POWERING PROFESSIONALS: OUR IMPACT IN NUMBERS

Instagrid

Impact Report 2025

Contents

Scaling portable power to deliver measurable impact

At Instagrid, we have made a commitment to delivering impact from day one. We remain true to our founding purpose and have refocused our mission this year: Powering those who keep us going, anywhere with clean, reliable energy.
This is not an intangible promise, but an evidence-based commitment for our business and our customers. We believe that clean, portable power must deliver real, measurable environmental and social value on a broad scale. It must be cost-effective to deploy to ensure broader adoption and of course, it must perform at the highest standards for every single customer.

We are proud that our solutions have disrupted an established, but entrenched, market and this change is positive both for our customers' well-being and the environment. We are setting a new baseline for power, and it is driving an evolution in thinking and adoption across many markets and industries, with a growing number of clearly defined benefits delivering demonstrable impact. Instagrid's path forward continues to be driven by talented teams, many of whom have been with us since founding. They share our values and commitments, and support and innovate with our partners and suppliers who also hold themselves to the same high standards.

Our commitment to progress and proving impact was recognised in 2025 with an ESG Transparency Award (Excellence Class) at the global ESG Summit in Bonn, Germany. We are placed amongst the most transparent and responsible ESG reporting organisations in Europe, bolstering our belief that impact measurement must be credible, data-driven, and openly shared.

Accelerating impact through growth and partnerships

In 2025 we saw a major step forward for Instagrid and the customers we supply, as we scaled our geographical and industrial applications beyond Europe and North America. This enhances our impact potential more broadly through collaborative partnerships in our new international markets of Singapore, Chile and UAE, and in established regions such as Australia. We are actively scaling clean, grid-quality portable power across territories, supporting decarbonisation and improving working conditions.

Equally important has been our work with leading rental partners. Across Europe and beyond, rental companies are prominent in the transition to low-carbon operations and setting new benchmarks for the industry. Working with leading names in the German, French and UK rental markets, we are making zero-emission portable power available to a wide range of customers and establishing new vertical applications.
This removes barriers to commercial adoption and accelerates the shift away from combustion generators across temporary and mobile worksite: a positive result all round.

Healthier working environments for professionals across industries

As demand for clean power continues to grow, we have expanded the range of applications our technology can serve. The launch of LINK MAX opened new high-power 400 V use cases, enabling cleaner solutions for welding, cutting, and heavy industrial workflows. In parallel, we expanded into new verticals, such as mining, demonstrating the role that battery-based power of our Instagrid ONE can play in the most demanding environments, where safety, reliability and emissions reduction are critical.

We have taken important steps into the public and emergency services sectors, introducing safer, cleaner and more adaptive environments for these crucial industries. Our new Instagrid GO RESQ, was launched to empower fire fighters in brigades across Europe, allowing them to improve responsiveness and increase theirs and others safety in emergency situations by mitigating the noise and fumes associated with combustion generators.
The impact has been significant:
it was described by one of the German fire departments as the "biggest innovation for fire brigades in the past five years". This is a clear example of our mission, proving that Instagrid's portable power solutions can empower crucial industries where cleaner air has not previously been possible.

Informed impact measurement through proven data

In Europe approximately a third of labour productivity growth between 2011-2022 is linked to improvements in air quality—proving that healthier working populations and economic growth can be achieved with the right solutions.[1] By replacing polluting combustion generators, Instagrid technology moves industries forward and enables substantial reductions in CO_2e, NOx, and CO emissions. This supports cleaner, safer and more productive working environments for each and every employee.

[1] OECD Science, "The impact of air pollution on labour productivity: Large-scale micro evidence from Europe

We enable our existing and new customers to proactively enhance their operational understanding through real-time data with our Internet of Things (IoT) approach, and we provide customers with clear, personalised data to understand and evidence both their impact and ours. This continued collection of data is central to the future scale, impact measurement and life cycle analysis for Instagrid and those who choose our products.

This year we have intensified our commitments as a Science Based Targets initiative (SBTi) signatory, recognising that decarbonisation demands dynamic ambition and true, accurate data to inform and enhance our goals. Our efforts in data collection have informed our SBTi-aligned targets to provide a mapped course up to 2050.
We continuously assess this roadmap to ensure it aligns with the pace and scale the climate crisis demands.

Cleaner, safer power for a productive future

Our ambition is clear. By 2030, we aim to empower millions of professionals worldwide with reliable, zero-emission portable power—helping industries work cleaner, safer, and more efficiently, wherever and whenever portable power is needed. But as we scale, we do not lose sight of our responsibility to our employees and suppliers and the communities in which they operate. This means maintaining ethical sourcing standards, strengthening supply-chain transparency and investing in our people and culture.

Instagrid's journey continues to demonstrate that impact, performance, and commercial success are not trade-offs. They reinforce one another.
We are proud of what we have achieved so far, and even more motivated by what lies ahead as we work together to build a cleaner, more resilient future.

Interested? Let's talk!
sustainability@instagrid.co

Sebastian Berning & Andreas Sedlmayr

Sebastian Berning & Andreas Sedlmayr,
CEOs and founders

Instagrid – At a Glance

Our Solution

Instagrid has developed a ground-breaking portable power supply for professional users who rely on high-performance portable power to work safely, efficiently and without limits. Our clean, battery-powered solutions replace polluting combustion generators and facilitate the way professionals work across industries with challenging energy demands such as construction, emergency response, defence, and film and media.

- Our first-generation power supply, **Instagrid ONE**, and next generation, **Instagrid GO**, offer better and cleaner energy[2] with grid-like performance and intuitive ease-of-use. Instagrid ONE and Instagrid GO are available with multiple output voltages from 110 V to 240 V and socket types useable in North America, Europe, Australia and beyond. Since our launch in 2021, we have shipped nearly 60,000 Instagrid units worldwide.[3]

- With **Instagrid LINK**, up to three Instagrid ONE or Instagrid GO units can be connected, tripling capacity and creating a continuous power supply to enable long-lasting applications on multiple devices. The new **Instagrid LINK MAX**[4] amplifies the power of three Instagrid ONE units to create one, 400 V, 3-phase output.

Our Innovation

Our award-winning power conversion technology uses a unique architecture of stacked micro-inverters, each connected to an individual battery module. Using software and electronics, these modules work together to generate a pure AC sine wave. This innovation marks a significant advance in power conversion technology: significantly smaller, lighter and more powerful than any other battery systems on the market.

Our Markets

In 2025, we sold >17,500 products across all our markets, with the majority sold in the DACH[5] region, France, and United Kingdom. We have significantly grown market presence in North America and increased penetration into the established region of Australia.

Our Future Pipeline

In 2026, we will further spread the range of our next generation power supply Instagrid GO in new product lines RESQ and MIL, which launched mid-2025 and serve our most demanding user groups in the emergency, defence, and disaster prevention sectors. We are continuously working on expanding and innovating our portfolio to meet the power demands of our existing customers, driving new market segment growth and expanding our geographic reach.

Our Entities

We are headquartered in Ludwigsburg, Germany. The Instagrid Group consists of Instagrid GmbH (Germany), Instagrid UK Ltd (UK), Instagrid North Oy (Finland), Instagrid SAS (France) and Instagrid Inc. (North America). Instagrid GmbH, Instagrid Inc. and Instagrid UK Ltd handle product distribution in their local markets. The Finnish and French entities function as sales agents. We are currently in the process of reassessing our entities, so the locations may change in the future. Instagrid GmbH provides consolidated financial statements, including all entities, in a reporting period aligned

2 Compared to combustion generators
3 Cumulative until Q4/2025
4 Only available in EU, CH, AUS, UK
5 Germany, Austria and Switzerland

to the financial year from 1 January to 31 December.

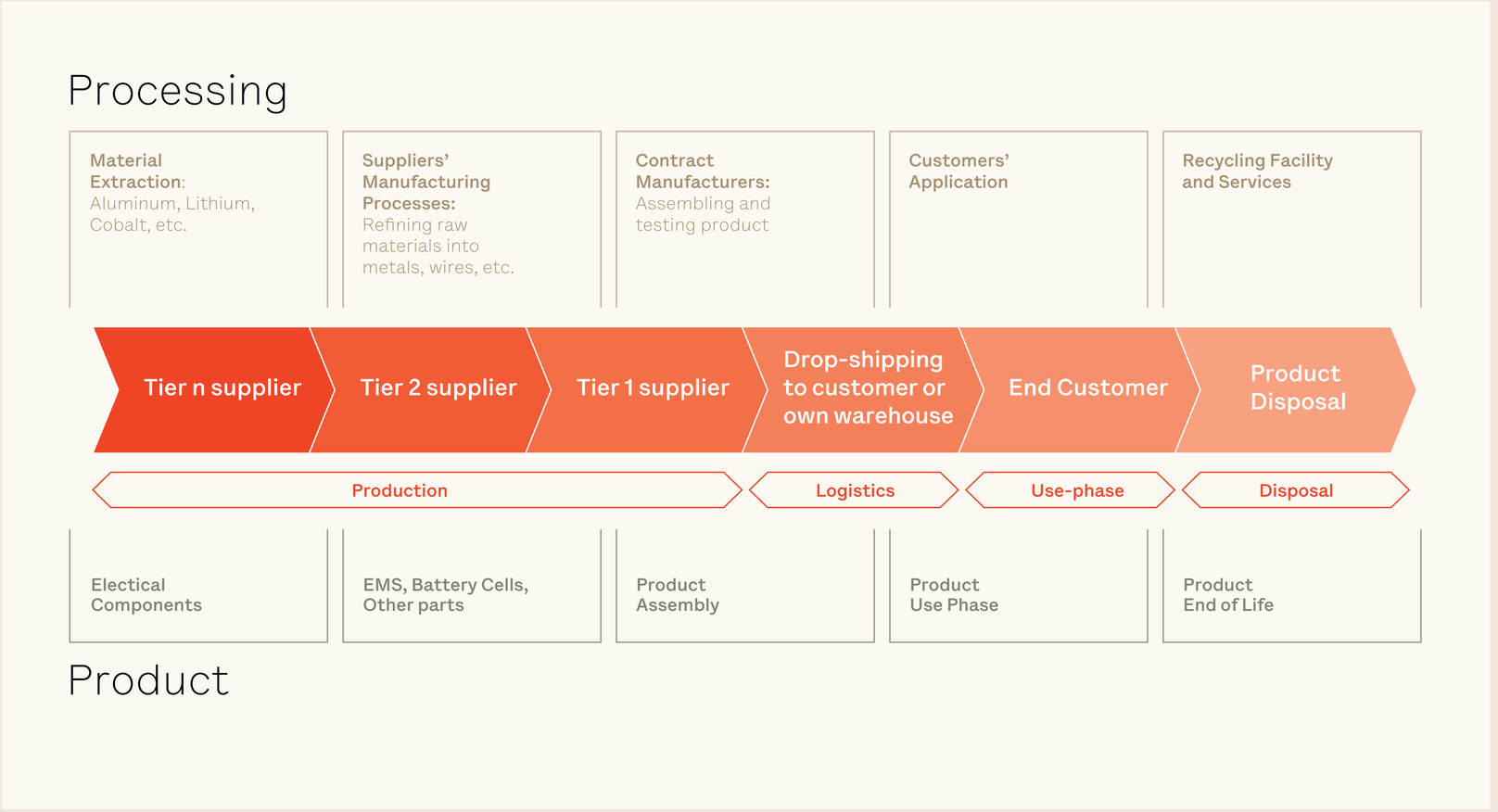
Our Value Chain

Instagrid's value chain is illustrated in the visual below. We work closely with our strategic suppliers, our Contract Manufacturers (CMs) (Tier 1) and Electronic Manufacturers (EMs) (Tier 2), located in Europe. We buy fully assembled products directly from our CMs, and sub-components, such as electronics or battery cells, are purchased by our strategic suppliers through their upstream supply chain (Tier 2-Tier n). In 2024, we conducted a comprehensive supplier assessment based on our bill of materials, covering our Tier 1-3 suppliers. This helped us to understand the geographic locations relevant to us, the business environment and the potentially associated risks. The following chapters focus on our strategic suppliers and customers.

Our Impact

We are a business that prioritises impact in every area of our operations and approach. It is not a loose commitment but embedded in how we work with shareholders and stakeholders, considering their interests equally. We are an article 9 fund portfolio company, prioritising sustainable investment. This is fundamental to our B Corp status and a responsibility and commitment we make continuously to work as part of that ecosystem and informs how we support and engage in sustainable business practice across all the industries and markets in which we operate.

Certified B Corporation



About This Report

Our Impact and How We Quantify It

We are a young company with bold ambitions. Central to that is a commitment to be transparent and targeted in our approach, and to support our customers and partners to do the same.

We strive to follow the most up-to-date international frameworks and standards and work to embed them within our own reporting and analysis. Last year, we began using the framework outlined by the European Union Corporate Sustainability Reporting Directive (CSRD) (EU 2022/2464 of 14 December 2022) to inform our Impact Report. Our 2024 report was audited under limited assurance, but due to the Omnibus, we are not and will not be in scope of CSRD in the near future. Irrespective of the upcoming simplification of the European Sustainability Reporting Standards (ESRS), we will maintain our high standard of reporting and have chosen to continue to follow the standards outlined in the ESRS without an audit this year. We will continue to monitor the evolution of the regulatory frameworks as they develop.

Our approach has been developed through a Double Materiality Assessment to understand the environmental, societal, and governmental impacts of our business activities and identify financial risks and opportunities to our business from environmental, governmental and social factors.[6]

The contents of this report are shaped by input from key stakeholders as part of the Double Materiality Assessment – including employees, suppliers, workers in the value chain, customers, and investors. Through peer discussions, surveys, and one-to-one meetings, we understand the level of attention various sustainability matters receive from our key stakeholders. This has enabled us to take a wider perspective and consider our impact at the product, country, and sector levels. This dialogue helps us gain valuable insights into our business and its impact on society and the environment.[7]

The analysis and reporting aim to identify and strengthen our positive impact and prevent, minimise, mitigate or end any negative results both from and to our business.

We have also developed a more rigorous approach to the implementation of specific Sustainable Development Goal (SDGs) metrics across our business. In 2024, Instagrid launched an internal campaign to raise awareness and inspire action across all 17 SDGs and continued this work into 2025. This initiative supports the cultural values-based integration of sustainability, ensuring it is core to the business ethos rather than simply a corporate or reporting initiative. We also highlighted the three SDGs that Instagrid focuses on:

- SDG 7 – Access to Clean and Affordable Energy
- SDG 12 – Responsible Production and Consumption
- SDG 13 – Climate Change

In addition to those mentioned we also considered the following frameworks:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- UN Global Compact Guiding Principles
- ILO Convention 138, 182 29

The structure, targets and consistency provided by the international frameworks allows us to better inform and assess our own approach, our supply chain and that of our customers. However, we aim to hold ourselves still to a higher standard.

We strive to exceed the targets and lead the charge on portable power. We recognise that the greatest impact is best achieved in an environment of positive collaboration and a shared ambition for meaningful change.

[6] For detailed information on this approach, see ‘Appendix: Double Materiality Assessment’
[7] For detailed information on our stakeholder engagement, please see ‘Appendix: Double Materiality Assessment’

General Basis for Preparation

This report has been prepared on a consolidated basis for Instagrid GmbH. It encompasses the sustainability-related impacts, risks and opportunities of the entire Group including its subsidiaries[8] for the reporting period from 1 January 2025 to 31 December 2025.

Frameworks and Data Selection
The Impact Report and sustainability statements are prepared in accordance with the ESRS issued by the European Financial Reporting Advisory Group (EFRAG). All the data points included in this report have been assessed as material according to our Double Materiality Assessment (DMA). Please see the previous pages and the Appendix for information on our DMA's limitations to scope and our methodology. All greenhouse gas data points (GHG scope 1-3) are reported based on the Greenhouse Gas Protocol. Our Product Life Cycle Assessments (LCA) is certified according to ISO 14040 and ISO 14044. The product circularity has been assessed based on the Material Circularity Indicator (MCI) by the Ellen MacArthur Foundation. Our Impact Calculation on global CO_2e and local NOx and CO emission savings is based on our internal Impact Model which has been reviewed by external experts. For more details on this methodology, assumptions and limitations please see chapter ‘Power Climate Action’.

Instagrid follows the ESRS recommendations regarding phase in periods for disclosure requirements E1-9, E2-6, E5-6.

Instagrid will disclose further information from ESRS 2 when relevant in the upcoming years.

Instagrid addresses all topics material to its business activities. We have omitted all the disclosure requirements in the topical standards E3, E4, and S3 as these are below our materiality thresholds. Instagrid also omits topics and data points that are currently irrelevant to its business context.

Double Materiality Assessment
Our Impact Report builds on a Double Materiality Assessment based on the requirements of ESRS. The process of identifying material impacts, risks and opportunities (IROs) as well as its results are disclosed in our Appendix: Double Materiality Assessment. It also includes an overview and description of the specific IROs, affected stakeholders as well as the applicable time horizon.[9] approaches, policies, actions, data points and targets for each of the identified IROs are covered in the respective chapters in this report.

8 Entities are disclosed in chapter ‘Instagrid – At a Glance’

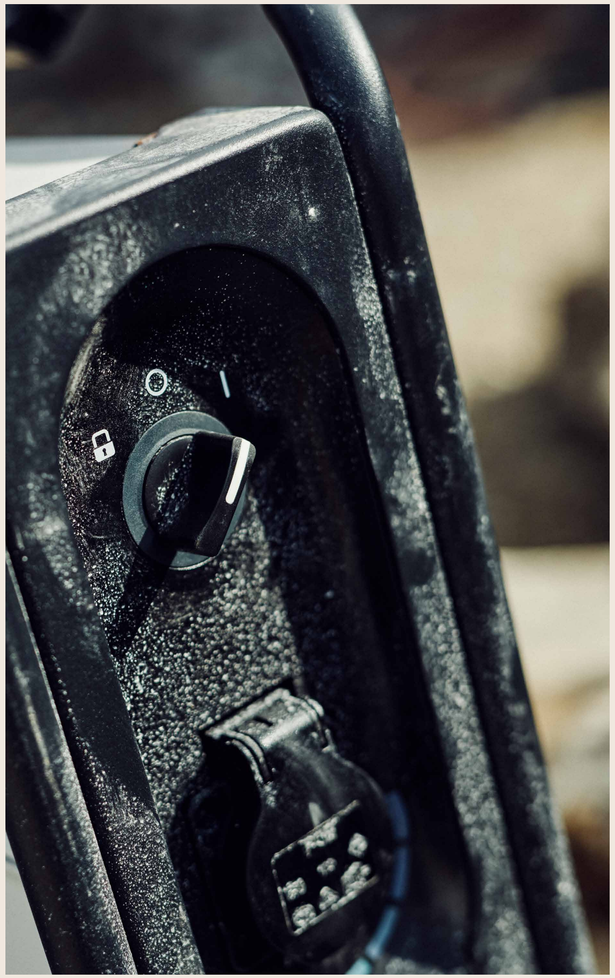
9 Time horizons are based on the definition in ESRS 1: short-term refers to the period adopted by our financial statements as the reporting period, medium-term is defined as up to five years and long term is defined as up to ten years

Key Accounting Estimates and Judgements
We make assessments and use estimates for the reporting of some data points, e.g. our Corporate Carbon Footprint, CO_2e, NOx and CO emission savings and some value chain metrics.[10] We regularly reassess our use of estimates and judgements based on experience, the development of sustainability reporting, and several other factors. Changes are recognised in the period in which the estimate in question is revised. In addition, we make judgements when we apply the accounting policies. For further information, please refer to pages 61-66 with the quantitative ESG data tables. Our organisation has established internal due diligence and control processes to ensure the accuracy, completeness and integrity of our sustainability reporting. These controls include:

- **Data Governance and Verification** – We have implemented structured data collection frameworks, with regular checks, four-eye principles and external audits, where feasible, to validate the completeness and reliability of the sustainability data.
- **Accuracy of Estimations** – To mitigate risks associated with estimation uncertainties, we employ standardised methodologies and engage third-party verification where applicable.
- **Value Chain Data Availability** – We actively collaborate with upstream and downstream partners to enhance data availability, utilising supplier engagement programs to improve reporting accuracy.
- **Timely Information Processing** – We align sustainability data collection with financial reporting cycles, ensuring timely consolidation, review and reporting. Clear internal deadlines and accountability measures support the timely availability of critical sustainability metrics.

Restatements
For adjustments to ESG data, we make a judgement as to whether we should restate numbers. We clearly indicate where we have restated data in the corresponding section.

Target Setting
Most of our targets are set on a voluntary basis. When they are based on a specific legal requirement this is indicated in the corresponding section. The targets were set based on our Double Materiality Assessment and additional risk assessment as well as data collection and analysis.
The targets were not set with direct stakeholder involvement; however, the target setting process reflects input of our key stakeholders such as employees, suppliers and investors.[11]



[10] Estimated value chain metrics include data for how the raw materials in our products are extracted and processed and the theoretical recyclability of our products

[11] To learn more about our stakeholder engagement, see ‘Appendix: Double Materiality Assessment’

2025 Highlights

ESG Transparency
In 2025, we received the ESG Transparency Award at the global ESG Summit in Bonn, Germany. This places us amongst the most transparent and responsible ESG reporting organisations in Europe, bolstering our belief that impact measurement must be credible, data-driven and openly shared.

