INSTANT POWER. LASTING IMPACT

Instagrid

Impact Report 2024

Contents

The portable power revolution is here.

At Instagrid, impact is not just a fuzzy, high-level goal; it's woven into every aspect of our work. From product design to the real-world application of our solutions, we are devoted to enabling our customers to work cleaner, smarter, and without compromise. The year 2024 was a landmark moment for us as we achieved Certified B Corp status, a global standard that highlights our commitment to reducing local air pollution and improving the health and safety of mobile workers. We significantly increased our reach to over 125,000 users and entered new international markets, including the launch of our North American operations, bringing reliable off-grid power to an even wider professional audience.

We continue pushing the boundaries of clean portable power with our unique technology, ensuring we deliver real, measurable value to our customers and the environment. By working closely with end users, we developed several significant new products in 2024, expanding the range of applications our portfolio can serve. To support professionals needing more energy and greater flexibility, we launched Instagrid LINK - a smart power distribution device that connects multiple battery power supplies and seamlessly switches between them to extend runtime up to three times. Alongside this, we introduced Instagrid GO, the 110V counterpart to the successful Instagrid ONE range, designed to meet the specific requirements and regulations of the UK construction industry.

Real-Time Insights for Real-World Impact

By replacing outdated, polluting combustion generators, Instagrid has provided customers with the potential to cut global CO_2e emissions by approximately 250,000 tonnes in 2024. As for local pollutants, we also helped our customers reduce NOx emissions by 96 tonnes and CO emissions by over 74,000 tonnes. So far, our technology has cut emissions equivalent to removing 300,000 cars from the road - and this is just the beginning. With lifetime cost savings of up to 80% compared to a generator,[1] clean energy is no longer a compromise – rather, it demonstrates that impact can go hand in hand with cost efficiency and superior performance.

We provide our customers with services and tools to gain personalised insights into their operational efficiency and the associated sustainability impact. Our customised reports and the user-friendly fleet management app deliver detailed data on energy consumption, fleet usage, and overall utilisation rates of Instagrid power supplies, along with key environmental information such as NOx and CO_2e savings. The integrated internet connectivity in our products even allows us to use location-based data to evaluate the carbon intensity of charging from the local grid. By placing this data directly in our customers' hands, we empower professionals to optimise efficiency, reduce emissions, and make informed decisions - turning impact into a competitive advantage.

Scaling Change Together: Partnerships for a Cleaner Future

Our belief has always been that true impact requires collaborative effort. At Instagrid we work closely with our partners to develop practical solutions that drive a cleaner future. In 2024, we reinforced this commitment by engaging with organisations like the World Economic Forum, the Clean Mobile Power Initiative funded by Netflix and Disney, and the Science Based Targets Initiative, ensuring our impact is aligned with internationally recognised goals. By engaging with these initiatives, we can help shape policy frameworks and industry best practices that facilitate the clean energy transition.

Our envisioned role in this transition is clear: by 2030, we aim to empower 3 million workers,

reduce 23 megatonnes of CO_2e emissions, and eliminate 7 million tonnes of harmful NOx and CO pollutants.

With increased partnerships and a wider reach, Instagrid technology will soon offer grid-like mobile power to professionals across all major markets. Let's seize this opportunity to transform industries and empower people across the world to join the clean power movement.

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

Sebastian Berning & Andreas Sedlmayr

Sebastian Berning & Andreas Sedlmayr,
CEOs and founders

[1] Total Cost of Ownership Calculation 12/2024

Instagrid – a Snapshot

Our Solution

Instagrid has developed a ground-breaking portable power supply for professional users. Our clean solutions replace polluting combustion generators in industries with challenging energy demands such as construction, film and media, events and emergency response.

- Our flagship products, **Instagrid ONE (EU, CH, AUS)** [2] **and Instagrid GO 36 LV (UK)** [3] offer a better and cleaner power supply [4] with grid-like performance and intuitive ease-of-use.
- Since our launch in 2021, we have shipped over 40,000 Instagrid units worldwide. [5]
- With **Instagrid LINK,** up to three Instagrid ONE units can be connected, tripling capacity and creating a continuous power supply to enable long-lasting applications on multiple devices.

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 is a significant advance in power conversion technology and enables Instagrid products to be significantly smaller, lighter and more powerful than any other battery systems on the market.

Our Markets

In 2024, we sold >14,000 products across all our markets, the majority of which were sold in the DACH [6] region. Looking ahead, North America is set to become one of our key markets as there is increasing demand for off-grid energy supply in the region. Shipping of products to North America will begin in 2025; therefore, we have not included our product version Instagrid GO DV (North America) in the scope of this report.

Our Future Pipeline

In 2025, we will bring Instagrid GO 36 DV [7] and Instagrid LINK to North America.
We are also constantly working on expanding our portfolio to meet the power demands of our customers.

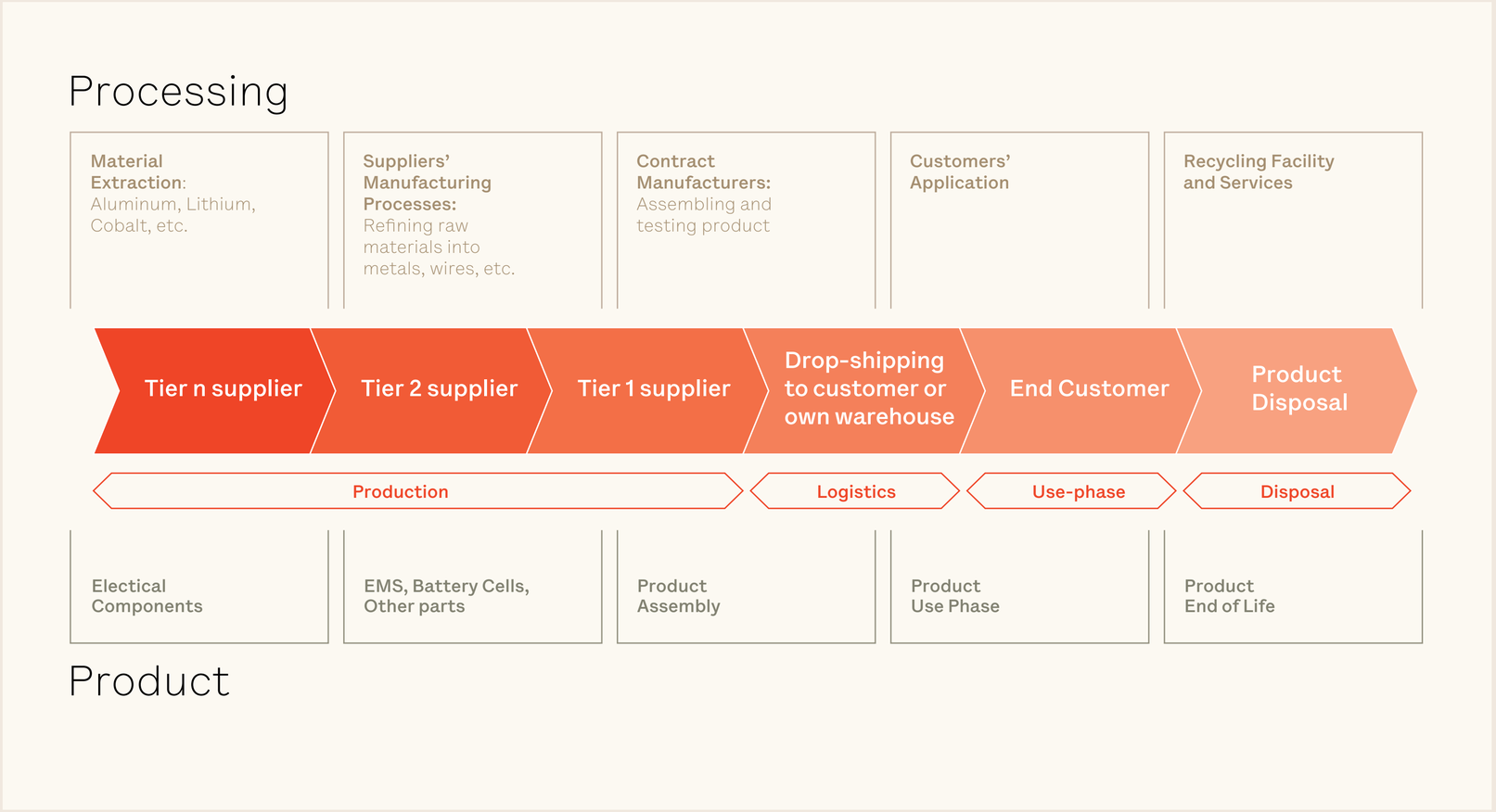
Our Entities

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. Instagrid GmbH provides consolidated financial statements, including all entities, in a reporting period aligned to the financial year from 1 January to 31 December.

2 Instagrid ONE is a 230 Volt version for EU and CH; 240 Volt for AUS
3 Instagrid GO 36 LV is a 110 Volt version for the UK market
4 Compared to combustion generators
5 Cumulative until Q4/2024
6 Germany, Austria and Switzerland
7 Instagrid GO 36 DV is a 120 Volt version for the North American market

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.



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. That is why this year we have transitioned from using the Global Reporting Initiative to inform our Impact Report to the framework outlined by the European Union Corporate Sustainability Reporting Directive (CSRD) (EU 2022/2464 of 14 December 2022).

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. [8]

The contents of this report are shaped by input from the 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, which has enabled us to take a wider perspective and consider our impact at the product, country, and sector levels. This dialogue has helped us gain valuable insights into our business and its impact on society and the environment. [9]

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

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

8 For detailed information on this approach, see ‘Appendix: Double Materiality Assessment’
9 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 [10] for the reporting period from 1 January 2024 to 31 December 2024.

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). [11] 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 Assessment (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. [12] The approaches, policies, actions and data points and targets for each of the identified IROs are covered in the respective chapters in this report.

