

INTILION

Enabling the energy transition

ESG Report 2024/25



At a glance 2024/25



93

Number of employees* (69 male, 24 female)



22%

Female leadership positions



26 < 30 years

55 30-50 years

12 > 50 years

Employee age



100%

General health & safety training completion rate



0

Concerns on a potential
Code of Conduct violation were raised



100%

Of employees have signed
INTILION's Code of Conduct



*Based on FY 2024/25 numbers. INTILION's business year runs from 1 April to 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 are scalable starting with 1MWh.

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 2024 to 31 March 2025



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

Letter from the Board of Directors

Dear Reader,

At INTILION, Environmental, Social and Governance principles are fully integrated into the heart of operations and risk management systems. ESG considerations share our business strategy, product and solution innovations and stakeholder engagement – ensuring we act responsibly for our environment, our people and the communities we serve.

Our advanced energy storage solutions are already supporting the global transition to a low-carbon future. By enabling greater integration of renewable energy, improving grid resilience and reducing greenhouse gas emissions, we are actively contributing to climate action and environmental protection.



Embedding ESG into every aspect of our business isn't just the right thing to do – it's essential to securing long-term resilience, innovation and value for all our stakeholders. Our people, our communities and our planet deserve nothing less.

Equally vital to our ESG commitment are our employees and the communities where we operate. We believe that a sustainable business is built on a safe, inclusive workplace and strong, trusted-based relationships with local stakeholders. Through robust health and safety programs, employee engagement initiatives, and leadership development trainings, we aim to create a working environment where everyone can thrive. Our social responsibilities extend beyond our company walls. Our partnership and engagement with our local football club SC Paderborn 07 and its social initiative “Herzblut verbindet” we jointly drive education, physical health as well as diversity and inclusion through various projects in the Paderborn area, the home of our company's Headquarters.

This report outlines our progress we have made and the challenges we tackle as we pursue our ESG ambitions. From the deployment of sustainable energy solutions to the implementation of relevant policies and guidelines to climate risks mitigations strategies, we remain firmly committed to driving positive environmental and social outcomes while upholding the highest standards of governance.

We look forward to continuing this journey – strengthening our ESG integration, collaborating with partners, and delivering meaningful, measurable impact for our multiple stakeholders.

Yours,

Dr. André Haubrock (Chief Executive Officer) and

Dirk Engel (Chief Financial Officer)

Our vision

Empowering 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 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.

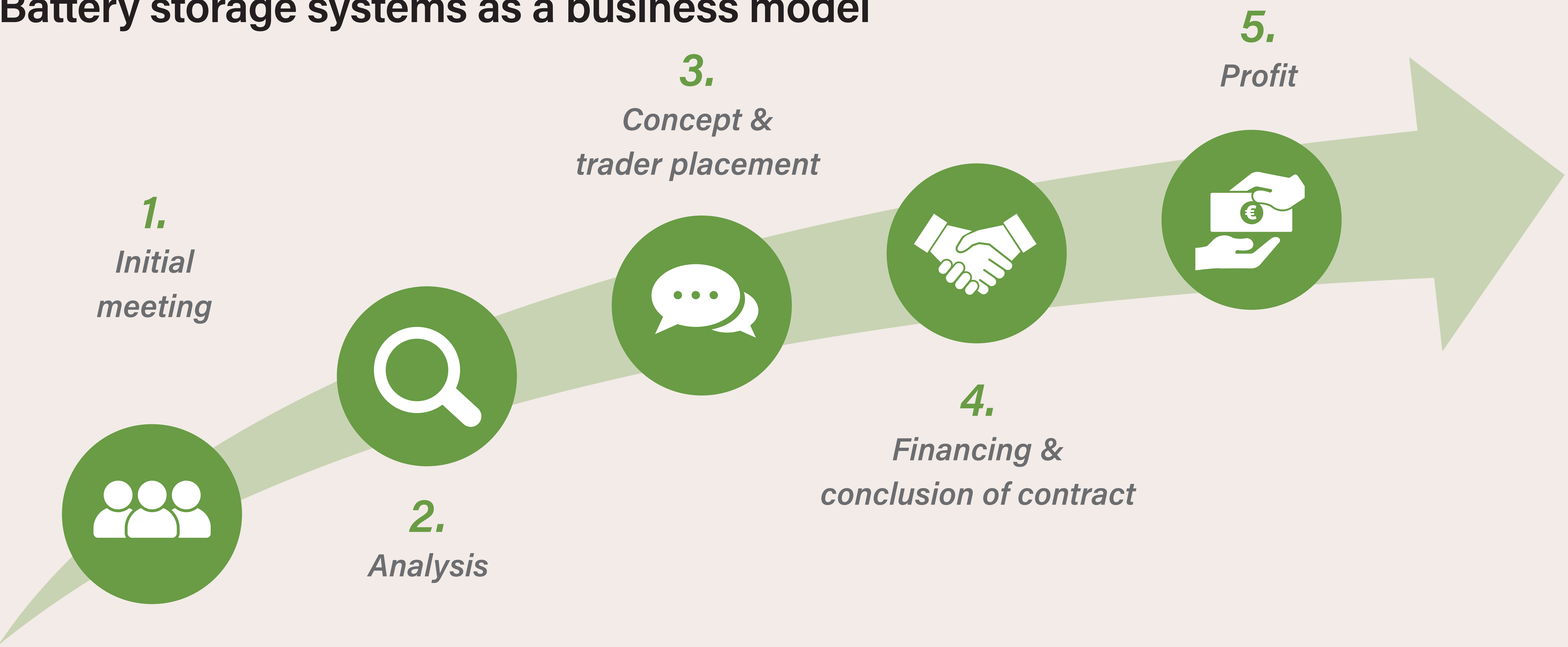
INTILION's energy storage solutions are used in the Front-of-the-meter (FTM) market segment for grid support, targeting applications for primary reserve and grid stability as well as for large wind and solar parks. Within the Behind-the-meter (BTM) market segment the company focuses on the C&I sub-segment.

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.

