

→ Sustainability Report 2025

Fuelling Progress with Hydrogen



Tanken. Besser fahren.
Mit Wasserstoff.

→ Key Facts at a Glance

Core areas of our activities



- › **21%** green hydrogen as a share of total hydrogen sales at H2 MOBILITY hydrogen refuelling stations
- › **9,600 tonnes of CO₂** avoided emissions
- › **65%** of total energy consumption from renewable energy sources
- › **84%** green electricity share at H2 MOBILITY hydrogen refuelling stations



- › **60** employees at the end of 2025, including **1** apprentice and **2** working students
- › **33%** women
- › **Average of 16 training** hours per employee



- › **2** supplier audits
- › **1** reportable workplace accident; no fatalities resulting from work-related injuries
- › No identified cases of corruption, breaches of competition law or compliance violations

Highlights 2025

- › Expanded the availability of green hydrogen at H2 MOBILITY hydrogen refuelling stations
- › Successful marketing of GHG quotas
- › Commissioned new stand-alone stations, including Europe's highest-capacity and largest hydrogen refuelling station in Düsseldorf

Taxonomy-aligned and climate-effective

99,82% des Umsatzes, 99,38% der Investitionen (CapEx) und 100% der betrieblichen Ausgaben (OpEx) von H2 MOBILITY sind EU-taxoniekonform. Damit leisten wir einen klaren Beitrag zum Klimaschutz.

In the 2025 reporting year, H2 MOBILITY further sharpened its strategic focus on high-performance refuelling solutions for heavy-duty transport, while increasing the share of renewable hydrogen and expanding its participation in GHG quota marketing. For the first time, this report presents these developments in accordance with the Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises (VSME), providing a concise overview of key progress across Environmental, Social, and Governance (ESG)

For the purposes of this report, H2 MOBILITY defines green hydrogen exclusively as those quantities that can be classified as renewable in accordance with the RFNBO requirements under RED II and on the basis of CMS 70 certificates.



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Glossary



→ Foreword

2025 was a special year for H2 MOBILITY. Ten years after we were founded, hydrogen mobility is becoming part of everyday life. More and more buses and trucks are running on hydrogen. Alongside their climate benefits, the economic conditions for operating them are steadily improving.

During the year under review, the resumption of GHG quota marketing and the growing availability of RFNBO-compliant hydrogen significantly improved the conditions for the economically viable use of hydrogen

For hydrogen to gain further traction in heavy-duty transport, it needs high-performance infrastructure. One clear example is Europe's largest hydrogen refuelling station in Düsseldorf. With a daily capacity of up to five tonnes, it demonstrates the efficiency and technical scale already achievable today.

In this voluntary sustainability report, prepared in accordance with the VSME standard, we set out the progress we have made and the challenges we continue to face. Transparency, clarity, and a realistic view of sustainable development are at the heart of this report.



Martin Jüngel
Managing Director & CFO



Frank Fronzke
Managing Director & COO

→ Transparency of reporting

This sustainability report has been prepared in accordance with the VSME standard. H2 MOBILITY reports in accordance with the standard's core and supplementary modules and follows the reporting requirements applicable to both.

The aim is to provide relevant sustainability information transparently and clearly, in a form appropriate to its intended audience, while meeting the information needs of customers, partner companies, financial institutions and other stakeholders. The mapping of the reported content to the VSME requirements is set out in the final chapter, the VSME Reference Index.

The information reported is based on internal data from Operations, Finance/Controlling, Procurement/Supply Chain, Human Resources and ESG/Sustainability. Primary data, such as consumption or billing data, is used wherever available; calculated values, plausibility checks or estimates may also be used where necessary, for example for emission factors (EF) or upstream supply-chain information. The Sustainability department coordinates the report overall, while the relevant specialist departments are responsible for their respective data. Key assumptions, reporting boundaries and methodological limitations are identified in the report.

H2 MOBILITY categorises its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol (GHG Protocol)

as Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy) and Scope 3 (other indirect emissions along the value chain).

Individual VSME indicators (e.g. water consumption) are not currently material to H2 MOBILITY's business model. These are addressed accordingly in the report and, where relevant, described qualitatively.



'individual basis' means that the figures are limited to information about the reporting company. 'Consolidated basis' means that the report contains information about the reporting company and its consolidated subsidiaries.



Our experience in developing and operating hydrogen infrastructure forms the basis of our growing portfolio of services. Drawing on this expertise, we support other companies both as they enter the hydrogen mobility sector and in their ongoing operations – from technical services to the marketing of GHG quotas. In this way, we are helping to drive the hydrogen market forward together.

”

Rebecca Levy-Lambert
Head of Marketing & New Products

Profile



→ Company Profile

Headquarters // Berlin

Founded // 2015

Employees // 60

Business model // Planning, construction, and operation of hydrogen refuelling stations

H2 MOBILITY operates in the energy and mobility infrastructure sector, specifically in the market for alternative-fuel and hydrogen infrastructure. Its business activities are divided into two core areas: 'Retail' and 'Services'.

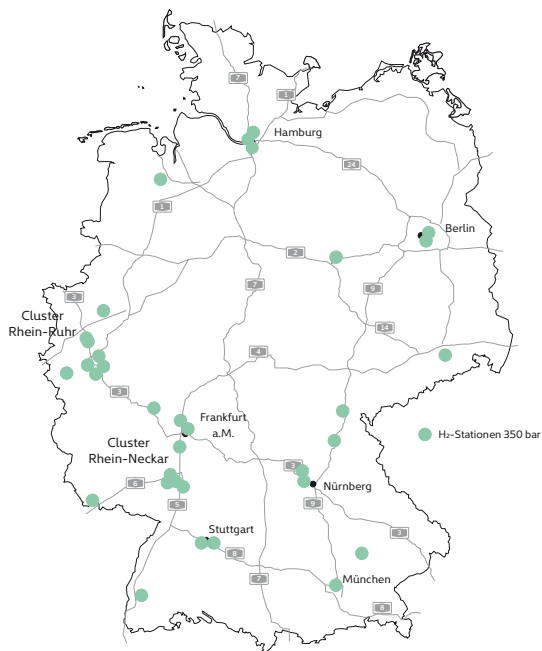
The Retail business develops and operates high-capacity hydrogen refuelling stations (HRS) for hydrogen-powered road vehicles. Revenue is generated primarily through the sale of gaseous hydrogen at HRS serving commercial vehicles and passenger cars.

H2 MOBILITY also provides services to third parties through its 'Services' business. These include the sale of hydrogen refuelling station equipment and engineering, procurement and construction (EPC) services. A nationwide mobile technical team also maintains and repairs HRS and other third-party gas installations.

We are developing infrastructure that combines economic requirements with environmental benefits. The growing share of green hydrogen at our hydrogen refuelling stations is key to achieving this.