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. [13] We regularly reassess our use of estimates and judgements based on experience, the development of sustainability reporting, and a number of other factors. Changes in estimates 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 on the key estimates, judgements and assumptions applied, please refer to the pages with quantitative ESG data tables.

10 Entities are disclosed in chapter 'Instagrid – a Snapshot'
11 With the exception that the report was not included in the management report and the name "sustainability statement" was not used
12 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
13 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

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, and 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. Whenever they are set based on a specific legal requirement it 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. [14]

External Review
Our auditor EY will perform a limited assurance of our sustainability statements.

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

2024 Highlights

Customer Health and Safety

So far, we have provided our customers with the potential to cut 279 t of local NOx emissions and 215,378 t of local CO emissions at their local workplaces.[15] This is equivalent to:

- Improving workplaces for over 125,000 professionals[16]
- Taking >300,000 cars off the street[17]

Climate Change Mitigation

Our products enabled the accumulated reduction of 701,005 tonnes CO_2e by 2024.[18]

- Equates to the power delivered by 194 wind turbines for a whole year[19]

Up to 94% lower GHG emissions over product lifetime than a generator with a similar load profile[20]

Sustainable Product Design

96% - Product repair rate of returned products
48% - Material Circularity Index (MCI) of Instagrid portfolio

Product End of Life

Recycling potential of our products:[21]

- 91% Instagrid ONE
- 90.3% Instagrid GO
- 96.5% Instagrid LINK

Additionally, we conducted three recycling pilots with external partners to deep dive into recycling processes and recycling efficiency rates.

Responsible Sourcing

80% of our contract manufacturers received a sustainability performance score of A or B[22]

Successfully piloted our new corporate carbon footprint training with one supplier

People and Culture

Successfully conducted our first employee survey

Achieved a healthy Employee Net Promoter Score (eNPS) of +24[23]

Strong Partnerships

Instagrid celebrated becoming a certified B Corp

Certified B Corporation

15 Potential emission savings over product life cycle for products sold until end of 2024; detailed information on methodology is provided in chapter ‘Power Climate Action’

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

17 NOx emission standards, European Environment Agency and Sectoral Profile Transport Odysee Mure

18 Emission savings potential based on high profile user; our methodology is described in chapter ‘Power Climate Action’

19 Greenhouse Gas Equivalencies Calculator, US Environmental Protection Agency

20 For detailed information on this benchmarking, see chapter ‘Power Climate Action’

21 Based on a recycling and dismantling study by FIT Institute

22 A rating means exceeding expectations and B rating means meeting expectations with minor deviations. All corrective actions have been implemented accordingly.

23 eNPS = % Promoters - % Detractors; score ranges between -100 and +100 and is considered as good if it falls between +10 and +30

Our Impact – An Integrated Approach

The following sections have been developed to outline our achievements and focus in 2024; 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 that 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. [24]

Our sustainability approach and priorities are embedded into Instagrid's wider business strategy at top-level. 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 that participates in regular Business Performance Reviews together with the Board of Management. Together, they oversee the implementation of all sustainability-related policies at top-level. 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) which is tied to the overall performance and success of the company including our ESG performance.

[24] 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 directly and indirectly. Greenhouse gas emissions from small combustion engines are currently poorly regulated in Europe and the US. 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 or the California Generator Ban. [25] 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 increasingly to act and partner cross-industry to curb CO_2e emissions from combustion generators. [26] 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 carbon-intensive sectors, we are working towards achieving a positive climate impact. In 2025, we will develop a dedicated policy to support this business mission.

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 the years. [28]

By 2024, we enabled customers to cut down 701,005 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. [29] The table below displays our cumulative progress on reducing CO_2e emission savings over the years:

Emissions in Film Production

A high-budget film production of over $70 million generates 2,840 tonnes of CO_2e, with 15% of these emissions coming from fossil fuel-powered generators. In 2023 alone, 35 films of this scale were produced, emitting roughly 13,000 tonnes if CO_2e. [27]

Cumulated potential lifetime CO_2e emissions savings [30]			
	2021 & 2022 [31]	2023	2024
CO_2e Emissions	204,529 t	457,290 t	701,005 t

25 California State Assembly Bill 1346

26 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

27 We Are Albert: Screen New Deal Report and The Numbers: Movie Budgets

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

29 Emission savings potential based on our comprehensive Impact Model. Our methodology is described in chapter 'Power Climate Action'

30 Emission savings potential based on our comprehensive Impact Model. Our methodology is described in chapter 'Power Climate Action'

31 Emission savings potential over product life cycle; this number differs from previously published savings because our methodology was adjusted in 2024 to include more primary data to increase accuracy

In addition to our product, we empower our customers with robust data to help shape their own Net Zero target setting and understand the leverage they have by shifting to a cleaner technology. This service will be expanded over the course of 2025 to facilitate customer access to their specific emissions savings data paired with targeted insights on their user behaviour.

BUNTE

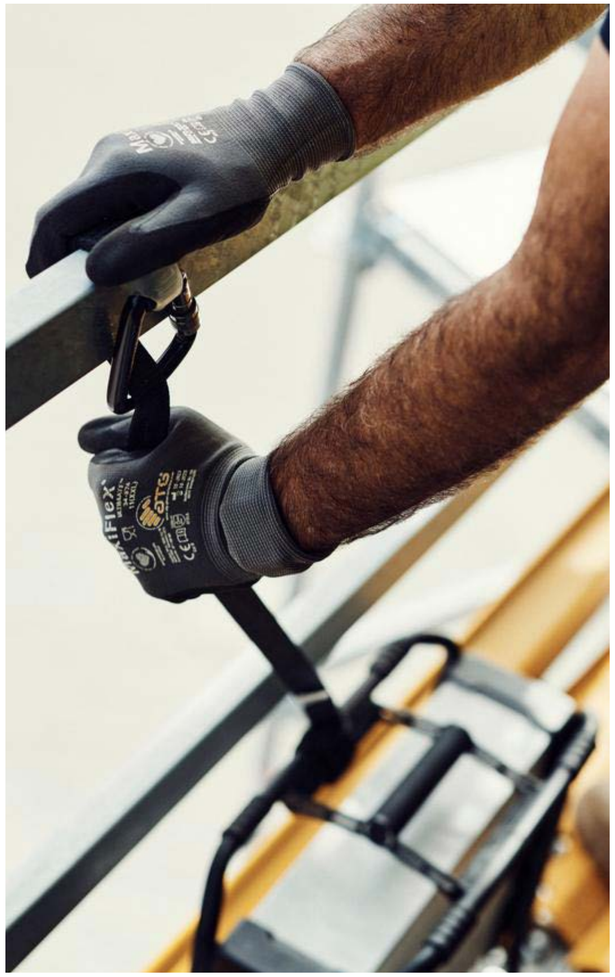
As an example, our customer **JOHANN BUNTE Bauunternehmung** has reduced emissions at its construction sites by approximately 11 t CO_2e in 2024 [32] by replacing combustion generators with Instagrid's portable power supply. This has helped JOHANN BUNTE move towards its 2045 goal of CO_2-neutral construction sites. By switching to a cleaner alternative and cutting off fuel-driven engines, JOHANN BUNTE's cost savings were over €10,000 from fuel costs alone. This demonstrates that our customers don't have to compromise – sustainable impact and cost efficiency can go hand in hand.

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. [33] 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 – since 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.'

Future Targets and Outlook

Through our targets we aim to contribute to an evolving landscape of decarbonising portable power supply in carbon intensive sectors. We continue to analyse specific 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. In 2025 we will extend this positive impact to other continents such as North America. As we scale our collaboration with customers around the globe, we are also scaling our impact by unit sold. By 2030, we aim to reduce >20,000,000 tonnes of CO_2e [34] globally. We will continue measuring our progress against this target by using our comprehensive Impact Model.



32 Actual emission savings for the business year 2024 based on IoT data extrapolated for the whole customer fleet

33 Detailed results of emissions measurements are covered in chapter customer health and safety

34 Emission savings potential over product life cycle; this number differs from previously published goals because our methodology was adjusted in 2024 to include more primary data to increase accuracy

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.' [35] 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 emission results of this benchmarking are captured in our Impact Model which has been validated and reviewed by several external impact specialists. The model takes into account 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).[36] The following key assumptions are used as part of the calculations:

- Every Instagrid unit sold replaces a combustion generator. [37]
- 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. [38]
- The population of users with active IoT is representative of our general customer population. [39]
- 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. [40]
- 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: average user and high-profile user. The average user represents the actual average of all users with active IoT units; the high-profile user represents the top 5-10% most efficient users in our customer base.

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

- **Potential emission savings:** When talking about emission savings at our company level, we use the potential emissions savings approach. This considers the emission savings that can be reached with our innovative technology. This approach is based on a comprehensive life cycle assessment, external emissions measurements as well as average values of our customer behaviour from the high-profile user group.
- **Actual emission savings:** When reporting on specific customer metrics, we rely on available IoT data to calculate emission savings based on actual customer usage patterns. 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.

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

Climate Change Adaptation and Mitigation

We are working to build a climate resilient company.

Our Approach and Policies

As the climate situation deteriorates, we must consider our company role through a systems-wide approach. Our Environmental Policy highlights our 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 dug deep to understand the transitional or physical risks that we might face in the future. We should 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 constantly and consistently 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 referenced 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: [41]

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

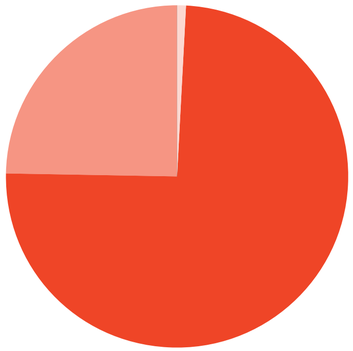
The risk scores for each hazard were then calculated for the high emission scenario based on the likelihood-impact matrix, which is a standard methodology for risk assessments. Each location's vulnerability was then given a rating of low, medium, or high depending on the score of the hazards identified.

