PowerField | PowerGo

Sustainability Report 2024

Environment, Social and Corporate Governance

Contents

How we refer to PowerField, PowerGo or their combined efforts:

- Pages with this colour describe PowerField
- Pages with this colour describe PowerGo
- Pages with this colour describe both organisations

A message from our CEOs

"At PowerField, we believe that the energy transition must be both ambitious and practical. We took meaningful steps to advance this belief. In 2024, we realised new solar parks, launched our first battery energy storage system, started the trading of our own solar energy, and expanded our electric vehicle charging network through PowerGo.

Our core strength lies in combining the generation, storage, supply, and use of solar energy. This is how we want to ensure a reliable and green energy system. Our integrated approach is not only about sustainability. It's about impact. Every solar panel we install and every kilowatt-hour we store or deliver brings us closer to a cleaner, more resilient energy system.

Of course, the energy transition comes with challenges. Grid congestion, permitting processes, and the complexity of scaling fast while staying responsible all test us to grow smarter. I am proud of how our team continues to meet these challenges with dedication and creativity.

This ESG report gives an honest view of where we stand today. Together with our partners and stakeholders, we keep working toward a sustainable future. One step, one project, and one kilowatt of renewable energy at a time."

PowerField

"Driven by the ambition to accelerate sustainable mobility, PowerGo is building a growing network of charging stations across Europe. This network is powered by green energy from PowerField's solar parks. Our mission is clear: to make sustainable charging accessible for everyone.

We approach this with creativity and commitment, focusing on smart, user-friendly solutions that align with the energy transition. From ultra-fast charging and dynamic pricing strategies to integrated battery storage, we are constantly seeking ways to move faster and further.

Sustainability is not just a goal we pursue through our charging network. It also shapes how we work, grow, and collaborate. We are committed to building a company that positively contributes to the transition towards a cleaner and more responsible future."

PowerGo

Intro

Highlights of 2024

50,000+ tonnes of CO_2-eq emissions avoided

Achieved through the combined efforts of PowerField and PowerGo.

137 MWp of new solar parks

Construction started on new solar parks, adding around 137 MWp to the portfolio.

Ivo van Dam becomes PowerGo's CEO

Formerly CTO of both PowerField and PowerGo, Ivo van Dam now fully dedicates his leadership to PowerGo as CEO.

52 MWh BESS operational

The biggest co-location in the Netherlands and first battery energy storage system (BESS) of PowerField put into operation.

1,600 charging points operational

Installed 700+ new charging points across Europe, delivering 10,001 MWh of energy to EV drivers.

10,000 MWh+ of green energy delivered

Generated by PowerField's solar parks.

Working towards responsible impact

"At PowerField and PowerGo, we work towards a future powered by green energy.

But doing the right thing isn't just about what we deliver, it is also about how we deliver it. And that's where ESG comes in.

Over the past year, we have taken important steps to better understand and improve our impact on people, the environment, and society. We are continuously learning and improving internal systems, awareness, and processes to make sustainability an integral part of how we operate, grow, and evaluate risk.

This report is a reflection of that ongoing journey. Guided by the 13 themes we identified, from climate change and biodiversity to human rights, local communities, and circularity, we are connecting the dots between our ambitions and our responsibilities. For example, we have made progress in responsible supply chain due diligence, looked more closely at circularity opportunities in our construction and operations, and increased our engagement with local stakeholders and employees.

There is still a lot to learn and improve. But what motivates us is clear: our ability to contribute to a sustainable energy system comes with the obligation to do so in a fair, transparent, and responsible way."

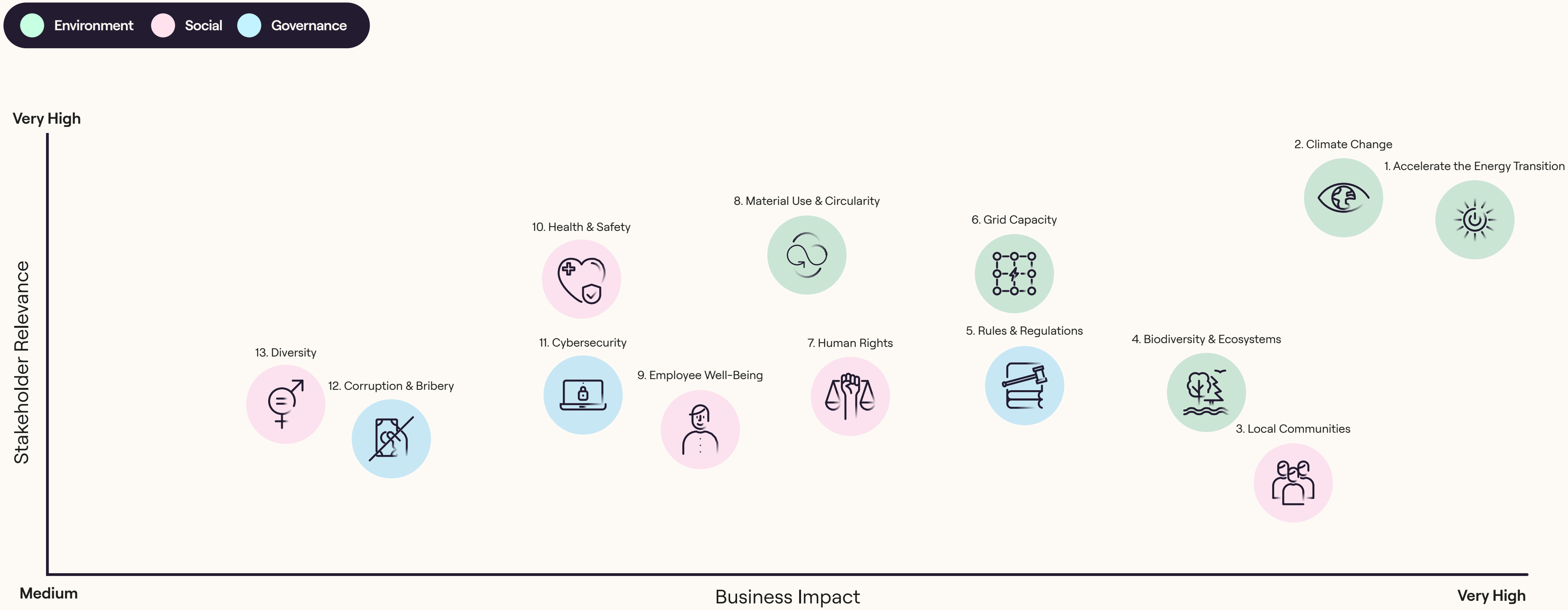
Jeroen Gjaltema
Sustainability, Safety, Quality & Risk Manager

"As COO, I see first-hand how important it is to balance growth with responsibility. We are making steady progress, from improving safety on our construction sites to looking critically at supply chains. Our business plays a real role in fighting climate change, and we want to make sure we do that in a way that's thoughtful, accountable, and sustainable."

Kay Roderburg
Chief Operational Officer

Identifying what matters most

In 2023, we conducted a materiality assessment to define our ESG priorities. This process led to the identification of 13 key ESG themes that shape our impact and strategy. Our focus on these themes remains unchanged: some are already deeply embedded in our operations, while others are gradually being integrated into our core processes. Using both an inside-out and outside-in approach, we assessed the ESG impact of our activities as well as the financial implications of ESG factors on our organisation. The results of this analysis provide a strong foundation for our ongoing sustainability strategy. The matrix below highlights the 13 relevant ESG themes, based on business impact and stakeholder relevance.



Our vision for the future

In this report, we present the 13 themes that shape our long-term ESG ambitions. The themes serve as the guiding framework for our ESG strategy and will be further developed through clear objectives and timebound targets in future reports.

Environment

1. Accelerate the Energy Transition

The energy transition is at the core of what we do. We accelerate the transition through efficient, transparent and smart renewable energy technologies and services.

Environment

2. Climate Change

Preventing climate change is what drives us. We eliminate emissions whenever realistic.

Social

3. Local Communities

We involve local communities in what we do. We actively look for ways to have a positive impact.

Environment

4. Biodiversity & Ecosystems

We deliver renewable energy in balance with nature. We actively look for ways to improve (local) biodiversity.

Governance

5. Rules & Regulations

We ensure compliance to rules and regulations. We take an active role in the development of legislation and standards that accelerate the energy transition.

Environment

6. Grid Capacity

We make use of scarce grid capacity in a responsible way. We support grids through flexible solutions.

Social

7. Human Rights

We take an active role in identifying and preventing human rights violations in our supply chain. We work with our suppliers to improve working conditions and provide a livable wage.

