PERFORMANCE & IMPACT REPORT 2025

ELECTRA

Summary

Foreword

Aurélien de Meaux, Co-founder and CEO • **Julien Belliato**, Co-founder and Chief Operating Officer

In 2025, Electra opened a charging station every other day. Since 2021: 700 stations, 300 people, 10 countries. We have become the European leader in ultra-fast charging — so that anyone can switch to electric without thinking about it: find a charger, plug in, get back on the road.

Europe imports 97% of its oil, 10.5 million barrels every day, and 70% of it goes into transport. Meanwhile, in countries like France, electricity is abundant, low-carbon — we even export some. And an electric vehicle now costs half as much to run.

The momentum is real: electric cars are more affordable, go further, charge faster, and chargers are appearing everywhere.

Electric mobility answers three questions at once: climate, cost, and Europe's dependence on imported oil. Our mission is to make it available to as many people as possible.

That ambition comes with a responsibility. Our contribution is only credible if we also answer for the footprint of our own growth. That means transparency, careful measurement, design choices that lighten each new station — and a strong social and societal commitment.

For an operator like us, most emissions don't come from supplying energy. They come from what we buy: chargers, transformers, canopies, batteries, construction works. That is where we must improve, and bring our partners with us.

So we act on two fronts: accelerate what we do best — cutting emissions from transport — and shrink our footprint as an industrial player. That is the meaning of our commitment validated by the Science-Based Targets initiative. It is also why we are publishing this first sustainability report.

We publish it voluntarily, as a starting point. It shows our trajectory as it is: our actual carbon footprint, our actions to reduce it, our choices on energy, station design and purchasing — and the social and governance commitments we hold ourselves to, as an employer and as a contracting party.

Our ambition: ultra-fast charging accessible everywhere in Europe, on an ecosystem that is resilient, sustainable and socially responsible. Setting that ambition is one thing; delivering it at scale is another. Grow fast, and grow responsibly.

2025, a year of acceleration

2025 saw Electra shift into high gear. Strategic breakthroughs have accelerated our deployment of reliable and accessible charging infrastructure and paved the way for mass EV adoption across Europe. These milestones have solidified our position as a major player and provide the momentum to drive our vision even further.

Green financing secured: boosting our potential.

Building on strong equity foundations, we've secured €433M in green financing—one of the largest in the European sector—taking our total funding past €1B. This major milestone fuels our expansion, bringing more stations and a superior fast-charging experience to many drivers across Europe.

A deeper foothold in Germany.

With our first acquisition in Germany, we have secured in Wertheim, near Frankfurt, one of the country's top charging sites (16 charging points, soon expanding to 32). Partnering with HomE of Mobility GmbH, we've combined premium fast charging with quality catering, lounge areas, and event spaces, making the charging experience in Germany next level.

Meet Electraline: our Gold A' Design Award-winning station.

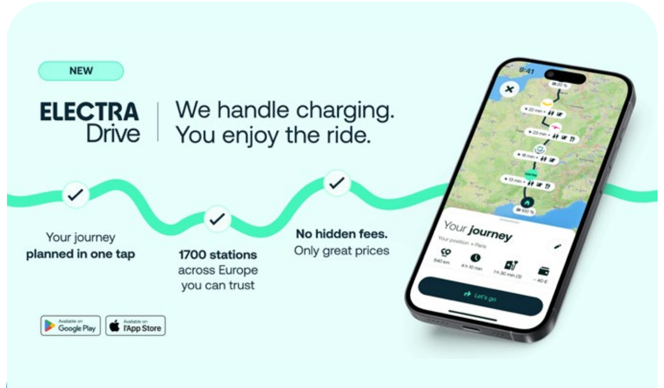
Bold engineering, smart modularity and interactive LED screens! We have just made every stop more seamless and user-friendly. This signature model is set to be the new standard for our enhanced network.a

ChargeLeague: launching the largest ultra-fast charging network in Europe.

The co-foundation of ChargeLeague in early 2025 marks a step forward in shaping the future of EV mobility across Europe. ChargeLeague brings together Europe's largest ultra-fast charging networks under one coalition, amplifying our voice for the sector and our collective efforts to make charging more accessible, seamless, and reliable.

Recognized for impact: three years and counting.

In 2025, Electra's trajectory was validated by top benchmarks. A third consecutive year in the Impact 40 ranking of France's impact unicorns, a spot in the Sifted 100, an Ecovadis Bronze medal, and SBTi targets validation. Our infrastructure scales fast, and so does our impact.



Route Planner: confidence, from departure to destination.

To improve the user's journey, we have launched our Route Planner. This personalised feature guides the drivers through the best charging points around. By combining smart planning with our expanding network, we make long-distance electric travel smoother, faster, and more reliable across Europe.

Leading the charge: becoming Europe’s urban fast-charging gold standard

Since 2021, Electra has pioneered ultra-fast charging, scaling a network designed to lead Europe’s electric transition. Our ambition grows with our reach: we are determined to become the continent’s industry leader and quadruple our station count by 2030.

Who we are

Founded in 2021 by Aurélien de Meaux and Julien Belliato, Electra was built to revolutionise the electric vehicle charging experience. While the market was still emerging, Electra invested early and heavily in infrastructure. This bold move simplified EV mobility across Europe and positioned Electra as a market leader. In 2024, we were deploying a new charging point every single day; in 2025, we reached even greater scale by installing ~4 charging points per day!

Our values — **Passion, Simplicity, Boldness, and OneTeam** — define our culture. They drive how we lead and collaborate across borders, ensuring a unified approach to innovation and customer experience. By prioritizing collective success, we turn local growth into regional impact.

Our commitment to innovation and high standards has earned us the trust of over half a million drivers, and has also earned us external recognition for our impact and station design. We aren’t just building infrastructure; we are proud to be reshaping the history of electric mobility in Europe, creating a seamless experience that will have a major impact for years to come.

What makes us unique

Electra’s rapid growth is fuelled by the combination of industrial-grade rigour and a tech culture. Together, they define our identity, merging cutting-edge technology with total simplicity for every EV driver. To do so, we leverage two core pillars:

User experience: we’ve reimagined the charging journey by removing friction and ensuring a seamless, reliable process. Our focus is on the driver, using intuitive tech to make charging as effortless as possible.

Innovation: by continuously advancing our infrastructure, design, and operations, we stay ahead of the market’s changing needs.

By gradually scaling this reliable network across Europe, we provide the infrastructure necessary to make mass EV adoption a reality.

