



CSR Report

2021

heliox

ABOUT THIS REPORT

CSR as a Cornerstone

Our First CSR Report is built upon the new post-Covid realities, one where societal vulnerabilities coupled with ecological and economic deficits have brought into sharper focus the need to carry out more than just our daily tasks. Therefore, building a business that leads to energy transformation, and as a corollary, an ecological one as well is not adequate enough. In June 2021, the EU adopted a European Climate Law, establishing the aim of reaching net zero greenhouse gas emissions (GHG) in the EU by 2050. The law sets an intermediate target of reducing GHG by at least 55% by 2030 compared to 1990 levels. Beyond working with clients, stakeholders and partners to implement our technologies and innovations, we at Heliox are driven by a common purpose - to benefit people across the planet with the aim of benefitting the planet we inhabit. To achieve a better and more sustainable future for all comes this Sustainability Vision, as a blueprint of our commitment to the 10 Principles of the Global Compact and the 17 interlinked UN Sustainable Development Goals.

Reporting Framework and Period

This report houses: Our objectives, described clearly with defined timelines; and our current status report towards each of these objectives. Unless stated otherwise, the reporting period is from 1st January to 31st December of the year being referenced, in an annual cycle. Currently, no materiality assessment has been performed yet and the material topics were determined through a combination of research aligned with the principles held within the UN SDGs.

Supporting the UN Global Compact and Sustainable Development Goals

We have additionally been a signatory of the United Nations Global Compact as of August 2021 and we follow its 10 principles. This report describes the actions we have taken during 2020 to implement these principles. As per the "Communication on Progress" guidelines, the Cop 2022 report should be fully integrated into the company's main stakeholder communications, and for this purpose, the CSR Report will reflect our main UN Global Compact commitments and reporting standards.

Reliability and data gap

This is the first CSR overview (Objectives and Goals) by Heliox. Our baseline data uses historical figures and calculated values to report status or progress. We provide as much information as available and reported as transparently as the data allows us. Heliox is working towards:

1. A materiality assessment in the coming months and will by early-2023 fine tune our reporting for 2022 onwards and roadmap towards 2030.
2. A report in accordance with GRI standards in 2025, with the intent to use 2022 as base year.

CONTENT

Foreword by Heliox CEO, Michael Colijn	4
1. Our company	5
1.1. Driven by our Vision	5
1.2. Organisation overview	5
1.3. Turnkey charging solutions	7
1.4. Our Values	8
2. Towards sustainability goals: Approach and Objectives	10
2.1. Introduction to our first CSR	10
2.2. Long term objectives	11
3. Circular economy	12
3.1. Objectives	13
3.2. Product and services: Reporting and/or indicators	13
3.3. Waste: Reporting and/or indicators	14
3.4. Innovation: Reporting and/or indicators	16
3.5. Roadmap to 2030	17
4. Energy, Emissions & Climate Impact	18
4.1. Objectives	18
4.2. Emissions: Reporting and/or indicators	18
4.3. Energy: Reporting and/or indicators	19
4.4. Climate: Reporting and/or indicators	21
4.5. Roadmap to 2030	22
5. Acting Together: Social Responsibility	23
5.1. Objectives	23
5.2. Occupational Health and Safety: Reporting and/or indicators	24
5.3. Occupational Health and Safety: Roadmap to 2030	26
5.4. Conflict Mineral Reporting Template	27
5.5. Employee Satisfaction: Roadmap to 2030	28
5.6. Support indigenous people and biodiversity (carbon credits): Roadmap to 2030	29
5.7. Annual contribution to social fund: Roadmap to 2030	30
6. GRI	31
6.1. Objectives	31
6.2. Roadmap to 2030	31
7. In conclusion	32

Foreword by Heliox CEO, Michael Colijn

The past two years have proven to be challenging, for individuals personally, and professionally, and for corporates and governments alike. Covid-19 heightened global inequalities, fragilities, and unsustainable practices, intensifying both their short term and long-term impact. In the middle of difficulty, however, lies opportunity, and the pandemic has presented us with the opportunity to leverage our sector knowledge and intent for a more equitable and sustainable future.

As a corporate supporting and driving e-transition globally, our response to the challenges of the pandemic has come to intensified R&D in areas towards hardware and software charging solutions, with a focus on designing solutions with cities and relevant authorities rather than merely selling products. We are also coordinating with multiple stakeholders in an open information environment in key areas of research, such as the HiPerform project funded by an EU Grant developing more efficient charging systems, or the HoLa project, focussing on High Performance Charging for Long-haul Trucking.

The backbone of businesses like ours are the planet and its people, the former defining our vision and the latter defining key identifiable steps in our mission towards this very vision. We began this year with an ambition goal of deriving a renewed long-term business vision strongly interlinked with our sustainability objectives. This report makes our objectives tangible, available for all to hold us to our promises, and to work with us in creating the path towards their fruition. Achieving our objectives, with an interim check in 2025 and a complete one in 2030, has a ripple effect that will be felt locally, and globally.

Our objectives and report find their roots in the United Nation's Sustainable Development Goals, with a prioritisation that is heavily aligned from the UN's Covid 19 Research Roadmap. We have a shared reflection in an interdependent world, promoting equity is a big step forward to ensuring a better recovery from COVID-19, advancing progress towards the SDGs and building more successful societies.

We operate in a globally connected world with shared challenges. Whether ecological or economical, actions should be shared as are repercussions. Global challenges such as climate change, access to drinking water, creating a circular economy, and human rights are only some areas that require a concerted effort for only coordinated action will bring about results beneficial at the global level. On behalf of the entire team, I want to thank for your interest in Heliox. Together we can make the future better.

Michael Colijn, CEO

1. OUR COMPANY

1.1. Driven by our Vision

Heliox provides high end switch mode power converters and amplifiers, and world class smart energy management solutions that are tailored and scalable within a fast-changing e-mobility landscape. We are working towards a sustainable world where a seamless charging experience is the standard for every electric vehicle, and this transforms the way we power our everyday.

