

INSTANT POWER LASTING IMPACT



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Moving Toward a Clean New Era

The global focus on clean, renewable energy has started to reduce carbon emissions from road transport and grid electricity in the last decade. However, mobile off-grid energy has seen little change over the past century. In various industries such as construction, agriculture, emergency response, and film production, hundreds of millions of people worldwide still rely on small combustion engines for their everyday work.

Fortunately, there's a better way. Modern battery technology has already shown immense potential in decarbonizing various sectors. It can stabilize renewable electricity production for the grid and power modern electric cars, gradually replacing their fuel-dependent counterparts. At Instagrid, we believe that battery technology can also revolutionize mobile power supply and are committed to proving it.

Transforming mobile work

After almost four years of dedicated development, we launched the world's most advanced portable battery-based power supply, Instagrid ONE, in 2021. Our flagship product has since revolutionized mobile work by putting the grid's unconstrained power in a compact and convenient power supply without compromise.

Adding complete weather resistance and silent operation, our claims are often met with disbelief until customers try our products themselves. We have received numerous testimonials from customers who have transformed the way they work: from metal workers requiring ultra-high peak power for welding on-the-go, to film crews streamlining their operations by avoiding cumbersome cables and noisy power generators on set. Our power supplies are not only a more sustainable alternative, but simply a better way to deliver off-grid power in all dimensions. This is underlined by the fact that 44,000 professionals joined our user base in 2023, a number that we are incredibly proud of.

High-Impact and Cost-efficient

Electrifying mobile work has the potential to significantly reduce harmful emissions on a global scale. We have just begun our journey, and we're already making a considerable impact today. By 2023, we reduced exhaust emissions equivalent to taking 70,000 cars off the road. And our efforts will continue. By 2030, our goal is to transform the workplaces of 10 million people, while also cutting 100 mega tonnes of CO₂e emissions and eliminating 15,000 tonnes of local air pollutants.

Modern battery technology has already shown immense potential in decarbonizing various sectors. At Instagrid, we believe that it can revolutionize mobile power supply and are committed to proving.

We have proven that our portable battery-based power supplies offer cost savings of almost 80%¹ over their lifetime as they do not require fuel, lubricants, or maintenance. This, coupled with the clear improvements in workers' health and safety, makes them a win-win-win value proposition for operators, users, and the environment.

Join the clean mobile power movement

We have discovered a fast and cost-effective solution to a major problem that does not necessitate significant investments, new infrastructure, or planning permits. However, the road ahead requires collective action. We urge businesses, governments, and NGOs to unite with us in the clean mobile power movement. Together, we can retire millions of small combustion engines polluting our planet today and usher in a new era of clean, grid-like power anywhere for everyone.

Interested? Lets talk! sustainability@instagrid.co

*Sebastian Berning
& Andreas Sedlmayr*

Sebastian Berning & Andreas Sedlmayr,
CEOs and founders



Instagrid – a Snapshot

OUR SOLUTION

Instagrid has developed the world’s most advanced portable power supplies. We replace polluting combustion generators in industries with challenging energy demands such as construction, film and media, events and emergency response.

- Our flagship product, **Instagrid ONE**, offers a better and cleaner solution with grid-like performance and intuitive ease-of-use.
- Since its launch in 2021, we have shipped close to 30,000 Instagrid ONE units worldwide².



Our innovation

Our award-winning power conversion technology uses a unique architecture of stacked micro-inverters, each connected to an individual battery module. Using software and electronics, these modules work together to generate a pure AC sine wave. This innovation is a significant advance in power conversion technology and enables Instagrid products to be drastically smaller, lighter, and more powerful than other battery systems.

Our markets

In 2023, we sold 14,688 products in total in our primary European markets, the majority of which in the DACH³ region. Looking ahead, North America is set to become one of our key markets alongside Europe, with increasing demand for off-grid energy supply in the region. Our contract manufacturers are based in Poland, Hungary, Germany and Slovenia.

Our future pipeline

In 2024, we have introduced a smart power distributor to the market: Instagrid LINK. Instagrid LINK connects up to three Instagrid ONE units, tripling capacity, creating a continuous power supply and enabling long-lasting applications on multiple devices.

Our entities

We are headquartered in Ludwigsburg, Germany. The Instagrid Group as a whole consists of Instagrid GmbH (Germany), Instagrid UK Ltd (UK), Instagrid North Oy (Finland), and Instagrid SAS (France). Instagrid GmbH and Instagrid UK Ltd handle product distribution in the local markets. The Finnish and French entities function as sales agents. Instagrid Inc. (US) was only registered in December 2023 and is therefore not significant for the 2023 report. Instagrid GmbH provides a consolidated financial statement, including all entities, with the reporting period aligned to the financial year from January 1st to December 31st.

Our Impact and How We Quantify It

The aim of this report is to be transparent about our impact on society and environment and help investors, customers, and other key stakeholders to understand and assess our performance based on solid data. We want to share and celebrate our successes, strengthen our positive impact, and be open about the challenges we face.

Our approach is grounded in a materiality analysis, which helps identify the biggest impacts of our business activities. The analysis aims to identify and strengthen our positive impact and prevent, minimise, mitigate or end any negative results from our business activities.

The contents of this report are shaped by input from the key stakeholders – employees, suppliers, customers, and investors. Peer discussions, surveys, and one-on-one meetings have helped us understand the level of attention various issues receive from stakeholders. Additionally, they have enabled us to take a wider perspective and consider impact at the product, country, and sector levels. Through this dialogue, we have gained valuable insights into our business and its sometimes-complex impact on society and the environment.

Finally, producing this report, we have taken into account the following frameworks:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- UN Global Compact Guiding Principles
- Global Reporting Initiative (GRI)
- Corporate Sustainability Reporting Directive (CRSD)
- Sustainable Development Goals (SDGs).

These international frameworks help ensure that our work meets (and exceeds where possible) international standards and serve as benchmarks for improvement.

The following chapters outline our achievements in 2023 and recent years; present our ambition and future objectives; and highlight the projects and initiatives that address our most relevant areas of impact.



2023 Highlights

LOCAL AIR POLLUTION

48 t of local NOx emissions cut⁴ and
18.6 kt of local CO emissions cut⁴ by 2023
→ equates to removing 70,000
cars from the road



CUSTOMER HEALTH AND SAFETY

Clean energy provided to 748 customers
→ reaching a total of 44,000 people



CLIMATE CHANGE MITIGATION

104 kt CO₂e reduced by 2023 → equates to
powering 29 wind turbines of a whole year

Up to 97% lower GHG emissions over
product lifetime than a generator with
similar load profile



SUSTAINABLE PRODUCT DESIGN

97% – product repair rate
of returned items

52% – Material Circularity Index (MCI)
of Instagrid ONE



PRODUCT END OF LIFE

91% – of Instagrid ONE can be recycled⁵



RESPONSIBLE SOURCING

100% of our supply chain has been
mapped based on total expenses

55% of our product-related suppliers
participated in sustainability audits



PEOPLE AND CULTURE

By the end of 2023, our team had
grown to 147 employees representing
35 nationalities.

Decreased our gender pay gap
from 13% to 6%.



STRONG PARTNERSHIPS

Selected 2023 Technology Pioneer by
the World Economic Forum



Looking Ahead

Committed goals for 2024

Sustainable Product Design:

- Sustainable product design collaboration with Fraunhofer IPA
- Sustainable Product Development Plan for Instagrid ONE

Product End of Life:

- Launching our Reuse and Recycling Program
- Calculating product manufacturing emissions

Energy Consumption and Waste:

- Implementing the Environmental Data Reporting procedure with our key suppliers

Responsible sourcing:

- Mapping our product-related suppliers further
- Including selected Tier 3 suppliers in the audits
- Extending the whistleblowing procedure to our supply chain
- Providing training for selected suppliers on carbon footprint and reduction calculations

People and Culture:

- Conducting a comprehensive employee survey
- Introducing internal training programs for talent development and leadership skills

Diversity, Inclusion, and Gender Pay Gap

- Narrowing the gender pay gap to below 5%

Outlook on 2025 and beyond

By 2025, we are committed to cutting:

- 400 tonnes of local NOx emissions
- local emissions for 250,000 people in their workplace
- 1 mega tonne of CO_{2e}

By 2030, we are committed to cutting:

- local emissions for 10 million people in their workplace
- 15,000 tonnes of NOx emissions
- 100 mega tonnes of CO_{2e} emissions



OUR IMPACT

Local Air Pollution

We are committed to clean air.

Diesel and gas-powered combustion generators are currently the standard source of power supply when grid electricity is unavailable. These small combustion engines have a negative impact on urban air quality due to high local emissions such as nitrogen oxides (NOx) and carbon monoxide (CO). Additionally, they cause significant noise pollution. As a response, cities, municipalities, and states are starting to implement stronger restrictions and outright bans on the use of fuel-driven combustion generators on construction sites and filmsets across Europe and the US.

A comprehensive emission analysis (below) conducted by Instagrid together with an external partner in 2021 captured the following negative impact of small diesel and gas generators on local air quality (<19kWh).