” Martin Jüngel,
Managing Director & CFO,
H2 MOBILITY

H2 MOBILITY as an infrastructure and service partner: services and HRS network at a glance



HRS locations operated by H2 MOBILITY. As of 12/2025



RETAIL

Hydrogen refuelling station operations



SERVICES

- › Development of hydrogen refuelling station equipment
- › EPC solutions for hydrogen refuelling stations
- › Operation of H2 refuelling stations
- › 24/7 service helpline
- › Live monitoring and predictive maintenance
- › Trailer operations for green hydrogen
- › Calibration and quality measurements
- › GHG quota marketing and verification
- › Maintenance and repair of gas installations



FLEET

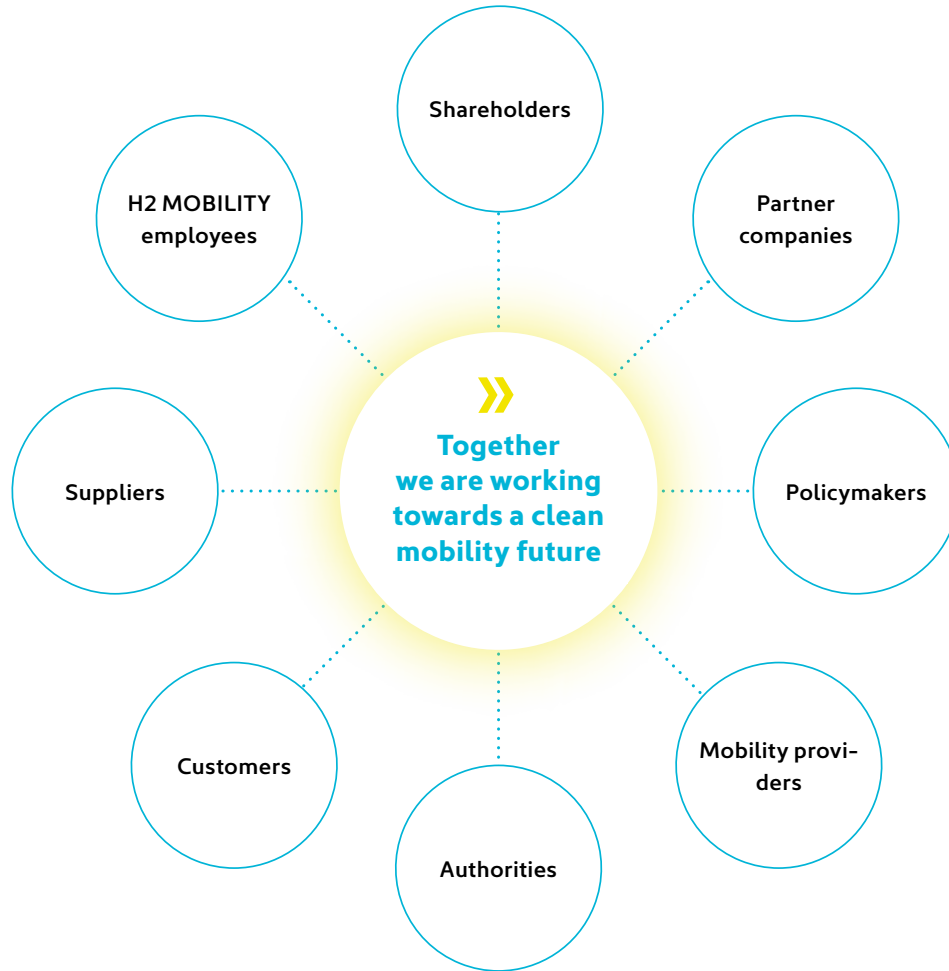
- › Information platform for hydrogen refuelling stations
- › Booking and billing for zero-emission trucks
- › Support with grant applications
- › Vehicle offers via our partners
- › Fuel card for H2 refuelling stations throughout Germany
- › Refuelling reports tailored to the customer's fleet

Facts about 2025

- › Approx. **131,000 refuelling operations completed**
- › Approx. **30 customer enquiries** per day received via the 24/7 helpline
- › Average of approx. **4 kg of H2 dispensed** (refuelling passenger cars and **light commercial vehicles**)
- › Average of approx. **17 kg of H2 dispensed** (refuelling **heavy-duty vehicles**)
- › **New H2 refuelling stations opened** in Düsseldorf and Ludwigshafen
- › **RFNBO-certified hydrogen supplied** at our stations, with associated GHG quota marketing



→ Stakeholders in Focus



H2 MOBILITY's key business relationships are with companies in the fields of technology and systems engineering, hydrogen supply, and construction, maintenance and technical operations. In addition, the company and mobility value chain. H2 MOBILITY primarily accesses the market through its own HRS network and through partnerships with companies operating hydrogen-powered vehicles, industrial companies and other organisations within the hydrogen ecosystem

Our investors and shareholders include key players from the energy, gas and automotive sectors – including Shell, TotalEnergies, Air Liquide, Linde, Daimler Truck, Hyundai and the EG Group. Our largest strategic investor is the Clean H2 Infra Fund, managed by Hy24. Together, we are working to make hydrogen mobility commercially viable, reliable and sustainable.

Changing market environment: regulatory drivers and growing demand in heavy-duty transport

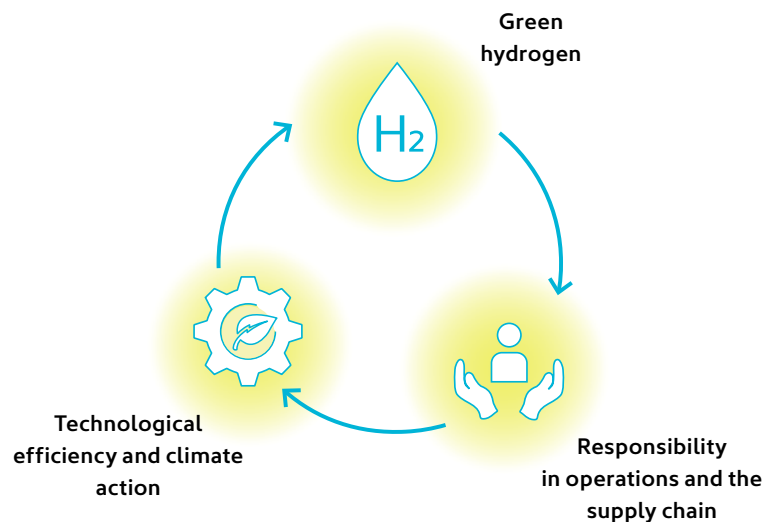
Hydrogen became increasingly attractive in the mobility sector during the reporting year, driven in particular by the growing availability of fuel-cell commercial vehicle models and the introduction of the first hydrogen-powered internal combustion engines in the German market. At the same time, regulatory conditions are improving the economic viability of hydrogen-based propulsion solutions. These include the toll exemption for hydrogen-powered trucks, which remains in force until 2031, and the prospect of rising revenues from GHG quota trading. Together, these developments are expected to reduce total cost of ownership (TCO). Against this backdrop, hydrogen is gaining importance, particularly in commercial applications.

Demand in the transport and logistics sector is increasingly being driven by regulatory requirements to reduce emissions and by companies' own decarbonisation targets.

The market for hydrogen refuelling stations in Germany has a limited number of specialist operators. H2 MOBILITY was an early market entrant and has played a key role in developing Germany's publicly accessible hydrogen refuelling infrastructure. Based on the number of sites it operates, the company holds a leading market position.

Strategy

Sustainability → as a business principle



At H2 MOBILITY, we view sustainability not as an add-on, but as a guiding principle for our operational and strategic decisions.

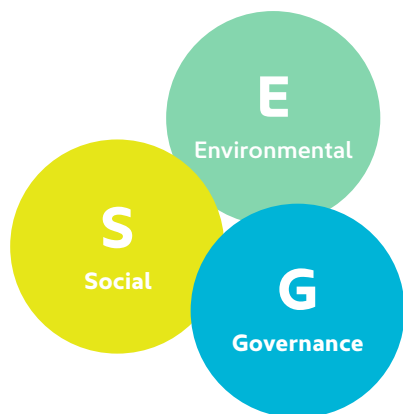
Our infrastructure is intended not only to function, but also to make a tangible impact by promoting climate-friendly mobility, reliable technology, and fair partnerships. We combine ecological responsibility with technical scalability and market-relevant solutions for commercial vehicle transport.

Green hydrogen: We are steadily expanding the proportion of renewable hydrogen at our refuelling stations. Our target: 100% green hydrogen by 2028.

Technological efficiency and climate action: Our proprietary technology reduces emissions and operating costs while increasing availability.

Responsibility in operations and the supply chain: We prioritise durable components, fair procurement, and good working conditions both within and beyond our company.

ESG in → corporate governance



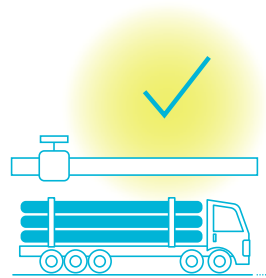
Sustainability is embedded in H2 MOBILITY's corporate strategy and translated into specific measures across the areas of Environmental, Social and Governance.