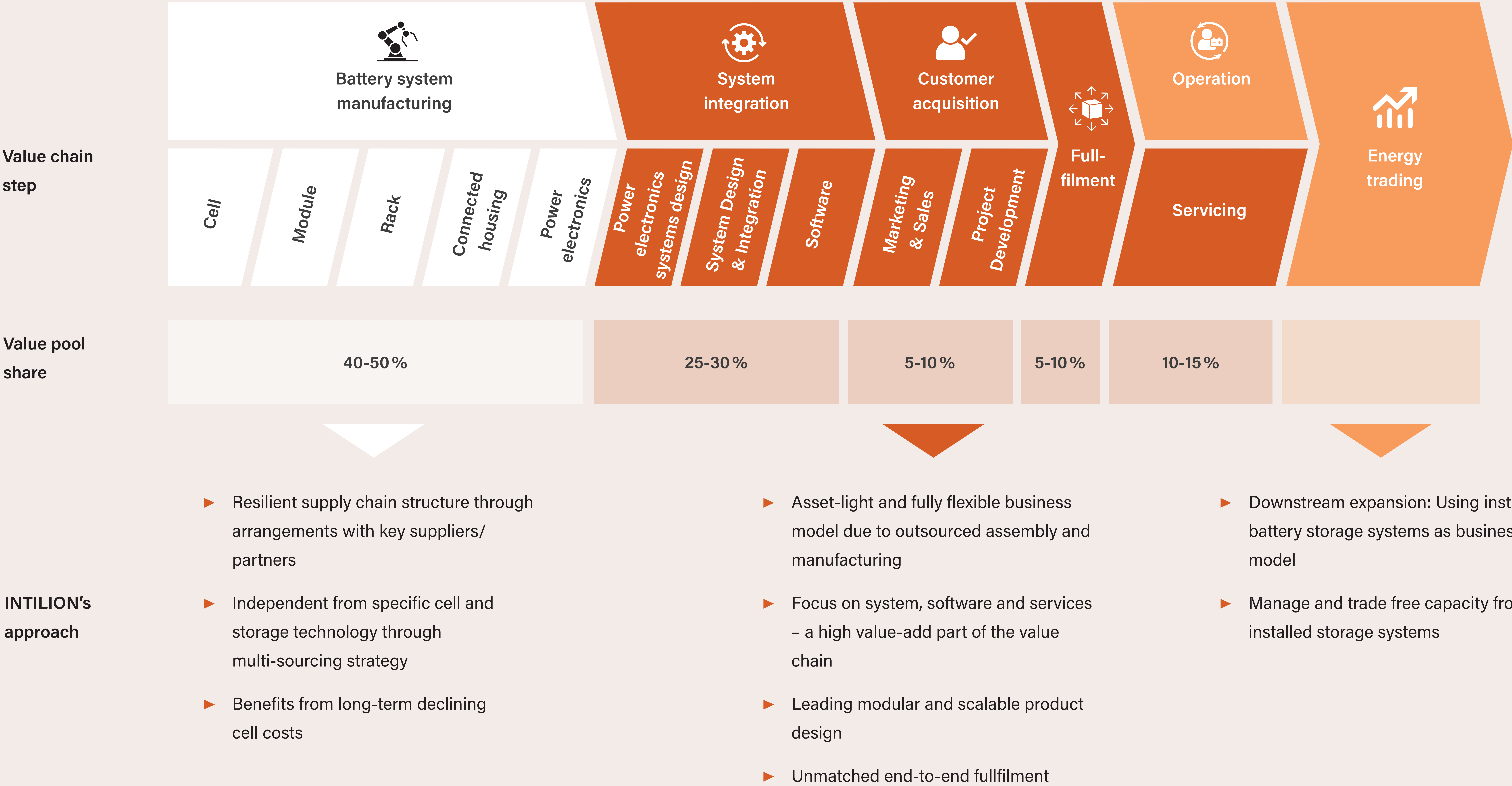
© Photo: be.storaged GmbH/Jannes Runge



Battery storage systems as a business model



Our business model



65 megawatt-hour grid storage for Switzerland



Reducing energy consumption, increasing energy efficiency and promoting renewable energy sources – these are the goals of Switzerland’s Energy Strategy 2050. By 2050, electricity production from renewable energy sources is set to increase to 45 terawatt-hours – including hydropower to more than 80 terawatt-hours. Battery storage systems are playing an increasingly important role here, helping to stabilise the power grid. One of the largest battery storage systems in Switzerland is currently being built in Kappel in the canton of Solothurn. On behalf of the energy company Primeo Energie, we are delivering a large-scale storage system capable of supplying around 65 megawatt-hours.

Electricity is more flexible thanks to storage systems

Primeo Energie will use the stand-alone storage system to make energy more flexible and enable electricity to be temporarily stored and released again when needed. The system will thus help to stabilise the Swiss power grid.



“The planned large-scale battery system is set to be used to compensate for weather-related fluctuations in the rapidly growing sector for renewable electricity production. It will therefore play a key role in guaranteeing security of supply and underline Primeo Energie’s commitment to providing effective solutions for a successful energy transition.”



Lukas von Känel
*Managing Director,
Primeo Battery AG*



2025

Realisation (planned)



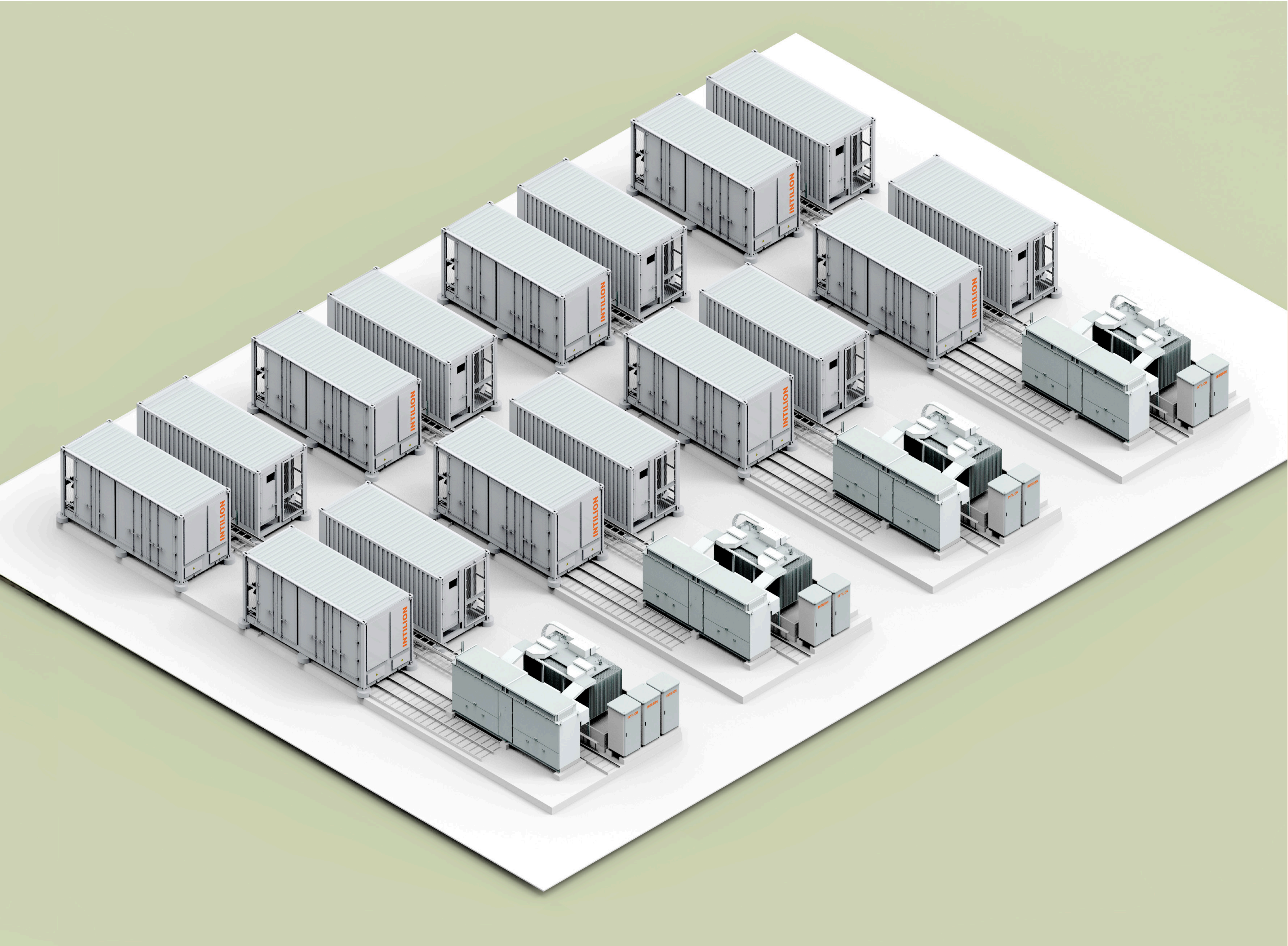
Energy
supplier

Industry



65 MWh

Capacity



Supported by:
 Federal Ministry
for Economic Affairs
and Energy

on the basis of a decision
by the German Bundestag

Implemented by:
dena

Powered by:
INTILION

Project partner:


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 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. The ESG Council – led by INTILION’s CEO – manages and drives the ESG program, its target achievements and further defines and refines the ESG roadmap. The ESG Council is chaired and operationally led by the Head of the ESG Council. The ESG Council is composed by seven 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



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 success. 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 corporate risk management system.

