FORSEE POWER

SUSTAINABILITY REPORT

2025

4.1. GENERAL INFORMATION

4.1.1. Presentation of the Report

4.1.1.1. Basis for Preparing the Sustainability Report

This sustainability report, presented in Chapter 4 of the company's annual report, was prepared in the context of a change on the Euronext Paris stock exchange. On February 16, 2026, Forsee Power transferred its shares listed on the Euronext Regulated Market Segment B to Euronext Growth. In 2025, the Group published its 2024 sustainability report in accordance with CSRD provisions. In 2026, Forsee Power is no longer subject to the CSRD; however, the Group has decided to publish the same level of information and to conduct a limited assurance review, without reference to the CSRD or the ESRS. This sustainability report was approved by the Board of Directors on May 7, 2026.

The Group has endeavored to publish a report based on the information available within the timeframe for preparing the sustainability report. Based on industry practices and recommendations, as well as a better understanding of these new regulatory and normative provisions, the Group may need to review certain reporting and communication practices in future versions of its sustainability report. Should such changes occur, they will be clearly explained and justified with full transparency in future sustainability reports. The Group is committed to a process of continuous improvement in this reporting and communication exercise. Below are the data points that are not published in this sustainability report:

- To date, the Group has not finalized a climate transition plan. The initiatives described are part of a strategy to reduce GHG emissions. The main formalization steps still needed include an analysis of resilience to physical and transition risks, the definition of targets for 2030 and 2050, the quantification of GHG emissions from decarbonization levers, and the CAPEX/OPEX required to implement the action plans.

- The consolidated amounts of each pollutant listed in Annex II to Regulation (EC) No 166/2006 of the European Parliament and of the Council released into the air, water, and soil, and the consolidated amount of microplastics generated or used by the company, are not disclosed due to the unavailability of consolidated information at the Group level.

-The Group has not published the total quantities of substances of concern that are generated or used during production or that are purchased, nor the total quantities of substances of concern that leave the company's facilities in the form of emissions, discharges, or products, or within products or as part of services (broken down by the main hazard classes of the substances of concern). In the absence of a stable international framework regarding substances of concern, the Group will establish a working group within the next three years to define the framework and consolidate these indicators.

- Incoming resource flows: The total weight of products and technical and biological materials used during the reporting period, the percentage of biological materials used to produce the company's products and services that come from sustainable sources, and the weight, in absolute terms and as a percentage, of reused or recycled secondary components and secondary intermediate products and materials used to produce the company's products and services are not disclosed due to the unavailability of this information at the consolidated level.

- To date, the Group has not conducted a resilience analysis of its activities related to biodiversity and ecosystems;

- To date, the Group is unable to publish a list of sites located in or near areas sensitive from a biodiversity perspective.

- Frequency rate: The Group has determined that “accidents” are defined solely as workplace accidents resulting in lost-time injuries.

The sustainability report covers all of the Group’s activities, combining data from all Forsee Power entities. The scope of consolidation is the same as that used for financial statements, in accordance with Article 48i of Directive 2013/34/EU. The following is a list of the sites included in the scope of consolidation:

Site	City	Country	Date of opening or integration into the Group	Activities	Certifications
Forsee Power HQ	Ivry-sur-Seine	France	2017 (relocation of headquarters)	• Group headquarters • Support functions • European Management • R&D Center	• ISO 9001 • ISO 14001 • ISO 45001 • Great Place to Work
Forsee Power Poitiers	Chassenueil-du-Poitou	France	2018	• Battery System Manufacturing • Test laboratory • Support functions • After-sales service	• ISO 9001 • ISO 14001 • ISO 45001 • Great Place to Work
Forsee Power Lyon	Dardilly	France	2021	• R&D Center dedicated to the railway market	• ISO 9001 • ISO 14001 • ISO 45001 • Great Place to Work
Forsee Power Wroclaw		Poland	2012	• Battery system manufacturing • After-sales service	• ISO 9001 • ISO 14001 • ISO 13485 • Great Place to Work
Forsee Power Zhongshan		China	2011	• Asia Pacific Management • Support Functions • Battery System Production • R&D Center After-Sales Service	• ISO 9001 • ISO 14001 • IATF 16949 • Great Place to Work
Forsee Power Pune		India	2021	• Battery System Manufacturing • After-sales service	• Great Place to Work
Forsee Power Yokohama	Yokohama	Japan	2023	• Support functions • R&D Laboratory • After-sales service	• Great Place to Work
Forsee Power Columbus	Hilliard, Ohio	United States	2024	• North America Management • Support Functions • Battery System Production • After-sales service	• ISO 9001 • ISO 14001 •

Forsee Power’s commitment to sustainability aims to encompass the entire value chain, both upstream and downstream. By integrating these practices at every stage of the value chain, the Group seeks to reduce its environmental impact and promote positive contributions to communities. This commitment not only ensures compliance with current sustainability standards but also prepares for the future in a world increasingly focused on sustainability .

The Group has not exercised the options to omit certain information relating to intellectual property, know-how, or the results of innovations, or certain information regarding imminent developments and matters currently under negotiation.

4.1.1.2. Disclosure of Information Regarding Special Circumstances

Time horizons

The short term refers to the reporting period of the financial statements, i.e., one year; the medium term extends from the end of the short term up to five years; the long term is defined as more than five years.

Use of estimates

Water consumption: Facilities in France used estimated consumption figures for the Chasseneuil, Ivry, and Dardilly sites, as the latter do not have individual meters.

Use of estimates

Incidence rate: The Group has defined "accidents" as work-related accidents resulting in lost-time absences.

4.1.2. Sustainability governance

4.1.2.1. The role of the administrative, management, and supervisory bodies

Composition and diversity of members of the company's administrative, management, and supervisory bodies

Forsee Power's governance structure consists of a Board of Directors and an Executive Committee.

BOARD OF DIRECTORS

Forsee Power's Board of Directors consists of eight directors, including three women and four independent members. They meet at least four times a year.

In 2025, the Board of Directors comprised three committees (the Sustainable Strategy Committee, the Audit and Risk Committee, and the Nomination and Compensation Committee). It approves the sustainable development program presented by the Sustainable Strategy Committee (see below) as part of its activity reports and discusses sustainable development topics at least twice a year.

CHRISTOPHE **GURTNER**
Founder, Chairman & CEO

MATTHIEU **BONAMY**
Corporate Director (Eurazeo)

MARIE **CROS**
Corporate Director (Independent)

JOERG **ERNST**
Corporate Director (Independent)

FLORENCE **TRIOU-TEIXERA**
Corporate Director (Independent)

CORINNE **JOUANNY**
Corporate Director (Independent)

PIERRE **LAHUTTE**
Corporate Director

ERIC **LECOMTE**
Corporate Director (bpifrance)

EXECUTIVE COMMITTEE

Forsee Power's Executive Committee consists of 10 members, including Sophie Tricaud, Vice President *of Corporate Affairs* in charge of Sustainability. The Executive Committee serves as the sponsor of ESG objectives. In addition to overseeing the company's overall operations, the Executive Committee validates the sustainability strategy by integrating sustainability objectives into the Group's overall strategy and objectives. It reviews the roadmap and its progress twice a year, and each element of the IMPACT roadmap is sponsored by a member of the Executive Committee.

The members of this committee ensure that ESG issues are included on the meeting agenda.

They review and make decisions regarding policies, initiatives, and actions aimed at supporting and strengthening the

company's sustainable performance. In addition, the executive committee is responsible for strategically aligning operational activities with sustainability imperatives, thereby ensuring that ESG objectives are incorporated into all areas of the company.

CHRISTOPHE GURTNER
Founder, Chairman & CEO

NICOLAS CAILLOUX
VP Europe

JULIEN CURSOUX
VP Purchasing & Supply Chain

JAY DEIS
VP North America

RÉMI FUSTÉ
VP Customer Service & Aftermarket

PHILIPPE PLATON
CFO

FREDERIC POUPEAU
VP Asia-Pacific

SEBASTIEN REMBAUVILLE-NICOLLE
VP Business Development

JOEL THEUT
CTOO

SOPHIE TRICAUD
VP Corporate Affairs

Roles and Responsibilities of the Administrative, Management, and Supervisory Bodies Regarding Sustainable Development

The members of the various committees drawn from the Board of Directors were appointed based on their expertise.

For the year 2025 (see planned changes effective from fiscal year 2026 explained in the paragraph at the end of section 4.1.2.1), environmental, social, and governance issues were integrated into a sustainability governance framework structured as follows:

The Sustainable Strategy Committee: appointed as part of the Board of Directors, it consists of six members, 67% of whom are independent, and meets at least twice a year. The committee members are: Corinne Jouanny (Chair), Jorg Ernst, Christophe Gurtner, and Pierre Lahutte. Sophie Tricaud, Vice President of Corporate Affairs in charge of Sustainability, participates in these meetings. The Sustainable Strategy Committee is responsible for validating impacts, risks, and opportunities, which are reviewed annually and adapted as needed. It approves the sustainability report.

As part of its responsibilities, the Sustainable Strategy Committee:

- reviews and discusses the strategy prepared by senior management;
- reviews and prepares decisions on major investments;
- reviews the Company's strategy and policy regarding corporate social responsibility and sustainability, ensures that defined objectives are met, and also oversees the gradual and increasing implementation of this policy;
- ensures the monitoring and control of the Group's main environmental, social, and societal risks;
- review reports prepared in accordance with legal and regulatory obligations in the area of CSR.

In particular, the Committee monitors the process for preparing sustainability-related information and the process implemented to determine the information to be disclosed in accordance with sustainability reporting standards. Where appropriate, the Sustainable Strategy Committee makes recommendations to ensure the integrity of these processes. It is also responsible for monitoring the effectiveness of internal control and risk management systems, as

well as, where applicable, the internal audit, with regard to procedures related to the preparation and processing of sustainability information, without compromising its independence. It ensures compliance with the independence requirements for parties involved in the certification of sustainability-related information and reports to the Board of Directors on the results of the certification of sustainability-related information, as well as on how these certifications have contributed to the integrity of sustainability-related information and the role played by the Sustainability Strategy Committee in this process. In general, the Sustainability Strategy Committee provides any appropriate advice and makes any appropriate recommendations in the above areas to the Board of Directors.

The Audit and Risk Committee: represented by its Chair, Marie Cros, at the meeting of the Sustainable Strategy Committee, which approves the sustainability report. This participation is part of the Audit and Risk Committee's mandate to monitor the effectiveness of internal control, internal audit, and risk management systems, particularly with regard to procedures related to the preparation and processing of accounting, financial, and sustainability information. The Audit and Risk Committee is appointed by the Board of Directors and consists of three members, 67% of whom are independent, meeting at least twice a year. The committee members are: Marie Cros (as Chair of the Audit and Risk Committee), Eric Lecomte, and Florence Triou-Teixeira.

The Nomination and Compensation Committee consults with the Sustainable Strategy Committee to determine the components of executive compensation linked to the Group's ESG performance. The Nomination and Compensation Committee is appointed by the Board of Directors and consists of three members, 67% of whom are independent, and meets at least twice a year. The committee members are: Florence Triou-Teixeira (as Chair of the Nomination and Compensation Committee), Matthieu Bonamy, and Joerg Ernst.

The sustainability objectives leads are responsible for implementing actions to achieve the sustainability objectives. They validate the Group target and define objectives for each site where applicable.

The sustainability department within the Corporate Affairs division is responsible for the sustainability strategy and for defining the IMPACT roadmap. The department is tasked with identifying priority impact areas, deploying the training and tools necessary for implementing the strategy, and regularly communicating performance to the Group's governance bodies, employees, and stakeholders. The Sustainability Department is responsible for producing the sustainability report.

Sustainability expertise within the administrative, management, and supervisory bodies

Responsibility for overseeing IROs is integrated into the Board of Directors' committees, particularly the Sustainable Strategy Committee. Professional conduct policies, including the Code of Conduct, are reviewed and approved annually by the Executive Committee. The following describes management's role in the oversight and management of IROs by outlining their reporting lines to the administrative, management, and supervisory bodies, as well as their integration with other internal functions.

Executive Committee

The Vice President of Corporate Affairs is the person within the Executive Committee responsible for disclosure and reporting on non-financial matters.

Certain members of the executive committee participate in meetings with the board of directors and use their knowledge and expertise—supported by management and the company—to guide the board and enable informed decisions on sustainability issues. Final decisions regarding IROs are made by the board's sustainability strategy committee.

***Corporate Affairs* Department**

The *Corporate Affairs* Department responsible for sustainability is the primary body within management responsible for identifying, managing, and communicating our IROs. The department ensures compliance by implementing appropriate controls and procedures for collecting sustainability data, which are integrated into our financial reporting systems and guidelines. It ensures legal compliance for all sustainability issues in terms of reporting, relevant sustainability standards, and regulatory requirements. Information on environmental issues, social issues upstream and downstream in the value chain, and general sustainability topics is coordinated by the Group's Sustainability Department.

Group Quality, Environment, Health, and Safety Department

The QESS Department provides guidance on the compliance of information regarding sustainability issues, both in terms of reporting and in terms of sustainability standards and legal requirements relevant to specific issues.

The management of operational and industrial risks and quality control fall under the responsibility of the Group's operational departments and subsidiaries, under the functional oversight of the Group's QESS Department. The Group's QESS Department is responsible for (i) monitoring the management of operational and industrial risks in collaboration with the Executive Committee and (ii) implementing a quality control system to address identified risks.

Group Human Resources Department

Information on social issues specific to Forsee Power is managed by the Group's HR department, which shares data on our employees and social activities with the Sustainability department for DMA and reporting purposes.

Group Legal Department

The Legal Department provides advice on the legal compliance of information regarding sustainability issues, both from a reporting perspective and in terms of sustainability standards and legal requirements relevant to specific issues. Information on governance issues is managed by the Group Legal Department, which provides information on governance structures, policies, and procedures to the Sustainability Department.

Objectives

Management uses the DMA's processes, controls, and results to guide the setting of objectives related to the IROs whenever appropriate. Once objectives are set, they must be monitored using qualitative and quantitative indicators. An IMPACT 2025 roadmap was established in 2019, and a new IMPACT 2030 roadmap, defined in 2025, is now in effect.

Objectives and performance are reviewed regularly by the steering and executive committees. A performance review is conducted by the Board of Directors twice a year.

Available expertise and skills

The Nomination and Compensation Committee assists the Board of Directors by nominating candidates and determining whether the Board possesses the appropriate skills and expertise in strategy, industry, sustainability, and other necessary areas. The Committee must ensure that all candidates for the Board of Directors meet market expectations and that the Board's skill composition aligns with best corporate governance practices for publicly traded

companies, including possessing relevant expertise in sustainability and business conduct.

The Board of Directors annually assesses the skills, diversity, knowledge, and experience of each Board member, including whether they collectively possess or are able to draw upon relevant expertise in sustainability. The assessment concluded that each member of the Board of Directors possesses competencies relevant to our key IROs, as well as to the industry in general, the geographic location of business operations, and the type of target customers and end users.

Changes Effective as of Fiscal Year 2026

On February 16, 2026, Forsee Power transferred its shares listed on the Euronext Compartment B regulated market to Euronext Growth. In 2025, the Group published its 2024 sustainability report in accordance with CSRD provisions. In 2026, Forsee Power is no longer subject to the CSRD; however, the Group has decided to publish the same level of information and to conduct a limited assurance review, without reference to the CSRD and the ESRS. This sustainability report was approved by the Board of Directors on May 7, 2026.

4.1.2.2. Information provided to the company's administrative, management, and supervisory bodies, and sustainability issues addressed by these bodies

At Forsee Power, sustainability is at the heart of the company's operations.

The company has a dedicated sustainability department responsible for designing, implementing, and monitoring the strategy as well as the IMPACT roadmap. This team is also responsible for rolling out sustainability-related initiatives within the company.

It plays a crucial role in consolidating non-financial data to prepare and publish reports such as the sustainability report.

Comprising two key members, this department includes the Vice President of *Corporate Affairs* and an ESG Analyst.

The Sustainability Department is responsible for managing environmental, social, and governance (ESG) matters within the company. Its role involves defining, implementing, and overseeing ESG policies and initiatives, thereby ensuring compliance with sustainability standards and commitments. It coordinates with various departments to integrate sustainable practices into all company operations, in addition to collecting the data needed to assess ESG performance and contribute to the preparation of transparent reports on these issues. The ESG Analyst, on the other hand, is specifically responsible for monitoring and analyzing the company's ESG impacts, particularly regarding climate change. This professional collects and evaluates relevant data, contributes to measuring the company's carbon footprint, and helps identify strategies to reduce this footprint. They bring specific expertise to understanding climate challenges and strengthening the integration of climate considerations into the company's overall sustainable development strategy. Alongside the Sustainable Development department, ESG contributors—spread across all departments of the company—play an essential role in the success of sustainable initiatives. They regularly provide non-financial data based on their respective areas of expertise. Currently, these ESG contributors comprise more than 20 employees spread across all of the company's sites. These key players, distributed across all sectors, actively contribute to the integration and implementation of sustainable practices throughout the company's operations.

4.1.2.3. Integration of Sustainability Results into Incentive Systems

The compensation of the Chairman and CEO is linked to ESG performance criteria. The criteria are defined annually by the Board of Directors' Nominating and Compensation Committee, in consultation with the Sustainable Strategy

Committee.

For the rest of the Group's employees, objectives are set annually by the Human Resources Department, in consultation with the *Corporate Affairs* Department, and approved by the Executive Committee.

Type of compensation	Type of employee	Scope	2025 Criteria	Details
Variable Compensation	Chief Executive Officer	Executive	Accident frequency rate Accident severity rate Waste per kWh produced (in kg) Percentage of female managers "Ethics and Compliance" training	35% of variable compensation based on ESG criteria
Profit-sharing	All employees in France	France	Waste weight	25% of variable compensation based on ESG criteria
Free shares 2025	Senior management	Group	EcoVadis rating	33% of the allocation based on criteria ESG

4.1.2.4. Due Diligence Statement

The table below lists the pages in this report where the sustainability due diligence process is detailed, including an explanation of how its key aspects and steps are implemented.

Due Diligence Element	Section
a/ Integrating due diligence into governance, strategy, and business model	Role of the administrative, management, and supervisory bodies
b/ Engage with relevant stakeholders at all key stages of the due diligence process	Double materiality analysis
c/ Identification and assessment of negative impacts	Forsee Power's impacts, risks, and opportunities
d/ Taking measures to address these negative impacts.	Forsee Power's impacts, risks, and opportunities
e/ Monitor the effectiveness of these efforts and communicate	Forsee Power's impacts, risks, and opportunities

4.1.2.5. Risk management and internal controls for sustainability-related information

The Sustainability Strategy Committee is responsible for overseeing and evaluating internal control and risk management processes related to sustainability, as well as compliance with regulatory standards. This committee ensures effective oversight of the company's sustainability practices, thereby helping to enhance transparency, the reliability of reporting, and prudent risk management. Its central role is to ensure that risks are properly identified, assessed, and mitigated, while ensuring compliance with ethical and legal standards. To date, there is no internal control process in place; it will be implemented over the next three fiscal years.

In preparing this report—the first to be produced in accordance with the European CSRD regulations—Forsee Power identified its dual materiality. It began by commissioning a risk analysis from an external firm specializing in environmental, social, and governance (ESG) issues, and then assessed the risks, opportunities, and impacts in accordance with current regulations.

The Sustainable Development Department will conduct an annual review of impacts, risks, and opportunities to assess their relevance, and a stakeholder engagement process will be carried out at least every three years to update the double materiality matrix. This engagement process involves a panel of internal stakeholders and seeks input from external stakeholders through interviews and/or responses to questionnaires. The Sustainable Strategy Committee is responsible for validating the double materiality.

Once the impacts, risks, and opportunities have been identified, they serve as the basis for a roadmap for the relevant Group departments. Policies are reviewed and adapted in light of these IROs, objectives are set in relation to the IROs, and performance is monitored and analyzed periodically—twice a year—by the Sustainability Department, in collaboration with the indicator coordinators in each Group department.

The Sustainability Department reports on performance trends twice a year to the Board of Directors.

Impact: A New 2030 Roadmap for Forsee Power's Sustainability Strategy

Since 2019, Forsee Power has been pursuing an ambitious sustainable development strategy. The formalized sustainable development strategy, named *IMPACT*, is structured around three pillars: planet, people, and policies, while being particularly committed to contributing to the Sustainable Development Goals of the United Nations Global Compact initiative.

Within these pillars, the Group had defined key commitments to be achieved by 2025 as part of the Impact 2025 roadmap. In 2026, the Group is continuing this path with new goals for 2030, in line with the Group's evolution and that of its environment. This represents an ongoing effort to align the company's actions with broader sustainability goals, incorporating CSR governance principles while adapting the strategy to changing realities and emerging challenges.

The commitments of Forsee Power's IMPACT strategy are structured around three pillars:

People

Creating value and protecting our employees wherever we operate

- Promote an inclusive work environment that values diversity and respect.
- Ensuring a positive work environment by fostering a balanced and constructive dialogue with employees.
- Providing a workplace that ensures the health and safety of our employees by preventing and reducing associated risks.
- Supporting the professional development of our employees at every stage of their journey within the company, particularly through onboarding, training, career advancement, and skill development.

According to the 2024 Great Place to Work internal assessment[5] , 81% of our employees note that Forsee Power is committed to sustainable development, and 77% feel involved in the strategy.

Planet

Contribute to the decarbonization of transportation and adopt smarter behaviors

- Contribute to the decarbonization of our business by calculating our carbon footprint and then reducing our greenhouse gas emissions.
- Prevent pollution and improve air quality by equipping vehicles with our batteries.
- Optimize our energy consumption and transition to renewable energy.
- Reduce our waste and optimize its management by exploring the best recycling and recovery solutions.
- Limit the environmental impact of our products by improving eco-design to enhance product durability and optimize material use.
- Develop second-life applications for our products to extend their lifecycle and limit their environmental impact.
- Implement measures to prevent water contamination at our sites and work to reduce our water consumption across all our sites.
- Promote the preservation and restoration of biodiversity surrounding our production sites, ensuring a harmonious coexistence between our industrial activities and nature.

