EINF.
Non-Financial Statement 2025

To our valued shareholders, partners and employees:

Wallbox was founded with a clear mission: to accelerate the adoption of electric mobility and contribute to a more sustainable energy future. Over the past decade, we have evolved from a home charging company into a global provider of charging and energy management solutions, developing technologies designed not only to power electric vehicles, but also to support a smarter, more resilient, and more connected energy ecosystem.

As transportation and energy systems continue to converge, the role of charging infrastructure is rapidly evolving. Electric vehicles are increasingly becoming active participants in the energy transition, capable of interacting with homes, buildings, renewable energy systems, and the power grid itself. At Wallbox, we believe this transformation represents one of the most significant technological and industrial shifts of our time.

2025 was a year of transformation and resilience for Wallbox. The broader electric vehicle industry continued to navigate a complex global environment shaped by macroeconomic uncertainty, uneven regional EV adoption, evolving regulatory frameworks, and increasing pressure across the clean mobility ecosystem. At the same time, global electrification trends remained strong, with electric vehicle sales surpassing 20 million units worldwide for the first time and EV penetration exceeding 20% globally. These trends reinforce the long-term importance of intelligent charging infrastructure, energy management, and grid flexibility in enabling the next phase of electrification.

Throughout the year, we remained focused on strengthening the company's foundations while continuing to advance technologies that we believe will play a critical role in the future of energy and mobility.

One of our key priorities in 2025 was operational excellence. During the year, we continued adapting our organizational structure to operate more efficiently and better align our resources with our long-term strategic priorities. At the same time, we strengthened our leadership team with experienced senior talent across Sales, Operations, and Finance to support Wallbox's next phase of growth. These efforts helped us improve operational efficiency while continuing to build a stronger and more resilient organization prepared to navigate an evolving market environment.

Innovation also remained at the center of our strategy. Even as the industry entered a more disciplined phase of growth, we continued investing in technologies designed to accelerate the evolution of electric mobility and energy management.

In 2025, we introduced Supernova PowerRing, the latest addition to our DC fast charging portfolio. Designed to intelligently distribute power across multiple charging points, PowerRing combines ultra-fast charging capabilities with a modular and scalable architecture that helps optimize installed capacity, maximize efficiency, and reduce infrastructure footprint. We believe solutions like PowerRing will play an important role in supporting the expansion of public and semi-public charging infrastructure as EV adoption continues to accelerate globally.

We also advanced the commercial rollout of Quasar 2 in the United States, marking another important milestone in Wallbox's leadership in bidirectional charging technology. Through early residential deployments, Quasar 2 demonstrated how electric vehicles can evolve beyond transportation to become reliable energy assets capable of powering homes, supporting grid stability, and improving energy resilience during outages and peak demand periods. As energy systems become increasingly decentralized and renewable energy adoption grows, we believe bidirectional charging technologies will become an essential component of future energy infrastructure.

Additionally, we continued strengthening our presence in North America, including achieving CTEP certification for our Supernova DC fast charger, reinforcing our commitment to delivering reliable, compliant, and high-performance charging solutions in one of the world's most strategically important EV markets.

Alongside innovation, 2025 was also a year in which we focused on strengthening Wallbox's operational and financial foundations. We improved working capital management, optimized inventory levels, secured new investment, and progressed toward a renewed capital structure agreement with our core banking partners and major shareholders. These actions were aimed at reinforcing the company's long-term resilience and ensuring that Wallbox remains well-positioned to continue investing in innovation and sustainable growth opportunities as the market evolves.

At Wallbox, we recognize that long-term growth must be accompanied by responsible business practices. As the electrification and energy transition continue to evolve, we remain committed to operating with integrity, supporting our employees and stakeholders, and developing technologies designed to contribute to a more sustainable future.

During 2025, we continued advancing initiatives across environmental, social, and governance areas while further strengthening the internal structures and processes that support responsible growth across our global operations. We believe sustainability is not only about the technologies we develop, but also about how we operate as an organization and create long-term value for the communities and markets we serve.

Looking ahead, we remain confident in the long-term direction of the industry and in Wallbox's role within it. The transition toward electrification continues to reshape mobility, infrastructure, and energy systems worldwide. We believe the integration of smart charging, energy management, and bidirectional technologies will become increasingly important in building more resilient and sustainable communities.

As we move forward, Wallbox will continue focusing on disciplined execution, meaningful innovation, and long-term value creation for our customers, partners, employees, shareholders, and the communities we serve.

I would like to sincerely thank our employees, customers, partners, investors, and stakeholders for their continued trust, commitment, and support throughout this important year. Their dedication continues to drive Wallbox forward as we work together to accelerate the transition toward a cleaner and smarter energy future.

With best regards,
Enric Asuncion
CEO & Co-Founder

ACCELERATING CHANGE FOR THE BETTER

About us

Over the last 12 months Wallbox has remained committed to environmental, social, and governance principles, recognizing the pivotal role electric vehicles play in shaping a sustainable future. As the world grapples with the urgent need to combat climate change, Wallbox continues the charge in accelerating the transition to e-mobility through innovative charging and energy solutions. With a keen focus on reducing carbon emissions and promoting renewable energy consumption, Wallbox's mission is inherently ESG-centric, aligning closely with the company's core values and strategic objectives. Amidst growing global interest and scrutiny surrounding ESG practices, Wallbox remains dedicated to enhancing its sustainability initiatives, fostering a culture of transparency, accountability, and continuously improvement across all facets of its operations.
In 2025, Wallbox:

Strengthened ESG practices

Since its IPO four years ago, Wallbox has taken important steps to consolidate all ESG-related activities into ESG-related company departments and the Nominating and Corporate Governance Committee. This strategic move has enabled Wallbox to concentrate its efforts on areas where it can make a tangible difference, both internally and externally. Over the past four years, the company has achieved remarkable milestones, from implementing an intelligent energy management system at the headquarters in Barcelona, to the net zero commitment.

Fostered a culture of transparency and compliance

Wallbox recognizes the importance of transparency and regulatory compliance, and the company regularly conducts peer analyses and industry benchmarking exercises. By implementing robust reporting, promoting open communication channels, and prioritizing adherence to regulatory standards, the company cultivates an environment where integrity and accountability are paramount. This dedication to transparency and compliance not only enhances stakeholder trust but also strengthens our foundation for sustainable growth and ethical business practices..

Advanced sustainable solutions

At Wallbox, the focus extends beyond merely producing chargers to creating smart charging solutions that add value to both consumers and the environment. The company's diverse range of charging products, including residential, commercial, and public chargers, are designed to offer efficient and convenient charging options for EV owners. Over the last 12 months, Wallbox expanded its range of advanced charging solutions With charging options tailored for residential, commercial, and public use.

Wallbox has a solution for each and every charging need. By providing efficient and convenient charging options, we have accelerated the adoption of sustainable transportation worldwide.

Embraced circularity initiatives

Wallbox aims to increasingly prioritize circular practices, with a particular emphasis on waste reduction, material reuse, and component recycling. From digitizing product guides to implementing cradle-to-cradle certification, we strive to maximize resource efficiency and minimize our ecological footprint. Wallbox's commitment to ESG is deeply embedded in its corporate strategy and Wallbox strives to uphold high standards of environmental stewardship, social responsibility, and corporate governance.

Committed to Net-Zero Emissions by 2030

Recognizing the urgency of climate change, Wallbox has set an ambitious target to achieve net-zero emissions by 2030, surpassing industry standards. Through our solar panels, Power Purchase Agreement (PPA), accurate measurement, and internal emission reduction initiatives and chaging all the energy contracts to one single energy provider, the company is actively working to mitigate our environmental footprint

DRIVING POSITIVE CHANGE FORWARD
Wallbox Values

Dare
We dare to envision a better way of doing things, to have bold ambitions and adventurous plans. We dare to be curious, to stretch ourselves and grow. We dare as individuals, but more than that, **together** as a team, as a company.

Drive
We have **meaning** behind what we do we are deliberate in our choices and we own them. We are proactive, not passive, we choose to lead change and not lag behind it. We demand the best from ourselves, take on the challenges, put in the effort and own **our impact**.