Risk management approach

INTILION’s risk assessment takes into account:

- ▶ Operational risks
- ▶ Strategic risks
- ▶ Financial risks
- ▶ ESG risks
- ▶ IT and datamanagement 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.

The approach 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.

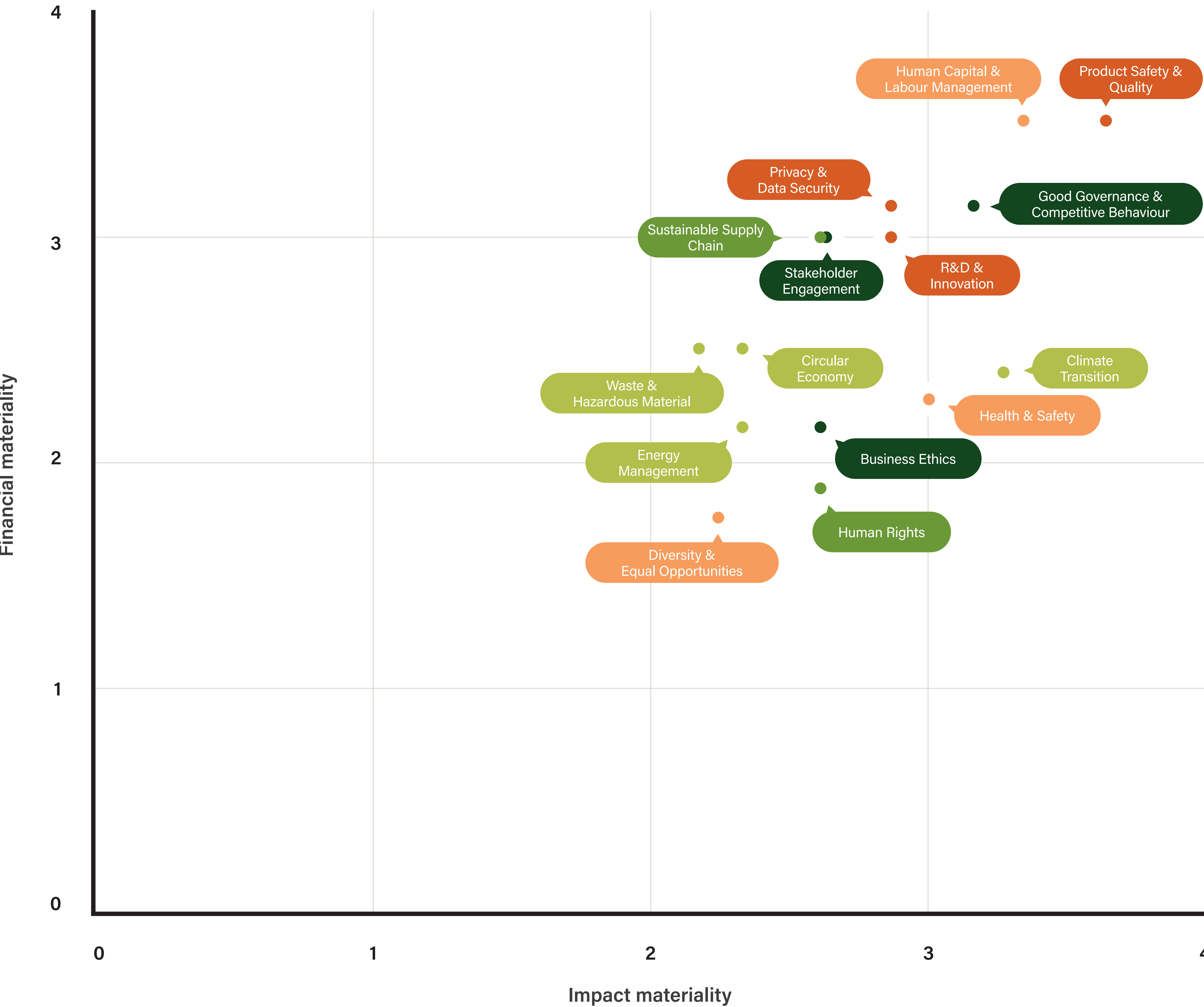
The identified 15 material topics are clustered under five pillars with Employees, Governance & Compliance, Environment & Society, Customers & Products, and Supply Chain. The company has developed targets for each material topic to be achieved by implementing adequate measures.

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.

We are in the final stages of updating our double materiality assessment, which was initiated in spring 2025 together with HOPPECKE, the holding company of INTILION, and designed to meet the requirements of the CSRD. Completion is anticipated in fall 2025, and this will provide a foundation for our next reporting cycle.



Materiality matrix



The energy transition in the fast lane: climate-friendly charging of e-trucks



On behalf of the Wiesbaden-based company Ampermo, we supplied battery storage systems for Deutsche Bahn’s transport and logistics service provider DB Schenker. Together with other partners, Ampermo installed a complete system consisting of an 835 kilowatt peak solar plant and high-power charging infrastructure with a power of 480 kilowatts. The system supplies power to DB Schenker’s electric fleet at the transshipment terminal in Neufahrn, Bavaria.

Our eleven scalebloc commercial storage systems, each with a capacity of 73 kWh, are an important element of the charging park. They serve as a grid connection extension and provide the necessary additional energy during charging, enabling all e-trucks to be charged quickly and efficiently.



“A highly efficient fast-charging infrastructure requires considerable electricity capacity – yet in many places the grid connection points are not designed for this. Battery storage systems make such projects possible in the first place by bridging grid bottlenecks and making energy available as and when it is needed.”



Prof Dr Julia Daecke
Managing Director & COO,
Ampermo GmbH



2024

Realisation



Logistic

Industry



803 kWh

Capacity storage system



Caring for the environment

Increased access to renewable energy use: R&D and innovation	17
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INTILION AG is a company that sources hardware components and lithium-batteries and integrates them into a modular, building-block system to deliver tailored energy storage solutions for its customers. The company does not have own manufacturing 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 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. This team plays a critical role in driving innovation and advancing our technological capabilities. The development platform focuses on engineering modular system solutions fully customisable to meet specific client and market needs.

The Company conducts R&D activities with a focus on solutions and technology and service enhancements, as well as quality, high performance, and cost improvements. INTILION believes that its R&D capabilities 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 their 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.
- ▶ **advancing digitalisation:** use data as an edge in product development and offer end-to-end cloud services and reliable data monitoring 24/7 to optimise processes, save energy and ensure system 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 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 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.

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 overall carbon footprint across Scope 1, Scope 2 and Scope 3 emissions increased from 310.5 tCO₂e to 464.0 tCO₂e compared to the baseline year. This increase is primarily attributable to two factors: enhanced data quality and improved data granularity, as well as a rise in service activities related to our installed base of energy storage systems in the field.