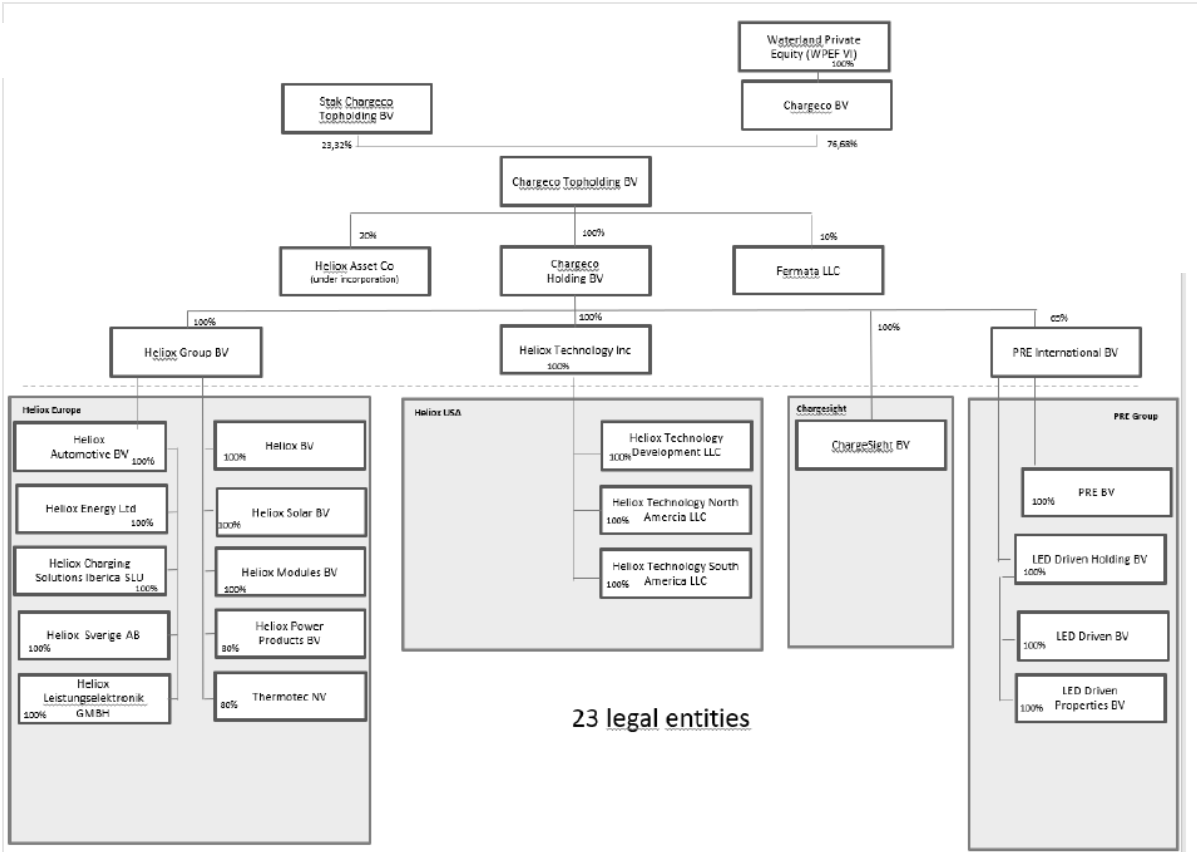
Founded in 2009 as suppliers of power electronic units, Heliox prides itself on its technological and research-led developments aimed at powering a cleaner tomorrow. From 2014, when the organisation executed its first contract for charging infrastructure in the Dutch city of Eindhoven, to 2022, when a Heliox product can be found in more than 100 cities of the world, we have been playing an evolving role in the world's e-mobility transition. Over the past two years, Heliox has created 'model city' energy ecosystems in the Netherlands, Scotland and Maryland (USA).

As business grows by leaps and bounds, so does our impact as enablers of an e-transition, as a key support system in reducing global emissions, and as an organisation led by a strong Sustainability Vision.

1.2. Organisation overview

Wherever "Heliox" is referred to, above and in the report that follows, it features as a brand name encompassing the Chargeco Topholding B.V., with the following legal structure comprising 23 fully or majority owned entities.

All 23 entities are included in the official financial reporting of Chargeco Topholding B.V. that is independently audited.



Our company is headquartered in Best in the Netherlands, with local offices in Germany, Spain, Sweden, United Kingdom and the United States.



1.3. Turnkey Charging Solutions

We design, build, install, maintain and monitor smart energy management solutions, tailor-made for all vehicle types, that support your business' e-mobility transition and a cleaner tomorrow. From start to finish we are your partner for future-proof fast charging solutions.



Our broad product portfolio and flexible system designs allow us to create the optimal charging solution for your charging depot. We have all-in-one and split unit system designs, mobile and stationary chargers with power output ranges varying from 40kW to 600kW. Our solutions are compatible with multiple vehicle connectors (CCS, contact hood, inverted pantographs).

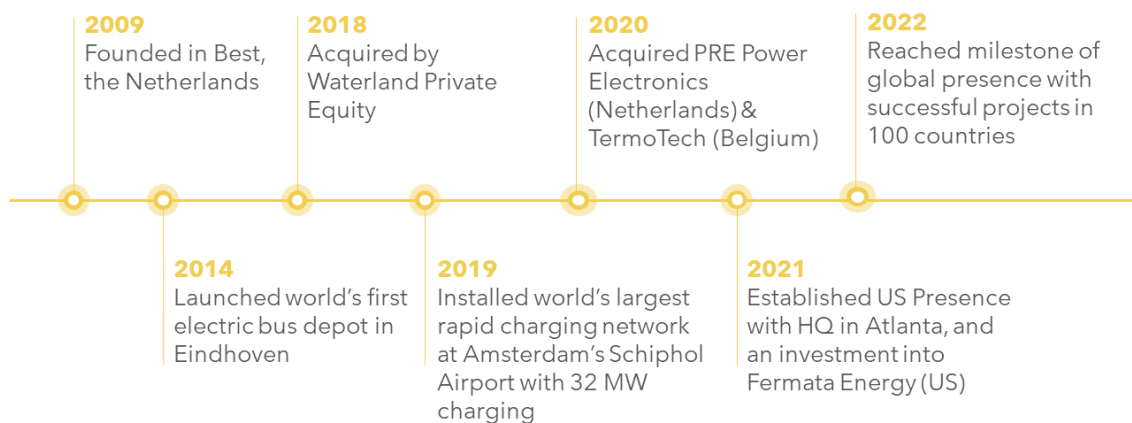
In the e-bus segment we offer light but durable mobile chargers that bring power exactly where you need it and stationary chargers that can be either all-in-one or split-unit. So no matter your depot layout or charging strategy, our suite of products enables us to design a bespoke solution for you that keeps your fleet running on schedule.