Different
We imagine alternatives and inspire a better way. We have critical thinking. We question, we challenge and our views mean we will swim against the current at times. In working and collaborating, we value being close and being different

Net Zero Timeline

IN ORDER TO ENSURE THIS AMBITIOUS GOAL, WALLBOX HAS SET THREE KEY MILESTONES.

- **2023 to 2024** — Impact Measurement
- **2024 to 2025** — Emissions Reductions
- **2025 to 2026** — Reaching Internal mid-term goals
- Re-assessment of Priorities
- **2030** — Net Zero Goal by 2030

Milestone 1

Impact measurement: Finish measuring GHG emissions to create an accurate roadmap. Emissions reductions: Begin implementing GHG emissions reduction plan.

Milestone 2

Reduce emissions from our offices and factories to achieve a carbon free internal footprint.

Continue to assess and reduce upstream and downstream emissions.

Milestone 3

Net Zero: Reduce emissions as much as possible and offset residual emissions to reach Net Zero by 2030.

Corporate Overview

Wallbox is an international company, with sales, manufacturing facilities and offices worldwide. As a trusted provider of innovative charging solutions, Wallbox has established itself as a frontrunner in the market, delivering cutting-edge technology tailored to meet the evolving needs of both individual consumers and commercial enterprises.

Wallbox had a full-year revenue of €145.1 million and a gross margin of 38.3% in 2025, Wallbox N.V. demonstrated robust financial performance and operational resilience in the dynamic electric vehicle (EV) charging solutions market.

Notably, the company's revenue distribution showcased its strong presence and strategic focus across global regions, with Europe accounting for 69% of total revenue, followed by North America at 30% and APAC at 1%. These figures underscore Wallbox N.V.'s successful penetration into key markets worldwide and its ability to adapt to diverse geographical landscapes, positioning the company as a leading player in the drive towards sustainable transportation solutions.

Full financial year highlights:

EMEA: 69% of Revenue
NORTH AMERICA: 30% of Revenue
APAC: 1% of Revenue

HOME AND BUSINESS BUSINESS UNIT

Pulsar Family (AC) **Quasar 2 (BiDi-DC)**

COMMERCIAL CHARGING

Pulsar Pro (AC) **eM4 (AC)** **eMC (AC)**

SOFTWARE BUSINESS UNIT

Wallbox App
Charger & energy management at home and work

Electromaps & Evectrum
Charger fleet management incl. EMSP for public charging

Sirius
Energy management integrating the grid with renewable energy

FAST CHARGE BUSINESS UNIT

Supernova (DC)
60 – 220 kW

Supernova PowerRing (DC)
Up to 400 kW

Product Portfolio

Wallbox has developed a comprehensive portfolio of smart charging products and software solutions designed to optimize efficiency, convenience, and sustainability in EV charging infrastructure. Leveraging advanced technologies, Wallbox empowers users to seamlessly integrate EV charging into their daily lives while reducing carbon emissions and promoting energy efficiency.

Driven by a mission to make EV charging accessible to all, Wallbox has rapidly expanded its global footprint, establishing a presence across key markets worldwide. Through strategic partnerships, investments in research and development, and a customer-centric approach, Wallbox continues to set new standards for excellence in the EV charging industry, positioning itself as a catalyst for positive change in the transition to a cleaner, greener future.

Thanks to the different products and recent acquisitions, Wallbox is vertically integrated allowing to control the value chain and rapidly adapt to new market developments.

SOURCING AND SUPPLY
Diverse supplier base centrally.
Resilient procurement process.

MANUFACTURING
Fully automated and semi-automated production lines on 3 continents.
Close control of manufacturing allowing for increased production and improved quality.

CERTIFICATION AND VALIDATION
In-house validation and certification capabilities.
Crucial to ensure fast adaptation to (local) market requirements.

GLOBAL SALES ORGANIZATION
Sales organization in over 6 continents, being close to the customer.
Different warehouses in multiple geographical areas.

SERVICES AND INSTALLATIONS
Large network of local installations partners and internalized capabilities with COIL.
Internal capabilities to improve installation process (WBX App, WBX Academy...).

COIL

Stakeholders

Here at Wallbox, fostering transparent communication, cultivating ethical partnerships, and nurturing shared value built on trust remain fundamental principles for engaging with both internal and external stakeholders. In the subsequent section, the various stakeholder categories and the ongoing efforts to cultivate enduring relationships with each group are outlined. See as follows.

Stakeholders	Communications channels	Description	Significant Specific Issues
Wallboxers	eMessages, email, and phone All Hands Extended Leadership Team Ask Me Anything Program	Wallbox is committed to ensuring transparent and approachable communication to foster a sense of connection among all employees. The company endeavors to ensure communicative transparency from both bottom-up and top-down perspectives.	Business Updates Organizational Changes Company Wide Announcements Professional Development Workplace Topics
Customers	The automotive OEM channel The energy & utilities channel The distributors channel The re-sellers channel Installers Partnerships Direct channels	Email Phone Customised Apps The direct to enterprise channel The direct to consumer – eCommerce – channel	ESG Performance Occupational health & safety Quality Customer experience and satisfaction Smart charging Renewable energy Smart energy management systems Smart solutions
Suppliers	Supplier platform		Sustainability in the supply chain Transparency Procurement Compliance
Society	ESG report Media Press releases		Wallbox impact in local communities Wallbox environmental impact Engagement with institutional entities
Investors	Earning reports Wallbox investors Website Events ESG Ratings	Earning quarterly report Wallbox organise events to talk about the latest news	Economic and financial performance Transparency Green financing Regulatory frameworks Compliance EV charging industry ESG Performance
Public Institutions	Public query processes		Public regulation Regulatory frameworks Compliance EV charging industry

Our chargers reach at the following companies:

Value added distributors and resellers

Hyundai Mobis, Ingram Micro, Saltoki, Sonepar, bumblebee, TransNet, 50five, Jet Charge, Duttenhofer Group, Rexel, laadkompas, Armet, ESTG, Svea Solar, Yesss, Libra Energy, Graybar, Betek, Coenergia group, Project Zero, CED Greentech, CEW, ísorka, CES city electric supply, Replenishh, tibber, sam's club, EV Solution

Installers

elkedjan, Electrise, Greenport, Crystal, Coil

Enterprises

Santander, Uber, Aigües de Barcelona, IKEA, Pepsico, BayWa r.e., paack, IESE Business School, Lidl, Árima, Eurofred, Carrefour, lyft

Automotive OEMS and Dealerships

BMW, Seat, Cupra, Hongqi, Mercedes-Benz, Nissan, Hyundai, Jaguar, Ford, MG, Polaris, Kia, Volvo, Mitsubishi, Fisker, Lucid, BYD

E-Commerce and Retail

wallbox, amazon, NAPA, Walmart, ebay, Best Buy, newegg, MediaMarkt, Cdiscount, Lowe's, Costco Wholesale

Energy Companies

ScottishPower, protergia, Copec Voltex, SPgroup, izi by EDF, Total, Osprey, Iberdrola, becharge, eni.com, NKM, barry, EGAT Power for Thai Happiness, AutoGrid, Scottish & Southern Electricity Networks, octopus energy, EnergyHub, e.on, Fastway, WeaveGrid

About the Report

In accordance with the Law 11/2018 of December 28, on non-financial information and diversity, which transposes into Spanish law the European Directive 2014/95/UE on this topic, the Board of Directors of Wallbox N.V.1 and its subsidiaries issue this Non-Financial Information Statement (EINF) for the year 2025 as a separate document to the consolidated Management Report that is presented with the consolidated annual accounts. This report is public and it can be consulted on the Wallbox corporate website. Wallbox has analyzed the materiality according to the requirements of the Law 11/2018, taking into account the opinion of its main stakeholders. Moreover, the scope of this report is the same as the scope of Wallbox N.V. financial accounts FY 2025 and it has not been audited. As shown in Annex III, "Index of the contents required by the Law 11/2018, December 28", the EINF was prepared following the precautionary principle and selected Global Reporting Initiative (GRI) Standards (GRI-Referenced), for those requirements considered material for the business. Wallbox N.V has reported the information cited in this GRI content index for the period from January 1, 2025 to December 31, 2025 with reference to the GRI Standards. Should you have any doubts about this report, you can contact the company through the Wallbox website.