Local impact emission analysis for a high profile user

	NOx	CO	Noise
Diesel generator	27 g/kWh	77g/kWh	80 to 100 dB(A)
Gasoline generator	4 g/kWh	2100 g/kWh	80 to 100 dB(A)
Instagrid ONE	0 g/kWh	0 g/kWh	< 10 dB(A)

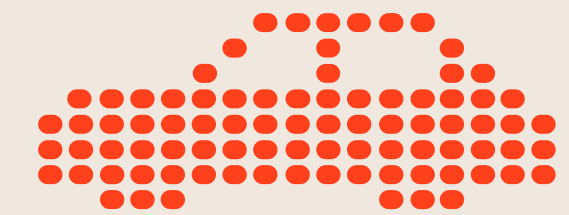
At Instagrid, we have proven that there's a better and cleaner approach to off-grid energy supply. Our clean and silent portable power supply, Instagrid ONE, cuts local air pollutants to zero, helping to make air in urban spaces more breathable.

By the end of 2023, we successfully cut 48 tonnes of local NOx emissions (nitrogen oxides) and 18.6 kilo tonnes of local CO emissions (carbon monoxide) by replacing combustion engines with portable power supplies at worksites across Europe. This is comparable to removing 70,000 combustion engine cars from the streets.

To further scale our impact, we have set ourselves the goal of cutting 400 tonnes of local NOx emissions by 2025.

1 H OF USING A GASOLINE GENERATOR = DRIVING FOR 250 KM

1 h of using a portable gasoline generator emits as much smog-forming pollution as driving an average passenger vehicle for about ~ 250 km



EMISSIONS ON CONSTRUCTION SITES

Construction sites in Greater London contribute to 7.5% of overall NOx, 8% of PM10, and 14.5% of overall PM2.5 emissions in the region. A total of 25% of these emissions come from on-site fossil fuel-powered generators, negatively impacting urban air quality and the health of workers and bystanders.⁶

Customer Health and Safety

We make pure power accessible to professionals.

Due to their heavy impact on urban air pollution, fuel-driven combustion generators harm the health of people working and living in surrounding environments.

By offering a cleaner mobile energy supply, we can help improve people's health and safety, as well as their work flexibility. The modular design of our portable power supplies renders excessive cabling unnecessary, ensuring a safer and simpler workflow for users.

By 2023, we provided clean energy to 748 customers, delivering 7.4 GWh of clean energy for professionals working in sectors such as construction, film and media, events, and emergency services. In total, we gave 44,000 people access to clean mobile power across our main European markets.⁷

By 2023, we cut 48 tonnes of local NOx emissions and 18.6 kilo tonnes of CO emissions.

By 2025, we aim to provide a pollutant-free power source for 250,000 people in their workplaces.

By 2030, the goal is to scale this to 10 million people.



Climate Change Mitigation

We decarbonise off-grid power.

Combustion generators not only cause significant local air pollution, but they also drive climate change impacts directly and indirectly. Greenhouse gas emissions from small combustion engines are currently poorly regulated in Europe and the US. However, we are seeing industry players in sectors like construction and film increasingly take action and partner to curb CO₂ emissions from diesel generators.⁸

At Instagrid, we look at our contribution to climate change on different levels, from assessing our own corporate carbon footprint to calculating the lifetime greenhouse gas emissions of an Instagrid ONE unit. Our biggest impact lies in replacing combustion generators with our portable power supplies in the field. By 2023, we have cut down 104 kilo tonnes of CO₂e by replacing combustion generators on construction sites, film and media, emergency response and other sectors across Europe. From 2024 onwards, we'll be extending this positive impact to other continents such as North America. →

EMISSIONS IN FILM PRODUCTION

A high-budget film production of over \$70 million generates 2,840 tonnes of CO₂e, with 15% of these emissions coming from fossil fuel-powered generators. In 2023 alone, 35 films of this scale were produced, emitting roughly 13,000 tonnes of CO₂e.⁹

⁸ Examples include 100 of UK's leading construction firms joining forces to ban diesel generators on sites and film industry giants Netflix and Disney funding an initiative to replace diesel generators on film sets.

⁹ We Are Albert: Screen New Deal Report and The Numbers: Movie Budgets



Our Impact

Our Product Carbon Footprint:

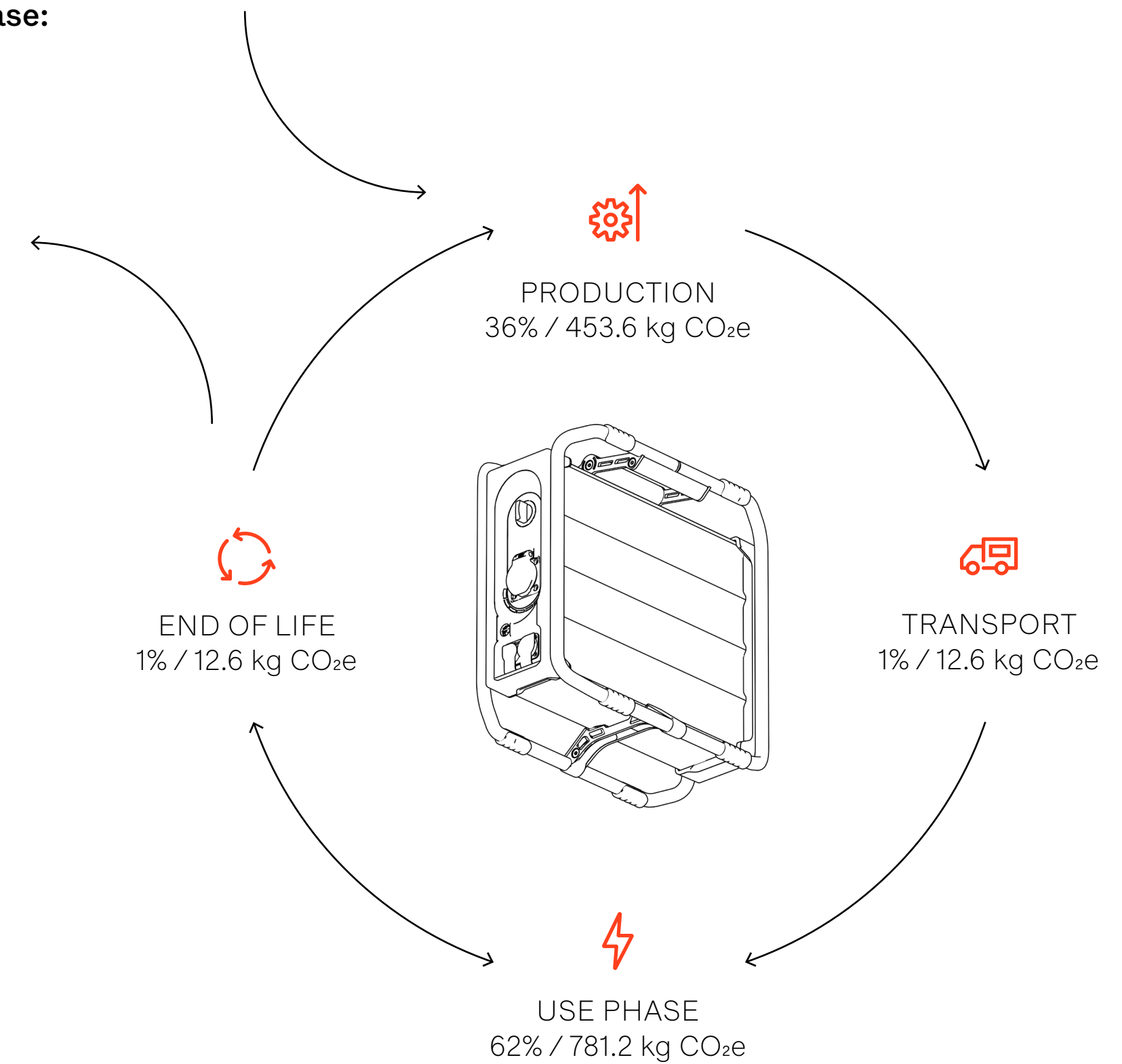
To analyse and validate this positive impact we have turned to external partners. Together with independent agencies and following international frameworks, we've conducted a comparative Life Cycle Assessment (LCA) between the Instagrid ONE and small combustion engines. This analysis covers the production, transportation, use-phase, and product end-of-life. The results yield that over the product life cycle, Instagrid ONE emits 1,260 kg of CO₂e.¹⁰ This is up to 97% less than the lifetime emissions of a comparable combustion generator. The use-phase emissions related to charging behaviour of customers contributes to 60% of lifecycle emissions and bears a lot of potential for lowering lifetime emissions.

To compare environmental impacts, we have broken them down to a unit of 1 kWh of electricity delivered. The visual on top right highlights this by product lifecycle-phase.

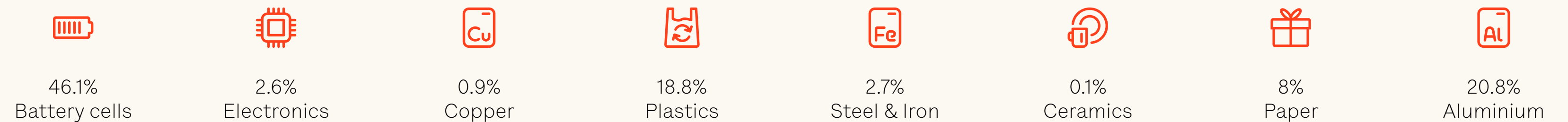
Use-phase emissions contribute to 60% of overall lifecycle emissions. They are significantly impacted by customers' charging behaviour.