Policies

Establish a robust and transparent governance system

- Ensure the integration of ethical, environmental, and social issues into strategy, policies, and decision-making processes through robust ESG governance.
- Assess our non-financial performance through rating agencies, thereby ensuring transparency with our stakeholders.
- Continuously improve our ESG performance by defining sustainable development roadmaps with ambitious quantitative targets.
- Promote sustainability throughout our value chain, particularly through more responsible procurement and *supply chain* practices.
- Foster a culture of honesty, integrity, and respect by upholding business ethics and combating corruption.
- Ensure the protection of our data and train our employees on cybersecurity issues.
- Ensure compliance with the regulatory requirements applicable to our products and production sites by implementing regulatory monitoring.

[5] No survey was conducted in 2025 due to a restructuring

Sustainability Roadmap for 2025

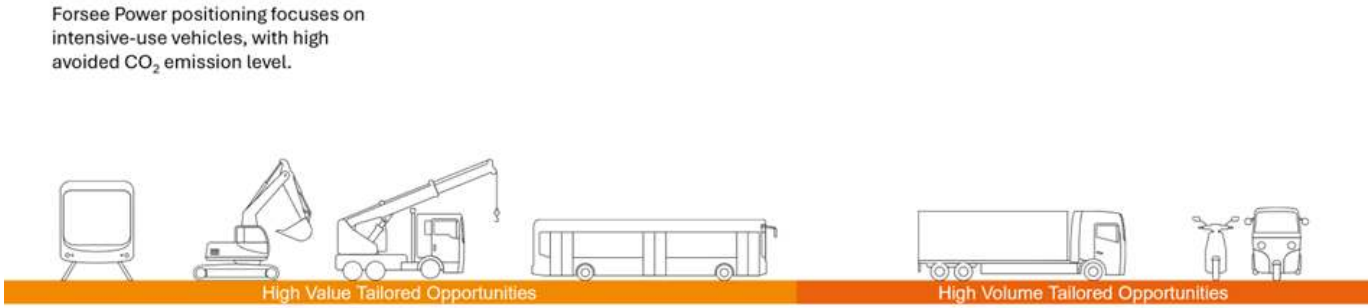
impact 2025

GOAL		2019	2020	2021	2022	2023	2024	2025	2025 TARGET
people Reduction in absenteeism and workplace accidents	1. Absenteeism rate (in %)	6.38%	4.49%	3.01%	3.14%	3.53%	3.96%	**3.86%**	**3.8%**
	2. Accident severity rate	0.21	0.17	0.05	0.02	0	0.23	**0**	**0**
people Greater representation of women in the company	3. Percentage of women on the Board of Directors	0%	0%	46%	46%	46%	40%	**37.5%**	**40%–60%**
	4. Percentage of women in management positions (as a percentage of the total number of managers)	-	-	20%	23%	27%	26%	**25%**	**40%-60%**
policies More responsible purchasing	5. Implementation of a Supplier Code of Conduct	no	yes	yes	yes	yes	yes	**yes**	**yes**
	6. Percentage of production component suppliers who have signed the Code of Conduct (as a percentage of the total number of suppliers)	-	76.6%	85.5%	89.9%	98.1%	98.4%	**100%**	**100%**
planet Improved waste management and recycling	7. Weight of waste per kWh produced (in kg)	-	-	1.89 kg	0.79 kg	0.66 kg	0.55 kg	**0.57 kg**	**0.60 kg**
	8. Percentage of waste recovered or recycled (excluding organic waste)	76%	73%	74%	72%	93.3%	91.8%	**91.5%**	**100%**
planet Reduction in CO2 emissions	9. Share of air transport in global transport in ton-kilometers	-	-	-	0.65%	1.20%	0.42%	**0.88%**	**0.85%**
	10. Share of renewable energy in energy consumption	6.51%	14.69%	19.80%	5.23%	14%	17.93%	**21.4%**	**50%**

In 2025, to align the Group's ambitions with its growing size and the evolving industry, Forsee Power established a new roadmap through 2030.

	Main objective	KPI	2030 TARGET
People	Reduction in workplace accidents	1 Accident frequency rate	0.00
		2 Percentage of employees trained in behavioral safety	100%
	Increased representation of women in the company	3 Percentage of women on the Board of Directors	30–70%
		4 Percentage of women in management positions (as a percentage of the total number of managers)	30–70%
		5 Gender pay gap	8%
	Quality of life and working conditions	6 Voluntary turnover rate	10%
		7 Internal promotion rate	15%
		8 Employee satisfaction rate (Great Place To Work)	80%
Planet	Alignment of Scope 1 and 2 emissions with the 1.5°C target	9 Share of renewable energy in energy consumption	30%
		10 Scope 1 emissions (diffuse and transportation-related)	160.00
		11 Electricity consumption in kWh per kWh produced (production sites only)	5.00
	Alignment of Scope 3 emissions with WB2C	12 Waste weight in kg per kWh produced (production sites only)	0.40
		13 Percentage of waste sent for recycling or recovery	87%
		14 Product recyclability rate (top 3 products)	80%
		15 Cells - Proportion of cells sourced from the region (from the same region)	70%
		16 Share of air transport in total transport modes, in ton-kilometers (in %)	0.40%
Policies	Responsible procurement practices	17 Percentage of spending on production components that have undergone an ESG audit in the past three years	80%
	At the forefront of international standards	18 Percentage of sites certified to ISO 14001*	100%
		19 Percentage of sites certified to ISO 45001*	100%
	Cybersecurity	20 Percentage of employees with computer access who have completed cybersecurity training	100%

4.1.2.6. Strategy, business model, and value chain



Forsee Power is positioning itself in sustainable mobility market segments where batteries offer significant added value.

Its focus on heavy-duty vehicles with high emission reduction potential reflects a targeted, forward-looking vision. By specializing in these sectors, Forsee Power can not only meet the growing demand for sustainable mobility solutions but also establish a strong foothold in markets where the added value is significant.

By combining technological expertise, a commitment to sustainability, and an understanding of market needs, Forsee Power has established a strong and sustainable position in the sustainable mobility market segments, offering high-value-added solutions for users while making a positive contribution to reducing emissions and preserving the environment.

At Forsee Power, sustainability is a key element and a driving force behind the business model. The Group contributes to a low-carbon, circular industry by offering a comprehensive range of battery systems and financing solutions for the electromobility markets. The target markets are primarily public transportation (buses, trains) and light-duty mobility applications, mostly for intensive commercial use (public transit, shared fleets, urban and agricultural operations). The business involves manufacturing smart battery systems for sustainable electromobility. The model offers numerous benefits, particularly in terms of services:

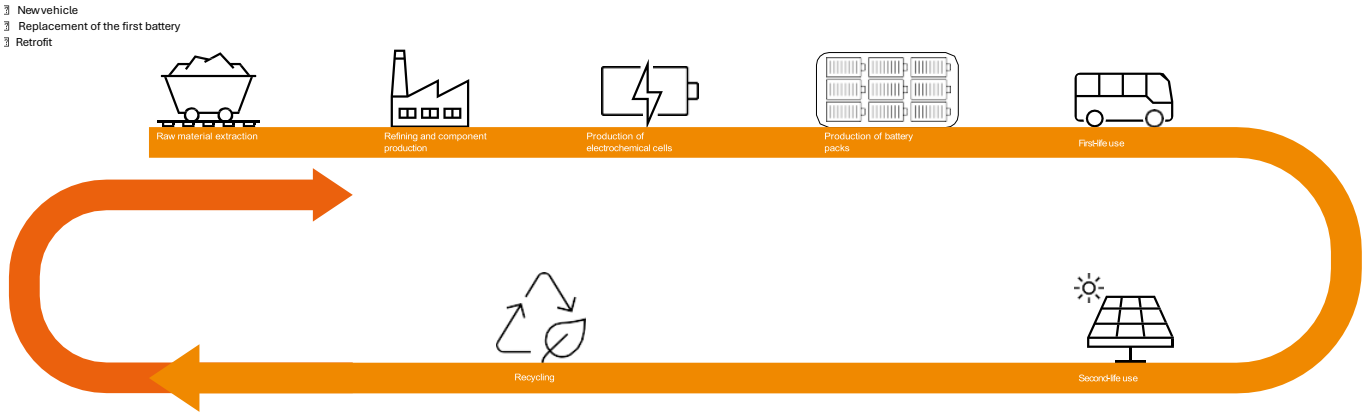
Contributing to limiting global warming through innovation in efficient and sustainable technologies that help customers and cities reduce their carbon footprint

Ensuring a sustainable energy transition for products through second-life applications

Creating value and protecting stakeholders wherever the Group operates by recruiting, developing employee skills, and promoting diversity and inclusion

Engaging with business partners by placing ethics at the heart of our relationships

Forsee Power's Value Chain



The battery value chain encompasses all the steps required for the design, manufacturing, assembly, and commissioning of a battery, as well as its end-of-life management (second life and recycling). This chain involves multiple stakeholders and processes, ranging from the extraction of raw materials to the disposal or recycling of end-of-life batteries. Here is a detailed description of each stage of this value chain:

1. Raw Material Extraction

Role: The first step in a battery's value chain is extracting the materials needed for its manufacture. Lithium-ion batteries require several key materials, such as lithium, cobalt, nickel, manganese, graphite, and other minerals.

Objective: To supply the raw materials essential for battery cell production. This stage is often carried out in mines located in specific regions of the world.

Challenges: Mining conditions, as well as the environmental and ethical impacts of extracting certain minerals (such as cobalt), are significant issues at this stage.

2. Refining and Component Production

Role: Once extracted, the materials are refined and processed into active materials used in batteries. For example, lithium is processed into lithium salts (such as lithium carbonate), which are then used in the cell electrodes.

Objective: Prepare materials (forms and chemical compositions) for the manufacture of battery cells.

Challenges: The process of refining and processing materials is complex and requires advanced technologies to ensure the purity of the materials necessary for battery performance.

3. Battery Cell Manufacturing

Role: This step involves manufacturing electrochemical cells from active materials. The cells consist of two electrodes (anode and cathode) and an electrolyte, which enable the chemical conversion of energy. The anode is often made of graphite, while the cathode can be made from lithium cobalt, lithium iron phosphate, or nickel-manganese-cobalt. The electrolyte facilitates the transfer of ions between the anode and the cathode.

Objective: To produce battery cells with sufficient energy capacity and safety for use in applications such as electric vehicles or energy storage systems.

Challenges: Quality control and risk management related to battery safety, particularly the risks of short circuits or fire.

IN-HOUSE ACTIVITIES

4. Battery Module Assembly

Role: Once the cells have been manufactured, they are assembled into battery modules. A module may contain several cells connected in series and in parallel to achieve the desired voltage and capacity specifications.

Objective: To design modules that can be easily integrated into battery packs for specific applications.

Challenges: The design of the modules must take into account available space, thermal management, and safety.

5. Battery Pack Production

Role: The battery modules are then integrated into a housing or pack, often made of metal or plastic, which is designed to protect the modules from impact and environmental conditions. This pack also contains thermal management and safety components.

Thermal Management: It is crucial to manage the heat generated by the cells during charging and discharging.

Battery Management System (BMS): A BMS is integrated to monitor and control the charging, discharging, and condition of the cells, ensuring that the battery operates safely.

Objective: To create a compact, robust, and safe final product that can be used in a variety of applications.

Challenges: Optimizing module integration, thermal management, and pack safety.

6. Testing and Validation

Role: After the battery pack is assembled, it undergoes a series of rigorous tests to ensure its performance, safety, and durability. Tests may include charge/discharge tests to evaluate capacity; thermal tests to verify heat management; and safety tests to ensure there is no risk of fire, short circuit, or explosion.

Objective: To ensure that the battery pack meets specifications and safety standards before deployment in end-use applications.

Challenges: Testing must be comprehensive and cover all possible usage scenarios for the battery pack.

7. Marketing and Delivery

Role: Once approved, the battery pack is delivered to customers (electric vehicle manufacturers, energy storage companies, etc.) or distributed to retail outlets for use in various applications.

Objective: To ensure product availability for end users while guaranteeing fast delivery times and efficient logistics management.

Challenges: Managing the global supply chain and complying with battery transport regulations (e.g., risks associated with lithium batteries).

8. Second Life and Recycling

Role: When a battery reaches the end of its first useful life (for example, in an electric bus), it can either be recycled or reused in less demanding applications, such as stationary energy storage. If it cannot be reused, it is sent to specialized

recycling centers.

Second life: Reuse of battery systems for less demanding applications.

Recycling: Extraction of materials (lithium, cobalt, nickel, graphite, etc.) for reuse in the manufacture of new batteries.

Objective: To reduce the environmental impact of batteries and maximize the recovery of valuable materials.

Challenges: Battery recycling is complex and costly, and more efficient recycling technologies are needed to make this process more viable.

The battery value chain encompasses a series of steps ranging from raw material extraction to production, assembly, deployment, and end-of-life management. It involves coordination across various industrial sectors and requires advanced technologies to ensure high-performance, safe, and environmentally friendly batteries. Each stage of the value chain is crucial to ensuring the sustainability and cost-effectiveness of batteries, particularly in rapidly expanding sectors such as electric mobility and renewable energy storage.

4.1.2.7. Stakeholder Interests and Perspectives

Forsee Power strives to build a transparent and ongoing dialogue with its stakeholders to better meet their needs and expectations and understand the interdependent relationships among these various actors.

Forsee Power plans to consult with the Forsee Power Social and Economic Committee (CSE) in France regarding sustainability information following the publication of this report and the identification of Forsee Power's impacts, risks, and opportunities.

	Types of dialogue	Their main expectations	Answers provided by the company
Workforce	Annual satisfaction survey since 2017 Meeting with employee representatives Internal communication	Compensation components Well-being and safety at work Career development	Annual salary negotiations Employee evaluation Skill development Workplace well-being training and participatory workshops
Clients	Customer satisfaction survey	Product quality Regulatory compliance	Technical and commercial offerings Technology Roadmap
Suppliers	Supplier satisfaction survey Supplier audit (including ESG) Technical meetings and site visits	Sound financial relationship	Invoice payment
Financial partners	Regular investor meetings Participation in investor conferences Financial reporting	Financial performance Cash flow	EBITDA improvement Business growth Implementation of cash management solutions
Government agencies	Regular meetings with local, national, and regional representatives Organization of site visits Contribution to the regulatory process	Industry stability Product safety Employment stability	Member of Recharge (EU), Avere (FR), CSF NSE (FR) NattBatt (US) Active participation in working meetings on battery regulations
Public authorities	Regular meetings with local representatives Hosting students for visits and internships Sports partnerships	Living in a healthy environment Securing financial support for local projects	Funding for sports clubs Hosting student interns Collaborations with fire departments

4.1.2.8. Forsee Power's Impacts, Risks, and Opportunities (IRO) and their connection to the strategy and business model

The impacts, risks, and opportunities (IROs) that Forsee Power identified and deemed material during the double materiality analysis conducted in 2024, in accordance with the CSRD directive and using methodologies developed by the European Commission, are listed in the tables below.

All IROs have been rated on a "raw" basis without taking into account any mitigation measures implemented by Forsee Power. The methodology used is explained in Section *IRO-1: Description of procedures for identifying and assessing material IROs*. The IROs are described in each section of the sustainability report.

ENVIRONMENT

materiality			IRO				Value Chain		
Category	Theme	Subtheme	Negative impact	Positive impact	risk	presented	upstream	own activity	downstream
Climate change	Climate change mitigation	Forsee Power's GHG emissions	x		x			x	
		Development of new solutions for the transition to a low-carbon economy		x		x			
	Adaptation to climate change	Physical risks / threats to Forsee Power's assets or operations			x			x	
		Climate change transition risks			x	x	x	x	x
	Energy	Energy Efficiency and Renewable Energy	x	x	x	x	x	x	x
Pollution	Microplastics	Production or distribution of goods likely to generate microplastics	x		x		x		
	Air pollution	Air pollution resulting from operations.	x	x	x		x	x	x
	Soil pollution	Soil pollution, particularly within the value chain.	x		x		x		
	Water pollution	Water pollution (including chemical spills, toxic and hazardous discharges into water).	x		x		x		
	Contamination of living organisms and food resources	Potential for contamination of living organisms and food resources, particularly within the value chain.	x		x		x		
	Substances of concern and substances of very high concern	Use of substances of concern at high and very high levels.	x		x		x		
Water	Water consumption	Water consumption, particularly in areas exposed to water-related risks and/or high water stress	x		x		x		
	Extraction and use of marine resources	Extraction and use of marine resources	x		x		x		
biodiversity	Impacts and dependencies on ecosystem services				x		x	x	
	Loss of biodiversity	Impacts on the extent and condition of ecosystems	x		x		x	x	
		Climate change (E1)	x						
		Invasive alien species	x				x		
		Direct harvesting	x				x		
		Pollution	x				x		
Circular economy	Resource inputs, including resource use	Product recycling	x	x	x	x	x	x	x
		Product Reuse	x			x		x	
	Resource use, including resource efficiency	Eco-design	x			x	x	x	
	Waste	Waste management							

SOCIAL

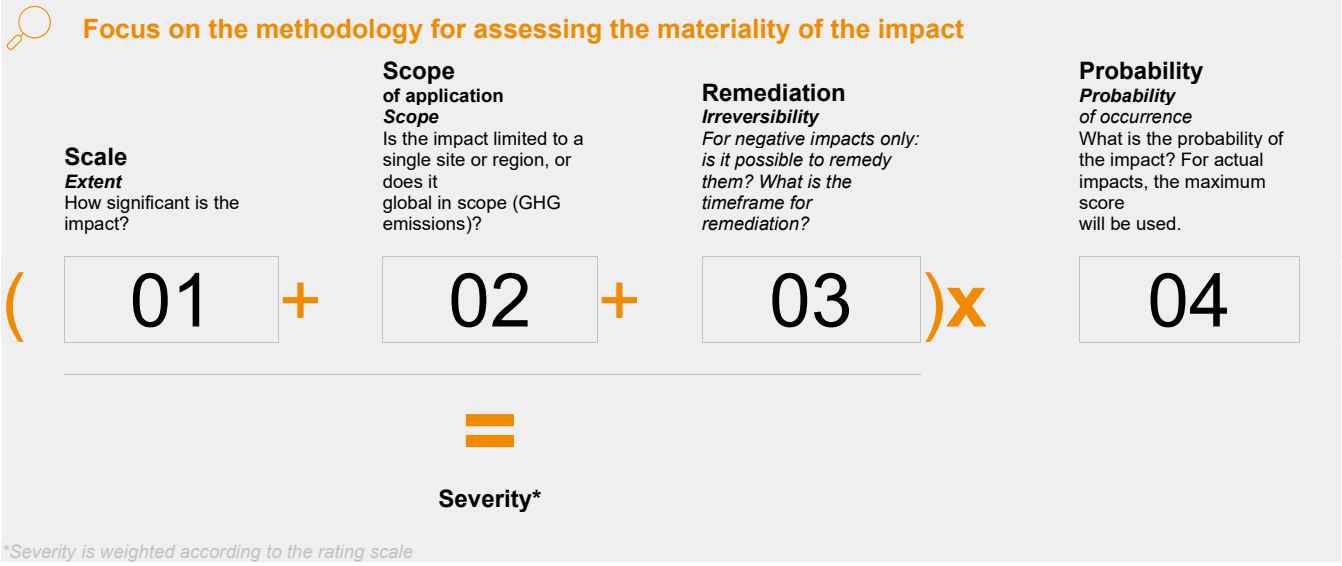
	materiality		IRO				Value Chain		
Category	Theme	Subtheme	negative impact	positive impact	risk	provided	upstream	own activity	downstream
Company staff	Working conditions	Fair wages	x	x	x	x		x	
		Health and Safety	x		x			x	
		Job security		x		x		x	
		Social dialogue	x		x			x	
		Working hours and work-life balance	x	x	x	x		x	
	Equal Opportunities for All	Employment and Inclusion of People with Disabilities / Diversity	x	x	x			x	
		Gender equality and equal pay for work of equal value	x		x			x	
	Measures against violence and harassment in the workplace	Measures to Combat Workplace Violence and Harassment	x		x			x	
	Training and skills development	Training and skills development	x		x			x	
	Other labor rights	Child labor	x		x			x	
		Forced labor	x		x			x	
		Privacy Policy	x					x	
Value Chain Personnel	Working Conditions	Labor Practices and Safety	x		x		x		
	Equal Opportunities for All	Ensuring ethical and fair working practices	x		x		x		
Affected communities	Civil and political rights of communities	Respect for the fundamental rights of affected communities	x		x		x		
	Economic, social, and cultural rights of communities	Respect for the fundamental rights of affected communities		x			x		
		Pressure on local natural resources and environmental impacts	x		x		x		
	Rights of Indigenous Peoples	Rights of indigenous communities	x		x		x		
Consumers and end users	Impact on consumer and/or end-user information	Privacy	x		x				x
		End-user information	x	x	x	x			x
	Consumer and/or end-user safety	Product safety							x
	Social inclusion of consumers and/or end users	Product Accessibility		x		x			x

GOVERNANCE

	Materiality		IRO				Value Chain		
Category	Theme	Subtheme	Negative impact	Positive impact	risk	presented	upstream	own activity	downstream
Business Conduct	Corporate culture	Responsible leadership and governance		x		x	x	x	x
	Whistleblower Protection	Protection of Whistleblowers	x		x		x	x	x
	Political engagement and lobbying	Political engagement and lobbying		x		x	x	x	x
	Supplier relationship management, including payment practices	Responsible procurement	x		x		x		
	Corruption and bribery	Ethics and Compliance	x		x		x	x	x

4.1.2.9. Description of Procedures for Identifying and Assessing Material IROs

Definition of Material Information to be Disclosed



As part of our commitment to sustainability, our company has implemented a systematic process to define the material information to be disclosed regarding the impacts, risks, and opportunities we have assessed as relevant. This process includes a materiality analysis conducted in four stages with the assistance of an external specialized firm.

1. **Identification of Impacts, Risks, and Opportunities**: Initial Analysis: We began by conducting a thorough assessment of the impacts, risks, and opportunities related to our operations. This process included internal data collection, peer benchmarking, detailed value chain mapping, market trend analysis, and review of stakeholder-related documentation. Therefore, there was no consultation with external stakeholders, but rather an in-depth consultation with internal stakeholders.