Pioneering Innovation
Instagrid was named one of the 2025 Bloomberg New Energy Finance (BNEF) Pioneers for our innovation in sustainable energy storage.
BNEF Pioneers is the world's leading climate-tech innovation competition, recognising solutions with the potential to accelerate global decarbonisation and halt climate change.

Customer Health and Safety
So far, we have improved the workplaces for nearly 180,000 professionals[12] by providing them with the potential to cut 401 t of local NOx emissions and 310,457 t of local CO emissions at their local workplaces.[13]

- Local emissions avoidance equivalent to taking >444,000 cars off the street[14]

Climate Change Mitigation
Our products enabled the accumulated reduction of over **1 million tonnes CO_2e** by 2025.[15]

- Equates to the emissions avoided by 281 wind turbines running for a whole year[16]

Up to 94% lower greenhouse gas (GHG) emissions over product lifetime than a generator with a similar load profile.[17]

Sustainable Product Design
Since 2023, we have significantly increased the percentage of recycled materials we put on the market from 3.7% to 15.07%. Together with Fraunhofer IBP and Festool under the S-TEC program, we conducted a study and published a whitepaper about how to integrate ecodesign into product development.[18]

Responsible Sourcing
In 2025 we held a supplier on-site workshop incorporating a deep dive into its Corporate Carbon Footprints and sustainability strategy. This initiative was very successful, and our ambition is to replicate this further.

New SBTi Targets
In 2023, Instagrid formally joined the Science Based Targets initiative (SBTi), and in 2025 we elevated our Scope 1 and Scope 2 targets, as well as set Scope 3 intensity targets, going beyond baseline ambitions to ensure our roadmap aligns with the pace and scale the climate crisis demands.[19]

Market Expansion
In 2025 we scaled our geographical and industrial applications beyond Europe and North America by building new partnerships in Singapore, Chile and UAE, and deepening our reach in established regions such as Australia.

12 Assuming on average three users per unit based on customer interviews

13 Potential emission savings over product life cycle for products sold until end of 2025; detailed information on methodology is provided in chapter 'Power Climate Action'

14 NOx emission standards from European Environment Agency and Sectoral Profile Transport Odysee Mure

15 Emission savings potential based on high-profile user; our methodology is described in chapter 'Power Climate Action'

16 Greenhouse Gas Equivalencies Calculator, US Environmental Protection Agency

17 For detailed information on this benchmarking, see chapter 'Power Climate Action'

18 Learn more about this project in chapter 'Sustainable Product Design'

19 Learn more about our SBTi targets in chapter 'Climate Change Mitigation and Adaptation'

Our Impact – An Integrated Approach

The following sections have been developed to outline our achievements and focus in 2025; present our ambition and future objectives; and highlight the projects and initiatives that address our most relevant areas of impact.

We have split these into four key areas to reflect the SDGs we are most clearly aligned with to demonstrate how our products and approach are driving change in partnership with our customers and the wider community. Our ESRS commitments are clearly demonstrated in each section with examples and metrics to showcase current impact and future commitments.

Environment	Circularity	People	Governance
Approach			
Scaling our clean mobile energy business while delivering science-based emissions reduction and enabling our customers to take climate action.	Transitioning to a circular resource use by reducing the use of virgin materials and driving innovative approaches to product end of life.	Fostering inclusive and just business practices along the value chain, while improving our customers health and safety by cutting down local air pollution.	Delivering on our sustainability goals by continuously working to integrate sustainability and integrity into our processes and decision-making across our organisation.
Priorities			
• Scale reduction of local air pollution and CO_2e by offering clean mobile power supplies • Become Net Zero by 2050	• Increase our Material Circularity Index across the Product Portfolio by 2030 • Drive re-use and recycling approaches for battery cells	• Foster a culture and work-atmosphere of diversity and inclusion • Uphold and respect human rights along the supply chain	• Continue embedding sustainability throughout our business • Promote and enable responsible business conduct
Reference Frameworks			
SDG 7, SDG 13 ESRS E1, E2	SDG 12 ESRS E5	SDG 12 ESRS S1, S2, S4	ESRS G1

We operate with a lean governance structure which includes a management team responsible for daily operations and strategic decision-making, complemented by a Supervisory Board. The Supervisory Board consists of five members: three appointed by Instagrid's investors; one appointed by the founders; and a chairperson with relevant industry experience. The Supervisory Board owns significant control and oversight over strategic business decisions by the Board of Management, and these two bodies meet five times per year to align on these decisions.
The responsibilities and obligations of each function are contractually regulated in Instagrid's Investors and Shareholder Agreement, Articles of Association and Rules of Procedure ensuring alignment on key business matters.[20]

Our sustainability approach and priorities are embedded into Instagrid's wider business strategy. We have included a dedicated management objective to cover the most pressing initiatives to prevent potential negative impacts and drive positive impact along our value chain.

Supervisory Board

Data Point	Value
Number of supervisory board members	5
Percentage of male members	80%
Percentage of female members	20%
Number of independent members	1
Percentage of independent members	20%

Our Head of ESG Strategy & Sustainability is accountable for the ESG topics and is part of the Senior Leadership team, participating in regular Business Performance Reviews together with the Board of Management. Together, they oversee the implementation of all sustainability-related policies at a strategic level to ensure they are embedded across all operations. In 2024, the management team began working on the implementation of an integrated corporate risk assessment and are in the process of evaluating the results.
The assessment also includes the impacts, risks and opportunities identified by the Double Materiality Assessment. The overall approach of Instagrid's corporate risk assessment will be shared in next year's report. All of this ensures a company-wide integrated and strategic approach for sustainability.

Driving positive impact as a company is also reflected as part of our articles of association. As a certified B Corp, we have committed to considering the interests of stakeholders and shareholders equally. Our Article 9 fund investors assess our annual business performance by closely looking into our ESG metrics and monitoring continuous progress. We do not directly set monetary incentives for our management based on sustainability objectives; however, the Senior Leadership team participates in a Virtual Stock Option Plan (VSOP) that is tied to the overall performance and success of the company including our ESG performance.

[20] Further information from ESRS 2 on administrative, management and supervisory bodies will be collected for future reporting

Power Climate Action

We aim to decarbonise off-grid power.

Our Approach and Policies

Combustion generators not only cause significant local air pollution, they also drive climate change impacts both directly and indirectly. Greenhouse gas emissions from small combustion engines are currently poorly regulated worldwide. However, we are observing globally an evolving legislative landscape focused on transforming the economy to a more sustainable future, such as the EU Green Deal and the California Generator Ban.[21] They are focusing on climate-neutrality through sustainable economic growth, reduced greenhouse gas emissions and the promotion of clean energy. These initiatives increasingly push industry players in sectors like construction and film production to partner and cross-industry to curb CO_2e emissions from combustion generators.[22] Instagrid's mission is to further this clean energy transition by replacing an outdated technology with our innovative portable power supplies. Together with our customers in traditionally carbon-intensive sectors, we are working towards achieving a positive climate impact.

Emissions in Film Production

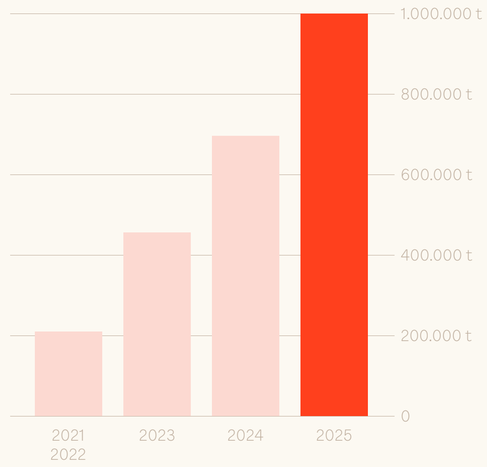
The UK-based production of the Wicked films generated emissions equivalent to running 5,019 cars for a year, with 3 million+ litres of fossil fuel burned in generators.[23]

Our Actions

At Instagrid, we look at our contribution to climate change on different levels, from assessing our own corporate carbon footprint to calculating the lifetime greenhouse gas emissions of an Instagrid ONE unit. However, our biggest impact lies in replacing combustion generators with our category-leading portable power supplies in the field. This is why we have built a comprehensive, fact-based Impact Model that allows us to track and calculate emission savings over years.[24]

By end of 2025, we enabled our customers to cut down **over 1 million tonnes of CO_2e** over the product lifetime by replacing combustion generators on construction sites, film and media, emergency response and other sectors across Europe.[25] The graph displays our cumulative progress on reducing CO_2e emission savings over the years.

Cumulated potential lifetime CO2e emissions savings in tonnes[26]



21 California State Assembly Bill 1346

22 Examples include 100 of UK's leading construction firms joining forces to ban diesel generators on sites, and film industry giants Netflix and Disney funding the Clean Mobile Power Initiative to replace diesel generators on film sets

23 'Wicked films leave big carbon footprint on yellow brick road', The Times, 14 December 2025

24 Detailed information on our Impact Model is provided in section 'Methodology of our Impact Model'

25 Emission savings potential based on our Impact Model; this is described in section 'Methodology of our Impact Model'

26 Starting in 2025 we calculated our sales numbers based on financial data rather than units shipped to improve data accuracy and consistency, so previous years' emissions savings were updated accordingly

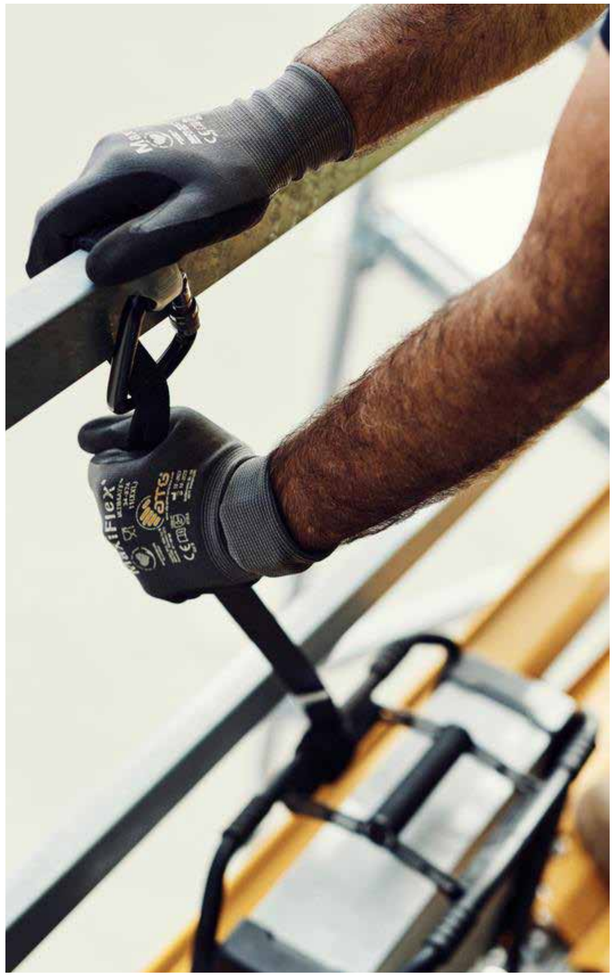
In addition to our product, we empower our customers with robust data to help shape their own Net Zero targets and understand the leverage they have by shifting to a cleaner technology. This service will be expanded over the course of 2026 to facilitate customer access to their specific emissions savings data paired with targeted insights on their user behaviour.

To analyse and validate this positive impact, we have turned to external partners. Together with independent agencies and following international frameworks, we have conducted certified Life Cycle Assessments (LCAs) for our products Instagrid ONE, Instagrid GO and Instagrid LINK, including benchmarking assessments. We partnered with TÜV NORD in Germany to conduct emission measurements and fuel consumption comparisons for diesel, gas and inverter generators.[27] These generators have an incomplete combustion that releases harmful byproducts like nitrogen oxides (NOx) and carbon monoxide (CO) in addition to carbon dioxide (CO_2), a major greenhouse gas. An incomplete combustion not only reduces efficiency—not all the fuel is fully utilised, leading to higher fuel consumption—but also releases pollutants that pose serious risks to both human health and the environment. For detailed results of our LCA, see chapter ‘Climate Change Mitigation’.

“Instagrid is more than a mobile power supplier — it is a strategic partner that helps us measure and reduce our environmental footprint. Its solutions have already enabled significant CO_2 savings on our clients’ sites, accelerating our transition toward low carbon operations.”

— Audrey Miclard, Sustainable Management Director, Kiloutou

Our customer Kiloutou, a major European rental equipment business, has reduced emissions by introducing Instagrid’s portable power supply to its product portfolio allowing its customers to avoid approximately 700 t CO_2e in 2025[28] by replacing combustion generators with Instagrid’s portable power supply, contributing significantly to its low carbon goals. Not only is our technology enabling this reduction, but we are also helping track the data that can prove it.



27 Detailed results of emissions measurements are covered in chapter ‘Customer Health and Safety’
28 Actual emission savings for the business year 2025 based on IoT data extrapolated for the whole customer fleet

“Instagrid fundamentally changed the way we power large-scale events. By replacing most of our generators with Instagrid ONE and LINK systems, we delivered a cleaner, quieter experience while cutting more than 1.3 tonnes of CO_2 in just three days. It’s a smarter, more sustainable approach to event energy; and for us, it’s the new standard.”

— Nicolas Morier, Event Director, Morier’n Evenements

Our customer Morier’n Evenements, a major events organiser in France has changed from power hungry, noisy, fume-producing generators to quiet, clean portable energy at a three-day festival in the centre of Paris, saving 1.83 tons of CO_2e over three days.[29]

Future Targets and Outlook

Through our targets, we contribute to an evolving landscape of decarbonising portable power supply in carbon intensive sectors. We continue to analyse specific Internet of Things (IoT) data and user behaviour to increase our primary database and continuously refine our emission savings methodology. Our model and database are subject to an annual review by external experts to ensure data quality and accuracy of estimations. In addition, we expand our collaboration with customers to raise awareness about how to increase user efficiency and achieve the full potential of emission savings, for example by adapting their charging behaviour.

The effectiveness of this awareness raising campaign will be measured by the actual emissions savings customers achieve compared to the full emissions savings potential enabled by our technology. As we scale our collaboration with customers around the globe, we are also scaling our impact measurement per units sold. By 2030, we aim to reduce >20,000,000 tonnes of CO_2e[30] globally. We will continue measuring our progress against this target by using our comprehensive Impact Model.

29 Actual emission savings for the business year 2025 based on customer specific IoT data
30 Emission savings potential over product life cycle

Methodology for our Impact Model

Our Impact Model is based on a certified Life Cycle Assessment for Instagrid ONE and Instagrid GO according to ISO 14040 and ISO 14044 by TÜV NORD. This analysis benchmarks our products against conventional mobile power supplies such as small combustion generators. Detailed information on our approach and methodology for the LCA are disclosed in our Whitepaper: 'Life Cycle Assessment of Portable Power Supplies'.[31] In addition, we have collected a comprehensive set of primary and secondary data:

- Emission measurements on equivalent load profiles for the product scope of three types of generators by TÜV NORD.
- A dismantling and potential for recycling study by FIT Umwelttechnik GmbH.
- User behaviour data extrapolated from IoT data.
- Modelled environmental impacts for cradle-to-grave life cycle phases by using the Ecoinvent database.

The benchmarking emission results are captured in our Impact Model, which has been validated and reviewed by several external impact specialists. As there is no standard for this calculation, we want to lead the field by setting up a methodology. We published this in early 2026, and it is available for interested stakeholders and experts in the field.

The model considers emission savings on a global level over the entire product life cycle (greenhouse gas emissions expressed in CO_2e) and the reduction of local air pollution during the product use phase (expressed in NOx and CO).[32]
The following key assumptions are used as part of the calculations:

- Every Instagrid unit sold replaces a combustion generator.[33]
- The user behaviour with battery-based power supplies is transposable to generators.
- The market share of generators replaced is 95% gasoline generators and 5% diesel generators.[34]
- The population of users with active IoT is representative of our general customer population.[35]
- The CO_2e intensity of the grid for countries where we lack electricity production data is estimated to be constant and equal to the value provided by the Ecoinvent database.
- Battery lifespan is expected to be 1680 kWh.[36]
- CO_2e accounts for both direct emissions (e.g. from combustion) and indirect emissions across the entire life cycle of the products.

Two user profiles were identified in our main user groups: high-profile user and average user. The high-profile user represents the top 5 - 10 % most efficient users in our customer base; the average user represents the actual average of all users with active IoT units.

To increase transparency on how emission savings are achieved during the product use phase, these two profiles inform the approaches in our calculation:

- **Planned emission avoided:** When talking about emission avoided at our company level, we use the planned emissions avoided approach. By 'planned' impact we consider the life-cycle case scenario, looking at potential CO_2 Avoided Emissions if the product usage is fully realised e.g. for Instagrid ONE this would be 1000 operational cycles. This considers the potential emission avoided that can be reached with our innovative technology, which is based on the high-profile, ideal usage behaviour of end-users.

- **Realised emission avoided:** The 'realised' impact is based on the average user profile, informed by actual recorded usage from our customers, to give a full and clear picture with real-time data collection. This is very specific to each customer and the actual product usage and includes data of the product life span thus far but does not include potential further savings from the future life span. These savings may be lower than the potential maximum savings achievable under ideal usage conditions.

Limitations of the Impact Model

- **Measurement precision and variability:** Fuel consumption and CO_2 emissions are linear functions of duration and energy, with emissions proportional to fuel consumption. However, measurement precision, sensor calibration, and rounding errors cause slope discrepancies, making the ratio deviate from theoretical expectations.

- **Volatility in averages:** Fuel consumption per kWh is derived from user behaviour, but skewed distributions with high-value outliers make this ratio highly sensitive. As new data points, especially extreme ones, are added, the ratio fluctuates unpredictably.

31 Published 05/2024 and updated 03/2025
32 Reduction of local air pollution is captured in chapter 'Customer Health & Safety'
33 Verified via customer interviews
34 Verified via customer interviews
35 Verified by using population resampling for the size of industry of our customers
36 Verified via expert interviews and internal testing

Climate Change Adaptation and Mitigation

We continue to invest in climate resilience.

Our Approach and Policies

In an ever-changing geo-political world, priorities shift and conflicting narratives emerge. This impacts collaboration and commitment economically and politically and has a direct consequence for climate change mitigation in certain economies and organisations. However, the issues and realities of climate deterioration do not diminish.

As a company and partner, we sustain our commitment to addressing this challenge and the importance of maintaining a system-wide approach. Our Environmental Policy remains at the forefront of our approach, with a commitment to tackle climate change mitigation and adaption through our product technology. It builds the basis to address climate-related risks strategically and establish a set of guidelines to mitigate them. It covers various areas such as climate change, circularity, biodiversity, water management, governance and reporting.
Its implementation is closely monitored by the ESG Strategy & Sustainability department.

On the topic of climate specifically, we have reinforced our efforts to understand the transitional or physical risks that our business, customers and partners might face in the future. We not only concentrate on the emissions reductions resulting from the use phase of our products, but also acknowledge the emissions we generate ourselves, both directly and indirectly.
The consideration of direct risks includes our own operations, while indirect risks cover our upstream contract manufacturers. To gain a better understanding of our environmental impact, we have assessed our business risks arising from the climate transition and calculated our yearly carbon footprint.

Assessing Climate-Related Risks

The analysis of climate-related risks and opportunities provides insight into how the future landscape will look for Instagrid. We assessed potential climate-related transition risks, physical risks, and opportunities to better understand our climate resilience. The time horizons considered were short-term (next 10 years), medium-term (next 20 years), and long-term (next 30 years).

The transition risks, including political, legal, technological, and market developments, most relevant for Instagrid are policy changes, such as increased battery regulation. Our product and sustainability teams are continuously monitoring worldwide developments on policy and regulation, so these risks are currently low.

Physical risks such as heatwaves and flooding are of greater concern as they can affect our business activities as we scale, most notably for our offices and contract manufacturers. To measure these risks, we reference published climate models and datasets such as the IPCC AR6 Reports and ISIMIP3b CMIP6 models to understand what hazards each of our six office locations and four contract manufacturer locations would face under three possible scenarios: [37]

1. SSP1-2.6 scenario
   (Low Emissions, estimated 1.8 degrees Celsius increase in the long term),
2. SSP2-4.5 scenario
   (Medium Emissions, estimated 2.7 degree Celsius increase in the long term),
3. SSP5-8.5 scenario
   (High Emissions, estimated 4.4 degree Celsius increase in the long term).

The risk scores for each hazard were then calculated for the high emission scenario based on the likelihood-impact matrix, which is a standard methodology for risk assessments. Each location's vulnerability was then given a rating of low, medium, or high depending on the score of the hazards identified.

