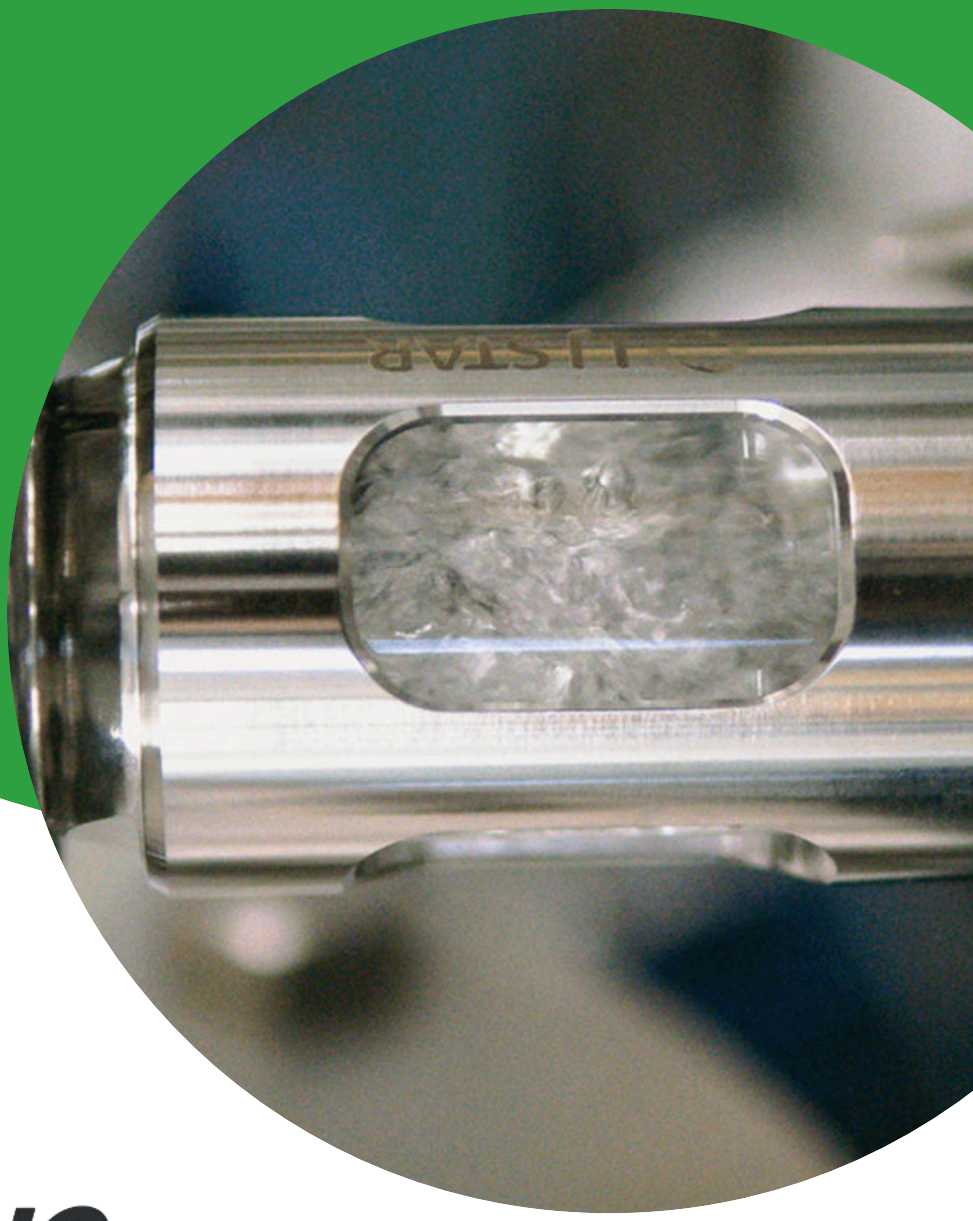
Electric Hydrogen Sustainability Report 2025

May 2026



ELECTRIC HYDROGEN

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MESSAGE FROM OUR CEO

Welcome to our third corporate sustainability report. Our first report was focused on building our company's infrastructure, and we began utilizing that infrastructure in 2024 to scale and validate our technology. In 2025, we began construction of our first commercial project, a 100MW electrolyzer plant for Infinium's Project Roadrunner e-SAF facility in Pecos, Texas. This project combines our power-dense electrolyzer stacks with our modular HYPRPlant to achieve industry-leading cost reductions and a ~2 year timeline from order to deployment.

In addition to Project Roadrunner, our 2025 report includes a new assessment of HYPRPlant decarbonization potential by Rho Impact, a summary of physical climate risks and adaptation measures for our facilities, and evaluation of the water impacts of our electrolyzer plants, which indicates a three-fold reduction in water withdrawal with our dry cooling design.

From a market perspective, 2025 saw delays in projects reaching financial investment decision as a result of policy uncertainty and competing demands for renewable electricity. As challenging as the year was, we remained focused on building our first commercial plant and proving our technology advantage, with validation by DNV and recognition by the International Energy Agency and World Bank.

We remain singularly focused on Electric Hydrogen's ability to deliver sustainable, economically viable hydrogen solutions that drive the global transition to clean energy. We hope you enjoy learning about Electric Hydrogen's sustainability practices.

"Building powerful electrolyzer plants at low-cost and large scale is the singular purpose of Electric Hydrogen."

Raffi Garabedian
Chief Executive Officer

2025 HIGHLIGHTS

Proving our technology advantage

Safety

Hydrogen safety plan reviewed by the AICHE Center for Hydrogen Safety

Resources

3x lower water withdrawal with dry cooling than wet cooling, and water footprint comparable to conventional hydrogen

Gigafactory

Commercial production of HYPRStacks for Project Roadrunner

Project Roadrunner

Rapid modular construction of 100MW plant with up to 60% CAPEX reduction

Making molecules to decarbonize our world

ABOUT ELECTRIC HYDROGEN

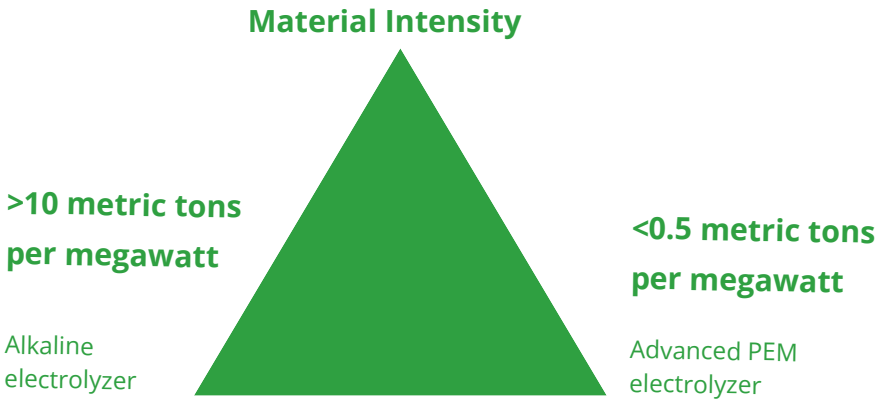
Electric Hydrogen manufactures, installs, and commissions the world's most powerful electrolyzers to supply critical industries with the lowest cost clean hydrogen. The company's fully integrated 100MW HYPRPlant includes all system components required to turn water and electricity into clean hydrogen, including power conversion, gas processing, water treatment and thermal management. Electric Hydrogen's advanced proton exchange membrane (PEM) technology helps customers reach their climate objectives by making clean hydrogen an economic inevitability. Electric Hydrogen was founded in 2020 and has a team of ~300 employees with operations in California and Massachusetts. Electric Hydrogen is backed by over $600M in capital from financial and strategic investors, including Breakthrough Energy Ventures, Temasek, Oman Investment Authority, Amazon, BP, Fortescue, Microsoft, Mitsubishi Heavy Industries, Rio Tinto and United Airlines.