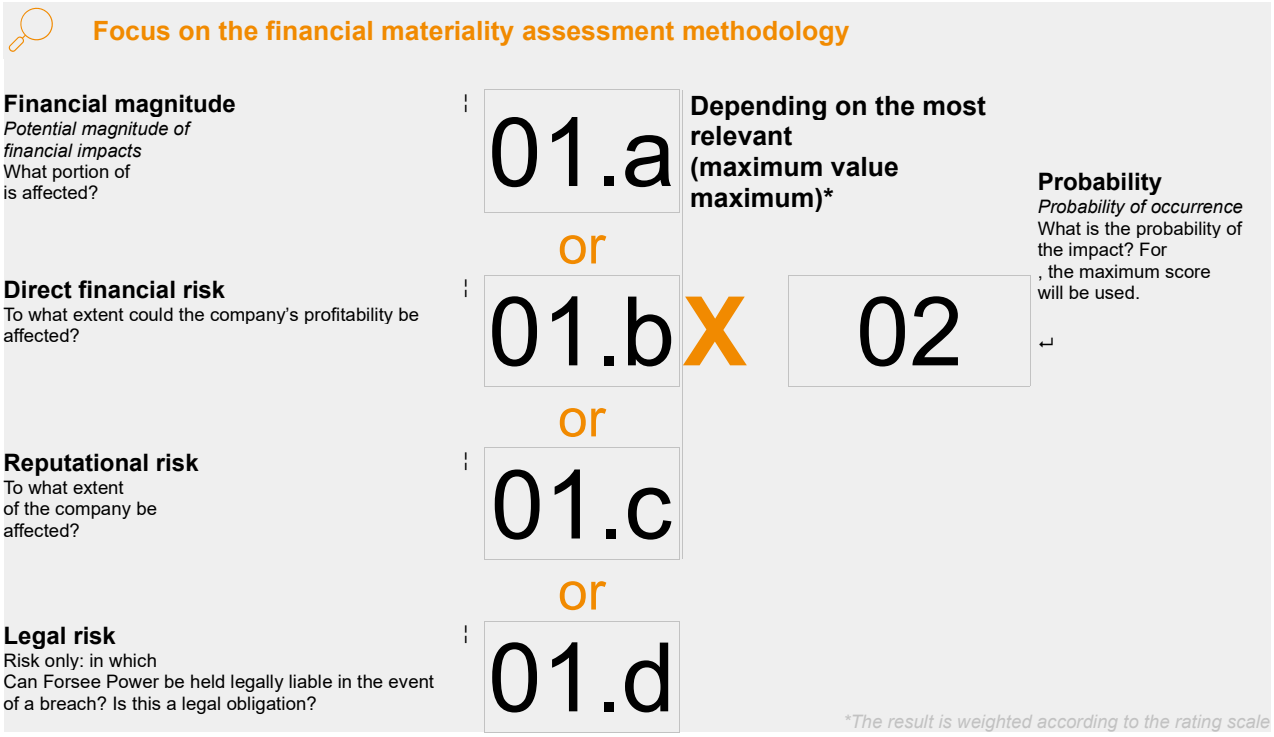
2. **Application of Materiality Criteria**: To determine what is material, we applied criteria regarding the relevance, severity, and likelihood of negative impacts, as well as the sustainability of positive opportunities. These criteria help us establish priorities for information disclosure.

3. **Materiality Thresholds**: Qualitative and Quantitative Thresholds: A scoring exercise was conducted to determine the materiality level of each IRO for financial materiality, taking into account qualitative and quantitative thresholds. For example:

- The financial implications took into account the impact on EBITDA, based on five levels
  - No impact
  - Impact on EBITDA <€300,000 (score between 0 and 1)
  - €300,000 < Impact on EBITDA ≤ €700,000 (score between 1 and 2)
  - €700,000 < Impact on EBITDA ≤ €1,000,000 (score between 2 and 3)
  - Impact on EBITDA > €1,000,000 (score between 3 and 4)
- The probability of occurrence is assessed on a 4-point scale
  - Rare – exceptionally, with a minimum interval of two years
  - Likely – may occur in the future and/or has occurred in the past two years

- Very likely – occurs regularly
- Current or highly likely – refers to events that have occurred during the year

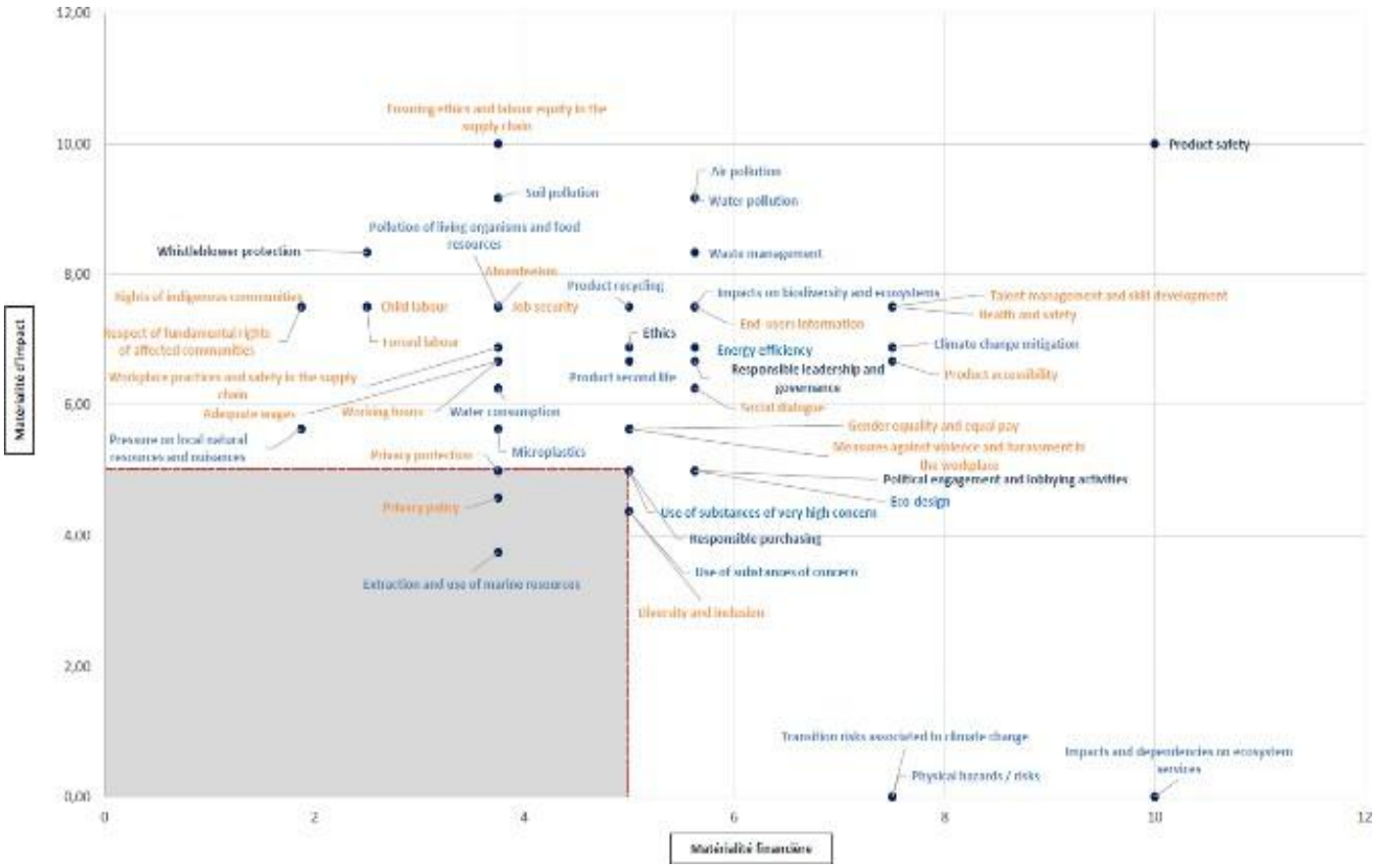
4. **Analysis of results in preparation for the final report.**
   - Validation of the materiality threshold
   - Preparation of presentation materials



Results

Following the process of identifying material risk areas (MRAs), Forsee Power identified 51 themes, 45 of which are material:

- 22 environmental topics, 18 of which are material
- 23 social themes, 22 of which are material
- 6 governance topics, 5 of which are material



4.1.2.10. Publications covered by sustainability disclosures

Disclosure based on the Materiality Assessment

Publication	Description	Sections
1. Context and Strategy	Information on the external context, the company's strategy, and the links between the strategy and sustainability.	4.1
2. Analysis of Risks and Opportunities	Identification and assessment of risks and opportunities related to sustainability impacts and dependencies.	4.1
3. Sustainability Policy	Description of the sustainability policies in place.	4.1
4. Sustainability Goals	Statement of measurable sustainability objectives aligned with stakeholder expectations.	Impact: Forsee Power's Sustainable Development Strategy
5. Stakeholder Engagement	Details on stakeholder consultation and engagement methods.	4.1
6. Performance and Indicators	Key performance indicators (KPIs) measuring progress toward sustainability goals.	Impact: Forsee Power's sustainability strategy
7. Governance	Sustainability governance structure, including the role of advisory boards and committees.	4.1.2
8. Regulatory Compliance	Information on compliance with environmental and social regulations.	4.1
9. Impact Management	Description of how the company manages and mitigates its environmental and social impacts.	4.1
10. Reporting and Communication	Details on sustainability-related reporting and communication processes.	4.1

This table of contents presents our company's disclosures in accordance with the results of our materiality assessment.

Each section indicates where the relevant information can be found in the report.

Data Points

Data Points	Description	Section in the sustainability report	Materiality
1. GHG Emissions	Total greenhouse gas emissions (Scope 1, 2, and, where applicable, 3).	Climate Change	**Important**
2. Energy Consumption	Total amount of energy consumed and energy sources used.	Climate change	**Important**
3. Water management	Total water consumption and management measures.	Water and marine resources	**Important**
4. Raw materials	Volume of raw materials used and their origin.	Circular economy	**Important**
5. Waste management	Total amount of waste generated and percentage recycled or reused.	Circular economy	**Important**
6. Recyclable Packaging	Percentage of recyclable packaging relative to all packaging used.	Circular economy	**Not important**
7. Working conditions and human rights	Number of recognized labor unions and workplace accidents.	Social	**Important**
8. Impact on biodiversity	Assessment of the company's impacts on biodiversity and rehabilitation efforts.	Biodiversity and ecosystems	**Important**
9. Methods for engaging stakeholders	Description of stakeholder engagement methods.	Stakeholder Interests and Perspectives	**Important**
10. Social performance indicators	Indicators measuring social performance (employment rate, training, employee satisfaction).	Company employees	**Not material**

This table presents the data points required by certain EU legislative acts. For each data point, we indicate where it appears in our sustainability report, as well as its materiality classification. Data points deemed non-material are specified as "Not material." This transparency assures our stakeholders that we have taken all regulatory expectations into account while aligning our reporting with the sustainability issues that matter most to us.

4.1.2.11. Policies

The Group has implemented policies on key topics that define guidelines, existing actions, and allocated resources.

The following Forsee Power policies are available as of the date of publication of this document:

Policy	Content	Scope	Manager
Code of Business Conduct	Corporate Culture Respect for individuals, human rights Environment, health, safety Protection of resources and information Conflicts of interest and improper influence Business integrity Personal and collective accountability Disciplinary sanctions	Group	Legal
Supplier Code of Conduct	Human Rights and Labor Law Health and Safety Environment Data protection Anti-corruption Ethics and sanctions Governance EcoVadis	Group	Procurement
Sustainability Policy	Policy on the three pillars of sustainable development: - Social: Creating value and protecting employees wherever the Group operates. - Environment: Contribute to the decarbonization of transportation and adopt smarter consumption habits. - Governance: Establish a robust and transparent governance system.	Group	Sustainable Development
Responsible Procurement Policy	Product Quality Competitiveness Ethics Transparency Sustainability Collaboration	Group	Procurement
Quality, Environment, Health, and Safety Policy	Leadership and Commitment Quality Health and Safety Environment and Energy Responsibility and Communication Innovation and Operational Excellence	Group	QHSE
Information Systems Policy	Inventory Risk assessment Vulnerability and Exposure Mitigation Security Commitment Governance Proactive Cybersecurity Approach State-of-the-art architecture design and regular controls	Group	IT
Human Resources Policy	Diversity & Inclusion Employee Development Quality of Life at Work Recruitment & Onboarding Labor Relations	Group	HR
R&D Policy	Sustainability Digitalization & Artificial Intelligence Balanced Innovation Portfolio Platform & Modularity Collaboration Comprehensive Solution System Security and Reliability	Group	R&D

4.2. ENVIRONMENT

4.2.1. European Taxonomy

Pursuant to European Regulation 2020/852 of June 18, 2020, the European Taxonomy establishes a classification system for economic activities deemed "sustainable" from an environmental perspective. This harmonized framework at the European Union level aims to identify activities contributing to the EU's climate goals, notably carbon neutrality by 2050 under the Green Deal, and thus serves as a basis for comparison among companies. The Taxonomy's goal is to redirect public and private investment flows toward activities that promote the ecological transition. To this end, the Regulation defines six major environmental objectives:

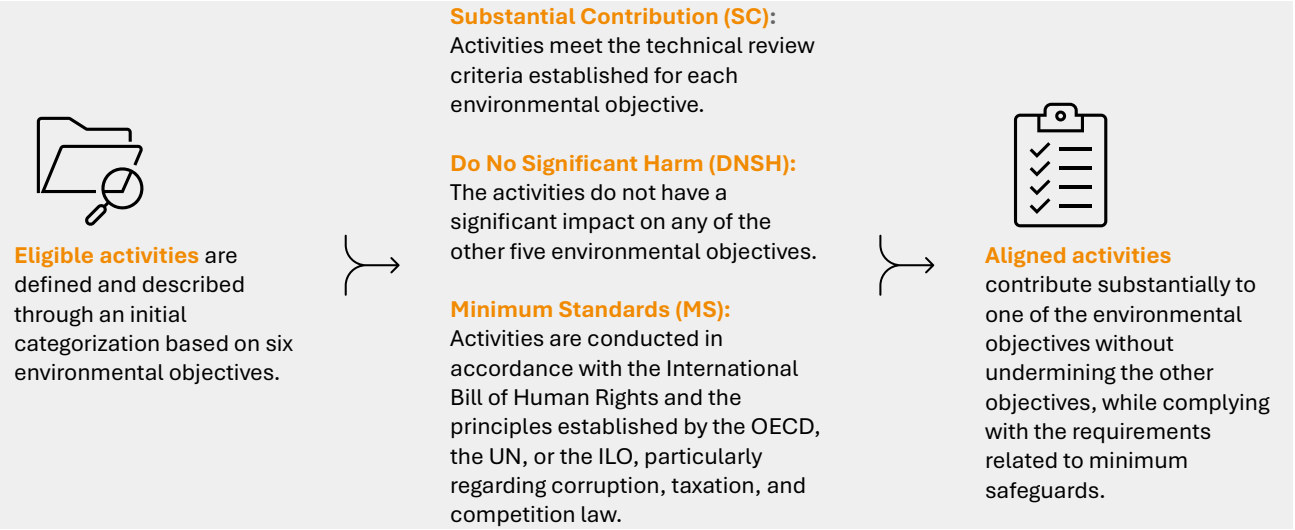
- climate change mitigation;
- climate change adaptation;
- the sustainable use and conservation of aquatic and marine resources;
- the transition to a circular economy;
- pollution prevention and control;
- the protection and restoration of biodiversity and ecosystems.

Criteria are established to assess an activity's contribution to each of these objectives, based on two key concepts:

Eligibility: An activity is considered eligible with regard to climate objectives if it is listed in Annexes I and II of the Delegated Regulation on Climate (Delegated Regulation (EU) 2021/2139) as amended by Regulation (EU) 2023/2485, the supplementary climate Delegated Regulation (EU) 2022/1214, and the environmental Delegated Regulation (EU) 2023/2486, which list activities with high potential to contribute to climate change mitigation and adaptation. These activities are assigned specific sustainability criteria.

Alignment: An activity is considered aligned when it is not only eligible but also meets the technical criteria defined for each environmental objective. It must make a significant contribution without undermining other objectives, while adhering to minimum safeguards regarding human rights, taxation, competition, and anti-corruption.

Alignment of activities within the meaning of the taxonomy



Scope of eligible activities

"Battery manufacturing" is the Group's primary revenue-generating activity, as defined by the delegated acts on climate action. This activity contributes to the goal of mitigating climate change. In addition, the company has after-sales service (ASS) commitments that align with the objective of transitioning to a circular economy in accordance with the delegated environmental regulation.

Furthermore, the analyses conducted have identified investments and operating expenses related to "Transportation" and "Buildings." These activities are also eligible under the aforementioned delegated acts.

The scope of eligible activities in 2025 therefore covers:

Field	Eligible Activities	Reference in the delegated act	Environmental objectives
Industry	Battery manufacturing	3.4	Climate change mitigation and adaptation
Service	Repair, refurbishment, and remanufacturing	5.1	Circular Economy
Transport	Transport by motorcycles, passenger cars, and light commercial vehicles	6.5	Climate Change Mitigation
Buildings	Renovation of existing buildings	7.2	Climate Change Mitigation and Adaptation
Buildings	Installation, maintenance, and repair of energy-efficient equipment	7.3	Climate Change Mitigation and Adaptation
Buildings	Acquisition and ownership of buildings	7.7	Adaptation to Climate Change
Industrial	Manufacture of hydrogen production equipment	3.2	Climate Change Mitigation and Adaptation

Justification for not calculating alignment with the European taxonomy

Forsee Power's operations have not changed since the previous fiscal year, and eligibility is therefore assumed to be consistent with the previous year. The eligibility rates for revenue were 99.1% in 2024 and 98.4% in 2023. The Group has not performed eligibility calculations for 2025, and alignment with the European taxonomy criteria has not been calculated for the Group's activities in the battery sector. This decision is due to the current regulatory uncertainty surrounding per- and polyfluoroalkyl substances (PFAS), the use of which is under discussion within the European Commission. Although PFAS are widely used in industrial processes associated with battery manufacturing, they are currently being evaluated for potential future restrictions or bans at the European level. Pending clarification on the applicable regulatory framework and the potential impacts on the compliance of the relevant activities with the sustainability criteria defined by the taxonomy, the Group considers that it is not possible to provide a robust, reliable assessment that complies with the requirements of the taxonomy regulation. An update to this position will be considered as soon as a stable framework is available. Forsee Power has adopted a conservative approach, considering that its activities are not aligned with the Taxonomy. Studies regarding compliance with the various DNSH criteria will be undertaken once the regulatory context has evolved.

As soon as the European Commission clarifies its position on PFAS for the battery sector, Forsee Power will conduct alignment assessments of its operations to provide a comprehensive report on the European taxonomy.

4.2.2. Climate Change

4.2.2.1. Impacts, risks, and opportunities related to climate change

Use of transitional provisions

As of the report's publication date, Forsee Power has not conducted a climate change resilience analysis and does not have a transition plan or a climate change adaptation plan; these will be developed within three years. The climate-related IROs will therefore be updated once these plans are developed.

			Scope/value chain			Time horizon		
Theme	**Sub-theme**	**IRO**	**Upstream**	**Forsee Power**	**Downstream**	**Short term**	**Medium term**	**Long term**
Climate Change Mitigation	Forsee Power's GHG Emissions	(-) Forsee Power's operations generate GHG emissions from direct activities (Scope 1 and 2) and indirect activities along the value chain (Scope 3).	X	X	X	X		
		(R) Financial and reputational risk for Forsee Power related to changes in climate policy regulations and legislation: increased regulatory requirements.	X	X	X		X	
	Development of new solutions for the transition to a low-carbon economy	(+) Forsee Power develops batteries that contribute to low-carbon mobility and plays a role in mitigating climate change.		X	X	X		
		(O) Market and regulatory developments may promote the development of batteries for electric transportation solutions.		X	X		X	
Adaptation to climate change	Physical risks / threats to Forsee Power's assets or operations	(R) Financial and operational risk related to extreme weather events impacting Forsee Power's operations or its strategic suppliers.	X	X				X
	Transition risks related to climate change	(R) Financial, operational, and reputational risks related to the transition (changes in regulations, technologies, markets, and brand image).	X	X	X		X	
		(O) Market opportunities and growth potential related to the development of tailored mobility solutions.	X	X	X	X		
Energy	Energy efficiency and renewable energy	(-) Specific use of fossil fuels in India and Poland. The rest of the scope primarily uses electricity (which is not 100% green).		X		X		
		(+) Use of renewable energy throughout the production process.	X	X		X		
		(R) Rising energy costs and increased difficulty in accessing energy for our own operations and the value chain.	X	X	X		X	
		(O) Financial opportunity related to the development of renewable energy.	X	X	X	X		

(+): positive impact (-): negative impact (R): risk (O): opportunity

Key figures regarding Forsee Power's carbon footprint

TOTAL CARBON FOOTPRINT	HIGHEST-EMITTING CATEGORY: USE OF PRODUCTS SOLD	SECOND-HIGHEST EMISSION CATEGORY: PURCHASE OF GOODS AND SERVICES	CARBON INTENSITY OF REVENUE
243,097.5 CO2 eq	**199,257.4** CO2 eq	**35,231.8** CO2 eq	**2.01** CO2 eq/K€

4.2.2.2. Transition Plan for Climate Change Mitigation

The smart battery systems developed by Forsee Power represent a step toward sustainable, zero-emission electromobility, playing a role in the fight against climate change.

Indeed, these smart batteries, equipped with advanced technologies, offer eco-friendly solutions for powering electric vehicles, thereby reducing greenhouse gas emissions and helping to decrease air pollution.

In 2024, Forsee Power reached a major milestone in formalizing its climate commitment with the validation of its first level of decarbonization commitment by the Science-Based Targets Initiative (SBTi). The SBTi is an initiative that helps companies set greenhouse gas emission reduction targets aligned with scientific data and the Paris Agreement to limit global warming. The Science-Based Targets Initiative has validated the science-based greenhouse gas emission reduction targets submitted by Forsee Power. The organization has classified Forsee Power's Scope 1 and 2 targets as consistent with a 1.5°C pathway and below 2 degrees for Scope 3.

