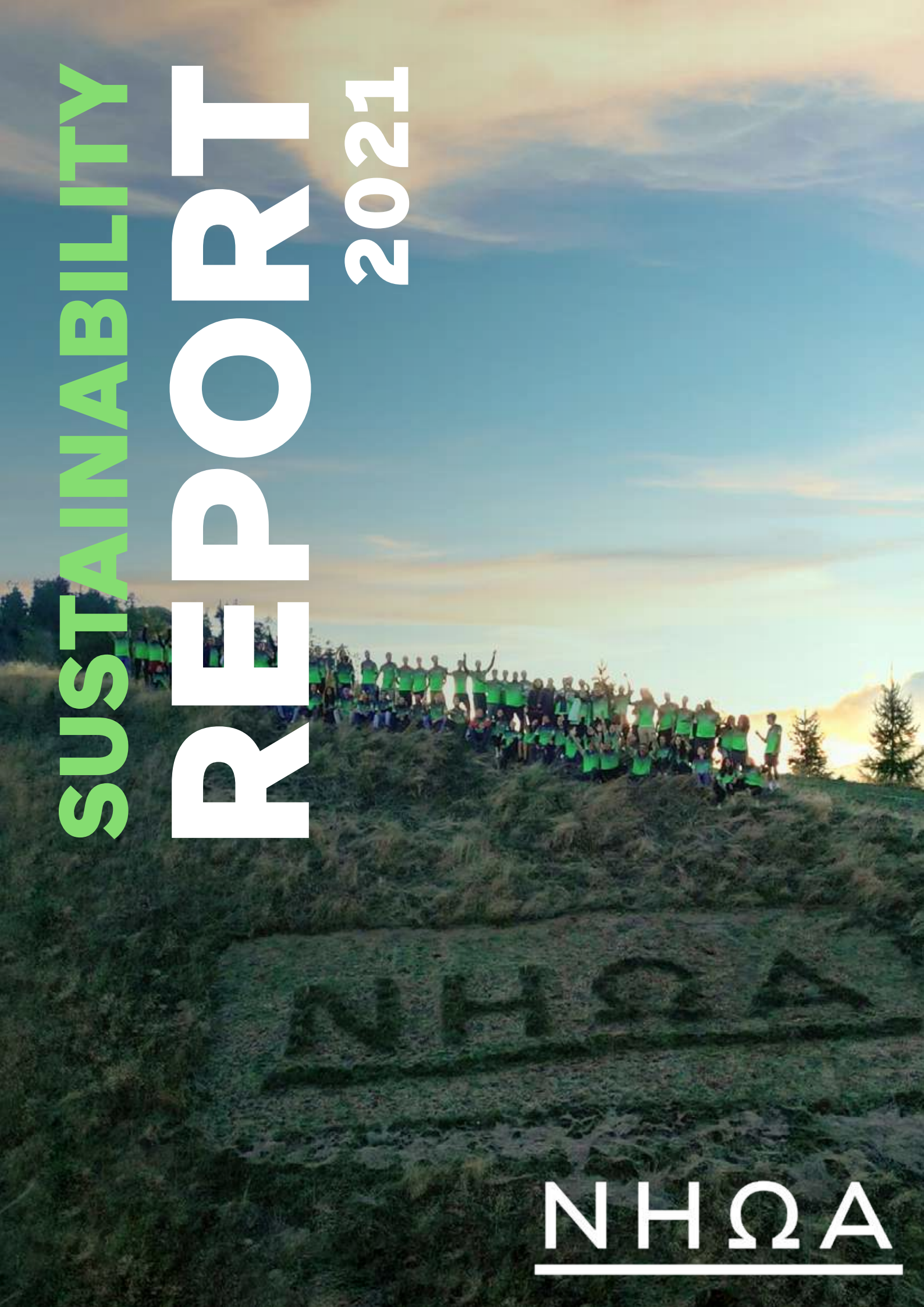


SUSTAINABILITY

REPORT

2021



NHQA

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INTRODUCTION



LETTER FROM THE CEO

I am extremely proud to present our first sustainability report as NHOA.

It provides a snapshot of our strong commitment to environmental, social and governance matters, and given how important these topics have historically been in our company, we decided to release this report to share our experience and grow all together.

The new wave of COVID-19 and the Ukrainian war, which caused the disruption of supply chains and a huge humanitarian crisis, together with high volatility and instability, made 2021 and 2022 challenging years. But at the same time, these were also years of profound innovation, and unparalleled success.

Notwithstanding the difficult geopolitical situation on a global level, NHOA registered record results, much of this is to be attributed to the growing interest for energy storage and e-mobility and to the effort and commitment of our 350+ extraordinary people, with an average age of 35 years.

Just in H1 2022, over 82 million in sales at group level, with

- over 1 billion pipeline of projects in Energy Storage
- sales doubled year on year in e-Mobility
- and over 900 points of charge online and under construction in our business line dedicate to EV Fastcharging Infrastructure.

These are only a few figures to depict our story: from a spin-off of Politecnico di Milano and Torino, to a global player in energy storage and e-mobility.

In a nutshell: we are unlocking and accelerating the global transition towards clean energy and sustainable mobility. This is the core of our mission since our first steps, but more than ever, today it is the essence of our daily business decisions.

In that context, we feel a strong responsibility towards our stakeholders, people and entire community. As companies, entrepreneurs and innovators, we must do everything in our power to accelerate this path, we have the moral obligation to change the world and leave it to the next generation better than we found it.

The last two years were very important in our equity story, with a huge impact and opportunities arising from the global scenario.

In May 2021, from the historic collaboration with Stellantis, the joint venture Free2move eSolutions was born. In July Engie EPS became NHOA with our new majority shareholder TCC, a leading Asian industrial group and largest battery manufacturer in Taiwan. Shortly after, NHOA launched Atlante, the first EV fast and ultra-fast charging network in Southern Europe enabled by renewables, energy storage and 100% grid integrated.

We are strongly concerned about climate change, and our fight against it is in our DNA, given our sector and expertise: Earth is on fire, and we must do something now.

This is the reason why we devoted the last 15 years of life at NHOA in developing technologies to accelerate the energy transition through energy storage and e-mobility.

More specifically, our main objectives are to strongly accelerate the transition towards renewables by designing and delivering globally energy storage systems in order to have sustainable and available 24/7 renewable power and significantly drop CO₂ emissions. In parallel, we aim at delivering in Europe and USA innovative solutions to tear down the barriers for electric mobility and rolling out, as fast as we can, in the first EV fast and ultra-fast charging network.

Moreover, we are committed to achieve excellence through diversity and equality, with 31 different nationalities among our people, working from 4 continents and with very diverse cultures and backgrounds. In addition, we sponsored scholarships for female students who decided to attend courses in STEM disciplines. As a tech company we want to see

an increase in the presence of women in universities and bridge the structural gender gap, particularly in electrical engineering, which is the core of our business.

In November 2021 we inaugurated our Global Engineering Center in Milan, allowing more people to come back to the office in complete safety after almost two years of remote work.

FamilyWorking, a radical rethinking of the work from home concept, was put in place during the pandemic. This forward-looking programme, consolidated during the years, allowed us to become a company that fully embraces the hybrid work philosophy, enabling each employee to work both from home and in the office according to his/her needs. This was and it is still possible thanks to our solid processes coupled with cutting-edge IT systems and state-of-the-art design of our headquarters and offices around the world, to make sure that our people are seamlessly connected, regardless of where they log in.

We have the obsession of making things happen and we have the privilege of being in the right place, at the right time: so, let's work together to build a more sustainable future.

Carlalberto Guglielminotti

CEO

NHOA Group



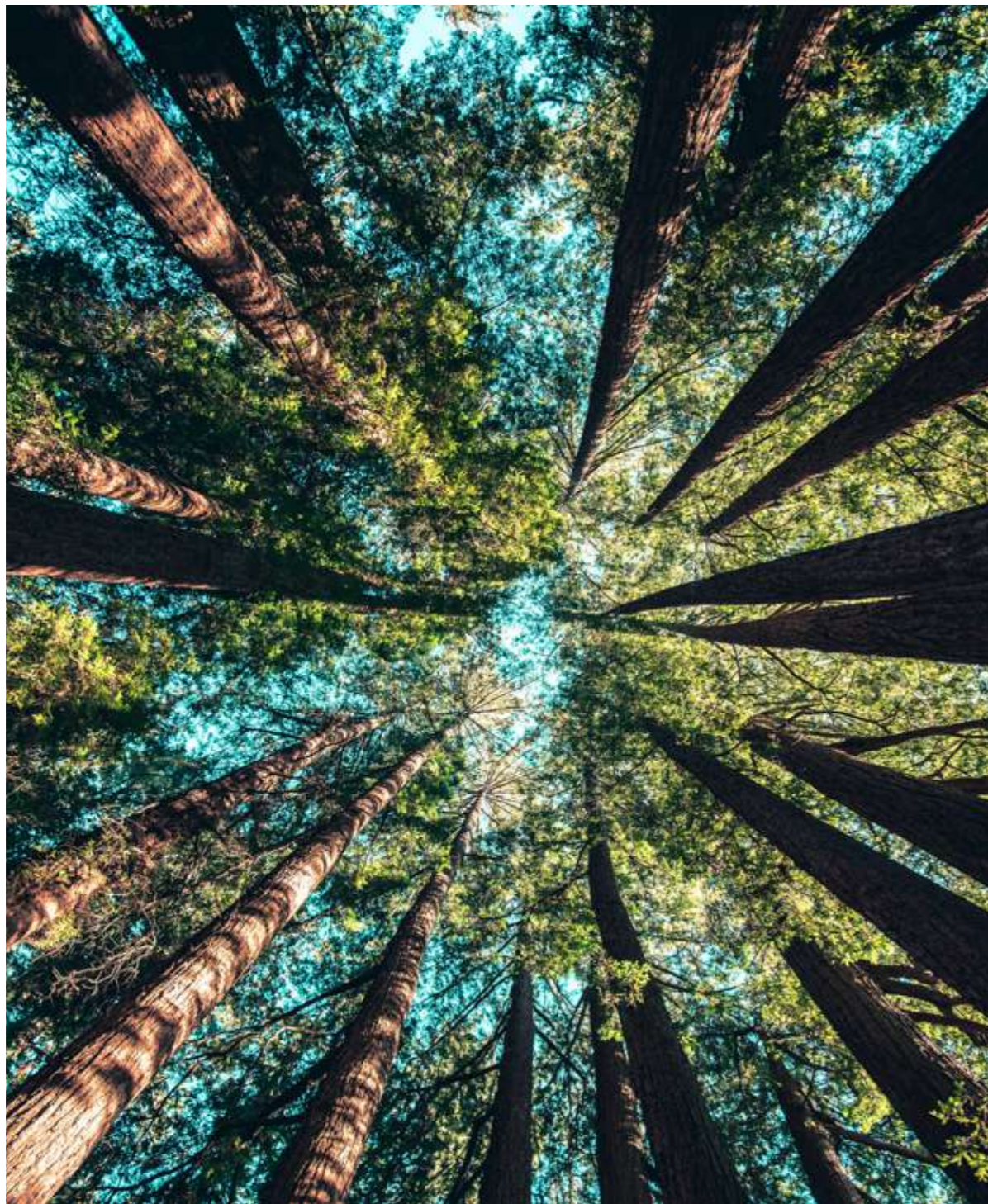


OVERVIEW



WE ARE NHOA

We are NHOA (formerly Electro Power Systems – Engie EPS), a global player in energy storage, e-mobility and fast and ultra-fast charging infrastructure for electric vehicles. We develop technologies enabling the global transition towards clean energy and sustainable mobility.



OUR MISSION, VISION & VALUES

Mission:

Unlocking the Energy Transition: to enable the global transition towards clean energy and sustainable mobility, shaping the future of a next generation living in harmony with our planet.

Vision:

A clear vision of our role in society: we are a Technology Global Leader and the world's reference to shape a sustainable future through:

- unparalleled Innovation
- world-class Engineering
- flawless Execution

providing our customers with net zero power solutions and a sustainable cost advantage.

Values:

Our commitment to create a sustainable world for future generations is based on three guiding values:



LOVE FOR OUR PEOPLE. We nurture talents, promote their health and safety, and their affirmation as individuals. Through our FamilyWorking Program, we recognize to our employees 5 fundamental rights to positively combine work and family: Technology, Flexibility, Family, Wellness and to be a Parent.



OBSESSION FOR EXCELLENCE and a cult of Innovation, in the relentless pursuit of turning the impossible into reality.



A GLOBAL VISION BUILT ON HERITAGE. We are a global player headquartered in Italy and listed in France, with a privileged access to world-class Asian supply chains and industrial might.

OUR STORY

2021 MILESTONES

In April 2015, the company was listed on Euronext in Paris.



In February 2021, a comprehensive 2023 Technology Roadmap was presented displaying solutions aimed at revolutionizing the energy storage and e-mobility sectors.



In May 2021, thanks to the collaboration between Stellantis and NHOA, the joint-venture Free2move eSolutions officially becomes operational.



In November 2021, NHOA unveiled the new Global Engineering Center in Milan, located in the historic building of Piazzale Lodi where the labs of the Tecnomasio Italiano Brown Boveri (TIBB) were housed.



Following the acquisition by TCC, a new layout (Masterplan10x) was presented setting **2022-25** targets and **2030 ambitions**.



Born in 2005 as Electro Power Systems (EPS) as a spin-off of the Politecnico di Torino and Milano and since 2013 under the leadership of the CEO Carlalberto Guglielminotti.



In January 2018, ENGIE, the global energy leader, acquired a majority stake of EPS and subsequently launched a takeover bid to acquire over 60% of EPS capital.



In April 2021, TCC, leading Taiwanese group active in battery manufacturing, announced the acquisition of the majority stake, unfolding new horizons for EPS, that on **20 July 2021** became NHOA.



In July 2021 NHOA launched Atlante, the first EV fast and ultra-fast charging network enabled by renewables, energy storage and 100% grid integrated.



In December 2021, a Sustainability Committee was appointed to guide the Company new ESG strategy. Its first steps were the signing of the UN Global Compact and a renewed attention on human capital growth.



NHOA has offices in **France, Spain, United States** and **Australia** while maintaining entirely in **Italy** research, development and production of its technologies.