Electric Hydrogen is located on both coasts of the United States with its R&D Facility in Natick, Massachusetts, its manufacturing facility in Devens, Massachusetts, and an operating R&D plant in San Jose, California. Our Massachusetts Gigafactory will be one of the largest PEM electrolyzer factories in the world when it fully ramps to its 1.2 GW/yr capacity.

RESOURCE EFFICIENT MANUFACTURING

Electric Hydrogen was founded with a mission to supply clean hydrogen technology to hard-to-abate critical industries such as ammonia, steel, and chemicals, by redesigning water electrolysis plants from the ground up. Our 100MW Plant transforms project economics through its innovative advancements in powerful PEM technology and fully integrated plant-as-a-product approach, enabling lower total project costs than the competition. The plant-as-a-product saves costs across material use, plant footprint and installation labor. Coupled with our proprietary electrolyzer technology advancements, which enable the production of multiple times more hydrogen from the same sized stack, these allow for deployment at an industry defining scale to critical industries. Along with circularity, these commercial offerings support a comprehensive sustainability strategy of maximizing resource efficiency in electrolyzer manufacturing, transportation, and installation. Improved materials utilization enables eco-efficiency by reducing environmental impact while improving cost performance.

In 2025, our HYPRPlant technology was validated for process design, safety, and manufacturing by independent assurance provider, DNV. Our modular design was also highlighted by the IEA in their Global Hydrogen Review 2025 and World Bank in their Electrolyzers for Hydrogen Production technical report, as enabling cost parity of electrolyzers manufactured and installed outside of China with alkaline electrolyzers manufactured and installed in China.

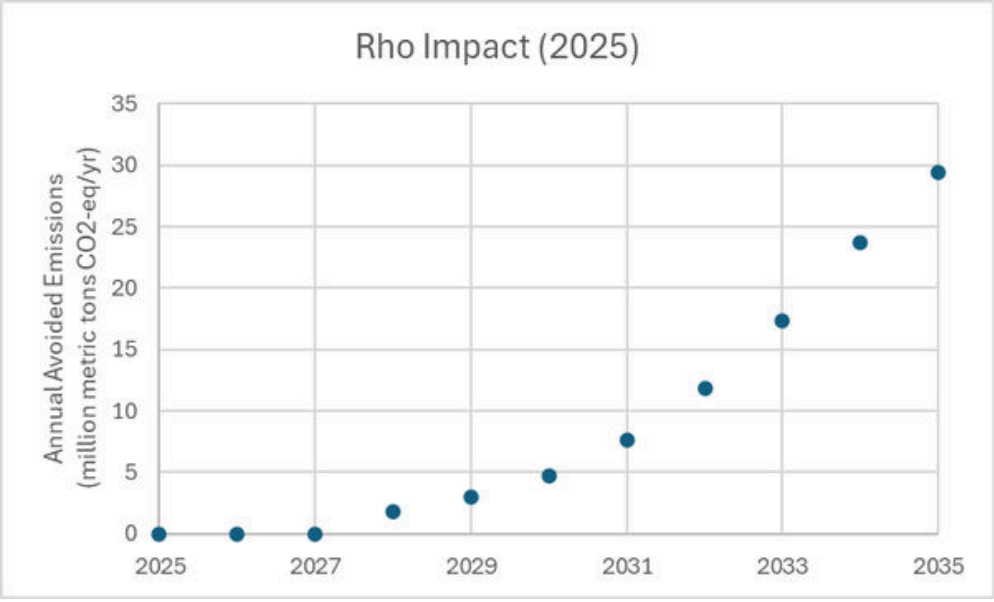


Resource efficiency enables lower cost electrolysis through more efficient use of materials

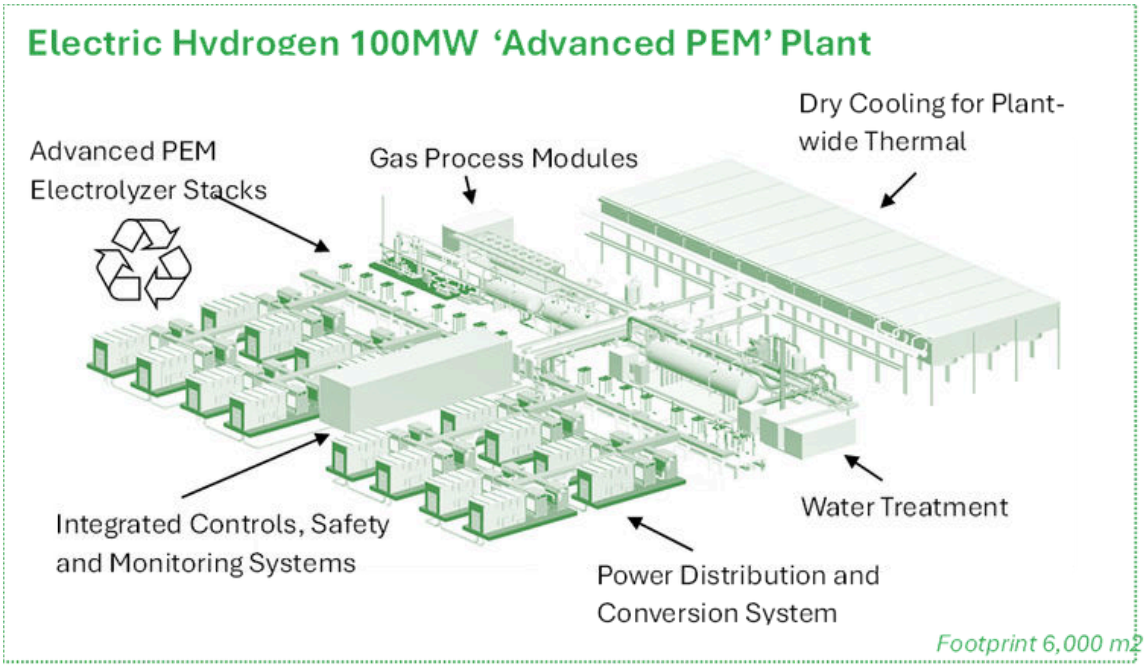
ENVIRONMENTAL BENEFITS OF CLEAN HYDROGEN

Clean hydrogen can play a significant role in abating greenhouse gas (GHG) emissions, our generation's greatest challenge. Hard-to-abate sectors including refining, ammonia production, methanol production, and steel manufacturing cannot be fully mitigated by electrification alone. These sectors consume about 95 million tons of hydrogen per year [CATF]. Most of this hydrogen is produced from fossil fuels with average emissions of ~9.5 metric tons of CO2-equivalent per metric ton of hydrogen produced (Argonne National Laboratory GREET model). Affordable clean hydrogen at industrial scale is the primary solution for these emissions sources, providing the opportunity to eliminate approximately one billion tons of annual CO2-eq emissions. At Electric Hydrogen, we are targeting heavy industry to drive giga-scale decarbonization.

