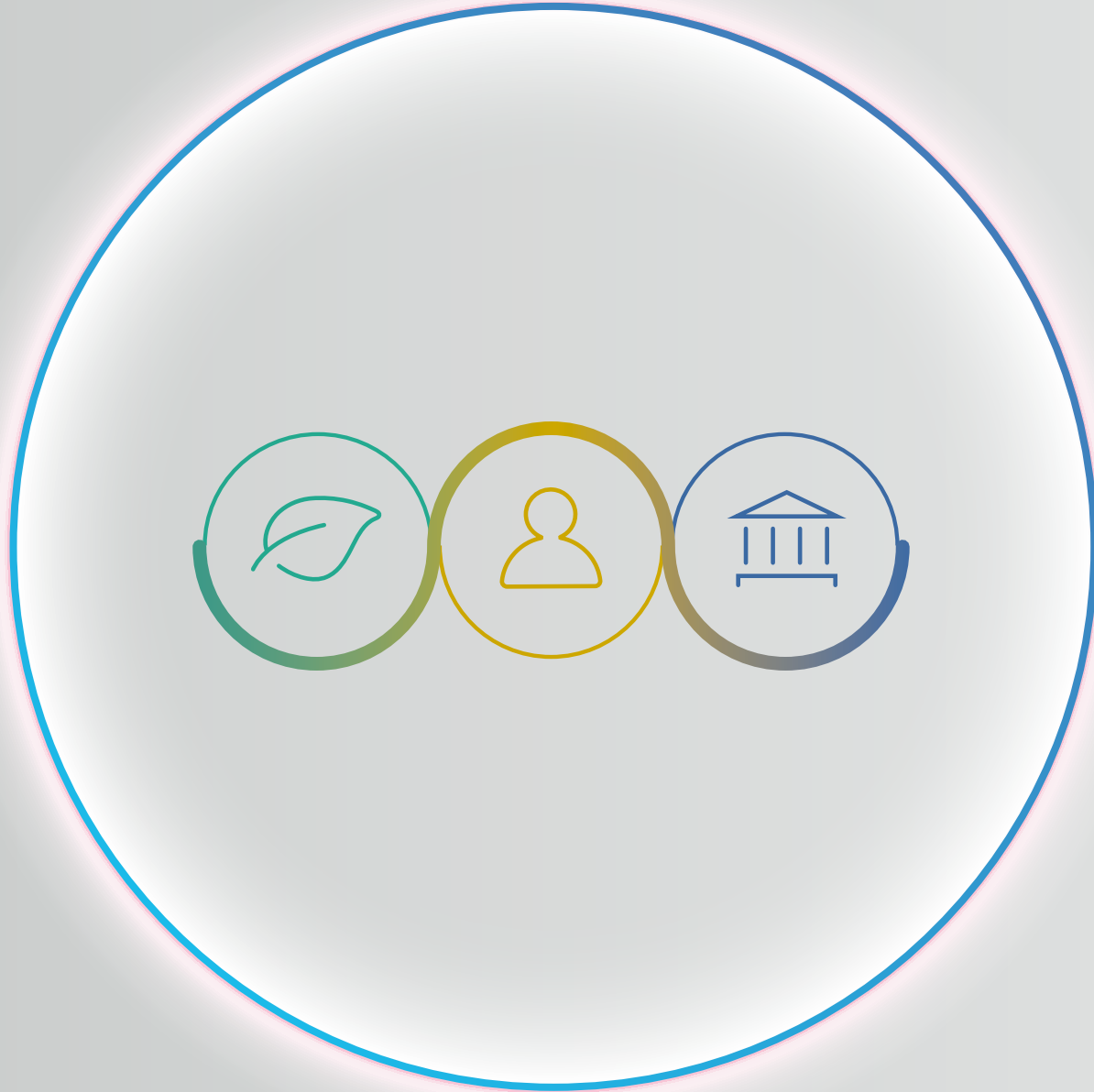




SUNLIGHT

Sunlight Group | **ESG Report 2025**

CEO message

Sunlight Group leads the global energy transition by engineering the next generation of battery technologies that underpin a sustainable, all-electric future.



With an expanded manufacturing footprint across Europe and the US, we are translating environmental excellence into industrial reality. In a landscape defined by rapid change, energy security has become the bedrock of industrial competitiveness, and Sunlight is the partner of choice for those who prioritize reliability and innovation.

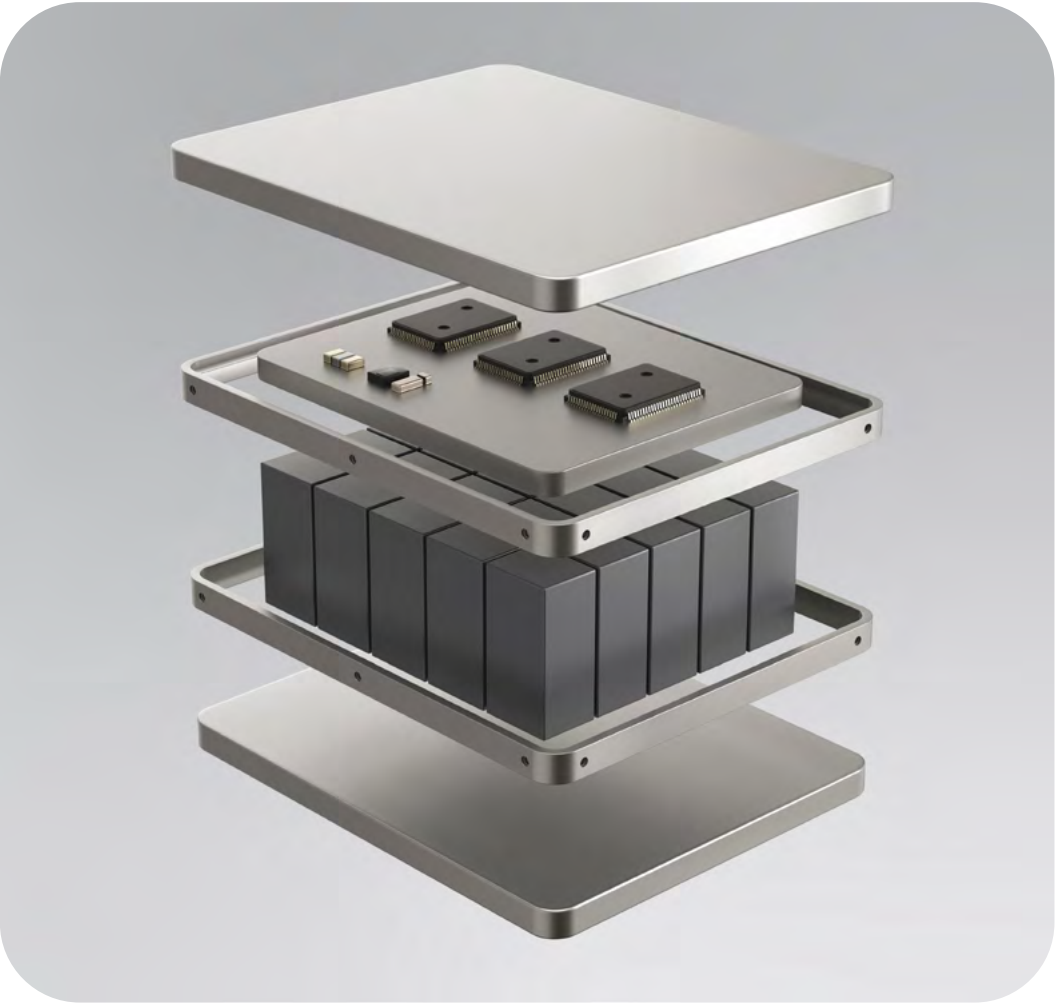
True leadership is judged by the ability to prepare for shifts before they appear on the horizon. By anticipating the needs of the next decade, we ensure operational continuity for mission-critical applications—from defense to shipping—even in volatile conditions.

2025 marked a milestone in our transformation into a digital-first organization. We achieved a significant milestone by simultaneously implementing 11 SAP S/4HANA modules with zero disruption to our operations. We further expanded our strategic reach by acquiring a majority stake in Lehmann Marine, entering the maritime sector, and reinforced our position in defense by hosting attaches from 23 countries at our Xanthi complex—one of the world's most modern industrial facilities. From AI-driven battery research to space-tech collaborations, our innovation is purposeful and impactful.

Guided by our Vision, Mission, and Values, we are fostering a high-performance culture grounded in transparency and agility. The challenge is not predicting the future but being ready for it. We focus on execution and a unified spirit to turn our aspirations into lasting global impact.

Thank you for your dedication to Sunlight Group.

Lampros Bisalas
CEO, Sunlight Group



Contents

02	CEO message	60	Social commitment
04	About Sunlight Group	66	Good governance
13	Our ESG journey	79	Financial performance 2025
24	Materiality assessment and topics	81	Appendix
31	Nurturing a sustainable planet	91	Independent limited assurance report
43	Our people		

About Sunlight Group

5 Group profile



Group profile

Sunlight Group is a global technology company and manufacturer of industrial batteries and advanced Energy Storage Systems. We specialize in the development, production, and dissemination of lead-acid and lithium-ion batteries for industrial mobility and Energy Storage Systems. We also offer a complete range of chargers and IoT solutions for the monitoring and management of batteries and consider Recycling a vital and indispensable part of our operation.

Committed to a sustainable future, Sunlight also offers chargers and IoT solutions for battery management and considers recycling vital. Headquartered in Athens, Greece, Sunlight Group operates globally with facilities in Europe, the United States and Israel. The company also has four R&D centers focused on lithium technologies. Sunlight Group's products are manufactured in over 35 state-of-the-art facilities and are distributed to more than 115 countries.

With a specialized team of scientists at dedicated R&D centers and more than 15 years of experience in lithium-ion innovation, Sunlight Group invests in emerging technologies to support the sustainable development of integrated, software-based, energy storage solutions.

The company combines its circular economy business model, facilitated by the operation of one of Europe's most advanced recycling units, with a technology-agnostic approach and data-driven insights to develop environmentally friendly storage solutions for the industrial mobility, leisure mobility, and energy storage system sectors. Solutions that render sustainable energy more accessible and reliable, supporting energy transition and security

Sunlight Group
is a global leader
in technology
and production
for industrial batteries
and energy storage
systems for off-grid,
marine and residential
applications.



Vision

Transforming energy storage solutions
to power a sustainable tomorrow.



Mission

We are **committed to an all-electric future** with cutting-edge, high-quality energy storage solutions for all.

Power for good



Values

High-**P**erformance, **O**penness **W**e focus on customer, **E**ntrepreneurial spirit, **R**espect



Purpose

Power for good

Our story to global leadership

1970

Establishment of Sunlight Group and active involvement in technology and energy sectors.

1991

Acquisition of the “Sunlight” plant (battery manufacturing) located in Xanthi, Northeast Greece.

1995

Design and production of environment-friendly (without mercury) dry cell batteries using Zinc-Chloride technology.

2001

Installation of the first interconnected photovoltaic station in Greece on the island of Crete, with installed power of 168 KWp.

2008

Development of a new production line for lead-oxide batteries and installation of specialized systems in the Xanthi manufacturing plant’s production areas.

2014

Launch of Sunlight Recycling, a cutting-edge lead-acid battery recycling facility located in Komotini, has been inaugurated, and implementation of a dust return screw system at our Xanthi factory.

2017

Investment in state-of-the-art battery assembly unit in Xanthi and becoming the first company in Greece certified with ISO 37001 (compliance and anti-corruption).

2022

Sunlight plant has transformed into a cutting-edge Gigafactory and stands as one of the world’s largest manufacturing plants of its kind. The Group acquired 51% of the share capital of A. Müller GmbH, 51% of the share capital of Triathlon Holding GmbH and 80% of PBM S.R.L.

2023

The Group acquired¹ 100% of A. Müller GmbH, 100% of Triathlon Holding GmbH, 65% of Logbatind, and a 51% stake in Israeli Industrial Batteries (IIB) Energy Storage Systems Ltd.

2024

Sunlight achieved a Gold Award in the EcoVadis assessment and establishes the new Recycling Pilot Line of Lithium LFP Cells.

2025

Sunlight Group reached a major milestone in its digital transformation into a fully integrated, global, and digital-first organization and expanded into the maritime battery market through the acquisition of a 51% stake in Lehmann Marine GmbH.

¹ In 2023, the Group acquired 100% of A. Müller GmbH and Triathlon Holding GmbH and their respective subsidiaries.

The Group at a glance

4

R&D hubs

3

Battery technologies

3,341

Employees²

+35

Facilities globally

9GWh

Annual production capacity

14

Countries of operations

4

Continents of operations

+115

Countries of distribution

+30

Years of energy experience

50,000

Annual recycling capacity of lead-acid batteries (tn)

² The indicator refers to the total number of Sunlight Group employees, within the scope of the reporting perimeter.



Global presence of Sunlight Group

High-Performance Energy for a Demanding World

Located close to our customers, our factories ensure faster delivery, reduced logistics costs, and a more responsive supply chain.

- › More than **200 field support engineers**
- › **99%** exports in **115+** countries



The World of Sunlight³

³ The section refers to the subsidiaries of Sunlight Group as of Q4 2025.

Our product portfolio

Sunlight Group develops advanced battery and energy-storage solutions that help businesses operate more efficiently and with greater confidence. Our technologies power industrial operations of every scale, improving uptime, reducing energy costs, and supporting the transition to cleaner and more efficient energy use. Built on decades of expertise in industrial battery manufacturing, Sunlight continues to expand its capabilities into intelligent energy systems and services.



Intralogistics Batteries

Lithium-ion and lead-acid battery solutions for material-handling applications and industrial mobility.

Available key features: fast charging, long cycle life, high reliability, zero-emission options, and smart connectivity.



IoT Solutions

Digital solutions for battery monitoring, fleet visibility, and cloud-based power management.

Available key features: real-time monitoring, live alarms, remote serviceability, and smart connectivity.



Block Batteries

A broad range of compact battery solutions in Gel, AGM, Flooded, and Lithium formats for multiple industrial uses.

Available key features: high cycle durability, efficient charging, and high return on investments.



Marine

Modular maritime battery systems for hybrid and fully electric vessels.

Available key features: marine-certified safety, modular scalability, high power density, and smart integration.



Chargers

Advanced charging solutions for industrial trucks.

Available key features: high efficiency, flexible connectivity, advanced monitoring and control.



Smart Energy Storage

Modular energy storage systems for residential, commercial, and industrial applications.

Available key features: peak shaving, backup power, reliable energy backup, advanced safety features, and scalable system architecture.



Agriculture & Construction

High-voltage battery platforms for demanding off-highway applications.

Available key features: modular design, scalable architecture, easy integration, and fast charging.



Rail

Engineered to meet strict safety and regulatory standards, battery systems for trains, metros, trams, and locomotives.

Available key features: standard capacity options, maintenance free, and integration into multiple rail vehicle types.

Building trust through accredited excellence

In 2025, Sunlight Group reached a significant milestone in strengthening the technical credibility and quality assurance of our testing capabilities, with our laboratory successfully completing the initial evaluation by the **National Accreditation System (E.SY.D.)** and being approved for accreditation under the standard **ELOT EN ISO/IEC 17025:2017** — the internationally recognized standard for the competence of testing and calibration laboratories. The accreditation confirms that the Group's laboratory meets the highest international requirements for technical competence, quality management, and the validity of testing results, reinforcing Sunlight's commitment to excellence in lithium-ion battery and energy storage system development.

The accreditation is a tangible outcome of Sunlight's continuous investment in research, innovation, and quality infrastructure, and represents a key enabler for the Group's sustainability and ESG agenda. It strengthens the integrity and traceability of the

data underpinning Sunlight's product development, performance verification, and sustainability disclosures, while also supporting compliance with emerging European requirements for batteries and energy storage. In doing so, it reinforces stakeholder confidence — among customers, investors, regulators, and value-chain partners — in the reliability of the Group's testing data and its contribution to the energy transition. Sunlight will maintain its accredited status through annual surveillance audits by E.SY.D., ensuring continued adherence to international best practice.



Our memberships

Bodies and Associations in which Sunlight Group participates.

- › Hellenic Federation of Enterprises (SEV)
- › Association of European Automotive and Industrial Battery Manufacturers (EUROBAT)
- › Institute of Energy for South-East Europe (IENE)
- › Batteries European Partnership Association (BEPA)
- › International Lead Association (ILA)
- › Green Mission
- › Integrated Collective System for the Waste Batteries Management in Greece (COMBATT)
- › Hellenic Emerging Technologies Industry Association (HETIA)
- › German-Hellenic Industrial and Commercial Chamber
- › American-Hellenic Chamber of Commerce



United Nations
Global Compact

In 2022, Sunlight Group joined the United Nations Global Compact initiative, a voluntary leadership platform for developing, implementing, and disclosing responsible business practices. Through this initiative, we pursue knowledge through data and insights and turn this into innovation.



Our awards

Compliance Awards 2025

Sunlight Group received three Awards for our Compliance Team. This recognizes our team's dedication to excellence and their role in strengthening our company's governance framework.

- › Gold Award – Best Compliance Team in the Energy, Oil & Gas Sector
- › Bronze Award – Best Governance Implementation Project (ATLAS Portal)
- › Bronze Award – Best Compliance Risk Mapping

Circular Economy Awards 2026

Sunlight Recycling and Sunlight Technosystems, received four major distinctions at the Circular Economy Awards 2026, recognizing their innovation, impact, and commitment to sustainable practices during 2025.

Sunlight Recycling:

- › Platinum – Battery Recycling category
- › Gold – Battery Recycling category
- › Silver – Hazardous Recycling category

Sunlight Technosystems:

- › Gold – Plastic Recycling category



EcoVadis rating and award

For the second consecutive year, SUNLIGHT Group earned the EcoVadis Gold Medal, positioning the Group among the top 5% of over 150,000 companies assessed globally by EcoVadis, the world's leading provider of business sustainability ratings.

This distinction reflects our continued progress in environmental, social, and governance performance, with Sunlight also ranking among the top 1% of companies globally in the battery and accumulator manufacturing sector, both in overall performance and in the Ethics theme.

Our overall score increased compared to the previous assessment, reflecting our ability to translate strategy into tangible results. We strengthened our performance across the Environment and Sustainable Procurement themes, while the most significant progress was recorded in Labor & Human Rights, where our score improved by 20% — a clear indication of our ongoing efforts to foster a safe, inclusive, and respectful workplace for all.

Emission Mitigation Certificate

In recognition of sustainability initiatives, Sunlight received acknowledgment from Lufthansa for participation in the Sustainable Aviation Fuel program. This recognition demonstrates the Company's proactive engagement in carbon offset mechanisms and Scope 3 emissions reduction aligned with the GHG Protocol standard.



Our ESG journey

- 14 Embedding ESG across Sunlight Group
- 20 ESG strategy
- 23 2025 sustainability highlights



Embedding ESG across Sunlight Group

At Sunlight Group, we focus on key environmental, social, and governance priorities embedded across our operations and value chain to support sustainable value creation.

Environmental Stewardship



Climate Change



Natural resources and raw materials



Waste Management



R&D and Innovation



Greenhouse Gas (GHG) Emissions



Circular economy & Recycling



Energy Efficiency



Pollution & Emissions

Social Responsibility



Workforce Development & Training



Diversity, Equity & Inclusion (DEI)



Responsible Supply Chain



Local Community Engagement & Impact



Occupational Health & Safety



Working Conditions



Human Rights



Corporate contributions & Sponsorships



Product Safety



Customer & Products Responsibility

Corporate Governance



Materiality analysis & Risk management



Board Composition, Independence & Diversity



Transparency



Anti-Bribery & Corruption



Data Protection & Cybersecurity



Supply chain management



Business Ethics

Sustainability policy

Reinforcing its commitment to responsible business conduct and sustainable development, in early 2026, Sunlight Group updated the Group Sustainability Policy in line with **ISO 26000** principles. The revised Policy sets a clear direction for how the Group approaches sustainability across its activities, bringing together environmental, social and governance priorities under

a unified framework. Furthermore, ESG targets are incorporated within the Policy, providing a consistent foundation for monitoring progress and performance. Overall, the updated Policy reflects how responsible practices are embedded into everyday operations, strengthens engagement with stakeholders, and supports continuous improvement over time.

Our circular economy model

By championing our distinctive circular economy model, we aim to establish pioneering standards within the energy sector. Our integrated lead recycling facility supplies over 50% of our production requirements, significantly contributing to resource conservation. With innovative solutions, we drive technological advancements for smarter, more efficient living.



Investing in a sustainable working environment

EHS Velocity

In 2025, the group invested a total investment cost of 48,000€ and annual cost 45,000€ in the digital transformation of the company's Environment, Health & Safety (EHS) management system through the implementation of **EHSVelocity**. A state-of-the-art integrated platform that enhances data accuracy, transparency, and real time decision making. This investment strengthens our ability to proactively manage risks, standardize processes across all sites, and improve incident reporting and corrective action tracking. By centralizing EHS performance data, EHS Velocity supports our broader ESG commitments, enabling more robust compliance, stronger governance, and measurable improvements in workplace safety and environmental stewardship.

This platform is giving our group a unified workspace where we can plan, track, and deliver work with far more clarity and speed. By centralizing tasks, automating routine steps, and making progress visible in real time, it helps us reduce coordination overhead and focus more on execution. We expect smoother collaboration across teams, faster decision making, and a more predictable delivery rhythm as everyone works from the same source of truth.

LMS Astute

In 2025, the group invested €22,000 in **ASTUTE**, a modern, intuitive, and user-friendly platform designed to centralize and streamline all compliance-related training activities across the organization, available in Greece, Italy, Romania, Spain, Portugal and the USA.

The new platform offers:

- › One centralized platform for all training activities
- › A complete training record stored in one place
- › Clear visibility for both you and the organization on completed and pending courses
- › Streamlined refresher-training management

ASTUTE offers an intuitive interface designed to make learning easy, engaging, and efficient. Whether it's onboarding content, compliance modules, or annual refreshers, everything is now housed under one roof. In addition, ASTUTE offers the flexibility to create and host additional content that could potentially support future training needs.

ESG Supply Chain platform

Sunlight Group has already launched and maintains a **Third-party Due Diligence platform**, replacing a previously non-digital compliance check process. The objective of this tool is ensuring a consistent due diligence, identifying and mitigating potential risks – including, but not limited to ESG topics, in the supply chain. This is part of the Group's broader Compliance Governance Framework, operating under the **Procurement Policy** and the **Third-Party Due Diligence Risk Assessment Policy**, with oversight by the Compliance Function and implementation by the Group's dedicated departments.

The roll-out included registration of key suppliers to the platform by completion of online questionnaires and respective risk assessment thereon. This state-of-the-art-tool covers all various aspects of governance such as the supplier's code of conduct, its policies safeguarding Human Rights as well as compliance anti-bribery and anti-corruption legislation

Environmental topics such as emission measurement and related reduction targets, compliance with Raw materials Acts, recycling and waste management as well as physical asset insurance are covered, too. In addition, all areas of corporate social responsibility and occupational health and safety measures are considered in the assessment process as well.

Publicly available Certifications

Moreover, for the supplier due diligence process, Sunlight uses publicly available ratings such as EcoVadis and requests suppliers to provide certifications such as e.g.

ISO 9001 Quality Management System, 14001 Environmental Management System, 45001 Health and Safety Management System, ISO 37001 Anti-corruption Management System, ISO 37301 Regulatory Compliance Management System, ISO 14064 Greenhouse Gases and ISO 27001 Information Security Management System.



Developments in Battery Regulation and Battery Passport

Sunlight Group has successfully met all key milestones of the EU Battery Regulation to date, having completed the required documentation, measurements, registrations, as well as labelling and marking obligations. The Group has also proactively prepared, to the extent possible, for upcoming milestones where EU Delegated or Implementing Acts are not yet fully defined, ensuring that completion timelines can be minimized once further regulatory guidance becomes available.

With regard to Carbon Footprint requirements, Sunlight Group has already developed relevant reports based on the Joint Research Centre (JRC) methodology, pending the release of the official EU methodology.

In preparation for the next key milestone—the EU Digital Battery Passport—the Group has identified the data requirements across all relevant access levels: (i) publicly accessible information, (ii) notified bodies, market surveillance authorities and the European Commission, and (iii) persons with legitimate interest

and the Commission. The necessary activities and system implementations have been completed to enable the automated retrieval and digital provision of battery information through accessible tools such as portals and QR codes.

Risks include potential differences between current and final methodologies for Carbon Footprint calculations, the availability and quality of third-party data, and potential delays or changes in EU regulatory requirements.

Gaps primarily relate to the availability and quality of third-party data.

Next steps focus on implementing necessary adjustments once final methodologies and guidelines are defined, as well as finalizing the rollout of the Digital Battery Passport across the Sunlight Group portfolio.



Collaborating for innovation

Research and development lies at the core of Sunlight’s operations, with external collaboration representing a key strategic pillar of our innovation agenda. Leveraging our technical expertise, advanced equipment, and state-of-the-art facilities, the Group actively participates in a broad portfolio of cutting-edge research programs spanning battery technologies, recycling, digitalization, and second-life applications. In 2025, we contributed to a wide range of European and Group-funded initiatives, including:



EIT Raw Materials ReLiFe

Coordinated and completed in December 2025

Developed advanced recycling technologies for **Lithium Iron Phosphate (LFP) batteries**, enabling the recovery of critical raw materials at battery-grade quality and supporting circularity in the battery value chain.



HORIZON Battery2Life

Participated and still on-going

Facilitates the smooth transition of batteries to **second-life applications**, supporting innovation across the European Battery Industry through open and adaptable smart Battery Management Systems (BMS), improved system designs, and reliable methods for the reconfiguration of used batteries.



HORIZON CRUSADE

Participated and still on-going till December 2027

Develops innovative recycling technologies for **End-of-Life Vehicle (ELV) components**, creating a sustainable, market-grade source of secondary raw materials for European industrial applications and reducing dependence on primary resources.



HORIZON COCOGEL

Participated and still on-going

Investigates the use of **controlled colloidal gels in novel sustainable industrial formulations**, aiming to enhance product performance while reducing environmental impact across battery and adjacent material applications.



HORIZON NEXTBAT

Participated and still on-going

Develops next-generation **battery technologies for transport electrification**, based on novel design approaches that enhance performance, extend battery life, and reduce the carbon footprint of mobility solutions.



SOC prediction through AI/ML: a Sunlight-funded research

Participated and completed August 2025

Developed advanced **AI/ML models** to predict key battery parameters such as State of Charge (SOC), enabling more accurate analysis of battery cell data, improved performance forecasting, reduced operating costs, and extended battery lifespan.



HORIZON BATTwin

Participated and still on-going

Develops a flexible and scalable **digital-twin platform for battery cell production lines**, enhancing manufacturing efficiency, yield, and quality through real-time data integration and advanced process simulation.

Our ESG priorities

At Sunlight, our primary vision is to power the world through knowledge and serve as a catalyst for innovation. We aim to generate a positive global impact by enabling individuals and organizations to make informed decisions and promote innovation through our products and operations.

Our commitment lies in developing energy solutions that contribute actively to environmental preservation and the fight against climate change.



Producing energy solutions that will **preserve our planet from climate change.**



Leading the change in an ethical manner.



Supporting transition to a fully **circular future of regenerative production** processes.



Standing by our local communities.



Creating and promoting an **inclusive** and **safe workplace** for our employees.



ESG strategy

At Sunlight Group, our journey towards sustainability began in 2022 with the design of our comprehensive ESG strategy, with 2021 as baseline year. Since then, we have diligently monitored our set targets, ensuring that our actions align with our environmental, social, and governance commitments.

In light of the evolving operating environment, we are currently evaluating our ESG strategy to better address emerging priorities and objectives. In 2026, Sunlight Group will develop an updated ESG strategy, building on the performance of the previous framework, reflecting changes in our organizational perimeter and developments in business activities since 2022, as well as responding to evolving external expectations. This process will result in an optimized, industry-aligned strategy designed to effectively meet regulatory, market, and stakeholder expectations.