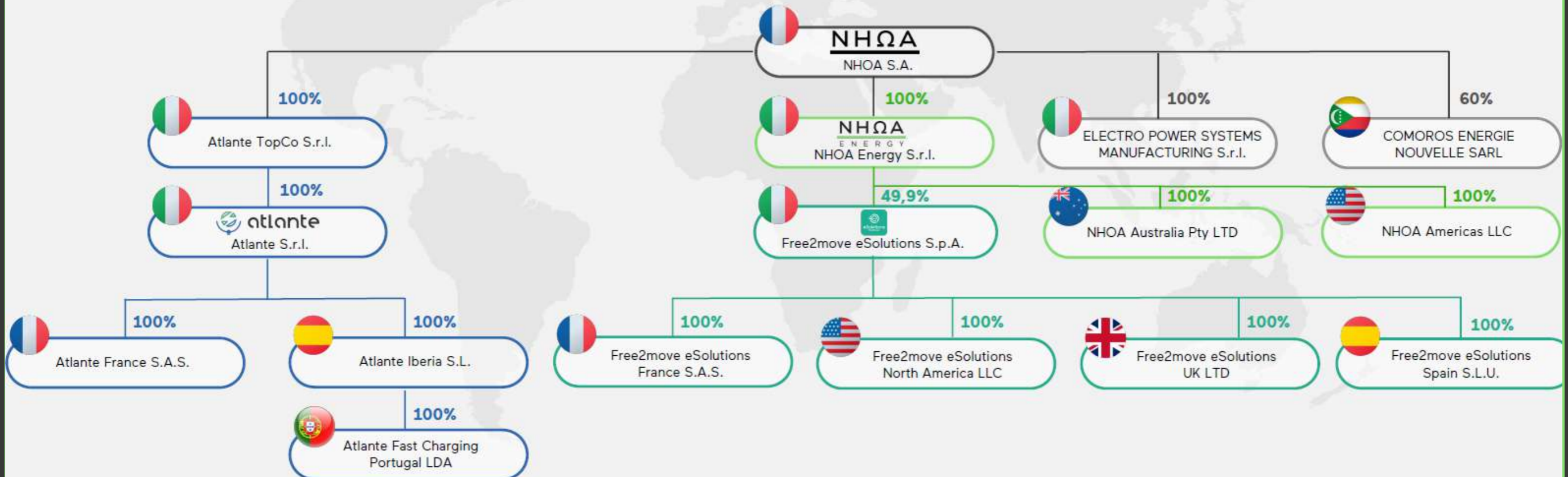


With over **350 people** of **31 nationalities**, NHOA holds **132 patents** and over **1,200 industrial secrets**.

NHOA GROUP

NHΩA
GROUP

CORPORATE
STRUCTURE





In accordance with our Masterplan10x, launched on July 2021 as a result of TCC's acquisition, **the** NHOA Group is now structured around three Global Business Lines (GBL):

1. NHOA Energy: offering storage solutions designed to support the transmission and distribution grids in dealing with increasing penetration of intermittent renewable sources, and distributed storage solutions to address the sustainability, mainly with battery based solutions affordability and reliability needs of the industrial and power generation sectors, with the potential inclusion of hydrogen-based solutions.

ENERGY STORAGE

A Technology Platform and an Energy Management System covered by **132 patents** and over **1,200 Industrial Secrets** developed in more than **15 years**.

140-160€m Revenues 2022 (Guidance)	+1GWh Under Development Worldwide	188MW Online Capacity	Top 5 System Integrator Worldwide
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data as of H1 2022

2. e-Mobility: represented by Free2move eSolutions, the joint venture with Stellantis, which offers innovative solutions and technologies for EV charging and develops technologies enabling the energy exchange between vehicles and the power grid.

FREE2MOVE ESOLUTIONS

Develops products covering all charging needs, from both private and public to charging as a service.

PREFERRED TECH SUPPLIER



80,000

Wallbox contracted

1.5 to 350kW

Full Product Suite

data as of H1 2022

3. Atlante: a business line dedicated to the development of a unique fast charging network 100% grid integrated and enabled by renewables and energy storage.

EV FASTCHARGING INFRASTRUCTURE

The largest fastcharging network in Southern Europe integrated with renewables, storage and 100% Vehicle-to-Grid

PREFERRED NETWORK OF



EV Day, July 8, 2021

932

CHARGE POINTS

Online and Under Construction

1,455

LOCATIONS

Under Assessment

data as of H1 2022

MASTERPLAN10X

Following the acquisition by the preeminent Asian industrial group TCC, in July 2021 a new plan for future growth was presented setting 2022–25 targets and 2030 ambitions. To realize this plan, NHOA's management has identified key performance indicators and industrial results that NHOA envisages to multiply by 10:

- **Storage Installed Base:** thanks to the significant strengthening of Company's equity, allowing NHOA to tender for larger projects, our target is to install annually, by 2025, 10 times the entire energy storage installed base realized between 2015 and 2021.
- **Production Expansion:** through our GBL e-Mobility, and further enhancing the existing relationship with our partners, we are planning to expand production by 10 and increase production of EV charging devices per week from 1,500 currently to 15,000 by 2025.
- **Life-Time-Value of e-Mobility customers:** through our GBL e-Mobility, we are planning to multiply by 10 the Life-Time-Value (LTV) of e-Mobility customers.
- **Women Engineers:** our goal is to disrupt the structural gender gap of female students in engineering, targeting by 2025 to multiply by 10 the number of women engineers employed in NHOA Group.
- **HSEQ:** we anticipate carrying out, by 2025, more than 10 times the investments in Health, Safety and Quality, compared to €0.3 million of the last two years, to support the Masterplan10x while minimizing its execution risk.
- **Pipeline:** in order to facilitate a continuous growth through 2030, in line with the objectives of the Masterplan10x, our target is to multiply by 10 the €1.0 billion pipeline achieved at the end of 2020 to €10 billion at the end of 2025.



NHOA Energy – Energy Storage



NHOA Energy designs and delivers turn-key energy storage systems to transform solar and wind farms into reliable, 24/7 energy sources.

A pioneer of microgrids with renewables and green storage systems, NHOA is today one of the world's top five storage system integrators, thanks to more than 15 years' of experience. NHOA is deploying utility-scale projects across Europe, America, Asia and Oceania, expanding the fleet of projects already online and providing power to over 500,000 people.

We design, industrialize and produce utility-scale Energy Storage Systems, granting world-class power supply and the delivery of renewable energy into the grid.

We leverage our technology edge, superior engineering, strategic partnerships and global procurement, to tailor the most competitive solutions for our clients.



Solar-Plus-Storage



Utility-Scale Storage



Industrial Microgrids

Solar-Plus-Storage

Transforming sunlight into energy available on demand:

Large-scale Energy Storage Systems transform the intermittent generation of solar farms into a fully-dispatchable power supply. Our solutions comprising PV Systems coupled with Energy Storage Systems are designed for time-shifting (energy intensive) or ramp management and capacity firming (power intensive).

Utility-Scale Storage

Enabling a Renewable Energy-Powered Grid:

Large-scale, modular, containerized Energy Storage Systems provide grid-stabilization services enabling the integration of more renewable energy into the grid. Our solutions vary in order to match system size and envisaged applications: from high-density solutions (large power plants) to standard-density (medium power plants).



Industrial Microgrids

Facilitating the energy transition in the industrial sector:

We supply industrial facilities with world-class renewable power. Our prime power solutions combine distributed renewable energy sources, storage capacity and conventional backup to supplement or replace grid supply for both single or multiple users.

Discover more about our Energy Storage Products at:
<https://nhoa.energy/products/#energy-storage-products>

Free2move eSolutions - e-Mobility



Free2move eSolutions, our joint venture with Stellantis, develops innovative technologies and solutions to break down the barriers to the dissemination of electric mobility for both private and business customers.

The offer ranges from charging devices (residential, commercial, industrial and public) to technology allowing electric vehicles to become a valuable energy source for National grids (Vehicle-to-Grid, V2G).

In addition, Free2move eSolutions offers services that allow customers to recharge their vehicles for a fixed monthly fee based on mileage, without buying devices or seeing any increase in their bills.

We pave the way for customers and companies to transition to e-Mobility with innovative charging solutions. We offer innovative charging services and devices for electric and hybrid vehicles, while developing technology that enables the energy exchange between the vehicles and the power grid.



Charging-as-a-service



Charging Solutions



Advanced Energy Services

Charging solutions

Full suite of charging devices:

Ranging from the iconic Plug&Play device easyWallbox, ideal for home charging, to eProWallbox, the perfect choice both for single users, fleets and parking lot owners. Also, we design a full suite of public products from the 22KW AC ePublic to the fast and ultra-fast charging station up to 250KW. Discover more about our products for residential, business and public charging.

Charging-as-a-service

Charging everywhere with a monthly subscription:

Our 360° charging solution offer simplifies customers' charging experience allowing them to charge their EVs at home and in any European street with sustainable energy, through a fully digital subscription at a monthly fee calibrated on their annual mileage.

Ⓢ Advanced Energy Services

Fully integrated with the national grid:

Our Vehicle-to-Grid (V2G) technology is a complete paradigm change: by enabling the energy exchange between parked vehicles and the power grid, it makes EVs a valuable source of flexibility and stabilization for the national grid, thus promoting the diffusion of renewable energies.

Discover more about our V2G Projects:

<https://www.esolutions.free2move.com/company/drossone-project/>



Atlante - EV Fastcharging Infrastructure



Atlante will be the first EV Fast and Ultra-Fast Charging Network enabled by renewables, energy storage and 100% grid-integrated.

Thanks to its unique technological features that optimize charging costs and vehicle-to-grid integration services, Atlante will offer EV drivers the best 'on-the-go' fastcharging experience, while supporting the European grid. The 35,000 points of charge targeted for 2030 will be all interconnected to form the largest Virtual-Power Plant worldwide.

NHOA will develop and invest in Atlante as owner and operator, boosting the e-mobility transition starting from Southern Europe, in particular in Italy, Spain, France and Portugal.

It is envisaged that Free2move eSolutions will act as preferred technology provider, while Stellantis has named Atlante as preferred fast and ultra fast network for its future EV customers, to whom special offerings will be reserved.



Fast Charging Network



European open network

↗ Fast Charging Network

Providing cutting-edge Fast Charge and Grid Services:

A new public EV Fast and Ultrafast Charging Network 100% grid integrated and enabled by renewables and Energy Storage. The largest Virtual Power Plant worldwide: providing grid services to the European grid thanks to its 100% Vehicle-to-Grid Technology, enabling higher renewables penetration.

🌐 European open network

Offering the best charging experience:

The latest technology at the disposal of EV drivers to charge "on the go", both on and off highways. Starting from Southern Europe, we will deploy 5,000 points of charge by 2025 and 35,000 by 2030. Next steps are to cover soon additional European and North American areas. An open network, but with privileged access for Stellantis' customers.

Discover more about ATLANTE E-STATION:

<https://nhoa.energy/products/#atlante-products>



SUSTAINABILITY

PERFORMANCE



METHODOLOGICAL NOTE

OUR SUSTAINABILITY COMMITMENT

The purpose of this report is sharing our sustainability approach and path and it represents a deep analysis with a transparency effort, involving stakeholders in the choices we are making to integrate solid principles of sustainability in the way NHOA operates. It also represents an evolutionary journey supported by a clear commitment of the Board of Directors, bringing awareness of both our strengths and areas for improvement. A virtuous path whose first steps have already been taken.

NHOA Group's sustainability path is intrinsic to our mission, which is to enable and accelerate the paradigm shift in the global energy system and the transition to clean energy and sustainable mobility.

From the very beginning, responsibility, integrity, quality, respect for the environment and personal involvement have been the pillars of "the NHOA way" which we embedded in our strategy to contribute to a more sustainable future.

We are strongly committed to integrate and implement sustainable practices and processes throughout our organization. While it is true that our technology is a sustainability enabler, our approach to design and develop our products is as important as the technology itself. Only by fully integrating sustainability in our "way to work", we will be able to fulfill our mission.

B IMPACT ASSESSMENT (BIA)

In 2019 we adopted GAIA Rating, a methodology based on over 170 non-financial criteria (ESG), measuring the transparency and maturity of a company with regard to policies, practices and sustainability performance, we have taken a further step.

We decided to deepen the analysis of our social and environmental impact performance in order to design a strategic improvement plan and to report on commitments, objectives and goals.

As a partner for this path, we decided to be supported by NATIVA*, and to adopt a sustainability strategy based on an organic set of solid tools and models.



*** NATIVA is a Regenerative Design & Sustainability Innovation Company which, through its research, innovation and strategic consulting activities, accelerates the evolution of companies towards a sustainable and regenerative economic paradigm. Design models and solutions to incorporate sustainability into the DNA of organizations in order to improve their business results and create lasting and shared prosperity for the planet, people and society. [*https://nativab.com](https://nativab.com)**

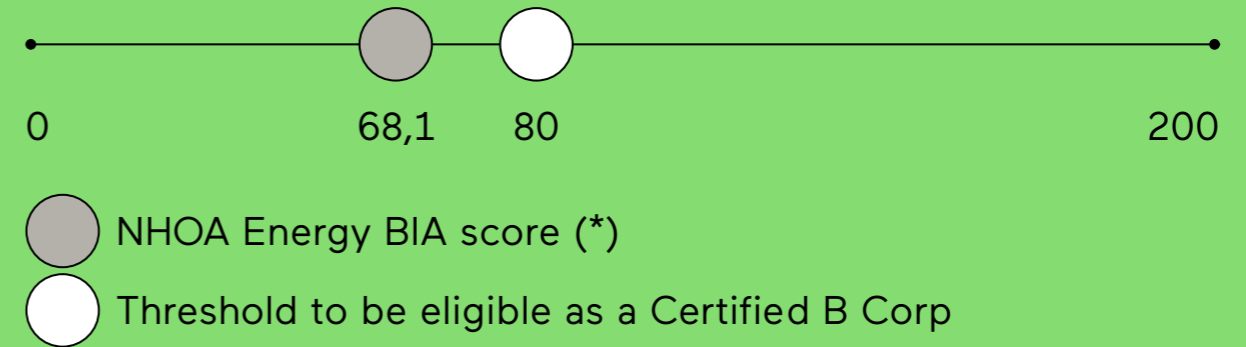
To this end, we measured our impact through the B Impact Assessment (BIA), a tool used by over 200,000 companies around the world which represents the opportunity to get the B Corp certification. The analysis consists in providing answers to around 200 questions regarding all the practices adopted by the company and, at the same time, allows to obtain an impact scoring and compare it with an international benchmark. The use of this tool allows companies to receive information on recommended areas for improvement. Thanks to the analysis carried out, we now are aware of the areas in which our contribution still has room for growth and towards which we are committed to taking decisive steps, with sustainability as a driver of success.

