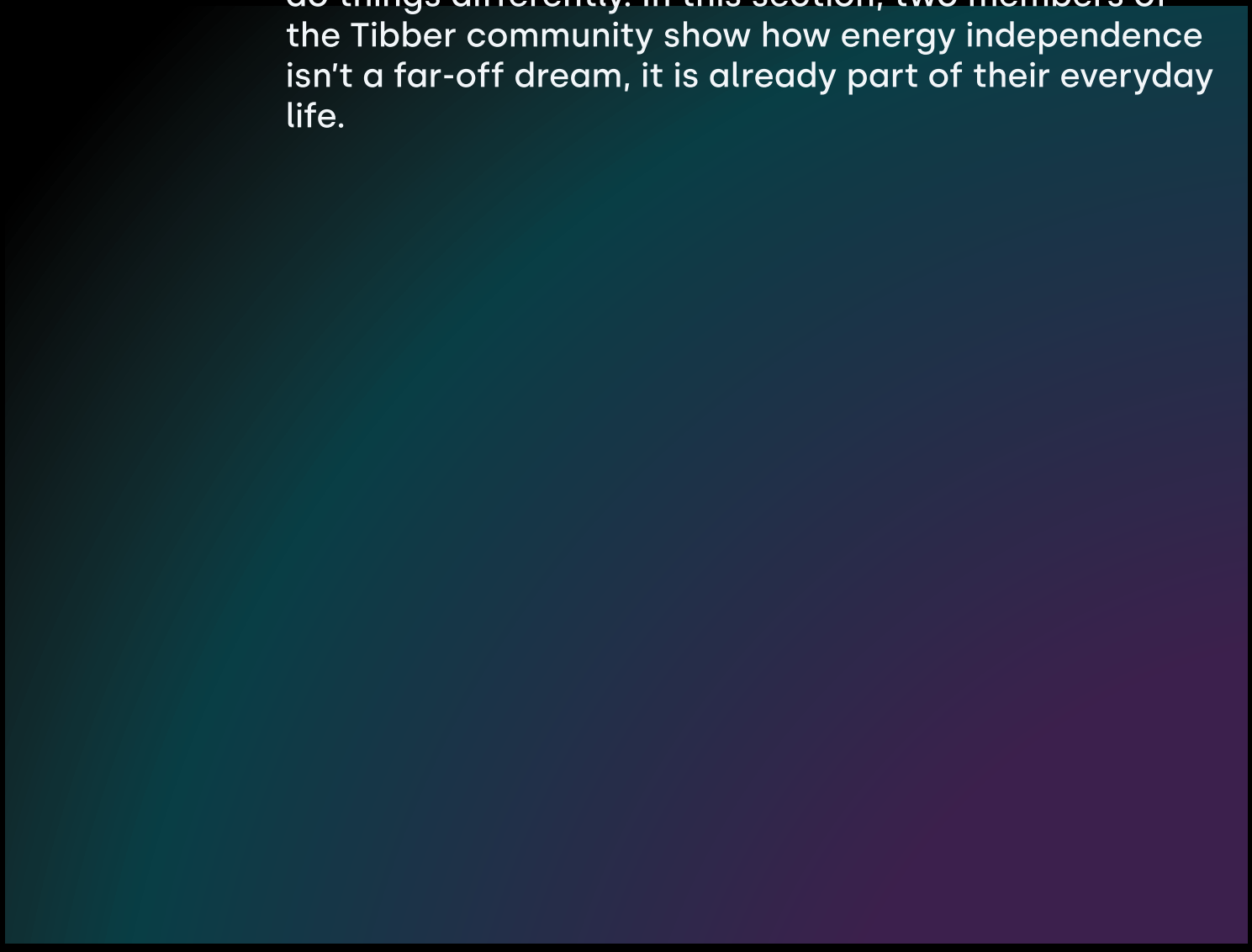
[3] Elhub. 2025. 2024 oppsummert.
https://elhub.no/2024-oppsummert/

03

Voices of independence

Customer spotlights

The energy transition takes all of us: national shifts in policy and infrastructure, smart tools and technology from companies like Tibber and people who choose to do things differently. In this section, two members of the Tibber community show how energy independence isn't a far-off dream, it is already part of their everyday life.