Environment

8. Material Use & Circularity

We reduce the impact of the materials we use. We embed circularity in our projects, procurement and operations.

Social

9. Employee Well-Being

We provide an open, thriving work environment that promotes employee well-being. We empower employees to achieve their full potential.

Social

10. Health & Safety

We strive for zero safety incidents in our own and in our partners' operations. Every employee is mandated to stop work if unsafe conditions are observed.

Governance

11. Cyber Security

We comply to all cyber security related obligations. We treat all data with care.

Governance

12. Corruption & Bribery

We have zero tolerance for corruption and bribery in our organization and our supply chains.

Social

13. Diversity & Anti-Discrimination

Everyone is treated equally. We foster an environment where people from all walks of life feel welcome – regardless of their gender, race, personal preferences and convictions.

Environment

Accelerate the Energy Transition

Accelerating the energy transition is at the core of what we do. We provide smart renewable energy technologies through our solar parks, battery energy storage systems (BESS) and charging solutions for electric vehicles (EVs). By ramping up our operations, we contribute to decarbonising the energy grid and enabling the transition to zero-emission mobility across Europe.

Solar parks

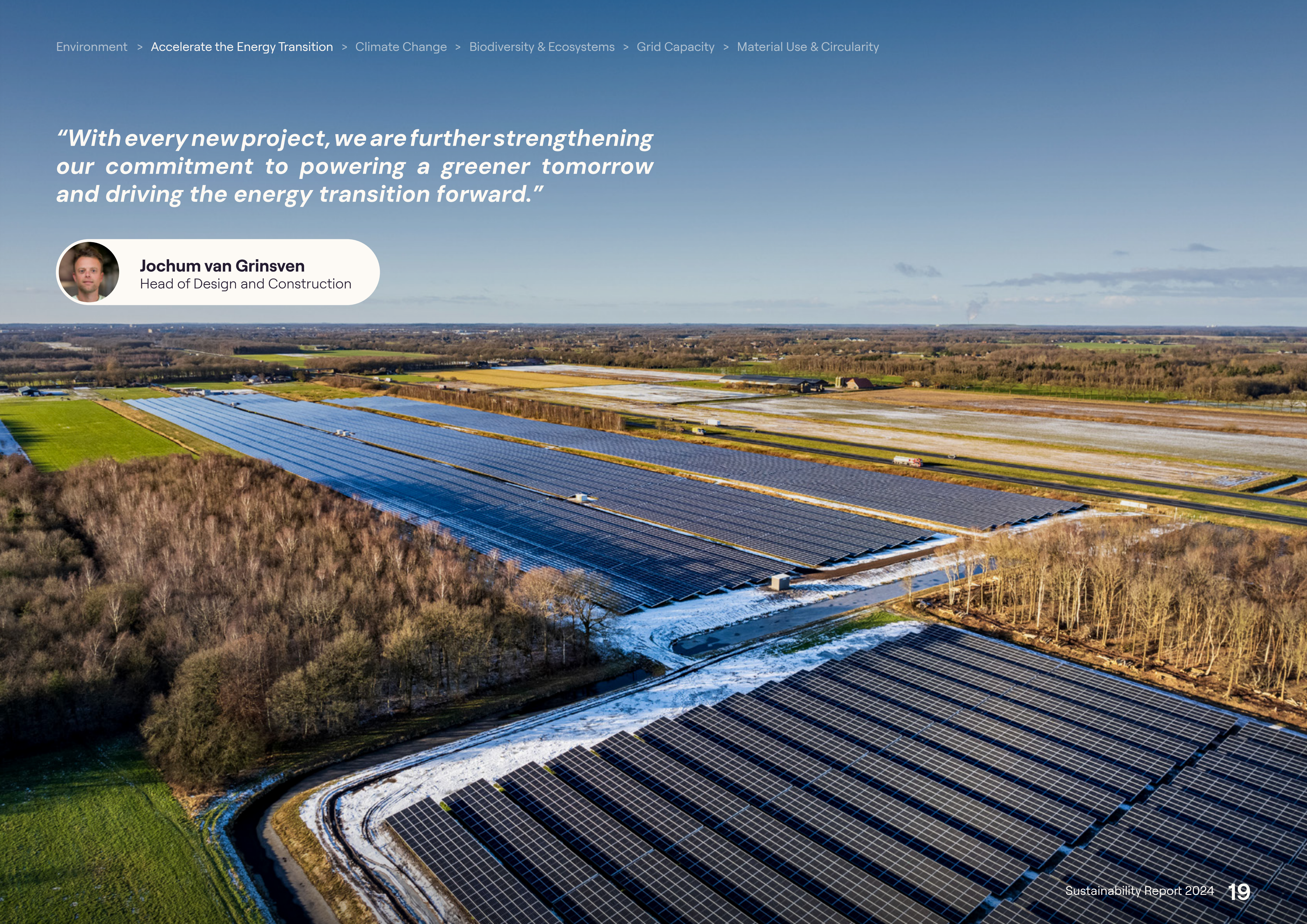
In 2023, we commissioned several new solar parks. This made 2024 the first full year of production for these projects. As a result, the total energy generated by our solar parks increased from **29.8 GWh** in 2023 to **108.2 GWh** in 2024. This marks a significant 262% growth.

In 2024, we started construction on new solar parks in regions where we previously had limited or no presence. This contributes to a more balanced geographical distribution of our solar energy generation. As solar production depends on local weather conditions, geographic diversification enables us to maintain a consistent supply of renewable electricity to the grid, even when sunlight is scarce in certain regions.

In 2025, we will commission seven new solar parks, adding **170 MWp** to our total installed capacity. This marks a 130% increase compared to 2024 and further strengthens our contribution to decarbonising the electricity grid.

Solar Park	Operational since (date)	Nominal power 2024 (MWp)	Energy generated 2023 (MWh)	Energy generated 2024 (MWh)
Emmen	January 2021	6.1	2,317	5,604
Ter Apelkanaal	April 2021	15.3	12,793	12,370
Nieuwendijk	March 2022	2.0	1,541	1,644
Oppenhuizen	May 2022	4.0	3,559	3,010
Hattemerbroek	July 2023	16.4	1,228	12,960
Wanneperveen	Augustus 2023	33.4	8,139	28,416
Wolvega	October 2023	5.3	82	3,233
Doorsneeweg	December 2023	1.6	11	1,393
Hollandscheveld	December 2023	53.0	212	39,663
Total		**137.1**	**29,882**	**108,293** (+262%)

Table 1 - Key figures for PowerField's operational solar parks



"With every new project, we are further strengthening our commitment to powering a greener tomorrow and driving the energy transition forward."

Jochum van Grinsven
Head of Design and Construction

BESS

In July 2024, we commissioned our first BESS with a nominal power of **21 MW** and a capacity of **52 MWh**. Our project *'Energy Storage and Solar Park Wanneperveen'* together form the largest 'co-location' in the Netherlands, combining the generation and storage of solar energy. The launch of this project allowed us to take the supply, storage and trading of solar energy to the electricity grid under our own management.

When electricity demand is low and generation of energy is high, we can temporarily reduce supply by storing energy. When demand is high and green energy generation is low, we can make the stored energy available. Furthermore, the BESS can support local and national grid operators by shifting peak loads through grid balancing activities.

During its six months operational use in 2024, a total of **9,150 MWh** was stored and later supplied to the electricity grid.

We see energy storage as an essential part of the energy transition and in our business in the coming years. We will continue to develop new BESS projects to strengthen a sustainable and reliable energy system.

"With the successful launch of PowerField's first BESS, we are now able to efficiently store renewable energy and deliver it to the grid when needed. By integrating solar energy production with storage and trading, we take meaningful steps towards a sustainable and future-proof electricity system."

Eelco Rondhuis
Head of Energy Management

EV charging solutions

In 2024, we made significant strides in expanding our EV charging network across Europe. Key milestones included the opening of flagship locations in Denmark and the Netherlands, and the deployment of our first integrated charging and battery storage systems, designed to enable high-speed charging in areas with limited grid capacity.

Our charging network delivered **10,001 MWh** of energy to customers in 2024: an increase of 53% compared to the previous year. As demand for sustainable transport continues to grow, we remain committed to expanding our network and strengthening our role in enabling a low-carbon future.