The B Impact Assessment is structured in five macro-areas: governance, people, community, environment and customers. The result of the evaluation is expressed with an overall score between 0 and 200, detailed in the five main impact areas considered:

- **Environment:** issues relating to the management of environmental impacts in terms of natural resources consumed;
- **Governance:** issues relating to ethics, transparency and corporate mission;
- **Supply Chain:** issues relating to supply chain management;
- **People:** issues relating to health and safety, well-being and the degree of satisfaction of employees;
- **Community:** issues relating to diversity and inclusion, and the company social and civic commitment;
- **Customers:** issues relating to the interaction with users/customers.

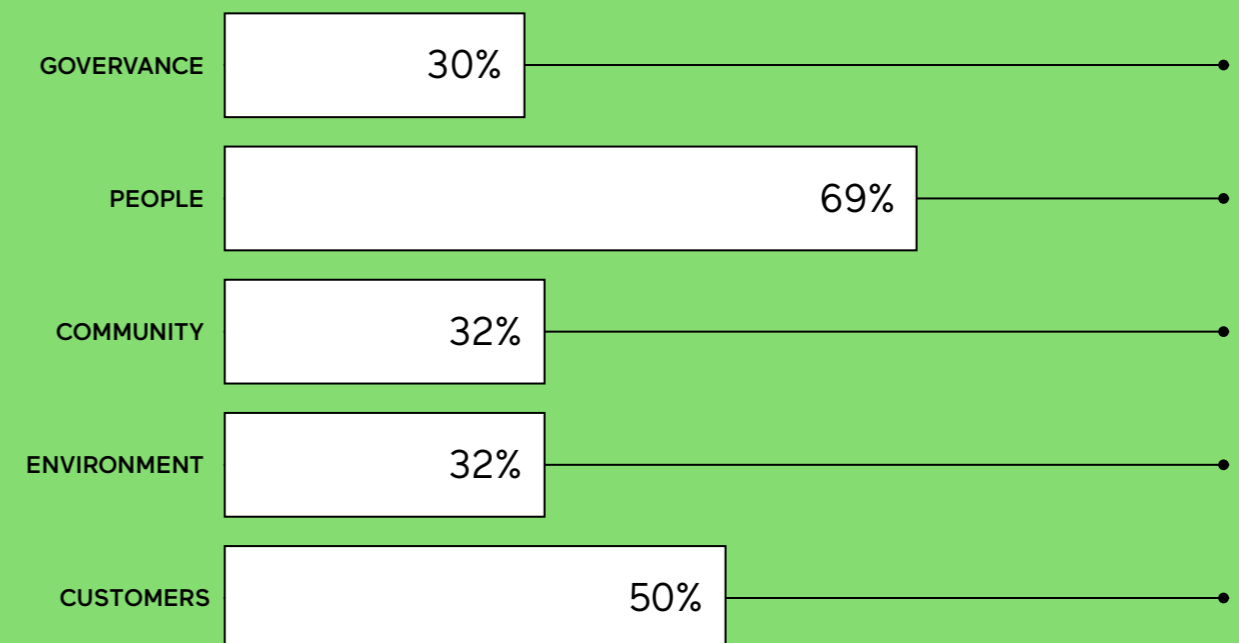


With this Report we intend to make our sustainability performance transparent and communicate the goals we have set for ourselves.



* The BIA analysis was carried out on NHOA Energy scope

NHOA performance for each impact area is compared to the maximum score achievable in the single area.



In this Report we will deepen the sections:

- Governance
- People
- Community
- Environment

ENVIRONMENT

Our mission is the development of technologies to drive the worldwide transition to clean energy and sustainable mobility. The goal is simple: shaping the future of the next generations so that they can live in harmony with the planet. As an international company specializing in energy storage systems, electric mobility products and EV fast charging infrastructure, the NHOA Group plays a key role in facilitating this transition, promoting and enabling the provision of electricity with zero carbon dioxide emissions, guaranteeing the storage of the green energy required to meet future energy needs and aiding the transition to electric vehicles.

This is our main environmental impact: the fight against climate change is a core part of our business. This is also what our stakeholders require from us: investors, institutions, communities and the people we work with expect NHOA to set itself and attain ambitious goals in terms of sustainability and the reduction of GHG emissions.

We make an active contribution to decarbonization by further expanding the use of renewable energies, both in mature economies and developing nations, and by helping to replace high-emission power plants with new, highly efficient and innovative plants, based on innovative storage technologies.

Installing and selling as many systems and products as possible is our most significant contribution to reducing GHG emissions but we are also committed to reducing CO₂ emissions from our own operations and our positive impact on the environment now far outweighs our own emissions. Here, we report on our Scope 1 and Scope 2 emissions. This information is not only important for comparing our performance with that of our competitors, but also represents the first step in monitoring our progress.

The NHOA Group's activities require energy, which generates carbon dioxide emissions, directly or indirectly. The environmental aspects and the impact of our activities are assessed by considering both the places in which we operate (offices and plants) and the life cycle of our solutions, which makes it possible to identify the main causes of our emissions. To reduce them, we have decided to introduce a hybrid corporate fleet and have also implemented the FamilyWorking project on a permanent basis to make remote working possible and sustainable, also as a consequence of the new working context imposed by the pandemic.

Overall, NHOA Group's efforts to reduce carbon dioxide emissions are proceeding in four directions:

1. the design and installation of storage systems, essential to replace traditional technologies for the generation and distribution of energy with power plants based on renewable sources
2. the development of efficient and easy-to-use charging products for electric vehicles, able to ensure that the transition to electric mobility is possible and effective
3. the development of the largest fast and ultra-fast charging network in Southern Europe, facilitated by renewables, energy storage and 100% grid integration
4. the reduction and offsetting of direct emissions produced by company activities, in particular by staff travel, not only by favouring the selection and use of more environmentally-friendly means of transport but also by completely revolutionizing the way we operate with the FamilyWorking project



We are also working on two projects that will further boost our commitment to sustainability:

- Life Cycle Assessment
- Second Life Batteries

Life Cycle Assessment

LCA analysis is an internationally standardized methodology that helps to quantify the potential environmental impacts and benefits associated with the entire life cycle of a product or service, starting from the procurement of raw materials to management at the end of their useful life, including the phases of manufacture, distribution and use (an approach described as “from the cradle to the grave”). It also identifies contraindications and areas for improvement, helping to reduce the impact at the end of life, thereby leading to greater sustainability.

We plan to carry out our first LCA on the various elements of the plants (batteries, inverters and containers) in 2023.

Second Life Batteries

When considering second life batteries, it is important to distinguish between fossil fuels and lithium-ion batteries. While fossil fuels are only extracted and used once, lithium-ion battery materials are recyclable. Unlike petroleum, which releases toxic emissions into the atmosphere that cannot be recovered for reuse, battery materials can be recycled and valuable materials can be reused.

Increasing the longevity of the batteries – that is, extending their life cycle – is still the most sustainable option. Rather than focusing on the reuse of materials and internal components, we are studying the possibility of recovering batteries used by electric vehicles at the end of their life and, after an appropriate test phase, reusing them in stationary storage systems, which have less stringent requirements than those laid down for the automotive sector.

A pilot project will be conducted this year that will see the installation of a photovoltaic system on the roof of the second warehouse of our production plant in Cosio Valtellino, connected to a storage system powered by “second life” batteries.



GREEN HORIZONS

We are changing our approach to sustainable living and reducing our industrial footprint and general waste, at the source.

Carbon footprint

Quantifying emissions and measuring our carbon footprint is the first step in defining an effective and monitorable reduction path. The main source of our direct impact is energy consumption in our offices and production plants.

Currently, we monitor: energy (electricity and methane gas), fuel (for transport between the company offices, in particular between our headquarters in Milan and the Cosio Valtellino plant), the production and responsible disposal of special and hazardous waste in Cosio Valtellino and Special Assimilable Waste in our offices in Milan and Turin.

In our production plant in Cosio Valtellino, carpentry and mechanical workshop activities are mainly carried out; consequently, the only impact is related to emissions from heating and air conditioning systems.

Total greenhouse gas emissions

(tons of CO₂ equivalent):



We purchase **67%** of the electricity for our direct consumption from certified renewable sources with a Guarantee of Origin. Furthermore, our Environmental Management System is ISO 14001 certified.



EDEN REFORESTATION PROJECTS

WORKING ALONGSIDE LOCAL COMMUNITIES

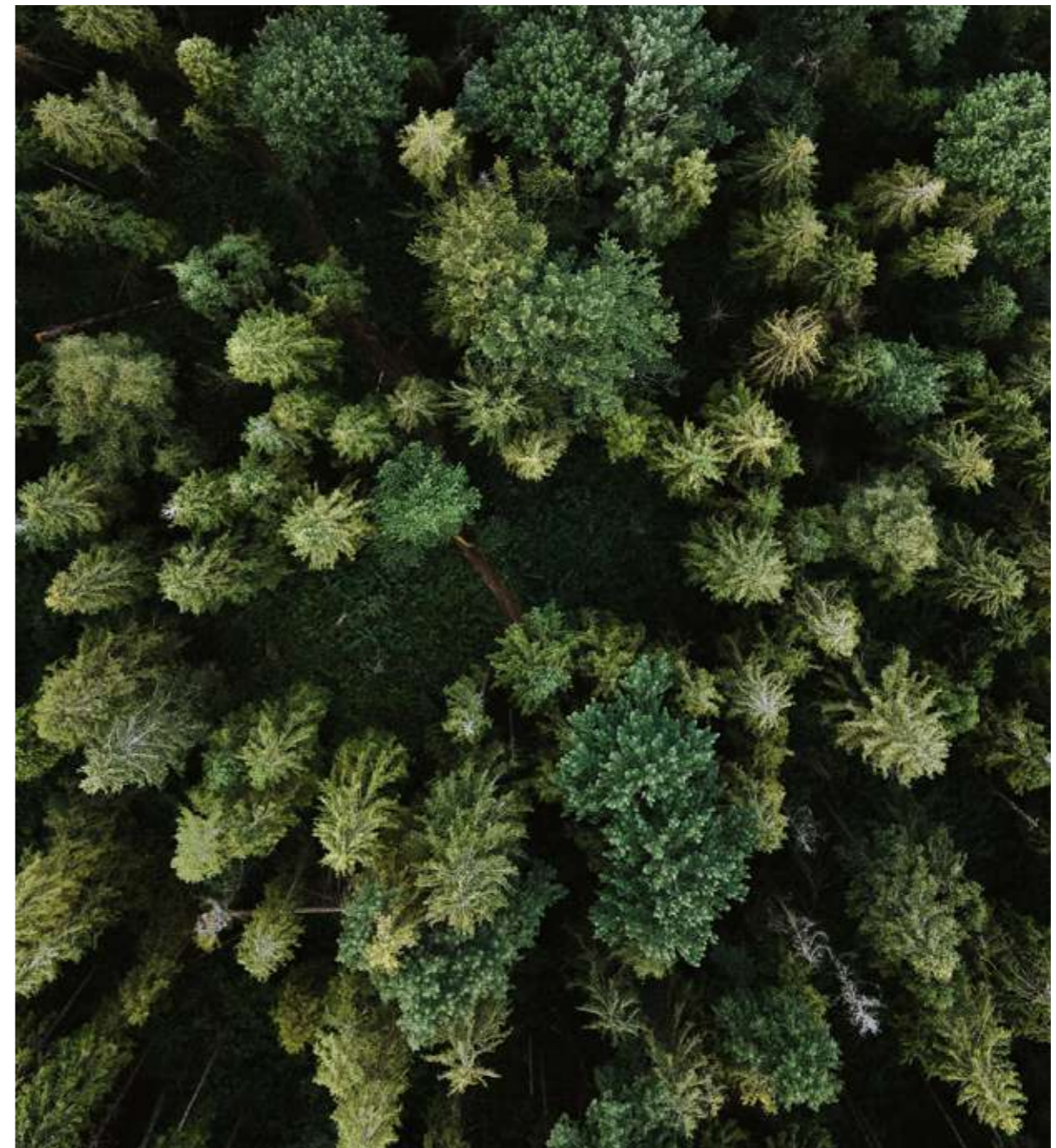
The mission of this non-profit organization is the large-scale restoration of forests, creating jobs, protecting ecosystems and helping to mitigate climate change. Relationships with local communities are of great importance: Eden Reforestation Projects provides the tools and training necessary to plant, cultivate and protect around 15 million trees every month, thereby helping to restore the local environment and economy in the long term.

TRAVEL CO₂ COMPENSATED

A significant portion of our direct emissions is related to business travel. For this reason, we decided in 2021 to make our trips more sustainable by joining the Eden Reforestation Projects initiative. We now offset our CO₂ emissions through automatic donations to this non-profit organization, which is committed to the fight against poverty and pollution through the cultivation of trees, especially mangroves, in large areas of the world devastated by deforestation.

Moreover, for each flight, train and hotel booked through our partner BizAway, the CO₂ produced is calculated and automatically offset. Our business trips are therefore now more sustainable.

To date, NHOA Energy has offset 134,596 tons of CO₂ equivalent in order to compensate for corporate travels by a donation made on 03/01/2022.



■ PLASTIC FREE POLICY PUTTING AN END TO PLASTIC BOTTLES

Since 2019, we have operated a “plastic free” policy in all our offices, which consists of eliminating plastic bottles from vending machines and the installation of microfiltered water dispensers, the replacement of disposable cups with biodegradable, washable or glass alternatives, the distribution of reusable water bottles to employees and the purchase of compostable coffee pods.

This reduced the waste generated by plastic bottles by about 60%, saving over a ton of CO₂.

In addition, we carry out the daily surveillance of separate waste collection at our offices and operate a strict paper-saving policy.