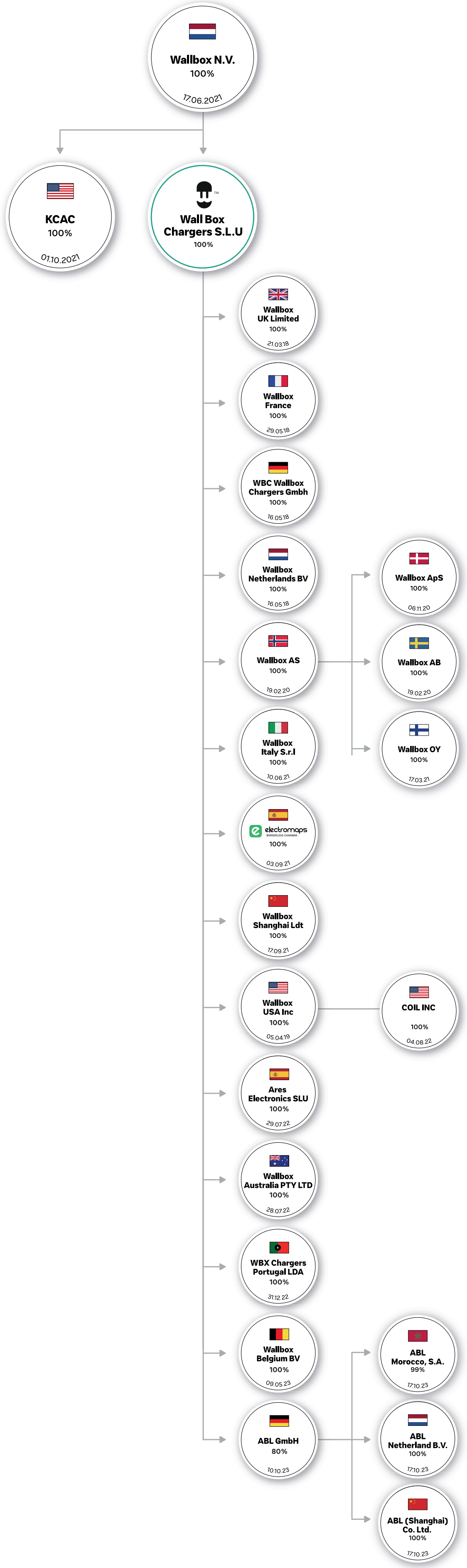
Main highlights

New elected Board members

Received more than 50 million euros in sustainable loans

EU Taxonomy eligible > 99%

Main highlights



Governance Systems

Wallbox is firmly dedicated to trans- par- ency and good corporate gover- nance practices. The actions of the Board of Directors and its Committees are in compliance with the legal and statutory functions listed under the SEC, as well as the Dutch and Spanish regulation, complying in good faith and transpar- ency with its shareholders and other stakeholders' groups.

The following organizational chart shows the legal entities of the company with a total of 5 factories.

The Board of Directors, through the Nominating and Corporate Gover- nance Committee, oversees Wallbox ESG Strategy and the annual approval of the Company's ESG Report. It also super- vises Wallbox ESG policies, operations, impacts and opportunities, and other areas within the broader ecosystem.

The Board in Numbers 2025

During 2025, Wallbox has a Board of Directors composed by Board Members which have broad experi- ence in both the company's industry as well as environmental, social, and governance expertise. Moreover, on an annual basis, the Board is evaluated based on an independent self assess- ment that complies with US and Dutch regulations. Additionally, the annual shareholders meeting evaluates and approves the management of the Board.

By the end of 2025, the Board has three different committees: the Audit commit- tee, the Compensations Committee and the Nominating and Corporate Gover- nance Committee which is responsible for overseeing the ESG strategy and annual approval of the Non-Financial Report.

Pursuant to the Articles of Association and the regulations of the Company's Board (the "Board Regulations"), a Director shall not participate in the discussions and/or decision-making process on a subject or transaction in relation to which he/she has a direct or indirect personal conflict of interest with the Company within the meaning of Article 13.2 of the Board Regulations or Section 2:140 paragraph 5 DCC(" Conflict of Interest"). Such transactions must be concluded on terms which are customary in the market concerned and be approved by the Board. During the fiscal year ended December 31, 2025, there were no transactions where there was a Conflict of Interest.

At December 2025, the Board is composed by the following members:

Board	
Enric Asunción Escorsa	Executive Director
Beatriz González Ordóñez	Non-executive Director
Francisco Riberas	Non-executive Director
Jordi Lainz	Non-executive Director
Juan González del Castillo	Non-executive Director

Board	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee
Beatriz González Ordóñez	✓		✓
Jordi Lainz		✓	✓
Juan González del Castillo	✓	✓	

20%
Female directors

60%
Independent directors

60%
Expertise in the industry

Calculations based on non-executive directors.

Control and Opportunities Framework

AREAS	SOX	OPERATIONS	ESG
CONTROLS DEFINED	219	13	42
CONTROL CATEGORIES	1. Order to Cash 2. Purchase to Pay 3. Treasury 4. IT General Controls 5. Entity Level Control 6. Inventory 7. Capital Expense 8. Closing and Reporting 9. Human Resources 10. Tax	1. Previous Project and Mass 2. Production Problems Summary 3. Supply Chain Process 4. Commodity Design and Process 5. Other Risk / Challenges Summary	1. Reputational Impact 2. Policy & Legal Impact 3. Financial Impact 4. Market Impact 5. Physical Impact 6. Technological Impact 7. Operational Impact
COMPLYING FRAMEWORKS	**Sarbanes-Oxley Act (SOX)**	**ISO 9001 & Internal Protocols**	**Task Force on Climate-Related Disclosure (TCFD) & U.S. Securities and Exchange Commission (SEC)**

Impacts and Opportunities

Wallbox has established a comprehensive framework to manage its impacts and opportunities, which consists of three primary areas, accompanied by assessment matrices and strategies for mitigation[1].

Compliance with the Sarbanes-Oxley Act (SOX) is vital for Wallbox to implement controls related to fraud, bribery, and money laundering. The company has developed the risk matrix and implemented the SOX controls, designating relevant procedures,systems, and control responsibles.

Operational impacts and opportunities pertain to the daily functions across various departments, including procurement, logistics, manufacturing, continuous improvement, quality assurance, finance, sales, and health, safety, and environmental practices.

Environmental, Social, and Governance (ESG) impacts align with recommendations from the Task Force on Climate-Related Disclosure (TCFD) and comply with proposed regulations by the U.S. Securities and Exchange Commission (SEC) for publicly listed companies on the New York Stock Exchange (NYSE). Moreover, Wallbox has categorized its ESG into seven main impact areas, in line with the TCFD methodology:

- Reputational
- Policy and Legal
- Financial
- Market
- Physical
- Technological
- Operational

Wallbox complies with both national and international regulations. Aside from the SEC proposed regulation, Wallbox also complies with the Law 11/2018 of December 28, on non-financial information and diversity as well as the EU Taxonomy regulation.

EU Taxonomy

The EU taxonomy serves as a fundamental element within the EU's sustainable finance framework, functioning as a key tool for enhancing market transparency. By guiding investments towards essential economic activities crucial for the transition, it aligns with the objectives of the European Green Deal. This classification system establishes criteria for while also identifying economic activities that adhere to a net zero trajectory by 2030, while also addressing broader environmen- tal objectives beyond climate concerns.
In line with the EU's Taxonomy sustainable finance framework. During 2025, Wallbox has worked on different projects to be able to be EU Taxonomy eligible and aligned and receive sustainable financing. Wallbox received more than 50 million euros in green financing and worked on more than 4 different alignment projects

Projects	Porfile (PEP) Methodology
Supernova Life Cycle Assessment	ISO 14040 & Product Environmental Porfile (PEP)
Quasar 2 Life Cycle Assessment	ISO 14040 & Product Environmental Porfile (PEP)
Climate Impact Assessment	TCFD & IPCC
Refurbish Study	Cradle to Cradle approach
Human Rights Due Diligance	OECD Guidelines

[1] Please see Form 20-F submitted to the U.S. Securities and Exchange Commission with respect to the year ended December 31, 2025 for a detailed description of key Wallbox impacts, and opportunities.