The conclusion was that the physical risks associated with the climate are considered to be 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 have also begun giving 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.

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

Calculating our Corporate Carbon Footprint
To better understand the emissions related to our own business operations, we conducted a Corporate Carbon Footprint calculation [42] in 2022 which has been 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 organizational boundaries, as well as reviewing and updating emission sources and methodologies to align with the Greenhouse Gas (GHG) Protocol.

Instagrid's 2024 Corporate Carbon Footprint



0.02%	**Scope 1**	
0.84%	**Scope 2** (market-based)	
75.29%	**Scope 3** PCF	
23.84%	**Scope 3** Rest	

	GHG Emissions in t CO_2e	2022 (base year)	2023	2024 (current)	Δ 2022 to 2024	Δ% 2022 to 2024
Scope 1		3.6	0.9	**1.8**	(1.8)	(50%)
Scope 2	Location-based	22	149	**129**	107	486%
	Market-based	22	149	**93**	71	323%
Scope 3 [43]	Total	6,124	10,250	**10,943**	4,819	79%
Category 1	Purchased goods & services	5,024	8,029	**8,611**	3,587	71%
Category 2	Capital goods	126	136	**1**	(125)	(99%)
Category 3	Fuel & energy-related activities *(not included in scope 1 or 2)*	8	15	**17**	9	124%
Category 4	Upstream transportation and distribution	116	225	**178**	62	53%
Category 5	Waste generated in operations	6	36	**15**	9	168%
Category 6	Business travel	91	87	**601**	510	560%
Category 7	Employee commuting	15	50	**207**	192	1280%
Category 8	Upstream leased assets	32	0	**0**	(32)	(100%)
Category 11	Use of sold products	570	1,098	**1,064**	494	87%
Category 12	End-of-life treatment of sold products	133	257	**249**	116	87%
Category 15	Investments	3.7	317	**0**	(4)	(100%)
	Total GHG Emissions in t CO_2e					
	Location-based	6,149	10,400	**11,069**	4,920	80%
	Market-based	6,149	10,400	**11,038**	4,889	80%
	GHG Emissions Intensity					
	Net Revenue (in millions of euros) [44]	14.33	32.34	**34.18**		
	Total GHG Emissions (location-based) per Net Revenue	429	322	**324**	(105)	(25%)
	Total GHG Emissions (market-based) per Net Revenue	429	322	**323**	(105)	(25%)

[42] We used the tool provided by Watershed – see the full methodology breakdown of how the footprint was calculated in 'Appendix: Corporate Carbon Footprint Methodology'
[43] Categories not listed here are not relevant to Instagrid
[44] Revenue for 2024 as of 04/2025; closure of financial year still ongoing

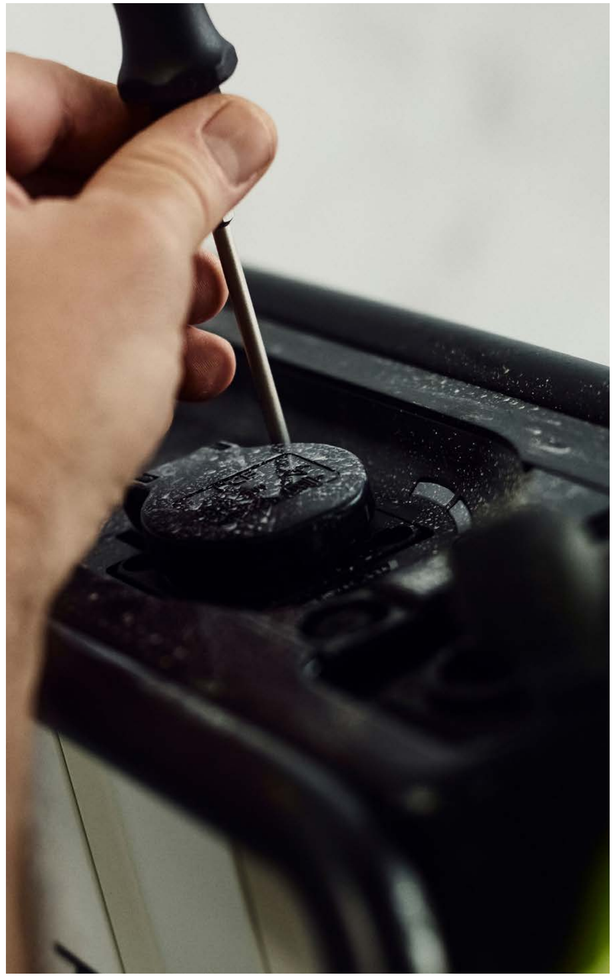
The 2022 and 2023 Corporate Carbon Footprints have been recalculated to reflect updated Life Cycle Assessment (LCA) outputs for the Product Carbon Footprint (PCF) categories. This revision ensures greater accuracy and alignment with the latest data, methodologies, and emission factors. By incorporating these updated PCF values, the recalculated corporate footprint provides a more precise representation of value chain emissions, supporting improved year-on-year comparison of reporting and target-setting.

In 2024, our Scope 1 and 2 emissions represented approximately 1% of our overall emissions, and since the previous year they actually decreased. Our Scope 2 emissions fluctuated across the measurement timeline as a result of ongoing improvements in data collection for offices, utility usage, and the operation of company-owned or company-leased vehicles. As data accuracy and completeness continue to improve, a more precise assessment of actual energy use across company facilities and transportation assets can be reflected. Future refinements support effective monitoring, reporting, and emissions reduction efforts.

The remaining 99% of our 2024 Corporate Carbon Footprint came from Scope 3, and approximately 76% of our Scope 3 emissions were calculated using primary, activity-based data. This 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 PCF. This is reflected in specific Scope 3 categories such as 3.1 (Purchased Goods & Services), 3.4 (Upstream Transportation & Distribution), 3.11 (Use of Sold Products), and 3.12 (End-of-Life Treatment of Sold Products), as the greater production, transportation, customer usage, and disposal impacts are therefore captured in these four 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 here:

Around 76% of our total Scope 3 emissions in 2024 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 3.6 (Business Travel) and 3.7 (Employee Commuting) grew significantly because of increased hiring, a larger salesforce, and expansion into North America. The rise in travel-related emissions was driven by more frequent trips for interviews, supplier visits, sales meetings, conferences, and industry events, demonstrating the company's prioritisation of these business activities and engagement efforts.

GHG Emissions in t CO_2e (Scope 3)	2022 (base year)	2023	2024 (current)	Δ 2022 to 2024	Δ% 2022 to 2024
Only Product Carbon Footprint [45]	4,448	8,576	**8,311**	3,863	87%
Without Product Carbon Footprint	1,676	1,674	**2,632**	956	57%
Total	6,124	10,250	**10,943**	4,819	79%



[45] 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 conducted a Life Cycle Assessment (LCA) for Instagrid ONE and Instagrid GO, [46] 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.

The results of the LCA for Instagrid ONE yield that over the product life cycle, Instagrid ONE emits 1142 kg of CO_2e. [47] This is up to 94% less than the lifetime emissions of a comparable combustion generator. The following visual highlights this by product life cycle phase:

Use phase emissions make up the biggest share of Instagrid ONE's and Instagrid GO's footprint. These emissions 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 contract manufacturers. End of life is an area where we are building further understanding, for detailed information see chapter 'Product End of Life.'

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%.

Finally, we also track the average emissions per kWh that each Instagrid ONE or Instagrid GO unit delivers over its lifetime. As we scale production, we want to ensure that this value is stable over time. This is illustrated in the table below:

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

Environmental Impact by Material	Instagrid ONE	Instagrid GO	Instagrid LINK
Aluminium	7.8%	7.7%	16.8%
Battery cell	52%	44.8%	2.5%
Electronics	33%	37.9%	27.1%
Copper	0.2%	0.2%	3.9%
Plastics	5.3%	6.0%	24.8%
Steel and Iron	0.6%	1.6%	16.5%
Others	1.1%	1.8%	8.3%

Emissions CO_2e per Instagrid ONE or GO unit	2022	2023	2024
Emissions CO_2e kg/kWh	0.67	0.67	0.68

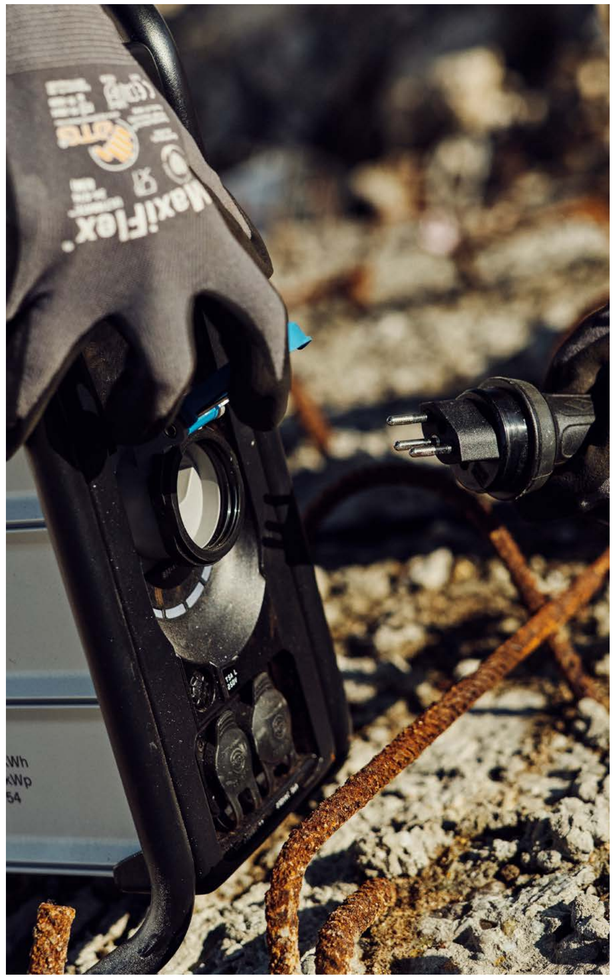
46 Technical specifications for Instagrid GO DV and Instagrid GO LV are similar. Therefore, one LCA has been conducted for both product variants. However, the use phase was modelled separately to reflect market specific CO_2e intensity of the grid

47 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.