Based on our LCA we can also look into the environmental burden of each component and material. This analysis helps us to regularly assess alternative materials to reduce CO₂e emissions associated with the use of specific materials. During the product development phase we have, for example, switched to using recycled aluminium, which has reduced the carbon footprint of the aluminium housing by 48%. →

Environmental impact by life cycle-phase:



Environmental impact by material during the life cycle



Our Impact

Our Corporate Carbon Footprint (CCF):

As the climate situation deteriorates, we must consider our company role in a systems-wide approach. We should not only concentrate on the reduced emissions our products enable but also acknowledge the emissions we generate ourselves.

Our direct emissions from business activities, such as energy use in our buildings, do not capture the whole picture. We recognise the impact of our indirect emissions, such as manufacturing processes or customers' charging behaviour, which can negatively affect the environment and contribute to climate change.

To measure the impact of our emissions, we utilise 14 categories outlined in the Greenhouse Gas (GHG) Protocol, applying an operation control approach.

The increase in our Corporate Carbon Footprint is mainly due to the scaling of product demand and, therefore, increased production.¹¹

To attain a more detailed picture of our corporate carbon footprint emissions, we broke them down to the functional unit of one kWh delivered over the product lifetime. The significant drop of CO₂e in g/kWh mainly results from changing the calculation methodology to align with the GHG Protocol. Following the methodology from 2022, we could observe a slight decrease to 0.73. While this reduction is not directly comparable to absolute emissions reductions, it does reflect our efforts to improve efficiency and reduce environmental impact.

CCF broken down to one kWh delivered over product lifetime

	2022	2023
kg CO ₂ e/kWh	0.79	0.34 ¹²

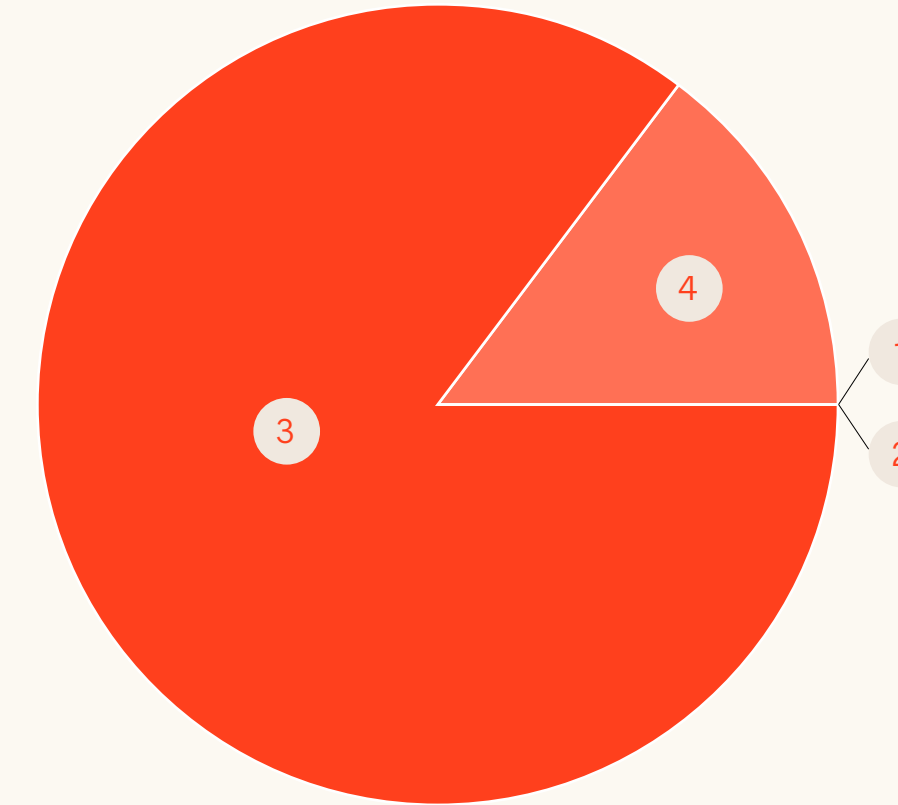
Our Scope 1 and 2 emissions remain relatively low as our production is outsourced. Still, they remain a focus for us. In 2023, we joined the Science-Based Target initiative (SBTi), which provided validation that we are on track in reducing our Scope 1 and 2 emissions in line with the 1.5 degrees Paris Climate Agreement.

By joining SBTi, we also received validation that our reduction targets are scientifically rigorous. Our goal is to cut Scope 1 and 2 emissions (t CO₂e) by at least 42% from our 2022 levels by 2028.

While SBTi does not validate Scope 3 emission reduction targets for small companies, we have set out an internal reduction target and roadmap which will be fine-tuned in 2024. To effectively tackle our Scope 3 emissions, we will measure the emissions associated with product manufacturing based on primary data. This involves setting up a CO₂e data reporting process in 2024 that supports emissions calculation and maintaining a continuous dialogue on emission reduction potential with our partners.

Instagrid's corporate carbon footprint breakdown¹³

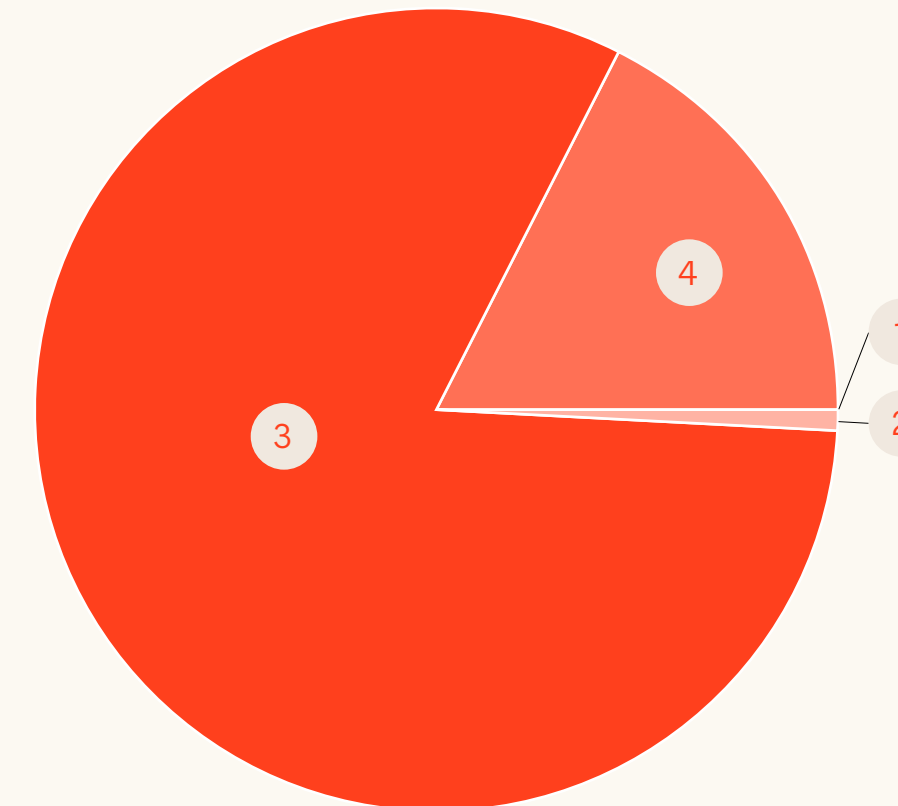
2022



- 1. Scope 1: 0.03%**
3.73 t CO₂e
- 2. Scope 2: 0.20%**
Market-based 22.19 t CO₂e
Location-based 22.19 t C₂e
- 3. Scope 3 PFC: 85.21%¹⁴**
9,601.37 t CO₂e
- 4. Scope 3 rest: 14.56%**
1,640.65 t CO₂e

Total market-based 11.27 kt CO₂e
Total location-based 11.27 kt CO₂e

2023



- 1. Scope 1: 0.009%**
0.92 t CO₂e
- 2. Scope 2: 1.08%**
Market-based 103.73 t CO₂e
Location-based 149.00 t CO₂e
- 3. Scope 3 PFC: 81.42%¹⁴**
7,791.08 t CO₂e
- 4. Scope 3 rest: 17.49%**
1,674.34 t CO₂e

Total market-based 9.57 kt CO₂e
Total location-based 9.62 kt CO₂e

¹¹ Scope 3, Product Carbon Footprint

¹² Reduction for 2023 is based on methodology change according to GHG Protocol

¹³ According to the GHG Protocol, companies operating in markets where product or supplier-specific data in contractual instruments is available must report Scope 2 emissions using two methods: location-based and market-based. Emitwise, an AI-powered carbon management platform, has calculated Scope 2 emissions using standard estimates called residual emission factors when specific supplier data is unavailable. These factors consider electricity generation emissions after accounting for contractual obligations, such as certificates and contracts, which allows companies to compare their purchasing decisions to the overall GHG intensity of their grids. The method aligns with the GHG Protocol guidelines for reporting indirect emissions.

¹⁴ Deviation to emissions calculated as part of the lifecycle analysis is because the GHG Protocol calculation only includes the battery efficiency loss and not all emissions associated to the battery use-phase.

Sustainable Product Design

We design products that last.

Our product development is driven by impact. We consider every aspect of the product, from the materials used to its components, modular design and the end-of-life disposal.

