

An aerial photograph of a two-lane asphalt road stretching straight into the distance, flanked by dense, vibrant green forests. The road leads towards rolling hills under a blue sky with scattered white clouds. The overall scene conveys a sense of nature, sustainability, and forward progress.

INTILION

Enabling the energy transition

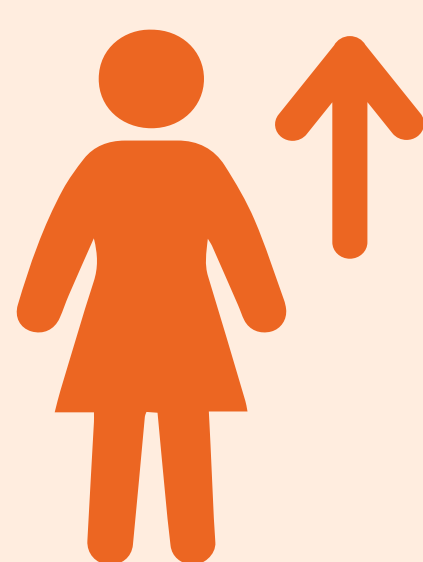
ESG Report 2025/26

At a glance 2025/26



93

Number of employees* (69 male, 24 female)



16%

Female leadership positions



24 < 30 years
61 30-50 years
8 > 50 years

Employee age



1.5 GWh

Energy storage capacity – deployed and contracted



0

Concerns on a potential
Code of Conduct violation were raised



100%
Of employees have signed
INTILION's Code of Conduct



*Based on FY 2025/26 numbers. INTILION's business year runs from 1 April to 31 March.

About this report

INTILION GmbH is a leading provider of innovative, highly scalable, and integrable battery energy storage solutions (BESS) with a comprehensive range of services, primarily for use in system-relevant and critical infrastructures such as commercial, industrial and grid applications. The storage capacities of the company's intelligent lithium-ion-based BESS products range from 70 kWh to multi-megawatt range, enabling the energy transition through enhanced grid flexibility, resilience and renewable energy integration.

The company reports on its impact and performance against the GRI Sustainability Reporting Standards and the UN Sustainable Development Goals (SDGs). The Sustainable Development Goals of the United Nations (UN) are an integral part of the company's ESG strategy and program. With this report, INTILION GmbH discloses its non-financial performance in the areas of environment, social and governance in accordance with GRI Universal Standards 2021

Reporting principles for the defining report content:

- ▶ Sustainability context
- ▶ Completeness

Reporting principles for the defining report quality:

- ▶ Accuracy
- ▶ Balance
- ▶ Clarity
- ▶ Comparability
- ▶ Timeliness
- ▶ Verifiability

Scope of the reporting period:

- ▶ This report is published annually and in English version only
- ▶ INTILION's business year runs from 1 April to 31 March in the following year
- ▶ In line with the financial reporting, the reporting period is 1 April 2025 to 31 March 2026



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Letter from the Management

Dear Reader,

Since December 2025, INTILION has been led by a new Management Team committed to integrating Environmental, Social and Governance (ESG) considerations into the way we manage and grow our business. We recognize that sustainability is increasingly linked to long-term business success, resilience and stakeholder trust. As a result, ESG is being further embedded into our corporate strategy, governance structures and risk management processes.

As a company operating at the forefront of the energy transition, we believe we have an important role to play in supporting a more sustainable and resilient energy ecosystem. Our energy storage solutions enable the integration of renewable energy, contribute to grid stability and support the reduction of greenhouse gas emissions. Through our products, storage solutions and services, we seek to generate sustainable value for our customers while contributing to broader environmental objectives.

At the same time, we recognize that sustainable business performance extends beyond environmental impact. Our employees, customers, suppliers, business partners and local communities are integral to our success. We are committed to fostering a safe, inclusive and engaging working environment while maintaining responsible and transparent business practices throughout our operations.

During the reporting period, we continued to strengthen our ESG framework and further integrate sustainability considerations into decision-making processes across the organization.

We move forward with confidence to create a positive impact for our people, planet and the communities we are operating in.

Hubertus Jakobi
Chief Executive Officer
INTILION GmbH

Carl Zoellner
Chief Commercial Officer
INTILION GmbH

Our vision

Enabling the world for renewable energy.



Purpose, vision and values

INTILION is a leading provider of battery energy storage solutions offering intelligent and modular hardware paired with proprietary software and end-to-end fulfillment services facilitating a stable grid infrastructure that helps ensure a reliable power supply for businesses, the public sector and e-mobility infrastructure.

“Enabling the world for renewable energy” is our company’s vision.

INTILION’s four corporate values are the heart and soul of the company. Every day, our teams embrace and embody them when working with our business partners, customers, and other stakeholders. These are the principles we care about most – the values that define how we work and who we are.



We believe in people who take ownership, drive change, and never stop growing.



We adapt fast to empower our customer success.



We grow value through trust and shared ambition.



We believe in people who take ownership, drive change, and never stop growing

Business model: scalable and asset light

Climate change drives an immediate need to decarbonize the energy & mobility sector. Our solutions play a critical role in combating climate change and in offering customized energy storage solutions and services for the increasing demand for flexible capacity.

INTILION is such a provider of innovative, modular, and scalable energy storage solutions and related services, primarily for use in commercial, industrial and power grid applications. The Company's products use lithium-ion batteries and have storage capacities ranging from 70 kWh to large scale multi-megawatt storage solutions.



The future energy system is characterized by decentralized renewable power generation and decentralized power consumption requiring intelligent energy storage solutions.

The company's energy storage systems and solutions have the key advantage of the feed-in of renewable energies into the traditional grid. The electricity grid of the future will not be able to efficiently integrate renewable energies without storage systems. INTILION is an enabler of the energy transition and is a key driver of decarbonization. The ecological footprint of INTILION's customer portfolio will be significantly improved and positively influenced.

The company's business model is asset light and has no manufacturing footprint. The business model is one-stop shop with externally procured and customizable hardware, proprietary software and fulfillment including

servicing and maintenance. The customizable software applications encompass system control, management of hardware components via an energy management system, data analytics and cloud connection and remote monitoring for predictive maintenance and security. The end-to-end fulfillment services range from project development with deep grid integration expertise, system engineering, installation, and commissioning to provide turnkey solutions. Local after-sales services and system maintenance including performance guarantee on cell modules are part of the company's offering.

INTILION's business model is part of the highest value adding part of the BESS value chain and enables and accelerates the energy transition for utilities and grid operators. The company focuses on the DACH region, with Germany as its main geographic market by revenue. Further European countries, including the United Kingdom, Ireland, Italy, Spain, and Portugal are included in the expansion and internationalization strategy.

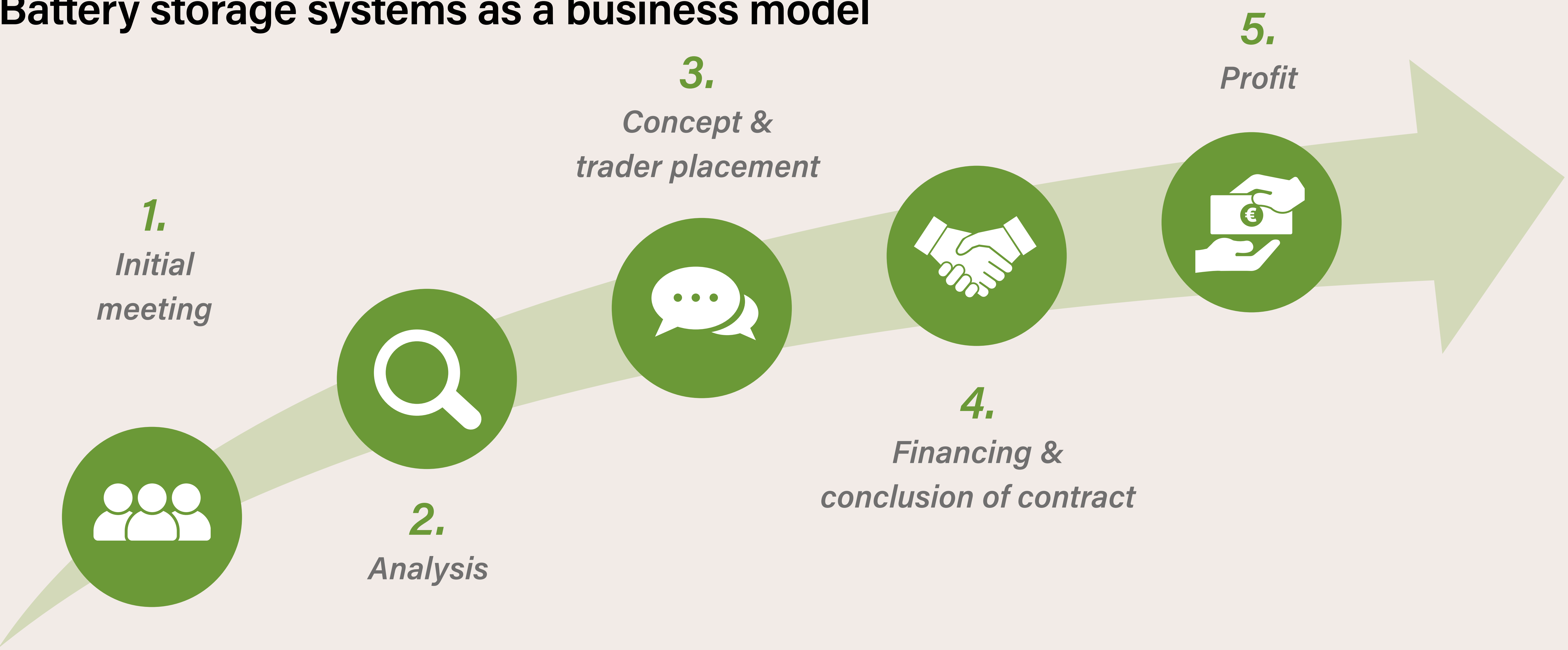


Our sustainable energy storage solutions are customized and available at large scale and multi megawatt capacity.