It concluded that the physical risks associated with the climate are considered medium risk for Instagrid. The most common climate-related physical risk for our locations is fluvial hazard, and to address this and the other identified hazards, we have onboarded additional production sites and warehouses to reduce dependency on one particular location and to build a climate resilient supply chain. We also offer Corporate Carbon Footprint training to key suppliers, which helps to build a mutual understanding of climate resiliency. We will continue to monitor the physical risks our locations may face to ensure that the business is resilient to both acute and chronic weather events in the future.

[37] Other scenarios were not included, such as SSP1-1.9, because the estimate is only 1.4 degrees Celsius increase in the long-term, and that is below the Paris Agreement 1.5 degrees Celsius objective

Calculating our Corporate Carbon Footprint
To better understand the emissions related to our own business operations, we began conducting a Corporate Carbon Footprint calculation[38] in 2022, which is subject to annual updates. Each year, we use internal GHG process steps to ensure that all active operations are considered within our Corporate Carbon Footprint. This includes reviewing and updating organisational boundaries, as well as reviewing and updating emission sources and methodologies to align with the Greenhouse Gas (GHG) Protocol.

This internal review, as well as a technical review from the Science Based Targets initiative (SBTi), has led to a methodological change in how we calculate and categorise our Scope 3 emissions. Emissions from hotel stays and home offices, originally in Scope 3, Category 6 and Scope 3, Category 7 respectively, are regarded as beyond the minimum boundary according to the GHG Protocol, so they must be omitted from our total footprint.

	GHG Emissions in t CO_2e	**2022 (base year)**	**2023**	**2024**	**2025 (current)**	**Δ 2022 to 2025**	**Δ% 2022 to 2025**
Scope 1		3.6	0.9	1.8	**1.5**	(2.1)	(59%)
Scope 2	Location-based	22	149	129	**153**	131.4	597%
	Market-based	22	149	93	**108**	85.5	389%
Scope 3[39]	Total	6,044	9,908	10,804	**13,178**	7,134.5	118%
Category 1	Purchased goods & services	5,020	8,026	8,541	**10,126**	5,106.0	102%
Category 2	Capital goods	126	136	1	**354**	227.4	180%
Category 3	Fuel & energy-related activities *(not included in scope 1 or 2)*[40]	8	15	17	**20**	11.9	156%
Category 4	Upstream transportation and distribution	116	208	178	**231**	115.5	100%
Category 5	Waste generated in operations	6	36	15	**17**	11.5	205%
Category 6	Business travel	47	62	529	**489**	442.1	936%
Category 7	Employee commuting	14	50	139	**143**	129.2	905%
Category 9	Downstream transportation	4	20	71	**143**	139.3	3483%
Category 11	Use of sold products	570	1,098	1,064	**1,339**	768.8	135%
Category 12	End-of-life treatment of sold products	133	257	249	**316**	182.9	138%
	Total GHG Emissions in t CO_2e						
	Location-based	6,149	10,400	10,936	**13,335**	7,186.2	117%
	Market-based	6,149	10,400	10,898	**13,287**	7,138.3	116%
	GHG Emissions Intensity						
	Net Revenue (in millions of euros)[41]	14.33	32.34	34.18	**47.71**	-	-
	Total GHG Emissions (location-based) per Net Revenue	429	322	324	**280**	(149.6)	(35%)
	Total GHG Emissions (market-based) per Net Revenue	429	322	323	**278**	(150.6)	(35%)

38 We used the tool provided by Watershed—see the full methodology breakdown of how the footprint was calculated in 'Appendix: Corporate Carbon Footprint Methodology'
39 Starting in 2025 we calculate our sales numbers based on financial data rather than units shipped to improve data accuracy and consistency
40 In Scope 3, Category 3, we display the emissions associate with the market-based method, as that is the basis for our SBTi-aligned GHG inventory
41 Revenue for 2025 as of 04/2026; closure of financial year still ongoing

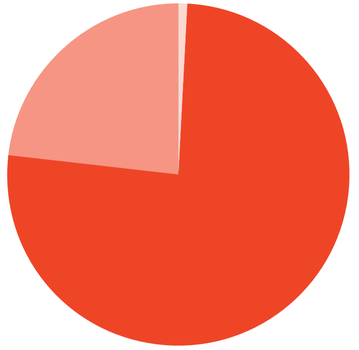
Additionally, downstream transportation and distribution emissions associated with downstream storage of products in warehouses and distribution centres have been taken out of Scope 3, Category 1 and are now correctly reported in Scope 3, Category 9. Finally, emissions previously categorised under Scope 3, Category 8 and Scope 3, Category 15 were recategorised as Instagrid does not have leased assets outside of its organisational boundary and does not have emissions in its value chain allocated to investments. These adjustments have been applied retroactively and prospectively to strengthen transparency and methodological consistency in all corporate carbon footprint reporting, ensuring that both historical and future emissions inventories comply with GHG Protocol rules and support accurate target tracking going forward.

In 2025, our Scope 1 and 2 emissions represented approximately 1% of our overall emissions, and their share of the footprint are continuing to decrease year-on-year. Our Scope 2 emissions fluctuated across the measurement timeline due to ongoing improvements in data collection for offices, utility usage, and the operation of company-owned or company-leased vehicles. As data accuracy and completeness continues to improve, a more precise assessment of actual energy use across company facilities and transportation assets will be reflected. Future refinements support effective monitoring, reporting, and emissions reduction efforts.

The remaining 99% of our 2025 Corporate Carbon Footprint came from Scope 3. Approximately 80% of our Scope 3 emissions were calculated using primary, activity-based data. The large majority of this activity-based data is based on the sales numbers for our products, which are multiplied by the output of our LCA to determine the Scope 3 portions of our Product Carbon Footprint (PCF). This is reflected in specific Scope 3 categories including 3.1 (Purchased Goods & Services), 3.4 (Upstream Transportation & Distribution), 3.9 (Downstream Transportation), 3.11 (Use of Sold Products), and 3.12 (End-of-Life Treatment of Sold Products), as a result of greater production, transportation, customer usage and disposal impacts being captured in these five PCF categories. To illustrate this, we separate our Scope 3 emissions into two categories: emissions from PCF only and emissions without PCF. The breakdown can be seen in the table.

Around 80% of our total Scope 3 emissions in 2025 came from the PCF, and our PCF emissions have remained stable over the years, relative to the product sales volumes per year. However, emissions from non-PCF categories like 3.2 (Capital Goods) have increased as we invest in our production lines and Category 3.6 (Business Travel) emissions have decreased as employee travel reduced.

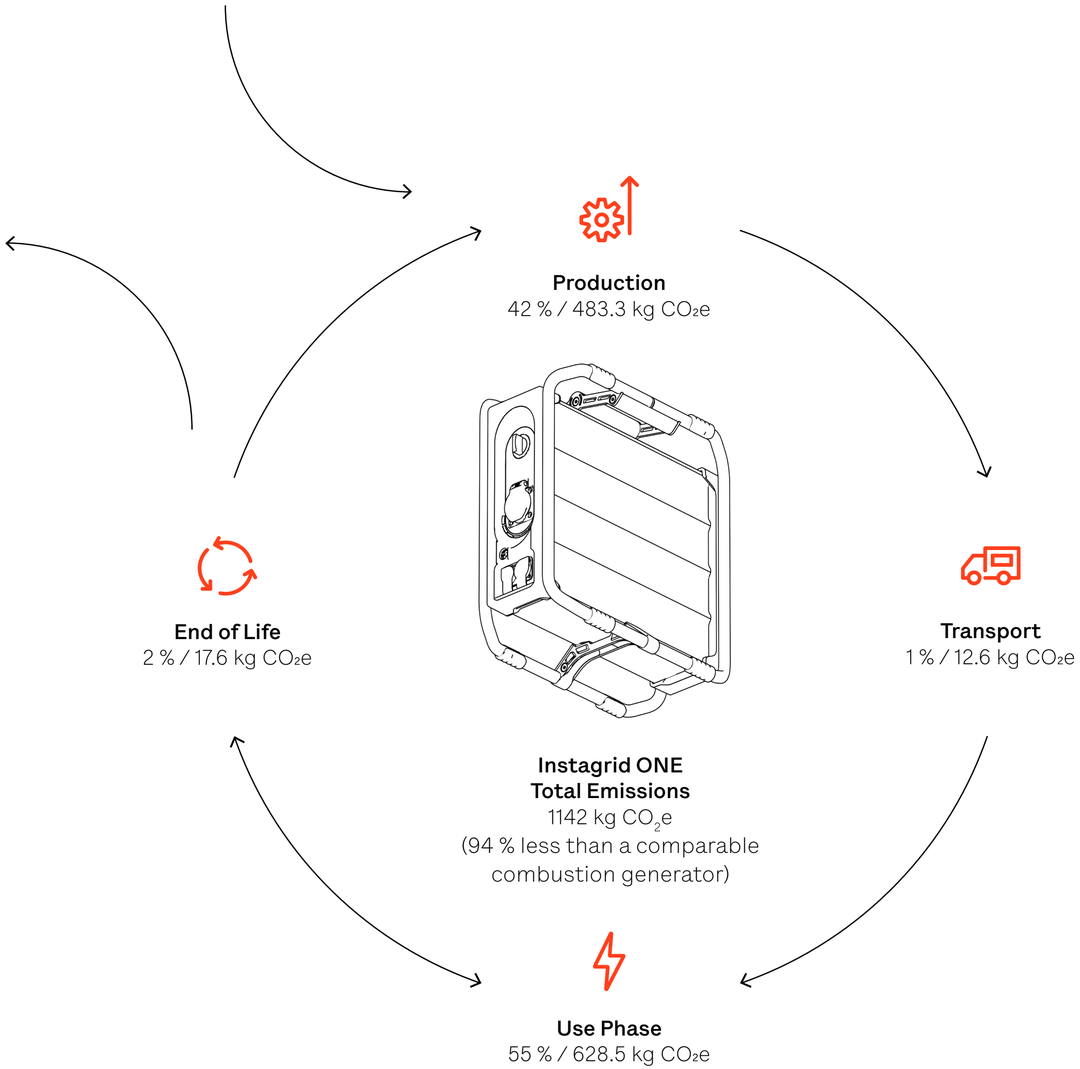
2025 Corporate Carbon Footprint



■	0.01%	**Scope 1**
■	0.81%	**Scope 2** (market-based)
■	80.46%	**Scope 3** PCF
■	18.72%	**Scope 3** Rest

GHG Emissions in t CO_2e (Scope 3)	**2022 (base year)**	**2023**	**2024**	**2025 (current)**	**Δ 2022 to 2025**	**Δ% 2022 to 2025**
Only Product Carbon Footprint[42]	4,423	8,655	8,384	**10,691**	6,268.0	142%
Without Product Carbon Footprint	1,700	1,595	2,419	**2,487**	787.1	46%

[42] GHG Protocol calculation requires only the battery efficiency loss of our product, so not all emissions associated with the battery use phase are included.



Analysing our Product Life Cycle Emissions

To gain a better understanding of our products, we have conducted Life Cycle Assessments (LCA) for Instagrid ONE and Instagrid GO,[43] together with independent agencies and following international frameworks. We partnered with TÜV NORD in Germany to conduct emissions measurements and fuel consumption comparisons for diesel, gas and inverter generators.

This year we expanded the LCA of our product portfolio to include Instagrid LINK. Although Instagrid LINK is not in scope of the EU Battery Regulation (Regulation (EU) 2023/1542) due to its non-battery classification, the product is part of Instagrid's broader battery-powered ecosystem. As such, conducting an LCA for Instagrid LINK is essential to maintaining transparency and accountability across the full system architecture. Furthermore, it supports internal sustainability objectives and aligns with corporate goals for climate impact reduction and responsible product stewardship.

The results of the LCA for Instagrid ONE yield that over the product life cycle, Instagrid ONE emits 1142 kg of CO_2e.[44] This is up to 94% less than the lifetime emissions of a comparable combustion generator. The visual highlights this by product life cycle phase.

Use phase emissions make up the biggest share of Instagrid ONE and Instagrid GO footprints, and they are significantly impacted by customers' charging behaviour. The other significant driver of emissions is the production phase, and it is where we see opportunity to influence our contract manufacturers. End of life is an area where we are continually building further understanding, for detailed information see chapter 'Product End of Life'.

Emissions Breakdown by Life Cycle Phase		Instagrid ONE		Instagrid GO		Instagrid LINK	
Total Emissions in kg CO_2e			1,142		1,193		79
By Phase in kg CO_2e	Production	42%	483.3	45%	533.4	93%	72.9
	Transport	1%	12.6	1%	13.7	4%	3.2
	Use Phase	55%	628.5	53%	628.5	0%	0
	End of Life	2%	17.6	1%	17.2	3%	2.5

[43] Technical specifications for the localised versions of Instagrid GO are similar; therefore, one LCA has been conducted for all product variants. However, the use phase was modelled separately to reflect market-specific CO2e intensity of the grid.

[44] Life Cycle Assessment according to DIN EN ISO 14040:2021 / DIN EN ISO 14044:2021; total life cycle emissions and emissions per life cycle phase are rounded. In this calculation, the entire use phase emissions are included.

Based on our LCA, we can also measure the environmental burden of each component and material. This analysis helps us to regularly assess alternative materials to reduce CO_2e emissions associated with the use of specific materials. During the product development phase of Instagrid ONE we switched to using recycled aluminium for example, which has reduced the carbon footprint of the aluminium housing by 48%.

Environmental Impact by Material	Instagrid ONE	Instagrid GO	Instagrid LINK[45]
Aluminium	7.8%	7.7%	10.9%
Battery cell	51.9%	44.8%	-
Electronics	32.9%	37.9%	17.6%
Copper	0.2%	0.2%	2.7%
Plastics	5.3%	6.0%	19.8%
Steel and Iron	0.6%	1.6%	39.9%
Others	1.1%	1.8%	9.2%

Starting in February 2027, the EU Batteries Regulation (EU) 2023/1542 will require all industrial batteries above 2 kWh sold in the EU to have a Digital Battery Passport. This passport will include verified and standardised information on materials, performance, carbon footprint and end-of-life handling. The ambition is that this will improve transparency, safety and sustainability.

We are already preparing for this by aligning our battery footprint calculation with the upcoming requirements. While the final details will be defined in a Delegated Act expected in 2026, we are taking early steps to ensure compliance and to be ready to compare our battery performance with others in a clear and consistent way.

Calculating our Energy Usage

We also track our on-site energy consumption, which is made up of a total of 299 MWh between electricity and heating. Of the 192 MWh of electricity consumed within our operations, 171 MWh comes from renewable sources, and 21 MWh comes from non-renewable sources. The renewable sources include some on-site solar generation, with the rest coming from renewable energy contracts utilising hydro, solar or wind power. The remaining 107 MWh of energy is for heating, with the majority coming from district heating, which can be generated by combusting oil, gas or wood chips.

Energy Consumption and Mix	Unit	2025
Total energy consumption (MWh)	MWh	299.0
Total renewable energy consumption – electricity	MWh	171.3
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	159.8
The consumption of self-generated non-fuel renewable energy	MWh	11.5
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	0.4
Share of renewable sources in total energy consumption	%	57.3
Total fossil energy consumption – electricity and heating	MWh	127.6
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	125.9
Fuel consumption from natural gas	MWh	0.6
Fuel consumption from crude oil and petroleum products	MWh	0.8
Fuel consumption from coal and coal products	MWh	0.0072
Fuel consumption from other fossil sources	MWh	-
Share of fossil sources in total energy consumption	%	42.7

[45] Due to updated information from suppliers, these numbers have changed since last year

Our Actions

In 2023, Instagrid formally joined the Science Based Targets initiative (SBTi), and in 2025 we further elevated our targets, going beyond baseline ambitions to ensure our roadmap aligns with the pace and scale the climate crisis demands. We have set SBTi-aligned targets mapping our course to 2030. Already midway, we have further intensified our commitments, recognising that decarbonisation demands dynamic ambition, not static goals:

By 2030:

- Reduce absolute Scope 1 & 2 emissions by 90% (vs. 2022 baseline).
- Reduce Scope 3 emissions intensity across our full value chain (per EUR value added) by 55% (vs. 2022 baseline).
- Ensure that all new products from 2026 onward integrate full life-cycle decarbonisation thinking – from material sourcing to end-of-life recycling.

By 2050 (or earlier):

- Maintain a minimum 90% absolute Scope 1 and 2 GHG emissions reduction from 2030 through 2050 (vs. 2022 baseline).
- Reduce Scope 3 GHG emissions intensity (per EUR value added) by 97% (vs. 2022 baseline).
- Achieve net-zero emissions across our entire value chain, in line with the SBTi Corporate Net-Zero Standard.
- Use carbon removals only for residual, hard-to-abate emissions—always prioritising reduction over offsetting.

Instagrid's proposed pathway therefore combines absolute contraction for Scopes 1-2 with economic-intensity mitigation for Scope 3, supported by measures such as renewable-energy expansion, supplier-level emissions data collection, reducing product-level life cycle emissions and integrating full life-cycle decarbonisation into new products. Going forward, these targets will not only guide emissions-reduction planning but also shape Instagrid's strategic and operational decisions.

To achieve the emissions reduction, we have set out a comprehensive action plan covering the following key areas:

- **Energy Use Reductions:** We are exploring modern office spaces to enhance energy efficiency, including smart lighting, automated climate control, and energy management systems. Additionally, an EV-only policy for company-owned and leased vehicles has been adopted to reduce emissions from business travel. To further minimise environmental impact, a short-trip policy encourages alternative transportation methods and virtual meetings for shorter distances, reducing the need for air and car travel. In 2025, we consolidated our real-estate footprint by closing co-working offices in Berlin, Munich, and Helsinki, and downsizing flexible office space in London. These changes reduce our operational energy use and associated Scope 2 emissions.

- **Renewable Energy Adoption:** Instagrid's Albany location has integrated on-site solar power generation, eliminating the need for grid electricity and lowering overall emissions. Meanwhile, multiple other Instagrid office locations operate under 100% renewable electricity contracts, ensuring that all purchased power comes from sustainable sources. To further support decarbonisation efforts, the primary charging of electric vehicles (EVs) is conducted at green charging points, utilising renewable energy to minimise the carbon footprint of business travel and transportation.

- **Product Portfolio:** Expanding our product portfolio and promoting low-carbon products and services to meet evolving customer needs in the mobile energy supply. As part of the sustainable product development, we implemented key strategies to reduce the overall product carbon footprint and increase product circularity. Detailed information is provided in the next chapter: 'Sustainable Product Design'.

- **Supply Chain Engagement:** Collaborating with suppliers through questionnaires, audits, trainings and dialogue to reduce upstream emissions and encourage sustainable practices. In 2024 we piloted a CO2 data reporting framework which we rolled out in early 2025 to our key suppliers. This supports us in identifying levers to reduce production-related emissions. Detailed information is provided in the chapter 'Working Conditions in a Responsible Supply Chain'.

Our transition plan is deeply embedded into Instagrid's overall business strategy. Climate-related considerations are integral to our decision-making processes, risk management frameworks, and long-term strategic goals.

This integration aims to ensure that our operational strategies are aligned with our sustainability objectives. We do not directly set monetary incentives for our management based on sustainability objectives. However, the senior management participates in a Virtual Stock Option Plan (VSOP) which is tied to the overall performance and success of the company including our ESG performance. More information on our governance structure can be found in chapter ‘Our Impact – An Integrated Approach’.

Future Targets and Outlook

In early 2026, we are moving our headquarters to a new, more energy efficient building in Ludwigsburg in 2026. The integration of a new travel platform Navan will allow us to track all travel emissions across our own operations.

We will also identify one focus point within our Scope 3 emissions to reduce our overall carbon footprint.

The commitment to reducing our carbon footprint is intrinsic to our approach on a day-to-day basis, strategically, operationally and culturally, across all our people. We continue to consider ways to address this, and it forms a part of our employee surveys and general feedback to look at new initiatives we can explore.

Sustainable Product Design

We design products with circularity principles in mind.

Our Approach and Policies

Our product development is driven by impact. We consider every aspect of the product, from the materials used to its components, modular design and end of life disposal.

But this cannot be done by us as a business alone. It is a collaborative effort that requires a strong focus on partnership working with our customers, supply chain and industry bodies to inform each stage and create a truly circular approach.

It is important in this process that we take the entire life cycle of the product into consideration in the product design and development phases. To achieve this, we have developed a product circularity strategy - 3 Key R-Strategy (3KR), focusing on designing to reduce, repair, and reuse of our products and clearly aligned it with our internal Guidelines for Sustainable Product Development this year. This approach addresses Instagrid's commitments to circular principles and minimisation of resource consumption and use of renewable resources. This is further supported by our Environmental Policy and Instagrid's Principles of Responsible Sourcing to focus on our own operations and address responsible consumption of resources in our direct supply chain. Paired with our Circularity Strategy we address the transition away from virgin materials by maximising reuse and repair and seeking out alternative materials in our product development process and manufacturing. Our Sustainability Operations and Product Team monitor the implementation of these principles through close collaboration and data collection with our core suppliers and measure the success by using the Material Circularity Indicator (MCI) developed by the Ellen MacArthur Foundation.[46]

The approaches, actions and objectives in this chapter focus on product development process and product manufacturing. Information on our approach to product end of life can be found in the respective chapter.