We take the entire lifecycle of the product into consideration in the product design and development phases. Our focus is on maximising the use-phase of each component and integrating repair and recycle aspects into our design processes to keep our products in their first life as long as possible and avoid obsolescence. To do this, we have developed clear internal Sustainable Product Development Guidelines.

Modularity is at the core of our design philosophy, allowing us to dismantle the product and facilitate the repair of its components. This also empowers customers to repair minor defects themselves, while major issues are handled by our technical service team. Thanks to the modular design of our products, it is possible to replace single components instead of replacing entire systems.

In 2023, our product repair rate was 97%, up from 88% in the previous year. We achieved this by increasing our service capacity internally and training external partners. →



Our Impact

We measure the overall circularity of our products using the Material Circularity Indicator (MCI)¹⁵ developed by the Ellen MacArthur Foundation¹⁶. While the evaluation of product circularity and standardised measuring tools are still considered at an early stage, we are collaborating with standard-setting bodies and relevant initiatives to further enhance and refine these measurement tools.

In 2023, the MCI for the Instagrid ONE product was 52%, up from 51% in the previous year thanks to an increased use of recycled materials in our product packaging.¹⁷ While we initially sought a 10% improvement in the circularity index, we are confident that our progress will speed up once the markets and standards for recycled materials evolve. For example, as recycled plastics became more available on the market in 2023, we started lab trials to develop them to meet our material and quality requirements.

The MCI enables users to analyse and evaluate the environmental impacts related to the design of a product. This includes, for example, the total mass of input materials. The total weight of materials purchased by Instagrid in 2023 was 326 tonnes, with a total of 26 tonnes of renewable and 300 tonnes non-renewable materials.¹⁸ The share of recycled input materials was 3.7% based on the total volume of materials purchased.¹⁹ The table to the right breaks this down based on one Instagrid ONE unit.

To further increase our MCI, we have crafted a Sustainable Product Development Plan for Instagrid ONE based on our Sustainable Product Development Guidelines and our LCA. The implementation of this plan was kicked off in late 2023.

IMPROVED CIRCULARITY WITH FRAUNHOFER IPA

In 2023, we started a collaborative project for our up-coming products. The project involves the Fraunhofer Institute for Manufacturing Engineering and Automation (IPA), and our sustainability team, engineers, product owners, and industrial designers. The goal of the project is to define requirements and find solutions to enhance our product circularity.

Instagrid ONE mass share per material

Weight 22 kg (including packaging and charging cable)	
Battery cells:	46.1%
Electronics:	2.6%
Copper:	0.9%
Plastics:	18.8%
Steel and iron:	2.7%
Aluminium:	20.8%
- Recycled content:	59.4%
Paper:	8.0%
- Recycled content:	70%
Ceramics:	0.1%

¹⁵ Defined by Ellen McArthur Foundation.

¹⁶ More on the MCI: <https://www.ellenmacarthurfoundation.org/material-circularity-indicator>

¹⁷ For 2022, we reported a material circularity of 52%. This has been corrected to 51%. In 2023, the use of recycled packaging increased the MCI to 52%.

¹⁸ INSTAGRID ONE material weight and share has been used as reference for Instagrid ONE and Brand Partner products

¹⁹ Recycled content is calculated only for Instagrid ONE as Brand Partner data is not available.

Product End of Life

We're aiming to close the loop.

Ideally, our products would never have an end-of-life but would rather stay in use for as long as possible. Even as we seek to provide the best possible design for repair and re-use, our products do eventually reach their end-of-life.

Our Sustainable Product Development Guidelines also include Design for Recycling principles to facilitate the recyclability of our product at its end-of-life. Currently, 91% of the Instagrid ONE product can be recycled according to a study carried out by an external partner.

The nature of a battery, being an agglomerate of various active and passive materials, makes its separation and return back to a closed cycle challenging. While the recycling of lithium-ion batteries is still generally in its infancy, we have witnessed a surge in recycling capacities across Europe due to the widespread adaptation of battery technologies in recent years and an increase in the value of raw materials such as cobalt, nickel or lithium.

Amid this evolving landscape, we have started to investigate appropriate and innovative recycling options for the battery cells we use. Today, commercial recycling is mostly limited to physical pre-treatment, followed by a pyrometallurgic process that only recovers a small fraction of the materials. We believe that as a young company, we have a role to play in helping push this transition and partner to find new approaches to commercial recycling of battery cells. →



Our Impact

To make strides in this area, we have done three things:

1. We participate in national take-back schemes in 23 countries and continuously expand these partnerships. Often, customers don't know where to turn to when the batteries are defective and this initiative supports directing customers where to deposit worn-out or defective batteries for recycling.
2. We've teamed up with an external partner FIT Umwelttechnik GmbH (an engineering office dealing with resource/energy management and recycling) to assess our products' recyclability. We're looking to better understand which technology is needed to recycle specific components, and which components are critical and subject to disposal. We use this feedback as a basis to further increase the circularity of our product.
3. We are establishing partnerships with experts in the recycling field for different components, such as printed circuit board assemblies (PCBAs) and battery cells, to explore innovative recycling strategies. Additionally, we are launching our Reuse and Recycling Program in 2024 to evaluate second-life options for electronics and battery modules.

91%

of Instagrid ONE can be recycled

- 80.5% material recycling
- 10.3% energetic recycling
- 9.2% disposal



Energy Consumption and Waste

We're mindful of resources as we grow.

Energy consumption for producing goods and services is the primary driver of greenhouse gas emissions and, consequently, of climate change. As a young company with outsourced production, our energy consumption scope remains relatively low (see Climate Change Mitigation). Based on activity data, we have determined our electricity consumption at our headquarters in Ludwigsburg. For other energy categories, we have modelled consumption as no activity data is available.²⁰

To gain a deeper understanding of our energy consumption, we will introduce an Environmental Data Reporting procedure in 2024 with our suppliers. This will help us create actionable recommendations for further improvement.

Furthermore, we continue to collaborate with our suppliers to minimise energy consumption in the production processes. In 2024, we will relocate our headquarters to a new office building that is more energy-efficient. We are dedicated to designing optimal office spaces that conserve energy for both electricity and heating. →

Instagrid's energy consumption

	2022	2023
Electricity HQ Ludwigsburg (measured)	74,951.5 kWh	65,265 kWh
Electricity other offices and home offices (estimated) ²¹	Not calculated	13,323 kWh
Electricity EV-charging Station Ludwigsburg (measured)	Not calculated	5,681 kWh
Electricity EV-charging external (estimated) ²²	Not calculated	11,386 kWh
Fuelling of rental cars (estimated) ²³	Not calculated	10,277 kWh
Heating all offices (estimated) ²⁴	n/a	361,576 kWh
Total in kWh	74,951	467,508,508
Total in Gigajoule²⁵	270	1683

As our direct energy consumption is relatively low, we want to set our focus where the biggest impact is possible, namely our production.

²⁰ In 2022, we reported only for our Ludwigsburg headquarters therefore the energy consumed in 2023 has significantly increased

²¹ Calculation based on energy consumption assumptions based on working hours and headcount

²² Spend-based calculation

²³ Calculation based average km indicated in invoices and fuel consumption

²⁴ Calculation based on assumptions for average isolated buildings in kWh/m²a for all office spaces and home offices

²⁵ Conversion factor kWh in Gigajoule 277.8 from AG Energiebilanzen e. V. (ag-energiebilanzen.de)

Our Impact

Waste consumption is another critical aspect of sustainability, as it directly impacts our environment and resources. At Instagrid, we are serious about minimising waste in all our operations. We have implemented waste management strategies aimed at reducing, reusing, and recycling materials.

Through active monitoring of our waste streams and working with suppliers to cut down the amount of packaging material, we aim to decrease our overall waste. This not only contributes to a healthier environment but also demonstrates our dedication to responsible business practices.

Instagrid's waste generation in tons and disposal

Waste type	2022	2023	Waste generation	Operation
Paper & Cardboard	1.84 t	1.76 t	Packaging waste of our products (returned products)	Recycling of organic substances (R3)
Metal	0.61 t	n/a	Activities of technical service	Recycling/reclamation of metals and metal compounds (R4)
Wood	0.70 t	1.66 t	Pallets used for transport	Exchange to wastes for submission (R12)
Plastics	0.66 t	1.36 t	Activities of technical service	Recycling of organic substances (R3)
Biological waste	0.22 t	0.31 t	Kitchen and office activities	Recycling of organic substances (R3)
Residual waste	1.49 t	2.67 t	Kitchen and office activities	Incineration on land (D10)
Electronic waste	n/a	0.9 t	Activities of technical service	Exchange to wastes for submission (R12)
Battery waste	n/a	5.02 t	Activities of technical service	Recycling of organic substances (R3), Recycling/reclamation of metals and metal compounds (R4), Exchange to wastes for submission (R12)
Total	5.32 t ²⁶	13.33 t		

Responsible Sourcing

We look closely to get the bigger picture.

At Instagrid, we strive to strengthen positive impacts throughout our supply chain, from production to delivery, support, and recycling. We maintain high standards, prioritise safety and seek to ensure that everyone is treated with respect.

Tackling social and environmental topics along the supply chain can be a challenging journey, even for big corporates. Despite being a young company, we have implemented Principles of Responsible Sourcing and taken firm steps towards a responsible sourcing strategy, committing ourselves to labour rights, human rights, health and safety and environmental protection.