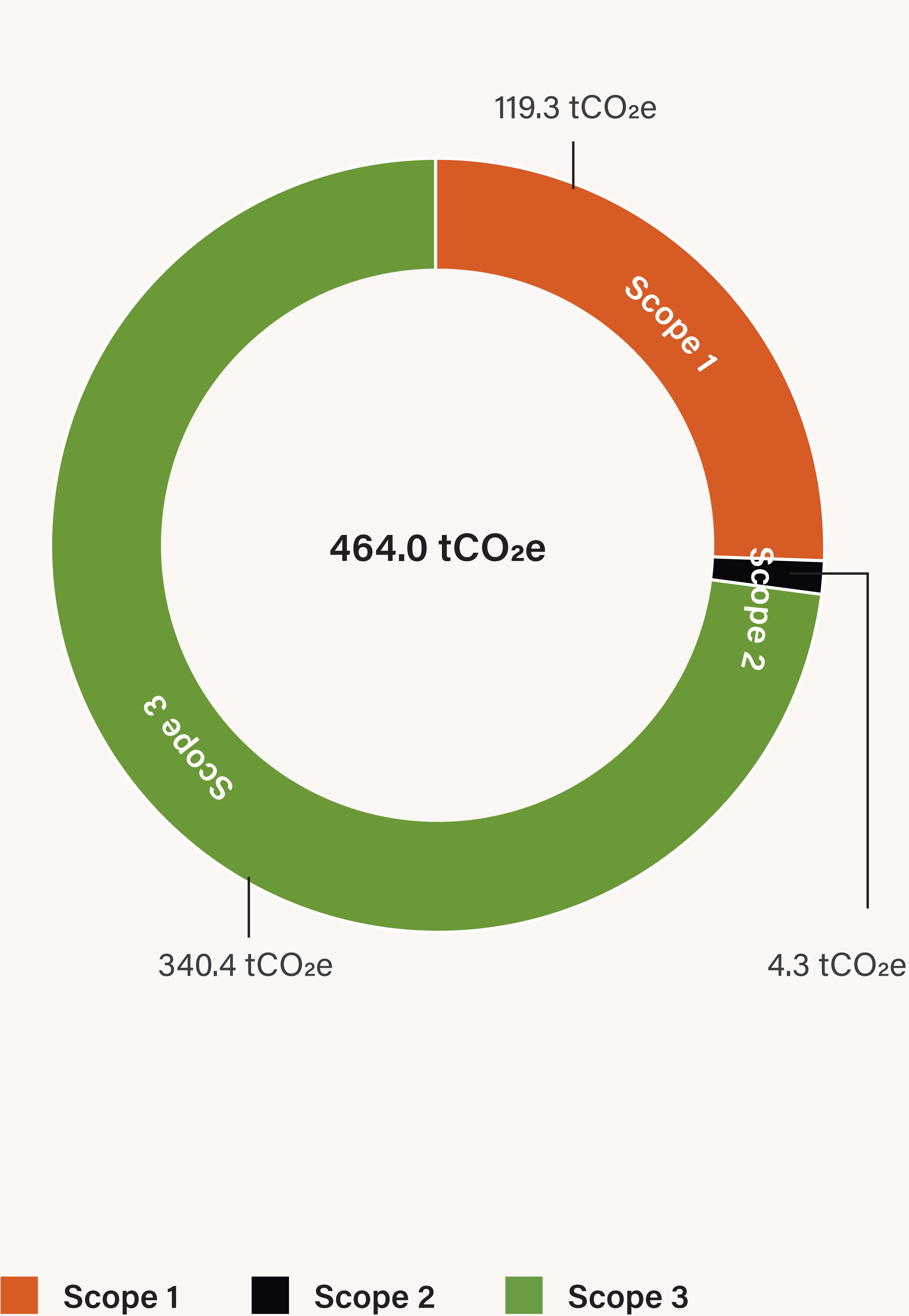
The improved data quality and broader data coverage have allowed us to capture emissions more accurately and comprehensively across our operations and value chain.

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

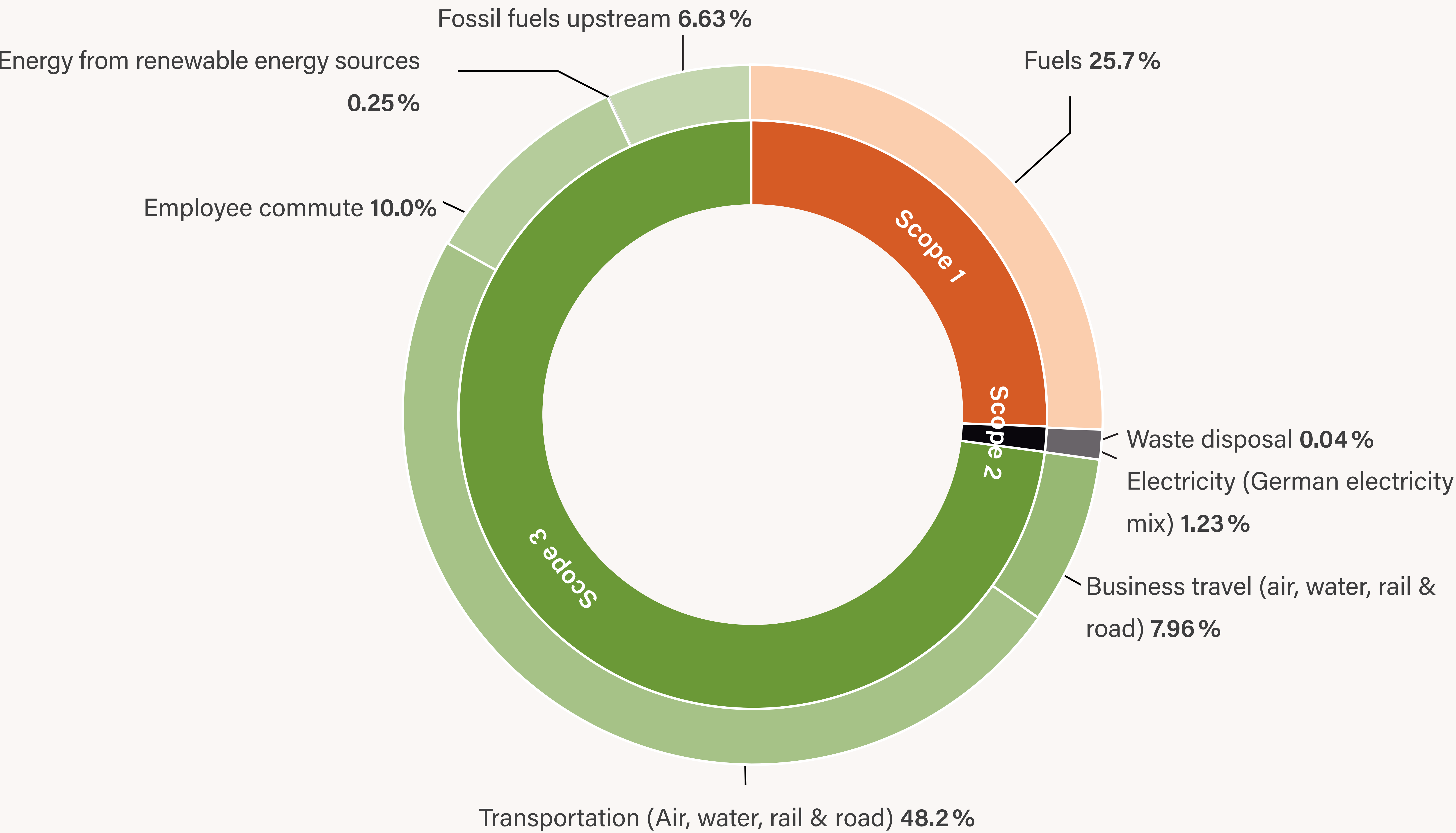
In 2025, we have started by assessing our top supplier base, covering approx. 75% of our total sourcing volume. This assessment will provide relevant insights into emissions profiles of our key suppliers and enable us to identify priority areas for reduction initiatives. The gained transparency will serve as foundation for collaborative engagement with our suppliers, aiming to jointly develop and implement emission reduction measures, foster climate resilient practices, and integrate sustainability criteria into our procurement process.