Sunlight Group ESG targets



Environment

Climate change

40% reduction of scope 1 and 2 GHG emissions by 2030, [climate neutrality](#) by 2050.

Circular economy

90% of recycled content of lead by 2030.
100% of batteries with passport by 2024.



Society

Sustainable procurement

Integrate ESG in supplier evaluation process by 2023.

Employees wellbeing

Achieve and maintain an average 85% on the wellbeing section of the annual employee satisfaction survey by 2025.

Gender diversity

40% of female representation in managerial positions by 2025.

Employees training

50% increase in training hours per employee by 2023



Governance

ESG Transparency

Participate in reputable ESG frameworks and indexes by 2023.



Our performance against the 2025 targets

Our 2025 performance is presented against the targets set in our 2022 ESG strategy across the following areas:



85% on the wellbeing section of the employee satisfaction survey

Sunlight Group set a target to achieve and maintain an average score of 85% in the wellbeing section of the annual employee satisfaction survey by 2025. In 2025, the Group recorded a score of 61%, mainly due to the integration of more than 70 legal entities. The Group remains committed to strengthening its approach to employee wellbeing through targeted actions and ongoing monitoring.



40% of female representation in managerial positions

As part of the 2022 ESG strategy, Sunlight Group established a target to achieve a 40% female representation in managerial positions in 2025. While the Group has demonstrated continuous progress toward this objective, female representation in managerial roles reached 24% as of 2025. There are several programs to increase the aforementioned percentage.



Advancing Governance Excellence Through Integrated Compliance, Digitalization, and ISO Alignment

During the reporting period, the Compliance Function successfully achieved the following objectives:

- › Delivered enterprise-wide compliance risk mapping through the implementation of an Integrated Management System;
- › Rolled out the Integrated Digital Governance and Compliance System (Atlas Portal) to enable centralized oversight and control;
- › Achieved full adoption of the Group ISO Framework across all relevant entities.

The successful delivery of these initiatives strengthened the Group's governance and compliance framework through the establishment of centralized compliance oversight, standardized policies and controls, enhanced risk visibility, and harmonized compliance processes across all relevant entities. These improvements have increased transparency, accountability, and consistency in compliance management throughout the Group.

Building on these achievements, the Compliance Function will continue to focus on embedding a risk-based compliance culture, further enhancing digital governance capabilities, and supporting the Group's evolving regulatory and business requirements through continuous improvement and proactive compliance management.

Contributing to the UN Sustainable Development Goals (SDGs)

Sunlight Group is committed to aligning its business practices with the global sustainability agenda, as defined by the United Nations Sustainable Development Goals (SDGs). The 17 goals provide a comprehensive framework for addressing the world's most pressing environmental, social and economic challenges and serve as a point of reference for our long-term strategy.

Our contribution to the SDGs is embedded across all levels of the Group, from strategic planning to operational execution. We recognize that delivering

sustainable value requires a holistic approach that combines innovation, responsible governance and a consistent focus on positive societal outcomes. Sunlight Group supports environmental goals (7, 12, 13, 15), social goals (1, 3, 4, 5, 8, 10, 11) and governance-related goals (16, 17). By integrating these goals into our ESG initiatives and governance framework, we aim to maximize our positive contribution to sustainable development, while reinforcing transparency and accountability in our operations.

Alignment with the European Sustainability Reporting Standards (ESRS)

Acknowledging the significance of adhering to future regulations and improving our reporting transparency, the Group has voluntarily and proactively taken steps to consider alignment with the ESRS framework, despite that Sunlight Group is not yet subject to mandatory reporting under the Corporate Sustainability Reporting Directive (CSRD) and the European Reporting Standards (ESRS).

By anticipating regulatory requirements and adopting the ESRS ahead of schedule, Sunlight Group strengthens its ESG readiness and supports stakeholders with enhanced, decision-useful disclosures.

The Global Goals



2025 sustainability highlights

Contributing to a sustainable planet

92,618 MWh

From electricity consumption

> 50%

of lead needs covered through Komotini recycling facility

45,682 tn CO₂e

Total Scope 1 & 2 emissions⁴

Our people

3,341

Employees within Sunlight Group⁵

>6,550

Training hours including topics related to health and safety

>97%

Percentage of the total permanent employees

€28,650

Spent in Corporate Social Responsibility

Good governance

Zero

Number of operations that have been subject to human rights reviews or human rights impact assessment

6

Number of whistleblowing reports handled in line with governance standards

Zero

Total number of significant instances of non-compliance with laws and regulations

⁴ The data refer to Group-level.
⁵ The indicator refers to the total number of Sunlight Group employees, in the scope of the reporting perimeter.

Materiality assessment and topics

25 Double materiality methodology

29 Double materiality results

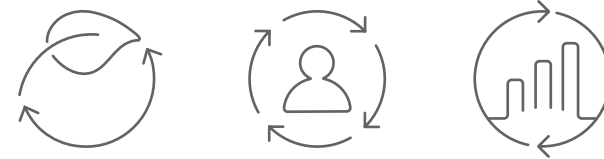
Materiality assessment and topics

As part of our commitment to regulatory alignment, transparency, and stakeholder accountability, Sunlight Group conducted a double materiality assessment (DMA) in 2025. The initiative reflects our readiness for compliance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Through the DMA, we identified the most significant environmental, social and governance impacts, risks and opportunities (IROs) affecting both our external ecosystem and the Group's financial performance and long-term value creation.

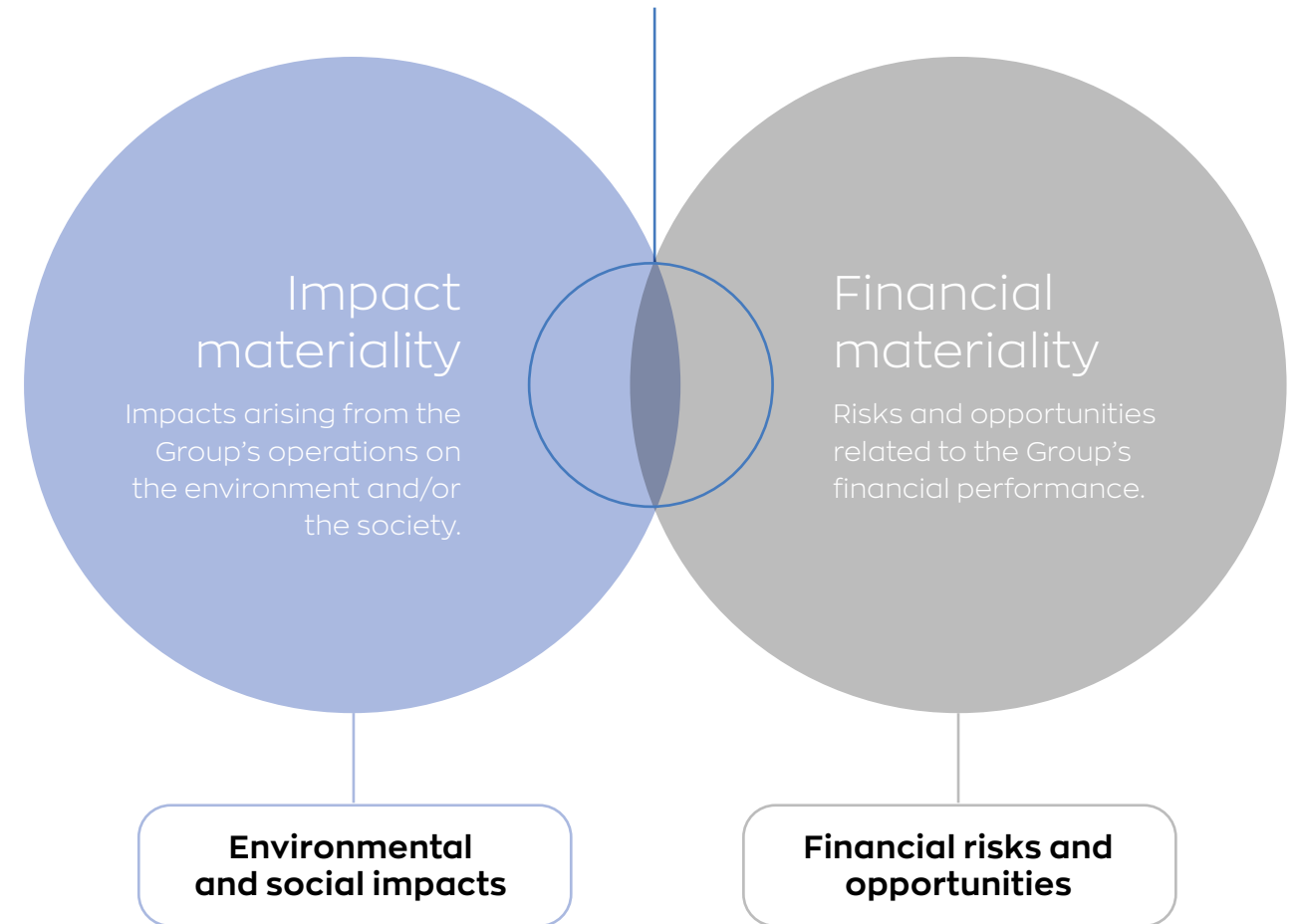
By implementing the DMA, Sunlight Group has considered how operations and the Group's broader value chain impact people and the environment (Impact Materiality, *"Inside - Out"* perspective), as well as how sustainability matters create risks and opportunities that affect the Group's development and financial performance over the short, medium or long term (Financial materiality, *"Outside - In"* perspective).

Double materiality includes two dimensions: **impact materiality** and **financial materiality**.

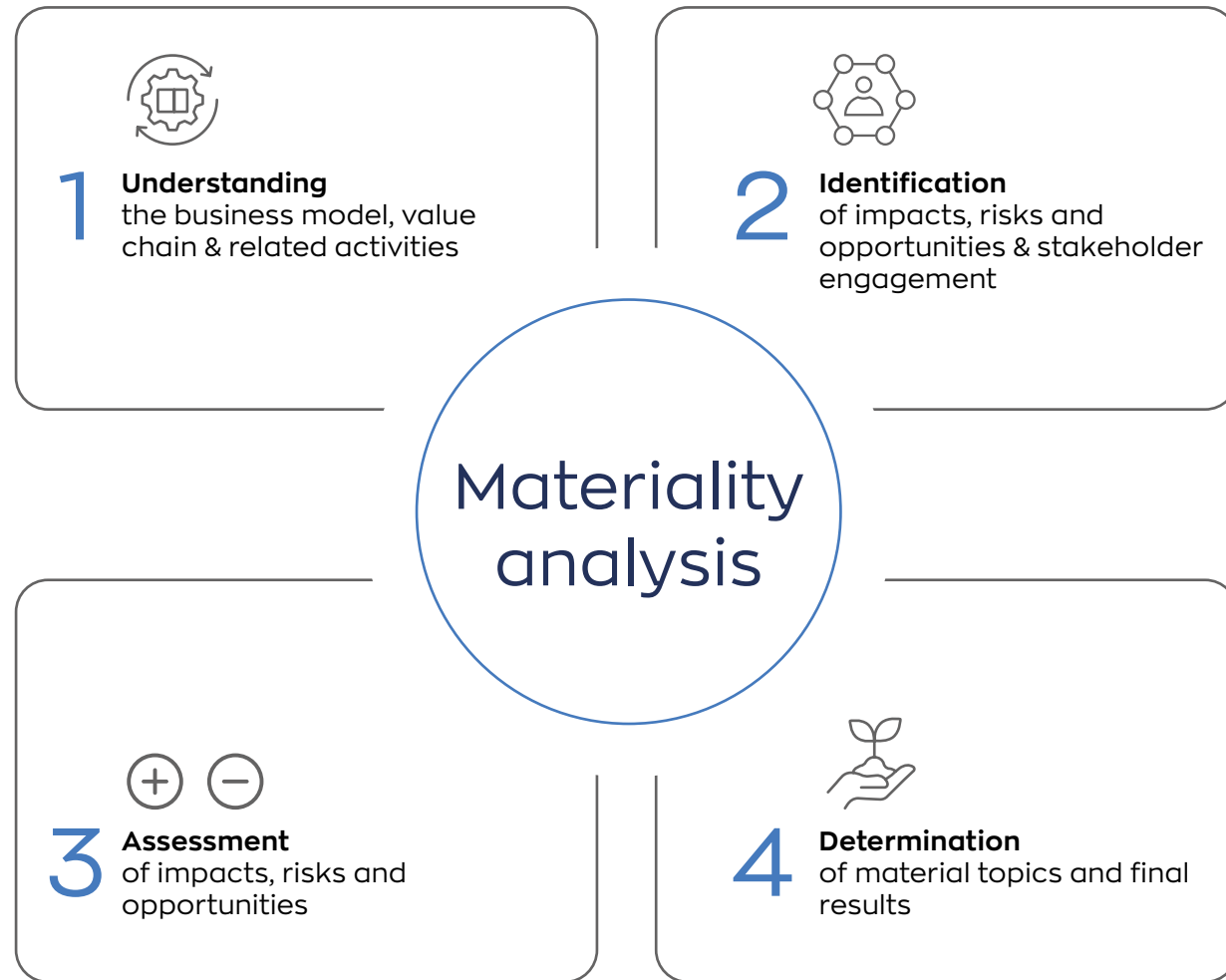
A sustainability matter can be considered material from an impact perspective, a financial perspective or from both.



Double materiality



Sunlight Group adopted a comprehensive four-step approach for the materiality analysis:



Phase 1 Understanding the value chain

The initial phase of the assessment focused on building a detailed understanding of Sunlight Group's business model and value chain. Through the mapping Sunlight Group was able to identify where the most significant ESG impacts, risks and opportunities are likely to emerge. Activities across the entire product life cycle were mapped, from raw material sourcing and production to distribution, usage, and end-of life

management. The analysis covered the three main layers of the value chain:

- **Upstream:** suppliers providing raw materials, components and key services
- **Own operations:** manufacturing processes, recycling activities and product innovation
- **Downstream:** distributors, customers and end-users interacting with Sunlight Group's products



Upstream

- Supply of Goods and Services
- Regulatory and Voluntary frameworks



Own operations

- Battery manufacturing
- Battery collection & recycling
- Research and development



Downstream

- Water & waste management
- Distribution
- End-users

The resulting value chain map served as the baseline for identifying material sustainability topics in the next phase.

Phase 2

Identification of impacts, risks and opportunities

The second phase focused on identifying sustainability matters that are material from an impact or/and a financial perspective, in line with the double materiality methodology.

From an impact materiality standpoint, the analysis considered actual or potential, positive or negative effects that Sunlight Group’s activities may have on the environment and society. The “inside-out” perspective captured the extent to which the Group contributes to or is linked with broader sustainability outcomes.

From a financial materiality perspective, the assessment aimed to identify sustainability-related risks and opportunities that could affect the Group’s cash flow, growth, or overall financial performance over different time horizons, short, medium, or long term. The “outside-in” analysis represents the approach where external factors are assessed in terms of their potential effect on the Group’s financial resilience and strategic positioning.

Each impact, risk, or opportunity (IRO) was mapped against the sustainability sub-topics defined during the value chain analysis in Phase 1. The process ensured alignment with industry standards and frameworks such as the ESRS.

Our analysis aimed to clearly establish the connections between our Group’s practices and their effects on the environment and society, as well as the challenges and opportunities that may emerge from the external environment and societal dynamics.

Phase 4

Determination of material topics

In the final phase, the results from the two materiality dimensions were consolidated to determine Sunlight Group’s most material sustainability topics. The integration of impact and financial perspectives allowed us to prioritize ESG topics based on their relevance to both external stakeholders and the Group’s long-term value creation. Our material topics will be regularly reviewed to ensure continued relevance in light of emerging stakeholder concerns, regulatory changes and strategic developments.

Phase 3

Assessment of materiality

We conducted the double materiality assessment to thoroughly examine the environmental, social and governance impacts of our operations, as well as the financial effects of ESG risks and opportunities.

Impact Materiality Assessment

A broad engagement process was implemented, involving both internal and external stakeholders. Internally, representatives from key departments participated in dedicated workshops. These sessions provided valuable insights into the severity and likelihood of sustainability impacts based on their functional expertise and operational experience.

Externally, stakeholders were consulted through targeted questionnaires. Their feedback offered an additional lens for evaluating the perceived significance of the Group’s sustainability impacts.

Financial Materiality Assessment

Financial materiality was assessed exclusively by internal subject matter experts, with deep knowledge of the Group’s strategic and financial context. These experts reviewed the potential for ESG risks or opportunities to influence the company’s performance, resilience, and enterprise value, across different time horizons (short, medium, long term).

All identified impacts, risks and opportunities (IROs) were evaluated using a 1-5 scoring scale, based on ESRS guidance. Assessment criteria were adapted to fit the materiality dimension under review:

Impact materiality criteria			
Scale	Scope	Irremediable character for negative impacts only	Likelihood for potential impacts only
Measures the intensity of the impact on an individual level.	Assesses the breadth of the impact across individuals, organizations, or ecosystems.	Evaluates whether and how quickly the impact can be reversed or mitigated.	Measures the intensity of the impact on an individual level.

Financial materiality criteria	
Magnitude	Likelihood
Measures the severity of a financial risk or opportunity.	Measures the probability that a financial risk or opportunity will materialize.

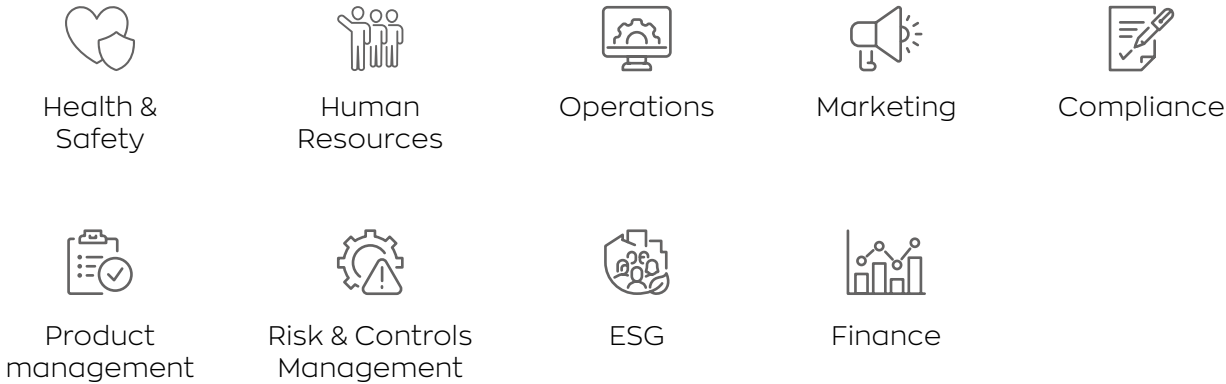
Stakeholder engagement

As described on the four phases of the double materiality assessment, Sunlight Group engaged with both internal and external stakeholders, ensuring a transparent, inclusive, and evidence-based evaluation process.

A core objective of the stakeholder consultation was to establish a structured dialogue and two-way communication with all relevant parties, to assess the significance of sustainability-related impacts, risks and opportunities.

Sunlight Group identified two main stakeholder categories for the consultation process:

Internal stakeholders including representatives from the following departments:



External stakeholders including representatives from the following groups:



The outcome of this process played a key role in validating the results of the materiality assessment.

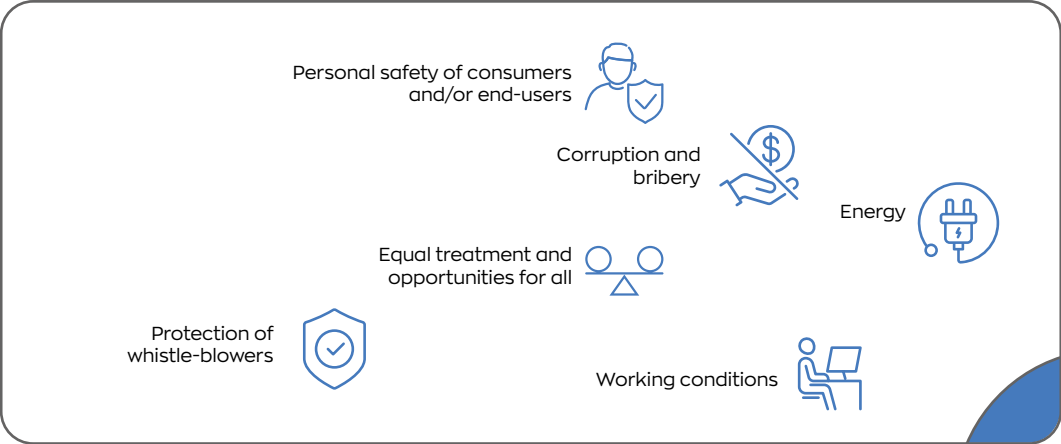
Double materiality results

The final list of the material topics is presented below.

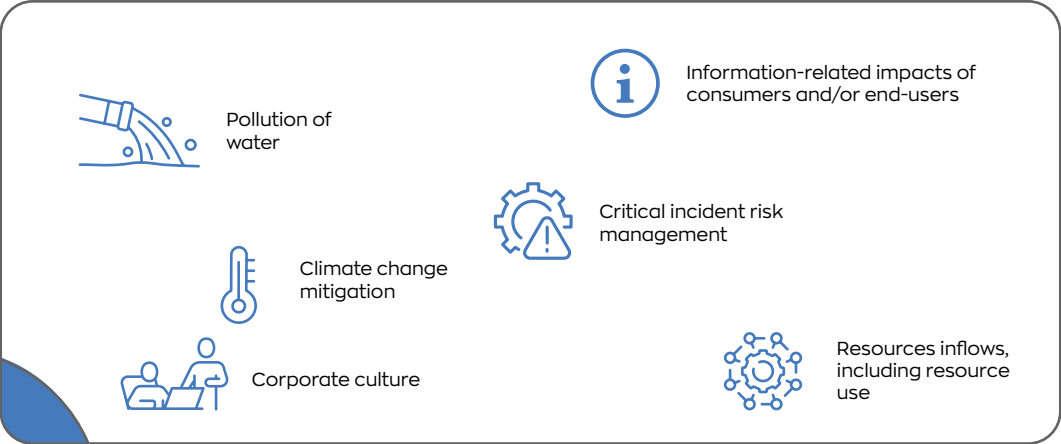
ESRS group	ESRS topic	ESRS sub-topic	IRO description	Type
E1	Climate change	Climate change adaptation	Provision of financial incentives by institutions to facilitate more favorable financing for initiatives aimed at climate change adaptation.	Opportunity
		Climate change mitigation	Stringent national and international regulations may result in non-compliance with emission reduction targets, thereby subjecting the company to heightened regulatory scrutiny and potential penalties.	Risk
			An increase in operation processes and business expansion could result in intensification of carbon emissions, across the value chain.	Impact Negative
		Energy	Diversifying energy sources, investing in local renewable energy infrastructure, and ensuring equitable access to clean and affordable energy throughout the production processes.	Impact Positive
E2	Pollution	Pollution of air	The collaboration with suppliers that meet ESG criteria, could have a positive influence on the Group's public reputation.	Opportunity
		Pollution of water	Complying with national and European regulatory requirements and implementing best practices, aiming to protect water resources.	Impact Positive
			Stricter environmental regulations related to enforcement of wastewater management may expose the Group to financial and reputational risks if compliance measures are not met.	Risk
		Substances of concern	The use of substances of concern as raw material in the production process may cause adverse conditions to employees.	Risk
E5	Circular economy	Resources inflows, including resource use	Growing availability of recycled content materials, could reduce the dependence of the Group on raw materials and/ or conflict minerals.	Opportunity
			Recycling of batteries and recovering of valuable materials (i.e. lead) supports the overall target of the battery manufacturing industry to increase recycled content in the manufacturing process.	Impact Positive
			The Group's recycling activities feed part of its needs on raw materials, thus significantly reducing the use and reliance on newly-extracted resources.	Impact Positive
		Waste	The implementation of the national and EU action plan (i.e., circular economy action plan (CEAP)) may lead to the incorporation of circular economy policies and procedures into the Group's internal processes.	Opportunity
S1	Own workforce	Working Conditions	Design and implementation of well-structured programs and initiatives focused on significantly improving employee wellbeing.	Impact Positive
		Equal Treatment and Opportunities for All	Actively implementing policies and programs that promote a diverse and inclusive work environment, ensuring that all employees are free from discrimination.	Impact Positive
S4	Consumers and end-users	Information-related impacts of consumers and/or end-users	Increasing cyber-attacks could expose the Group to extensive cyber threats, which could result in security breaches, legal repercussions, and reputation damage.	Risk
			Promotion of ethical manufacturing practices and customer access to accurate, transparent and relevant information enhances trust and reduces information asymmetry.	Impact Positive
			Limited access to critical information may negatively impact the Group's relationships with customers, leading to perceptions of unreliability and lack of commitment.	Impact Negative
		Personal safety of consumers and/or end-users	Prioritization of end-user safety through rigorous quality controls and innovative safety solutions in all products and services, minimizes the risk of accidents and enhances consumer protection.	Impact Positive
			Incompliance with high quality standards and safety requirements may create product failures and safety hazards.	Impact Negative
			Stricter environmental and consumer safety regulations, may expose the Group to legal and reputational risks if battery disposal practices do not effectively mitigate exposure to toxic substances such as lithium, cobalt and lead.	Risk
G1	Business conduct	Corporate culture	Increased expectations for environmentally sustainable manufacturing practices could prompt misleading claims of the Group's performance on sustainability matters (greenwashing) resulting in reputational damage.	Risk
			Adopting operational practices and initiatives that enhance stakeholders' ability to benefit from efficient, transparent, and inclusive processes, ultimately promoting strong business ethics and integrity across all levels.	Impact Positive
		Protection of whistleblowers	The Group's dedication to protecting whistleblowers has a positive impact on society, employees and customers, creating a culture of ethical accountability and ensuring a safe environment where unethical behavior is quickly identified and addressed.	Impact Positive
		Corruption and bribery	Implementing comprehensive anti-corruption and anti-bribery measures, and fostering a transparent, ethical workplace culture, to reinforce its commitment to corporate integrity.	Impact Positive
	Entity-specific	Critical Incident Risk Management	Key suppliers and major business partners of the Group may insufficiently manage critical incidents effectively, resulting in operational disruptions, as well as damage to the Group's reputation.	Risk
			Implementing robust safety protocols during battery transportation, reduces the likelihood of critical incidents (unsafe transportation) preventing public health and environmental issues.	Impact Positive

The double materiality matrix is presented below:

Impact materiality



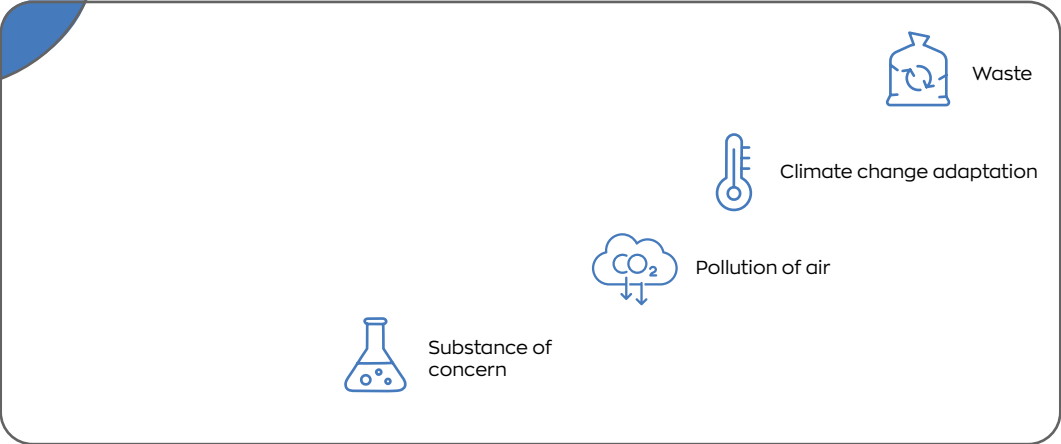
Double materiality



Non-materiality



Financial materiality



Nurturing a sustainable planet

- 33** Energy consumption and intensity
- 34** GHG emissions and air pollution management
- 36** Circular economy practices
- 41** Water resources management
- 42** Conservation & restoration of biodiversity



At Sunlight Group, we are deeply committed to being responsible stewards of the environment. Our focus on conserving natural resources and minimizing waste and emissions aligns our practices with our core values of sustainability and responsibility. By fostering a culture of environmental awareness and embracing innovative solutions, we aim to create a sustainable future for all.