Calculating our Energy Usage

We also track our on-site energy consumption, which is made up of a total of 262 MWh between electricity and heating. Of the 154 MWh of electricity consumed within our operations, 22 MWh comes from non-renewable sources, and 132 MWh comes from renewable sources. This includes some on-site solar generation, with the rest coming from renewable energy contracts that provide hydro, solar, or wind power. The remaining 108 MWh of energy is for heating, with the majority coming from district heating, which can be generated from by combusting oil, gas, or wood chips.

Energy Consumption and Mix	Unit	2024
Total energy consumption (MWh)	MWh	262
Total renewable energy consumption – electricity	MWh	132
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	123
The consumption of self-generated non-fuel renewable energy	MWh	8.9
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	%	50.4
Total fossil energy consumption – electricity and heating	MWh	130
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	127.1
Fuel consumption from natural gas	MWh	1.3
Fuel consumption from crude oil and petroleum products	MWh	1.1
Fuel consumption from coal and coal products	MWh	0.0085
Fuel consumption from other fossil sources	MWh	-
Share of fossil sources in total energy consumption	%	49.6



Our Actions

In 2023, we joined the Science-Based Target initiative (SBTi), which provided validation that we are on track to reduce our Scope 1 and 2 emissions by 42% by 2030 from a 2022 base year, in line with the 1.5 degrees Paris Climate Agreement. These targets cover all of our Scope 1 and 2 activities and help us manage our climate-related impacts and risks. 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

- **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 CO_2 data reporting framework which we will roll out in early 2025 to our key suppliers. This will support us in identifying levers to reduce production-related emissions. Detailed information is provided in the chapter '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 2024, we expanded our goals by internally committing to Scope 3 reduction targets. These targets along with more ambitious Scope 1 and 2 reductions are planned to be submitted to the SBTi in early 2025 for validation. In addition, we are expanding our life cycle assessement to Instagrid LINK to understand the environmental impact and leverage of another product category. We continue to monitor climate transition-related risks and opportunities as part of our regular Business Performance Reviews to address them early on and find adequate solutions to ensure business continuity.

We have created and approved a Net Zero roadmap internally, and our transition plan is currently being drafted for approval by the end of 2025 from Instagrid's administrative, management, and supervisory bodies. These bodies are responsible for overseeing the implementation of the plan, monitoring progress, and ensuring that adequate resources are allocated to achieve our climate-related goals.

Sustainable Product Design

We design products that go on and on.

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 Circularity Strategy and clearly aligned it with our internal Sustainable Product Development Guidelines this year. This policy 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 Ellen Mac Arthur Foundation. [48]

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, [49] 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.

[48] More on the MCI can be found **here**.
[49] Faunhofer Institute for Manufacturing Engineering and Automation IPA

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.

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 2024 we refined our measurement approach for product circularity. We measure the overall circularity of our products using the Material Circularity Indicator (MCI). 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. While the evaluation of product circularity and standardised measuring tools are still considered at an early stage, we are committed to expanding our collaboration with standard-setting bodies and relevant initiatives in 2025 to further enhance and refine these measurement tools.

Previously, we only had one product in our portfolio, so our total MCI score was based specifically on the Instagrid ONE. This year we added Instagrid GO and Instagrid LINK, so their respective MCI scores, along with the sales volumes of all the products is calculated into an overall MCI score of 48%.

MCI	2022	2023	2024
Instagrid ONE	46%	46%	48%
Instagrid GO	-	-	50%
Instagrid LINK	-	-	38%
Portfolio [50]	46%	46%	48%

[50] Weighted by product share of portfolio

In 2024, we updated several key factors to refine Instagrid's historical MCI. Recycling calculations were adjusted to include only material recycling, excluding energetic recycling, which resulted in an 81% recyclability rate. The material recycling efficiency was updated to 73.5% [51] based on literature and input from recycling partners, while aluminium and cardboard recycling efficiencies were increased to 90%. These changes led to a revised 2022 baseline of 46%. [52] In 2024, recycled content in cardboard packaging increased from 0.7% to 0.97%, which increases the MCI to 48%.

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 shows the mass breakdown of one Instagrid ONE, Instagrid GO and LINK unit. [53]

Product Mass Breakdown	Instagrid ONE	Instagrid GO	Instagrid LINK
Total Weight	**22.19 kg**	**24.16 kg**	**5.66 kg**
Aluminium	20.2%	20.6%	10.1%
Battery cell	46.1%	40.2%	-
Electronics	5%	6%	3%
Copper & Brass	0.4%	1.5%	7%
Plastics	19.6%	19.8%	40.3%
Paper	8%	10.5%	12.6%
Steel & Iron	1.6%	1.4%	27%
Others	0.1%	-	-
Total Recycled Content per Product	20.4%	22.6%	11.4%

(including packaging and charging cable)

[51] More information on our recycling efficiency rate can be found in the chapter 'Product End of Life'
[52] Our original baseline calculated for 2022 was 51%
[53] Breakdowns include packaging and charging cable

The total weight of materials purchased by Instagrid in 2024 was 307.4 tonnes, and the breakdown is as follows.

Breakdown of materials [54]	Weight	Percentage
Recycled Materials	30.5 t	9.94%
Non-Renewable Materials	276. 8 t	90.06%
Total	307.4 t	100%

The percentage of recycled materials is significantly higher than that of 2023, during which we used 3.7% recycled materials. This is due to increasing the share of recycled materials for Instagrid GO and increasing direct sales for Instagrid GO and ONE compared to Brand Partner sales with a lower amount of recycled materials. In future reporting, we will include data on secondary intermediates and packaging materials.

Future Targets and Outlook

By translating our Sustainable Product Development Guideline and key R-Strategies into product specific development plans, we aim to continuously decrease the use of virgin materials and extend product lifetime. This will be 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 by using the MCI.

We aim to increase our portfolio MCI by 2030 by 15% over baseline year 2022. [55] This is also supported by a key milestone for our Design for Repair strategy: In 2025, we also aim to build a repairability index that is aligned with internationally recognised standards such as the French Repair and the Right to Repair Directive that demonstrates our products' repairability strength.

To effectively tackle waste consumption in our upstream value chain, in 2025 we will work with our contract manufacturers to reduce our scrap waste rate to <2%.

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. To actively drive change in this area, in 2025 we will partner with Fraunhofer IBP [56] and a large industry partner to assess and develop approaches for measuring sustainable product design across our product development process.

[54] Calculation is based on the bill of materials, multiplied by total sales volume in 2024 including Brand Partner Products, includes packaging and charging cable, double counting was avoided in our calculation

[55] We have revised our previous communicated objectives based on the updated methodology as well as market availability of alternative materials and internal product development roadmaps.

[56] Fraunhofer Institute for Building Physics

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.

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 material SVHC in our products: [57]

SVHC Per Product	Cadmium	Lead
Instagrid ONE (EU, AUS)	-	0.963 g
Instagrid ONE (CH)	-	1.017 g
Instagrid GO LV (UK)	0.396 g	1.623 g
Instagrid LINK (DE, AUS)	-	0.629 g
Instagrid LINK (CH)	-	1.019 g
Instagrid LINK (UK)	-	0.003 g

Since Instagrid outsources manufacturing, these SVHCs leave facilities within its products in the total amounts shown in the table below:

Total SVHC Per Year [58]	2023	2024
Human health and environmental hazard (H3xx & H4xx)	19.58 kg	19.11 kg

Future Targets and Outlook

To reduce environmental and health and safety impacts of SVHC, we will continue to closely monitor the handling and storage of respective substances as part of our quality and sustainability audits in 2025. This is supported by our aim to improve the reporting process to effectively track the amount of SVHC used as required by REACH and RoHS. This includes reviewing internal responsibilities and data management processes in early 2025. In addition, we seek to decrease the use of SVHC within our product and will integrate this aspect in our Sustainable Product Development Plans. In the mid-term, we will continue to closely monitor the availability of alternative components together with our contract manufacturers.

57 Reporting scope Instagrid ONE, Instagrid GO LV, and Instagrid LINK for key markets
58 Formula = amounts of SVHC per product * units sold per year

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 (EU BattV) and specific national regulations such as the Batteriegesetz (BattG) [59] in Germany. These regulations guide our approach and shape our action plans and will support us in adopting an internal policy in 2025.

Amid this evolving policy landscape, we have started to investigate appropriate and innovative recycling options for the battery cells we use. Today, commercial recycling is mostly limited to physical pre-treatment, followed by a pyrometallurgic process that only recovers a small fraction of the materials. The nature of a battery, being an agglomerate of various active and passive materials, makes its separation and return to a closed cycle challenging. While the recycling of lithium-ion batteries is still generally in its infancy, we have witnessed a surge in recycling capacities across Europe due to the widespread adaptation of battery technologies in recent years and an increase in the value of raw materials such as cobalt, nickel and lithium.

We believe that as a young company, we have a role to play in helping push this transition and partnering with others to find new approaches to the commercial recycling of battery cells:

Our Actions

To make strides in this area, we have done four things in 2024 focusing on our internal product development and downstream activities:

- **Participate in national take-back schemes:** We have extended our participation in national take-back schemes to 30 countries. Often customers don't know where to return batteries when they are defective. This initiative supports directing customers to drop-off points where they can deposit worn-out or defective batteries for recycling. [60]

- **Implement design strategy:** We have begun including Design for Repair principles as part of our Sustainable Product Development Guidelines 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. Even as we seek to provide the best possible design for repair and re-use, our products do eventually reach their end of life.

- **Assess the policy landscape:** We conducted a deep dive study to understand the current recycling landscape in Germany, and identified opportunities and barriers linked to it. The initial findings from our study indicate that the current recycling policy landscape in Germany is evolving according to European regulations. Small companies like Instagrid that are committed to closing the loop currently face many economic challenges.

