

Atlante HSEQ and Sustainability Policy



Atlante's purpose is to develop, own and operate a vast network of EV charging stations in Southern Europe to foster and accelerate the energy transition towards zero-emission driving on our roads.

OUR MISSION:

"We empower people to move freely and explore new horizons while building a more sustainable future in harmony with the planet."

Our mission is strongly supported by our Values: **Pure Energy, Pioneering Innovation, Passion for People and Sustainable by Nature.** These values have been selected and carefully detailed by the early Atlantes and are continuously shared and embraced by all of us, fresh and old. Our mission and our values underpin our **commitment to taking actions on Climate Change, including in line with the "Paris Agreement", to uphold the highest standards and legislations of Health, Safety, Environment, Quality (HSEQ), Sustainability, Cybersecurity, and Diversity, Equity and Inclusion.** Such commitment extends to every aspect of our business, and we strive to inspire, innovate, and lead by example. Because **we firmly believe that such commitment is necessary to achieve our Mission.** This is the simple rationale beyond Atlante's HSEQ and Sustainability Policy.

1. RESPONSIBILITY

First and foremost, **we understand our responsibility towards our employees, customers, communities, and the environment: to keep them safe and preserve their well-being,** first and foremost by preventing injuries, incidents, and occupational diseases. In fact, when it comes to Health and Safety, **our motto is clear and simple: "zero compromises"** with the full force of its literal meaning. We aim at assessing, measuring and checking risks pertaining to Health and Safety to minimize such risks to the maximum extent feasible also assuring the proper personal and collective equipment protections.

4. INNOVATION AND CYBERSECURITY

We embrace innovation to accelerate the transition towards zero-emission driving. We encourage a **culture of continuous improvement,** driving us to explore new technologies and methodologies to make **EV driving accessible and friendly to the mass consumer market,** including by delivering competitively priced **green energy** to our customers also guarantying their information Security.

At Atlante, our **HSEQ&Sustainability Policy is a concrete guide to all our activities,** from day-to-day to strategic decision making. **We constantly re-assess this Policy with the active involvement of all Atlantes to make sure it continues to be useful to ourselves and relevant to all our stakeholders.**

Stefano Terranova,
Chief Executive Officer



2. ETHICAL BEHAVIOUR:

We firmly believe that **we can pursue our business objectives while holding ourselves to the highest ethical standards.** Also, in the areas of Ethics and Compliance we apply the **same clear and simple motto of "zero compromises"**. Our management bodies are in charge of ensuring the highest practices in terms of ethical behaviours are respected, including preventing bribery & corruption, ensuring an independent and fair oversight by the board of directors and internal audit. We foster a workplace where honesty, integrity, and respect are paramount. We adopt ethical behaviour towards all stakeholders, including our competitors, maintaining relationships of trust through active channels and providing transparent information.

5. EXCELLENCE

We pursue excellence in every aspect of our work. **From technology know-how, development, and selection to service delivery,** we strive to maintain the highest quality standards with the ultimate objective of our customers' total satisfaction. We aim to **enhance and value our people,** promoting the development and growth of every Atlanter, recognizing that they are integral to Atlante's success and for our continuous improvement.

3. SUSTAINABILITY

Sustainability is at the core of Atlante's mission: our company's core business enables drivers in Europe to switch to zero-emission vehicles, thanks to our stations supplied by 100% certified renewable energy. We thus directly contribute to avoiding CO2 emissions release. We are supporting and implementing the Sustainable Development Goals (SDGs) n. 3, 5, 7, 8, 9, 11, 13, 17 and the Europe's commitment to switch to zero-emission driving in full by 2035 and to reduce the climate-related physical risks. We extend the sustainability commitment to our suppliers and operations: we are committed to **minimizing the impact of our activities by continuous monitoring, promoting the most efficient use of resources** throughout our value chain, assessing the life-cycle impact of product and services, **reducing or off-setting the carbon footprint,** protecting the biodiversity, saving water, ensuring appropriate waste recycling, and promoting circular economy initiatives. With approved SBTi Targets, Atlante commits to reduce absolute scope 1 and scope 2 GHG emissions 42% by 2030 from a 2024 base year, and to measure and reduce its scope 3 emissions.

6. DIVERSITY, EQUITY AND INCLUSION

We promote an agile and flexible organization with **the right work-life balance, fostering inclusion and celebrating every form of diversity** with strong support of the company's leaders. We recognize that every Atlanter is a valuable resource for Atlante's growth, and we are committed to their personal and professional development. We As an inclusive employer, we aim to foster the hiring of talented members of the local communities. We are committed to gender equality, ensuring equal opportunities, fair processes and a balanced gender representation across the organization.