Our principles, along with due diligence across our supply chain, align with the following internationally recognised standards:

- International Labour Organization (ILO) core labour standards
- UN Global Compact: Guiding Principles on Business and Human Rights
- UN Global Compact: The Ten Principles
- ISO 45001 and 14001.

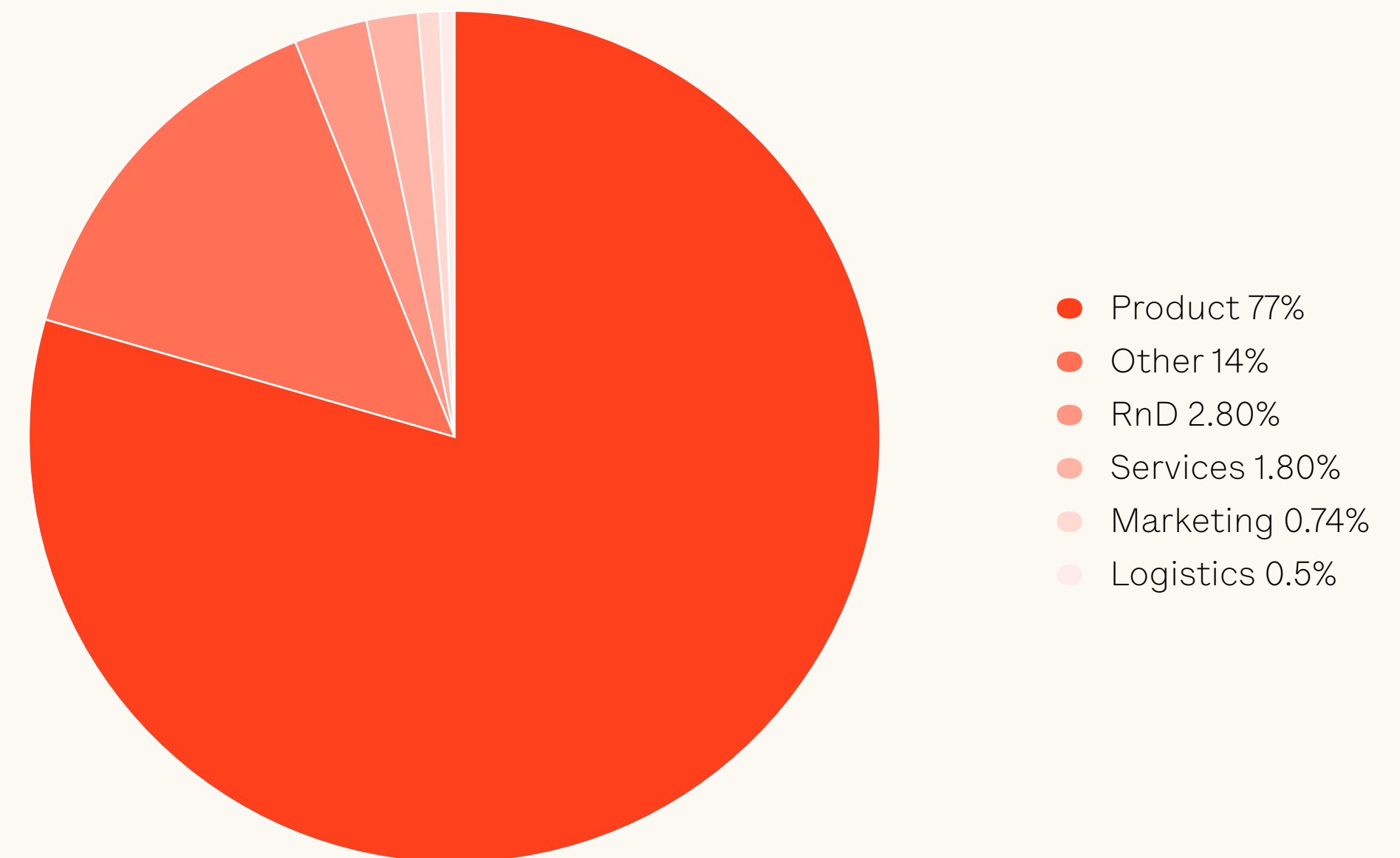
In 2023, we started mapping our supply chain, covering 100% of it on the basis of our total expenses and with a minimum threshold of €35,000. We also identified our most significant supplier categories based on spending data: Product, Research and Development (R&D), Services, Logistics, Marketing, and Other.

Next, we focused on suppliers related to our products, which constitute the largest portion of our expenses: 79.25%. We successfully mapped all of our product-related suppliers.

Finally, we grouped these product-related suppliers' turnover by country, according to their incorporation countries:

- Hungary: 55.3%
- Germany: 22.4%
- Slovenia: 0.66%
- China: 0.56% →

Expenses



Our Impact

We acknowledge that this approach is a first step towards bringing transparency to our supply chain and identifying potential risks and impact related to countries. In 2024, we aim to tackle our deeper supply chain which includes battery cell suppliers that provide components that include critical raw materials.

Based on the above mentioned approach, 55% of our product-related suppliers have already participated in sustainability audits covering social and environmental aspects. An additional 22% are evaluated as low-risk due to their location in Germany. This covers all new suppliers onboarded in the last business year.²⁷ None of the suppliers were identified to have significant²⁸ actual or potential negative social or environmental impacts. In 2024, we plan to include selected Tier 3 suppliers in our audit program.

Beyond auditing, we are committed to being the go-to partner for our suppliers when it comes to questions around environmental and social sustainability. We invest in durable partnerships built on mutual commitment. Through concrete actions, such as supporting our suppliers with their CO₂ calculations and helping develop supplier questionnaires, we increase trust and transparency. It is important to us to support learning opportunities at every stage of collaboration.

In 2024, we will expand these efforts by providing training on carbon footprint and reduction calculations to selected suppliers. In addition, we want to investigate critical components and contact our battery cell suppliers to understand their sourcing principles and how we can join forces to ensure human rights due diligence is deeper across the whole value chain.

²⁷ With a threshold of >0.5% turnover

²⁸ Defined as zero tolerance such as child labour, modern slavery, significant threats to employee health and safety, exposure of employees to precarious working conditions.



Social Dialogue within the Supply Chain

We encourage open communication to create fair conditions.

Social dialogue means transparent communication, open consultation, and fair negotiations regarding working conditions between employers, workers, and government representatives. Each party must be able to express their opinions freely without fear.

Historically, workers have founded organisations such as trade unions to bargain collectively against employer pressure. The freedom to form and join such groups, known as freedom of association, is essential for real social dialogue.

We believe in fostering social dialogue by talking directly with the individuals who work on our products. It is the only way to deeply understand potential issues, receive relevant feedback, and build trustful partnerships. That is why we conduct regular employee interviews within our audits instead of talking only to the management level.

As part of our 2023 supplier audit program, we carried out employee interviews in our supply chain (Tier 1 and 2) to learn about work conditions and union membership catalysing social dialogue. The discussions took place in groups of four to five people with a mix of different job roles, contracts, genders, and ages.



Child Labour and Modern Slavery

We strive to rule out unethical working conditions.

As a small company, child labour and modern slavery are complex topics to tackle within the context of a supply chain. Both issues are severe and driven by various factors related to global and systemic economic imbalance. They are particularly evident in developing countries where artisanal mining serves as the primary livelihood of households.

Instagrid recognises the risks of sourcing critical raw materials within our industry for specific components. Consequently, we have adopted the following measures to identify, avoid, and prevent child labour and modern slavery along our supply chain:

- **Regional Sourcing Strategy:** We prioritise direct suppliers located in Europe to minimise potential risks associated with the sourcing process in high-risk countries (as indicated in UNICEF Child Labour data and the Global Slavery Index). Based on our supply chain mapping in 2023, 100% of product related purchases were made in countries with low risk of modern slavery. In regards to child labour risk²⁹ 98.93% of our purchases were made from low-risk countries. Only 0.71% were purchased from China,