This approach marks the first step in a broader, long-term ambition to decarbonise our entire value chain. Aligning with international climate goals and contributing to a more sustainable future.

Scope 1-3 carbon footprint 2024/25



Scope 1-3 Emissions by sub categories 2024/25



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.

Battery storage systems are made of highly technical components and raw materials. Recycling and reuse strategies at the end of the lifecycle around the lithium batteries is 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 and North Rhine-Westphalia-based recycling companies.

INTILION's energy storage systems and solutions are based on lithium-batteries and thus the company is subject to the German Battery Act (BattG). The law contains regulations for placing batteries on the market, returning and environmentally sound disposing them.

With the introduction of the (digital) battery passport for stationary electricity 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	2024/2025	2023/2024
Water*	Consumption	m3	307.2	310.9
	Freshwater			
Waste	Non-hazardous and hazardous waste	tons	26.36	14.65
	Hazardous waste	tons	4.07	1.13

*Water consumption data only available for calendar year (January 2024 to December 2024)

Saving 50% on electricity costs – IT company embraces economical & sustainable energy concept



© Photos: esacom

How can an IT company with an energy-intensive data centre secure an economical and sustainable energy supply? Klaus Ebeling and his daughter Anna from the company esacom in Salzkotten, Germany, were faced with this question. As is usual with data centres, esacom also consumes a great deal of electricity and is dependent on an extremely reliable power supply.

In a first step, the family-owned company switched its entire company fleet to electric cars. Yet the Ebelings wanted to go even further: “Our wish was to create an integral energy concept using a joined-up approach that takes all areas into account,” explains Anna Ebeling. A solar plant was then installed on the roof of the company, followed by a heat pump that works using the waste heat from the data centre. Having spent a few months tracking electricity production and consumption, it was clear: “We needed a solution that could make even better use of the electricity we produced ourselves,” says Anna Ebeling. For this reason, we installed our scalestac indoor commercial storage system with a capacity of 308 kilowatt-hours at the family-owned company. In addition, the capacity of the solar plant was expanded to around 140 kilowatt peak.

The battery energy storage system temporarily stores the solar energy and makes it available to use at times when production is low. Besides helping the company to cut its electricity costs by 50%, it also makes it significantly more self-sufficient. During the summer months, it is even possible to achieve a degree of self-sufficiency of 90%. The average annual figure is around 60%. “Self-sufficiency and independence from the public grid give us a strong competitive edge,” says Klaus Ebeling, founder and managing director of esacom. The entire investment will pay for itself after just six years.

Good and personal advice was particularly important to Anna and Klaus Ebeling when choosing the storage system and the provider. “Our contact at INTILION responded to our needs as an IT company and understood just how much electricity we consume here as a data centre operator. He advised us with good solutions, and we are very satisfied,” says Anna Ebeling in summary.



2024

Realisation



IT-Service

Industry



308 kWh

Capacity

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 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 optional remote work-day, mental health and wellbeing 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 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, after-work employee events organised randomly by functional departments, and annual kick-off and summer & winter events are fostering an inclusive culture and are connecting people. Various voluntarily organised sports activities like football, biking

to work competition or an Easter charity run are included in the employee engagement program.

The staff turnover rate was 4.2 %, which is well below the industry average for the German 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 and improve the company's culture and work environment.