OUR COMMITMENTS

Transparency is one of our most important values. We strongly believe that it promotes sustainability and we are committed to making known the critical areas that still need improvement.

- We have not yet set targets for reducing energy consumption because we are a rapidly growing business
- Our environmental impact is mainly due to the supply chain, in particular the battery suppliers. This is why we signed an agreement with Ecovadis for the evaluation of environmental performance and the qualification of our strategic suppliers
- Reduction and offsetting of our carbon footprint
- Performing Life Cycle Assessments on our products and systems

ATLANTE - EV Fast and Ultra-Fast charging Network

Atlante is developing the largest fast and ultra-fast charging network in Southern Europe enabled by renewables, energy storage and 100% vehicle-grid- integrated.

Storage is central to Atlante’s native sustainable roadmap.

The integration of storage within our stations will firstly unlock a more predictable fast charging experience for EV drivers, by providing maximum power when required. Thanks to our proprietary energy management system (“EMS”), our stations will operate locally as microgrids, including wherever possible with on-site photovoltaic. Our EMS will also connect and aggregate stations, allowing Atlante to procure more efficiently solar and other renewable energy. More fundamentally, distributed storage will allow Atlante to make optimal (or even frugal) use of the grid connection, a finite public utility resource which is extremely costly to increment. With a smaller amount of power interconnection, Atlante’s stations will serve same or more EV customers than traditional fast charger operators which size the power interconnection to match the maximum rating of their chargers.

Furthermore, Atlante’s EMS coupled with VGI technology will allow the provisions of services to the European power grid, turning the mass deployment of fast charging from a potentially unsolvable problem for grid operators into a valuable asset.



The savings or extra revenues that Atlante will accrue thanks to its combined technological approach will result in competitive pricing for EV drivers, contributing to a faster adoption of zero emission driving throughout our selected markets.

NETWORK ROLL OUT

At launch, Atlante communicated ambitious targets to install 5,000 fast and ultra-fast points of charge in 1,500 sites by 2025 and over 35,000 in 9,000 sites by 2030.

During its first year of life, Atlante has worked on three important parallel tracks: (i) setting up of the development platforms (from talent acquisition to legal platforms, from digital platforms to processes etc.); (ii) developing its technological roadmap, mainly in partnership with Free2move eSolutions, sister-company and preferred technology provider; and (iii) developing the physical network through a pipeline of sites and the opening of a first set of “standard” fast charging stations.

With respect to the physical network development, Atlante has already announced important milestones and communicated on a quarterly basis progress on its stations and sites developments, initially focused on Italy. Earlier in 2022, Atlante also started development in France and Spain, and lately also in Portugal. Currently, Atlante has stations under constructions also in France and Spain, and counts to have operating stations in all three countries, with Portugal following soon.

In order to boost its roll-out plans, earlier this year Atlante participated in the CEF – AFIF tender process, applying for more than twenty million Euros worth of grants to install ultrafast chargers along the TEN-T corridors in all four of the countries in which it operates. [Atlante was awarded the grants, this will result in the installation of 215 EV fastcharging stations, of which 70 located in Italy, 55 in France, 55 in Spain and 35 in Portugal, thus covering all four countries of Atlante’s geographical perimeter.

OUR PARTNERS

NHOA is a global leader in energy storage systems, as the mother company has provided Atlante with a comprehensive access to its technological know-how and will support Atlante’s developments as required.

Free2move eSolutions, a joint venture between NHOA and Stellantis, has been elected as Atlante’s preferred technology provider, including the development of ad hoc solutions.

Stellantis, a leading automotive group with 15 brands and a 20% market share in Europe, has chosen Atlante as a preferred network. Stellantis customers will enjoy privileged access to Atlante’s stations.

FIT FOR 55 PACKAGE: Atlante is developing its network within the context of the European Commission’s “Fit for 55” package and the consequent sunset date for production of ICE vehicles within the EU in 2035.

EV FASTCHARGING INFRASTRUCTURE H1 2022 HIGHLIGHTS

+900

FASTCHARGING POC ONLINE
AND UNDER CONSTRUCTION

~1500

PIPELINE OF NEW SITES
UNDER ASSESSMENTS

AWARDED **€23M** IN CEF AFIF FUNDING

ICONIC LOCATIONS

Fiumicino Airport, Milan metropolitan area and ringroad highways, Milan airports (in collaboration with FreeToX), Padova “hubs”, Misano World Circuit.

STRATEGIC SITE PARTNERSHIPS

Stellantis; IP (API Group); Sonae Sierra.

FROM TECHNOLOGY PROVIDER, TO OWNER AND OPERATOR

NHQA

OWNER & OPERATOR NETWORK
DEVELOPER AND STORAGE SYSTEM
INTEGRATOR

UNPARALLELED FAST
TRACK DEVELOPMENT

UNIQUE ACCESS
IN EU TO:

- STELLANTIS DEALERSHIP NETWORK
- EMOBILITY STORES
- 20% MARKET SHARE IN EU (*)



INDUSTRIAL SPONSOR
AND CHARGING TECHNOLOGY
PROVIDER



atlante

FASTCHARGING ON-THE-GO



100%

ZERO-EMISSION
CARS IN 2035

60KM

CHARGING POINTS
MAX DISTANCE



eSTATION

The output of Atlante's technological roadmap is the "eStation", a modular DC fast charging solution, ready to provide VGI services, and seamlessly integrated with (optional) storage modules. The architecture allows for efficient integration with on-site solar generation.

eStations will be managed through Atlante's EMS which will optimize first of all the charging experience of the various EV drivers at the station, modulating power in function of their requirements and technical constraints. Secondly, the EMS will optimize the use of storage, grid and (where included) local solar generation. Thirdly, the EMS will allow stations to provide services to the grid operators. The power rating of the fastchargers will start from 100kW (50kW per point of charge) and be modularly upgradeable up to 300kW. Future developments might increase the power rating depending also on the choices of car manufacturers.

Aside from the technology (which is being developed mainly by Free2move eSolutions), Atlante is investing in the physical and digital design of the charging experience, to ensure that fast charging electrical vehicles at zero emissions will be a truly unique experience at Atlante's eStations. Globally renowned design firms Bertone and Design Group Italia have been engaged for that purpose by Atlante.

FREE2MOVE ESOLUTIONS – Charging solutions and services for electric mobility

Free2move eSolutions is a joint venture between **Stellantis** and **NHOA** and poised to become an international leader in the design, manufacturing and supply of e-mobility products and services.

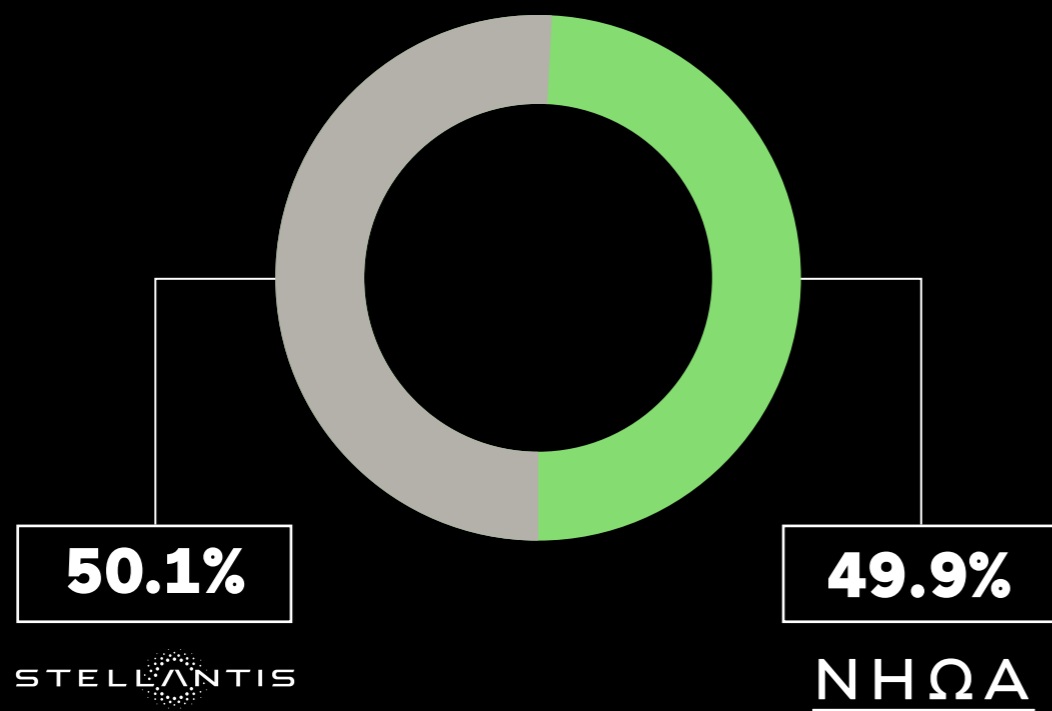
With our innovative and pioneering spirit, we will lead the transition towards new forms of mobility, through a new range of products entirely dedicated to electric mobility. We rely on a young talented team with great skills and specific knowledge to design, develop, produce and distribute globally simple, innovative and intuitive mobility solutions, contributing to the reduction of CO₂ emissions.

Thanks to our continuous and disruptive technological innovation, radical digitalization and a pioneering approach to development, production and offer, Free2move eSolutions simplifies the approach and the transition to the mobility of the future.



GOVERNANCE

Free2move eSolutions is a Stellantis-NHOA SA Joint Venture:



SOLID INDUSTRIAL FOOTPRINT	LEADING PLAYER IN SYSTEM & ELECTRICAL ENGINEERING
#4 Global Automaker	#4 Global System Integrator
130+ National Markets	15+ yrs Know-how in energy storage
6.5 million Vehicle sales in 2021	1,200+ Patents and Trade secrets
~20% Market share in EMEA	~1.1 GWh Storage systems online and under development
30+ Countries with industrial operations	

MISSION

Our mission is to pioneer the development of easy and innovative solutions in the field of e-mobility:

- Enabling the transition to e-mobility by offering a full range of charging solutions and services and a simple, barrier-free shopping experience
- Providing our customers with a state-of-the-art digital experience
- Promoting sustainability and environmentally friendly behaviour
- Combining technological innovation and sustainability with market competitiveness

VISION

We want to create a more sustainable world by offering innovative solutions and services that anticipate our customers' needs and provide them with a state-of-the-art, easy and intuitive e-mobility experience.

GOVERNANCE & ETHICS

Our Board of Directors is strongly committed to overseeing the company's strategy. Free2move eSolutions' Code of Ethics, based on integrity as the guiding principle of all our decisions, prompted us to integrate, customize and improve our compliance procedures. To this end, we have introduced Anti-Corruption Guidelines, with which all employees and stakeholders must comply with. We are also implementing a Whistleblowing Policy, that lays down procedures by which internal reports can be dealt with.



PRODUCTS AND SERVICES

Free2move eSolutions' network operates in 29 European countries (with a commercial direct presence in 5: Italy, Spain & Portugal, France, Germany and UK) and in USA. This presence is continuously expanding: it currently has around 400,000 charging points in Europe. Thanks to this network, electric vehicles can be charged at any location and all the related activities can be managed with a single app.

Our core business in a nutshell

We design and market the following e-mobility products and services:

AC CHARGING SOLUTIONS

easyWallbox



Up to 7.4 kW

Residential charging device to charge your EV at home
Dynamic power management also available

eProWallbox



Up to 22 kW

Premium smart charging device to charge your EV at home or on-premises at a faster pace

eProfessional



Up to 22 kW

Professional charging device in plug&play mode at fast pace with no extra civil works

ePublic



2x22 kW

Smart charging point enabling public access in the safest way

DC CHARGING SOLUTIONS

eStation



Q1 2023

eStation assures minimum charging time and a reduction in queuing improving electric vehicle users' customer experience. eStation is a DC fast charging system that integrates battery energy storage system (BESS) and bidirectional services to support the grid for peak demand management and frequency regulation

eFleet



Q4 2022

Centralized V2G solutions for fleets. Turnkey modular unit able to perform end-to-end connection from EV fleets directly to the grid

ePost



2022

Flexible DC charging unit for eFleet system integration. 2x50 kW or 1x 100 kW power, 500 or 1000 Vdc EV side voltage

We strongly believe that in order to accelerate the transition to electric mobility, the consumer experience must be simplified. This is why we have designed tailor made and top solutions for each different need of our customer.

DROSSONE V2G

The DrossOne V2G project is a large-scale vehicle-to-grid system with integrated energy storage developed in the Stellantis Mirafiori Plant (Turin, Italy) with the support of the European Commission's Innovation Fund.

Vehicle-to-grid technology enables a complete paradigm shift making electric vehicles a valuable source of stability to the grid. The project will demonstrate the feasibility of a large-scale centralized V2G charging system by using the stationary storage associated with the electric vehicles and a stationary storage unit based on second-life batteries.

The DrossOne Project will also provide fast reserve ancillary services to the grid operator (such as balancing, frequency and power regulation) as well as real time services by using a system with bidirectional fast chargers.

Contribution to the energy transition

Once completed, the V2G facility will deliver a nominal capacity of 25MW ultra-fast reserve services between 2023 and 2027, thereby contributing to reduce greenhouse gas emissions linked to fossil fuels.

In addition, a canopy has been installed with about 12,000 photovoltaic panels that supply the production and logistics departments with 'green' energy. This will make it possible to produce over 6,500 MWh on an annual basis, avoiding more than 2,100 tonnes of CO₂ each year.

OUR NUMBERS

REVENUE 2021

€M 17.1

Volumes easyWallbox as of
FY2021:

45.625

ePublic as of
FY2021:

567

MANUFACTURING CAPACITY as of FY2021:

2,250 /units per week

(from 500 in Q1 2021, 6000 expected in Q4 2022)

CAPEX:

€M 5.9

(of which 29% on R&D – HW Development)





OUR COMMITMENT TO SUSTAINABILITY

For Free2move eSolutions sustainability is not a destination, but a direction to follow.

Even though Free2move eSolutions is a brand-new company, we have included ESG criteria in our policies right from the start.