H2 MOBILITY has introduced a range of measures to put this strategy into practice. Progress towards its sustainability targets is reviewed regularly and documented transparently as part of the sustainability reporting process. Regular training on environmental, health and safety topics, together with internal guidelines on occupational health and safety and compliance, also supports responsible corporate governance.

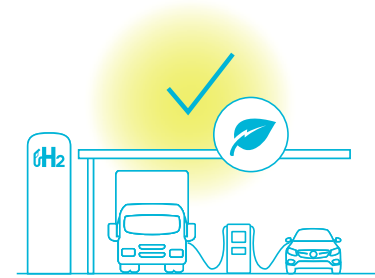
The pillars of our sustainability strategy

Our sustainability strategy is built around three overarching areas that guide both day-to-day decisions and our short-, medium- and long-term planning. Together, they connect regulatory requirements, business objectives and stakeholder expectations. Our focus is on expanding hydrogen infrastructure for lower-emission mobility, introducing RFNBO-compliant hydrogen, and continuously improving our sites, processes and technologies

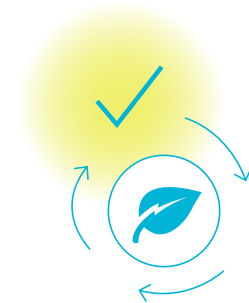
Our key priorities are:



**Reliability and safety
of the hydrogen
infrastructure**



**Energy efficiency
and consumption at
our stations**



**Emissions
along the hydrogen
value chain**

These priorities form the core of our ESG strategy, bringing together technological progress and corporate responsibility. They embed environmental considerations in key elements of our business model and support the transition to climate-friendlier mobility.

Highlights 2025

Hydrogen in action for climate-friendlier transport → and greater sustainability

In 2025, H2 MOBILITY continued to sharpen its focus on heavy-duty transport while expanding the supply of green hydrogen. By advancing high-performance infrastructure and responding to regulatory developments, H2 MOBILITY delivered compelling real-world examples of hydrogen in action across the transport sector.

Highlights

RFNBO-compliant hydrogen

Contribution to sustainability

Began the ramp-up of green hydrogen at H2 MOBILITY p. 22

GHG quota trading

Traded certified GHG quotas for H2 MOBILITY and third-party companies p. 22

High-performance infrastructure for heavy-duty transport

Europe's highest-capacity HRS in Düsseldorf p. 25

Regional hydrogen cluster

Rhine-Ruhr and Rhine-Neckar: Expanded use of hydrogen in daily bus services p. 28





Behind every hydrogen refuelling station in operation is a team responsible for safety, quality, availability and service. This combination of technical expertise, attention to detail and customer focus is what makes our work special. We see first-hand how our work is helping to make zero-emission mobility a reliable part of everyday life.

”

Duhan Cetinkaya
Supervisor

RFNBO and GHG quotas → as drivers of growth

Green hydrogen is becoming verifiable and commercially viable

During the reporting year, H2 MOBILITY systematically expanded its supply of green hydrogen while establishing processes for the certification, verification and marketing of RFNBO-compliant hydrogen volumes. This laid the groundwork for meeting the regulatory requirements of the European Renewable Energy Directive (RED III) and tapping into the potential of GHG quota trading for H2 MOBILITY and other market participants.

RED III: Paving the way for RFNBO in the transport sector

The implementation of RED III further clarifies the requirements governing the origin and sustainability of hydrogen. RFNBO-certified hydrogen must meet specific criteria to qualify for GHG quota trading.

During the reporting year, RFNBO-compliant hydrogen volumes were successfully marketed through GHG quota trading for the first time. This made it possible to realise the climate benefits of green hydrogen in both environmental and economic terms. For H2 MOBILITY, this marked an important step in the company's development.

In addition to trading its own GHG quotas, H2 MOBILITY also supports other HRS operators with the verification and marketing of their quotas. To this end, the company developed a range of services designed in particular to help smaller operators meet regulatory requirements and access marketing opportunities.

By pooling specialist knowledge, processes and regulatory expertise, H2 MOBILITY helps promote the use of green hydrogen in the transport sector while creating additional incentives for investment in sustainable hydrogen infrastructure.



A successful partnership for sustainable mobility: Busbetrieb Josef Ettenhuber GmbH

A family-run bus company based in Bavaria, Ettenhuber has a history spanning more than 85 years. It provides coach services, scheduled public transport, and school and employee transport, and increasingly uses modern, low-emission drive technologies. The company began investing in alternative drive systems at an early stage and continues to actively advance the transition towards more sustainable mobility.



"Our core business is providing reliable and sustainable bus services every day. GHG quota trading comes with complex requirements and a significant administrative burden. H2 MOBILITY supports us with the documentation and with marketing the GHG quotas generated by our hydrogen buses. This allows us to focus on our day-to-day operations while also realising the economic potential of our climate-friendly fleet."



Josef Ettenhuber | Managing Director

Focus on → heavy-duty infrastructure

In response to market and regulatory developments, H2 MOBILITY made heavy-duty transport a clear strategic priority in 2025.

A key element of this strategy is the development of high-performance refuelling solutions. These offer short refuelling times and high dispensing volumes while integrating reliably into fleet customers' existing operations. Growing demand in the heavy-duty segment confirms the strength of this strategic focus.

New and upgraded sites are specifically designed for high capacity and availability as well as reliable day-to-day operation. The aim is to provide high-performance infrastructure that meets the needs of commercial and municipal fleets and supports the market ramp-up of hydrogen mobility

The focus on heavy-duty transport goes hand in hand with expanding the supply of green hydrogen. High-capacity sites enable greater use of RFNBO-compliant hydrogen and help make regulatory instruments such as GHG quotas economically viable. For companies operating hydrogen-powered vehicles, this translates into lower prices at the pump, making hydrogen more attractive for road transport.





Europe's highest-capacity HRS in Düsseldorf

With a daily capacity of up to five tonnes of hydrogen, the station offers several times the capacity of Germany's first generation of hydrogen refuelling stations. It sets a new benchmark for scaling up hydrogen mobility.

As of 2026, the hydrogen refuelling station is supplied directly with locally produced hydrogen generated using waste heat and an electrolyser operated by Stadtwerke Düsseldorf. This circular solution is a flagship project for cross-sector integration in urban areas. The electricity used to produce the hydrogen comes from biogenic fractions at Stadtwerke Düsseldorf's waste-to-energy plant.

BEST
PRACTICE

To get fuel-cell buses and trucks onto the roads, we need affordable vehicles, a nationwide network of hydrogen refuelling stations and a sufficient supply of green hydrogen. That is why North Rhine-Westphalia is actively driving this expansion forward.