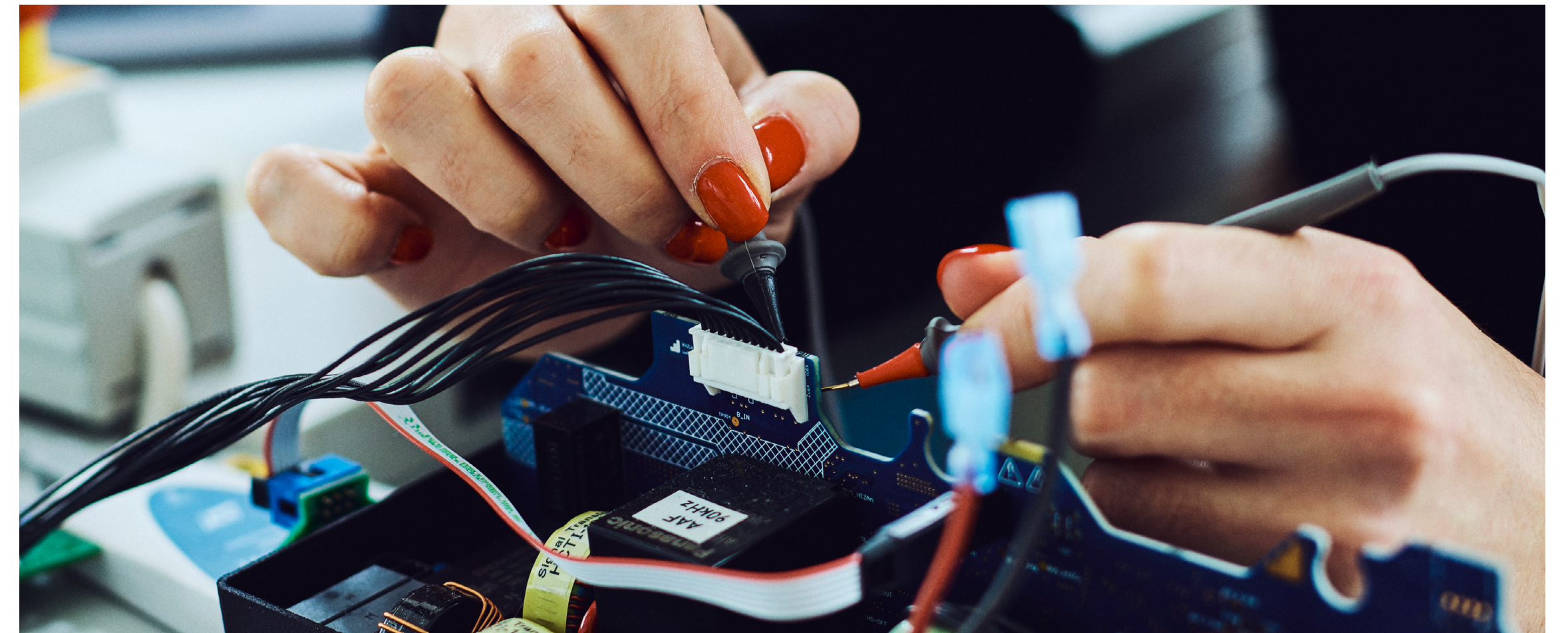
a medium risk country with potential exposure to child labour. We recognise that this first approach is based on direct expenses and does not reflect potential risks and impacts in our deeper supply chain. Therefore, we aim to reach out to our battery cell suppliers in 2024 to understand their sourcing principles and human rights due diligence.

- **Carefully Considered Partnerships:** When selecting our direct suppliers, we exercise thorough consideration, taking into account risk factors. In addition, we conduct background research into our suppliers. We expect our partners to share our values and conduct due diligence for their supply chain and check their supply chain due diligence maturity.
- **Audits and Questionnaires:** In 2023, we established an internal sustainability audit program and a Supplier Self-Assessment Questionnaire that includes questions to identify potential child labour and modern slavery practices. The practice will be extended to our deeper supply chain in 2024.

- **Mapping the Supply Chain:** We started mapping our supply chain to identify potential country risks related to our supply chain. As a first approach, we have mapped all our Tier 1–3 suppliers. The work will be expanded to a product-related mapping in 2024.

We are guided by ILO Convention 138, 182 29 and the UN Guiding Principles on Business and Human Rights in our efforts.

In 2023, we introduced a whistleblowing procedure for our business operations, which will be extended to our supply chain in 2024. We insist our partners ensure that their sub-suppliers comply with our sustainability guidelines, containing environmental and social criteria. Furthermore, we actively cultivate a culture of transparency and open collaboration within our supply chain.



²⁹ According to our methodology, we assess child labour risk and exposure of young employees to hazardous work.

People and Culture

We empower our people.

Business ethics and healthy corporate culture are fundamental to our ethos and business operations. Our wide-ranging Code of Conduct covers our mission, values, environmental commitment, and guidelines on conflict of interest. It also underlines our strict policies concerning bribery, corruption, sanctions, money laundering, and whistleblower violations.

We seek to minimise the risks of our sales team being susceptible to bribery and corruption. That is why we provide mandatory anti-bribery briefings during onboarding, supplemented by additional anti-corruption training via our internal platform.

To promote fair corporate culture, we implemented a whistleblowing procedure in 2023, following the EU Whistleblowing Directive and the German Supply Chain Act. The procedure allows anyone to report potential violations anonymously and confidentially.

We are also setting up an extensive levelling project to establish a compensation and performance management strategy, ensuring overall equality and preventing discrimination.

As we expand globally, understanding our corporate culture deeply is crucial. Therefore, in 2024, we will conduct our first comprehensive employee survey to identify focus areas and future measures. Furthermore, we are launching knowledge-sharing projects concentrating on global leadership training and onboarding experience to sustain our unique culture in the upcoming years.

Key elements of our whistleblowing procedure

- Protecting data and reporters' identities carefully throughout the process to prevent any negative consequences
- Addressing violations effectively via
 - warnings
 - relieving of the duties
 - dismissing from the duties for repeated serious violations
- Providing confirmation and feedback on the reports within three months for the reporters.

Diversity, Inclusion, and Gender Equality

We invest in company culture to make our community shine.

At Instagrid, we take pride in the diversity of our people. By the end of 2023, we had 147 employees³⁰ from 35 nationalities and speaking 27 languages.

We are dedicated to equal employment opportunities, paying careful attention in our recruitment processes, for example by including aspects in our trainings for hiring managers. We believe that gender equality benefits everyone, and we are committed to eliminating gender discrimination and reinforcing an equitable environment.

In 2022, we observed an average salary gap of 13% in favour of women, ranging across genders in equivalent roles, seniority levels, and all locations compared to market data from similar company profiles.³¹ In 2023, we managed to decrease our gender salary gap to 6%, successfully reducing payment inequality. Our goal for 2024 is to narrow the gender pay gap to below 5%.

Our leadership team consists of 23 people in different roles, such as team leads, head-of and C-level. In terms of gender split, 44% are women and 56% are men.

We are pleased that we continue to have a proportion of women above the industry average. We will continue to pursue the goal of increasing this average both in the leadership team and among our non-leadership employees, while at the same time continuing to pursue our fair recruitment process. This comprehensive approach highlights our commitment to cultivating an inclusive and diverse workplace environment at Instagrid. This is also reflected in our low employee turnover rate of 1,14% in 2023. →

³⁰ This includes also employees working remote which are contracted via an external contractor. These employees are treated as internal employees as an external contractor is used for international recruiting only. Employees hold permanent contracts to work with Instagrid.

³¹ To source this data, we use a cloud based software tool that focuses on European employer market for start- and scale-ups



Our Impact

The following data shows our employee breakdown in headcounts per reporting date 31.12.2023. Working students are not included in the breakdown below. We do not hire non-guaranteed hourly workers.

Breakdown by region

Region	Total
Germany	120
UK	12
Finland	8
France	2
Austria	1
Norway	1
Lithuania	1
Netherlands	1
USA	1
	147

Instagrid's contract type breakdown³²

Employment contract	Total	Male	Female	Non-binary	No information
Permanent	146	81	50	1	14
Temporary	1	1	0	0	0
Total	147	82	50	1	14

Instagrid's employment category breakdown³³

Employment contract	Total	Male	Female	Non-binary	No information
Full-time	123	76	34	1	12
Part-time	24	6	16	0	2
Total	147	83	50	1	14

Breakdown by role, gender and age

Employment contract	Total	Male	Female	< 30	30-50	> 50
Leadership team	100%	56%	44%	11%	80%	9%
Non-leadership employees	100%	67%	33%	19%	73%	8%

³² Permanent employees hold timely unlimited contracts; Temporary employees hold timely limited contracts.

³³ Full-time employees equal working hours of > 38h/week; Part-time employees equal working hours <38h/week

Training and Qualification

We believe talent is the way forward.

We firmly believe in developing our employees' skills. To this end, we carefully track our peoples' annual training and ensure equal learning opportunities for everyone, regardless of their position or gender identity.

Our educational platforms such as Udemy, Bridge and Babbel offer materials covering languages, public speaking, feedback, and presentation skills. Additionally, employees have access to comprehensive project management training and specialised courses for work-life balance, mental health, and stress management.

In 2023, our employees dedicated 12 hours on average to training, advancing their career ambitions or refining specific soft skills. This meant an increase of three hours per employee compared to 2022. To assess this number, we have used track records for Babbel and Bridge and sample testing for Udemy and personal development. These training opportunities are accessible to everyone without any entry barrier³⁴.

Certain roles require specific safety training, such as our testing and validation teams. We also arrange individual training through external institutions to address specific needs. As part of this, we have conducted training to enhance leadership skills for our leadership team. Currently, re-trainings focused on retirement or termination for operational reasons are not in place due to our age structure and economic situation.

In 2024 and beyond, we will introduce internal training programs for personal talent development and leadership skills to meet individual needs. →



We must work together to create lasting change.

We believe in creating impact together. This is why we strive to foster genuine and strong alliances globally, sectorally and locally. We proactively seek to collaborate with public entities, international organisations and pioneering companies in the clean energy transition who share our values and goals.

Our partnership highlights in 2023 include:

- On a global level, we joined the Science-based Targets Initiative in 2023 to demonstrate our commitment to the Paris Climate Agreement. As a recognition of our positive and collaborative approach to innovation, the World Economic Forum named us a Technology Pioneer in 2023.
- In one of our main sectors, film and media, we were selected to participate in the Clean Mobile Power Initiative funded by film industry giants Netflix and Disney.
- Regionally we collaborated with initiatives such as the Baden-Württemberg state agency for environmental technology and the Economic Development Department of the City of Stuttgart. We co-operate on topics such as product circularity and sustainability reporting to share our knowledge, learn from peers, and tackle broad issues more comprehensively.