On June 27, 2023, the Commission introduced a Taxonomy Environmental Delegated Act, incorporating new environmental objectives and EU taxonomy criteria aimed at identifying economic activities that significantly contribute to one or more non-climate environmental objectives. These objectives encompass the sustainable management and safeguarding of water and marine resources, the transition towards a circular economy, measures for pollution prevention and control, and initiatives for the protection and restoration of biodiversity and ecosystems.

Eligibility: Financial KPIS Allocation *(Euros in thousands)*	SCOPE	CAPEX	OPEX	Turnover
3.6 Manufacture of other low carbon technologies	Wallbox + Ares Electronics + ABL	€ 91,226.577	€ 41,348.883	€ 123,451.702
7.4 Installation, maintenance and repair of charging stations for electrics vehicles in buildings (and parking spaces attached to buildings)	Coil Inc	€ 1,976.588	€609,736	€ 15,072.066
8.2 Data-driven solutions for GHG emissions reductions	Electromaps	€ 3,349.781	€ 742,381	€ 4,727.684
Total Wallbox NV activity	Total Wallbox NV	€ 96,552.945	€42,701.000	€ 145,119.922
Total Elegibility		100%	100%	98.7%

1. Methodology Approach

As a first step, Wallbox is obligated to report the degree of activities associated with sustainability environmental economic activities according to the sustainability criteria set out in the EU Regulations 2021/2139, 2022/1214, 2023/2485 and 2023/2486. The company has concluded that 99% of its activities are eligible under the following three Climate Change Mitigation Taxonomy activities:

- 3.6 Manufacture of other low carbon technologies
- 7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- 8.2 Data-driven solutions for GHG emissions reductions

The second step is to assess how each activity does or does not meet the following alignment criteria:
Contribute substantially to one or more of the environmental objectives: an activity must substantially contribute to climate change mitigation, climate change adaptation, safeguarding of water and marine resources, the transition towards a circular economy, measures for pollution prevention and control, and initiatives for the protection and restoration of biodiversity and ecosystems. Moreover, there are two sub-classifications within Climate Change:

- **Transition Activities:** activities for which there are not technologically and economically feasible low-carbon alternatives, but that support the transition to a climate neutral economy in a manner that is consistent with a pathway to limit the temperature increase to 1.5 degrees Celsius above pre-industrial levels.

- **Enabling activities:** activities that enable other activities to make a substantial contribution to one or more of the objectives, and where that activity: i) does not lead to a lock-in in assets that undermine long-term environmental goals, considering the economic lifetime of those assets; ii) has a substantial positive environmental impact based on life-cycle consideration.

Wallbox has calculated and assessed compliance with substantial contribution to an environmental objective which is climate change mitigation for the eligible economic activities:

- 3.6 Manufacture of other low carbon technologies
- 7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- 8.2 Data-driven solutions for GHG emissions reductions

As third step, the EU Taxonomy mandates the analysis of "Do No Significant Harm (DNSH)" which requires that the activity must not significantly harm the other five objectives described above. For each of the five objectives, specific criteria are set that precisely define what it means not to do any significant harm.

As the last step, to calculate the eligibility and alignment of the EU Taxonomy economic activities within Wallbox, there is one last evaluation about the minimum social safeguards and with special focus on the topic of Human Rights. These safeguards relate to the OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights and Principles and Rights of the International Labor Organization on Fundamental Principles and Rights at Work.

In summary, each Wallbox activity stated contributes to climate change mitigation activities, does no significant harm to the environment, and has sufficient social safeguards. For more detail on steps two to four, please see Appendix II.

2. Calculation of the eligibility and alignment and results

Calculation of the turnover percentage ratio for Wallbox N.V. eligibility ratio calculation, the company has considered the following criteria:

- **Numerator**: total turnover from eligible activities includes the activities of Wallbox as a manufacturer of chargers for EVs, as well as the activities from Electromaps, Coil Inc., and Ares Electronics.

- **Denominator**: total turnover from Wallbox N.V.

Calculation of the CapEx percentage ratio
For Wallbox N.V. eligibility ratio calculation, the company has considered the following criteria:

- **Numerator**: CapEx aggregation, according to the International Financial Reporting Standards (IFRS/NIIF), of eligible activities which includes the activities of Wallbox as a manufacturer of chargers for EVs, as well as the activities from Electromaps, Coil Inc., and Ares Electronics.

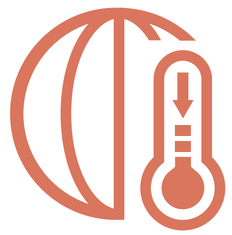
- **Denominator**: Total CapEx aggregation from Wallbox N.V., according to the International Financial Reporting Standards (IFRS/NIIF).

Calculation of the OpEx percentage ratio
For Wallbox N.V. eligibility ratio calculation, the company has considered the following criteria:

- **Numerator**: includes OpEx from Wallbox eligible activities which includes the activities of Wallbox as a manufacturer of chargers for EVs, as well as the activities from Electromaps, Coil Inc., and Ares Electronics.

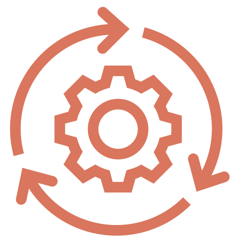
- **Denominator**: includes expenses from all Wallbox N.V.

Note that the information of the company ABL Morocco S.A. has not been considered for the calculations indicated on the following pages, although it is considered intangible.



CLIMATE CHANGE MITIGATION

CLIMATE CHANGE ADAPTATION



CIRCULAR ECONOMY

POLLUTION PREVENTION

SUSTAINABLE USE OF WATER AND MARINE RESOURCES

HEALTHY ECOSYSTEM

TURNOVER

Economic Activities (1)	Code (2)	Proportion ofturnover (3)	Proportion of Turnover (4)	Substantial Contribution Criteria: Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	DNSH: Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy aligned proportion of total turnover, year N (18)**	Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
Text		Millions, local CCY	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			**99%**																	
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of other low carbon technologies		123,451,702	85%	100%	0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	Y	85%	-	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**123,451,702**	**85%**	**85%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**85%**	-	**85%**	**0%**
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Data-driven solutions for GHG emissions reductions		4,727,684	3%																	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)		15,072,066	10%																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		19,799,751	14%																	
Total (A.1+A.2)		**143,251,453**	**99%**																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		**1,868,469.47**	**1%**																	
Total (A+B)		**145,119,922**	**100%**																	

CAPEX

Economic Activities (1)	Code (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Substantial Contribution Criteria: Climate Change Mitigation (5)*	Climate Change Adaptation (6)					DNSH criteria ('Does Not Significantly Harm'): Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy aligned proportion of total CapEx, year N (18)**	Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
Text		Millions, local CCY	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			**100%**																	
A.1. CapEx of environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of other low carbon technologies (CapEx A)		91,226,577	94%	100%	0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	Y	94%	-	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**91,226,577**	**94%**	**94%**	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**94%**	-	**94%**	**0%**
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
Data-driven solutions for GHG emissions reductions (CapEx A)		€ 3,349,781	3%																	
Data-driven solutions for GHG emissions reductions (CapEx B)		€ -	0%																	
Data-driven solutions for GHG emissions reductions (CapEx C)		€ -	0%																	
Installation, maintenance and repair of charging stations for electric vehicle		€ 1,976,588	2%																	
Installation, maintenance and repair of charging stations for electric vehicle		€ -	0%																	
Installation, maintenance and repair of charging stations for electric vehicle		€ -	0%																	
Manufacture of other low carbon technologies (CapEx B)		€ -	0%																	
Manufacture of other low carbon technologies (CapEx C)		€ -	0%																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**€ 5,326,368**	**6%**																	
Total (A.1+A.2)		**€ 96,552,945**	**100%**																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Capex of Taxonomy-non-eligible activities		**0.00**	**0%**																	
Total (A+B)		**€ 96,552,945**	**100%**																	

* For the purposes of this illustrative template, this figure shows the: Taxonomy-aligned turnover of the activity / Total Taxonomy eligible turnover of the activity.
** Taxonomy-aligned CapEx of the activity/ Total CapEx of undertaking

The content of the tool does not extend or alter in any way the rights and obligations deriving from the EU legislation nor does it introduce any additional requirements and the concerned operators and competent authorities. It does not substitute the provisions under the EU Taxonomy Regulation ((EU) 2020/852) and its Delegated Acts that the undertaking should follow. The purpose of the output of the tool (Excel file) is merely to give an instructive example for some undertakings on how to implement the relevant legal provisions. It cannot be excluded that the Excel Sheet does not include all information that an undertaking may need to report under the EU Taxonomy Regulation ((EU) 2020/852).