” Mona Neubaur
Minister for Economic Affairs and
Climate Protection of the State of
North Rhine-Westphalia

Regional → clusters

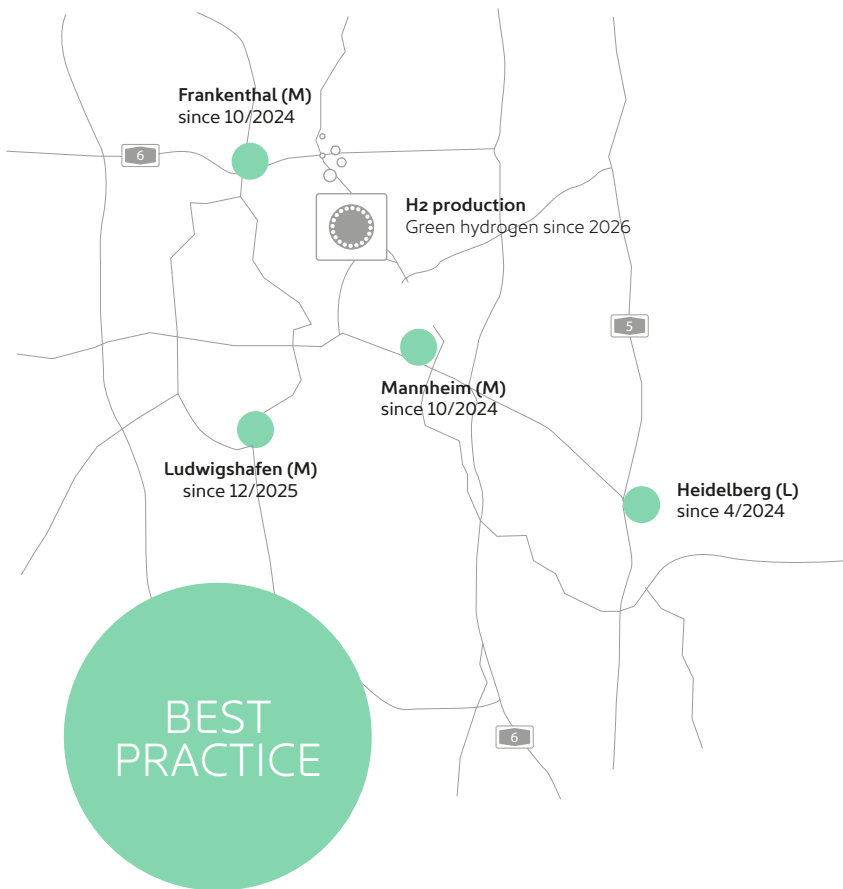
From a hydrogen refuelling station network to regional hydrogen clusters

H2 MOBILITY's strategic focus on heavy-duty transport in 2025 went hand in hand with the targeted consolidation of its existing refuelling station network. Following a systematic review, the site portfolio was reduced to 34 stations. The assessment focused in particular on demand trends, technical performance, suitability for heavy-duty applications and the long-term commercial viability of each site.

This consolidation marks the transition from an early build-out phase towards infrastructure that is more closely aligned with demand and performance. Resources are now being concentrated on sites expected to achieve high levels of utilisation over the long term and make a significant contribution to the market ramp-up of hydrogen mobility.

At the same time, H2 MOBILITY is developing regional clusters, with the Rhine-Ruhr and Rhine-Neckar regions forming the main focus during the reporting year. Both offer strong demand potential from industrial, logistics and transport companies, as well as a resilient supply of green hydrogen.

Pooling infrastructure capacity within these regions enables an efficient supply to fleet customers, builds redundancy into the network and supports commercially viable infrastructure operations. By concentrating on selected regions and high-capacity sites, H2 MOBILITY is laying the foundations for a scalable and resilient hydrogen supply over the long term.



Infrastructure development in a thriving hydrogen ecosystem: the Rhine-Neckar focus region

Between March 2024 and December 2025, H2 MOBILITY opened four new HRS in the Rhine-Neckar metropolitan region – in Heidelberg, Frankenthal, Mannheim and Ludwigshafen am Rhein. The commissioning of the Ludwigshafen station at the end of 2025 completed the expansion of the region's hydrogen refuelling infrastructure.

A hydrogen ecosystem that is unique in Germany has emerged in the region, combining production, demand and infrastructure. Companies such as Rhein-Neckar-Verkehr GmbH (rnv) and Stadtraumservice Mannheim refuel around 50 buses and almost a dozen refuse collection vehicles every day at the new sites.

Centralised hydrogen production, local transport infrastructure and technical redundancy allow the refuelling stations to ensure a very high level of supply security for the region.



HRS Ludwigshafen am Rhein

Focus region: Rhine-Neckar



Station type	Open to the public, adjacent to the rnv depot
Application groups	Public transport, waste management, logistics, private transport
Opening	December 2025
Dispensers	1x 350 bar 1x 700 bar
Capacity	> 1.000 kg/day
Hydrogen supply	Green hydrogen via swap trailers

Pooling infrastructure capacity within these regions enables an efficient supply to fleet customers, builds redundancy into the network and supports commercially viable infrastructure operations. By concentrating on selected regions and high-capacity sites, H2 MOBILITY is laying the foundations for a scalable and resilient hydrogen supply over the long term.

” Martin Jüngel
Managing Director &
CFO, H2 MOBILITY

Taking responsibility, shaping → the future

The projects and developments presented in the previous chapter illustrate how we are advancing sustainability at both a technical and strategic level. At H2 MOBILITY, sustainability encompasses technological innovation as well as a responsible approach to the environment, people and corporate governance. Our aim is to make our day-to-day activities measurable and transparent in terms of their environmental, social and corporate impact.

The following section provides a structured overview of our performance and progress in the areas of **Environmental**, **Social** and **Governance**, based on key indicators, targets and measures.



Environmental



Environmental

Our greenhouse gas emissions

In the reporting year, total greenhouse gas emissions amounted to 9,798.6 t CO₂e (market-based) and 10,715.8 t CO₂e (location-based).

These are broken down as follows:

› Scope 1

53.0 t CO₂e – primarily from the H2 MOBILITY vehicle fleet and the use of refrigerants at the HRS

› Scope 2 market based

865.7 t CO₂e – largely from electricity consumption at the stations

› Scope 2 location based

1,782.9 t CO₂e – largely from electricity consumption at the stations

› Scope 3

8,879.9 t CO₂e – emissions along the supply chain

H2 MOBILITY's greenhouse gas emissions are categorised in accordance with the Greenhouse Gas Protocol (GHG Protocol) as Scope 1 (direct emissions), Scope 2 (indirect emissions from energy consumption) and Scope 3 (other indirect emissions along the value chain). To increase transparency, Scope 2 emissions are reported using both the market-based and location-based approaches.

Scope 1: Direct greenhouse gas emissions result predominantly from the use of refrigerants at the HRS and from the operation of the company's vehicle fleet. At less than 1 percent of total emissions, they are of minor significance.

Scope 2: Indirect emissions from electricity consumption arise primarily from the operation of hydrogen refuelling stations, particularly from the compression and cooling of hydrogen.

Share of green electricity: In 2025, our total electricity consumption was 3.85 GWh, 84 percent of which came from green electricity (market-based approach), as certified green electricity is used at the majority of our sites. Our aim is to further increase this proportion, including by entering into additional supply contracts backed by guarantees of origin (GO).

While the market-based approach takes actual electricity procurement strategies and guarantees of origin into account, the location-based approach uses average emission factors for the electricity grid.

Environmental

Total energy consumption in 2025

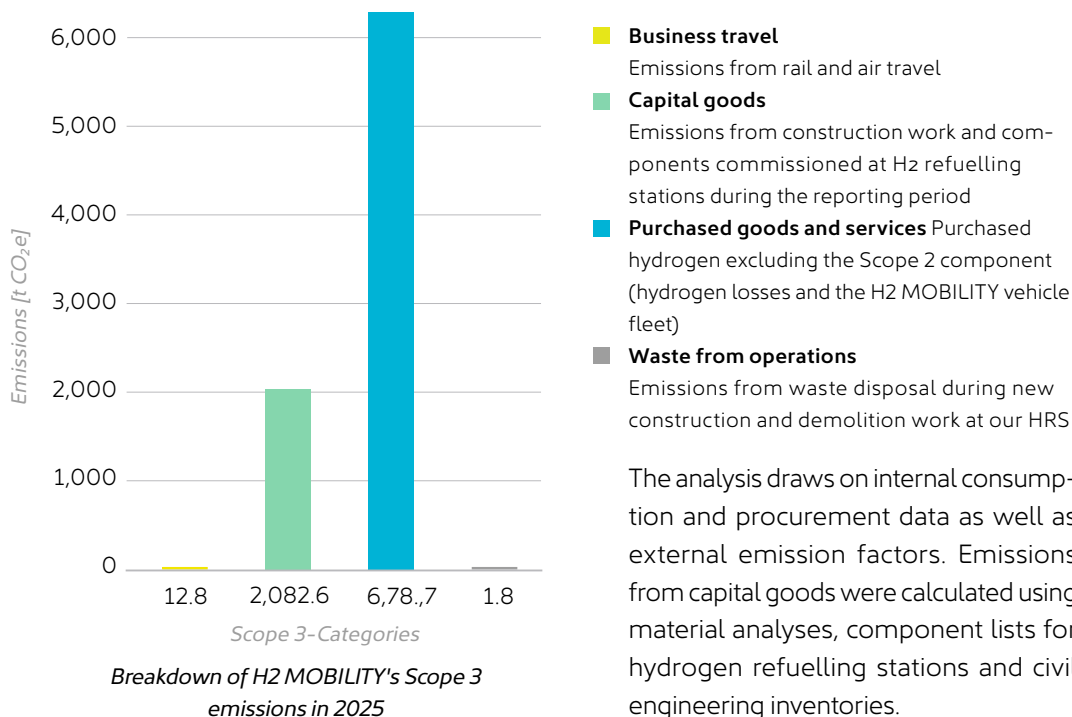
	Renewable	Non-renewable	Total
Electricity (as stated on utility bills)	3.242.595 kWh	609.826 kWh	3.852.422 kWh
Fuels (energy sources such as crude oil, natural gas and biogas)	266.876 kWh	1.248.387 kWh	1.515.263 kWh
Total	3.509.472 kWh	1.858.213 kWh	5.367.685 kWh