Overall decarbonization target

Forsee Power is committed to significantly reducing its GHG emissions across the entire value chain by 2050 and will be working on its transition plans over the next three fiscal years. Although battery pack assembly accounts for a very small portion of the battery's carbon footprint, Forsee Power is implementing measures to further reduce this footprint and that of its operations. Training and awareness programs have been implemented to encourage more responsible use of resources and a better understanding of this issue. Results will be visible in the short term.

Initially, Forsee Power had set a target of December 31, 2027, to define its detailed climate change transition plans for all its sites. However, given the evolving regulatory context, the Group reserves the right to postpone this action. These plans will be established based on decarbonization trajectories validated by SBTi.

4.2.2.3. Policies Related to Climate Change Mitigation and Adaptation

Sustainability Policy

In its sustainable development policy, the Group defines how it intends to contribute to the decarbonization of transportation and adopt smarter consumption practices through the following priorities:

- Contribute to the decarbonization of its operations by calculating its carbon footprint and then reducing greenhouse gas emissions.
- Prevent pollution and improve air quality by equipping vehicles with Forsee Power batteries.
- Optimize energy consumption, particularly for equipment at production and R&D sites, and transition to renewable energy.
- Reduce waste and optimize waste management by exploring the best recycling and recovery solutions.
- Limit the environmental impact of its products by improving eco-design.
- Developing second-life applications for its products to extend their lifecycle and limit their environmental impact.

Research and Development (R&D) Policy

The Group's R&D policy identifies sustainability as a key objective and aims to reduce the carbon footprint of its products, incorporate more recycled materials, and improve repairability and recyclability. As part of this policy, the Group has defined its eco-design tools and works closely with all departments to ensure that its products have a reduced environmental footprint. Eco-design is integrated into product development stages and relies on the following tools:

- The 6 Rs
    - Reduce: decrease resource consumption and waste generation.
    - Reuse: extend the life of products by using them multiple times.
    - Recycle: Turn waste into new raw materials.
    - Repair: the ability to repair defective products to avoid replacing them.
    - Reuse: use a product or its components again without altering them.
    - Refuse: avoid certain unsustainable products or practices, such as single-use plastic.
- Carbon footprint
- The recycling rate

A checklist to ensure that eco-design and the above factors are taken into account when launching a project

Quality, Health, Safety, and Environment (QHSE) Policy

The environment and energy are among the priorities defined by this QHSE policy, under the responsibility of the Chief Technical and Operations Officer (Vice President of Operations and Technology). The policy is available on the Group's websites and extranet, posted at all sites, and sent to external stakeholders when relevant. At all its sites, the Group is committed to minimizing its environmental impact at every stage of its operations. Its commitments include:

- Compliance with ISO 14001 environmental standards to ensure continuous environmental improvement by managing its impacts, particularly through energy-saving and waste-reduction measures.
- Reducing its energy consumption and greenhouse gas emissions by adopting environmentally friendly technologies and practices.
- Manage waste responsibly by promoting recycling, reuse, and recovery.

The Group's policies are available on the website under the heading *Sustainability > Governance*.
They are communicated to all employees during onboarding and are also available on the Group's intranet.

4.2.2.4. Actions and resources related to climate change policies

Forsee Power will adapt its climate change actions and resources once the adaptation and transition plans have been defined. This upcoming work will enable the Group to calculate the GHG emission reductions achieved and expected for each action.

Key Actions	Materiality	Description and target date	Scope	Objective defined	Progress 2025
ISO 14001 Certification	**All**				
Employee climate awareness	**Forsee Power's GHG Emissions**	Develop an internal climate culture and educate teams on the carbon footprint within the company and in everyday life	In-house activities		Training sessions were offered to all connected employees Information on SBTi targets displayed on screens across all sites
Expand the use of renewable energy	**Forsee Power's GHG emissions** **Energy efficiency and renewable renewable energy**	Aiming for a target of 50% renewable energy in the Group's energy consumption	Clean activities	Yes	Renewable energy will account for 21.42% of the Group's total energy consumption in 2025
Absolute reduction in Scope 1 & 2 emissions	**Forsee Power's GHG emissions** **Energy efficiency and renewable renewable energy**	Forsee Power is committed to reducing absolute Scope 1 and 2 GHG emissions by 50% by 2030 (vs. 2022)	Core operations	Yes	Group targets defined and validated by SBTi
Relative reduction in Scope 3 emissions	**Forsee Power's GHG emissions**	Forsee Power is committed to reducing Scope 3 GHG emissions by 51.6% per kWh by 2030 (vs. 2022).	Value chain	Yes	Group targets defined and validated by SBTi
Reduction in air travel	**Forsee Power GHG emissions**	Share of air transport in global transport in ton-kilometers less than or equal to 0.85% by 2025	Own operations and value chain	Yes	The share of air transport among all modes of transport in ton-kilometers was 0.94% in 2025
Developing products with an optimized environmental footprint	**Forsee Power's GHG emissions**	Product recyclability rate (top 3) set at 80% by 2030	Core business and value chain		Setting a 2030 target for product recyclability
Implement a climate change adaptation plan Climate	**Physical risks / threats to Forsee Power's assets or operations** **Forsee Power**	Definition of the climate change adaptation plan: initially announced for 2027, the plan will be defined at a later date.	Own operations and value value chain	No	No action in 2025
Implement a transition plan for each site	**Climate change transition risks** **climate**	Definition of the climate transition plan by site: initially announced for 2027, the plan will be defined at a later date.	Clean energy	No	Group targets defined and validated by SBTi

4.2.2.5. Targets and indicators related to climate change mitigation

The targets and indicators have not been established for the 2025 fiscal year. Their analysis will be conducted at a later date.

Decarbonization levers

Eco-design and the Ecodesign network

Forsee Power's R&D teams work closely with all departments across the Group to ensure that our products have a reduced environmental footprint. They utilize eco-design tools (see details in section 4.2) to optimize product lifespan, facilitate second-life applications, and optimize recycling.

The integration of eco-design into Forsee Power's operations represents a commitment to environmental preservation from the earliest stages of product design.

The primary objective of this approach is to reduce the environmental footprint of products throughout their life cycle by minimizing the impacts associated with their extraction, manufacturing, distribution, use, and end-of-life.

This approach can lead to functional or systemic innovations, involving the creation of new product concepts or the introduction of new technologies to reduce the environmental footprint.

The benefits of eco-design for Forsee Power are numerous:

- Provides in-depth product knowledge, including a detailed understanding of their life cycle and environmental impacts;
- Improved supply chain and production management;
- Lower production costs by minimizing waste and reducing environmental costs;
- Meets the expectations of consumers who are increasingly mindful of the environmental impact of the products they purchase.
- 6R (Repairability, Reuse, Recycling, Recovery, Reuse, Reduction): This process incorporates product repairability, reuse, component recovery, and the reduction of overall environmental impact from the design stage.
- Product carbon footprint: In 2025, Forsee Power conducted life cycle assessments (LCA) to determine the carbon footprint of certain products, from manufacturing through end-of-life. These assessments will help identify sources of CO2 emissions and prioritize actions to reduce the company's climate impact.
- Product recyclability rate: Assessments of Forsee Power's main products conducted with SNAM help determine how easily the products can be recycled. The results help identify components that cannot be recycled in order to limit their use in the future.

Focus on cell sourcing

Furthermore, recognizing the importance of taking action, the Group has decided to address emissions associated with its component purchases. These components account for the majority of its procurement volume, and since its European operations are supplied from Asia, this involves significant transportation—and thus represents a key area for improvement for Forsee Power. The Group prioritizes transportation via road, rail, and sea, which are less carbon-

intensive than air transport. Supply chain tensions have had a negative impact on the use of maritime and rail transport; facing tight deadlines, the Group has had to rely on air transport to deliver the components necessary for generating its revenue. The Group has therefore revised its decarbonization targets related to transportation to account for the geopolitical context and its impact on available transport routes. The Group's goal by 2030 is to limit the share of air transport to 0.40% of total ton-kilometers. To achieve this, Forsee Power is working to consolidate its orders for shipment by sea whenever possible (even if it takes longer) and is exploring partnerships with cell suppliers located as close as possible to its operations to prioritize road and rail transport, thereby also reducing the carbon footprint of its products. In 2025, air transport accounted for 0.94% of total transport in ton-kilometers.

4.2.2.6. Energy Consumption and Energy Mix

Several indicators are missing here, even though they represent 0:

- steam, heat, or cold received as "waste heat" from third-party industrial processes in the "purchased or acquired" energy category
- consumption of self-generated non-combustible renewable energy.

Type of energy source	Energy source	Unit	2025	2024	2022	Difference (a) (%)
Fossil fuels	Natural gas	MWh	0	6.89	169.92	-100
	Purchased non-renewable electricity from fossil fuels	MWh	1,243.75	1,331.25	805.13	+54.48
	Share of fossil fuels in total energy consumption	%	46.95	47.08	38.44	+22.14
	Total energy consumption from fossil fuel sources	**MWh**	**1,276.31**	**1,338.14**	**975.04**	**+30.89**
Nuclear sources	Share of nuclear sources in total energy consumption	%	31.64	34.99	42.86	-26.18
	Total energy consumption from nuclear sources	**MWh**	**927.33**	**1,042.46**	**1,186.18**	**-21.94**
Renewable sources	Renewable electricity	MWh	529.37	479.97	383.86	+37.90
	Share of renewable sources in total energy consumption	%	21.42	17.93	18.70	+14.54
	Self-generated renewable electricity	MWh	185.1	170.0	0	+185.1
	Total energy consumption from renewable sources	**MWh**	**715.09**	**649.05**	**365.26**	**+91.95**
Total energy consumption		**MWh**	**2,918.74**	**3,023.70**	**2,545.1**	**+14.59**
Energy intensity (total energy consumption per net revenue)		**MWh/ M€**	**24.12**	**19.92**	**22.93**	**+5.19**

(a) Comparison with the base year 2022

The table provides an overview of Forsee Power's electricity consumption and energy mix, highlighting the sources and intensity of energy consumption. It details the total energy consumption associated with the Group's operations, distinguishing between fossil fuel, nuclear, and renewable energy sources.

Specific metrics include fuel consumption from coal, oil, natural gas, and other fossil sources, as well as energy purchased from external suppliers. The data reveals significant changes in energy consumption patterns over the past three years. The consumption of natural gas has ceased due to a relocation of the railway R&D operations in France. The new site in Dardilly (69) does not use gas, unlike the former site in Ecully (69).

The data shows the percentage share of fossil fuels, nuclear power, and renewable sources in total energy consumption, providing an overview of our energy transition efforts. A positive trend is evident in renewable energy production, as solar panels were installed at the Chasseneuil-du-Poitou site in late 2023 to generate electricity on-site. By the end of 2025, the installation was able to supply 17.4% of electricity demand, contributing to a healthy increase

in total renewable energy consumption during the period. The Group plans to expand the installation of photovoltaic panels to other sites in the future.

Overall, total energy consumption increased by 14.59%, suggesting increased operational energy demand. It is also important to note that to expand its operations and market presence, Forsee Power opened new sites in 2024 in Ohio, U.S., and Yokohama, Japan, with the U.S. site currently operating at reduced capacity. However, energy intensity decreased by 5.19%, indicating improved energy efficiency relative to revenue generation. These trends highlight both the challenges and the progress made in balancing energy demand with sustainability efforts.

4.2.2.7. Gross GHG emissions from Scopes 1, 2, and 3, and total GHG emissions

GHG Emissions	Unit	2025	2024	2022	ifference(b) (%)	2030	2045
Scope 1 GHG Emissions							
Stationary combustion sources	TCO2eq	153.9	128.1	47.9	+221		
Mobile combustion sources	TCO2eq	76.8	87.6	98.0	-21.6		
Direct fugitive emissions	TCO2eq	258.9	231.9	131.6	+96.7		
Gross Scope 1 emissions	TCO2eq	453.3	447.5	277.5	+63.3	161	-
Scope 2 GHG emissions							
Gross Scope 2 GHG emissions (location-based)	TCO2eq	1,067.8	1,059.5	835.1	+,	484	-
Gross Scope 2 market-based GHG emissions	TCO2eq	1,044.8	1,394.9	977.0	+6.9	-	-
Total Scope 1 & 2 (location-based)	**TCO2eq**	**1,557.7**	**1,507.1**	**1,112.6**	**+40.0**	**645**	**111.3**
SIGNIFICANT SCOPE 3 GHG EMISSIONS							
Category 01 Purchases of goods and services	TCO2eq	35,231.8	49,744.3	39,954.8	-11.82		
Category 02 Fixed assets	CO2eq	1,736.5	7,590.3	13,364.2	-87		
Category 03 Activities in the fuel and energy sectors	TCO2eq	302.9	296.8	365.3	-17.1		
Category 04 Upstream transport and distribution	TCO2eq	453.4	272.2	1,008.2	-55		
Category 05 Waste generated by operations	TCO2eq	273.36	87.1	142.2	+92.2		
Category 06 Business travel	TCO2eq	486.2	712.0	199.9			
Category 07 Commuting	TCO2eq	579.0	577.3	598.6	-3.3		
Category 09 Downstream transport and distribution	TCO2eq	995.8	1,139.8	292.8	+240		
Category 10 Processing of sold products	CO2eq	89.3	74.9	24.5	+264.4		
Category 11 Use of products sold	TCO2eq	199,257.4	140,200.8	92,819.4	+114.6		
Category 12 End-of-life treatment of products sold	CO2eq	2,344.1	2,814.2	1,392.4	+68.3		
Total gross indirect GHG emissions	**TCO2eq**	**241,540.11**	**203,509.61**	**150,162.4**	**+60.8**		
Total GHG emissions							
Total GHG emissions (location-based)	**TCO2eq**	**243,297.5**	**205,118.1**	**151,275.0**	**+60.7**		
Total GHG emissions (market-based)	**TCO2eq**	**243,074.4**	**205,455.5**	**151,416.9**	**+60.5**		

(a) Comparison with the base year 2022

The table provides an overview of the organization's greenhouse gas (GHG) emissions across the three scopes, in accordance with the GHG Protocol. Scope 1 covers direct emissions from sources owned or controlled by the company, while Scope 2 represents indirect emissions from purchased energy, reported using location-based and market-based methods. Scope 3 includes all other indirect emissions from our value chain, such as those from suppliers, transportation, and product use. By disclosing these metrics, Forsee Power enhances transparency regarding its carbon footprint and identifies key areas for emissions reduction within its operations and supply chain.

The table provides a breakdown of Scope 3 greenhouse gas (GHG) emissions, which encompass indirect emissions from value chain activities, as defined by the GHG Protocol. These emissions come from upstream and downstream sources, including purchased goods and services, capital goods, and transportation. It also accounts for emissions related to business travel, employee commuting, and waste generated by operations.

The increase in Scope 3 emissions—particularly those resulting from purchased goods and services and the use of sold products—reflects the company's growth since 2022. The expansion of the customer base has led to the procurement of larger quantities of cells and electronic components. As the light-duty vehicle market has been declining recently, the company has focused on prioritizing heavy-duty vehicles to expand its portfolio, which was the main cause of the increase in emissions related to the use of products sold.

SCOPE 1 AND 2

Efforts to better understand its GHG emissions have been a key pillar, and the Group has actively worked to quantify and define its future GHG emissions reduction trajectory, thereby adopting a transparent and responsible approach.

In 2025, the Group's primary source of direct emissions—that is, its Scope 1 emissions—is fugitive emissions from air conditioning units. These amount to 258.9 tCO2eq for the year 2025, compared to 231.9 tCO2eq in 2024. The second major source of emissions (77 tons) is the company's vehicle fleet and the associated fuel consumption. The fleet grew to 34 vehicles in 2025. As lease agreements are renewed, the Group is prioritizing hybrid and electric vehicles, thereby reducing emissions related to fuel consumption.

In indirect emissions related to the Group's operations—that is, Scope 2 emissions—electricity consumption accounted for 1,076 tCO2eq, compared to 1,059.5 tCO2eq in 2024. Electricity consumption increased in 2025 but remains proportionally lower given the decline in production at the sites. However, the Group is taking steps to optimize its energy consumption and develop renewable energy sources.

SCOPE 3

In 2025, the Group calculated its upstream and downstream indirect emissions. By identifying the most significant sources of indirect emissions— —the Group will be able to develop emission reduction strategies to limit them across its entire value chain. This data has enabled the Group to define an action plan and a roadmap to contribute to carbon neutrality. In 2026, Scope 3 emissions were calculated based on data from 2025 operations. This calculation highlighted the share of the Group's indirect emissions in its total emissions. In fact, 16% of the Group's emissions in 2025 are generated upstream of Forsee Power's operations—through the purchase of cells, materials, and components—and downstream of these, through the use and end-of-life of the sold product. Thus, Scope 3 emissions for 2025 amount to 241,740.11 tCO2eq, out of a total carbon footprint* (all scopes combined—*leasing-based*) of 243,297.5 tCO2eq.

With 199,257.4 tCO2eq in 2025, the primary source of Scope 3 indirect emissions is the use of sold products throughout their lifecycle. The second source of Scope 3 emissions is the purchase of goods and services, accounting for 35,231.8 tCO2eq. These emissions are primarily linked to the purchase of cells and components used to assemble batteries at our production sites. The purchase of cells represents the main source of emissions among procurement activities, accounting for 57% of procurement-related emissions. Finally, the end-of-life of sold products accounts for 2,344.1 tCO2eq, or less than 1.5% of the total carbon footprint.

Eco-design therefore plays a key role in the Group's emission reduction strategies, particularly by comparing the LCA of battery cells during procurement, ensuring the use of more recycled materials, developing the reuse of battery systems for a second life, and also ensuring that the battery is easily removable and working to improve its recyclability.

Furthermore, recognizing the importance of taking action, the Group has decided to address emissions linked to its component purchases and has set a localized sourcing target for its 2030 roadmap. Indeed, these components account for the majority of procurement volumes, and European supply is sourced from Asia, which involves significant transportation and thus represents a potential area for improvement for Forsee Power. The Group prioritizes transportation via road, rail, and sea, which are less carbon-intensive than air transport. Supply chain tensions have had a negative impact on the use of maritime and rail transport; facing tight deadlines, the Group had to rely on air transport to deliver the components necessary to generate its revenue. The Group has therefore revised its decarbonization targets related to transportation to account for the geopolitical context and its impact on available transport routes. The Group's target for 2025 was to limit the share of air transport to 0.85% of total ton-kilometers; the result recorded at the end of 2025 was 0.94% (compared to 0.42% recorded in 2024). The Group's new target for 2030 is to limit the share of air transport to 0.40% of total ton-kilometers. To achieve this, Forsee Power is working to consolidate its orders for shipment by sea whenever possible (even if it takes longer) and is exploring partnerships with battery cell suppliers located as close as possible to its operations to prioritize road and rail transport, thereby reducing the carbon footprint of its products due to a lower transportation share.

GHG emissions intensity (total GHG emissions per net revenue)

GHG (greenhouse gas) intensity is an indicator that measures the amount of greenhouse gas emissions generated per unit of economic or physical activity. Here, the Group calculates its intensity in tons of CO2 per thousand euros in bill.

GHG intensity per net revenue	Unit	2025	2024	2022	Change [(a)] (%)
Total GHG emissions (location-based) per net revenue	TCO2eq/k€	2.02	1.35	1.36	-0.73
Total GHG emissions (market-based) per net revenue	TCO2eq/k€	2.02	1.35	1.36	-0.73
Net revenue used to calculate GHG intensity	M€	121	151.8	111.0	-20.29

(a) Comparison with the base year 2022

The data shows an increase in greenhouse gas (GHG) intensity relative to net revenue over the past two years. This upward trend reflects a rise in absolute emissions that has outpaced revenue growth. At the same time, net revenue has increased by only 9% since 2022, which is a positive indicator of business expansion. The simultaneous increase in GHG intensity suggests that emission reduction efforts have not kept pace with revenue growth. These results underscore the need to strengthen decarbonization strategies to improve operational efficiency and reduce emissions relative to financial performance.

4.2.2.8. GHG removal and mitigation projects funded through carbon credits

Forsee Power has no GHG absorption and mitigation projects funded by carbon credits.

4.2.2.9. Internal carbon pricing

Forsee Power does not apply an internal carbon pricing mechanism.

4.2.2.10. Expected financial impacts of material physical and transition risks and potential climate-related opportunities

As of the report's publication date, Forsee Power has not conducted a study on the expected financial impacts of material physical and transition risks, nor on potential material climate-related opportunities.

4.2.3. Pollution

4.2.3.1. Impacts, risks, and opportunities related to pollution

			Scope/value chain			Time horizon		
Theme	**Subtheme**	**IRO**	**Upstream**	**Forsee Power**	**Downstream**	**Short term**	**Medium term**	**Long term**
Microplastics	**Production or distribution of goods that may generate microplastics**	(-) Battery production, which uses plastic for battery components and/or battery packs, can generate microplastics that pollute soil and water.	X	X	X	X		
		(R) In the event of non-compliance with environmental regulations or in the event of stricter regulatory oversight regarding microplastics.	X	X	X	X		
Air pollution	**Air pollution resulting from operations.**	(-) Battery production and assembly generate air pollution and health risks throughout the value chain.		X		X		
		(R) Failure to comply with environmental regulations or stricter "polluter pays" policies, resulting in fines or operational constraints. Regulatory sanctions against strategic suppliers for environmental violations could also disrupt its value chain.		X		X		
Soil pollution	**Soil pollution, particularly within the value chain**	(-) Battery production generates soil pollution, particularly throughout Forsee Power's value chain (including the disposal of toxic chemicals, notably in firefighting water in the event of a fire).	X	X	X	X		
		(R) Failure to comply with environmental regulations or stricter "polluter pays" policies, resulting in fines or operational constraints. Regulatory sanctions against strategic suppliers for environmental violations could also disrupt its value chain.	X	X	X	X		
Water pollution	**Water pollution (including chemical spills, toxic and hazardous discharges into water).**	(-) Battery production can have a lasting impact on water and groundwater across large areas.	X			X		
		(R) Failure to comply with environmental regulations or stricter "polluter pays" policies, resulting in fines or operational constraints. Regulatory sanctions against strategic suppliers for environmental violations could also disrupt its value chain.	X			X		
Contamination of living organisms and food resources	**Potential for pollution of living organisms and food resources, particularly within the value chain.**	(-) Battery production generates pollution in the three main environmental compartments (air, water, soil), particularly within the value chain.	X			X		
		(R) Non-compliance with environmental regulations or stricter "polluter pays" policies, resulting in fines or operational constraints. Legal risks in the event of human consequences (spread of disease, death) linked to the contamination of food resources.	X			X		
Substances of concern and substances of very high concern	**Use of substances of concern at high and very high levels.**	(-) The use of substances of concern causes environmental pollution (soil, water, air) and can have a negative impact on human health, particularly the health and safety of employees.	X					
		(R) Legal and financial risks associated with economic sanctions in the event of non-compliance with REACH regulations.		X			X	

(+): positive impact (-): negative impact (R): risk (O): opportunity

4.2.3.2. Unregulated pollutants

The electrochemical cells in battery systems contain certain PFAS (PVDF, $LiPF_6$). Although they are not yet on the REACH SVHC list, they are persistent, mobile, and toxic substances. The European Commission is currently reviewing their status for use in batteries.