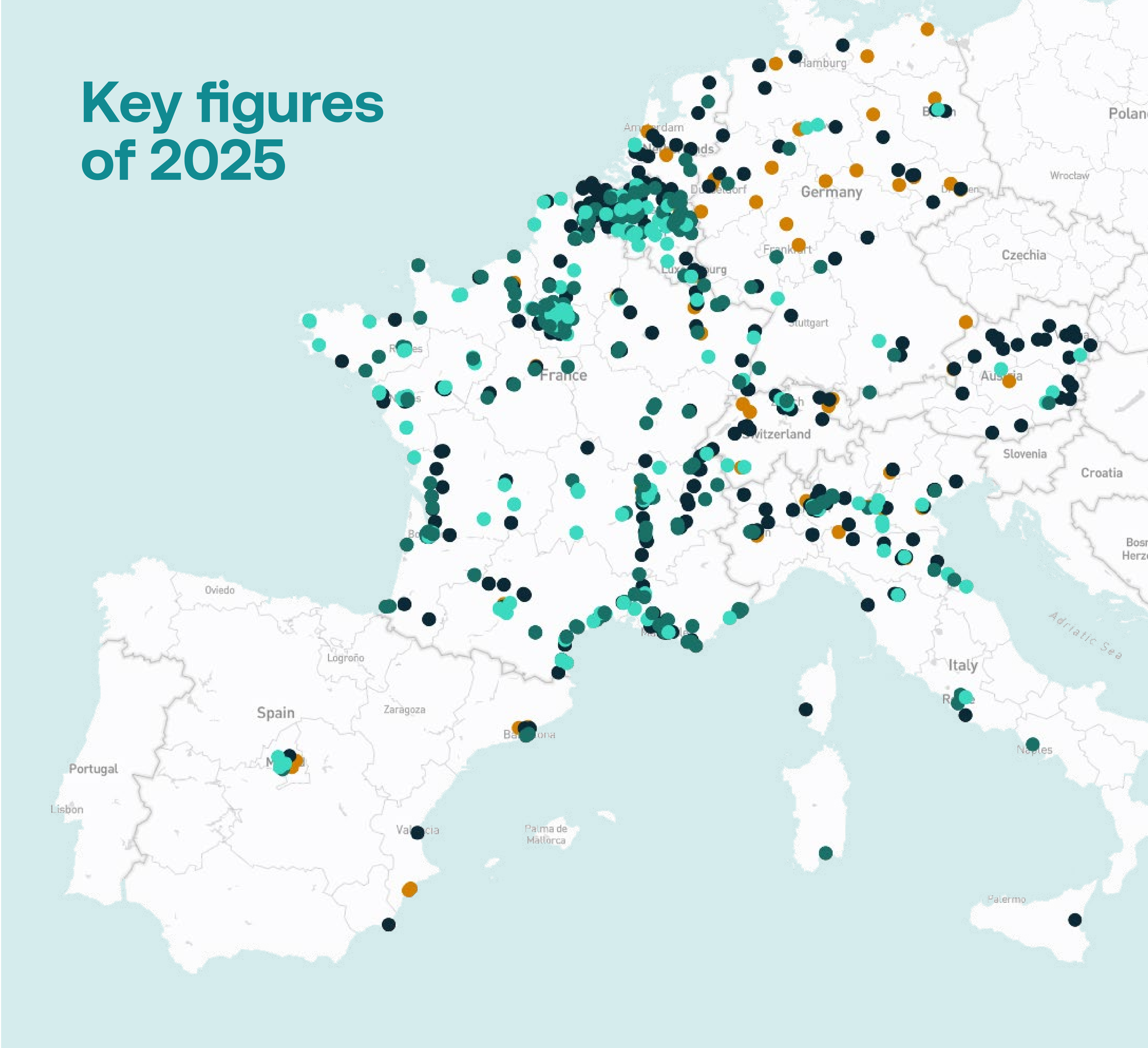
Electra’s mission

Decarbonize transportation by building Europe’s leading urban fast charging network.

Electra’s vision

Create the most user centric energy distributor of the 21st century, by providing innovative and reliable charging solutions.

Key figures of 2025



245
new stations opened vs 229 in 2024

291
dedicated team members +24% vs 2024

62%
Utilisation rate increase vs 2024

641
ultra-fast charging stations in total +61% vs 2024

127
sites with Electraline installed

98.5%
Station uptime

3,856
operative charging points +70% vs 2024

10
countries with operations

2025 ended with a sprint: the EV market shift

2025 developed amid many challenges for the sector. Subsidy changes, political headwinds and affordability concerns led some to question the pace of EV adoption. The year closed with a decisive shift: record quarterly BEV[1] penetration rates across Germany, France, the UK and much of Western Europe confirmed that earlier pessimism overstated the structural speed of the transition. The direction is not in question anymore. As part of the EV's history in Europe, Electra is determined to keep pushing for the market's shift.

A transition that is no longer gradual

One in five new cars sold in Europe today is electric. In December alone, electric car sales surged 51% in the EU while the overall car market grew by just 6%. Across the EU, BEV reached 18% of all new car sales in 2025—up from 13.6% in 2024—representing 1.88 million new BEV registrations (ACEA, 2025). By year end, over 7.6 million fully electric vehicles were on European roads.

By 2027, projections point to one in three. EV adoption is becoming an even nearer reality than initially predicted. In Europe, three trends, all towards EV growth: Northern Europe has crossed the tipping point, Southern Europe is entering acceleration, and Western Europe is consolidating as a major BEV market. The transition is no longer a question of if, but of how fast.

	BEV share		
Market	2024	2025	Q1 2026
Netherlands	34.7%	40.2%	28.4%
Belgium	28.5%	34.7%	35.8%
Switzerland	19.3%	22.8%	23.2%
France	16.9%	20.0%	28.4%
Germany	13.5%	19.1%	24.0%
Austria	17.6%	21.3%	24.8%
Spain	5.6%	8.8%	9.1%
Italy	4.2%	6.2%	8.7%
Luxemburg	27.6%	26.9%	28.8%
Czech Republic	4.7%	5.6%	6.4%

Source : ACEA 2025 annual data, December 2025, and Q1 2026.

The main takeaways from the data are optimistic, driven by visible growth across all markets. Across the continent, expansion is broad-based and shows no sign of plateauing, even from leaders such as the Nordic countries. The European average has already reached 20% in early 2026, a remarkable milestone.

Czech Republic, our 10th market, still shows modest growth, but we plan to change that. By investing in infrastructure and expanding charging points across the country, we aim to make EVs far more accessible. Beyond Electra's current scope, other markets also show solid adoption, notably in Northern Europe. Norway, for instance, is getting closer and closer to reaching 100% EV share—a roadmap for every market that follows.

25%

market share projected for BEV in the EU in 2026[2]

7.6 M

BEVs on European roads in 2025

1 *Battery Electric Vehicle*
2 *Schmidt Automotive Research*

Ultra-fast charging: reaching the full potential

Beyond EVs growth, high-power charging is scaling even faster, presenting a demand that will increasingly require our infrastructure.

Three converging forces are reshaping BEV adoption and charging demand: first, new affordable models are bringing electrification to mainstream drivers. Second, electrification becomes a reliable option for fleets, with two to three times higher usage than private drivers. They will also directly feed the second hand BEV market. Third, battery innovation has established 800V vehicles as the new standard, enabling vehicles to charge 400km in about 10 minutes—effectively eliminating range constraint for new EV users.

EV infrastructure in Europe is promising, reflecting the importance that has been given to EV and fast charging development. Across Electra's markets, charging points increased by ~29%, picking up pace towards their full potential in Europe.

Preparing for the road ahead

2025 was a decisive year for electric mobility in Europe. The European Commission reaffirmed its directives: newly registered cars must be carbon-neutral by 2035. The modalities evolved slightly, but the destination did not. What remains is implementation to reduce administrative burden; such as through the Clean Corporate Vehicles proposal, the Industrial Accelerator Act, and the Automotive Omnibus.

The road ahead is accelerating. The massification of affordable new models, supportive regulation, and a fast-charging network finally scaling are moving EVs from promising to mainstream. Adding to this momentum, rising fuel prices to up to 2€/liter and Europe's energy sovereignty argument are pushing the conversation into household budgets.

As regulations and infrastructure gradually adapt to the driver's needs, the main challenge becomes affordability and scale. It's time for EVs to stop being the future and become the obvious choice in the present.

400km
in ~10 min
charging speed with next-gen 800 vehicles

1.88M BEVs
sold in 2025, a new record

Built for this moment

2025 ended with high expectations for what lies ahead: we reached +640 stations live, record-breaking utilisation, Electraline fully deployed, and ChargeLeague launched. Our strategic plan—AMPLIFY—is calibrated precisely for what the market is demanding: larger stations, European corridors, 600kW capability, and an app simplifying the user experience.

The last three years followed an unstable cycle—charging points grew rapidly, and for a period, supply outpaced demand. The low point came in 2025, just as EV demand began to rebound. We navigated this phase with discipline: staying selective on real estate, rigorous on capex, and relentless on operational excellence. We persisted on investing, growing our infrastructure, and finding partners.

As the market consolidates, our resilience becomes a strategic advantage. In what comes next, access to capital, talent, right partners, and rigorous practices will define the next generation of market leaders. Electra is ready.