From insight to impact: How one household cut costs and supported the grid

When Marcus moved into his house on the edge of the Stockholm suburbs, he saw it as a long-term project. Four years and quite a few renovations later, he's not only shaped his dream home, but also become what we like to call an Energy Hero: someone actively driving the energy transition from their own living room.

Marcus also runs the largest Facebook user group related to Tibber, a community he started independently, on his own initiative. The group is open to the public and aims to spread awareness about smarter energy use. "My goal is to make it easier for people to understand the sometimes very complex energy market. And show how small changes at home can make a real impact."

His turning point came when he switched to a dynamic electricity contract and started seeing, for the first time, which appliances and habits were driving up his energy use.

"I was skeptical at first," Marcus admits. "Tracking electricity hour by hour sounded like a lot. But after just a few months, we saw big savings and realized most things can be programmed through a smart hub like Homey to run automatically when electricity is cheapest."

That discovery reshaped how Marcus and his family approached energy at home. They quickly learned that heating and EV charging were the biggest culprits — not the laundry or dishwasher. So they installed a heat pump, improved their insulation, and synced their heating system with real-time prices.

Adding Tibber's real-time monitor, Pulse, gave them even more control. "Now everything runs on autopilot. When prices spike, the system adjusts and we don't even have to think about it," Marcus says.

In 2024, they also joined Grid Rewards to optimize their EV charging. "Since April, we've had several months with zero electricity bills," Marcus says.

For Marcus, the real reward is more than just savings. "We reinvest everything back into the house. It's become kind of a game, comparing with others, learning from the community, seeing what's possible. It's exciting to be part of something bigger. And honestly, there's nothing cooler than helping the environment, saving energy, and getting paid for it all at once."[1]

[1] In recognition of Marcus's contribution to a testimonial video—an excerpt of which was included in the Impact Report with his approval—he received financial compensation.

Homevolt at Home: Maurice's Journey Toward Energy Independence

Maurice is one of the earliest Homevolt beta testers in the Netherlands, he has been hands-on from the start, pushing boundaries and helping shape what smarter energy use looks like in everyday life.

His setup? Fifteen south-facing solar panels on his family home, a Polestar parked out front, and now - taking center stage - two brand-new 13.3 kWh Homevolt batteries in his garage.

Even before he bought a second battery, he says:

"It is of course a major investment, but you are investing in future-proofing. My electricity costs have more than halved in the past three months - from an average of 20.1 cents per kWh to just 9.1 cents in the same period a year later. With a payback period of about 7.5 years, it is a smart move for the long term."

For Maurice, this is not just about saving money. It is about taking ownership of his energy future. "You're building a foundation for the energy transition in your own home. Generating, storing and using sustainable energy yourself – that already gives you a sense of independence and you're directly contributing to a more sustainable energy system."

At the same time, Maurice is boosting self-consumption right where the energy system needs it, at home.

Let's go, Maurice, great to have you on board.[1]

[1] In recognition of Maurice's contribution to the beta testing of Homevolt as well as his contribution to this report, he received a non-monetary thank-you in the form of a discount code in our Tibber Store, a product discount, and a branded gift.

04

Our 2024 Impact in Numbers

At Tibber, our customers become active participants of the energy systems, taking control of their energy future. With smart technology, homes can effortlessly shift consumption to times when electricity prices are low, often aligning with periods when renewable energy makes up a larger share of the grid mix.

Our Virtual Power Plant (VPP) plays a key role in this. It connects customer-owned devices - like EVs, solar panels, home batteries, and smart appliances - into one large, flexible power plant. Rather than generating electricity like a traditional power plant, our VPP uses intelligent software to decide when energy should be used, stored, or shared.

When all these devices sync up, we can shift consumption to cheaper hours, ease pressure on the grid, and cut down the need for fossil-fuel-based energy.

Here are three key impact numbers that show what this looked like in action in 2024:

VPP size, December 2024: 25,000,000 kwh

Measures total consumption of the flexible VPP devices Tibber controls. It reflects Tibber's ability to shift consumption to times when prices are cheap - typically when renewable energy is abundant. In addition, it demonstrates Tibber's capacity to balance supply and demand and to support grid stability.

Total number of smart charging sessions started in 2024: > 18,000,000

Tracks how often smart charging of electric vehicles is initiated during low-price hours — helping customers lower energy costs, support a more stable and balanced grid and reduce reliance on fossil-based electricity.