Component	Substance	PFAS?	Role
Electrolyte	$LiPF_6$	Yes (fluorinated)	Transport of Li^+ ions
Binder (electrode)	PVDF	Yes	Polymer binder
Coatings (separators or components)	PTFE / fluoropolymers	Yes	Thermal resistance, stability

4.2.3.3. Effluents, waste, and emissions into the environment

As of 2025, the company had not established monitoring of indicators related to effluents, waste, and emissions into the environment.

4.2.4. Water and marine resources

4.2.4.1. Impacts, risks, and opportunities related to water and marine resources

			Scope/value chain			Time horizon		
Theme	**Sub-theme**	**IRO**	**Upstream**	**Forsee Power**	**Downstream**	**Short term**	**Medium term**	**Long term**
Water consumption	**Water consumption, particularly in areas exposed to water-related risks and/or high water stress**	(-)Battery production consumes significant amounts of water, which can impact water availability in local areas.	X					X
		(R) Financial and operational risk in the event that Forsee Power's production sites or value chain operations face a water shortage—especially in the context of a drought	X					X
Extraction and use of marine resources	**Extraction and use of marine resources**	(-)Serious environmental damage associated with the potential extraction of marine resources.	X					X
		(R) Reputational risk with customers related to environmental damage.	X					X
		(R) Legal risks in the event of non-compliance with environmental regulations and financial risk related to legal penalties.	X					X

(+): positive impact (-): negative impact (R): risk (O): opportunity

Forsee Power's core operations do not require water consumption beyond that used by employees.

4.2.4.2. Water consumption

KPI	Unit	2025	2024	2023	2022
Water discharge	m^3	12,013.1	12,718	9,129	10,549
Water withdrawals	m^3	12,013.1	12,718	9,129	10,549
Increase (decrease) in water storage	m^3	0	0	0	0
Stored water	m^3	408	408	408	408
Recycled and reused water	m^3	0	0	0	0
Water consumption	m^3	0	0	0	0
Water consumption in water-stressed areas	m^3	0	0	0	0
Water consumption in areas with high water stress	m^3	0	0	0	0
Water intensity (total water consumption per net revenue)	m^3 / €M	99.28	83.78	53.38	95.03

4.2.5. Biodiversity and ecosystems

4.2.5.1. Impacts, Risks, and Opportunities

			Scope/value chain			Time horizon		
Theme	**Sub-theme**	**IRO**	**Upstream**	**Forsee Power**	**Downstream**	**Short term**	**Medium term**	**Long term**
Impacts and dependencies on ecosystem services	**Impacts and dependencies on ecosystem services**	(R) Operational risk related to dependence on raw materials, financial risk related to production disruptions in the event of mineral resource shortages, and legal and reputational risks in the event of non-compliance with environmental regulations.	X					X
Direct drivers of biodiversity loss Impacts on the extent and condition of ecosystems	**Impacts on biodiversity and ecosystems**	(-) The battery production process, and in particular mineral extraction, leads to the destruction of ecosystems	X					X
		(R) Non-compliance with environmental regulations or stricter "polluter pays" policies, leading to fines or operational constraints. Regulatory sanctions imposed on strategic suppliers for environmental violations could also disrupt its value chain.	X					X
	Climate Change (E1)	(-) Loss of biodiversity linked to climate change (E1), influenced by Forsee Power's value chain and operations	X					X
	Invasive alien species	(-) Loss of biodiversity: invasive alien species; potential negative impact caused by extraction activities in the value chain	X					X
	Direct exploitation	(-) Biodiversity loss: direct exploitation: negative impact caused by extraction activities in the value chain	X					X
	Pollution	(-) Loss of biodiversity: pollution caused by extraction activities in the value chain	X					X

(+): positive impact (-): negative impact (R): risk (O): opportunity

Forsee Power's own operations are not located in sensitive areas and do not have a significant impact on biodiversity that could be specific to its business.

4.2.6. Circular Economy

4.2.6.1. Impacts, risks, and opportunities related to the circular economy

			Scope/value chain			Time horizon		
Theme	**Sub-theme**	**IRO**	**Upstream**	**Forsee Power**	**Downstream**	**Short term**	**Medium term**	**Long term**
Resource inputs, including resource use	Product recycling	**(+)** Reduction of overall environmental impact by using sustainable supplies and expanding product recycling.		X			X	
		(-) Recycling processes generate certain negative environmental impacts (energy consumption or air pollution related to waste transport).			X		X	
		(O) Reduced production costs through the use of sustainable sourcing.		X				X
		(R) Operational risk related to the lack of integration of recyclability and repairability principles into processes, as well as financial risks associated with the investments required to design new recycling processes.		X				X
	Second life of products	(+) Reduction in the impact on environmental resources through the use of second-life batteries in its operations.		X	X		X	
		(O) Financial opportunity linked to reduced production costs and positive impacts on customer reputation, which can help Forsee Power stand out in the battery market.			X		X	
		(R) Operational risk related to the design of processes for managing returned batteries.		X			X	
Resource use, including resource use	Ecodesign	(+) Forsee Power reduces its environmental impact throughout its manufacturing process by developing eco-designed products.		X	X			
		(O) Financial opportunity linked to reduced production costs and opportunity linked to positive reputational impacts in the battery market.		X				X
Waste	Waste management	(-) Generation of polluting waste linked to its direct production or throughout its supply chain.	X	X	X	X		
		(R) Legal and operational risks associated with improper chemical storage, waste treatment, and non-compliant battery disposal, which may lead to fires, pollution, and regulatory challenges.	X	X	X	X		

(+): positive impact (-): negative impact (R): risk (O): opportunity

4.2.6.2. Policies related to the circular economy

Forsee Power's business model is focused on the circular economy and the reuse of resources.

Sustainability Policy

In its sustainability policy, the Group outlines how it intends to adopt smarter practices regarding its consumption through the following priorities:

- Reducing waste and optimizing waste management by exploring the best recycling and recovery solutions.
- Limiting the environmental impact of its products by improving eco-design.
- Developing second-life uses for its products to extend their lifecycle and limit their environmental impact.

Research and Development (R&D) Policy

The Group's R&D policy identifies sustainability as a key objective and aims to reduce the carbon footprint of its products, increase the use of recycled materials, and improve repairability and recyclability.

As part of this policy, the Group has defined its eco-design tools and works closely with all departments to ensure a reduced environmental footprint for its products.

Eco-design, based on the 6R method[6] , is integrated into the product development stages and relies on the following tools:

- Carbon Footprint
- Recycling rate
- A checklist to ensure that eco-design and the above elements are taken into account when launching a project

Quality, Health, Safety, and Environment (QHSE) Policy

As part of its QSSE policy, Forsee Power is committed to:

- comply with ISO 14001 environmental standards and strive for environmental excellence in all our operations.
- manage waste responsibly by promoting recycling, reuse, and recovery.

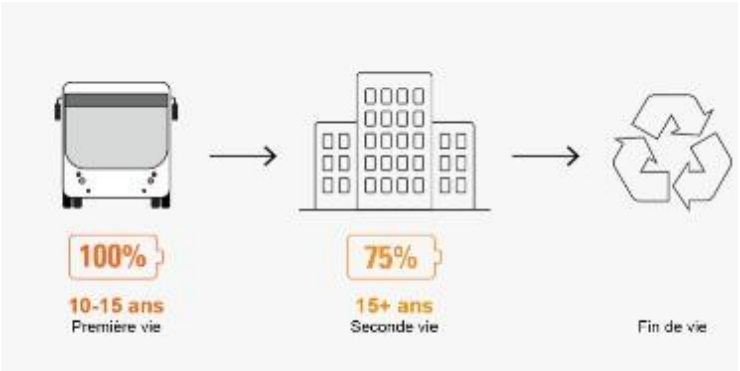
The Group's policies are available on the website under the *Sustainable Development > Governance* section.
They are communicated to all employees during onboarding and are also available on the Group's intranet.

[6] The 6 Rs: Reduce, Reuse, Recycle, Repair, Reuse, Refuse

4.2.6.3. Actions and resources related to circular economy policies

Key Actions	Materiality	Description and Target Date	Scope	Objective defined	Progress 2025
ISO 14001 Certification	**All**	Implement environmental management systems at all Group sites by 2030.	Core business	Yes	Continue current efforts; no new sites certified by 2025.
Incorporate recycled materials into product design		Facilitate an eco-design network to foster a strong culture of the circular economy and prepare the 2030 roadmap.	In-house activities and value chain	No	Coordinating the eco-design network with a study of the carbon footprint of battery systems to identify components that could benefit from the use of recycled materials Research project on low-carbon steels for battery pack casings
Optimizing recycling of batteries		Working with recycling partners that enable best results.	Clean and and value	Yes	Recyclability calculations performed for ZEN 8 SLIM, ZEN LFP, and PULSE PLUS with results showing a 80% recyclability
Reducing waste		Reduce waste generation at sites by optimizing packaging with suppliers and by encouraging the use of reusable products to achieve the 2025 target of 0.4 kg of waste per kWh produced.	Clean in-house and value value	Yes	0.92 kg of waste per kWh

The life cycle of batteries and their second life



After their first life cycle in a vehicle, batteries designed by Forsee Power still retain nearly 80% of their energy capacity, even after 10 to 15 years of service. The Group has established partnerships with innovative companies and startups to capitalize on second-life opportunities for batteries, such as with EDF Store & Forecast in France and Connected Energy in the United Kingdom. High-energy-density batteries are sold with warranties covering up to 10 years of use. Some state-of-the-art battery systems have lifespans of 20 years (at which point 80% of capacity remains). This longevity is then extended through a second life.

4.2.6.4. Circular Economy Targets and Indicators

Waste	Unit	2025	2024	2030 Targets
Hazardous waste				
Landfill	kg	1,173.0	478.0	
Other disposal operations	kg	44,903.6	44,128.1	
Subtotal hazardous waste	**kg**	**46,076.6**	**44,606.1**	
Non-hazardous waste				
Landfill	kg	18,124.6	20,381	
Other disposal operations	kg	162,738.7	200,875.9	
Subtotal: non-hazardous waste	**kg**	**180,863.3**	**221,256.9**	
TOTAL hazardous and non-hazardous waste	**kg**	**226,939.9**	**267,086.34**	
Weight of waste per kWh produced (in kg)	kg	0.57 kg	0.55 kg	0.60 kg
Non-recycled waste	**kg**	**19,297.6**	**22,082.3**	
Percentage of non-recycled waste	**%**	**8.5%**	**8.2%**	**100%**

4.2.6.5. Use of substances of concern and critical components

The electrochemical cells in battery systems contain certain PFAS (PVDF, LiPF). Although they are not yet on the REACH SVHC list, they are persistent, mobile, and toxic substances. The European Commission is currently reviewing their status for use in batteries.

Component	Substance	PFAS?	Role
Electrolyte	LiPF	Yes (fluorinated)	Transport of Li^+ ions
Binder (electrode)	PVDF	Yes	Polymer binder
Coatings (separators or components)	PTFE / fluoropolymers	Yes	Thermal resistance, stability

4.2.6.6. Circular economy objectives

Objectives	IRO	Material issues	Policy	Key Performance Indicators 2025	Objective
Limit resource inputs, including resource use	**(-)** Recycling processes generate certain negative environmental impacts (energy consumption or air pollution related to waste transport).	**Product Recycling**	QHSE Policy Sustainable Sustainable Development		80% by 2030
	(R) Operational risk related to the lack of integration of recyclability and repairability considerations into processes, as well as the financial risks associated with the investments required to design new recycling processes.				
	(R) Operational risk related to the design of processes for managing returned batteries.	**Second life of products**		N/A	N/A
Waste reduction	**(-)** Generation of polluting waste related to direct production or throughout the supply chain.	**Waste management**		0.57 kg of waste per kWh produced	0.40 kg of waste per kWh produced by 2030
	(R) Legal and operational risks associated with improper chemical storage, waste treatment, and non-compliant battery disposal, which may lead to fires, pollution, and regulatory challenges.				Not defined

4.3. SOCIAL

4.3.1. Company personnel

4.3.1.1. Impacts, risks, and opportunities related to company personnel

Theme	Sub-theme	IRO (scope = Forsee Power's activities)	Time horizon: Short term	Medium term	Long term
Working conditions	*Fair wages*	***(+)*** Implementing a fair compensation policy—and thus a value-sharing system—promotes well-being in the workplace and strengthens the corporate culture.	X		
		(O) Ability to be an attractive employer in terms of employee compensation.	X		
		(-) Pay gaps can create frustration and tension among employees if deemed unjustified	X		
		(R) Unfair compensation conditions can lead to workplace dissatisfaction (absenteeism, loss of motivation, decreased productivity, etc.).	X		
	Health and Safety	***(-)*** Deterioration of employees' physical and mental health, workplace accidents, occupational illnesses.	X		
		(R) Risks to employee health leading to financial, legal, and reputational risks in the event of a serious accident for which Forsee Power is liable due to individual behavior.	X		
		(-) High absenteeism rates impact team performance and increase risk of employee turnover and departures.	X		
		(R) Operational risks related to high absenteeism rates, generating financial costs for Forsee Power	X		
	Job security	***(+)*** Long-term job stability, contributing to the socioeconomic development of the host countries and the economic well-being of employees.	X		
		(O) Job security can reduce turnover and enhance the company's attractiveness.	X		
	Social dialogue	***(-)*** A lack of communication between employees and Group management, disparities in working conditions among employees, and strikes or conflicts with unions can have negative impacts.	X		
		(R) Deterioration of working conditions, leading to a loss of productivity and employee engagement, and a reputational risk if there is a lack of social dialogue (strikes could result in financial losses for the Group)	X		
	Working hours and work-life balance	***(+)*** Improved working conditions for employees through adjustments to work schedules and ongoing communication between management and employees.	X		
		(O) Development of Forsee Power's ability to be an attractive employer in terms of work-life balance (attracting and retaining talent).	X		
		(-) Potential negative impact resulting from deteriorating working conditions (work hours, work-life balance), leading to employee disengagement.	X		
		(R) Reputational risk for Forsee Power leading to difficulties and costs related to recruiting and retaining talent due to high turnover.	X		
Equal opportunities for all	*Employment and inclusion of people with disabilities / Diversity*	***(+)*** Diversity and inclusion enable greater efficiency, collaboration, and innovation (complementary skills, different perspectives, and a greater ability to adapt to change).	X		
		(-) In China and India, local regulations may be insufficient to ensure diversity and inclusion at Forsee Power's manufacturing sites.	X		
		(R) Legal risk related to non-compliance with human rights regulations and financial risks related to potential legal sanctions.	X		
	Gender equality and equal pay for work of equal value	***(-)*** Low representation/participation of women on Forsee Power's executive committees and in its decision-making processes, due to a societal trend: few women in the technology and industrial sectors.	X		
		(R) Reputational risk associated with the low number of women on its executive committees. Financial risk associated with the company becoming less attractive to women in the technology/industrial sector.	X		
		(-) Negative impact identified in India in terms of gender equality and pay equity.	X		
		(R) Legal risk associated with non-compliance with human rights regulations. Financial risks associated with potential legal sanctions.	X		
	Measures against workplace violence and harassment	***(-)*** Potential cases of harassment at Forsee Power workplaces, impacting employees' mental health and their ability to work.	X		
		(R) Legal risk in the event of non-compliance with labor laws, financial risks related to potential legal penalties and turnover among victims of workplace harassment.	X		
	Training and skills development	**(-)** A lack of employee skill development could lead to employee disengagement and an overall loss of economic vitality for the company.	X		
		(R) In a highly competitive market, this could lead to employee turnover and financial losses, impacting the company's growth.	X		
Other labor-related rights	*Child labor*	(-) Child labor poses risks to physical and mental health, deprives children of education, leads to social isolation, exploitation, and abuse, and robs them of their childhood.	X		
		(R) Legal risk in the event of non-compliance with human rights regulations, financial risks associated with economic sanctions, and reputational risk in the event of a scandal involving child labor.	X		
	Forced labor	(-) Modern slavery and/or forced labor are often linked to risks to physical and mental health, social isolation, exploitation, and abuse.			
		(R) Legal risk in the event of non-compliance with human rights regulations, financial risks related to economic sanctions, and reputational risk in the event of a scandal involving forced labor.	X		
	Privacy Policy	**(-)** There may be a loss of employees' personal data, particularly in China due to local regulations. This may affect the privacy and security of employees and their loved ones.	X		
	Measures against harassment and violence in the workplace	***(-)*** Potential cases of workplace harassment, affecting mental health and the ability to work.	X		
		(R) Legal risk in the event of non-compliance with labor laws, financial risks associated with potential legal penalties and turnover among victims of workplace harassment.	X		
	Training and skills development	**(-)** A lack of employee skills development could lead to employee disengagement and an overall loss of economic vitality for the company.	X		
		(R) In a highly competitive market, this could lead to employee turnover and financial losses, impacting the company's growth.	X		
Other labor-related rights	*Child labor*	(-) Child labor poses risks to physical and mental health, leads to deprivation of education, social isolation, exploitation, and abuse, and results in the loss of childhood.	X		
		(R) Legal risk in the event of non-compliance with human rights regulations, financial risks related to economic sanctions, and reputational risk in the event of a scandal involving child labor.	X		
	Forced labor	(-) Modern slavery and/or forced labor are often linked to risks to physical health and mental health issues, social isolation, exploitation, and abuse.	X		
		(R) Legal risk in the event of non-compliance with human rights regulations, financial risks related to economic sanctions, and reputational risk in the event of a scandal involving forced labor.	X		
	Privacy Policy	**(-)** There may be a loss of employees' personal data, particularly in China due to local regulations. This may affect the privacy and security of employees and their families.	X		

(+): positive impact (-): negative impact (R): risk (O): opportunity

4.3.1.2. Company Personnel Policies

Forsee Power's human resources policy is the responsibility of the Group's human resources department. This policy addresses issues related to the company's workforce. It is based on eight commitments that enable every employee to find their place within an agile and multicultural organization. This policy applies not only to Group employees but also to temporary workers and contractors in all countries where the Group operates.

Upholding Forsee Power's values: Forsee Power is growing rapidly and welcomes new employees throughout the year (through recruitment, onboarding, or the opening of new sites). Its values—contribution, integrity, ambition, agility, and excellence—form the foundation of Forsee Power's corporate culture. These core values must guide the collective and individual behavior of all employees.

Promoting diversity and inclusion: Forsee Power is committed to providing an inclusive work environment that values diversity and respect at all levels of the company. For the Group, a balance of genders, ages, backgrounds, and educational levels helps build a strong corporate culture. To this end, the Group promotes the employability and integration of women, seniors, recent graduates, and people with disabilities through various targeted initiatives. As part of this commitment to inclusion, we have set gender parity goals at all levels of the Group. In particular, we aim to intensify our efforts to increase the representation of women in management roles, notably by creating a welcoming and fulfilling environment that supports the professional and personal development of women at every stage of their journey within the company (onboarding, training, career advancement, and skill development).

Facilitating Recruitment and Onboarding: To attract the talent needed for Forsee Power's growth and competitiveness and to build long-term relationships, we have implemented structured tools and processes applicable across all our operations, covering the key stages of recruitment and onboarding. We are focusing our efforts on strengthening the onboarding experience for our new employees through a high level of support tailored to the Group's business and organizational structure. At Forsee Power, employees are encouraged to contribute to team development through participatory recruitment—also known as employee referrals—for all open positions with permanent contracts.

Fostering employee growth: Employee development and growth, a key driver of talent attraction and retention, is supported by the skills assessment integrated into our digital HR tools. This enables managers to assess employees' performance and potential with the goal of offering them the best career path at Forsee Power, while taking into account their short- and medium-term expectations: training and internal mobility. In a context of growth and as the electromobility sector faces challenges regarding employee availability and qualifications, Forsee Power implements a tailored annual training plan, informed by the needs identified during performance evaluations. Furthermore, the company offers career prospects to employees by enabling them to plan for the future, develop new skills, and enhance their employability through internal mobility: geographic, functional, and hierarchical. These opportunities are governed by a mobility charter (see below).

Fostering employee relations: The Group integrates employee relations into its strategy to empower our employees to voice their opinions and to foster regular, open dialogue and active listening among management, employees, and labor representatives. Since 2017, Forsee Power has conducted an annual survey to assess employee engagement and satisfaction. This survey, managed by Great Place to Work since 2021, covers topics related to working conditions,

understanding of the company's strategy, communication, and management practices, and helps define action plans aimed at improving overall employee satisfaction.

Supporting managers in their roles and responsibilities: We know that the role of a manager is key within companies because it enables them to support employees—both as individuals and as part of a team—on the path to success. To carry out this mission successfully, HR teams support all managers in their roles and responsibilities through training provided by expert firms, and we ensure internally that they receive all the necessary support to fulfill their managerial duties to the best of their ability.