700+
charging stations in Europe in April 2026: a new milestone.

Our value chain at a glance

From suppliers to end users, Electra operates across a complete value chain, coordinating multiple stakeholders to deploy and operate its fast-charging network. Our role doesn't stop there: we actively engage with industry actors and policymakers to remove barriers, improve frameworks, and make electric driving gradually easier for everyone.

Upstream

This is the invisible engine behind every station's commissioning: the suppliers, construction partners, investors and institutions whose technology, capital and expertise enable us to design, finance, equip and deploy every station we build.

Core Operations

Where Electra delivers. We manage the full lifecycle, from securing strategic locations to installation, network uptime and ensure a premium user experience. Underpinning this, our internal functions ensure Electra runs efficiently, compliantly, and with purpose.

Downstream

Everything after the users arrive at our station. But also, mobility platforms, maintenance or business partners who make part, directly or indirectly, of our network, extending Electra's value across every site we operate.

Step-by-step

UPSTREAM

1 – Raw materials:
Copper, aluminium, lithium and silicon are extracted and processed into our chargers, cables and batteries.

2 – Manufacturing & distributing
Specialised suppliers build our hardware; our logistics partners distribute it to each site across Europe.

3 – Smart hardware
Ultra-fast chargers, energy storage, IoT and cybersecurity turn infrastructure into a smooth experience.

4 – Powering our charging stations
We connect to the grid through DNOs[1] and supply renewable electricity, backed by Guarantees of Origin on every kW delivered.

1 *Distribution Network Operators*

CORE OPERATIONS

5 – Securing new sites
We carefully select prime real estate, negotiate with landowners, obtain permits, and comply with local regulations, ensuring each site contributes to both accessibility and long-term commercial viability.

6 – Build and commissioning
Station design, civil engineering, installation, and grid connection transform our infrastructural vision into reality.

7 – Network Operations
We guarantee 24/7 station reliability and safety through real-time monitoring, diagnostics, and proactive maintenance.

DOWNSTREAM

8 – Creating an ecosystem
Roaming platforms, payment providers and customer care experts help us build an increasingly connected and accessible charging network.

9 – Going electric
Everything comes down to this moment: the charging experience. From our physical charging points to the digital features such as the Electra app authentication, payment and roaming, all engineered for a frictionless and top-notch UX.

10 – End of life & Circularity
To transition to a circular economy, we repair, refurbish, and recycle hardware with certified partners, ensuring a second life for our equipment or its safe and responsible disposal.

Double materiality: Identifying our impacts, risks and opportunities

In 2025, Electra conducted its first double materiality assessment to identify our most significant ESG topics. By evaluating both our outward impact and the inward financial risks and opportunities for our business, this analysis provides a rigorous foundation to guide our strategic priorities, targets, and long-term actions.

Objectives and modalities

Our double materiality assessment identifies the most significant impacts, risks, and opportunities (IROs) across Electra's value chain. Based on an initial scoping of key issues, we consulted internal stakeholders and investors to define our sustainability priorities through two lenses:

- ➜ **Impact Materiality:** assessing the severity and likelihood of our effects on people and the environment.
- ➜ **Financial Materiality:** evaluating how sustainability topics affect our costs, revenues, and access to capital.

This process engaged the Executive Committee, operational leaders and shareholders to ensure a robust evaluation. The assessment will be reviewed every three years to remain aligned with regulatory shifts and stakeholder expectations.

Five steps methodology

1. Context Analysis
An expert consulting organisation analysed Electra's value chain and sector benchmarks using internal data and public sources.

2. Issue Identification
The analysis generated a comprehensive 360° list of potential sustainability impacts, risks, and opportunities (IROs).

3. Prioritisation
Electra's experts and management refined the initial list down to approximately 100 key IROs based on relevance and business significance.

4. Consultation & Scoring
The Executive Committee, investors, and stakeholders ranked these issues across multiple dimensions to determine their priority level.

5. Formalisation
Results are consolidated into a double materiality matrix, grouping IROs into core themes to drive strategic awareness and action.

2026 Material Issues

The double materiality analysis helped identify our major strategic sustainability issues. Key priorities include greenhouse gas emission reduction across the value chain, accelerating the energy transition, and ensuring the resilience of our grid access. Social and governance topics—including diversity, health and safety, responsible purchasing, and cybersecurity—emerged as critical material drivers.

The assessment highlights a strategic tension: the positive impact of our model in accelerating low-carbon mobility versus upstream negative impacts in the value chain (equipment manufacturing and raw material extraction). Talent retention, customer experience, and responsible procurement remain vital for long-term value and resilience.

While not deemed material in 2026, Electra will continue monitoring topics significant to specific stakeholders, such as human rights for local communities, supply chain equality, and the localised impact of stations on biodiversity and land use.

Environment
1 Low carbon mobility net contribution to climate mitigation
2 Exposure to climate risks
3 Energy resilience & grid availability
4 Negative impact of mining
5 Effects of our stations on biodiversity
6 Circularity and critical resources dependencies
7 Waste & pollution generated

Social
1 Attracting and retaining talents
2 Skills development & employability
3 Diversity & equal treatment
4 Health & Safety
5 Equal treatment in the value chain
6 Human rights of local communities
8 Customers' safety & accessibility

Governance
1 ESG performance-oriented business model
2 Cybersecurity & data protection
3 Influence & cooperations to develop EV & charging infrastructure
4 Responsible sourcing and supply security

Business
7 Positive CX
9 Innovation, service reliability

FOUNDATIONS

EMBEDDING SUSTAINABILITY TO OUR FOUNDATIONS

Supported by shareholders who share its long-term vision, Electra embeds sustainability at the heart of its governance. We maintain rigorous standards across our operations and team development, ensuring full transparency in every action. By aligning financial responsibility with sustainable practices, we create long-term value for our stakeholders and the communities we serve. This approach, backed by over €1 billion in green financing and disciplined risk management, ensures Electra remains a resilient and trusted leader in Europe's energy transition.

01

Key data

€1+bn raised

since our foundation, including a €433M green loan in 2025

5 ESG reviews

conducted annually at Board level

28% female representation

on the Executive Committee (2/7) in 2025 and 32% across the company

GOVERNANCE

Financing the transition, structuring our governance

Scaling infrastructure at the pace the transition demands requires more than capital, it requires solid governance and sustainable practices. Behind our substantial financing stands a coalition of long-term partners deeply committed to sustainability and actively supporting our journey toward a low-carbon future.

Sustainable finance as the accelerator of our operations

Electra's growth is anchored in sustainable finance. Our investors are active partners who challenge our ambitions, monitor our sustainability performance, and provide the long-term vision necessary for our development. Our credentials are meaningful: 100% of our activities are EU Taxonomy-aligned.

It's no coincidence that we attract and partner with the most rigorous global investors. This includes SFDR[1] Article 8 and Article 9 funds and financing our infrastructure through dedicated green loans. Electra's Board includes key shareholders, among them Eurazeo, PGGM, Serena and Bpifrance Innovation (observer). Alongside historical investors who renewed their trust (e.g. RIVE Private Investment and the SNCF group), this coalition leverages our capabilities of scaling-up operations while our capital allocation remains strictly aligned with our mission.

Impact as a performance driver

Impact is what drives our performance and growth. A solid ESG foundation grants us access to top-tier sustainable finance and secures a competitive edge in tenders, where ESG criteria can represent up to 30% of the score. By structuring a forward-looking value chain and business strategy, we mitigate risk, innovate, and invest in long-term value.

Mélissa Cohen,
Eurazeo, Board Member

« Electra has consistently demonstrated the qualities we value most in a long-term partner: constructive dialogue and disciplined execution. Our confidence in the company's trajectory remains strong, supported by the strength of its organisation, its ability to deliver at scale, and its commitment to sustainable growth. »

1 *SFDR: Sustainable Finance Disclosure Regulation*

Embedding ESG in governance and operations

Sustainability is a fundamental pillar of our identity. This conviction, carried by our co-founders from day one, lies beyond financial performance, deeply integrating sustainability into our decision-making, risk management, and execution.