Continuous improvements in efficiency, the use of high-performance technology and a growing share of renewable energy are helping to optimise energy consumption per kilogram of hydrogen dispensed.

H2 MOBILITY's total energy consumption in 2025 was around 5.37 GWh, of which 3.51 GWh came from renewable energy sources (approx. 65 percent) and 1.86 GWh from non-renewable energy sources (approx. 35 percent). Energy consumption is concentrated primarily in the operation of the HRS, particularly electricity use

→ E Environmental

Scope 3: Emissions along the value chain totalled 8,879.9 t CO₂e in 2025, accounting for around 91 percent of total GHG emissions. They are broken down as follows:



The methodology is continuously being refined to further improve data quality and coverage, particularly for upstream emissions.

Measures to reduce emissions

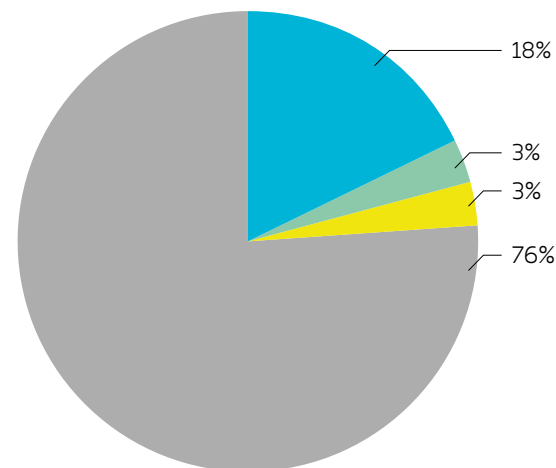
- › Continuously increase the share of green hydrogen at our hydrogen refuelling stations to significantly reduce upstream emissions and improve the carbon footprint of our infrastructure over the long term.
- › Transition to exclusively certified green electricity over the long term to further reduce site-specific emissions.
- › Use more energy-efficient components at our hydrogen refuelling stations to reduce electricity consumption and optimise the operation of our technical systems.

→ E Environmental

Hydrogen sources and contribution to climate protection

In the reporting year, green hydrogen accounted for 21 percent of hydrogen sales across the H2 MOBILITY network. This marked a significant milestone on the path towards a complete transition to green hydrogen.

The origin of the hydrogen sold at our stations has a significant impact on our company's overall carbon footprint. While fuel-cell vehicles produce no local emissions during operation, CO₂ emissions arise along the value chain, particularly during hydrogen production. The transition to renewable sources is therefore a key objective of our sustainability strategy



Breakdown of H2 MOBILITY's hydrogen sources in 2025

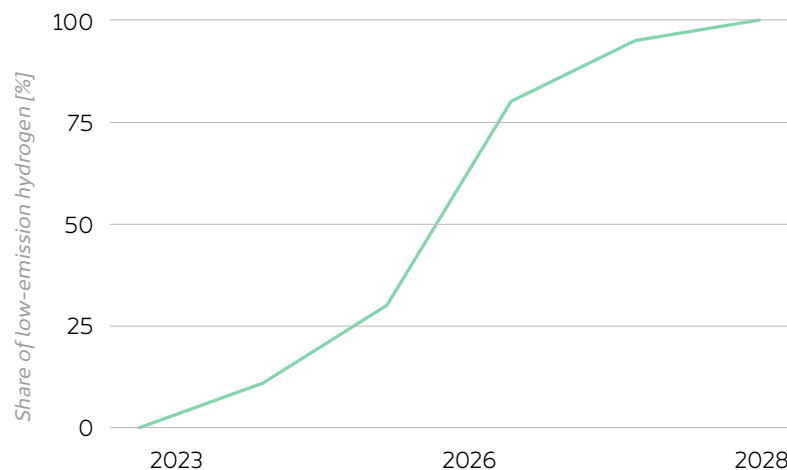
- Green hydrogen (RFNBO)
- Hydrogen from renewable energy sources of non-biological origin (unspecified)
- Hydrogen as a by-product of chlor-alkali electrolysis
- Compressed hydrogen from steam reforming of fossil natural gas

Environmental

Hydrogen reduces CO2 emissions

In **2025**, the use of hydrogen in road transport enabled us to **reduce CO2 emissions by around 9,600 tonnes**, even though some of the hydrogen still came from fossil sources. This calculation is based on a life-cycle analysis comparing our refuelling stations with a conventional reference scenario under the 37th Federal Immission Control Ordinance (37th BImSchV)

Our goal: We aim to make 100 percent green hydrogen available at all our stations by 2028 at the latest (see figure). To achieve this, we are investing in infrastructure, accelerating the ramp-up of green production capacity and actively supporting regulatory developments.



Share of low-emission hydrogen at H2 MOBILITY stations by 2028: 100 percent

→ E Environmental

Climate strategy and roadmap to 2028

Climate protection is an integral part of H2 MOBILITY's business model. As an operator of hydrogen refuelling stations, the company is responsible for the environmental impacts associated with its operations, energy consumption and hydrogen supply

H2 MOBILITY aims to continuously increase the share of green hydrogen, transparently track its emissions and progressively reduce the climate impact of its HRS

We do not currently have an absolute reduction target for Scope 1 and Scope 2 emissions, as the company is in a growth phase and business expansion may initially lead to higher emissions. The main source of emissions is Scope 3, particularly purchased hydrogen. Our key objective is therefore to offer exclusively green hydrogen at all HRS by 2028.

GHG intensity serves as an additional performance indicator, relating greenhouse gas emissions to revenue and thereby showing the company's emissions intensity independently of business growth. It fell from **1,089 t CO₂e per € million in 2022** to **750 t CO₂e per € million in 2025**. This development primarily reflects the growing share of green hydrogen as well as further efficiency measures within the company.



H2 MOBILITY's GHG Intensity, 2022 – 2030

Key measures to reduce emissions

- › Use green electricity backed by guarantees of origin
- › Continuously optimise technical systems
- › Provide fully RFNBO-compliant hydrogen at all HRS by 2028.



E

Environmental

Environmental management and resource conservation

Biodiversity and land use

H2 MOBILITY's sites are predominantly located in commercial and industrial areas. Potential impacts on biodiversity and the environment are systematically assessed as part of site development. A standardised screening checklist is used from the early stages of a project to identify sites with heightened environmental risks or potential conflicts with protected environmental assets.

The assessment includes an analysis of development plans, protected areas, land use and existing environmental and species conservation reports. Potential impacts on people and the environment, as well as site-specific ecological requirements, are

also assessed. Where necessary, appropriate mitigation or protection measures are implemented.