Sunlight Group aspires to assume a leading role in driving systemic changes necessary for a sustainable future by consolidating resources, incorporating best

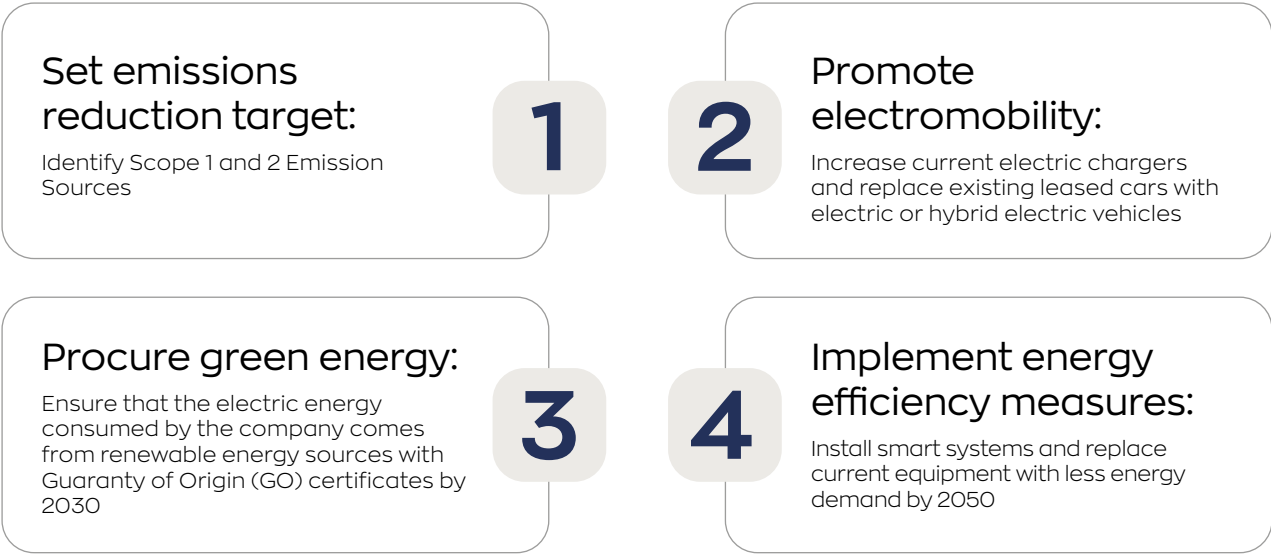
practices, and fostering innovation. The collaborative approach amplifies our impact and significantly contributes to the global effort to mitigate climate change and protect our planet's resources.

As part of our ESG strategy, we have set ambitious targets to reduce our carbon footprint, with the ultimate goal of achieving climate neutrality by 2050. To realize the vision, we have meticulously crafted a comprehensive GHG emissions reduction action plan⁶, structured into four distinct stages:

Sunlight Group places a high priority on environmental responsibility and sustainable growth, actively taking measures to align with these principles. We have implemented an Environmental Management System in accordance with ISO 14001:2015 standards, certified for the majority of our manufacturing facilities and some of our assembly and trading companies. Additionally, Sunlight Recycling S.A. in Komotini, Greece, adheres to the EU Eco-Management and Audit Scheme (EMAS). This certification underscores

the rigorous evaluation and validation of our environmental management practices, providing stakeholders with confidence in the commitment to environmental excellence.

Environmental risk assessments are conducted for the operational sites according to an overall focus concept. An environmental risk assessment is conducted in line with ISO 14001:2015. 20 operational sites have conducted such a risk assessment.⁷



We embarked on the integration of an environmental management systems across many of our facilities, including those recently acquired in Germany and the United States. Integration involves harmonizing policies and practices to ensure consistency and effectiveness in managing environmental impacts. In 2025, we conducted regular environmental impact assessments and updated the environmental terms' approval with the relevant authorities in each country of operation. Our diligent approach will continue in 2026, reinforcing the dedication to sustainable practices and regulatory compliance.

⁶ With respect to our subsidiaries in Germany, the car fleet is currently dependent on combustion engines, our electricity is derived from non-renewable sources, and we have not yet introduced any energy efficiency measures.

⁷ 45% of the legal entities of the Group have conducted an environmental risk assessment. The legal entities that have conducted an environmental risk assessment are the following: Sunlight Batteries USA, Sunlight Italy srl, PBM, Sunlight Industrial Romania srl, Sunlight Group S.A., Sunlight Recycling, ABT, Sunlight Technosystems, Triathlon Batterien GmbH, cebalog GmbH, GW Batterien GmbH, JT Energy Systems GmbH, ubatt GmbH, Lehmann Marine GmbH, Triathlon Battery Solutions Ltd.

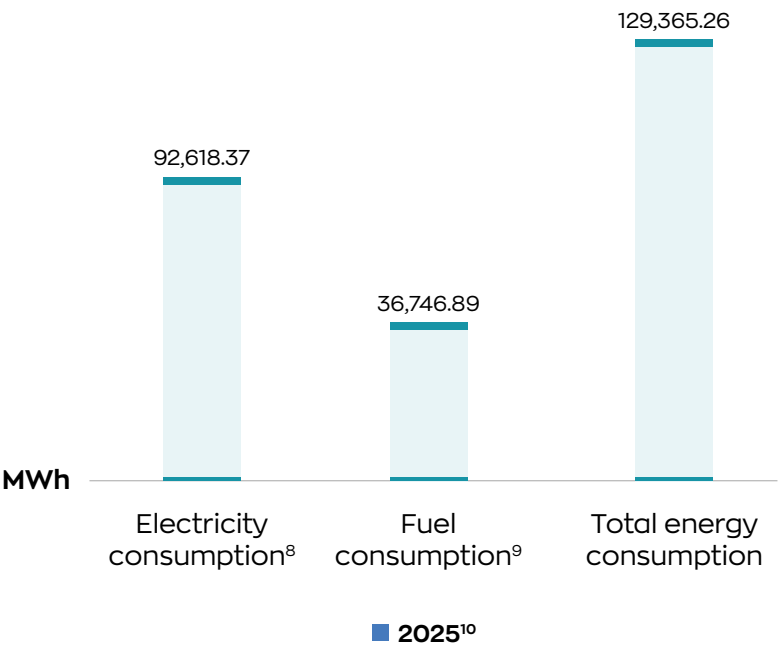
Energy consumption & intensity

At Sunlight Group, we have implemented a range of strategies and actions to optimize our energy consumption and achieve significant reductions in energy usage. By adopting advanced energy management systems and integrating renewable energy sources, we are committed to enhancing our energy efficiency. Additionally, Sunlight Group is expanding the production operations, particularly in the USA, and closely monitoring electricity consumption. In 2024, for the first time and in line with post-merger activities, the company integrated the energy consumption data of Triathlon Group globally. This comprehensive data set is reported to management on a recurring basis to ensure close monitoring of energy consumption.

We diligently monitor a comprehensive set of indicators aligned with best practices to accurately assess our environmental footprint. For instance, the

logistics center in Xanthi has significantly reduced its reliance on traditional energy sources through the extensive integration of photovoltaic systems, representing an investment exceeding €1 million. The construction of the photovoltaic system began in 2024 and was completed by March 2025, with an installed capacity of 3 MW. Additionally, our facilities in Glauchau have been equipped with an operational photovoltaic system of 530kWp since 2014, which supplies the energy requirements of our factory. Furthermore, the Komotini Pecycling unit, which utilizes both electricity and natural gas in the production processes, incorporates advanced design principles focused on energy conservation, notably by minimizing energy losses in auxiliary activities.

Energy consumption within the Group



At Sunlight Group, we utilize thermal energy to support a range of critical manufacturing processes, including electrode drying, component curing, and temperature-controlled chemical treatments essential for high-performance battery production. Thermal energy is sourced through fuel-based systems, such as natural gas boilers. As part of our commitment to sustainability and operational efficiency, we continually invest in

energy optimization technologies, aiming to reduce our carbon footprint, while maintaining the precision and quality required in advanced battery manufacturing. For year 2025, the total amount of renewable energy produced from solar panels installation was 3,839.74MWh, out of which the amount of renewable energy consumed (self-consumption from solar panels installation) was 3,078.20MWh.

⁸ The electricity consumption includes electricity purchased for consumption and the consumption of self-generated electricity from solar panels.

⁹ The source of the energy factors used for the fuel consumption conversion to energy units (MWh) is Eurostat of the European Commission, the International Energy Agency (IEA) and the Alternative Fuels Data Center (AFDC) of the U.S. Department of Energy. Furthermore, the conversion rate from TJ to MWh followed is 1 TJ = 277.78 MWh.

¹⁰ In 2025, at Sunlight Group, we reported energy consumption from the parent company and from entities included in the following direct subsidiaries: Sunlight Group Energy Storage Systems S.A., Sunlight Recycling S.A., Sunlight Technosystems S.A., Sunlight Industrial Srl, PBM Srl, Sunlight Italy Srl, Sunlight Batterías España SL, Logbatind Lda, Sunlight Batteries USA Inc., Battery Components Ltd., Triathlon Holding GmbH and its subsidiaries in Germany, France, the UK and Australia.

GHG emissions and air pollution management

Energy intensity

In 2025, we calculated the energy intensity as the ratio of total energy consumption¹¹ to revenue, measured in thousands of euros, for all the companies included in the energy consumption calculation. This metric helps us understand the efficiency of our energy use relative to our financial performance, allowing us to identify areas for improvement and track our progress towards sustainability goals. By analyzing energy intensity, we can better manage our resources and make informed decisions to enhance both operational efficiency and environmental responsibility. Performance in 2025 remained broadly consistent with 2024.

0.15 MWh/ Thousand €

We are committed to pollution prevention across our operations and value chain. The commitment involves a meticulous approach to identifying, evaluating, and mitigating potential pollution sources, including those affecting air, water, and soil. Recognizing the profound impact of greenhouse gas (GHG) emissions on climate change, Sunlight Group has set definitive targets to reduce its carbon footprint. The Group has articulated clear, measurable objectives, such as achieving a 40% reduction in Scope 1 and 2 GHG emissions by 2030 and striving for climate neutrality by 2050. In Greece, the company has been systematically measuring Scope 1, 2, and 3 GHG emissions for several years. Additionally, as part of the Triathlon Group integration plan, a comprehensive process for calculating and monitoring GHG emissions across all major global facilities has been implemented. Finally, the SOx and NOx emissions of our plants are subject to rigorous control and management protocols designed to maintain compliance with the applicable environmental permitting requirements and the conditions stipulated therein.

Best Practice at Komotini Plant:

At our Sunlight Recycling plant in Komotini, our unwavering commitment to operational excellence and environmental stewardship is demonstrated through multi-layered technological innovation. Since the plant's inception in 2014, we have utilized an advanced oxy-fuel combustion system with natural gas in our core processes. This methodology enhances combustion efficiency by replacing atmospheric air with pure oxygen, which significantly reduces natural gas consumption by eliminating the energy wasted on heating inert nitrogen. In 2024, this process consumed 2,778,920 kgs of oxygen.

Building on this foundation, in 2021 we took our commitment a step further by installing a state-of-the-art water-cooled burner—a technology not yet common in the recycling industry. This subsequent upgrade yielded remarkable further improvements, achieving an additional 20% in fuel economy and a 20% increase in productivity.

The combined effect of these systems generates higher flame temperatures for faster throughput and substantially lowers emissions, including a significant reduction in harmful nitrogen oxides (NO_x) and a quantifiable decrease in CO₂ per unit of recycled material. This dual strategy reinforces our leadership in sustainable and efficient manufacturing.



¹¹ The total energy consumption includes purchased electricity, fuel consumption and self-generated electricity.

Scope Emissions

We recognize the substantial impact that greenhouse gas (GHG) emissions have on climate change. Consequently, we have established specific targets to reduce our carbon footprint. At Sunlight Group, we have been diligently measuring¹² and auditing our scope 1, 2, and 3 GHG emissions across our facilities. Specifically in 2025, the consolidation of emission data was based on the operational control approach, with the total Scope emissions (location-based) of the Group measured to 50,240.68 tn CO₂e. In more details,

the Scope 1, 2 (location-based) and 3 emissions for our Greek facilities(footnote 13) have been verified by an external auditor, and equal to Scope 1 9,896.92 tn CO₂e, Scope 2 28,928.28 tn CO₂e and Scope 3 2,976.56 tn CO₂e.¹³ Moreover, the Scope 1, 2 (location-based) and 3 emissions for all entities outside of Greece have been measured to Scope 1 1,728.38 tn CO₂e, Scope 2 5,128.81 tn CO₂e and Scope 3 1,581.73 tn CO₂e. In our facilities, the main GHG Scope emission sources are:



- › Emissions from natural gas consumption
- › Emissions from LPG consumption
- › Emissions from diesel consumption
- › Emissions from the use of refrigerant gases
- › Process- manufacturing Emissions

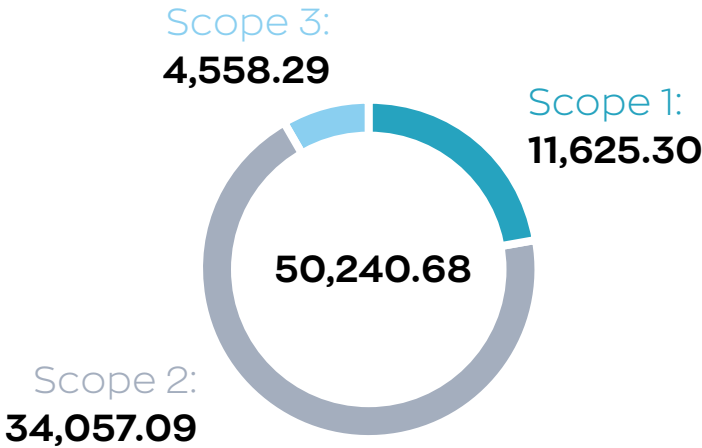


- › Emissions from location-based electricity consumption



- › Emissions from transportation
- › Emissions from products used by organization
- › Emissions associated with the use of products from the organization

Total Group location-based Scope emissions in 2025 (tn CO₂e)¹⁴



¹² The selected principles and methodologies applied in the calculation of emissions were based on ISO 14064-1:2018 Greenhouse Gases – Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals, the Greenhouse Gas Protocol, World Resources Institute & World Business Council for Sustainable Development (A Corporate Accounting and Reporting Standard, Revised Edition). The sources of emission factors utilized were drawn from UK DEFRA Conversion Factors 2024, Carbon Saver Ltd, the European Central Bank, Ecoinvent Life Cycle Inventory Database, relevant Ministerial Decisions, UK DEFRA 2024, IEA 2024, DAPEEP, and the US EPA GHG Emission Factors Hub 2025. The Global Warming Potential (GWP) conversion factors were sourced from the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report (AR6), 2021.

¹³ The data of 2024 refer to Sunlight Group Energy Storage Systems S.A (HQ, Menexodon and Xanthi), Sunlight Recycling S.A. and Sunlight Technosystems S.A.

¹⁴ The data refer to Sunlight Group Energy Storage Systems S.A, Sunlight Recycling S.A., Sunlight Technosystems S.A, Sunlight Industrial Srl, PBM Srl, Sunlight Italy Srl, Sunlight Batterias Espana SL, Logbatind Lda, Sunlight Batteries USA Inc., Battery Components Ltd., Triathlon Holding GmbH and its subsidiaries in Germany, France, the UK and Australia.

Circular economy practices

At Sunlight Group, we are dedicated to a circular economy model, focusing on circular initiatives in our research and development as well as our operations. By utilizing our integrated lead recycling facility in Komotini, over 50% of our annual lead raw material needs are covered. Through our recycling activities, we significantly reduce our reliance on natural resources and strengthen our supply chain.

Since 2014, we have been operating a state-of-the-art lead battery recycling plant in Komotini, Greece, a facility certified by the EU's Eco-Management and Audit Scheme (EMAS).

Equipped with cutting-edge systems, including an advanced eco-friendly water-based process, fully

automated computerized controls, and robotics, the plant exemplifies innovation and operational excellence. Exceeding the Regulation (EU) 2023/1542 that requires recycling efficiency >75% by end-2025 and lead recovery target >90% by 2027, the facility achieves an impressive 89% yield in total batteries materials and above 99% in lead recycling. Investments are to double our batteries recycling capacity to 50,000 tonnes per year.

The recycling plant features an advanced, closed-loop lead battery recycling system engineered to maximize resource recovery and minimize waste. Through a meticulous multi-stage process, used batteries are systematically disassembled, with key materials

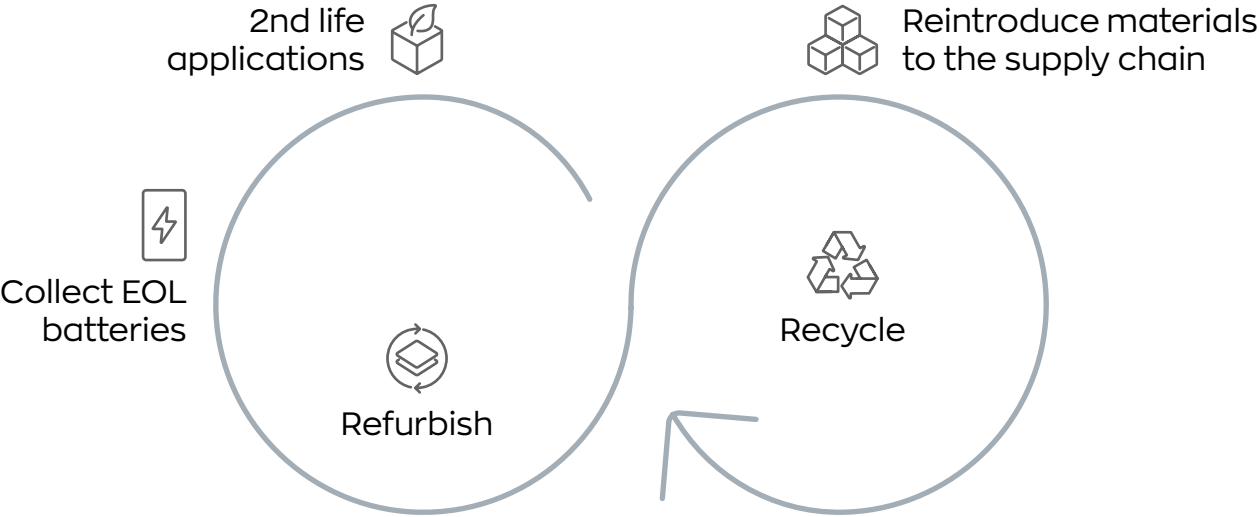
expertly separated for reuse. High-quality plastics are repurposed into new products, lead components are refined to manufacture new batteries, and electrolytes are processed into valuable byproducts for various industries.

The closed-loop system of the plant achieves **solid waste to less than 5% slag**, significantly minimizing environmental impact. Leveraging cutting-edge technologies, the company achieves a **75% reduction in waste** throughout the recycling process, significantly advancing circular economy principles while delivering substantial environmental benefits.

Furthermore, we are engaged in **LFP battery refurbishment** activities at facilities in Xanthi, Greece,

and in Glauchau, Germany. Refurbishment extends the lifespan of batteries, reduces waste, and minimizes the environmental impact associated with new battery production. At these sites, specialized processes are employed to assess, repair, and recondition used batteries, restoring them to optimal performance levels.

At Sunlight Group we are developing a robust recycling operation for lithium products, investing in the innovative **ReLiFe Project for Lithium Iron Phosphate (LFP) batteries** in collaboration with academic and industrial partners. This initiative highlights the company's commitment to extending our circular economy practices to advanced battery technologies.



Secure supply chain of raw materials for LFP cell manufacturing

Reduce scrap of LFP cell manufacturing

Closed loop lithium battery concept for production and for customers

Sunlight Recycling

All alternative management systems for and/or the managers of waste batteries and accumulators must use the best available environmental and health protection techniques to process and recycle such wastes Joint Ministerial Decision 41624/2057/E103.

Cutting Edge Technology (CX Technology)

- › High level battery material separation breaker
- › Bag filters absorb gaseous effluents
- › Double desulphurization system

Best recycling practice worldwide



Closed loop recycling system



Zero acidic liquid waste



Limited amount of solid waste (Slag<5%)

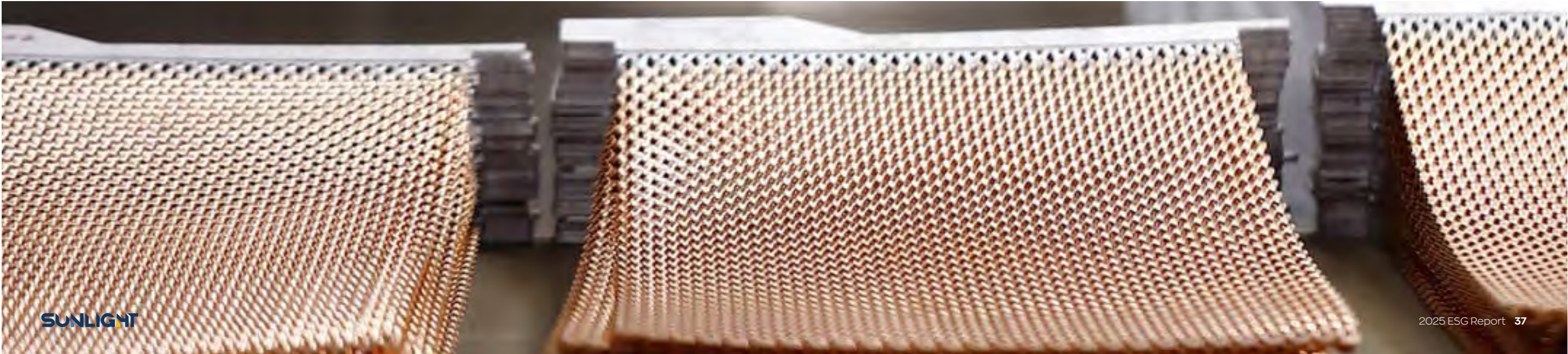
89%

Performance level Sunlight Recycling (The base limit under Greek law is 65%)

Top environmental performance

Minimization of effluents released
to the environment, through complete recirculation of the water inside the factory

Zero acid waste
due to the conversion of the acid solution to quality industrial-grade salt (sodium sulphate)



Waste management practices

As part of our manufacturing and operational processes, we are committed to the responsible collection and management of both hazardous and non-hazardous waste. Our goal is to maximize the amount of waste recycled while minimizing the waste sent to landfill through dedicated and structured initiatives. To ensure effective waste management, we collaborate with fully licensed businesses that specialize in the transportation, processing, and appropriate disposal of waste generated at our facilities.

The stream diverted from **landfill** includes waste that cannot be recycled or safely disposed of through other means, while the stream to **recycling** consists of materials that can be processed and reused, such as paper, plastics, and metals. Finally, the stream for **disposal** encompasses waste that requires special handling and treatment, such as hazardous materials, to ensure safe and environmentally responsible disposal.

It is important to note that some waste types, such as paper or wood, may appear in all three waste streams due to contamination. For example, wood that is treated with chemicals or paint may not be suitable for recycling and must be disposed of accordingly.

Each waste stream consists of different waste types, depending on the facility and on the operations generating waste. In 2025, the primary waste types¹⁵ for each waste stream included:

Waste diverted from landfill
included mixed municipal waste, mixed packaging, glass, plastic and wood, paper and cardboard.

Waste collected for recycling
included plastic packaging, wooden packaging, other wastes (including mixtures of materials) from mechanical treatment of waste containing hazardous substances, and slags from primary and secondary production.

Waste addressed for disposal
included mixed municipal waste, other fractions not otherwise specified, mixed packaging, other batteries and accumulators, wooden packaging and wooden waste.

We emphasize environmental responsibility by not only managing waste but also achieving significant success in diverting most of our waste streams from landfill. The waste data are measured and centrally consolidated by the relevant Departments of the Group. The total amount of waste reported in 2024 was 128,722.62 tn. In 2025, the amount of waste directed to landfill was negligent, showcasing our success in diverting the majority of our waste streams from landfill.

In 2025¹⁶, the amount of waste generated totaled **28,286.50 tn**. Specifically, the quantity of waste directed to recycling amounted to **16,383.60 tn**, while the waste addressed for disposal was **3,537.30 tn**.

Additionally, the total non-hazardous and hazardous waste collected amounted to **12,399.62 tn** and **15,886.89 tn** respectively.

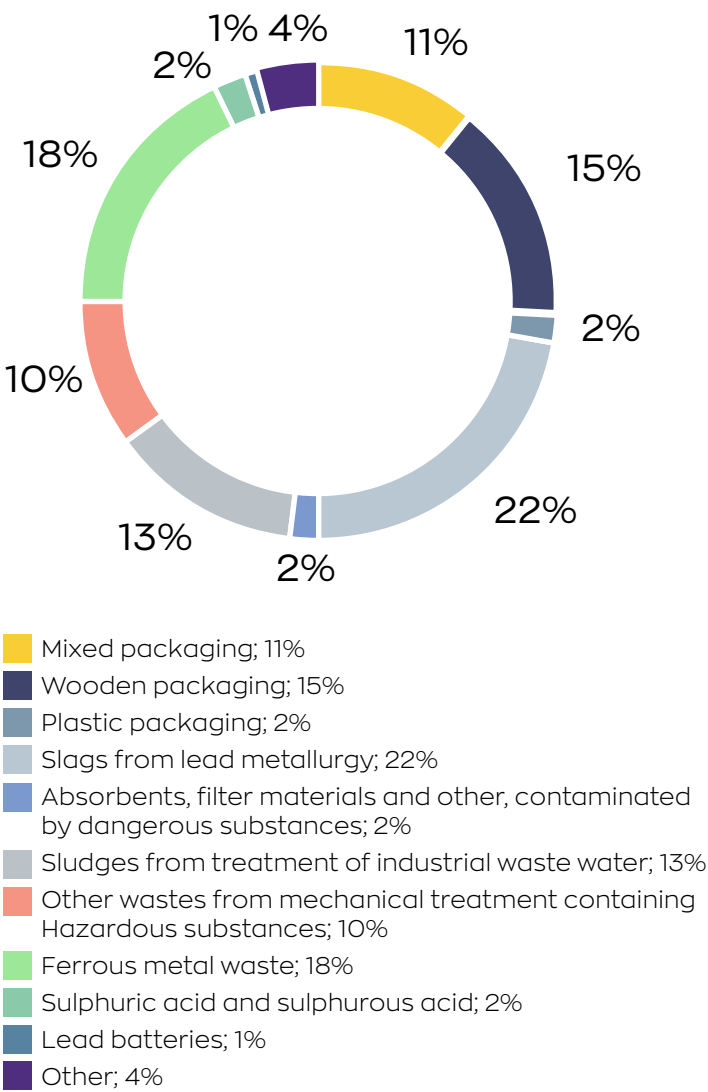


¹⁵ The main EWC codes for the waste types included in this section are: mixed municipal waste (EWC 20 03 01), mixed packaging (EWC 15 01 06), paper and cardboard (EWC 20 01 01), slags from primary and secondary production (EWC 10 04 01*), other particles and dust (EWC 10 04 05*), lead batteries (EWC 16 06 01*), alloy scrap (EWC 17 04 01), other wastes from mechanical treatment waste containing hazardous substances (EWC 19 12 11*), wooden packaging (EWC 15 01 03), hazardous components from end-of-life vehicles (EWC 16 01 21*), paper and cardboard packaging (EWC 15 01 01), and construction waste (EWC 17 04 05).