As we expand our market reach, we want to join other global impact networks such as the UN Global Compact in key regions like the EU and the US. We are also working towards becoming a B Corporation in 2024.

Each of these initiatives is a powerful platform for us to collaborate and share our expertise on the role of clean mobile energy in the energy transition. We constantly seek collaboration with organisations that share our mission for a cleaner future. Join us in transitioning away from combustion generators to a cleaner alternative.

JOIN THE MOVEMENT

We constantly seek collaboration with organisations that share our mission for a cleaner future. Join us in making the energy transformation a force for positive change!

Let's talk!
sustainability@instagrid.co



APPENDIX

Materiality Analysis

We did the groundwork to understand our impact.

Our materiality analysis results from a comprehensive study that was conducted from June to September 2022 and updated in November 2023. The analysis is guided by international reporting standards such as the Global Reporting Initiative (GRI) and the EU Corporate Sustainability Reporting Directive (CSRD).

Guided by the CSRD, we considered the principle of double materiality, assessing impacts both on the environment and society, as well as financial materiality. While our overall reporting follows the requirements of GRI to ensure transparent and comparable KPIs.




We evaluated Instagrid’s actual, potential, negative and positive impacts over the short, medium, and long term. The inspection was applied to:

- products and services
- business activities
- value chain (upstream and downstream)
- business relationships.

We also analysed the sustainability-related financial impacts over the short, medium and long term. We examined the risks and opportunities affecting:

- financial position
- performance
- cash flows
- access to finance
- cost of capital.

As a result, we identified material topics that are either irrelevant to our business model or fall under the materiality threshold. →

2023	2022
 Environment	
Local Air Pollution	Local Emissions
Energy Consumption and Waste	Includes the 2022 topics Energy Consumption in Production and Sourcing and Energy Consumption of Corporate Buildings.
Climate Change Mitigation	Added in 2023. Includes the 2022 topic Sustainable Mobility.
Hazardous Substances	n/a. Added in 2023.
Strong Partnerships	Policy Making and Green Infrastructure were renamed in 2023.
 Circularity	
Sustainable Product Design	Lifecycle Management was renamed in 2023 and split into two topics. Includes topics Product Packaging, Waste Management, and Water Resource Management.
Product End of Life	Lifecycle Management was renamed in 2023 and split into two topics. Includes the topic Innovation and Technology.
 People	
Training and Qualification	n/a. Was reported in 2022 but not as a material topic.
Diversity, Inclusion, and Gender Equality	Diversity and Inclusion was combined with Gender Equality, which was reported in 2022 but not as a material topic.
Working Conditions within Supply Chain	No changes. Includes topics Occupational Health and Safety, Rights of Migrant Workers, Rights of Ethnic Minorities and Indigenous People, and Livelihood..
Social Dialogue within Supply Chain	n/a. Was reported in 2022 but not as a material topic.
Child Labour and Modern Slavery	No changes.
People and Culture	Added in 2023.
Customer Health and Safety	No changes.

Based on our 2023 analysis, we do not consider the following topics to be material topics:

Soil Modification

We have added the topic to our backlog, particularly concerning the sourcing of raw materials, especially lithium. Initially, we will focus on further mapping our supply chain throughout 2024–2025. This data will help us re-evaluate soil modification linked to lithium sourcing, enhancing transparency in the raw material sourcing practices.

Armed Conflicts

When establishing our supply chain in 2023, we did not identify potential risks and impacts. As a result, we have added this topic to our backlog and will reassess it after extending the mapping of our deeper supply chain.



Objectives and Our Approach

KPI	Baseline		Objectives			Status of 2023 goals
	2022	Actual	2023	2025	2030	
Energy delivered over years	1.9 GWh Equivalent to 1,300 people's annual electricity consumption in Germany.	7.4 GWh Equivalent to 5,100 people's annual electricity consumption in Germany.	n/a	100 GWh	Improve our Emissions Saving Model with additional primary data to shape our 2030 goals.	n/a
CO ₂ e savings in tons from combustion generator replacement over years	21 000 t Equivalent to 6 wind turbines powered for a year.	104,300 t Equivalent to 29 wind turbines powered for a year.	100,000 t	1,000,000 t	100,000,000,000 t	Exceeded by +4.3%.
NOX savings in tons from combustion generator replacement over years	10 t Equivalent to taking 14,000 cars off the street.	48.1 t Equivalent to taking 70,000 cars off the street.	40 t	400 t	15,000 t	Exceeded by +8.1%.
Total Corporate Carbon Footprint in kt CO ₂ e	11.3 kt	9.61 kt (location-based) 9.57 kt (market-based)	Set up CO ₂ e reduction targets and roadmap.	n/a	n/a	SBTi validation of Scope 1 and 2 reduction targets achieved. Roadmap for Scope 1 and 2 reduction developed. Internal targets for Scope 3 reduction set. Fine-tuning in 2024.
Scope 1 in t CO ₂ e	3.73	0.92	n/a	n/a	-42% by 2028 from the base year 2022	
Scope 2 in t CO ₂ e (market-based)	22.19	103.73	n/a	n/a	-42% by 2028 from the base year 2022	
Scope 2 in t CO ₂ e (location-based)	22.19	149.00	n/a	n/a	-42% by 2028 from the base year 2022	
Material Circularity Index (MCI)	51%	52%	Increase circularity by 10% from the base year 2022.	Increase circularity by 25% from the base year 2022.	n/a	Underachieved by -8%. Focus was on setting up a sustainable product development roadmap and deriving fixed requirements that will support the 2025 objective.
Repair rate	88%	97%	90%	n/a	n/a	Exceeded by +7%.
People with access to clean energy	22,000	44,000	50,000	250,000	10,000,000	Underachieved by -12%.
Percentage of supply chain mapped (Tiers 1–3)	n/a	100% spend-based	100%	Expand supplier mapping, focusing on product-related suppliers.	n/a	We mapped 100% of suppliers based on our spending data with a threshold of spendings >35,000€
Supply chain due diligence (Tiers 1–3)	Define supplier requirements and develop monitoring measures.		Evaluate 70% of Tier 1–3 suppliers.		n/a	We evaluated 75% of suppliers based on our spending data.

Our Performance Indicators and the GRI Index
ENVIRONMENT

GRI	Page	KPI	Baseline	Actual	Methodology
			Baseline (2022)	Actual (2023)	
n/a	11	Energy delivered over years	1.9 GWh Equivalent to 1,300 people's annual electricity consumption in Germany.	7.4 kWh Equivalent to 5,100 people's annual electricity consumption in Germany.	Calculation, extrapolation and assumption based on on-field data.
n/a	13	Product Carbon Footprint in kg CO ₂ e (total and share of material-related GHG emissions of production phase)	1,260 kg Aluminium: 9.5% Battery cell: 49.9% Electronics: 33.5% Copper: 0.2% Plastics: 6.3% Steel and iron: 0.6%	n/a	Comparative Life Cycle Assessment according to DIN EN ISO 14040:2021/ DIN EN ISO 14044:2021.
n/a	13	CO ₂ e savings from combustion generator replacement by an Instagrid ONE	High profile user: -94% Average profile user: -97%	n/a	Comparative Life Cycle Assessment according to DIN EN ISO 14040:2021/ DIN EN ISO 14044:2021. Normalised by 1 kWh of electricity, considering diesel and fuel generator market share.
n/a	12	CO ₂ e savings in tons from combustion generator replacement over years	21,000 t Equivalent to 6 wind turbines powered for a year.	104,300 t Equivalent to 29 wind turbines powered for a year.	Comparative Life Cycle Assessment according to DIN EN ISO 14040:2021/ DIN EN ISO 14044:2021. Comparison to wind turbines: Greenhouse Gas Equivalencies Calculator, US Environmental Protection Agency.
n/a	10	NOx emission savings in tons from combustion generator replacement over years	10 t Equivalent to taking 14,000 cars off the street.	48.1 t Equivalent to taking 70,000 cars off the street.	Comparative Life Cycle Assessment according to DIN EN ISO 14040:2021/ DIN EN ISO 14044:2021. Comparison to cars: NOx emission standards, European Environment Agency and Sectoral Profile Transport Odysee Mure
n/a	11	CO emission savings in tons from combustion generator replacement over years	n/a	18.6 kt	Comparative Life Cycle Assessment according to DIN EN ISO 14040:2021/ DIN EN ISO 14044:2021.