To lead this agenda, Electra has structured dedicated internal resources: a Sustainability Manager and a QHSE Manager. To bring long-horizon accountability into the heart of our decision-making, the ESG approach is represented at the ExCo and overseen by the Board five times per year.

This rigour is then applied across station and service design, partnerships, and growth strategy. Our conviction is clear: ensure operational performance runs alongside environmental and social impact.

Peter Rasker,
PGGM, Board Member

« Electra sits at the intersection of attractive infrastructure characteristics and measurable climate impact. Every new charging station helps accelerate EV adoption, and support a more sustainable energy system across Europe. This is precisely the type of long-term investment that aligns with our 3D strategy, a balanced approach towards financial performance, environmental progress and risk management. »

MEET ELECTRA'S EXECUTIVE COMMITTEE[2]

Aurélien de Meaux
Co-founder &
Chief Executive Officer

Julien Belliato
Co-founder &
Chief Operations Officer

Clément Tiret
Chief Financial Officer

Cédric Herment
Chief Business Officer

Marie Lenail-Chouteau
Chief People & Impact Officer

Thomas Franquelin
Chief Technology &
Product Officer

2 *Composition of the Executive Committee as of January 1st, 2026*

GOVERNANCE

Built on trust, security and integrity

To anchor trust at all levels of our business, we rely on two pillars: cybersecurity and business ethics. We maintain rigorous standards to protect our digital infrastructure and ensure the integrity of our service and partnerships. Through strict ethical frameworks, we embed resilience, compliance, and responsible conduct into every layer of our work, from internal operations to our broader value chain.

Ensuring reliability across our digital infrastructure

As a digital infrastructure provider, cybersecurity and data privacy are vital to building trust and ensuring service continuity. Adopting a risk-based security approach, our Defense-in-Depth strategy layers technical and organisational controls to safeguard the resilience of our ecosystem. Our critical systems are secured to the highest standards, ensuring compliance with NIS2[1] requirements through rigorous access management, hardened configurations, and 24/7 incident-response.

Guided by the GDPR[2], our Privacy-by-Design principles embed data protection into the entire product lifecycle—prioritising data minimisation and strict oversight of third-party suppliers. At Electra, trust is structurally built into every layer of our technology, and formally recognised by our ISO 27001 certification achieved at the end of 2024.

Setting the standard for responsible business

We are dedicated to maintaining transparent, respectful, and trustworthy relationships across our entire network. Our Code of Conduct and Anti-Corruption policy define our operational standards, both internally and across our supply chain. All our employees are committed to our legal and ethical requirements, while suppliers must adhere to our Responsible Purchasing Framework. To ensure these values are upheld in practice, we have established confidential reporting mechanisms, including an anonymous whistleblowing channel. Overseen by our VP Legal and Chief People & Impact, these tools ensure that transparency and compliance remain effective, protected, and actionable at every level of our business.

1 *NIS2: Network and Information System Security.*
2 *GDPR: General Data Protection Regulation.*

Contributing to the Sustainable Development Goals

Electra is committed to the United Nations Sustainable Development Goals (SDGs), integrating global responsibility into our core operations. Our activities are strategically designed to drive progress towards the following primary goals.

ENVIRONMENTAL RESPONSIBILITY

DESIGNING AND POWERING EV CHARGING INFRASTRUCTURE: DRIVING THE TRANSITION

Addressing climate change means accelerating the energy transition and using resources more efficiently. At Electra, every kilometre charged and station deployed directly reduces transport emissions across Europe. As a Charging Point Operator (CPO), environmental responsibility is inseparable from our mission. To formalize this commitment, we have established ambitious 2030 climate targets validated by the Science Based Targets initiative (SBTi), ensuring our decarbonisation journey aligns with the Paris Agreement and the collective ambition to limit global warming to 1,5°C.

02

Key data

117 GWh
delivered in 2025
(100% renewable energy)
+191% vs 2024

585 M
electric kilometres
enabled across Europe[1]

79,560 tCO_2e
avoided in 2025
across the entire value chain[2] +189% vs 2024

SBTi Commitments

Scope 1 & 2

-42%

absolute reduction on Greenhouse Gas (GHG) emissions

Scope 3

-52%

on GHG emissions per GWh sold from purchased goods and services (cat. 1), and capital goods (cat. 2)

1 EV efficiency as 5 km / kWh (source: EV Database).
2 Based on a 0.68 $kgCO_2e/kWh$ (source: internal calculation).

ENVIRONMENT

Renewable energy
powering the heart of our model

100% renewable energy is the bedrock of our infrastructure. From certified sourcing to intelligent grid optimisation, every lever is designed to provide low-carbon and efficient, reliable, and high-performance charging across Europe. By aligning our electricity procurement with high-quality standards, we ensure that our growth strengthens the continent's energy transition.

Powering mobility with renewable energy

We don't just electrify mobility, we power it with renewable energy. To truly decarbonise transport, the source of every kilowatt-hour matters. Electra combines rigorous certified sourcing with smart energy management to ensure every charge is genuinely low-carbon.

By prioritising renewable energy backed by Guarantees of Origin (GoOs), we go beyond simple compliance. Our strategy supports the development of low-carbon capacity to the European grid, delivering a reliable, efficient, and decarbonised charging experience across the continent. This commitment is reflected through:

- Certified sourcing mechanisms: we use robust frameworks to support renewable energy development and infrastructure growth across Europe.
- Strategic alignment: renewable energy is now a baseline requirement across most public and private tenders; our model ensures we stay ahead of market expectations and regulatory shifts.
- Impact driven approach: we are dedicated to "going the extra mile" by actively reducing the carbon intensity of mobility, ensuring that our growth contributes to a net-zero future.

In 2025, we delivered more than 117 GWh of renewable energy to our customers, that's an increase of +191% compared to the previous year, a substantial growth boosted by the combined impact of our network and the expansion of our stations.

Optimising energy where it is needed

To ensure a resilient and scalable network, Electra is progressively deploying on-site energy solutions, including solar canopies and battery energy storage solution (BESS), at selected stations. By generating electricity directly where it is consumed, we reduce grid reliance and enhance operational stability. Our proprietary in-house technology seamlessly orchestrates ultra-fast charging with solar production and battery systems for maximum efficiency.

This integrated approach means up to 50% of the energy delivered to drivers can now come directly from the sun, at selected stations. Furthermore, our battery storage systems act as a buffer, reducing grid draw through peak-load management. By prioritising smarter energy use, we provide a reliable, high-performance charging experience that supports the long-term energy transition.