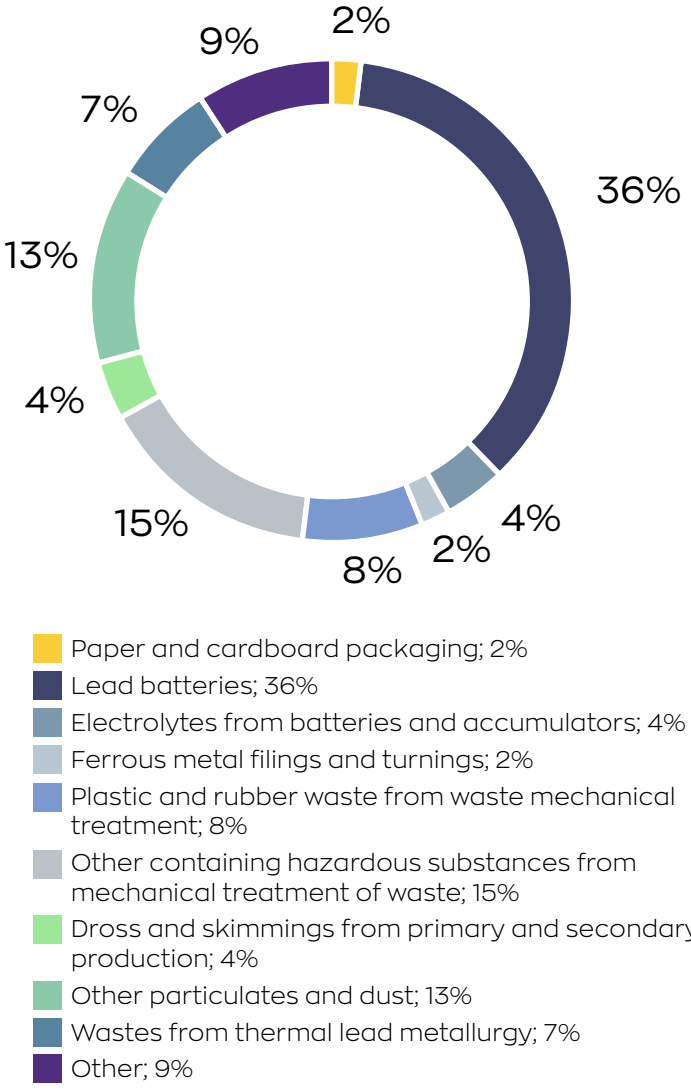
¹⁶ The data for 2025 are reported from the parent company and from entities included in the following direct subsidiaries, where applicable: Sunlight Group Energy Storage Systems S.A., Sunlight Recycling S.A., Sunlight Technosystems S.A., Sunlight Industrial Srl, PBM Srl, Sunlight Italy Srl, Sunlight Batterías Espana SL, Logbatind Lda, Sunlight Batteries USA Inc., Battery Components Ltd., Triathlon Holding GmbH and its subsidiaries in Germany, France, the UK and Australia. Additionally, the data of 2024 refer to Sunlight Group Energy Storage Systems S.A., Sunlight Recycling S.A., Sunlight Technosystems S.A., Sunlight Industrial Srl, SEBA Srl, PBM Srl, Battery Components Ltd, Sunlight Batteries USA Inc., Ubatt GmbH, Triathlon Holding GmbH and its subsidiaries in Germany, France and the UK. Furthermore, the distribution of the recycling stream per waste type, and therefore per hazardous and non-hazardous, was not provided for the entity of Triathlon in the UK and Sunlight Batteries USA Inc., while for Triathlon AUS only a part of the recycling stream was categorized per waste type.

The percentage of each waste type per stream is illustrated below:

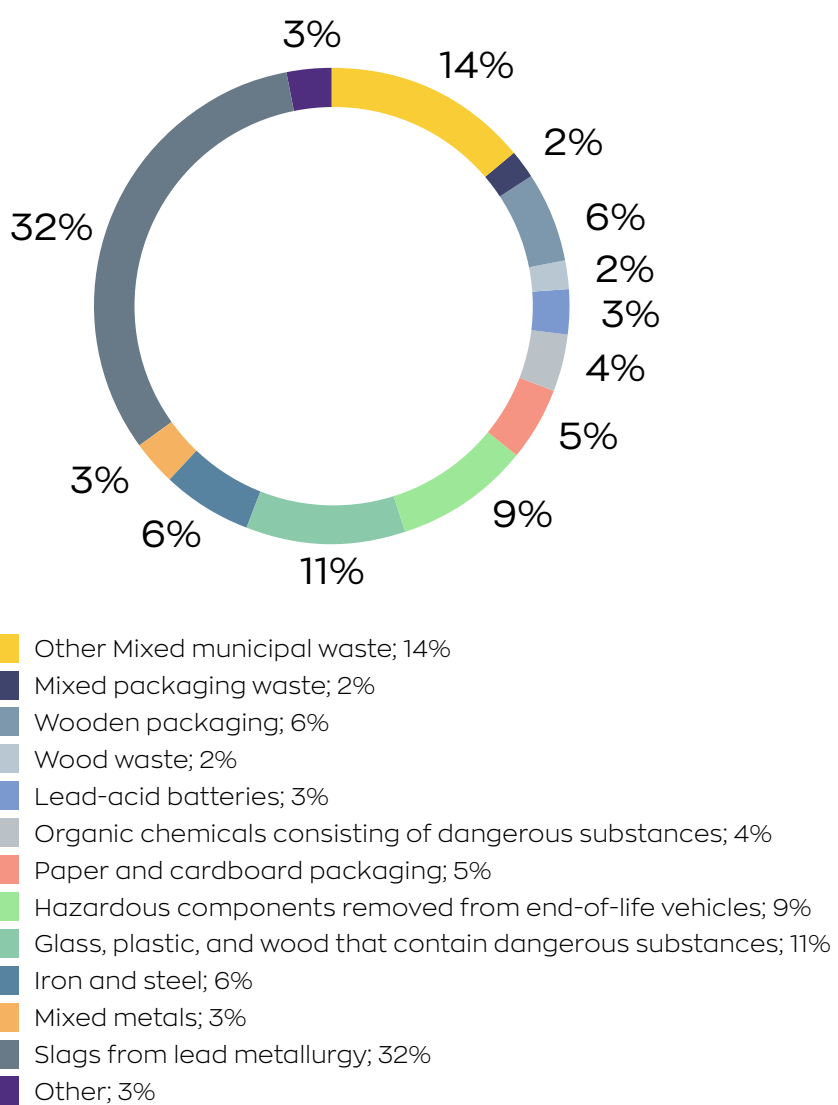
Waste diverted from landfill



Waste collected for recycling



Waste addressed for disposal



We effectively manage the **liquid waste** from **Komotini** production unit through a comprehensive system that categorizes waste into process-related effluents, sanitary wastewater, and rainwater runoff. Each stream is treated in accordance with environmental regulations. Notably, the on-site recycling plant operates under a zero liquid discharge policy, showcasing the company’s commitment to advanced sustainability practices. This is achieved through a closed-loop system that efficiently recycles and reuses all water within the plant, eliminating any discharge of liquid waste into the environment. We are dedicated to minimizing our environmental footprint and promoting responsible water management at its Komotini facility.

At Sunlight Group we meticulously handle **substances of concern** and of **very high concern**, specifically lead and sulfuric acid. All substances of concern and substances of very high concern have been identified and are reported according to the governing regulatory references. In addition, at our facilities we employ closed-loop systems, advanced air filtration, and stringent handling protocols. We implement comprehensive measures, including regular environmental monitoring of air, water, and soil, and robust occupational health and safety protocols, all reinforced by regular internal and external audits.



The Green Mission environmental initiative

We have been running the Green Mission environmental initiative since 2016 to raise awareness in our industry and the market regarding the proper recycling of lead-acid batteries. We aim to motivate more than 14,000 Greek companies that produce and manage sufficient quantities of lead-acid products. From the first year of the implementation, the initiative has achieved to:

- › Gather more than **7,503 tn** of lead batteries.
- › Contribute to the reduction of CO₂ emissions.
- › Enhance energy savings almost to **20,560 MWh**.
- › Secure over **100** member companies.
- › Establish **55 Green Spots** in 10 cities.

The Green Mission Members commitment

- › Traceability of waste till final Recycling
- › Select the top Environmental Recycling technologies
- › Participate in Green Mission actions

Members of the Green Mission are numerous companies with local & international operation.



Comparability 2024 - 2025

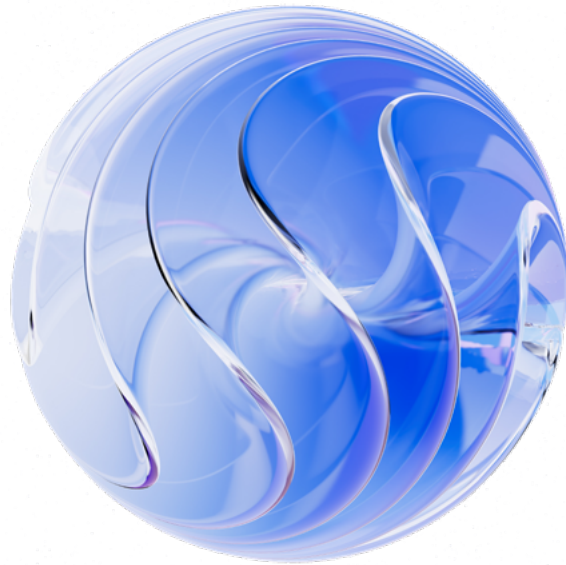
Indicators	2025	2024
Total energy consumption (MWh)	129,365.26	120,726.25
Electricity consumption	92,618.37	92,965.23
Fuel consumption	36,746.89	27,761.02
Energy intensity (MWh/ Thousand €)	0.15	0.13
Scope Emissions (tn CO₂e)	50,240.68	126,847.35
Scope 1	11,625.30	9,616.38
Scope 2	34,057.09	29,856.00
Scope 3	4,558.29	87,374.97
Total waste generated (tn.)	28,286.50	128,722.62
waste directed to recycling	16,383.60	2,117.12
waste addressed for disposal	3,537.30	576.00
total non-hazardous	12,399.62	115,658.00
hazardous waste collected	15,886.89	13,065.00
Water consumption (m³)	125,011.27	111,141.00

Water resources management

Sunlight Group recognizes water as a vital natural resource and is committed to ensuring its sustainable use across all operations. Our approach to water management focuses on efficiency, prevention, and regulatory compliance, particularly within our production and recycling activities.

Water is primarily consumed at our Xanthi and Komotini sites, mainly for the production of lead-acid and lithium-ion batteries, as well as for recycling operations. Across all locations, the company applies structured systems to monitor and reduce water consumption, while prioritizing the reuse of treated water wherever technically feasible.

In 2025, total water consumption was **125,011.27¹⁷ m³**



¹⁷ The data for 2025 are reported from the parent company and from entities included in the following direct subsidiaries, where applicable: Sunlight Group Energy Storage Systems S.A, Sunlight Recycling S.A., Sunlight Technosystems S.A, Sunlight Industrial Srl, PBM Srl, Sunlight Italy Srl, Sunlight Batterias Espana SL, Logbatind Lda, Sunlight Batteries USA Inc., Battery Components Ltd., Triathlon Holding GmbH and its subsidiaries in Germany, France, the UK and Australia.

Water sources and consumption

Our production facilities source water from a combination of municipal networks and licensed boreholes. In Xanthi, water is supplied by both the local municipal system and an on-site borehole, fully licensed and regularly monitored. In Komotini, the recycling plant is supplied exclusively by the industrial water network serving the designated industrial area.

Across both units, water consumption is systematically recorded and analyzed through a centralized environmental data monitoring system, allowing for trend analysis and performance tracking over time. Recirculation systems are in place in critical processes to minimize water withdrawals and promote closed-loop operations.

conditions and discharges treated effluent to the approved water receiver of the industrial area.

Water quality is regularly tested in accordance with environmental permits, and all data is reported to the competent authorities. Sunlight Group remains committed to reducing water-related impacts and continuously improving water efficiency across all operations.

Infrastructure and maintenance measures

To prevent losses and improve operational resilience, water pipelines across all sites are designed as above-ground systems, facilitating early leak detection and rapid intervention. Regular inspections and preventive maintenance programs are conducted to ensure infrastructure integrity and optimize system performance. Special emphasis is placed on biological treatment of process water, which is then reused in operations or safely discharged in compliance with environmental permits.

Compliance and discharge practices

Sunlight Group fully complies with national and regional environmental legislation governing water use and discharge. In Xanthi, treated wastewater is released into an irrigation channel, as defined by the River Basin Management Plan of the Thrace Water Department, and in accordance with Law 3199/03, Presidential Decree 51/07, and other applicable regulatory decisions (e.g. 50388/2704, E103/2003, Gazette B1866, B1909). The Komotini facility operates under equivalent licensing

Conservation & restoration of biodiversity

At Sunlight Group, the conservation and restoration of biodiversity form a central part of our environmental strategy and long-term sustainability vision.

Even though our core activities are concentrated in industrial and manufacturing settings, we remain strongly committed to minimizing our environmental footprint and protecting nearby ecosystems.



Xanthi facility

Our Xanthi production site is located in the Neo Olvio area, within the jurisdiction of the Municipality of Topeiros in the Region of Eastern Macedonia and Thrace. The facility operates in close proximity to Zone C1 of the Eastern Macedonia and Thrace National Park, a legally protected area that encompasses

the vital wetland ecosystems of the Nestos Delta, Lake Vistonida, and Lake Ismarida. These areas are recognized as part of the Eco-development zone, designated as a National Park under Greek law (Article 4, Law 4454/2008).

Operations at the site have been legally established since 1977, with access regulated through a private road and full compliance with applicable environmental permits. Due to the sensitive nature of the surrounding ecosystem, Sunlight Group conducts regular inspections and applies strict environmental controls to ensure that production activities do not adversely affect local biodiversity.



Komotini facility

Our Komotini plant is situated within a legally defined industrial zone, operating under A1, A2, and B category classifications as per national legislation. The facility does not fall within any Natura 2000 area or nationally protected ecosystem, a fact confirmed through recent validation by Greek environmental authorities. Furthermore, the unit is located outside areas governed by forestry or conservation laws (Law 3937/2011, K.Y.A. 50743/2017), and regular assessments are carried out to monitor and prevent any potential soil or groundwater contamination from commercial operations.

Other Sunlight Group operation sites, including those in Germany, Italy, Romania, and the United States, are located in designated industrial areas and are not situated near protected environmental zones.

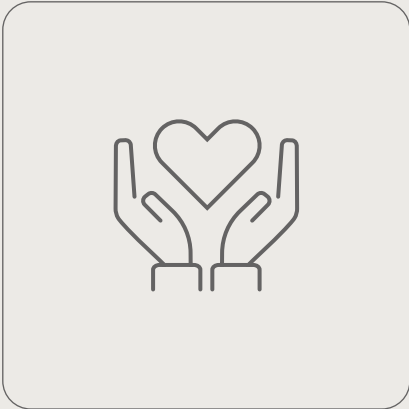
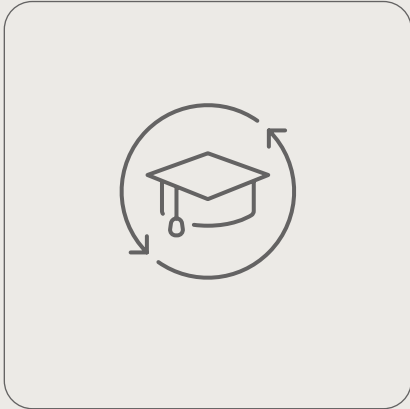
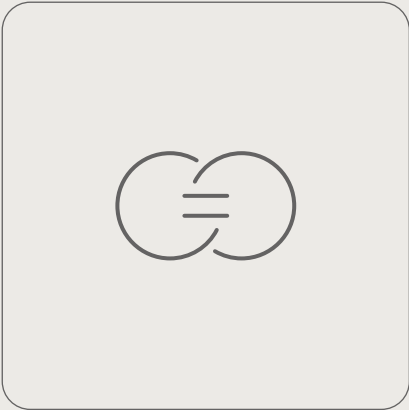
Additional biodiversity initiatives

Beyond regulatory compliance, Sunlight Group contributes to biodiversity protection through awareness, community engagement, and offset initiatives. One of our flagship programs, the Green Mission, led by Sunlight Recycling, promotes proper lead-acid battery disposal through public education campaigns, the expansion of the national Green Spots drop-off network, and active support of Greece’s environmental targets for battery collection and circularity.



Our people

- 44 Human capital
- 46 Diversity & equal opportunities
- 51 Training & development
- 56 Health & safety management systems
- 59 Protection of human rights



Human capital

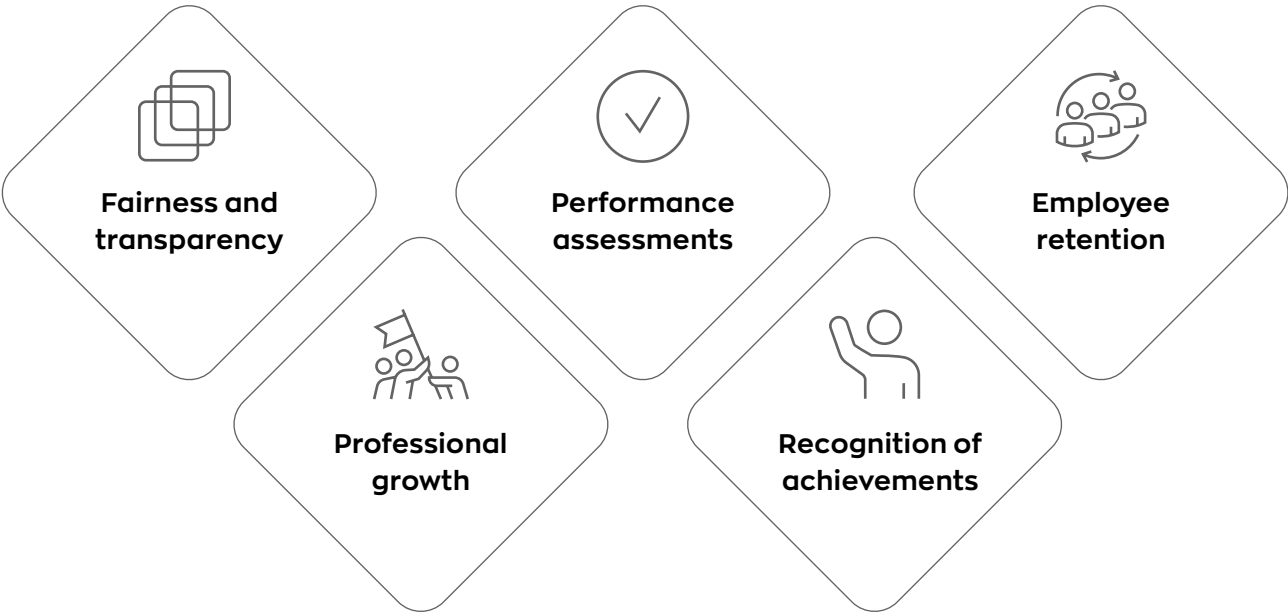
At Sunlight, we recognize that the core of our success is our people, whose contributions are vital in creating long-term value and meeting our strategic goals. We are dedicated to providing a safe and inclusive workplace that promotes employee development while upholding respect and equality as fundamental principles. Our approach to human resource management is grounded in fairness and transparency, ensuring that every employee is treated equitably and impartially across all levels of the organization.

We demonstrate our commitment to professional growth through clearly defined career progression paths that are tailored to align with individual aspirations and skills. Employees are regularly celebrated for their achievements, with recognition programs designed to motivate and inspire. Our open communication policy is a pivotal component of our organizational culture, facilitating a dynamic environment where ideas and feedback flow freely. Regular town hall meetings and performance assessments are integral to our strategy, aligning personal goals with organizational objectives and driving continuous improvement.

A key priority at Sunlight is maintaining high employee retention rates through a comprehensive and multifaceted approach. Our employee-centric practices

reflect the positive impact we strive to achieve. We actively recruit talented young professionals, offering internships and graduate programs that infuse fresh perspectives and vitality into our team. Moreover, we are dedicated to investing in the ongoing growth and potential of all our employees by providing robust training and development programs while a significant portion of our workforce participates in development initiatives, underscoring our commitment to lifelong learning. By prioritizing the needs of our team and nurturing their personal and professional growth, we cultivate an environment where employees not only succeed but thrive.

In 2025¹⁸ our employee headcount reached **3,341¹⁹**, remaining stable compared to the previous year.



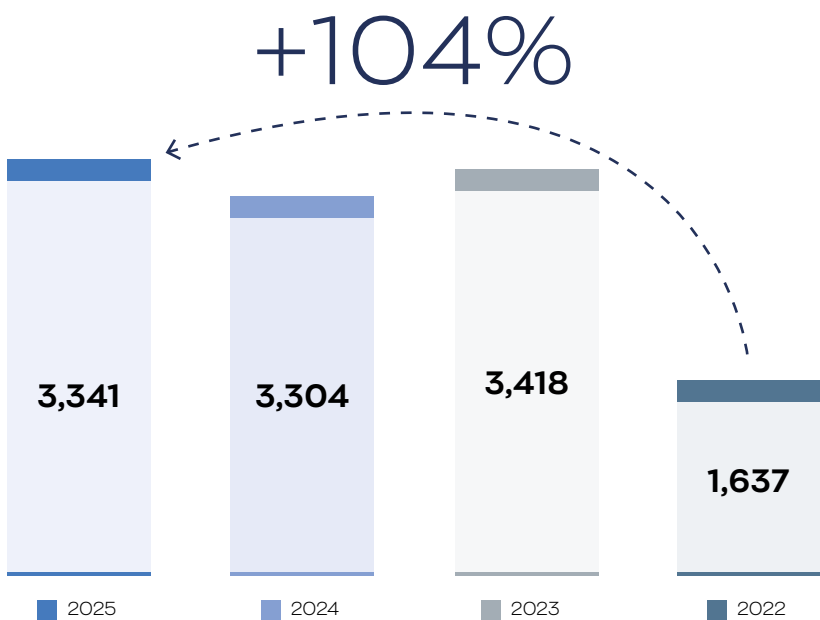
Sunlight Group’s strategic acquisitions aim to expand market reach, diversify offerings, enhance talent and expertise, strengthen competitive advantage, optimize operational efficiency, diversify risk, and boost brand value for sustainable growth. Over the past few years, Sunlight Group has strategically acquired several companies, contributing to significant increases in our employee headcount. Following this period of growth, we have now maintained a stable workforce for three

consecutive years, integrating new talent effectively into our operations. Furthermore, around 50% of our employees are covered by collective bargaining agreements, ensuring equitable representation and support within the workspace, while the remaining employees are governed by individual employment contracts which similarly safeguard fair working conditions and compliance with labor regulations.

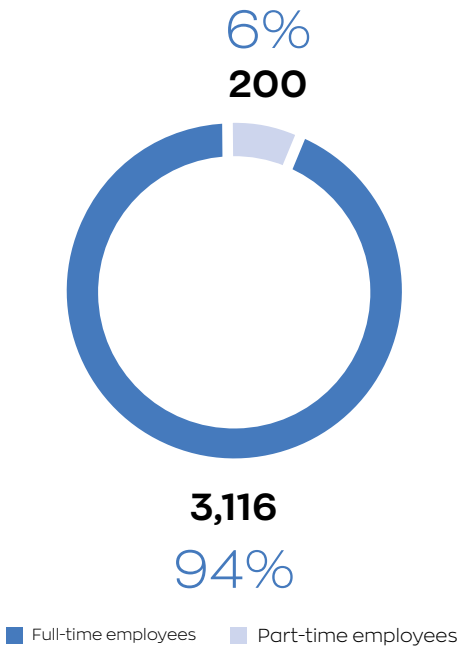
¹⁸ The chapter includes information from the parent company and from entities included in the following direct subsidiaries: Sunlight Group Energy Storage Systems S.A, Sunlight Recycling S.A., Sunlight Technosystems S.A, Sunlight Industrial Srl, PBM Srl, SEBA, Sunlight Italy Srl, Sunlight Batteries Espana SL, Logbatind Lda, Sunlight Batteries USA Inc., Battery Components Ltd., Triathlon Holding GmbH and its subsidiaries in Germany, France, the UK and Australia. Furthermore, for 2025, the entities included in the reporting perimeter for Germany are: AIM Batterie System Frankfurt, AIM Batterie Vertriebs GmbH Fürth, AIM München Vertriebs GmbH, AXCELLON GmbH, cebalog GmbH, GBD Batterien GmbH Gera, GW Batterien GmbH, HABAT GmbH Hamburg, HEVESTA GmbH, IBB Industriebatterien Berlin GmbH, IBB Industriebatterien Hannover GmbH, JT Energy Systems GmbH, SBS Soester Batterie Systeme GmbH, STUBA Stuttgarter Industriebatterien GmbH, TRIATHLON Batterien GmbH, TRIATHLON Holding GmbH, TRIATHLON System GmbH, TRILOG GmbH, Ubatt GmbH. For 2024, the entities included in the reporting perimeter for Germany were A. Müller GmbH, Ubatt GmbH, Triathlon Holding GmbH, and its subsidiaries in Germany. In 2025, ccm GmbH was merged under TRIATHLON Holding GmbH, while SEBA Srl is currently under merger process with Sunlight Italy Srl. From a legal perspective, as the merge is expected to be finalized by the end of July 2026, the company remains in existence until the merger is completed.

¹⁹ In 2025, the total headcount at year end of the workers who are not employee and whose work is controlled by the organization was 21, located in France, Australia, USA and Greece. This figure mainly includes contracted Business Development Managers working 2-3 days per week, subcontractors providing after-sales service, commissioning and product installation services at client sites, security personnel, and temporary blue-collar workers engaged for limited periods to address urgent capacity gaps.

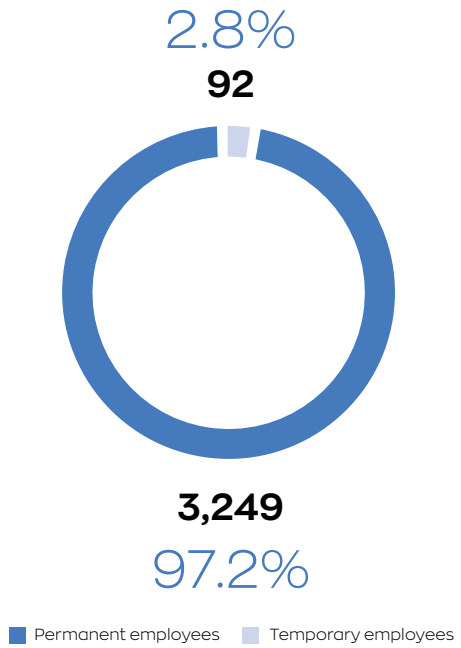
Number of employees



Full-time and part-time employees in 2025



Permanent and temporary employees in 2025²⁰



In 2025, Sunlight maintains a highly stable workforce composition. The permanent employment remained stable at 97%, while the full-time employment accounted for 94%. This direction underscores our dedication to fostering long-term employment relationships and enhancing job security for our team members.

>97% of the workforce are **permanent employees**

²⁰ The combined total of full-time and part-time employees (3,316) is 25 employees lower than the total workforce reported based on permanent and temporary employment classifications, due to limited data availability.

Diversity & equal opportunities

At Sunlight Group, we are committed to supporting and promoting diversity among all employees, striving to create a work environment that fosters equality and inclusion. The objective is to establish shared corporate values, combat all forms of discrimination, and actively support all employees.

As we recognize that a diverse and inclusive team is crucial for sustainable growth, we remain dedicated to building a space where individuals of all ages, genders, ethnicities, and backgrounds can thrive and contribute their unique insights. By embracing diversity, we enrich our company culture, drive innovation, and enhance our ability to achieve outstanding results.

