

# Sustainability Report



2023



**Summary**

- Letter to stakeholders ..... 3
- 1. Energy S.p.A. .... 4
  - Our history ..... 4
  - Our Future ..... 6
- 2. Materiality analysis ..... 8
  - 2.1. The identification of material themes ..... 9
  - 2.2 The list of material themes ..... 10
- 3. the focus on sustainability in governance ..... 17
  - 3.1 Our governance structure ..... 17
  - 3.2 Ethical principles and business integrity ..... 20
  - 3.3 Privacy compliance and data security protection ..... 22
  - 3.4 Creating economic value for stakeholders ..... 23
  - 3.5 Responsible supply chain management ..... 24
  - 3.6 Sector development cooperation ..... 27
- 4. The focus on product sustainability ..... 29
  - 4.1 Our products ..... 30
  - 4.2 Quality, safety and customer satisfaction ..... 32
  - 4.3 The sustainability and circularity performance of the products offered ..... 36
- 5. the focus on environmental sustainability ..... 38
  - 5.1 Energy consumption and GHG emissions ..... 38
  - 5.2 Effective and sustainable management of waste generated ..... 42
  - 5.3 Responsible water resource use practices ..... 44
- 6. the focus on social sustainability ..... 45
  - 6.1 Our people ..... 45
  - 6.2 Commitment to the welfare of its people ..... 48
  - 6.3 Respect for and guarantee of fundamental human rights ..... 50
  - 6.4 Health and safety in the workplace ..... 52
  - 6.5 Promoting equity and inclusion for the protection of diversity ..... 55
  - 6.6 Attraction and continuous development of talent ..... 57
- 7. 7. Attachments ..... 60
  - 7.1 Methodological note ..... 60
  - 7.2 GRI Content Index ..... 62

## LETTER TO STAKEHOLDERS

Dear Stakeholders,

It is with great pride that we present the inaugural edition of Energy S.p.A.'s Sustainability Report. In anticipation of regulatory requirements, we wanted to demonstrate our tangible commitment to environmental, social, and governance (ESG) issues.

Energy storage systems, which are at the core of our business, play a crucial role in supporting the transition to renewable energy sources and stabilizing energy networks. By facilitating the integration of intermittent renewables, such as solar and wind power, into the energy system, these storage solutions promote the growth of these industries, stimulating both employment and investment.

Furthermore, energy storage reduces the reliance on fossil fuel power plants for grid balancing, significantly decreasing CO<sub>2</sub> emissions and other air pollutants. Fully aware of the essential role we play, both in Italy and Europe, and of the commitment the energy transition demands, we are positioning ourselves to actively lead the change—one that can generate sustainable well-being for the entire community.

The following results reflect our determination to create sustainable value along three axes:

Environmental Sustainability: Acting as a key player in the reduction of CO<sub>2</sub> emissions.

Social Sustainability: Focusing on the well-being of our people and the community around us.

Governance Sustainability: Ensuring greater transparency in decisions and policies while fostering innovative solutions to promote sustainability.

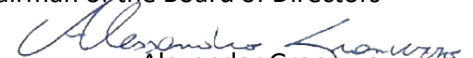
We firmly believe that by working together, we can make a significant difference and build a better world for future generations.

We hope you find this report insightful and inspiring.

Padua September 26th, 2024



The Chairman of the Board of Directors

  
Alexander Granuzzo

## 1. ENERGY S.P.A.

### GRI 2-6 |

*"We give every individual, family or business, the tangible opportunity to mitigate climate change and actively contribute to the green energy transition. Everyone can reduce the emissions of CO<sub>2</sub> by maximizing the self production of electricity, also contributing to the grid stability."*

*[Mission of Energy S.p.A.]*

Founded in 2013 as an Innovative StartUp, Energy, since its inception, has set itself the ambitious goal of supporting Italy's path to energy transition by offering renewable energy *storage* products (ESS - *Energy Storage System*).

Since its founding, Energy has consistently worked to achieve ambitious growth goals and become a major market reference.

After a year of research and studies on innovative technologies for residential plant engineering, the then Innovative Startup began its activity by launching the technical adaptation, marketing and after-market of photovoltaic electricity storage systems.

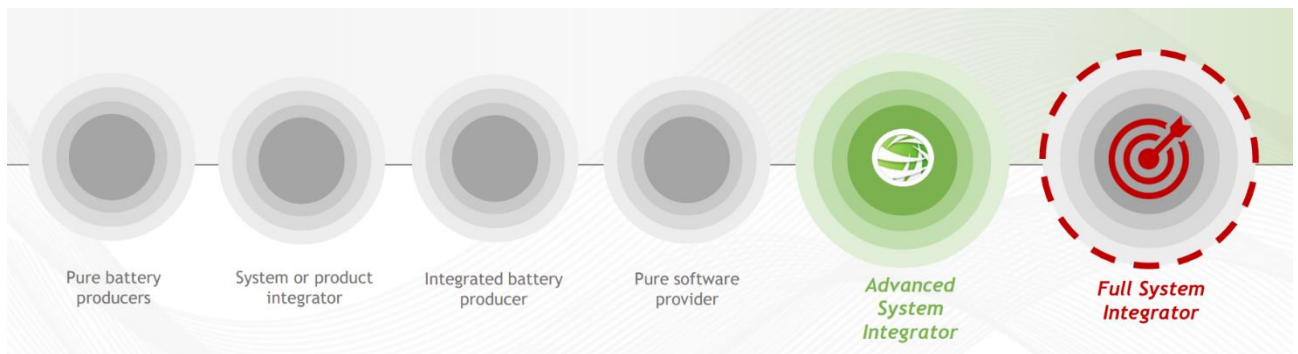
Since its founding, Energy has constantly worked to achieve ambitious goals, expanding the market served, both in Italy and abroad, and the range of products offered, including original solutions such as own-brand products (zeroCO<sub>2</sub>). It is precisely in this path of success and growth that, among others, the listing on Euronext Growth Milan (EGM) of the Italian Stock Exchange fits in. In fact, in June 2022, the extraordinary shareholders' meeting resolved to transform the company into an S.p.A., as well as to increase its share capital, which took place through the issuance of new ordinary shares. The first day of trading of Energy shares on EGM was held on August 1, 2022.



Over the years, the Company's business has evolved from the design and sale of Energy Storage System (ESS) for residential, commercial and industrial use to the design and production of similar but larger systems. To date, Energy offers itself to the market mainly through two product categories:

- "Small&Large ESS," featuring energy storage systems of less than 50kW and intended for small or medium-sized residential, industrial and commercial users;
- "Extra Large ESS," featuring energy storage systems of more than 50kW, for larger industrial and commercial users with higher energy storage needs.

In fact, thanks to research and studies on innovative technologies for residential systems, the Company started its business by launching the technical adaptation, marketing, and after-market of photovoltaic energy storage systems. From being an advanced systems integrator, the Company gradually internalized part of its hardware and software production and began to expand through targeted acquisitions.



In 2024, thanks to the battery assembly line, the Company acquired the status **of Full System Technology Manufacturer**.

## The future

Hot on the heels of 2022, 2023 was also a year of significant new developments for Energy, reflecting its ongoing commitment to improvement and innovation. Indeed, it was marked by important developments that consolidated the Company's position in the market and demonstrated its ability to adapt and be resilient in the face of evolving challenges.

In the first half of the year, Energyincloud s.r.l., a subsidiary company, was established and, also in the same year, a preliminary agreement was concluded through the newly established company to acquire the main operating division of Cloud Computing s.r.l., a company that has been operating in the field of software development for devices that can communicate with each other through the Internet (IoT) since 2016. This acquisition made it possible to internalize key skills and technologies in the software underlying the Energy Management System with which Energy's products are equipped and which make possible functions and services of primary importance to customers. Energyincloud s.r.l., in fact, is active in the provision of advanced services for the remote control and management of energy production, storage and consumption systems, through advanced technologies in the ICT (Information and Communication Technologies), IoT (Internet of Things) and other new technologies, and related technical assistance.

Also in 2023, Energy completed the installation of the first LFP (lithium-iron-phosphate) battery assembly line, an integral part of the more ambitious project to build the first nationwide Gigafactory. To bring this initiative to fruition, a new plant was planned to be built near the site currently in use in Sant'Angelo di Piove di Sacco (PD). Together with the newly established Pylon LifeEU S.r.l., a joint venture with Pylon Technologies Europe B.V., this project, aims to bring back to Italy the most advanced technologies and boost domestic production in the renewable energy sector, as well as to consolidate the company's leadership in the relevant sector and strengthen the value of Made in Italy at the international level.

The project is partially funded through the National Recovery and Resilience Plan (NRP). A grant of about €7.15 million, provided by Invitalia, will be used for the construction of a significant production facility. In a context of geopolitical tensions and energy challenges, where Europe is focusing on continental production, this support underscores Energy's project alignment with the more ambitious goals proposed by the PNRR and the European Recovery Plan in the field of renewable energy.

*"That of batteries and **storage systems for renewable energy sources is a strategic supply chain** that will be increasingly needed in the future, with a view to reducing fossil fuel energy inputs and **ensuring the green transition.**"*

*[Davide Tinazzi, CEO of Energy S.p.A.]*

In order to integrate in its evolution also an increasing awareness with respect to ESG issues, Energy has chosen, on a voluntary basis, to draw up its first sustainability report covering the year 2023, in order to disclose to all its stakeholders its performance and sustainability initiatives and so as to begin a gradual approach to the regulatory path outlined by the European Union.

The Global Reporting Initiative (GRI), the world's most recognized and widely used framework for sustainability reporting, was used as a reference in the preparation of this document.

## 2. MATERIALITY ANALYSIS

GRI 2-29 | GRI 3-1 | GRI 3-2 |

In the context of sustainability reporting, materiality analysis plays a crucial role in determining the content to be included in the document and enables organizations to identify strategic ESG priorities, communicate relevant information to stakeholders, and integrate sustainability considerations into corporate strategy. It also ensures that sustainability reporting is focused, meaningful, aligned with ESG priorities, stakeholder needs, and the long-term success of the organization.

The materiality analysis-which was carried out for the first time during 2023-identified and prioritized the environmental, social and governance (ESG) issues most relevant to Energy's business and its stakeholders, and identified key areas that require more attention and against which action needs to be taken; these were included in a Road Map that will enable the organization to strengthen the management of ESG aspects from an integrated sustainability perspective.

The concept of dynamic materiality, popularized in 2020 by the World Economic Forum in its paper entitled "Embracing the new age of materiality"-represents materiality as a process.

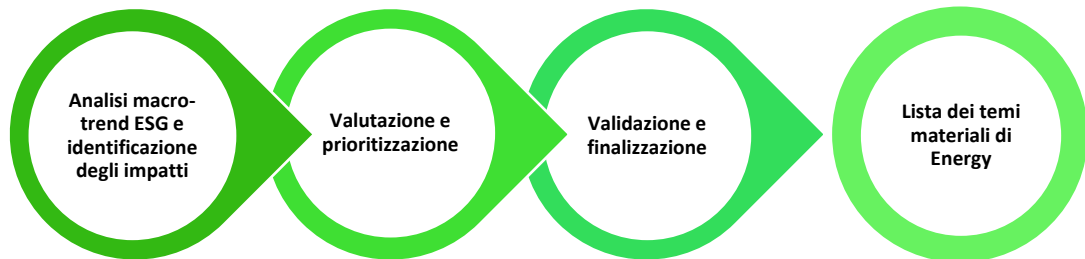
Regularly updating the materiality analysis is crucial to ensure that the organization remains aligned with the changing dynamics of the economic, social and environmental environment. Indeed, it is a dynamic process whereby what is irrelevant today may become material tomorrow.

Precisely for this reason, Energy, also in light of recent regulatory developments affecting the ESG landscape, is committed to periodically renewing the list of material issues in order to keep it updated also from a future perspective of dual relevance, that is, able to consider not only the perspective of so-called "impact materiality" but also that of "financial materiality" focused on the identification and assessment of risks and opportunities.



## 2.1. The identification of material themes

The process that led to the identification of material topics, in accordance with the requirements of the Universal Standard - GRI 3 Material Topic Guidelines, followed three main steps:



### Analysis of macro-trends and industry ESG benchmarks and identification of impacts

Initially, a benchmarking analysis was conducted considering Energy's target sector in order to intercept relevant sustainability issues and stakeholder expectations. Then considering Energy's activities and products as well as sustainability macro-trends and issues relevant to the sector, the current and potential positive and negative impacts that the organization generates, directly and/or indirectly on the economy, people and human rights, and the environment were identified.

### Evaluation of significance

Key functions of the organization, such as Human Resources, Finance, Administration, Purchasing, Production, and Sales, were then asked to assess the significance of the previously identified impacts.

In line with the requirements of GRI Reporting Standard 3, the following were assessed for each impact:

- magnitude understood as the significance of the actual or potential impact, considering magnitude (extent of the negative impact or the benefits derived from the positive impact), extent (degree of spread in terms of people affected/reached or territory affected) and, for negative impacts only, character of irretrievability (difficulty of remedying the harm resulting from the impact);
- Probability of occurrence of the impact, in the case of potential impact.