Our Circularity Strategy

With Fraunhofer IPA[47], we ran a project in early 2024 to identify a set of sustainable strategies to integrate into our product development process at the design stage. This initiative brought together engineering, product owners, product designers and sustainability experts. Together we evaluated the economic, ecological and technical feasibility of 215 product-specific approaches, selecting three key circularity strategies (R-strategies):

R-Strategy	Guiding Design Question	KPI
Design for Reduce	How can the use of virgin materials be reduced or substituted?	• Material circularity indicator • Product carbon footprint
Design for Repair	How can repair processes be facilitated through modular design?	• Repair rate • Time to repair • Repairability index
Design for Reuse	How can we impact reuse of components through design?	• Extended life in charging cycles

These circularity strategies have been subsequently translated into appropriate Sustainable Product Development Plans at different levels or required detail. This project positively demonstrates how we are working to ensure sustainability does not exist in a silo; and rather is a common goal for full stakeholder buy-in.

46 More on the MCI and Ellen MacArthur Foundation can be found here
47 Fraunhofer Institute for Manufacturing Engineering and Automation IPA

Our Project with Fraunhofer IBP[48] and Festool

In 2024 we undertook a project with Fraunhofer IPA, defining our product circularity strategy: the 3 Key R-Strategy (3KR), focusing on designing to reduce, repair and reuse of our products. We progressed this further in 2025 with Fraunhofer IBP and Festool under the S-TEC program, with the goal to answer the question: How early can sustainability influence design? We developed a roadmap that made sustainability measurable, actionable and embedded in our processes.

This project delivered three major achievements:

1. Integrated Ecodesign principles into product creation, ensuring sustainability was embedded from concept through launch.
2. Defined precise timing for sustainability indicators, so they influenced design decisions at the most impactful stages.
3. Built the foundation for automated environmental calculations, enabling faster, smarter and more reliable sustainability assessments.

We proudly shared these results at Kongress BW in Stuttgart, the leading event for resource efficiency and circular economy in the DACH region.

This initiative marked a significant step toward making sustainability a core driver of innovation, not just an afterthought. It set the stage for future projects where environmental impact is calculated and optimised as seamlessly as performance and cost. The results of this study were shared in a whitepaper here.

Modularity is at the core of our design philosophy, allowing us to dismantle the product and repair or replace single components instead of replacing entire systems. This also empowers customers to repair minor defects themselves, while major issues are handled by our technical service team. In 2024, we maintained our product repair rate from the previous year at approximately 96%. This represents the percentage of units that we were able to successfully repair for our customers.

As a provider of portable battery-based power supplies, our operations heavily rely on strategic partnerships with contract manufacturers who specialise in box-building our products. This outsourcing model allows us to focus on innovation and customer service while ensuring high-quality production standards. The primary materials utilised in our battery manufacturing include critical raw materials such as lithium, cobalt and aluminium, which are essential for the performance and longevity of our products. We acknowledge that these raw materials are linked to potential negative impacts on environment and people such as modern slavery in the deeper supply chain. Therefore, we closely monitor the battery cell market to assess available battery chemistries and their applicability for our technology.

We pay close attention to our packaging solutions, utilising sustainable options that comply with regulatory standards for safety and environmental impact. Our packaging includes robust materials designed to protect the batteries during transport and storage while minimising waste by using 90% recycled cartons. We also recognise the significance of water as a vital resource in our manufacturing processes. We are committed to implementing water-efficient practices and continuously seek opportunities for water reuse within our operations and those of our contract manufacturers through our yearly environmental data audit of resources used to produce our products. Furthermore, we maintain a comprehensive inventory of property, plant, and equipment that supports our production activities, ensuring they are optimised for sustainability and efficiency.

48 Fraunhofer Institute for Building Physics IBP

Our Actions

Our key actions focus on our own product design and development approach as well as on the collaboration with our strategic suppliers.

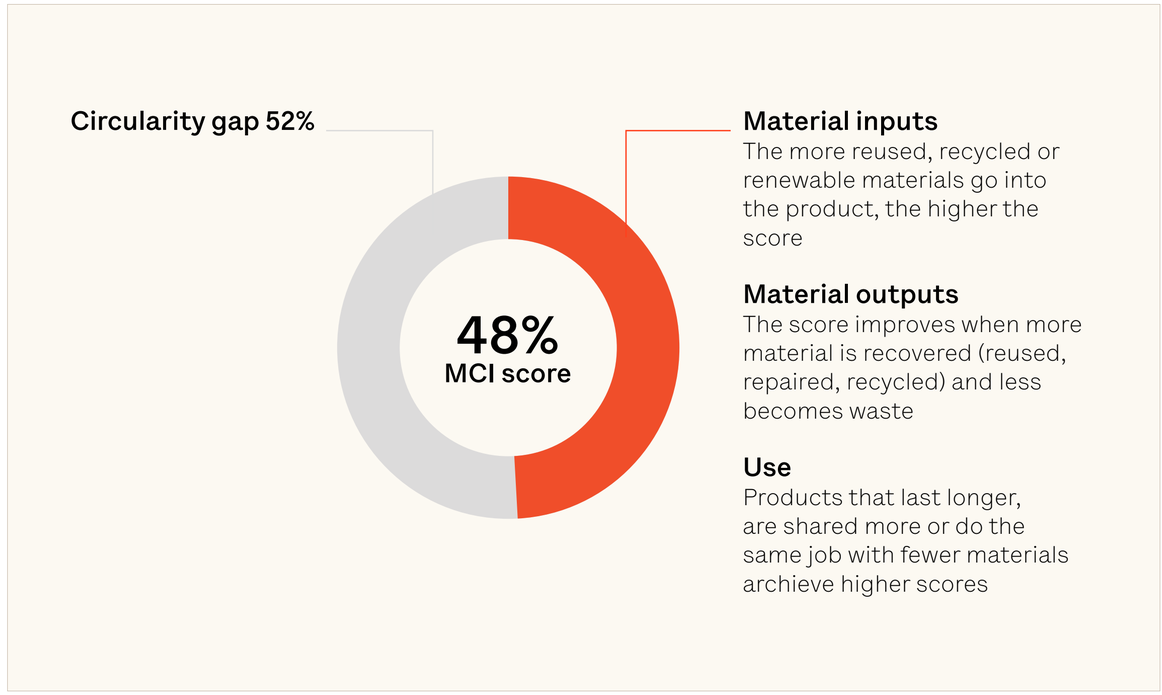
Measuring Our Impact

In 2025 we refined our measurement approach for product circularity. We measure the overall circularity of our products using the Material Circularity Indicator (MCI), created by the Ellen MacArthur Foundation.[49] The MCI formula calculates a standardised score by assessing the proportion of virgin versus recycled or reused materials, the product end of life recovery, lifespan and functional efficiency to minimise waste.[50]
The MCI is a single metric that evaluates the circularity of a product, ranging from 0%, representing a fully linear 'take-use-waste' model, to 100%, representing a completely circular product. The MCI is aligned with ISO Standards, giving a clear and comparable score that can be verified by third parties. While the evaluation of product circularity and standardised measuring tools are still considered at an early stage, we are committed to improving our data and in 2026 we will establish our own initiatives to enhance and refine our measurement tools and methodologies.

This year we started collecting more in-depth data for Instagrid ONE, Instagrid GO and Instagrid LINK, so their respective MCI scores changed marginally and retrospectively. Changes in the MCI result from updated data from our suppliers, as well as improvements in the MCI calculation tool. We are working on extending the MCI calculation to our new products: Instagrid LINK MAX, Instagrid GO MIL, and Instagrid GO RESQ. Because we do not have that information currently, we have decided not to calculate our portfolio MCI this year.

MCI	2022	2023	2024	2025
ONE	46%	46%	48%	48.0%
GO	-	-	50%	48.1%
LINK	-	-	38%	40.5%

Comparing different circular economy strategies can be challenging but the MCI helps us decide what to prioritise. It helps us assess the impact of alternative materials, such as sustainably sourced biological and recycled materials.



[49] More on the MCI and Ellen MacArthur Foundation can be found here
[50] Recycling efficiencies at the end of life vary greatly between countries, so an EU average is used in this calculation

Using Alternative Materials

Through our learnings from Instagrid ONE, we were able to apply the Design for Reduce strategy for Instagrid GO. In close collaboration with our direct suppliers, we identified and integrated more environmentally friendly materials into Instagrid GO as part of the product development process. Both products have their housing made of primarily recycled aluminium, and the packaging uses over 90% recycled paper.

Looking at our key product materials, the table below shows the mass breakdown of one Instagrid ONE, Instagrid GO and Instagrid LINK unit.

Product Mass Breakdown	Instagrid ONE[51]	Instagrid GO	Instagrid LINK
Total Weight	**22.47 kg**	**24.15 kg**	**5.66 kg**
Aluminium	19.98%	20.59%	10.06%
Battery cell	45.48%	40.19%	-
Electronics	4.89%	6.07%	3.03%
Copper & Brass	0.39%	1.47%	7.00%
Plastics	18.34%	19.80%	40.29%
Paper	9.14%	10.52%	12.59%
Steel & Iron	1.55%	1.36%	27.02%
Others (ceramics & graphite)	0.13%	-	-
Recycled content overall[52]	**22.11%**	**23.44%**	**10.10%**
Recycled aluminium	67.46%	69.19%	-
Recycled packaging	97.19%	93.37%	85.00%

(including packaging and charging cable)

51 The data for Instagrid ONE differs slightly from what was published last year due to updated information about the packaging

52 Recycled content per product gets updated each year depending on the information we get from our suppliers

The total weight of materials purchased by Instagrid in 2025 was 400.7 tonnes. The three main categorisations we use are: bio-attributed, recycled and non-renewable. Bio-attributed materials come from biological sources, such as the paper in our packaging. Recycled materials are recovered from waste streams (post-consumer or post-industrial) and reprocessed into new products or raw materials as opposed to non-recycled materials which are virgin.

Non-renewable materials are sourced from finite natural reserves that cannot be replenished on a human timescale. Materials can fit into multiple categories, which explains why the values below do not add up to 100%.

Material Resource Inflows[53]	Weight	Percentage
Bio-Attributed Materials	37.6 t	9.37%
Recycled Materials	60.4 t	15.07%
Non-Recycled (Virgin) Materials	340.3 t	84.93%
Non-Renewable Materials	327.1 t	81.61%

Since 2023, we have significantly increased the percentage of recycled materials we put on the market from 3.7% to 15.07%. This is due to an increased share of recycled aluminium and packaging and a higher proportion of direct sales for Instagrid ONE and GO compared to sales from Brand Partner products that contain a lower amount of recycled materials.

Future Targets and Outlook

By translating our Sustainable Product Development Guideline and 3KR Strategy into product specific development plans, we aim to continuously decrease the use of virgin materials and extend product lifetime. This is done in close collaboration with the product development and engineering teams by constantly seeking innovative approaches to product design and market monitoring for alternative materials. We will systematically track this progress using the MCI of each product, and in 2026, we will review our methodology for the portfolio MCI and align our strategic goals appropriately.

This is also supported by a key milestone for our Design for Repair strategy: In 2025, we began building a repairability index that is aligned with internationally recognised standards such as the French Repair and the Right to Repair Directive. This demonstrates our products' repairability strength and will influence the refinement of our repairability index in 2026.

We continuously expand our collaboration with external experts to understand how the landscape for circularity tools evolves to ensure a state-of-the-art approach and methodology when measuring our progress.

53 Calculation is based on the bill of materials, multiplied by total sales volume in 2025 including Brand Partner Products, including packaging and charging cable; double counting was avoided in our calculation

Hazardous Substances

We focus on minimising risk.

Our Approach and Policies

The use of Substances of Very High Concern (SVHC) poses significant environmental risks and impacts due to their toxic, persistent and bio accumulative properties. Some key risks and impacts may include soil and water contamination, air pollution and human health hazards.

Instagrid's chemical compliance approach is built on a comprehensive, multi-layered frame-work that ensures full alignment with global regulations such as REACH, RoHS, TSCA, POPs and Prop 65. This year, the strategy expanded to include proactive monitoring of emerging regulatory changes, such as PFAS restrictions and updates to the REACH SVHC list.

In parallel, chemical compliance checks are now embedded at the earliest stages of product development, and we have a robust operating system and workflows that formalise responsibilities across internal teams and contract manufacturers. These internal policies create a preventive, traceable and future-proof compliance ecosystem that supports sustainable product innovation and secures market access worldwide.

We are guided by external policies and regulations based on the strong rule of law in the countries where we operate. Instagrid does not fall under the scope of substances of concern covered under CLP Regulation (EU 1272/2008). However, the production process at our suppliers for specific components depends on the use of lead and cadmium, which are covered as Substances of Very High Concern under EC 1907/2006 REACH. We monitor our obligations in this regard and will include this topic specifically as reference in our Environmental Policy in the future

Our Actions

Instagrid requires a comprehensive reporting of its suppliers regarding the use of such substances to ensure compliance with the requirements set out in applicable regulations such as REACH and RoHS as well as to identify potential to reduce the use of SVHC. Based on this reporting process we have identified the following amounts of SVHC in our products: following material SVHC in our products: [54]

SVHC Per Product	Lead
Instagrid ONE (EU)	0.96 g
Instagrid ONE (CH)	1.02 g
Instagrid ONE (UK)	1.85 g
Instagrid ONE (AUS)	1.28 g
Instagrid GO LV (UK)	1.13 g
Instagrid GO DV (USA, CAN)	0.94 g
Instagrid LINK 36 (EU)	0.75 g
Instagrid LINK 36 (UK)	0.27 g
Instagrid LINK 36 (CH)	1.14 g
Instagrid LINK 36 (AUS)	0.94 g
Instagrid LINK 36 (USA, CAN)	0.94 g
Instagrid LINK 18 (UK)	1.60 g
Instagrid LINK MAX (EU, UK, CH)	1.12 g
Instagrid GO MIL (EU)	0.62 g
Instagrid LINK MIL (EU)	0.06 g
Instagrid GO RESQ (EU)	0.62 g

[54] Reporting scope: Instagrid ONE, Instagrid GO, and Instagrid LINK for key markets

This year, we have improved our data accuracy by updating the methodology used to calculate SVHCs. The amount of lead per product was determined by extracting and weighing the lead-containing components and then multiplying the weight by the lead content provided in the respective supplier's chemical compliance information.

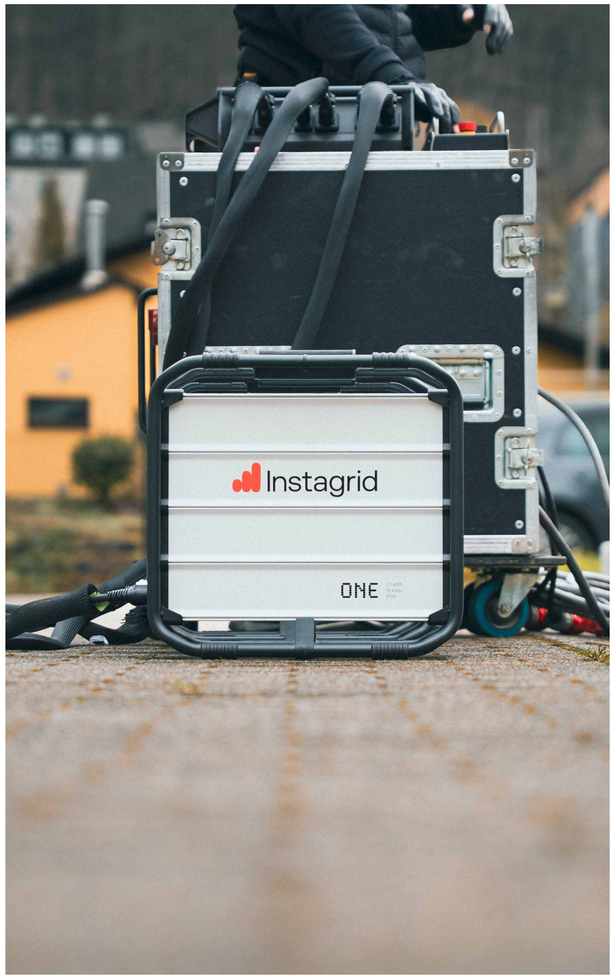
The total amount of lead placed on the market was calculated by multiplying the amount of lead per product by the sales volume of the respective products. Since Instagrid outsources manufacturing, these SVHCs leave facilities within the finished products in the total amounts shown in the table below:

In 2025, Instagrid executed a series of foundational actions, including reviewing all historical declarations, mapping portfolio-wide compliance gaps, integrating supplier-level insights on substances of concern and requesting updated documentation from key suppliers. Operational improvements include uploading all REACH and RoHS declarations into the engineering document control systems, strengthening traceability through linked supplier materials and maintaining an up-to-date database for portfolio-level tracking. The company also standardised customer-facing templates and instituted bi-annual updates aligned with changes to the EU's REACH SVHC list. Collectively, these actions ensure consistent documentation and better control of compliance across the supply chain.

Total SVHC Per Year	2023	2024	2025
Human health and environmental hazard (H3xx & H4xx)	19.58 kg	19.11 kg	21.01 kg

Future Targets and Outlook

Looking ahead, a major focus will be expanding supply-chain transparency in line with evolving EU expectations by building clearer visibility into downstream material flows. Combined with ongoing work on PFAS readiness, enhanced regulatory monitoring and expanded compliance coverage beyond REACH and RoHS, these initiatives position Instagrid to proactively manage rising compliance complexity while supporting sustainable, resilient product innovation.



Product End of Life

We are committed to closing the loop.

Our Approach and Policies

The end of life of battery-based products is strictly monitored in the EU under the EU Battery Regulation (Regulation (EU) 2023/1542) and specific national regulations such as the Batteriedurchführungsgesetz (BattDG) in Germany. These regulations continue to guide our approach and shape our action plans for 2026 and the following years.

As a technology-driven company with the ambition to take a holistic approach to sustainable power supplies, we not only consider the use phase of our products but also their end-of-life stage. Against this backdrop, we conducted a comprehensive analysis of the European Li-ion battery recycling landscape, covering regulatory drivers, infrastructure, capacities and process technologies. Building on this market-level view, we assessed the recyclability of Instagrid ONE both conceptually and through hands-on recycling trials in collaboration with multiple recycling companies, gaining real-world insights into processing methods, material recovery potential and operational challenges. In parallel, we examined the practical and regulatory feasibility of a centralised manufacturer take-back system, analysing barriers such as decentralised product distribution, hazardous-waste classification, and cross-border logistics. Based on all findings, we derived a strategic approach to end-of-life battery management.

Our Actions

The actions for our products' end of life are centred around internal product development and downstream activities:

- **Real-world take-back feasibility assessment:** We analysed operational and regulatory barriers—including decentralized product distribution, hazardous-waste classification, ADR transport requirements and cross-border logistics costs—and determined that a centralised manufacturer take-back system is not economically scalable. Unlike large automobile manufacturers or battery cell producers, Instagrid, as a small company, does not have a widespread network of our own collection points such as sales or service locations, nor do we have sufficiently large quantities in a single location to establish economically efficient collection and transport processes. Based on these findings, we continue participating in established European battery take-back schemes as a pragmatic, legally compliant, scalable, and customer-friendly solution for end-of-life battery management. In markets outside Europe, such as North America, where established collection systems for our specific type of battery are not available, we provide customer-friendly return solutions to ensure responsible end-of-life handling and proactively engage in initiatives to inform and evolve policymaking.

In total, we ensure take-back solutions across 29 countries.

- **Implementation of design strategy:** We include the Design for Repair principles as part of our Guidelines for Sustainable Product Development to facilitate the dismantling of our product into single components at their end of life. Ideally, our products would never have an end of life but rather stay in use for as long as possible. We support this ambition through Design for Repair and re-use principles as well as offering an above-industry-average four-year warranty, reflecting our confidence in the durability of our products. While they are designed for a long service life and typically operate well beyond the warranty period, our products ultimately do reach their end of life.
- **Practical recyclability testing:** To better develop an internal Recycling Strategy, we have teamed up with external recycling experts to understand innovative technologies and assess our products' recyclability in these processes. Currently, 91% of Instagrid ONE product can be recycled according to a study carried out by an independent partner, the FIT Institute.

Recycability rates per product including packaging and cable

	Instagrid ONE	Instagrid GO	Instagrid LINK
Material recycling	79.5%	74.6%	63.1%
Energy recovery	11.4%	15.7%	33.9%
Disposal	9.1%	9.7%	3.0%
Total Recyclability	90.9%	90.3%	97.0%

However, this recyclability rate describes the theoretic potential of our product to be recycled.[55] The actual recycling process has not been conducted as part of this study. In collaboration with multiple recycling companies, we therefore assessed the recyclability of Instagrid ONE both conceptually and through hands-on recycling trials. The aim was to understand, based on real practical experience, different recycling processes as well as the specific handling of Instagrid ONE systems and modules, to identify opportunities and challenges of material recovery, and to obtain feedback on recyclability and achievable recycling efficiencies.

