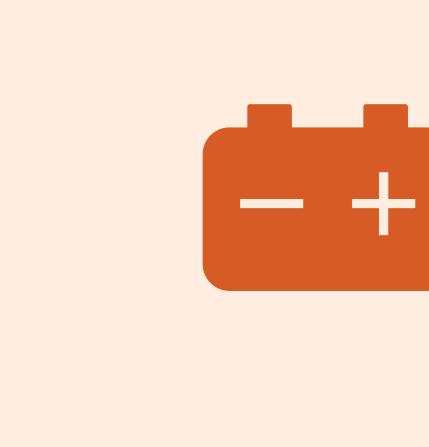


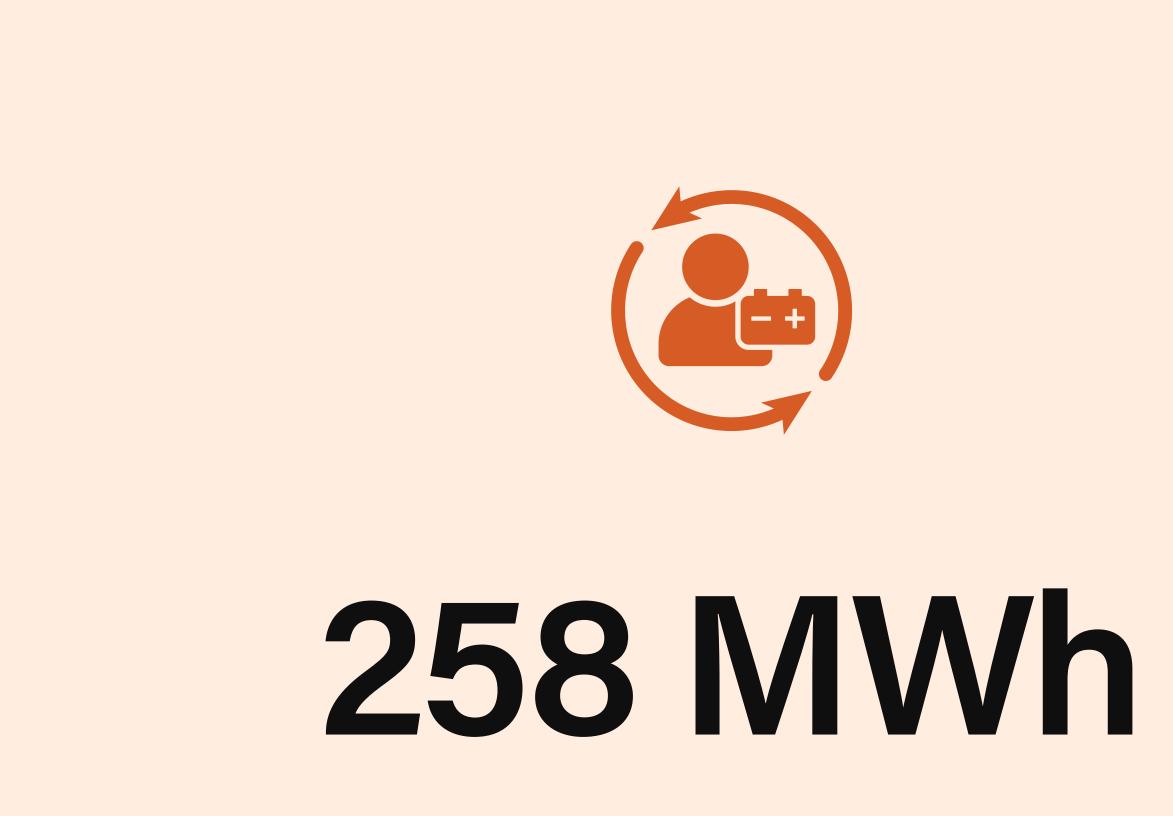
### At a glance 2023/24





486

Energy storage systems completed





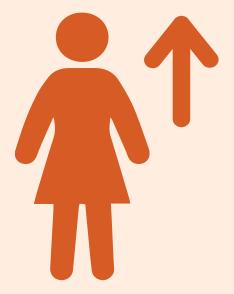








Number of employees\* (76% male, 24% female)



21 %

Female leadership positions



Installed across the DACH region

\*Based on FY 2023/24 numbers. INTILION's business year runs from 1 April until 31 March.

### About this report

INTILION AG 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 100 MWh.

The company reports on its impacts 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, the INTILION AG 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 2023 to 31 March 2024



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### Letter from the Board of Directors

### Dear Reader,

based on long-term results. INTILION is an enabler of the energy transition and is a key driver of the decarbonisation. The assumption of economic, more sustainable outcome for our customers via innovative energy storage ecological, social and societal responsibility is the basis for successful solutions and services, while further embedding sustainability in our own long-term business activities. The Management Board believes that sus-operations and across our value chain. tainability is a fundamental prerequisite for acquiring new customers, tapping into new markets, always having access to sufficient financing, positioning the company as an attractive employer, and creating stakeholder value.



It is with proud though to share with you that in the 5th anniversary year of our company we released our ESG strategy, program, and related key performance indicators (KPIs).

We have developed a well-fitted and future proof ESG strategy built on five Sustainability pillars: Employees, Governance & Compliance, Envi-Yours, ronment & Society, Customers & Products and Supply Chain. We have aligned our ESG strategy to the United Nations Sustainable Development Goals and have identified six Sustainable Development Goals where we Dr. André Haubrock (Chief Executive Officer) and feel we can have the biggest impact.

As part of our initial ESG strategy cycle and strategy development we Dirk Engel (Chief Financial Officer) conducted our first materiality assessment beginning of 2023 in alignment with the GRI Sustainability Reporting Standards. The assessment results served as a foundation for identifying key environmental, social, and gov-

INTILION AG's corporate strategy is geared towards sustainable growth ernance (ESG) material topics. The material topics require collaboration from across multiple departments in INTILION. We will continue to drive

> Our responsibility towards employees and communities is paramount. We endeavour to create a safe, inclusive, and diverse working environment, promoting health, safety, and personal development. Our employees are our most important asset and are key to achieve our successes. Environmental care underpins our operations. We are engaged in addressing climate change, waste management and water management, with a keen interest to contributing positively and to increasing our positive impact by enabling the transition to renewable energy use.

> We are continuing our efforts to improve our transparency and reporting quality on ESG issues and are pleased to present our first separate ESG report in accordance with the GRI Reporting Standards.

Dilly

f.l.t.r.: Dr. André Haubrock, CEO, and Dirk Engel, CFO



# 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 fulfilment services facilitating a stable grid infrastructure that helps ensuring a reliable power supply for businesses, the public sector and e-mobility infrastructure.

"Empowering the world for renewable energy" is the company's vision.

INTILION's five 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 values represent the things that are important to us and guide our actions at every turn.

### We are flexible



We customise our solutions and services. We are agile and we adjust quickly in a fast changing and growing industry.

### We are sustainable



We believe in enabling and supporting a better tomorrow. We develop talent and we believe in wellbeing and work-life balance.

### We are value-adding

Our solutions and services are innovative and intelligent. We drive efficiencies along your value chain.

### We are collaborative



We engage with others to create partnerships.

We trust and build on other's talent. We embrace diversity and champion inclusive communications with our stakeholder network.

### We are reliable



We are acting with integrity. We deliver on our commitment. We are passionate about what we do.

# Business model: scalable and asset light

Climate change drives an immediate need to decarbonise the energy & mobility sector. Our solutions play a critical role in combating climate change and in offering customised 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 100 MWh.



The future energy system is characterised by decentralised renewable power generation and decentralised 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 decarbonisation. 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 offering is one-stop shop with externally procured and customisable hardware, proprietary software and fulfilment including servicing

and maintenance. The customisable 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 fulfilment 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 add part of the BESS value chain and enables and accelerates the energy transition for utilities and grid operators.

INTILION's energy storage solutions are used in the Front-of-the-meter (FTM) market segment for grid support, targeting applications for primary reserve and grid stability as well as for large wind and solar parcs. Within the Behind-the-meter (BTM) market segment the company focuses on the C&I sub-segment.

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 internationalisation strategy.