Combining the two assessments resulted in a measure of the significance of each impact.

### Prioritization and formalization of the list of material issues

The impacts assessed were duly grouped into themes which were sorted according to the priority that emerged in the assessment.




Through the results of the assessments, a materiality threshold could be identified.






Once the themes were validated, it was possible to identify the disclosures to be reported within the Sustainability Report.









Finally, one or more Sustainable Development Goals (SDGs) as defined by the United Nations 2030 Agenda were identified for each sustainability issue found to be material.





## 2.2 The list of material themes






Energy's material themes are presented below, broken down in order of prioritization for each area, environmental, social, governance, and product.





Environment		SDGs
<p><b>Energy consumption, GHG emissions and climate change</b></p>	<p><i>Economic activities inevitably generate an impact on the environment through the consumption of energy resources and the release of greenhouse gas emissions into the atmosphere, especially when fossil fuels are used (e.g., for heating buildings). In order to mitigate its impact on climate change, it is essential to actively engage in the reduction of these emissions through the use of sourcing from renewable and low-carbon sources.</i></p>	  










Environment		SDGs
<p><b>Responsible waste management</b></p>	<p><i>The proper management of waste generated during business activities and the proper disposal of assets at the end of life are crucial operations to help safeguard natural resources, such as soil and groundwater, and to enable the recovery of valuable materials. Waste generated by Energy-predominantly non-hazardous waste-is mainly derived from packaging.</i></p>	    



Social		SDGs
<p><b>Respect for human rights</b></p>	<p><i>Respect for human rights is crucial to ensuring the well-being and dignity of each individual. By promoting respect for these rights in work practices as well, a climate of trust can be created, a solid business ethic, for a sustainable, inclusive and successful long-term future.</i></p>	   
<p><b>Talent attraction, training and continuous development</b></p>	<p><i>Companies can positively impact the development and training of their employees through the provision of learning opportunities, professional development programs, skills training, individual support and a culture of continuous learning. Investing in employee development not only helps employees grow and achieve professionally, but also contributes to the long-term success of the company itself and improves its reputation and competitiveness in the marketplace.</i></p>	 
<p><b>Equity, inclusion and protection of diversity</b></p>	<p><i>Incidents of discrimination, in addition to generating a negative impact on the mental health and emotional well-being of those who experience them, create an unfavorable work environment, negatively affecting employee motivation, engagement, and productivity, discouraging new talent upon entry, and damaging corporate reputation. Promoting equity, inclusion, and support of diversity is essential to creating a respectful, challenging, and successful work environment.</i></p>	 

<p><b>Welfare and staff benefits</b></p>	<p><i>Corporate welfare is one of the tools for enhancing the personal and professional well-being of workers. The implementation of welfare programs contributes to the creation of a positive environment and retention while also generating a competitive advantage.</i></p>	  
<p><b>Occupational health and safety</b></p>	<p><i>From the perspective of sustainable development, occupational health and safety are not compliance issues, but rather a stronger business drive toward a modus operandi that mitigates and prevents risks and is capable of protecting workers.</i></p> <p><i>Positive impacts include, for example, not only the protection of the person and the worker but also the awareness for the worker that he or she is operating in an environment where the person is protected, with a return on corporate reputation, efficiency and productivity.</i></p>	

Governance		SDGs
<p><b>Sector cooperation and development</b></p>	<p><i>Knowledge sharing, the adoption of common standards, joint technological innovation and the creation of shared initiatives, among industry players and within the value chain, generate positive impacts on the environment, society and the economy. These aspects are even more relevant when considering, for example, the current context of energy evolution and transition.</i></p>	  
<p><b>Business ethics, transparency and integrity</b></p>	<p><i>The culture of legality and ethical conduct of business are a fundamental prerequisite for the sustainable development of the company in its relations with its stakeholders, built on values such as transparency and fairness. As such, they must be constantly guarded and promoted.</i></p>	 

Governance		SDGs
<p><b>Economic value creation</b></p>	<p><i>Business and entrepreneurial activity generates economic value, supports employment, its own value chain, and innovation, contributing to the improvement of people's quality of life and economic growth. The resulting redistribution of the value generated thus leads to positive impacts on society and the economy in the long term.</i></p>	  
<p><b>Protection of privacy and data security</b></p>	<p><i>Cyber breaches, in the globalized and interconnected world, are to be considered a tangible risk, and the compromise of sensitive information can cause negative effects both economically and reputational-wise. For this reason, the increasing and gradual strengthening of business systems and processes aimed at data protection is essential.</i></p>	

Material themes - product	Description	SDGs
<p><b>Sustainability performance of the products offered</b></p>	<p><i>Offering products that improve customers' sustainability performance and providing solutions that reduce their environmental impact helps to promote sustainable development. This is a major issue as it relates to the efficient use of resources, reduction of greenhouse gas emissions, energy efficiency, and possible economic benefits.</i></p>	      
<p><b>Quality and safety by product</b></p>	<p><i>In addition to ensuring that products meet regulatory standards and customer expectations, a sustainable approach also involves consideration of environmental and social impacts throughout the product life cycle. Investing in product quality and safety not only helps protect the environment and consumer health, but also promotes corporate reputation and encourages greater adherence to sustainability principles.</i></p>	 

Material themes - product	Description	SDGs
<p><b>Circularity of product</b></p>	<p><i>Integrating aspects of circular economy into its business processes and strategy turns out to be an important building block for achieving sustainability goals. Promoting circularity promotes waste reduction, conservation of natural resources and the creation of new economic opportunities.</i></p>	 



### 3. THE FOCUS ON SUSTAINABILITY IN GOVERNANCE

GRI 3-3 "Business Ethics, Transparency and Integrity," "Privacy and Data Security Protection," "Economic Value Creation," and "Industry Cooperation and Development"

GRI 2-9 | GRI 2-10 | GRI 2-11 | GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-17 | GRI 2-23 | GRI 2-25 | GRI 2-26 | GRI 2-27 | GRI 2-28 | GRI 201-1 | GRI 202-2 | GRI 405-1 |

Energy understands that integrating sustainable practices into business management is not only about environmental and social responsibility, but is a strategic imperative to ensure long-term resilience and competitiveness; therefore, sustainability issues must be the focus of governing bodies.

Sustainability in corporate governance involves the careful management of environmental, social and economic resources to meet global challenges, balancing stakeholder interests and promoting inclusive and sustainable growth, enabling organizations to thrive in a rapidly changing economic and social environment.

Recognizing the crucial importance of sustainability to the future of the company and the entire industry, Energy has launched a series of initiatives aimed at integrating sustainability principles into every aspect of its business management; among them, the active involvement of governance in its sustainability journey.

The path taken by Energy is embodied in an ongoing and growing commitment that the company intends to progressively enrich in the coming years. This gradual and proactive approach aims to ensure not only compliance with environmental and social regulations, but also to promote innovation, improve operational efficiency, and strengthen stakeholder trust.

#### 3.1 The governance structure

Energy's corporate governance structure is based on a traditional organizational model, which aims to ensure the proper functioning of the Company and enables it to guarantee compliance with high ethical standards, consisting of:

- **Members' Meeting**, a body whose purpose is to represent the interest of the generality of the membership and make the most important decisions for the organization, appointing members to serve on the Board of Directors, approving the annual budget, and amending the bylaws;
- **Board of Directors**, currently composed of three members, two of whom are partners-acting through a managing director;
- **Board of Statutory Auditors**, composed of 3 full members and 2 alternate members.

The operation of these bodies is governed by the current corporate civil law, the applicable provisions of CONSOB regulations, and the rules of the Italian Stock Exchange for companies listed on the EGM market.

The highest managerial responsibilities within the Company are assigned to the Chief Executive Officer, Davide Tinazzi, according to the powers delegated by the Board of Directors.

Instead, the chairmanship of the Board of Directors is given to Alessandro Granuzzo.



In Energy, the Board of Directors plays a key role as a strategic body and promoter of long-term sustainable growth: it is responsible for strategic and organizational decisions and ensures that the Company's management complies with the principles of compliance, safety, and sustainability, both in socio-environmental and economic terms. In this regard, the Chairman of the Board of Directors actively and carefully participates in strategic planning, the promotion of sustainability in the organization, the integration of environmental and economic logics into corporate strategy, and the alignment with transparency and reporting practices on ESG issues.

The definition of the vision and mission takes place in the Board of Directors, which first evaluates medium- and long-term goals and the best strategies for aligning the organization's values with their achievement. Goals and content are then transformed into shared methods passed on to function heads who, in turn, are responsible for initiating the development activities necessary to implement them.

Reconfirming the importance that Energy's highest governing body attaches to the issue of sustainability in the agenda of the steering committees, which occur about once a month, the policies that guide the organization's operations on sustainability issues are discussed.

As anticipated, the Board of Directors consists of three figures from different professional and industry backgrounds, but complementary and functional to Energy's business. The Chairman, Dr. Granuzzo, the only independent member, is an expert in corporate affairs, auditing and financial management. The position of CEO is held by Eng. Tinazzi, a university researcher with experience in innovative materials research, nanotechnology, project management, control and power electronics. Finally, the third member, Eng. Taffurelli, currently Energy's CTO, has many years of experience as a technical director in industrial production companies of refrigeration and air conditioning technologies, including in sectors with high technical and management complexity, such as the railway sector.

Member	Role	Genus	Age	Power	Independence	No. of years on the Board	Stakeholder representation	No. of important positions held in other companies	Relevant skills regarding the impacts of the organization
Alexander Granuzzo	President	M	>50	Non-executive	Yes	1	-	4	Audit/ODV/ Finance
Tinazzi Davide	Chief Executive Officer	M	30-50	Executive	No	10	Shareholder	2	Project Manager-Engineering
Taffurelli Andrea	Managing Director	M	>50	Executive	No	10	Shareholder	1	Engineering

The process of appointing members of the Board of Directors is structured to ensure the efficiency and transparency of governance. Members of the Board of Directors are elected through lists of candidates filed with the company seven days before the meeting, with the condition that within the lists with three or more candidates, there must be at least one independent director. Only shareholders with at least 7.5 percent of the share capital may submit lists. If no independent director is appointed, the first independent candidate not elected from the list with the most votes is chosen.

Pursuant to Legislative Decree 231/2001, the Board of Directors has also established a single-member Supervisory Board to monitor regulatory compliance and ensure ethical behavior within the company.

#### **TOWARD ESTABLISHING AN ESG COMMITTEE**

Energy planned to establish a Sustainability Risk and Control Committee, composed of the CFO, Human Resources Manager, Production Manager, and Chairman of the Board of Directors; the committee is expected to be established during 2024. The body will be responsible for formulating proposals for plans to achieve sustainability goals, monitoring their

implementation, and quantifying the organization's impacts on the economy, environment, and people. This constitution will ensure the activation of an information process, with temporally defined recurrence, between the Committee and the Board of Directors, which must verify and approve what is reported and accounted for. The relationship between the two entities will be defined and formalized within a Charter that will be drafted when the Committee itself is created and will be approved by the Board of Directors.

The establishment of a committee dedicated to sustainability and risk management, along with an ongoing training approach, is intended to demonstrate Energy's commitment to integrating social and environmental responsibility logic into its business strategies.

### 3.2 Ethical principles and business integrity

Energy adopts **seriousness, professionalism, fairness** and **confidentiality** as its guiding principles, reconciling the pursuit of market competitiveness with compliance with applicable regulations. As a confirmation of this approach, the Company requires of its employees that knowledge and technical skills are used in accordance with laws and internal regulations, ensuring ethical and compliant business conduct, with the aim of creating a corporate culture oriented toward the continuous improvement of the performance offered, through a conscious and responsible use of resources, in line with the principles of social responsibility.

Relationships between different levels of responsibility must be conducted with fairness and propriety, and department heads must exercise their duties with objectivity and balance, properly caring for the relationships and professional growth of their staff members.

To promote and consolidate these values, in 2023 Energy drafted and adopted the first corporate Code of Ethics, prepared in accordance with the main national and international regulations, on human rights, corporate social responsibility and corporate governance, ensuring strict adherence to the highest ethical and legal standards, which are essential elements for the long-term success of the company. Within the document are established and enunciated the guiding norms and principles, values and ethical standards to be observed by all employees, both in internal and external relations. This document has been shared with all staff and made public on the company's web channels. Specifically, the document is guided by the following principles:



In line with one of its own principles, Energy's Code of Ethics addresses the issue of anti-corruption. Specifically, the document explicitly prohibits corrupt practices, illegitimate favors, collusive behavior, and solicitation of personal benefits, even if they could benefit the Company. For example, accepting personal gifts or courtesies outside of those of modest value and normal courtesy is prohibited. Gifts may only be given within the limits of applicable regulations, with a prohibition on giving gifts and acts of business courtesy to third parties who have indicated that they cannot accept them due to company policy. The Code is intended to promote high standards of integrity, emphasizing the importance of honesty and impartiality of each employee in maintaining corporate integrity.