Developing tools and processes tailored to HR needs: The effectiveness of the human resources function within the Group depends on the use of tools and processes tailored to the entire HR cycle (recruitment, onboarding, training, HRIS/payroll, career management, compensation, risk prevention, etc.) to attract, manage, and retain our talent. These tools have been tailored to the Group's structure, our work methods, and our needs.

Ensuring Health, Well-being, and Working Conditions: We are committed to providing a workplace that ensures the health and safety of our employees, particularly by preventing and reducing risks through the implementation of HSE programs across all sites, supported by awareness campaigns. Employees perform technical and sometimes physically demanding jobs. Their posture and work tools are key factors in their well-being. To this end, and to support this initiative, Forsee Power has established a Quality of Life at Work committee in France aimed at improving employee well-being at their respective sites. These pillars are rooted in essential human values, thereby fostering a professional environment based on respect, diversity, and individual and collective fulfillment. They not only guide how the company operates but also its commitment to its employees, thereby supporting its vision of building a sustainable and prosperous company.

Career Management Policy: Forsee Power views the professional development of each employee as a key driver of performance, fulfillment, and retention. In a rapidly evolving sector where skills are paramount, the Group is committed to supporting each individual in shaping their career path through a career management policy grounded in active listening, fairness, and the recognition of talent.

The guiding principles of this policy, which is an addendum to the human resources policy:

- **Continuous skills assessment:** Each employee is regularly assessed based on a skills matrix specific to their role, integrated into our digital HR tools. This assessment allows us to visualize skills acquired, areas for improvement, and potential for growth.
- **Taking individual aspirations into account:** Performance reviews are key opportunities to discuss each employee's career goals, preferences, and plans. Employees can also request a career consultation with an HR representative at any time.
- **Transparent performance evaluation:** Clear individual objectives are defined and tracked using appropriate metrics, allowing us to recognize achievements and identify support needs. These elements inform the dialogue between the employee, their manager, and HR.
- **Personalized career plans:** Based on these evaluations, career development plans are created, aligning the employee's aspirations with the company's needs. Each plan includes milestones, measurable objectives, and deadlines.

- **Targeted training initiatives:** An annual training plan is developed in response to the needs identified during performance reviews. Each employee has access to internal, external, or certification-based training, depending on their career goals.
- **Concrete development opportunities:** Forsee Power offers its employees the chance to get involved in cross-functional projects, expanded assignments, or mentoring programs, fostering learning and skill development.
- **Fair career advancement opportunities:** The Group ensures clear, fair, and transparent promotion criteria based on performance, skills, and potential. Recognition incentives (bonuses, benefits, recognition) support engagement and retention.
- **Clear communication on career prospects:** The Group regularly shares the company's projects and strategic direction to help everyone envision their future. Transparency regarding emerging roles, potential career pathways, and strategic initiatives fosters a shared vision of possible career paths. Forsee Power's career management policy aims to create an environment where every employee can grow, plan for the future, and actively contribute to collective success. It is built on a relationship of trust, collaborative development, and shared accountability

Internal Mobility Charter

Mobility is a demonstration of an employee's commitment and their desire to build a dynamic career path within the company. That is why Forsee Power seeks to promote internal mobility—whether vertical, horizontal within a team, or geographic—and to support each employee in their career development plans. An internal mobility charter, attached to the HR policy, defines the guiding principles of internal mobility:

- **Social Responsibility:** All applications, whether internal or external, are guaranteed equal consideration and treatment. Selection is based exclusively on professional competency criteria assessed through appropriate and transparent methods.
- **Internal applications reviewed first:** For positions open to internal mobility, Group employees receive priority review of their applications over external candidates. The company will assess the alignment of skills with the position to be filled.
- **Shared rules of confidentiality and transparency:** A confidentiality agreement applies during the initial interview with the Human Resources Department.
- **Easy access for all employees to Group job openings:** Positions open to internal mobility are posted on the Group's intranet site (Watt's On).
- **A response within one month:** The HR department will give the utmost attention to internal applications, and applicants will receive a response within a maximum of one month.
- **A minimum of 18 months' seniority in the current position:** A minimum of 18 months' experience in the current position within the company is required before considering a mobility opportunity.
- **Transition period:** If an application is accepted, the new position must be assumed within a maximum of 4 months.
- **Status and conditions:** The terms of the mobility assignment—level of responsibility and compensation—are defined comprehensively and fairly, taking into account the rules and practices of the host organization and in agreement with the employee.

The Group's policies are available on the website under the *Sustainable Development > Governance* section.
They are communicated to all employees upon joining the company and are also available on the Group's intranet.

4.3.1.3. Process for engaging with company staff and their representatives regarding impacts

Under the leadership of the Vice President for Europe, who oversees Group Human Resources and serves on the Executive Committee, the management team places particular emphasis on workplace well-being and strives to maintain effective professional relationships by actively listening to employees and fostering regular dialogue.

Information sessions are held at all sites every quarter to update employees on the Group's business performance and various organizational matters, and a monthly meeting is held with production employees.

In France, a social calendar is established, setting out the agenda, frequency, and participants for meetings. This calendar includes, in particular, the Mandatory Annual Negotiations (NAO) in accordance with regulations, which led to the signing of three collective agreements in 2025 for all employees. In addition to these events, weekly bilateral meetings and monthly meetings with the CSE are organized and overseen by the HR department. These initiatives aim to maintain an open and constructive dialogue within the company.

In Poland, official employee representation is not mandatory because the workforce is under 50 people. However, management seeks regular communication. Two employees are elected by the workforce to represent them, and meetings bringing together all employees are scheduled two to three times a year.

In China, elections are held every three years to elect employee representatives, and meetings take place quarterly. These elections are organized by the Chinese labor union.

Digital signage screens installed at all locations regularly display news about the Group. At the same time, an information session program called "Coffee & Learn" offers employees the opportunity to participate in interactive on-site and online meetings. These sessions aim to deepen their understanding of the company, its various markets, and its products, as well as topics related to the environment, health, and safety.

Since 2021, the Group has implemented improvement plans, notably through the creation of the Quality of Life at Work (QVT) Commission in France. This commission meets quarterly to discuss internal issues and formulate solutions via an action plan approved by the Executive Committee.

Employee Satisfaction Survey – Great Place to Work

For Forsee Power, the Great Place to Work initiative is a valuable opportunity to assess the quality of its work environment and employee satisfaction.

In 2025, due to significant organizational changes at several sites, the survey was not conducted and has been postponed until September 2026.

4.3.1.4. Process for addressing negative impacts and channels enabling company staff to voice their concerns

Since 2022, the Group has implemented a new outsourced whistleblowing procedure via a dedicated platform, WhistleBee, accessible internally via the Company's intranet for employees and via a website for customers, suppliers, and third parties.

This dedicated and secure solution allows everyone to speak out with confidence, facilitating the receipt and handling of reports in an environment of trust and transparency. The solution ensures the confidentiality of reported incidents and the personal data of reporters and those involved. (see section below)

4.3.1.5. Initiatives and resources related to company employees

Key initiatives are listed below, and certain initiatives related to working conditions are described in other sections.

Key Actions	Materiality	Description and Target Date	Scope	Objective Defined	Progress 2025
Conduct an annual compensation audit	**Fair wages**	Conduct an annual compensation audit to identify any imbalances	In-house activities	Yes, annually	Audit conducted
Obtain ISO 45001 certification	***Health and safety***	Implement ISO 45001 across Group sites	Our own operations	Yes, 2030	Certification of French sites
Implement behavioral safety training	***Health and safety***	Provide extra-regulatory empowerment training to reduce workplace accidents	Clean operations	Yes, by 2030	Announcement of the goal to have 100% of employees trained in behavioral safety by 2030
Raising managers' awareness about hiring women	***Gender equality and equal pay for work of equal value***	Train managers on the benefits of a diverse team to improve the representation of women within the group, with a goal of 30% to 70% female managers by 2025.	Company-specific initiatives	Yes	25% female managers by 2024
Promote internal mobility	***Gender equality and pay equity for work of equal value*** ***Training and development of skills***	Recruit internally to offer development opportunities to employees and contribute to better representation of women within the group, given the difficulty of recruiting female candidates	Own activities	Yes for 2030	Increase the 2030 internal mobility target to 15% (vs. 10%)
Improve internal satisfaction	***All elements related to S1***	Take cross-functional action at all levels of the organization to improve internal satisfaction, on an annual basis	Specific activities	Yes for 2030	Definition of the 2030 target at 80%

Overall, the effectiveness of these initiatives is assessed through ongoing engagement with employees, and all senior-s are expected to ensure the well-being of their employees.

Resources allocated to managing the impacts and risks associated with one's own work are managed by the human resources department as well as by local management teams.

Fair wages

As part of its compensation policy, the company implements a system based on objective criteria to ensure fairness and transparency. Compensation levels are determined based on employees' experience, skills, tenure, and performance.

To ensure a better understanding of career development opportunities, salary increase criteria are communicated to employees through dedicated Coffee & Learn sessions. In addition, an annual audit is conducted in France to identify any imbalances and adjust unjustified pay gaps. All positions have been reevaluated based on criteria of technical expertise and interpersonal skills. The company prioritizes a pay increase policy based on skills rather than seniority

alone, thereby ensuring career progression that is more aligned with individual performance and contributions.

In line with a value-sharing approach, a profit-sharing agreement has been signed and a free stock option plan has been implemented to reward key talent. Regular communication is also provided regarding the allocation of bonuses and incentives, thereby enhancing transparency and understanding of financial recognition programs.

To ensure that compensation remains competitive, a regular benchmarking analysis is conducted between internal pay scales and market rates, confirming Forsee Power's best practices. In France, in addition, various employee benefits are offered, including affordable health insurance, meal vouchers exceeding the regulatory requirement, transportation assistance, and telework arrangements. The company also offers employee savings plans designed to enhance employees' financial security.

The commitment to pay equity is reflected in the monitoring of a specific indicator ensuring gender parity.

Health and Safety

Since 2021, the Group has been implementing an internal prevention plan for the operation of material-handling equipment such as pallet jacks and stackers, which are often involved in various types of accidents.

The Group had set two ambitious goals to be achieved by 2025: maintaining an absenteeism rate of 3.8% or lower—a goal achieved at 3.86% by the end of the period—and reducing the accident severity rate to zero, a goal that was met.

Job Security

The company is committed to ensuring job stability by prioritizing, as much as possible, permanent contracts (CDI) over temporary or fixed-term contracts (CDD). As part of this effort, many temporary workers and contractors benefit from pathways to permanent employment, offering them prospects for long-term integration within the organization. In 2025, permanent contracts (CDI) account for 98% of jobs, compared to 91% in 2024. Against the backdrop of limited business activity in 2025 due to a less favorable global economic environment, the Group has focused on hiring under permanent contracts.

Skills development is at the heart of Forsee Power's HR policy. We offer ongoing training to help employees acquire new expertise and adapt to market changes. These training programs are tailored to the diverse needs of the Group's employees, covering both technical skills and soft skills. In addition, we encourage internal mobility, thereby promoting promotions and career advancement.

Retaining talent also depends on a stable and healthy work environment, where every employee can thrive in conditions that promote their well-being and performance. Finally, we place great importance on social dialogue and collaboration with unions and employee representatives. We strive to maintain a constructive and regular exchange, ensuring that employee expectations are taken into account and that working conditions are continuously improved. Social Dialogue The company maintains a social dialogue, fostering ongoing communication with employee representatives. This approach allows us to proactively address issues related to working conditions, compensation, and strategic changes within the organization. In this context, regular meetings are held to ensure that employee expectations are effectively addressed. In France, for all sites nationwide, the Social and Economic Committee (CSE) meets monthly, allowing for in-depth monitoring of social and economic issues. In addition, the Health, Safety, and

Working Conditions Committee (CSSCT) meets every three months, ensuring heightened vigilance regarding occupational risk prevention and the improvement of working conditions. Furthermore, weekly bilateral meetings with employee representatives reinforce this dynamic by enabling a more responsive approach to specific issues. The year 2025 was marked by the signing of three agreements, illustrating the company's and the social partners' ability to reach concerted decisions that benefit all employees, including the agreement on Mandatory Annual Negotiations (NAO), which aims to ensure consistent and equitable wage growth while incorporating measures to improve working conditions.

Work Hours and Work-Life Balance

The company has therefore implemented several initiatives to strengthen this balance:

- Regulation of working hours to ensure compliance with scheduled hours and prevent excessive overtime: a work-time adjustment agreement, established in 2020
- Access to remote work for employees living far from the office, offering office-based employees greater flexibility and saving time on commutes.

Employment and inclusion of people with disabilities / Diversity

The company reaffirms its commitment to inclusive employment and diversity, viewing these values as essential drivers of performance and social cohesion. Promoting equal opportunity and the inclusion of people with disabilities are integral parts of its HR policy, with initiatives designed to ensure a workplace that is accessible and respectful of each individual's unique qualities.

To promote the inclusion of people with disabilities, the company is implementing several initiatives:

- Adapting workstations and implementing accessibility solutions to ensure an inclusive, professional, and " " environment.
- Raising team awareness through training and communication initiatives to foster a better understanding of disability-related issues.
- Furthermore, the company promotes a culture of diversity by ensuring equal opportunities at every stage of the career path: recruitment, training, and career development. It is committed to combating all forms of discrimination and fostering inclusive management, guaranteeing everyone fair access to professional opportunities.
- This proactive approach to employment and inclusion helps strengthen employee engagement and contributes to a more open, innovative organization that reflects the diversity of talent.

Gender equality and pay equity for work of equal value

The Group has implemented several initiatives to foster an inclusive and diverse environment. Forsee Power supports women's empowerment by encouraging their professional development and offering them equal opportunities for advancement.

As part of its inclusion and diversity efforts, Forsee Power has set gender parity goals at all levels of the company. The 2025 target of 40% to 60% female representation on the Board of Directors was achieved by early December 2025, with women representing 40% of the Board. Due to a change in market segment on Euronext and a change in governance, the result is 37.50%. However, the gender parity target for management (40–60% female managers by 2025) is at risk despite

existing initiatives, with the rate standing at 25% in 2025. This target has been revised for the 2030 roadmap, set at 30–70%. In 2025, within Forsee Power, the professional equality index stands at 84/100. Although the commitment to professional equality is strong, Forsee Power continues to work on attracting more women to the highest-paying roles, particularly by implementing a career development policy.

Measures against workplace violence and harassment

The company places a high priority on preventing workplace violence and harassment by implementing concrete measures to ensure a safe and respectful work environment for all its employees. With this in mind, an internal training program dedicated to preventing emotional and sexual harassment has been rolled out in the form of "Coffee & Learn" sessions. This interactive format raises awareness among teams in a participatory manner, fostering discussion and providing clear guidelines on unacceptable behavior, legal obligations, and available reporting channels.

The company is also working to strengthen its zero-tolerance policy regarding harassment and violence through several complementary initiatives:

- Anonymous reporting and alert systems, ensuring that every employee can report any risky situation in complete confidentiality via the Whistle B platform.
- Support and assistance for victims, with designated points of contact and tailored support to ensure that reports are handled quickly and effectively.
- Training and awareness-raising for managers, to give them the tools they need to detect problematic behavior and take appropriate action.

By adopting a proactive approach to prevention and support, the company reinforces its commitment to fostering a respectful, ethical, and caring work environment where everyone can thrive in complete safety.

Training and Skills Development

Employee development remains a key priority for attracting and retaining talent within the company. Skills assessment, conducted through annual reviews, is a central pillar of this approach. These processes aim to assess, identify, and develop employees' individual skills while aligning them with organizational objectives.

Forsee Power has established a mobility policy designed to address skills development challenges, featuring a dedicated section on the intranet to list job openings within the group. In 2025, 513 employees received performance evaluations, and 5 employees were offered opportunities through internal mobility.

This annual evaluation is part of a broader strategic approach to Strategic Workforce Planning (SWP), based on a regularly updated mapping of the company's job roles. This approach aims to anticipate future needs, adjust staffing levels, and promote skills development. Since 2023 in France, following the annual evaluations, managers have been conducting talent reviews to identify Expert, Top Talent, and High Potential profiles.

A job classification system makes it easier to map and evaluate positions, providing a clear and balanced overview of the various roles within the company. By regularly updating employee representatives on the project's progress and communicating the results of the evaluations to employees, the company enhances transparency and fosters a better understanding of the changes.

Training and Professional Development Programs

The training program is closely linked to performance evaluations, providing a targeted response to identified needs. In

2025, the Group recorded a total of 16,604 training hours. This training plan is designed to keep pace with regulatory changes and the emergence of new technologies, and to meet the growing expectations of various stakeholders.

To facilitate the integration of the many new hires and address the needs previously identified by employees, the Group has been implementing an action plan since 2024 to offer training on batteries and Forsee Power products at beginner, intermediate, and advanced levels.

Working Conditions – Health, Safety, and Environment

With regard to occupational health and safety, Forsee Power promotes a strong Health, Safety, and Environment (HSE) culture.

The Group is taking action on several strategic fronts to prevent and reduce risks related to occupational health and safety:

- For Forsee Power, this includes reducing occupational illnesses among employees in technical roles, particularly musculoskeletal disorders (MSDs) and psychosocial risks such as stress. To address these challenges, the company remains vigilant and strives to improve the prevention of all forms of workplace distress.
- Ergonomic improvements to forklifts and lifting equipment, as well as to workstations.
- Programs aimed at promoting well-being at work are implemented across the Group and adapted locally to meet the specific needs of each site and country. These programs include measures such as establishing equipment safety standards at all sites and strengthening the safety culture among employees.
- Forsee Power monitors regulatory developments to assess their impact on its operations, identify any discrepancies between its practices and legal requirements, and take corrective action. In the event of an accident, the company conducts a thorough root-cause analysis to implement corrective and preventive measures. Each site implements an HSE (Health, Safety, Environment) program comprising monthly initiatives and poster campaigns. Audits are also regularly conducted at all sites to ensure compliance. Since 2021, the Group has developed an internal prevention plan for the operation of material-handling equipment such as pallet jacks and stackers, which are often involved in various types of accidents.
- At the Chasseneuil-du-Poitou site, Forsee Power continues its fire prevention efforts by working closely with SDIS 86 (Vienne Departmental Fire and Rescue Service), a leader in emergency response for vehicles, particularly battery-powered vehicles.

Ensuring the health and safety of employees remains Forsee Power's top priority, and the company is relentlessly committed to continuous improvement in this area.

4.3.1.6. Company Workforce Characteristics

Description of Forsee Power's Direct Workforce

Forsee Power considers its own workforce to consist of employees with whom it has a direct contractual relationship, which excludes contracts with third parties (casual/temporary workers).

Forsee Power's workforce includes:

- **permanent employees**: employees who have entered into a contract with Forsee Power directly and without an expiration date. This contract may be terminated by resignation at the employee's initiative, by dismissal at

the company's initiative, by mutual agreement, or by retirement.

  - **Top management** refers to the members of the Executive Committee and their direct reports who hold at least the rank of director.
  - **Managers** refer to employees responsible for one or more individuals.

- **Temporary employees**: employees who have entered into a contract directly with Forsee Power with a fixed expiration date. This contract may either expire at the end of the term or be renewed for an additional period in accordance with local law, if Forsee Power and the employee so agree.
- **Full-time employees**: employees who have entered into a fixed-term or indefinite-term contract directly with Forsee Power, specifying a set number of working hours.
- **Part-time employees**: employees who have entered into a fixed-term or indefinite-term contract directly with Forsee Power, specifying a number of working hours less than a full-time position.
- Forsee Power defines **non-salaried workers** as subcontractors hired by Forsee Power to perform regular work that, under other circumstances, would be performed by an employee.
- **Temporary/casual workers**: these individuals provide their services on a temporary basis to replace employees on leave or to handle a surge in activity.

Forsee Power does not hire employees under contracts with no guaranteed hours.

	Unit	Ivry-sur-Seine, France	Chasseneuil-du-Poitou, France	Dardilly, France	Zhongshan, China	Yokohama, Japan (lab)	Wrocław, Poland	Pune, India	Ohio, USA	TOTAL
S1 – 50a										
Men	number	91	111	27	75	6	15	24	11	360
Women	number	48	40	5	72	2	32	1	1	201
Other*	number	0	0	0	0	0	0	0	0	0
Not specified**	number	0	0	0	0	0	0	0	0	0
Total Employees	**number**	**139**	**151**	**32**	147	**8**	**47**	**25**	**12**	**561**
S1 – 66 (a)										
Number of top management employees	number	**18**	**3**	**1**	**4**	**1**	**0**	**1**	**4**	32
of which men	number	13	2	1	3	1	0	1	4	25
of which women	number	5	1	0	1	0	0	0	0	7
Percentage of employees of top management men	%	72%	67%	100%	75%	100%	0%	100%	100%	80%
Percentage of employees of top management	%	28%	33%	0%	25%	0%	0%	0%	0%	22%
S1 – 51										
Total number of employees (FTE)	number	**128.77**	**143.80**	**31.80**	**147.00**	**8.0**	**31.00**	**25.00**	**11.17**	**526.14**
of which men	number	81.77	105.00	26.80	75.00	6.00	3.00	24.00	11.00	**332.17**
of which women	number	47.00	38.80	5.00	72.00	2.00	28.00	1.00	0.17	193.97
Number of permanent employees (FTE) on permanent contracts	number	**126.77**	**142.80**	**31.80**	**141.00**	**7.00**	**33.00**	**25.00**	**11.17**	**515.54**
of which men	number	81.77	104.00	26.80	74.00	5.00	31.00	24.00	11.00	328.57
of which women	number	45.00	38.80	5.00	67.00	2.00	2.00	1.00	0.17	186.97
Number of permanent and temporary employees (FTE) on fixed-term contracts	number	**2.00**	**1.00**	**0.00**	**6.00**	**0.60**	**1.00**	**0.00**	**0.00**	**10.60**
of which men	number	0.00	1.00	0.00	1.00	0.60	1.00	0.00	0.00	3.60
of which women	number	2.00	0.00	0.00	5.00	0.00	0.00	0.00	0.00	7.00
Number of employees with non-guaranteed hours (FTE)	number	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
of which men	number	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
of which women	number	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
S1 – 52										
Number of full-time employees (FTE)	number	**135.77**	**149.48**	**30.00**	**147.00**	**7.00**	**0.00**	**0.00**	**11.17**	**480.43**
of which men	number	87.77	110.48	25.00	75.00	5.00	0.00	0.00	11.00	314.26
of which women	number	48.00	39.00	5.00	72.00	2.00	0.00	0.00	0.17	166.17
Number of part-time employees (FTE)	number	**0.00**	**0.80**	**1.80**	**0.00**	**0.60**	**0.00**	**0.00**	**0.00**	3.20
of which men	number	0.00	0.00	1.80	0.00	0.60	0.00	0.00	0.00	2.40
of which women	number	0.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.80
S1 – 50 (c)										
Total number of employees who left the company voluntarily or as a result of termination, retirement, or death while employed	number	28	31	5.00	98.00	0.00	1.00	11.00	1.00	175
Voluntary employee turnover rate	%	13%	14%	6%	9%	0%	3%	36%	9%	12%

4.3.1.7. Collective bargaining coverage and social dialogue

Collective bargaining coverage and social dialogue 2025	France	Poland	Total Europe	India	China	Japan	United States
Percentage of total employees covered by collective bargaining agreements	100%	100%	100%	0%	100%	100%	0%
Percentage of non-salaried employees in their own workforce whose working and employment conditions are determined or influenced by collective bargaining agreements	100%	0%	100%	0%	100%	100%	0%
Percentage of total employees covered by workplace representation	100%	100%	100%	100%	100%	100%	0%

Forsee Power in France is governed by the collective bargaining agreement for the metalworking industry.

