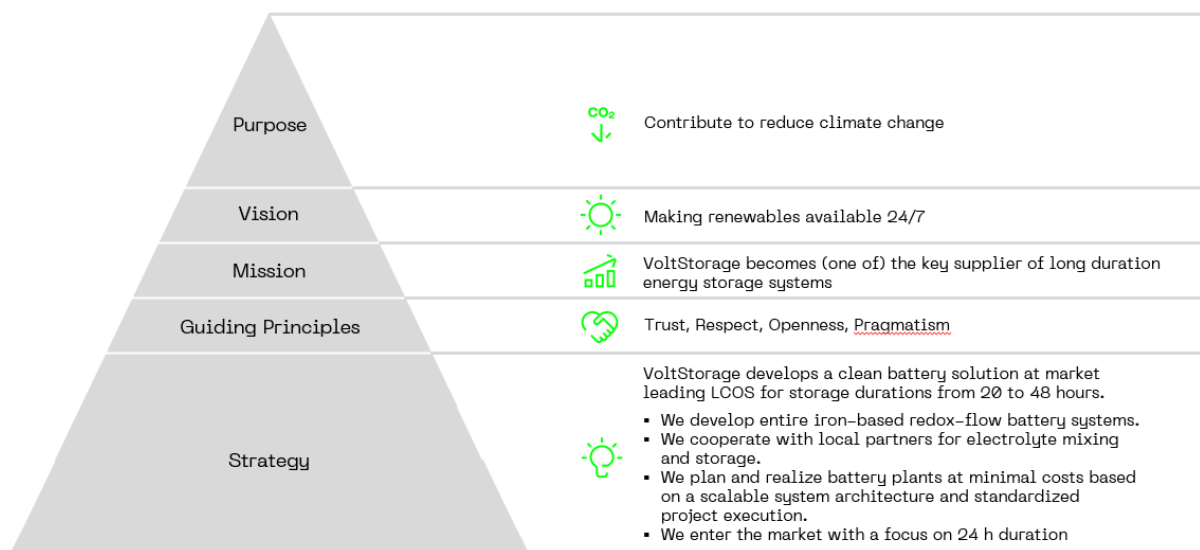


ESG Policy

1 Introduction

At VoltStorage, we have the vision that we can make a major contribution to reducing the global carbon footprint and thus counteract the climate catastrophe. We are pursuing the vision of making renewable energy available 24/7 by developing and manufacturing green and sustainable batteries.

But it is not only our core business that is driven by sustainable endeavours; we have also set ourselves the goal of taking sustainability into account in all business decisions. By corporate sustainability, we mean a strategic orientation that integrates environmental, social and governance orientation into all aspects of corporate activity. Success is therefore not only measured in economic terms, but also in terms of the added value created in the natural and social environment.



We work in line with the UN's Sustainable Development Goals (SDGs) and the ten principles of the United Nations Global Compact (UNGC).

This policy sets out the role that ESG plays in our business activities and our drive for continuous improvement. Constantly scrutinizing our actions is a prerequisite for a strong ESG performance.

This policy applies to all business activities of VoltStorage GmbH and all employees. Responsibility for implementing the ESG Policy is a key management task. Managers assume a decisive role model function, but all employees are responsible for compliance with this policy and for actively contributing to its success.

1.1 Environmental

We are aware that our business activities do have an impact on the environment and contribute to a greater or lesser extent to issues such as climate change. Our aim is to neutralize these impacts as far as possible and even already reduce the utilization of needed resources. Examples of our environmental strategy to minimize our negative impact include promoting environmental awareness among employees, customers and suppliers and taking product lifecycle considerations into account as early as the product development stage.

Our efforts are guided by the principles of a lean organization to avoid waste and are oriented towards ISO 14001. We are committed to acting in accordance with leading and recognized scientific bodies, as well as national and international regulations.

1.2 Social

VoltStorage respects and supports the protection of internationally proclaimed human rights and the conventions of the International Labor Organization (ILO). We will not tolerate human rights abuses within the company or by our suppliers, partners, customers or other stakeholders. VoltStorage will not enter partnerships or business relationships with partners or suppliers that violate human rights laws or engage in modern slavery or child labor.

The health and safety of our employees is very important to us. VoltStorage is committed to providing a safe and healthy workplace above and beyond legal requirements.

At VoltStorage, we are proud of our diverse and multicultural workforce, which brings different perspectives and where we all shape our corporate culture together. To benefit from the diversity of our international workforce, we want to embrace an inclusive work environment where we respect and value individual differences and embrace everyone's diverse backgrounds and perspectives. This includes gender, gender identity, age, religion, sexual orientation, cultural background, ability, educational background and personality. We do not tolerate any form of discrimination.

1.3 Governance

We are committed to fair and transparent corporate governance and business integrity. We have a clear stance on corruption and bribery, data security and data protection.

All managers and employees are required to adhere to the Guiding Principles we have developed. The Guiding Principles of Trust, Respect, Openness and Pragmatism are the foundation of our joint thinking, actions and leadership, which is the basis for our internal and external collaboration and enables a positive, productive and safe working culture. We measure ourselves by these Guiding Principles: our attitude, our actions and our impact.

VoltStorage ensures the proper recording, reporting and review of financial and tax data. Information obtained in the course of the company's business shall be used solely in the best interests of the company and shall not be used for the personal gain of employees.

Everyone who believe that there has been a violation of any rights or these guidelines, is encouraged to report this via the existing whistleblowing channels. VoltStorage is committed to investigate all reports.