Overall, the modular design of Instagrid ONE enables a comparatively simple disassembly, which was explicitly confirmed by the participating recycling companies. In particular, the separation of the main assemblies could be carried out without specific instructions from Instagrid or product-specific prior knowledge. This recycling-compatibility is a significant advantage, as uncomplicated disassembly increases safety and improves the efficiency of downstream recycling processes.

The recycling trials resulted in different recycling efficiency values; however, these could only be compared to a limited extent. The reason lies less in the different process routes themselves than in inconsistent definitions of reference parameters—such as cell chemistries, component levels or input and output fractions—and calculation methodologies. Consequently, differing numerical results arise that cannot readily be used as direct comparison metrics.

Against this background, the new EU Battery Regulation introduced a standardised methodology for calculating and verifying recycling efficiency and material recovery rates for end-of-life batteries. The Delegated Regulation (EU) 2025/606, published in July 2025, establishes binding EU-wide rules for calculating recycling efficiency and documentation, thereby creating a harmonised framework intended to enable greater comparability and reliability of data in the long term. It defines standardised requirements for recording and reporting input and output fractions, documentation formats and verification procedures by the competent authorities.

Regardless of the recycling trials conducted, a material recovery rate of up to approximately 73.5% can be derived for Instagrid ONE under idealised assumptions.[56] This figure refers explicitly to material recovery, meaning the share of materials that are actually recovered and returned to use as secondary raw materials, and does not include energy recovery, where input fractions are thermally treated or incinerated to generate energy without reintroducing materials into the material cycle. The best-case estimate is based on the material composition of the product and the recycling routes generally available for the individual input fractions. The largest material losses occur in electronics and plastic fractions, whereas comparatively high recycling efficiencies are expected for metallic components (battery cells, aluminium housing, copper, steel). Accordingly, material recoverability increases with a higher metal content in the product.

55 Describes the mass fraction of Instagrid ONE (incl. packaging and charging cable) that can be fed into both material recycling and energy recovery processes

56 Based on technologically available recycling processes with the highest recovery rates for the individual material fractions of Instagrid ONE

Future Targets and Outlook

Looking ahead, we will continue to systematically advance our end-of-life strategy in alignment with the EU Battery Regulation and evolving market conditions. Our focus for the coming years will be on further embedding circularity principles into product development, strengthening internal expertise on battery recycling, and aiming for more transparency regarding material flows and recycling pathways.

We aim to continuously improve Design for Repair and Design for Recycling principles in future product generations to extend product lifetimes, simplify dismantling, and increase material recovery potential.

As we expand into new markets, we will broaden our participation in national battery take-back schemes where available. At the same time, we seek to reduce the complexity of market-specific return processes by providing clearer information to customers on their role in waste prevention and battery collection, and by offering additional support wherever returning our products via established take-back schemes is not reasonably feasible. In countries where take-back schemes are not currently available, such as Australia, we will engage in initiatives to introduce or support recycling schemes.

With growing return volumes and maturing regulatory frameworks, we will periodically reassess additional take-back and recycling models. Despite administrative and policy-related challenges, we remain committed to exploring innovative recycling approaches in the long-term and to building strategic partnerships in this field. Our current participation in established collection schemes therefore serves as a scalable and compliant foundation on which future circular solutions can be developed.

Expert Insight

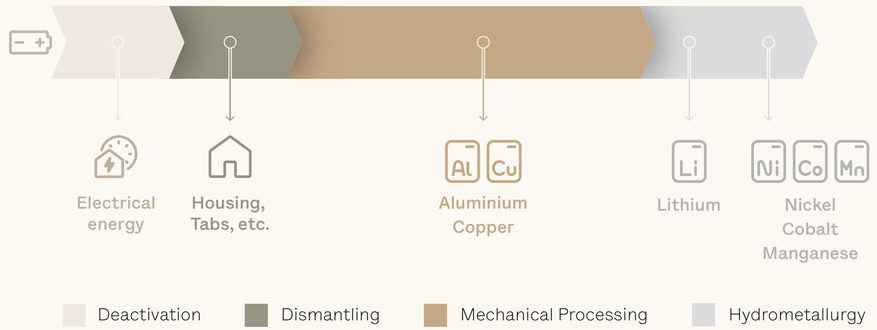
The landscape for battery recycling in Europe

In recent years, lithium-ion battery recycling has gained significant importance in Europe, driven by European legislation, the ramp-up of e-mobility and cell production, as well as strategic considerations regarding raw material security and more resilient supply chains.

Accordingly, extensive recycling capacities have been built and announced across Europe. Current analyses indicate that these capacities exceed the current and medium-term expected demand for recyclable lithium-ion batteries. This imbalance is less an expression of oversupply and rather the result of forward-looking infrastructure development combined with a delayed ramp-up in end-of-life volumes. Many batteries are still in their first-life use, while simultaneously the increase in e-mobility usage and European cell production is progressing more slowly than originally forecasted. As a result, both end-of-life volumes and production scrap are currently lower than expected.[57, 58]

Lithium-ion battery recycling can generally be divided into pretreatment and refinement. During pretreatment, batteries are deactivated, dismantled, and mechanically processed into so-called black mass, while the actual recovery of valuable and critical battery raw materials takes place during refinement. There is no single standardised process route; rather, mechanical, pyrolytic, pyro- and hydrometallurgical steps are combined in varying sequences and processing depths. In Europe, hydrometallurgy has clearly emerged as the core process in refinement. Pyrolysis in pretreatment or pyrometallurgy as a (partial) process in refinement is now only used occasionally. Overall, the mechanical–hydrometallurgical process route without thermal treatment steps is expected to offer the greatest level of robustness, economic viability, environmental compatibility, and recycling efficiency in the medium to long term.[59]
The following illustration shows the individual steps in this process route as well as the components and materials that can be recovered. [60]

Mechanical-hydrometallurgical process route



If you are interested in a deeper dive into the world of battery recycling, you are welcome to read our Whitepaper here.

57 Fraunhofer ISI (2025): Recycling capacities for lithium-ion batteries in Europe are expected to exceed demand in Europe for the time being. Battery Update, 24 July 2025
58 EUWID (2024): Batterierecycling in Europa und weltweit vor großen Herausforderungen. EUWID Recycling und Entsorgung, 21 September 2024.
59 FTraWeBa; Fraunhofer IKTS (2024): 20 Herausforderungen und Potentiale aus der Batterieforschung - Von Anoden bis zum Recycling. 21 October 2024. Available online.
60 Doose, S., Mayer, J., Michalowski, P., & Kwade, A. (2021): Challenges in Ecofriendly Battery Recycling and Closed Material Cycles: A Perspective on Future Lithium Battery Generations. MDPI.

Customer Health and Safety

We provide clean power for safer workplaces.

Our Approach and Policies

Diesel and gas-powered combustion generators are currently the standard source of power supply when grid electricity is unavailable. These small combustion engines have a negative impact on urban air quality and harm the health of people working and living in surrounding environments due to high local emissions such as nitrogen oxides (NOx) and carbon monoxide (CO). Additionally, they cause significant noise pollution. As a response, cities, municipalities and states are starting to implement stronger restrictions and outright bans (e.g., California Generator Ban[61]) on the use of fuel-driven combustion generators on construction sites and filmsets across Europe and in North America. Instagrid's Environmental Policy[62] aligns with our business mission to cut local air pollution and improve air quality for professional workers in these sectors.

Same NOx emissions:

1H
of using a gasoline generator

258KM
driving a passenger vehicle

That's from Stuttgart to Frankfurt and back.

Our Actions

We are committed to our mission: Powering those who keep us going, anywhere, through clean, reliable energy. The availability of a clean mobile power supply removes friction, risk, and unnecessary effort, often in particularly demanding or power-intensive environments. Our products allow a freedom: with clean portable power professionals can focus on the job, not the energy behind it.

The modular design of our portable power supplies renders excessive cabling unnecessary, ensuring a safer and simpler workflow for users. To quantify this positive impact on workers' health and safety we have built a comprehensive Impact Model[63] based on our Life Cycle Assessment, using emission measurements as well as IoT data to extrapolate user behaviour. This allows us to support customers in quantifying their impact on the ground with robust data and supports us in tracking the progress over time. Based on this data, customers can easily understand the impact they have on their workers' health and safety by cutting local air pollution at their workplaces. A comprehensive emission analysis (below) conducted by Instagrid together with our external partner TÜV NORD in 2024 captured the following negative impact of small diesel and energy gas generators on local air quality:

Local impact emission analysis for a high-profile user

Power Product Type	NOx	CO
Gasoline Generator	0.002 kg/kWh	3.49 kg/kWh
Diesel Generator	0.04 kg/kWh	0.08kg/kWh
Potential lifetime savings per Instagrid unit[64]	7.2 kg/kWh	5,576.8 kg/kWh

61 California State Assembly Bill 1346
62 For more information on our Environmental Policy please see chapter 'Climate Change Mitigation & Adaptation'
63 Our Impact Model methodology is described in chapter 'Power Climate Action'
64 LBased on an expected lifetime of 1680 kwh for Instagrid GO and ONE and a market share of 95% gasoline generators and 5% diesel generators as per customer interviews

With our category-leading technology we put the impact directly in our customers' hands. By 2025 we provided them with the potential of cutting a total of 401 tonnes of local NOx emissions and 310,457 tonnes of CO emissions to our customers.[65] This is an equivalent of taking >440,000 cars off the streets. For the year 2025, this amounts to a potential of 123 t NOx emissions and 95,324 CO emissions. The table below demonstrates our progress on cutting local air pollution over years:

Cumulated air pollution savings[66, 67]

Air Pollutants	2021 & 2022	2023	2024	2025
NOx	81 t	181 t	278 t	401 t
CO	62,605 t	140,270 t	215,132 t	310,457 t

Future Targets and Outlook

By 2030, we aim to provide a pollutant-free power source for 3 million people in their workplaces and cut 9,000 tonnes of NOx emissions and 7,000,000 tonnes of CO emissions.[68]

As we expand our product portfolio, we also strive to expand the number of units with active IoT. This will allow us to continuously equip our database with actual user-data and adapt our impact calculation accordingly.

"We used Instagrid GO on a remote crane system in a challenging manufacturing environment. At certain points, power had to be shut down, but corded tools were still needed. Instagrid GO is much lighter than a gas generator and provided the power we needed, for as long as needed to operate all the tools to complete the job."

— Dave Ketting, Foreman, Skanska

65 Potential emission savings over product life cycle; calculation methodology described in chapter 'Power Climate Action'

66 Potential emission savings over product life cycle; calculation methodology described in chapter 'Power Climate Action'

67 Starting in 2025 we calculated our sales numbers based on financial data rather than units shipped in order to improve data accuracy and consistency, so previous years' emissions savings were updated accordingly

68 Emission savings potential over entire product life cycle

Working Conditions in a Responsible Supply Chain

We dig deeper to understand the full picture.

Our Approach and Policies

Companies can cause, contribute, or be linked to potential negative environmental and social impacts throughout their supply chain, ranging from violation of international human rights, national working rights to environmental harm. Addressing these challenges along the supply chain is a complex and challenging journey, especially for a small-medium sized business such as ours.

At Instagrid, we have prioritised the Principles of Responsible Sourcing from the outset to address potential challenges early on in our partnerships. We have developed a Responsible Sourcing Strategy, committing ourselves to safeguard labour rights, human rights, health and safety and environmental protection in our upstream value chain. Through this document, Instagrid's key suppliers are contractually obliged to adhere to locally and internationally recognised labour rights and sustainability standards. This is supported by our Human Rights Policy, which describes Instagrid's commitment to uphold and safeguard international human rights in its supply chain—ranging from health and safety, data privacy, freedom of association to fair remuneration as well as modern slavery and child labour. The implementation of this policy is monitored in close collaboration between the Sustainability, Procurement and Legal team through contractual agreements, assessments and on-site audits.

Our principles, along with due diligence measures we take across our supply chain, align with the following internationally recognised standards on Business and Human Rights:

- OECD Guidelines for Multinational Enterprises
- International Labour Organisation (ILO) core labour standards
- UN Guiding Principles on Business and Human Rights
- UN Global Compact: The Ten Principles
- ISO 45001 and 14001.

Our Sustainability team continuously collaborates with the procurement and quality department to undertake a range of specific measures and assessments to comply with these international frameworks and guidelines, and they form a key part of our sustainable sourcing approach. In 2025, no major cases of non-conformities were identified during supplier assessments in our supply chain.

We strive to choose suppliers that align with our environmental and social responsibility goals where possible, and we expect them to adhere to our Principles of Responsible Sourcing. To facilitate a healthy relationship with our suppliers, we maintain transparency on our business outlook and stick to contractual volumes regardless of the business environment. More information on our engagement with suppliers and workers in the value chain are described in the Appendix: 'Double Materiality Assessment.'

Supply Chain Risk Assessment

In 2025, we continued mapping our supply chain, and as with the previous year, we covered 100% of our supply chain on the basis of 95% of total expenses. As part of this mapping, we identified the most significant supplier categories based on our spend data: Product, Services, Office & Work Equipment, Software, Research and Development (R&D), Logistics, Marketing and Travel.

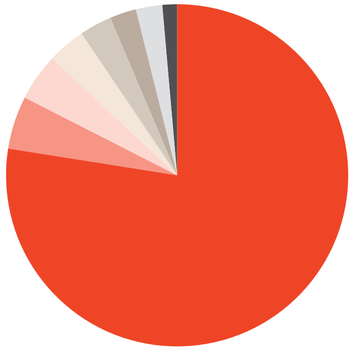
After conducting this high-level overview, we undertook a supply chain risk assessment that focused on product-related suppliers, given that they constitute the largest portion of our expenses: 79.95%. As per our spend-based approach 99.6% of our direct product-related suppliers are located in Europe and the remaining 0.4% in the United States and China. However, in 2024 we set the objective to shift from a pure expense-based approach to a product-centric approach. We used the bill-of-material as basis of

this assessment to include indirect suppliers, and considered different risk indicators such as country risks, component-related risks and supplier relationships.

This approach helped us identify 13 potential high-risk suppliers, including within our deeper supply chain. All suppliers were requested to participate in a Self-Assessment Questionnaire. Alternative assessments such as ISO certificates, EcoVadis scores or comprehensive documentation were accepted. This allowed us to move 15% of assessed suppliers to a low risk level, 69% to a medium risk level and 15% remain potential high-risk suppliers due to a lack of information provided. In 2026 we will continue the efforts to engage with our potential high-risk suppliers and extend our existing supplier risk assessment.

Our Actions

To closely monitor compliance with our Responsible sourcing principles at our key suppliers we have implemented a set of actions:



79.95%	Product
5.01%	Office & work Equipment
4.69%	Services
3.70%	Software
3.05%	R&D
2.69%	Logistics
2.37%	Marketing
1.35%	Travel

- **Sustainability Audit Program:** Our Sustainability Audit Program covers strategic Tier 1 and Tier 2 suppliers. The audit covers the areas describe in our Principles of Responsible Sourcing and serves to identify potential risks and impacts in relation to it. In total, we have conducted four Sustainability Audits, but the most recent was conducted in early 2024, and covered 80% of our contract manufacturers. The audit results showed that all contract manufacturers ranked either A or B ratings. An A rating signifies performance, which exceeds expectations, and a B rating indicates meeting expectations with minor deviations from our Principles of Responsible Sourcing. All corrective actions have been implemented accordingly to prevent and mitigate risks and impacts. No suppliers were identified as having significant,[69] actual, or potentially negative social or environmental impacts. The remaining 20% of suppliers not included in the audit are in low-risk countries[70] and are not therefore subject to the obligatory Sustainability Audit. No new direct suppliers were onboarded in the last business year; therefore, no audit was conducted in 2025.[71]

- **Corrective Action Plans:** All negative impacts and risks that have been identified during an audit are consolidated in a supplier specific corrective action plan to ensure quick mitigation. Actions are separated into three categories: (1) required actions that must be implemented within a specific timeframe (2) recommendations and (3) for consideration. Mitigation measures (required actions) are suggested by Instagrid's Responsible Sourcing Team with an estimation of allocated resources and a deadline for implementation. Suppliers are invited to provide feedback on suggested measures to prevent and mitigate negative impacts. After this feedback period the implementation of the aligned measures is monitored by Instagrid in collaboration with a responsible person at the relevant supplier. Supplier Trainings and Dialogues: Our Responsible Sourcing Strategy builds on transparency, auditing and a supportive and developmental mindset, and we are seeing the benefits of this across our supply chain..

69 Defined as zero tolerance such as child labour, modern slavery, significant threats to employee health and safety, exposure of employees to precarious working conditions.

70 Our country risk assessment is based on international risk indicators such as the Failed State Index, Corruption Perception Index, Environmental Performance Index and the Human Rights Index

71 With a threshold of >0.5% turnover

Supplier development remains a priority for our employees, partners, and communities. We developed a supplier training in 2024 and have further enhanced this approach in 2025. As a concrete example, we collaborated with a Tier 1 supplier to deliver training on the calculation of corporate carbon footprint according to the GHG Protocol and conducted a deep dive into their calculation and provided feedback. This was a very valuable experience with mutual learnings and benefits and supports our upstream data collection process to identify and prevent environmental impact in the production process.

Through specific initiatives like this, we seek to increase trust and transparency among our suppliers. We have also initiated dialogue and data collection within our deeper supply chain, including battery cell suppliers, to understand the necessary due diligence measures related to critical raw materials, human rights, and environmental considerations. One challenge regarding the environmental data collection is a that we are waiting for the Delegated Act on the EU Battery Regulation to provide guidance on the methodology and required data points. Therefore, we have paused our environmental data collection with cell suppliers until further information is available.

Future Targets and Outlook

We are dedicated to being the trusted partner for our suppliers on matters of environmental and social sustainability, striving to build lasting partnerships founded on mutual commitment and shared goals. We acknowledge that these measures are a first step towards bringing transparency to our supply chain and identifying potential risks throughout. To continue these efforts, we will adopt our supply chain due diligence approach to all new contract manufacturers that will be onboarded in 2026 and measure its successful implementation through sustainability audits. In addition, we will extend and update our Supplier Risk Assessment in 2026 and will continue the assessment of our potential high-risk suppliers.

Social Dialogue within the Supply Chain

We encourage open communication to maintain fair working conditions.

Our Approach and Policies

Instagrid believes in the power of social dialogue through transparent communication, open consultation and fair negotiations regarding working conditions between employers, workers and government representatives. Each party must be able to express their opinions freely without fear; therefore, Instagrid is committed to supporting the right to join trade unions and engage in bargaining collectively against employer pressure. This has been integrated as one of the key elements in our Principles of Responsible Sourcing for our direct suppliers.

We believe in fostering social dialogue by talking directly with the individuals who work on our products. It is the only way to deeply understand potential issues, receive relevant feedback and build trustful and robust partnerships. That is why we conduct regular employee interviews within our audits, rather than talking only to management.

Our Actions

To support transparent communication and open dialogue we have started two actions in our upstream supply chain:

- **Supplier employee interviews:** As part of our supplier audit program, we carry out employee interviews in our supply chain (Tier 1 and 2) to learn about working conditions and union membership catalysing social dialogue. These interviews are based on our Principles of Responsible Sourcing and international frameworks they are built on and help us to prevent or mitigate risks and impacts.[72]

  In 2025 no sustainability audit was scheduled and therefore no social dialogue was carried out. Our last social dialogue was carried out in 2024, and the discussions took place at one supplier in two groups of four to five people with a mix of different job roles, contracts, genders, and ages. This helped us to ensure a balanced representation of workers in the value chain including vulnerable groups such as women, migrant workers, low-skilled workers or shift workers. If available a legitimated workers representative is included. Ideally a line-operator represents the most senior role; however, if required by the supplier, a member of the management team may participate. In these cases, we aim to prioritise the Sustainability Manager. As part of these interviews, we assess if employees are aware of the suppliers' procedures to address any concerns and needs as well as their right to join trade unions and engage in collective bargaining. The results of these interviews help us to manage actual and potential impacts in the supply chain by being included in corrective action plans as well as informing our supply chain risk assessment. In addition, it helps us to understand and implement preventive measures where Instagrid's own activities may have caused or contributed to negative impacts, such as peak production. These interviews take place as part of regular on-site audits as such the frequency depends for each supplier on the outcome and findings and the final audit and risk score. The effectiveness of this dialogue approach is tracked via the implementation of measure set out in our corrective action plan as well as feedback provided from suppliers and its employees.

- **Whistleblowing procedure:** In addition, we launched a whistleblowing policy and procedure that allows all employees at our direct suppliers and other business partners to raise any complaints related to misbehaviour when it comes to Instagrid's Code of Conduct. This supports the mitigation of risks and impacts and access to remediation for workers in the value chain. The Whistleblowing tool is published on our website here and has been communicated to our strategic suppliers and their employees. As part of our employee interviews, we assess whether the employees are aware of their possibility to file complaints via Instagrid's supplier-specific procedure. To increase awareness and communication this is included as a finding in the respective corrective action plan and will be mitigated in collaboration with the supplier respectively. The Whistleblowing tool is accessible in various languages and allows reporters to raise concerns or report negative impacts anonymously via the online platform.[73] No cases were filed by suppliers in 2025. General information on our Whistleblowing Procedure and related actions and objectives are described in chapter 'People and Culture.'