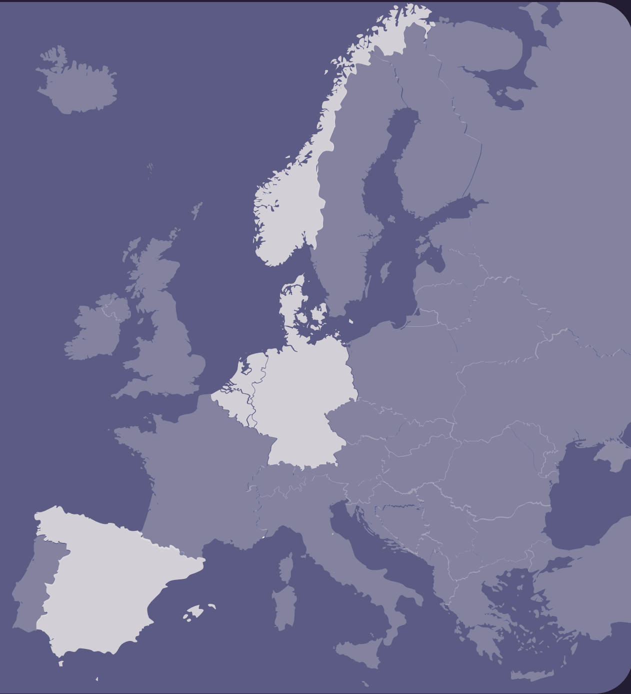
Energy provided to customers

2023

6,526 MWh

2024

10,001 MWh +53%



	2022	2023	2024	2024 growth (compared to 2023)
Total operational charging points	455	1,001	1,645	+64%
› Of which AC	210	549	1150	+111%
› Of which DC	245	452	495	+10%
Energy provided to EVs (MWh)	N/A	6,526	10,001	+53%

Table 2 – Key figures for PowerGo's operational charging points

"As we expand our charging network across Europe, we are making sustainable transport more accessible to everyone. PowerGo is committed to providing our customers with a convenient, reliable and sustainable charging solution, wherever they need it."

Paul Sieljes
Head of Operations

Climate Change

Preventing climate change is a key driver of the energy transition and our organisation as a whole. We contribute by providing renewable energy solutions for electricity generation, energy storage, and sustainable mobility. At the same time, like any company, we also emit greenhouse gases through our own operations. This chapter outlines our emissions in line with the widely used GHG Protocol and covers:

- **Scope 1:** Direct emissions from sources we own or control (e.g. use of hybrid vehicles and gas use at offices)
- **Scope 2:** Indirect emissions from the electricity we use (e.g. our own EV use, electricity use at offices)
- **Scope 3:** Indirect emissions in our value chain (e.g. emissions from our suppliers and emissions from business travel)
- **Extra: "Scope 4":** Emissions we help prevent by replacing fossil-based energy systems with renewable alternatives. While not formally recognised under the GHG Protocol, we believe this is a relevant measure of our contribution to climate mitigation.

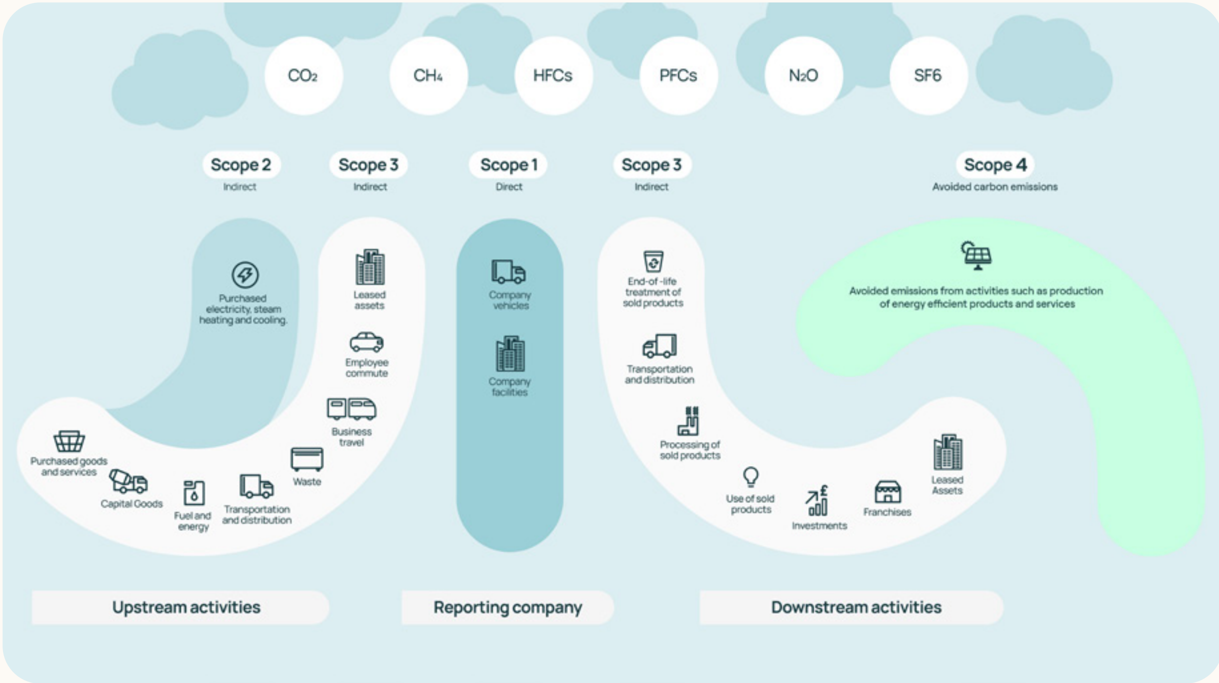


Figure 1 - Scopes 1, 2, 3 & 4

Scope 1 & 2

During 2024, our Scope 1 & 2 emissions increased significantly, primarily caused by operational use and energy losses at our BESS. We also saw an increase of Scope 2 emissions linked to vehicle and office use. These emissions rose from **58 tonnes** in 2023 to **108 tonnes** in 2024: an 86% increase. This is caused by the growth of our company, resulting in more office space and vehicles for our employees.

	2023	2024
Category	Tonnes CO_2-eq	Tonnes CO_2-eq
Scope 1 total	13	12
Scope 2 total (market based)[1]:	58	697
-of which vehicle and office use	58	108
-of which operational losses EV chargers	0[2]	0[2]
-of which operational losses BESS	0	588[3]
Total Scope 1 & 2	**71**	**708**

Table 3 - Scope 1 & 2 emissions

[1] Location based emission data is available in Appendix 1: VSME Standard.

[2] All electricity used for PowerGo's EV chargers (including losses) is backed by Guarantees of Origin (GoOs) from PowerField's solar parks.

[3] This figure assumes a worst-case scenario, in which all BESS energy losses originate from the public grid. In reality, part of the energy used may come from co-located solar parks, which would lower the associated emissions. In 2025, we aim to develop a more accurate methodology to reflect this.

Scope 3

In 2024, we began mapping Scope 3 emissions, starting with business air travel. While flights are not our largest emission source, they are directly influenced by internal choices and behaviour.

Looking ahead, we intend to establish a baseline for Scope 3 emissions from purchased goods and services, which we expect to be a more substantial category in our value chain emissions.

Flight type	Total kilometres travelled	Total tonnes CO2-eq
Short haul: 0 - 750 km	14,546	15
Medium haul: 750 - 2500 km	11,099	11
Long haul: 2500+ km	6,168	6
Total	**31,913**	**31**

Table 4 - Scope 3 emissions - Business travel

"Scope 4"

Avoided emissions are not officially recognised in most carbon accounting frameworks, but they reflect the positive climate impact of our activities. By replacing fossil fuel-based systems with solar power and electric mobility, we help prevent the emission of greenhouse gases.

Solar

Our solar parks produce renewable electricity, reducing the need for fossil fuel-based generation. Avoided emissions are calculated using market-based emission factors that reflect the average emissions of non-renewable electricity in the Netherlands.

	2023	2024
MWh generated	32,827	108,293
CO_2-eq tonnes avoided	14,378	41,139

Table 5 - Avoided emissions - Solar

In 2025, we aim to refine our model for avoided emissions to better account for real-time grid emissions and load balancing effects.

BESS

While our BESS consumed energy and caused emissions in 2024, it also enables better use of renewable electricity by storing it when abundant and supplying it when demand is high. In 2025, we plan to develop a methodology to quantify the avoided emissions from these systems.

EV charging solutions

Through PowerGo, we reduce our emissions by using GoOs from PowerField's solar parks. Compared to internal combustion engine (ICE) vehicles, this represents a significant climate benefit.