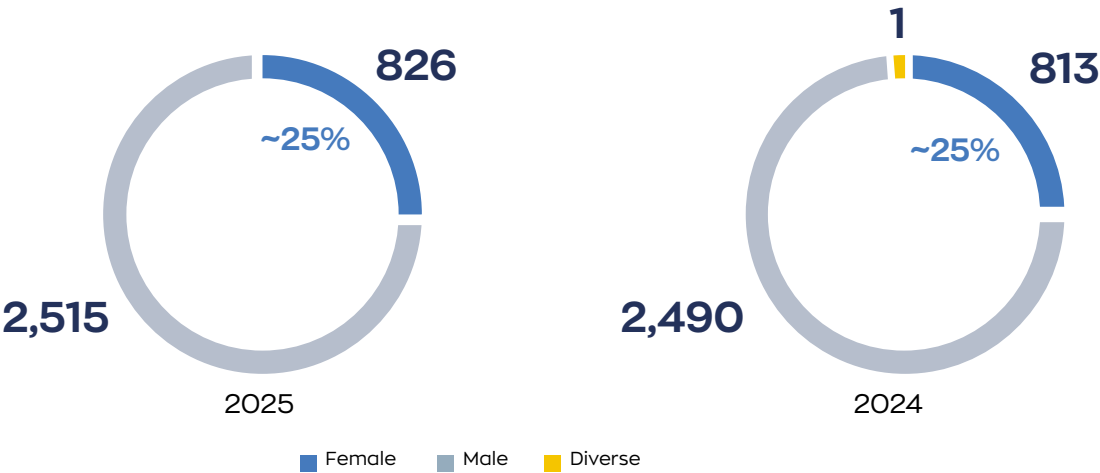
Female representation



Our dedication to gender equality forms a cornerstone of our organizational ethos. Although, the domain of labor-intensive lead production isn't recommended for female employees due to precautionary reasons, nevertheless, we strive for our policies and practices to foster a non-discriminatory environment, and we actively support and empower women in all areas, promoting their growth and contributions across diverse roles. Our dedication to gender equality is reflected in our continuous efforts to provide equal opportunities and maintain a balanced workforce, ensuring that all employees, regardless of gender, can thrive and succeed within the roles they elect.

Specifically in 2025, the proportion of female employees at Sunlight Group remained stable, reflecting our sustained commitment to maintaining strong representation of women within our workforce. We firmly believe that women bring invaluable perspectives, talent, and leadership to our Group, and we remain dedicated to creating an environment where they are supported, empowered, and given equal opportunities to grow. This consistency demonstrates our successful and ongoing efforts to champion gender diversity and ensure that women continue to thrive across all areas of the organization.

In 2025, the number of female employees reached **826²¹**, with **192 new hires**.

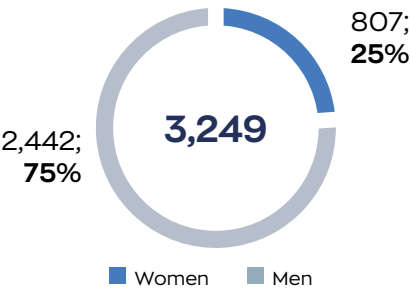


Building on our commitment to gender equality and the empowerment of women within our workforce, the following graphs provide a detailed overview of the **gender distribution among total permanent employees** at Sunlight Group in 2025. The proportion of female permanent and full-time employees remained consistent with 2024 levels, reflecting our sustained focus on fostering gender diversity and creating an inclusive workplace.

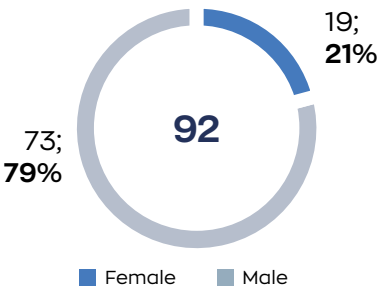
~25% female workforce in 2025

²¹ Taking into account the labor-intensive lead production in which women do not engage for precautionary reasons.

Total permanent employees of Sunlight Group in 2025 per gender



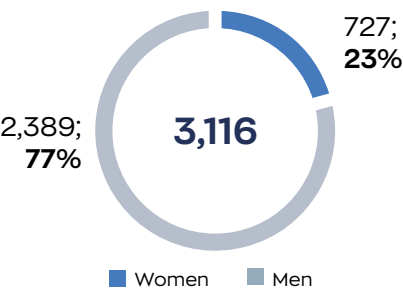
Total temporary employees of Sunlight Group in 2025 per gender



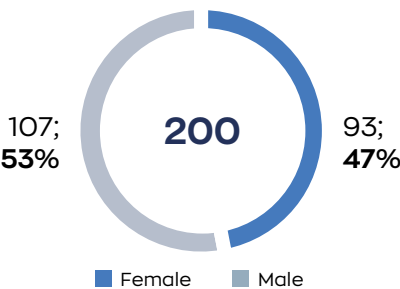
Distribution of employees per region

Greece	Germany	UK	Italy	USA	France	Romania	Spain	Australia	Portugal
Total employees									
1536 (46%)	1306 (39%)	76 (2%)	97 (3%)	271 (8%)	16 (0.5%)	6 (0.2%)	10 (0.3%)	12 (0.4%)	11 (0.3%)
Total permanent employees									
1500 (46%)	1258 (39%)	76 (2%)	90 (3%)	271 (8%)	15 (0.5%)	6 (0.2%)	10 (0.3%)	12 (0.4%)	11 (0.3%)
Total temporary employees									
36 (39%)	48 (52%)	0 (0%)	7 (8%)	0 (0%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total full-time employees employees									
1533 (49%)	1109 (36%)	72 (2%)	92 (3%)	260 (8%)	14 (0.4%)	4 (0.1%)	10 (0.3%)	12 (0.4%)	10 (0.3%)
Total part-time employees									
3 (1.5%)	172 (86%)	4 (2%)	5 (2.5%)	11 (5.5%)	2 (1%)	2 (1%)	0 (0%)	0 (0%)	1 (0.5%)

Total full-time employees of Sunlight Group in 2025 per gender



Total part-time employees of Sunlight Group in 2025 per gender



Towards this direction, in 2025 we intensified our efforts to enhance **women representation in managerial positions**, providing opportunities for development and advancement. Most notably, the representation of women in managerial positions rose to 24%, up from 17% — a significant advancement that underscores our deliberate and sustained commitment to cultivating a robust pipeline of female leaders across every level of the Group. Empowering women to step into managerial and leadership roles remains a strategic priority, as we firmly believe their perspectives, talent, and expertise are essential to our continued success.

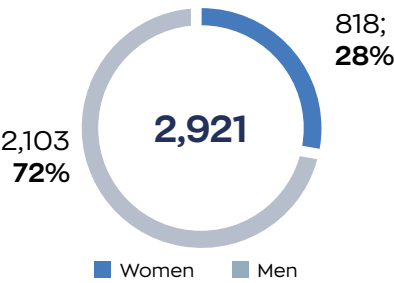
As our commitment to gender diversity is integral to our broader goals of inclusivity and equity, we strive to further progress in our gender equality efforts and continuously focus on fostering an environment where

women can advance into leadership roles. By shaping supportive pathways that encourage and facilitate the progression of women into managerial positions we aim to further ensure that our leadership teams benefit from diverse perspectives and experiences.

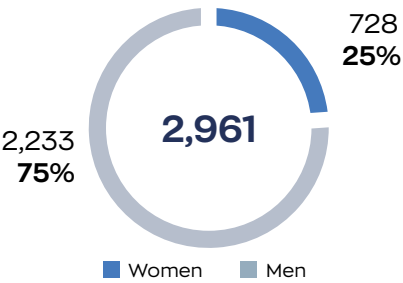
Moreover, central to this commitment is our strategic focus on **recruiting senior management from local communities**, thereby strengthening our ties and contributing to regional prosperity. This significant indicator underscores our support for the communities that form the backbone of our operations and reflects our ongoing efforts to foster sustainable growth and development within these regions.

Moreover, in 2025, the percentage of **women and men in entry and mid-level positions** remained relatively steady, reflecting our consistent commitment to maintaining gender diversity and inclusivity across various levels of the Group.

Entry and mid-level positions held in 2025 per gender



Entry and mid-level positions held in 2024 per gender



Equal Pay

At Sunlight Group, we are steady in our commitment to fair and competitive remuneration practices, aiming at equal pay for equal work irrespective of gender or any other personal characteristic. Our dedication to fostering a culture of meritocracy, transparency, and inclusivity is reflected in our compensation strategies, designed to recognize and reward individual contributions while maintaining equity across the organization.

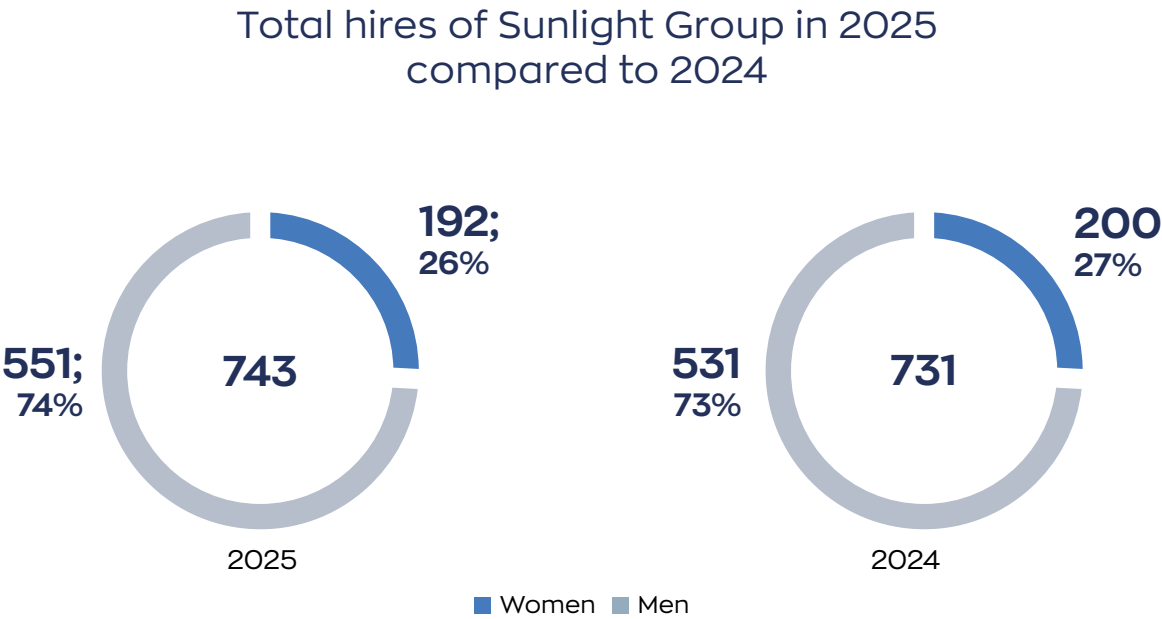
- **Compensation Structure:** Our compensation packages are tailored to align with both the role and location, consisting of a fixed and a variable component. The variable component is performance-based, linked to the achievement of clearly defined targets established at the beginning of each year. These targets encompass individual goals as well as team-specific and Group-wide objectives, ensuring that performance metrics drive reward outcomes.
- **Benefits:** In addition to competitive salaries, Sunlight Group offers a range of benefits such as company cars, fuel cards, ticket restaurants, and pension plan contributions. These benefits are extended to employees based on specific roles and seniority levels, in accordance with internal policies and market standards.

By prioritizing equal pay and aligning remuneration with performance and merit, Sunlight Group reinforces its commitment to creating an environment where every employee is valued and incentivized to excel.

Inclusiveness in our hires

At Sunlight Group, we are unwavering in our commitment to cultivating a dynamic and diverse workforce, enriched by the vitality of emerging talents. These young professionals invigorate our organization with their fresh perspectives and innovative ideas, serving as catalysts for our ongoing growth and development. We are dedicated to creating pathways that enable the younger generation to refine and expand their skills, convinced that empowering these future leaders not only fosters their personal advancement but also propels the progress of our organization.

In our relentless pursuit of exceptional talent, we uphold the highest standards. Our aim is to build teams composed of visionary thinkers who possess formidable backgrounds, deep expertise, and strategic acumen, all anchored by a developmental mindset. Through this commitment, we ensure that Sunlight Group remains at the vanguard of innovation and excellence.



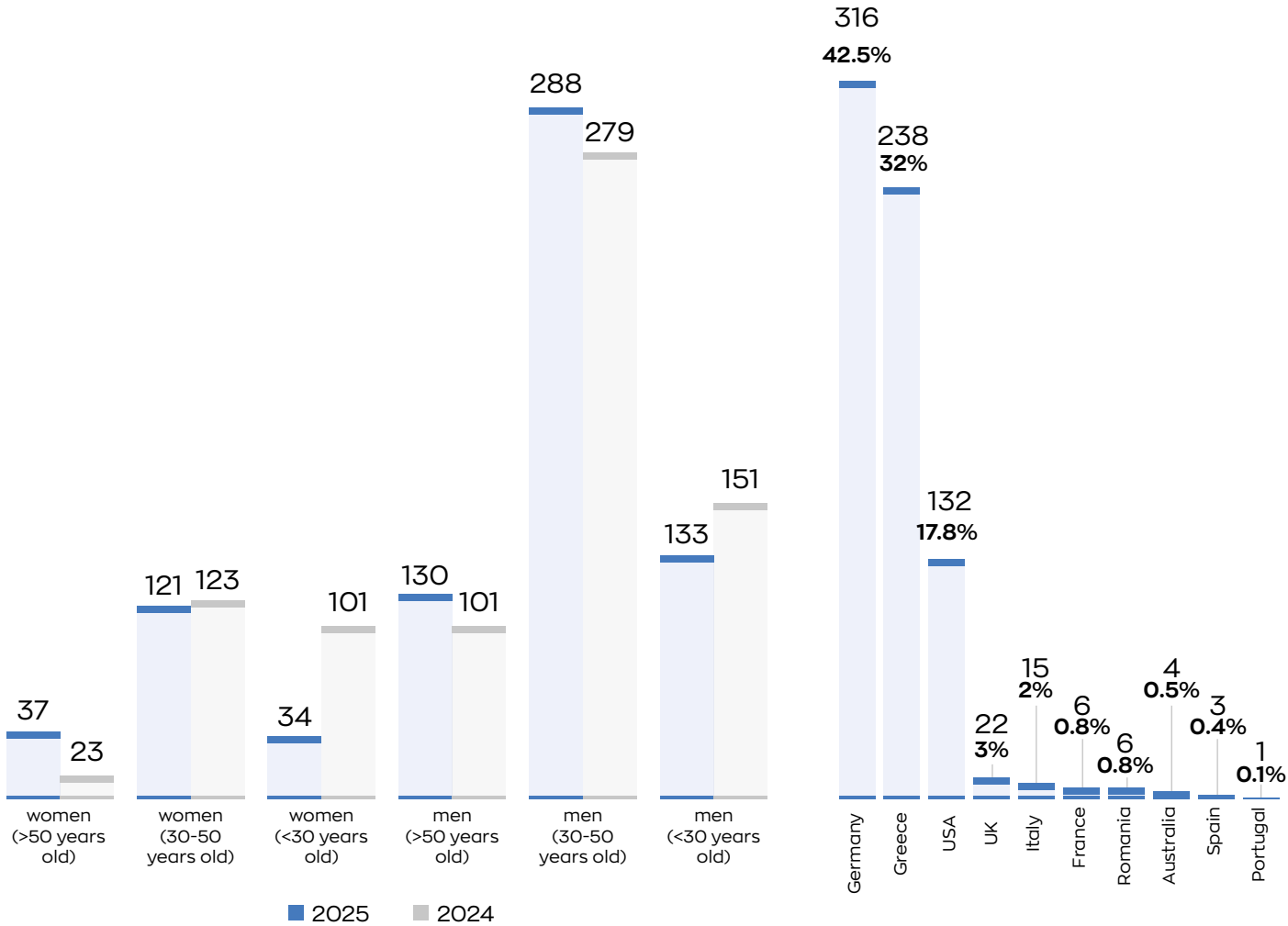
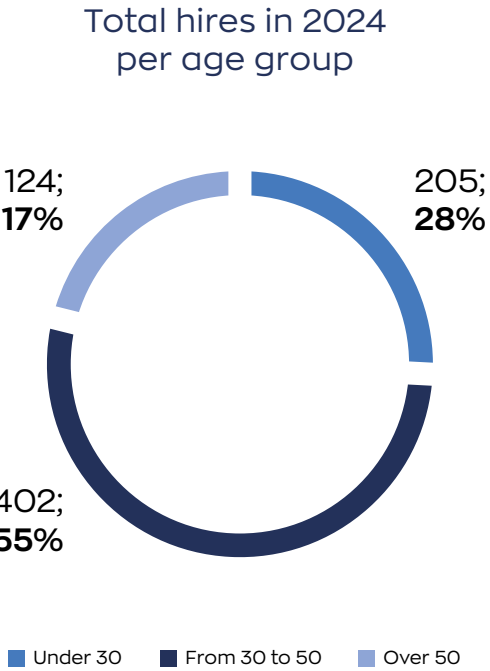
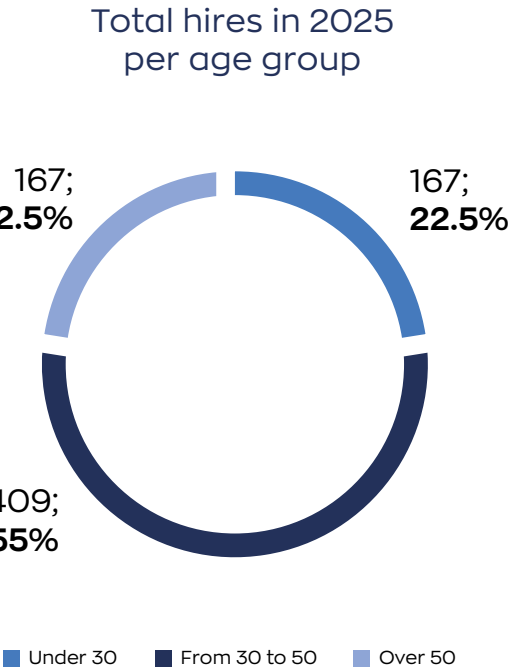
In 2025, Sunlight Group successfully onboarded a total of **743 new employees, reaching a 22% employee hire rate.**

In 2025, Sunlight Group strategically expanded its workforce by bringing in a diverse group of new employees, with a significant 78% of these hires being under the age of 50. This focus on attracting younger talent underscores our commitment to fostering

a dynamic and innovative work environment. The following graph provides a detailed demographic breakdown of our new hires, highlighting the age distribution and illustrating our efforts to integrate vibrant, fresh perspectives into our team.

Total hires in 2025 per age and gender

Total hires in 2025 per region

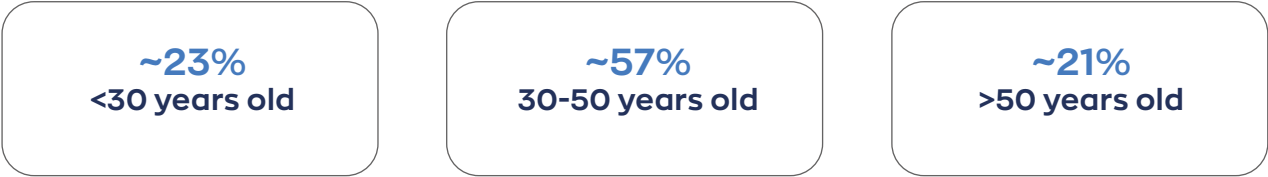


Turnover rates

In 2025, Sunlight Group experienced an **employee turnover rate of around 19%**, driven by strategic business adjustments and organizational transformations. This increase reflects the dynamic nature of our evolving business landscape as we adapt to new challenges and opportunities.

The following graphs offer a detailed analysis of the transition data, categorizing employee changes by type—full-time and part-time—and illustrating total departures segmented by gender and age.

Turnover per age category of employees in 2025



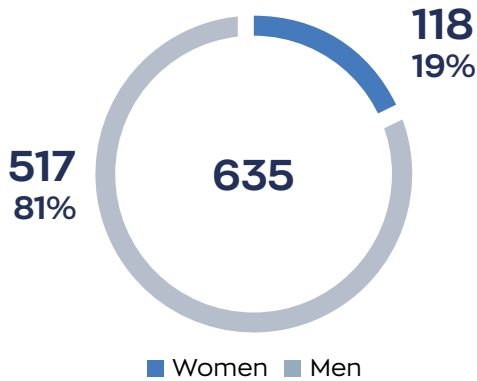
Turnover per type of employees in 2025



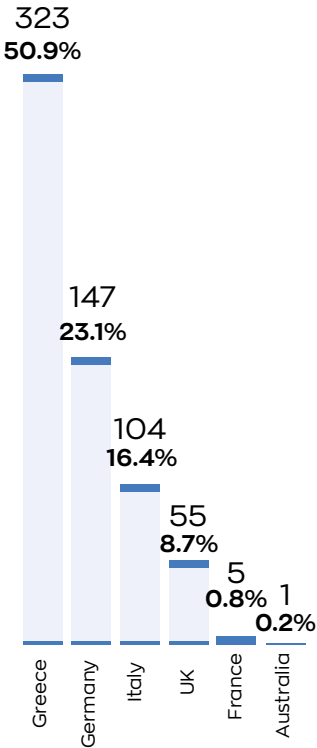
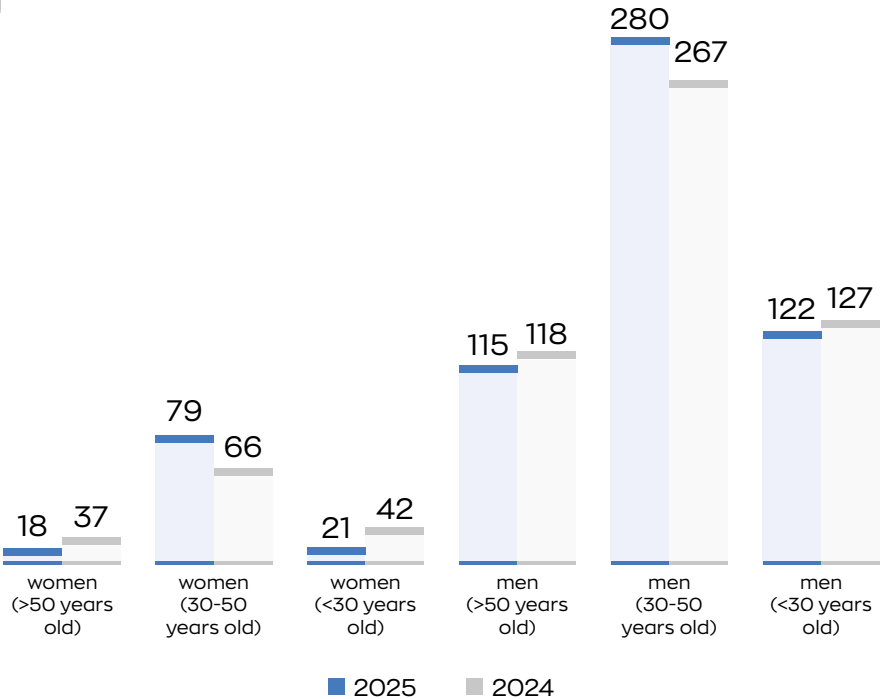
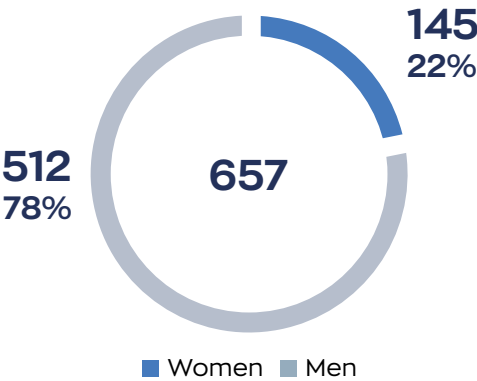
Total departures in 2025 per age and gender

Total departures in 2025 per region

Gender composition of total departures in 2025



Gender composition of total departures in 2024



Training & development

The Group has boldly embarked on a mission to elevate the technical and interpersonal competencies of our workforce through an extensive array of development and training programs. We remain dedicated to our commitment to fostering a culture of continuous learning, empowering our employees with the essential tools and knowledge needed to excel in an ever-evolving professional landscape.

Recognizing the importance of adaptability in today’s dynamic market, we have initiated several strategic programs designed to facilitate retraining and upskilling opportunities. These initiatives not only enhance our team’s capacity for growth but also ensure that we remain at the forefront of industry innovation. By investing in our workforce, we are cultivating a resilient and agile organization poised to meet the challenges of tomorrow with confidence and expertise.

€899,468 were totally spent on employee training in 2025

Technical Training

Leadership Development

Language Courses

Compliance Training

In 2025²², Sunlight Group provided 6,568 training hours to 2,915 employees with female employees receiving an average of 9.9 training hours compared to 7.1 hours for male employees, while the average training hours per employee was reported around 2 hours. Focus was placed on technical training, including environmental aspects, leadership development, language proficiency, and compliance education.



²² The indicators of "total training hours" and "average training hours per employee" exclude the entities of Triathlon in the UK, Sunlight Batteries USA Inc., JT Energy Systems GmbH, and Battery Components Ltd. Furthermore, the indicators of "average training hours per gender" refer to the entities Sunlight Group Energy Storage Systems S.A., PBM Srl, Sunlight Italy Srl, Sunlight Recycling S.A., Sunlight Technosystems S.A., Triathlon Battery Solutions PTY, Sunlight Batterias Espana SL and Logbatind Lda.

Technical Training



Lean Manufacturing

Sunlight Group places a high priority on equipping its workforce with state-of-the-art technical expertise, particularly in lean manufacturing. This training aims to enhance efficiency and reduce waste in production processes, ensuring that employees are adept at implement-ing streamlined operations that contribute significantly to the company's innovation strategy.



Project Management

Effective project management is critical for maintaining high productivity and meeting strategic objectives. Sunlight Group provides training in project management skills to ensure that employees can successfully plan, execute, and oversee projects, aligning them with organizational goals and driving continuous improvement.



Industry 4.0

Recognizing the importance of digital transfor mation, Sunlight offers comprehensive training in Industry 4.0 technologies. Employees are taught to integrate smart technologies into manufacturing processes, fostering a culture of innovation and staying ahead of technological advancements in the industry.



Triathlon Training

In Germany, Triathlon Training GmbH conducts 37 product-specific training sessions for employees, investing almost 1,900 hours to enhance technical expertise. These sessions ensure employees remain knowledgeable about the latest product developments, reinforcing Sunlight's commitment to innovation.

Leadership Development



Executive MBAs

Sunlight Group collaborates with IMD Business School in Switzerland to offer Executive MBA programs to its executive team. These programs are designed to enhance leadership capabilities, equipping senior leaders with the skills necessary to drive strategic initiatives and lead effectively in a dynamic business environment.



Leadership Academy

Tailored for team leaders at the Xanthi manufacturing facility, Sunlight Group's leadership academy, in partnership with SEV IVEPE, focuses on managing workload and team performance. The program addresses employee engagement and retention, ensuring leaders can effectively manage their teams and contribute to a positive workplace culture.



Mini MBA Program

To support career development and increase retention, Sunlight offers a six-month Mini MBA program in collaboration with Alba Business School. This initiative targets employees across various functions and levels, providing them with business administration expertise that fosters professional growth and prepares them for future leadership roles.



Part-time Study

Triathlon Holding GmbH in Germany offers part-time study programs in partnership with local universities and academies. These programs aim to develop young talents, providing rolespecific training to keep employees updated on digitalization and legislative changes, such as tax law and health and safety.

Language Courses



English

As Sunlight Group expands globally, proficiency in English is essential for facilitating international cooperation. Language courses are offered to employees to enhance communication skills and support the integration of newly acquired subsidiaries, promoting a cohesive and collaborative work environment.