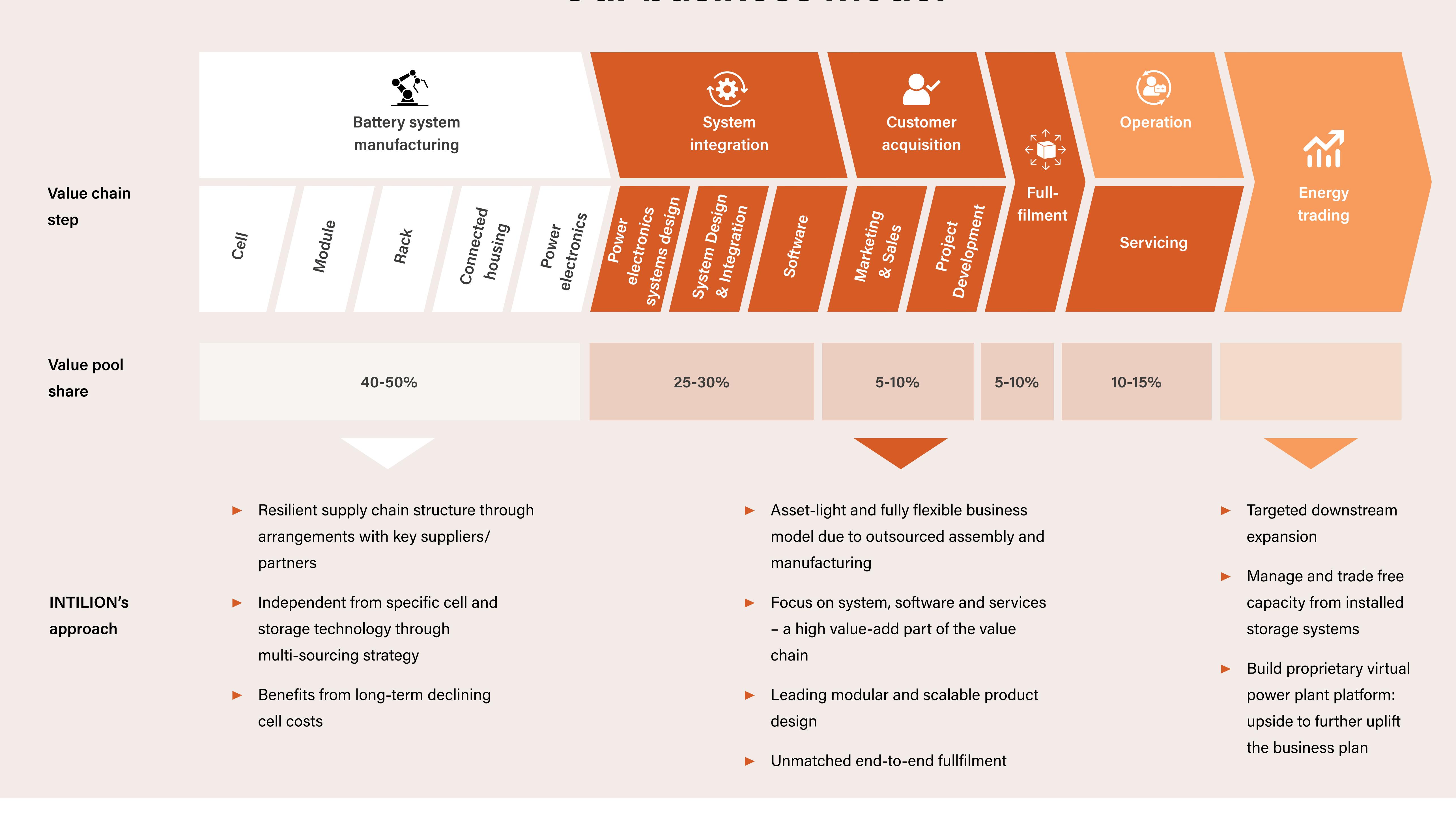
### Our business model



Preview of our business model. Larger view on the following page.



### Our business model



# Green data centres: indoor and outdoor storage for Deutsche Telekom



The energy transition spares no one, not even those in the telecommunications industry. Deutsche Telekom is already focusing on generating its own green electricity and plans to generate 250 gigawatt hours of energy itself using solar and wind power by 2030. In order to make the electricity available around the clock, the company needs sufficient storage capacity. Together with PASM Power and Air Solution Management GmbH (PASM), the energy supplier for the Telekom Group in Germany, we have equipped three Telekom sites with large storage systems.

At the Münster site, our team designed and installed an indoor storage facility with a capacity of 6 megawatt hours. In Bamberg and Hanover, identical outdoor systems with a capacity of around 24 megawatt hours were built.



"We chose INTILION not only because they are a reliable and good partner, but also because they offer customised solutions and provide both indoor and outdoor systems."



Christopher Mathea

Energy Manager Sustainability
Technology, PASM

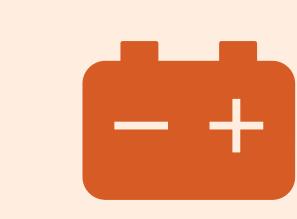


Realisation



Telecommunication

Industry



54 MWh

Capacity







f.l.t.r.: Michael Hagsphil, Senior Vice President Global Strategy, Deutsche Telekom; Dr André Haubrock, CEO, INTILION; Klaus Rosenau, Mayor of Münster; and Bernd Schulte-Sprenger, CEO, PASM.

© Photo: PASM Power and Air Condition Solution Management GmbH

# 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.

In 2023, INTILION has 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, labour standards, the environment and anti-corruption. INTILION has committed to report annually on its progress in sustainability.

The first Communication on Progress (CoP) report was released and disclosed in July 2024 for the business year 2023/2024.



# ESG governance structure

INTILION is led by the sustainability strategy that the company developed beginning of 2023 to enable us to capture and address our social and environmental impacts and ethical business behaviour and conduct. The company recognises that accountability for sustainability must be led from the top. In May 2023, the ESG (environmental, social and governance) Council – led by INTILION's CEO – 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 by 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 Board of Directors ensure that the collective knowledge, skills and experience related to sustainable development are shared at Board level. The Board of Directors 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 prepares for first carbon emission baseline calculation

2022 | 2023

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





# 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 in order to prevent or minimise the impact of unexpected events on its business and on its ability to create long-term value for all stakeholders.

Risk monitoring and control are management objectives. The company's CFO and the Compliance Manager are responsible for the company's risk matrix. The Board of Directors is ultimately responsible for the risk management of the company and reports quarterly to its Supervisory Board.



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 next risk assessment cycle, the identified material risks as presented in the company's materiality matrix will be included in the overall corporate risk management system.

### Risk management approach

INTILION's risk assessment takes into account:

- Operational risk
- Strategic risk
- Compliance-related risks
- Other internal risk factors
- Other external risk factors

### 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 Board of Directors, 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 outcome of this analysis was a long list of potentially material topics that then served as the starting point of the subsequent assessment. The next phase involved an impact assessment evaluating the scale of the impact of each material topic. The Board of Directors validated the impact assessment and prioritisation of the ESG material topics, with their expertise and insight further confirming the significance and relevance of the identified impacts.

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.

The Board of Directors 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.