For more information on the qualitative reporting requirements under the EU Taxonomy, please refer to Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation ('Disclosures Delegated Act').

OPEX

Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial Contribution Criteria: Climate Change Mitigation (5)*	Climate Change Adaptation (6)					DNSH criteria ('Does Not Significantly Harm'): Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy aligned proportion of total OpEx, year N (18)**	Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
Text		Millions, local CCY	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			**100%**																	
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Manufacture of other low carbon technologies (OpEx A)		41,348,882.26	97%	100%	0%	0%	0%	0%	0%		Y	Y	Y	Y	Y	Y	97%	-	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		41,348,882.26	97%	97%	**0%**	**0%**	**0%**	**0%**	**0%**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	97%	-	97%	**0%**
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Data-driven solutions for GHG emissions reductions (OpEx A)		742,380.85	2%																	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (a		609,736.48	1%																	
Manufacture of other low carbon technologies (OpEx B)		0.00	0%																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**1,352,117.33**	**3%**																	
Total (A.1+A.2)		42,700,999.59	**100%**																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities		**0.00**	**0%**																	
Total (A+B)		42,700,999.59	**100%**																	

* For the purposes of this illustrative template, this figure shows the: Taxonomy-aligned turnover of the activity / Total Taxonomy eligible turnover of the activity.
** Taxonomy-aligned OpEx of the activity/ Total OpEx of undertaking.

ESG Disclosure Landscape

ESG frameworks, foundations, and regulation are guidelines that help Wallbox measure, track, and report its Environmental, Social, and Governance (ESG) performance. **These frameworks provide structure and consistency, allowing investors and other stake-holders to compare Wallbox sustain-ability efforts.** Following a breakdown of the key ESG disclosure landscape that Wall- box supports and complies with:

Name	Logo	Framework	Regulation	Foundation	Goal	Accomplishments
Global Reporting Initiative		✓			International framework to develop the Non-Financial Information (EINF) report according to best practices and methodologies.	GRI has been Wallbox core methodology when developing the ESG/Non-Financial Information Report.
Greenhouse Gas Protocol		✓			GHG Accounting Standards	GRI has been Wallbox core methodology when doing the GHG accounting.
SASB		✓			Sustainability accounting standards that help Wallbox disclose material, decision-useful information to investors.	Wallbox took it into account when performing its materiality analysis.
EcoVadis		✓			Assessment platform that rates business' sustainability based on four categories: environmental, impact, labor, and human rights. Ethics, and procurement practices.	Wallbox has been awarded as a Committed Company in recognition of its achievements in sustainability. (*)
OECD Guidelines		✓			Comprehensive set of government-backed recommendations on responsible business conduct.	Wallbox has used the OECD guidelines and recommendations when performing different Human Right analysis for:1. US Human rights due diligence, 2. Developing the company's Suppliers Manual and 3. A Human Rights Policy.
UN Global Compact		✓			United Nations pact to get businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.	2025 has been the third consecutive year that Wallbox is a signatory of the UNGC.
The Climate Pledge		✓			Pledge to develop and manage investments in the climate technology space, as part of its Climate Pledge initiative. It is a corporate venture capital fund.	2025 has been the third consecutive year that Wallbox is a signatory of The Climate Pledge.
Zero Emissions Transport Associations				✓	The Zero Emission Transportation Association (ZETA) is a US federal coalition focused on advocating for 100% EV sales.	ZETA helps Wallbox advocate for the transition to green mobility.
ISO 9001		✓			Set of five quality management systems standards by the International Organization for Standardization (ISO)	Set of five quality management systems standards by the International Organization for Standardization (ISO).
ISO 14001		✓			International standard to manage environmental systems management.	International standard to manage environmental systems management.
ISO 45001		✓			International standard to manage systems of occupational health and safety.	ISO implemented in Spain & US factories.
ISO 27001		✓			International standard to manage information security.	ISO implemented globally for the security of our systems.
Energy Star		✓			Program runned by the U.S. Environmental Protection Agency (EPA) and U.S. Department of Energy (DOE) that promotes energy efficiency.	Wallbox chargers sold in the US are energy star certified which means they meet strict energy efficiency criteria and use less energy than average products.
SFDR			✓		Current Sustainability-related disclosure for non-financial information and transparency	Current regulation Wallbox is complying with.
CSRD			✓		Corporate Sustainability Reporting Directive that requires companies to report on the impact activities for the environment and society.	Future regulation Wallbox will comply with.
EU Taxonomy			✓		Classification system established to clarify which economic activities are environmentally sustainable, in the context of the European Green Deal.	Wallbox green activity is 100% eligible with the EU Taxonomy and we are currently working on aligning the information.

(*) The ECOVADIS certification was obtained in 2023. The necessary procedures for its renewal are currently underway.

ESG Awards

Wallbox received different awards acknowledging its commitment to ESG practices, highlighting Wallbox's dedication to sustainability, corporate social responsibility, and inclusivity.

Good Design Award for Quasar 2: Wallbox was honored with the best clean energy transformation leader in Europe.

ADI-FAD Bronze Delta Award for Quasar 2: Wallbox was honored with the best ESG power producer & urban air Mobility innovator in Europe.

The European: Wallbox was honored with excellence in solar power systems & EV manufacturer in Europe.

These awards are the result of Wallbox's continuous efforts to contribute positively to society and the environment.

By prioritizing sustainability, social responsibility, and inclusivity, Wallbox remains constant in its commitment to creating long-term value for all stakeholders.

Material Topics

In 2021, Wallbox used the Sustainability Accounting Standards Board (SASB) and its industry-specific frameworks as a foundation for their initial ESG materiality assessment. They consulted with stakeholders on environmental, social, and governance topics. Recognizing the need for broader analysis, during 2026, Wallbox will be refining its assessment to incorporate a double materiality approach: **Double materiality means going one step beyond and starting to consider the financial relevance of ESG topics.**

The materiality framework for 2025 remains with the same key strategic factors as the 2021 framework:

Material Topics	ESG Impacts Description	Wallbox Policies & Other Documents	Main Stakeholder Group
1. GHG Impact & Footprint	Refers to Wallbox management of risks related to its own operational energy use and GHG emissions (scope 1 and 2). It also includes parts of Scope 3 emissions, such as transport and logistics.	1. The Climate Pledge 2. Environmental Policy 3. ESG Policy	Wallboxers, investors, customers, suppliers, society, and public institutions
2. Product Design & Life Cycle Management	Focuses on the footprint management embedded in the products whole lifecycle.	1. Life Cycle Assessment for the Pulsar Plus 2. ISO 9001	Wallboxers & Customers
3. Waste & Hazardous Materials	Focuses on the management of waste generated in the company's own operations.	1. Environmental Policy 2. ESG Policy	Wallboxers, investors, customers, suppliers, society, and public institutions
4. Environmental Certifications	Focuses on the different standards, frameworks, ratings, and certifications that directly apply environmental, social and/or economical matters at Wallbox as a company and its products.	1. Guidelines for Corporate Disclosure 2. ISO 14001	Wallboxers, investors, customers, suppliers, society, and public institutions
5. Consumers Green Energy Usage	Refers to the company's management of energy consumption of Wallbox own operations.	1. Life Cycle Assessment for the Pulsar Plus 2. ISO 14001 3. Wallbox Instruction book	Customers
6. Business Ethics	Focuses on how Wallbox manages and respects fundamental human rights within its own operations and in its supply chain. It also refers to the company's ESG compliance; labour, environment, and anti-corruption.	1. The Code of Ethics	Wallboxers, investors, customers, suppliers, society, and public institutions
7. Employee Health & Safety	Focuses on the management of workplace hazards affecting the company's own employees and on-site contractors as well as standards followed and enforced in the supply chain.	1. Health & Safety Policy 2. ISO 45001	Wallboxers
8. Diversity & Inclusion	Refers on the ability of Wallbox to employ a workforce with different characteristics, such as gender, religion, race, age, ethnicity, sexual orientation, education, and other attributes.	1. Diversity Policy 2. Whistleblower Policy	Wallboxers, investors, customers, suppliers, society, and public institutions

Green at our Core

Main highlights

Performed a climate impact assessment.