Greek

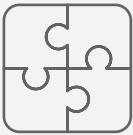
Language training in Greek is provided to employees to ensure smooth operations within the local context. This initiative supports effective communication and collaboration among teams, reinforcing Sunlight’s commitment to fostering a culturally inclusive workforce.



German

The provision of German language courses is crucial for Sunlight Group’s operations and for smooth collaboration. By encouraging employees to learn German, Sunlight enhances crossfunctional collaboration and strengthens ties with German-speaking partners and subsidiaries.

Compliance Training



Code of Conduct

To uphold ethical standards, Sunlight Group mandates compliance training on its Code of Conduct. This training ensures employees understand the company’s values and ethical principles, fostering a culture of integrity and accountability throughout the organization.



Data Protection

With increasing emphasis on data privacy, Sunlight provides training on data protection regulations. Employees are educated on safeguarding sensitive information, ensuring compliance with legal standards and protecting the company from data breaches and privacy violations.



ESG Matters

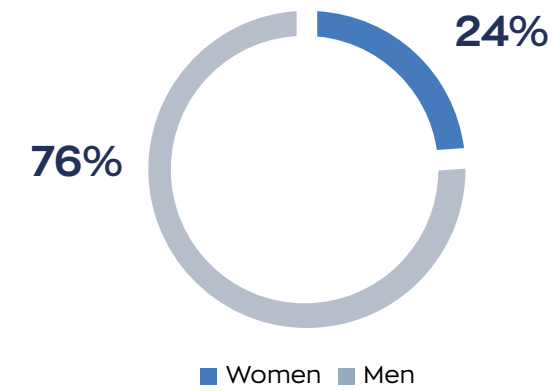
Environmental, Social, and Governance (ESG) training is a key component of Sunlight’s compliance initiatives. Employees learn about sustainable practices and social responsibility, aligning their actions with the company’s commitment to ethical business practices and environmental stewardship.



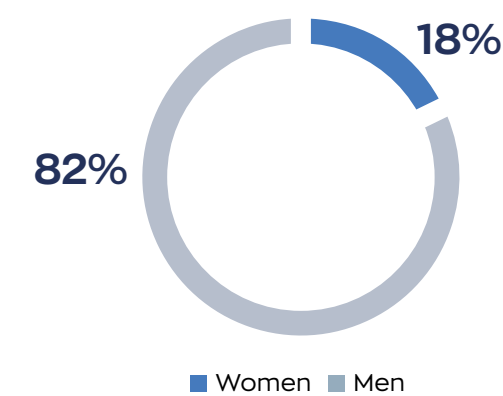
Recognizing the unique contributions of each individual, we have made concerted efforts to ensure balanced participation in our training programs among employees of different genders. By actively engaging both male and female employees in these initiatives, we aim to cultivate a dynamic environment where everyone is empowered to enhance their

skills and advance their careers. Among the Group’s workforce, nearly 85% of female employees and approximately 88% of male employees engaged in training programs. The following charts offer a comprehensive visualization of the composition of trainees within our organization for the years 2025 and 2024.

Employees participating in training in 2025 per gender



Employees participating in training in 2024 per gender²³



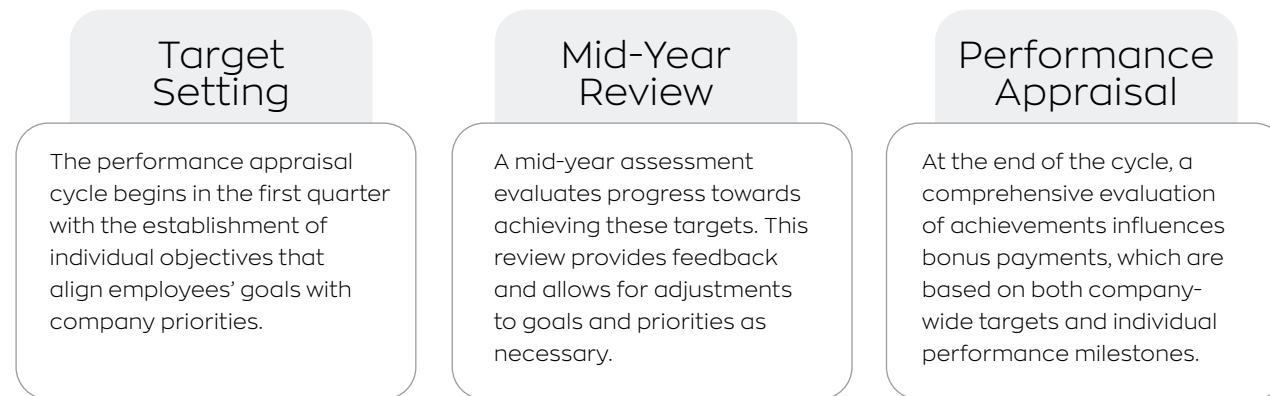
²³ The data in the graph exclude the figures of the subsidiaries in USA.

Performance and career development reviews

In today's dynamic business environment, fostering a culture of continuous improvement and career development is paramount for organizational success.

Our Group is dedicated to nurturing talent and enhancing employee capabilities through systematic performance reviews.

Target setting and performance review

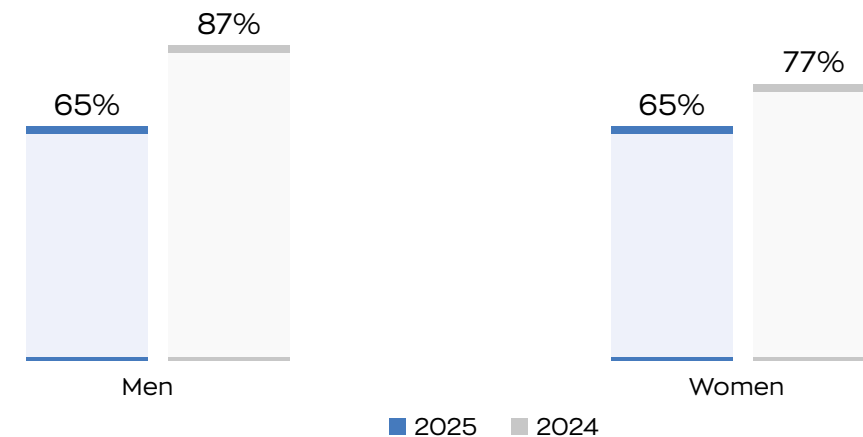


The Group has implemented an annual target-setting and performance review process designed to foster continuous improvement and align individual contributions with the strategic and financial objectives. People Managers consistently conduct regular performance reviews throughout the year,

providing constructive feedback and setting clear Key Performance Indicators (KPIs). The structured **three-step approach** ensures transparency and accountability but also nurtures a motivated workforce dedicated to excellence.

In 2025²⁴, **65% of our workforce actively participated in regular performance evaluations**. This initiative reflects our ongoing commitment to providing valuable feedback, setting clear objectives, and promoting career advancement. Annual performance review participation comprised 75% male employees and 25% female employees, with strong engagement maintained throughout the organization. In Greece specifically, 397 white-collar employees participated in the annual performance review process. As we continue to refine and expand our performance review framework, our goal is to ensure that an even greater share of employees benefit from structured, meaningful career conversations in the years ahead. These efforts highlight our proactive approach to cultivating an inclusive and progressive workplace where every employee is empowered to reach their full potential.

Percentage of employees who received a regular performance and career development review per gender



²⁴ The indicator excludes information from Sunlight Batteries USA Inc.

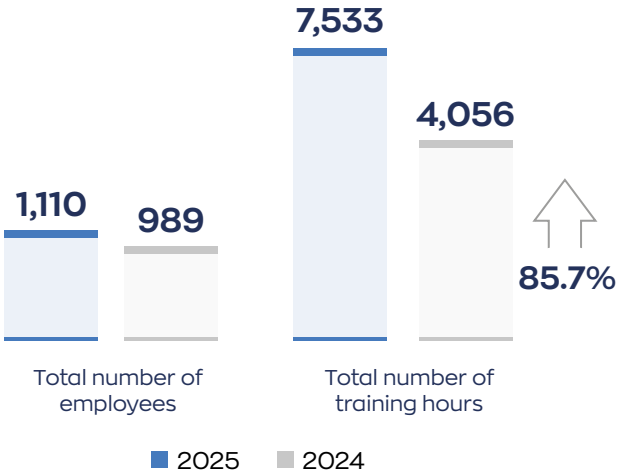
Health & safety management systems

At Sunlight Group, the health and safety of our employees are paramount. We are committed to cultivating a robust Health & Safety Management System that surpasses industry standards. A key component of our approach is the comprehensive tracking and enhancement of training hours and participation in health and safety programs across our industrial and operational facilities²⁵.

1,110 employees engaged in Health & Safety training sessions across all our facilities contributing to a **85.7%** increase in total training hours

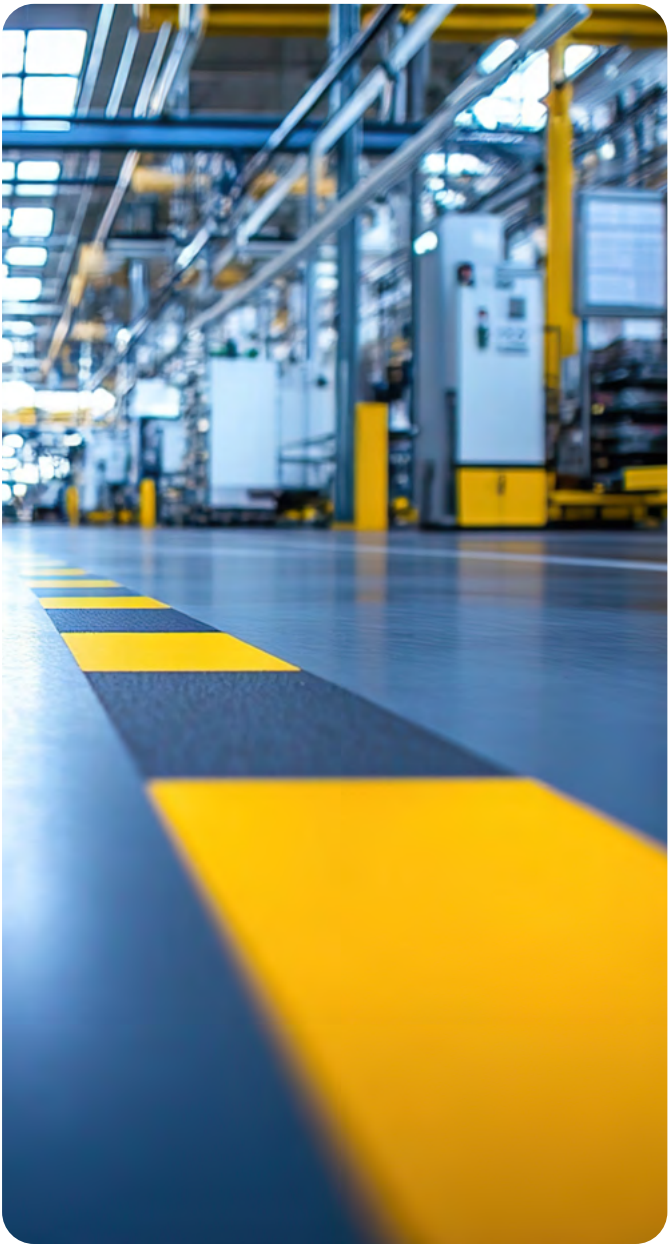
Constantly over the years, the organization has prioritized the development of a knowledgeable and skilled workforce, ensuring that health and safety remain at the forefront of its operational practices. Our dedication is reflected in the steady growth in both the number of employees participating in training sessions and the total hours devoted to these initiatives. Specifically in 2025, we witnessed a surge in engagement, with 1,110 employees engaged in H&S training sessions across all our facilities, compared to 989 in 2024 and 975 in 2023, highlighting a consistent upward trend in involvement. Moreover, the total number of training hours reached 7,533 in 2025, which is 3,477 additional hours compared to 2024. Finally, in the reporting period only eight traffic accidents were recorded, reflecting the effectiveness of our occupational health and safety programs.

Total training hours and number of employees who participated in H&S trainings



	2025	2024
Lost Time Injury Frequency Rate (LTIFR)	1.34	1.29
Total Recordable Injury Rate (TRIR)	2.37	3.99
Severity Indicator	16.37	11.56

*Based on OSHA standard



²⁵ The indicators exclude information from the following entities: AIM Batterie Vertriebs GmbH Fürth, AIM München Vertriebs GmbH, AXCELLON GmbH, JT Energy Systems GmbH, STUBA Stuttgarter Industriebatterien GmbH, Sunlight Batteries USA Inc. and Ubatt GmbH.

We expect every business partner, employee, executive, and member of the management team to uphold these standards relevant to:

Health and Safety compliance

All business partners, employees, executives, and management team members must adhere to health and safety regulations in their daily workplace tasks.

Reporting unsafe conditions

Immediate reporting of any unsafe conditions and incidents to supervisors and the Health and Safety Department is expected.

Knowledge of guidelines and legislation

Being informed about the guidelines pertinent to their tasks and applicable legislation is mandatory.

Accident and disease prevention

Active engagement in preventing workplace accidents and the spread of infectious diseases is essential.

Training and awareness

Participation in relevant training and awareness programs is necessary to ensure safety knowledge and skills.



H&S Trainings

 First aid	 Firefighting
 Overall Safety Instructions	 Special trainings ²⁶
 Forklift	 Crane
 Use of acid	

Occupational health and safety management system

Sunlight Group is deeply committed to upholding the highest standards of occupational health and safety through a comprehensive policy framework. Our approach is meticulously aligned with legal mandates, including the Occupational Safety and Health Administration (OSHA) and the European Platform for Adult Learning and Education (EPAF) regulations, and is further reinforced by adherence to globally recognized ISO management systems—specifically ISO 45001 for Occupational Health and Safety Management Systems.

Understanding the critical importance of risk management, Sunlight Group proactively implements sophisticated procedures designed to minimize health and safety risks. Through rigorous hazard analysis, we identify potential adverse impacts and take decisive preventative measures in high-risk areas. Our strategy encompasses the deployment of personal protective equipment (PPE), targeted training programs, and advanced engineering controls, all aimed at safeguarding our workforce.

²⁶ On demand trainings depending on workplace specifics.

Well-being of our employees

We are devoted in our dedication to fostering a workplace where the well-being of our employees is held in the highest regard. We strive to create an environment where respect and inclusivity are not just principles, but foundational elements of our culture. Through our comprehensive initiatives, we

are dedicated to elevating both physical and mental wellness, championing healthy lifestyles and behaviors that empower our workforce.

Depending on local context and regulations, the Group provides the following benefits, designed to significantly enhance the well-being of our workforce.



Health insurance



Life insurance



Participation in a blood donation bank, promoting solidarity and social responsibility



Sports and wellness programs (e.g., basketball, Pilates sessions)



Access to in-house Company Doctor



Cardio Care Program, focusing on the prevention and early detection of cardiovascular risks

To ensure we continuously meet the evolving needs of our workforce, employee wellbeing is regularly assessed through satisfaction surveys, helping us adapt and enhance our programs over time. In 2025, the average score of the Employees’ Survey wellbeing-related questions reached 61%.

Lastly, it is also worth noting that the Group is about to roll-out a unified, cloud-based **Human Resources**

Management System (HRMS), marking a key milestone in its digital transformation journey. This platform is designed to streamline core HR processes, enhance the accuracy and accessibility of employee data, and support data-driven decision-making across all locations.



Protection of human rights

Sunlight Group holds human rights as a cornerstone of our values and decision-making processes, reflecting our commitment to fostering a respectful and secure workplace. We have instituted a comprehensive policy designed to prevent violence and harassment, ensuring that every employee experiences a dignified and safe environment. By prioritizing human rights, we affirm our dedication to steering clear of any involvement in conflicts, violations, or abuses, cultivating a culture where dignity and respect are paramount. The commitment serves as a guiding principle in our operations, empowering our workforce to thrive in an atmosphere of inclusivity and mutual respect. As we continue to evolve, we remain resolute in our mission to uphold these fundamental rights, reinforcing our dedication to ethical practices and social responsibility.

Policy on preventing and addressing violence and harassment at the workplace

We have implemented robust measures to prevent and address all forms of violence and harassment, including sexual harassment within the workplace. Consistent with our commitment to transparency and accountability, we have established effective and confidential internal reporting mechanisms to encourage all employees to voice their concerns without fear of victimization or retaliation.

Child & compulsory labor

Our Group strictly complies with all relevant laws regarding minimum age requirements for employment and explicitly prohibits the hiring of individuals under 18 years of age. We maintain a zero-tolerance policy towards child labor, ensuring that no incidents of child exploitation or mistreatment occur within our operations.

Harassment, bullying and abuse

In adherence to principles of human existence and dignity, any form of non-verbal or verbal abuse of authority, including bullying, violence, harassment, or mistreatment, is strictly prohibited and will not be tolerated.

Anti-Fraud Policy

Sunlight Group maintains a zero-tolerance approach to fraud, money laundering, terrorist financing and all forms of financial crime. Through its Anti-Fraud Policy, which forms part of the Group's Integrated Management System (IMS), the Company is committed to conducting business ethically, transparently and in compliance with applicable legal and regulatory requirements. The Policy establishes principles and controls for preventing, detecting, reporting and responding to fraudulent or unlawful activities, while promoting due diligence, effective internal controls, accountability and a culture of integrity across all operations and business relationships.



Social commitment

61 Building thriving communities



Building thriving communities

At the heart of our corporate responsibility initiatives is a persistent dedication to nurturing vibrant and thriving communities. We actively develop a proactive and ongoing strategy to support the needs of the communities the Group companies live and thrive in. In this context, Sunlight annually grants donations and sponsorships to entities, for the purposes of improving the quality of life of local communities, supporting education and training activities or environmental initiatives and enhancing health, emergency and rescue services.

Every year, we aim to extend our support to **vital organizations**, including **health, emergency, and rescue services**, ensuring that they have the resources needed to operate effectively and enhance community welfare.

€28,650 spent in 2025 in corporate social responsibility initiatives

Donations & sponsorships policy

The Donations & Sponsorships policy sets the specific transparent and mandatory procedures to be followed by Sunlight Group companies when assessing and granting donations or sponsorships based on the action areas defined by the Corporate Affairs & Sustainability Department's strategy.

2025 donations

Primary Schools

Sunlight Group and Sunlight Recycling donated books and games to the primary schools of Roditi-Komotini & Evlalo-Topiros.

Special Primary School

School Committee of Ehinós Muslim Minority School - renovate the special primary school of Ehinós. Sunlight Group took actions to improve the energy efficiency of the building and the facilities for the students. All WC facilities were reconstructed, created a library area and painted all the common areas of the school.

N. Olvio High School

Sunlight Group offered a school trip to Athens of the N. Olvio high school. All the students of the 3rd class had the opportunity for a 3 days trip to Athens to visit and attend cultural events and to visit Sunlight Group HQ

2025 sponsorships

ECOACTIVE, local NGO Komotini

Sponsoring the 1st school competition «ZEROWASTER Hacker».



XanthiRunners

Sponsoring the 11th DEMOCRITUS HALF MARATHON XANTHI. Sunlight Group was the Official Sponsor of the 5km Race. It is worth to be noted that the Sunlight Group was the most populous team.

Toxotes Environmental & Cultural Association

World Environment Day 2025 - Toxotes Community. The aim was to support cleaning activity for the benefit of the local communities. Sunlight Group & Sunlight Recycling sponsored the event which activated the local community.

Donations

Ehinos Muslim Minority School

Sunlight Group delivered a comprehensive upgrade of the Special Primary School of Ehinos, focusing on both energy efficiency and the overall student environment. Key interventions included the full reconstruction of all WC facilities, the creation of a dedicated library area to support learning, and the refurbishment of all common spaces through repainting. These actions collectively enhanced the functionality, sustainability, and quality of the school's infrastructure.

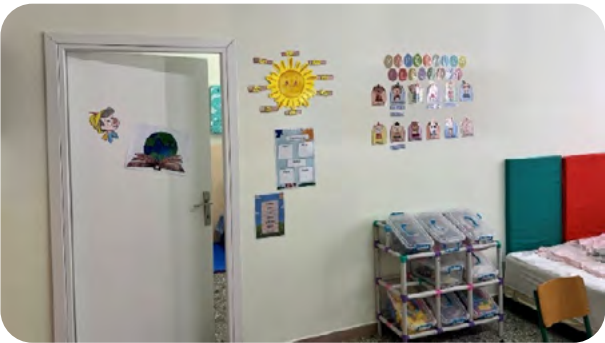


N. Olvio High School

A three-day educational visit to Athens for all 3rd-grade students of N. Olvio High School was facilitated, fostering exposure to cultural and professional environments. The program included participation in cultural activities as well as a visit to Sunlight Group's headquarters, providing students with valuable insights into both the cultural landscape of the capital and real-world business operations.

Primary Schools

Sunlight Group and Sunlight Recycling, supported local communities through the donation of educational and recreational materials to the primary schools of Roditi-Komotini and Evlalo-Topiros. The initiative contributed to enhancing the learning experience and promoting student engagement through access to books and games.



Sponsorships

Xanthi Runners

Sunlight Group supported the 11th Democritus Half Marathon in Xanthi, serving as the official sponsor of the 5km race. Notably, Sunlight Group fielded the largest corporate team in the event, demonstrating strong employee engagement and active contribution to promoting community sports and wellbeing.

ECOACTIVE

Sunlight Group supported the local NGO ECOACTIVE (Komotini) in launching the 1st school competition, «zEROWASTER Hackers», aiming to promote environmental awareness and sustainability among students, and encourage innovative thinking and active engagement on waste reduction practices.

Toxotes Environmental & Cultural Association

Sunlight Group, in partnership with Sunlight Recycling, supported World Environment Day 2025 through a community-driven clean-up initiative in Toxotes. The sponsorship aimed to benefit the local community by promoting environmental stewardship, while actively engaging residents in collective action to enhance the area’s cleanliness and sustainability.



Our social impact is reflected through our commitment to corporate social responsibility (CSR) with financial contributions aimed at supporting community well-being. In 2025, we maintained a high level of CSR spending, amounting to €28,650 underscoring our dedication to making a meaningful impact through strategic donations and sponsorships.

The Group’s activities and initiatives generate both direct and indirect economic advantages for society by bolstering local economies, enhancing community infrastructure, and creating employment opportunities within the realm of event management, as well as driving job growth. Moreover, sustained investments in human capital lead to the continuous enhancement of local workforce skills and employment

prospects. Collectively, these efforts contribute to the Group’s positive impact on social cohesion, talent development, and its role in contributing to environmental restoration.

Particular focus is directed towards actively supporting education initiatives and fostering the development of future professionals, while raising

awareness about the pivotal role of innovation, technology, and sustainability. This growing commitment to local communities, fostered through education and community engagement, was highlighted through a range of actions in 2025, including the following three case studies:



Sunlight Academy: 2025 marks a milestone year with 1,000 student visits in Xanthi and Komotini

Sunlight Group, a member of the Olympia Group and a global leader in integrated and innovative energy storage technologies, has designated 2025 as a milestone year for Sunlight Academy, as it welcomed 1,000 students to its state-of-the-art facilities in Xanthi and Komotini. This number—double compared to 2024 and quadruple compared to 2023—confirms the initiative’s rapid evolution into an institution that connects the younger generation in Greece’s regions with technological innovation.

Through Sunlight Academy, the company consistently invests in the educational community, welcoming students from Central and Eastern Greece. Visits take place at Sunlight’s Industrial Complex in Xanthi and its Recycling Plant in Komotini, offering young people the opportunity to experience up close the core of the production process and technological innovation. The initiative aims to enhance students’ understanding of the scale of operations within a state-of-the-art industrial facility, offering them the chance to observe the facility operations closely and engage in discussions with production executives.

Sunlight Academy aims to assist young people explore their career paths by providing stimuli and experiences from a real-world, high-tech work environment, helping them shape their own vision for the future.

While strictly adhering to health and safety protocols within the production process, Sunlight Group opts to keep its facilities open and accessible to the educational community, recognizing that direct contact with technology is irreplaceable.

“We view our facilities as a living laboratory. We believe that Sunlight Academy offers not just a tour, but direct access to energy technology and the broad ecosystem of professions developing around it. Our goal is to stimulate curiosity so that young people can envision their future and create it starting in their own community,” said Kostas Paspalas, Xanthi Complex General Director.

Educational institutions, including high schools, vocational training institutes and university departments interested in organizing visits for their students, may submit their requests by sending an email to: academy@sunlight.gr.



Good governance

- 67** Board of Directors
- 68** Governance structure
- 69** Ethical business conduct & policies
- 71** Supply chain management
- 77** Commitment to cyber security
- 77** Prioritizing data privacy



Board of Directors

Good governance is the cornerstone of our operations at Sunlight Group, ensuring the highest standards of integrity, transparency, and accountability in every aspect of our activities. Our unwavering commitment to good governance is embodied in a robust framework that meticulously guides our decision-making processes and cultivates a culture of ethical behavior and stringent compliance.

The governance of our Group is entrusted to the Board of Directors* (BoD), consisting of five members and elected by the Group's General Assembly. The election process follows the standards and policies established by the Shareholder Olympia Group, ensuring a thorough and transparent nomination procedure. ESG achievements and critical updates, including EcoVadis rating assessment results, are regularly communicated to the Board. In 2025, we reached a significant milestone in our commitment to diversity and inclusion by successfully increasing the representation of women on our Board to 20%. This achievement highlights our dedication to cultivating a balanced and inclusive leadership team, which we believe is crucial for achieving sustainable growth. Moreover, the age spectrum of the BoD members ranges from 44 to 65 years, while the average age is 58 for the BoD members. The enhanced diversity within our Board embodies our core values and fortifies our governance by incorporating a broader spectrum of perspectives and experiences. To advance the collective knowledge and expertise of the Board on ESG matters, all Board members completed comprehensive sustainability training in 2024, ensuring the governance body possesses the necessary skills and understanding to effectively oversee our sustainability initiatives and performance.