Concrete actions are already implemented and planned to achieve the highest standards of sustainability with maximum transparency:

- In 2022 we started to build a network with the sector's Association (as Assolombarda) in order to promote sustainable transportation across Italy (the first country where we were active). The association allows a continuous dialogue between companies and public institutions to make possible the zero-emission mobility goal. This membership represents a first step in enabling us to lead the electric mobility transition
- Without forgetting meritocracy, we promote gender equality inside our company. There is in fact no salary gap for equal roles between men and women and women at the end of 2021 were 37% of the total workforce
- The well-being of our employees is a fundamental value. We have released a Manifesto of FamilyWorking Rights and we support flexible working condition making large use of working from home. We also adopt the Beaconforce platform in order to monitor the satisfaction index of each employee

- Cybersecurity is another topic of great interest for our business. To date, there were no incidents where data loss occurred, however we started a cybersecurity awareness program and a BIA (Business Impact Assessment) will also be produced on the processes and areas of main importance by the end of 2022

- We promote electric mobility as fundamental mission of the company. Actually, the entire Free2move eSolutions fleet is made up of electrified PHEV or BEV vehicles. Both at the Turin headquarters in the Environment Park and in Milan in Piazzale Lodi, it is possible for employees to recharge their vehicles for free in the company car parks where we have installed dedicated points of charge

- To limit the CO₂ emission on our premise in Milan Bovisa, we buy and consume 100% certified electricity produced by renewables sources. At the Turin headquarter (inside the Environmental Park) it has been estimated that in 2021, thanks to the small hydroelectric plant that powers the surrounding buildings, the energy mix came 65% from renewable sources

Aware of our strengths and the areas where we can improve, we have embarked a journey and plan to develop a sustainability area next year.

In addition to trying to meet the needs of sustainable mobility in the short to medium term, we are also investing heavily in research and development on key factors for the long-term sustainability of our business, such as extending battery life. So-called 'second-life' batteries can be used, for example, as static storage systems.

GOVERNANCE

NHOA Group's governance is ensured by the Board of Directors, which is currently composed of 11 members (five of whom are independent members) who are appointed by the Shareholders' meeting for a three-year term of office. 45% of the members are women. The majority shareholder (Taiwan Cement Corporation) holds 65.15% of the share capital and 36% of the seats on the Board of Directors.

5 specialized committees assist the Board of Directors: the Audit Committee, the Remuneration and Nomination Committee, the Independence Committee, the Contract Exposure Committee and the Sustainability Committee.

OUR SUSTAINABILITY STRATEGY

To achieve the corporate objectives, NHOA incorporated sustainability into its Integrated Management System, implemented in all global business lines in compliance with the requirements of the ISO 9001, ISO 14001, ISO 37001 and ISO 45001 standards, and based on three core principles:

People Care

Putting the focus on people, guaranteeing the best health and safety conditions for our employees and collaborators, making them aware of the need to ensure these conditions are maintained.

Customer Centricity

Attention to customer needs, which we address promptly thanks to an agile and flexible structure and the high-level technical training provided to our staff, able to guarantee the development of the best technologies in the energy field.

Making The World A Better Place

Protecting the environment, creating solutions that simplify and make sustainability not only a possible choice but one that is preferable, evaluating and mitigating the environmental impacts of our activities and guaranteeing the safeguarding and protection of the environment by monitoring any potentially negative effects of our work processes.



What we did for our Governance:

During 2021 and in the first half of 2022, we implemented the following initiatives:

SUSTAINABILITY COMMITTEE

The Sustainability Committee is currently composed of four members: **Veronica Vecchi** (Sustainability Committee Chairman and Independent Board member), **An-Ping (Nelson) Chang** (NHOA Group Chairman), **Carla Alberto Guglielminotti** (NHOA Group CEO), **Chen-Ming Chang** (Independent Board member). In December 2021, the Board of Directors defined its composition, role and powers.

Among its activities:

- monitoring sustainability issues in relation to the company's activities and interaction with stakeholders, suggesting innovative approaches to improve the sustainability profile in line with international best practices;
- periodically examining and reviewing the materiality matrix and the guidelines of the sustainability plan, in order to verify the achievement of the objectives defined in the plan itself;
- examining the company ESG report in advance;
- monitoring the company's positioning with respect to sustainability issues, with particular reference to the main ethical indices of sustainability and the company's participation in international initiatives on environmental, social and governance matters, in order to consolidate its international reputation.

ADHESION TO UNGC

One of the first major acts was the signing up to the **UNGC (United Nations Global Compact)**, the strategic corporate citizenship initiative launched by the United Nations to promote a healthy and sustainable world economy, which guarantees everyone the opportunity to share the benefits. To this end, the **UN Global Compact** requires participating companies to share, support and apply in their sphere of influence a set of fundamental principles relating to human rights, labour standards, environmental protection and the fight against corruption.

In November 2022, we will present our first report (Communication on Progress), a tool that allows us to share the progress made and to compare ourselves with competitors, in which we will define which **SDGs (Strategic Development Goals)** are most relevant for our business.



STAKEHOLDER ENGAGEMENT AND MATERIALITY MATRIX

At the beginning of 2021, as part of the reframing of our approach to ESG, we performed a materiality analysis in order to:

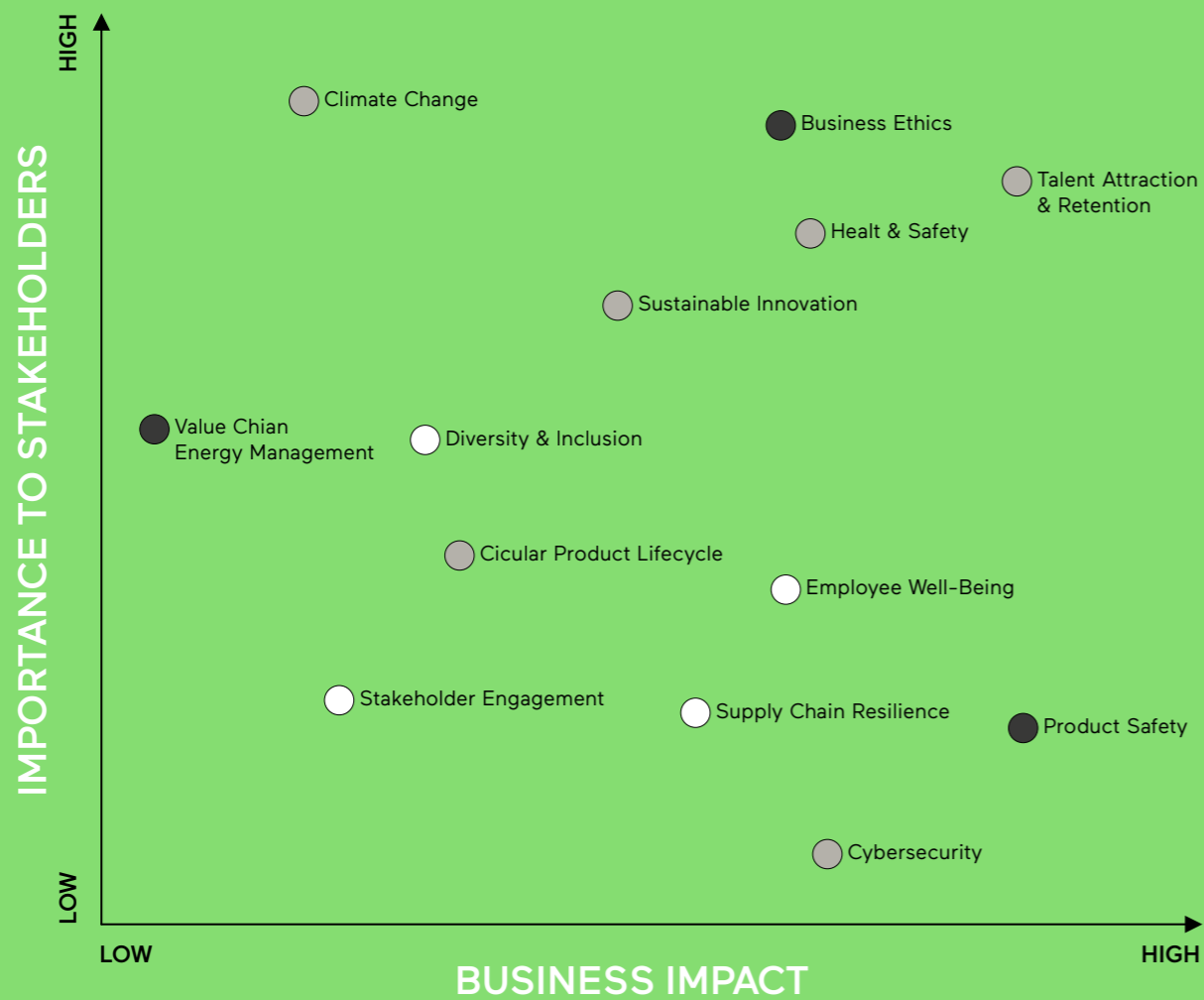
1. Identify the key factors determining our sustainability positioning from both an outside-in (external variables having a positive or negative impact on NHOA) and inside-out (internal variables having a positive or negative impact on the environment and our stakeholders) perspective;
2. Map those variables according to the perception of relative relevance expressed in desktop analyses and direct surveys by our external shareholders and the management team;
3. Make a critical assessment of the resulting mapping in order to get to a motivated clustering of the variables in three categories: i) focus for acceleration; ii) sustainability enablers; iii) monitoring topics, with the idea of prioritizing action onto the first two categories, while maintaining the third one under control.

The materiality matrix was then submitted for the approval of the Sustainability Committee and the Board of Directors.

Based on the materiality analysis, the following priority areas of actions were selected: 1) Health & Safety, 2) Climate Change, 3) Talent Attraction & Retention, 4) Sustainable Innovation, 5) Circular Product Lifecycle and 6) Cybersecurity.

We know that the priorities of stakeholders are constantly changing and that we need to evolve to ensure we meet expectations. Furthermore, the critical assessment of the results of the materiality analysis shall be revisited based on the results of the BIA.

Our goal, in general, is to conduct a formal materiality assessment every two years, by means of which we can identify and prioritize the issues of greatest importance to our company and its stakeholders.



○ Focus for acceleration ○ Sustainability enabler ● Monitoring topic

GOVERNANCE
■ Business Ethics
■ Cybersecurity
■ Supply Chain Resilience
ENVIRONMENTAL
■ Circular Product Lifecycle
■ Climate Change
■ Sustainable Innovation
■ Value Chain Management

SOCIAL
■ Diversity & Inclusion
■ Employee Well-Being
■ Health & Safety
■ Product safety
■ Stakeholder engagement
■ Talent Attraction & Retention

Following the analysis, 13 issues were identified and represented in the matrix.

ETHICS & COMPLIANCE

NHOA Code of Ethics expresses our vision to employees, business partners and all other stakeholders by defining the values underpinning our ethical commitments and determining their field of application when conducting business, within NHOA itself and with regard to society. It also sets out the fundamental principles that anyone who works within NHOA or for NHOA must abide by in order to avoid even the suspicion of improper behavior.

Managers at all levels must provide guidance and support so those who report directly to them make the right decisions. NHOA applies its ethical principles to its relationships with all parties involved in the market and scrutinizes the integrity and reputation of its partners, suppliers, service providers and subcontractors.

Every employee is expected to abide by the high ethical standards we have set ourselves in the Code of Ethics, as well as to help prevent, detect and respond to violations of that Code. Anyone who has reason to suspect that a violation has occurred or may occur is required to report their concerns immediately.

With the aim of inspiring us to do the right thing in all circumstances, the Code of Ethics includes core values and guidelines that are further detailed in NHOA's policies and procedures.

Code of Ethics' guidelines

Human rights:

Human rights are the focus of our mission for a sustainable future. Our definition of human rights is based on the United Nations Universal Declaration of Human Rights (UDHR), which focuses on dignity, respect and equality, without discrimination; the conventions of the International Labour Organization (ILO), and the guidelines of the Organisation for Economic Co-operation and Development (OECD) for multinational enterprises. We believe that all companies in our supply chain have a responsibility to share our respect for human rights and, for this reason, we ask them to uphold and promote these values in their businesses and in those of their suppliers.

Health, safety and the environment:

NHOA carefully considers the impact of its activities and has deve-

veloped a rigorous health, safety and environmental policy. Everyone must contribute to carrying out this policy with regard to our sustainability commitments, which are increasingly ambitious, rigorous and respectful of people, society and the planet.

Fraud:

Any deliberate and concealed action or omission committed with the intention of deceiving or circumventing laws or company rules, with the aim of obtaining undue material or moral advantage for the perpetrator or a third party, is fraud. NHOA deems all forms of fraud unacceptable. Any fraudulent act, even if committed to the advantage of the company, shall leave the perpetrator open to the penalties specified under international or local law and in the internal regulations of NHOA's entities.

Corruption:

NHOA adheres to the United Nations Convention against Corruption and, as part of its commitment to fighting corruption, it has made voluntary commitments by signing up to the United Nations Global Compact, the Extractive Industries Transparency Initiative (EITI), a civil society organization dedicated to fighting corruption, and the French section of the NGO Transparency International. Our anti-corruption policy is outlined in the NHOA Anticorruption Guidelines policy.