- **Analyse recycling rates:** As one of our key approaches in developing an internal Recycling Strategy, we have teamed up with external recycling experts to understand innovative recycling technologies and assess our products' recyclability in these processes. We will use this feedback as a basis to further increase the circularity of our product and to investigate centralised recycling approaches to increase transparency in the current recycling landscape.

[59] Batteriedurchführungsgesetz (BattDG) will replace BattG in August 2025

[60] Scope of services per national take-back scheme varies per country. Few countries have implemented take-back schemes for industry batteries and offer only WEEE or packaging recycling

Currently, 91% of an Instagrid ONE product can be recycled according to a study carried out by an independent partner - FIT Institute.

However, this recyclability rate describes the theoretic potential of our product to be recycled.[61] The actual recycling process has not been conducted as part of this study. Therefore, we have turned to different recycling companies in Germany to understand the actual recycling processes and recovery rates for each material. A key challenge during this project is the lack of an EU-wide standardised approach for recyclers to calculate and display recycling efficiencies.

Therefore, the efficiency rates provided are based on different cell chemistries, component levels and material categories. This complicates comparison between the recycling processes.

To estimate an actual recycling efficiency, we conducted an internal assessment of the recycling results. Based on a qualitative analysis and a best-case approach we determined the material recovery rate for Instagrid ONE to be approximately 73.5%.

Recycability rates per product including packaging and cable

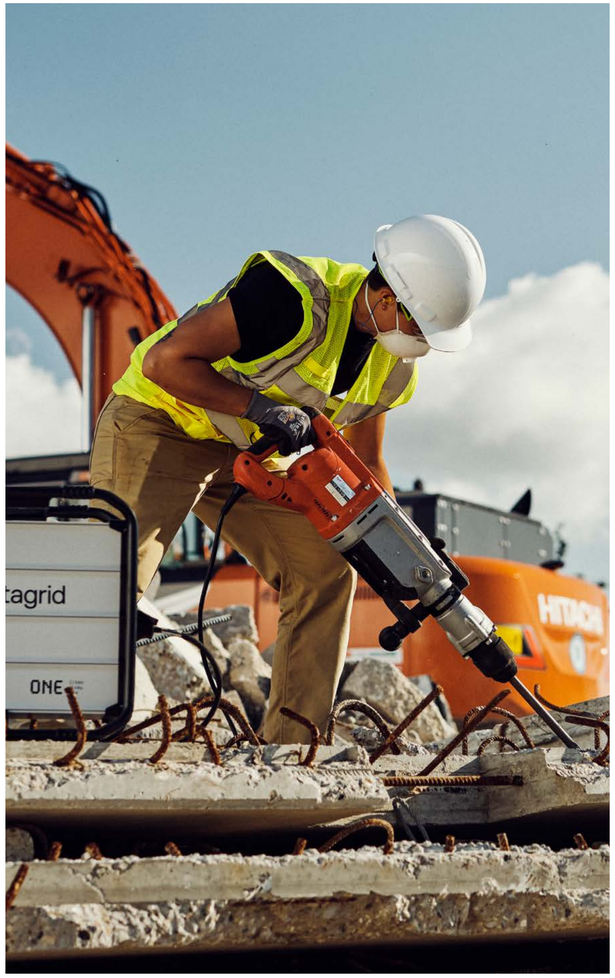
	Instagrid ONE	Instagrid GO	Instagrid LINK
Material recycling	80.5%	74.6%	72.2%
Energy recovery	10.3%	15.7%	24.3%
Disposal	9.2%	9.7%	3.5%
Total Recyclability	91.0%	90.3%	96.5%

61 Describes the mass fraction of Instagrid ONE (incl. packaging and charging cable) that can be fed into material recycling

Future Targets and Outlook

The EU Commission has also recognised the lack of standardised calculation approaches and is addressing it as part of the of the new EU Battery Regulation. In 2025, the Commission plans to adopt a delegated act that will outline a methodology for calculating and reviewing quotas for recycling efficiency, material recycling efficiency and material recovery as well as a format for the required documentation. We are looking forward to adopting this approach when it becomes available, and that will support us in refining our internal assessment.

While scaling into new markets we continue expanding our participation in national take-back schemes, such as in North America. We also aim to decrease the complexity of market-specific recycling schemes for customers and improve the accessibility of information for their use throughout the upcoming year. Regardless of the challenges posed by national policies and bureaucracy we are keen to continue exploring innovative recycling approaches in the mid-term and seek out strong partners in this field.



Customer Health and Safety

We believe in the power of clean air.

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 [62]) on the use of fuel-driven combustion generators on construction sites and filmsets across Europe and in North America. Instagrid's Environmental Policy [63] aligns with our business mission to cut local air pollution and improve air quality for professional workers in these sectors.

Emissions on Construction Sites

Construction sites in Greater London contribute to 7.5% of overall NOx, 8% of PM10, and 14.5% of overall PM2.5 emissions in the region. A total of 25% of these emissions come from on-site fossil fuel-powered generators, negatively impacting urban air quality and the health of workers and bystanders. [64]

1 h of using a gasoline Generator = Driving for 250 km

1 h of using a portable gasoline generator emits as much smog-forming pollution as driving an average passenger vehicle for about ~250 km

Our Actions

By offering a cleaner mobile power supply, we can help improve mobile workers health and safety as well as their work flexibility. 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 [65] 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:

62 California State Assembly Bill 1346
63 For more information on our Environmental Policy please see chapter 'Climate Change Mitigation & Adaptation'
64 London Atmospheric Emissions Inventory
65 Our Impact Model methodology is described in chapter 'Power Climate Action'

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 [66]	7.2 kg/kWh	5,576.8 kg/kWh

With our category-leading technology we put the impact directly in our customers' hands. By 2024 we provided them with the potential of cutting a total of 279 tonnes of local NOx emissions and 215,378 tonnes of CO emissions to our customers. [67] This is an equivalent of taking >300,000 cars off the streets. For the year 2024 this amounts to a potential of 97 t NOx emissions and 74,879 CO emissions. The table below demonstrates our progress on cutting local air pollution over years:

Cumulated air pollution savings [68]

Air Pollutants	2021 & 2022	2023	2024
NOx	81 t	182 t	279 t
CO	62,840 t	140,499 t	215,378 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. [70]

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.

ferrovial

Ferrovial has cut local air pollution at its construction sites in Madrid by 27 kg NOx [69] which equals taking 30 cars off the street. Ferrovial's site managers have emphasised the significant impact Instagrid ONE has on reducing health and safety risks at their construction sites, particularly by reducing toxic fumes and noise exposure, which affects workers and passersby.

Instagrid's reporting platform is easy to understand and provides valuable information for data analysis to justify our emission reduction.

Alessa Pardave Navarro,
Cleantech Innovation Lead at Ferrovial

66 Based 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

67 Potential emission savings over product life cycle. Calculation methodology described in 'Power Climate Action' chapter

68 Potential emission savings over product life cycle; this number differs from previously published goals because our methodology was adjusted in 2024 to include more primary data to increase accuracy, Calculation methodology described in 'Power Climate Action' chapter

69 Actual emission savings for the business year 2024 based on customer specific IoT data

70 Emission savings potential over entire product life cycle

Working Conditions in a Responsible Supply Chain

We look closely to get the bigger picture.

Our Approach and Policies

Companies can cause, contribute, or be considered responsible for 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 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 2024, 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 Sourcing Principles. 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.'

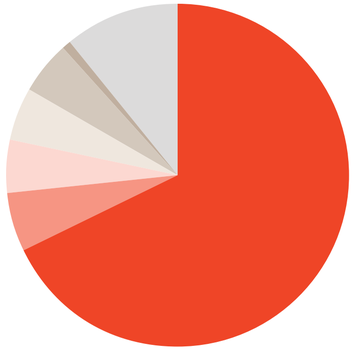
Supply Chain Risk Assessment

In 2024, we continued mapping our supply chain, and as with the previous year, we covered 100% of our supply chain on the basis of total expenses and with a minimum threshold of €35,000. As part of this mapping, we identified the most significant supplier categories based on our spend data: Product, Research and Development (R&D), Services, Logistics, Marketing, and Other.

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: 67.95%. As per our spend-based approach 99.9% of our direct suppliers are

located in Europe and the remaining 0.1% in North America. 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. As a first step, 100% of these suppliers have been requested to participate in a Self-Assessment Questionnaire. Among the group of potential high-risk suppliers, 23% have been included in comprehensive supplier meetings in 2024.
This ongoing risk evaluation serves as a basis to identify the suppliers that will be included in the next round of Sustainability Audits in 2025.



67.95%	Product
5.54%	Office & work Equipment
5.10%	Services
4.93%	R&D
4.93%	Marketing & Brand
0.75%	Logistics
10.81%	Other

Our Actions

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

- **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 Sourcing Principles 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 Sourcing Principles. All corrective actions have been implemented accordingly to prevent and mitigate risks and impacts. No suppliers were identified as having significant,[71] actual, or potentially negative social or environmental impacts. The remaining 20% of suppliers not included in the audit are in low-risk countries[72] and are not therefore subject to the obligatory Sustainability Audit. No new direct suppliers were onboarded in the last business year.[73]

- **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

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

72 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**

73 With a threshold of >0.5% turnover

is monitored by Instagrid in collaboration with a responsible person at the relevant supplier. In 2024 there was no request to implement required actions. However, we shared a set of recommendations on health and safety, environmental actions as well as diversity and inclusion. The recommendations were mainly focused on improvement in documentation and calculation methodologies.

- **Supplier Trainings and Dialogues:** Our Responsible Sourcing Strategy builds on transparency, auditing, and a supportive and developmental mindset, and we're seeing the benefits of this across our supply chain.