### **Employees**



Governance & Compliance



Environment & Society



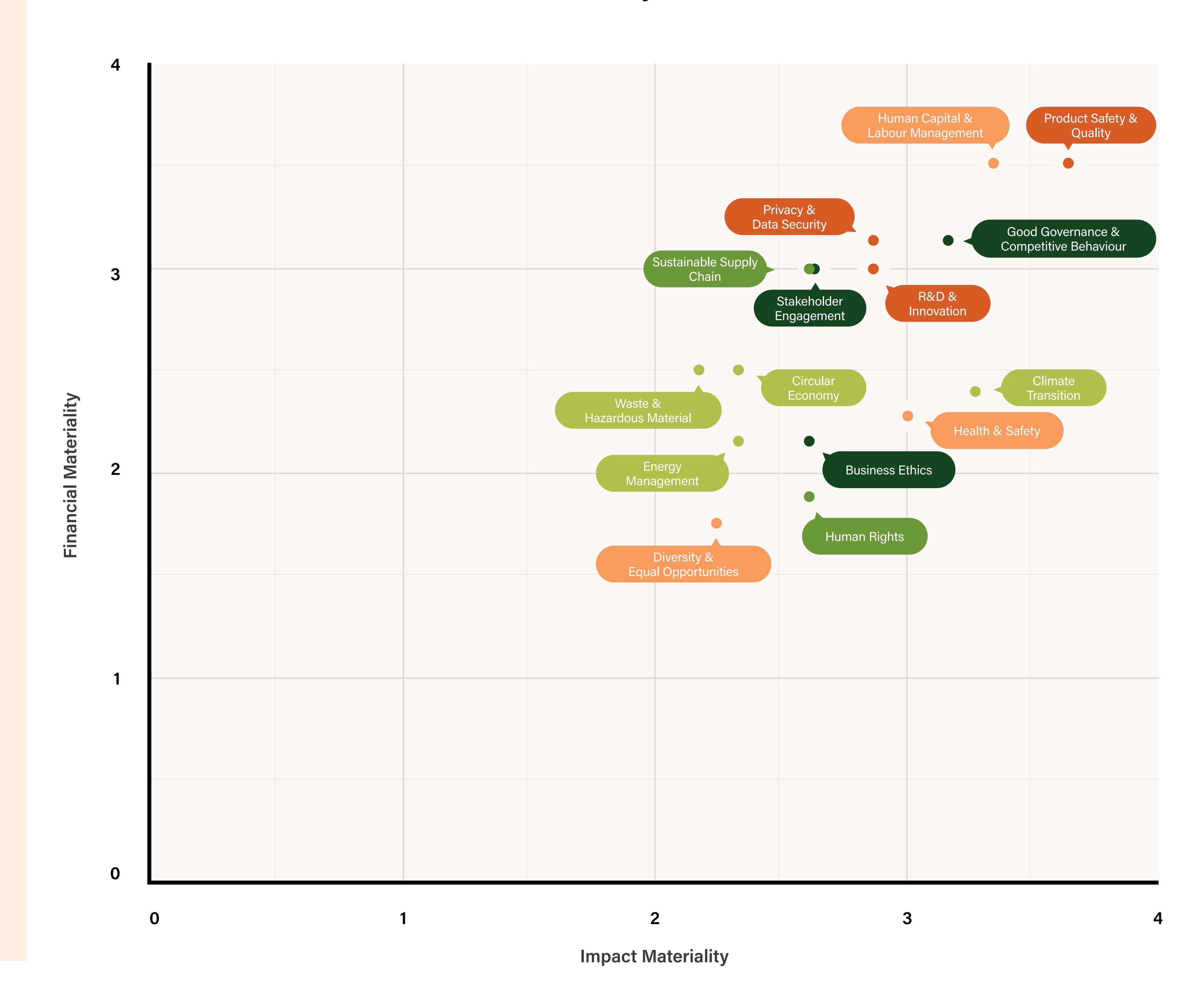
Customers & Products



Supply Chain



### Results of assessment summarised in a Materiality Matrix:



# Public charging park with energy storage for 20 electric vehicles



At the first public charging park in Bad Lippspringe, located in the industrial area 'Kalli-Gaulke-Weg,' up to 20 electric cars can be charged simultaneously. The municipal service provider Ladeservice Westfalen Weser, together with business owner Heinz Römmich, have established the infrastructure, which includes two INTILION | scaleblocs for energy storage. The battery storage is sufficient for fully charging approximately three compact electric vehicles. What makes this project special is the integration of generation, storage, and distribution of charging power in one location.

Due to the close proximity of all project stake-holders, a strong bond was formed, facilitating rapid communication. Closeness to Westfalen Weser is further reinforced by additional storage projects, of which we are proud, highlighting our local roots.



"We are currently implementing several projects with INTILION storage systems, and we value, among other things, the local connection, short distances, and excellent support, even with complex development issues."



Dominik Sliz

Project Manager at Westfalen

Weser Ladeservice GmbH



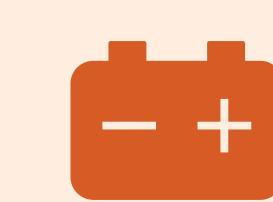
2023

Realisation



Charging park

Industry



73 kWh

Capacity









### 

# Caring for the environment

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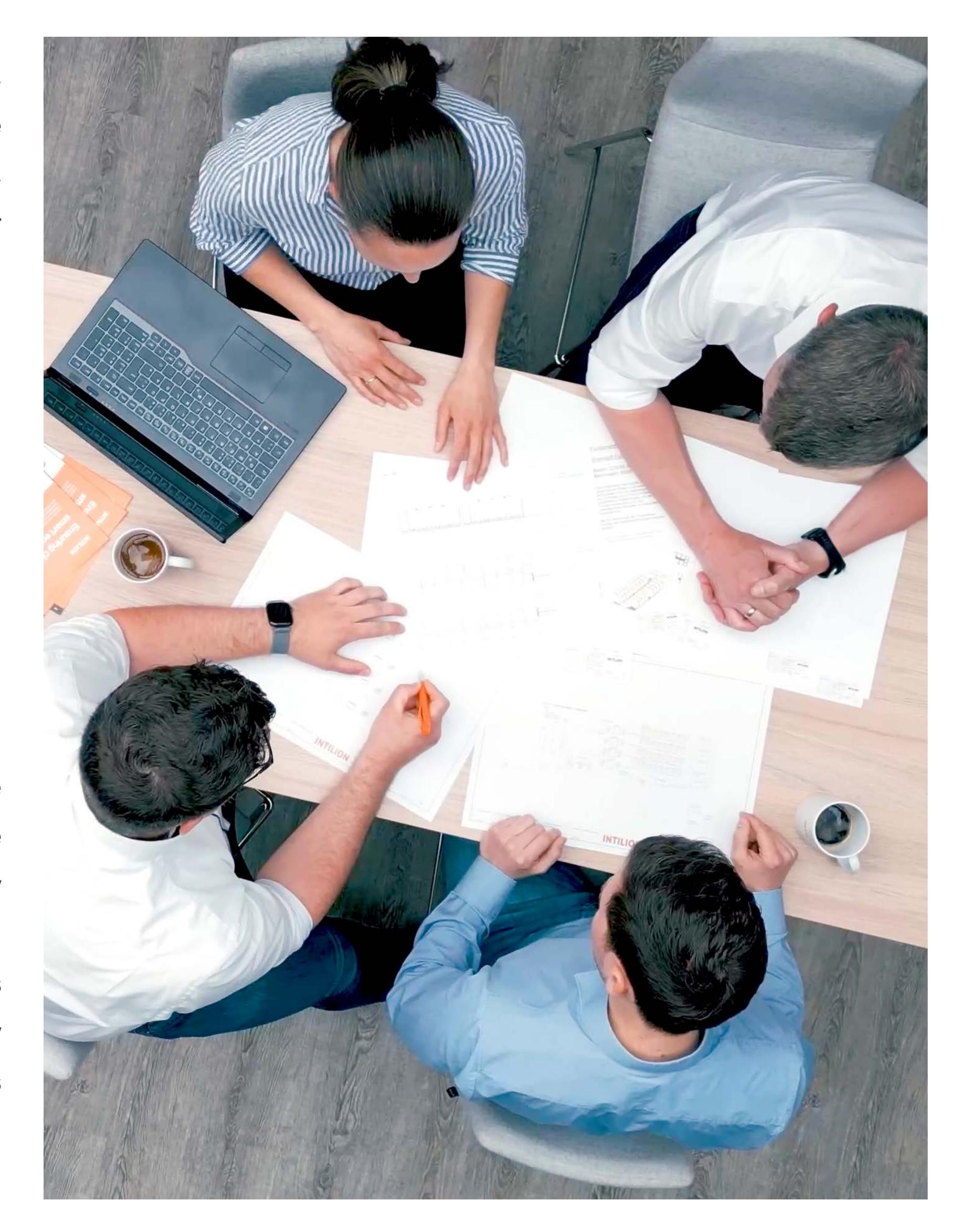
INTILION AG is asset-light and does not have its own production facilities. All materials, components and parts are purchased from certified suppliers. The company's energy storage systems are assembled in Germany by outsourced assembly partners and then delivered from Germany to European customers. The company currently has access to a network of around 200 service technicians.

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, and ISO 45001 certifications, which INTILION implemented in late summer 2022.

# Increased access to renewable energy use: R&D and innovation

The battery energy storage system market is playing a vital role in the transition to renewable energy use and is actively responding to climate change. A rapidly evolving market that requires the company to continually develop new and innovative features to respond to the increasing demand of customisation and evolving customer needs. To ensure the Company's long-term innovation pipeline, the Company's operations are supported by an R&D and application engineering team of approximately 20 employees with expertise in energy storage technology, data science, electrical engi-

neering, and software development. The Company conducts R&D activities with a focus on 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. 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.



In addition to the company's R&D team, the company's business development team combines a knowledge and innovation team with a business planning unit and pursues the optimisation 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 maximise revenues, including its virtual power plant business model to enable the bundling of storage capacities for energy trading;
- advancing digitalisation: use data as an edge in product development and to offer additional customised solutions for the customer, including by monetisation of data;
- 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; and
- 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 dialogue 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. The company provides its own charging infrastructure for electric vehicles to support employees' commuting to and from work in order to promote the switch 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 and every new company car purchased will be 100% electric.

INTILION is enabling flexible and remote work to supporting reduce employee commute.