	2023	2024
MWh provided to customers	6,526	10,001
Est. distance driven with MWh provided (1000 KM)	34,914	52,918
CO_2-eq tonnes avoided[1]	5,981	9,069

Table 6 - Avoided emissions - EV charging solutions

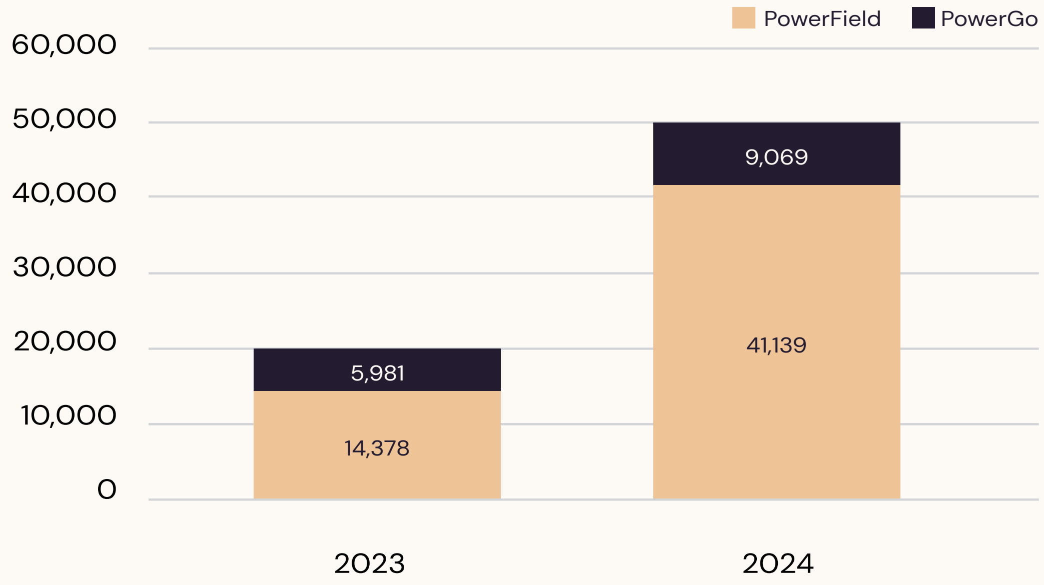
[1]Compared to average ICE-vehicles

Looking ahead

We recognise that our emissions have increased, primarily as a result of our operational growth. At the same time, this growth enables us to expand the positive climate impact of our core activities. We are committed to gaining a better understanding of our emissions, so we can monitor them more effectively and identify opportunities for improvement. In the coming year, our focus will be on:

- Developing more accurate methodologies for Scope 1 & 2 emissions, especially for BESS.
- Expanding our Scope 3 reporting to include procurement and materials.
- Improving how we model and report on avoided emissions ("Scope 4").

Tonnes CO_2-eq avoided



Graph 1 - Total yearly avoided emissions

Biodiversity & Ecosystems

In 2024, we continued our commitment to improving biodiversity at and near our solar parks. For our operational solar parks, we have finalised maintenance plans for all greenery on and surrounding the projects. Typical measures to avoid potential negative impact on biodiversity during maintenance include:

- Only removing plant-growth that is necessary to avoid negative impact on the performance of the solar park. This allows the local flora to naturalise as much as possible.
- Avoiding any maintenance, including cutting of grass, trees and shrubs, during breeding seasons.
- Increasing the use of sheep to reduce excess growth of grass instead of machinery, providing additional benefits for local flora and fauna.

For every solar park we started construction in 2024, impact on biodiversity was a key consideration in the design. We involved ecologists, universities, and local nature groups in the designs to ensure a positive impact on native flora and fauna. Examples of measures taken before and during construction of these parks include:

- Planting 'green areas' and (native) plants around the solar park, as part of the integration of the project into the landscape. This also provides a source of food and shelter for various animal species. By making the water banks less steep, animals can easily enter and exit the water. The shallow water also promotes the growth of certain aquatic plants. This is convenient for fish, amphibians, insects, and other animal species.
- Creating new connections between existing areas of (protected) nature, allowing for species to move more freely between them.

"PowerField sees solar energy as one of the most effective solutions to meet climate goals. We believe it is important to produce energy in a way that is in balance with nature. Solar parks can offer multiple functions at once. For example, they can boost local biodiversity and add value to local flora and fauna."

Jeffrey Janssen
Project Development Manager

Grid Capacity

As the energy transition progresses, grid congestion is becoming an increasingly big challenge. We strengthen the electricity grid with our smart, renewable energy solutions that ensure stability and sustainability.

In 2024, we operationalised our first BESS at *'Energy Storage and Solar Park Wanneperveen'*. This milestone marks a significant step in our ambition to create a more stable and sustainable energy network. By using the flexibility of our storage systems, we can help balance the supply and demand of energy, contributing to a more reliable and efficient grid.

By having solar parks and batteries operate together at the same location, we can reduce imbalances, supply power when demand is highest, and create more space on the energy grid.

Additionally, we implemented a time-dependent contract at one of our solar parks, reducing energy feed-in during peak hours. By aligning production and storage with the available grid capacity, and collaborating closely with grid operators, we help ensure a more stable and efficient energy system.

"We want to make the energy transition a reality. To achieve this, we must find solutions to the challenges that arise, such as grid congestion and an inconsistent supply of green energy. We believe we have a responsibility to contribute to the balance of the electricity infrastructure. By leveraging the flexibility of our storage systems, we can contribute to balancing energy supply and demand, ensuring the reliability and efficiency of the energy market."

Eelco Rondhuis
Head of Energy Management

EV charging solutions

In 2024, our first EV chargers combined with energy storage went into operations. These solutions allow us to provide fast charging to our customers in areas where local grids would normally not be able to support this. The battery temporarily stores energy to be used for a later charging session. This relieves the electricity grid at peak moments and allows it to meet charging needs at other times.

Through our dynamic pricing strategy, we actively incentivise EV drivers to charge during periods of high renewable energy availability. By offering lower tariffs when sustainable energy production peaks, we promote efficient energy use.

"By combining chargers with energy storage, we overcome local grid limitations and enable high-power charging even at low-power grid connections. This allows us to roll out charging infrastructure much faster, without having to wait for costly and time-consuming grid upgrades. In parallel, we're developing the capability to use the storage capacity of these battery-powered chargers to trade electricity on the grid and provide grid balancing services to grid operators. It's a smart way to deliver clean energy where and when it's needed, while contributing to a more resilient and sustainable energy system."

Antonios Kouzelis
Growth & Innovation Lead

Material Use & Circularity

We are committed to reducing waste and maximising resource efficiency throughout the lifecycle of our assets. In 2024, an internal research project examined the business case for solar panel end-of-life management. The findings indicate that the residual value of reused solar panels and the recyclable materials in components like copper and aluminium cables are expected to offset the costs of dismantling a solar park. This insight strengthens our commitment to responsible decommissioning and material recovery.

At PowerGo, we also strive to embed circularity in our operations by reusing chargers wherever possible. For example: when sites are decommissioned, we reuse chargers and other assets at new sites. In doing so, we use our assets responsibly throughout their lifecycle.