Water reduction compared to 2024

Performed Life Cycle Assessments for Wallbox main products

High use of green energy.

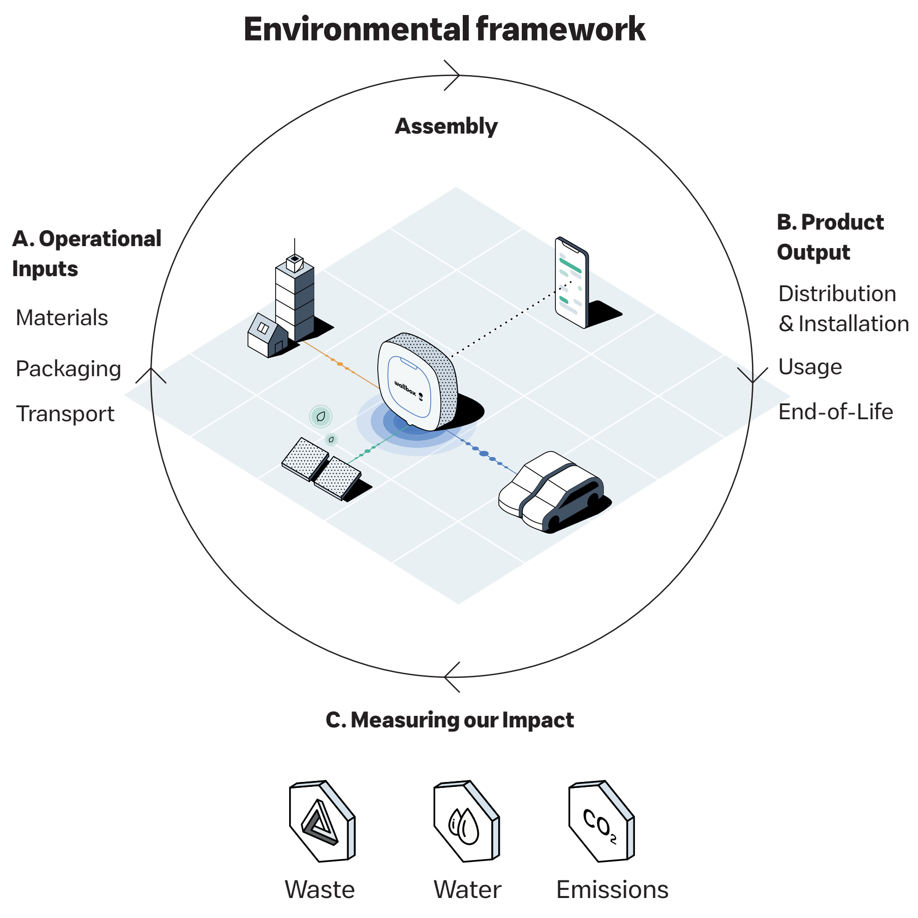
Environmental Framework

Wallbox plays a crucial role in supporting the transition to electric transport through our innovative charging and energy solutions. It is important to note that Wallbox focuses on creating smart chargers that provide value to our end customer and the environment. Moreover, the core strategy and charging solutions of Wallbox are intrinsically linked to reducing carbon emissions and accelerating the consumption of renewable energy.

The environmental framework is comprised of 3 main variables:
- "Operational inputs" are the inflows of the company including materials, packaging, and transportation.
- "Product outputs" are the outflow activities, after the production phase until the end-of-life of the product.
- "Measuring Wallbox Impact" includes the externalities from "Doing-Business-as-Usual"

The environmental framework of Wallbox is influenced by both internal and external policies and certifications, aiding the company in maintaining compliance and moving towards adopting industry best practices.

The internal policies are owned by each specific area and department of Wallbox whose responsibility falls under. However, policies apply to the entire organization and into organizational strategies, operations, and procedures.



ESG Policy Environmental Policy	Policies
The Climate Pledge UN Global Compact	Pledges
FSC (Packaging) ISO 9001 ISO 14001	Certifications

Climate Transition

Wallbox remains dedicated to leading the climate transition, setting the ongoing target to achieve net-zero emissions by 2030. As part of this overarching commitment, the company is focusing extensively on mitigating internal emissions from its manufacturing facilities and office spaces over the next two following years. This entails implementing comprehensive strategies aimed at optimizing energy efficiency and integrating renewable energy sources wherever feasible.

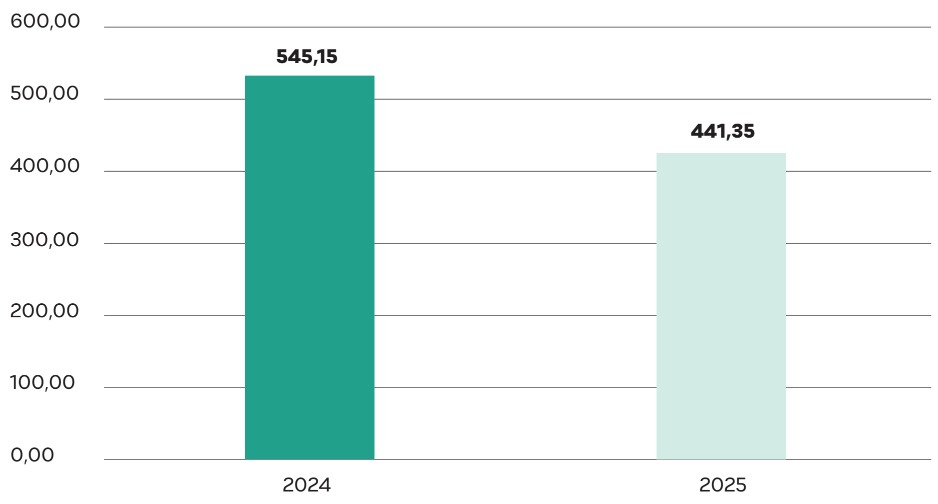
As part of the commitement of reducing the emissions, during 2025 there was a reduction in emissions compared to 2024. Wallbox continued focusing on its reductions, the company intensified its focus on integrating the newest company acquisitions into its sustainability framework, ensuring that emission reduction measures are incorporated into the operations of the newly acquired entity. By leveraging synergies and sharing best practices across the organization, Wallbox is poised to continue the progress towards its net-zero emissions target while fostering a culture of environmental stewardship. Refer to the roadmap included in page.

Energy & GHG

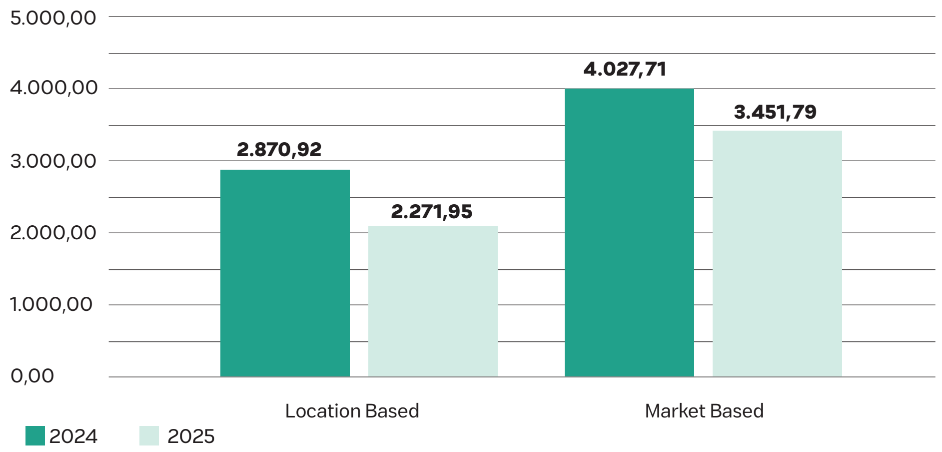
Climate Transition
One of Wallbox main environmental focus points is the reduction of both direct and indirect emissions. Scope 1 and 2 emissions is a priority. As part of Wallbox's commitment to reduce GHG emissions following the GHG Protocol methodol- ogy, 2024 and 2025 led to the following output.