### Carbon Footprint

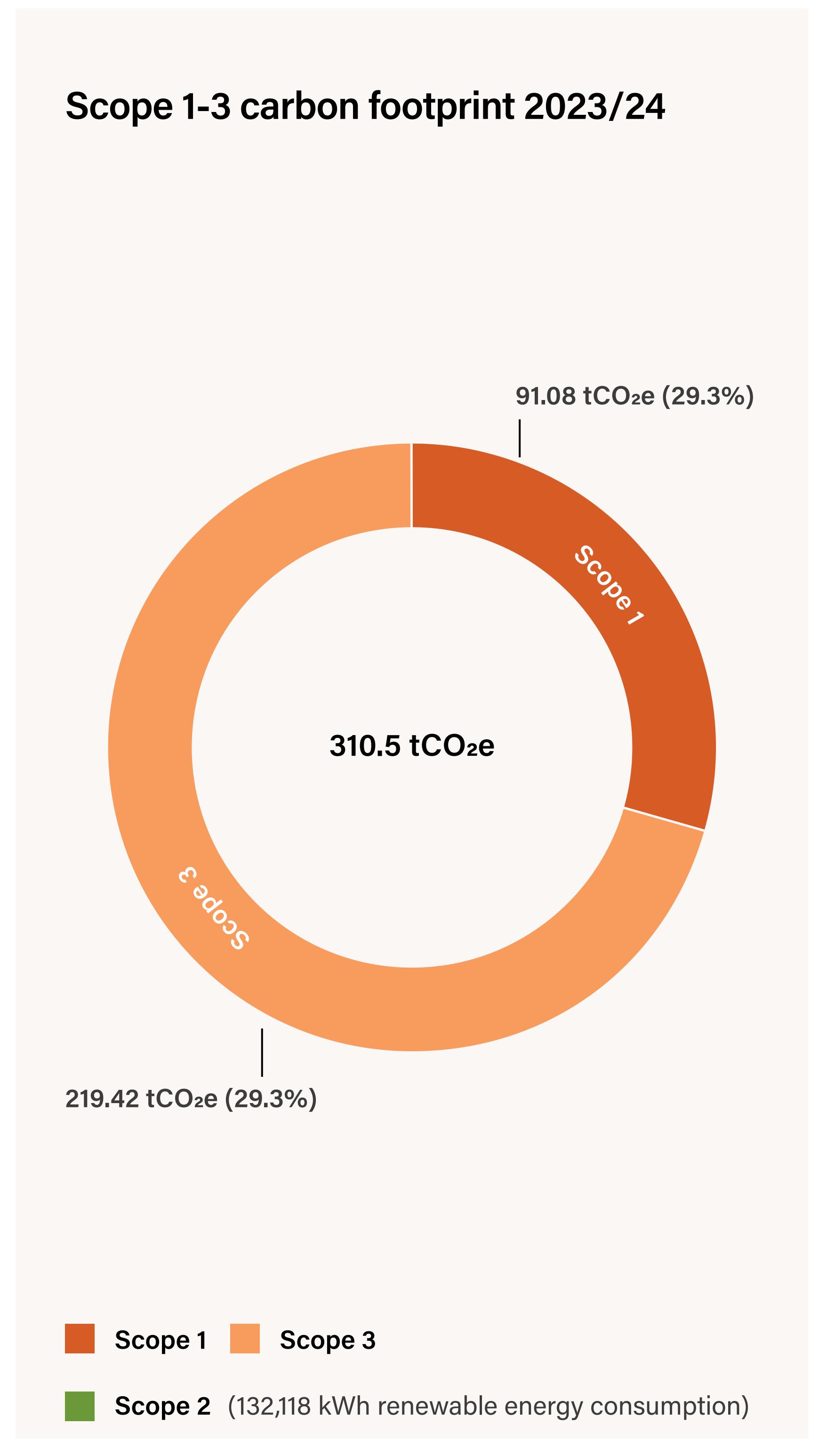
INTILION's environmental strategy is primarily focused on implementing effective carbon reduction and emission avoidance practices within the company's operations whilst starting to measure our carbon footprint each year, starting in the past business year 2023/24.

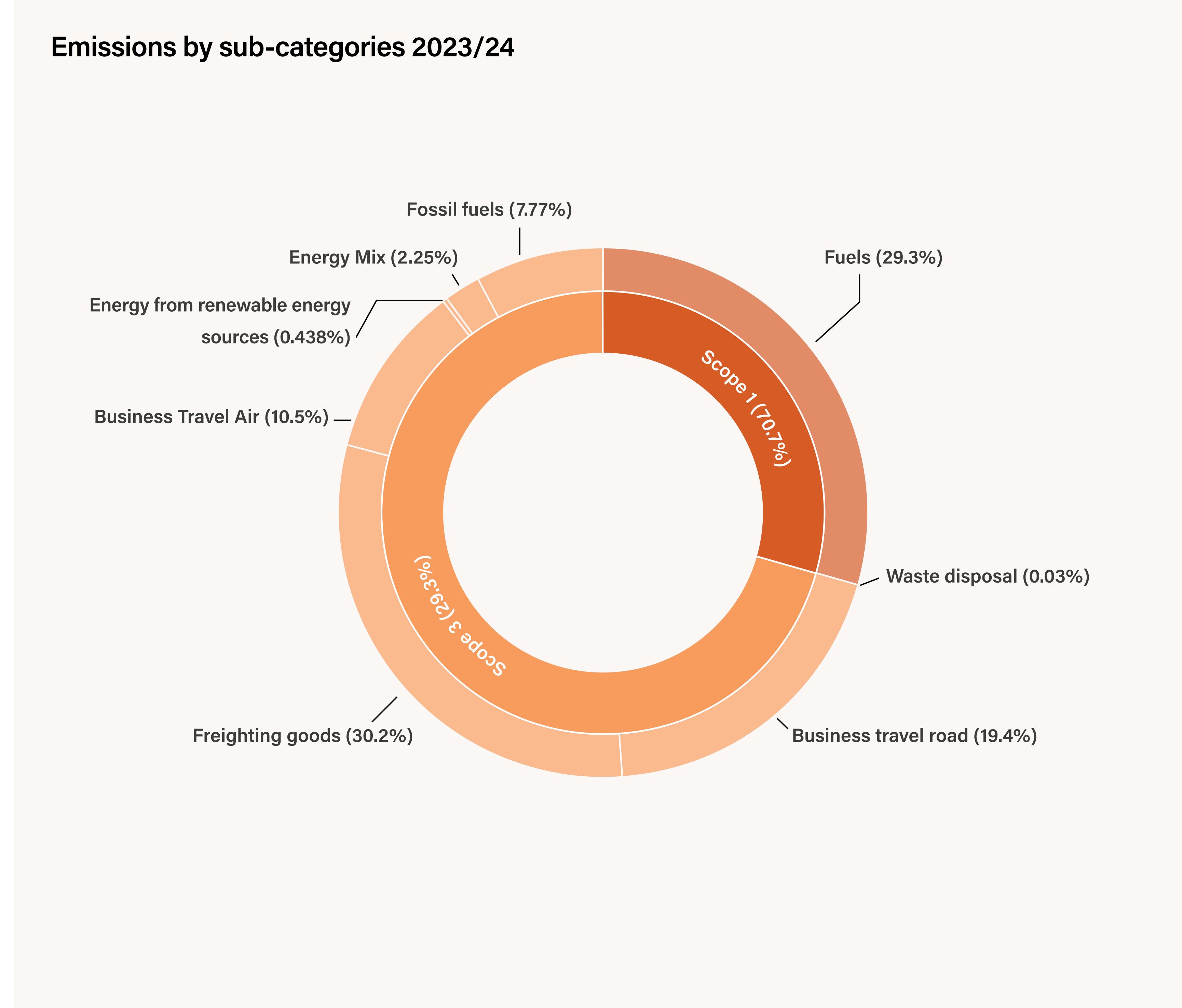
The company aims to reduce emissions associated with Scope 1 and 2 activities by transitioning to renewable energy to power our offices where possible, switching company vehicles to Electric Vehicles (EVs) and enforcing recycling practices in our offices and on site where INTILION installs its battery energy storage solutions. The company's objective for Scope 3 is directed to reducing business travel and emissions with employee commuting by implementing a flexible work framework and offering an attractive e-bike leasing solution to all our staff.

In early summer 2024, the company calculated for the first time its carbon footprint for the business and reporting year 2023/24 which becomes the baseline year. Based on that carbon data INTILION will develop its carbon reduction strategy and target setting aimed at achieving net-zero emissions on a medium to long term time horizon.

We aim to improve our data collection methodology and emission accuracy and granularity of data each year.

For the baseline year calculation, the company has used a BAFA certified software. BAFA is the German Federal Office for Economic Affairs and Export Control.





# Recycling & circular economy

The Company and its suppliers, distributors and customers are subject to environmental laws and regulations, including 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 requires various local and other governmental approvals and permits.

INTILION is a young company that has been selling long-life energy storage products and solutions since 2019. End-of-life products and systems are expected in the reverse supply chain after 2025 at the earliest. The company is currently building up its own partner network of qualified, certified German and North Rhine-Westphalia-based recycling companies.

Attention to resource-conserving aspects begins as early as the development phase of energy storage products and their use, processing, the selection of environmentally friendly packaging and the recycling or return of recyclable materials to the ecosystem.

Our products, warehousing and services meet all legal requirements and conform to relevant industry standards. This also includes the obligation to fully comply with the law on the placing on the market, return and environmentally sound disposal of batteries and accumulators (German Battery Act - BattG) as well as the EAR registration of all systems sold.

With the introduction of the (digital) battery passport for stationary elec-

tricity storage systems in Europe, all relevant information along the entire life cycle will be bundled in future: from raw material extraction to recycling, including the ecological footprint of the product. With the help of the product passport, it will be possible to identify materials, parts and sub-parts that can be integrated back into the value chain and reused in line with the circular economy.