Supplier development remains a priority for our employees, partners, and communities, and we've further enhanced our approach in 2024. As a concrete example, we collaborated with a Tier 2 supplier to deliver training on the calculation of corporate carbon footprint according to GHG Protocols. 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 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.

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 2025 and measure its successful implementation through sustainability audits. In addition, we are looking to extend our environmental training program to two suppliers to support them in their CO_2 target setting to increase data quality. The effectiveness of this target will be tracked via our annual environmental reporting with direct suppliers.

Social Dialogue within the Supply Chain

We encourage open communication to create fair 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 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 Sourcing and international frameworks they are built on and help us to prevent or mitigate risks and impacts.[74]

  In 2024 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.[75] No cases were filed by suppliers in 2024. General information on our Whistleblowing Procedure and related actions and objectives are describe 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 in 2025 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.

[74] For more information on our Responsible Sourcing Principles please see chapter 'Workers in a Responsible Supply Chain'

[75] 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.[76]
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**).[77] Based on our expense-approach, 99% of direct product related purchases in 2024 were made in countries with low risk of modern slavery and child labour. Only 0.1% of purchases were made in Serbia with a medium risk exposure to child labour and modern slavery. We continue implementing this regional sourcing approach for future supplier selection processes in 2025.
- **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. This approach[78] 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 started to engage with each of them in 2024 to gain a deeper understanding of their human rights due diligence in regards to child labour. We aim to complete the first iteration of engagement in Q2/2025 which will inform our risk assessment and potential next steps in our due diligence process.
- **Joining forces:** We believe that complex issues must be tackled together, which is why we have joined the Responsible Mining Initiative. Together with other businesses we are working on evolving business practices to support responsible mineral production and sourcing globally. In addition, we've also 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 continue this dialogue throughout Q2/2025 to conduct a first assessment of the provided information to see how it informs our risk assessment approach.
- **Carefully Considered 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 2024, 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 will help us to determine next steps in early 2025 in case of increasing risk profile with regards to child labour and modern slavery for suppliers.

Future Targets and Outlook

In 2025 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.

76 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'

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

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

Gender Equality, Diversity and Inclusion

We are fostering an inclusive culture.

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 over 40 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 [79] 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,** [80] disciplinary processes and Instagrid's employee survey.

Our Actions

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

- **Culture Focus Group:** Employees can actively engage in this focus group led by our People and Culture team to discuss potential risks, impact and opportunities and drive internal projects. This is a great opportunity to get employees' perspective and have them inform decisions and activities related to equality, diversity and inclusion as well as other topics. Significant outcomes of this group are discussed with the Board of Management.

- **Inclusion Measures:** We foster inclusive hiring practices by providing mandatory trainings to all our hiring managers. 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.

- **Employee Survey:** In 2024 we conducted our first employee survey to identify potential areas of improvement. Having a diverse workforce combining different perspectives and a fresh mindset has been identified as one of our strengths, creating a great working atmosphere and a good sense of team spirit. The employee survey will be continued on an annual basis to help track the effectiveness of subsequent measures and support internal target setting, and to ensure progress on specific topics, smaller surveys will be sent out on a quarterly basis. For detailed results of our first employee survey, please see the People and Culture chapter.

- **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 have been recorded in 2024. For detailed information please see chapter People and Culture.

79 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

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

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 years we have calculated an adjusted gender pay gap across equivalent roles, levels of seniority, and all locations, comparing it to data from similar company profiles. For our 2024 calculation we have adjusted the methodology to the requirements of ESRS and calculated an unadjusted gender pay gap.[81] The table below includes the restated numbers for the years 2022, 2023.

Unadjusted gender pay gap	2022	2023	2024
All employees	6.6%	9.6%	6%

- **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 3.7.[82]

- **Gender Equality:** We provide and encourage leadership opportunities for all. We support employees through mentorship programs and family-friendly policies. By cultivating a culture of respect and equity, we empower individuals to thrive, regardless of gender, and drive meaningful progress toward a more diverse workplace. This is also reflected in our low employee turnover rate of 12.6%[83] in 2024.

81 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.

82 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

83 Turnover rate = Total disposals/average total number of employees *100; this calculation excludes students, interns and employees on parental leave

Instagrid's People in Data

The following data shows our employee break-down in headcounts per reporting date 31 December 2024. [84]

Breakdown by headcount and gender

Gender	No. of employees
Male	138
Female	74
Other	1
Not disclosed	23
Total	**236**

Breakdown by role and (non-)gender

Role		Female		Male		Other		Not disclosed	
	Total	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**
Board of Management	**4**	25	1	75	3	0	0	0	0
Senior Leadership Team	**7**	28.6	2	71.4	5	0	0	0	0
Non-leadership employees	**225**	31.6	71	57.8	130	10.2	1	0.4	23
All employees	**236**	31.4	74	58.5	138	0.4	1	9.7	23

Breakdown by contract type and (non-)gender

Contract type		Female		Male		Other		Not disclosed	
	Total	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**
Permanent Full-Time	**199**	27	54	62	123	0	0	11	22
Permanent Part-Time	**35**	51	18	43	15	3	1	3	1
Temporary	**2**	100	2	0	0	0	0	0	0
Total	**236**		74		138		1		23

Breakdown by age

	Total	<30	30-56	>50
All employees	236	44	163	29

Breakdown by region

Region	Number	%
Germany	151	64
Rest of Europe [85]	34	14.4
UK	21	8.9
US	30	12.7
Total	**236**	**100**

Employee turnover

Data point	Value
Employee turnover count	23
% of turnover rate	12.6%

[84] Students, interns, and employees on parental leave are excluded from the headcount

[85] Austria, Finland, France, Italy, Lithuania, Netherlands, Norway, Slovakia, Spain, Sweden and one headcount in Switzerland

The headcount number of non-employee workers, consisting of employees not directly employed by Instagrid entities, was 15 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

We will continue to increase the share of women, both in the leadership team and among our non-leadership employees, while at the same time continuing to pursue our fair recruitment process. In addition, we strive to reduce our gender pay gap to below 6% in 2025 by implementing a comprehensive compensation process. In addition, we will continue tracking the effectiveness of our measures and progess against our targets by using tools such as the employee survey on a regular basis. This comprehensive approach highlights our commitment to cultivating an inclusive and diverse workplace environment at 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. A dedicated policy on training and qualification has not been adopted yet however an appropriate timeline for developing such a policy will be evaluated in 2025.

Our Actions

Our educational platforms such as Udemy, Bridge and Babbel offer materials covering languages, public speaking, feedback, and presentation skills. Additionally, employees have access to comprehensive project management training and specialised courses for work-life balance, mental health, and stress management.
In 2024, our employees dedicated approximately 14 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	13.98
Male	13.97
Other	13.97

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.

This represents an increase of two hours per employee compared to 2023. 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. [86]

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 2025 and beyond, we will continue introducing internal tailored training programs for individual talent development as well as expanding a training program to enhance leadership skills for leadership employees. In addition, we will roll-out a performance management approach for all employees in 2025 to foster individual growth and improve employee satisfaction.

[86] 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

Business ethics and a healthy corporate culture are fundamental to the Instagrid ethos and business operations to safeguard human rights, foster environmental protection, uphold stakeholder integrity and maintain our license to operate. Our wide-ranging Code of Conduct covers our mission, values, environmental commitment, and guidelines on conflicts of interest regarding our own operations and builds the foundation for our expectations towards upstream and downstream partnerships. The Code of Conduct also underlines our strict policies concerning bribery, corruption, sanctions, money laundering, and whistleblower violations. Our People and Culture department monitors the implementation of the Code of Conduct in close collaboration with the ESG and Legal department. All employees [87] receive 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

- **Trainings:** We seek to minimise the risks of our team being susceptible to bribery and corruption. All employees complete mandatory anti-corruption training within their first four weeks at Instagrid through our internal learning platform. This comprehensive e-learning course takes a minimum of 30 minutes to complete and covers all behavioural guidelines and binding monetary values related to anti-corruption. The content is updated as needed, and all employees must repeat the training annually through an automated course enrolment.

- **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 2024, 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.

[87] 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)

Employee Survey

As we expand globally, understanding our corporate culture remains deeply crucial. In 2024, we conducted our first comprehensive employee survey to identify focus areas and future measures.[88] The survey yielded the following results:

- An above-average company satisfaction score in the energy industry of 79 [89]
- An outstanding employee participation rate of 83%
- A great Employee Net Promoter Score (eNPS) of +24 [90] indicating a healthy level of employee satisfaction and loyalty