In 2025, clean technology investment expert Rho Impact completed its climate impact review of the HYPRPlant solution, assessing its medium-term decarbonization potential. Each 100MW HYPRPlant has the potential to avoid ~1.5 million metric tons of CO2-eq over its 20 year operating life, when displacing conventional hydrogen production. Considering a product delivery forecast from 2025-2035, annual avoided emissions in 2035 are estimated to be 29 million metric tons CO2-eq, and cumulative avoided emissions from 2025 to 2035 are estimated to be 99 million metric tons CO2-eq.



CIRCULAR BUSINESS MODELS



Electric Hydrogen's fully integrated 100 MW plant includes all system components required to turn water and electricity into clean hydrogen, including power conversion, gas processing, water treatment and thermal management. At the heart of the system is the electrolyzer stack, where electric current is passed through an electrolyte to produce hydrogen.

We are developing a stack recovery program to enable circularity by ensuring efficient recovery of valuable metals and minimizing waste entering landfills. Our stacks are designed for rapid-line assembly and disassembly using the same tools and processes. Our plants can be easily decommissioned at end-of-life due to their modular design, and a trailer truck or freight train can transport the disassembled components for recycling or refurbishment. We strategically designed this process to minimize cost and emissions associated with decommissioning.

Stacks contain high-value materials such as metal alloys, membranes, and catalysts which can be separated and recovered. We are working to develop recycling processes that recover these materials and allow reuse of off-specification components and spent stacks in the manufacturing processes.

PROJECT ROADRUNNER

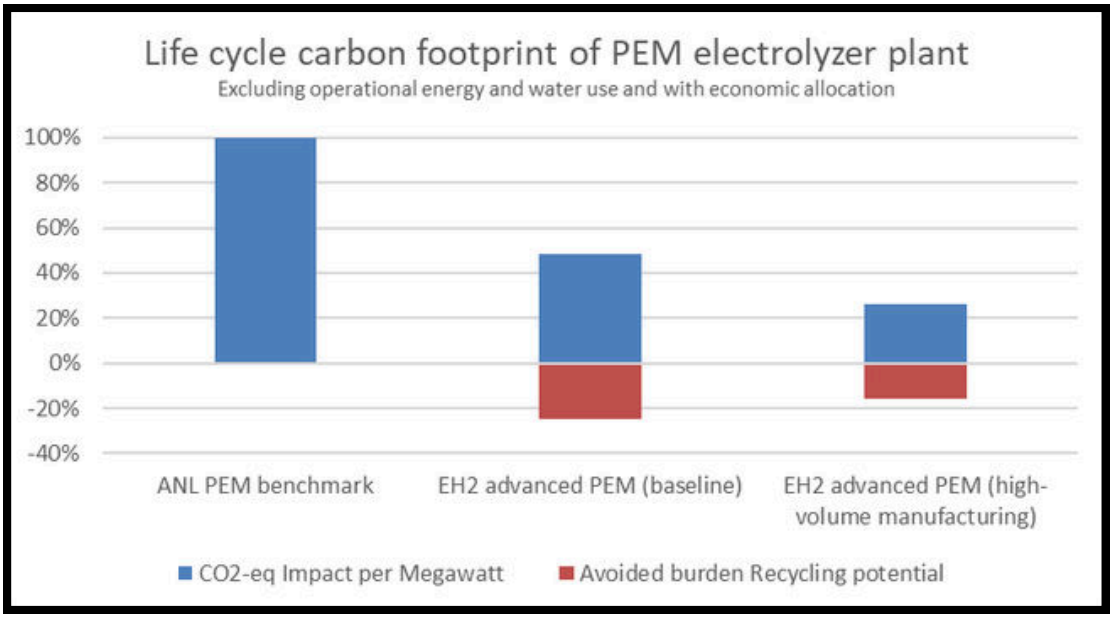
In May 2025, Electric Hydrogen reached final investment decision with Infinium for construction of a 100MW electrolyzer plant for their Project Roadrunner facility in Pecos, Texas, which will be North America's largest power-to-liquids facility. Our modular design enables rapid deployment, taking <6 months on site for plant construction. Project Roadrunner was featured by Hydrogen Council in their Global Hydrogen Compass 2025 as providing up to 60% reduction in total installed project costs compared to commercially-available alternatives. Substantial construction has been completed, along with pre-startup safety review, and initial testing. Commercial operation date is planned for 2027. Incorporating learnings from this initial project, Electric Hydrogen is continuing to improve its modular design for future HYPRPlant projects globally.

SEPTEMBER 2025

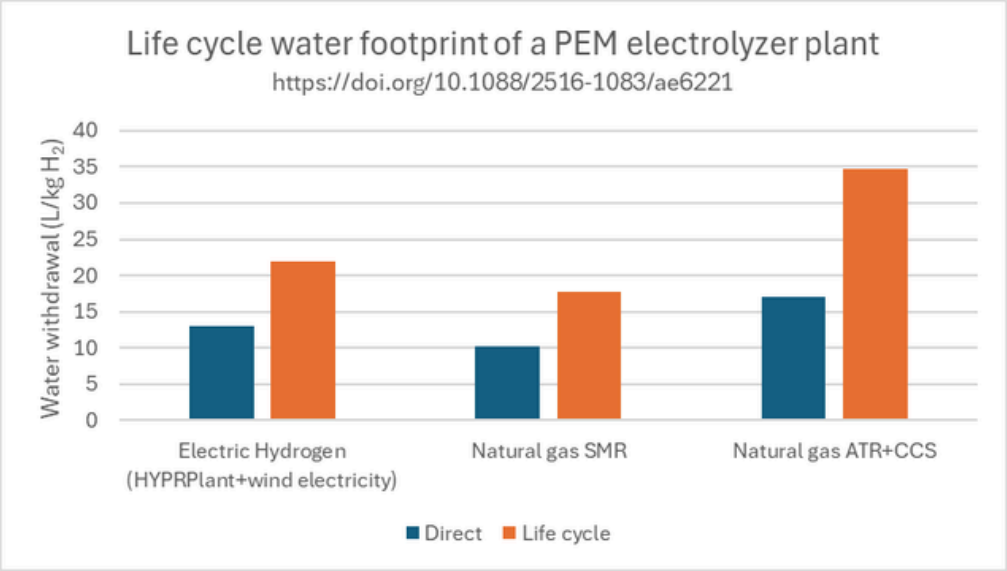
JANUARY 2026

ENVIRONMENTAL SUSTAINABILITY

In 2024-2025, we began assessing the environmental impacts of our products on a life cycle basis. Cradle-to-grave life cycle assessment of our advanced PEM electrolyzer plant indicates an approximate two-fold reduction in carbon footprint compared to a reference PEM plant evaluated by Argonne National Laboratory (ANL). When powered with renewable electricity with 50% capacity factor and used to displace conventional hydrogen production with steam methane reforming (SMR), our advanced PEM electrolyzer plant has an energy payback time (EPBT) of about 3 months or less. EPBT is the time it takes for the plant to deliver more energy than was required to produce the plant. For both carbon footprint and EPBT, we expect a further two-fold improvement as we move to high-volume manufacturing. About half of the carbon footprint can be mitigated by end-of-life recycling of metals in the stack and balance of plant. In addition to producing low carbon products, Electric Hydrogen is committed to low impact operations. We utilize renewable electricity tariffs at our R&D facilities in Natick, MA and San Jose, CA.