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 does not heavily rely on water. The company's water consumption is only related to WASH (water, sanitation, and hygiene) purposes. Nevertheless, the company recognises 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	2023/2024
Water* Freshwater	Consumption	m3	310.9
Waste	Non-hazardous and hazardous waste	tons	14.65
	Hazardous waste	tons	1.13

<sup>\*</sup>Water consumption data only available for calendar year (January 2023 to December 2023)

### Energy supply of the future



The metal recycler Siegfried Jacob Metallwerke GmbH & Co. KG (SJM) from Ennepetal, Germany, shows what the energy supply of the future will look like: with an area of 42,400 square metres, the 42 hall roofs of the metal works are home to the largest roof-mounted photovoltaic system in North Rhine-Westphalia. To help the company utilise the solar power as efficiently as possible, we have installed a large storage system together with our partner, the energy management company be storaged, an expert for battery storage projects.

The 2.7-megawatt-hour storage system will temporarily store the surplus energy from the 9.2-megawatt peak system and store it again at times when there is little or no solar power production. The system also caps the load peaks of the industrial operation, significantly reducing the grid fees



"A battery storage system with an intelligent energy management system is the ideal solution for making the surplus energy available"

Len Röben

Sales Manager at be storaged



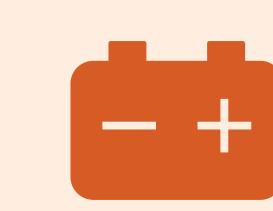
2023

Realisation



Solar

Industry



2.7 MWh

Capacity









### 

### Social commitment

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# 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 organisation also in times of challenges. Having an engaging culture energises 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 flexible and remote working conditions, 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 newly introduced online learning platform late in 2023. Creating succession plans and developing the skills of our people supported by further enhanced learning resources continues to take centre stage. INTILION offers internships for students and supports employees studying at parallel to their daily work.

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.

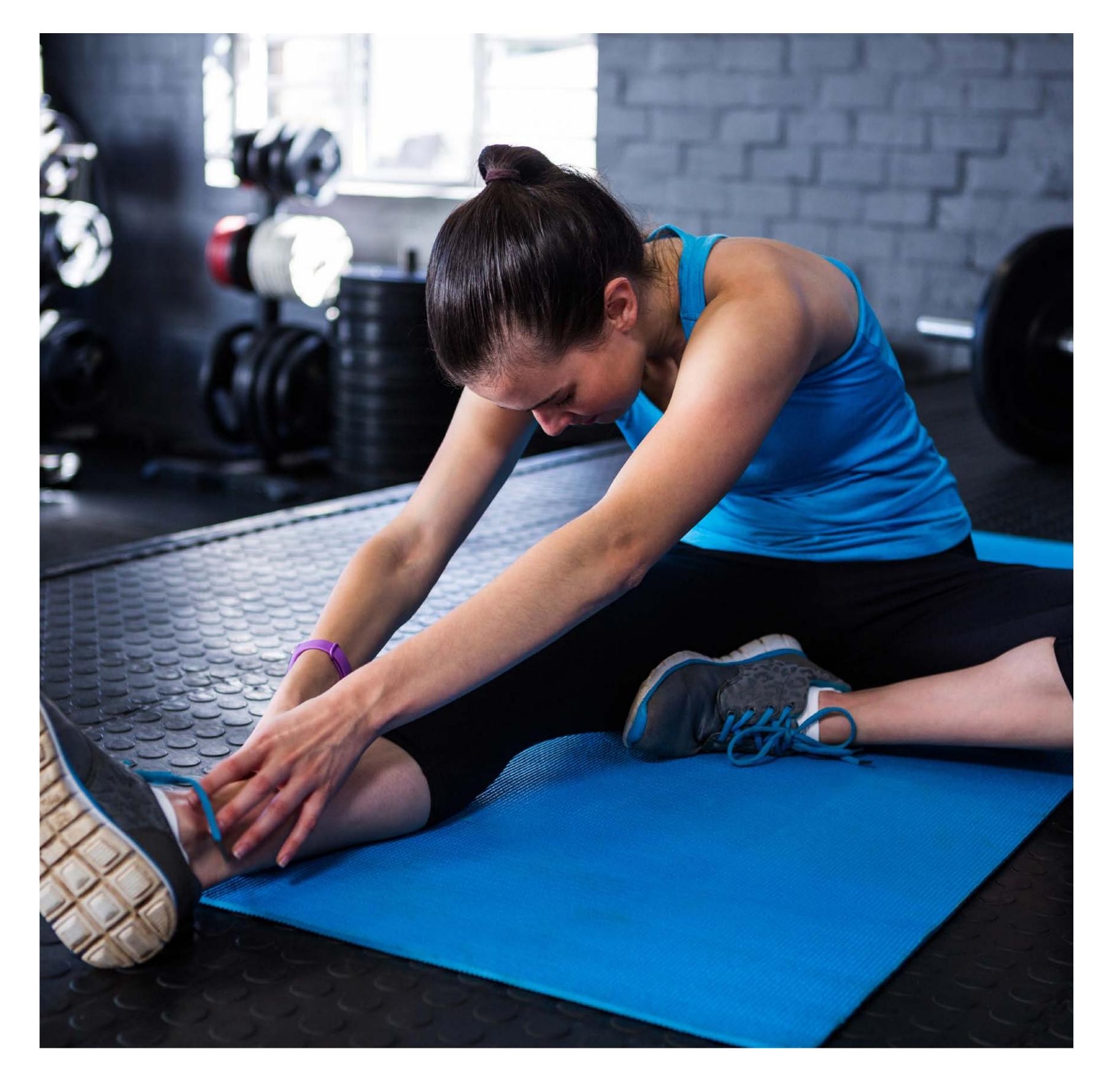
Monthly townhall meetings, newly established after-work employee events organised randomly by functional departments since January 2024, and annual kick-off and winter events are fostering an inclusive culture and

are connecting people. Various voluntarily organised sports activities with a close link to INTILION's EGYM offering are included in the employee engagement program.

The staff turnover rate was below 2%, which is well below the industry average for the energy sector which is a testament of the employees' high level of commitment and loyalty to the company.

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

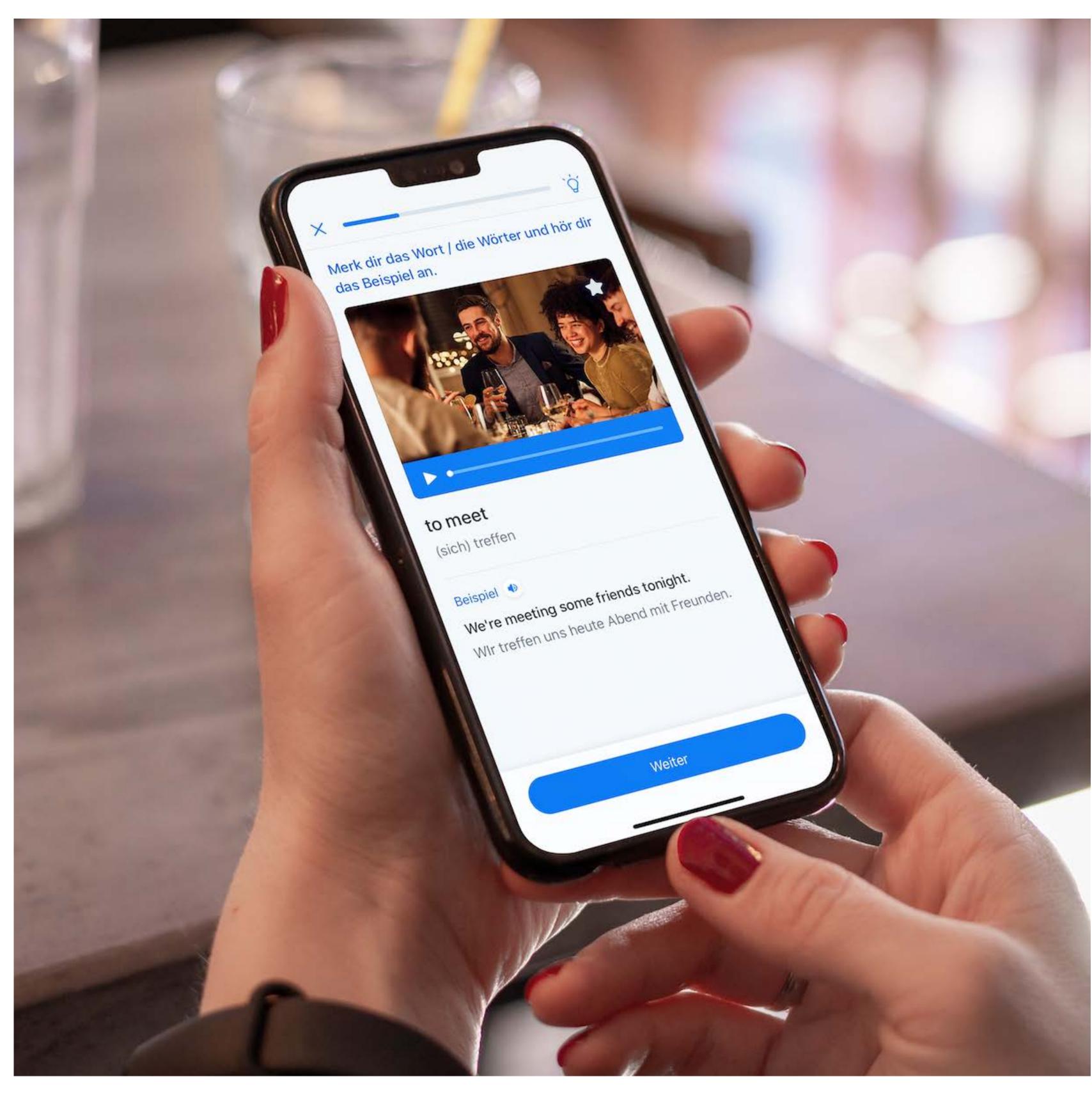
INTILION conducts quarterly employee surveys to measure employee satisfaction levels and to continuously evolve the company's culture and work environment.