Finally, also in 2023, as a confirmation of its commitment, Energy conformed its activities to the requirements of Legislative Decree No. 231 of June 8, 2001, by adopting its Management and Control Organizational Model ("Model 231").

All commitments to ensure the integrity of the business and the fairness of its practices find concreteness and confirmation in the absence of cases of non-compliance with laws and regulations, and incidents of corruption, in the three-year reporting period.

In compliance with Legislative Decree 24/2023, Energy has also established its own whistleblowing procedure in order to recognize, for its employees and nonemployees, a useful tool to bring to light offenses and violations. This procedure requires the Company's Supervisory Board to handle whistleblowing reports with complete respect for the confidentiality of the individuals involved and the content of the report, and to protect the whistleblower against any form of retaliation, discrimination or penalization for reasons related, directly or indirectly, to the report.

Specifically, Energy allows for reporting:

- written, via the dedicated web-app WhistleBlowing platform<sup>1</sup> , intended as a priority reporting channel;
- Oral, via recorded voice messaging to be made again through the dedicated web-app WhistleBlowing platform; or
- Through face-to-face meeting set on request through platform.

The platform is easy and intuitive to use and, through the assignment of a unique code at the time of reporting, allows the reporter to subsequently monitor the progress of their case. In addition, reports can be submitted anonymously, provided they describe in detail the facts and people involved.

In addition to internal reporting channels, if the prerequisites of Article 6 of Legislative Decree 24/2023 are met, external reporting can be made through the channels established by ANAC.<sup>2</sup>

### 3.3 Respect for privacy and protection of data security

Energy, considering the sensitivity of the topic, considers privacy protection and thus data security to be of paramount importance. Protecting sensitive data, including customer, project and technology data, is essential to prevent intellectual property theft and safeguard the company's competitive advantage. In addition, information security is crucial to maintaining the trust of customers, partners, and investors, while compliance with data protection regulations, such as the General Data Protection Regulation (GDPR) in Europe, not only reduces the risk of incurring legal penalties, but also demonstrates the company's commitment to responsible management practices.

Underlying this focus on data security is the increasing use of information systems and the spread of digitization processes that can, by nature, generate a risk, albeit minimal, of cyber security, the consequences of which could go beyond data loss to imposing business disruptions. In an industry characterized by continuous innovation and technological advancements, implementing robust cyber security measures becomes a strategic investment. This not only protects day-to-day operations but also ensures business continuity and resilience against future threats. Thus, cyber security is not just an operational necessity, but a key element for long-term success and business sustainability.

---

<sup>1</sup> The channel is available at the following link: <https://energysynt.wbisweb.it/>

<sup>2</sup> Available at the following link <https://whistleblowing.anticorruzione.it>

Aware of this, although the Company is not particularly exposed to this risk, it is nevertheless engaged in constant activity to strengthen its IT systems, constantly implement security procedures, train personnel and protect its IT infrastructure with ad hoc measures.

In general, privacy protection is a crucial issue for Energy, and for this reason, constant contact has been established with an external legal professional, who is responsible for periodically performing internal audits aimed at ensuring and monitoring compliance with relevant regulations and updating management on the subject.

Below are just some of the active policies in the area of data protection:

- Customer and supplier information
- Employee disclosure
- Trade show disclosures
- Employee image acquisition consent form
- Exercise of rights form
- *Data breach* protocol
- Corporate video surveillance regulations
- Treatment activity log
- Appointment authorized to view images.

As for employees, information with respect to the complaint procedures through web app *whistleblowing* and training on the same, as well as on Model 231, are provided through periodic training, with paper and electronic materials being shared. Finally, the HR department makes itself available to receive less serious reports and complaints that do not necessarily require the protection of anonymity.

### 3.4 Creating economic value for stakeholders

The Company's strategic vision focuses on an integrated approach, which sees the company not only as a manufacturer of renewable energy storage systems, but as a key player in the global transition to clean energy. This criterion allows Energy to create economic value that is reflected not only in financial results, but also in improved environmental and social conditions.

In pursuing this goal, Energy has benefited for several years from the increased demand for its products brought about by the push toward clean energy; this has made Energy's market, a strategic one worldwide. This favorable environment has, on the one hand, allowed Energy to position itself as a leader in an ever-evolving industry but, on the other hand, has created conditions for various operational risks that could affect the company. However, these are regularly managed in order to ensure the security of business continuity. Indeed, Energy constantly strives to stay ahead of the curve, adapting quickly to regulatory changes and taking advantage of opportunities to innovate and improve its products and processes.



Underlying this approach is a growth path embodied in the 2022-2024 Business Plan, which is based on targeted and well-defined strategies. Among these, the development of the commercial and industrial market segment is a priority, as they represent areas with high growth potential. In addition, Energy is investing significantly in infrastructure capital, which is critical to support operational expansion, effectiveness, and to maximize added value. Business expansion in Europe and North America is another pillar of the company's strategy, which aims to consolidate Energy's presence in key markets. Finally, optimizing business processes for efficiency is crucial to improving competitiveness and economic sustainability.

These strategies will not only foster Energy's economic growth, but also contribute to the creation of lasting value for all its stakeholders.

The statement of economic value generation is presented below. Please refer to the texts of the financial statements for the relevant details.

	u.m.	2023	2022	2021
<b>Directly generated economic value</b>		<b>65.958.984</b>	<b>127.170.198</b>	<b>51.725.086</b>
<i>Revenues (Turnover)</i>		63.328.571	126.450.179	51.514.126
<i>Capitalization of internal work</i>		1.394.506	441.040	38.790
<i>Other income</i>		1.235.907	278.979	172.170
<b>Economic value distributed</b>		<b>59.125.205</b>	<b>103.964.025</b>	<b>43.969.999</b>
<i>Operating costs and supplier remuneration</i>	€	52.292.479	93.025.522	40.108.515
<i>Employee compensation</i>		2.452.105	1.868.509	1.063.888
<i>Remuneration of lenders</i>		2.471.686	689.135	205.592
<i>Payments to Public Administration</i>		1.908.935	8.380.859	2.592.004
<b>Economic value withheld</b>		<b>6.833.779</b>	<b>23.206.173</b>	<b>7.755.087</b>
<i>Depreciation and amortization</i>		1.224.579	598.523	388.467
<i>Profit (loss) for the year</i>		5.609.200	22.607.650	7.366.620

With regard to tax management, the Company's behavior is inspired by principles of fairness and fiscal responsibility, aimed at ensuring compliance with tax obligations under national and EU regulations, as well as the proper discharge of tax liabilities by avoiding any documentary or factual alteration in order to achieve undue tax savings.

### 3.5 Responsible supply chain management

Given the unique nature of the business in which Energy operates, the supply chain certainly plays a critical role in the continuity of operations and may present social, ethical, and environmental (as well as economic/financial) risks. In particular, the European Union's high dependence on battery cell imports could expose the industry to high costs and risks and undermine the industry's ability to compete with foreign competitors; risks that are increasingly real given the expected increase in demand for such products. Access to the five essential raw



materials (lithium, nickel, cobalt, manganese, and graphite) also poses a major challenge to Europe's security of supply because the largest refining and processing facilities for almost all battery production materials are now concentrated in China, a country that effectively dominates the lithium-ion battery supply chain. For these reasons, the Company relies primarily on long-term technological and manufacturing partnerships with selected suppliers with whom it has established a long-term, mutually beneficial relationship.

The main suppliers for direct purchases of products for sale and various components for Energy production are located in non-EU countries; specifically, precisely because of the characteristics of the supply chain in question, the key suppliers of *cobalt-free* lithium-iron phosphate batteries, inverters, converters, optimizers, and electric charging stations are Chinese.

To date, there are about a dozen supply relationships for direct purchases with non-EU suppliers, while for the purchase of materials such as carpentry, wiring and accessories, Energy prefers the proximity and greater sustainability of a supply within the Italian borders, and for this reason it has business relationships with about 30 suppliers in the country. That said, purchases in Italy represent the smallest part of Energy's purchases, about 10 percent of the total, and mostly refer to services and raw materials used in Energy's internal assembly production process for storage systems in the Extra-Large (XL) range and for accessories in the Small&Large range.

The process of selecting and evaluating suppliers of the main components of Chinese origin is the responsibility of the R&D Department and Management, particularly the CTO, who performs an evaluation of the products from a quality and compliance point of view, always with an eye toward innovation and *safety&reliability*. A technical assessment is imposed by the high technological content of the products, but Energy complements this with criteria of economic and financial soundness and a risk analysis. Similarly, the process of selecting and evaluating Italian suppliers of carpentry products and other components is conducted by the Purchasing Department with the support of the Technical Department.

At present, sustainability criteria have not yet been introduced into the supplier evaluation process, partly because of the rapid evolution and growth of the Company, which in just a few years has undergone a major acceleration that has resulted in the need for internal reorganization and the acquisition of new resources and skills.

Nevertheless, for the next three years Energy is planning its commitments with a view to promoting and disseminating the principles of social and environmental sustainability along the supply chain, through a path that will enable the company to improve its sustainability performance in order to build a more sustainable and transparent supply chain.

In line with industry best practices, the actions Energy intends to take involve introducing a process for evaluating the supplier base in order to assess and monitor its impacts on the economy, the environment and people, paying particular attention to the protection of human

rights, so as to promote the development of sustainable practices and compliance with environmental and social standards throughout the value chain.

In order to promote greater transparency, suppliers will be encouraged to share detailed information on the origin of materials and to provide compliance statements certifying that the materials supplied are free of so-called "conflict minerals."

The Company is therefore committed to identifying the most suitable tool for conducting an analysis that takes into account these new criteria and also evaluating new suppliers based on these parameters.

In this sense, Energy is planning to introduce a Code of Conduct in order to ensure that suppliers adhere to high standards of ethics, sustainability and social responsibility (safe working conditions, fair and respectful treatment of employees and ethical practices). Energy also intends to promote awareness of environmental issues by raising awareness and actively collaborating with suppliers in order to share sustainability goals, exchange best practices, and implement actions to reduce identified environmental impacts.

The goal, therefore, is to embark on a path of progressively increasing awareness together with our suppliers, who are also strategic partners in this area.

### 3.6 Sector development cooperation

In an era of global challenges such as climate change, dwindling natural resources and social inequalities, businesses can no longer afford to operate in isolation. Collaboration among players in the same industry offers an effective way to address these complex problems by pooling resources, skills and innovations.

These aspects are also crucial, especially in the context of promoting the use of renewable energy, which presents several challenges. Fostering networking among different actors in the sector can generate positive impacts on the community and the environment, reducing operating costs for companies and accelerating the path to a more sustainable future.

In the area of Research and Development, in 2023 Energy entered into a partnership with UniSMART, the foundation of the University of Padua, in order to collaborate in the achievement of the university's "third mission," which aims to promote technology transfer and the involvement of external, public and private entities in the pursuit of the university's institutional goals. This partnership enables the acceleration of technological innovation and facilitates the implementation of advanced solutions in the energy sector, thereby strengthening Energy's ability to remain at the forefront of its industry.

Also during 2023, Energy participated in important fact-finding meetings with several energy companies for the construction of facilities for renewable energy production. These meetings were aimed at actively contributing to maximizing the benefits that such plants can bring to the community.

In parallel, collaboration has been initiated with aggregation platforms to establish Renewable Energy Communities.

Energy, moreover, is an active member of several associations and technical committees, including ANIE Rinnovabili (an association of Confindustria whose members are companies operating in the energy sector in the technological sectors of photovoltaics, wind, hydroelectric, bioenergy, geothermal, energy from the sea, thermodynamic solar and storage systems), Confindustria and Italia Solare (an Italian association dedicated exclusively to photovoltaics and technological integrations for intelligent energy management). Participation in these committees, which meet on average every two months, is essential to stay up-to-date on the latest regulations and innovations in the sector.

- **ANIE Rinnovabili** represents companies in the renewable energy sector and is part of ANIE Federazione, a member organization of Confindustria. ANIE Rinnovabili's main objective is to promote the development and use of renewable energy in Italy by supporting research and technological innovation and promoting sustainable energy policies. The association offers technical, regulatory and market support to its members, making it easier to navigate the

complex regulatory landscape and take advantage of growth opportunities in the renewable energy sector.

- **Italia Solare**, on the other hand, represents solar energy companies and professionals as an important point of reference for all stakeholders interested in this type of renewable energy in Italy, from both an industrial and research and development perspective. It also engages in the dissemination of knowledge and awareness of the benefits of solar energy, offering support to members for technological innovation, regulatory and legal assistance, and professional training. It also organizes events to foster networking and exchange of best practices among industry players. Finally, it works closely with Italian and European institutions to influence energy policies and promote regulations favorable to the development of solar, emphasizing the importance of a stable and incentivizing regulatory framework for investment in the sector. Through these collaborations and initiatives, Energy is committed to supporting the development of renewable energy and contributing to the transition to an environmentally friendly economy. Research and development activities, commitment to social responsibility, and active participation in industry associations demonstrate the company's focus on a sustainable future while fostering growth and innovation in the energy sector.