GRI	Page	KPI	Baseline	Actual	Methodology	
			Baseline (2022)	Actual (2023)		
GRI 305-1	14	Corporate Carbon Footprint in kt CO ₂ e	11.3 kt	9.62 kt (location-based) 9.57 kt (market-based)	GHG methodology (spend and activity-based)	
GRI 305-1	14	Scope 1 in t CO ₂ e	3.73	0.92	GHG methodology (spend and activity-based)	
GRI 305-2	14	Scope 2 in t CO ₂ e (market-based)	22.19	103.73	GHG methodology (spend and activity-based)	
GRI 305-2	14	Scope 2 in t CO ₂ e (location-based)	22.19	149.00	GHG methodology (spend and activity-based)	
GRI 305-3	14	Scope 3 in t CO ₂ e (Product Carbon Footprint)	9,601.37	7,791.086	GHG methodology (spend and activity-based) Methodology change from 2022 (LCA methodology) to 2023 GHG protocol methodology. Only 7% of use-phase emissions (efficiency loss) were included in the calculation based on GHG Protocol requirements.	
GRI 305-3	14	Scope 3 in t CO ₂ e (Other)	1,640.65	1,674.34	GHG methodology (spend and activity-based)	
GRI 305-4	13	Product Carbon Footprint / Climate Change Mitigation (GHG emissions intensity)	1,260 kg CO ₂ e	530 kg CO ₂ e	Product carbon footprint according to GHG protocol Comparative Life Cycle Assessment according to DIN EN ISO 14040:2021/ DIN EN ISO 14044:2021.	
		a. GHG emissions intensity ratio for products	n/a	0.28 kg CO ₂ e/kWh		
		b. Organisation-specific metric	n/a	1,890 kWh		
		c. Types of emissions included	n/a	All		
		Gases included in the calculation	n/a	All		
GRI 305-4	14	GHG Emission intensity	0.79	0.34	Breakdown of Corporate Carbon Footprint into kg CO ₂ e/kWh Corporate Carbon Footprint (location-based) ÷ (total kWh over lifetime per sold product × total number of sold products) Significant difference due to methodology change in GHG Emission calculation	
n/a	n/a	Hazardous substances	n/a	Lead Cadmium	Ensuring REACH and RoHS Compliance	
GRI 302-1	19	Energy consumption in Giga Joule	Total energy consumption: 270 GJ	Total energy consumption: 1,683 GJ Total energy consumption in kWh: 467,508 kWh	Activity-based data from invoices. In 2022, we only reported for our Ludwigsburg headquarters.	
				Per category:		
				Electricity HQ Ludwigsburg: 65,265 kWh		Activity data
				Electricity EV-chargin Ludwigsburg: 5,681 kWh		Activity data
				Electricity EV-charging external: 11,386 kWh		Spend-based calculation
				Fueling of rental cars: 10,277 kWh		Based on average km and fuel consumption
				Heating all offices: 361,576 kWh		Based on average isolated buildings in kW/m ² a for offices and home office

Our Performance Indicators and the GRI Index
CIRCULARITY

GRI	Page	KPI	Baseline		Actual		Methodology
			2022	2023	2022	2023	
n/a	16	Material Circularity Index (MCI)		51%		52%	Based on Ellen MacArthur Foundation Methodology
GRI 301-1 GRI 301-2	16	Materials used by weight or volume a. Non-renewable materials used b. Renewable materials used Recycled input materials used	Material per product: Battery cells: 46.1% Electronics: 5.0% Copper: 0.4% Plastics: 18.6% Steel and iron: 1.6% Aluminium: 20.2% Share of recycled material: 73.0% Paper: 8.0% Share of recycled material 37.0% Ceramics: 0.1%		Total Material used: 326 t including 26 t of renewables 300 t of non-renewables materials Share of recycled input materials is 3.7% Material per product: Battery cells: 46.1% Electronics: 2.6% Copper: 0.9% Plastics: 18.8% Steel and iron: 2.7% Aluminium: 20.8% Share of recycled material: 59.4% Paper: 8.0% Share of recycled material 70.0% Ceramics: 0.1%		Weight of Instagrid ONE is 22 kg, including packaging and charging cable. Based on external Dismantling and Recycling Study. This information is used as reference to calculate the total materials used in 2023 for Instagrid ONE and Brand Partners. Calculation of recycled input materials is only included for Instagrid ONE.
n/a	17	Material output: share of recyclable materials		91%		91%	Weight of Instagrid ONE is 22 kg, including packaging and charging cable. Based on external Dismantling and Recycling Study. Number for 2022 has been corrected retrospectively.
n/a	18	Recycling procedure	80.5% material recycling 10.3% energetic recycling 9.2% disposal		80.5% material recycling 10.3% energetic recycling 9.2% disposal		Weight of Instagrid ONE is 22 kg, including packaging and charging cable. Based on external Dismantling and Recycling Study.
n/a	15	Repair rate		88%		97%	Number of repaired products ÷ (total number of returned products - misused products)
GRI 306-2 GRI 306-4	20	Waste generation and disposal	Total: 5.32 t Includes: 1.84 t paper and cardboard 0.61 t metal 0.70 t wood 0.66 t plastics 0.22 t biological waste 1.49 t residual waste		Total: 13.33 t Includes: 1.76 t paper and cardboard (R3) 1.66 t wood (R12) 0.54 mixed electronics 1.36 t plastics (R3) 5.02 battery waste (R12) 0.31 t biological waste (R3) 2.67 t residual waste (D10)		Waste balance sheet 2023 instagrid GmbH. Residual and bio waste modelled with conversion factor (kg/l). Total waste for 2022 was corrected retroactively due to adjustment in the waste calculation model.

Our Performance Indicators and the GRI Index
PEOPLE

GRI	Page	KPI	Baseline		Actual		Methodology
			2022	2023	2022	2023	
n/a	11	People with access to clean energy		22,000		44,000	Units sold multiplied by number of people impacted: <ul style="list-style-type: none"> B2B sales 3 people/unit (derived from the field studies as part of the EU LIFE Project) B2C sales 1 person/unit
GRI 2-7	27	Number of full-time employees		81		123	Included temporary employees
GRI 2-7	27	Number of part-time employees		11		24	Excluded working students and interns
GRI 2-7	27	Number of employees by contract type and gender				Permanent: - 81 male - 50 female - 1 diverse - 14 not set Temporary: - 1 male - 0 female - 0 diverse - 0 not set	Derived from our ERP ¹ tool
GRI 2-7	27	Number of employees by contract type and region				Germany: 120 UK: 12 Finland: 8 France: 2 Austria: 1 Norway: 1 Lithuania: 1 Netherlands: 1 USA: 1	
GRI 2-7	27	Number of employees by employment type and gender				Full-time: - 76 male - 34 female - 1 diverse - 12 not set Part-time: - 6 male - 16 female - 0 diverse - 2 not set	Derived from our ERP tool



Our Performance Indicators and the GRI Index
PEOPLE

GRI	Page	KPI	Baseline	Actual	Methodology
			Baseline (2022)	Actual (2023)	
n/a	26	Number of employees in leadership positions	17	23	Derived from our ERP tool
n/a	26	Number of employee languages	21	27	Survey
n/a	26	Number of employee nationalities	19	35	Derived from our ERP tool
GRI 405-1	27	Share of non-leadership employees that identify as women	43%	33%	Derived from our ERP tool
GRI 405-1	27	Employees under 30 years	n/a	19%	Derived from our ERP tool
GRI 405-1	27	Employees between 30 and 50 years	n/a	73%	Derived from our ERP tool
GRI 405-1	27	Employees over 50 years	10%	8%	Derived from our ERP tool
GRI 405-1	27	Share of leadership employees that identify as women	47%	44%	Drawn from the organisation's diagram
GRI 405-1	27	Leadership under 30 years	n/a	11%	Drawn from the organisation's diagram and ERP tool
GRI 405-1	27	Leadership between 30 and 50 years	n/a	80%	Drawn from the organisation's diagram and ERP tool
GRI 405-1	27	Leadership over 50 years	n/a	9%	Drawn from the organisation's diagram and ERP tool
GRI 2-9	n/a	Share of board of management that identify as women	33%	33%	Drawn from the organisation's diagram and ERP tool
GRI 404-1	28	Training and qualification Trainings in hours per employee	9	12	Based on onboarding and ongoing training, including one-time, recurring and role-specific training assumptions. Excluded digital learning platforms.
GRI 404-2	28	Training and qualification Scope of training	All employees have access to: Digital language training Coached feedback training Digital learning platform Training according to individual needs, e.g. conflict negotiation and resolution	All employees have access to: Digital language training Coached Feedback training Digital learning platform Training according to individual needs, e.g. conflict negotiation and resolution	Monitored by a People Development team.
GRI 405-1 GRI 405-2	26	Gender equality Gender pay gap	13.32% in favour of women	5.85%	Average salary gap between men and women at equal job, seniority level and location.



GRI	Page	KPI	Baseline		Actual		Methodology
			Baseline (2022)	Actual (2023)	Actual (2023)		
GRI 308	21	Percentage of supply chain mapped (Tiers 1–3)	n/a	100% spend-based			
GRI 308-1	23	Supply chain due diligence (Tiers 1–3)	Define supplier requirements and develop monitoring measures.	Developed: - RFQ ² Criteria including environmental and social screening - Sustainability Self-Assessment Questionnaire - Sustainability Audit Program	Guided by:	<ul style="list-style-type: none"> International Labour Organization (ILO) core labour standards UN Global Compact: Guiding Principles on Business and Human Rights UN Global Compact: The Ten Principles ISO 45001 and 14001. 	
GRI 414-1	23	New suppliers screened for social criteria	n/a	4	New supplier or production relocation with existing suppliers		
GRI 414-2	22	Working conditions within supply chain	n/a	Evaluated 75% of our key suppliers 55% participated in audits 22% low risk location	Different aspects of working conditions evaluated via screenings, Sustainability Self-Assessment Questionnaire and Sustainability Audit Program.		
GRI 408-1	24	Child labour	n/a	n/a	<ul style="list-style-type: none"> Regional Sourcing Strategy 		
GRI 409-1	24	Modern slavery	n/a	n/a	<ul style="list-style-type: none"> Carefully considered partnerships Audits and questionnaires Mapping the supply chain 		

THANK YOU!



Let's talk? sustainability@instagrid.co