H2 MOBILITY does not operate any sites within legally protected nature reserves. However, individual sites may be located near ecologically sensitive areas. Relevant requirements are taken into account during the approval and planning processes. For example, species conservation measures have been implemented as part of site development, including the relocation of toads at certain sites.

We do not currently report total land use in hectares, as the current materiality assess-

ment considers this aspect to be of secondary importance to H2 MOBILITY's business model.

Air, water and soil pollution

H2 MOBILITY's business activities do not generate significant emissions to air, water or soil. During the reporting year, there were no legal obligations to report relevant pollutant emissions to environmental authorities. Operation of the HRS does not generate significant process wastewater or other discharges of substances into bodies of water.



E

Environmental

Environmental management and resource conservation

H2 MOBILITY does not use water as a key operating resource or in significant quantities in its operational processes. Accordingly, total water withdrawal is not systematically recorded. None of our sites are located in areas with high water scarcity, and we do not operate any production processes involving significant water consumption.

Waste management and the circular economy

At H2 MOBILITY, waste is generated primarily in connection with construction, refurbishment and demolition projects and when technical components are replaced. In line with the principles of the circular economy, materials are reused, recycled or sent for material recovery wherever possible.

During the reporting year, the main waste streams were construction waste (4,710.0 t), metals (314.8 t), hazardous substances (2.5 t) and waste oil (2.8 t). All waste streams were recorded separately and handled appropriately by certified waste disposal and recycling companies.

Recycling rates were 95 percent for construction waste, 100 percent for metals, 100 percent for hazardous substances and 80 percent for waste oil. Residual quantities that could not be recycled were disposed of in accordance with statutory requirements. Wherever technically and organisationally feasible, recyclable materials such as metals and mineral building materials are prioritised for material recovery.

Emissions from waste disposal totalled 1.8 t CO₂e in the reporting year. These resulted exclusively from quantities of waste oil that could not be recycled and were sent for energy recovery.



Environmental

Climate risks and resilience

Since 2025, H2 MOBILITY has conducted a site-specific climate risk and vulnerability analysis for every newly constructed HRS in accordance with the requirements of the EU Taxonomy. The aim is to identify climate-related hazards and transition risks at an early stage and assess their likelihood and potential impact.

The analysis examines a total of 28 acute and chronic natural hazards for each site, including heat, flooding, and wind and snow loads. It also assesses potential impacts on HRS operations, for example from extreme weather events or interruptions to the hydrogen supply caused by climate-related disruptions in the supply chain.

Climate projections are based on Representative Concentration Pathways (RCPs).

RCP8.5 describes a high-emission scenario, RCP4.5 a medium-emission scenario and RCP2.6 a low-emission scenario. The climate risk analysis uses RCP2.6 as the best-case scenario and RCP8.5 as the worst-case scenario, considering both current climate conditions and projected developments for the period from 2036 to 2065.

Based on these analyses, H2 MOBILITY develops appropriate adaptation measures, such as optimising technical systems for extreme weather events and diversifying the hydrogen supply and relevant supply chains. Potential financial impacts are not currently quantified separately.

Site-specific risks such as flooding, storms and landslides are taken into account from the site planning stage. This includes com-

pliance with relevant standards, for example those governing wind, earthquake and snow load zones, as well as site-specific investigations conducted as part of ground assessment and approval planning.

Based on current knowledge, H2 MOBILITY's short- and medium-term physical climate risks and transition risks are considered low. In the long term, however, these risks may increase as climate change progresses.

Social



Social

At H2 MOBILITY, people are at the heart of our company

The expertise, commitment and ideas of our staff are crucial to the success of our infrastructure and our continued development as a company. That is why we place great importance on good working conditions, opportunities for personal development and a culture of mutual respect. At the end of 2025, H2 MOBILITY employed 60 staff members, including 20 women and 40 men. Of these, 56 were employed on permanent contracts and four on fixed-term contracts. The staff turnover rate during the same period was 28.6 percent. A total of 15 team leaders are responsible for the operational management of the specialist departments. During the reporting year, four of these positions were held by women, corresponding to a female representation of 26.7 percent at team leader level. H2 MOBILITY's management comprises two male managing directors. During the reporting year, H2 MOBILITY employed no temporary staff and engaged no self-employed individuals working exclusively for the company.

These figures clearly show us that:

We are not yet where we want to be in terms of diversity and equal opportunities. Nevertheless, we are firmly committed to creating a diverse and inclusive working environment and continue to pursue this goal. Flexible working arrangements and the option to work remotely are a matter of course, as are targeted training opportunities designed to give everyone on the team prospects for development. Annual development reviews give all staff the opportunity to play an active role in shaping their professional development. This is complemented by an internal training programme covering both specialist and cross-functional topics.



→ S Social



Fair working conditions and human rights

H2 MOBILITY has binding principles and procedures in place to safeguard the human rights of its employees. These are set out in a compliance policy and supplementary ESG and HSSE documents. They cover, in particular, protection against child labour, forced labour and human trafficking, equal opportunities and non-discrimination, and workplace safety.

During the reporting period, H2 MOBILITY was not made aware of any cases of child labour, forced labour, human trafficking, discrimination or comparable human rights violations involving its own workforce. The company operates exclusively in Germany and is therefore subject to an established labour law and regulatory framework.

Existing compliance structures, policies and the internal whistleblowing scheme also help to identify, report and address potential breaches at an early stage.

H2 MOBILITY also ensures that all employees receive remuneration at least equal to the applicable statutory minimum wage. During the reporting year, all employees received remuneration above the statutory minimum wage.

No collective or trade union agreements apply to H2 MOBILITY employees. Terms and conditions of employment are determined by individual employment contracts and applicable statutory and company regulations.



Social

Occupational health and safety

The safe operation of hydrogen refuelling stations is a top priority for H2 MOBILITY. Occupational health and safety is an integral part of the company's processes and is supported by binding HSSE guidelines, standardised work procedures, and regular training and safety briefings.

Safety is a top priority during the operation and maintenance of hydrogen infrastructure. Staff receive regular training on safety-related topics and instruction on applicable regulations, operating procedures and emergency measures. Established reporting and escalation procedures for incidents and near-misses also help ensure the continuous improvement of safety standards.

In addition to occupational safety, H2 MOBILITY promotes employee health through ergonomic workplace design and supplementary health initiatives. The aim is to reduce physical strain while creating safe and healthy working conditions over the long term.

During the reporting year, H2 MOBILITY recorded its first reportable workplace accident in 10 years. The incident was analysed in accordance with established procedures, and the findings were incorporated into the further development of safety measures. There were no fatalities resulting from work-related injuries or illnesses.



→ S Social



Qualifications and professional development

Staff qualifications are essential to the safe and reliable operation of hydrogen infrastructure. H2 MOBILITY therefore continuously invests in the professional and personal development of its employees.

The training programme includes specialist technical training, safety briefings, regulatory training and professional development on environmental, sustainability and compliance topics. Particular emphasis is placed on requirements for the safe operation of hydrogen refuelling stations, technical developments in hydrogen mobility, and current legal and regulatory requirements.

During the reporting year, male employees completed an average of 17 hours of training and female employees an average of 16 hours. The training programme helps meet regulatory

requirements while continuously building specialist knowledge and supporting the organisation's development.

As an operator of critical infrastructure, H2 MOBILITY has a particular responsibility towards its customers, business partners and the public. Safety, quality and sustainability are central principles guiding both its day-to-day operations and its long-term development.

In 2025, H2 MOBILITY hired its first commercial apprentice, expanding its commitment to developing young talent and helping to secure a long-term supply of skilled workers.



Social

Corporate culture and responsibility

H2 MOBILITY's corporate culture is shaped by collaboration, responsibility and reliability. The company's success depends to a large extent on the professional expertise of its staff and on cross-functional cooperation between technical, commercial and administrative teams.