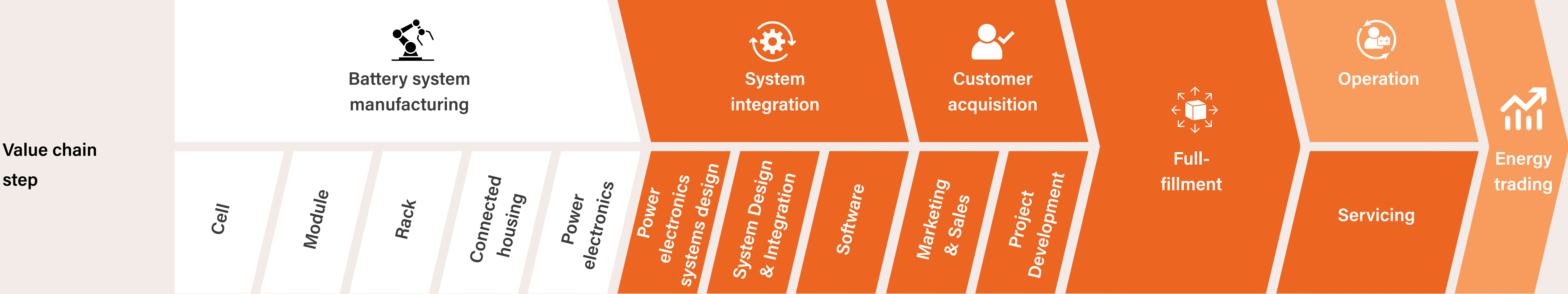
© Photo: be.storaged GmbH/Jannes Runge



Battery storage systems as a business model



Our business model



INTILION's approach

- ▶ Resilient supply chain structure through arrangements with key suppliers/ partners
- ▶ Independent from specific cell and storage technology through multi-sourcing strategy
- ▶ Benefits from long-term declining cell costs
- ▶ Asset-light and fully flexible business model due to outsourced assembly and manufacturing
- ▶ Focus on system, software and services – a high value-add part of the value chain
- ▶ Leading modular and scalable product design
- ▶ Unmatched end-to-end fulfilment
- ▶ Downstream expansion: Enabling trading-based business models for installed battery storage systems
- ▶ INTILION provides the technical foundation by making available storage capacity centrally controllable, while the core trading activities remain with customers or partners

65 MWh battery storage system in operation – expansion to 80 MWh underway



Together with Primeo Energie, INTILION has commissioned one of Switzerland’s largest battery storage facilities in Kappel. The first four systems provide 65 MWh of capacity and around 25 MW of power. A fifth system will expand the facility to approximately 80 MWh and 30 MW by autumn 2026.

The stand-alone system balances renewable energy fluctuations and supports grid stability and security of supply. INTILION was responsible for planning, procurement, delivery and commissioning.

End-to-end logistics from China to Switzerland

INTILION managed the complete transport chain, including shipping, customs clearance and temporary storage. The 16 battery containers were transported via Rotterdam and along the Rhine to Birsfelden.

Using inland shipping instead of special road transport reduced risks and permit requirements while enabling flexible, construction-aligned delivery.



With the commissioning of the first four systems, we have demonstrated the performance and scalability of our platform. The planned expansion to 80 MWh will create the foundation for additional grid-supporting flexibility – from planning and integration through to long-term service.



Simon Brügge gen. Feldhacker
Project Manager
at INTILION



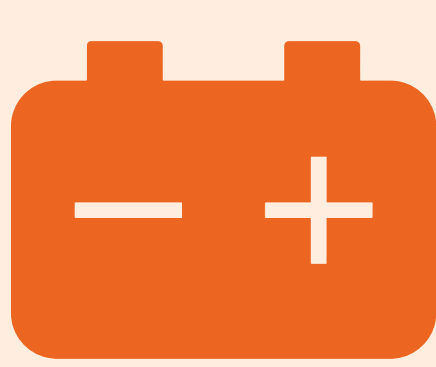
2025

Realization



Energy supplier

Industry



80 MWh

Target capacity





MITTELSTAND
GLOBAL
ENERGY SOLUTIONS
MADE IN GERMANY

Supported by:



Federal Ministry
for Economic Affairs
and Energy

on the basis of a decision
by the German Bundestag

Implemented by:



Powered by:



Investor/project owner:



Approach to sustainability & ESG strategy

INTILION has aligned its ESG program with the broader sustainability agenda set out by the United Nations. The company has identified out of the 17 Sustainability Development Goals (SDGs) six SDGs where the company feels it can have the biggest impact. These goals help shape the company’s ESG strategy and ambitions based on the five sustainability pillars: Employees, Governance & Compliance, Environment & Society, Customers & Products, and Supply Chain.

In 2023, INTILION joined the UN Global Compact, the world’s largest and most important initiative for sustainable and responsible corporate governance. The company is committed not only to sustainable values, but also to the ten universal principles in the areas of human rights, labor standards, the environment and anti-corruption. INTILION has committed to report annually on its progress in sustainability.



ESG governance structure

INTILION is led by the sustainability strategy to enable the company to capture and address our social and environmental impacts and ethical business behavior and conduct. The company recognizes that accountability for sustainability must be led from the top. The ESG (environmental, social and governance) Council was established to manage and drive the ESG program, its target achievements and to further define and refine the ESG roadmap. The ESG Council is chaired and operationally led by the Head of the ESG Council. The ESG Council is composed of six cross-functional senior management team members and subject matter experts. Monthly ESG Council meetings ensure progress towards annually defined KPIs. Quarterly ESG Council Meetings with the Management ensure that the collective knowledge, skills and experience related to sustainable development are shared at Board level. The Management is responsible for approving the ESG strategy, the annual KPI setting and the annual ESG report containing INTILION's sustainability approach. The Head of the ESG Council prepares the annual ESG report.



Sustainability journey

INTILION conducts
it's first Materiality
assessment

Implementation of
INTILION's ESG Council

INTILION commits
to contribute to the
UN Sustainable
Development Goals
(SDGs)

INTILION publishes
inaugural ESG Report
incl. organizational
carbon footprint

First Communication on
Progress (CoP) report
published

2022 | 2023

ONGOING

2023 | 2024

Beginning of INTILION's
ESG journey

INTILION releases its
ESG strategy

Support for UN Global
Compact as Participant
pronounced

INTILION appoints
Diversity & Inclusion
Manager

ESG fully integrated in
the company's business
strategy and risk
management system

2024 | 2025

2025 | 2026



Risk management approach and materiality assessment

INTILION fosters a culture of seizing opportunities and entrepreneurship, balanced by risk management. The company is committed to implementing appropriate controls, processes and strategies to identify, assess and manage risks associated with the company’s activities to prevent or minimize the impact of unexpected events on its business and on its ability to create long-term value for all stakeholders.

Responsibility for risk management rests with the Company’s Commercial Management. As part of the strategic realignment initiated by the new Management Team, the risk management framework was enhanced during the reporting period to include project-specific risks associated with large-scale projects. This ensures that key risks arising from the development, implementation and operation of major projects are identified, assessed and managed in a structured and timely manner.



The risk assessment and management are embedded in a comprehensive internal control framework which INTILION addresses through a holistic, disciplined, and deliberate approach. It matches that of the German Corporate Governance Code.

The company produces a comprehensive corporate risk assessment report annually, which serves as a working document for the coming business

year and includes key risks that are critical for the company’s business. The risks are ranked, and the significance of a risk scenario is estimated in terms of effect on the amount of loss.

In the actual risk assessment cycle and risk inventory review, the identified material risks as presented in the company’s materiality matrix were included in the overall risk management system.