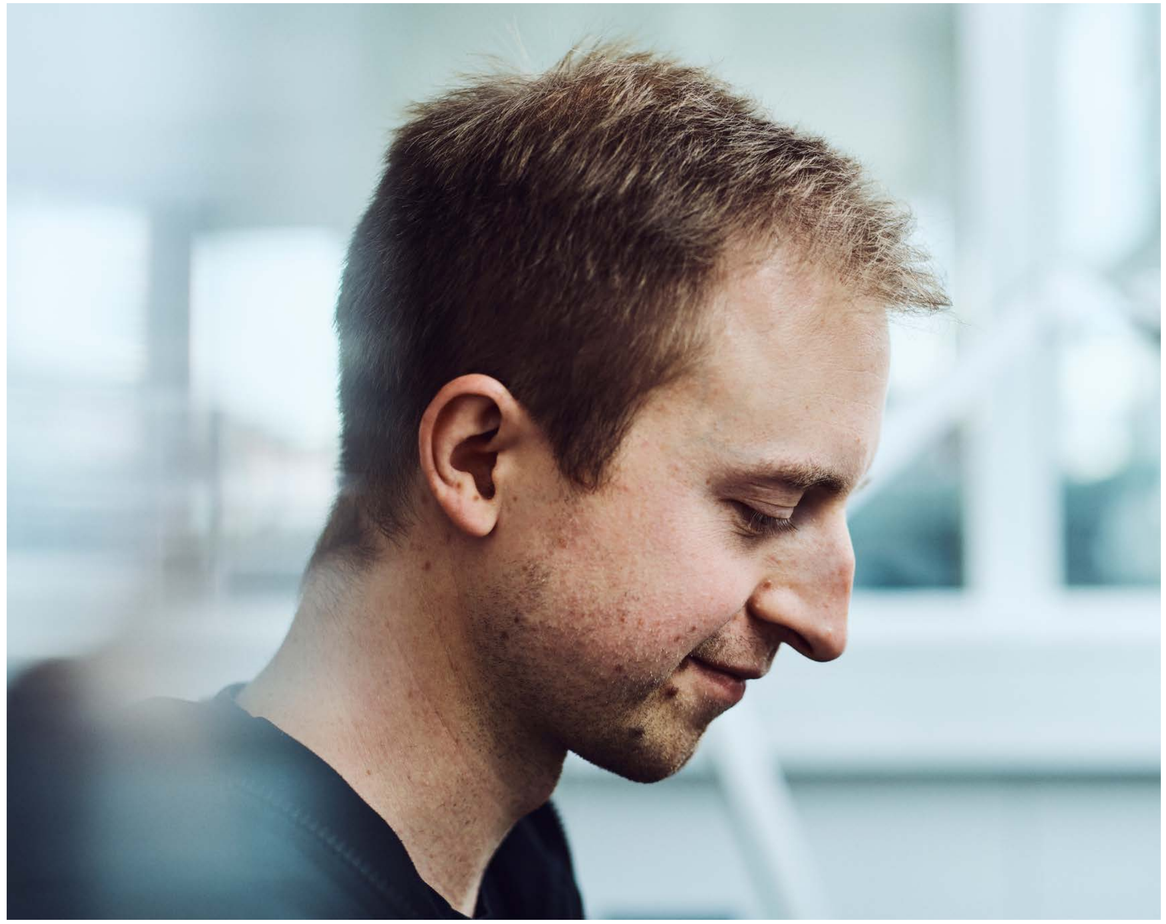
Our strengths have been identified as:

- Having a great working atmosphere
- A good sense of team spirit
- The ability to make an impact
- An inspiring, innovative product
- Working with talented, passionate and committed colleagues

The People & Culture department derives recommended actions from this survey which are then discussed within the Senior Leadership team together with the Board of Management. At the end of 2024, department heads already began implementing the actions with individual team measures, and a follow-up survey will be sent out in Q2 2025 to monitor progress.

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 eNPS to >24 in 2025.



88 More information on our engagement with our own workforce can be found in ‘Appendix: Double Materiality Assessment’

89 Average company score in energy industry is 66.7 (out of 100) via Kununu

90 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 prioritise partnership to deliver lasting change.

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 2024 include:

- **Achieving certification as a B Corp:** 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.
- **Joining the Summer World Economic Forum in Dalian (sister event to the annual Davos meeting) as Technology Pioneer:** An inspiring event where we met with global business and government leaders and exchange ideas with other like-minded Technology Pioneers. A clear message which resonated with our business was that batteries and improved gathering of solid data are both essential in the clean energy transition.
- **Selection to participate 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.
- **Regional collaboration with Fraunhofer Institute and the Economic Development Department of the City of Stuttgart:** We cooperated on areas including product circularity and sustainability reporting to share our knowledge, learn from peers, and tackle broad issues more comprehensively.
- **Joining the Responsible Mining Initiative:** Working with other businesses to evolve the Responsible Mining Initiative and the inclusion of complex issues to support responsible mineral production and sourcing globally.

Outlook on 2025 partnerships:

We are excited to announce our partnership with the South Coast Air Quality Management District and the California Air Resources Board in North America. This will include a pilot program with Instagrid GO and the city of Riverside to support state governments in improving urban air quality by replacing small combustion engines.

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 2025, which we will strive hard to meet.

Circularity

- Expand our Life Cycle Assessment to Instagrid LINK
- Translate our key R-Strategies into product specific development plans
- Expand our recycling partnerships into new markets

Environment

- Submit Scope 3 reduction targets for validation to SBTi
- Extend environmental training to selected suppliers
- Implement the Environmental Data Reporting procedure with our key suppliers

People

- Decrease gender pay gap to <6%
- Introduce internal training programs for talent development and leadership skills
- Develop an internal performance management approach

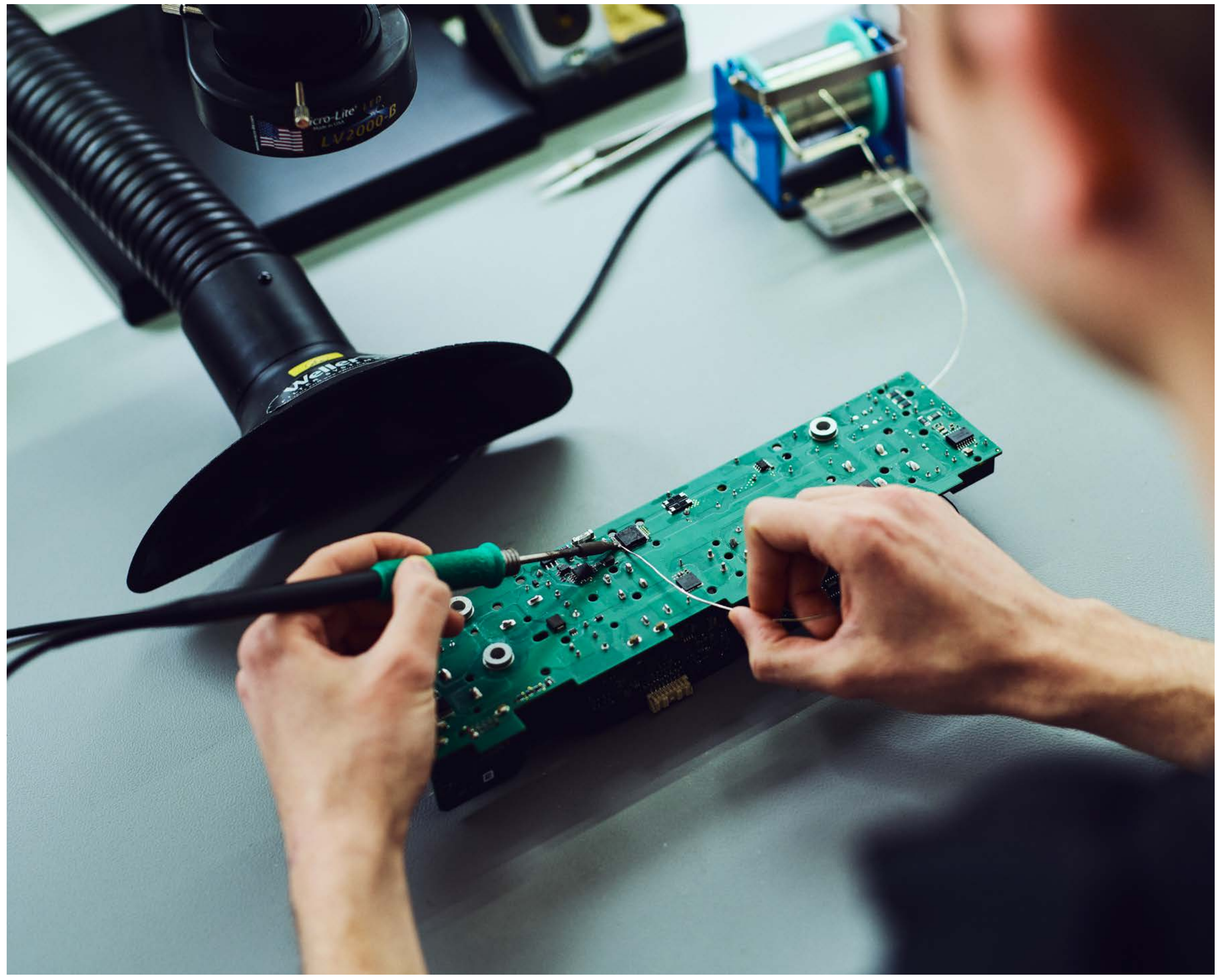
Governance

- Improve employee net promoter score 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

- Reducing 23,000,000 tonnes of global CO_2e [91]
- Cutting 9,000 tonnes of local NOx emissions [92]
- Cutting 7,000,000 tonnes of local CO emissions [93]
- Reducing our Scope 1 and 2 emissions by 42% from base year 2022
- Increasing our product portfolio MCI by 15% from base year 2022



[91] Emission savings potential over product life cycle
[92] Emission savings potential over product life cycle
[93] 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 [94] 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 time horizons: short, medium, and long term. [95] 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, [96] interests and perspective of key stakeholders and our climate risk assessment. [97] 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.