A strong safety culture among staff is particularly important to us. Open communication, mutual support and a constructive exchange of knowledge and experience help us tackle challenges together and continuously improve our processes.

Integrity and compliance are fundamental principles of our day-to-day work. Expectations for responsible behaviour are embedded in internal guidelines and processes and reinforced through training and regular communication.

Sustainability is a long-term corporate responsibility and is integrated into relevant decision-making processes. Our aim is to combine economic success with environmental and social responsibility while ensuring the company's long-term, future-focused development.



Governance



Governance

Responsible corporate governance

Clear management and decision-making structures form the basis of responsible corporate governance at H2 MOBILITY. Strategic management is carried out in close consultation with the company's shareholders, which include companies from the energy, industrial gases and automotive sectors as well as Hy24, an international fund manager focused on developing the global hydrogen economy.

H2 MOBILITY is managed by two managing directors, who have overall responsibility for the company's strategic and operational development. They are supported in day-to-day operations by the team leaders of the respective specialist departments. A Shareholder Board also supports the company's strategic development and represents the interests of the shareholders. Key decisions are based on defined targets and priorities, with a particular focus on safety, cost-effectiveness, technological development and the expansion of hydrogen infrastructure.

Sustainability is integrated into corporate management as a cross-cutting issue and coordinated by an interdisciplinary Sustainability Team. The managing directors are regularly informed of progress and key developments and are involved in all relevant decisions.

To implement its sustainability strategy, H2 MOBILITY has an ESG action plan that defines responsibilities and key areas for development. Sustainability-related risks – in particular climate, compliance, supply chain and regulatory risks – form part of the company-wide risk management framework and are regularly reviewed and reassessed.



Governance

Compliance and business ethics

Integrity, compliance and responsible corporate governance are essential foundations of H2 MOBILITY's business activities. To ensure compliance with legal and internal requirements, the company has a Compliance Management System supported by a binding compliance policy.

New employees are familiarised with the compliance policy during onboarding, and its requirements are reinforced through regular training and awareness initiatives. A whistleblowing scheme also allows potential breaches to be reported confidentially and, if desired, anonymously. All reports are reviewed and handled in accordance with defined procedures.

To continuously improve its Compliance Management System, H2 MOBILITY conducts structured annual compliance interviews with managers from the individual business areas. The results are documented in a compliance risk assessment matrix and incorporated into the company-wide risk assessment.

During the reporting year, no cases of corruption, breaches of competition law or other compliance violations were identified. No fines were imposed on H2 MOBILITY, and there were no convictions for breaches of the law.



Governance

Responsibility in the supply chain

The H2 MOBILITY Supplier Code of Conduct sets clear environmental, social and compliance requirements for suppliers.

H2 MOBILITY works with a wide range of companies across the hydrogen value chain. Its main supplier groups include hydrogen suppliers and systems manufacturers as well as construction companies involved in building and developing the infrastructure.

Suppliers are selected according to defined criteria, including quality, technical capability, reliability, safety requirements and economic considerations. H2 MOBILITY has also established a Supplier Code of Conduct that sets out expectations for responsible and compliant behaviour.

In 2025, H2 MOBILITY conducted its first structured audits of selected key suppliers. The Procurement, Compliance and Engineering departments conducted the audits jointly in connection with major investment projects. A total of two supplier audits were conducted during the reporting year.

The audits assessed quality, safety, compliance and selected sustainability aspects. Human rights and environmental risks were also taken into account. The findings help identify potential risks at an early stage and further develop our collaboration with strategically important suppliers.



→ Governance

ESG key figures at a glance

The following overview summarises the key environmental, social and governance (ESG) indicators for the 2025 reporting year and provides a concise picture of H2 MOBILITY's sustainability performance.

	Key figure	Value 2025
 Environmental	Scope 1	53 t CO ₂ e
	Scope 2 (market-based)	866 t CO ₂ e
	Scope 3	8.880 t CO ₂ e
	Total energy consumption	5.37 GWh
	Share of greenelectricity	84%
	Share of green hydrogen	21%
	GHG intensity	750 t CO ₂ e/€ million revenue
	Avoided emissions	9,600 t CO ₂ e
 Social	Total employees (including apprentices)	60 (1)
	Share of women	33% (20 of 60)
	Share of women in team leadership roles	27%
	Staff turnover rate	29%
	Average training hours per employee (f/m)	16 hours / 17 hours
	Reportable workplace accidents	1
	Fatalities resulting from workplace accidents	0
 Governance	Managing Directors	2 (m)
	Shareholder Board	12 members
	Compliance interviews	14
	Supplier audits	2
	ESG action plan	✓ in place
	Whistleblower scheme	✓ established
	Compliance violations	0
	Cases of corruption	0

EU Taxonomy Reporting

→ Clarity in figures

In accordance with Article 8 of the EU Taxonomy Regulation (EU 2020/852) and the associated delegated acts, we report on our economic activities and their contribution to environmentally sustainable objectives.

Although H2 MOBILITY is not currently required to report this information, we have chosen to do so voluntarily to increase transparency for our shareholders, partners and customers.

Our material taxonomy-eligible and taxonomy-aligned economic activity falls under category 6.15 of the EU Taxonomy: 'Infrastructure enabling low-carbon road transport and public transport'.

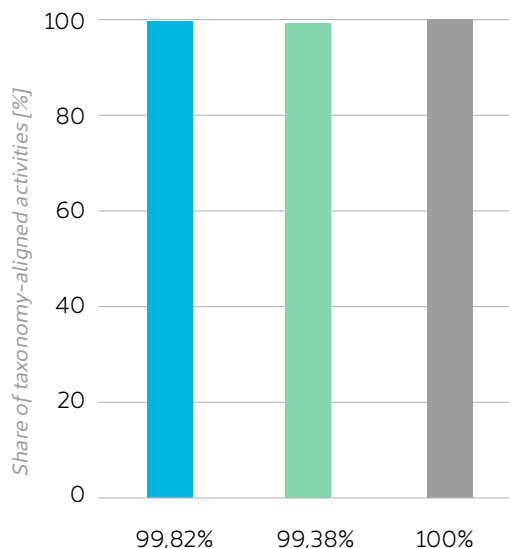
This category covers the construction and operation of infrastructure that enables climate-friendly mobility. This is precisely our core business: we build and operate hydrogen refuelling stations that support the use of zero-emission vehicles and thereby contribute directly to the environmental objective of climate change mitigation.

To define the scope of the economic activities reported, H2 MOBILITY's relevant areas of activity were classified using the applicable NACE codes. This classification serves solely to categorise business activities for economic purposes. Taxonomy eligibility and alignment are assessed at the level of the relevant EU Taxonomy activities, taking into account the technical screening criteria as well as the requirements for minimum safeguards and governance.

NACE codes

F42.11	Construction of roads
F42.13	Bridge and tunnel construction
M71.1	Architectural and engineering practice
M71.20	Technical testing and analysis
G47.30	Retail sale of automotive fuel (hydrogen refuelling stations)

EU Taxonomy key figures 2025



Taxonomy alignment of revenue, CapEx and OpEx (2025)

- Share of taxonomy-aligned revenue
- Share of taxonomy-aligned CapEx
- Share of taxonomy-aligned OpEx

The vast majority of our economic activity contributes directly to the objectives of the EU Taxonomy and therefore to the sustainable transformation of the mobility sector. In particular, the fact that virtually all of our capital expenditure (CapEx) and operating expenditure (OpEx) supports this objective underlines our infrastructure's clear focus on low-emission mobility.

During the reporting year, total assets amounted to €34.8 million and revenue to €12.7 million. These figures illustrate the economic significance of our business activities and the consistent focus of our assets and investments on expanding sustainable hydrogen mobility.

We view the EU Taxonomy as more than a reporting obligation: it is also an opportunity to present the environmental quality of our business model in measurable and transparent terms.

The key figures are based on our internal methodology in accordance with Article 8 of the EU Taxonomy Regulation. Detailed internal documentation, including an assessment of taxonomy alignment, is available.