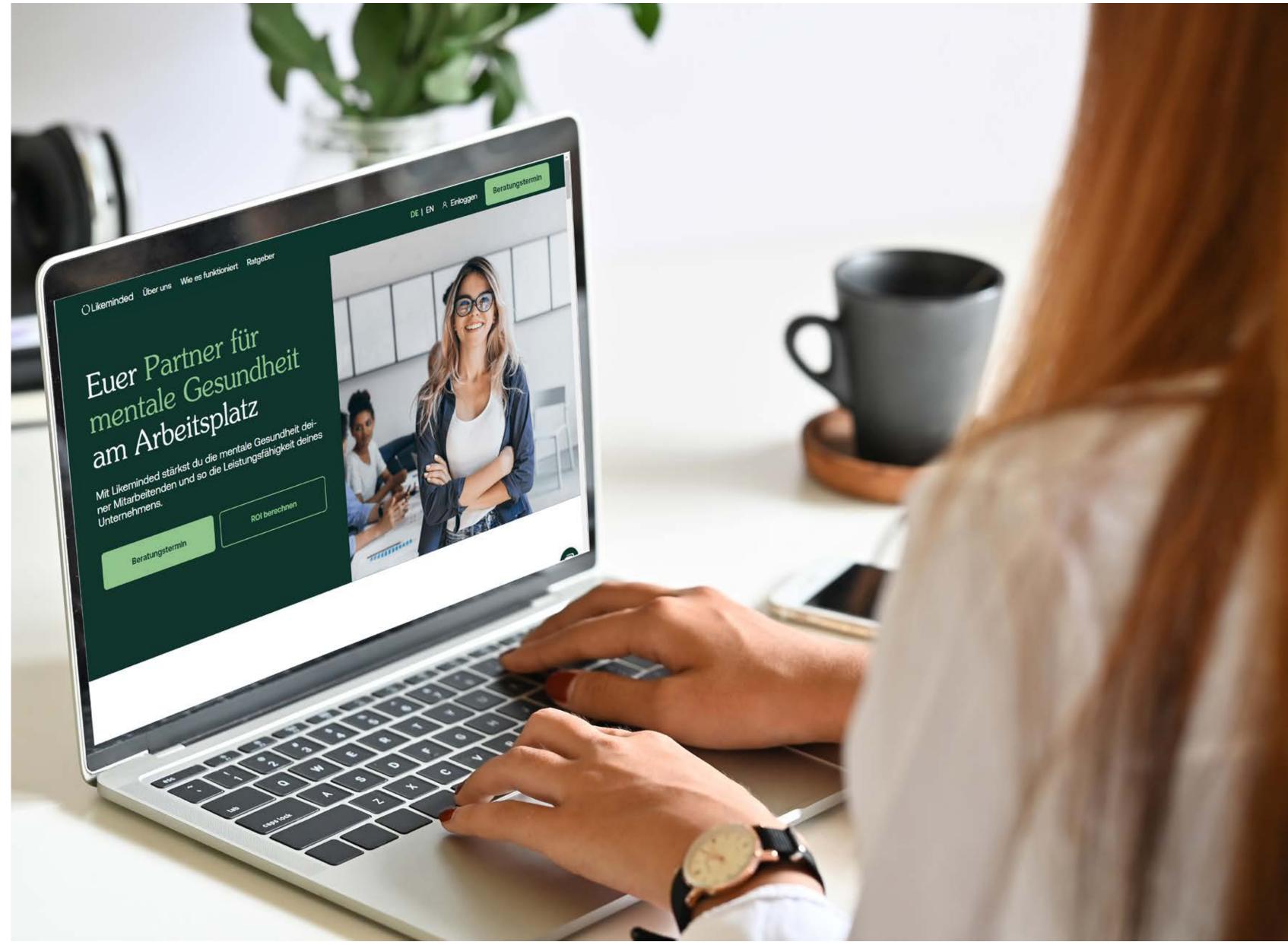
EGYM Wellpass



Teamevents



English learning platform Busuu



Mental health program 'Likeminded'

# 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 is established. Since January 2024, 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 in September 2023 an external safety officer for the construction and installation sites.



100%

General Health & Safety training completion rate



6,3%

Reported minor accidents at Headquarters

# 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 to 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 organisation.

As stated in INTILION's Code of Conduct, the company does not tolerate discrimination against people based on their gender, ethnicity, race, skin colour, age, religion, nationality, or sexual orientation. The Code of Conduct requires all employees to act ethically and to always uphold human rights. In the business year 2023/2024 were no incidents of discrimination.

Since May 2023 the company has appointed a certified Diversity & Inclusion (D&I) Manager driving the future D&I strategy and program which will be release in the second half of 2024. In 2023 INTILION also introduced a new guideline for international religious and cultural celebrations.

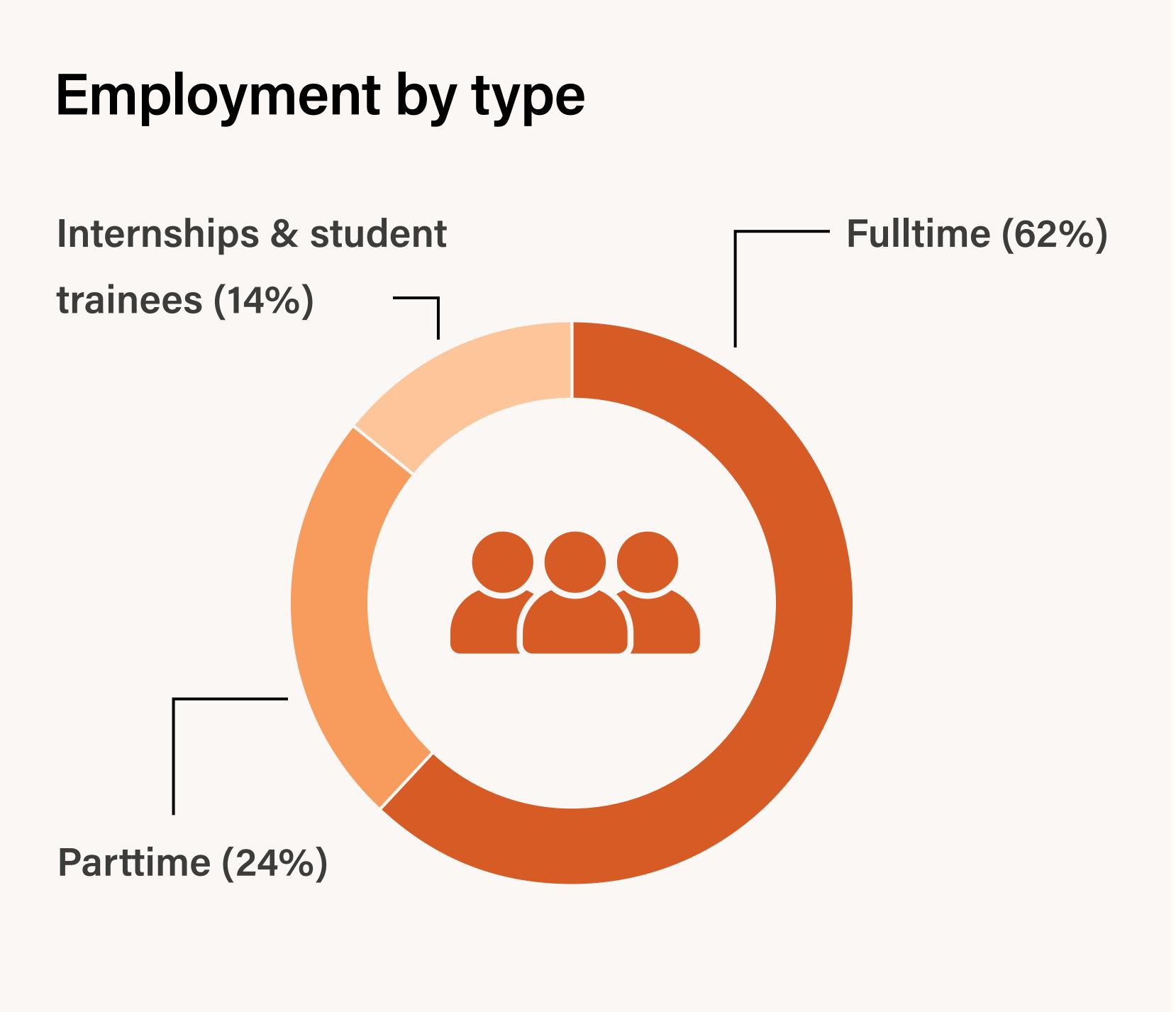
The company pays attention to gender equality and a balanced proportion of women in general staff and in management positions. INTILION strives for uniform pay for comparable functions and positions, regardless of gender. The salary structure is based on standard market industry benchmarks and complies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