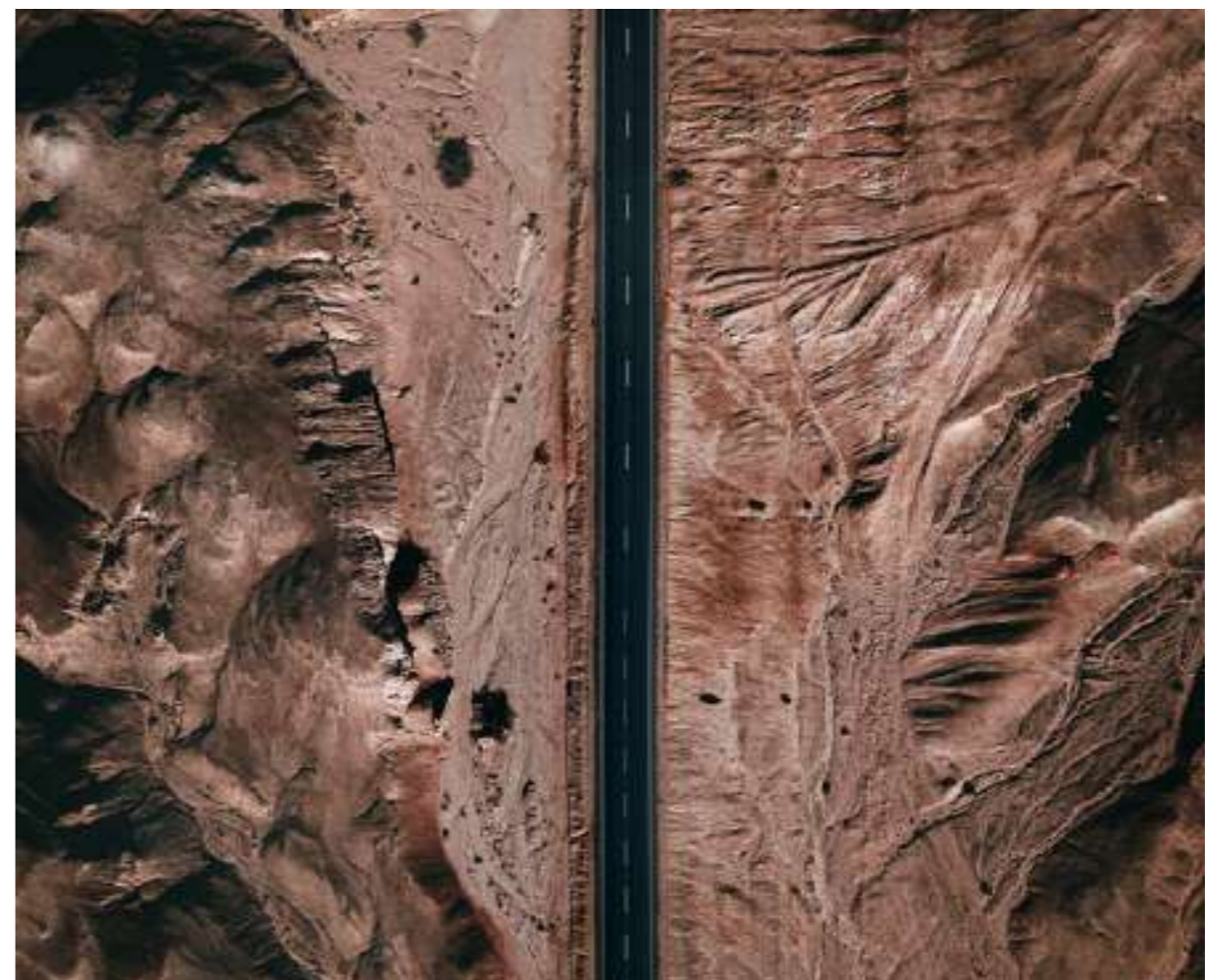
Whistleblowing Policy:

This policy applies to all employees, their representatives, interested parties, including suppliers, subcontractors and their employees, who wish to submit, in good faith, a report relating to an unlawful or illegal act concerning the company. We have a "whistleblower line", accessible from the website or from the company intranet platform, through which employees can report irregularities anonymously and with the guarantee of absolute confidentiality. Our policies prohibit retaliatory actions against employees who raise concerns or make complaints.

OUR COMMITMENTS

Sustainability is not a destination, but a direction to follow. This is why we are committed to working over the next few years to gradually improve our performance as regards people and the environment. We intend to do so by following recognized models and monitoring progress over time and we are committed to reporting information on our sustainability performance in a transparent and accessible way to all stakeholders. We want all employees to feel part of the ongoing evolution. To this end, we will work, as we have always done, to develop and disseminate a culture closely linked to sustainability.

- Designing a strategic improvement plan in line with the results of the BIA
- Reinforcing NHOA's presence in major international sustainability associations
- Expanding stakeholder participation by defining a clear engagement strategy
- Increasing the percentage of employees who have undertaken at least one awareness and training programme on the Code of Ethics and compliance procedures



SUPPLY CHAIN

Our supply chain partners are a fundamental part of our ecosystem. In line with our mission to accelerate the transition to sustainable energy, we are committed to ensuring that they operate in a responsible and environmentally friendly way.

We ask all our suppliers to adhere to NHOA Code of Ethics, which defines our core principles and values as well as the requirements and expectations regarding compliance with local laws and regulations, good governance practices, including policies regarding ethics and corruption, respect for human rights and international labour standards.

For this reason, our supplier qualification process currently includes:

- the distribution of a questionnaire and a self-declaration on Ethics & Compliance and anti-corruption
- a request for documentation certifying the possession of ISO 14001 (Environmental Impact Management) and OHSAS 18001 (Occupational Safety) certifications

From being a small company without sufficient weight to ask suppliers to follow specific indications and align themselves with processes, we are now proud to confirm that today, 90% of our volumes comes from suppliers registered in accordance with the NHOA approach.

However, we are aware that we still have a long way to go. We are therefore building an even more sustainable supply chain, helping our partners to improve their social and environmental impact through the long-term relationships we seek to establish with the most significant suppliers for our business.

Our goal in the very short term is to establish a structured verification process, with policies and programmes that promote improvements in the social and environmental performance of our suppliers.

For this reason, we have launched a supplier engagement plan using the Ecovadis platform, which, through specific metrics, including quantitative ones, evaluates the sustainability profile (Ecovadis rating) considering four parameters: environment, working practices, ethics and sustainable purchasing, each of which is assigned a score.

We have already completed an analysis of our main suppliers (the top 10-15 suppliers equivalent to 90% of our purchases). So far, the feedback has largely been positive: only a few suppliers have not qualified or qualified with a very low rating. The next step will be to extend this analysis to all suppliers, rationalizing and reducing the perimeter of our supply chain (which currently consists of 900 suppliers) in order to avoid excessive fragmentation of spending and to introduce the rating within the process of qualification and selection of our top suppliers, attributing a weight to the Ecovadis rating in the evaluation of the offer, together of course with the usual technical, commercial and quality parameters.



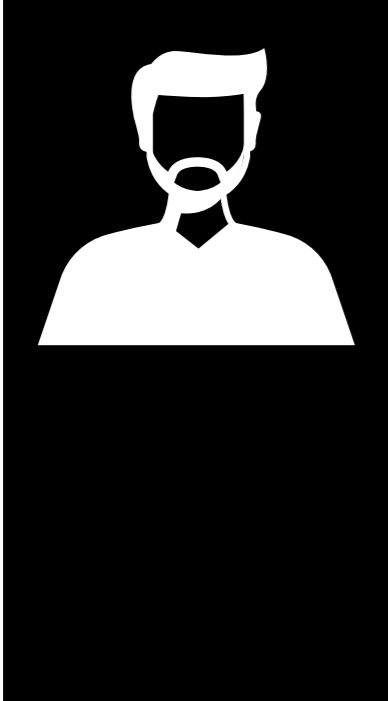
WHO ARE OUR MAIN SUPPLIERS?

Our top 10 suppliers by spending volume are manufacturers of: batteries, HVAC systems, low and medium voltage equipment, power conversion system (PCS) and special containers. They are located mostly in Asia (4 out of 10) or Europe (6 out of 10).

Some of our key suppliers are already assessed by Ecovadis, while some others are not but have otherwise undertaken to improve their ESG profile.

OUR COMMITMENTS

- Increase the percentage of suppliers qualified through Ecovadis
- Evaluate the emissions of main suppliers with Ecovadis
- Include binding ESG criteria in the Ecovadis qualification process of main suppliers with Ecovadis
- Monitor the satisfaction of main suppliers
- Ask all suppliers to sign the ILO Declaration on Fundamental Principles and Rights at Work
- Ask all suppliers to sign a declaration of commitment to reduce their environmental impact



Having a vast number of suppliers in our global supply chain means a potential sustainability and reputational risk related to non-compliance with human and labour rights obligations, occupational health and safety, environmental management. This is why we are strongly committed to reinforcing all procedures and measures, some of which have already been put in place, for managing these risks.

Michele Lanza
Head of Procurement



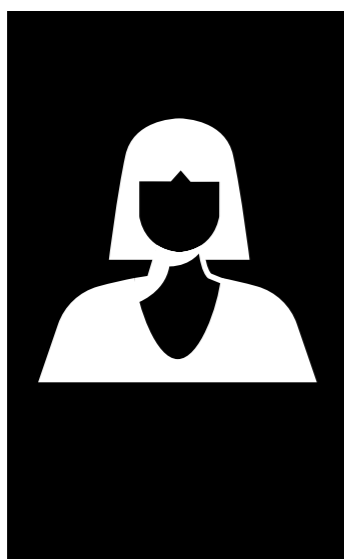
PEOPLE

People, together with our technology, are our most important asset and our main success factor. We are increasingly convinced that investing in well-being and personal and professional fulfillment is a fundamental driver of the company's productivity and growth because it helps everyone to achieve their potential and at the same time allows young talents to be attracted and retained.

For this reason:

- We offer our employees training and development activities in order to enhance their skills and professionalism and make them feel fulfilled and involved, monitoring their satisfaction and their engagement
- We invest heavily in recruiting, collaborating with educational institutions in training and attracting young talents
- We promote a culture of sharing and participation that is reflected in all company processes
- We are reducing the gender pay gap, to end inequality of remuneration between men and women
- We offer equal job opportunities without distinction of any kind, because we are convinced that inclusion and diversity are an asset
- We are committed to ensuring adequate working conditions, offering our employees remuneration levels in line with the market and a healthy and safe working environment
- We offer absolute flexibility through our FamilyWorking Programme which enables employees to reconcile work and private life

Our mission is to make a real impact on the path towards sustainable energy transition. In 2021, we received 5800 applications from people who want to be an active part of this mission.



We are a very young company, with an average age of around 35 and a strong female presence, especially in roles not related to the tech and R&D areas where women are still in the minority. We make every effort to bridge this gap by investing in young graduates in STEM (science, technology, engineering and mathematics) disciplines training.

Anita Maria Ganassali
HR Director

What we do for our people

During 2021 and the first half of 2022 we faced this challenge by implementing the following initiatives:

WELLBEING

We offer our employees the following benefits:

- an integrated system of corporate welfare and organizational well-being designed by JOINTLY, which provides funding that can be used for expenses related to family members education, transport, loans and the purchase of goods and services
- supplementary private health insurance, which also covers family members' needs
- subsidized childcare and support policies for nursing mothers
- meal vouchers, regardless of where the working activity is performed
- 5 vacation days in addition to the entitlement provided by law and by the collective bargaining agreement

Furthermore, in April 2020 we launched our new organizational structure based on FamilyWorking: its founding principle is that working in the office is a right, not an obligation, and that the new natural workplace is the home. Everyone can choose where to work according to their needs and preferences.





It is a paradigm shift aimed at promoting the balance between work and private life, which focuses on the person and the family, conceived as fundamental social components. This new management freedom and the tools to implement it are not only useful for increasing people's well-being, but also fundamental for social sustainability. Our innovation has the mission of preventing the family, an incredible valuable resource, from becoming an impediment to people's participation, especially women, in the work environment.

Ludovica Solera
Head of HSEQ, HR and Organization



WHAT IS FAMILY WORKING?

FamilyWorking is not only smartworking, but a new way of working remotely, which makes it possible to reconcile work and private life, business needs and social sustainability, promoting family balance through a flexible organization of working time.

FamilyWorking is the assumption by NHOA of responsibility for all its collaborators, including those who do not have children, which translates into recognizing five essential rights: technology, time for the family, absolute flexibility, physical-mental well-being and being a parent.

Firstly, the right to technology: the company supplies the necessary equipment directly to employees' homes – a high-definition screen, a dock station, a high-definition webcam, an ergonomic chair – and the necessary precautions to ensure a healthy home-office environment.

Another fundamental aspect of FamilyWorking is the right to rest which means not sending e-mails and instant messaging to colleagues after 8:00 pm. Homeworking must not become Always Working.

We also support the right to family life: work interactions between colleagues take place only through video calls from their workstation. A colleague has the right not to respond because he/she is devoting time to his/her family or his/her personal sphere and the company must respect this.

To support employment in general, especially female employment, a very innovative flexibility instrument is also envisaged: employees with special family needs have the right to temporarily reduce working hours by declaring in advance the number of hours a month they can operate, adjusting the monthly remuneration automatically and proportionally. This agreement paves the way for a flexible part-time scheme that can be implemented on request and modified monthly.

Employees and their families can follow weekly pedagogical webinars for free and request individual interviews with an educator thanks to the partnership with the La Locomotiva di Momo nursery school, an institution of educational excellence in Milan for over 25 years, inspired by the Reggio Approach.

Employee well-being is the focus of attention, which is why we also support certain aspects considered to be outside the sphere of work, such as physical activity, and, thanks to the collaboration with PhysioTechLab, founded by the Paralympic athlete Fabrizio Macchi, courses on fitness and posture are offered.



Family Working MANIFESTO



RIGHT TO TECHNOLOGY:

If home is the new office, tools must be adequate. It cannot be acceptable to work remotely without access to the best technologies, the best infrastructure, and the most realistic and advanced virtual experience.

NHOA GROUP WILL PROVIDE FOR YOUR HOME THE SAME TOOLS YOU HAD IN THE WORKPLACE:



A professional workstation: HD screen, dock station, ergonomic chair, HD webcam and a contribution to your Wi-Fi connection.



An interaction completely virtual but balanced: get used to work only from your workstation, separate the time dedicated to work from the time dedicated to your family. And remember that a video call reduces stress by 60% compared to a phone call, but only if you have high quality audio and video



RIGHT TO FLEXIBILITY:

Working eight hours straight is the past and a nightmare for the family. Traditional part time is a obstacles course, and getting it is often a miracle. In FamilyWorking, working hours are based on your needs and the balance between family and work.

NHOA GROUP GIVES YOU MAXIMUM FLEXIBILITY:



You will be able to do your work when it suits your family routine best. You will no longer be forced to operate in the 9-18 time slot. By simply using the digital calendar you'll inform the team about how you will distribute your working hours and "private" slots to manage personal or family needs, in which you will not be disturbed.



If you have children you can temporarily reduce your working hours. You will only need to indicate each month the weekly number of hours you plan to perform, and your pay will be automatically adjusted. As a part time on demand, but totally flexible, and editable



RIGHT TO TIME FOR THE FAMILY:

from month to month.

If you do not answer to a video call it is because you can't be disturbed, because you are dedicating time to the family and the company has the obligation to respect it.