Lampros Bisalas
Group CEO
Executive BoD Member



Matthias Fischer
BOD Chairman (effective July 2025) & Independent Non-Executive, Chairman of the Strategic Planning Committee, Member of the Audit Committee, Member of the Remuneration & Nominations Committee, Member of the Compliance Committee



Andreas Athanasopoulos
Non-executive BoD member and Member of the Audit Committee



Michel Govaert
Independent Non-Executive Director - Chairman of the Audit, Chairman of the Compliance Committee, Member of the Remuneration & Nominations Committee

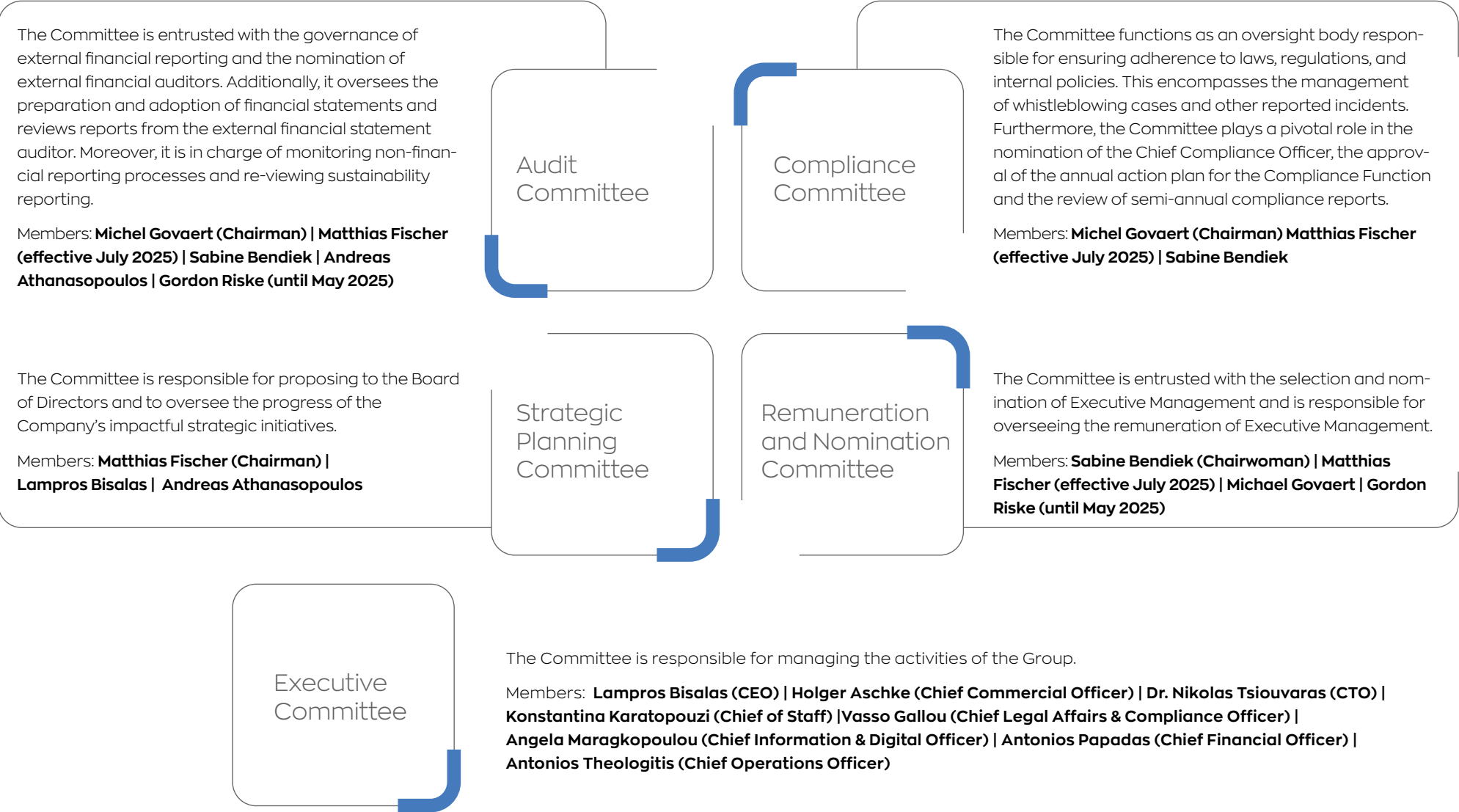


Sabine Bendiek
Independent Non-Executive Director - Chairwoman of the Remuneration & Nominations Committee, Member of the Audit Committee, Member of the Compliance Committee

* The information in this section regarding the BoD is as of 31 December 2025. Board members during 2025 prior to this date included: Gordon Riske, Chairman and Independent Non-Executive (until June 2025); Martin Hartmann, Executive BoD Member (until February 2025); Dr. Peter Lamp, Independent Non-Executive Director (until October 2025); and Francis Wang, Independent Non-Executive Director (until July 2025).

Governance structure

The Board of Directors (BoD) elects the Managing Director of the Company and establishes various committees that include expert members. The committees are designed to provide specialized oversight and guidance on critical areas of the company’s operations, ensuring that decisions are informed by expert knowledge and industry best practices. This structure helps to enhance the governance and strategic direction of the company, fostering a robust and effective leadership framework.



Ethical business conduct & policies

Corporate culture

At Sunlight Group, compliance with applicable laws and regulations is integral to our vision and strategy. The independent Compliance Committee and Compliance Function serve as key guardians and interpreters of our Compliance program, reporting directly to the Board of Directors to ensure its effective implementation and promote a culture of adherence to our principles and values. We conduct business with the highest standards of corporate governance and ethical behavior. At Sunlight Group, our commitment to adhering to the prevailing legal, regulatory, and supervisory framework is clearly demonstrated through our Code of Conduct and policies.

Code of Conduct

Our Code of Conduct exemplifies our devotion to transparency and compliance with all pertinent laws, regulations, and guidelines. The Code of Conduct applies to all aspects of our business, including our interactions with stakeholders, such as customers, investors, partners, suppliers, employees, regulators, and authorities. Rooted in our core values of innovation, agility, integrity, value creation, and data-driven decision-making, the Code underscores respect for human rights, accountability, and transparency.

The Code of Conduct serves as a guiding framework for the Sunlight ecosystem, protecting our reputation, assets, and brand. Providing a comprehensive guide for ethical and transparent operations, the Code is applicable to all employees, subsidiaries, and partners within the Group. We place significant importance on the methods used to achieve results, recognizing that the process is as crucial as the outcome.

The highlights of our performance are illustrated below:



²⁷ This indicators includes information from the parent company and from entities included in the following direct subsidiaries: Sunlight Group Energy Storage Systems S.A., Sunlight Recycling S.A., SEBA Srl., PBM Srl.

²⁸ The total of fines incurred during 2025 equals to 36,448.18 euros, and is composed of many smaller items relating to taxes.

²⁹ The indicator refers to 9 legal entities in Greece, Italy, Romania and the USA. The following entities Athens HQs and Menexedon-Xanthi for SL Group, Sunlight Recycling in Komotini and ABT hold ISO 37301 and ISO 37001.

Key Group-wide policies

Sunlight Group has adopted a comprehensive set of key policies, including but not limited to the below:

Anti-bribery policy

At Sunlight Group, we have instituted robust rules and processes to guard against unethical practices and are committed to raising awareness among our personnel on these matters. Our policy, embedded in our company's Code of Conduct under Chapter 5 - Individual Conduct, aligns with the principles of the internationally recognized ISO 37001 Anti-Bribery Management System standard.

Competition policy

We are dedicated to upholding the rules of Greek and European Union competition law, as well as the national competition laws of the countries in which we operate. To ensure compliance and avoid any perception of unfair restrictions on competition, we provide comprehensive guidance to all employees engaged in commercial activities and negotiations with third parties on applying antitrust rules.

Conflict of Interest policy

At Sunlight Group we respect our employees' right to privacy in their personal lives, thus we have implemented measures and procedures to identify and manage any conflicts that may arise. Our policy aims to prevent, detect, and effectively manage conflicts between our organization and workforce. By promoting objective judgment and commitment to our business goals, we safeguard the integrity of our decision-making process and uphold the reputation of our Group and the trust of our stakeholders.

Gifts & hospitality policy

This policy acts as an essential resource, providing clear guidelines on the types of gifts and hospitality deemed appropriate. Additionally, the policy details specific procedures to follow when giving or receiving such items in our business interactions. By adhering to Gifts & hospitality policy, we strive to uphold ethical practices and maintain transparency.

Whistleblowing policy & protection

Our Whistleblowing policy promotes a transparent and ethical culture by providing employees and third parties with clear channels to report unethical behavior, legal violations, or policy breaches. It ensures a structured investigation process, assigns responsible bodies, and safeguards confidentiality and anonymity, encouraging reporting without fear of retaliation. A dedicated Whistleblowing Hotline supports this framework, offering a secure and confidential mechanism for reporting concerns. During 2025, 6 whistleblowing reports were submitted, all of which were resolved.

Compliance policy

This Policy is a cornerstone of our Group Integrated Management System (IMS) and adheres to the principles and requirements of ISO 37301:2021. It ensures full compliance with all applicable laws, regulations, international standards, and internal policies, while adopting a zero-tolerance approach to corruption, fraud, and unethical practices.

The Policy follows a risk-based approach, ensuring that compliance risks are systematically identified, assessed, and mitigated through structured processes embedded in the IMS. It promotes a strong compliance culture through continuous training and awareness, supported by robust due diligence on third parties.

SPEAK UP

Concerns related to Sunlight Group operations can be reported through the following channels:



By letter



By email
speak-up@sunlight.gr



Via telephone



In person: with the Director, the Group Compliance Officer, or the Group/Local HR Director.



Group-wide ISO certification for international operations

In 2025, Sunlight Group achieved a major milestone with the implementation of a Group-wide certification scheme covering ISO 9001, ISO 14001, ISO 45001, ISO 37001, and ISO 37301 across its global operations. This accomplishment underscores the company’s strong commitment to operational excellence, sustainability, compliance, and responsible governance. This achievement is particularly notable as it demonstrates the company’s ability to unify complex global operations under a single, rigorous framework, a unique accomplishment for a company of its scale in the energy storage sector. Under the Group Certification Scheme, each company was audited according to its operational scope and awarded its own certificate, and all entities were audited and certified independently according to their activity and operations. The full implementation of the Group ISO framework across all entities of Sunlight Group is expected to be completed by 2030.

Within its Integrated Management System, the Global Compliance Portal (ATLAS) was launched, serving as a strategic hub for managing, storing, and leveraging compliance-related information, while enhancing transparency, integrity, and streamlined governance. It centralizes key documentation (legal documents, policies, SOPs), supports issue and non-conformity management through dedicated tracking tools, and provides a structured space for compliance teams to maintain critical materials.

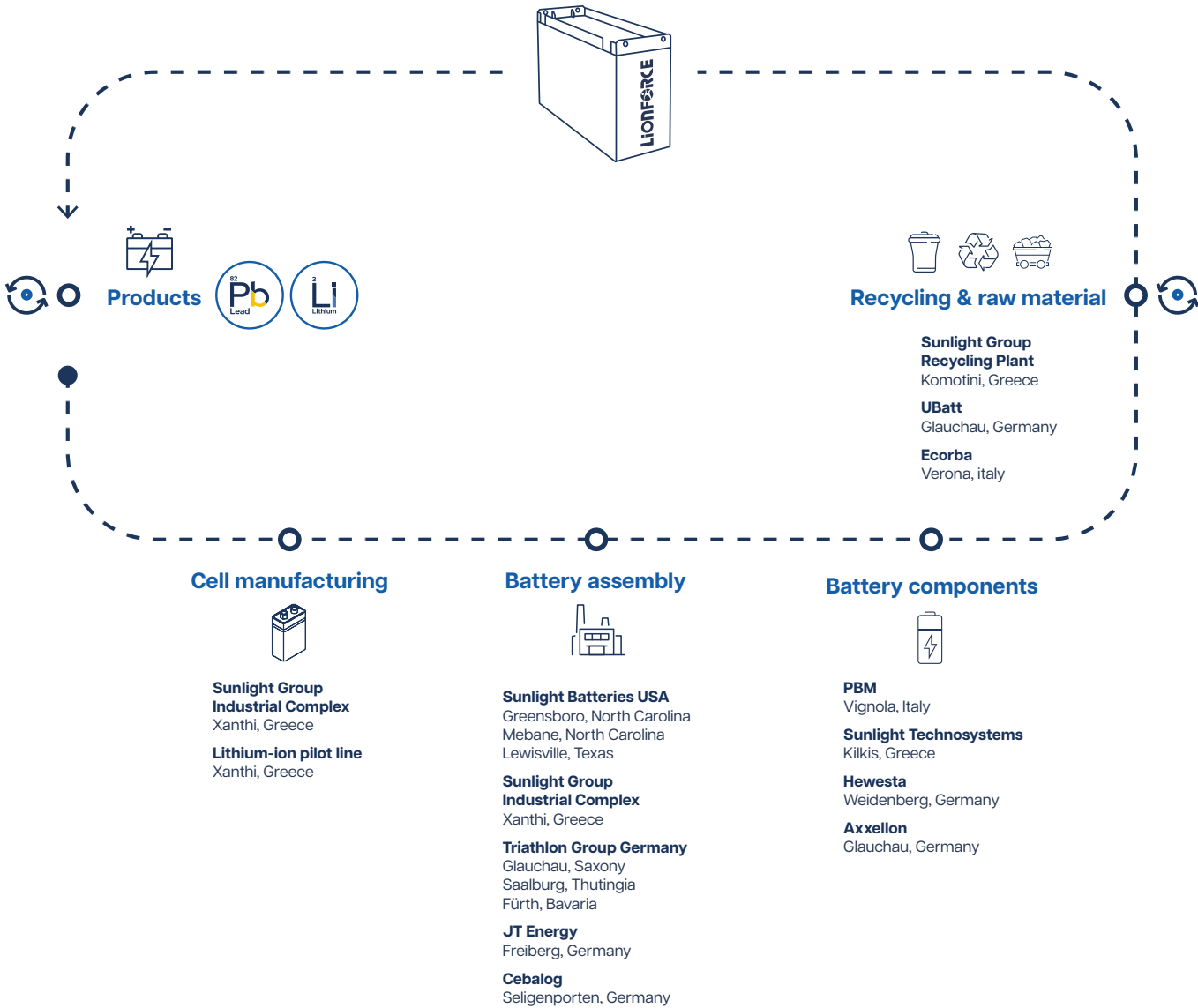
In parallel, within the integrated Group Management System, addressing all compliance stakeholders, eleven Frameworks have been developed, holistically encompassing all applicable legal, regulatory, operational, and Compliance matters. Each Framework is approved by the Group Compliance Committee, binding on all Group companies, and is composed of the relevant Policies, Standard Operating Procedures, Guidelines, and Forms, providing a structured and comprehensive set of rules, instructions, and tools to ensure effective compliance. The Compliance Function is responsible for their development and maintenance, while effective implementation is ensured by the dedicated departments, personnel and management throughout the Group.



Supply chain management

At Sunlight Group, we are dedicated to advancing sustainability throughout our supply chain by cultivating responsible business partnerships and implementing rigorous policies that guarantee transparency in our operations.

In 2025, we took significant strides to elevate sustainability by actively assessing our suppliers' Environmental, Social, and Governance (ESG) performance through a custom-built online platform. The initiative underscores our commitment to ensuring that our suppliers align with our high standards, reinforcing our pledge to ethical and sustainable business practices.



Responsible business partnering & building transparent relationships

Sunlight Group is committed to fostering fair competition and cultivating ethical supplier relationships, ensuring that every decision is made with the utmost integrity and prioritizes the Group’s best interests. We uphold the principle that business transactions must remain untainted by personal or familial influence, thereby safeguarding our reputation as a responsible corporate entity. In our pursuit of excellence, we actively seek partnerships with suppliers who embody our values of ethical business practices, thereby reinforcing a foundation of trust and transparency. As we continue to expand our global footprint, we remain dedicated to elevating our standards and setting a benchmark for ethical conduct in the industry.

We expect our suppliers to:



Protect the environment by prioritizing responsible sourcing and sustainability, while continuously improving day-to-day operations.



Promote an inclusive work environment that values contributions from individuals of diverse backgrounds, cultures, and protected characteristics, ensuring equal treatment and zero tolerance for discrimination.



Respect all applicable laws, regulations, and international standards related to labor practices and the protection of human rights, including the prohibition of child labor and modern slavery.



Adhere to all relevant laws and regulations concerning anti-corruption, anti-bribery, anti-trust, competition, data privacy, confidentiality, and information security.



Provide a safe, secure, and healthy working environment for all employees by taking proactive measures to prevent occupational accidents and diseases, and by raising awareness on health and safety issues.



Uphold business integrity as the foundation of business relationships, maintain transparency, and work towards eliminating all forms of bribery, corruption, and money laundering.

At Sunlight Group, we place high priority on cultivating a sustainable supply chain by establishing responsible business partnerships with our suppliers. We implement comprehensive policies designed to ensure transparency and integrity throughout our operations.

Policies

Conflict of mineral policy

At Sunlight Group, we proactively address the risk of significant adverse impacts associated with the trading, handling, importing, and exporting of 3TGs (tin, tantalum, tungsten, and gold) sourced from conflict-affected and high-risk areas. Through this policy, we meticulously outline the necessary controls to ensure compliance with legal disclosure requirements and supply chain due diligence obligations as stipulated by relevant European and international legislation. This approach is integral to our commitment to responsibly managing Conflict Minerals in our procured products.

Third parties’ due diligence policy

We evaluate our partnerships with suppliers, customers, agents, and other business associates based on established qualitative and quantitative criteria. Our Third Parties Due Diligence Policy outlines these criteria and delineates the precise steps of the due diligence process that must be undertaken prior to initiating relationships with any third party, as well as periodically throughout the duration of their collaboration. Our aim is to ascertain the extent to which our business partners comply with applicable laws and regulations, adhere to corporate best practices, and embody the core values and principles espoused in our Group’s Code of Conduct.



Sunlight Group implemented a **Third-party Due Diligence platform** in 2024, transitioning from a previously non-digital compliance process to a structured, digital solution designed to ensure consistent due diligence across its supply chain. The platform supports the identification and mitigation of risks, including Environmental, Social, and Governance (ESG) topics, through the onboarding of key suppliers (as those with an annual purchase volume exceeding €3 million) via online questionnaires and comprehensive risk assessments. It encompasses a wide range of governance, environmental, and social criteria, including the supplier’s code of conduct, human rights policies, and compliance with anti-bribery and anti-corruption legislation. The platform also addresses environmental performance—such as emissions measurement and reduction targets, compliance with Raw Materials Acts, recycling and waste management—as well as physical asset insurance. In addition, the assessment process covers broader corporate social responsibility and occupational health and safety measures. Further details on the tool are outlined in the Annual Financial Report for the fiscal year from 1 January to 31 December 2024.

In 2025, the platform was further strengthened and expanded, enhancing risk assessment and audit capabilities, increasing third-party coverage, and improving monitoring processes to ensure ongoing compliance and alignment with evolving regulatory and ESG requirements.

Furthermore, in the supplier due diligence process, Sunlight Group leverages publicly available ratings, such as EcoVadis, and requests suppliers to provide relevant certifications.

In 2025



³⁰ The data refer to the calculated spending of Greek entities.

³¹ The indicator refers to Greek entities.

³² The indicator refers to our central procurement department in Greece.

³³ The indicator refers to the Group entities in Greece. Critical sourcing is done in Greece as this concerns external suppliers. Most other Group companies eg. in the US and in Germany, purchase materials such as battery cells from Xanthi.

³⁴ The indicator refers to the Group entities in Greece and Germany.

Commitment to cybersecurity and information security

At Sunlight Group we are committed to defending our IT infrastructure against unauthorized access, misuse, and cyber threats. To ensure robust protection, we have implemented advanced technical and organizational measures, including a state-of-the-art cybersecurity tool stack designed to counter emerging threats effectively.

A dedicated Information Security Policy has been established defining the principles and measures

implemented by Sunlight Group to safeguard its information assets, ensuring the confidentiality, integrity, and availability of data across all business operations. It defines the responsibilities of employees and partners in protecting systems against threats, complying with applicable legal and regulatory requirements, and supporting secure business processes.

Prioritizing data privacy

Sunlight Group remains steadfast to safeguard personal data by adhering to rigorous policies, clearly delineating responsibilities, and implementing both procedural and technical controls to ensure compliance with the General Data Protection Regulation (GDPR) and other pertinent privacy laws. The cornerstone of Sunlight Group's business operations is the trust privilege.

Our Global Privacy Office is central to these endeavors. Comprehensive oversight over data protection is executed under the leadership of the Data Protection Officer. Cases are reported directly to the CEO and annually to the Compliance Committee of the Board of Directors or ad hoc if applicable. Local Data Protection

Coordinators (DPCs), support monitoring relevant legislation, training employees who handle personal data, and managing the processing and protection of this information. The IT Department is tasked with the implementation and management of security processes and controls to ensure the confidentiality, integrity, availability, and resilience of personal data as well as appropriate technical and organizational measures required by law.

Our dedication is to responsibly collect, use and handle the data from our employees, clients and suppliers, ensuring it is utilized exclusively for legitimate business purposes and appropriate disclosures.



The highlights for data protection include:

0
number of substantiated complaints received concerning breaches of customer privacy

Data protection policy & channels

We have established a comprehensive framework of policy rules, procedural, and technical controls to safeguard the personal data we collect, maintain, and process. This framework ensures compliance with the General Data Protection Regulation (EU) 2016/679 (GDPR) and applicable national and international privacy legislation. Our Data Protection Policy sets the standards for personal data processing across the companies of Sunlight Group and outlines the primary requirements for lawful implementation and management of personal data protection.

To submit any privacy-related requests to Sunlight Group or to exercise the right as data subjects under GDPR, the Omnitrack GDPR portal or dedicated email accounts are available. The Omnitrack GDPR portal provides an online, internal corporate channel for direct communication with our Data Protection Officer (DPO). The platform also ensures prompt responses and confidentiality, enabling you, whether you are an employee, candidate, customer, or other third party collaborating with Sunlight Group, to effectively exercise your rights under GDPR. These rights include, but are not limited to:

- Being informed about whether and under what conditions your personal data are processed by the company.
- Accessing your personal data held by the company.
- Rectifying any inaccurate or incomplete data.
- Erasing your personal data.
- Restricting the processing of your personal data.
- Objecting to the processing of your personal data.
- Obtaining an electronic copy of your data held by the company or having it directly transferred to another data controller.
- Withdrawing your consent to the processing of your personal data.
- Objecting to the automated processing of your personal data.

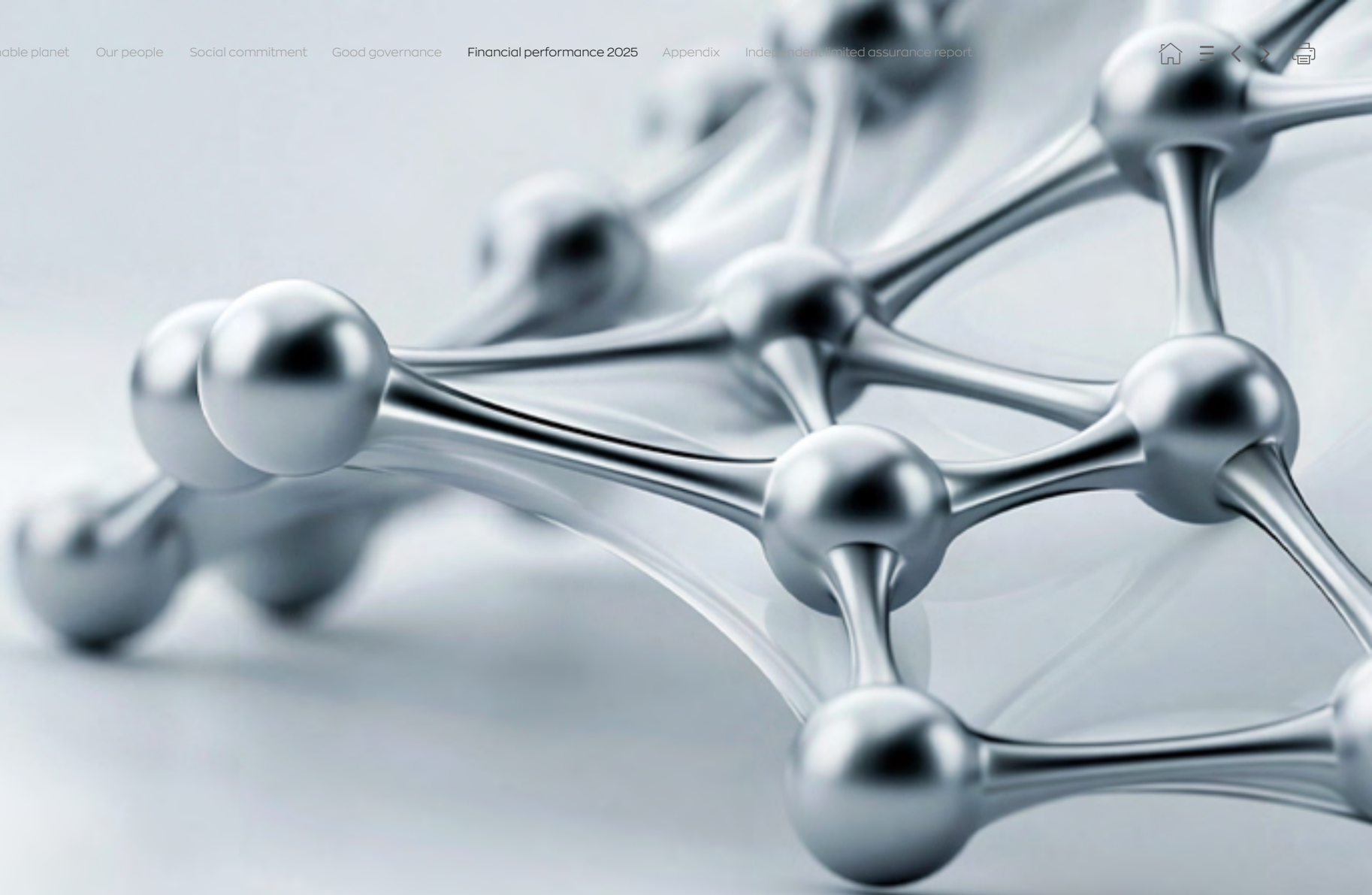


At Sunlight Group, we place a high priority on monitoring activities to effectively mitigate data privacy risks, tailoring our efforts to the risk level of various processes. We conduct regular audits to ensure ongoing compliance with data protection standards. As part of our commitment to continuous education, we have initiated several programs to elevate Data Protection awareness, including comprehensive online training modules.

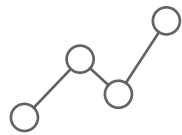
To date, all employees³⁵ have successfully completed Code of Conduct training

³⁵ The figure refers to all employees.

Financial performance 2025



At Sunlight Group, we are dedicated to delivering transparent financial reports that accurately and openly reflect our financial performance. Our commitment to transparency empowers stakeholders to confidently evaluate our financial health and make well-informed decisions. In 2025, we achieved:



€942 mln

Economic value generated



€980 mln

Economic value distributed

The table below illustrates our financial performance for 2024 and 2025:

Direct economic value generated and distributed

	2025	2024
Direct economic value generated (€)		
Revenue	942,933,685	1,032,009,442
Economic value distributed (€)		
Operating costs	767,532,205	856,777,594
Employee wages and benefits	178,468,258	170,602,895
Payments to providers of capital	27,469,763	30,240,720
Payments to Government (taxes)	6,623,668	11,508,139
Community Investments	28,665	21,152
Economic value retained (€)		
Direct economic value generated	942,933,685	1,032,009,442
Economic value distributed	980,122,559	1,069,150,500
Total	-37,188,874	-37,141,058

Appendix

- 82** About this report
- 83** GRI table
- 89** NASDAQ ESG Reporting Guide 2.0
- 90** ATHEX ESG reporting guide

About this report

In our fifth ESG report, we showcase our ongoing dedication to sustainability. At Sunlight Group Energy Storage Systems³⁶, sustainability is embedded in our vision and operations. Through our proactive efforts, we foster a culture of innovation, ensuring sustained long-term growth. By promoting open communication and collaboration towards sustainable objectives, we actively involve all our stakeholders, including employees, clients, and investors. A comprehensive overview of our achievements and targets is provided in the report, as we strive to meet the expectations of our stakeholders while pursuing a sustainable future.