Sustainability reporting requirements continue to evolve. H2 MOBILITY will monitor these developments closely and incorporate them into its reporting where necessary. Our aim remains to provide a transparent and comprehensible account of our contribution to sustainable mobility.



For us, sustainability means making long-term resilience measurable. Transparent figures, digital processes and responsible decisions help us ensure that environmental impact and economic success remain in balance over the long term.

”

Mike Hutmacher
Head of Controlling & IT



Excluded sectors and EU benchmarks

In accordance with the VSME reporting standard, H2 MOBILITY reports revenue from certain excluded sectors and whether the company is excluded from EU benchmarks.

Excluded sector	H2 MOBILITY
Controversial weapons	No
Tobacco	No
Fossil fuels	No*
Pesticides/disinfectants	No
Exclusion from EU benchmarks	No

* H2 MOBILITY sells hydrogen but does not engage in the exploration, extraction, processing, refining or trading of fossil fuels within the meaning of Regulation (EU) 2018/1999. The fact that some hydrogen is sourced from fossil fuels does not mean that the company itself is classified as part of the fossil fuel sector.



Methodology and scope

The assessment of taxonomy eligibility and alignment was based on our internal data on site structure, construction and operating costs, as well as contract and approval documents.

We first set out our basic methodology for the EU Taxonomy Statement in the 2023 Sustainability Report. This methodology has since been consistently updated and the assessment revised in subsequent reporting years. The existing scope, assessment approaches and internal documentation processes have been retained and further systematised.

- › The key figures were calculated according to the economic classification set out in the EU Taxonomy definitions.
- › The technical screening criteria of the EU Taxonomy were assessed, including the DNSH ('Do No Significant Harm') criteria relating to water, biodiversity, the circular economy, pollution and climate change adaptation.
- › The minimum safeguards, including social and human rights standards, were also taken into account and documented internally.
- › No material changes were made to the methodology compared with the previous year..
- › The entire hydrogen infrastructure business was assigned to Activity 6.15 because it contributes directly to low-emission mobility.

Outlook 2026

→ Looking ahead to 2026

In 2026, we will stay our strategic course. Our focus will be on further expanding hydrogen infrastructure for heavy-duty transport, increasing the share of green hydrogen, and continuing to develop our services for third parties. Our aim is to make hydrogen mobility commercially viable, reliable and easy for our customers to use.

Our key projects for 2026

- › Open another hydrogen refuelling station in Langenhagen
- › Participate in potential funding calls to support the further expansion of hydrogen infrastructure
- › Expand our range of GHG quota services for hydrogen refuelling station operators
- › Continue developing into a full-service provider offering technical and operational services for hydrogen refuelling stations and other gas systems, as well as tailored fleet solutions ranging from vehicle procurement to billing
- › Integrate our own hydrogen trailers to optimise supply logistics
- › Expand our range of attractive employee benefits and continue developing our brand identity

Shaping hydrogen mobility together

The past ten years have shown that building hydrogen infrastructure requires long-term thinking, technological innovation and strong partnerships. We will continue to build on this foundation in the years ahead.

Together with our customers, shareholders and partner companies, we will keep working to advance hydrogen mobility in Germany. We are determined to shape the next ten years sustainably and responsibly, with high-performance infrastructure, green hydrogen and innovative services.

H2 MOBILITY stands for solutions that make a difference, for responsible implementation, and for zero-emission mobility that starts today.

VSME Reference Index



→ VSME Reference Index

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Glossary

→ Glossary

37th BImSchV – Reference scenario | Regulation governing the crediting of electricity-based fuels and co-processed biogenic oils towards the greenhouse gas reduction quota. It also sets out how their greenhouse gas savings are calculated against a fossil reference value.

CMS 70 – TÜV SÜD standard for the certification of hydrogen | TÜV SÜD certification standard for documenting the origin and mass balance of hydrogen produced from renewable energy sources. CMS 70 certifies that the hydrogen was produced using renewable electricity and achieves greenhouse gas savings of at least 70 percent compared with a fossil reference value.

Dispenser | Hydrogen refuelling point

DNSH – Do No Significant Harm | 'Do no significant harm' – a key requirement of the EU Taxonomy. An activity must not cause significant harm to any of the other environmental objectives

ESG – Environmental, Social and Governance | Three key areas of sustainability: environmental (E), social (S) and corporate governance (G).

EU Taxonomy | The EU's classification system for assessing the environmental sustainability of economic activities in accordance with the EU Taxonomy Regulation (Art. 8).

GO – Guarantee of origin | A certificate documenting the renewable origin of electricity or hydrogen. A prerequisite for recognising hydrogen produced from renewable energy sources.

GHG intensity | A metric expressing greenhouse gas emissions in relation to revenue (t CO₂e per € million revenue). It serves as a performance indicator for assessing emissions intensity independently of company growth.

HinSchG – Whistleblower Protection Act | German law on the protection of individuals who report malpractice or breaches of the law within a company (whistleblowing).

HRS – Hydrogen Refuelling Station | A hydrogen refuelling station for refuelling vehicles with compressed hydrogen.

HSSE – Health, Safety, Security and Environment | Management system and guidelines for occupational health and safety, technical

Glossar

systems safety, security and environmental protection. HSSE forms the basis for the safe operation of hydrogen refuelling stations and the implementation of relevant standards.

Minimum safeguards | Minimum social requirements that must be met within the framework of the EU Taxonomy – e.g. respect for human rights and labour rights.

NACE code (Statistical Classification of Economic Activities in the European Community) | European classification system for categorising the economic activities of businesses. NACE codes are used for statistical purposes, comparability and regulatory classification within the EU. In this report, they are used to describe the company's economic activity and sector classification

RCP – Representative Concentration Pathway | Standardised climate scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) that describe different trajectories of greenhouse gas concentrations and their effects on the climate.

RCP 2.6 (Representative Concentration Pathway) | A low-greenhouse-gas-emissions climate scenario that describes limiting

global warming to well below 2 °C and, if possible, to 1.5 °C, in line with the Paris Agreement. It is used in this report as the best-case scenario.

RCP 8.5 (Representative Concentration Pathway) | A climate scenario characterised by very high greenhouse gas emissions and correspondingly severe global warming. It is used in this report as the worst-case scenario for the climate risk analysis.

RFNBO – Renewable Fuels of Non-Biological Origin | Renewable fuels of non-biological origin, particularly hydrogen produced using renewable energy sources. RFNBOs are defined in the EU's RED II Directive and are subject to the requirements of the associated Delegated Regulations (EU) 2023/1184 and 2023/1185.

Scope 1–3 (GHG Protocol) | Three emissions categories:

- › [Scope 1: Direct emissions from owned or controlled sources](#)
- › [Scope 2: Indirect emissions from purchased energy](#)
- › [Scope 3: Other indirect emissions \(e.g. supply chain, business travel\)](#)

Glossary

- › **Scope 2 location-based** | Method for calculating Scope 2 emissions based on the average emission factors of the relevant electricity grid. Doesn't take the purchase of certified green electricity into account.
- › **Scope 2 market-based** | Method for calculating Scope 2 emissions that takes into account contractually agreed electricity supplies, guarantees of origin, and green electricity contracts.

Substantial Contribution | EU Taxonomy criterion requiring an activity to make a substantial contribution to at least one environmental objective, such as climate change mitigation.

Taxonomy-eligible / Taxonomy-aligned | 'Eligible' means that an activity falls within the scope of the EU Taxonomy. 'Aligned' means that it meets all technical screening criteria as well as the DNSH requirements and minimum safeguards.

GHG quota trading – greenhouse gas reduction quotas | Instrument that allows CO₂ savings in the transport sector to be credited and traded.

VSME – Voluntary Sustainability Reporting Standard for SMEs |

Planned voluntary EU standard for sustainability reporting by small and medium-sized enterprises (SMEs).



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