This approach not only promotes the well-being of communities, but is also intended to help build a long-term relationship of trust with communities and their stakeholders.

## 4. THE FOCUS ON PRODUCT SUSTAINABILITY

**GRI 3-3 "Product circularity," "Sustainability performance of product offerings," and "Product quality and safety"**

**GRI 2-25 | GRI 302-5 | GRI 416-2 | GRI 417-1 |**

The acceleration of the energy transition and the consequent increased use of renewable sources within energy systems, both public and private, make clear the essential role of innovative solutions capable of ensuring flexibility and continuity in energy production and consumption. Natural sources of energy, such as sun, water and wind, are in fact subject, by nature, to variations in power, so the existence of systems capable of compensating for power fluctuations and making stored energy available at a time other than the time of production, based on the diversified needs of use, is crucial.

Energy S.p.A., in producing its storage systems, focuses on developing products intended precisely to mitigate the challenges associated with the intermittent nature of renewable energy sources. In this sense, the Company is positioned in a key sector for the promotion of a sustainable and efficient energy system.

Through the development of products to support the transition to renewable energy sources, Energy wants to support a shift in society's energy consumption and, at the same time, generate a positive ripple effect by positively influencing its business partners, located in Belgium, Portugal, Spain, Switzerland, France, Germany, England, and Luxembourg, and promoting sustainability across the board

### **AWARENESS RAISING THROUGH OUTREACH**

Confirming the importance placed by Energy toward issues related to renewable energy consumption, the organization has been engaged for years in dissemination activities with respect to innovations serving the green transition with initiatives spread across channels such as institutional mass media, newspapers, television channels, specialized websites, digital and social media outlets. These communication activities take place on a monthly basis and monitoring of the channels is done with the support of the internal marketing department and a specialized partner. Given the strong convergence with its core business and corporate mission, such efforts will continue in the long term.

## 4.1 The products

Energy operates in the industry of building and marketing lithium batteries and solar renewable energy generation systems. The *core business* focuses on the development, manufacture, and distribution of advanced energy storage and management solutions, with a particular focus on lithium battery technology. Specifically, Energy's proprietary technology is adapted to a wide range of renewable sources, ensuring a smooth and efficient transition to meet changing customer needs.

In pursuing its business, the Company oversees the entire lithium battery assembly production chain due to its technical and engineering capabilities and integrated expertise on software control systems that make Energy products usable to the end user.

The organization's product offerings consist of a wide range of storage systems, complex devices that allow energy to be stored and released when needed. These systems require a synergistic combination of hardware and software components, such as lithium batteries, battery management systems (BMS), hybrid inverters, power conversion systems (PCS) and, in some cases, sophisticated energy management systems (EMS), linked to a cloud platform.

Currently, the products that make up the Company's portfolio are:

- Single-phase and three-phase hybrid inverters;
- Lithium batteries in high and low voltage;
- Large and modular Power Control Units (PCS);
- Energy Management System (EMS) to control the functions of PCSs and batteries;
- Charging columns.



**zeroCO2 small**  
For residential PV  
with batteries



**zeroCO2 large**  
For SMEs and mid-  
sized plants

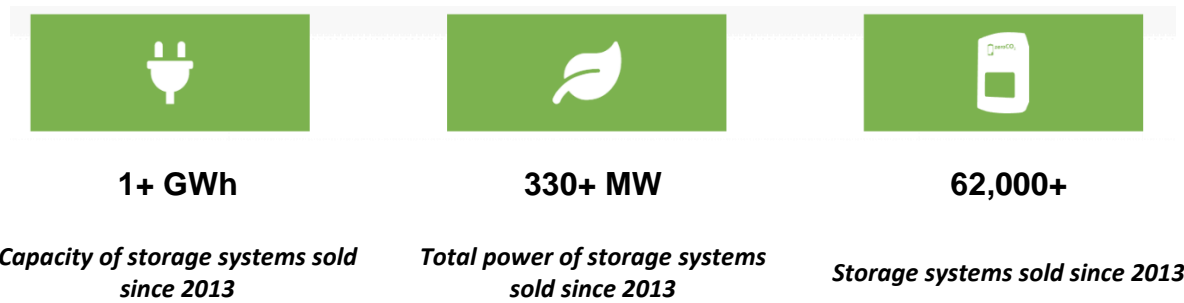


**zeroCO2 sun  
charger**  
Smart EV charging



**zeroCO2 Extra Large (XL)**  
From industrial facilities (100kWh) to renewable energy integration and grid support, grid  
scale PV projects (+1MWh)





Ongoing efforts aimed at achieving its strategic goals have given rise even before 2023 to a multi-year research project aimed at developing larger storage systems made of easily integrated modular elements. The first tangible results emerged in 2021, enabling Energy to expand its commercial offering beyond just residential applications. In the years 2022 and 2023, the Company continued to expand its proposal with the introduction of new products, including for outdoor uses, and, at present, is able to cover a wide range of applications, including commercial, industrial, agri-voltaic, utility-scale, and grid-scale.

During 2023, twelve projects were launched (more than double the number in 2022) aimed at expanding the product range, improving existing ones to adapt to new needs, and implementing improvements based on feedback received from users. In parallel with the development of hardware parts, Energy continued to enhance software development, including through the acquisition of the subsidiary Energyincloud.

There are many reasons for the success of Energy's products and they are related to several long-term trends that determine the development and potential of this market:

- fluctuations in energy prices, pushing users away from buying energy from the traditional energy grid and toward self-consumption from renewable sources;
  - the need for grid stabilization due to the intermittency of renewable energy sources and the peak absorption of electric vehicles;
  - The falling prices of lithium-ion batteries and other technologies;
- the deployment of electric vehicles and public incentive policies for energy transition and the regulatory framework in general.

## RENEWABLE ENERGY COMMUNITIES

**Renewable energy communities** (RECs) are groups of citizens, local governments, businesses, and other actors working together to produce, share, and manage renewable energy locally. These communities promote energy self-sufficiency, reducing dependence on centralized grids and contributing to the transition to clean energy sources. Members actively participate in decision-making and benefit from reduced energy costs and new job opportunities in the sector.

At the regulatory level, RECs are recognized and regulated by **Directive (EU) 2018/2001** and **Directive (EU) 2019/944**, which promote access to energy markets and inclusion of citizens. In Italy, **Legislative Decree No. 199 of November 8, 2021**, and **Law No. 120 of August 8, 2020**, support these communities by incentivizing self-consumption and the use of renewable energy.

Energy, which specializes in manufacturing energy storage systems, supports the Renewable Energy Community (REC) sector by providing crucial energy storage solutions. These systems facilitate the efficiency and management of locally produced energy, contributing to greater energy autonomy and active citizen participation in the transition to clean energy.

## 4.2 Quality, safety and customer satisfaction

Quality, safety, and customer satisfaction are critical to the success of any organization. The quality of a product not only defines its distinctive value, but is essential for building a trusting relationship with consumers, leading to a solid and lasting reputation. Not least, high-quality and safe products tend to last longer, reducing the frequency with which they need to be replaced. This results in less waste and, consequently, less environmental impact. A product that performs well over an extended period makes more efficient use of the resources used in its production, reducing the need for new raw materials and energy resources.

Safety is equally crucial, as it ensures that products not only meet regulatory standards but also protect the health and well-being of users. Finally, customer satisfaction is the result of these two aspects combined and is at the heart of loyalty and positive referrals. Investing in these areas not only improves competitiveness in the marketplace, but also helps create lasting and rewarding relationships with customers that are essential for market growth and long-term sustainability.



The quality standards to which the organization refers are guided by the following objectives:



A clear example of product quality and safety assurance, presented just above, is the proper labeling of products placed on the market. This provides consumers with crucial information for safe and compliant use, preventing risks and misunderstandings. It also provides transparency, builds trust and ensures compliance. Accurate labeling reflects the company's commitment to high quality standards and customer satisfaction.

#### **THE LABELING OF THE PRODUCTS OFFERED**

The products marketed by Energy fall into two families of products that require special procedures for their handling:

- Electrical and electronic equipment;
- Batteries and accumulators.

##### Electrical and electronic equipment

Registration in the EEE Register (Legislative Decree 49/2014) is required for their release.

Also on the label of the machine's packaging and serial number, along with the CE symbol, must be the symbol required by the regulations indicating that the product should not be disposed of as unsorted waste but should be sent to collection facilities for recovery and recycling.

##### Batteries and accumulators

Their release requires registration with the Batteries and Accumulators Register (Dlgs 188/2008) and also registration with the EEE Register (Dlgs 49/2014) for the presence of electronic boards inside.

Also on the label of the packaging and the individual battery serial along with the CE symbol, there must be the symbol required by the regulations indicating that the product should not be disposed of as unsorted waste but should be sent to collection facilities for recovery and recycling.



As much as products placed on the market comply with European Directives and standard requirements in terms of safety and quality, Energy has long been engaged in activities to mythologize residual risks in order to detect early defects and dangerous activities that can cause harm to users and consequently to the company's reputation, leading to economic losses and consumer distrust.

The expansion of the offer has always been driven by responsible choices dictated by the objective of ensuring customer safety: in fact, at the basis of an offer capable of satisfying the market, there is above all the ability to guarantee the quality and safety of the products themselves and the continuous improvement of their effectiveness and efficiency, through the preparation and observance of development plans and the adoption of technological and organizational solutions. An example in this regard is Energy's choice to use LFP (Lithium-Iron-Phosphate) batteries rather than NMC (Nickel-Manganese-Cobalt) batteries, not only because of a more ethical approach to materials, but also because the former are known for their greater thermal stability, making them a safer choice for the user in critical applications.

Confirming the organization's commitment to ensuring the health and safety of its products to end users, there have been no incidents of non-compliance with regulations and/or voluntary codes on the subject in the past three years.

Energy, moreover, attaches paramount importance to the customer in its operations and is dedicated to thoroughly understanding the customer's needs and providing services that meet those needs. This commitment is based on a combination of specialized expertise and a highly professional approach, with the goal of ensuring a high degree of customer satisfaction. In this context, each Energy employee is required - as part of customer relationship management - to comply with established company procedures, policies and practices as well as to provide comprehensive information.

To further protect the interests of the end users themselves, the Company offers general warranty conditions for Energy's products, which also provide for the possibility of direct

telephone contact with the company if the end user cannot find a response from their supplier, i.e., for example, the installer, EPC or material distributor.

Finally, a portal for technical support in case of malfunctions is available for customers and end users. The request for support is made by the installer by opening a ticket on a dedicated platform, and the process includes various steps such as contact, the possibility of resolution via chat or telephone, and closing the ticket based on the outcome (e.g., "resolved" or "not resolved due to lack of feedback"). There are, however, specific steps for interventions such as repairs or battery recharges, which involve multiple departments, including service, logistics, and warehouse. Once the delivery of the product to the customer has been initiated, formal closure of the ticket follows. The features of the plant management technology allow remote connection for the resolution of many of the problems raised by end users, saving considerable time and polluting emissions due to travel.

During the year, an activity was initiated to establish Service Centers in the Territory that will be responsible for providing commissioning service close to the customer. This will mitigate the risk that installers may have made some mistakes and ensure that the system has been installed in a workmanlike manner by personnel trained and authorized by Energy.

In-person and online training courses, useful for training installation personnel, were also enhanced.

The service offered by employee-run after sales and the new CAT service allow Energy to differentiate itself in the marketplace, attracting installers who value the company's reliability not only in terms of offering quality products, but also as the ability to competently and promptly solve problems that may arise, while making their own businesses more sustainable.

Not least, the focus on all-round quality and safety thus understood stimulates innovation, leading to the development of products that are easier to use, less risky to install, technologically advanced, and increasingly interconnected.

### 4.3 The sustainability and circularity performance of the products offered

Adopting practices that favor the use of recyclable and biodegradable materials, optimizing manufacturing processes to reduce waste, and implementing circular economy models are crucial steps toward more responsible resource management. This approach not only reduces environmental impact, but also fosters innovation and efficiency, meeting growing consumer expectations for environmentally friendly and sustainable products, as well as building a positive reputation and securing a competitive advantage in a market increasingly oriented toward environmental responsibility.

Energy storage systems are critical for integrating renewables and stabilizing power grids, improving efficiency and resilience, and reducing costs and emissions. However, they present challenges related to initial costs, dependence on critical raw materials, and the environmental impact of battery production and disposal. It is essential to select recyclable and environmentally friendly materials, adopting advanced technologies to optimize resource use and reduce waste. Choosing safe and sustainable materials helps to improve the efficiency of production processes and ensure product safety.

In Energy's area of operation, the management of materials mined in conflict zones is a crucial aspect of ethical and environmental responsibility. Materials from such areas can pose serious risks, including the financing of armed conflicts and serious human rights violations. To address this issue, it is essential that companies implement rigorous responsible sourcing practices, ensuring that the materials used come from sources that respect human rights and international regulations. With this in mind, Energy, since 2014, has been showing particular attention to respecting ethical principles even in the selection of its raw materials. Specifically, the choice has been made to use only LFP (lithium, iron and phosphate) technology for its products, free of conflicting and disputed raw materials.