Risk management approach

INTILION’s risk assessment considers:

- ▶ Operational risks
- ▶ Strategic risks
- ▶ Financial risks
- ▶ ESG risks
- ▶ IT and data management risks
- ▶ Compliance-related risks

Corporate risk management report:

- ▶ Risk description
- ▶ Assessment of possible damage
- ▶ Occurrence probability
- ▶ Risk monitoring and counteracting measures



ESG materiality matrix

INTILION's ESG framework was founded through our comprehensive materiality assessment conducted in 2023. The assessment was based on the double materiality principle and was conducted in alignment with the GRI Sustainability Reporting Standards. It served as a foundation for identifying key environmental, social and governance material topics.

Internal stakeholder interviews consisted of the Management, Executive and Senior Leadership team members and functional subject matter experts and followed up with a detailed questionnaire. The approach also drew from external sources like peer group analysis and adherence to industry-leading frameworks such as the GRI Sustainability Reporting Standards, Task Force on Climate-related Financial Disclosure (TCFD), Sustainability Accounting Standards Board (SASB) and United Nations Global Compact (UNGC).

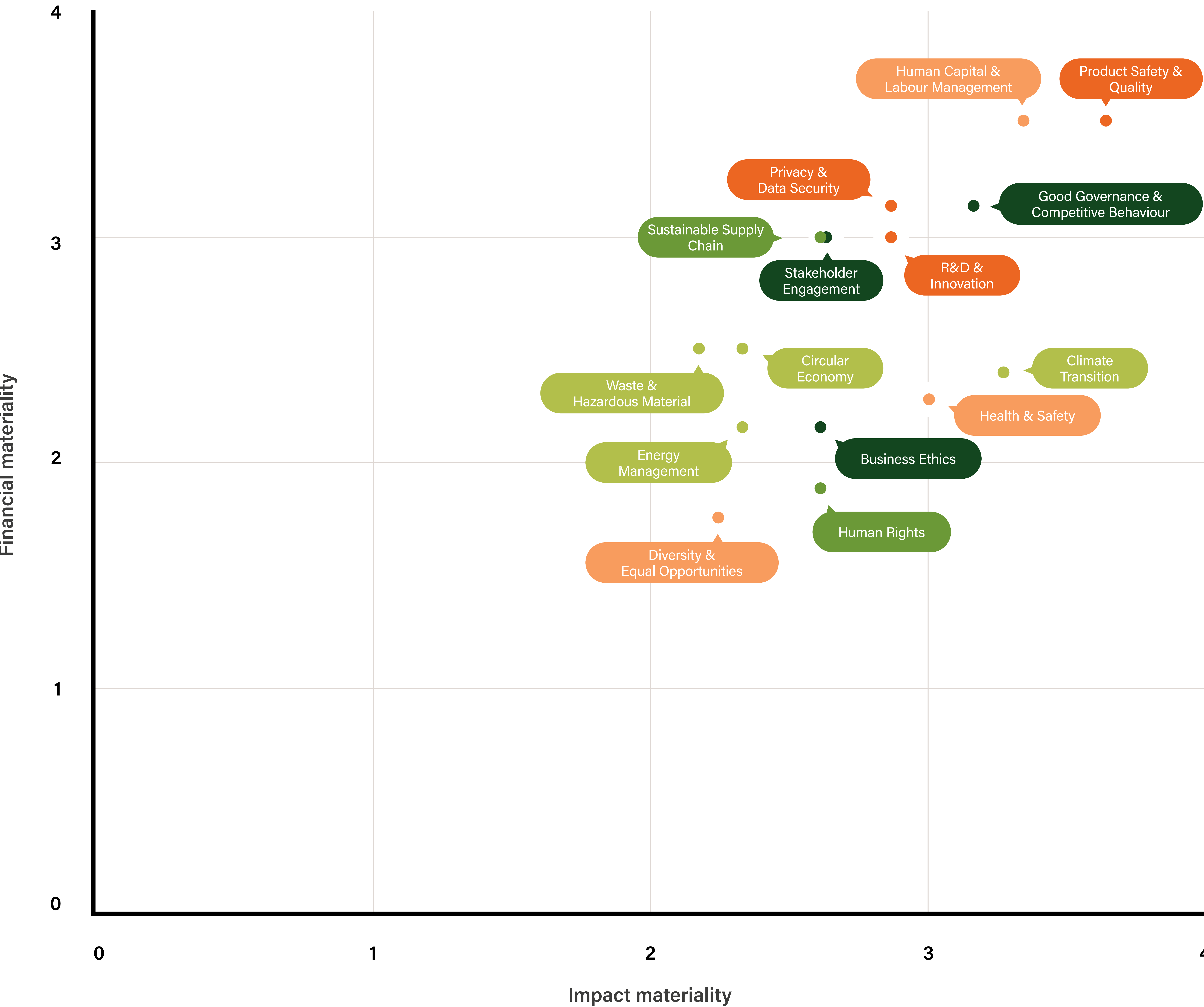
The identified 15 material topics are clustered under five pillars with Employees, Governance & Compliance, Environment & Society, Customers & Products, and Supply Chain. The company has developed targets for each material topic to be achieved by implementing adequate measures.

During the reporting period, management conducted a review of the material topics identified in the previous assessment. The review considered internal developments, strategic priorities, market trends, regulatory developments and feedback from key stakeholder groups. No significant changes were identified that would warrant an amendment to the Company's material topics or their prioritization.

The Management has delegated the management of the possible impacts and the implementation of adequate measures to the Head of the ESG Council, chairing the ESG Council.



Materiality matrix



32 MWh battery storage project designed for a sensitive water protection zone



Schematic rendering

INTILION is implementing a 32 MWh battery storage project for Avacon Natur in Prinzhöfte. The system comprises eight battery containers as well as the associated inverters, transformers and control technology. Once operational, it will provide flexible storage capacity for multi-market optimization and support the efficient integration of renewable energy into the power system.

The project site is located within a designated water protection zone, placing particularly high demands on environmental protection, operational safety and the handling of technical fluids. These requirements were incorporated into the project planning from the outset and influenced both the system design and the construction concept.

Special foundations for increased environmental protection

Prefabricated foundations with integrated liquid containment systems were installed for the inverters and transformers. They provide a secure

base for the equipment while helping to prevent operating fluids from entering the surrounding soil or groundwater. The prefabricated design also enabled efficient installation and reduced the amount of construction work required on site.

Following the delivery of the foundations, the inverters, transformers and battery containers were transported to Prinzhöfte. With all key components in place, the next steps include system assembly, electrical and control-system integration, and commissioning. During this phase, the communication and network systems will be configured and the complete installation will undergo comprehensive functional and performance testing.



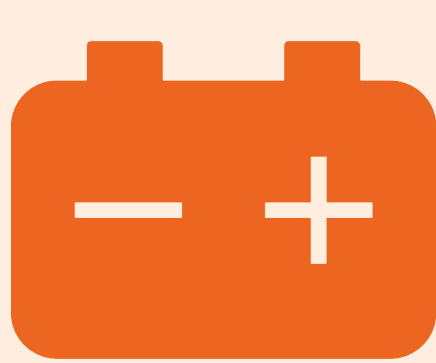
2026

Realization



Energy supplier

Industry



32 MWh

Capacity storage system



Caring for the environment

Increased access to renewable energy use: R&D and innovation	17
Climate transition & energy management	17
Carbon footprint	18
Recycling & circular economy	20

INTILION GmbH is a company that sources hardware components and lithium batteries and integrates them into a modular, highly scalable building-block system to deliver customized energy storage solutions for its customers. All materials, components and parts are purchased from certified suppliers. The company's energy storage systems are assembled in Germany by outsourced assembly partners and then delivered from the European Battery Hub based in Paderborn, Germany to its customers. For the company's after-market service and maintenance offering INTILION collaborates with a network of internal and external sourced support and service team.

A high level of quality for our products offered on the European market requires a comprehensive quality and environmental framework. Regulated processes and procedures are a prerequisite for their effective implementation and for compliance with legal and official requirements. In this context, a comprehensive integrated management system has been installed. The corresponding management systems are based on ISO 9001, ISO 14001, ISO 45001 and ISO 27001 certifications.

Increased access to renewable energy use: Innovative development platform

Our Research & Development (R&D) team comprises 15 dedicated professionals in Engineering and Platform Management. The team plays a critical role in innovation and advancing our technological capabilities. The development platform focuses on engineering modular system solutions fully customizable to meet specific client and market needs.