Social

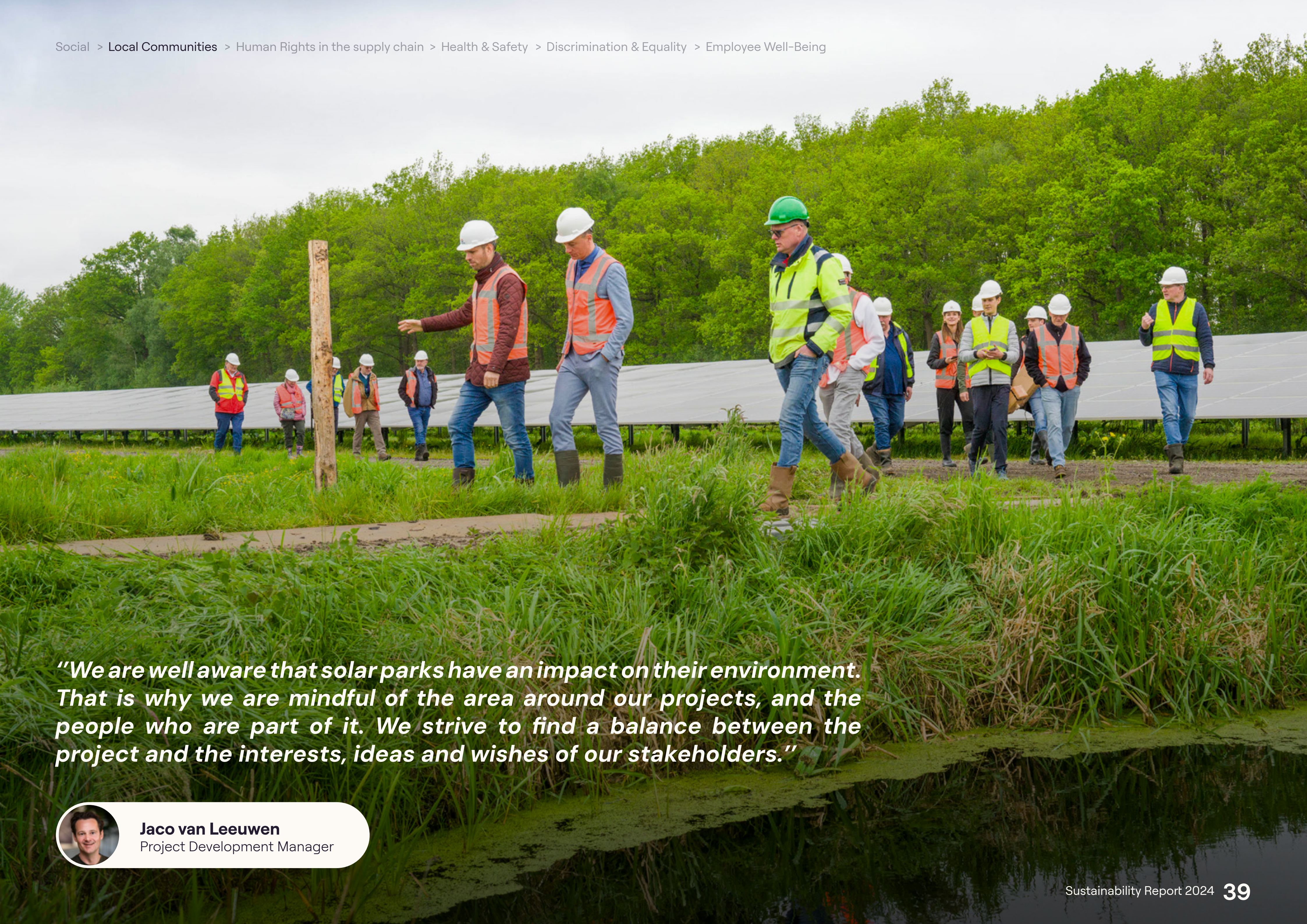
Local Communities

We understand that our projects can directly impact local communities. We are committed to building positive relationships and ensuring our projects create tangible social, economic, and environmental benefits.

For our solar parks, we engage with local stakeholders, including residents, municipalities, and interest groups, from project development to operation. Our approach is transparent, interactive, and community-focused.

Examples of engagement

- To foster strong relationships, we introduce ourselves personally to (direct) neighbours through door-to-door visits, provide direct contact details, keep them informed about project developments, involve them where relevant, host site visits, and ensure we are easily reachable for questions or concerns.
- In line with our commitment to community energy initiatives, we developed and built a solar park for a local energy cooperation in 2024, which was handed over in 2025.
- We work with local residents on practical collaborations, such as maintaining the greenery around our projects.
- We donated electric bicycles to a nearby campsite next to one of our solar parks, provided a camera to monitor local wildlife, and installed solar panels on neighbouring homes.
- We follow through on participation agreements required by the permitting process, ensuring that our projects deliver on local commitments.
- We have a grievance mechanism in place to ensure that community concerns can be addressed transparently and effectively. To date, we have not received any community grievances.



"We are well aware that solar parks have an impact on their environment. That is why we are mindful of the area around our projects, and the people who are part of it. We strive to find a balance between the project and the interests, ideas and wishes of our stakeholders."

Jaco van Leeuwen
Project Development Manager

Human Rights

Human rights concerns are present in nearly all supply chains, including those for renewable energy technologies. In recent years, reports have emerged regarding human rights in the supply chain of solar panels and batteries. We are committed to ensuring that human rights are respected throughout our supply chain.

In 2024, PowerField became a member of the Dutch IRBC Agreement for the Renewable Energy sector. We adopted new policies and procedures aimed at reducing risk of adverse impact throughout our value chain, including those related to human rights. Furthermore, we have refined our risk assessments and value chain analyses. During the year, we continued to ensure that all key suppliers sign and actively apply our Supplier Code of Conduct.

In May 2024, we performed broad ESG audits at several of our key suppliers for solar panels, batteries and EV chargers. The results were reviewed during on-site visits to our suppliers. No human rights concerns were identified during these audits or during the visits.

Health & Safety

Health and Safety are fundamental to our operations. In July 2024, we strengthened our commitment by appointing an HSEQ Advisor, initially focusing on health and safety before expanding to environmental and quality aspects.

Key 2024 initiatives:

- Personal Protective Equipment (PPE): All on-site employees are now equipped with new helmets, all-weather jackets, and safety boots. PPE use is mandatory, reinforced through internal communication and on-site signage and monitoring.
- Incident reporting and management: Since July 2024, safety incidents are reported, registered, and investigated systematically. This includes incidents with our own employees and incidents involving contractors, EPC-partners and O&M parties.
- Safety investigations: Every incident is thoroughly analysed to identify root causes and implement preventive measures. We collaborate closely with EPC partners, O&M teams, and affected personnel to improve safety continuously.
- Company-wide safety manual: We introduced a comprehensive safety manual covering legal requirements, health policies, and incident management procedures.

2024 key-figures

In 2024, we started registering all Health & Safety related incidents in our own operations and incidents at our partners in construction and maintenance.

Near misses	11
Accidents	2
(Minor accident (Non-Lost Time injury))	(1)
(Hospitalisation with full recovery)	(1)
Total incidents	**13**

Table 7 - 2024 recorded incidents

In 2025, we will improve our Health & Safety performance by implementing and executing a new Health & Safety management system.

Discrimination & Equality

We believe that everyone should be treated equally. Our hiring practices are based on merit, and we promote a culture that is diverse and inclusive.

As part of our ambitions on diversity and equality, we monitor income equality between men and women within the company. As highlighted in the table on the right, the average pay ratio between men and women has dropped from 91% in 2023 to 84% in 2024.

To understand the increased income inequality, we have examined our hiring practices in 2024. Overall, we concluded that men hired in 2024 had relatively more working experience, higher education and more technically oriented backgrounds. As we are an SME with a limited number of employees, there are limited roles within the company that are performed by both men and women. This makes it difficult to conclusively compare income equality. However, we will monitor this development closely.

	2023	2024
All company % of female employees	15%	15%
Senior Management % of female employees	25%	27%
% of females in Management Board	0%	0%
Average ratio of salary female vs. male	91%	84%

Table 8 - Key figures gender equality

2024 hiring results	Men	Women
Hired in 2024	18	4
Average years of experience	11	8
Education		
• University // Master (WO)	91%	84%
• Higher Vocational Education // Bachelor (HBO)	10	1
• Secondary Vocational Education // Practical (MBO)	6	1
Background		
• Technical & Project Management	12	1
• Sales, Marketing & Communications	5	0
• Finance	1	1
• Human Resources	0	1
• Legal	0	1

Table 9 - 2024 hiring results


R1B

Employee Well-Being

We believe that a healthy organisation starts with healthy, motivated people. In 2024, we continued to invest in the well-being of our employees through a range of initiatives aimed at supporting physical health, mental resilience, social connection, and personal development.

Encouraging physical activity and team spirit

We organise company-wide events, where colleagues from across teams and regions come together. These events feature company updates, presentations, and informal team-building activities, blending work and play to strengthen our community spirit.

In 2024, we introduced several initiatives to promote physical activity and strengthen connections among colleagues. Our employees participated in national and local sports events, alongside internal sports 'challenges' and activities.

Through the introduction of our 'bicycle plan' (Fietsplan), we made it easier and more affordable for employees to purchase bikes, whether for commuting or leisure. Additionally, we offered various health-related discount schemes (kortingen), helping employees to make healthier lifestyle choices outside of work.

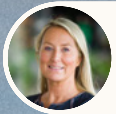
Fostering growth through dialogue and feedback

To support continuous development and performance, we implemented an employee performance management system. This platform enables structured check-ins and development conversations between employees and managers, promoting a culture of feedback, reflection, and personal growth. While still in its early phase, this tool is already helping to create more regular dialogue and alignment on goals and development needs.

A holistic view of well-being

We understand that real well-being cannot be achieved through one-off initiatives. It requires an integrated, long-term approach. In the coming year, we will continue to explore what our teams need to thrive. This includes listening more closely to employee feedback, offering targeted support where needed, and embedding well-being into our culture and decision-making as we grow.