### Human Resources key figures

	Total	Female	Male
Employees	107	26%	84%



# Leadership positions Female (21%) Male (79%)

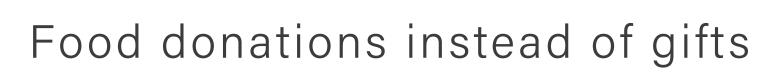


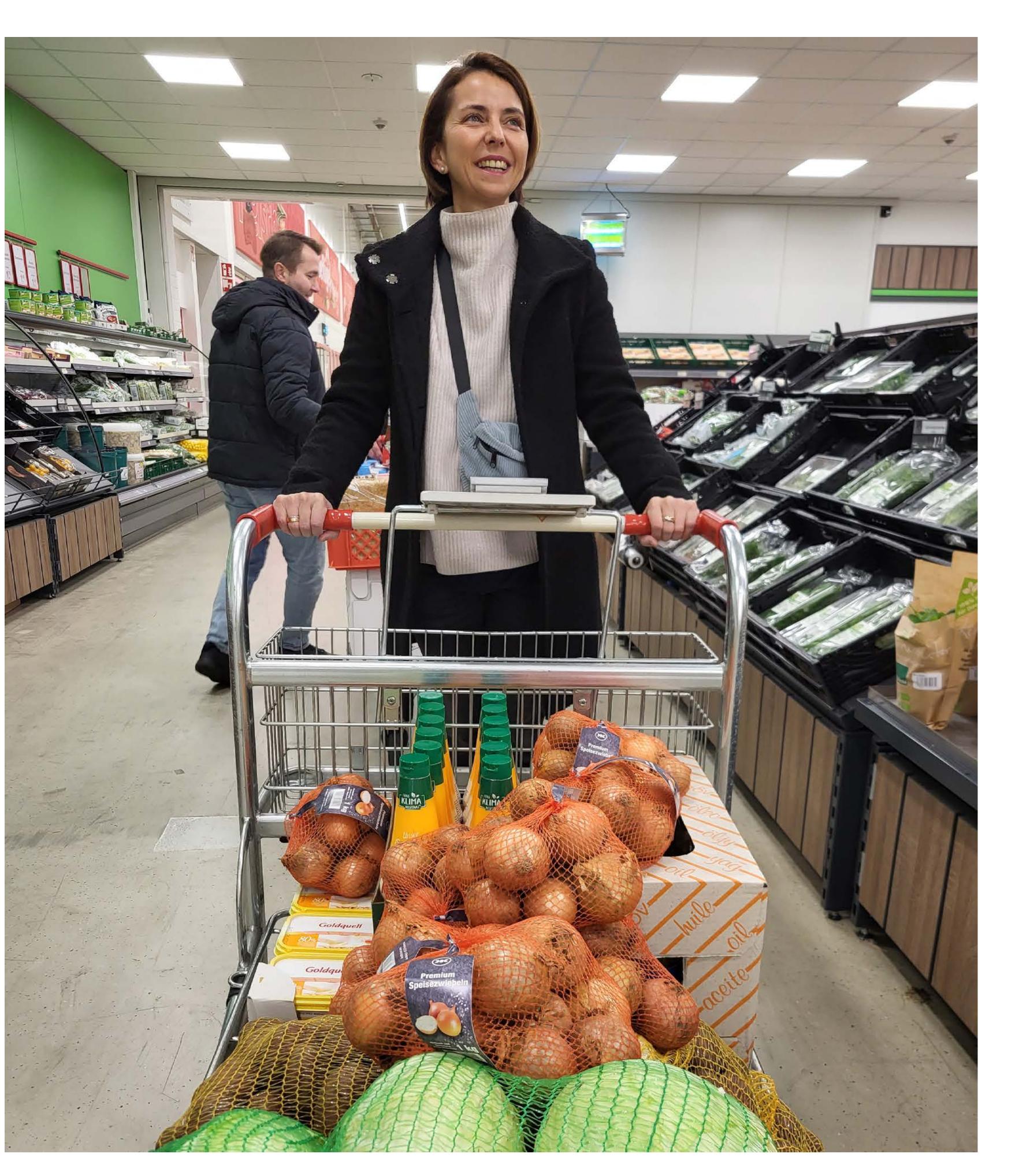
# Community engagement

Giving back is a topic of increasing importance in an unsettled world. INTILION's employees at the company's headquarters in Paderborn, Germany supported those in need in the region during December 2023 and the festive season. Under the slogan "Donations Instead of Gifts," the team has donated two pallets with fresh and durable food to the local nonprofit organisation "Tafel Paderborn e.V."

In addition, 50 gifts brought joy to children's faces on Christmas Eve. INTILION has once again initiated a Christmas wish campaign in collaboration with the local welfare organisation "Caritasverband Paderborn e.V.". Children's and teenager's wish cards from children and teenager from families in need were collected at the company's headquarters. Employees voluntarily drew cards and purchased the desired gifts which were then festively wrapped and delivered to the Caritas main office, from where they were distributed by Caritas employees.















### Multi-use in the All Electric Society Park from Phoenix Contact



The vision of an all-electric society is becoming optimal energy flow between the individual comreality in Blomberg, North Rhine-Westphalia, ponents. where Phoenix Contact has opened the All Electric Society (AES) Park. Across some 7,800 Visitors can find out about the respective applisquare metres, visitors can experience the energy cations in information cubes. system of the future. The supplier of components and systems in electrical engineering, electronics and automation is clearly demonstrating how renewable energy can be generated, converted, stored, distributed and used efficiently.

The source of a fully electric world is the regenerative energy being generated in Blomberg by around 550 photovoltaic modules and a wind tree. We have installed our scalecube large-scale storage system with a capacity of 1.2 megawatt hours at the AES Park.

The large-scale storage system can be used for a wide range of applications: it not only ensures that renewable energy is used more efficiently it also caps load peaks and acts as a grid booster when several electric cars are charging at the park's charging points. The energy generators, storage units and consumers are connected to the medium-voltage grid via a local substation and an energy management system controls the



"A storage system is an urgently needed instrument for flexibility, the Swiss Army Knife of modern electricity



### Stephan Volgmann

Managing Director Phoenix Contact Deutschland **GmbH** 



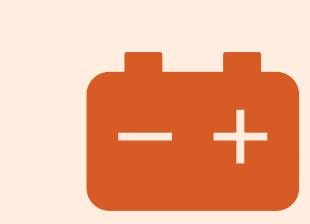
2023

Realisation



Electrical engineering

Industry



1.2 MWh

Capacity





### 

### Governance and business ethics

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### Governance structure

At INTILION, the corporate governance framework is based on INTILION's Articles of Association. The company's organisational regulation "Rules of procedure for the Management Board" further clarifies duties, powers and regulations of the governing bodies of the company. The Supervisory Board appoints the members of the Management Board.

### Members of the Management Board

As of 31 March 2024, the Management Board consists of two members, the Chief Executive Officer and the Chief Financial Officer. Both are male and have German nationality. The following table sets forth the current members of the Management Board and their responsibilities:



Dr. André Haubrock **Chief Executive Officer** 

- German national
- Born in 1978
- Appointed in 2022



Dirk Engel **Chief Financial Officer** 

- German national
- Born in 1967
- Appointed in 2023



f.l.t.r.: Philipp Knaup, Manuel Schmidt, Boris Langerbein, Dirk Engel, Dr. André Haubrock

Name	Born in	Member since	Appointed until	Responsibility
Dr. André Haubrock (CEO)	1978	2022	March 31, 2027	Strategy, Product and Business Development, ESG
Dirk Engel (CFO)	1967	2023	January 31, 2026	Finance and Administration

The Management Board is in continuous exchange throughout the business year and held five Management Board meetings in the past business year 2023/24.

### **Executive Committee**

The Executive Committee led by the Chief Executive Officer is composed of five members under the leadership of André Haubrock, CEO. The Executive Committee members are appointed by the Management Board. The CEO has the task of developing the company's strategy and achieving the strategic objectives of the company and determining operational priorities. Additionally, the CEO leads, supervises and coordinates the EC which meets tionally, the CEO leads, supervises and coordinates the EC which meets weekly to evaluate company business, strategy and non-financial matters, weekly to evaluate company business, strategy and non-financial matters, including ESG and sustainability performance, and to take action where including ESG and sustainability performance, and to take action where needed.