The Company conducts R&D activities with a focus on solutions, technology and service enhancements, as well as quality, high performance and cost improvements. INTILION believes that its R&D capabilities and expertise are key differentiators and leading strengths. Quarterly discussions with the Technology Advisory Board together with HOPPECKE, the parent company of INTILION, about significant technology and market trends as well as changes in the battery manufacturing landscape are conducted. The Advisory Board is composed of Industry Subject Matter Experts, Industry council leads and University Professors. Product and process enhancements, as well as quality,

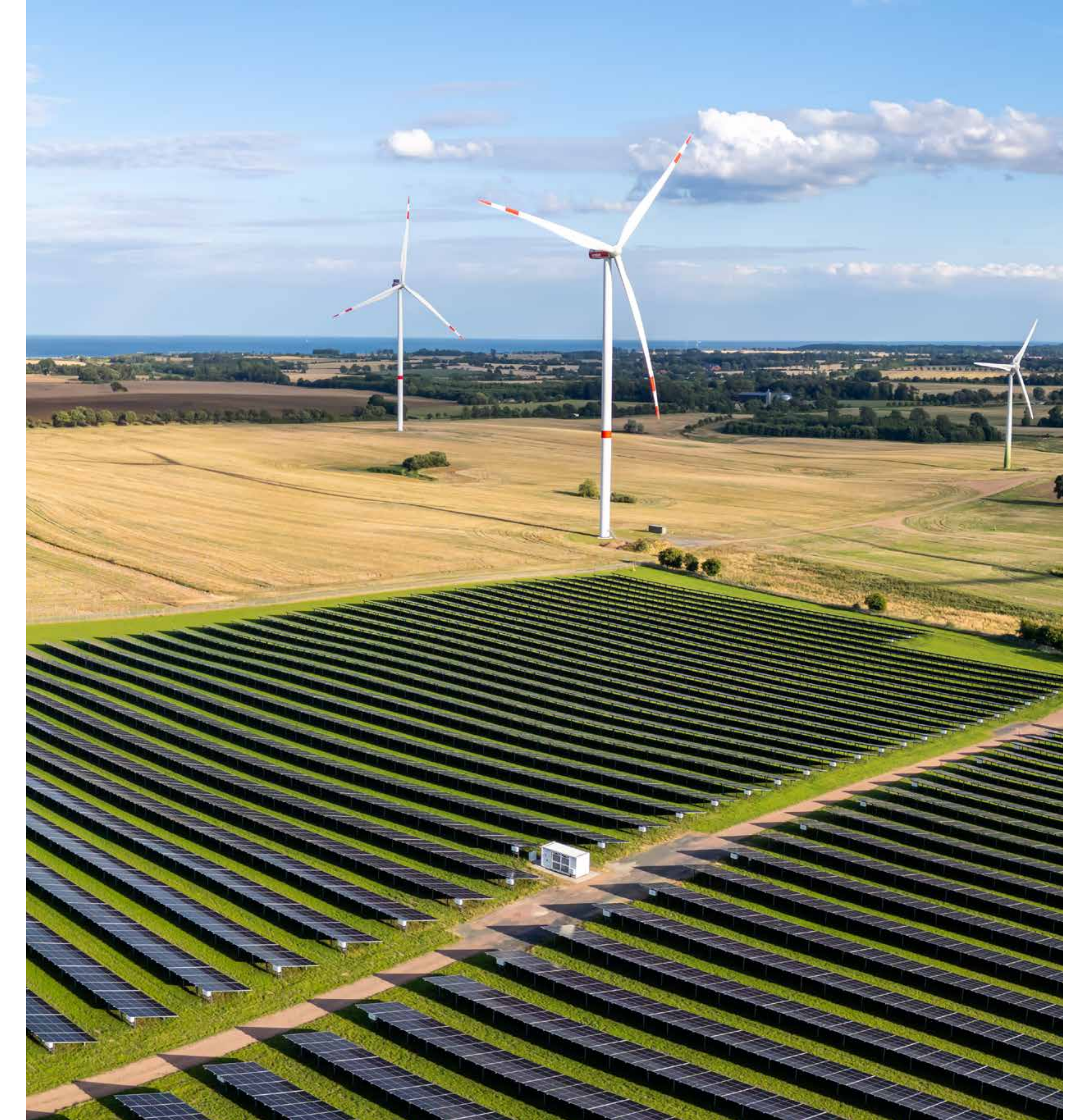


high performance, and cost improvements. INTILION believes that its R&D experience and expertise are key differentiating factors and leading strengths.

In addition to the company's R&D team, the company's business development team combines their knowledge and innovation power with a business planning unit and pursues the optimization of the Company's future business model. The business development team's key objectives include:

- ▶ **developing new business models:** introduce new services and implement recurring revenue streams into the business and increase customer value to maximize revenues.
- ▶ **advancing digitalization:** use data as an edge in product development and offer end-to-end cloud services and reliable data monitoring 24/7 to optimize processes, save energy and ensure systems are running smoothly.
- ▶ **building relationships:** increase revenues by identifying partnerships in research and industry to leverage external expertise and expand internal capabilities, by forming close ties and cooperating with start-ups and by engaging in opportunistic merger & acquisitions activities.
- ▶ **establishing knowledge:** provide information about the future markets, new regulatory developments and potential customers as well as partners in innovation.

To continuously expand our expertise, INTILION is a member of the German Electrical and Electronic Manufacturers' Association (Zentralverband der Elektrotechnik und Elektroindustrie e.V.) and the German Solar Industry Association (Bundesverband für Solarwirtschaft BSW) and is in constant contact with political decision-makers. We are also in regular contact and dialog via a scientific technology advisory board with professors from the storage and energy sector.



Climate transition & energy management

The company's choice of location in Paderborn was largely based on environmental concerns: The office building is powered by 100% renewable energy. The company provides its own charging infrastructure for electric vehicles to support employees' commuting to and from work to promote the transition to e-mobility. The continuous supply of this charging infrastructure is ensured by INTILION's battery energy storage solutions. INTILION's company vehicle fleet is gradually being converted to purely electrically powered vehicles.

With the highest density of wind turbines in North Rhine-Westphalia, our region is making meaningful contribution to the energy transition.

Carbon footprint

INTILION's environmental strategy is primarily focused on implementing effective carbon reduction and emission avoidance practices within the company's operations. The company's baseline year for its carbon footprint measurement is the business year 2023/24. In the reporting year, our total carbon emissions (Scope 1, 2 and 3) increased from 464.0 tCO₂e (BY 2024/25) to 542.5 tCO₂e in 2025/26. This increase is primarily attributable to two factors: enhanced data quality and improved data granularity, as well as our growing business path manifested in an increased installed base of energy storage systems and solutions.

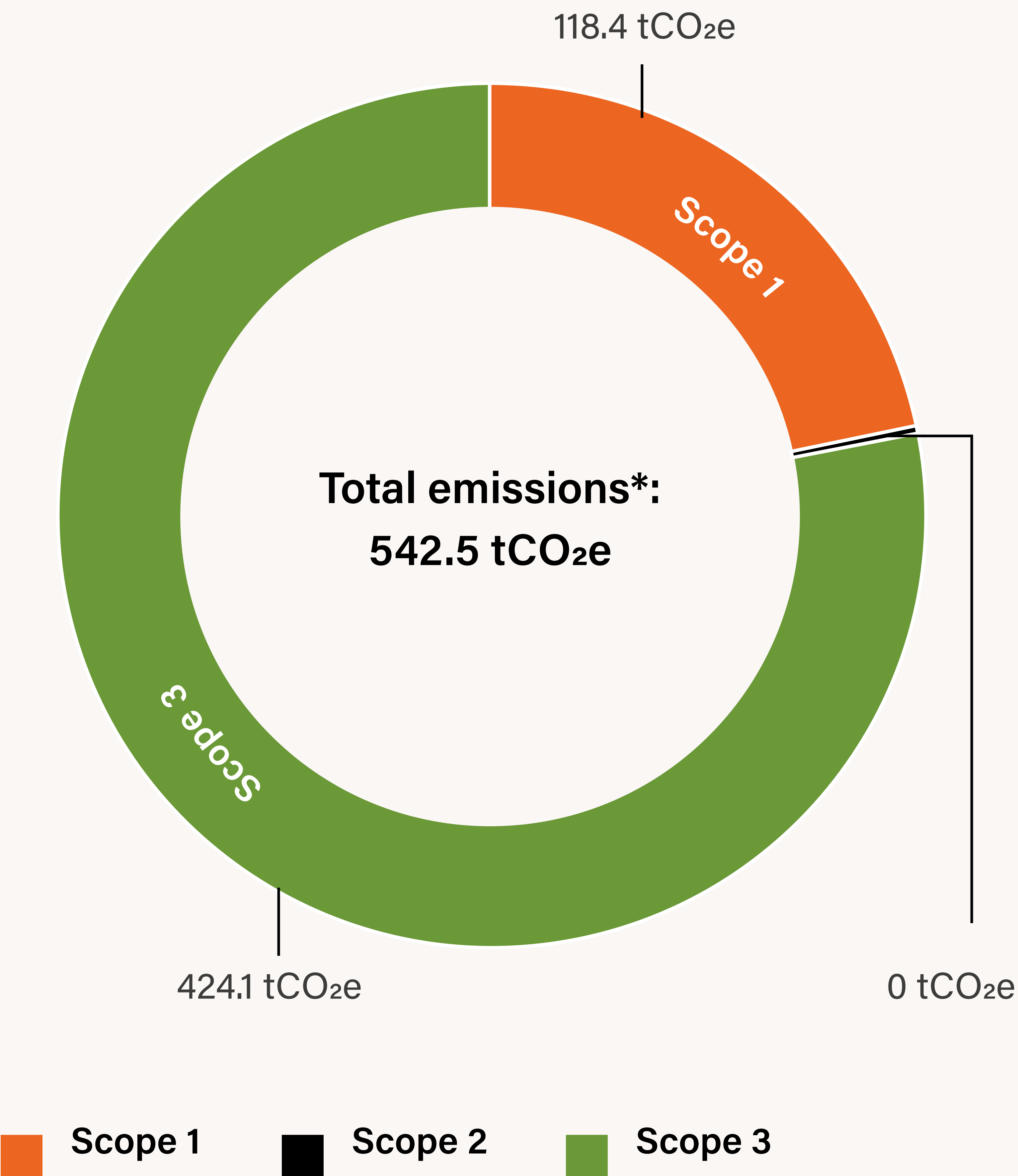
The improved data quality and broader data coverage have allowed us to capture emissions more accurately and comprehensively across our value chain.

