

We are the NHOA Group Company that develops, designs, installs and maintains fast and ultra-fast charging infrastructures, enabled by renewables, energy storage and 100% grid integrated.

We are committed to meeting and satisfying market needs, respecting those of communities, the environment and our health and safety. We do so by making everyday life and its quality the main pillars, using the most advanced and innovative technologies to contribute to the growth of sustainable mobility.

MISSION: SHAPING THE FUTURE OF THE NEXT GENERATION IN HARMONY WITH OUR PLANET

To pursue this Mission, our work is aimed at:

- Developing and providing solutions that have a **positive impact** on community life, made possible by our sustainable infrastructure.
- Always acting **ethically** and in **accordance with international standards and, of course, legislation**.
- **Optimising urban and local mobility on the road in harmony with the area** where we operate, to improve its environmental and social aspects, where possible.
- Providing services and products that meet the needs agreed with customers and local communities.
- Ensuring **healthy and welcoming workplaces, preventing injuries, incidents and occupational diseases**.
- Contributing to the **global energy transition and the circular economy**.
- Agility in **tailoring our services and products** to constantly and rapidly changing market needs, customers and stakeholders

To improve constantly in line with Atlante's values, we are committed to:

INNOVATING

- **Upgrading urban and inter-urban areas** with our new ultra-fast technology services, to enable a wide range of transport scenarios and make the fast-charging experience unique and amazing.
- **Constantly monitoring** technological innovations, to align market needs with this HSEQ Policy.
- Planning a strategic business, including **technological/digital investments and people's development**.

BEING SUSTAINABLE

- Developing and proposing solutions that contribute to **mitigating and reducing environmental, economic and social impact**, in harmony with the local area.
- Fulfilling rising **demand for energy for vehicles**, by supplying them with **100% renewable energy**.
- Supporting the main players in the automotive industry, who predict they will be producing **100% electric vehicles by 2030**.
- Caring about the **life cycle** of our products and services, from design, installation and maintenance to decommissioning.
- Directing our development towards the **United Nations' goals (Sustainable Goals – Agenda 2030)** and those of the **European Commission** (production of *Zero-Emissions* vehicles only by 2035).
- Promoting Initiative aimed to **reduce the Atlante's Carbon Footprint** in order to contribute to the global reduction of greenhouse gases.
- Promoting sustainable initiatives both inside and outside the workplace.
- Promoting *"plastic free"* initiatives in our offices and for our events and encouraging the use of digital media instead of paper.

BEING RESPONSIBLE

- Promoting and intensifying the **culture of safety in the workplace**.
- Only working in areas where **we are sure we can operate in complete safety**, planning our activities to avoid incidents/injuries, reporting dangerous conditions. for communities and the environment, and taking action in emergencies.
- Considering and adjusting of **supplier safety** to our own standards.
- Participating to the achievement of the **goals** set by the Paris Agreement, European regulations and national strategies for environmental protection.
- Preferring **waste recycling** to achieve the goals of the **circular economy**.

BEING INVOLVED

- Providing **constant assistance to our customers** during their fast-charging experience.
- **Involving**, all our employees in change and constant improvement, via active listening and consultation.
- Meeting and fulfilling the needs and **expectations of all our stakeholders**, with whom we interact in a transparent manner. We maintain relationships of trust via active channels and provide regular information on progress made towards HSEQ targets.
- Adopting **ethical behaviour** towards all stakeholders, competitors included.

ENHANCING AND VALUING OURSELVES

- Promoting the development and the growth of every employee, to improve and strengthen their **skills and professionalism**, in the awareness that everyone is a **valuable resource** for Atlante's growth.
- Promoting and maintaining an **agile, flexible organisation** with the right **work-life balance**.
- Fostering well-being in the workplace and within the company that **includes everyone and promotes every kind of diversity**.
- Working, spreading and consolidating **awareness of HSEQ risks and opportunities**, relating to everyone's everyday tasks and in full awareness of the risks. related to our duties and work.

AIMING FOR EXCELLENCE

- Developing the **concept and design** of our products and services, in an innovative, smart and sustainable way for **communities and the environment**.
- Activating **green procurement** channels and preferring suppliers who share our values.
- Taking care of **customer satisfaction**, via constant monitoring and intensification with increasingly high-performance and sustainable products and services.
- Collaborating with the best **technological partners** operating in the field of electrical mobility, to develop solutions in line with our mission and values.

To ensure relevance and adequacy to the context in which Atlante operates, this Policy is periodically reviewed with the active involvement of all our employees.

October 2022



Stefano Terranova
Chief Executive Officer