Future Targets and Outlook

In early 2026, two years after implementing our Whistleblowing tool, we will evaluate the effectiveness of this procedure based on the criteria set out by the United Nations Guiding Principles. This will allow us to understand if the tool is accessible to all workers at our strategic suppliers and identify potential entry barriers. In addition, we will continue our audits with new strategic and direct high-risk suppliers in 2026 to foster an understanding and mindset of open dialogue and transparent communication by promoting the rights to join trade unions and engage in collective bargaining

72 For more information on our Principles of Responsible Sourcing please see chapter 'Workers in a Responsible Supply Chain'

73 More information on our Whistleblowing Process can be found in the chapter 'People & Culture'

Child Labour and Modern Slavery

We strive to rule out unethical working conditions.

Our Approach and Policies

As a small company, child labour and modern slavery are complex topics to tackle within the context of a supply chain. Both issues are severe and driven by various factors related to global and systemic economic imbalance. They are particularly evident in developing countries where artisanal mining serves as the primary livelihood of households. In the battery technology sector this is mainly linked to extraction of cobalt or gold as well as in the processing of these raw materials. Specific vulnerable groups that are at greater risk to suffer from negative impacts of child labour and modern slavery are women, migrant workers, children as well as young workers.

Instagrid recognises the risks of sourcing these critical raw materials within our industry for specific components. Our Supplier Code of Conduct ('Principles of Responsible Sourcing') as well as our Human Rights Policy specifically address the prohibition of child labour, modern slavery as well as human trafficking.[74] Our Supplier Code of Conduct is a fixed part of contractual agreements with our direct suppliers and includes a cascading approach to the deeper supply chain. We are guided by ILO Convention 138, 182 29 and the UN Guiding Principles on Business and Human Rights in our efforts and comply with national legislation in the countries we operate in.

Our Actions

We have adopted the following actions to identify, avoid, and prevent child labour and modern slavery along our supply chain:

- **Regional sourcing strategy:** We prioritise direct suppliers located in Europe to prevent potential risks associated with the sourcing process in high-risk countries (as indicated in UNICEF Child Labour data and the Global Slavery Index).[75] Based on our expense-approach, 99.94% of direct product related purchases in 2025 were made in countries with low risk of modern slavery and child labour. Only 0.06% of purchases were made in China with a medium risk exposure to child labour and modern slavery. We continue implementing this regional sourcing approach for future supplier selection processes in 2026.

- **Mapping the supply chain:** To identify and prevent potential risks and impacts in our deeper supply chain we have conducted a supply chain risk assessment using a bill of material approach.[76] This approach has captured 13 potential high-risk suppliers of which five are located in China, a medium risk country with potential exposure to child labour. We have continued our engagement with them in 2025 to gain a deeper understanding of their human rights due diligence in regards to child labour. The results helped us to inform and improve our risk assessment of four Chinese suppliers and helped us to identify follow-up measures for one supplier.

- **Joining forces:** We believe that complex issues must be tackled together, therefore we have initiated dialogue within our deeper supply chain, focusing on battery cell suppliers, to understand their due diligence measures related to modern slavery and child labour. We have continued this dialogue throughout Q2/2025 and conducted a first assessment of the provided information to see how it informs our risk assessment approach.

- **Carefully considering partnerships:** When selecting our direct suppliers, we exercise thorough consideration, taking into account risk factors. In addition, we conduct background research into our suppliers which helps us in preventing high risk exposure through our partners. We expect our partners to share our values and conduct due diligence for their own supply chains and check their supply chain due diligence maturity.

- **Audits and questionnaires:** In 2025, we expanded our internal sustainability audit program and a Supplier Self-Assessment Questionnaire that includes questions to identify potential child labour and modern slavery practices. This Self-Assessment Questionnaire was sent to all 13 potential high-risk suppliers and helped us to determine next steps in 2026.

Future Targets and Outlook

In 2026 we will continue our efforts to join forces in the deeper supply chain, specifically with our Chinese suppliers through continuous dialogue and assessments. In addition, we will reevaluate existing and potential memberships in global initiatives will help us to actively increase our leverage in the deeper supply chain. We continuously work on expanding our supply chain mapping while gathering more information on our deeper supply chain.

74 More information on our Human Rights Policy and Principles of Responsible Sourcing, its scope and implementation can be found in chapter 'Working Conditions in a Responsible Supply Chain'

75 For countries not covered by the UNICEF Child Labour data, we conducted desk research using other publicly available sources

76 Both approaches are described in chapter 'Working Conditions in a Responsible Supply Chain'

Gender Equality, Diversity and Inclusion

We believe that diversity drives innovation.

Our Approach and Policies

At Instagrid, we embrace a work style that's refreshingly free from the ordinary. We're a group of curious minds building category-defining products, so we maintain a healthy disrespect for the impossible. Collaboration is the cornerstone of our success; our cross-functional teams work together to bring powerful innovations to life.

The Instagrid team is a dynamic melting pot of talent, uniting individuals from 34 countries worldwide.

We take great pride in fostering an inclusive environment that celebrates diversity, with employees hailing from all walks of life. In a male dominated industry, we specifically seek to empower women across all roles and job levels. We do not tolerate any discrimination based on age, disability, (non-) gender, marriage and civil partnership, pregnancy, maternity and paternity, nationality, and ethnic or national origin, religion or belief or sexual orientation.

To support this, we have adopted a comprehensive Diversity, Inclusion and Equality Policy and a Human Rights Policy. Both are guided by the ILO Convention 138, 182 29 and the UN Guiding Principles on Business and Human Rights. The Human Rights policy outlines our commitment to uphold human rights through practices that foster a culture that values diversity and maintains equal opportunities among all employees. This is supported by our Diversity, Inclusion and Equality Policy which specifically outlines our efforts to oppose and avoid all forms of unlawful discrimination[77] and provides information on how to raise complaints related to this topic. Our People and Culture team closely monitors the implementation of this policy and effectiveness is tracked via our whistleblowing procedure[78] and disciplinary processes.

77 The following grounds of discrimination are covered in our policy: Age, disability, (non-)gender, marriage and civil partnership, pregnancy, maternity and paternity, nationality, and ethnicity or national origin, religion or belief, sexual orientation

78 For detailed information on our Whistleblowing Procedure, please see chapter 'People and Culture'

Our Actions

To foster a culture of equality, diversity and inclusion we have set out different measures:

- **Balanced Hiring:** In 2025, Instagrid strengthened its commitment to building a diverse and inclusive workforce by introducing mandatory guidance for all recruiters to ensure that candidate shortlists reflect gender balance whenever feasible. Recruiters are instructed to aim for shortlists that include 50% women and 50% men, while explicitly ensuring that all other gender identities are equally welcomed and considered throughout the recruitment process.

- **Inclusion Measures:** While we seek the best talents around the world, we support people in relocation and language trainings to ensure a smooth transition and help people to develop their full potential.

- **Whistleblowing Procedure:** Any form of concerns or violations of our policies can be raised by employees anonymously via our whistleblowing procedure. No complaints related to discrimination or violation of other human rights were recorded in 2025.

To foster a culture of gender equality we have assessed different data and adopted specific measures:

- **Gender Pay Gap:** We carefully measure our gender pay gap and strive to proactively reduce payment inequalities. In the past we calculated an adjusted gender pay gap across equivalent roles, levels of seniority, and all locations, comparing it to data from similar company profiles. Since 2024, we have used the methodology defined in the ESRS and calculated an unadjusted gender pay gap.[79] Our gender pay gap slightly increased in 2025, but we successfully managed to keep it lower than the EU average of 12%.[80] Regardless, we aim to decrease our gender pay gap to <6% in 2026.

Unadjusted gender pay gap	2022	2023	2024	2025
All employees	6.6%	9.6%	6.0%	8.3%

- **Levelling Project:** We have set up an extensive levelling project to establish a compensation and performance management strategy, ensuring overall equality and preventing discrimination. As a result of this project, all employees are paid in line with applicable industry benchmarks. The remuneration ratio between the highest salary and the median salary for all other employees is 3.5.[81] This is a decrease of 5.4% from 2024, which indicates that we are reducing our internal pay disparity and improving our pay ratios across job levels.

- **Gender Equality:** In 2024, Instagrid conducted an extensive organisational levelling project to establish a transparent and equitable compensation and performance-management framework. This initiative ensured consistency across roles, reduced the risk of structural bias, and aligned all employee compensation with relevant industry benchmarks. Building on this foundation, in 2025 we continued to reinforce our equal-pay principles by ensuring that remuneration for comparable positions is equitable regardless of gender or any other personal characteristic. These measures support our commitment to fairness, non-discrimination and an inclusive organisational culture as we grow.

79 Gender pay gap = (average (male employee hourly salary) - average (female employee hourly salary)) / average (male employee hourly salary) x 100%; the calculation does not include short- or long-term incentives for specific employee groups and it also excludes students, interns and employees on parental leave

80 According to the EU Commission

81 Remuneration ratio between the highest base salary and the median base salary excluding the highest paid individual; this calculation excludes students, interns and employees on parental leave

Instagrid's People in Data

The following data shows our employee breakdown in headcounts per reporting date 31 December 2025. [82]

Breakdown by headcount and gender

Gender	Count	Share
Female	46	28.6%
Male	110	68.3%
Other[83]	0	0%
Not Disclosed	5	3.1%
Total Employees	**161**	**100%**

Breakdown by role and (non-)gender

Employee Group		Female	Male	Other	Not disclosed
	Total	**No.**	**No.**	**No.**	**No.**
Managing Directors (C-Level)	**3**	0	3	0	0
Senior Leadership Team	**10**	3	7	0	0
Non-leadership employees	**148**	43	100	0	5
All employees	**161**	46	110	0	5

Breakdown by age

All employees	Count	Share
<30	17	10.6%
30-50	122	75.8%
>50	22	13.6%
Total	**161**	**100%**

Breakdown by contract type and (non-)gender

Contract type		Female	Male	Other	Not disclosed
	Total	**No.**	**No.**	**No.**	**No.**
Permanent Full-Time	**140**	33	103	0	4
Permanent Part-Time	**20**	13	6	0	1
Temporary	**1**	0	1	0	0
Total	**161**	46	110	0	5

Breakdown by region

Region	Count	Share
Germany	104	64.5%
Rest of Europe [84]	23	14.3%
UK	17	10.6%
US	17	10.6%
Total	**161**	**100%**

82 Students, interns, and employees on parental leave are excluded from the headcount

83 Gender as specified by the employees themselves

84 Austria, Denmark, Finland, France, Netherlands, Slovakia, Spain, Switzerland

The headcount number of non-employee workers, consisting of employees not directly employed by Instagrid entities and freelancers, was 30 people on average for the year. As we utilise external employees to enter and test new markets, the data fluctuates over the years. We establish new entities and convert non-employees into employees. Additionally, freelancers are engaged to fill resource gaps in projects or provide specialised knowledge for one-time needs, which also impacts the number of non-employees over time.

Future Targets and Outlook

In 2026, Instagrid will continue advancing its commitment to diversity, equity, and inclusion by increasing the representation of women and all genders across both leadership and non-leadership roles. This effort goes hand in hand with maintaining fair and inclusive recruitment practices that ensure equal access to opportunities for all candidates.

We also aim to reduce our gender pay gap to below 6% in 2026 by further strengthening our comprehensive compensation processes. As part of these measures, we designed an annual remuneration review designed to ensure equal treatment for employees within the same job levels. We have identified criteria to help ensure that compensation decisions are fair, consistent, and free from bias.

To monitor the effectiveness of our actions and progress toward our inclusion and pay-equity goals, we will continue using regular assessment tools – such as engagement surveys and performance insights – once organisational capacity allows. This structured, data-driven approach underscores our long-term commitment to building a workplace culture that is equitable, diverse, and inclusive at all levels of Instagrid.

Training and Qualification

We invest in talent for our futures.

Our Approach and Policies

We firmly believe in developing our employees' skills. To this end, we carefully track our peoples' annual training and ensure equal learning opportunities for everyone, regardless of their position or gender identity.

Our Actions

Leadership Development

In 2025, Instagrid strengthened its leadership development framework, recognizing that effective leadership is a key driver of organisational culture, employee engagement, and responsible business conduct. To support leaders in navigating a dynamic and evolving work environment, we introduced a structured learning path consisting of two development levels and complemented it with mandatory German labour-law training for all leaders with teams based in Germany.

Key Actions in 2025:

- **Launch of Leadership Learning Path (L1 & L2):** We introduced a multi-tiered leadership curriculum designed to enhance core leadership capabilities and strengthen leaders' ability to guide teams through change.
- **L1 – Empowering Leadership at Instagrid:** This module focused on building strong communication skills, fostering trust within leadership teams, and strengthening leaders' ability to navigate challenging situations. The program emphasised creating personal capacity through empowered teams and promoted peer learning and collaboration.
- **L2 – Guiding My Team Through Dynamic Environments:** This module supported leaders in effectively managing change, addressing emotional and behavioural dynamics during transitions, and strengthening team cohesion through conflict-resolution techniques and mindset-building.
- **Mandatory Participation & Continuous Learning:** Regular attendance across all modules ensured consistent capability building, while leaders continued to have access to learning resources to support ongoing development.

Through these initiatives, Instagrid reinforced a leadership culture aligned with our values, focused on resilience, empowerment, and responsible people management across the organisation.

Employee Development Actions

In 2025, Instagrid introduced its new Achievement Cycle, a structured process designed not only to evaluate performance but to strengthen the continuous dialogue between leaders and employees. The cycle places equal emphasis on setting clear goals and fostering individual growth, ensuring that development discussions become an integral part of day-to-day leadership.

As the framework was introduced at the end of 2025, our focus for 2026 is to systematically identify and address individual development needs across the organisation. This will support more transparent performance expectations, strengthen capability building, and enhance long-term talent development.

With regards to training, we continued to offer our educational platforms, including Udemy, Elearnio, Bridge and Babbel, which offer materials covering languages, public speaking, feedback, and presentation skills. In 2025 our employees dedicated approximately 7.55 hours per year on average to training, advancing their career ambitions or refining specific soft skills.

The breakdown per gender is as follows:

Gender	Hours per Employee
Female	7.55
Male	7.55
Other	7.56
Not disclosed	7.55

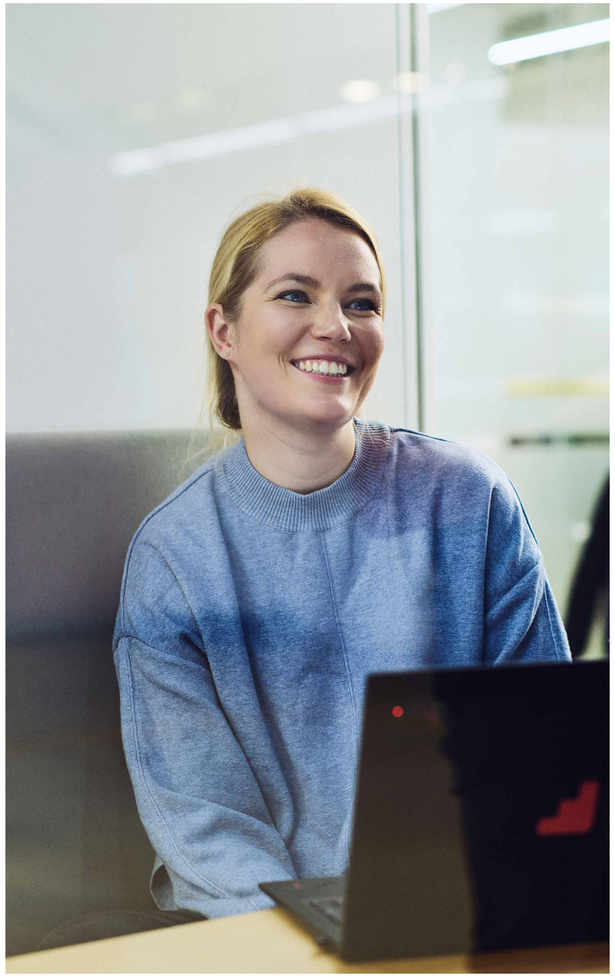
This represents a decrease since 2024, which is due to reduced hiring and therefore fewer training hours for onboarding. To assess this number, we have used track records for Babbel and Bridge and sample testing for Udemy and personal development. These training opportunities are accessible to everyone without any entry barrier.[85]

Certain roles require specific safety training, such as our testing and validation teams. We also arrange individual training through external institutions to address specific needs. As part of this, we have conducted training to enhance leadership skills for our leadership team which will be extended into 2025.

Future Targets and Outlook

In 2026 and beyond, Instagrid will continue expanding its employee development initiatives by introducing tailored internal training programs based on insights generated through the newly implemented Achievement Cycle. This structured approach enables us to identify individual talent needs and provide targeted learning opportunities that strengthen long-term capability building across the organisation.

A key focus area will be the responsible and skills-oriented use of AI. We aim to equip employees with the competencies to leverage AI tools effectively and ethically, supporting improved workflows, enhanced decision-making, and greater operational efficiency at Instagrid. These efforts will help ensure that our workforce remains agile and future-ready in an evolving technological landscape.



We believe passionately in people development and encourage curious mindsets to help drive change. This is important to do both informally and formally to set goals and advance our people and business.

[85] This means that the participation quota equals the full share of gender and roles

People and Culture

We empower our people.

Our Approach and Policies

Instagrid is committed to strong business ethics, human rights protection, and responsible corporate governance. Our Code of Conduct defines our values, environmental commitments, and compliance standards, including strict rules on bribery, corruption, sanctions, money-laundering, and whistleblower protection.

In line with EU and German requirements, systematic working-time recording is part of our compliance framework. The EU established this obligation through the European Court of Justice ruling on 14 May 2019, mandating an objective and reliable system for recording daily working hours. This became mandatory in Germany with the Federal Labour Court decision of 13 September 2022, requiring the documentation of all working hours including breaks. Instagrid implemented a corresponding internal policy in 2025.

People & Culture oversees implementation of the Code of Conduct and working-time policy in collaboration with ESG and Legal. All employees[86] comprehensive training on the Code of Conduct during onboarding, and the training materials and policies remain permanently accessible via our intranet, and employees are informed about updates. In the case of more extensive adjustments, retraining is provided.

Our Actions

- **Working-time recording:** Instagrid complies with the EU requirement for systematic working-time tracking established by the European Court of Justice ruling of 14 May 2019 and with the German obligation confirmed by the Federal Labour Court decision of 13 September 2022, documenting start, end, duration and breaks of daily working hours; Instagrid introduced its internal policy in 2025.

- **Whistleblowing procedure:** Our commitment to ethical business practices extends to our robust whistleblowing framework. In 2024, we established a comprehensive Whistleblowing procedure aligned with the EU Whistleblowing Directive and the German Supply Chain Act. It covers all areas mapped out in our Code of Conduct including business incidents such as corruption and bribery. The procedure is managed internally by our People & Culture department using a secure third-party tool, enabling confidential and anonymous reporting of potential violations and misconduct related to our Code of Conduct from internal and external stakeholders.

The Whistleblowing tool is accessible in various languages and offers multiple reporting channels:

- Direct reporting to immediate managers, who inform the Compliance Officer and People & Culture
- Direct access to the Compliance Officer for sensitive cases
- Anonymous reporting through our digital Whistleblowing System, including written submissions and audio recordings
- External reporting channels for specific circumstances, such as potential public interest threats

We aim for strict confidentiality throughout the reporting and investigation process, with reports handled exclusively by authorised personnel. Reporters receive confirmation within seven days and detailed feedback on follow-up and investigation measures within three months. Our system maintains anonymity when requested while providing secure login credentials for reporters to track their cases. Instagrid's case manager conducts investigations in close collaboration with the People & Culture and Legal department where feasible and ensures the protection of whistleblowers. In 2025, no cases were filed through our Whistleblowing system.

Key elements of our whistleblowing procedure

1. Protecting data and reporters' identity ties carefully thoughout the process to prevent any negative consequences.
2. Adressing violations effectively via:
   - warnings
   - relieving of the duties
   - dismissing from the duties for repeated serious violations
3. Providing confirmation and feedback on the reports within three months for the reporters.

86 All employees encompass full-time employees, part-time employees, temporary employees and non-employees (defined as full-time employees hired as contractors in countries where Instagrid doesn't have a legal entity)

Future Targets and Outlook

As a scaling company, we face constant change and therefore closely monitor the development of our corporate culture. As part of the employee survey, we have also identified potential areas for improvements, especially in communication, processes and organisational structure, and workload. We have set out measures to tackle these areas and will track the effectiveness of it by increasing our Employee Net Promotor Score (eNPS) to >24 in 2026.[87]

Though we operate in a dynamic environment, Instagrid continues to closely monitor and nurture the development of its corporate culture. While previous employee surveys highlighted improvement areas—particularly in communication, processes, organisational structure, and workload—the extensive reorganisation undertaken in 2025 required us to pause both the planned engagement survey and the associated action plans.