Philipp Knaup **COO** | Senior Executive

- German national
- Born in 1985



**Boris Langerbein CINO | Senior Executive** 

- German national
- **Born in 1979**



**Manuel Schmidt CSO** | Senior Executive

- German national
- **Born in 1981**

### Members of the Supervisory Board

The Executive Committee led by the Chief Executive Officer is composed of five members under the leadership of André Haubrock, CEO. The Executive Committee members are appointed by the Management Board. The CEO has the task of developing the company's strategy and achieving the strategic objectives of the company and determining operational priorities. Addineeded.

Name	Born	Member	Appointed	Position
	in	since	until	
Andreas Felsch	1967	2022	2027	Chairman
Dr. Dierk Paskert	1961	2022	2027	Member
Jan Geldmacher	1962	2022	2027	Member

The Supervisory Board has not delegated any of its duties to individual Supervisory Board members or to committees such as Audit, Compensation or Nomination & Governance Committees.

# Cybersecurity and data privacy

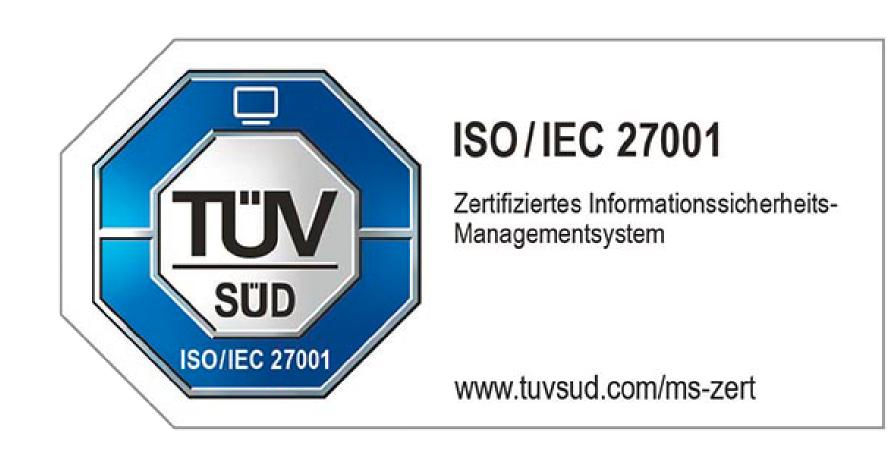
INTILION's customised software applications are an integral part of its energy storage solutions and services and are increasing simultaneous with the company's revenue growth path.

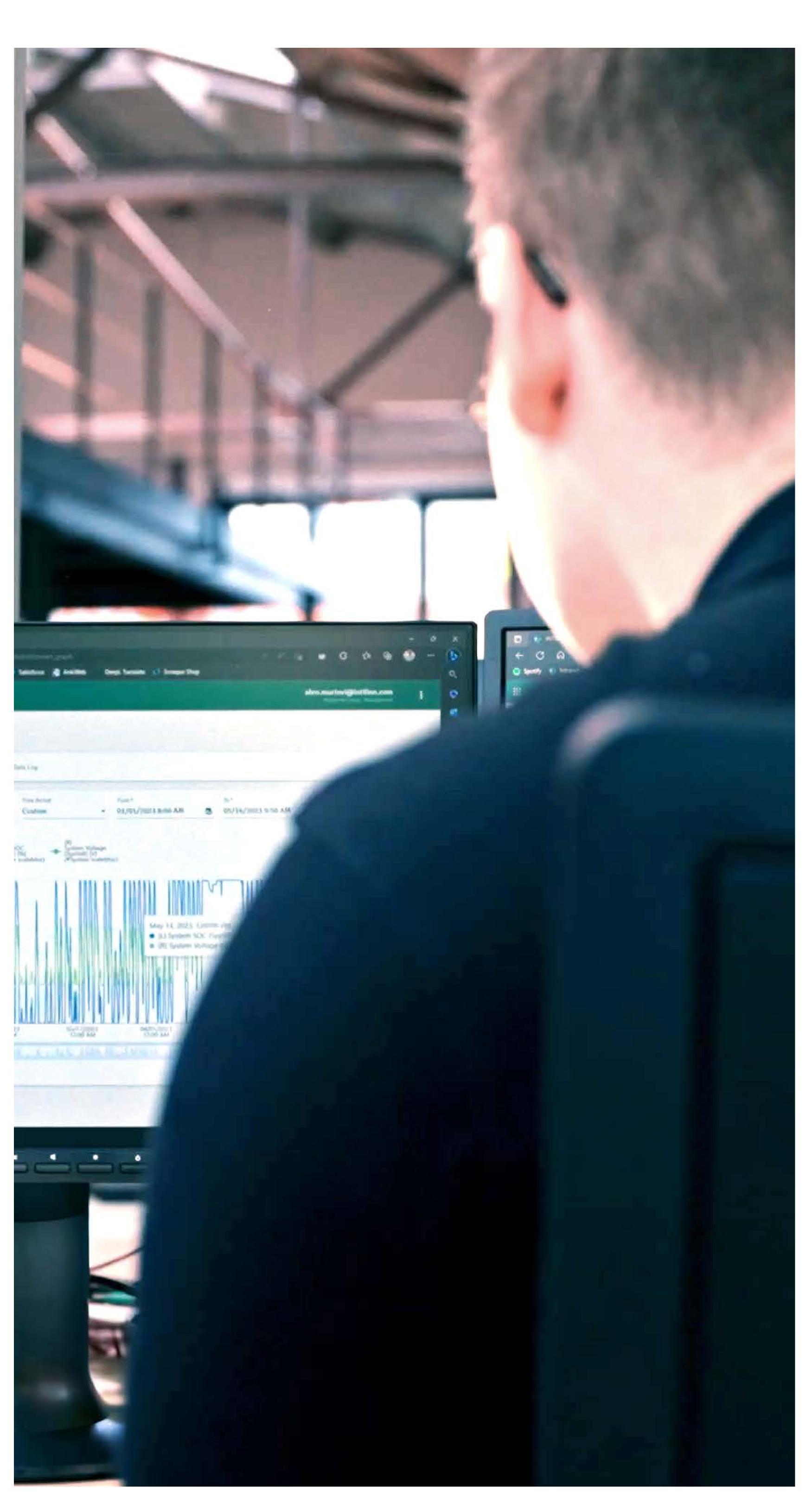
The widespread nature of cybercrime is increasing the likelihood of cybersecurity incidents, and data breaches and loss of data can damage the company's reputation and lead to fines and or lawsuits.

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

The company's information security management system is ISO 27001 certified, and a data privacy and protection policy has been adopted.

To raise awareness, the company is providing guidance and training on privacy matters to all employees. And to enforce the Protection of Data Security each employee must sign a Declaration of commitment.





# 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.

Product return quality is measured via product return rates and product assessment results and is feedbacked to suppliers and internal R&D and Innovation team to continuously improve product floor and battery energy storage devices and solutions.

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

The company's proprietary software solutions are ISO 27001 (IT Security Management Systems) certified ensuring cyber security and system reliability.



### Business ethics

An ethical business approach and sound governance are the foundation for our long-term success. To this end, the INTILION's Articles of Association, the Organisational regulatory framework, the Code of Conduct and various internal policies form a sound framework of principles and rules that govern everyday behaviour and decisions throughout the organisation.

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

### Code of Conduct

The overarching governing document is INTILION's Code of Conduct (CoC) which summarises and promotes the core principles of ethical business behaviour 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 AG 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 anonymously on potential violations of the company's Code of Conduct. It is available in German and English, 24/7 and 365 days a year.

In addition, the company has a Legal & Compliance Officer who reports regularly to the Chief Financial Officer. Employees could alternatively also report their concerns on potential violations to the Compliance Officer. 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. In order to comply with this principle, we align our supply chain with local conditions, national or transnational regulations and international standards. INTILION AG'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, assembly and services and logistics.

INTILION AG focuses on system integration and does not have its own production facilities. Assembly partners assemble the subsystems into an energy storage system according to the company's specifications and design plans. Service providers working on behalf of INTILION AG take care of the installation and commissioning of the storage systems at the customer's site. Downstream, the company also offers customers maintenance and service to ensure the smooth and long-term operation of the storage systems.

Our products, warehousing and services meet all legal requirements and conform to relevant industry standards. This also includes the obligation to fully comply with the law on the placing on the market, return and environmentally sound disposal of batteries and accumulators (Battery Act - BattG) as well as the EAR registration of all systems sold.

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

Our corporate values and our Code of Conduct are the basis for a sustainable and ethical supply chain. Respecting human rights in our supply chain is a top priority. INTILION AG joined the UN Global Compact, the world's largest and most important initiative for sustainable and responsible corporate governance, in January 2023. In doing so, the company not only commits to sustainable values, but also undertakes to respect and promote the ten universal principles in the areas of human rights, labour standards, the environment and anti-corruption. INTILION has undertaken to report annually on its progress in 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.

INTILION AG focuses on system integration and does not have its own production facilities. Assembly partners assemble the subsystems into an energy storage system according to the company's specifications and and modern slavery and environmental compliance.

### Key compliance figures:



concerns on a potential

Code of Conduct violation were raised



100%

of employees have signed INTILION's Code of Conduct

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