"We know that well-being is more than just a benefit or a policy. It's about fostering an environment where people feel empowered to stay active, balance work and personal life, and feel a genuine sense of belonging. When we build a strong and sustainable company, it starts with the people who bring their energy, ideas, and dedication every single day. To me, that means creating space for talent to flourish, for people to act on their purpose, and for genuine connection to grow."



Monique Nuis-van der Hoeven
HR Director

Governance

Corruption & Bribery

Integrity is at the core of our business. We have a zero-tolerance policy towards corruption and bribery, ensuring compliance with all relevant anti-corruption laws and regulations. Our employees and partners must adhere to strict ethical guidelines, and we conduct regular training to reinforce our commitment to transparent and responsible business practices.

Cybersecurity

Protecting our digital infrastructure is essential to ensuring the reliability and security of our renewable energy assets. We implement robust cybersecurity measures to safeguard sensitive data, prevent cyber threats, and ensure compliance with industry standards. Continuous monitoring, regular risk assessments, and employee awareness training help us stay ahead of emerging cyber risks.

Rules & Regulations

We operate in strict compliance with all applicable laws and regulations governing the renewable energy sector. By maintaining transparent reporting practices and engaging proactively with regulators, we ensure that our operations meet the highest legal and ethical standards. Our commitment to compliance extends across all aspects of our business, from environmental impact to labour practices.

Appendix

VSME Standard

Basic Module – General information

	B1 – Basis for preparation	
Paragraph	**KPI**	**Result**
24	The undertaking shall disclose:	
24.a	which of the following options it has selected:	Option A: Basic Module (only)
24.a.i	OPTION A: Basic Module (only); or	
24.a.ii	OPTION B: Basic Module and Comprehensive Module;	
24.b	if the undertaking has omitted a disclosure as it is deemed classified or sensitive information (see paragraph 19), the undertaking shall indicate the disclosure that has omitted.	None
24.c	whether the sustainability report has been prepared on an individual basis (i.e. the report is limited to the undertaking's information only) or on a consolidated basis (i.e. the report includes information about the undertaking and its subsidiaries);	The consolidated report covers PowerField Netherlands B.V. and all subsidiaries, including PowerGo B.V.
24.d	in case of a consolidated sustainability report, the list of the subsidiaries, including their registered address, covered in the report; and	See table 24.d all subsidiaries are registered at PowerField Netherlands head offices location: Veerdijk 40d, 1531 MS Wormer, The Netherlands
24.e	the following information:	
24.e.i	the undertaking's legal form;	Besloten Vennootschap (B.V.)
24.e.ii	NACE sector classification code(s);	• D35.12: Production of electricity from renewable sources • D35.13 Electricity distribution • D35.15: Electricity trading • D35.16 Electricity storage
24.e.iii	size of the balance sheet (in Euro);	Available upon request
24.e.iv	turnover (in Euro);	Available upon request
24.e.v	number of employees in headcount or full-time equivalents;	77 by headcount
24.e.vi	country of primary operations and location of significant asset(s); and	The Netherlands
24.e.vii	geolocation of sites owned, leased or managed.	• For PowerField: Table 24.e.vii&33&34 • For PowerGo: the latest overview of all operational chargers can be found here: https://www.powergo.energy/locations-and-prices/
25	If the undertaking has obtained any sustainability-related certification or label, it shall provide a	None
25.a	brief description of those (including, where relevant, the issuers of the certification or label, date and rating score).	Not applicable
	B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy	
26	If the undertaking has put in place specific practices, policies or future initiatives for transitioning towards a more sustainable economy, it shall state so. The undertaking shall state whether it has:	
26.a	practices. Practices in this context may include, for instance, efforts to reduce the undertaking's water and electricity consumption, to reduce GHG emissions or to prevent pollution, and initiatives to improve product safety as well as current initiatives to improve working conditions and equal treatment in the workplace, sustainability training for the undertaking's workforce and partnerships related to sustainability projects;	PowerField has developed a comprehensive Sustainability Strategy based on a double materiality analysis. Based on this, 13 topics are selected. Progress towards these topics is covered in our annual ESG report, which is available online.
26.b	policies on sustainability issues, whether they are publicly available, and any separate environmental, social or governance policies for addressing sustainability issues;	See table 26.b

26.b	any future initiatives or forward-looking plans that are being implemented on sustainability issues; and	Our annual ESG report covers forward looking plans on sustainability issues, including implementation of iRBC DD Guidelines, improving circularity and climate reporting
26.b	targets to monitor the implementation of the policies and the progress achieved towards meeting such targets.	Ambitions have been established. No formal targets have been set.
27	Such practices, policies and future initiatives include what the undertaking does to reduce its negative impacts and to enhance its positive impacts on people and the environment, in order to contribute to a more sustainable economy. Appendix B provides a list of possible sustainability issues that could be covered in this disclosure. The undertaking may use the template found in paragraph 78 to report this information.	See '26.b&27&48'
28	If the undertaking also reports on the Comprehensive module, it shall complement the information provided under B2 with the datapoints found in C2.	

Basic Module - Environment metrics

	B3 – Energy and greenhouse gas emissions	
Paragraph	**KPI**	**Result**
29	The undertaking shall disclose its total energy consumption in MWh, with a breakdown as per the table below, if it can obtain the necessary information to provide such a breakdown:	See table 29
30	The undertaking shall disclose its estimated gross greenhouse gas (GHG) emissions in tons of CO2 equivalent (tCO2eq) considering the content of the GHG Protocol Corporate Standard (version 2004), including:	
30.a	The Scope 1 GHG emissions in tCO2eq (from owned or controlled sources); and	See table 29
30.b	The location-based Scope 2 emissions in tCO2eq (i.e. emissions from the generation of purchased energy, such as electricity, heat, steam or cooling).	See table 29
31	The undertaking shall disclose its GHG intensity calculated by dividing 'gross greenhouse gas (GHG) emissions' disclosed under paragraph 30 by 'turnover (in Euro)' disclosed under paragraph 24(e)(iv)5.	
	B4 – Pollution of air, water and soil	
32	If the undertaking is already required by law or other national regulations to report to competent authorities its emissions of pollutants, or if it voluntarily reports on them according to an Environmental Management System, it shall disclose the pollutants it emits to air, water and soil in its own operations, with the respective amount for each pollutant. If this information is already publicly available, the undertaking may alternatively refer to the document where it is reported, for example, by providing the relevant URL link or embedding a hyperlink.	No legal requirement to report on emissions or pollutants. No Environmental Management System in place at this point. We expect no/limited emissions or pollutants and/or emissions from our operations.
	B5 – Biodiversity	
33	The undertaking shall disclose the number and area (in hectares) of sites that it owns, has leased, or manages in or near a biodiversity sensitive area.	See table 24.e.vii&33&34
34	The undertaking may disclose metrics related to land-use:	
34.a	total use of land (in hectares);	See table 24.e.vii&33&34
34.b	total sealed area;	See table 24.e.vii&33&34
34.c	total nature-oriented area on-site; and	See table 24.e.vii&33&34
34.d	total nature-oriented area off-site.	0
	B6 – Water	
35	The undertaking shall disclose its total water withdrawal, i.e. the amount of water drawn into the boundaries of the organisation (or facility); in addition, the undertaking shall separately present the amount of water withdrawn at sites located in areas of high water-stress.	Other than tap water used in our offices, no water is withdrawn by PowerField and it's subsidiaries.