In the e-truck segment we offer light but durable mobile chargers that bring power exactly where you need it and stationary chargers that can be either all-in-one or split-unit. So no matter your charging strategy our range of options allows us to design the perfect bespoke solution for you to keep your fleet moving.

In the passenger vehicles segment our RAPID product series offers an unparalleled charging experience for the end-customer. A range of customization options for the user-interface and the exterior housing allows your brand to fully stand out.

An Overview of Heliox as an organisation, with its milestones en route today's 2 million high-power charging sessions per year impacting over 100 cities globally.

Evolving role in driving the world's e-mobility transition



Heliox is working in an explorative manner towards not just finding new business solutions to power a cleaner tomorrow, but building and driving an internal sustainability vision with equal pride.

1.4. Our Values

Heliox would like to reiterate that the sustainability objectives set here are a reflection of our responsibility towards our employees, our partners, and society in general, seeking motivation from, and an outcome of, Heliox' internal company values.

Sincere: We act with respect and integrity, towards the organisation, our colleagues and goals.

Sustainable: We are conscious of our own daily actions and their impact on the world around us.

Explorative: We are exploring and developing new ways to offer our sustainable products and services.

Ambitious: We strive for excellence and constantly challenge ourselves to deliver the best results.

Cooperative: As a team, we value, encourage and recognize the contribution of everyone.

Proud: We take pride in our achievements and innovations, no matter the size, as we drive ahead a global e-mobility transition

2. TOWARDS SUSTAINABILITY GOALS: OUR APPROACH AND OBJECTIVES

2.1. Introduction to our first CSR Report

Heliox' current product portfolio aims at enabling cities and regions make the electric transition, and drive forward their zero-emission goals with both products and solution-designs coming in from us. We pride ourselves for building a business which works towards cleaner air, making cities more liveable and thereby impacting standards of living contributing towards UN SDG 11 aimed at making cities inclusive, safe, resilient and sustainable

Our sustainability vision, however, cannot be limited to the gains made by business development. Towards ensuring the goals are set and aligned with all key stakeholders, we have created a responsibility structure based on our current governance hierarchy.

The majority of the shares are owned by Waterland Private Equity Investments, a 100% shareholder in Chargeco B.V., while a minority are owned by a small group of current employees including the founders who are united in STAK Chargeco TopHolding.

The statutory Board consists of the CEO, while the Management team consists of the CEO, CTO, COO, CFO, CCO, HR Director and Business Innovation Director. With the CEO lies end responsibility of CSR and sustainability, delegating objectives to the members of the Management team. As objective owners, the management team members then appoint result owners who are responsible for data collection and progress; in turn, the statutory board reports to the shareholders. Key result owners appointed by the Management team are supported by the CSR & Sustainability Manager. Setting of priorities as well as the approval of the sustainability report are carried out by the board of directors.

3 primary motivations act as our North Star, underlining all our sustainability goals. These are having a positive impact on:

CIRCULAR ECONOMY

CLIMATE

SOCIAL RESPONSEBILITY

2.2. Long-Term Objectives

Based on our sustainability impact areas, we have clearly defined objectives corresponding to each of the three motivations. Each of these not only has a clearly measurable outcome, but also an owner from within the core management team who “owns” the objective and will work to ensure the pathway is clear, tangible, transparent and in the mid-term, on track.

SCOPE HELIOX GROUP BV INCL PRE (CHARGE CO HOLDING BV)						
No	Source of inspiration	SDG	Objective	base year	2025	2030
1	Circular Economy	12.5	Reduction residual waste per person [%]	2021	25%	70%
2	Circular Economy	12.5	Packaging for all products placed on the market are recyclable or re-usable and has recycled content. [%]	2022	80% / 70%	100% / 90%
3	Circular Economy	12.5	100% of the chargers put in the market are eligible for Take back and recycling (EU only)	2022	100%	100%
4	Circular Economy	12.5	Recovery rate raw materials/components taken back chargers	2022	50%	80%
5	Climate change	13	Absolute Reduction CO2 emission scope 1 & 2	2020	5%	60%
6	Climate change	13	Reduce scope 1 and 2 emissions at main assemblers. (=Heliox scope 3)	2022	15%	40%
7	Social Responsibility	15	Purchase of carbon credits to support indigenous people and biodiversity based on emissions of transporting products to customer (scope 3)	2022	25%	75%
8	Social Responsibility	8	Employee satisfaction increased	2022	25%	60%
9	Social Responsibility	8 & 12.7	Suppliers signed CoC	2022	50%	80%
10	Social Responsibility	8	Company CMRT in place and updated	2022	✓	✓
11	Social Responsibility	1.a.1	Annual contribution to social fund at a net profit above 10 million	2022	50K	100K
12	Reporting	-	Publish an external verified GRI report	2022	✓	✓

3. CIRCULAR ECONOMY

The Global Circularity Report of 2018 positions 91% of global economy as linear is using virgin materials from the Earth, converting or manufacturing them into a finished product that has a single lifetime varying from usage of a few seconds to a few years.¹ In contrast, the remaining 9% which actively requires pursuing builds the concept of circular economy based on 3 principles:

1. Eliminating waste and related pollution
2. Circulating products and material
3. Regeneration of nature

A natural corollary to these principles is the transition to renewable energy and materials.

At Heliox, we take heavy inspiration from the Ellen Macarthur Foundation's work² on the topic of circular economy to identify our objectives and related actions.

Referring to their circular economy system diagram³, often called the butterfly diagram, we are working on:

1. The collection side of things which involves recycling, refurbishing, reusing and reliability (maintenance of our products for long term use).
2. Both within our sustainability and business framework, veering towards renewable / green energy holds importance in key strategic decisions.