The report encompasses the content and achievements of the calendar year from January 1st to December 31st, 2025. The report primarily uses 2024 data as the baseline for all consolidated comparisons. Where relevant, data from 2023 have

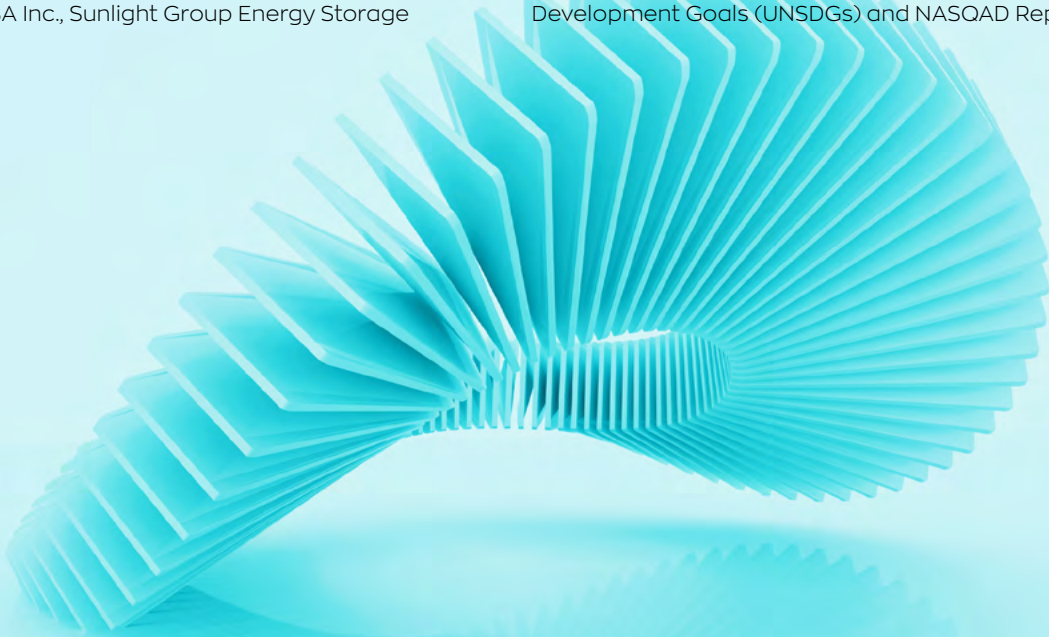
also been included to provide additional context and insights. There are no restatements of information made from previous reporting periods. The annual Financial Statements of Sunlight Group refer to the same reporting period. This Report includes the Parent Company along with 31 subsidiaries of the Group, which are AIM Batterie System GmbH Frankfurt, AIM Batterie Vertriebs GmbH Fürth, AIM München Vertriebs GmbH, AXXELLON GmbH, Battery Components Ltd. (UK), Cebalog GmbH, GBD Batterien GmbH Gera, GW Batterien GmbH, HABAT GmbH Hamburg, HEWESTA GmbH, IBB Industriebatterien Berlin GmbH, IBH Industriebatterien Hannover GmbH, JT Energy Systems GmbH, Logbatind Lda, PBM Srl, SBS Soester Batterie Systeme GmbH, STUBA Stuttgarter Industrie batterien GmbH, Sunlight Batterias Espana SL, Sunlight Batteries USA Inc., Sunlight Group Energy Storage

Systems SA, Sunlight Industrial Srl, Sunlight Italy Srl, Sunlight Recycling SA, Sunlight Technosystems SA, TRIATHLON Batterien GmbH, TRIATHLON Battery Solutions Ltd. (UK), Triathlon Battery Solutions PTY (AUS), TRIATHLON France Sàrl (FR), TRIATHLON Holding GmbH, TRIATHLON System GmbH, TRILOG GmbH, Ubatt GmbH. The scope of entities covered by individual indicators may differ based on the nature of each entity's activities and the availability of relevant data. At Sunlight Group, we are dedicated to enhancing transparency in our reporting processes. Our ongoing efforts aim to ensure that more entities within our organization contribute to comprehensive and accurate sustainability disclosures. The report has been developed "in accordance with" the 2021 GRI standards, aligning with the United Nations Sustainable Development Goals (UNSDGs) and NASQAD Reporting

Guide 2.0. Moreover, we have aligned selected ESG indicators with the guidelines of 2024 Athex Stock Exchange (ATHEX) ESG Reporting Guide. Furthermore, in alignment with the European Sustainability Reporting Standards (ESRS) the report presents the double materiality assessment results of Sunlight Group on ESG topics. Finally, the GRI disclosures have been aligned with the ESRS datapoints, in accordance with the GRI-ESRS Interoperability Index of EFRAG.

Our dedication to sustainability drives us to create meaningful solutions that enhance the well-being of our people and communities, contribute to societal progress, and safeguard our planet.

For any inquiries on the ESG report, please contact us through: Email: sustainability@sunlight-group.com



³⁶ Sunlight Group Energy Storage Systems Industrial and Commercial Single Member S.A.

GRI table

GRI Standard					Omissions		
	Disclosure	Section	Page	ESRS alignment datapoint	Requirement(s) omitted	Reason	Explanation
GRI General Disclosures	2-1 Organizational details	About this report	81	-			
	2-2 Entities included in the organization’s sustainability reporting	About this report	81	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i			
	2-3 Reporting period, frequency and contact point	About this report	81	ESRS 1 §73			
	2-4 Restatements of information	About this report	81	ESRS 2 BP-2 §13, §14 (a) to (b)			
	2-5 External assurance	Independent limited assurance report	90-93	-			
	2-6 Activities, value chain and other business relationships	About this report	81	ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)			
	2-7 Employees	Our people	43-59	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52			
	2-8 Workers who are not employees	Our people	43-59	ESRS S1 S1-7 §55 to §56			
	2-9 Governance structure and composition	Good governance	66-77	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b)			
	2-10 Nomination and selection of the highest governance body	Good governance	66-77	-			
	2-11 Chair of the highest governance body	Good governance	66-77	-			
	2-12 Role of the highest governance body in overseeing the management of impacts	Good governance	66-77	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a) to (b); SBM-2 §45 (d); ESRS G1 §5 (a)			
	2-13 Delegation of responsibility for managing impacts	Good governance	66-77	ESRS 2 GOV-1 §22 (c) i; GOV-2 §26 (a); ESRS G1 G1-3 §18 (c)			
	2-14 Role of the highest governance body in sustainability reporting	Good governance	66-77	ESRS 2 GOV-5 §36; IRO-1 §53 (d)			
	2-15 Conflicts of interest	Good governance	66-77	-			
	2-16 Communication of critical concerns	Good governance	66-77	ESRS 2 GOV-2 §26 (a); ESRS G1 G1-1 AR 1 (a); G1-3 §18 (c)			
	2-17 Collective knowledge of the highest governance body	Good governance	66-77	ESRS 2 GOV-1 §23			
	2-18 Evaluation of the performance of the highest governance body			-	•	Information unavailable/incomplete	The organization does not currently have a systematic process for the evaluation of the BoD in association with sustainability-related aspects, and will decide on next steps in due course.
	2-19 Remuneration policies			ESRS 2 GOV-3 §29 (a) to (c); ESRS E1 §13	•	Information unavailable/incomplete	The organization does not currently have a policy and will decide on next steps in due course.
	2-20 Process to determine remuneration			ESRS 2 GOV-3 §29 (e)	•	Information unavailable/incomplete	The organization does not currently have a policy and will decide on next steps in due course.
	2-21 Annual total compensation ratio			ESRS S1 S1-16 §97 (b) to (c)	•	Confidentiality constraints	The organization aims to maintain the confidentiality of sensitive information and data as a mean of ensuring compliance with applicable laws, including on aspects related to data privacy and protection.

GRI Standard					Omissions		
	Disclosure	Section	Page	ESRS alignment datapoint	Requirement(s) omitted	Reason	Explanation
GRI General Disclosures	2-22 Statement on sustainable development strategy	CEO message	2	ESRS 2 SBM-1 §40 (g)			
	2-23 Policy commitments	Good governance	66-77	ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, and §AR 14; ESRS S2 S2-1 §16 to §17, §19, and §AR 16; ESRS S3 S3-1 §14, §16 to §17 and §AR 11; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)			
	2-24 Embedding policy commitments	Good governance	66-77	ESRS 2 GOV-2 §26 (b); MDR-P §65 (c); ESRS S1 S1-4 §AR 35; ESRS S2 S2-4 §AR 30; ESRS S3 S3-4 §AR 27; ESRS S4 S4-4 §AR 27; ESRS G1 G1-1 §9 and §10 (g)			
	2-25 Processes to remediate negative impacts	Good governance	66-77	ESRS S1 S1-1 §20 (c); S1-3 §32 (a), (b) and (e), §AR 31; ESRS S2 S2-1 §17 (c); S2-3 §27 (a), (b) and (e), §AR 26; S2-4 §33 (c); ESRS S3 S3-1 §16 (c); S3-3 §27 (a), (b) and (e), §AR 23; S3-4 §33 (c); ESRS S4 S4-1 §16 (c); S4-3 §25 (a), (b) and (e), §AR 23; S4-4 §32 (c)			
	2-26 Mechanisms for seeking advice and raising concerns	Good governance	66-77	ESRS S1 S1-3 §AR 32 (d); ESRS S2 S2-3 §AR 27 (d); ESRS S3 S3-3 §AR 24 (d); ESRS S4 S4-3 §AR 24 (d); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)			
	2-27 Compliance with laws and regulations	Good governance	66-77	ESRS 2 SMB-3 §48 (d); ESRS E2 E2-4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1-4 §24 (a)			
	2-28 Membership associations	About Sunlight Group	4-12	Political engagement' is a sustainability matter for G1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.			
	2-29 Approach to stakeholder engagement	Materiality assessment and topics	24-30	ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §25, §27 (e) and §28; ESRS S2 S2-1 §17 (b); S2-2 §20, §22 (e) and §23; ESRS S3 S3-1 §16 (b); S3-2 §19, §21 (d) and §22; ESRS S4 S4-1 §16 (b); S4-2 §18, §20 (d) and §21			
	2-30 Collective bargaining agreements	Our people	43-59	ESRS S1 S1-8 §60 (a) and §61			
GRI 3 Material topics	3-1 Process to determine material topics	Materiality assessment and topics	24-30	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv			
	3-2 List of material topics	Materiality assessment and topics	24-30	ESRS 2 SBM-3 §48 (a) and (g)			
Financial performance							
GRI 3 Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P, MDR-A, MDR-M, and MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) to (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) to (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) to (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4-5 §41 (b) to (c)			
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	Financial performance 2025	78-79	-			

GRI Standard					Omissions		
	Disclosure	Section	Page	ESRS alignment datapoint	Requirement(s) omitted	Reason	Explanation
GRI 202: Market Presence	202-2 Proportion of senior management hired from the local community	Our people	43-59	'Communities' economic, social and cultural rights' is a sustainability matter for S3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.			
Supply chain management							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS S1 S1-1 §17; §20 (c); §22; S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); §18; S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)			
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Social commitment	60-65	ESRS S1 §14 (g); S1-1 §22 ESRS S2 §11 (b); S2-1 §18			
Corporate governance							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS 2 SBM-1§ 40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P, MDR-A, MDR-M, and MDR-T; ESRS S1 S1-2 §27; S1-4 §39 and AR 40			
GRI 205 Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	Good governance	66-77	ESRS G1 G1-4 §25			
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Good governance	66-77	-			
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Good governance	66-77	ESRS S1 S1-17 §97, §103 (a), §AR 103			
Energy consumption & intensity							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS E1 E1-2 §25 (c) to (d); E1-3 §26; E1-4 §33			
GRI 302 Energy	302-1 Energy consumption within the organisation	Nurturing a sustainable planet	31-42	ESRS E1 E1-5 §37; §38; §AR 32 (a), (c), (e) and (f)			
	302-3 Energy intensity	Nurturing a sustainable planet	31-42	ESRS E1 E1-5 §40 to §42			
GHG emissions management							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS E1 E1-2 §22; E1-3 §26; E1-4 §33 and §34 (b); E1-7 §56 (b) and §61 (c); ESRS E2 §AR 9 (b); E2-1 §12; E2-2 §16 and §19; E2-3 §20			
GRI 305 Emissions	305-1 Direct (Scope 1) GHG emissions	Nurturing a sustainable planet	31-42	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d)			
	305-2 Energy indirect (Scope 2) GHG emissions	Nurturing a sustainable planet	31-42	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; §AR 45 (a), (c), (d), and (f)			
	305-3 Other indirect (Scope 3) GHG emissions	Nurturing a sustainable planet	31-42	ESRS E1 E1-4 §34 (c); E1-6 §44 (c); §51; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 46 (a) (i) to (k)			

GRI Standard					Omissions		
	Disclosure	Section	Page	ESRS alignment datapoint	Requirement(s) omitted	Reason	Explanation
Water resources management							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS E2 §AR 9 (b); E2-1 §12; E2-2 §16 and §19; E2-3 §20; ESRS E3 E3-1 §9; E3-2 §15, §17 to §18; E3-3 §20			
GRI 303: Water and Effluents	303-2 Management of water discharge-related impacts	Nurturing a sustainable planet	31-42	ESRS E2 E2-3 §24			
	303-5 Water Consumption	Nurturing a sustainable planet	31-42	‘Water withdrawals’ is a sustainability matter for E3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.			
Conservation & restoration of biodiversity							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS E4 E4-1 §AR 1 (b) and (d); E4-2 §20 and §22; E4-3 §25 and §28 (a); E4-4 §29			
304 Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Nurturing a sustainable planet	31-42	ESRS E4 §16 (a) i; §19 (a); E4-5 §35			
Waste treatment & circular economy							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS E5 §AR 7 (a); E5-1 §12; E5-2 §17; E5-3 §21			
	306-1 Waste generation and significant waste-related impacts	Nurturing a sustainable planet	31-42	ESRS 2 SBM-3 §48 (a), (c) ii and iv; ESRS E5 E5-4 §30			
GRI 306 Waste	306-2 Management of significant waste related impacts	Nurturing a sustainable planet	31-42	ESRS E5 E5-2 §17 and §20 (e) and (f); E5-5 §40 and §AR 33 (c)			
	306-3 Waste generated	Nurturing a sustainable planet	31-42	ESRS E5 E5-5 §37 (a), §38 to §40			
	306-4 Waste diverted from disposal	Nurturing a sustainable planet	31-42	ESRS E5 E5-5 §37 (b), §38 and §40			
Our valued team							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)			
401 Employment	401-1: New employee hires and employee turnover	Our people	43-59	ESRS S1 S1-6 §50 (c)			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our people	43-59	ESRS S1 S1-11 §74; §75; §AR 75			

GRI Standard					Omissions		
	Disclosure	Section	Page	ESRS alignment datapoint	Requirement(s) omitted	Reason	Explanation
Health & Safety							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)			
GRI 403 Occupational health and safety	403-1 Occupational health and safety management system	Our people	43-59	ESRS S1 S1-1 §23			
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Our people	43-59	ESRS S1 S1-3 §32 (b) and §33			
	403-3 Occupational health services	Our people	43-59	'Health and safety' and 'Training and skills development' are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our people	43-59				
	403-5 Worker training on occupational health and safety	Our people	43-59	'Social protection' is a sustainability matter for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.			
	403-6 Promotion of worker health	Our people	43-59				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our people	43-59	ESRS S2 S2-4 §32 (a)			
	403-9 Work-related injuries	Our people	43-59	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82			
Employee training & performance							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)			
GRI 404 Training and education	404-1 Average hours of training per year per employee	Our people	43-59	ESRS S1 S1-13 §83 (b) and §84			
GRI 404 Training and education	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	Our people	43-59	ESRS S1 S1-13 §83 (a) and §84			
Equal treatment & opportunities for all							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS S1 S1-1 §17; §20 (c); S1-2 §27; S1-4 §38; §39; §AR 40 (a); S1-5 §44; §47 (b) and (c); ESRS S2 §11 (c); S2-1 §14; §17 (c); S2-2 §22; S2-4 §32; §33 (a) and (b); §36; §AR 33; §AR 36 (a); S2-5 §39, §42 (b) and (c)			
GRI 405 Diversity and equal opportunities	405-1 Diversity of governance bodies and employees	Our people, Good Governance	43-59, 66-77	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79			

GRI Standard					Omissions		
	Disclosure	Section	Page	ESRS alignment datapoint	Requirement(s) omitted	Reason	Explanation
Data privacy							
GRI 3: Material topics	3-3 Management of material topics	Materiality assessment and topics	24-30	ESRS S4 §10 (b); S4-1 §13 and §16 (c); S4-2 §20; S4-4 §31, §32 (a) and (b), §35, §AR 30, §AR 33 (a); S4-5 §38, §41 (b) and (c)			
GRI 418 Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Good governance	66-77	ESRS S4 S4-3 §AR 23; S4-4 §35			

NASDAQ ESG Reporting Guide 2.0

	Disclosure	Section	Page
Environmental (E)	E1. GHG Emissions		
	E1.1 Total amount, in CO ₂ equivalents, for Scope 1	Nurturing a sustainable planet	31-42
	E1.2 Total amount, in CO ₂ equivalents, for Scope 2	Nurturing a sustainable planet	31-42
	E1.3 Total amount, in CO ₂ equivalents, for Scope 3	Nurturing a sustainable planet	31-42
	E3. Energy Usage		
	E3.1 Total amount of energy directly consume	Nurturing a sustainable planet	31-42
	E4. Energy Intensity	Nurturing a sustainable planet	31-42
	E6. Water Usage		
	E6.1 Total amount of water consumed	Nurturing a sustainable planet	31-42
Social (S)	S3. Employee Turnover		
	S3.1 Percentage: Year-over-year change for full-time employees	Our people	43-59
	S4. Gender Diversity		
	S4.1 Percentage: Total enterprise headcount held by men and women	Our people	43-59
	S4.2 Percentage: Entry- and mid-level positions held by men and women	Our people	43-59
	S4.3 Percentage: Senior- and executive-level positions held by men and women	Our people	43-59
	S5. Temporary Worker Ratio		
	S5.1 Percentage: Total enterprise headcount held by part-time employees	Our people	43-59
	S6. Non-Discrimination	Our people	43-59
	S7. Injury Rate	Our people	43-59
Governance (G)	G6. Ethics & Anti-Corruption		
	G6.1 Does your company follow an Ethics and/or Anti-Corruption policy?	Good governance	66-77
	G7. Data Privacy		
	G7.2 Has your company taken steps to comply with GDPR rules?	Good governance	66-77
	G8. ESG Reporting		
	G9. Disclosure Practices		

ATHEX ESG reporting guide

ESG	ID	Indicator	Section	Page
Core Metrics				
Environment	C-E1	Scope 1 emissions	Nurturing a sustainable planet	31-42
	C-E2	Scope 2 emissions	Nurturing a sustainable planet	31-42
	C-E3	Energy consumption	Nurturing a sustainable planet	31-42
Social (S)	C-S1	Stakeholder engagement	Materiality assessment and topics	24-30
	C-S2	Female employees	Our people	43-59
	C-S3	Female employees in management positions	Our people	43-59
	C-S6	Human rights policy	Our people	43-59
	C-S7	Collective bargaining agreements	Our people	43-59
	C-S8	Value chain	Materiality assessment and topics	24-30
Governance	C-G1	Board composition	Good governance	66-77
	C-G3	Materiality	Materiality assessment and topics	24-30
	C-G5	Business ethics policy	Good governance	66-77
Advanced Metrics				
Environment	A-E1	Scope 3 emissions	Nurturing a sustainable planet	31-42
	A-E3	Waste management	Nurturing a sustainable planet	31-42
	A-E5	Biodiversity sensitive areas	Nurturing a sustainable planet	31-42
Social	A-S2	Employee training expenditure	Our people	43-59
Governance	A-G1	Strategy, business model and value chain	About Sunlight Group Materiality assessment and topics	4-12, 24-30
	A-G2	Business ethics violations	Good governance	66-77
	A-G3	ESG targets	Our ESG journey	13-23
Sector-specific Metrics				
Environment	SS-E3	Water consumption	Nurturing a sustainable planet	31-42
	SS-E4	Water management	Nurturing a sustainable planet	31-42

Independent Limited Assurance Report on the Selected Information of the Sustainability Report of Sunlight Group



To the Management of **SUNLIGHT GROUP ENERGY STORAGE SYSTEMS INDUSTRIAL AND COMMERCIAL S.A.**

Independent Practitioner’s Limited Assurance Report

We have undertaken a limited assurance engagement, at the request of the Management of SUNLIGHT GROUP ENERGY STORAGE SYSTEMS INDUSTRIAL AND COMMERCIAL S.A. (hereinafter referred to as the “Company”), on the selected Environmental, Social and Governance (ESG) indicators (the “Selected Information”) relating to the Specified Group Companies (as further described within the “Scope of Work Performed” paragraph of this report, also collectively referred as “the Group”), that is presented within the Group’s consolidated Sustainability Report for the year ended 31 December 2025. The Selected Information has been prepared in accordance with the GRI Standards (2021 edition), which constitute the applicable criteria for this limited assurance engagement (“the Applicable Criteria”).

Limited assurance conclusion

We have performed a limited assurance engagement to assess whether the Selected Information (as described below), which relate to the material topics identified through the Company’s materiality assessment, have been prepared, in all material respects, in accordance with the requirements of the GRI Standards.

The Selected Information covered by the assignment of limited assurance are the following:

- 1. The General Disclosures of the GRI 2: General Disclosures 2021, which are reported in the GRI Table of the Report.
- 2. The Disclosures of the GRI 3: Material Topics 2021 (Process to determine material topics, List of material topics and Management of material topics for every GRI Disclosure included in the table below).
- 3. The following GRI indicators and qualitative disclosures:

Information Subject to Assurance (Selected information)	Reporting Date or Period	Criteria applicable to the Information Subject to Assurance
Energy consumption within the organization	Fiscal year ended 31 December 2025	GRI 302-1
Energy intensity	Fiscal year ended 31 December 2025	GRI 302-3
Direct (scope 1) GHG emissions	Fiscal year ended 31 December 2025	GRI 305-1
Energy indirect (scope 2) GHG emissions	Fiscal year ended 31 December 2025	GRI 305-2
Waste generated	Fiscal year ended 31 December 2025	GRI 306-3
New employee hires and employee turnover	Fiscal year ended 31 December 2025	GRI 401-1
Benefits provided to full-time employees that are not provided to temporary or part-time employees	Fiscal year ended 31 December 2025	GRI 401-2
Diversity of governance bodies and employees	Fiscal year ended 31 December 2025	GRI 405-1
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Fiscal year ended 31 December 2025	GRI 418-1
Direct economic value generated and distributed	Fiscal year ended 31 December 2025	GRI 201-1

Based on the procedures performed, as described below in the paragraph "Scope of Work Performed", and the evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information for the year ended 31 December 2025 has not been prepared, in all material respects, in accordance with the Applicable Criteria.

This assurance report does not extend to information relating to prior periods.

Basis for conclusion

This independent limited assurance engagement was conducted in accordance with International Standard on Assurance Engagements 3000 (Revised), "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000").

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the nature and timing of procedures performed and, consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities are further described in the section "Practitioner's Responsibilities".

Professional Ethics and Quality Management

We are independent of the Company and the specified Group Companies throughout the engagement and have complied with the requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (the "IESBA Code"), as well as the ethics and independence requirements of Law 4449/2017.

Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements", and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of the Management of the Company for the Sustainability Report

Management of the Company is responsible for:

- designing and implementing appropriate processes to determine the information to be included in the Sustainability Report, ensuring that it is free from material misstatement, whether due to fraud or error;
- selecting or developing appropriate reporting criteria and ensuring that such criteria are adequately described in the Sustainability Report; and
- accurately calculating and presenting the Selected Information in accordance with the GRI Standards. Those charged with governance are responsible for overseeing the preparation of the Group's Sustainability Report.

Inherent limitations in preparing the Sustainability Report

The preparation of the sustainability information requires Management to establish or interpret the applicable reporting criteria, determine the relevance of the information to be included, and make judgments, estimates and assumptions that affect the Selected Information. Due to the inherent subjectivity in such determinations, different entities may reach different, yet acceptable, interpretations, estimates and assumptions.

Sustainability information includes disclosures regarding the Group's environmental, social and governance (ESG) initiatives and targets, as well as forward-looking information, including estimates of the potential future impacts of events, commitments and uncertainties. Actual outcomes may differ materially from Management's current assessments, as future events and conditions may not occur as expected.

Our work was performed in accordance with a limited assurance engagement and was restricted to the procedures described in the section "Scope of Work Performed". Such procedures do not constitute an audit or a review of historical financial information conducted in accordance with International Standards on Auditing or International Standards on Review Engagements. Accordingly, we do not express any assurance other than that listed in the "Scope of Work Performed" section.

Practitioner's Responsibilities

Our responsibility is to perform a limited assurance engagement and to present our conclusions based on the procedures we performed on the Selected Information listed in the "Scope of Work Performed" paragraph. We conducted our limited assurance engagement in accordance with ISAE 3000 (Revised). The procedures performed in a limited assurance engagement are designed to obtain a meaningful level of assurance; however, they are less

extensive than those performed in a reasonable assurance engagement and, accordingly, provide a lower level of assurance.

Our responsibility is limited to the Selected Information for the year ended 31 December 2025, as included in the Group’s 2025 Sustainability Report.

In accordance with the terms of our engagement, and to the fullest extent permitted by applicable law, we do not accept or assume responsibility to anyone other than the Group for our work, for this report, or for the conclusions we have reached, unless otherwise expressly agreed in writing and with our prior consent.

Scope of Work Performed

The scope of our work covers information related to selected indicators for the following entities of the Group (collectively referred as “the Specified Group Companies”):

- | | |
|---|---|
| › AIM Batterie System GmbH Frankfurt, | › STUBA Stuttgarter Industrie batterien GmbH, |
| › AIM Batterie Vertriebs GmbH Fürth, | › Sunlight Batterias Espana SL, |
| › AIM München Vertriebs GmbH, | › Sunlight Batteries USA Inc., |
| › AXXELLON GmbH, | › Sunlight Group Energy Storage Systems SA, |
| › Battery Components Ltd. (UK), | › Sunlight Industrial Srl, |
| › Cebalog GmbH, | › Sunlight Italy Srl, |
| › GBD Batterien GmbH Gera, | › Sunlight Recycling SA, |
| › GW Batterien GmbH, | › Sunlight Technosystems SA, |
| › HABAT GmbH Hamburg, | › TRIATHLON Batterien GmbH, |
| › HEWESTA GmbH, | › TRIATHLON Battery Solutions Ltd. (UK), |
| › IBB Industriebatterien Berlin GmbH, | › Triathlon Battery Solutions PTY (AUS), |
| › IBH Industriebatterien Hannover GmbH, | › TRIATHLON France Sàrl (FR), |
| › JT Energy Systems GmbH, | › TRIATHLON Holding GmbH, |
| › Logbatind Lda, | › TRIATHLON System GmbH, |
| › PBM Srl, | › TRILOG GmbH, |
| › SBS Soester Batterie Systeme GmbH, | › Ubatt GmbH |

We designed and performed our procedures to obtain sufficient and appropriate evidence to support our limited assurance conclusion on the Selected Information. The procedures performed included:

1. Conducting inquiries with relevant personnel, including head of departments and data owners of the Specified Group Companies, to obtain an understanding of the governance structures, data collection and reporting processes, internal controls, and relevant policies and procedures, particularly in relation to environmental and human resources matters.
2. Performing limited substantive testing on a sample basis for selected data points, including inspecting data

files provided by the Specified Group Companies and supporting documentation, to assess the accuracy and completeness of the Selected Information.

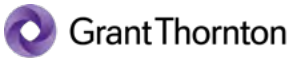
3. Performing additional procedures on the Selected Information on a sample basis, including recalculation of selected indicators and verification of formulas used, to assess the mathematical accuracy of the calculations based on the supporting documentation.
4. Reviewing the GRI content index included in the 2025 Consolidated Sustainability Report, and assessing the alignment of the reported disclosures with the requirements of the GRI Standards, including:
 - i. assessing the accuracy and completeness of quantitative data and the plausibility of qualitative disclosures relating to GRI General Disclosures against the requirements of the GRI Standards 2021 for the “in accordance” assurance level.
 - ii. assessing the accuracy and completeness of quantitative data and the plausibility of qualitative disclosures relating to the following GRI Topic Standards:
 - › GRI 302-1 Energy consumption within the organization,
 - › GRI 302-3 Energy intensity,
 - › GRI 305-1 Direct (scope 1) GHG emissions,
 - › GRI 305-2 Energy indirect (scope 2) GHG emissions,
 - › GRI 306-3 Waste generated,
 - › GRI 401-1 New employee hires and employee turnover,
 - › GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees,
 - › GRI 405-1 Diversity of governance bodies and employees,
 - › GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data,
 - › GRI 201-1 Direct economic value generated and distributed

in accordance with the requirements of the GRI Standards for the “In accordance” compliance level.

The procedures described above were designed to provide a limited level of assurance and, accordingly, do not provide all the evidence that would be required for a reasonable assurance engagement.

Athens, 23/09/2026

The Certified Auditor Accountant
Vasiliki Tsipa
 Registry number SOEL: 58201





Sunlight Group Energy Storage Systems

Headquarters Greece T: +30 210 624 5400

info@sunlight-group.com

sunlight-group.com