Given these capacity constraints, we temporarily postponed our target to improve employee engagement indicators, including our ambition to increase the eNPS. Instead, our primary focus in 2025 has been ensuring organisational stability, transparent communication during change, and supporting employees through the restructuring process.

Looking ahead, Instagrid aims to resume structured engagement assessments once organisational conditions allow. Restarting the survey cycle will enable us to reassess employee sentiment, validate cultural priorities, and re-establish measurable goals for improving engagement and wellbeing. The insights gained will feed into continuous improvements across communication, organisational clarity, and workload management, supporting a resilient and people-centred culture as the company continues to grow.

87 eNPS = % Promoters - % Detractors; score ranges between -100 and +100 and is considered as good if it falls between +10 and +30 indicating a healthy level of employee satisfaction and loyalty

Establishing Strong Partnerships

We believe that lasting change requires strong partnerships.

We believe in creating impact together. We strive to foster genuine and strong alliances globally, sectorally and locally. To do this we proactively seek collaboration with public entities, international organisations and pioneering companies who share our values and goals for the clean energy transition.

Our partnership highlights in 2025 include:

- **Receiving the ESG Transparency Award:** In 2025, we received the ESG Transparency Award at the global ESG Summit in Bonn, Germany, placing us amongst the most transparent and responsible ESG reporting organisations in Europe.
- **Being recognised as a 2025 Bloomberg New Energy Finance (BNEF) Pioneer for innovation:** Recognition of the innovation in Instagrid ONE and Instragrid GO and the impact these solutions have for sustainable energy storage, redefining portable power for off-grid energy needs.
- **Joining the UN Global Compact:** This demonstrates our commitment to responsible business practices by advancing the UN SDGs with other businesses, NGOs, and governments.
- **Publishing a whitepaper with Fraunhofer IBP and Festool:** Under the S-TEC program, we conducted a joint study and published a whitepaper about how to integrate improved ecodesign into product development. The results were presented at Kongress BW in Stuttgart in October 2025.
- **Gaining a listing on the BAFTA Albert Suppliers Directory:** Being listed in the BAFTA Albert Suppliers Directory positions our business as a vetted, sustainable partner for the film and TV industry. It builds industry trust by showcasing our commitment to reducing environmental impact through a rigorous, independent, and industry-specific auditing process.
- **Participating in a Deployment Accelerator in New York:** We have been selected to participate in The Clean Fight's latest Deployment Accelerator, which aims to speed up the adoption of energy storage to ensure that all New Yorkers have reliable, abundant, secure, and affordable clean energy.
- **Actively engaging in the B Corp Community:** This emphasises our commitment to create impact with our product, culture, team and partnerships. We are excited to work with other B Corps to promote sustainable business practices across industries.
- **Participating in the Clean Mobile Power Initiative funded by film industry giants Netflix and Disney:** This was a very important initiative in one of our core sectors film and media.

Each of these initiatives is a powerful platform for us to collaborate and share our expertise on the role of clean mobile energy in the wider energy transition. We constantly seek collaboration with organisations that share our mission for a cleaner future. If you are interested, please get in touch.

JOIN THE MOVEMENT

We constantly seek collaboration with organisations that share our mission for a cleaner future. Join us in making the energy transformation a force for positive change!

Lets talk!
sustainability@instagrid.co

Certified B Corporation

Instagrid

Future Commitments

We are committed to contributing to a (cleaner) environment and doing more for the people who work with us: employees and customers alike. To ensure that we are going in the right direction, we have laid out some commitments for 2026, which we will strive hard to meet.

Circularity

- Expand MCI for our new products: Instagrid LINK MAX, Instagrid GO MIL, and Instagrid GO RESQ
- Expand our recycling partnerships into new markets; in countries where take-back schemes are not currently available, such as Australia, we will engage in initiatives to introduce or support recycling schemes

Environment

- Identify reduction measures for one focus topic within our Scope 3 emissions reduction

People

- Decrease gender pay gap to <6%
- Develop an internal performance management approach

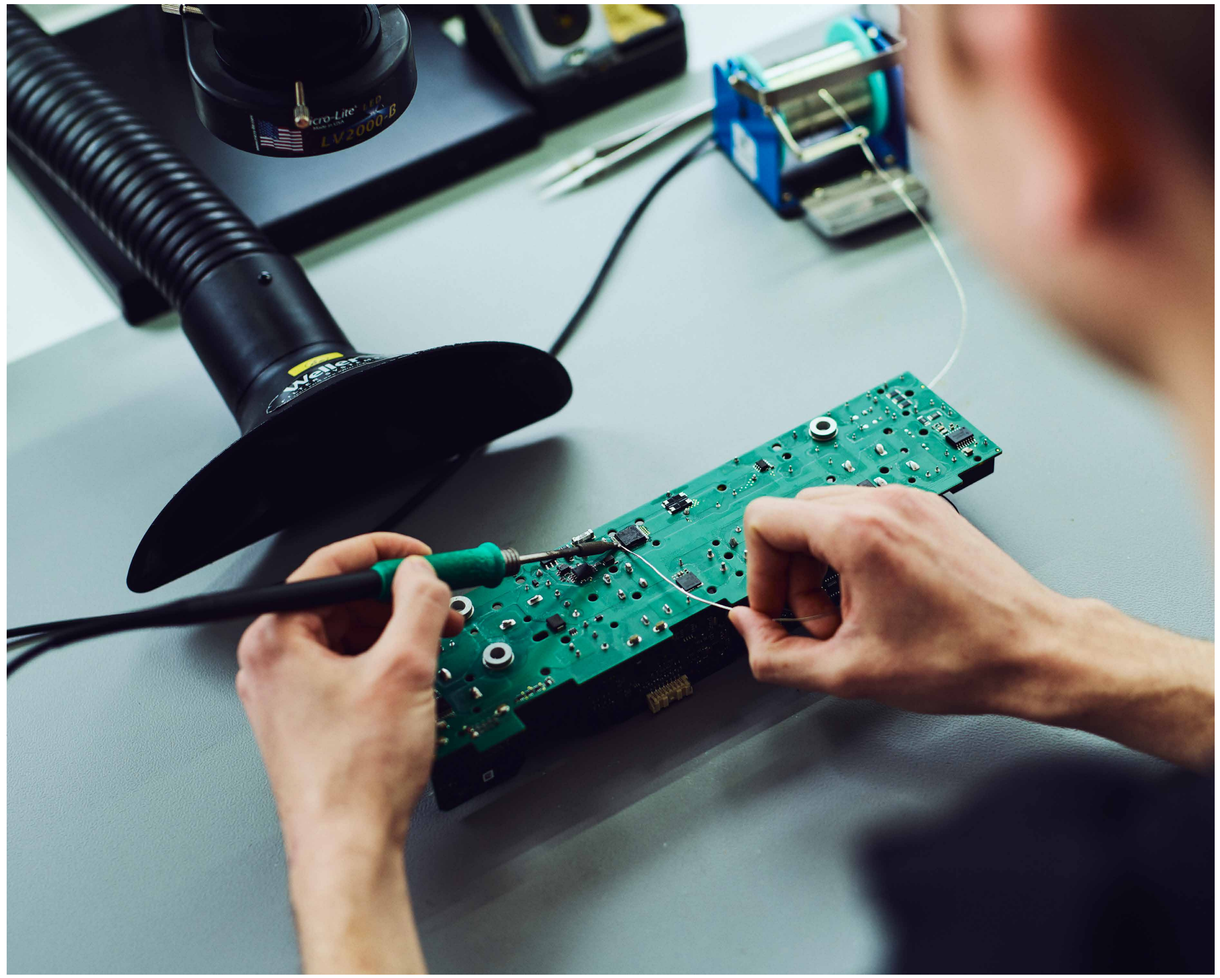
Governance

- Improve eNPS to >24 through targeted measures
- Continue to embed sustainability and ESG into Instagrid's business strategy

Outlook in 2030

By 2030, we are committed to

- Giving 3 million people access to clean energy
- Reducing 23,000,000 tonnes of global CO_2e[88]
- Cutting 9,000 tonnes of local NOx emissions[89]
- Cutting 7,000,000 tonnes of local CO emissions[90]
- Reduce absolute Scope 1 & 2 emissions by 90% (vs. 2022 baseline)
- Reduce Scope 3 emissions intensity across our full value chain (per EUR value added) by 55% (vs. 2022 baseline)



88 Emission savings potential over product life cycle
89 Emission savings potential over product life cycle
90 Emission savings potential over product life cycle

Double Materiality Assessment

We did the groundwork to understand our impact.

Our Approach

Our Double Materiality Assessment is the result of a comprehensive study that was conducted from June to September 2022 and updated in 2024. The analysis was guided by international reporting standards such as the Global Reporting Initiative (GRI) in 2022 and the EU Corporate Sustainability Reporting Directive (CSRD) in 2023.

One key element of the CSRD is the European Sustainability Reporting Standards (ESRS). These are harmonised European reporting standards which companies must apply when preparing their reports. To appropriately apply ESRS, the principle of double materiality must be considered. This means assessing both the impact materiality and the financial materiality of each topic.

As a basis for defining the longlist of potential material topics, we used the list of sustainability matters covered by ESRS. To identify a shortlist of material topics we conducted a step-by-step analysis[91] of each topic, assessing the sustainability matters against the following criteria:

1. Status quo analysis
2. Hot spot analysis (value chain)
3. Impact materiality analysis
4. Financial materiality analysis

To assess our impact materiality, we evaluated Instagrid's actual, potential, negative and positive impacts on people or the environment over three distinct time horizons: short, medium, and long term.[92] We used the following dimensions applying professional judgement when applying the scoring criteria:

- Scale of the impact (Score 1-5): how great the impact is on the environment or people, after consideration of mitigation actions already in place.
- Scope of its effect (Score 1-5): How widespread the impact is based on parameters such as percentage of sites, employees, or financial spend that the impact relates to.
- Potential of mitigation (Score 1-5): How difficult it is to reverse the damage in terms of cost and time horizon of a negative impact.
- Likelihood (Score 0-1): Likelihood of its occurrence based on mitigation measures that are already in place for potential impacts.

For potential human rights impacts, the severity (Average of Scale, Scope and Potential of mitigation) took precedence over likelihood.

To assess our financial materiality, we analysed the financial risks and opportunities over the short, medium and long term. We examined the risks and opportunities affecting our company's cashflows using the dimensions of scale of financial damage and benefit (Score 1-5) and the likelihood of its occurrence (score 0-1). The quantification in monetary terms was aligned with the criteria set in our risk management process. This was supplemented by qualitative assessments due to complexity of defining exact values for specific risk scenarios.

As part of the assessment, we also considered our own business environment such as our value chain,[93] interests and perspective of key stakeholders and our climate risk assessment.[94] Through the assessment, we were able to identify the material impacts, risks and opportunities that fall above the materiality threshold of >1.5 (of a maximum score of 5). The final and consolidated overviews of the material impacts, risks and opportunities were presented to and discussed with internal stakeholders and management.

91 The analyses account for dependencies across stakeholder groups

92 Time horizons are based on the definition in ESRS 1: short-term refers to the period adopted by our financial statements as the reporting period, medium-term is defined as up to five years and long term is defined as up to ten years

93 See chapter 'Instagrid – At a Glance'

94 See chapter 'Climate Change Mitigation and Adaptation'

Stakeholder Engagement

At Instagrid, we prioritise listening to and engaging with our stakeholders. We keep an open dialogue to understand their perspectives, concerns, and expectations. This helps shape and evolve our sustainability efforts, projects, and processes, ensuring we stay aligned with what matters most to them. The insights we gain also play a key role in our due diligence and double materiality assessment.

The Head of ESG Strategy & Sustainability ensures that the Senior Leadership Team and Managing Directors (C-Level) stay informed about stakeholder views on sustainability through regular meetings. These views are reflected in our business strategy as part of the target setting process and built into a top-level company objective. The progress against these top-company objectives is monitored as part of monthly business performance reviews. So far, no significant changes to the business strategy occurred due to the result of stakeholder engagement.

Our key stakeholders are those with a direct business relationship with Instagrid and a strong influence on our operations. They were all part of our 2022 stakeholder consultation, which remains a key pillar of our DMA. Since our business model has not changed, we have kept our stakeholder base the same and consider its results as valid. As part of our 2024 DMA process, we used our in-house subject matter experts as valid proxies for the views of our stakeholders and implemented new engagement formats (see table below). However, in the future, we plan to include civil society and policymakers in our stakeholder mapping and materiality assessment and will ensure to also considering the voices of key silent stakeholders.

Stakeholder	Selected forms of engagement	Purpose of engagement	Examples of outcomes
Own Workforce	• Employee survey • Culture Focus Group • Whistleblowing Procedure • Online Stakeholder consultation • Company-wide all-hands meeting	• Including employees' perceptions and experiences • Fostering a culture of diversity and inclusion	• Improved internal communication flow • Awareness raising campaign on sustainable impact
Suppliers	• Supplier due diligence • Employee Interviews • Whistleblowing Procedure • Sustainability Trainings • Online Stakeholder consultation	• Compliance with our Supplier Code of Conduct • Promoting fair working conditions and human rights • Decarbonising our supply chain	• Streamlined supplier expectations • Trustful and long-lasting partnerships • Informed decision making • Corrective Action plans • Joint environmental projects
Customers/Brand Partners and Key Accounts	• Business Partner due diligence • Customer Interviews • Customer Impact Reports • Online Stakeholder consultation	• Providing sustainable solutions tailored to customer needs • Enabling customers to achieve their targets	• Improvements on products/ services • Increase customer satisfaction • Support in carbon accounting • Improve air quality at workplaces
Investors	• ESG surveys and ratings • Investor calls • Periodic investor updates • Online Stakeholder consultation	• Understanding expectations on sustainability • Attracting responsible investors • Enhancing transparency	• Adapt disclosure to SFDR requirements • Sparring projects

Our Material Impacts, Risks and Opportunities

The following tables list the sustainability-related impacts and risks we have identified and assessed as material from our double materiality assessment process. Any of the IROs could influence our business strategy and we monitor them regularly, and small parts of our business model and strategy are optimised to safeguard against risk and take advantage of opportunities. We will further strengthen Instagrid to be resilient regarding these IROs in the future. Brief descriptions of the material impacts, risks and opportunities are included in the tables as well as their time horizons. More information on how we respond to the effects of our impacts and risks is included in the topical sections under Environment, Circularity, People and Governance.

Each material ESRS standard is presented in the following tables, where we specify the sub-topic or sub-sub-topics that our material impacts and risks relate to, e.g. climate change mitigation, climate change adaptation, and Hazardous Substances. In addition, we indicate in the tables whether the impacts and risks are in our own operations or value chain.

Environment

ESRS	Topic	Type	Affected Stakeholders	Material Impact, risk or opportunity	Description	Time Horizon
E1	Climate Change Adaptation	Negative Impact Risk	All Stakeholders	• Transition and physical climate-related risks could lead to disturbance of value chain • Future financial risks linked to production disturbance due to physical risks may increase	We monitor physical and transitional risks based on our climate risk assessment. Currently no inherent financial risks have been identified. Future financial effects anticipated to be moderate due to climate resilient production locations.	Long-term
E1	Climate Change Mitigation	Negative Impact Risk	All Stakeholders	• Scope 3 emissions will increase as the company grows • Additional costs related to carbon taxation and offsetting may incur	Mobile battery technology is a significant driver of moving away from fossil fuels to achieve a limitation of global warming to 1.5° C. Future financial effects anticipated to be moderate due to scale in production and increasing costs related to carbon taxation.	Long-term
E1	Energy Consumption	Negative Impact Risk	All Stakeholders	• Energy consumption in significantly increases Scope 3 emissions • Increase in energy prices may lead to increasing production costs	Energy consumption during production drives Scope 3 emissions. We strive to reduce energy consumption in collaboration with our suppliers by increasing the share of renewable energy. Therefore, current and anticipated financial effects estimated to be small.	Medium-term
E1	Climate Change Mitigation (Downstream)	Positive Impact Opportunity	Customers, Nature	• Our products have significantly less emissions than combustion generators • Helping customers reduce their carbon footprints	The global shift away from fossil fuels and an evolving regulatory landscape drives the customer need for new technologies in mobile power distribution. Therefore, current and anticipated financial opportunity is assessed to be high.	Medium-term
E2	Hazardous Substances	Negative Impact Risk	Workers at direct suppliers (Tier 1 and selected Tier 2)	• Toxic effect on stakeholders due to leakage or mishandling of substances of concern • Non-compliance with REACH and ROHS can lead to a fine	SVHC used in selected components of our product pose an environmental and social risk during production. We address this by ensuring compliance with respective legislation and close collaboration with our suppliers. Current and anticipated financial effects of reporting and compliance process assessed to be small.	Medium-term

Circularity

ESRS	Topic	Type	Affected Stakeholders	Material Impact, risk or opportunity	Description	Time Horizon
E5	Sustainable Product Design	Negative Impact Risk	Customers, Nature	• Use of scarce and virgin materials in our supply chain • Availability of materials and components	The extraction of raw materials can have adverse social and environmental impacts. Therefore, we work with partners and take action to maximise reuse and recycling through circularity levers. For certain materials we observe a lack of availability of recycled alternatives. We anticipate the financial effect of using alternative materials to be small as we expect a growing market and decreasing prices for these materials.	Medium-term
E5	Product End of Life	Negative Impact Risk	Customers, Nature	• Waste generation at end of life • Limited recycling facilities and financial risk associated with cost of recycling schemes	We are committed to help drive new recycling technologies and partner with national take-back schemes and experts in the battery recycling field. The anticipated financial effect by contributing to national recycling schemes and drive additional partnerships is assessed to be medium.	Medium-term

People (Own Workforce)

ESRS	Topic	Type	Affected Stakeholders	Material Impact, risk or opportunity	Description	Time Horizon
S1	Training and Qualification	Positive Impact Opportunity	Full-time employees, part-time employees, temporary employees, non-employees	• Increase in employee performance and satisfaction • Keep employee turnover to a minimum	We believe passionately in people development and encourage curious mindsets to help drive change and innovation. We offer a variety of development opportunities through internal and external tools and services. This allows us to keep employee turnover low and reduce costs of hiring. We anticipate this positive financial effect to grow by increasing our employer branding.	Medium-term
S1	Diversity and Inclusion	Positive Impact Opportunity	Full-time employees, part-time employees, temporary employees, non-employees	• Foster a culture of inclusion and create a diverse workforce. • Increased employer brand awareness amongst potential recruitees	We take great pride in and committed to fostering an inclusive environment that celebrates diversity, with employees hailing from all walks of life. To support this, we have implemented a wide range of measures. The positive financial effect is anticipated to be medium by increasing employer branding, reducing costs of turnover and hiring the best talents from across the world.	Medium-term
S1	Gender Equality	Positive Impact Opportunity	Full-time employees, part-time employees, temporary employees	• Lead by example in a male dominated industry	In a male dominated industry, we specifically seek to empower women across all roles and job. We carefully measure our gender pay gap to proactively reduce payment inequalities. The positive financial effect is anticipated to be medium by increasing employee satisfaction, reducing costs of turnover and hiring the best talents from across the world.	Medium-term

People (Value Chain)