This key focus finds reiteration by the European Commission, who in March 2022 announced a strategy⁴ to make sustainable products the norm in the EU, boost circular business models and empower consumers for the green transition. Within a Circular Economy Action Plan, the Commission proposed

¹ <https://resource.co/article/only-nine-percent-world-economy-circular-claims-global-circularity-report-12366>

² <https://ellenmacarthurfoundation.org/>

³ <https://ellenmacarthurfoundation.org/circular-economy-diagram>

⁴ <https://www.europarl.europa.eu/news/en/headlines/economy/20151201STO05603/circular-economy-definition-importance-and-benefits#:~:text=The%20circular%20economy%20is%20a,reducing%20waste%20to%20a%20minimum.>

new rules to make almost all physical goods on the EU market more friendly to the environment, circular, and energy efficient throughout their whole lifecycle from the design phase through to daily use, repurposing and end-of-life.

Our objectives therefore are led by end-of-lifespan strategy for hardware products (chargers in this case).

3.1. The objectives

Our objective is to ensure efforts undertaken contribute to circularity with four specifically measurable and quantifiable goals:

No	Source of inspiration	SDG	Objective	base year	2025	2030
1	Circular Economy	12.5	Reduction residual waste per person [%]	2021	25%	70%
2	Circular Economy	12.5	Packaging for all products placed on the market are recyclable or re-usable and has recycled content. [%]	2022	80% / 70%	100% / 90%
3	Circular Economy	12.5	100% of the chargers put in the market are eligible for Take back and recycling (EU only)	2022	100%	100%
4	Circular Economy	12.5	Recovery rate raw materials/components taken back chargers	2022	50%	80%

3.2. Our product and services

As a business, we are constantly looking for routes and iterations that allow us to lend to circularity. The 360-degree nature of our business implies that we don't merely "sell" hardware or software products, rather we design solutions. Built keeping in mind the motivations of the customer (which have an end-goal aligned with national emission goals), the life-cycle and interoperability of our hardware solutions (chargers, in this case) which reduce potential redundancy and the ability to upgrade as size, scale or technology evolves without having to waste or build from scratch.



3.3. Waste isn't waste until we waste it

Our waste management program covers all the waste streams generated by our activities is based on reduction, recycling, elimination and treatment. Next to office waste, most recyclable waste comes from building cabinets at our location in Belgium and electronic waste occurring mainly in our R&D facility. For transport our assemblers use packaging materials that potentially end up waste which includes metals, plastics, and other non-biodegradable materials. Hazardous waste for Heliox, some of which was generated in 2021, consists of mainly batteries and a small quantity of chemicals.

For transport our assemblers use packaging materials that potentially end up waste. Therefore packaging ending up with our customers need to be recyclable or reusable, a requirement driven by both local regulations and company policy, with our offices being asked to abide by the most stringent of these requirements.

3.4. Reporting

The waste generated by Heliox is separated by type (recyclable, hazardous and residual) at the premises of Heliox and collected by a waste management company that takes care of further processing. Residual waste is incinerated in special waste-to-energy plants. This combustion process generates (sustainable) energy, such as electricity, steam and heat. After processing, valuable materials such as metals, are extracted from the bottom ashes - the ashes that remain after the incineration of residual waste. The clean ashes can

be used as raw materials for the concrete industry and for ground, hydraulic and road construction. Other fractions are processed to create additives for, among others, the concrete products industry. This way of waste processing fits the circular economy ambitions of Heliox since there is no landfilling of residual waste. From the waste Heliox offers, nothing is landfilled.

Our waste management company provides waste related data to enable transparent monitoring and reporting, in place as of the start of 2022. Based on the data that will be gathered, further actions will be taken to reduce waste.

There is also an opportunity to separate organic waste from residual waste to reduce the amount of residual waste, and will be further investigated in 2022, as the objective set by Heliox is to reduce residual waste per person by 70% by 2030. Presently, due to lack of accurate data with the base year set at 2021, only locations where waste could be monitored are considered. This adds up to 146 persons in 2021 each having 41.1 kg waste per year. A more robust outlook will be prepared with monitoring services in 2022.

Heliox has also set clear criteria of packaging that need to be used to reduce the environmental burden of packaging waste at the customer's end. Our assemblers are required to pack the products accordingly. However, currently no structured data is available for reporting and 2022 will be taken to draw up inventory. This will be an important input of Objective 2.

Waste disposal in metric tons	2020	2021
Non hazardous waste		
Recycling	24,3	25,3
Waste to Energy	9,6	10,9
Total	33,9	36,2
Hazardous waste		
recycling	0	0,3
Waste to Energy		0,2
Total	0	0,5

Roadmap objective 1 Residual waste PP	2021
Σ employees	166
Σ Res. Waste PP	65,9
Offices disregarded where no waste monitoring takes place	
Due to Covid an estimated 06% fewer people were in the office	

The US is excluded here since no specific data on Heliox waste is known. The collection is done in the whole building from multiple tenants.

3.5. Innovation

Alongside our commitment to clients and to developing products to support an e-transition, Heliox has an active R&D facility that is working closely with key players including key EU innovation projects. Through these projects, and subsequently often openly available information on the process and outcomes, we are creating a more enabling environment for key transitions and developments.

At the end of 2019, the European Commission presented “The European Green Deal”, with the aim of transforming the European Union into a modern, resource-efficient and competitive economy with the central theme of reduction to net zero greenhouse gases emissions by 2050. Heliox participated in the consortium awarded the HiEFFICIENT project – a Research and Innovation Action funded by the ECSEL Joint Undertaking where multiple partners from 9 European countries are cooperating in this 3-year project with a total budget of 41 M€. Ambitious goals to gain higher acceptance and achieve the maximum benefit in using WBG semiconductors include reduction in volume of 40%, by means of integration on all levels (component-, subsystem- and system level), thereby improving space utilisation, increase in efficiency beyond 98%, and increased reliability of WBG power electronic system to ensure a lifetime improvement of up to 20%.

Last year, in 2021, Heliox successfully completed and demonstrated its role in the Hiperform project within the scope of the above-mentioned goals.