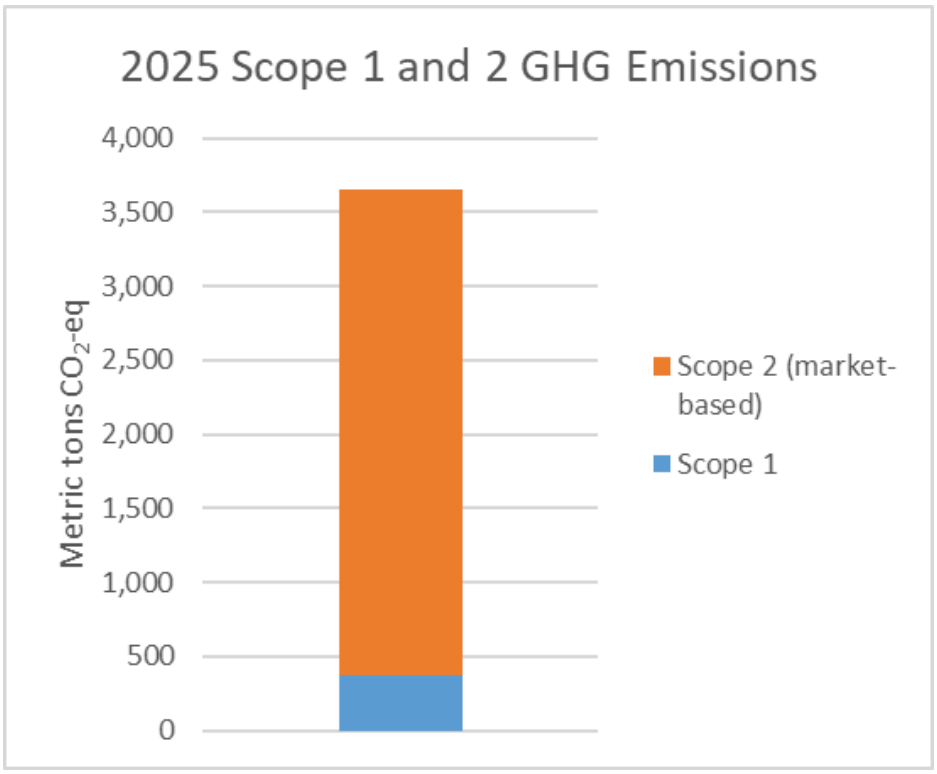


Along with the carbon footprint, we have assessed the life cycle water footprint of HYPRPlant, including quantification of the water balance for the facility and identification of water mitigation strategies for addressing life cycle hotspots. Our dry cooling design reduces water withdrawal by a factor of ~3 compared to evaporative (wet) cooling, with further reductions possible from minimization of reject water from the reverse osmosis and deionization water treatment system. A broader set of potential strategies for addressing water usage challenges in arid regions was also explored. Utilizing dry cooling and renewable (wind) electricity, direct and life cycle water withdrawal for HYPRPlant is comparable to conventional and low-carbon H_2 production with natural gas.



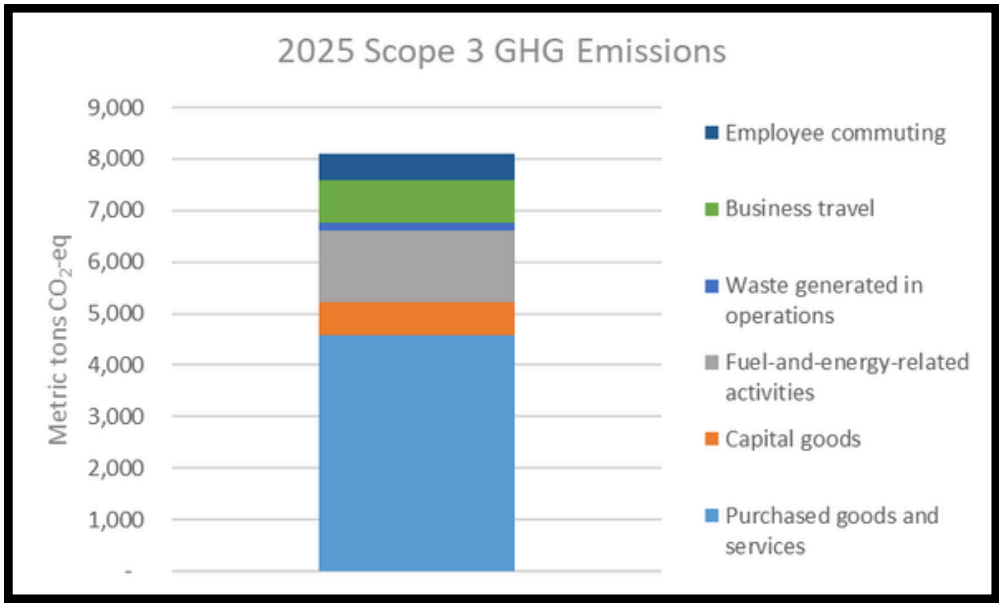
GREENHOUSE GAS EMISSIONS, ENERGY, WATER AND WASTE

The chart below shows direct (Scope 1) and indirect (Scope 2) emissions of all facilities within Electric Hydrogen's operational control boundary. In 2025, Electric Hydrogen's Scope 1 and 2 GHG emissions were 3,657 metric tons CO2-eq, mostly related to Scope 2 purchased electricity for stack manufacturing and testing in our Massachusetts Gigafactory. Scope 2 emissions in our other facilities are largely mitigated by renewable electricity tariffs available through our electric utilities.



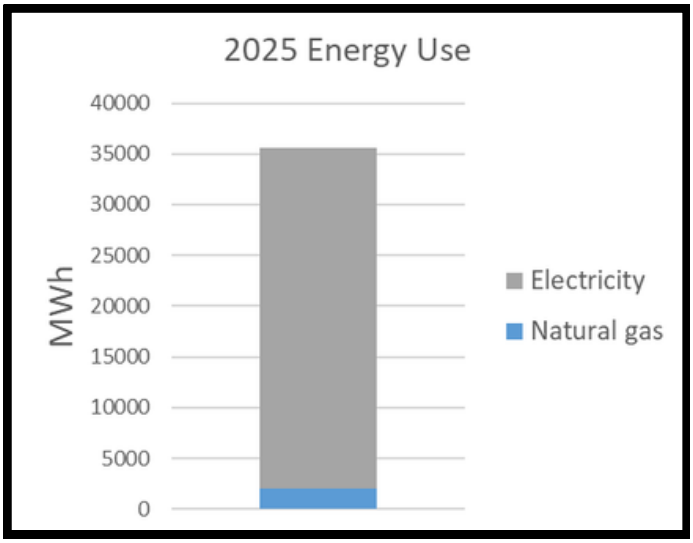
The second chart below shows indirect (Scope 3) emissions from Electric Hydrogen's supply chain of 8,101 metric tons CO2-eq. Scope 3 emissions are largely from Category 1 (purchased goods and services; 57%), due mainly to metal components in the bill of materials for electrolyzer systems.

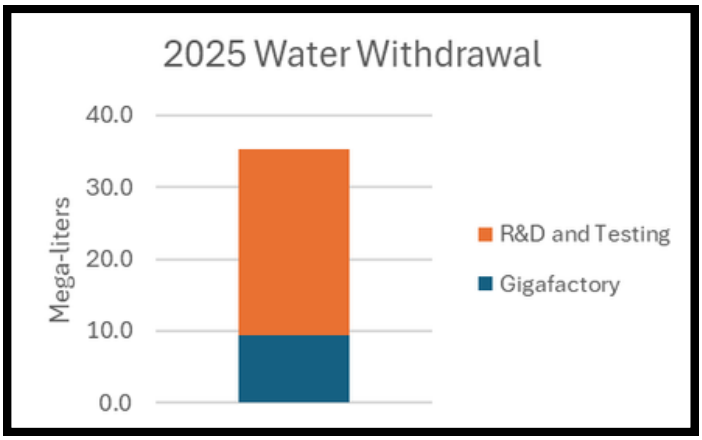
Smaller GHG emissions related to the upstream supply chain of purchased electricity and fuel, capital goods, landfilled waste, business air travel, and employee commuting account for most of the remaining Scope 3 emissions in 2025. Our resource-efficient design strategy also lowers Scope 3 supply chain emissions associated with raw material sourcing and transportation.