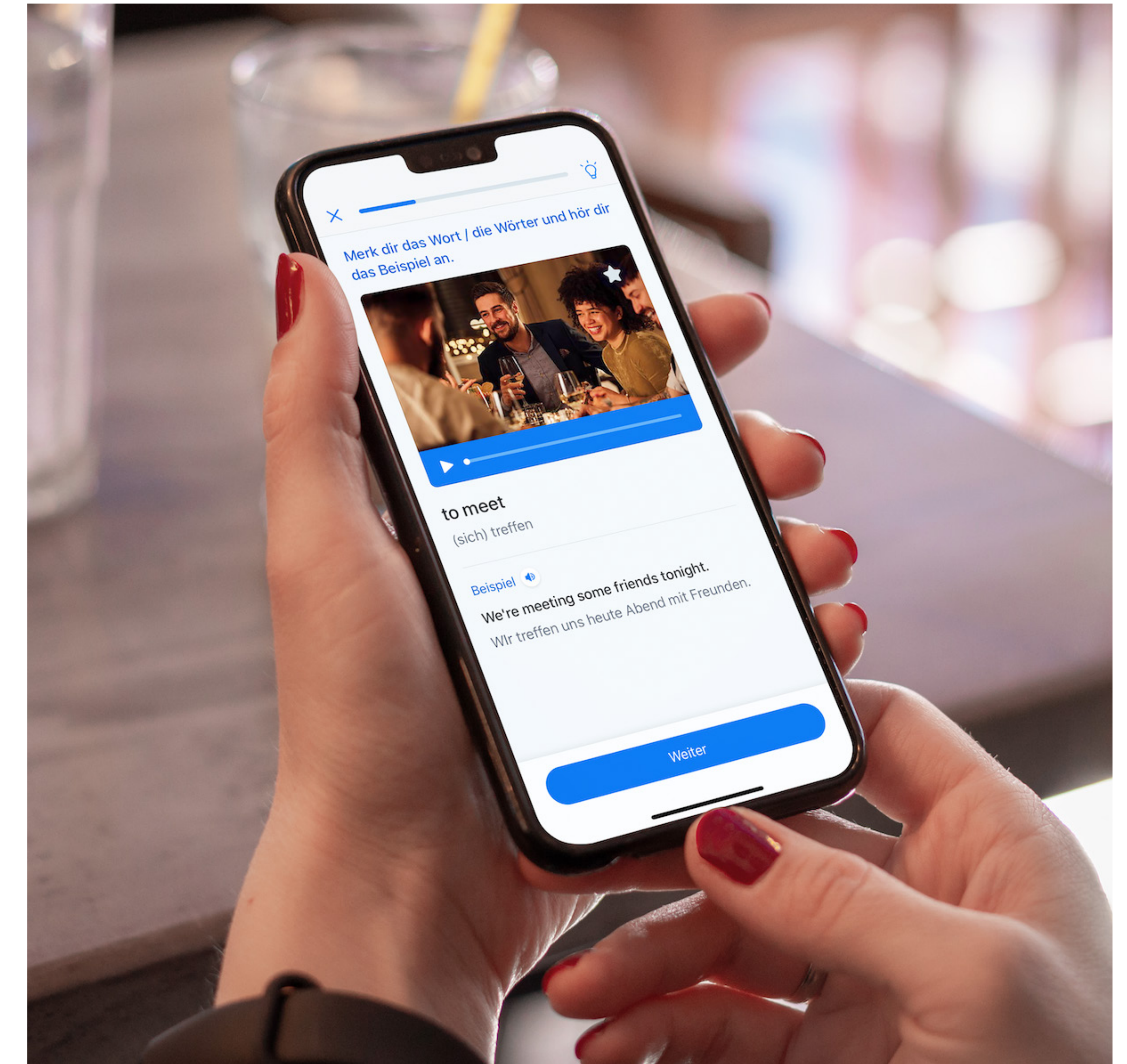
Summer team event



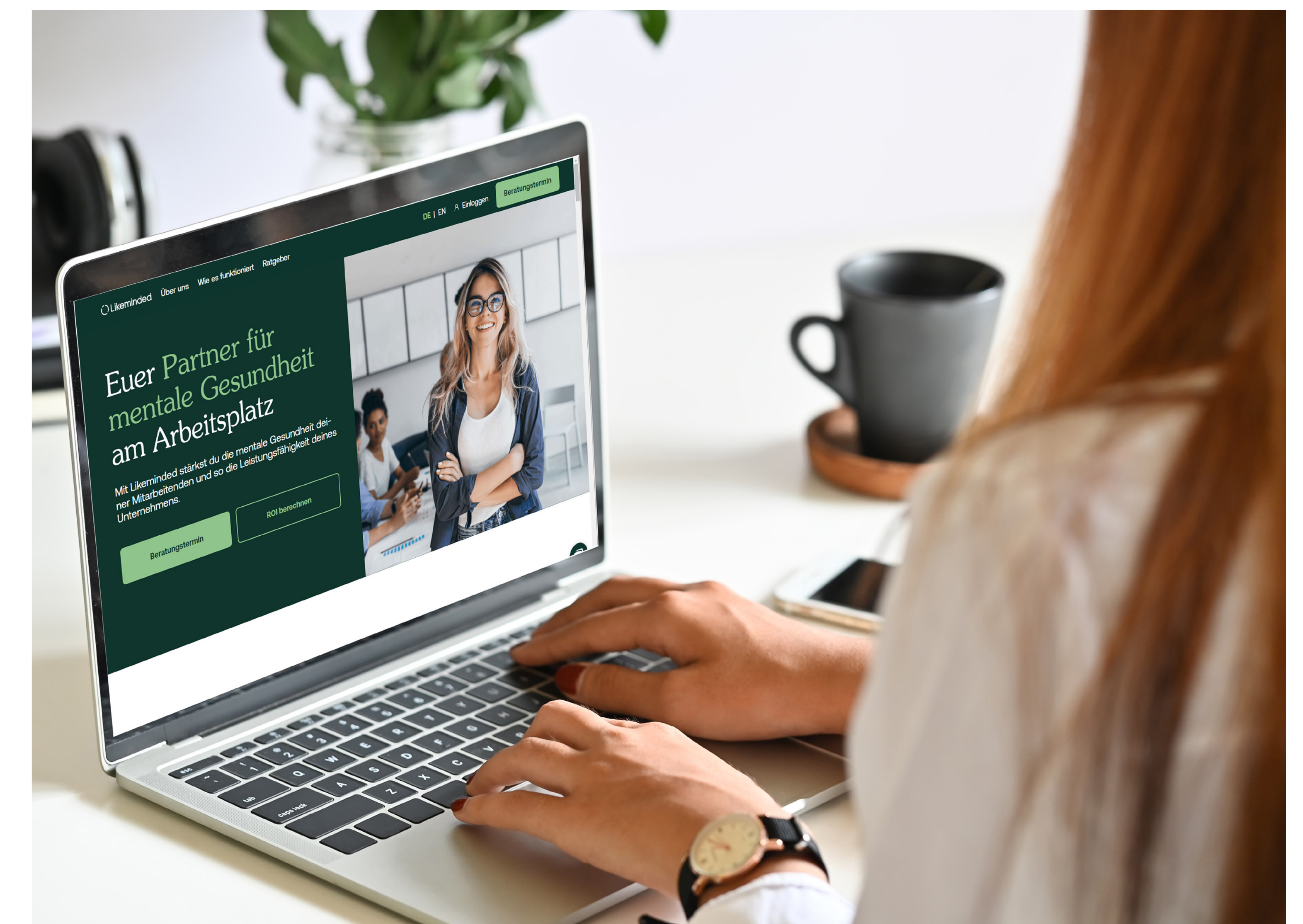
Sport event (e.g. SC Paderborn 07 sponsorship cup)



Teamevents (e.g. Easter run)



English learning platform Busuu



Mental health program 'Nilo'

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.

Unfortunately, one of our employees was injured on site while performing maintenance work at one of our energy storage systems in the field. We have reviewed the incident to reinforce our safety measures.



5.6%

Reported minor accidents at headquarters

In the business year 2023/2024 were no incidents of discrimination. The company has appointed a certified Diversity & Inclusion (D&I) Manager driving the D&I strategy and program. INTILION also introduced a 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	93	26 %	74 %

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.