As of early 2022, Firan, Solar Valley, Scholt Energy and Heliox have started the Local Energy Hubs research project to use sustainably generated energy flexibly and locally. Local Energy Hubs focuses on developing a decentralised energy infrastructure to optimise solar power, energy storage, charging stations for E-trucks and consumers of sustainable energy on industrial sites. The results of four pilots across the Netherlands will contribute to the development of a blueprint for future Local Energy Hubs at other industrial estates.

3.6. Roadmap to 2030: Heliox Regeneration Programme

Products put in the market are a valuable materials pool at end of use. Heliox intends to develop the "Heliox Regeneration Programme" where chargers at the end of their lifecycle will be taken back and processed in the best possible way to ensure components and/or materials are recovered.

As Circular Economy is one of the drivers of the sustainability programme of Heliox, it is about preserving valuable raw materials through recycling or Re-use. This also helps reduce carbon emissions as recycling prevents mining and the first steps of refining the material.

Whilst the specificities of the programme are being developed at this moment, it will embrace Scope, Costs and managing the programme on one side and the hands-on actual recycling on the other. The programme will begin within the European Union this year. As the size and scale of operations vary in the US, a separate feasibility study will be initiated within the US to derive their goals whilst looking at financial and technical feasibility.

4. ENERGY, EMISSIONS AND CLIMATE

Recent reports indicate greenhouse gases trapped 49% more pollution in 2021 than they did in 1990⁵, further driving the need to build a solution with key stakeholders. Heliox is determined to contribute to a more sustainable world not only via our products / solutions being put out there in the global markets, but also with our own actions. Although through our energy use and carbon emissions we do not create a significant negative impacting the environment we do feel the responsibility to contribute to the EU 2030 goals and the UN-SDG's. desk research shows that Climate change is clearly one of the top concerns. The reduction targets Heliox set are in line with the Science Based Target Initiative (SBTi).

4.1. The objectives

No	Source of inspiration	SDG	Objective	base year	2025	2030
5	Climate change	13	Absolute Reduction CO2 emission scope 1 & 2	2020	5%	60%
6	Climate change	13	Reduce scope 1 and 2 emissions at main assemblers. (=Heliox scope 3)	2022	15%	40%

4.2. Emissions

We report our greenhouse gas emissions on the basis of the Greenhouse Gas Protocol corporate standard published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Direct greenhouse gas emissions (Scope 1) arise from sources that are under operational control of Chargeco Topholding BV Heating buildings and vehicles owned by Heliox-Energy B.V. Indirect greenhouse gas emissions (Scope 2) arise from the use of purchased electricity and charging Electric Vehicles.

⁵ <https://research.noaa.gov/article/ArtMID/587/ArticleID/2877/Greenhouse-gas-pollution-trapped-49-more-heat-in-2021-than-in-1990-NOAA-finds>

In 2022, we will also cooperate with our main assemblers to set a strategy on greenhouse gases and report results to us. Even if our assemblers are beyond of the boundaries of our company (no operational nor financial control) we feel the responsibility to help them to reduce their emissions. Beyond the assemblers we will investigate our emissions during transportation of our goods to our customers and emissions from purchased goods. These (assemblers, transportation and purchased goods) will cover a part of scope 3 emissions. The emissions from purchased goods will be investigated by starting a Life Cycle Analysis for one of our main products in order to set a calculation methodology and to see if sufficient reliable data can be found.

Heliox has offices in operational lease. In Best and Breda in the Netherlands as well as Bornhem and Sint-Amands in Belgium, we have full operational control, therefore emissions associated with fuel combustion are scope 1 and with use of purchased electricity are scope 2. In leased offices in US, UK, Germany, Spain and Sweden, we have neither operational nor financial control and therefore emissions associated with fuel combustion and use of purchased electricity are scope 3. Therefore, these emissions are not reported.

4.3. Energy

Aside from purchased electricity and fuel combustion, no other emissions occur within the boundaries of Scope 1 and 2.

No complete figures of electricity consumption from use of the Electric Vehicles could be found, thus limited information and available assumptions were made for all vehicles via extrapolation.

Energy and climate

**Σ Total
energy
[GJ]**

		2020	2021
Total fuel consumption within the organisation from non-renewable sources			
	Natural gas	1.305	1.444
	Diesel	501	557
	Electricity	381	1.123
Total fuel consumption within the organisation from renewable sources			
	Wind	614	
	Solar	39	41
	Hydro	442	585
In joules, watt-hours or multiples, the total:			
	Electricity	1.476	1.749
	Heating	1.305	1.444
Total energy consumption within the organisation			
		3.283	3.750
		2020	2021
Consumption of electricity		100	108
Consumption of Natural Gas		100	101
Consumption of Diesel		100	101
Baseline 2020			

Energy intensity of the organisation can be found in the table above and is calculated per 100K revenue and showed as normalized values starting in 2020 being 100.

Prior to a sustainability strategy being established, no criteria were set for energy. In 2021, a change in purchase pattern was carried out, from renewable to non-renewable electricity. This explains the reduction in renewable sources (example wind, in Table 1). Additionally, a policy decision in the direction of consumption savings by investing in and implement fluorescent lighting with LED was negated with a switch to non-renewable electricity sources.

Winter 2021 was slightly colder, with minus (-) degree days comparing 2020 vs 2021, 3044 vs 3436 (an increase of 12.9%). This explains the higher use of natural gas (1444 vs 1305). In 2021, there were 3 times as many Electric Vehicles (an increase in FTE as well as replacement Diesel cars) potentially indicating a correlation between increase in electric vehicles and increase in electricity consumption. Although there was a huge growth in FTE, it is not reflected in the energy usage as COVID-19 compelled offices to move to a “work from home” model. The office in Best has also reached its maximum capacity, therefore additional offices will need to be leased. Based on the possibility for full operational control of this new office, it will fall in either Scope 1 and 2 or in scope 3 .

4.4. Climate

As Market-based conversion factors could not be found, therefore conversion factors to calculate consumed energy are location based (year 2021) depending on the region where the consumption took place (Belgium or The Netherlands). These conversion factors were used for 2020, 2021 as well as for the calculation of the objectives. All calculations are according to the GHG protocol. Table below shows the emissions calculated for 2020 and 2021.