Electric Hydrogen's 2025 energy usage consisted primarily of manufacturing, testing, and R&D electricity usage. As of 2025, Electric Hydrogen's 1 MW protoplant test facility in San Carlos, CA was relocated to our larger test facility in San Jose, CA, which eliminated the need for diesel generator usage.

Electric Hydrogen's 2025 water withdrawal was mainly for R&D and testing, though the proportion of water usage for manufacturing at the Gigafactory is expected to increase in future years as the factory ramps to full capacity. In addition to withdrawal, water is the feedstock for water electrolysis and is consumed at a stoichiometric rate of 9 L per kilogram of H2 produced during electrolyzer testing. Due to recirculated water systems, water usage is otherwise minimized. Aside from electrolytic consumption, another main use is in water purification prior to electrolysis. Reverse osmosis/deionized water (RODI) systems produce wastewater during the water purification process, and periodically require make-up water. The RODI systems in electrolyzer testing are a main source of wastewater, along with industrial discharge of spent passivation water in manufacturing.





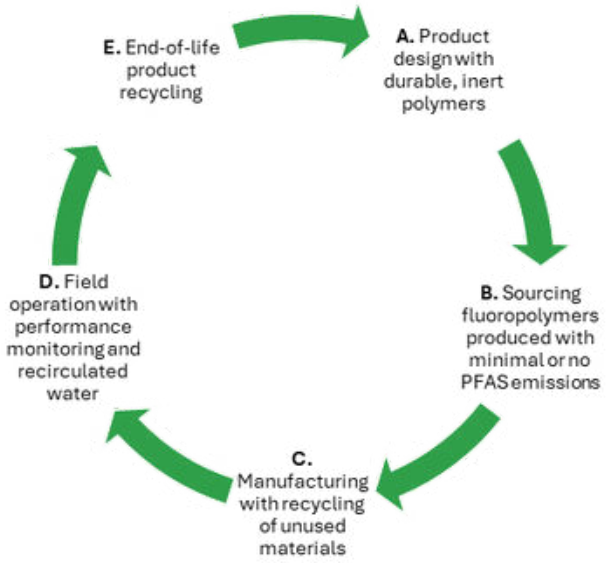
The graph below shows Electric Hydrogen's absolute waste produced in metric tons with breakdown by type. Waste consists primarily of municipal solid waste, with approximately 31% diverted to recycling. Electric Hydrogen is committed to waste diversion in manufacturing as part of continuous improvement initiatives under its planned ISO 14001 certification for its Devens, MA Gigafactory.

PHYSICAL CLIMATE RISKS

With regards to climate vulnerabilities, our Gigafactory in Massachusetts and R&D facility in California are subject to various acute and chronic climate risks, as identified using IPCC scenarios and climate modeling through mid-century and the end of the century. Each of our facilities have emergency management facility action plans and an emergency management communication system in the event of either a manufacturing/testing-related emergency or a weather/climate-related emergency.

Location	Risk Type	Risk	IPCC climate scenario	Reference	Adaptation measures
Devens, Massachusetts, USA	Acute	Extreme Precipitation	RCP 4.5., 8.5	Devens Enterprise Commission Municipal Vulnerability Preparedness Program	Facility emergency response action plan and Emergency management messaging system
	Acute	Flood			
	Acute	Severe Storms			
	Acute	Extreme Heat			
	Acute	Wildland Fire			
San Jose, California, USA	Acute	Extreme Heat	RCP 8.5	City of San José Climate Vulnerability Assessment	
	Acute	Flood			
	Chronic	Sea level rise			
	Acute	Drought			
	Acute	Wildfire			

MANAGEMENT OF SUBSTANCES



Electric Hydrogen takes a life cycle approach for managing fluoropolymer materials in electrolysis. We follow best practices across the product life cycle, including partnering with fluoropolymer producers on fluorosurfactant emissions control and replacement; recycling unused catalyst and fluoropolymer materials in manufacturing; using recirculated water systems with performance monitoring during electrolyzer operation; and ensuring takeback and recycling of end-of-life electrolyzer stacks. In addition to performance monitoring, we conducted emissions monitoring to establish engineering approaches for measurement, analysis, and mitigating potential use-phase emissions.

From a risk-management perspective, fluoropolymers are non-toxic and non-biovailable and therefore present low hazard, and their use in electrolyzers as durable, non-consumer products, presents low exposure potential. Along with low risk, because electrolysis is an essential decarbonization tool and there are no durable alternatives to fluoropolymer materials, there is evidence for excluding or exempting fluoropolymers in electrolyzers from PFAS regulation. For example, the State of Maine's PFAS legislation (LD 1537) exempts non-consumer electronics from product restrictions, the State of New Mexico's PFAS legislation (HB 212) excludes fluoropolymers from scope, PFAS risk management under the Canadian Environmental Protection Act excludes fluoropolymers from scope, and the European Chemical Agency is considering alternative restriction options for electrolyzers.

ENVIRONMENTAL CERTIFICATION

We are working on certifying our Devens, MA Gigafactory to ISO 9001 for quality and ISO 14001 for environmental management. As part of the certification process, Electric Hydrogen is committed to the following environmental objectives:

Environmental Compliance: We will comply with all applicable legal and other environmental requirements related to our operations, products, and services.

Pollution Prevention & Resource Efficiency: We are committed to preventing pollution and minimizing waste through efficient use of energy, water, raw materials, and sustainable practices in our manufacturing and product development processes.

Sustainable Innovation: We will continually improve our hydrogen technologies with the goal of advancing global decarbonization and reducing the carbon footprint of our customers and partners.

Continual Improvement: We will maintain an Environmental Management System (EMS) that is regularly reviewed and improved to enhance our environmental performance and support sustainable growth.

Employee Engagement & Training: We will ensure all employees understand their role in environmental protection by providing training, resources, and engagement opportunities that support our environmental objectives.

Stakeholder Collaboration: We will engage with customers, suppliers, regulatory bodies, and the broader community to promote environmentally responsible practices across our value chain.

Transparency & Communication: We will communicate this policy internally and externally, promoting openness and accountability.

We have a goal to minimize our waste generation profile. Our gigafactory maintains a small quantity waste generator status, as defined by U.S. EPA. We have initiated a waste diversion initiative to demonstrate continuous improvement under the ISO 14001 framework, where material flows are tracked through our pilot stack production line. By quantifying inputs, outputs, and waste streams by production tool, we have identified opportunities for waste minimization and reclaimed raw materials for reuse. As our product matures and new materials are considered for use, end-of-life reclamation and reuse are key to our environmental performance.

SUPPLY CHAIN MANAGEMENT

Electric Hydrogen's HYPRPlant includes all system components required to turn water and electricity into clean hydrogen, including power conversion, gas processing, water treatment and thermal management. The key inputs for manufacturing our electrolyzer stacks are electric power, high-purity water, metal alloys, catalysts, and membranes. Through relationships with key suppliers, we ensure access to critical inputs for production.