Share of Tibber customers producing solar power, end-of-year 2024: 13,7%

Reflects the proportion of customers generating solar power, with Tibber empowering self-consumption through battery optimization, smart charging, and advanced control features in the Tibber app, offering greater flexibility and energy independence for consumers while contributing to a more stable electricity grid.

05

Our footprint

The good news is, we are growing. That means more households are engaging with their energy use, reducing their energy bills and moving toward greater energy independence.

But as we grow, our footprint grows too. According to carbon accounting frameworks, our emissions increase as we expand into fossil-fuel-heavy markets like Germany and the Netherlands. However, we are focused on what truly matters: our real impact.

The *EU's Action Plan for Digitalizing the Energy System* highlights the urgent need for energy efficiency and decarbonization through enabling smart energy devices (such as solar panels, home batteries, or electric vehicle chargers), system flexibility, and active consumer participation.

Our impact report shows how Tibber contributes to this every day. Now, we're working to put a number on the central piece of the puzzle: how Tibber and its customers (our energy heroes) help avoid carbon emissions in the European electricity grid.

It's complex, and for 2024, we are not yet ready to report avoided emissions with full confidence. But we have made strong progress in mapping our footprint across the value chain, which lays the groundwork for future action and ensures we stay transparent on our journey, a core value we stand by every day.

The carbon emissions generated by our operations were assessed using the Greenhouse Gas (GHG) Protocol. This protocol includes three "scopes":

Scope 1:

Covers direct emissions from e.g. energy and manufacturing plants or vehicles. As Tibber does not own or control any of these, we do not account for any scope 1 emissions.

Scope 2:

Includes indirect emissions resulting from the generation of purchased or acquired energy, such as electricity and heat, that the reporting organization consumes. For Tibber, this applies to energy used in Tibber offices.

Scope 3:

Accounts for all other indirect emissions across Tibber's upstream and downstream value chain. This includes emissions from electricity retail, products sold in the Tibber store, and all other goods and services linked to Tibber's operations.

We are constantly working to improve the completeness and accuracy of our impact data. In 2024, we were able to include emissions of some of the key third-party electronics sold in the Tibber store.

We will continue to improve data quality in collaboration with our suppliers to fully disclose Scope 3 emissions.

Total emissions, tCO2e

2023	2024
165 250	370 763

Location-based emissions, tCO2e

Scope 2 - Energy used in Tibber offices

2023	2024
28	33

This category reflects Tibber's office energy emissions based on the local grid mix. Although Tibber purchases Guarantees of Origin for renewable energy, these are not accounted for in the location-based method.

Scope 3 - Offices

2023	2024
72	187

This category includes emissions from employee commuting and home office use, waste generated in offices, and purchased office equipment. The increase is primarily driven by team growth.

Fuel- and energy-related activity

2023	2024
163.974	364.727

This category reflects the emissions from the electricity consumed by Tibber customers through the national grid, with emissions varying based on the grid's energy mix. We have sourced emission factors from the International Energy Agency (IEA), ranging from 0.013kg to 0.457kg CO2 per kWh, with Germany showing the highest factor. The increase in emissions compared to last year is mainly due to our growing customer base in Germany.

Servers

2023	2024
161	105

Our external service provider calculates the carbon footprint of our server operations using a market-based approach, which includes renewable energy credits and investments. Despite an increase in server usage, emissions have decreased, thanks to the provider's continued focus on energy efficiency and growing investments in renewable energy.

Transportation of products

2023	2024
338	795

This category covers the emissions from moving goods between our suppliers, warehouses, and customers. The increase is because we have been shipping more smart energy devices, helping even more customers take control of their energy use.

Business travels

2023	2024
121	98

Emissions from business travel have gone down, as our team prioritizes working virtually whenever possible, only traveling when it truly adds value for our business and our people.

Tibber store products

2023	2024
556	4.818

This category includes the lifecycle carbon footprint of selected products sold through the Tibber Store, including use-phase emissions over their lifespan. Last year, we were only able to reflect on the impact of our own Tibber Pulse. This year, we have stepped it up, adding key products like charging boxes and batteries to give an even more complete view of our footprint.