Ton CO2 eq Emissions		
	2020	2021
Emissions scope 1	502	585
Natural gas	453	524
Diesel	49	61
Emissions scope 2	60	175
Electricity	60	175
Total Emissions	562	760
Normalized (/100K reveue) Total carbon emissions equivalent		
	100	123

In the calculations, no offsets have been used. Since the emissions only occur from electricity and combustion, the same reasoning applies for the increase in emissions as with energy .

4.5. Roadmap to 2030

In order to meet the set objectives, the following plans are in place :

1. More Diesel cars to be replaced by Electric Vehicles (EV)
2. EVs will be charged only with renewable energy
3. Best (the Netherlands) as the first location to change to green gas, other locations will follow

With rapid growth, it is becoming difficult to estimate if the offices in use today will continue to be in use, in their present form and size, in the near future. Lack of this insight implies investments and initiatives to reduce energy consumption of the buildings may indicate an insufficient ROI. Along with this factor, the current situation with increasing high energy prices will also (positively or negatively) influence the decision to move gradually to green gas.

5. ACTING TOGETHER: SOCIAL RESPONSIBILITY

Heliox' vision towards corporate social responsibility finds its roots in strong academia, with HR Bowen's wider definition⁶ of obligations to pursue "those policies or make those decisions, or to follow those lines of action which are desirable in terms of the objectives and values of our society." Driven by the consideration of people at the heart of it, we have adopted a three-fold people approach in defining our objectives and areas of responsibility:

Tier 1: Heliox Team comprising of employees (full-time, part-time, contract, consultant and temporary staff, business partners, management and board of directors) and supply chain. With all of them, we have a direct relationship and therefore, they remain in the technical and legal fold of the organisation as signatories of the Code of Conduct. The Compliance Policy, also available on our website⁷ clearly states the expectations for how Heliox operates, and applies to all Heliox Affiliates in each country we do business.

Tier 2: All those who may be indirectly linked with the business, especially in the areas pertaining to production of parts and mining.

Underprivileged: Someone underprivileged doesn't have the advantages other people have. Underprivileged people usually live in poverty. A privilege is a right or an advantage, and people who are underprivileged lack such rights and advantages. Many times, this word is used as a synonym for poor.

5.1. Objectives

No	Source of inspiration	SDG	Objective	base year	2025	2030
7	Social Responsibility	15	Purchase of carbon credits to support indigenous people and biodiversity based on emissions of transporting products to customer (scope 3)	2022	25%	75%
8	Social Responsibility	8	Employee satisfaction increased	2022	25%	60%

⁶ <https://muse.jhu.edu/book/29080>, Bowen, HR "Social Responsibilities of the Businessman" 1953

⁷ <https://www.heliox-energy.com/>

10	Social Responsibility	8	Company CMRT in place and updated	2022	ü	ü
11	Social Responsibility	1.a.1	Annual contribution to social fund at a net profit above 10 million	2022	50K	100K
9	Social Responsibility	8 & 12.7	Suppliers signed CoC	2022	50%	80%

5.2. Occupational health and safety

Function	What	Unit	Target
SH	Number of LTIs (Lost Time Incidents/Injuries) and incidents/accidents	#	0
SHE	Number of near misses and reported unsafe situations	#	No target
SH	Percentage of engineers VCA trained, including PRE	%	100
SH	Percentage of engineers NEN3140 trained, including PRE	%	100
H/HR	Maximum percentage sick leave	%	3
SHE	ISO14001/45001 certification in place by Q3-4	%	1
S&Q	Percentage first pass yield FAT (VHE)	%	98
SH	Maximum office evacuation time	min	4
SHE	Number of safety inspections per year	#	12
SHEQ	Number of reported chargers with safety issue in field (causing an immediate danger to people)	#	0
H&E	ESG policy incl. long-term objectives, KPI's 2021/2022 etc. Policy on website by 1 Sep, program in place to measure and report as of 2022	%	100
H&E	CSR policy and reporting in place by 1 Sep 2020 incl. KPI's 2021/2022 and program to deliver	%	100
E	Percentage low emission cars	%	100
E&Q	Percentage assembly manufacturer factories ISO14001 certified	%	100
S&Q	Percentage first pass yield SAT	%	100

At this moment, all information and data pertaining to employees, and related welfare reporting applies to all entities of Heliox Group BV excluding Thermotec and will be implemented further in the organisation in the near future, unless otherwise and specifically mentioned. Heliox is currently certified against ISO 9001 certification. The intent is that in 2022 other entities will follow. Next to that ISO 14001 and ISO 45001 certifications will also be implemented in 2022.

Health and safety priorities are part of training that starts during the onboarding process, and from June 2021 onwards, a robust 3-day onboarding process was put in place. Whilst this applies to both full-time employees, part-time team members and contractors, for assembly partners, to assure safe working practices are implemented, selection is based on (amongst other criteria) ISO45001 certification.

Risk assessments may be updated as a result of incidents / injuries within the company or at customer sites. Otherwise, updates are done when deemed necessary or legally required. Necessity can include but is not limited to: introduction of new processes, new building(s), other means of testing activities. Basis for these Risk Assessments are covered under the SHE Policy, Occupational Safety, Health and Environmental procedures manual, and incident procedure.

		Severity				
		1	2	3	4	5
Probability	1	1	2	3	4	5
	2	2	4	6	8	10
	3	3	6	9	12	15
	4	4	8	12	16	20
	5	5	10	15	20	25
		Improbable	Unlikely	Possible	Probable	Highly Likely

Severity ratings explained:

- 1 - Minor** No or trivial injury, illness or loss. No lost time or first aid required. No business risk.
- 2 - Slight** Minor injury or illness, may include site first aid and minimal lost time at work. Includes a near miss event. Would constitute a small business risk of low financial value.
- 3 - Moderate** An injury or illness requiring treatment at a medical centre or hospital or one resulting in over 7 days lost time (**Recordable incident**). Constitutes a business risk due to possible claims and therefore some financial risk.
- 4 - High** A major injury or loss. Would be considered to be a major business risk due to legal action and financial claims, loss of reputation.
- 5 - Very High** A serious event such as single or multiple deaths or life threatening injuries, major plant losses or significant infrastructure disruption. A very high business risk.

Those also cover how Heliox expects its employees to take part in improving the health and safety of the workplace, the right to refuse work and how and where to report (near) incidents.