As part of our commitment to reducing our emissions, we have established a focused strategy to address Scope 3 emissions – those generated across our upstream and downstream value chain. Recognizing that these emissions represent a significant share of our overall carbon footprint, our initial priority is to enhance transparency within our supply chain.

In 2025 we started by assessing our top supplier base, covering approx. 75% of our total sourcing volume. This assessment will provide relevant insights into emissions profiles of our key suppliers and enable us to identify priority areas of reduction initiatives.

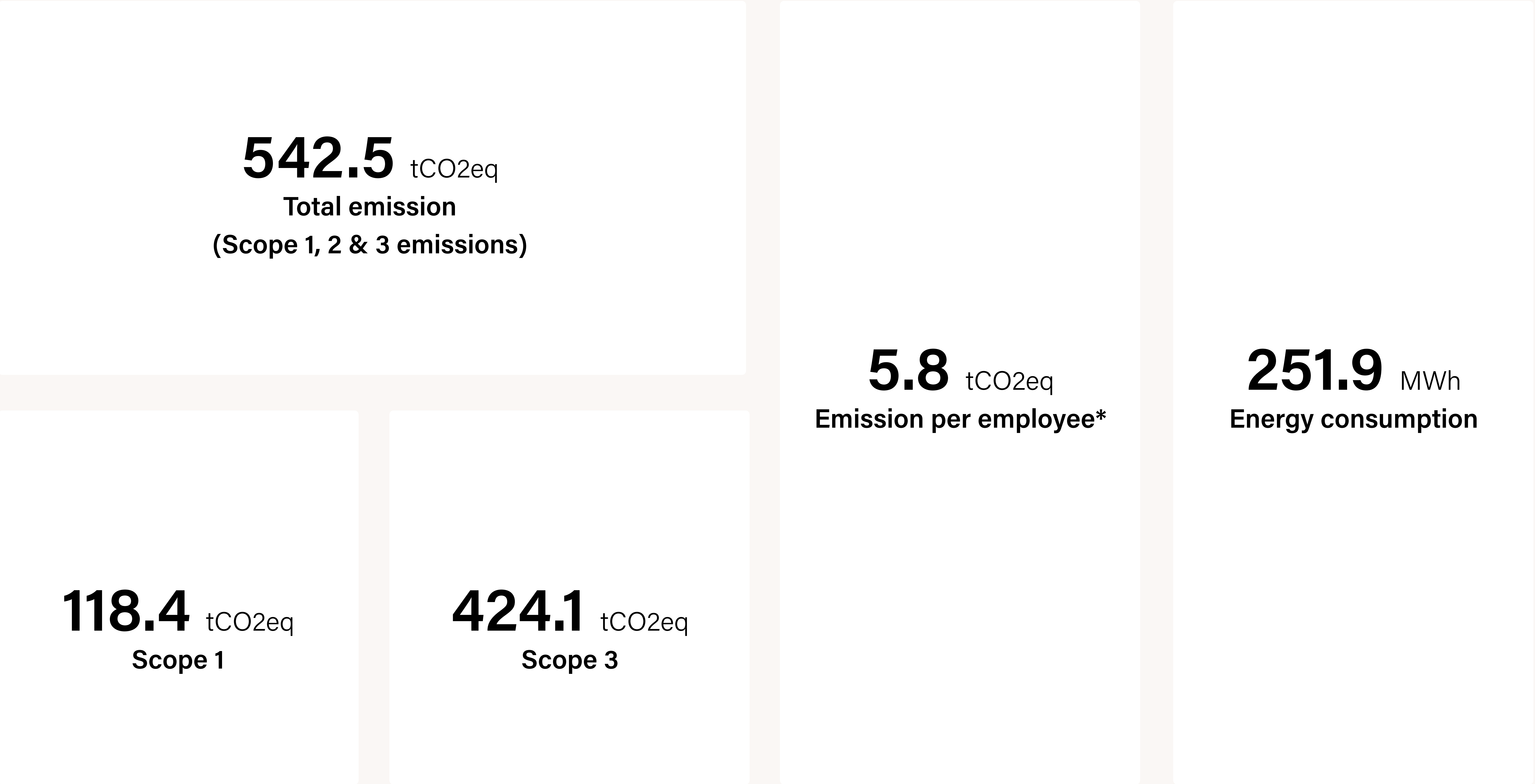
As part of our ongoing commitment to climate action, INTILION and its parent company HOPPECKE, plan to establish a consolidated Group-wide green-house gas emissions inventory during 2026/27. This will provide the foundation of a comprehensive understanding of our emissions profile, enabling the definition of a credible emissions reduction pathway and the implementation of targeted decarbonization measures. Through this collaborative approach, we aim to strengthen climate-related decision-making and support the achievement of our joint long-term emissions-reductions goals

Scope 1-3 carbon footprint 2025/26



*Scope 2 is zero led by 100% renewable energy usage

Main metrics



*Based on 93 employees per 31 March 2026

100 MWh of battery storage to strengthen the Rhine-Main region



With a total capacity of 100 MWh, two high-performance battery storage systems are being developed in Mainz and Wiesbaden. They will make an important contribution to stabilizing the power system and integrating renewable energy.

For Kraftwerke Mainz-Wiesbaden AG (KMW) and ESWE BioEnergie GmbH, INTILION is delivering two large-scale storage systems with a combined power output of 34 MW. The projects will use 18 modular battery containers from the INTILION | scalecube product range.

End-to-end system integration
As the general contractor, INTILION assumes overall responsibility for the projects – from technical planning, system design and the integration of all components through to installation, commissioning and long-term system operation.

The projects also include a 15-year premium service package with continuous monitoring and a guaranteed availability of 97 per cent. This comprehensive approach provides the foundation for a flexible and future-ready energy system in the Rhine-Main region.



By investing in battery storage technology, we are taking an important step towards a flexible and sustainable energy future. Large-scale battery storage systems enable us to integrate renewable energy into the power system in line with demand.



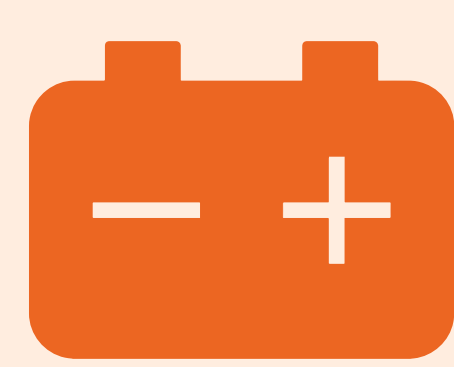
Oliver Malerius
*Member of the Executive Board,
Kraftwerke Mainz-Wiesbaden AG*