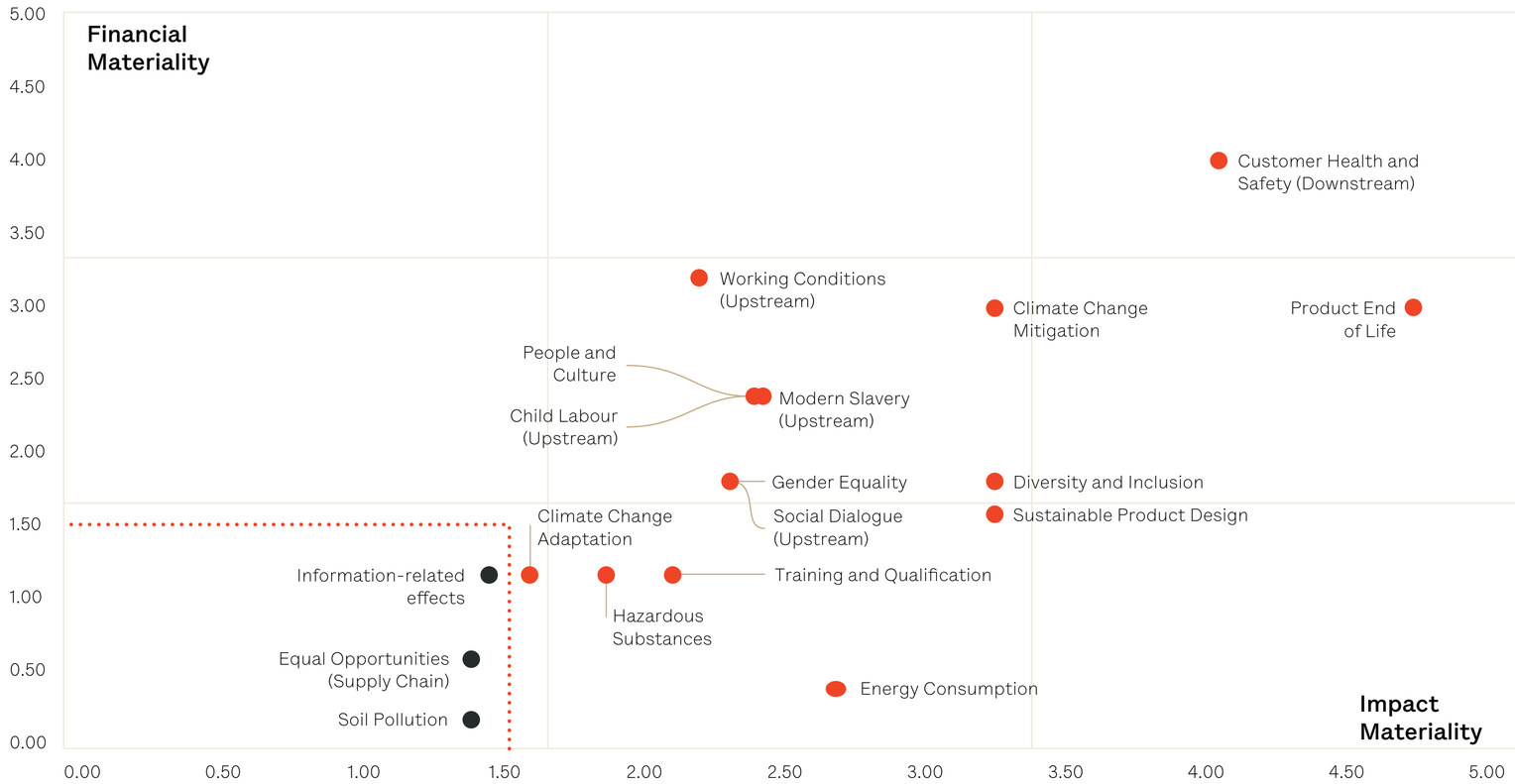
ESRS	Topic	Type	Affected Stakeholders	Material Impact, risk or opportunity	Description	Time Horizon
S2	Working Conditions (Upstream)	Negative Impact Risk	Workers at direct suppliers (Tier 1 and selected Tier 2)	• Violation of worker rights e.g. excessive overtime, lack of workplace safety • Suppliers breach of contractual agreements on human rights commitments	To the extent supply chain workers may be subject to precarious working conditions. We have therefore established a comprehensive supply chain due diligence. The anticipated financial effects due to potential non-compliancy with regulations in our deeper supply chain and damage to brand reputation may be high.	Long-term
S2	Social Dialogue (Upstream)	Positive Impact Opportunity	Workers at direct suppliers (Tier 1 and selected Tier 2)	• Fostering a culture of transparency and addressing potential risks at an early stage • Build strong and trustful relationships with suppliers and ensure a robust and stable supply chain	We are committed to foster transparent communication, open consultation, and fair negotiations regarding working conditions along the supply chain. We conduct employee interviews as part of on-site visits. The financial opportunity arising from fostering strong and trustful partnerships with suppliers is anticipated to be medium.	Medium-term
S2	Child Labour (Upstream)	Negative Impact Opportunity	Workers in the deeper value chain e.g. artisanal mining and processing of raw materials: Specific vulnerable groups are children and young workers	• Child labour and inappropriate activities for young workers • Sub-Suppliers breach of international guidelines such as UN Guiding Principles on Business and Human Rights and ILO Conventions	Supply chain workers can end up in debt bondage if they have to pay recruitment fees, and they can end up in forced labour if their identification documents are withheld. A specific risk has been identified in the battery cell supply chain for artisanal mining. We therefore have a particular focus on forced labour and work on extending our supply chain traceability. The anticipated financial effects due to potential non-compliancy with regulations in our deeper supply chain and damage to brand reputation may be high.	Medium-term
S2	Modern Slavery (Upstream)	Positive Impact Opportunity	Workers in the deeper value chain e.g. artisanal mining and processing of raw materials; Specific vulnerable groups are women and migrant	• Forced labour e.g. debt bondage and withholding passports • Sub-Suppliers breach of international guidelines such as UN Guiding Principles on Business and Human Rights and ILO Conventions	Child labour might occur in countries with a weak rule of law and protection of children's rights. A specific risk of child labour practices has been identified in the battery cell supply chain for artisanal mining. We therefore have a particular focus on child labour and work on extending our supply chain traceability. The anticipated financial effects due to potential non-compliancy with regulations in our deeper supply chain and damage to brand reputation may be high.	Medium-term
S4	Customer Health and Safety (Downstream)	Positive Impact Opportunity	Workers in downstream value chain in sectors such as construction, film and media and events	• Cut local air pollution and toxic fumes with category-leading product and create healthier and safer workplaces • Increased market opportunity due to national regulations on urban air quality that push companies to cleaner technologies	By offering a cleaner mobile energy supply, we can help improve mobile workers health and safety, as well as their work flexibility. In addition, the modular design of our portable power supplies renders excessive cabling unnecessary, ensuring a safer and simpler workflow for users. Currently, we see a high financial opportunity by highlighting the health and safety aspect to our customers and anticipate it to grow further by entering new verticals and markets.	Long-term

Governance

ESRS	Topic	Type	Affected Stakeholders	Material Impact, risk or opportunity	Description	Time Horizon
G1	People and Culture	Positive Impact Opportunity	Full-time employees, part-time employees, temporary employees, non-employees	• Foster a positive company culture and working atmosphere	As we expand globally, understanding our corporate culture remains deeply crucial. Our company wide measures help us to further develop the art of our way of operating and promoting a healthy corporate culture. Our protection of whistleblowers encourages and enables all stakeholders to speak up. The positive financial effect is anticipated to be high by increasing employee satisfaction, reducing costs of turnover and hiring the best talents from across the world.	Medium-term

Our Materiality Matrix

The full materiality matrix is disclosed below which contains topics that are not assessed as material but are still relevant for the company's context and will be continuously monitored to evaluate a future materiality. This relates for example to the topics of information-related effects, equal opportunities (upstream supply chain) as well as pollution of soil (upstream supply chain). As a company, we address the material topics based on a priority set by their final materiality score.



Our Impact Objectives

The following table displays our key impact objectives and our progress in achieving relevant milestones.

KPI	Baseline 2022	Present 2025	Objective 2030	Comment
People with access to clean energy	40,000	179,500	3,000,000	
Cumulated CO_2e savings in tonnes from combustion generator replacement	203,766	1,010,466	23,000,000	2030 objectives and 2022 baseline were adjusted based on new calculation methodology.
Cumulated NOx savings in tons from combustion generator replacement	81	401	9,000	2030 objectives and 2022 baseline were adjusted based on new calculation methodology.
Cumulated CO savings in tonnes from generator replacement	62,840	310,457	7,000,000	2030 objectives and 2022 baseline were adjusted based on new calculation methodology.
Scope 1 in t CO_2e	3.6	1.5	0.36	Our SBTi goal is to reduce our Scope 1 emissions 90% by 2030 from 2022 base year.
Scope 2 in t CO_2e (market-based)	22	108	2.2	Our SBTi goal is to reduce our Scope 2 emissions 90% by 2030 from 2022 base year
Scope 3 GHG Emissions Intensity over million EUR value added (market-based)	2,289	693	1030	Our SBTi goal is to reduce Scope 3 emissions intensity across our full value chain (per million EUR value added) by 55% from 2022 baseline.
Repair Rate	88%	96.3%	Maintain repair rate above 90%	This represents the percentage of units that we were able to successfully repair for our customers. We are working on a repairability index, more information in chapter ‘Sustainable Product Design.’
Gender Pay Gap	6.6%	8.3%	<6%	Metric for 2022 was restated due to a methodology shift from adjusted gender pay gap to unadjusted gender pay gap as required by CSRD. Calculation used can be found in chapter ‘Gender Equality, Diversity and Inclusion.’
Strategic Suppliers included in Evaluation	60%	80%	100%	New review cycle to start in 2026. Each review cycle is 2-3 years.

Corporate Carbon Footprint Methodology

The following table describes the calculation methodology for our Corporate Carbon Footprint per scope and category.

Scope	Activity/Category	Description	Calculation Methodology
Scope 1: direct emissions from company operations	Stationary Combustion	Fuels consumed in heating systems at leased office locations	Calculations are performed within the Watershed platform using benchmarks for fuel consumption per floor area by building type.
	Fugitive Emissions	Hydrofluorocarbon (HFC) emissions from refrigerants	Refrigerant leakage is estimated based on building floor area using benchmarking in the Watershed platform.
Scope 2: indirect emissions from the purchase of energy	Purchased electricity, steam, heat, and cooling	Purchased energy consumption at sites under operational control	Calculations are based on primary input data (if available) and applied against emission factors within the Watershed platform. If consumption data is not available, benchmarks per floor area are used. Renewable electricity purchases and contracts are considered in the calculations are non-emissive consumption. Emissions are calculated using both a market-based and location-based approach.
	Company-owned or leased electric vehicles	Emissions from the generation of electricity associated with charging of company-owned or leased electric vehicles	Emissions are calculated in the Watershed platform based on spend data for charging electric vehicles.
Scope 3: indirect GHG emissions created by company activities but owned or controlled by another entity	Category 1: Purchased goods and services	Upstream (i.e. cradle-to-gate) emissions from the production of purchased products. Products include both goods (tangible products) and services (intangible products), such as cloud services	The majority of emissions are calculated as a function of the production phase portion of the Product Carbon Footprint (PCF) multiplied by total sales, where the PCF is obtained by performing a Life Cycle Assessment (LCA). Non-PCF emissions are calculated in the Watershed platform by applying spend-data against emission factors by Bureau of Economic Analysis (BEA) code. Cloud emissions are calculated using primary data.
	Category 2: Capital goods	Upstream (i.e. cradle-to-gate) emissions from the production of purchased capital goods	Capital expenses are predominantly split across two purposes: expenses for our offices (e.g. IT equipment); or for equipment at the production lines of our contract manufactures (e.g. machines, tools). Emissions are calculated in the Watershed platform by applying spend-data against emission factors by Bureau of Economic Analysis (BEA) code.
	Category 3: Fuel and energy-related activities	Fuel- and Energy-Related Activities (FERA) not included in Scope 1 or Scope 2 emissions are calculated for well-to-tank (WTT) and transmission and distribution (T&D) losses, where relevant	Calculations are performed within the Watershed platform using regional energy emissions factors against Scope 1 & 2 data.
	Category 4: Upstream transportation and distribution	Emissions from transportation and distribution of products purchased	The majority of emissions are calculated as a function of the transportation phase portion of the Product Carbon Footprint (PCF) multiplied by total sales, where the PCF is obtained by performing a Life Cycle Assessment (LCA). Non-PCF emissions are calculated in the Watershed platform by applying spend-data against emission factors by Bureau of Economic Analysis (BEA) code.

Corporate Carbon Footprint Methodology (continued)

Scope	Activity/Category	Description	Calculation Methodology
Scope 3: indirect GHG emissions created by company activities but owned or controlled by another entity	Category 5: Waste generated	Emissions from daily waste from offices	Waste generated is estimated based on number of employees using benchmarking in the Watershed platform, which is then applied against emission factors within the Watershed platform.
	Category 6: Business travel	Emissions from business flights, ground transportation and other travel activities	Emissions are calculated in the Watershed platform by applying spend-data against Comprehensive Environmental Data Archive (CEDA) emission factors for each respective type of business travel activity.
	Category 7: Employee commuting	Emissions from employee commute to and from work	An employee commuting survey was conducted to obtain average patterns by office location or contract type (hybrid vs. remote). These results were then uploaded and applied against emission factors in the Watershed platform.
	Category 8: Upstream leased assets	Scope 1 and 2 emissions from the use of shared office spaces	Instagrid does not have any leased assets outside of its organisational boundary. All leased assets are within operational control and emissions are reported within Scope 1 and 2.
	Category 9: Downstream transport and distribution	Emissions from the deliveries of sold products	Emissions are associated with downstream storage of products in warehouses and distribution centres. Emissions are calculated in the Watershed platform by applying spend-data against emission factors by Bureau of Economic Analysis (BEA) code.
	Category 10: Processing of sold products	Emissions from processing of sold intermediate products by third parties	Instagrid sells battery power systems, which are considered final goods, with no additional processing required. All emissions related to the manufacturing of the products has been calculated using a Life Cycle Assessment and included in category 1.
	Category 11: Use of sold products	Emissions associated with the efficiency loss portion of products when used by the end customer	Emissions are calculated as a function of the efficiency loss portion of the use phase of the Product Carbon Footprint (PCF) multiplied by total sales, where the PCF is obtained by performing a Life Cycle Assessment (LCA).
	Category 12: End of life treatment	Downstream emissions created during the recycling, reuse, or disposal of products by customers	Emissions are calculated as a function of the end of life phase portion of the Product Carbon Footprint (PCF) multiplied by total sales, where the PCF is obtained by performing a Life Cycle Assessment (LCA).
	Category 13: Downstream leased assets	Scope 1 and 2 emissions from the use of office spaces leased to others	Instagrid does not operate or own any downstream leased assets.
	Category 14: Franchises	Emissions from the operation of businesses operating under a license to sell or distribute the company's goods or services	Instagrid does not operate any franchises.
	Category 15: Investments	Emissions associated with providing capital or financing as a service	Instagrid does not have any emissions in its value chain allocated to investments.

Disclosure Requirements

The following tables list all the ESRS disclosure requirements in ESRS 2 and the seven topical standards which are material to Instagrid and which have guided the preparation of our sustainability statements. We have omitted all the disclosure requirements in the topical standards E3, E4, and S4 as these are below our materiality thresholds. The tables can be used to navigate to information relating to a specific disclosure requirement in the sustainability statements.

Cross-Cutting Standards
ESRS 2 General Disclosures

Standard	Topic	Page
BP-1	General basis for preparation of the sustainability statement	8-9
GOV-4	Statement on sustainability due diligence	9
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	53-57
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	61-66

Environmental Standards
ESRS E1 Climate Change

Standard	Topic	Page
ESRS 2, GOV 3	Integration of sustainability-related performance in incentive schemes	12, 23
E1-1	Transition plan for climate change mitigation	13-17, 23
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	54
ESRS 2, IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	54
E1-2	Policies related to climate change mitigation and adaptation	13, 17-21
E1-3	Actions and resources in relation to climate change policies	13-14, 22-23
E1-4	Targets related to climate change mitigation and adaptation	15, 23
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	18-19, 59

Environmental Standards
ESRS E2 Pollution

Standard	Topic	Page
ESRS 2, IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	54
E2-5	Substances of very high concern	29-30

Environmental Standards
ESRS E5 Resource Use and Circular Economy

Standard	Topic	Page
ESRS 2, IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	55
E5-1	Policies related to resource use and circular economy	24-25, 31
E5-2	Actions and resources related to resource use and circular economy	26-28, 31-32
E5-3	Targets related to resource use and circular economy	28, 33
E5-4	Resource inflows	27-28
E5-5	Resource outflows	29-32

Social Standards
ESRS S1 Own Workforce

Standard	Topic	Page
ESRS 2, SBM-2	Interests and views of stakeholders	53
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	55
S1-1	Policies related to own workforce	42, 46, 48
S1-2	Process of engaging with own workforce and workers' representatives about impacts	42-43
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	42
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	42-43, 46-48
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	45, 47, 49
S1-6	Characteristics of the undertaking's employees	44
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	45
S1-9	Diversity metrics	44
S1-13	Training and skills development metrics	46-47
S1-16	Compensation metrics (pay gap and total compensation)	43
S1-17	Incidents, complaints and severe human rights, impacts	42, 48

Social Standards
ESRS S2 Workers in the Value Chain

Standard	Topic	Page
ESRS 2, SBM-2	Interests and views of stakeholders	54
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	56
S2-1	Policies related to value chain workers	37-38, 40-41
S2-2	Process of engaging with value chain workers about impacts	38-41
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	40
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	38-41
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	39-41

Social Standards
ESRS S4 Consumers and End-Users

Standard	Topic	Page
ESRS 2, SBM-2	Interests and views of stakeholders	54
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	56
S4-1	Policies related to consumers and end-users	35
S4-4	Taking action on material impacts on consumers and end- users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	35-36
S4-5	Targets set to manage material impacts, risks and opportunities related to consumers and end-users	36

Governance Standards
ESRS G1 Business Conduct

Standard	Topic	Page
ESRS 2, IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	56
G1-1	Business conduct policies and corporate culture	42-43, 48-49

The following tables include all the datapoints derived from other EU legislation as listed in ESRS 2 Appendix B, indicating where the data points can be found in our report and which are assessed as ‘not material’ or ‘not relevant’ if the data point is not relevant to our business activities.

Disclosure Requirement	Data Point	Description	Page
ESRS 2, GOV-1	21(d)	Board's gender diversity	12
ESRS 2, GOV-1	21(e)	Percentage of board members who are independent	12
ESRS 2, GOV-4	30	Statement on due diligence	9
ESRS 2, SBM-1	40(d) i	Involvement in activities related to fossil fuel activities	Not relevant
ESRS 2, SBM-1	40(d) ii	Involvement in activities related to chemical production	Not relevant
ESRS 2, SBM-1	40(d) iii	Involvement in activities related to controversial weapons	Not relevant
ESRS 2, SBM-1	40(d) iv	Involvement in activities related to cultivation and production of tobacco	Not relevant
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050	22-23
ESRS E1-1	16(g)	Undertakings excluded from Paris-aligned Benchmarks	Not relevant
ESRS E1-4	34	GHG emission reduction targets	22-23
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	Not relevant
ESRS E1-5	37	Energy consumption and mix	21
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	Not relevant

Not material	Data Point	Description	Page
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	18-19, 58
ESRS E1-6	53-55	Gross GHG emissions intensity	18
ESRS E1-7	56	GHG removals and carbon credits	Not relevant
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks	Not relevant
ESRS E1-9	66(a), (c)	Disaggregation of monetary amounts by acute and chronic physical risk; Location of significant assets at material physical risk	Not relevant
ESRS E1-9	67(c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes	Not relevant
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities	Not relevant
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation emitted to air, water and soil	Not material
ESRS E3-1	9	Water and marine resources	Not material
ESRS E3-1	13	Dedicated policy	Not material
ESRS E3-1	14	Sustainable oceans and seas	Not material
ESRS E3-4	28(c)	Total water recycled and reused	Not material
ESRS E3-4	29	Total water consumption in m^3 per net revenue on own operations	Not material

Disclosure Requirement	Data Point	Description	Page
ESRS 2, IRO 1 - E4	16(a) i	Biodiversity sensitive areas	Not material
ESRS 2, IRO 1 - E4	16(b)	Land impact	Not material
ESRS 2, IRO 1 - E4	16(c)	Threatened species	Not material
ESRS E4-2	24(b)	Sustainable land / agriculture practices or policies	Not material
ESRS E4-2	24(c)	Sustainable oceans / seas practices or policies	Not material
ESRS E4-2	24(d)	Policies to address deforestation	Not material
ESRS E5-5	37(d)	Non-recycled waste	32
ESRS E5-5	39	Hazardous waste and radioactive waste	29-30
ESRS 2, SBM3 - S1	14(f)	Risk of incidents of forced labour	Not material
ESRS 2, SBM3 - S1	14(g)	Risk of incidents of child labour	Not material
ESRS S1-1	20	Human rights policy commitments	37, 40-42
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	41-42
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	Not material
ESRS S1-1	23	Workplace accident prevention policy or management system	Not material
ESRS S1-3	32(c)	Grievance/complaints handling mechanisms	40, 42, 48
ESRS S1-14	88(b), (c)	Number of fatalities and number and rate of work-related accidents	Not material

Disclosure Requirement	Data Point	Description	Page
ESRS S1-14	88(e)	Number of days lost to injuries, accidents, fatalities or illness	Not material
ESRS S1-16	97(a)	Unadjusted gender pay gap	43, 58
ESRS S1-16	97(b)	Excessive CEO pay ratio	43
ESRS S1-17	103(a)	Incidents of discrimination	40, 43, 48
ESRS S1-17	104(a)	Non- respect of UNGPs on Business and Human Rights and OECD	37, 40
ESRS 2, SBM3 – S2	11(b)	Significant risk of child labour or forced labour in the value chain	41
ESRS S2-1	17	Human rights policy commitments	37, 40-42
ESRS S2-1	18	Policies related to value chain workers	37, 40-41
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	37, 40
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	37, 41-42
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	Not relevant
ESRS S3-1	16	Human rights policy commitments	Not material
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	Not material

Disclosure Requirement	Data Point	Description	Page
ESRS S3-4	36	Human rights issues and incidents	Not material
ESRS S4-1	16	Policies related to consumers and end-users	35
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	Not relevant
ESRS S4-4	35	Human rights issues and incidents	Not relevant
ESRS G1-1	10(b)	United Nations Convention against Corruption	Not relevant
ESRS G1-1	10(d)	Protection of whistle-blowers	40, 42, 48
ESRS G1-4	24(a)	Fines for violation of anti-corruption and anti-bribery laws	Not material
ESRS G1-4	24(b)	Standards of anti- corruption and anti- bribery	Not material

THANK YOU

Instagrid

We like answering all your questions - including the tough ones!
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