100%
renewable electricity delivered at our stations

117 GWh
of electricity delivered

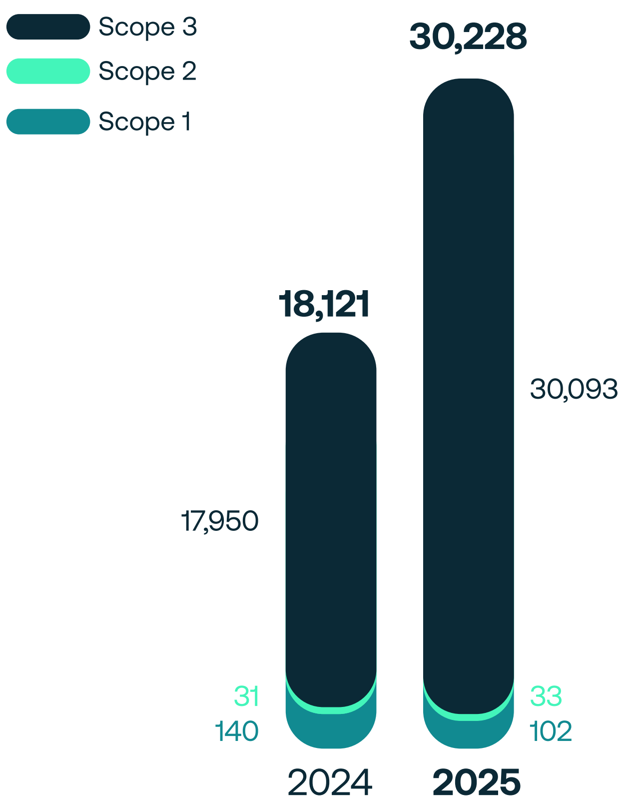
Cédric Herment,
Chief Business Officer

« Going electric is the first step. Sourcing 100% renewable energy is the extra mile - the one that makes the transition truly low-carbon. »

Managing carbon emissions across our value chain

To guarantee maximum impact, GHG emissions need to be addressed across every stage of our value chain, from infrastructure construction to the energy delivered to our users. While the majority of our emissions stem from equipment manufacturing and station development, we actively deploy mitigation strategies across all scopes. By prioritising the most impactful levers—such as energy procurement, 100% electric fleet, and specific design choices—we ensure a measurable reduction of our total environmental footprint.

ELECTRA'S GHG EMISSION BY SCOPE MARKET-BASED, 2025



Understanding our GHG emissions profile

To effectively manage our climate impact, Electra meticulously tracks yearly GHG emissions across Scopes 1, 2, and 3. Scope 3 represents 99% of our total carbon footprint of 30k tCO_2e The primary contributors are purchased services and capital goods, such as chargers and batteries—emissions that fall outside our direct control. Addressing them is therefore a key focus of our supplier engagement and procurement strategy.

Meanwhile, our commitment to 100% renewable electricity has allowed us to ensure an operational growth that remains decoupled from carbon intensity.

Electra's total emissions increased by 66.7% from 2024 to 2025, compared with our 191% growth in electricity delivered over the same period, which means that our emissions per GWh are reducing. As we scale, reducing the carbon intensity of our activity remains a core commitment, one we pursue through smarter equipment sourcing, long-term decarbonisation partnerships and renewable energy sourcing.

Building internal climate awareness

In 2025, we launched the Electra Climate Academy to provide dedicated internal training on climate and sustainability challenges. Progress is already visible: 37% of our employees have been trained, supporting a long-term upskilling necessary for our teams to lead the energy transition effectively, extending well beyond Electra.

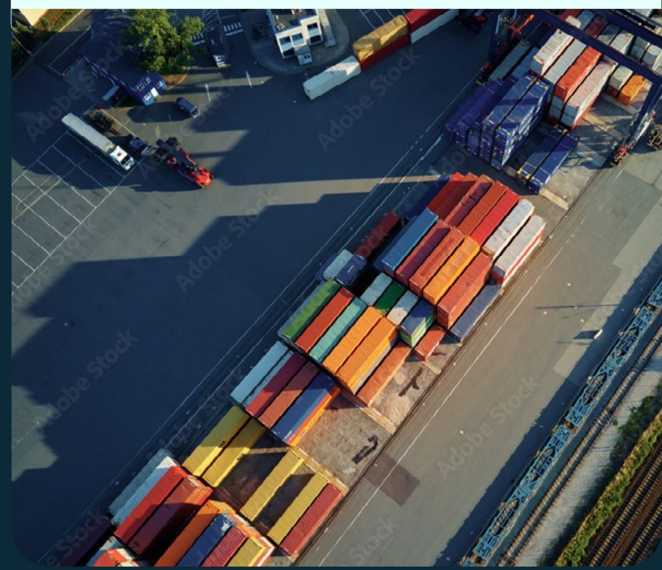
Diane Maffre,
Sustainability Manager

« **The SBTi validation of our near-term targets reflects something we believe deeply: that the credibility of a company in the climate transition has to be earned through measurable commitments.**
Electra operates at the intersection of two climate imperatives.
The first is structural: building the infrastructure that makes low-carbon mobility accessible to millions of drivers across Europe.
The second is internal: reducing the footprint of our own growth in our supply chain, our construction practices and the equipment we deploy at scale. Both are necessary. Both are hard. This SBTi commitment reinforces confidence in our ability to transform our industry over the long term. »

100%
electric vehicle fleet

Low-carbon logistics in action

We are always adamant to test and deploy new impactful ecosystem solutions that deliver results. In 2025, through a combined rail–road transport partnership with Geodis, we have reduced 73% of CO_2 emissions on charger deliveries to our warehouse. This win-win approach successfully reduces both our carbon footprint and operational costs.



Designing stations for durability

Our stations are engineered for durability. By integrating eco-design principles, modular architecture and proactive maintenance, we significantly extend the operational lifespan of our infrastructure to over 10 years. This approach not only maximises resource efficiency but also minimises the environmental impact associated with equipment replacement and decommissioning. We aim at building stations that are resilient to climate risks, respectful of local ecosystems, and designed to last.

Embedding eco-design into our infrastructure

Sustainability is built into the physical blueprint of our network. We go beyond the traditional "break-dispose" model by embedding circularity and longevity into every stage of our infrastructure's lifecycle. Our strategy holds on three pillars: modularity, proactive maintenance, and responsible material sourcing.

Our modular architecture allows for seamless upgrades and repairs without full-station replacement. Key components, such as screens and power modules, are designed to be replaced individually, which ensures our infrastructure evolves with technology while minimising electronic waste. A win-win solution to benefit our operations and the environment.

We maximize asset lifetime through proactive monitoring and early issue resolution. Furthermore, we ensure responsible end-of-life management for decommissioned equipment through either authorised recyclers, second life options, or take-back programs. To guarantee these standards are upheld, we integrate strict circularity requirements directly into our supplier and O&M contracts.

On our flagship stations, we prioritize durable, recyclable materials and favour bio-based alternatives. Innovative construction solutions, such as prefabricated foundations with 15% recycled content, allow us to reduce on-site concrete waste, minimise soil disruption, and facilitate future equipment upgrades.

Through these levers, we ensure that every Electra station is a long-term asset designed for a low-carbon future.

Designing resilient infrastructure

To ensure an uninterrupted charging experience in an increasingly volatile climate, we perform a detailed physical climate risk assessment for all our assets on an annual basis. This granular analysis accounts for localised threats including flash floods, intensifying heatwaves, and severe storms. Our engineering standards are specifically adapted to these risks; for instance, we implement elevated platforms and specialised enclosures to protect critical electrical equipment in flood-prone areas, alongside reinforced drainage systems designed to handle high-volume water runoff.

At Electra, we prioritise thermal resilience by integrating advanced cooling systems and heat-resistant materials that maintain charging performance and equipment longevity even during extreme temperature spikes. Finally, we address the broader environmental impact of our sites by prioritising solutions that limit soil sealing. The deployment of permeable surfaces, such as eco-pavers, facilitates natural water infiltration directly into the ground. This prevents on-site ponding and reduces pressure on local drainage systems, making our stations a responsible addition to the communities they serve.

Limiting our footprint on ecosystems

We remain committed to the "avoid–reduce–restore" mitigation hierarchy. We minimise our footprint by primarily deploying infrastructure on existing parking areas, effectively avoiding new land use and preventing the fragmentation of natural habitats. Where required, we carry out rigorous risk assessments and site selection, with expert input from external ecologists.

Once a station is operational, we implement specific measures to limit noise and light pollution, ensuring our technology minimises disturbances to its immediate surroundings, local wildlife or residential communities. On higher-risk sites, we apply targeted mitigation or restoration efforts to protect local biodiversity.

Through these proactive choices, we aim at ensuring that the transition to electric mobility protects and respects local ecosystems.