Confidentiality of personal health-related information and (where applicable) processing this information following local laws and regulations is included in these contracts. US legislation however, takes a different approach, their legal obligations provide and prescribe how personal health-related information should be treated and stored or accessed. The Heliox US branch, called Heliox Technology Inc, has their own registration system, setup according to the applicable laws and regulations.

Heliox also works towards consultation and participation of employees through regular Health, Safety, Environmental and Wellbeing (HSEW) Furthermore, monthly meetings between the HSEW committee and the SHEQ department are scheduled through 2022 and onwards.

Providing a safe and healthy work environment is a basic duty, but it doesn't stop there. Heliox encourages all employees to think about their impact on their environment, which also means taking care of yourself, your health and wellbeing.

Therefore in the Best location fresh fruit is provided for all on a daily basis at the Dutch offices. A hybrid work environment and the external confidential counsellor or absenteeism advisor can be contacted by all Heliox employees for all work or non-work related questions or concerns regarding a healthy lifestyle. Over 2021 there were no fatalities, high consequence work-related injuries or recordable injuries within the Heliox organisation, nor on projects that have been overseen by Heliox. Over 2021 there were no work-related ill-health cases registered.

5.3. Roadmap to 2030

With the organisation growing rapidly, the need for a management system has been growing with it. Heliox will obtain the ISO 14001 and ISO 45001 certification in 2022 for the entities based in Best (HQ in the Netherlands) as a way to manage sustainability improvements in Operational Health & Safety; this certification will also be used as a foundation to build upon towards certification of the other EU entities. Heliox Technologies Inc, the US branch, will also work hard on obtaining their own certifications according ISO9001, ISO14001 and ISO45001 in 2022. To keep track of changes in the legal register and have a solid overview of the actions required to maintain the ISO9001,

14001 and 45001 certifications, Heliox group BV has started to use an external compliance management system with a proven track record.

Training related to the specific work-related risks is provided in different ways, depending on the work or function employees carry out. An Example could be the VCA course, where 22 employees were trained in 2021 and a NEN3140 (safe working on electrical installations) training, with 71 participants in 2021. As Heliox' business and functionalities (products, departments, deliverables) continue to expand, so will the training program to cover more potential risks in all aspects of professional situations.

The activities and thus people working for the entities based in Best are covered under the occupational health and safety management system. All employees working for Heliox will eventually be covered under the OH&S management system according to ISO 45001. This also, with limited influence and impact, includes assembly manufacturers and installation partners.

Additionally, efforts to support towards health (both mental and physical) and an (opt-in for) collective health insurance with added benefits will also be made available starting in the next 2 years.

5.4. Conflict Mineral Reporting Template

Tier one suppliers are made to sign the code of conduct of suppliers and agree with our compliance policy that is openly available on our website. This way we push our socially responsible values into the supply chain with the objective of assuring at least 80% of complete compliance by 2030.

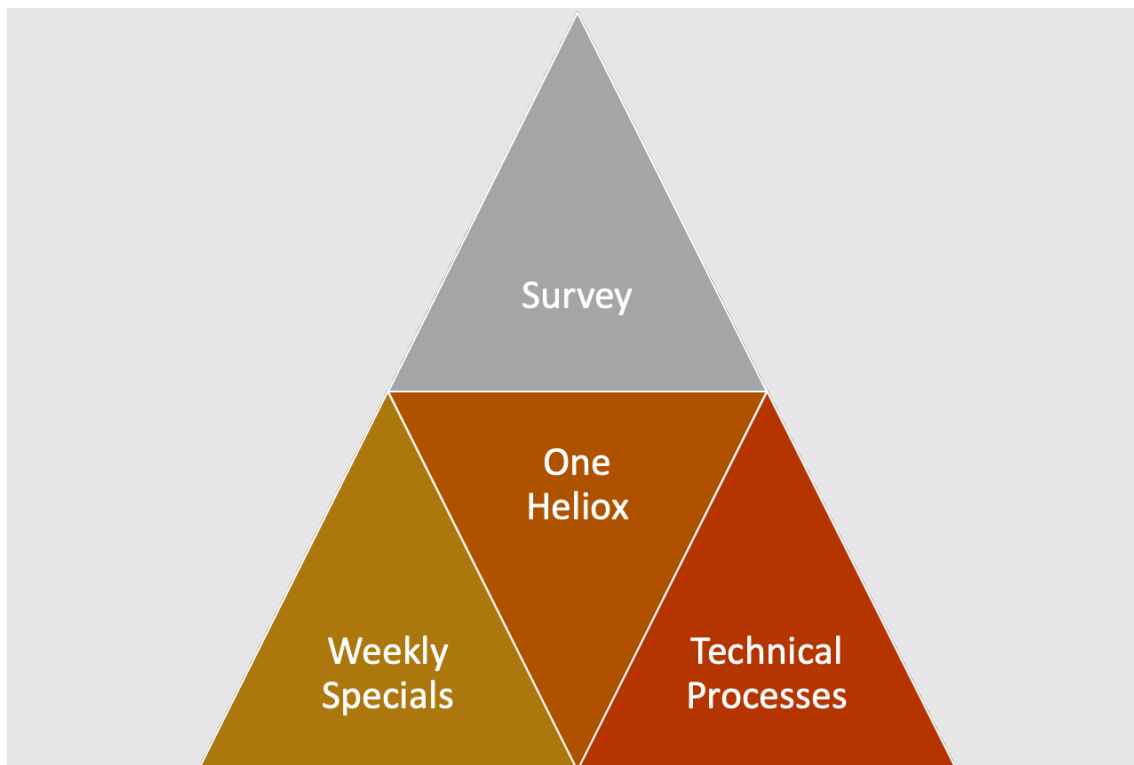
However, ours is a challenging industry especially when it pertains to topics encompassing mining. Tin, Tungsten, Tantalum, and gold (so called conflict minerals) need to come from mines that do not have forced labour or child labour and lie outside of conflicted areas. Towards this end, we have initiated asking for the Conflict Minerals Reporting Templates (CMRT) from our supply chain.