Energy sources

Our mission is to enable people to use less energy through smart solutions. And for the energy that is used, we are happy to include Guarantees of Origin in our customer's power deal.

Share of fossil-free energy in each market:

SE

100 %

nuclear, hydro

NO

2 %

hydro*

DE

100 %

wind, solar

NL

100 %

wind, solar

*Since Norway's energy system is already mainly based on hydro power, guarantees of origin were removed from the main contract and refitted as a voluntary add-on that customers may choose.

Circularity / Tibber Pulse

The Pulse power monitor is the only physical line of products that we design ourselves — and it plays a key role in powering energy independence. By giving customers real-time insights into their energy use, it helps them take control and cut out unnecessary energy guzzlers.

However, we are well aware that e-waste is a global challenge - and that Pulse, like any hardware, plays a part in that. This is why a lot of thought is put into the design and impact of our product and packaging. Take our Pulse KM, for example: it's made from recycled polypropylene reinforced with plant fibers, cutting plastic-related CO_2 emissions by up to 80% during production. For Pulse CT, we have developed a compact packaging system that fits the product tightly, so we are not transporting empty space, cutting down on packaging waste and transport emissions. On top of that, we work closely with our manufacturing partner to repair and resell returned Pulse devices, giving them a second life and minimizing waste disposal.

We have completed Life Cycle Assessments (LCAs) for all our Pulse models — and yes, that now also includes our newest family members: Pulse CT, Homevolt CT and Pulse KM! This is a big step for us in building a more complete picture of the impact our products have, from raw materials all the way through to our customers' homes.

Tibber Pulse comes in six different versions, each tailored to the needs of customers in different countries — and because each version is built to do a specific job, their environmental impacts naturally vary. That is why it is important to see each Pulse in the context of what it's built for. Different designs, different ways of use, different impact stories.

Pulse CT

Carbon impact per device (in kg CO2e)

	Country of operation	Raw materials & manufacturing	Transport	Use-phase*	Disposal
Pulse HAN	**SE,NO**	**4.90**	**0.04**	**3.16**	**0.10**
Pulse P1	**SE,NL**	**2.82**	**0.04**	**2.57**	**0.10**
Pulse IR	**DE**	**3.54**	**0.04**	**6.72**	**0.10**
Pulse CT	**SE**	**12.78**	**0.11**	**1.06**	**0.10**
Homevolt CT	**SE,NL**	**7,95**	**0.09**	**0.84**	**0.10**
Pulse KM	**NO,SE**	**5.60**	**0.06**	**0.34**	**0.10**

Life cycle assessment (LCA):
Evaluating the environmental effects of a product or service, across its entire lifespan, from manufacturing to disposal.

* Use-phase emissions include emissions from server use and electricity use based on the grid mix of the country of operation.

06

Our people

At Tibber, we believe that creating a smart and sustainable future starts with our people. That means fostering a culture grounded in fairness, inclusion, and transparency—where everyone can be their true selves and contribute meaningfully.

Tibber values & process

The process

We employ the four-step method for diversity, equity and inclusion to comply with Activity and obligation reporting, ARP, within all parts of our organization: from gathering background information and performing a risk assessment, to detailing the measures to be taken, establishing a progress plan, and finally, evaluating the results.

To ensure our values are not just words but ways of working, we've continued to strengthen how they show up across our organization. From recruitment and onboarding to leadership and feedback, we've taken meaningful steps to empower our teams and reinforce our commitment to a safe, ethical, and supportive workplace.

Tibber values

We act **boldly**

We **glow** together

We **trust**

Growing through feedback and development

We expanded our approach to performance and growth:

- Launched Continuous Feedback & Development to support regular, meaningful conversations.
- Created new eLearnings on how to give and receive feedback—because thoughtful communication is key to personal and team success.

Listening, learning, and acting

Our engagement survey now reaches even more of Tibber, and action planning is a clear next step—not just a checkbox.

- Teams and Houses reflect on the feedback and take ownership of improvements, ensuring that we keep learning and growing together.

Embedding values into everything we do

We've taken our Tibber values and leadership philosophy further than ever this year.

- Value-based interview questions are now part of our recruitment process, helping us find people who align with our mission from the very beginning.
- Our quarterly Leadership Forum brings leads together to focus on key topics, ensuring they're equipped to support their teams with clarity and purpose.
- A new onboarding eLearning helps every new joiner understand what it means to lead and live by our values.