Reducing the energy requirements of the products sold is key to improving the sustainability performance of the products, as it optimizes energy efficiency and reduces the overall environmental impact.

Description of reductions in energy requirements of products and services sold	type of energy	u.m.	2023	2022	2021
Switching power source of single- and three-phase hybrid inverters in Idle Mode	Electric	GJ	109	-	-

Energy, given its product, recognizes that the importance of circularity in storage systems lies in the ability to optimize resource use and reduce environmental impact. Implementing circular

economy principles means designing storage systems that can be easily disassembled, repaired, and recycled. This approach not only extends the useful life of products, but also encourages the recovery and reuse of materials, minimizing waste and promoting more sustainable resource management.

Considering that the first specimens of batteries have been on the market since 2015 and that the expected useful life was 10 years, Energy is actively working to ensure that the beginning of the end of life of the first installations can be an opportunity to finalize a closed value economy.

At the reporting level, in addition to the periodic reports on market entry sent to the battery and accumulator registry, a report prepared by the after sales department is available in the company that monitors the number and type of batteries replaced and scrapped.

The ever-increasing number of batteries on the market and the inadequacy of the landfills in charge of battery collection in the area for private individuals have made the company feel a certain urgency to implement effective policies suitable for making the recycling supply chains more accessible to users, as, moreover, required by European directives.

To date, Energy has active partnerships with entities involved in the recovery, separation, and reuse of materials contained within the cells of batteries sold by the organization itself: diverted from disposal, a portion of inert material can be subject to reuse in floor tile compounds, while another portion can be used to create new cells for storage batteries. In particular, during the 2023 fiscal year, Energy has made contact with MIDAC, an Italian company specializing in the production of batteries for industrial and vehicle applications, which in 2024 will finish the testing phase of a Pilot Line for the recycling of lithium batteries.

Adopting circularity practices contributes to a greener and more efficient life cycle of storage systems, supporting a more sustainable energy future and reducing dependence on virgin raw materials.

## 5. THE FOCUS ON ENVIRONMENTAL SUSTAINABILITY

GRI 3-3 "Energy consumption, GHG emissions and climate change" and "Responsible waste management"

GRI 2-25 | GRI 302-1 | GRI 302-3 | GRI 303-5 | GRI 305-1 | GRI 305-2 | GRI 305-4 | GRI 306-1 | GRI 306-3 |

In the current landscape, the need to curb the negative effects of climate change and reduce the impact of human activities on the environment has intensified interest in the field of energy storage systems, which play a key role in the sustainable management of energy resources and are decisive in the transition to a higher incidence of consumption from renewable sources. In a world moving toward a low-carbon economy, it is essential to consider not only the positive impact generated by storage systems as end products, but also the challenges and opportunities associated with their production, installation, use, and disposal.

Aware of its role in this context, Energy pays special attention to promptly identifying, assessing and managing, through the implementation of procedures and systems, what are the impacts, direct and indirect, potential and actual, of its activities and products on resources and the environment.

For example, with the expansion of its infrastructure and production site initiated during 2023, Energy has integrated its assessment of potential negative impacts, promptly initiating solutions for their management through:

- the decision to purchase land already occupied by an existing and disused industrial building to erect the new factory, thus avoiding the occupation of virgin land;
- the appropriate reuse of debris from the old building and the on-site grinding of the brick fraction in the foundations has resulted in a 50 percent reduction in truck traffic for debris removal and the delivery of subgrade material to the site;
- the provision of a rainwater recovery system for indoor uses, with the aim of also helping to reduce rainwater runoff and graywater overloading of the urban network due to the new non-permeable surface;
- The Do Not Significant Harm (DNSH) assessment of the harm to the environment caused by the intervention (as required by the national NRP);
- High energy class standards for new buildings.

### 5.1 Energy consumption and GHG emissions.

Energy's main consumption is characteristic of the business model and can be traced back to the headquarters, where the offices are located and the factory where the assembly of the parts that

make up the products takes place. In fact, these are mainly consumption of electricity, natural gas and gasoline with a growing trend in the three-year reporting period.

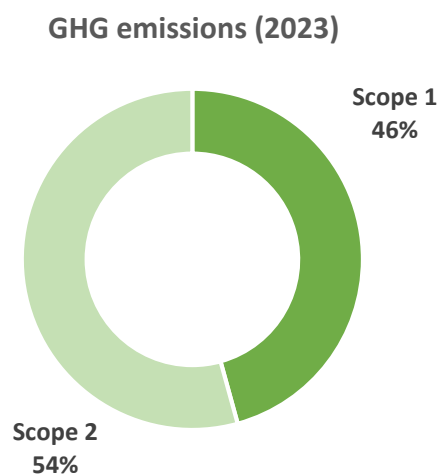
In fact, the expansion affecting the business from 2021 onward, both in terms of human resources and sales volume, has required a greater supply of energy resources.

	u.m.	2023	2022	2021
<b>Direct energy consumption within the organization, broken down by source</b>				
<b>Non-renewable sources</b>		<b>1.116,3</b>	<b>159,8</b>	<b>166,7</b>
<i>For indoor use</i>		<b>962,0</b>	<b>159,8</b>	<b>166,7</b>
Natural gas (e.g., fuel burned for heating)	GJ	962,0	159,8	166,7
<i>For corporate vehicles</i>		<b>154,3</b>	-	-
Gasoline		154,3	-	-
<b>Indirect energy consumption within the organization, broken down by source</b>				
<b>Non-renewable sources</b>		<b>549,4</b>	<b>307,1</b>	<b>101,2</b>
Electricity purchased	GJ	549,4	307,1	101,2
<b>Total consumption, direct and indirect, within the organization</b>	<b>GJ</b>	<b>1.665,7</b>	<b>466,9</b>	<b>267,9</b>
Energy intensity per square meter	GJ/m <sup>2</sup>	0,235	0,066	0,288
Energy intensity by number of employees	GJ/n°	32,032	9,935	11,647

With reference to staff mobility, Energy promotes the use of public transportation, such as the train, for business-related travel. In the event that it is not possible to travel by train, the organization provides a company vehicle and, only as a last resort, there may be recourse to the use of the employees' own car for work-related travel.

With the aim of mitigating its environmental impact in terms of greenhouse gas emissions, in 2023 Energy developed an investment project aimed at reducing the Company's dependence on fossil fuel consumption in favor of greater use of renewable energy. This project is intended to anticipate the significant increase in energy needs that will result from the start of lithium battery assembly activities in 2024, which will precisely be met for the most part by a photovoltaic system with a storage system.

The investment related to the installation of photovoltaic panels will also have positive effects in terms



of reducing the Company's greenhouse gas emissions.

In 2023, total CO emissions<sub>2</sub> and produced by Energy will be around 105.4 tons<sup>3</sup>, of which 56% (or 58.8 tCO<sub>2</sub> e) will be direct emissions (Scope 1) and 44% (or 46.6 tCO<sub>2</sub> e) will be indirect emissions (Scope 2 - Location Based) .<sup>4</sup>

	u.m.	2023	2022	2021
<b>Direct Emissions (Scope 1)</b>				
<b>Non-renewable sources</b>	tCO e <sub>2</sub>	<b>58,8</b>	<b>8,1</b>	<b>8,5</b>
<i>For indoor use</i>		<b>49,3</b>	<b>8,1</b>	<b>8,5</b>
Natural gas (e.g., fuel burned for heating)		49,3	8,1	8,5
<i>For corporate vehicles</i>		<b>9,5</b>	-	-
Gasoline		9,5	-	-
<b>Indirect Emissions (Scope 2)</b>				
<b>Location based</b>	tCO e <sub>2</sub>	<b>46,6</b>	<b>23,0</b>	<b>7,4</b>
<b>Non-renewable sources</b>		<b>46,6</b>	<b>23,0</b>	<b>7,4</b>
Electricity purchased		46,6	23,0	7,4
<b>Market based</b>		<b>69,8</b>	<b>39</b>	<b>12,9</b>
<b>Non-renewable sources</b>		<b>69,8</b>	<b>39</b>	<b>12,9</b>
Electricity purchased		69,8	39	12,9
<b>Total emissions (Scope 1 + Scope 2 Location based)</b>	tCO e <sub>2</sub>	<b>105,4</b>	<b>31,1</b>	<b>15,9</b>
<b>Total emissions (Scope 1 + Scope 2 Market based)</b>		<b>128,6</b>	<b>47,1</b>	<b>21,4</b>
Emissive intensity per square meter - Location based	tCO e/m <sup>2</sup>	0,015	0,004	0,017

<sup>3</sup> The sources of the emission factors used are as follows:

Scope 1: DEFRA - GOV. UK - Department for Energy Security and Net Zero - Greenhouse gas reporting: conversion factors 2023

Scope 2 Location-based: ISPRA - Italian Greenhouse Gas Inventory 1990-2021 National Inventory Report 2023.

Scope 2 Market Based: AIB - European Residual Mix (2022)

<sup>4</sup> The main methodologies for calculating indirect emissions (Scope 2) are divided into:

- ✦ **Location Based:** uses an average emission factor relative to the local or national power grid. Emissions are calculated by considering the average of energy sources used in the geographic region where the organization is located, without taking into account specific supply choices.
- ✦ **Market Based:** considers GHG emissions associated with purchased electricity based on the company's specific sourcing choice of supplier, such as the purchase of green power or renewable energy certificates. A specific emission factor based on the actual purchased energy source is used.



Emission intensity by number of employees - Location based	tCO e/n° <sub>2</sub>	2,026	0,662	0,689
Emission intensity per square meter - Market based.	tCO e/m <sup>2</sup>	0,018	0,007	0,023
Emission intensity by number of employees - Market based	tCO e/n° <sub>2</sub>	2,471	1,001	0,929

Analysis of energy and emission intensity enables companies to monitor and improve their operational efficiency and environmental impact. Energy has related its energy consumption and total GHG emissions to both the area of its premises and the total corporate population for each year in the three-year reporting period.

No emission reductions were made during 2023; however, reductions in these terms are expected in the coming year as a result of the installation of solar panels.

## 5.2 Effective and sustainable management of waste generated

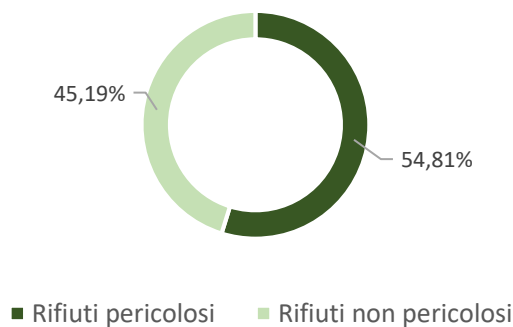
Considering the growing environmental challenges, responsible waste management is also becoming a cross-cutting priority for all organizations. Energy understands the crucial importance of this issue, not only from the perspective of complying with regulatory requirements, but also from the perspective of actively contributing to environmental sustainability and being a virtuous example of responsible behavior.

To confirm this commitment, in the belief that responsible waste management is also based on the actions of the individual, Energy is constantly striving to raise awareness at all levels of the company of the importance of proper waste management, particularly with respect to separate waste collection and recycling. In concrete terms, for example, each office is equipped with cardboard binders dedicated to the recovery of paper, and a bin for the recovery of plastic cups and sticks has been installed in the coffee area.

Energy joins the mandatory consortium Ecolight, paying its dues based on the amount of WEEE placed on the market.

Currently, waste generation in Energy is mainly derived from packaging and involves three types of fully recyclable materials: cardboard, wood, and plastic. Plastic and wood waste production was reduced during 2023 as a result of the purchase of metal baskets - more durable and therefore replaced less frequently than other solutions - for handling, during the production phase, components and semi-finished products.

**Breakdown of waste generated (2023)**



As the summary table below shows, the only hazardous waste generated directly by Energy is waste from electrical and electronic equipment. In contrast, no chemical wastes, solvents or waste oils are generated.<sup>5</sup>

Waste generated	u.m.	2023
<b>Total</b>	kg	<b>71.720</b>
<b>Hazardous waste</b>		<b>39.310</b>
Waste from electrical and electronic equipment		39.310
<b>Non-hazardous waste</b>		<b>32.410</b>
Packaging materials (paper, plastic and wood)		24.320
Metal		8.090

Energy is actively engaged in evaluating and collaborating with partners who share the same environmental awareness and ensures that all activities related to waste management are conducted legally and in accordance with relevant regulations.

#### A NEW BEGINNING FOR OUR PALLETS

Energy recently launched an initiative to improve the circularity of materials and their reuse. Specifically, it has chosen to resell pallets to one of its business partners once they have reached their end-of-life in order to start their path toward reuse and recycling, thus contributing to waste reduction and environmental sustainability. During 2023, Energy destined as much as 840 kg of pallets for reuse. This initiative demonstrates the company's ongoing commitment to adopting more sustainable practices to reduce the environmental impact of its activities in the belief that, thanks in part to this project, a second life will be possible for those materials that would otherwise be discarded, promoting a more circular economy.