We count on our suppliers to help us fulfill our mission and deliver quality products to our customers, while adhering to rigorous labor, environmental, safety, and ethical standards. These standards are outlined in our Supplier Code of Conduct and supporting policies, such as our anti-bribery and anti-corruption policy, anti-money laundering policy, and conflict of interest policy.

All suppliers are subject to restricted party screening against multiple sanction lists. We maintain supply chain mapping for key bill of material components, and our suppliers of catalyst materials follow OECD and/or national guidelines on conflict minerals. We are committed to working with our suppliers on reclaiming and recycling high-value catalyst and membrane materials. We are in the process of certifying our Gigafactory to ISO 9001 for quality management and ISO 14001 for environmental management, including purchasing and procurement activities.

Electric Hydrogen is committed to responsible sourcing with respect to labor, environment, safety, and ethical standards, as described in our Supplier Code of Conduct. Electric Hydrogen's supplier agreements require compliance with applicable laws and regulations, and all new suppliers undergo screening against U.S. and international restricted party lists and indices.

SOCIAL RESPONSIBILITY

Electric Hydrogen is a company of mission-driven thinkers working together at the forefront of the energy transition. Our values reflect a commitment to results, collaboration, and innovation. The company encourages flexibility and teamwork in order to cultivate a collaborative and healthy work environment that, together, can push the boundaries of our industry.

Our Values

01. Get It Done

Results matter and we empower teammates to take personal ownership of impact

02. Be Bold, Be Open

Speak your truth unapologetically, welcome challenge with an open mind and listen actively

03. Stronger Together

We are for each other, embrace uniqueness and never lose alone

WORKING AT ELECTRIC HYDROGEN

01. Our People Strategy

Electric Hydrogen's people strategy focuses on building a workplace that is balanced and inviting to passionate do-ers looking for a place to make their mark by solving climate change.

02. Respect and Safety in the Workplace

The company is committed to providing a workplace that is free of harassment and discrimination and does not tolerate workplace harassment or discrimination. Additionally, the company has an Open Door Policy where open, honest communications are the expectations, not the exception. We want all employees to feel comfortable in approaching their supervisor or People Team in instances where they believe violations of policies or standards have occurred.

03. Communication and Teamwork

We believe that open communication is essential to a successful workplace. Each month, the executive team, including the CEO, CTO, CFO, CPO, and CLO, lead a company-wide meeting where they update the entire company on business progress, challenges, and goals. This meeting gives employees the opportunity to ask questions and address concerns, as well as ensure their focus is aligned with the company's.

04. Onboarding and Continuous Support

Developing an innovative technology in an emerging industry involves a steep learning curve for new employees, and also presents an opportunity for upskilling and training. New employees participate in an onboarding curriculum which consists of modules on our company, mission and values, internal systems, engineering, safety, communication styles and career management. In addition they receive support from their manager regarding team protocols, communication, goals etc. In lieu of a formal annual performance review process, we encourage and provide the tools that support ongoing, regular feedback conversations between employees and their supervisors.

05. Workforce Composition

As of December 31, 2025, we had approximately 300 full-time equivalent employees, a decrease of over 10% from the previous year. Approximately half of our associates work in our Gigafactory in Devens, MA, and the remainder of our associates are in research and development, sales and marketing, and administrative positions in other locations.

EQUAL OPPORTUNITY

We are proud to be an equal opportunity employer. We want to cultivate a community that provides unique perspectives to difficult problems and attracts future talent. To that end, we are committed to making career opportunities accessible to everyone.

Each year, we conduct pay analysis for people performing similar work and at the same level with similar experience, at each geographic location.

Our hiring practices are designed to ensure that all candidates have an equal opportunity to contribute to our mission. Different perspectives are not only welcomed but are essential to our success in developing innovative technology for a sustainable future.

We continuously learn about the market, our business, our talent's needs, and how best to achieve our People goals in thoughtful and data-driven ways.

Employee resource groups

We have established employee resource groups (ERGs) at Electric Hydrogen. ERGs are sponsored by executive team members and support the recruitment and professional development of our employees.

01. Women's ERG

Women@EH2's mission is to connect, develop, and support members to reach their potential at Electric Hydrogen and to empower women in our industry.

Goals of the Women's ERG:

- Connection: Form a community where members feel valued, safe, and empowered.
- Development: Provide opportunities for professional development.
- Outreach: Connect with and give back to the community of girls in STEM.
- Support: Support efforts to retain and bring in more women to EH2.

02. Latin American ERG

The Latin American ERG's vision is that Latin Americans and allies can come together, regardless of their different backgrounds and nationalities, to combine their hearts and minds to raise awareness and cultural understanding, grow together as professionals, give back to our communities, and celebrate the experience.

Goals of the Latin American ERG:

- Build a supportive and uplifting environment
- Professional development
- Safe space for our community
- Community outreach
- Fun "in familia"

03. PRIDE ERG

The purpose and mission of the PRIDE ERG at Electric Hydrogen is to foster a supportive work environment that champions equality and respect for all employees. We strive to create a psychologically- and physically-safe space where LGBTQ+ individuals and allies can connect, share experiences, and promote respect and understanding across the organization.

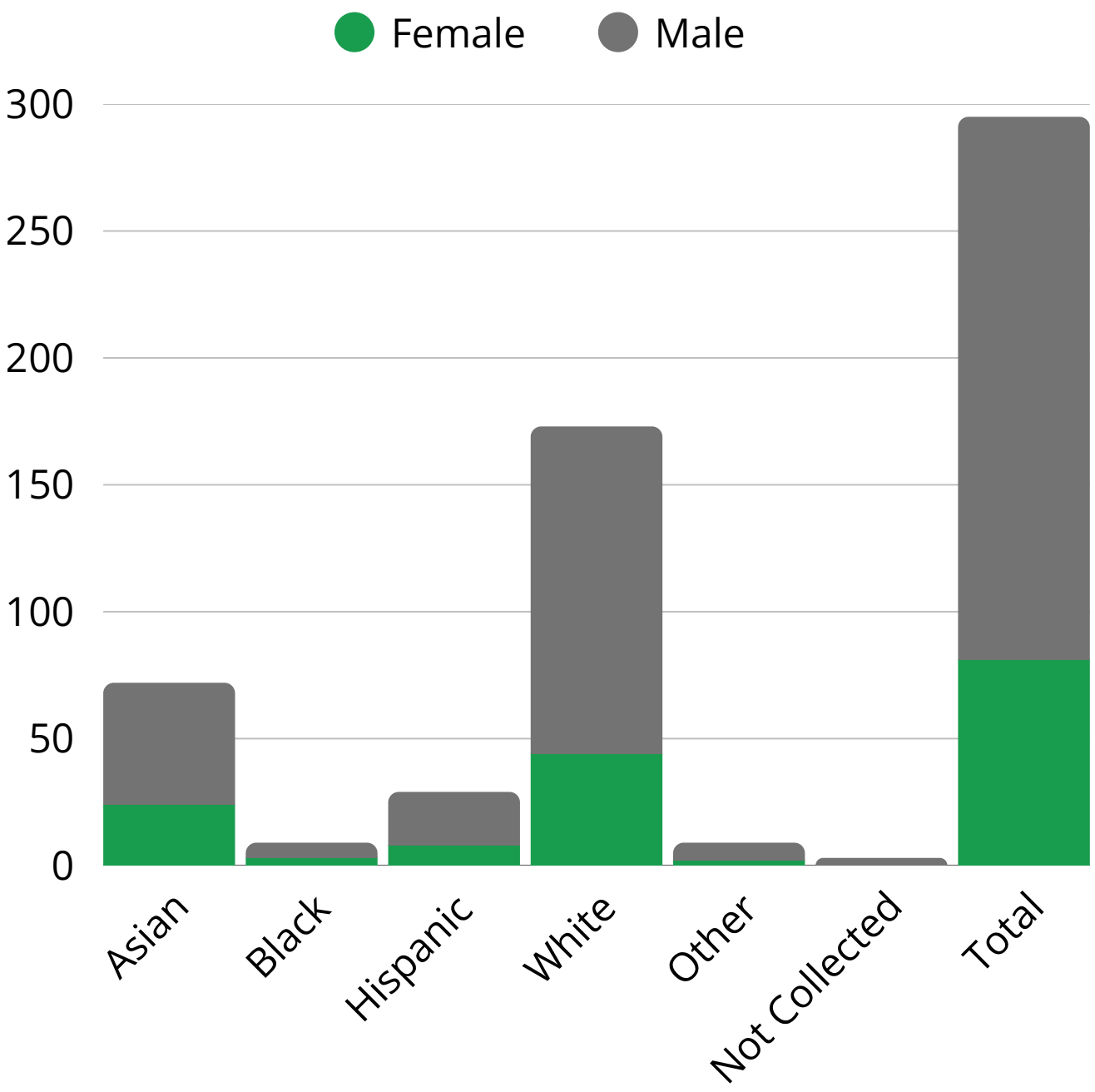
Goals of the PRIDE ERG:

- Connection
- Career development
- Outreach

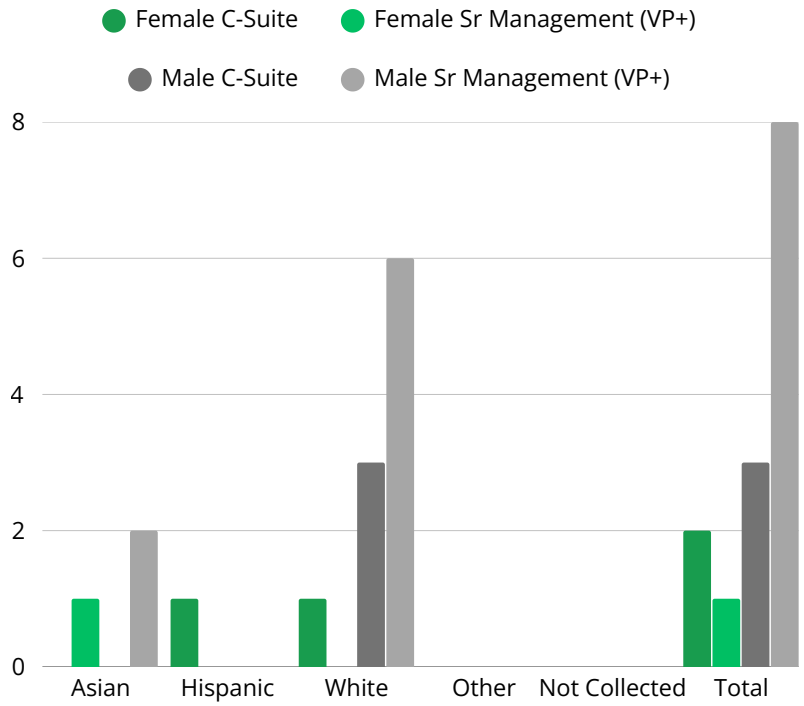
DEMOGRAPHICS

The following depict Electric Hydrogen's demographics as of December 31, 2025:

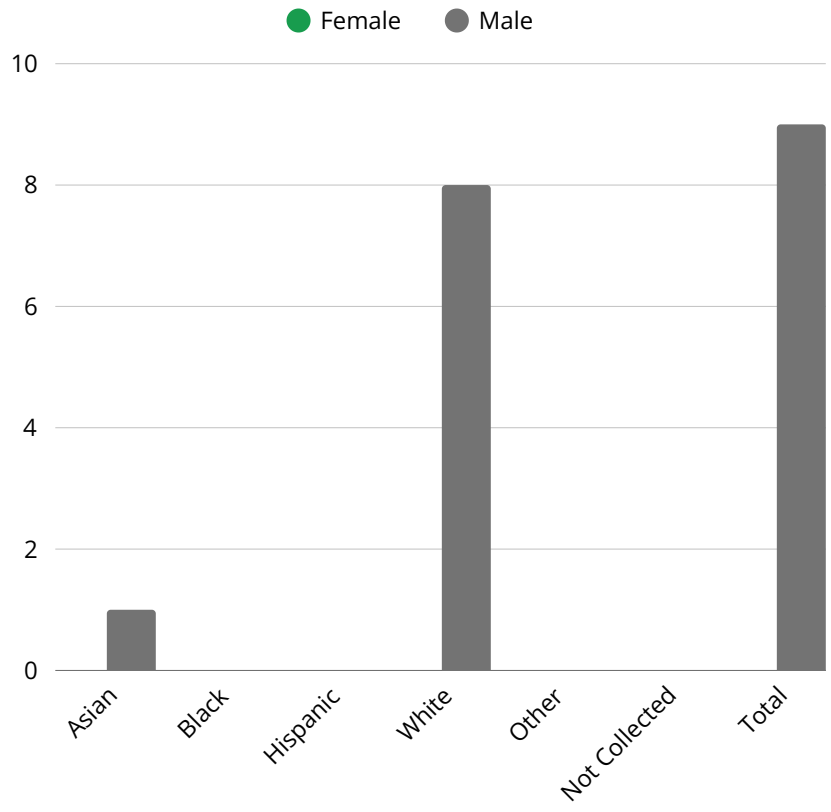
All Employees



Executives



Board of Directors



HEALTH AND SAFETY

Electric Hydrogen is a “Zero Harm” organization. As part of our overall mission to create clean energy solutions, we ensure that our operations and equipment cause no harm to people and the environment. We achieve this through risk assessment programs, encouraging employee participation in risk management, using control of work tools, learning, and sharing experience, and keeping our commitment to safety excellence.

Electric Hydrogen uses OSHA Process Safety Management to manage an enterprise-wide risk register of all hazards identified through HAZOP (Hazard and Operability Studies), LOPA (Layers of Protection Analysis), Risk Assessments, JSA/JHA (Job Safety/Hazard Analysis), and work observation programs which generate key review metrics to drive continual improvement. In 2025, we documented these practices in a Hydrogen Safety Plan that was peer-reviewed by the Hydrogen Safety Panel of the AICHE Center for Hydrogen Safety.

In 2025, our total recordable injury rate (TRIR per 200,000 hours) was 2.47, with 7 recordable injuries. As defined under OSHA, an injury is considered recordable if it requires medical attention beyond first aid. Electric Hydrogen’s safety data includes all of the company’s manufacturing, R&D, and testing facilities in the U.S. We had no high-consequence work-related injuries in 2025.

Electric Hydrogen employees receive an initial site safety orientation during onboarding, as well as mandatory health and safety training, and training courses specific to their job requirements. Safety metrics are reviewed company-wide on a monthly basis at all-hands meetings, and are a core metric in corporate goal-setting.

2025 Health and Safety Summary

- Documented Learning Opportunities: 255
- Hazard Recognition Ticket Submissions: 1338
- Near Miss Reports: 96
- Total Incident Reports: 158
- OSHA Recordable Injuries: 7

GOVERNANCE

The success and reputation of Electric Hydrogen are built upon the principles of fair dealing and ethical conduct. We are committed to complying with applicable local, state, and federal laws and regulations, as well as to the highest standards of ethics and personal integrity.