100%

General health & safety training completion rate



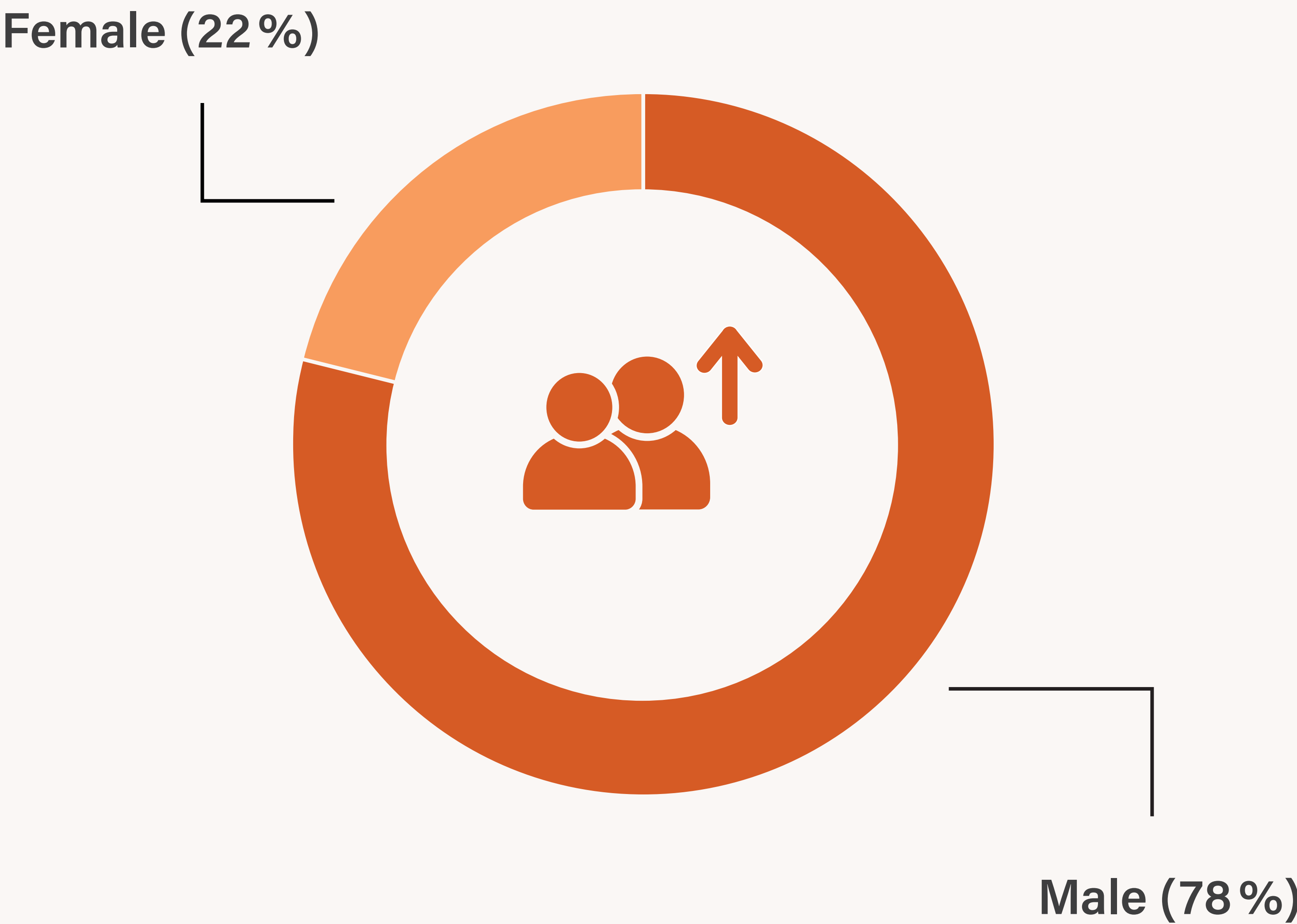
26 < 30 years

55 30-50 years

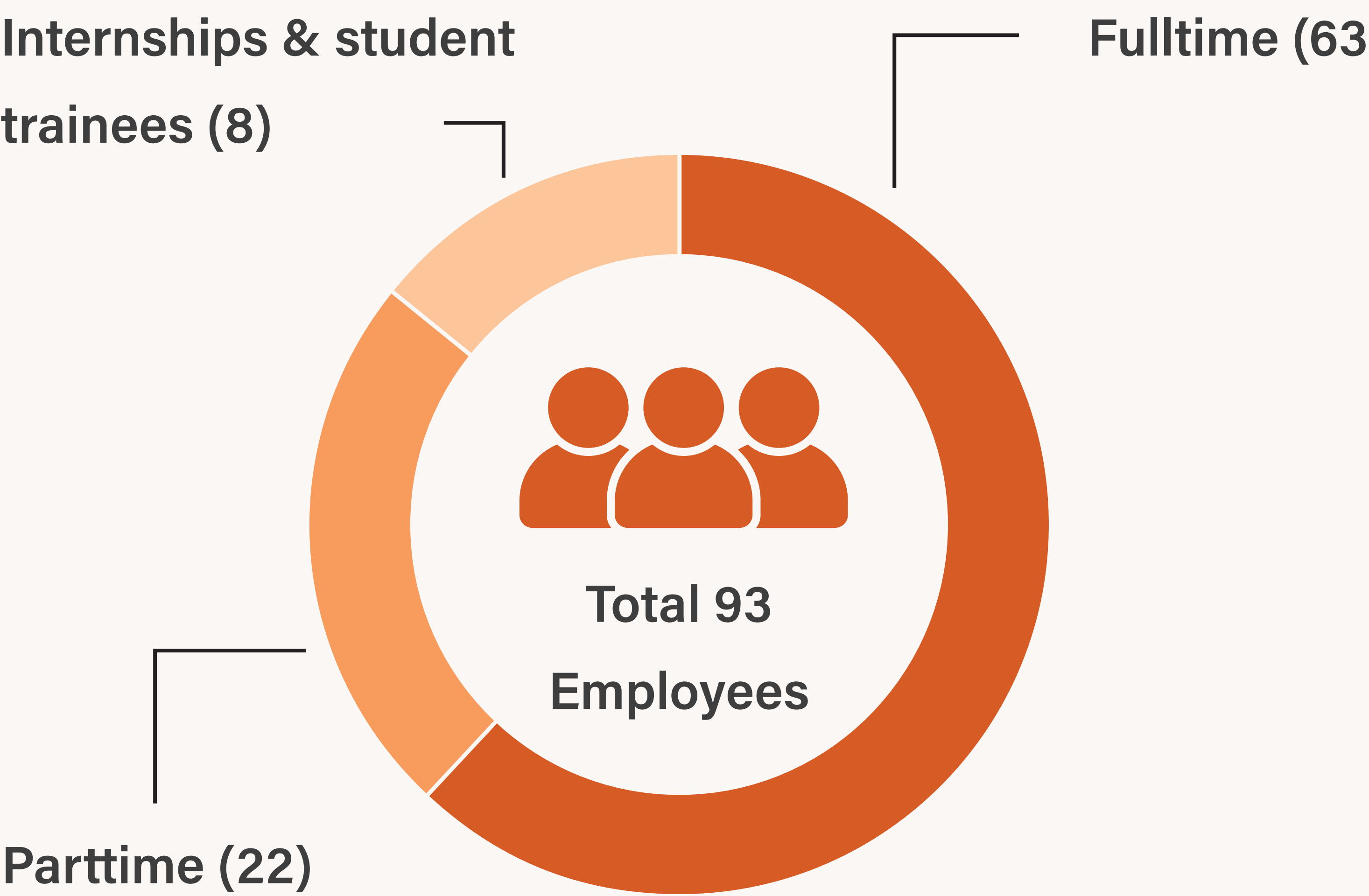
12 > 50 years

Employee age

Leadership positions



Employment by type



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 organisation and in the communities where we operate.

In support of the United Nations’ “Orange the World” campaign under the theme “Stop Violence Against Women”, INTILION illuminated the façade of its headquarters in orange. This visible sign of solidarity served to raise awareness about the global issue of gender-based violence and demonstrated our clear stance against discrimination and abuse in any form.

During the Christmas season, INTILION together with its partner SC Paderborn 07, visited a local hospital specialising in the care of women and children. As part of this initiative, gift bags containing INTILION's soft toy turtle “Tilda” and its children book explaining “how the electricity get into the electric car” were distributed to the young patients.

In addition to these activities, our employees demonstrated remarkable generosity and community spirit by participating in the fundraising campaign “Weihnachtswunder” organised by the local radio station WDR 2. The Team raised 1.500 euro, which was donated to support a regional charity project. This effort reflects the strong social awareness and solidarity that characterise our corporate culture.



Visiting a local hospital specialising in the care of women and children



INTILION’s soft toy turtle “Tilda” and its children book



“Orange the World” Campaign



INTILION raised 1.500 euro for fundraising campaign “Weihnachtswunder”

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

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 weekly Management Board meetings in the past business year 2024/25.

Executive Committee

The Executive Committee (EC) 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 weekly to evaluate company business, strategy and non-financial matters, including ESG and sustainability performance, and to act where needed.



Philipp Knaup
COO | Senior Executive

- ▶ German national
- ▶ Born in 1985



Boris Langerbein
CINO | Senior Executive (until 31.03.25)

- ▶ German national
- ▶ Born in 1979



Manuel Schmidt
CSO | Senior Executive (until 31.12.24)

- ▶ German national
- ▶ Born in 1981

Members of the Supervisory Board

The supervisory is composed of three members and is chaired by the Chairman of the supervisory board.

Name	Born in	Member since	Appointed until	Position
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.

The Board of Directors and Supervisory Board met five times during the reporting year, including for the approval of the annual financial statements.