2027
Realization



Energy supplier
Industry



100 MWh
Capacity storage system



Schematic rendering

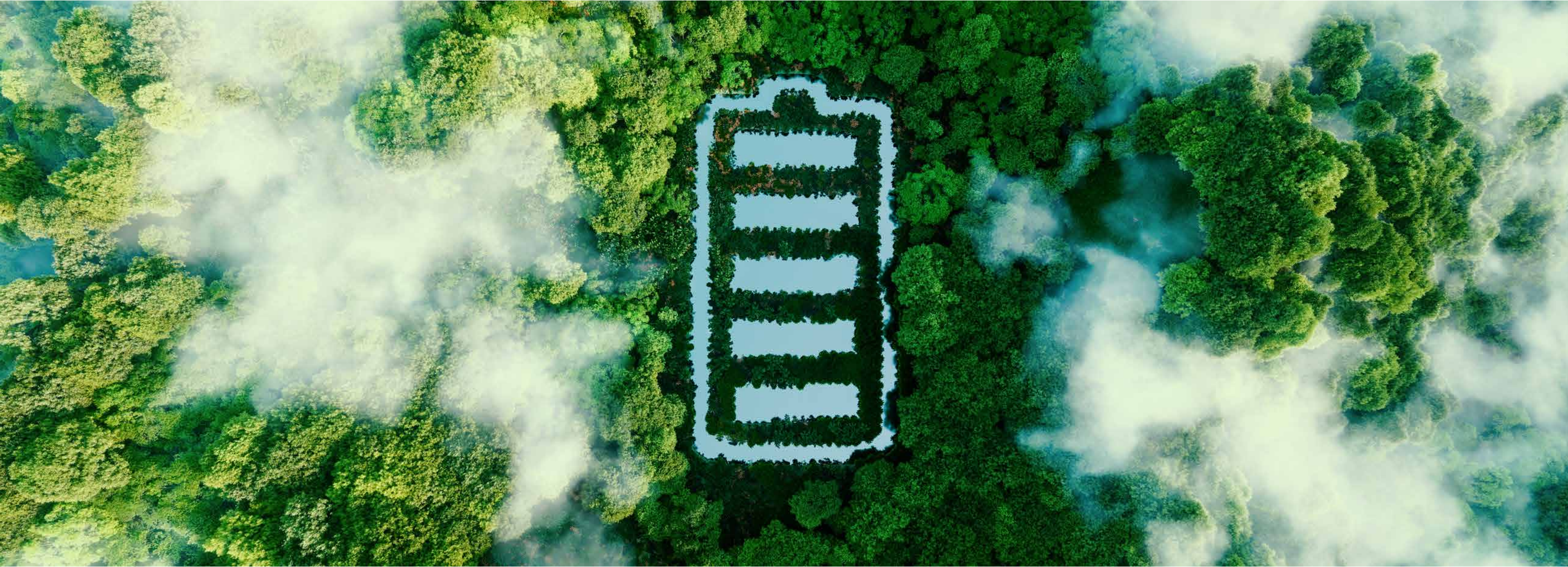
Recycling & circular economy

The Company and its suppliers, distributors and customers are subject to environmental laws and regulations, in relation to the use, handling, storage, transportation and disposal of hazardous substances and waste, as well as electronic hardware and waste, whether hazardous or not. The installation of battery storage systems is generally subject to oversight and regulation in accordance with laws, such as building codes, safety, environmental protection, and related matters, and typically require various local and other governmental approvals and permits.

Battery storage systems are made of highly technical components and raw materials. Recycling and reuse strategies at the end of the lifecycle of lithium batteries are becoming increasingly relevant. Important raw materials such as lithium, cobalt and nickel can be recovered. In addition, harmful chemicals such as mercury, lead and cadmium must be disposed of in an environmentally friendly manner. The company has built up its own partner network of qualified, certified German recycling companies based in North-Rhine-Westphalia.

In line with the requirements of the EU Battery Regulation, INTILION has appointed an authorized manufacturing responsibility organization to ensure proper collection, treatment and recycling of batteries placed in the market. In addition, the company is preparing for the implementation of the Digital Battery Passport, which is expected to become applicable from 2027. Preparatory activities include evaluating data requirements, enhancing data management processes and establishing the necessary structures to support future transparency and traceability requirements throughout the battery value chain.

In addition, the company has anchored the issue of conflict minerals in its Code of Conduct and in a separate Conflict Minerals Policy.



Water use

INTILION's operations do not heavily rely on water. The company's water consumption is only related to WASH (water, sanitation, and hygiene) purposes. Nevertheless, the company recognizes the precious and scarce nature of water, especially in some areas of the world. To address this, the company is monitoring its water consumption data.

Environmental key performance indicators:

Performance indicator		Unit	2025/26	2024/2025
Water*	Consumption	m3	390	307.2
Waste	Non-hazardous and hazardous waste	tons	58.9	26.36
	Hazardous waste	tons	38.0	4.07

*Water consumption data only available for calendar year (January 2025 to December 2025)

Social commitment

Employee engagement and retention	22
Employee health & safety	23
Diversity, inclusion and equal opportunities	23
Community engagement	24

Employee engagement and retention

The successful development and future growth of INTILION is based on the expertise and skills of its employees and is a key success factor for the company. Trusting and therefore good relationships with employees are more than just an ethical and legal requirement for us.

Empowered employees help drive positive performance and ensure the resilience of INTILION's organization also in times of challenges. Having an engaging culture energizes our colleagues and helps to attract new talent, increase loyalty, and create the company's future.

By giving our employees, a supportive work environment with optional remote workday, mental health and well-being programs, we provide our teams with the opportunity to fully explore their potential. Continuous learning is supported by the company's online learning platform. Creating succession plans and developing the skills of our people, supported by further enhanced learning resources, continues to take center stage. INTILION offers internships for students and supports employees who study part-time while working.

The company's pre- and onboarding program for new joiners provides firsthand experience of the company's corporate culture right before and within the first days and weeks of joining the company.

Annual performance review and feedback meetings and forward performance conversations during the year emphasize the performance and potential of INTILION's people and talent.

Monthly townhall meetings (All hands meeting) and annual kick-off and winter events are fostering an inclusive culture and are connecting people. Various voluntarily organized sports activities like football, biking to work competition or an Easter charity run are included in the employee engagement program.

HR core data collection processes have been upgraded and transformed into fully digitalized processes creating a single source of master data. The People & Culture organization is further evolving to offer new service deliverables, scalability, and efficiency



2025 Company Winter Event at Kawaii Paderborn



Teamevents (e.g. Easter run)



Visit to the Heinz Nixdorf Museums Forum for its 100th Anniversary

Employee health & safety

Highest standards of occupational health and safety are instrumental for making INTILION a place where people want to work. The company strives for zero work-related accidents. Thus, the company focuses on prevention through specific training and awareness programs. The company has implemented management systems for occupational health and safety and is ISO 45001 certified.

An occupational health and safety committee has been established. An external medical officer has been incorporated driving and supporting together the prevention of any work-related incidents, accidents, medical precautions, and medical examinations. In addition, the company hired an external safety officer for the construction and installation sites.



Diversity, inclusion and equal opportunities

INTILION knows that our employees are proud to work with the company and committed to our purpose of making a meaningful impact on climate change, the environment, and people. The company's culture has been instrumental in its growth path and has helped to be able to attract new and diverse talent to the organization.

As stated in INTILION's Code of Conduct, the company does not tolerate discrimination against people based on their gender, ethnicity, race, age, religion, nationality, or sexual orientation and identity.