Our Chief People Officer and Chief Legal Officer oversee our ethics and compliance programs. Electric Hydrogen has an existing mechanism for reporting any misconduct or policy violations via various channels, including our Ethics Hotline (+1-339-232-0628). Any Electric Hydrogen employee or stakeholder can report concerns to the Ethics Hotline, anonymously, confidentially, and free of retaliation.

Electric Hydrogen's Anti-Bribery and Anti-Corruption Policy requires all employees to conduct business in a fair, open, and honest manner and in full compliance with applicable anti-bribery or anti-corruption laws. These policies are part of both Electric Hydrogen's Code of Business Conduct and Electric Hydrogen's Supplier Code of Conduct. Our Chief Legal Officer oversees compliance with our anti-corruption policy.

Electric Hydrogen is committed to complying with data privacy and protection laws applicable to our business. Electric Hydrogen's Electronic Resources and Information Security Policy sets out standards for the proper use and protection of electronic resources and the information we maintain. Our Director of Information Technology oversees compliance with our data privacy and security policy, as well as our AI policy.

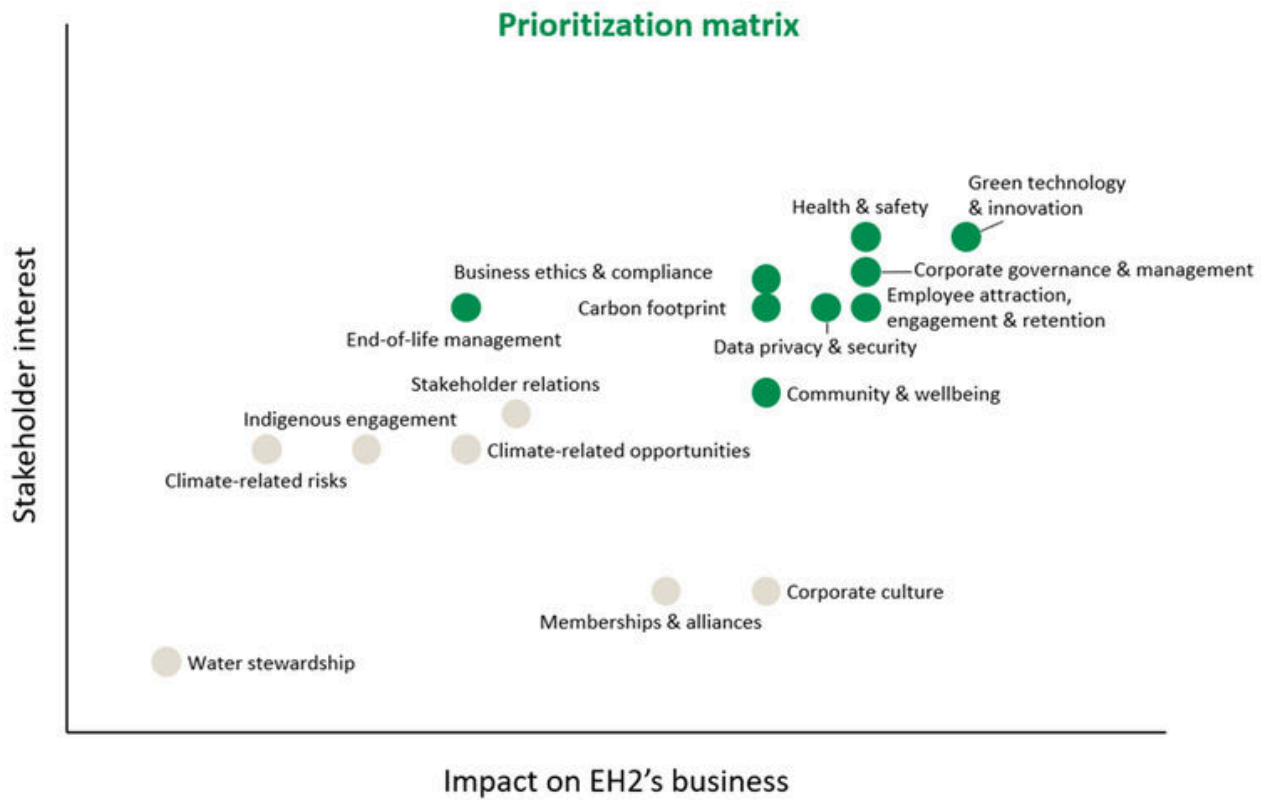
Electric Hydrogen's Code of Business Conduct demonstrates our commitment to these principles and guides the company's business conduct.

Additional Resources

- AI policy
- Anti-bribery and Anti-corruption policy
- Anti-money laundering policy
- Confidentiality policy
- Conflict of interest policy
- Employee handbook
- Environmental health & safety (EHS) standards, procedures and guidelines
- Generative AI policy
- Lone worker policy
- Safe ride home program
- Security surveillance policy
- Transaction review and approval policy
- Travel and expense policy
- Workplace violence prevention plan

MATERIALITY ASSESSMENT

As part of our materiality assessment process, we shortlisted material topics for our business and sector using a prioritization matrix. The prioritization criteria were stakeholder interest and business impact.Stakeholder interest refers to topics that are of importance to key stakeholders, identified through conversations with executive leadership, employees, customers, investors, suppliers and community. These are mapped against their impact on Electric Hydrogen's business operations.The shortlisted topics are shown in green for near-term prioritization. They include environmental topics such as carbon footprint, end-of-life management, and technology and innovation, which is also central to Electric Hydrogen's mission. Social topics include health and safety, employee engagement, and community impact. Governance topics include management systems, business ethics, and data security.



KEY PERFORMANCE INDICATORS

METRIC	UNITS	2024 VALUE	2025 VALUE	GRI REFERENCE
Greenhouse gas emissions				
Scope 1 emissions	metric tons CO2-eq	1,779	376	305-1
Scope 2 emissions (market-based)	metric tons CO2-eq	1,113	3,281	305-2
Scope 2 emissions (location-based)	metric tons CO2-eq	2,425	7,236	305-2
Scope 3 emissions	metric tons CO2-eq	18,223	8,101	305.3
Purchased renewable energy certificates	megawatt hours (MWh)	0	0	305.5
Purchased offsets	metric tons CO2-eq	0	0	305-5
Air quality				
Volatile organic compounds	metric tons CO2-eq	0	0	305-7
Energy				
Diesel consumption	megawatt hours (MWh)	5,244	0	302-1
Natural gas consumption	megawatt hours (MWh)	2,084	2,075	302-1
Total fuel consumption	megawatt hours (MWh)	7,328	2,075	302-1
Electricity consumption	megawatt hours (MWh)	10,823	33,573	302-1
Total energy consumption	megawatt hours (MWh)	18,151	35,648	302-1
Water				
Total water withdrawal	megaliters	24.9	35.3	303-3
Waste				
Disposed nonhazardous waste	metric tons	290	304	306-5
Disposed hazardous waste	metric tons	7	6	306-5
Recycled nonhazardous waste	metric tons	201	173	306-4
Total waste	metric tons	498	482	306-3
Occupational health and safety				
Total recordable injury rate	Incidents per 200,000 hours	0.83	2.47	403-9
High-consequence work-related injuries	number	0	0	403-9
Fatalities	number	0	0	403-9
Demographics				
Male workforce	percentage	72%	71%	405-1
Female workforce	percentage	27%	29%	405-1
Male senior management	percentage	74%	70%	405-1
Female senior management	percentage	26%	30%	405-1

THANK YOU

Contact

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