Scope I Emissions (tCO2eq.)	Scope II Emissions (tCO2eq.)
2025 Energy Consumption (MWh)	
441.35	2,271.95
2024 Energy Consumption (MWh)	
545.15	2,870.92

Scope I (tCO2eq.)



Scope II (tCO2eq.)



There was an increase of almost 70% of green energy consumed from 2023 to 2024.

Total Energy Consumption 2023	2024	2025
Diesel & Gasoline (Liters)	42,600.00	21,500
Gas (MWh)*	1,702.78[*]	1,533.83
Electricity (MWh) from non-renewable sources	7,484.13	6,781.40
Electricity (MWh) from renewable sources**	1,205.20	1,388

*Gas new coming from ABL facilities.

** Including D26 + FOC

Since ABL was acquired at the end of 2023, the energy consumption for 2023 only reflects two months, while for the following years we are considering the full year.

Tons CO2eq. 2024 vs. 2022	Tons CO2 eq.			Tons CO2 eq. / Total Employees			Tons CO2 eq. /Chargers sold		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Scope I	209	545	441	0.14	0.49	0.63	0.001	0.003	0.003
Scope II (Location Based)	1,531	2,869	2,272	0.95	2.59	3.26	0.009	0.018	0.016
Scope II (market Based)	1,913	4,027	3,452	1.31	2.91	4.96	0.011	0.020	0.024

Climate Impact Assessment

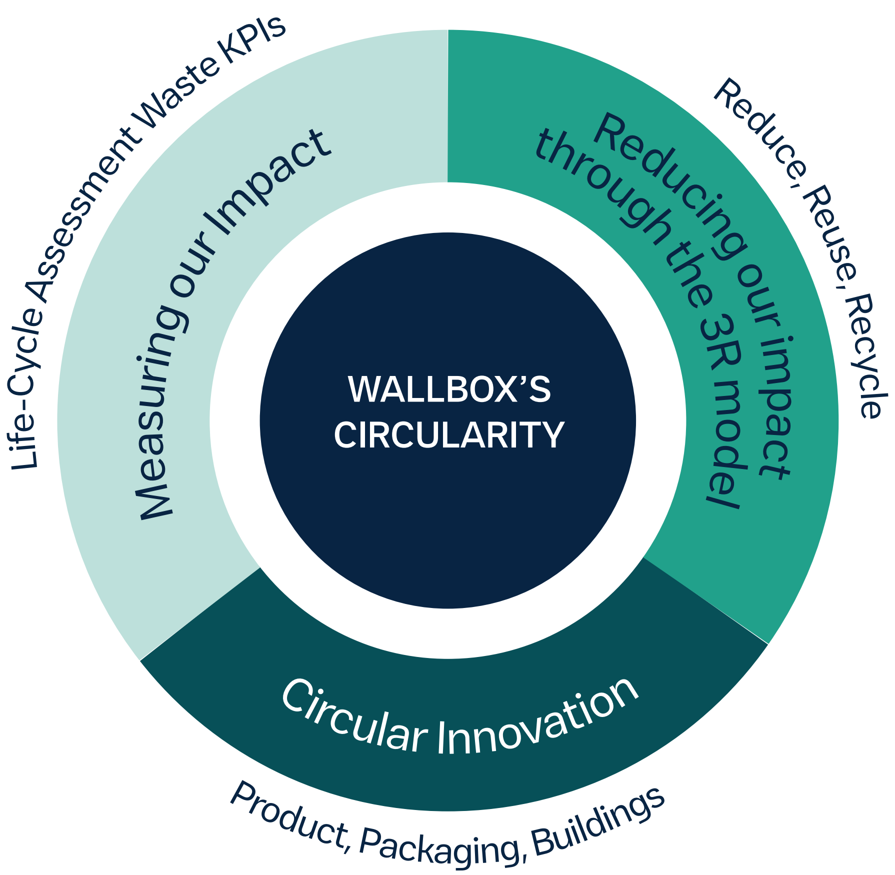
In 2025, **Wallbox, recognizing the imperative of climate resilience and sustainability, undertook a comprehensive climate impact assessment for its manufacturing facility situated in Arlington.** Guided by industry-leading frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), Intergovernmental Panel on Climate Change (IPCC) reports, scientific peer reviews, and the EU Taxonomy, the company embarked on a meticulous evaluation process. This involved a series of structured steps to ensure a thorough understanding of potential impacts and their implications. Initially, the activity underwent a rigorous screening process to identify physical climate effects. Subsequently, a detailed climate footprint and vulnerability assessment was conducted to gauge the materiality of Wallbox's economic activities. Armed with this knowledge, the company diligently explored adaptation solutions aimed at mitigating identified physical climate impacts. This included an examination of various strategies to enhance resilience and minimise potential disruptions. Finally, drawing upon the insights gathered, Wallbox formulated a comprehensive climate adaptation plan. This plan outlined actionable steps to address the most significant effects of climate, thereby fortifying the company's ability to navigate climate-related challenges while reaffirming its importance to the environment. In summary, Wallbox undertook the following steps:

1. Screening Process
2. Climate Risk & Vulnerability Assessment
3. Climate Risk Mitigation
4. Adaptation Plan

Circular Economy

As Wallbox charts its course towards a more sustainable future, the company acknowledges the importance of transitioning towards a circular economy model. Wallbox recognizes the imperative to rethink conventional approaches to production and consumption, steering away from the linear 'take-make-dispose' paradigm towards one that prioritizes resource efficiency and waste reduction. With a commitment to cultivating a culture of sustainability that permeates the business, Wallbox is actively exploring opportunities to integrate circular principles into its operations.

In this section, the focus will be on Wallbox's preliminary efforts to embrace elements of the circular economy, including the exploration of the 3R model – Reduce, Reuse, Recycle – and the steps taken to conduct Life Cycle Assessments of Wallbox products.



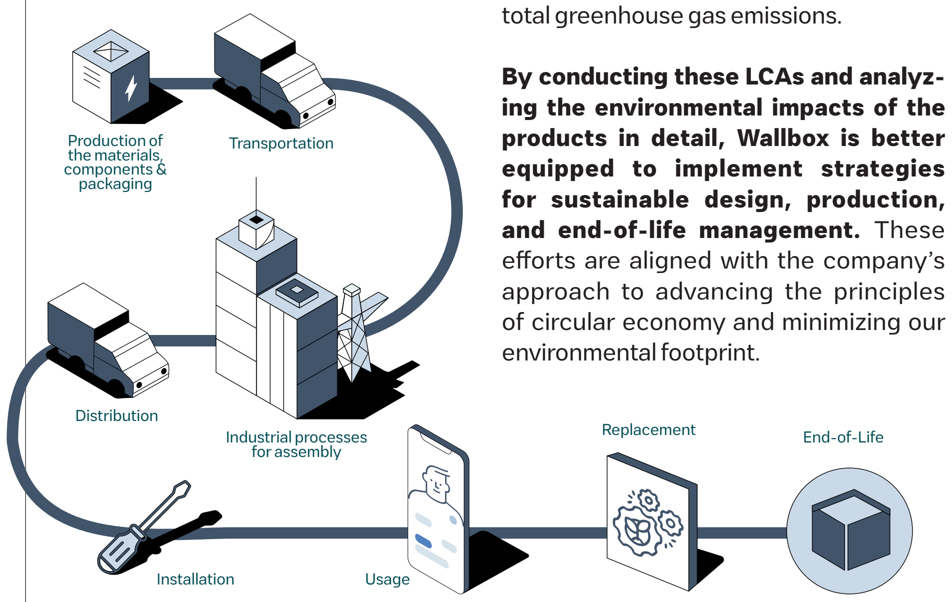
Measuring our Impact

In our pursuit of sustainability and environmental stewardship, Wallbox has undertaken a rigorous examination of the environmental impact of Wallbox products through the implementation of Life Cycle Assessments (LCAs). **These assessments serve as a fundamental tool to understand, quantify, and mitigate the environmental footprint along the value chain.**

LCAs provide a holistic perspective, analyzing the entire life cycle of a product from cradle to grave. By encompassing each stage, from raw material extraction and production to distribution, use, and disposal, the company gains valuable insights into the resource consumption, emissions, and potential environmental impacts associated with our products.

LCAs for Supernova & Quasar

Wallbox presents the results of the Life Cycle Assessment conducted for two of our latest innovations, the Supernova and Quasar electric vehicle chargers. These assessments are conducted in accordance with internationally recognized methodologies and standards, ensuring the credibility and accuracy of the findings.