---

<sup>5</sup> The data reported were compiled from the forms issued by companies engaged in disposal/recovery activities.

### 5.3 Responsible water resource use practices.

The value chain in which Energy operates can have negative effects and impacts on the water ecosystem. Any overuse of water in production processes, whether directly or indirectly managed by the organization, can compromise the availability of local water supplies, while polluted discharges can damage natural habitats: optimizing its use by reducing waste and properly treating discharges are essential practices to minimize environmental impact, ensure the protection and availability of such a valuable resource, and promote long-term sustainable production.

Mindful of what has just been stated, Energy is committed to taking a responsible approach to water procurement and consumption. Currently Energy, in its assembly and production activities, does not make direct use of water. In spite of this, however, aware of the impacts that can be generated in its value chain, particularly upstream, it pays special attention to the choice of its business partners, trying to raise their awareness of the importance of responsible water resource management.

Energy's water consumption, shown below, comes mainly from civilian domestic water use that takes place at the organization's main office.

Water consumption	u.m.	2023	2022	2021
<b>Total</b>	ML	<b>0,8</b>	<b>0,8</b>	<b>0,2</b>

## 6. THE FOCUS ON SOCIAL SUSTAINABILITY

GRI 3-3 Theme "*Talent Attraction, Training and Continuous Development,*" "*Equity, Inclusion and Protection of Diversity,*" "*Respect for Human Rights,*" "*Staff Welfare and Benefits,*" and "*Occupational Health and Safety*"

GRI 2-7 | GRI 2-8 | GRI 2-29 | GRI 2-25 | GRI 2-30 | GRI 401-1 | GRI 403-1 | GRI 403-5 | GRI 403-9 | GRI 404-1 | GRI 405-1 | GRI 406-1 | GRI 406-1 |

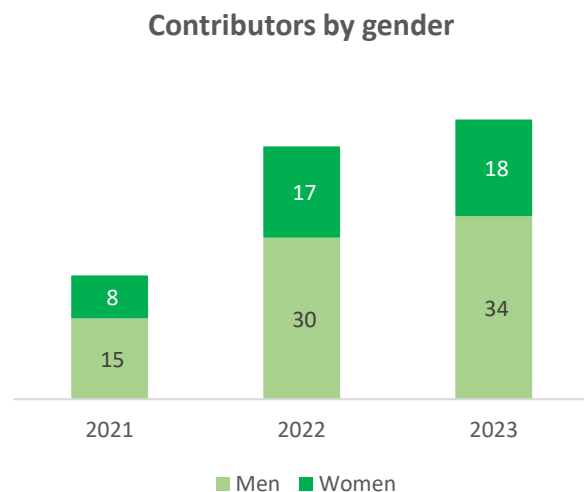
Energy's activities have always been guided by a clear vision: that of contributing to a more sustainable future. In doing so, the Company intends to go beyond the environmental sphere and give appropriate relevance to the social dimension as well: making a difference also involves taking care of people and making sure that the economic growth of the business goes hand in hand with the well-being of its employees.

In 2023, this commitment was realized through the initiation of a complex process of policy and procedure development in the area of human resource management. The approved policies were promptly and carefully shared with all employees through the use of various channels, through effective internal communication, including by posting them on designated bulletin boards.

### 6.1 Our people

The Company is aware of the crucial role of people in running operations, advancing technology, and achieving strategic goals. For this reason, Energy considers its employees to be an essential pillar of the organization.

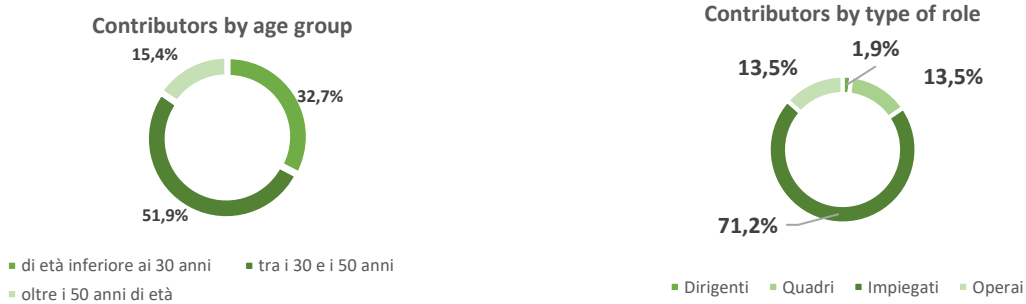
As of December 31, 2023, Energy's workforce numbered 52 people (+11% compared to 2022 and +104% compared to 2021), showing a steady and considerable growth that has led the Company to more than double its workforce over the past three years. 71.2% of the workforce is made up of white-collar workers, 13.5% blue-collar workers, and an equivalent measure of managerial figures, while the remaining percentage points are attributable to the figure of the sole manager. Energy's workforce also welcomed 3 young interns during 2023.



The gender composition at the end of the fiscal year was 35% women and 65% men; percentages that have remained stable over the years despite the considerable increase in the number of employees. Of the total number of women hired in the company, 17% hold senior positions.

Most employees are under 50 years old, and nearly 33 percent are in the under-30 age group.

When looking at managerial and executive positions these trends show slight variations; about half of these are assigned to people under the age of 50, including one manager under the age of 30.



Employees	u.m.	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	n°	<b>34</b>	<b>18</b>	<b>52</b>	<b>30</b>	<b>17</b>	<b>47</b>	<b>15</b>	<b>8</b>	<b>23</b>
<i>Executives</i>		1	-	1	2	-	2	2	-	2
<i>Squares</i>		4	3	7	3	2	5	2	2	4
<i>Employees</i>		25	12	37	22	12	34	11	6	17
<i>Workers</i>		4	3	7	3	3	6	-	-	-

At the contractual level, almost all employees are employed on permanent contracts and 92 percent are employed full-time. All employees are covered by national collective bargaining agreements.

Employees	u.m.	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	n°	<b>34</b>	<b>18</b>	<b>52</b>	<b>30</b>	<b>17</b>	<b>47</b>	<b>15</b>	<b>8</b>	<b>23</b>
<i>Permanent employees</i>		33	18	51	30	17	47	15	8	23
<i>Fixed-term employees</i>		1	-	1	-	-	-	-	-	-
<b>Total</b>		<b>34</b>	<b>18</b>	<b>52</b>	<b>30</b>	<b>17</b>	<b>47</b>	<b>15</b>	<b>8</b>	<b>23</b>
<i>Full-time workers</i>		32	16	48	27	15	42	14	7	21
<i>Part-time workers</i>	2	2	4	3	2	5	1	1	2	

There were six voluntary resignations and one contract assignment during the year under review. In addition, as of January 1, 2023, the two managing partners ceased to be classified as

employees of the company. These exits were offset by a total of 14 hires. Thus, there is a low and physiological turnover. Staff growth has also included an HR manager who supervises and manages the above issues.

Hiring	u.m.	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	n°	<b>10</b>	<b>4</b>	<b>14</b>	<b>18</b>	<b>9</b>	<b>27</b>	<b>6</b>	<b>4</b>	<b>10</b>
<i>Age less than 30 years old</i>		5	-	5	7	1	8	4	1	5
<i>Age between 30 and 50 years old</i>		4	4	8	5	7	12	2	3	5
<i>Age over 50 years old</i>		1	-	1	6	1	7	-	-	-

Hiring	u.m.	2023		2022		2021	
		Men	Women	Men	Women	Men	Women
<b>Total</b>	%	<b>19,2</b>	<b>7,7</b>	<b>38,3</b>	<b>19,1</b>	<b>26,1</b>	<b>17,4</b>
<i>Age less than 30 years old</i>		35,7	-	63,6	33,3	66,7	50,0
<i>Age between 30 and 50 years old</i>		28,6	30,8	41,7	63,6	28,6	75,0
<i>Age over 50 years old</i>		16,7	-	85,7	33,3	-	-

Terminations	u.m.	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	n°	<b>4</b>	<b>3</b>	<b>7</b>	<b>3</b>	-	<b>3</b>	-	-	-
<i>Age less than 30 years old</i>		1	-	1	1	-	1	-	-	-
<i>Age between 30 and 50 years old</i>		2	2	4	1	-	1	-	-	-
<i>Age over 50 years old</i>		1	1	2	1	-	1	-	-	-

Terminations	u.m.	2023		2022		2021	
		Men	Women	Men	Women	Men	Women
<b>Total</b>	%	<b>11,8</b>	<b>16,7</b>	<b>6,4</b>	-	-	-
<i>Age less than 30 years old</i>		7,1	-	9,1	-	-	-
<i>Age between 30 and 50 years old</i>		14,3	15,4	8,3	-	-	-
<i>Age over 50 years old</i>		16,7	50,0	14,3	-	-	-

With a view to creating social value in the area in which the Company operates, Energy has decided to support local high-level employment by entrusting senior management to figures recruited by drawing from the local community.

## 6.2 Commitment to the welfare of its people

Energy also places great emphasis on protecting the welfare of employees and the organization as a whole by promoting open dialogue with all stakeholders.

Specifically, the collection of feedback from its employees is perceived as essential for the assessment of satisfaction, the improvement of internal processes as well as the promotion of a healthy and satisfying work environment. To support a rich and continuous flow of opinion exchanges, the Company additionally provides useful occasions and channels for sharing, including:

- *Team* meetings and *brainstorming* sessions during which they are intended to create a moment of discussion for project areas, discuss common challenges, and gather feedback on proposed ideas. *Brainstorming* sessions can be used to stimulate creativity and gather input from different perspectives;
- Exit interviews arranged by the HR function when an employee leaves the company;
- Open communication channels, such as e-mails, company chats or informal meetings, helpful in facilitating a constant flow of feedback between employees and management.

Thanks to the feedback gathered over the years, Energy has gained a deep understanding of the needs of its workforce, a key element in being able to better tailor initiatives to their real needs without neglecting professional goals and those of the organization as a whole.

With this in mind, Energy has activated a welfare program that aims to concretely improve the quality of life of employees and promote a work environment that fosters their satisfaction and personal growth.

The initiatives are diverse and in constant development; among them, to support a better work-life balance, a system of hour flexibility has been activated for full-time employees whose duties allow it and, for authorized employees, the possibility of smart working.

For the entire corporate population, on the other hand, an online platform dedicated to the use of the fringe benefits recognized, including, for example, fuel vouchers and shopping vouchers, is made available. In addition, in order to enable all employees to make the most of what is recognized through the UniSalute East Fund - and thus ensure accessibility to this benefit - a training session has been organized aimed at providing all the indications for obtaining, for example, reimbursements for medical expenses or other benefits.

Again, with a view to ensuring accessibility of information, Energy believes it is essential to ensure that payroll elements and issues are fully understood: in this regard, great efforts have been made in ensuring that paychecks are clear and understandable.



Internal procedures and policies are also designed to help ensure the well-being of employees. For example, a daily travel allowance is disbursed as "miscellaneous expense reimbursement" for each trip that involves a night away from home. This allowance is not part of a legal obligation, but is provided on a voluntary basis to compensate for the possible inconvenience that arises in those cases when one is forced to stay away from one's home.

### THE PARTNERSHIP WITH WELFARE CARE

Energy in October 2023 chose to join the "**Free Mammography and Ultrasound**" initiative intended to give free access to preventive health services against breast cancer and involving employees and the citizenship of Sant'Angelo di Piove di Sacco.

Initiatives of this kind are the means by which Energy demonstrates in concrete terms its gratitude and connection to its host community; a community with which it interacts every day.

The Company believes in promoting prevention as a means of encouraging people to take better care of themselves, so it has decided to make an active effort to promote this same project among employees and make sure that the entire company is aware of the importance of this initiative.



### 6.3 Respect for and guarantee of basic human rights

In contributing to the welfare of people, Energy is committed to protecting human dignity in all tasks by adopting general principles of behavior designed to ensure respect for human rights.

These efforts focus on combating all forms of forced labor, by which is meant any work or service obtained by a person through coercion or threats or for which the person has not volunteered and/or illegal labor.

For those who are involved in the activities of employee induction and the subsequent management of employees, it is prohibited to:

- ⇒ engage in discriminatory behavior in the selection, hiring, training, management, development and compensation of personnel, as well as adopt forms of nepotism or favoritism;
- ⇒ Recruiting, using, hiring or employing labor, including through brokering activities, subjecting workers (whether employees or contractors) to exploitative conditions and/or taking advantage of their state of need;
- ⇒ Paying wages significantly different from the national or territorial collective bargaining agreements entered into by the most representative labor organizations at the national level, or otherwise disproportionate to the quantity and quality of work performed;
- ⇒ Violate regulations on working hours, rest periods, weekly rest, compulsory leave, vacations;
- ⇒ Violating workplace safety and hygiene regulations;
- ⇒ subject workers, whether employees or contractors, to degrading working conditions, supervisory methods or housing situations;
- ⇒ Hiring non-EU workers without a residence permit or with an expired and non-renewed, revoked, annulled residence permit or favoring in any way the permanence, in the national territory, of persons introduced in violation of the provisions of the Consolidated Immigration Act (Legislative Decree 286/1998);
- ⇒ making or promising, in favor of Italian and foreign public officials or their relatives, including through intermediaries, proposals of employment such as to influence the public official's judgment concerning the settlement of an agreement or in the course of a relationship with the Company of any nature;
- ⇒ Hiring, promising to hire or fearing the possibility of hiring individuals (Italian or foreign), in violation of internal procedures, in a manner likely to influence the independence of judgment of the Public Administrations, or induce them to secure advantages for the Company.