The CMRT is an openly available, standardized reporting template developed by the Responsible Minerals Initiative (RMI) that facilitates the transfer of information through the supply chain regarding mineral country of origin and the smelters and refiners being utilised. The CMRT facilitates the transfer of information through the supply chain regarding mineral country of origin and Smelters or Refiners (SORs) being utilized and supports compliance to legislation. Whilst we strongly encourage our supply chain to follow in essence our Code of Conduct, we will demand the Conflict Minerals Reporting Template from our supply chain. Towards greater transparency, we will issue a

CMRT of Heliox products based on the CMRT of our suppliers and carry out regular checks to ensure its credibility and validity checks will be made.

5.5. Employee Satisfaction

At Heliox, we define employee satisfaction as the sum total of satisfaction and engagement. Employee satisfaction is the extent to which employees are happy or content with their jobs and work environment and Employee engagement may be defined as the extent to which employees feel passionate about their jobs, are committed to the organisation, and put discretionary effort into their work. Whilst Annual Performance Reviews (APRs) and personal growth plans developed and reviewed on an annual basis have been in motion within the organisation, starting 2022 on the roadmap to achieve 60% increase in satisfaction, we have established the following approach



At the core of all initiatives will be "One Heliox" Programme launched in 2022, instilling the ideal of "One team, One culture". The programme aims at furthering the existing values of Heliox, and having fun whilst doing so. A "Programme Team" representing multiple (EU) offices of Heliox and various departments, led by an HR representative for cohesion, will establish a central value for a set time period, and organise a series of activities and events around

the prevailing value, chosen from our 6 core values: Explorative, Ambitious, Cooperative, Sustainable, Sincere, Proud .

Every few months, all team members will receive a communication explaining which core value is being focussing on, and what the corresponding team-building activities, cultural shows, online games and so on will be celebrating the team and chosen value. One Heliox aims at bringing together the teams at Heliox with immaculate planning and instilling a sense of engagement amongst employees. It's impact and the measurement process will be established after the first few series of "value celebrations".

Technical processes including compliance with occupational health and safety standards, mandatory training programmes and similar do not directly contribute to employee satisfaction but form an integral part of the technical and legal requirements, which when employees do find himself in a certain situation, they would find themselves equipped to handle or escalate the situation for the correct handling in the best interest of their or fellow team members' health and safety. On the lighter side, as employees juggle in a post-pandemic world with new priorities and concerns, and find the right balance between working from home and returning to office for key moments, we will ensure norms pertaining to Covid (if any) along with planned lighter moments including Pie Wednesdays are followed. In a constantly changing world, it is difficult to outline precise policies however Heliox is open to quickly adapting based on global, local and team requirements.

Towards this end, we will implement training programmes (internal) and promote enrolment in external skill building programmes (especially in the Netherlands and Germany) where the national governments alone or in conjunction with Heliox are jointly funding such training. The marketing team will enrol in such courses in 2022 and support for other non-technical staff is to follow.

5.6. Supporting Indigenous People and Biodiversity

Heliox will be Purchasing carbon credits to support indigenous people and biodiversity primarily in the Amazon rainforest, calculated based on emissions of transporting products to customer (scope 3).

The Amazon Rainforest covers an area of 6.7 million sq km in the South American continent, with nearly 60% of the rainforest in Brazil, while the rest shared among eight other countries–Bolivia, Colombia, Ecuador, Guyana, Peru, Suriname, Venezuela and French Guyana. Our initial focus will centre on

protecting biodiversity reserves in Peruvian Amazon, for instance, which extends over 590,000 hectares.⁸

Scope 3 emissions are presently unavoidable and the credits need to be Climate, Community, and Biodiversity (CCB) and Verified Carbon Standard (VCS) certified. These credits will benefit organisations supporting on-the-ground conservation in Amazon indigenous lands. Helping local farmers to increase their income and in training the indigenous in environmental and territorial management.

5.7. Annual Contribution to a Social Fund

Heliox is working towards business success such that we may make an annual contribution to a social fund when net profit exceeds 10 million in a financial year, with the aim to donate 100,000 Euros annually by 2030. However, the exact methodology in choosing priorities and projects has not been defined and will be initiated subsequent to the issuance of this first report.

⁸ <https://ecosphere.plus/tambopata/>

6. GRI

Global Reporting Initiative (GRI) Standards are one of the most commonly used sustainability reporting frameworks across 90 countries, with 63% of the N100 companies, and 75% of the G250 reported applying the GRI reporting framework in the past 6 years. The objective of CSR reporting using the GRI Sustainability Reporting Standards (GRI Standards) is to provide transparency on how an organisation contributes or aims to contribute to sustainable development. These GRI Standards enable an organisation to publicly disclose its most significant impacts on the economy, environment, and people, including impacts on their human rights and how the organisation manages these impacts. Alongside enhancing transparency, this framework increases potential impact and accountability, within a standardised framework thereby ensuring both consistency and credibility.

For Heliox, these standards remain the most relevant and applicable with strong referencing from the United Nations (UN) Guiding Principles on Business and Human Rights and yet, serve as guiding principles without setting thresholds and goals.

6.1. Objectives

No	Source of inspiration	SDG	Objective	base year	2025	2030
12	Reporting	-	Publish an external verified GRI report	2022	✓	✓

6.2. Roadmap to 2030

Over the next few years, Heliox will work with suppliers to establish 80% of suppliers to be signatories to Heliox' official Code of Conduct, with an interim target of 50% to be achieved by the next 3 years.

But all of the established objectives and reporting will only be of highest standard when in compliance with a framework that demands standardisation, repetition of those standards, and transparent reporting towards globally accepted credibility. Towards this end, we intend to report in the future with reference to GRI.

7. IN CONCLUSION

This first report provides an insight into tangible actions and results set out by the management at Heliox, some of these requiring greater accountability and tasks within, and others involving working closes with external stakeholders and our supply chain in an equally honest and transparent manner, in taking the right steps towards a beneficial impact. We invite readers of this report to come and form a global Sustainable alliance with us.

Write to us on XYZ:

1. If you're a stakeholder or member of our supply chain wanting additional information on how you could make a key contribution towards sustainability
2. If you're a customer (past, current or prospective) wanting to initiate a conversation around these objectives or desiring more information
3. If you're a member of any other external organisation, press or wider community keen to initiate a dialogue

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