10-15 years

lifespan of our stations

OUR TEAMS

THE TALENTS BEHIND THE NETWORK

Electra's momentum is enabled by its people. Scaling a groundbreaking fast-charging network across Europe depends on our ability to attract and nurture top-tier talent. Scaling up quickly is not simple, that's why we are committed to providing safe, inclusive, and supportive working conditions to ensure our teams thrive as our business expands. Growing from a start-up to nearly 300 talents on board across 10 countries, we're ready for the road ahead.

03

SOCIAL

Key data

291
employees
+57 vs. 2024

21
nationalities
in our teams
+23% vs. 2024

32%
women
in the workforce
vs 27,6% in 2024

Electra's infratech DNA, combining infrastructure excellence with in-house tech, gives us a real competitive edge: it attracts talents who want to solve complex, real-world problems and see their work have impact & scale across Europe. It also shapes our culture: we stay pragmatic and execution-driven, while continuously innovating through feedback loops between the field, the product, and the data so we can move and learn fast, and deliver a charging experience people love.

Marie Lenail-Chouteau,
Chief People & Impact Officer

SOCIAL

Driven by people, powered by purpose

Our people are our greatest driving force. Central to our social responsibility is a commitment to an environment where everyone feels valued, supported, and empowered to grow. Across every aspect, we ensure the employee experience reflects our dedication to excellence.

Principles that move us forward

Electra's leadership principles are built on velocity, ownership, and trust. We empower our teams to make swift decisions, test bold ideas, and leverage data to operate in real time. Our ability to scale rapidly is rooted in an agile mindset. A strong culture of accountability and autonomy means everyone is expected to raise issues early, find creative solutions, and take end-to-end responsibility for their work.

As we expand across Europe, we leverage our geographic and multicultural diversity into a competitive advantage through seamless collaboration and knowledge sharing. In 2025, 54 internal mobilities across our teams brought this culture to life. Communication is at the heart of this: accessible and transparent—so everyone stays aligned and informed. By valuing empathy and mutual understanding, we build an inclusive environment and move as OneTeam. We give our people the space to take initiative, learn through experience, and grow alongside Electra as we redefine the future of mobility. The results speak for themselves: our latest eNPS survey has scored +52 (vs +39 in 2024).

Rooted in transparency, we maintain a strong social dialogue through our Works Council (CSE, in France), ensuring every employee's voice is heard in the decisions that affect them most.

Developing our talents: The Electra Academy

Learning at Electra is both a requirement and an investment in our collective mission.

To support this commitment, we launched the Electra Academy in 2024. We have consolidated this internal training programme that allows employees to learn directly from our experts, gain deep industry insights for their careers, and share knowledge on our core topics: network deployment, products, financing, operations and sustainability. In 2025 alone, we held 11 sessions, covering both strategic and hands-on topics.

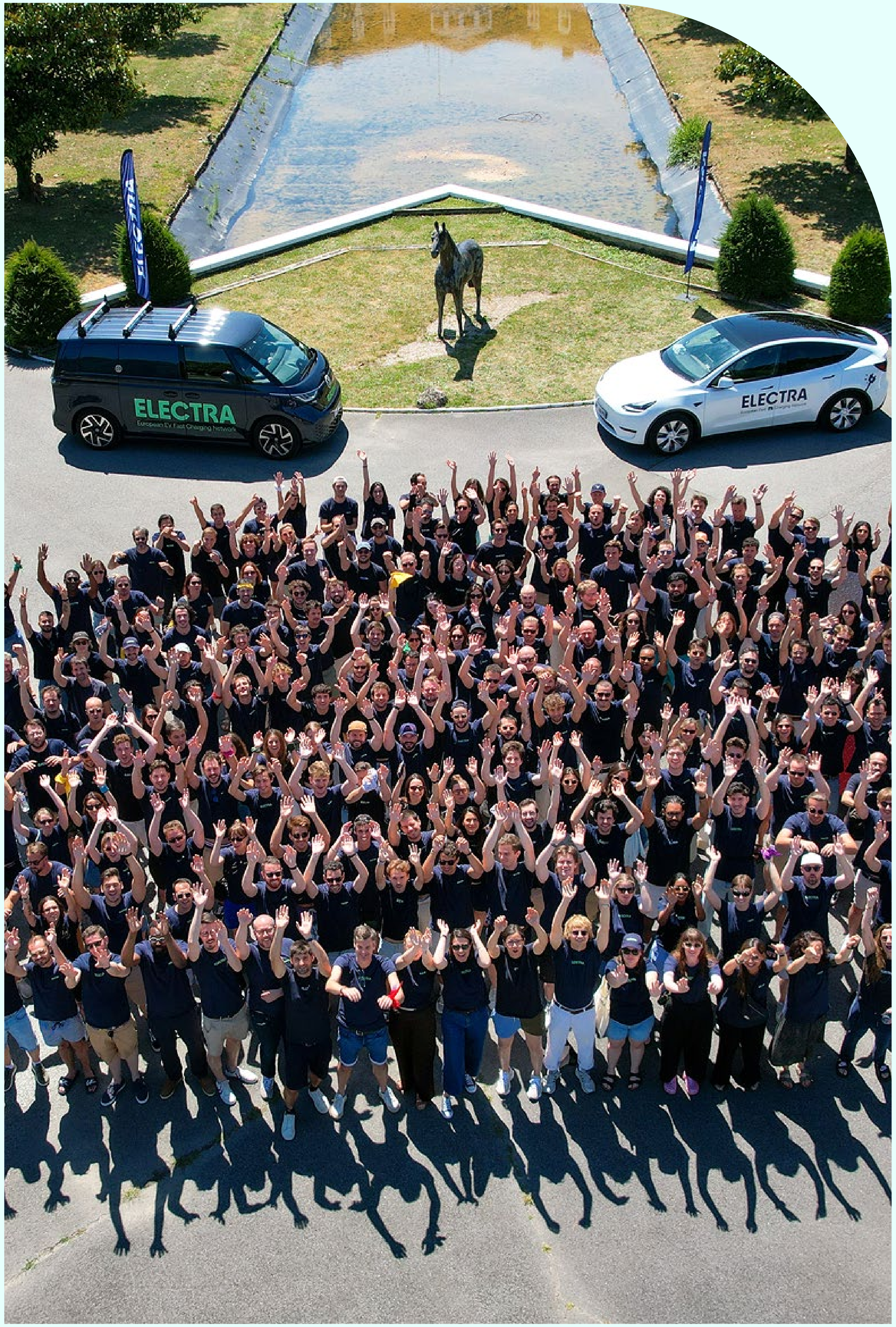
Accompanying the AI growth

The way we work is changing, and we are not sitting on the sidelines. We are accelerating AI adoption to enhance our day-to-day productivity and to preserve our competitive edge in speed and scale, with one non-negotiable: technology should empower our people, not replace them.

54
internal mobilities in 2025

14%
Turnover rate

3,700
Total hours of training



Cultivating Diversity, Equity & Inclusion (DEI)

We believe diversity is a strategic asset: it broadens perspectives, fuels innovation, and leads to better decisions. So much so, that we have implemented a structured DEI programme to ensure our values will result in fair opportunities for all profiles.

To turn intent into action, we are proud signatories of the French Tech Parity Pact and the 50+ Charter. These commitments solidify our focus on gender balance and intergenerational synergy, building an inclusive and diverse workplace where anyone can make a difference. In addition, we are gradually increasing women's representation across the workforce and management, while continuously working towards the reduction of our pay gap, which ended up at 3.6% in end-2025.

We make sure our growth is inclusive by embedding inclusion at every stage of the talent journey: from tackling unconscious bias during recruitment to structured people reviews and calibration committees built into our performance cycles. By cultivating the DEI values, we aim at building empathic teams that translate diversity and inclusion into a lever of innovation and performance.