NHOA GROUP HELPS YOU TO MANAGE THE COMMUNICATION WITH YOUR COLLEAGUES EFFECTIVELY AND SUSTAINABLY:



Among colleagues, traditional phone calls are completely replaced by video calls. Talk will be done only by videoconference, and from the workstation. The video makes communication more effective, less stressful, and more human. Answering only from a computer allows you to separate work from personal activities as well. Of course it will be essential to uninstall the video conferencing system from the company's mobile phone: you will have to do it to give priority to your family.



Sending mails or instant messaging to colleagues is interrupted from 8 p.m. to 7 a.m. The time flexibility cannot go beyond these hours, which must be dedicated to family and to rest.



RIGHT TO WELLNESS:

Scientists are unanimous: mental and physical well-being are linked. Saying that you should do some physical activity while working from home, but maybe you are not even allowed to go out, is just a catch phrase. The company will have to provide concrete tools to promote physical and mental well-being.

NHOA GROUP HELPS YOU TO MAINTAIN AN ACTIVE AND BALANCED LIFESTYLE in partnership with PhysioTechLab and Fabrizio Macchi, NHOA spokesperson and Paralympic athlete with 29 Italian championships, 4 European medals, 15 world medals, including 2 golds and bronze at the 2004 Athens Games.



NHOA Group Every week you can join fitness and postural gym classes on Weltiq, the innovative PhysioTechLab online platform with dedicated personal trainers. Your family members can participate too: always involve them!



RIGHT TO BE A PARENT:

Raising children while working from home requires not only routine and organization, but content. Parents end up being the only ones to witness the hardships of their children, their regressions, their expressions of fear, their moments of sadness and isolation, the relationship created between adults and children by coexisting 24/7. The company will help to raise the interaction with children by providing dedicated experts and content.

NHOA GROUP, THANKS TO THE PARTNERSHIP WITH THE NURSERY-SCHOOL FOR CHILDREN, the Locomotiva di Momo, an educational excellence in Milan for 25 years inspired by the Reggio approach, will give you tools and quality content to support your parenting path:



Monthly webinars with a pedagogue to improve your children's growth path.



Adult discussion rooms will be led by experienced pedagogues on issues regarding growth and specific subjects emerged as a consequence of the COVID-19 emergency: children's exposure to screens, children's bond, autonomy management, quality of learning within the home walls and frustration for lack of social relationships between peers.



Individual or couple pedagogical listening desk, which can be activated on demand, conducted by a pedagogue, with the purpose of supporting the critical issues that emerged from the management of children, rules, time and family relationships.

ENGAGEMENT

We believe that a key aspect is monitoring and evaluating the level of involvement and satisfaction of our employees: according to the latest survey, between 81 and 90% of employees are "satisfied" or "highly involved".

Beaconforce

We measure the satisfaction and engagement of our employees through the use of the BEACONFORCE platform, a tool based on work psychology and Artificial Intelligence, which helps companies to convert people's voices into insights and predictive analysis, creating more engagement, a sustainable and performing work environment.

This tool enables:

- our front-line managers to be promoters of change, helping them identify the motivational drivers of their teams and when and where intervention is necessary. There is a strong correlation between the level of involvement and performance improvement
- effective intervention on the retention of talents
- the prompt identification of situations of possible burnout, i.e. those teams and individuals who feel overwhelmed and need help to improve their situation, or employees who feel undervalued

Through the answers given to a series of questions (four a day for the first 40 days, then two per day), on which the company does not intervene, the algorithm creates an index of engagement. People are classified in accordance with four areas on a challenge-skills chart, where also the degree of trust towards the company is measured.

Instant messaging channel

Furthermore, a structured and functional internal communication system has been implemented. The company interacts and communicates with all employees through a dedicated Telegram channel: a continuous flow of information through which, for example, press

releases, financial results, presentations of new hires or company awards can be shared. It acts as a sort of virtual bulletin board where employees can always find useful information for their activities. For each important communication, details of the colleague in charge are always provided so that clarification and/or further information can be obtained.

■ TRAINING

At NHOA, we believe that training and skills development are essential in order to increase productivity: managerial conduct has as much impact as technical-specialist skills when it comes to attaining excellent performance.

This is why we have introduced a training and coaching course to develop leadership and people management skills, generating value through the development of an evolved relationship with the Group's people.

In 2021 and the first half of 2022:

- we mapped the training needs of our managers in order to define a structured programme for 2022
- we implemented a 4 half-day people management course on the correct management of resources, with the aim of improving the motivation, management and development skills of our people, with the help of an external coach
- over 75% of our employees have received professional training in order to expand their skills
- the average number of training hours increased from 11 to over 18 hours per person
- a plenary session was held on the new whistleblowing policy
- all new recruits have read the company policies
- the e-learning platform is being implemented



■ REMUNERATION INCENTIVES

We have introduced a remuneration and incentive system (Management by Objectives) for the main corporate roles: the variable part of managers' remuneration is linked to the attainment of certain objectives, such as the reduction of the gender gap, retention and recruiting (based on the individual). In addition, we have formalized the following corporate ESG targets:

- a Beacon Force Index above **60%**
- an increase in the number of nationalities in the Group
- number of accidents with prognosis days equal to 0
- number of environmental accidents equal to 0

Overall, these four ESG performance indicators account for 20% all targets.

IN 2021



50-74%

of employees other
that managers
received a bonus



GRADUATE PROGRAM

NHOA is a workplace where people can prove themselves and where the most talented have the opportunity to train and embark on specific professional paths. This is why we constantly forge links with the best universities in order to give young graduates and undergraduates the opportunity to enter the world of work, through scholarships or the option of training internships within the company.

The NHOA Graduate Programme is an accelerated training and induction program dedicated to young engineering graduates in the energy, electrical or mechanical sectors. Participants have the opportunity to acquire transversal skills in the various company departments, in close contact with our Engineering, Business Development and Project Management teams.

The programme lasts 24 months, with access to company benefits and competitive remuneration packages: the first month (Academy) is entirely dedicated to training on energy storage systems; from the second to the sixth month (onboarding) the participant is involved in projects and has the opportunity to start putting into practice what he/she has learned, working alongside experienced colleagues from various sectors. In the last phase, he/she is entrusted with the responsibility of personally managing a project, to help him/her decide which path to take (Engineering, Business Development and Project Management).

In 2022, all 10 participating students were hired.

We have also undertaken other partnership initiatives with schools and universities, for example PCTO projects with various local technical institutes and curricular internships for students of Milan Polytechnic. In 80% of cases, the person involved was hired.

INSIGHT LUNCH

All employees are required to take part in the Insight Lunch, an informal training and involvement session on various issues relating to the Group's activities, which takes place at lunchtime on Fridays.

Each session lasts an hour, and the participants are invited through the FamilyWorking chat. The session is introduced by the project coordinators, Ludovica Solera, Head of HSEQ, HR & Organization and Francesca Scarinci, HR Team Assistant, followed by a speech by a designated person and a Q&A session.

Speakers include senior figures in the company, such as the CEO, the Chief Technology Officer, the R&D manager, the EMEA sales manager, and external consultants specializing in topics such as cybersecurity. After the meeting, the presentation slides are distributed to all employees.

Insight Lunches are considered as training hours in all respects.



DIVERSITY AND INCLUSION

On 30 June 2022, NHOA team numbered more than 350 extraordinary people, a burgeoning team of 31 different nationalities, bringing their unrivalled expertise to manage projects in 4 continents. We are inclusive by vocation and we believe that drawing on collaborators from various cultures enriches the work environment.

Diversity and inclusion boost productivity, creativity and innovation, determining the success of the company. We are committed to applying these values and, for this reason, we offer equal employment opportunities without distinction of any kind.

To supervise and improve inclusion and diversity in the workplace, we have established measurable targets, subject to evaluation by senior management and the Board of Directors.

We organize language courses to also support our employees in their personal lives and incentivize the recruitment of protected categories, beyond legal obligations. To this end, the HR department, when hiring new resources, conducts a compatibility analysis of the individual's health conditions with the work environment and the proposed role.



GENDER GAP AND MATERNITY BENEFIT

We are an equal opportunity employer, both in recruitment and remuneration. Women have historically been the minority in the hi-tech and energy sectors: in Italy only 20% of engineering students are female.

To fill this gap, in collaboration with Milan Polytechnic, we have launched a scholarship programme reserved for female STEM students, while seeking to increase the number of women in our Engineering & Industrials Operations tenfold by 2025.

In 2021, we increased the percentage of women from 27.1 to 43.7% in the workforce.

Furthermore, in addition to the flexibility provided by FamilyWorking, we recognize that all employees, regardless of marital status, qualify for maternity or paternity leave in accordance with local legislation, in addition to three months of Smart Working at home, for the same reason, to be used in full or on a periodic basis.

HEALTH AND SAFETY

We have adopted an integrated HSEQ management system in accordance with the requirements of the ISO 9001/14001/45011 standards, with a special focus on improving our safety performance. Our Occupational Health and Safety Management System is ISO 45011 certified and is managed and monitored by the HSEQ department, together with the Head of the Prevention and Protection Service and the Workers' Safety Representative.

Our health and safety policy is enshrined in the company's overall planning process in order to minimize workplace accidents and injuries. We have a formal system for reporting problems with specific goals and objectives, and appropriate metrics for measuring progress.

At the end of 2019 we conducted a Safety Survey among employees to identify the most critical elements and we implemented the appropriate corrective actions.

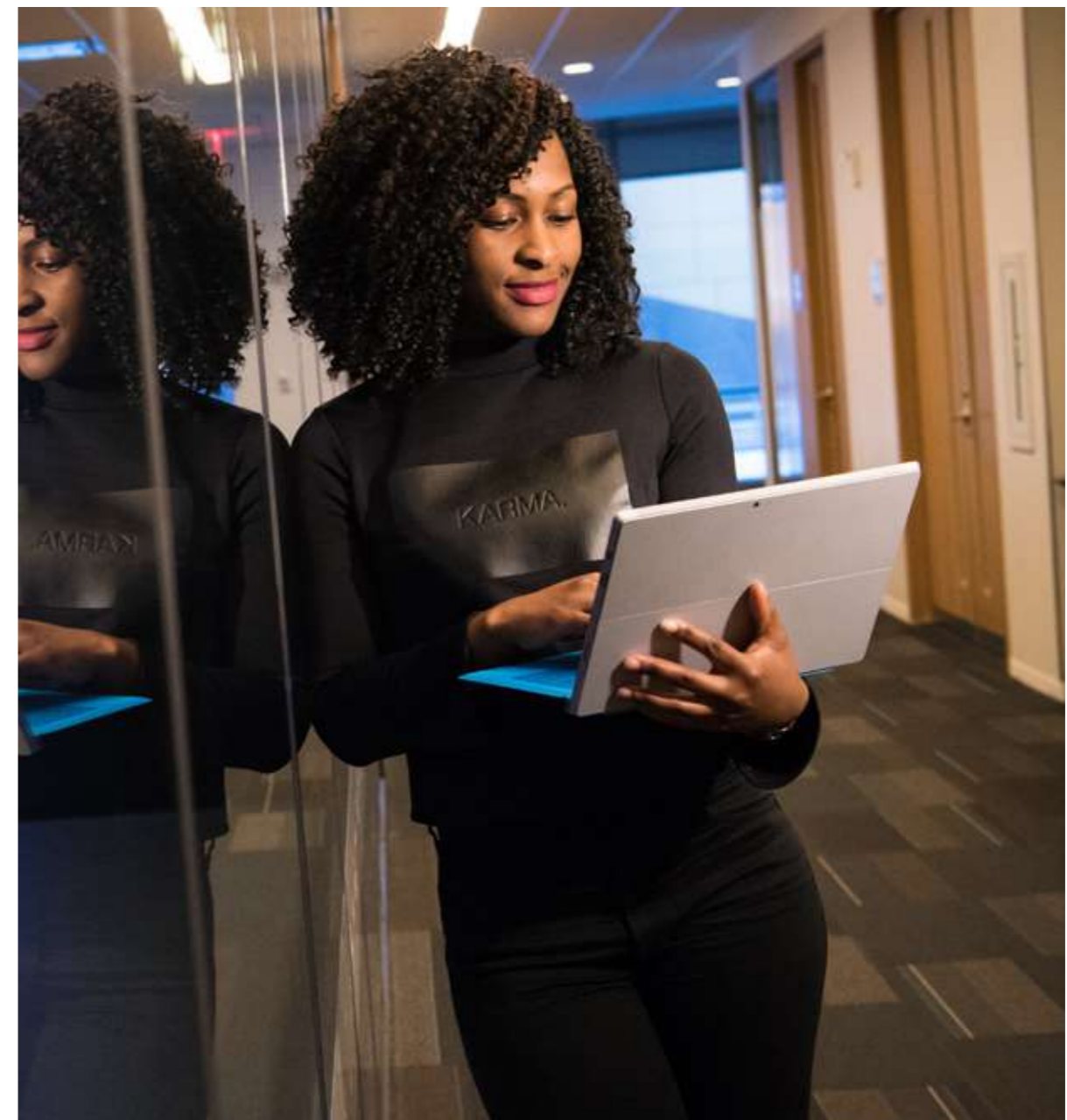
We recognize that the safety of our products is crucial. In addition to the measures required by law, all our systems are subject to a specific risk analysis in accordance with the "What if" predictive analysis methodology, which makes it possible to identify any anomaly likely to cause malfunctions and assess the probabilities and consequences. We then perform a "Failure Mode, Effects & Criticality Analysis" and a "Safety integrity level" in order to certify the utmost safety of our products.

Three main types of risk have been identified on which we focus and direct major investments to improve safety performance.

- the first involves workers engaged in the installation process and relates to lithium batteries, both in the assembly phase and in the testing phase, from exposure to currents and voltages
- a second type concerns the country risk in the various areas in which we operate (political instability, health risks, etc.). To this end, we have entered into a contract with International SOS, a company specializing in travel risk with a 24-hour hotline for any problem, both on site and while traveling. It also arranges safe evacuation
- finally, work-related stress, given our exponential growth which has

seen us quickly expand from 70 to 360 employees in three different companies, with heavy workloads.

In addition to mandatory training activities, we have launched specific programmes for personnel working in locations at risk. According to the NHOA Security Manifesto, all employees involved in activities in countries classified as medium or high risk by the Integrated Management System, must be informed about specific risks, made aware of and trained in the recognition and management of threats, undergo an assessment before departure and finally take part in interviews by a third party to verify their readiness.