100 percent of the workforce is covered by national collective bargaining, and as part of this, Energy is committed to fostering freedom of association.

Confirming the organization's commitment to the protection and promotion of human rights, there have been no incidents of discrimination in the past three years.

Energy recognizes in its collaborators the primary factor for the achievement of its objectives in consideration of the professional contribution made by them, within a relationship based on loyalty, fairness and mutual trust. These principles inspire the relationships between the people in the organization starting with the function managers who exercise their functions with objectivity and balance, adequately caring for the well-being and professional growth of their employees.

## 6.4 Health and safety in the workplace

In the complex work environment in which each employee performs his or her duties, a key role is played by measures to ensure occupational health and safety.

In addition to qualifying as a moral duty on the part of the Company to its people, it is a pillar of, on the one hand, the protection of workers' fundamental rights and, on the other hand, corporate productivity. The implementation of effective measures not only protects human lives but also preserves corporate assets, mitigating financial risks related to occupational injuries and illnesses and reputational risks.

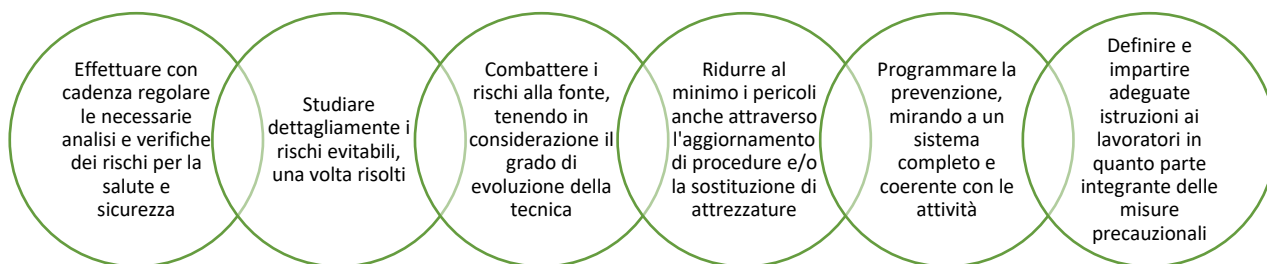
A holistic approach, integrating training, monitoring and continuous updates, therefore becomes not only a necessity but an ethical and strategic imperative for any organization.

Energy has developed an increasing focus on this issue over the years, which is why it is actively engaged in the prevention of negative impacts, continuous improvement of working conditions, and effective monitoring that makes it possible to ensure a safe and healthy working environment for all. To achieve this goal, the Company is clear about its policies and commitments regarding occupational health and safety and demonstrates a concrete commitment to prevention and improvement of working conditions for its employees. Periodic visits of work lines, offices, and interviews with operators enable the organization of appropriate occupational safety courses and training beyond those required by law.

In its desire to implement a high standard of health and safety protection in the workplace, Energy has put in place training programs aimed at raising awareness and informing each worker of the potential risks associated with their activities. Specifically, during 2023, 178 hours of mandatory Health and Safety training were provided.

The basic principles and criteria guiding occupational health and safety decisions are:

The Company implements appropriate precautionary and hazard control measures that integrate



technology, work organization, working conditions, social relations, and the influence of factors in the work environment.

Energy SPA's Occupational Health and Safety Management System (OSHMS) has been implemented by fulfilling legal obligations under the following health and safety regulations:

- Elaborate risk assessment articles 17,28 Legislative Decree 81/08
- Appoint Prevention and Protection Service Manager (RSPP) articles 31,32 Legislative Decree 81/08
- Appointment of the Physician in charge art. 18 Legislative Decree 81/08
- Appointment of First Aid and Firefighting Officers art.18 Legislative Decree 81/08
- Conduct annual periodic meeting art. 35 Legislative Decree 81/08
- Training and information for workers art. 37 Legislative Decree 81/08
- Health Surveillance Articles 25, 41 Legislative Decree 81/08
- Equipment and personal protective equipment (PPE) Articles 71, 77 Legislative Decree 81/08
- Emergency and first aid plan DM 02/09/21, DM 388/03
- Annual evacuation test DM 02/09/21
- Consultation of workers' safety representatives (RLS) art. 18 Legislative Decree 81/08
- Communication of occupational injuries and diseases art.53 Legislative Decree 81/08

In 2023, the Risk Assessment Document was updated and specific risk assessments were completed, consistent with the progress of corporate structuring. Organizational and production development has been continuously monitored by the reference function, both at the technical level and in terms of roles, responsibilities and internal competencies.

An integral part of Energy's safety system are the figure of the occupational physician, the Head of the Prevention and Protection Service (RSPP), with whom moments of alignment are scheduled with respect to the management of safety in the workplace in order to update the mapping of possible spheres of risk, including providing for inspections and on-site visits, and the Occupational Safety Manager, appointed by the corporate population. A direct communication channel with the Board of Directors is reserved for the latter figure and which provides for periodic alignments.

During 2023, there were no serious accidents at work.

The following is a summary of the accidents that occurred in the last three years among employees. Energy will strive for future years to collect data on non-employee personnel as well.

	u.m.	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Injuries</b>	n°	<b>1</b>	<b>1</b>	<b>2</b>	-	-	-	-	-	-
<i>On the job</i>		-	1	1	-	-	-	-	-	-
<i>In itinere</i>		1		1	-	-	-	-	-	-

	u.m.	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Deaths (as a result of injuries)</b>		-	-	-	-	-	-	-	-	-
<i>On the job</i>		-	-	-	-	-	-	-	-	-
<i>In itinere</i>		-	-	-	-	-	-	-	-	-
<b>Number of occupational accidents with serious consequences</b>		-	-	-	-	-	-	-	-	-
<i>On the job</i>		-	-	-	-	-	-	-	-	-
<i>In itinere</i>		-	-	-	-	-	-	-	-	-
<b>Number of total hours worked (estimate)</b>	<i>h</i>	<b>55.992</b>	<b>34.639</b>	<b>90.631</b>	-	-	-	-	-	-
<b>Rate of recordable occupational injuries</b>		<b>17,860</b>	<b>28,869</b>	<b>22,068</b>	-	-	-	-	-	-
<b>Rate of deaths as a result of occupational injuries</b>		-	-	-	-	-	-	-	-	-
<b>Rate of occupational accidents with serious consequences</b>		-	-	-	-	-	-	-	-	-

## 6.5 Promoting equity and inclusion for the protection of diversity

Promoting a work environment that recognizes the value of people and their individual characteristics is another key pillar of Energy's inclusion policy. The company is committed to protecting the mental and physical well-being of employees by promoting a positive and welcoming work climate.

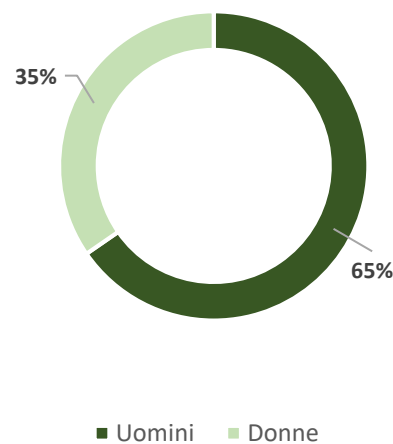
Energy's commitments to gender equality, diversity and inclusion are focused on several concrete initiatives that are dropped into the company's reality, as well as ambitious goals such as ensuring gender balance in corporate leadership positions, promoting equal advancement opportunities for all employees.

First and foremost, the company promotes a respectful, inclusive, and transparent recruitment process, including with respect to economic aspects of compensation ensuring fairness of treatment. Open positions are posted on the company website and on LinkedIn, and only if necessary does the company enlist the support of recruiting firms and temporary agencies. The evaluation of personnel to be hired is carried out on the basis of the correspondence of the candidates' profiles to the company's needs. To this end, during the selection process and within the limits of the available information, the Company takes appropriate measures to avoid favoritism, nepotism, or forms of patronage in the selection and hiring stages, guaranteeing equal opportunities to all stakeholders. The information requested is strictly related to the verification of the requirements of the professional and psycho-aptitude profile, respecting the privacy and opinions of the candidate. The economic offer is formalized and, if necessary, authorized by the CEO. The contract is then drafted by the labor consultant and signed by individuals with appropriate powers.

With a view to maximum transparency of communication to its stakeholders, the organization makes public, and periodically updates, data on the composition of its staff on its website, including information on gender, recruitment and resignation.

Energy's employees by gender, age and role are represented below.

Breakdown by gender (2023)



Contributors	u.m.	2023		2022		2021	
		Men	Women	Men	Women	Men	Women
<b>Total</b>		<b>65,4</b>	<b>34,6</b>	<b>63,8</b>	<b>36,2</b>	<b>65,2</b>	<b>34,8</b>
<b>Executives</b>		<b>1,9</b>	-	<b>4,3</b>	-	<b>8,7</b>	-
<i>under the age of 30</i>		-	-	-	-	-	-
<i>between the ages of 30 and 50</i>		1,9	-	4,3	-	8,7	-
<i>over 50 years of age</i>		-	-	-	-	-	-
<b>Squares</b>		<b>7,7</b>	<b>5,7</b>	<b>6,4</b>	<b>4,2</b>	<b>8,6</b>	<b>8,6</b>
<i>under the age of 30</i>		1,9	-	-	-	-	-
<i>between the ages of 30 and 50</i>		-	3,8	2,1	2,1	4,3	4,3
<i>over 50 years of age</i>		5,8	1,9	4,3	2,1	4,3	4,3
<b>Employees</b>	%	<b>48,1</b>	<b>23,1</b>	<b>46,7</b>	<b>25,6</b>	<b>47,9</b>	<b>26,2</b>
<i>under the age of 30</i>		21,2	3,9	19,1	4,3	26,1	8,8
<i>between the ages of 30 and 50</i>		23,1	17,3	19,1	19,2	17,4	17,4
<i>over 50 years of age</i>		3,8	1,9	8,5	2,1	4,4	-
<b>Workers</b>		<b>7,7</b>	<b>5,8</b>	<b>6,4</b>	<b>6,4</b>	-	-
<i>under the age of 30</i>		3,9	1,9	4,3	2,1	-	-
<i>between the ages of 30 and 50</i>		1,9	3,9	-	4,3	-	-
<i>over 50 years of age</i>		1,9	-	2,1	-	-	-



## 6.6 Attraction and continuous development of talent

Talent attraction represents a dynamic process that requires a strategic and flexible approach to respond to the changing needs of the labor market and vacant positions within Energy. The importance of a well-defined strategy that can adapt quickly to change implies investment not only in modern technologies and platforms, but also in effective communication and interdepartmental collaboration. A key element of Energy's approach in this context is synergy between departments, particularly human resources and marketing. This collaboration is crucial to ensuring a motivated and competent workforce, not only for potential candidates but also for existing employees in the workforce.

To identify and attract emerging talent, partnerships with universities and educational institutions have been activated, collaborating with UniSMART - a foundation of the University of Padua established to promote technology transfer and post-graduate education - and initiating internship programs and hands-on learning opportunities. In addition, in 2023, a collaboration was initiated with a high school to also organize school-to-work alternation activities. These efforts make it possible to build a pipeline of young talent that can grow and develop within Energy.

Several steps have been taken to improve the organization's online presence, including the operation of a corporate website with a careers section, the use of social media to promote job opportunities and tell the company's story, and a significant investment in LinkedIn to reach a larger and more qualified audience.

All employees are guaranteed access to training opportunities aimed at developing and improving professional and leadership skills. This commitment to continuous growth and development helps build an environment where each individual can thrive and contribute fully to the company's goals as well as improve skills, effectiveness and satisfaction while adapting to the changing needs of the labor market.

Total training hours provided in 2023 by Energy to its workforce totaled 619, up 86 percent from the previous year.

Training hours per capita by gender and role	u.m.	2023		2022	
		Men	Women	Men	Women
<b>Total</b>	<i>h</i>	<b>10,6</b>	<b>14,3</b>	<b>7,3</b>	<b>6,7</b>
<i>Executives</i>		17,0	-	-	-
<i>Squares</i>		11,5	21,7	4,0	-
<i>Employees</i>		9,5	14,4	6,8	5,8
<i>Workers</i>		15,0	6,7	18,7	14,7

The difference in the number of training hours between men and women in the organization is attributable to the different composition of the workforce and the nature of the courses offered. In the area of operation, a significant portion of the male workforce is employed in technical tasks, such as electrical wiring, and it is necessary to provide them with specific and in-depth training, especially with regard to occupational safety. This type of training is mandatory in order to obtain and renew certifications essential for safe operation.