36	If the undertaking has production processes in place which significantly consume water (e.g. thermal energy processes like drying or power production, production of goods, agricultural irrigation, etc.), it shall disclose its water consumption calculated as the difference between its water withdrawal and water discharge from its production processes.	PowerField and subsidiaries do not have production processes that significantly consume water.
	B7 – Resource use, circular economy and waste management	
37	The undertaking shall disclose whether it applies circular economy principles and, if so, how it applies these principles.	• For solar parks, assets have not yet reached end of life. Solar panels damaged during use, installation or transport are currently collected to be shared with Stichting Open for recycling. • For EV chargers, chargers are re-used whenever possible. When selecting new sites for chargers, we look for sites with high potential traffic and use, reducing the need for additional chargers in the future. • For offices, we separate waste wherever possible. This mostly depends on how local municipalities collect waste and process waste for recycling.
38	The undertaking shall disclose:	
38.a	the total annual generation of waste broken down by type (non-hazardous and hazardous);	Other than waste from our offices, no waste is generated by PowerField and it's subsidiaries. Most waste generation instead occurs at our EPC-partners. Proper waste management by these partners is covered in our supplier code of conduct.
38.b	the total annual waste diverted to recycling or reuse; and	Not applicable

Basic Module – Social metrics

	B8 – Workforce – General characteristics	
Paragraph	**KPI**	**Result**
39	The undertaking shall disclose the number of employees in headcount or full-time equivalent for the following metrics:	
39.a	type of employment contract (temporary or permanent);	See table 39.abc
39.b	gender; and	See table 39.abc
39.c.	country of the employment contract, if the undertaking operates in more than one country.	See table 39.abc
40	If the undertaking employs 50 or more employees, it shall disclose the employee turnover rate for the reporting period.	10% (8/77)
	B9 – Workforce – Health and safety	
41	The undertaking shall disclose the following information regarding its employees:	• PowerField personell: 1 • Contractors (EPC & O&M): 1 • LTIR: unknown
41.a	the number and rate of recordable work-related accidents; and	
41.b	the number of fatalities as a result of work-related injuries and work-related ill health.	
	B10 – Workforce – Remuneration, collective bargaining and training	
42	The undertaking shall disclose:	

42.a	whether the employees receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement;	All employees are paid above minimum wages that are either determined by national minimum wage law or through collective bargaining agreements.
42.b	the percentage gap in pay between its female and male employees. The undertaking may omit this disclosure when its headcount is below 150 employees noting that this threshold will be reduced to 100 employees from 7 June 2031;	16% (1.00 male v.s. 0.84 female)
42.c	the percentage of employees covered by collective bargaining agreements; and	0
42.d	the average number of annual training hours per employee, broken down by gender.	Annual training hours have not been recorded in 2024.

Basic Module – Governance metrics

	B11 – Convictions and fines for corruption and bribery	
Paragraph	**KPI**	**Result**
43	In case of convictions and fines in the reporting period, the undertaking shall disclose the number of convictions, and the total amount of fines incurred for the violation of anti-corruption and anti-bribery laws.	0
	Comprehensive Module	
44	This module provides disclosures to address in a comprehensive way the information needs of the undertaking's business partners, such as investors, banks and corporate clients in addition to the ones included in the Basic Module. The disclosures in this module reflect the financial market participants and corporate clients' respective obligations under relevant laws and regulations. They also reflect the information needed by the business partners, to assess the sustainability risk profile of the undertaking, e.g. as a (potential) supplier or a (potential) borrower.	
45	The text below provides the list of disclosures from C1 to C9 to be considered and reported upon, if they are applicable to the undertaking's business and organisation. When one of these disclosures is omitted, it is assumed to not be applicable.	
46	Additional guidance on disclosures C1 to C9 is available in paragraphs 210 to 244.	

Comprehensive Module – General information

	C1 – Strategy: Business Model and Sustainability – Related Initiatives	
Paragraph	**KPI**	**Result**
47	The undertaking shall disclose the key elements of its business model and strategy, including:	0
47.a	a description of significant groups of products and/or services offered;	• PowerField focuses on the development, realisation, and operation of large-scale solar energy parks across The Netherlands. • PowerField also develops and operates battery energy storage systems (BESS), often co-located with solar parks to support grid stability and energy flexibility, in The Netherlands. • PowerGo, subsidiary of PowerField, is responsible for the development, deployment and management of EV charging infrastructure (AC and DC) for both public and fleet use across the EU.
47.b	a description of significant market(s) the undertaking operates in (such as B2B, wholesale, retail, countries);	• Markets served: PowerField primarily operates in the Dutch market. PowerGo also serves multiple EU markets, including the Dutch, Danish, German, Belgium, Spanish and Scandinavian market. • Customer types: Operations are B2B and B2C, including partnerships with municipalities, logistics companies, energy utilities, EV users, and real estate developers.

47.c	a description of main business relationships (such as key suppliers, customers distribution channels and consumers); and	• Key suppliers: Partnerships with EPC contractors, O&M Partners solar panel and battery manufacturers, EV charger producers, and technology providers. • Customers: Includes local governments, private companies seeking renewable energy sourcing, fleet operators, and public EV drivers.
47.d	if the strategy has key elements that relate to or affect sustainability issues, a brief description of those key elements.	• Accelerating the energy transition through solar and EV infrastructure is the core mission. • Biodiversity and land-use considerations are integrated into solar park design, including dual land use (e.g., with agriculture or nature). • Supply chain due diligence addresses issues such as forced labor in the solar panel supply chain and responsible sourcing of raw materials for batteries. • Circularity principles are considered in technology choices and asset end-of-life planning. • Efforts to address grid capacity limitations also drive innovation in co-located storage and smart charging solutions.
	C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	
48	If the undertaking has put in place specific practices, policies or future initiatives for transitioning towards a more sustainable economy, which it has already reported under disclosure B2 in the Basic Module, it shall briefly describe them. The undertaking may use the template found in paragraph 213 for this purpose. 49. The undertaking may indicate, if any, the most senior level of the undertaking accountable for implementing them.	See '26.b&27&48'

Comprehensive Module - Environmental Metrics

Paragraph	KPI	Result
	Consideration when reporting on GHG emissions under B3 (Basic Module)	
50	Depending on the type of activities carried out by the undertaking, disclosing a quantification of its Scope 3 GHG emissions can be appropriate (see paragraph 10 of this Standard) to yield relevant information on the undertaking's value chain impacts on climate change.	
51	Scope 3 emissions are indirect GHG emissions (other than Scope 2) that derive from an undertaking's value chain. They include the activities that are upstream of the undertaking's operations (e.g. purchased goods and services, purchased capital goods, transportation of purchased goods, etc.) and activities that are downstream of the undertaking's operations (e.g. transport and distribution of the undertaking's products, use of sold products, investments, etc.). \	
52	If the undertaking decides to provide this metric, it should refer to the 15 types of Scope 3 GHG emissions identified by the GHG Protocol Corporate Standard and detailed by the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. When it reports on Scope 3 GHG emissions, the undertaking shall include significant Scope 3 categories (as per the Corporate Value Chain (Scope 3) Accounting and Reporting Standard) based on its own assessment of relevant Scope 3 categories. Undertakings can find further guidance on specific calculation methods for each category in the GHG Protocol's Technical guidance for Calculating Scope 3 Emissions.	
53	When reporting its Scope 1 and Scope 2 emissions, if the undertaking discloses entity-specific information on its Scope 3 emissions, it shall present it together with the information required under B3 – Energy and greenhouse gas emissions.	
	C3 – GHG reduction targets and climate transition	
54	If the undertaking has established GHG emission reduction targets, it shall disclose its targets in absolute values for Scope 1 and Scope 2 emissions. In line with paragraphs 50 to 53 above and if it has set Scope 3 reduction targets, the undertaking shall also provide targets for significant Scope 3 emissions. In particular, it shall provide:	No targets have been set at this point

54.a	the target year and target year value;	Not applicable
54.b	the base year and base year value;	Not applicable
54.c	the units used for targets;	Not applicable
54.d	the share of Scope 1, Scope 2 and, if disclosed, Scope 3 that the target concerns; and	Not applicable
54.e	a list of main actions it seeks to implement to achieve its targets.	Not applicable
55	If the undertaking that operates in high climate impact sectors has adopted a transition plan for climate change mitigation, it may provide information about it, including an explanation of how it is contributing to reduce GHG emissions.	Not applicable
56	In case the undertaking operates in high-climate impact sectors and does not have a transition plan for climate change mitigation in place, it shall indicate whether and, if so, when it will adopt such a transition plan.	Not applicable
	C4 – Climate risks	
57	If the undertaking has identified climate-related hazards and climate-related transition events, creating gross climate-related risks for the undertaking, it shall:	In 2024 we defined our first Risk Inventory. Climate related risks were not included during this assessment. We will add those in 2025.
57.a	briefly describe such climate-related hazards and climate-related transition events;	None
57.b	disclose how it has assessed the exposure and sensitivity of its assets, activities and value chain to these hazards and transition events;	None
57.c	disclose the time horizons of any climate-related hazards and transition events identified; and	None
57.d	disclose whether it has undertaken climate change adaptation actions for any climate related hazards and transition events.	None
58	The undertaking may disclose the potential adverse effects of climate risks that may affect its financial performance or business operations in the short-, medium- or long-term, indicating whether it assesses the risks to be high, medium, low.	None