94 The analyses account for dependencies across stakeholder groups

95 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

96 See chapter 'Instagrid – a Snapshot'

97 See chapter 'Climate Change Mitigation and Adaptation'

Stakeholder Engagement

At Instagrid, we're committed to listening to and engaging with our stakeholders. We keep an open dialogue to understand their perspectives, concerns, and expectations. This ongoing conversation helps shape 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 Board of Management 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 hasn't 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 in regard to 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)

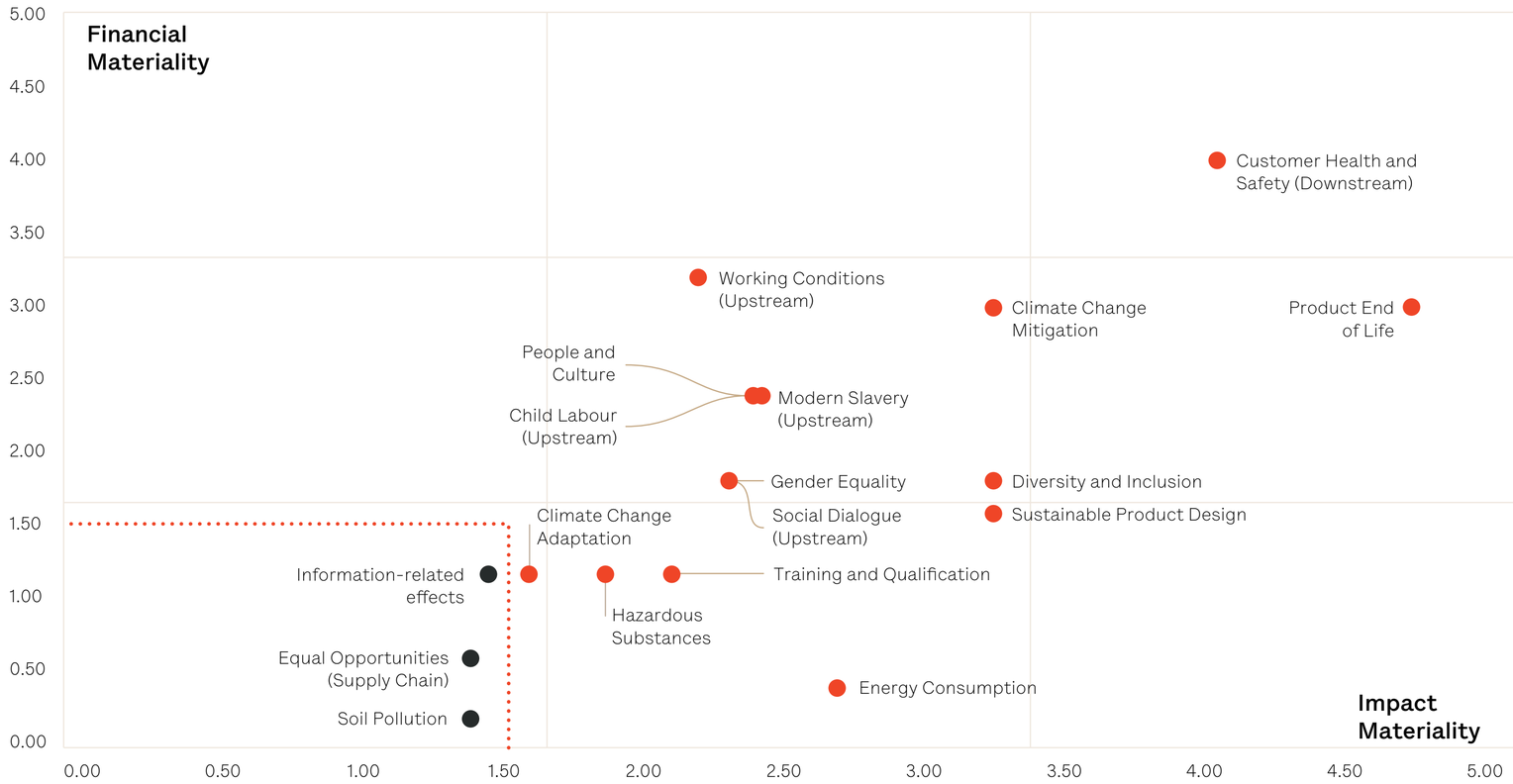
ESRS	Topic	Type	Affected Stakeholders	Material Impact, risk or opportunity	Description	Time Horizon
S2	Working Conditions (Upstream)	Negative Impact Risk	Workers at direct suppliers (Tier 1 and selected Tier 2)	• Violation of worker rights e.g. excessive overtime, lack of workplace safety • Suppliers 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.	Medium-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 Risk	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 2024	Objective 2030	Comment
People with access to clean energy	40,000	125,000	3,000,000	
Cumulated CO_2e savings in tonnes from combustion generator replacement	204,500	701,005	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	279	9,000	2030 objectives and 2022 baseline were adjusted based on new calculation methodology.
Cumulated CO savings in tonnes from generator replacement	62,840	215,378	7,000,000	2030 objectives and 2022 baseline were adjusted based on new calculation methodology.
Scope 1 in t CO_2e	3.6	1.8	2.09	Our SBTi goal is to reduce our Scope 1 emissions 42% by 2030 from 2022 base year.
Scope 2 in t CO_2e (location-based)	22	129	12.76	Our SBTi goal is to reduce our Scope 2 emissions 42% by 2030 from 2022 base year.
Scope 2 in t CO_2e (market-based)	22	93	12.76	Our SBTi goal is to reduce our Scope 2 emissions 42% by 2030 from 2022 base year.
Scope 3 in t CO_2e	6,124	10,943	Goal coming in 2025	We have internally committed to Scope 3 goals that will submitted to SBTi for validation in 2025.
GHG Emissions Intensity over Revenue (location-based)	422	324	Goal coming in 2025	We have internally committed to emissions intensity goals that will be submitted to SBTi for validation in 2025.
GHG Emissions Intensity over Revenue (market-based)	422	323	Goal coming in 2025	We have internally committed to emissions intensity goals that will be submitted to SBTi for validation in 2025.
Material Circularity Index Portfolio	46%	48%	53%	By translating our key R-Strategies into product specific development plans we aim to increase our portfolio MCI by 2030 by 15% over baseline year 2022. More information in chapter 'Sustainable Product Design.'
Repair Rate	88%	96.5%		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%	6%	<6% (2025 milestone)	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.'
Employee Net Promoter Score	n/a	24	>24 (2025 milestone)	
Strategic Suppliers included in Evaluation	60%	80%	100%	

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	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 building floor area using benchmarking in the Watershed platform.
	Category 6: Business travel	Emissions from business flights, hotels stays, ground transportation and other travel activities	Emissions are calculated in the Watershed platform by applying spend-data against emission factors for each respective type of business travel activity.
	Category 7: Employee commuting	Emissions from employee commute to and from work and emissions from home office	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	Not relevant for Instagrid
	Category 9: Downstream transport and distribution	Emissions from the deliveries of sold products	Not relevant for Instagrid
	Category 10: Processing of sold products	Emissions from processing of sold intermediate products by third parties	Not relevant for Instagrid
	Category 11: Use of sold products	Emissions from processing of sold intermediate products by third parties	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	Not relevant for Instagrid
	Category 14: Franchises	Emissions from the operation of businesses operating under a license to sell or distribute the company's goods or services	Not relevant for Instagrid
	Category 15: Investments	Emissions associated with providing capital or financing as a service	Not relevant for Instagrid

Disclosure Requirements

The following tables list all of 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	7-8
GOV-4	Statement on sustainability due diligence	8
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	44-48
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	53-58

Environmental Standards
ESRS E1 Climate Change

Standard	Topic	Page
ESRS 2, GOV 3	Integration of sustainability-related performance in incentive schemes	11, 20
E1-1	Transition plan for climate change mitigation	12-15, 20
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	46
ESRS 2, IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	46
E1-2	Policies related to climate change mitigation and adaptation	12, 15-19
E1-3	Actions and resources in relation to climate change policies	12-13, 20
E1-4	Targets related to climate change mitigation and adaptation	13, 20
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	16-17, 50

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	46
E2-5	Substances of very high concern	25

Environmental Standards
ESRS E5 Resource Use and Circular Economy

Standard	Topic	Page
ESRS 2, IRO-1	General basis for preparation of the sustainability statement	47
E5-1	Statement on sustainability due diligence	21-22, 26
E5-2	Description of the process to identify and assess material impacts, risks and opportunities	22-24, 26-27
E5-3	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	24, 27
E5-4	Resource inflows	23-24
E5-5	Resource outflows	25-27

Social Standards
ESRS S1 Own Workforce

Standard	Topic	Page
ESRS 2, SBM-2	Interests and views of stakeholders	45
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	47
S1-1	Actions and resources related to resource use and circular economy	35, 39-40
S1-2	Process of engaging with own workforce and workers' representatives about impacts	35-36
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	35
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	35-36, 39-41
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	38-39, 41
S1-6	Characteristics of the undertaking's employees	37
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	38
S1-9	Diversity metrics	37
S1-13	Training and skills development metrics	39
S1-16	Compensation metrics (pay gap and total compensation)	36
S1-17	Incidents, complaints and severe human rights, impacts	35

Social Standards
ESRS S2 Workers in the Value Chain

Standard	Topic	Page
ESRS 2, SBM-2	Interests and views of stakeholders	45
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	48
S2-1	Policies related to value chain workers	30-31, 33-34
S2-2	Process of engaging with value chain workers about impacts	31-34
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	33
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	31-34
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	32-34

Social Standards
ESRS S4 Consumers and End-Users

Standard	Topic	Page
ESRS 2, SBM-2	Interests and views of stakeholders	45
ESRS 2, SBM-3	Material risks and opportunities and their interaction with strategy and business model	48
S4-1	Policies related to value chain workers	28
S4-4	Process of engaging with value chain workers about impacts	28-29
S4-5	Processes to remediate negative impacts and channels for value chain workers to raise concerns	29

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	48
G1-1	Business conduct policies and corporate culture	35-36, 40-41

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	11, 37
ESRS 2, GOV-1	21(e)	Percentage of board members who are independent	11
ESRS 2, GOV-4	30	Statement on due diligence	8
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	20
ESRS E1-1	16(g)	Undertakings excluded from Paris-aligned Benchmarks	Not relevant
ESRS E1-4	34	GHG emission reduction targets	20
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	19
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	16-17, 50
ESRS E1-6	53-55	Gross GHG emissions intensity	16, 50
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 m3 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	27
ESRS E5-5	39	Hazardous waste and radioactive waste	25
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	30, 34-35
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	30-34
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	33, 35, 40
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	36, 50
ESRS S1-16	97(b)	Excessive CEO pay ratio	36
ESRS S1-17	103(a)	Incidents of discrimination	35
ESRS S1-17	104(a)	Non- respect of UNGPs on Business and Human Rights and OECD	33, 35, 40
ESRS 2, SBM3 – S2	11(b)	Significant risk of child labour or forced labour in the value chain	34, 48
ESRS S2-1	17	Human rights policy commitments	30, 34-35
ESRS S2-1	18	Policies related to value chain workers	30-34
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	33, 35, 40
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	30-34
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	28
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	33, 35, 40
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

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