Energy also offers various skills upgrading programs and provides support and assistance to all colors facing a job change.

Among the programs developed over the past few years are:

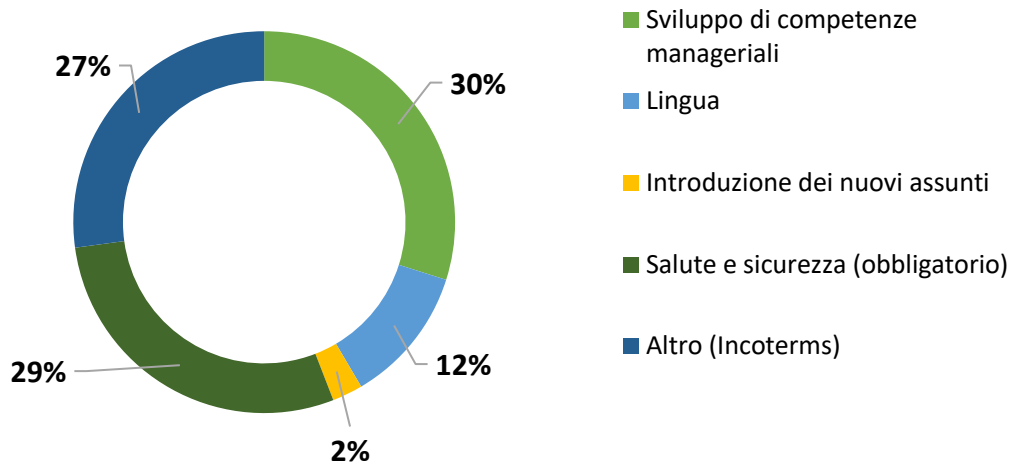
- ⇒ *In-house training*: company training courses on specific skills related to company activities and workshops and seminars for developing skills such as, for example, English language;
- ⇒ *Management development programs*: leadership and managerial skills development training courses through enrollment in the QuadriFor platform, and mentoring and coaching sessions to help employees develop leadership skills. A company coach has also been included to support staff in their professional development;
- ⇒ *Technical and professional training*: trainings on new technologies, tools, or industry methodologies including professional conferences and workshops for continuous updating on the latest trends;
- ⇒ *Mentoring and coaching programs*: through the figure of a corporate coach available to the workforce or the assignment of an external mentor, structured and customized support and mentoring programs are defined to develop talent and accelerate professional growth;
- ⇒ *Succession plans*: intended to identify and train employees for roles of greater responsibility;
- ⇒ *Soft skills development programs*: aimed at increasing skills such as communication and team building skills;
- ⇒ *Cross-disciplinary work experience*: aimed at enabling employees to acquire new skills through direct comparison and collaboration, on a rotating basis, with business functions other than their main job function;
- ⇒ *Fondimpresa activation*: aimed at enabling its workforce to access more training opportunities in the labor market catalog.

Compared to 2022, when the only type of training offered was Occupational Health and Safety, as can be seen from the depiction below, during 2023 Energy made efforts to enrich and update its training offerings.

For example, the Incoterms course was organized in response to a training need raised by the administration, sales, and logistics functions to better understand the responsibilities of buyers

and sellers regarding the delivery of goods. The course better clarified the various responsibilities for transportation, insurance, customs clearance, and associated risks: correctly understanding Incoterms allows for reducing the risks associated with international shipments. Misinterpretation of the terms, in fact, could lead to legal disputes, delays in delivery, or unanticipated additional costs.

### Hours of training by type of course delivered



## 7. ATTACHMENTS

GRI 2-1 | GRI 2-2 | GRI 2-3 |

### 7.1 Methodological Note

Energy S.p.A.'s first Sustainability Report, published on a voluntary basis and addressed to all its stakeholders, describes the management models for non-financial aspects, the main results achieved in the reporting year, and future commitments. In order to provide a timely and quantitative representation of performance, the document, approved by the Board of Directors of Energy S.p.A. on September 26, 2024, has been prepared with reference to the Global Reporting Initiative's (GRI) "GRI Sustainability Reporting Standards" (GRI Standards 2021).

The principles used in defining the content of the Sustainability Report are those outlined in the GRI Standards:

**Completeness:** the material issues covered in the Sustainability Report are covered in their entirety and represent the environmental, social and economic impacts most relevant to Energy's business, thus enabling a comprehensive assessment of the Company's performance in the reporting year.

**Sustainability Context:** Energy's performance is presented in the broader context of sustainability.

**Accuracy:** The level of detail of the content reported in this Sustainability Report is adequate to understand and assess Energy's sustainability performance during the reporting period.

**Clarity:** the choice of clear and accessible language and the use of tables to represent the Company's performance make this Sustainability Report usable and easy for stakeholders to understand.

**Comparability:** the indicators presented in the Sustainability Report refer, where possible, to the three-year period 2021-2023, and their performance over the years is always commented on so that performance can be compared and comparable.

**Balance:** the contents of this paper report Energy's performance in the reporting period in a balanced manner.

**Timeliness:** information reported in the document is made available in a timely manner in order to enable users to integrate the data into their decision-making process.

**Verifiability:** information has been collected, recorded, compiled and analyzed so that it can be examined to establish its quality.

## **INDICATORS**

Chapter "7.2 GRI Content Index" includes the list of GRI indicators that have been reported and a reference to the chapter/paragraph in the document where the related information is presented.

The data and information reported in the Sustainability Report were selected based on a materiality analysis that identified the sustainability issues most relevant to the organization (see chapter "2. Materiality Analysis" for more details). Performance indicators refer to the fiscal year ending December 31, 2023, and data for 2022 and 2021 are reported where available for comparative purposes.

All Functional Managers, including the Purchasing Manager, General Accounting Manager, Technical Manager, Production Manager, Finance Manager, Sales Manager, and Personnel Manager, are involved in mapping processes and collecting the necessary data for sustainability reporting.

## **PERIMETER**

The scope considered for sustainability reporting, for all three years, coincides with the financial statements and refers to Energy S.p.A.

This document is made public on the institutional website of Energy Group S.p.A.  
<https://www.energyspa.com>

More information on this can be obtained by e-mailing: [info@energyspa.com](mailto:info@energyspa.com).

## 7.2 GRI Content Index

For each GRI indicator listed in the following table of contents, a summary description of the content, the reference to the paragraph in this document, any commentary notes, and an indication of any omissions are provided.

<b>Statement of use</b>	Energy S.p.A. has reported with reference to the GRI Standards for the period from January 1, 2023 to December 31, 2023
<b>GRI 1 considered</b>	GRI 1: Core Principles 2021
<b>GRI Sector Standard applicable</b>	Not available

GRI STANDARD	DISCLOSURE	REFERENCE CHAPTER	NOTES AND POSSIBLE OMISSIONS
<b>General Disclosure</b>			
<b>GRI 2: General Disclosure 2021</b>	2-1 Organizational details	7. Methodological note	
	2-2 Entities included in the organization's sustainability reporting	7. Methodological note	
	2-3 Reporting period, frequency and point of contact	7. Methodological note	
	2-6 Activities, value chain and other business relationships	1. Energy S.p.A.	
	2-7 Employees	6. The focus on social sustainability	
	2-8 Non-employee workers	6. The focus on social sustainability	
	2-9 Governance structure and composition	3. The focus on sustainability in governance	
	2-10 Appointment and selection of the highest governing body	3. The focus on sustainability in governance	
	2-11 Chairman of the highest governing body	3. The focus on sustainability in governance	

GRI STANDARD	DISCLOSURE	REFERENCE CHAPTER	NOTES AND POSSIBLE OMISSIONS
<b>General Disclosure</b>			
	2-12 Role of the highest governing body in impact management control	3. The focus on sustainability in governance	
	2-13 Delegation of responsibility for impact management.	3. The focus on sustainability in governance	
	2-14 Role of the highest governing body in sustainability reporting	3. The focus on sustainability in governance	
	2-17 Collective knowledge of the highest governing body	3. The focus on sustainability in governance	
	2-22 Sustainable development strategy statement	Letter to stakeholders	
	2-23 Policy Commitment	3. The focus on sustainability in governance	
	2-25 Processes to remedy negative impacts.	3. The focus on sustainability in governance 4. The focus on product sustainability 5. The focus on environmental sustainability 6. The focus on social sustainability	
	2-26 Mechanisms for requesting clarification and raising concerns	3. The focus on sustainability in governance	To date, there is no process for monitoring the efficiency of the mechanism to raise concerns
	2-27 Compliance with laws and regulations	3. The focus on sustainability in governance	
	2-28 Membership in associations	3. The focus on sustainability in governance	
	2-29 Approach to stakeholder engagement	2. Materiality analysis	To date, there are no labor organizations present in the company

GRI STANDARD	DISCLOSURE	REFERENCE CHAPTER	NOTES AND POSSIBLE OMISSIONS
<b>General Disclosure</b>			
	2-30 Collective bargaining agreements	6.The focus on social sustainability	

<b>Material themes</b>			
<b>GRI 3: Material Themes 2021</b>	3-1 Process of determining material themes	2.Materiality analysis	
	3-2 List of material themes	2.Materiality analysis	
<b>Talent attraction, training and continuous development</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	6.The focus on social sustainability	
<b>GRI 401: Employment 2016</b>	401-1 Recruitment of new employees and employee turnover.	6.The focus on social sustainability	
<b>GRI 404: Training and Education 2016</b>	404-1 Average number of training hours per year per employee	6.The focus on social sustainability	
	404-2 Employee skills upgrading and transition assistance programs	6.The focus on social sustainability	
<b>Circularity of product</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	4. The focus on product sustainability	
<b>Energy consumption, GHG emissions, and climate change</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	5. The focus on environmental sustainability	
<b>GRI 302: Energy 2016</b>	302-1 Internal energy consumption within the organization.	5. The focus on environmental sustainability	
	302-3 Energy Intensity	5. The focus on environmental sustainability	



Material themes			
	302-5 Reductions in the energy requirements of products and services.	4. The focus on product sustainability	
<b>GRI 305: Emissions 2016</b>	305-1 Direct greenhouse gas (GHG) emissions (Scope 1).	5. The focus on environmental sustainability	
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	5. The focus on environmental sustainability	
	305-4 Intensity of greenhouse gas (GHG) emissions.	5. The focus on environmental sustainability	
<b>Sector cooperation and development</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	3. The focus on sustainability in governance	
<b>Economic value creation</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	3. The focus on sustainability in governance	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	3. The focus on sustainability in governance	
<b>Equity, inclusion and protection of diversity</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	6. The focus on social sustainability	
<b>GRI 202: Market Presence 2016</b>	202-2 Percentage of senior management hired by drawing from the local community	6. The focus on social sustainability	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity in governance bodies and among employees	3. The focus on sustainability in governance 6. The focus on social sustainability	
<b>GRI 406: Non-Discrimination 2016</b>	406-1 Incidents of discrimination and corrective measures taken	6. The focus on social sustainability	
<b>Business ethics, transparency and integrity</b>			

Material themes			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	3. The focus on sustainability in governance	
<b>GRI 205: Anti-Corruption 2016</b>	205-3 Confirmed incidents of corruption and measures taken	3. The focus on sustainability in governance	
<b>Responsible waste management</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	5. The focus on environmental sustainability	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts.	5. The focus on environmental sustainability	
	306-3 Waste generated	5. The focus on environmental sustainability	
<b>Sustainability performance of the products offered</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	4. The focus on product sustainability	
<b>Product quality and safety</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	4. The focus on product sustainability	
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of noncompliance regarding health and safety impacts of products and services	4. The focus on product sustainability	
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Labeling requirements and information on products and services	4. The focus on product sustainability	
<b>Respect for human rights</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	6. The focus on social sustainability	
<b>Occupational health and safety</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	6. The focus on social sustainability	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	6. The focus on social sustainability	

Material themes			
	403-5 Worker training on occupational health and safety	6. The focus on social sustainability	
	403-9 Occupational Injuries.	6. The focus on social sustainability	To date, the organization fails to report on injury incidents that occur at its suppliers. The company expects to be able to fulfill this requirement in future reporting
<b>Protection of privacy and data security</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	3. The focus on sustainability in governance	
<b>Welfare and staff welfare</b>			
<b>GRI 3: Material Themes 2021</b>	3-3 Management of material issues	6. The focus on social sustainability	
<b>GRI 401: Employment 2016</b>	401-2 Benefits for full-time employees that are not available to temporary or part-time employees	6. The focus on social sustainability	

**NON-MATERIAL THEMES**

<b>Responsible management of water resources</b>			
<b>GRI 303: Water and Effluent 2018</b>	303-5 Water consumption	5. The focus on environmental sustainability	

**Energy S.p.A.**

Registered office in Piazza Manifattura 1, 38068 ROVERETO TN

Operational headquarters in Sant'Angelo di Piove di Sacco, PD - via zona industriale, 8/10

Share capital euro 616,605.80 i.v.

Tax code 02284640220

Registered with the TRENTO Register of Companies no. 02284640220

R.E.A. no. 213161