Nurturing well-being

In a fast-paced and demanding workplace, we support mental and physical health through a pragmatic and human-centred approach:

- **Audit:** our first workplace well-being assessment scored 7.2/10. While team cohesion and management were strongly rated, work intensity was identified as an area for improvement.
- **Mental Health:** we deployed a dedicated support platform with access to psychologists and coaches, with 47% enrolment rate and quarterly check-ins.
- **Fitness:** 37% of employees active in the Wellpass program (France).

Supporting parenthood

We take care of working parents ensuring our teams can find a work-life balance through:

- **Remote work:** up to 2 days per week.
- **Full compensation:** 100% paid maternity and paternity leave (France), applicable from 6 months of tenure.
- **Parental support:** partnership with the May App and a dedicated internal community.
- **Family leave:** 3 days of paid leave for sick children (France).

Safety first, always

It is our priority to maintain strict safety standards across every site and field operation, guaranteeing that rapid growth never comes at the expense of our teams or partners.

Our commitment is backed by rigorous mandatory electrical certifications and ongoing specialized training for all technical personnel. We embed Health, Safety, and Environment (HSE) protocols directly into our daily workflows, to set up a culture of risk prevention, backed up by a specialised manager. Safety first is our unwavering principle: we set a clear target of 0 accidents across all operations.

Through regular audits and real-time monitoring, we ensure that every station is built and maintained to the highest safety benchmarks, guaranteeing peace of mind for our workers and a reliable network for our users.

90/100
our EgaPro score in 2025 (French gender equality index) vs 81/100 in 2024.

Zero
accidents on our sites

OUR ECOSYSTEM

ELECTRIFYING MOBILITY ACROSS EUROPE

Electric mobility cannot scale in isolation. It requires a powerful convergence of actors united by a single goal: delivering a seamless, affordable, and low-carbon charging experience that secures Europe's energy sovereignty. Electra aligns its stakeholders around this shared mission, moving beyond traditional client-supplier dynamics. We view our ecosystem not just as partners, but as co-builders of a vital public infrastructure that belongs to everyone.

04

Key data

~1,500 sites

secured across Europe

3,856 charging points

across 10 countries:
4,000 milestone reached
in the first semester 2026

15,000 charging points and 2,200 stations :

our target for 2030

Mobilising an ecosystem

Electra activates a highly structured supply chain and a robust network of strategic partners to accelerate infrastructure deployment across Europe. From enforcing responsible sourcing standards to pioneering collaborative industry solutions, every partnership is a deliberate lever. Together, we are building a reliable, seamless, and future-proof charging network that meets the demands of tomorrow's transition.

Building a more responsible supply chain

At Electra, responsible growth starts with responsible sourcing. To ensure our growth aligns with our ethical and environmental values, we have deployed a comprehensive responsible procurement framework, resulting in 80% of our total spend being covered by ESG screening. Every partner in our network must strictly adhere to our Supplier Code of Conduct integrated in our framework agreement. To guarantee compliance, we conduct rigorous audits of key suppliers, which include detailed on-site visits (2 on-site audits conducted in 2024). Our strategy prioritises European sourcing, allowing us to minimise transport emissions and support regional industrial resilience.

This localised approach is anchored by strategic partnerships with industry-leading European suppliers like Alpitronic. Through these collaborations, we maintain specific oversight on critical components, including chargers and structural canopies. Looking ahead, our next strategic milestone is to deeply engage our supply chain to accelerate decarbonisation across the entire value chain. This collaborative effort directly supports our SBTi's commitments, driving measurable progress toward our 2030 climate goals and beyond.

Technology and industrial partners

We partner with charger manufacturers, electrical equipment suppliers, and system integrators to co-develop innovations that set new industry standards. Our strategic partnership with Alpitronic is a prime example: in 2025, our shared engineering and rigorous real-world reliability testing culminated in the joint deployment of Europe's first 600kW HYC 1000 charging stations, the most powerful yet.

80%
of spend covered by ESG screening

2
on-site ESG audits conducted in 2024

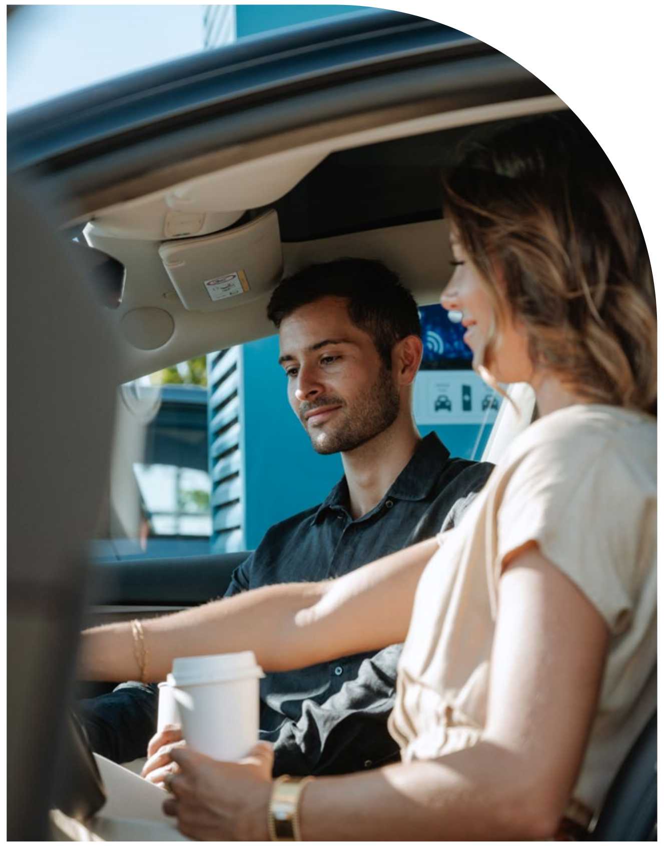
16+ GWh
of electricity delivered for B2B in 2025

Working with key partners to deploy at scale

Electra leverages strong, long-term alliances to rapidly scale its infrastructure across Europe. These strategic collaborations provide immediate access to high-potential locations, cutting-edge technologies, and integrated service networks, ensuring our charging hubs are built exactly where they deliver the highest value.

Business clients and fleets

Taxis, ride-hailing services, and logistics managers drive up to three times more than average drivers; for them, pricing and reliability are critical operational constraints. By electrifying these high-utilization fleets, we help catalyze a vibrant secondary EV market, making electric mobility far more accessible. In 2025, we supported 600 active fleets—including Uber, Bolt, Chronopost, and DPD—by co-building tailored solutions for usage tracking, cost predictability and competitive pricing. In 2026, we aim to double it.



Automotive manufacturers

We partner directly with leading OEMs—including BYD, Mobilize, Xpeng, Lynk & Co and MG Motor—because the charging experience begins inside the vehicle, not at the station. To eliminate friction between the dashboard and our physical infrastructure, we integrate Electra naturally into in-car GPS systems and navigate across other brands via Plugsurfing. This ensures our charging hubs appear natively during a driver's journey, removing any need for manual searching.

Industry peers

Ionity, Fastned, and Atlante are direct competitors, yet we co-founded the ChargeLeague in 2025 out of a shared mission: structuring the European charging ecosystem. Together, our networks are standardising the Plug & Charge (ISO 15118) protocol across 12,000 charging points, allowing drivers to charge seamlessly without an app or badge. We collaborate on standards while competing on experience.

The local partners

The most valuable charging happens while drivers go about their day, anchoring infrastructure into existing habits. To embed our stations into these daily destinations, we partner with retail leaders, real estate firms, hospitality brands, and parking operators—including Casino, Altaréa, Intermarché, AccorInvest, and Indigo. Proving this demand, several new sites achieved record utilisation rates within their first week of launch in 2025.

Tailored solutions
for every driver

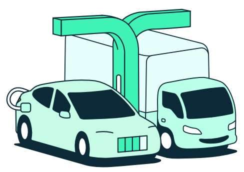
Electric mobility is not one-size-fits-all; we must adapt to diverse operational realities. To seamlessly support this diverse array of use cases we must ensure that every deployment delivers highly accessible, reliable, and deeply integrated charging solutions tailored to the specific demands of every user. From daily commuters to high-mileage professionals, these user profiles illustrate how Electra tailors its ecosystem to solve real-world challenges and eliminate friction.