THE 2021 NUMBERS

NHOA

2.982

Training hours

373

Training days

190

Number of employees involved,
as of 31 December 2021

All NHOA team members involved in activities in foreign countries classified as **MEDIUM** risk or higher*, according to the Integrated Management System:

PLAN

1

They must be informed about the specific risks of the country of destination

AWARENESS

2

They must be educated and trained in the recognition and effective management of threats in hostile environments

CHECK

3

They must undergo a learning assessment test before departure

PERSISTENCE

4

They must be periodically interviewed by a third party who verifies their preparation

OUR COMMITMENTS

Diversity and inclusion

- Increase the percentage of women in executive roles within the Business Lines (58% for management position, 56% for other positions)
- Increase the number of people with disabilities
- Reduce the gender gap in terms of percentage of women hired
- Reduce the gender gap in terms of wages for each category of workers
- Increase the number of female engineers by 10x by 2025
- Increase the number of training hours per employee (soft and hard skills)

Flexibility and well-being

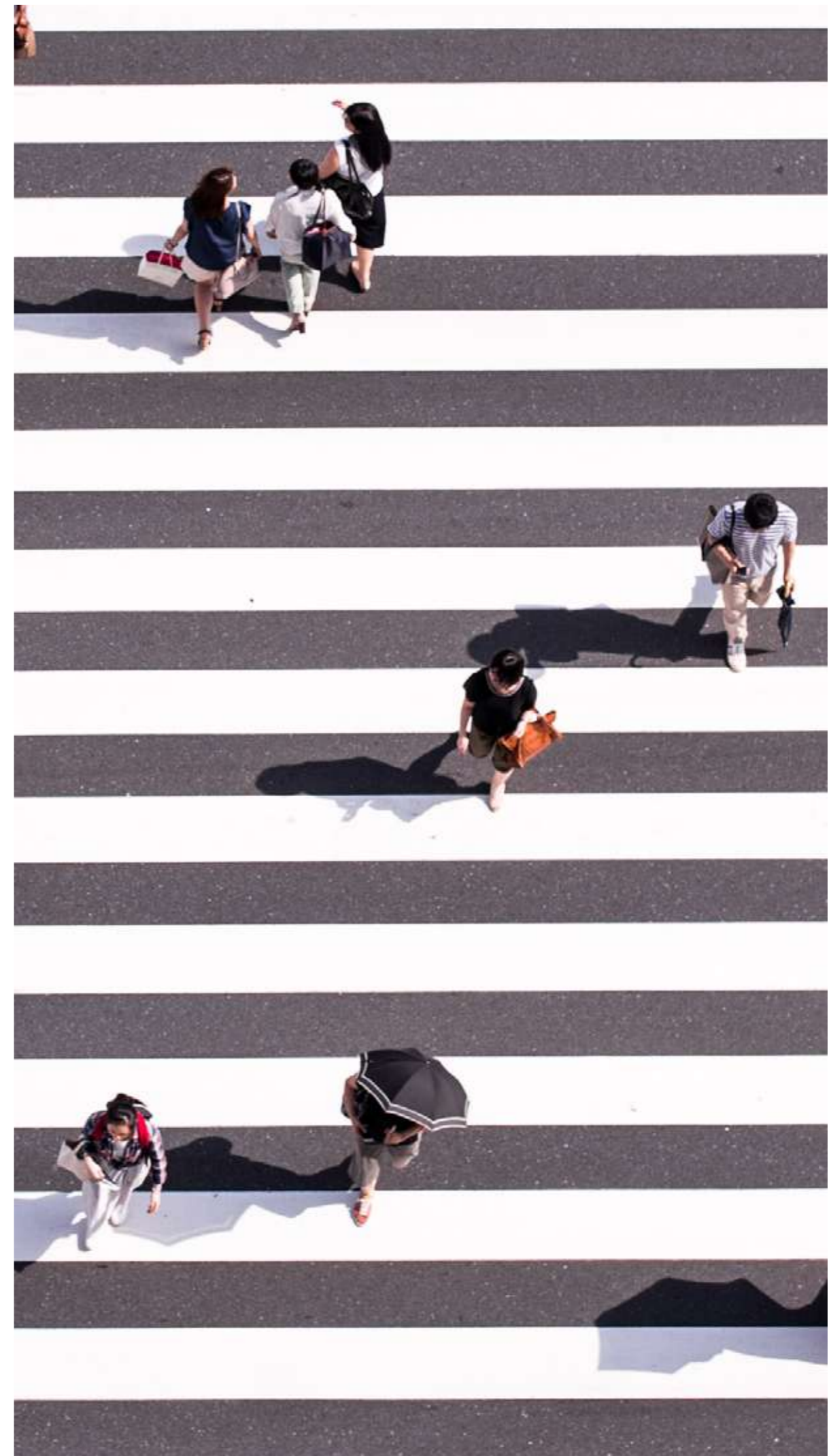
- Publish a Manifesto of Employee Rights
- Review and update the rights provided by FamilyWorking and its scope of application
- Draw up a human resources training plan (People development) and the respective individual strategy for each employee

Graduate Program

- Increase the number of Scholarships and Tutoring

Safety

- Increase the average number of hours of training on health and safety
- Increase investments in Health, Safety and Quality at least tenfold by 2025, compared to the last two years, while minimizing the risks associated with our activities



COMMUNITY

Our primary goal is to make a positive impact at the social, economic and environmental levels, cooperating with all the stakeholders and contributing to the creation of collective well-being and shared values: investments in the education sector, social donations and collaborations with non-profit organizations are just a few of our commitments.

In particular, in 2021, we joined the United Nations Global Compact (UNGC), the strategic corporate citizenship initiative launched by the United Nations to promote a healthy and sustainable world economy, which guarantees everyone the opportunity to share its benefits.

For this purpose, the UN Global Compact requires participating companies to share, support and apply in their sphere of influence a set of fundamental principles related to human rights, labour standards, environmental protection and the fight against corruption.



What we do for our community

During 2021 and in the first half of 2022 we have faced this challenge by implementing the following initiatives:

SOCIAL ENERGY

We support people and communities to build a better future. We want to play our part in promoting lasting, inclusive and sustainable growth, contributing our skills and resources to the development of society and the local communities in which we operate. The first step towards sustainability is recognizing the interdependence between the company and the system in which it operates: the success of one is inextricably linked to the prosperity of the other, and vice versa.

Association Des Jeunes De Nkol-ezala (Cameroon)

We support an association that assists young people in the Nkol-Ezala district of Cameroon in the design, implementation and monitoring of community development projects. In particular, we donate company gadgets and school materials (backpacks, pens and notebooks).

Pomoni, Anjouan - Comoros

As part of our commitment to bring clean and sustainable energy around the world, so that the next generations can live in harmony with our planet, we provided a playing field and all the equipment for a football team to the local community in the island of Pomoni, Anjouan, part of the Union of the Comoros, where a 3MWh energy storage system was installed, together with a 3MW solar system.

Fondazione Theodora

Operating in Italy since 1995, the Foundation provides hospitalized children with play and fun through the very special visits of “Doctor Dreams” and professional artists trained to work in highly complex paediatric wards. The Foundation arranges individual visits to young patients on the ward and during the pre and post-surgery phases, in order to reduce the stress and anxiety level. Doctor Dreams also supports pregnant women, newborns and their families assisting with the emotional relationship between the mother and the newborn in the case of obstetric and neonatal disorders.

An initial donation of €10,000 was made at Easter and, for Christmas, NHOA bought the high-quality Panettoni and Pandori, traditional Italian cake, prepared by the Foundation and resulting in €1,450 donation. In addition, a special “dream treasure hunt” was staged in September during the annual corporate retreat. The value of the tokens collected during the treasure hunt (€10,000) was donated to the Foundation.

GIRLS @POLIMI: scholarships for future female engineers

At NHOA, we believe that investing in the training of the human capital is of great importance. With the aim of achieving a tenfold increase in the number of female engineers hired by 2025, we supported the Girls @Polimi project of Milan Polytechnic with a scholarship of €24,000.

The Girls @Polimi project aims to overcome the gender gap in the STEM disciplines (Science, Technology, Engineering, and Mathematics) and is one of the initiatives of the POP-Equal Polytechnical Opportunities programme through which Milan Polytechnic is committed to guaranteeing an environment that is inclusive and respectful of individual uniqueness, where people can study and work.

The initiative will be repeated in 2022: 15 scholarships of € 24,000 will be awarded for the academic year 2022-2023 to girls who choose to attend engineering courses that currently attract few females.

Magari Domani ONLUS

We are proud to support Magari Domani Società Cooperativa ONLUS, founded in 2008 as a voluntary organization with the aim of offering a dedicated space for sharing and experimentation where people with disabilities can discover all their skills. One of the various activities is dedicated to the world of work, in which people with disabilities can become part of the supply chain of local companies, collaborating in fulfilling orders with tasks appropriate to their abilities and skills. This project was carried out thanks to Ciemme Cablaggi SRL – a NHOA Group supplier – which was the first to believe that autonomy was possible for people with disabilities in their adult life.

Magari Domani also launched the experimental initiatives “After us” and “Possible Accompaniment to adulthood”, which give people with disabilities the opportunity to live together in apartments in an atmosphere of autonomy, love and dignity, even when their parents or caregivers are no longer able to care for them.

Many local families are being assisted by this voluntary organization: to date, the association has about forty volunteers taking care of around 60 people with disabilities. Seven weekly sessions are conducted, dedicated to various activities such as sport, art workshops and convivial dinners.





Musica in quota

We are proud to be one of the partners of the festival organized by the “Musica in Quota” association. Every summer, it combines a musical culture with the passion for hiking by staging free outdoor concerts in breathtaking settings: places of real Alpine beauty at altitudes of between 800 and 2,500 meters. The aim is to promote sustainable tourism in Piedmont.

Partnership with EMERGENCY for Ukraine

In collaboration with the Emergency for Ukraine organization, we have undertaken a series of initiatives to provide relief to families affected by the war through a donation of €100,000. Specifically, we financed three months of activities and medicines for the mobile clinic known as the Politruck, with which the humanitarian association provides basic medical care and psychological assistance to civilians forced to leave their country in search of safety.

Thanks to Politruck, the Emergency team – doctors, nurses, psychologists and mediators – is able to offer basic medical and nursing services, psychological assistance and counselling to hundreds of refugees. Assistance is given every day at the three reception centers in Balti, Moldova’s second largest city, and the team can quickly reach places and people in need, adapting to the unpredictable course of events of the conflict.

In addition, we also supported Emergency by sponsoring a live charity concert for Ukrainian children, which was held at the Lombard Tennis Club in Milan on Thursday, the 12th of May.

BEYOND SPORT

We strongly believe in sport as a cultural vehicle for learning the fundamental principles and values of life: loyalty, team spirit, sacrifice, training, meritocracy, fair play, a taste for challenges. These values are precisely in line with NHOA’s culture and identity.

Tennis Club Lombardo

In collaboration with the Milanese Tennis Club Lombardo, since 2021 we have been organizing a number of initiatives dedicated to promoting sport and encouraging social inclusiveness.

Among the main ones, we have created a prize that – within the framework of the Women’s Open Mazzalveri Tournament organized by the Tennis Club Lombardo – awards the athlete under-16 who achieves the best placement in the competition.

We also support of the Regional Wheelchair Tennis Tournament (recognized by the Italian Tennis Federation) that, in addition to the competitive component, highlights the importance of social integration and participation in sports for people with disabilities.

We moreover support “Un set pari”, a tennis day dedicated to young people with Down Syndrome of the “Associazione Genitori e Persone con la Sindrome di Down” (AGPD association).

Goga Sci club

With more than 100 athletes currently on its books, the Goga Sci Club has been a mecca for Alpine skiers in Piedmont for over 40 years. Since 2019, in collaboration with the Piana di Vigizzo, the histo-



ric Piedmontese ski club has developed a series of activities aimed at encouraging children to practise this sport.

As well as sponsoring the Goga Sci Club, several initiatives have been launched to promote young talent, inclusiveness and sustainability:

• **Nuovi talenti Goga**

Three scholarships have been allocated to athletes between 12 and 16 years of age for their outstanding academic and sporting commitment. This reflects NHOA's determination to reward not only success in competitions but also, and above all, commitment and perseverance in both the academic and sport fields.

• **Goga Prime Curve**

This initiative has provided discounts and benefits so that more than 70 children, aged between 6 and 8, can enjoy skiing in the Vigezzo Valley, Piedmont. The Goga Sci Club aims to promote skiing by attracting the greatest possible number of children to the slopes by offering affordable prices to families and guaranteeing high-level training for those who decide to pursue a competitive career within the club.

• **Sport for Everyone**

With the aim of breaking down barriers and making skiing a truly inclusive sport, NHOA and the Goga Sci Club will organize days on the slopes during the next winter season so that disabled children can learn how to ski with the help of the ski club's athletes.



OUR COMMITMENTS

- Strengthen the partnerships already established over the years and forge new ones
- Develop and implement a more structured charity approach, with clear and measurable targets and a possible increase in the amount donated





CONCLUSIONS

4

CONCLUSIONS

This document describes our commitment to sustainability. A commitment that starts from afar: we began to operate in remote places where the power grid could not reach, such as in Africa and Asia. Renewable resources and batteries were the only solution to provide electricity in a stable and affordable way. We have progressively extended our scope, managing to bring our solutions to an ever-wider audience. Today our technologies are competitive all over the world and we continue to work to accelerate the transition towards clean energy worldwide.

Our idea of sustainability is practical and proactive: it represents the desire to significantly change the world and leave it to the generations to come better than how we found it. This vision is also the basis of our most recent bet, which has allowed us to enter the e-mobility sector driven by the aim of making innovative technological solutions available for everyone.

We firmly believe that sustainability is not a destination to aim for, not a simple goal to reach, but a direction to follow by continuing to look for new ways to improve ourselves and make our work ever more effective.

For this reason, we have defined the Masterplan10x, which will guide our growth efforts towards ambitious targets; we set up a sustainability path through the B Impact Assessment and we are developing an improvement plan other than monitoring and reporting our results.

We always keep in mind our mission: to promote the global energy transition towards clean energy and electric mobility, meeting the needs of today and allowing the future generations to meet their own.



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