Comprehensive Module – Social Metrics

	C5 – Additional (general) workforce characteristics	
Paragraph	**KPI**	**Result**
59	If the undertaking employs 50 or more employees, it may disclose the female-to-male ratio at management level for the reporting period.	"C-suite: 0% (0/5) Senior Mgmt: 27% (3/11)"
60	If the undertaking employs 50 or more employees, it may disclose the number of those self-employed without personnel who are working exclusively for the undertaking, and temporary workers provided by undertakings primarily engaged in 'employment activities'.	7
	C6 – Additional own workforce information - Human rights policies and processes	
61	The undertaking shall disclose an answer to the following questions. '	
61.a	Does the undertaking have a code of conduct or human rights policy for its own workforce? (YES/NO)	No Code of Conduct or Human Rights policy is in place specifically for own workforce. However, an employee handbook is available providing guidance on these topics. Additionally, a general human rights policy is in place, with a focus on adverse human rights impacts in the supply chain. Furthermore, Health & Safety Policies are in place.
61.b	If yes, does this cover:	
61.b.i	child labour (YES/ NO);	No
61.b.ii	forced labour (YES/ NO);	No
61.b.iii	human trafficking (YES/NO);	No
61.b.iv	discrimination (YES/NO);	No

61.c	c. (c) Does the undertaking have a complaints-handling mechanism for its own workforce? (YES/ NO)	Yes
	C7 – Severe negative human rights incidents	
62	The undertaking shall disclose an answer to the following questions:	
62.a	does the undertaking have confirmed incidents in its own workforce related to:	
62.a.i	child labour (YES/ NO);	No
62.a.ii	forced labour (YES/ NO);	No
62.a.iii	Human trafficking (YES/ NO);	No
62.a.iv	discrimination (YES/ NO); or	No
62.a.v	other? (YES/NO – if yes, specify).	No
62.b	If yes, the undertaking may describe the actions being taken to address the incidents described above.	Not applicable
62.c	Is the undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users? If yes, specify.	No confirmed incidents known. Suppliers of high risk goods and originating from high risks markets are audited. Developments are closely monitored.

24.d

PowerField Netherlands B.V.
PowerField Solar Holdco I BV
Zonnepark Nieuwendijk BV
Zonnepark Heino I BV
Zonnepark Doorsneeweg BV
Zonnepark Hollandseveld BV
Zonnepark Steenwijkerland BV
Zonnepark Weststellingwerf BV
Zonnepark Hattemerbroek BV
Zonnepark PV29 BV
RR SPV BV
Zonnepark Heino II BV
Zonnepark Sambeeksedijk BV
Zevent Zonnepark BV
Solarpark De Mun BV
DEP8 BV
Zonnepark Oppenhuizen BV
Zonnepark Dalfsen BV
PF Connection BV

- Zonnepark Emmen BV
- Zonnepark Ter Apelkanaal BV
- Zonnepark Aalten BV
- Zonnepark Veendam BV
- Zonnepark Matsloot BV
- Zonnepark Raalte BV
- Zonnepark Vlagtwedde II BV
- PF OZG
- Zonnepark Westerveld BV
- Zonnepark Opmeer BV
- Zonnepark Land van Cuijk BV
- Zonnepark Assendelft BV
- **PowerStorage BV**
  - Nutsvoorziening Steenwijkerland BV
  - Nutsvoorziening Coevorden BV
  - PowerStorage Aalten BV
  - BESS Ter Apelkanaal BV
  - BESS Goor BV
  - BESS Hoogkerk BV
- **PowerField Energy BV**
- **PowerGo BV**
  - PowerGo HF I BV
  - PowerGo QSR I BV
  - PowerGo Public I BV
  - PowerGo Fleet I BV
  - PowerGo Leisure I BV
  - PowerGo Retail I BV
  - PowerGo Sports I BV
  - PowerGo PLG BV
  - PowerGo Retail II BV
  - PowerGo Iberia S.L.
    - *PowerGo Public S.L.*
  - PowerGo Denmark ApS
    - *PowerGo Denmark Public ApS*
  - PowerGo Norway AS

	PowerGo Norway Retail AS
	PowerGo Norway Public Chargers AS
PowerGo Germany GmbH	
	PowerGo Germany Leisure GmbH
PowerGo Belgium BV	
	PowerGo Belgium Public BV
	PowerGo Belgium Sports BV

24.e.vii&33&34

Location	Latitude	Longitude	"Land Use (ha)"	"Solar Panels (#)"	"Solar Panel Size (M2)"	Total Solar Panel Surface (ha)	"Nature Orriented (ha)" Notes	Notes	Within 5 km of Natura2000
Ter Apelkanaal (AVEBE)	52,921789	7,061934	10	34,413	2.17	7	3		No
Emmen e-track (Dijk)	52,816325	6,974933	5	10,868	2.21	2	2		No
Emmen carport	52,816325	6,974933	1	2,862	2.17	1	0		No
Schuur Vlagtwedde	52,977463	7,07183	–	–	–	–	–	Building – no land use	No
Nieuwendijk	51,764218	4,926468	2	3,744	2.53	1	1		Yes – Bieschbosch
Hattemerbroek	52,487667	6,015284	–	–	–	–	–	Floating – no land use	Yes – Veluwe
Oppenhuizen	53,012732	5,688491	3	9,072	2.17	2	–		Yes – Witte & Zwarte Brekken
Doorsneeweg (Uitbr. O'wijk)	53,07085	6,936273	2	3,024	2.58	1	1		No
Wanneperveen/Steenwijkerland	52,693852	6,150156	49	62,016	2.58	16	33		Yes – De Wieden
Hollandscheveld I en II	52,712215	6,581589	45	94,176	2.58	13	33		Yes – Mantingerzand
Wolvega/Weststellingwerf	52,879617	5,984304	4	9,774	2.58	3	1		No
Total			**120**	**185,957**		**46**	**73**		

26.b&27&48

Source	Topic	ESG related policy available	Policy Publicly Available?	Policy with targets	Brief description	Highest senior level accountable
VSME-standard	Climate Change	No	–	–	–	–
VSME-standard	Pollution	No	–	–	–	–
VSME-standard	Water and Marine Resources	No	–	–	–	–
VSME-standard	Biodiversity and Ecosystems	Yes	No	No	We strive to minimize our impact by avoiding and mitigating negative impact of operations on (local) biodiversity. Restoration when mitigation is not an option.	COO
VSME-standard	Circular Economy	No	–	–	–	–
VSME-standard	Own Workforce	No	–	–	–	–
VSME-standard	Workers in the Value Chain	Yes (Human Rights Policy)	No	No	We follow the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. We also respect the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We work with our suppliers and partners to ensure these principles are applied in our value chain.	COO
VSME-standard	Affected Communities	No	–	–	–	–
VSME-standard	Consumers and end users	No	–	–	–	–
VSME-standard	Business Conduct	No	–	–	–	–
PowerField	Anti-corruption & Bribery	Yes	No	No	It is our policy to conduct all of our business in an honest and ethical manner. We take a zero tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate and to implementing and enforcing effective systems to counter bribery.	COO
PowerField	Donations and Sponsorship	Yes	No	No	Establish guidelines, rules, fences and procedures that should be observed in the realization of Donations and Sponsorships by PowerField and its subsidiaries.	COO
PowerField	Grievances	Yes	No	No	We take grievances from internal and external sources seriously and aim to adress them in a fair manner.	COO
PowerField	Health & Safety	Yes	Yes	No	We are committed to protecting and promoting the H&S of everybody working for PowerField. It is our responsibility to ensure that no one is injured or falls ill as a result of our activities and behavior. We believe that all occupational illness and injuries are preventable, and our ambition is zero work related ill-health.	COO

29

	Energy Use			Emissions		
	Renewable (MWh)	Non-renewable (MWh)	SUM (MWh)	"Scope 1 (tonnes CO2e)"	"Scope 2 - Location Based (Tonnes CO2e)"	Notes
Total Electricity	1.831	935	2.766	-	812	
Total Fuels	-	39	39	12	-	
Leased offices (includes heating, cooling & electricity)	-	-	-	-	34	For several offices, no primary data is available. Energy use is therefore unknown. Emissions are calculated based on site specific emissions per m2 or general rules of thumb.
Total	**1.831**	**974**	**2.804**	**12**	**846**	

39.a&b&c

	Employee headcount breakdown per 31-12-2024					
Region	**#**	**Employment type**	**#**	**Gender**	**#**
The Netherlands	67	Permanent contract	51	Female	12
Spain	3	Temporary contract	16	Male	65
Denmark	4	Contractors (ZZP)	3		
Germany	2	Interns	7		
Belgium	1				
Total	**77**	**Total**	**77**	**Total**	**77**

PowerField

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The Netherlands

PowerField Netherlands B.V.
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PowerGo

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Sustainability Report
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Disclaimer
This report contains forward-looking statements and actual results may differ. Numbers and percentages in this report include estimates or approximations and may be based on assumptions.

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