Private users

Meet Ruud, one of the 500,000 users of Electra. Living in Utrecht, he commutes to Amsterdam three times a week and loves taking the family on weekend trips across the border into Belgium and Germany. When he made the switch to electric, his biggest concern was simple: would he find a reliable charging station along the way? With Electra, the answer is always yes. Whether it's commuting or mid-road to northwest Germany, finding a station is one less thing on his mind.

Fleet managers

Meet Marc, operations manager for a 40-vehicle delivery fleet in Paris. He doesn't drive, yet he plans the fleet's logistics. His nightmare is a driver stranded with an empty battery and a client waiting. He needs total predictability: one invoice, one dashboard, zero surprises. He has no time for infrastructure projects or vendor negotiations. When Electra removes that friction entirely, Marc can focus on what he's actually paid to do.



Taxis and delivery drivers

Meet Sofia, a ride-hailing driver in Lyon. She's on the road 10 hours a day, most of the week. For her, every minute not driving is money lost. She doesn't think about charging, she thinks about not stopping. She needs a charger that's available, fast, and affordable. Reliability isn't a feature, it's the difference between a good day and a bad one.

Driving down mobility costs

Choosing EV means choosing an immediate, long-term economic advantage. Charging with Electra is up to 2x cheaper than refueling a thermal vehicle. For every 100 km driven, a thermal car costs ~€14, compared to just ~€7.2 with Electra's fast-charging network and ~€5–7 for home charging. We are committed to making the charging experience accessible and affordable.

An ecosystem
to benefit all

What we bring to the table

Electra delivers a high-performance charging ecosystem engineered around the daily realities of modern drivers, built on four distinct competitive advantages:

1. **Always-on network:** we deploy ultra-fast charging hubs everywhere it matters—strategically positioned along urban centers, major highways and everyday retail destinations across Europe so power is always within reach.
2. **Uncompromising value:** we merge market-leading price competitiveness with premium infrastructure quality, proving that reliable, ultra-fast charging does not require a premium price tag.
3. **A framework for every profile**: our network engages all driver types by transforming a technical necessity into a seamless lifestyle fit. Whether it is saving money, saving time, enjoying pure simplicity, or taking a refreshing break, we match every driver's routine.
4. **Our digital differentiator:** the Electra app is an essential, market-defining tool. With features like precise station booking and effortless plug-and-charge capabilities, it removes all user friction.

Public affairs & Charge France: pushing forward the sector's vision

Co-founded by Electra in early 2025, Charge France unites 21 leading operators managing over 11,000 ultra-fast stations and 40,000 rapid charging points. The coalition has quickly become the definitive voice for the sector, engaging with policymakers to structure the European ecosystem. Proving the industry's capacity to finance the transition, members have already invested over €2.5B in French infrastructure and are ready to deploy an additional €3.5B by 2030. Through this collective commitment, Electra actively drives the energy transition—advocating for stable regulatory frameworks, fair market accessibility, and accelerated deployment standards.

Conclusion: Paving the way to the future

This report reaffirms Electra's core ambition: to build the most reliable, accessible, and seamless ultra-fast charging network in Europe. We do not simply deploy charging infrastructure; we build the foundational ecosystem for the future of mobility. Moving forward, our objectives remain deeply grounded in operational excellence.

Our immediate milestones focus on scaling our network to meet growing demand, solidifying the strategic investments pledged through Charge France and other professional associations across Europe, and continuously driving down user friction. By bridging the gap between cutting-edge technology and daily driver habits, Electra is uniquely positioned to clear the path towards a fully electrified, low-emission European transport sector.

APPENDIX
ESG KPIs DASHBOARD

Theme	Sub theme	Indicator title	Unit	2024	2025
SOCIAL	Workforce	Number of employees in Headcount	Qty	234	291
	Workforce	Total number of FTE (permanent & non permanent)	Qty	198,7	249,6
	Workforce	Permanent Full Time Equivalents (FTEs) hires	Qty	75	86,9
	Workforce	Permanent Full Time Equivalents (FTEs) departures	Qty	35	34
	Workforce	Employee Turnover rate	%	20	14,6
	Diversity & Inclusion	Nationalities	Qty	17	21
	Diversity & Inclusion	Gender diversity	% FTE	27,6	32
	Diversity & Inclusion	Share of women in management roles	% FTE	26,7	28,6
	Diversity & Inclusion	Unadjusted average gender pay gap	%	8,41	3,6
	Diversity & Inclusion	Gender Equality Index (EgaPro)	Score out of 100	81/100	90/100
	Learning & Development	Part of employees who have taken at least 1 training	%	No Data	100
	Learning & Development	Average number of annual training hours per employee	hours/FTE	No Data	15,5
	Engagement	Employee Net Promoter Score (eNPS, average)	Score (-100 to 100)	38,75	51,75
	Health & Well being	Number of recordable work-accidents	Qty	3	0
	Health & Well being	Number of days lost to injuries, accidents, fatalities or illness	Qty	23	0
ENVIRONMENT	Energy	Total energy consumption	GWh	44	130
	Energy	Total energy delivered*	GWh	40	117
	Energy	Share of energy delivered supplied from renewable sources	%	100	100
	Energy	Estimated EV km enabled from kWh delivered	mil km	202	585
	Emissions	Total GHG emissions Scope 1, 2 and 3 - Market-based	tCO_2e	18121	30228
	Emissions	Direct GHG emissions - Scope 1	tCO_2e	140	102
	Emissions	Indirect GHG emissions from energy - Scope 2 - Location-based	tCO_2e	382	995
	Emissions	Indirect GHG emissions from energy - Scope 2 - Market-based	tCO_2e	31	33
	Emissions	Value chain emissions - Scope 3 - Location-based	tCO_2e	21316	41635
	Emissions	Value chain emissions - Scope 3 - Market-based	tCO_2e	17950	30093
	Enabling emissions reductions	Total amount of avoided emissions*	tCO_2e	27500	79560

Theme	Sub theme	Indicator title	Unit	2024	2025
GOVERNANCE	Internal Governance	Number of women Board members	Qty	1	1
	Internal Governance	Number of Board members	Qty	7	7
	Internal Governance	ESG strategy discussions during Board of Director meetings	Qty	5	5
	Internal Governance	Executive Committee diversity	% of women	25%	28%
	Internal Governance	Highest level responsible for ESG in the company	Level	C-suite	C-suite
	Internal Governance	Number of FTEs dedicated to ESG	Qty	1	2
	Funding	Total green financing secured	€M	600	1000+
	Value chain	Supplier on-site ESG external audits	Qty	2	0**
BUSINESS	Business	Number of charging sessions	Qty (millions)	1,3	3,8
	Business	Customer NPS	Score	57	66
	Business	Spot uptime	%	98,18%	98,55%
	Business	Total operational charging stations	Qty	396	641
	Business	Stations opened	Qty	229	245
	Business	Total number of charging points in operation	Qty	2266	3856
	Market	European BEV registrations (% of total car registrations***)	%	15,9%	22,6%

Notes : Location-based emissions reflect the average carbon intensity of the electricity grid where energy is consumed, using regional or national emission factors. Market-based emissions reflect the carbon intensity of the electricity that a company has specifically chosen to purchase, taking into account contractual instruments such as renewable energy certificates (RECs) and therefore better capture a company's deliberate energy sourcing decisions.

** Limited assurance on this KPI.*
*** New suppliers onboarded in 2025; new audits will be scheduled for 2026.*
**** European average, snapshot end of year. Source: ACEA 2025.*

ELECTRA

You can finally go electric

Our socials:

go-electra.com

Design, Copywriting and Production:
Agence Mieux