To ensure that employees' voices are heard and taken into account in decision-making processes, the following bodies are in place:

- The Social and Economic Committee (CSE): In France, the CSE meets monthly, allowing for in-depth monitoring of social and economic issues. Additionally, the Health, Safety, and Working Conditions Committee (CSSCT) meets every three months, ensuring heightened vigilance regarding occupational risk prevention and the improvement of working conditions.
- Employee representatives in Poland, India, China, and Japan: regular meetings and dialogue with management to ensure two-way communication.

These initiatives aim to strengthen employee participation and engagement, thereby ensuring that their concerns and contributions are taken into account in the development and implementation of the Group's strategy.

4.3.1.8. Diversity indicators

Employees by managerial role and by gender

Employees by managerial role and gender as of December 31, 2025	number	Percentage
Members of the Executive Committee	8	
of whom are men	7	87%
of whom are women	1	13%
Top management employees (1)	32	
of which men	25	78%
of whom are women	7	22%
Managers	113	
of which men	85	78%
of whom are women	28	22%
Total employees		
of whom are men	360	64%
of whom are women	201	36%

(1) Top management employees are members of the executive committee and their direct reports holding the title of director

Employees by age and gender (FTE)

Employees by age and gender 2025	Number	Percentage
Employees aged 30 or younger	**75**	**14%**
of whom are women		
of whom are men		
Employees aged 31 to 50	**366**	**67%**
of whom are women		
of which men		
Employees aged 50 or older	**102.77**	**19%**
of which women		
of which men		

4.3.1.9. Living wages

All company employees receive a decent wage, in accordance with applicable national benchmarks, i.e., above the minimum wages of each country.

4.3.1.10. Social protection

Forsee Power provides social protection to all its employees in every country where the Group operates. These benefits, provided through public programs or company-sponsored benefits, cover loss of income resulting from any of the following major life events:

- Illness
- Unemployment once the employee begins working for the company
- Work-related accident and acquired disability
- Parental leave
- Retirement

4.3.1.11. People with disabilities

		2025
	Number	**Percentage**
Employees with disabilities	14	2.4%

4.3.1.12. Training and skills development indicators

Unit		Ivry-sur-Seine, France	Chasseneuil -du-Poitou, France	Dardilly, France	Zhongshan, China	Yokohama, Japan (lab)	Wrocław, Poland	Pune, India	Ohio, USA	TOTAL
S1 – 83 (a)										
Number of employees who participated in regular performance and career development reviews	Number	129	147	34	147	8	12	25	12	513
of which men	Number	84	109	28	75	6	10	24	11	347
of which women	Number	45	38	6	72	2	2	1	1	166
Percentage of employees who participated in regular performance and career development reviews	%	93%	97%	106%	100%	100%	26%	100%	100%	91%
of which men	%	65.12%	74.15%	82.35%	51.02%	75%	83.33%	96%	100%	67.64%
of which women	%	34.88%	25.85%	17.65%	48.98%	25.00%	16.67%	4%	0%	32.36%
Total number of employee training hours	Hours	1,640	2,696	339	10,312.12	62	480	525	550	16,604.5
Average number of training hours per employee	Hours	11.80	17.85	10.59	70.15	7.75	10.21	21.00	50.00	29.67
S1 – 85 (a)										
Number of non-employees who participated in regular performance and career development reviews	Number	0	0	0	0	0	0	0	0	0
Percentage of non-employees who participated in regular performance and career development reviews (%)	%	0	0	0	0	0	0	0	0	0
Total number of training hours for non-employees	Hours	0	0	0	0	0	0	2,100	0	2,100
Average number of training hours per non-employee	Hours	0	0	0	0	0	0	63.64	0	63.64

4.3.1.13. Health and Safety Indicators

	Unit	Ivry-sur-Seine, France	Chasseneuil-du-Poitou, France	Dardilly, France	Zhongshan, China	Yokohama, Japan	Wrocław, Poland	Pune, India	Ohio, USA	TOTAL
Number of deaths due to workplace accidents and occupational diseases - employees	number	0	0	0	0	0	0	0	0	0
Number of deaths due to work-related accidents and occupational diseases - non-employees	number	0	0	0	0	0	0	0	0	0
Number of reportable work-related accidents resulting in lost time - employees	number	2	3	1	0	0	0	0	0	6
Number of reportable work-related accidents resulting in lost time - non-employees	number	0	0	0	0	0	0	0	0	0
Reportable workplace accident rate - employees		10.34	44.89	19.51	0	0	0	0	0	
Incidence rate of reportable workplace accidents - non-employees		0	0	0	0	0	0	0	0	
Number of reportable occupational disease cases - employees	number	0	2	0	0	0	0	0	0	2
Number of reportable cases of occupational diseases - non-employees	number	0	0	0	0	0	0	0	0	0
Number of days lost due to work-related injuries and fatalities, occupational diseases, and deaths due to occupational diseases - employees	number	88	504	28	0	0	0	0	0	620
Number of days lost due to work-related injuries and deaths, occupational diseases, and deaths due to occupational diseases among self-employed workers	number	0	0	0	0	0	0	0	0	0
Percentage of on-site workers covered by an occupational health and safety management system that has been internally audited and/or certified by an external body (e.g., ISO 45001).	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of self-employed workers covered by a health and safety management system that is internally audited and/or certified by an external body (e.g., ISO 45001).	%	100%	100%	100%	100%	100%	100%	100%	100%	100%

4.3.1.14. Work-Life Balance Indicators

All employees of the company are entitled to family leave under the company's social policy or collective bargaining agreements.

	Unit	Ivry-sur-Seine, France	Chasseneuil-du-Poitou, France	Dardilly, France	Zhongshan, China	Yokohama, Japan	Wrocław, Poland	Pune, India	Ohio, USA	TOTAL
Number of men eligible for family leave	number	91	111	27	75	6	0	24	11	345
Number of women eligible for family leave	number	48	40	5	72	2	0	1	0	168
Percentage of men eligible for family leave	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of women eligible for family leave	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Number of men eligible for family leave who took such leave	number	19	39	8	7	3	0	0	11	84
Number of women eligible for family leave who took such leave	number	18	11	2	10	0	0	0	0	41

4.3.1.15. Compensation Indicators

	Group 2025
Gender pay gap	21.92
Pay gap between the highest salary and the median salary	11.48

For calculations of the gender pay gap and the pay gap between the highest salary and the median salary, the Group took into account differences in the cost of living across the countries where it operates, based on World Bank data [Price level ratio of PPP conversion factor (GDP)].

4.3.1.16. Cases, complaints, and serious impacts on human rights

No serious human rights incidents were reported.

	Unit	Ivry-sur-Seine, France	Chasseneuil-du-Poitou, France	Dardilly, France	Zhongshan, China	Yokohama, Japan	Wrocław, Poland	Pune, India	Ohio, USA	TOTAL
Number of incidents of discrimination, including harassment	number	2	0	0	0	0	0	0	0	2
Number of complaints filed through the various channels and, where applicable, with the OECD National Contact Points for Multinational Enterprises, excluding those already reported in section (a) above	number	0	0	0	0	0	0	0	0	0
Total amount of fines, penalties, and compensation for damages resulting from complaints	number	0	0	0	0	0	0	0	0	0
Number of serious human rights incidents involving company employees	number	0	0	0	0	0	0	0	0	0
Total amount of fines, penalties, and compensation for damages resulting from serious human rights incidents	number	0	0	0	0	0	0	0	0	0

4.3.2. Value chain personnel

4.3.2.1. Material impacts, risks, and opportunities related to value chain personnel

Theme	Sub-theme	IRO	Time horizon		
			Short term	Medium term	Long term
Working conditions and supply chain	Workplace Practices and Supply Chain Safety	(-) The lack of safety measures in the supply chain endangers workers' health, thereby increasing accidents and fatalities. This affects not only workers but also their families and communities, exacerbating financial hardship and social inequalities.	X		
		(R) Inadequate working conditions within the supply chain can lead to significant legal and financial risks (legal liability, fines, and reputational damage resulting from suppliers' and partners' failure to comply with labor laws and regulations).	X		
	Equal treatment and labor rights in the supply chain	(-) Failure to uphold ethical and fair labor practices in the supply chain can harm workers' well-being and safety, also affecting their families. Forced labor and modern slavery are among the most serious violations.	X		
		(R) Some raw materials come from high-risk countries (such as the Democratic Republic of the Congo for cobalt). A scandal involving a raw materials supplier working with Forsee Power could pose a major risk in terms of reputation and legal compliance.	X		

(+): positive impact (-): negative impact (R): risk (O): opportunity

4.3.2.2. Policies Regarding Value Chain Personnel

The double materiality analysis identified these two new challenges for Forsee Power. To date, we have implemented two policies to limit negative impacts on workers in the value chain and ensure social standards throughout the value chain. These policies also aim to ensure a level of well-being at work within the value chain as well as among our employees.

To date, the company has not yet defined a structured roadmap to address all identified IROs. Nevertheless, initial initiatives have been implemented to prevent risks related to human rights violations, particularly child labor, forced labor, and modern slavery within its value chain. These initiatives include third-party supplier audits conducted by Bureau Veritas to assess the ESG policies, actions, and performance of key suppliers.

Supplier Code of Conduct

The Supplier Code of Conduct defines our fundamental expectations of suppliers regarding compliance with environmental, social, and legal criteria. It is aligned with international standards, including the United Nations Global Compact. Forsee Power requires its suppliers to sign the Code, certifying that they adhere to it in the conduct of their business. The Code explicitly prohibits human trafficking, forced or compulsory labor, and child labor.

Responsible Procurement Policy

The Responsible Procurement Policy describes how we implement our Supplier Code of Conduct through risk assessment, management systems, traceability, audits, reporting, and transparency. It defines the three key objectives of our Responsible Procurement Program: responsible, transparent, and traceable . This policy applies to Forsee Power's suppliers.

Whistleblowing Procedure

Since 2022, the Group has implemented a new outsourced whistleblowing procedure via a dedicated platform accessible internally through the Company's intranet for employees and via a website for customers, suppliers, and third parties. This dedicated and secure solution allows everyone to speak up with confidence, facilitating the receipt and handling of reports in an environment of trust and transparency.

The Supplier Code of Conduct and the Responsible Procurement Policy are available on the website under the heading *Sustainability > Governance*.

4.3.2.3. Affected Communities

4.3.2.3.1. Material impacts, risks, and opportunities related to affected communities

Theme	Sub-theme	IRO	Time horizon		
			Short term	Medium term	Long term
Economic, social, cultural, civil, and political rights of communities	Respect for the fundamental rights of affected communities affected	(+) Contributing to economic vitality can help create jobs for local communities. Furthermore, these communities are free to express their opinions on Forsee Power's activities.		X	
		(-) Forsee Power could potentially have a negative impact on the fundamental rights of affected communities, particularly within its supply chain, where oversight is limited.	X		
		(R) Reputational risk in the event of failure to respect the fundamental rights of local communities and financial risks associated with potential legal sanctions.	X		
	Pressure on local natural resources and nuisances	(-) Potential negative impact on local natural resources and nuisances experienced by local communities, whether in Forsee Power's direct production activities or within its supply chain (particularly the extraction of cobalt and lithium from mines).	X		
		(R) Reputational risk in the event of non-compliance with environmental regulations or the fundamental rights of local communities, as well as financial risks associated with potential legal penalties.	X		
Specific rights of indigenous communities	Rights of Indigenous Communities	(-) Forsee Power may potentially have a negative impact by infringing upon the specific rights of indigenous communities within its value chain (failure to respect cultural rights, impact on the values and identity of indigenous communities).			
		(R) Reputational risk in the event of failure to respect the fundamental rights of indigenous communities, and financial risks associated with potential legal sanctions.			

(+): positive impact (-): negative impact (R): risk (O): opportunity

The double materiality analysis identified these three new issues for Forsee Power. To date, the Group has not implemented policies to mitigate negative impacts on communities. The company has not yet defined a structured roadmap to address all identified IROs. Nevertheless, initial initiatives have been implemented to prevent risks related to human rights violations, particularly child labor, forced labor, and modern slavery within the value chain.

The Group maintains regular dialogue with local authorities and collaborates to integrate into the economic, social, and environmental landscape in all communities where it operates.

Whistleblowing Procedure

Since 2022, the Group has implemented an outsourced whistleblowing procedure via a dedicated platform accessible internally through the Company's intranet for employees and via a website for customers, suppliers, and third parties.

This dedicated and secure solution allows everyone to speak up with confidence, facilitating the receipt and handling of reports in an environment of trust and transparency.

The Supplier Code of Conduct and the Responsible Procurement Policy are available on the website under the heading *Sustainability > Governance*.

Forsee Power will continue its analysis to develop an action plan consistent with its commitments in this area.

4.3.2.4. Consumers and End Users

4.3.2.4.1. Material impacts, risks, and opportunities related to consumers and end users

Scope: Forsee Power + downstream value chain			Time horizon		
Theme	**Sub-theme**	**IRO**	**Short term**	**Medium term**	**Long term**
Impacts related to information for consumers and/or end users	**Privacy protection**	**(-)** In the event of a loss of information or data by Forsee Power, the customer may be affected by identity theft or financial data theft.	X		
		(R) Legal risk in the event of non-compliance with GDPR regulations. Financial risk associated with legal penalties.	X		
	User Information end	**(-)** Potential negative impact due to a lack of transparent and clear information for customers and end users regarding products, particularly with regard to security aspects.	X		
		(R) Legal risk related to compliance with end-users' rights to information. Financial risks related to potential economic sanctions.	X		
		(+) Forsee Power's contribution to providing transparent, high-quality information for end users.	X		
		(O) Opportunity for Forsee Power to communicate transparently with its customers and differentiate itself from the competition.	X		
Personal safety of consumers and/or end users	**Product safety**	**(-)** Battery failures can cause fires and fatal accidents, but protection systems help mitigate these risks. Smaller scooter batteries are more vulnerable due to frequent handling.	X		
		(R) Legal risk in the event of an incident resulting from non-compliance with safety measures for electric batteries. Financial risk related to potential economic penalties.	X		
Social Inclusion of Consumers and/or End Users	**Product accessibility**	**(+)** Improved access to electric vehicle batteries through the expansion of battery rental services.	X		
		(O) An opportunity for Forsee Power to develop new business models and differentiate itself from the competition.	X		

(+): positive impact (-): negative impact (R): risk (O): opportunity

4.3.2.4.2. Policies regarding consumers and end users

R&D Policy

The Group's R&D policy is supported by a collaborative international organization comprising nearly 160 multidisciplinary engineers across three R&D centers. This policy specifically addresses consumers and end users by focusing on the sustainability of Forsee Power's products, the Group's policy for greater repairability and reusability, and all efforts related to the safety and reliability of battery systems:

- Sustainability: Reducing the carbon footprint and incorporating more recycled materials, improving repairability and recyclability.
- System safety and reliability: ISO 26262 compliance; robust system architectures, in-depth FMEA studies, non-functional safety, and robust product design.

QSSE Policy

The Group's QSSE policy places particular emphasis on product quality to ensure reliable, safe, and high-performance batteries by involving all employees in continuous improvement and collaborating with carefully selected suppliers. This involves:

- Customer satisfaction is at the heart of our approach. To ensure safe and high-performance battery systems,
- Maintaining a quality management system compliant with ISO 9001 standards and beyond, by incorporating industry best practices.
- Involving all our employees in the continuous improvement of our processes and products.
- Regularly training our employees to strengthen their skills and raise their awareness of the importance of quality in every task they perform.
- Work closely with our suppliers to ensure the quality of raw materials and components, fostering sustainable partnerships.

The R&D policy and the QHSE policy are available on the website under the *Sustainable Development > Governance* section.

4.3.2.4.3. Process for engaging with consumers and end users regarding impacts

Forsee Power maintains regular communication with its customers—vehicle manufacturers and public and private fleet operators—at various levels within the organization, particularly through the sales and after-sales departments.

An annual customer satisfaction survey is conducted to better understand the expectations and satisfaction levels of each group, through their representatives.

4.3.2.4.4. Processes to address negative impacts and channels for consumers and end-users to voice their concerns

Forsee Power publishes technical data sheets for each of its products on its website, accessible to all. Additionally, as part of commercial proposals, further technical information is provided, particularly regarding the usage profiles of its battery systems. As mentioned below, an annual satisfaction survey is sent to representatives of client companies, allowing them to provide feedback. However, the most common channel for receiving customer feedback and concerns remains the account manager at Forsee Power.

Forsee Power's After-Sales Department maintains regular contact with the Group's customers, and an international network ensures that all customers, regardless of their location, can contact a Forsee Power representative.

Since 2022, the Group has implemented an outsourced whistleblowing procedure via a dedicated platform accessible internally through the Company's intranet for employees and via a website for customers, suppliers, and third parties.This dedicated and secure solution allows everyone to speak out with confidence, facilitating the receipt and handling of reports in an environment of trust and transparency. The solution ensures the confidentiality of reported incidents and the personal data of reporters and those involved.

4.4. GOVERNANCE

4.4.1. Business Conduct

4.4.1.1. Material impacts, risks, and opportunities related to business conduct

Theme	Sub-theme	Description	Scope
Corporate culture	Responsible leadership and governance	(+) Positive impact linked to a robust and transparent governance system: in particular, constructive communication and effective strategy implementation, positive partnerships, and employee well-being.	Direct operations Value chain
		(O) Financial opportunity linked to Forsee Power's appeal in the event of responsible and transparent governance.	Direct business Value chain
Whistleblower protection	Protection of whistleblowers	(-) Potential negative impacts on employees in the event of a failure of the whistleblower protection system.	Direct activity Value chain
		(R) Legal risk related to non-compliance with human rights regulations human rights regulations. Financial risks associated with potential legal sanctions.	Direct activity Value chain
Political engagement and lobbying activities	Political engagement and lobbying activities	(+) Building relationships with the government and regional authorities to promote eco-mobility and prioritize local solutions over foreign ones.	Direct Activity Value Chain
		(O) Financial opportunity linked to enhanced cooperation with economic actors, public actors, and institutions.	Direct activity Value chain
Supplier relationship management, including payment practices	Responsible procurement	(-) Potential negative impacts on the relationship between Forsee Power and its suppliers in the event of late payments (loss of supplier trust).	Value chain
		(R) Financial and operational risk related to shortages in the event of supplier default or bankruptcy.	Value chain
Corruption and Bribery	Ethics and Compliance	(-) Ethical violations, fraud, or tax evasion by employees in violation of the company's code of conduct.	Direct operations Value chain
		(R) Financial risk to Forsee Power associated with payment fraud.	Direct operations Value chain

4.4.1.2. Business Conduct Policies and Corporate Culture

Corporate culture

Sustainability is an integral part of Forsee Power's corporate culture, reinforced by values redefined in late 2024. Forsee Power wants its employees to participate in its mission to make a positive contribution to the planet and society by bringing battery systems to market that enable the decarbonization of transportation. Management is committed to providing sincere and transparent leadership, fostering a healthy, focused, and collaborative work culture. Since its founding, Forsee Power has strived to build an international presence that is closely aligned with its markets.

Forsee Power's vision: The future of mobility is electric. Manufacturers are seeking to simplify and accelerate the electrification of their applications.

Forsee Power's mission: To democratize the electrification of mobility applications by offering comprehensive,

modular, and smart battery systems.

The Group's Values

"*Contribution*: We believe that every individual, every group, and every company has the ability to contribute positively to the common good.

Integrity: We conduct our business with honesty, transparency, respect, and solidarity.

Ambition: We are blazing new trails to serve the industry with battery systems that accelerate the transition to clean energy.

Agility: We serve our customers with diligence and efficiency. In a constantly evolving market, we respond quickly to new needs and opportunities.

Excellence: We strive for excellence. We take pride in what we do and pursue our goals with determination and discipline."

Working at and with Forsee Power means making a positive contribution to the planet and society. Management is sincere and transparent, fostering a healthy, committed, and collaborative work culture. Forsee Power's values and vision are shared with all international employees starting with the onboarding process, during staff meetings, through the internal magazine *Watt's up*, and during collaborative sessions. The employee recognition program includes the *Value Awards*, an initiative that recognizes employees or teams who have demonstrated the Group's values beyond their usual scope of work.

Supplier and Internal Code of Conduct, Whistleblowing and Reporting System

A code of conduct establishes ethical standards and guidelines for all parties involved in the company's activities, whether internal employees or external partners, including suppliers. It aims to ensure that all stakeholders adhere to common principles of integrity, regulatory compliance, respect for human rights, environmental protection, and fair business practices. Forsee Power has implemented two separate codes of conduct, one for employees and the other for suppliers. Both codes represent a fundamental element of business ethics at Forsee Power. They were developed to reflect the Group's values and commitments regarding ethics and responsibility. By integrating this code into its sustainable development strategy, Forsee Power is committed to raising awareness, providing training, and ensuring compliance with these ethical principles, thereby guaranteeing consistency and compliance in all its professional interactions. The two Forsee Power codes of conduct cover the protection of company resources and information as well as the prevention of conflicts of interest.