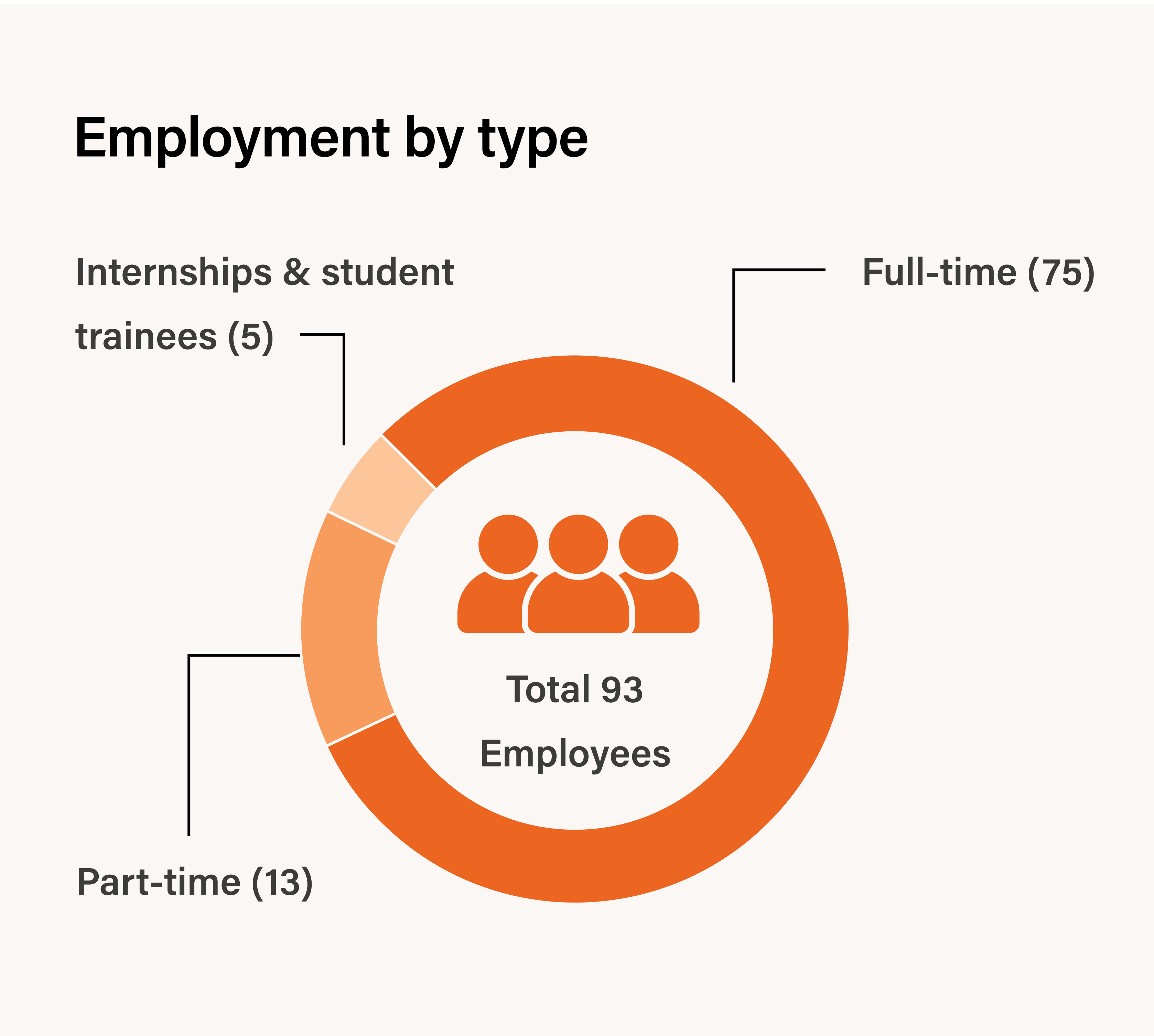
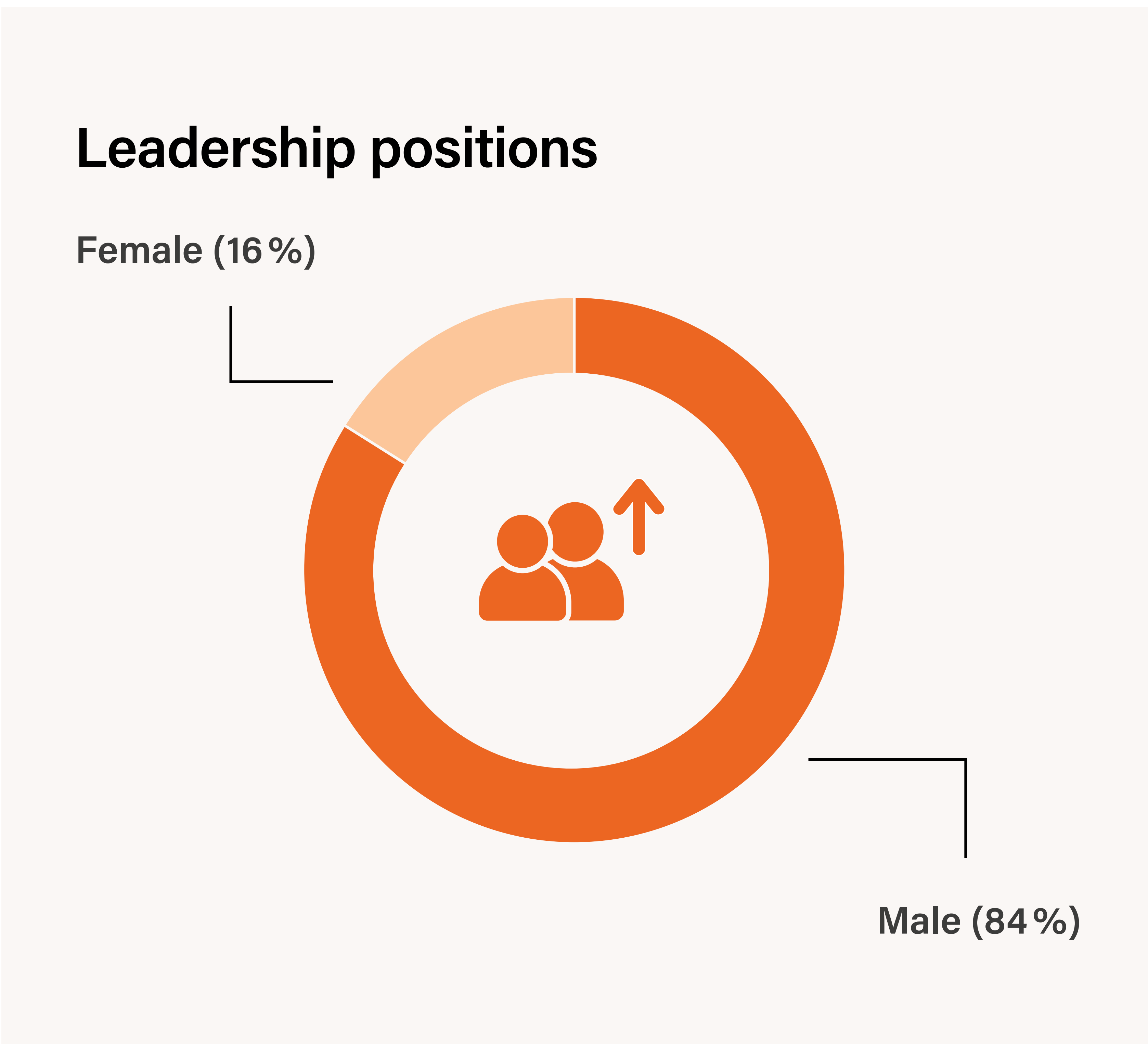
The Code of Conduct requires all employees to act ethically and to always uphold human rights. In the business year 2025/26 there were no incidents of discrimination.

The company has appointed a certified Diversity & Inclusion (D&I) Manager driving the D&I program. In addition, INTILION grants an extra day for cultural leave.

The company pays attention to gender equality and aims for a balanced proportion of women in general staff and in management positions. INTILION strives for equal pay, for comparable functions and positions, regardless of gender. The salary structure is based on standard market industry benchmarks and complies with German labor legislation for minimum wages and maximum weekly working hours.

Human resources key figures

	Total	Female	Male
Employees	93	26 %	74 %



Community engagement

As part of our ongoing commitment to social responsibility and community engagement INTILION actively supports initiatives that promote social wellbeing, equality and inclusion – both within our organization and in the communities where we operate.

In support of the UN initiative to stop violence against women “Orange the World”, INTILION donated EUR 250 to the women’s shelter (Frauenhaus) in Paderborn, Germany.

During the winter event, employees donated money in a donation jar. The company matched the amount raised, bringing the total donation to EUR 1,600. Half of the funds were donated to the Children’s Hospital in Paderborn, while the other half went to Engineers Without Borders. As part of this initiative INTILION’s soft toy turtle “Tilda” and its children’s book with the title “How Electricity Gets into the Electric Car” were distributed to young patients in hospital.



€800 donation to “Ingenieure ohne Grenzen”



€800 donation to St. Louise Children’s Hospital

20 MWh battery storage system provides short-term buffering for renewable energy



With a storage capacity of 20 MWh and a power output of 10 MW, the battery storage system makes an important contribution to integrating renewable energy into the power grid. Acting as a short-term buffer, the system stores surplus renewable electricity and releases it again when needed. In doing so, it supports climate protection, security of supply and greater energy independence.

High-performance technology with a comprehensive safety concept

The system comprises four battery containers and one container for the control technology, complemented by inverter stations, transformers and cooling systems.

Extensive infrastructure measures ensure safe and reliable operation. These include a 4.5-metre-high earthen berm for noise protection, integrated fire protection systems and a flooding system. The project therefore combines high technical performance with a carefully designed safety concept.



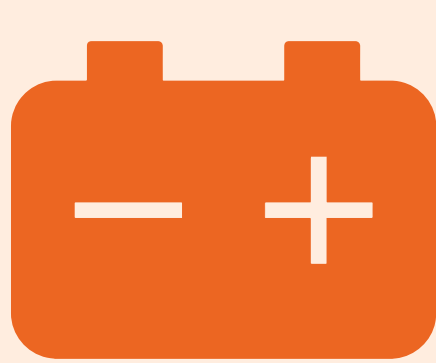
2025

Realization



Energy supplier

Industry



20 MWh

Capacity



Governance and business ethics

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Governance structure

Following the conversion of INTILION from a stock corporation (AG) into a limited liability company (GmbH), effective 30 January 2026, the Management and the Supervisory Board were dissolved.

The corporate governance framework is based on INTILION’s Rules of Procedures for the Management. The company’s organizational regulation “Rules of procedure for the Management” further clarifies duties, powers and regulations of the governing bodies of the company.

Members of the Management

The newly composed Management consists of two members, the Chief Executive Officer and the Chief Commercial Officer.



Hubertus Jakobi

Chief Executive Officer

- ▶ German national
- ▶ Dipl.-Ing. Civil Engineering
- ▶ Appointed in 2026



Carl Zoellner

Chief Commercial Officer

- ▶ German national
- ▶ B.Sc. International Management
- ▶ Appointed in 2026

Name	Born in	Member since	Responsibility
Hubertus Jakobi (CEO)	1977	February 25, 2026	Finance, Installation & Commissioning, Service, Engineering, Project Management, Supply Chain
Carl Zoellner (CCO)	1996	January 29, 2026	People & Culture, Digital Infrastructure and Analytics, Sales & Marketing, ESG



Cybersecurity and data privacy

INTILION's customized software applications are an integral part of its energy storage solutions and services portfolio seeing a continuously growing demand from customers and new clients.