A culture of ethics, inclusion, and safety

We launched our new Code of Conduct as an eLearning, with a 94% completion rate—an excellent result, with the remaining gap primarily due to parental and sick leave. The course covers everything from ethics and whistleblowing to employee rights and workplace behavior—ensuring every employee understands the standards we uphold.

We also strengthened our compliance efforts:

- New training on GDPR and privacy practices were rolled out across the company.
- These initiatives help ensure we meet our regulatory obligations while maintaining trust and integrity.

Gender equality

We are aiming for **equal representation of women and men across all levels of Tibber.** We are not at gender balance yet, but we are working toward it. At Tibber, we are committed to fair and transparent salaries that reflect the value of each role from day one, rather than relying on individual bonuses or discretionary benefits. However, we do provide bonuses and overtime compensation in specific cases, depending on role and operational needs. This approach supports long-term trust, promotes equity, and helps cultivate a strong, cohesive team culture.

All of Tibber

Females	144	Males	230
38,5 %		61,5 %	

Non-managers

Females	125	Males	197
38,8 %		61,2 %	

Board

Females	3	Males	4
43 %		57 %	

Managers

Females	19	Males	33
36,5 %		63,5 %	

Salaries

Non-managers average monthly salary in NOK		Ratio female vs. male	
Female	Male	Female	Male
53, 563	**59, 342**	**90 %**	**111 %**

Managers average monthly salary in NOK		Ratio female vs. male	
Female	Male	Female	Male
71, 127	**80, 827**	**88 %**	**114 %**

Gender balance		Temporary employees		Parental leave (avarage number of weeks in 2024)		Part-time		Involuntary part-time	
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
144	**230**	**25**	**18**	**13**	**8**	**8**	**7**	**0**	**0**
Total	374	Total	43	Total	21	Total	15	Total	-

*Please note that 20 temporary employees are based in the Netherlands, where standard practice is an initial temporary contract during the probationary period, followed by a permanent contract upon successful completion of that period.

**Please note these are the weeks taken in 2024. The employee(s) concerned may have additional weeks taken consecutively in 2023 or 2025.

07

Responsible Supply Chains

In 2024, we made notable progress in strengthening the oversight of our supply chain by expanding the scope of our supplier screening process.

Risk assesment

We are collaborating with a third party to conduct a proper risk assessment of our suppliers. This includes a survey of questions aligned with the OECD guidelines, covering geographic risk, product risk and industry risk, and tailored to identify the risk of violations of human rights and good working conditions.

Who are Tibber suppliers?

Energy suppliers	**Hardware producers and retailers**	
Consultants	**Installation partners**	**Logistic companies**
Cloud infrastructure and software providers	**Office equipment solutions**	**Travel solution providers**

Our selection criteria include suppliers who deliver products and installation services related to Tibber Store offerings, where our annual spend exceeds NOK 500,000 (NOK 1 million in 2023). In the coming years, we aim to further expand this scope to include additional suppliers and strengthen our follow-up procedures and collaboration with suppliers to mitigate identified risks.

Results

Conducted a risk assessment of 26 of our largest suppliers and installation partners of electronics in Tibber Store. 21 suppliers are considered low risk, 5 suppliers are considered medium risk.

As per 31.12.2024, Tibber has not identified any concrete breaches of human rights in its supply chain.

A separate, full report will be published under "Åpenhetsloven" on tibber.no by June 30th.

08

Driving the Future of

Energy Independence

Tibber was founded on a simple idea: energy independence should be possible for everyone, and it's what drives us every day. This Impact Report is a snapshot of how far we have come and a reminder that the journey is just getting started.

We are building a future where energy is used smarter, not more. Where consumers become active participants in shaping a more sustainable system. Where technology works quietly behind the scenes to help people save energy, cut costs, and reduce emissions, without sacrificing comfort or convenience.

But true energy independence means thinking bigger. It means taking bold action for the climate and accelerating the energy transition. It means designing products and services with circularity in mind. It means investing in a strong, healthy culture for our own people and setting clear expectations for the partners and suppliers we work with.

The destination is clear. The momentum is real. And together, with smart technology, bold ideas, and a shared commitment to doing better, we are building a future of less power, more independence.