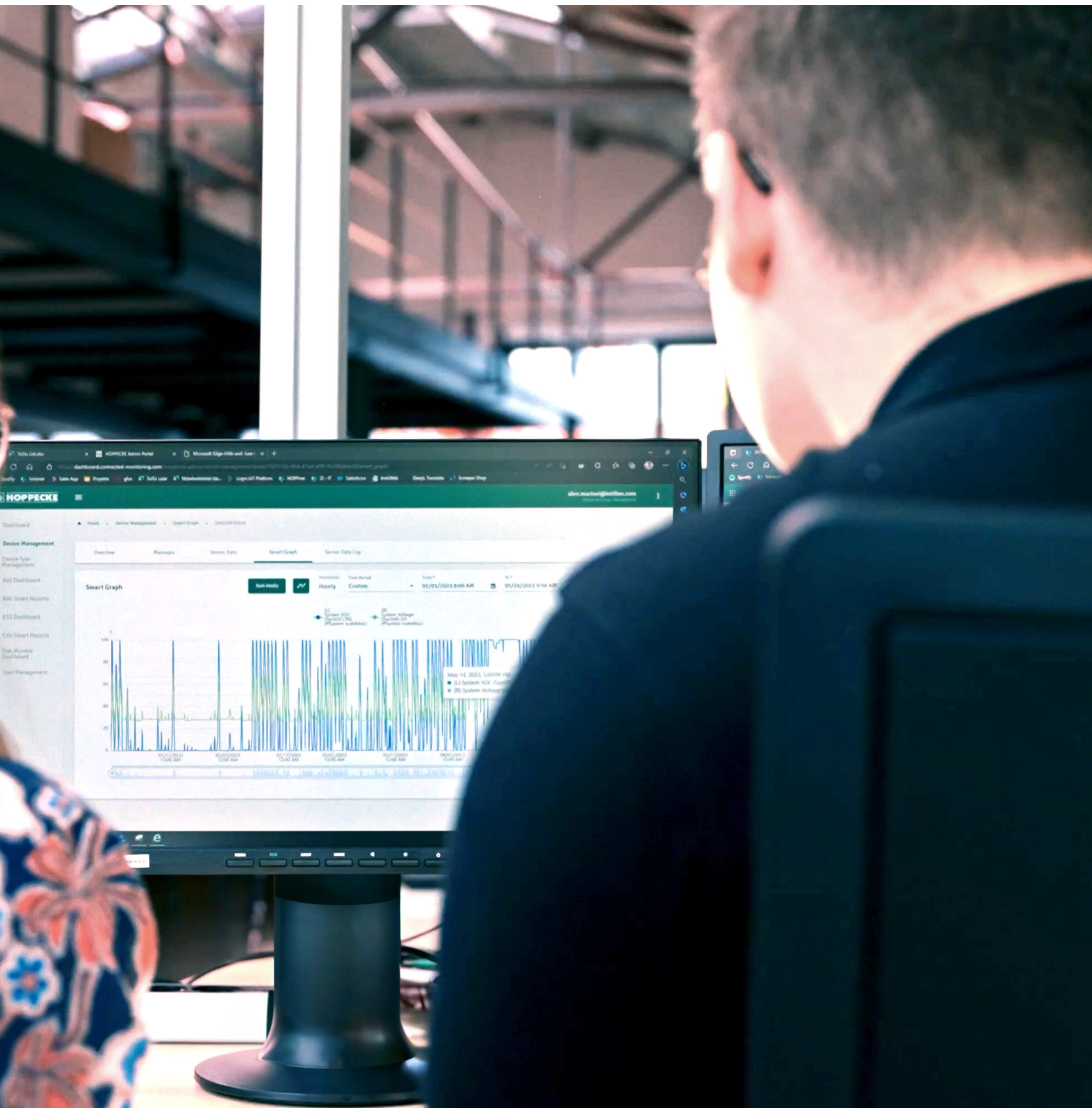
Cybersecurity and data privacy

INTILION's customised software applications are an integral part of its energy storage solutions and services portfolio seeing a continuously growing demand from customers and potential 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 customised software applications downstream if data were to be lost or misused. The company's proprietary software solutions are ISO 27001 (IT Security Management Systems) certified ensuring cybersecurity and system reliability.

To raise awareness, the company is providing guidance and annual training sessions on privacy matters to all employees. In addition, the company regularly conducts random tests to simulate cybersecurity breaches and phishing attacks. 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.

The return 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 inhouse R&D and Innovation team to continuously enhance product performance.

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.



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 (CoC), the Supplier Code of Conduct (SCoC) and various internal policies form a sound framework of principles and rules that govern everyday behaviour and decisions throughout the organisation.

The company’s CoC and SCoC are reviewed annually. Both documents are currently being updated to align with the European Artificial Intelligence (AI) Act. The revised versions will be released and published on the company’s website in early fall 2025.

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 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. 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.

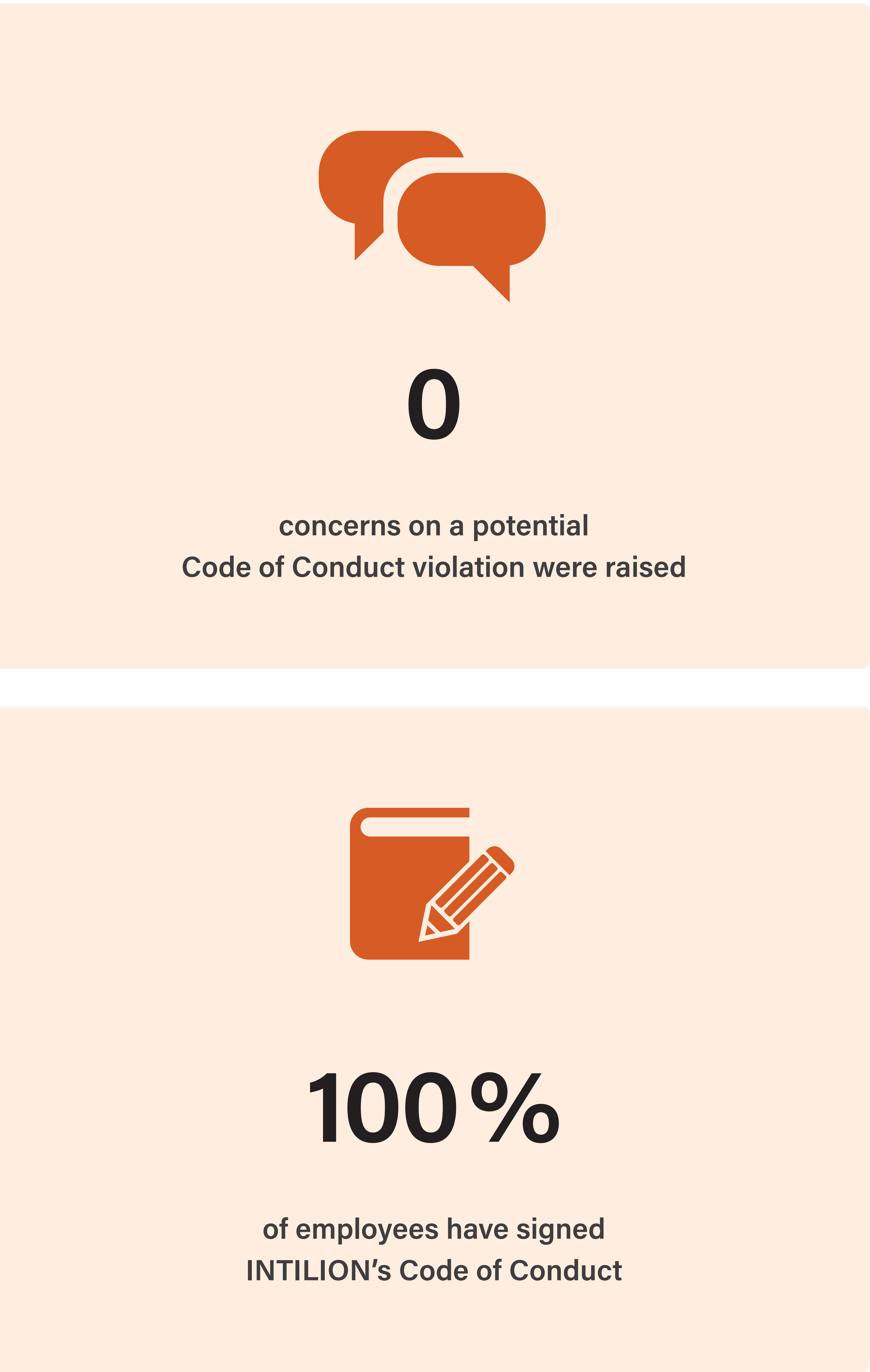
Our corporate values and our Supplier Code of Conduct are the basis for a sustainable and ethical supply chain. Respecting human rights in our supply chain is a top priority. INTILION is a participant of the UN Global Compact, the world’s largest and most important initiative for sustainable and responsible 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 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.

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

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 labour and modern slavery and environmental compliance.

Key compliance figures:



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