The widespread nature of cybercrime is increasing the likelihood of cybersecurity incidents, and data breaches. In addition, the loss of data can damage the company's reputation and lead to fines and/or lawsuits.

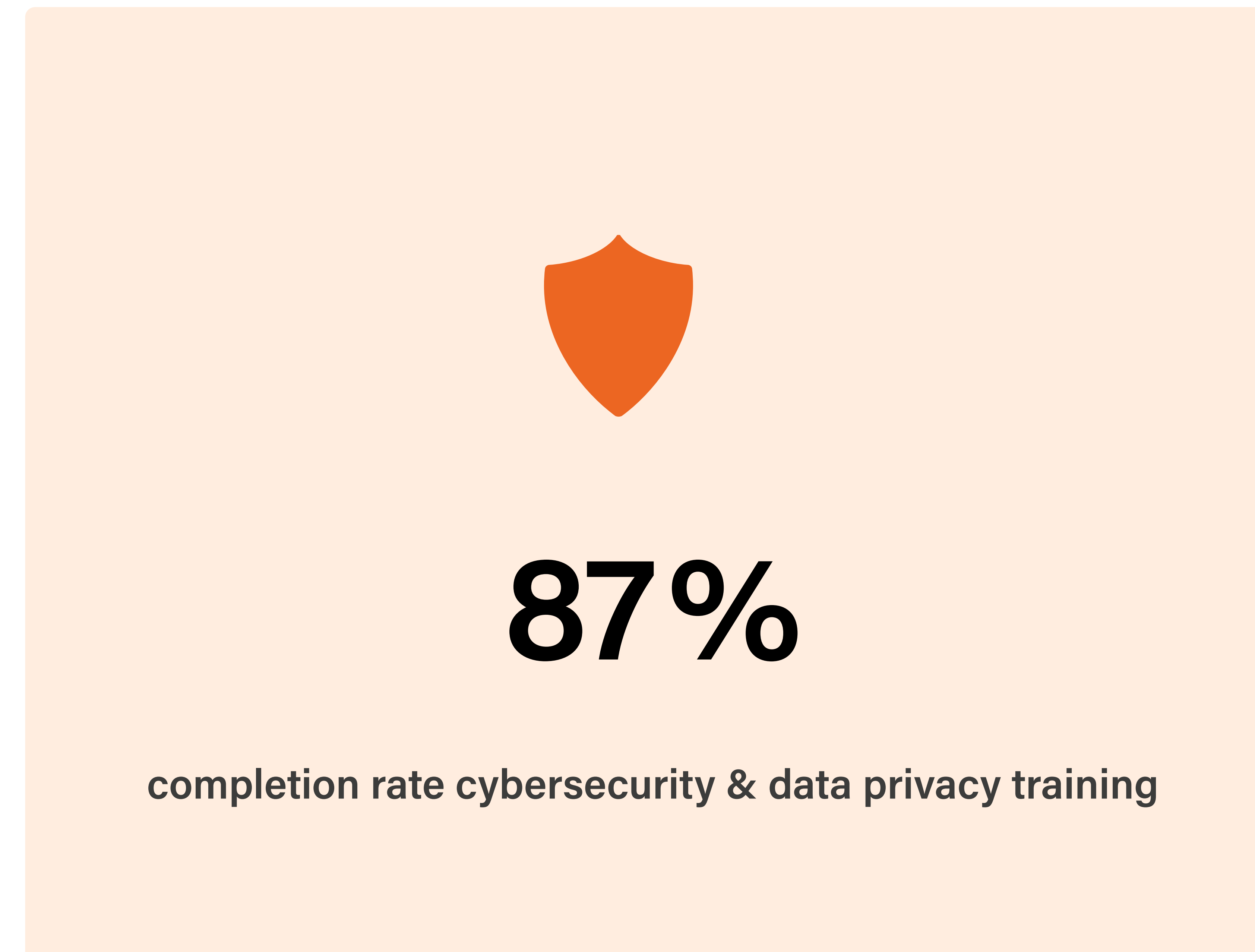
For INTILION, potential negative impact could emerge from the company's own operations and/or customized software applications downstream if data were to be lost or misused.

The company's proprietary software solutions and its information security management system is ISO 27001 certified, ensuring cybersecurity and system reliability.



To raise awareness, the company is providing guidance and training on privacy matters to all employees. In addition, the company regularly conducts random tests to stimulate cybersecurity breaches and phishing attacks. To enforce the Protection of Data Security each employee must sign a Declaration of commitment.

In addition, INTILION is committed to compliance with applicable regulatory requirements, including the Cyber Resilience Act (CRA), the EU Data Act, KRITIS requirements, and the requirements of the German Federal Network Agency (Bundesnetzagentur).



Product safety and quality

INTILION is sourcing its hardware components from certified suppliers selected by the company with strict selection criteria for quality, safety, and human rights. This combined with deep engineering and battery knowledge from the long lasting HOPPECKE heritage leads to a high level of product safety and quality including required product certifications and legal requirements.

The quality of energy storage key components and parts is measured through product return rates and product assessment results. This information is shared with suppliers and the in-house R&D and innovation team to continuously enhance product performance and product lifecycle.

In addition, the due diligence obligations under the EU Battery Regulation and the requirements for the Digital Battery Passport, including Product Carbon Footprint (PCF), contribute to enhanced product safety and quality.

The potential likelihood of dangerous malfunctions of an energy storage system and its negative impact on people and the environment is carefully investigated via multiple scenario analysis and related contingency plans are developed.



Business ethics

An ethical business approach and sound governance are the foundation for our long-term success. To this end, the INTILION's organizational regulatory framework, the Code of Conduct (CoC), the Supplier Code of Conduct (SCoC) and various internal policies form a sound framework of principles and rules that govern everyday behavior and decisions throughout the organization.

The company's CoC and SCoC are reviewed annually. Both documents have been updated in the reporting period and are available for download on the corporate website within the Sustainability section.

The company monitors legal and regulatory developments and their implications for INTILION on a German and European level. Based on these developments, the company implements changes to their policies and online training platforms.

Code of Conduct

The overarching governing document is INTILION's Code of Conduct (CoC) which summarize and promotes the core principles of ethical business behavior and good corporate citizenship including respect for human rights, anti-discrimination, anti-corruption and the environment, which are fundamental to sustainable development and our company culture.

Available in German and English language, the Code of Conduct applies to all employees of INTILION GmbH and it assigns personal responsibilities for environmental protection and proper social and ethical conduct to all directors, managers, and employees.

Compliance is the responsibility of each employee and during their onboarding the employees must confirm in writing that they have read and understood the Code of Conduct.

Principles of the Code of Conduct are further refined and detailed in specific company policies and guidelines.

Whistleblowing

INTILION's Code of Conduct compliance is supported by the whistleblowing line across the company. Operated by an independent third party, this whistleblower line also allows employees to report concerns to anonymously report concerns about potential violations of the company's Code of Conduct. It is available in German and English, 24/7 and 365 days a year.

The Head of Commercial Management is responsible for compliance with the Code of Conduct and reports regularly to the CEO on related matters.

A corresponding compliance policy and the company's Code of Conduct set out the main rules and principles for legally correct, ethical, and responsible conduct by employees.

Supplier Code of Conduct

Ethical and legally compliant procurement and purchasing are important issues for us. To comply with this principle, we align our supply chain with local conditions, national or transnational regulations and international standards. INTILION's purchasing activities are mainly focused on the procurement of hardware components, i.e., battery cells and modules, power electronics such as converters, transformers and similar electrical and electrotechnical assemblies, air conditioning units, containers, services and logistics.

Our corporate values and our Supplier Code of Conduct are the basis for sustainable and ethical supply chains. Respecting human rights in our supply chain is a top priority. INTILION is a participant of the UN Global Compact, the world's largest and most important initiative for sustainable and responsible corporate governance. In doing so, the company not only commits to sustainable values, but also undertakes to respect and promote the ten universal principles in human rights, labor standards, the environment and anti-corruption. INTILION has undertaken to report annually on its progress on sustainability and to publish this annual report on the company website.

Our supplier and external business partners are an integral part of our international value chain and INTILION's Supplier Code of Conduct requests a clear human rights commitment. This reflects INTILION's commitment to responsible and ethical supply and value chain management.

The Supplier Code of Conduct covers broader business ethics, fair and safe working conditions, respect for human rights, exclusion of child labor and modern slavery and environmental compliance.

Key compliance figures:



0

concerns on a potential
Code of Conduct violation were raised



100%

of employees have signed
INTILION's Code of Conduct

INTILION

INTILION GmbH
Wollmarktstrasse 115c
33098 Paderborn
contact@intilion.com
+49 (0) 5251 69 32 0

Published Juli 2026
INT-AG-020 ESG Report 2025/26