The Code of Conduct, which is an integral part of the Internal Regulations, automatically applies to all employees of Forsee Power SA and does not require individual signatures upon each update.

Business ethics plays a central role in Forsee Power's vision and operations. As a player in the sustainable mobility sector, the company recognizes the crucial importance of integrating ethical practices into all of its activities. Founded on values of transparency, integrity, and accountability, business ethics at Forsee Power represents much more than

a mere component of its strategy. It is an essential pillar that guides its interactions with stakeholders, its internal policies, and its commitments to its employees, suppliers, and society as a whole. This ethical approach is rooted in the desire to create a positive impact, not only economically, but also socially and environmentally. In this chapter, the various practices and policies related to business ethics at Forsee Power will be presented, highlighting its ongoing commitment to responsible conduct in the business world.

Tax and Legal Obligations

Forsee Power complies with its tax and legal obligations in all jurisdictions where the Group operates. In particular, the company is committed to conducting its business activities in compliance with anti-corruption rules and applicable legal provisions, notably the French law on transparency, anti-corruption, and the modernization of economic life, known as "Sapin II," dated December 9, 2016.

With this in mind, Forsee Power encourages its employees to conduct themselves with integrity and in compliance with the law in the marketplace. The Group's business practices are based on ethical standards, focusing on product quality, pricing, and the relationships it maintains with its customers.

The Code of Conduct establishes strict guidelines regarding compliance with the law and fair competition in the marketplace. Forsee Power prohibits any collusion with competitors or any action that could restrict free competition. The company is committed to not obtaining confidential information from a competitor without their consent and to strictly respecting intellectual property rights. Furthermore, it strictly prohibits any unfair, misleading, or deceptive business practices, committing to communicate in a factual, honest, and informative manner about its products and services. Additionally, Forsee Power prohibits the disclosure of sensitive information to competitors, such as prices, costs, or strategy, in order to prevent any manipulation or distortion of competition.

Employees are also required to reject any market abuse or the dissemination of false or misleading information that could unfairly disadvantage an investor.

Training sessions for at-risk personnel (see the section below **titled "Anti-Corruption and Anti-Bribery Training"**) help assess their understanding of these codes.

Since 2022, the Group has implemented an outsourced whistleblowing procedure via a dedicated platform accessible internally through the Company's intranet for employees and via a website for customers, suppliers, and third parties. This dedicated and secure solution allows everyone to speak up with confidence, facilitating the receipt and handling of reports in an environment of trust and transparency. The solution ensures the confidentiality of reported incidents and the personal data of whistleblowers and those involved.

Through its operations, the Group contributes to several United Nations Sustainable Development Goals (SDGs):

SDGs	Targets
3	**3.8**: Universal health coverage **3.9**: Environmental health
5	**5.1**: Combating Discrimination **5.5**: Participation and access to leadership positions **5.c**: Equality policies
7	**7.2**: Renewable energy **7.3**: Energy efficiency **7.a** : Research and investment **7.b** : Energy supply
8	**8.2**: Economic productivity **8.8**: Labor Rights & Workplace Safety
9	**9.1** : Sustainable, resilient, and accessible infrastructure **9.2** : Socio-economically sustainable industrialization **9.4** : Modernization and Sustainability of Industrial Sectors **9.5** : Innovation, Research, and Development

SDG	Targets
11	**11.3**: Sustainable urbanization **11.6**: Environmental impact
12	**12.5**: Reducing waste generation through a high recyclability rate of our products.
13	**13.1** : Resilience and adaptation **13.2** : Climate policies **13.3** : Education and capacity for action
16	**16.5** : Corruption **16.6** : Exemplary Institutions **16.7** : Inclusive Decision-Making
17	**17.6** : Scientific and technological cooperation **17.7** : Targeted technology transfers **17.9**: Capacity building **17.14**: Policy coherence

The UN Global Compact

The Global Compact is a United Nations initiative launched in 2000 aimed at encouraging companies worldwide to adopt a socially responsible approach by committing to integrate and promote several principles related to human rights, international labor standards, the environment, and the fight against corruption. Signing the Global Compact is a voluntary commitment by Forsee to make progress each year by setting priority objectives for its sector. Since 2022, the Group has reported on its progress in the annual COP report, detailing the progress made during the year and including quantitative and qualitative indicators.

The Group's policies are available on the website under the heading *Sustainability > Governance*.
They are communicated to all employees during onboarding and are also available on the Group's intranet.

4.4.1.3. Supplier Relationship Management

To ensure responsible conduct at all levels of the supply chain, a responsible procurement policy has been drafted and is based on ten bilateral commitments applicable to the Group and its partners.

Ensuring competitiveness: We are committed to maintaining and strengthening our competitiveness in the market by continuously optimizing our processes, incorporating industry best practices, and investing in innovation, while complying with regulatory changes.

Through resource management, continuous adaptation to the latest technological advancements, and a culture of continuous improvement, we ensure that we offer products and services that meet the expectations of our customers and partners.

In this spirit, we are leveraging all necessary measures to optimize costs and ensure our long-term competitiveness, while staying closely aligned with our customers.

Ensuring product quality: Our customers' satisfaction depends on the quality of our products. We implement controls at every stage of production on the production lines and upstream, working with a select group of trusted suppliers who are audited prior to qualification by a Forsee Power team that visits their facilities after first receiving written responses regarding performance, quality, and ESG criteria, and then every three years.

We prioritize integrating suppliers as early as the design phase of our battery systems, while ensuring rigorous management of their performance in terms of quality, costs, and timelines.

Promoting a climate of loyalty and transparency, while respecting the confidentiality of information and intellectual property rights: Forsee Power and its partners ensure that no confidential information is disclosed, transmitted, or used outside their business relationships.

Confidentiality agreements are signed between Forsee Power and its partners whenever sensitive information is shared. Confidential information remains confidential for a minimum of three years following the termination of business relations, in accordance with applicable laws and agreements.

In accordance with applicable laws and agreements, Forsee Power respects the intellectual property rights of its partners and undertakes, unless otherwise agreed, not to use their names, trademarks, or protected designs and models, and to refrain from any unauthorized use of the software they provide or their protected artistic or literary works.

Honoring financial commitments: In accordance with applicable laws and regulations, Forsee Power and its partners undertake to meet payment deadlines and not to request unjustified discounts.

Combat money laundering and corruption: Forsee Power prohibits itself from granting or accepting from its partners acts of favoritism, gratuities, or gifts of excessive value. Forsee Power and its partners commit to combating all forms of corruption in every country where they operate. They commit to paying no form of remuneration for services rendered if such payments are intended to compensate a government official or any other public official in order to secure a

favorable decision or obtain an undue advantage for the company. They also commit to avoiding any extortion, fraud, or bribery, as well as to combating money laundering.

Comply with national and international laws and regulations: Forsee Power and its partners comply with all laws and regulations, including export-related regulations (e.g., REACH regulations), applicable to their business in every country where they operate. In the absence of such standards, they must comply with and ensure compliance with, to the extent possible, the ESG commitments defined in the Code of Conduct.

Ensuring compliance with labor laws and human rights: Forsee Power and its partners comply with all laws and regulations applicable to their activities in every country where they operate. They respect and uphold human rights and ensure that their employees' working conditions are dignified and comply with applicable local and international laws (specifically excluding all forms of servitude, forced or coerced labor, human trafficking, or slavery). They do not employ individuals who are under the minimum age required by the laws of the country. They respect employees' right to receive the legally mandated wages of the country, and to benefit from work schedules and days off that comply with the laws and regulations of the country where they operate. They respect the right to freedom of association and trade union activity as provided for by applicable national and international laws and regulations. They do not discriminate, encourage diversity, and ensure that their employees are treated with dignity and humanity. They provide employees with appropriate personal and collective protective equipment.

Avoiding Conflicts of Interest: Forsee Power expects everyone to ensure that their personal activities and interests, whether direct or indirect, do not conflict with those of the Company. Partners must avoid any situation, actual or potential, that could compromise Forsee Power's interests and reputation.

Combating anti-competitive practices: Forsee Power and its partners take all necessary measures to prevent anti-competitive practices. In particular, they undertake not to engage in price-fixing agreements and/or abuse of a dominant position. They refrain from sharing any sensitive information (customer files, marketing plans, business strategies, purchase and sale prices, etc.) with third parties, and in particular with competitors. They are also encouraged to familiarize themselves with the applicable laws and regulations regarding competition in each country where they operate and to consult a professional in this field if necessary.

Respecting the Environment: Forsee Power and its partners are committed to complying with national and international legislative and regulatory requirements regarding environmental law. They adopt the precautionary principle: they detect, identify, and assess potential environmental risks and take all appropriate measures to mitigate or eliminate them. Through a voluntary initiative, they are committed to minimizing their environmental impact:

- By contributing to the fight against the climate crisis.
- By reducing their energy consumption, CO_2 emissions, and water consumption.
- By limiting their impact on biodiversity through the use of raw materials and the generation of waste and discharges.
- By reducing the use of non-renewable resources or products that are not environmentally friendly.

Forsee Power encourages its partners to disclose the carbon footprint of their products. Finally, Forsee Power is

committed to using carbon-free transportation and prioritizing sea and land transport over air travel.

Forsee Power has incorporated supplier audits based on ESG criteria into its practices, a process that is constantly evolving within the Group to ensure effective management of relationships with its external partners.

Conducted since 2022 for certain suppliers, this audit process aims to assess suppliers' compliance with the ethical, environmental, and social standards defined by the company and enables the identification, measurement, and monitoring of supplier performance.

Forsee Power conducts these ESG audits to ensure that its business partners share the same values and implement responsible practices.

The audit aims to confirm that the supplier's ESG management system complies with the Group's standards, as well as to verify its compliance with legal, regulatory, and contractual requirements. It also assesses the implementation of the planned measures and the ability to achieve the objectives of its ESG policies. The audit identifies potential areas for improvement, with a particular focus on safety, material traceability, and the calculation of products' carbon footprints.

Forsee Power strives to collaborate with the world's leading producers to secure supplies, ensure customer deliveries, and maintain the Group's ESG performance at an optimal level.

4.4.1.4. Prevention and Detection of Corruption and Bribery

The fight against corruption

Forsee Power is committed to this fight by complying with the Sapin II Act on transparency, anti-corruption measures, and the modernization of economic life, which was enacted on December 9, 2016. This law aims to strengthen economic transparency and establish mechanisms for detecting and punishing acts of corruption, whether they occur in France or internationally. As part of its anti-corruption strategy, Forsee Power has implemented a specific annual online training program for all its executive employees. This training is integrated into the sustainable development strategy and serves as a key tool in actively promoting a culture of compliance and integrity within the company's senior leadership. The Group has a whistleblowing platform managed by the legal department, as previously described, which allows employees not only to report various internal issues but also to report cases of corruption, thereby strengthening internal mechanisms for monitoring and detecting unethical practices, particularly in regions where the risk of corruption may be higher. These various initiatives are part of the Group's commitment to upholding eth - business practices in compliance with the law and to promoting a culture of integrity within the company.

Anti-Corruption and Anti-Bribery Training

During fiscal year 2025, Forsee Power organized mandatory training on ethics and compliance for its at-risk employees in accordance with its policy. Details of this training provided during the year are presented below.

At-Risk Roles	The Group considers that individuals with "management" status in the broad sense of the term hold high-risk positions; this includes individual contributors and managers in this job category	
Participants	All employees in high-risk roles in France and internationally. 306 participants out of 318 eligible for training in 2024, representing a participation rate of 96.2% (the 12 individuals who did not participate had left the company during the training period)	
Format, duration, and frequency	Online training via computer Duration: 3 hours Annual training	
Topics covered in the training	anti-corruption anti-money laundering antitrust law confidential information Conflict of interest Data privacy Discrimination Diversity, Equity, and Inclusion Health and Safety Environmental ESG Financial Integrity Gifts, Entertainment, and Invitations Human Trafficking and Modern Slavery	insider trading intellectual property Political Activities protecting our organization's assets social media speaking on behalf of our organization commercial regulations UK Money Laundering Act Working with Third Parties Harassment in the Workplace Workplace violence and abusive conduct Reporting and Retaliation

4.4.1.5. Cases of corruption or bribery

2025	
Number of confirmed incidents of corruption or bribery	0
Number of confirmed incidents related to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0
Amount of fines for violations of anti-corruption laws in euros	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption or corruption-related incidents	0
Number of convictions for violations of anti-corruption and anti-bribery laws	0

4.4.1.6. Political influence and lobbying activities

Political influence and lobbying activities fall under the responsibility of Sophie Tricaud, Vice President of Corporate Affairs and a member of Forsee Power's Executive Committee.

Forsee Power is involved in European issues such as the Net Zero Industry Act, European battery regulations, international investments in Ukraine, and the competitiveness of the battery and automotive sectors in Europe. This involvement takes the form of participation in working groups within industry associations such as RECHARGE in Brussels and the Strategic Committee for New Systems

The Group makes no political contributions, whether financial or in kind, and has no political commitments.

Amounts (in thousands of euros)	**2025**
Political contributions made	0
Funding for QRP	0
Funding provided to EFG	0
Total	**0**

To the best of its knowledge, the Group has no members of the Board of Directors who held a comparable position in a public administration (including a regulatory body) during the two years prior to their appointment within the current reporting period.

4.4.1.7. Payment Practices

In accordance with applicable laws and regulations, Forsee Power and its partners are committed to honoring payment terms and not requesting unjustified discounts.

	2025
Company's standard payment terms (in number of days)	30
Percentage of payments made within these terms	100%
Number of ongoing legal proceedings regarding late payments	**0**

4.4.1.8. Key governance objectives

MDR-T: Objectives	IRO	Material challenges	Policy	Key Performance Indicators 2025	Objective
Ensure transparent and accountable	(-) Potential negative impacts on employees in the event of a failure of the whistleblower protection system.	Whistleblower Protection	Code of Conduct	100% of employees made aware of the code of conduct 100% of employees have signed the code of Code of Conduct	100% of employees trained on the Code of Conduct 100% of employees have signed the code of conduct
	(R) Legal risk associated with non-compliance with human rights regulations. Financial risks associated with potential legal sanctions.				
Preventing corruption and ensuring ethical business	(-) Potential negative impacts on the relationship between Forsee Power and its suppliers in the event of late payments (loss of supplier confidence).	Responsible Purchasing	Code of Conduct suppliers	Payment terms of 45 days	100% of payments are made within 45-day period
	(R) Financial and operational risk related to shortages in the event of supplier default or bankruptcy.		Supplier Supplier Code of Conduct Responsible Procurement Policy	99% of suppliers have signed the Code of Conduct	100% of suppliers have signed the Code of Conduct
	(-) Ethical violations, fraud, or tax evasion by employees in violation of the company's code of conduct.		Code of Conduct		100% of employees made aware of the code of conduct 100% employees have signed the code of Code of Conduct
	(R) Financial risk to Forsee Power associated with payment fraud.	Ethics and Compliance	Code of Conduct Supplier Code of Conduct Responsible Procurement Policy	0 payment fraud	100% of employees trained on the Code of Conduct 100% employees who have signed the code of Conduct 100% of suppliers have signed the Code of Conduct

4.5. Limited assurance report by one of the external auditors on selected ESG information

Fiscal year ended December 31, 2025

To the Chairman,

In our capacity as your Company's auditors, we have performed work to express a limited assurance conclusion on selected ESG information published in the attached sustainability report and detailed in the Appendix, which was voluntarily prepared by FORSEE POWER (hereinafter "the Entity"), in accordance with the methodological note included in the attached sustainability report (hereinafter the "Framework"), for the fiscal year ended December 31, 2025 (hereinafter the "Information").

Our engagement does not cover information relating to prior periods, nor does it cover all information presented in the sustainability report, other than that which is the subject of our report.

In particular, it is not our responsibility to express an opinion on the compliance of the sustainability report, taken as a whole, with the ESRS standards or the VSME standard.

Limited Assurance Conclusion

Based on the work we have performed, as described in the "Nature and Scope of Work" section, and the evidence we have gathered, we have not identified any material misstatements that would call into question the fact that the Information has been prepared, in all material respects, in accordance with the Framework.

We do not express an opinion on the information relating to prior periods, nor on any information presented in the sustainability report other than that covered by our report.

In particular, we do not express an opinion on whether the sustainability report, taken as a whole, complies with the ESRS standards or the VSME standard.

Observation

Without calling into question the conclusion expressed above, we draw your attention to the methodological note in the sustainability report, which states that the Information was prepared in the context of a voluntary initiative to disclose sustainability information and in accordance with the Framework. As such, it does not constitute information prepared in accordance with the ESRS standards or the VSME standard.

Preparation of the Information

The absence of a generally accepted and commonly used reference framework or established practices on which to rely for evaluating and measuring the Information allows for the use of different, yet acceptable, measurement techniques, which may affect comparability with those of other entities and over time.

Consequently, the Information must be read and understood with reference to the Framework, the significant elements of which are presented in the methodological note of the sustainability report.

Limitations inherent in the preparation of the Information

The Information may be subject to uncertainty inherent in the state of scientific knowledge and the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions, and/or estimates used in its preparation. Furthermore, the quantification of greenhouse gas emissions is subject to inherent uncertainty, as the scientific knowledge used to determine emission factors and the values required to aggregate emissions of different gases is incomplete.

Entity's Responsibility

The Information was prepared under the responsibility of Management, and it is Management's responsibility to:

- select or establish appropriate criteria for the preparation of the Information (*i.e.,* the Framework);
- prepare the Information by applying the Framework; and
- design, implement, and maintain internal controls that it deems necessary for the preparation of the Information, free from material misstatements, whether due to fraud or error.

Responsibility of one of the statutory auditors

It is our responsibility to:

- plan and perform procedures to obtain limited assurance that the Information has been prepared, in all material respects, in accordance with the Framework and is free from material misstatements, whether due to fraud or error;
- formulate an independent conclusion based on the work we have performed and the evidence we have gathered;
- communicate our conclusion to the entity's management.

Since it is our responsibility to form an independent conclusion regarding the Information as prepared by management, we cannot be involved in the preparation of said Information, as this could compromise our independence.

Professional Standards Applied

The work described below was performed in accordance with the professional standards of the Compagnie nationale des commissaires aux comptes (CNCC) applicable to this engagement and with International Standard on Assurance Engagements (ISAE) 3000 (revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* published by the IAASB (International Auditing and Assurance Standards Board) and ISAE 3410 regarding the verification of greenhouse gas (GHG) emissions statements.

They do not constitute an audit or a limited review within the meaning of the applicable professional practice standards (NEP) in France . Nor do they constitute a certification in accordance with the guidelines of the Haute Autorité de l'Audit (H2A).

Independence and Quality Control

Our independence is defined by the provisions of the French Commercial Code, the Code of Ethics for the profession of statutory auditors, and the IESBA Code of Ethics (International Code of Ethics for Professional Accountants (including Independence Standards)). This is based on adherence to the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional conduct.

In addition, we have implemented a quality control system comprising documented policies and procedures designed to ensure compliance with ethical rules, professional standards, and applicable laws and regulations, as well as the professional doctrine of the National Association of Statutory Auditors regarding this engagement.

Nature and Scope of Work

We planned and performed our work, described below, taking into account the risk of material misstatements in the Information. As part of our limited assurance engagement and based on our professional judgment, we:

- updated our understanding of the entity and its environment, including the internal control elements relevant to the preparation of the Information;
- assessed the appropriateness of the Framework in terms of its relevance, completeness, reliability, objectivity, and understandability, taking into account, where applicable, industry best practices;
- assessed whether the methods used by the Entity to prepare the Information are appropriate in light of the Framework;
- verified that the Information was prepared within the scope specified in the Framework;
- selected, based on our professional judgment, the information we considered most significant, for which we:
- performed analytical procedures consisting of verifying the consistency of changes and, where appropriate, requesting explanations from the CSR Department regarding any unusual items identified;
- performed detailed tests based on sampling or other selection methods, consisting of verifying the correct application of the calculation methods and assumptions described in the Framework and reconciling the underlying data with supporting documents;
- for estimates, through discussions with the CSR Department, we reviewed the method used to calculate the estimated data. We assessed the appropriateness and correct application of this method, as well as the appropriateness of the information sources used.

assessed the overall consistency of the Information in light of our knowledge of the entity.

We believe that the evidence we have gathered is sufficient and appropriate to support our conclusion.

The procedures performed as part of a limited assurance engagement are less extensive than those required for a reasonable assurance engagement conducted in accordance with the professional standards of the Compagnie nationale des commissaires aux comptes; a higher level of assurance would have required more extensive audit work.

Restrictions on Distribution and Use

The procedures performed in connection with this report are not intended to replace the investigations and due diligence that third parties receiving this report might otherwise perform, and we do not express an opinion on their adequacy with respect to their own needs.

In our capacity as auditors of FORSEE POWER, our liability to FORSEE POWER and its shareholders is defined by French law, and we do not accept any extension of our liability beyond that provided for by French law. We owe no liability and accept no responsibility to any third party. We shall not be held liable for any damage, loss, cost, or expense resulting from fraudulent conduct or fraud committed by the directors, officers, or employees of FORSEE POWER.

This report is governed by French law. The French courts have exclusive jurisdiction to hear any dispute, claim, or controversy that may arise from our engagement letter or this report, or any matter related thereto.

Paris, May 12, 2026

Hélène de BIE

ESG Partner

APPENDIX: Scope of identified ESG information

Social indicators:

- Incidence rate
- Gender pay gap
- Voluntary turnover rate

Environmental indicators

- Share of renewable energy in total energy consumption
- Scope 1 emissions (diffuse and transportation-related)
- Weight of waste in kg per kWh produced (production sites only)
- Rate of waste sent for recycling or recovery
- Share of air transport in total transport modes, in ton-kilometers (in %)

Policies

Percentage of employees with access to a computer who have completed cybersecurity training