The LCAs for the Supernova and Quasar electric vehicle chargers utilized internationally recognized methodologies[6], including ISO 14040:2006, ISO 14044:2006, and ISO 14067:2018. Additionally, Wallbox adhered to the guidelines provided by the Product Environmental Profile (PEP) eco passport PROGRAM, specifically the Product Category Rules (PCRs) for Electrical, Electronic, and HVAC-R Products, as well as the Specific Rules for Electric Vehicle Charging Infrastructures. These LCAs comprehensively analyzed all life cycle stages of the products, ensuring a holistic understanding of their environmental footprint.

Key Results:

Total Impact for Supernova LCA: 60.8 tonnes of CO2 equivalent which is about 8 homes´energy use for 1 year.

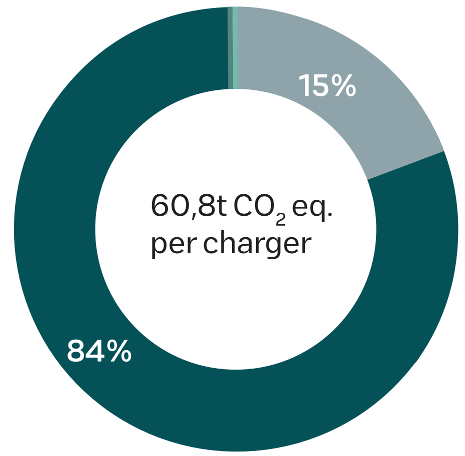
Total Impact for Quasar LCA: 3.5 tonnes of CO2 equivalent which is about 0.5 home's energy use for 1 year.

Phase Analysis: Between 84% and 94% of the total greenhouse gas emissions are attributed to the use phase of the chargers. The materials phase accounts for almost all the remaining impact, representing between 5% and 15% of the total greenhouse gas emissions.

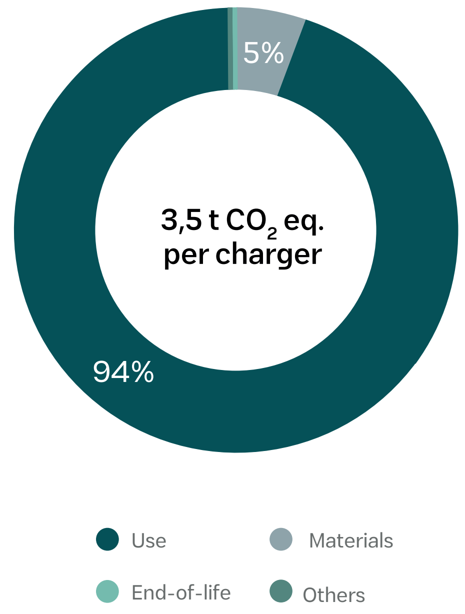
By conducting these LCAs and analyzing the environmental impacts of the products in detail, Wallbox is better equipped to implement strategies for sustainable design, production, and end-of-life management. These efforts are aligned with the company's approach to advancing the principles of circular economy and minimizing our environmental footprint.

[6] Impact Assessment Method: The LCAs focused on the Climate Change impact category, utilizing the IPCC 2021 GWP100 V1.01 method. This approach provided insights into the chargers' contribution to greenhouse gas emissions over their entire life cycle.
[7] Source: EPA Greenhouse Gas Equivalencies Calculator

SUPERNOVA



QUASAR 2



3R Model

Because of the significant impact that construction has on the environment, Wallbox performed a circular diagnosis of its headquarters in Barcelona. It subsequently performed the same diagnosis with its canteen. The main results from the analysis were the following:

Composition

Identification of material types an creation of material passports based on technical documents.

Health of materials

Identification of toxicity and health risks for people and/or the environment.

Circularity

Both the origin of the material or product are valued, meaning if they include recycled materials in their composition, as well as their future.

Environmental impact

Analysis of the Carbon Footprint and the Water Footprint of the space is carried out, taking into account the extraction of raw materials and their transportation to the installation site.

The 6 main procedures and levels of analysis were the following:

1. Circular Passport or Materials Passport:
The Passport has been developed as a fundamental tool for circular construction. This passport enables the inventorying of all materials and products, characterizing them in terms of health, carbon footprint, recyclability, etc. It facilitates traceability over time, transforming buildings into material banks for future use. Apart from tracing, characterizing, managing, and measuring, the passport also serves to:

- Enhance management capacity concerning regulatory changes (e.g., waste regulations, material toxicity).
- Facilitate future value recovery by defining recyclability pathways in the passport.
- Contribute to positioning and non-financial reporting.

2. Circular Signature:
The Signature quantifies the environmental, social, and economic impacts of the project using indicators aligned with the Circular Passport. It provides crucial data including:

- Composition of material types and creation of material passports based on technical documents.
- Material health assessment, identifying toxicity and health effects to people and the environment.
- Circularity evaluation, considering material or product origins, inclusion of recycled materials, future potential, and maximum recyclability.
- Environmental impact analysis, including carbon and water footprints.

Implementing circular principles in the renovation of Wallbox's HQ offices and cafeteria not only aligns with sustainability goals but also enhances opportunity management, facilitates future resource recovery, and strengthens non-financial reporting practices.

3. Wallbox Circular Headquarters:

- Modular Design: The circular spaces are designed with a modular approach, making them easily disassembled for upgrades and reconfigurations. This design feature simplifies material recovery while reducing inefficiencies, costs, and renovation time.
- Circular Products and Materials: Wallbox prioritises the use of sustainable products and materials in its circular spaces. These include products designed for disassembly, safety, and health, ideally certified by Cradle to Cradle Certified®.
- Traceability: Every product installed in the spaces undergoes meticulous identification, location, and tracing throughout its lifecycle. This ensures the maintenance and recovery of their value, preventing them from becoming waste.
- Prepared for New Business Models: Wallbox's spaces are prepared to seamlessly integrate into new management models. They are adaptable and ready to support innovative approaches to resource management and circular economy practices.

4. Materials' Health & Cradle to Cradle Certified

Cradle to Cradle Certified® materials in a building refer to materials that have been assessed and certified according to the Cradle to Cradle Certified™ Product Standard. This certification approves the materials meet rigorous criteria for environmental and social sustainability throughout their lifecycle.

Key principles of Wallbox Cradle to Cradle certification:

Material Health

Health Metrics

Traceability

Allows to know what products are made of. We work at different levels:
· Homogeneous material
· Chemical composition

Materials Health

Materials are assessed for their impact on human health and the environment, ensuring they are safe and non-toxic.

Material Reutilization: Materials are designed to be fully recyclable or compostable, promoting circularity and reducing waste.

Renewable Energy and Carbon Management: The use of renewable energy sources and carbon management strategies are encouraged to minimise environmental impact.

Water Stewardship: Water usage and management practices are evaluated to minimise water consumption and pollution.

Social Fairness: Consideration is given to social aspects such as fair labour practices and community engagement throughout the supply chain.

Water

Wallbox recognizes the fundamental importance of water as a vital resource and is dedicated to its preservation and responsible use. Given the growing concerns arising from the effects of climate change, the company values the importance of conserving this resource even more. However, it is important to note that, while the company considers water a critical resource, it is not a material factor in its operations; Wallbox's production process does not require significant water consumption, and its usage is primarily limited to hygienic purposes for employees and in the company's cantina. Nevertheless, the company maintains a proactive approach to sustainable water management in all its business activities.

m3	Water Consumption	Water Intensity by Employee
2025	7.618	10.95
2024	12.219	13.50

Building Impact Through...

Culture & Engagement
Learning & Development
Diversity & Inclusion
Communications
Contributing to the Local Community
Human Rights
Health & Safety
Customer Experience
Supply Chain

Main highlights

Culture & Engagement: Boosted culture engagement key initiatives for employees, through Wallbox Up Program

Human Rights: Developed a Human Rights Policy

Supply Chain: Worked with more than 70% of local manufacturing suppliers

Culture & Engagement

Wallbox emphasizes its dedication to providing quality employment experiences that prioritize employee wellbeing, engagement, and a vibrant organizational culture. Recognizing that employees are the cornerstone of its success, Wallbox endeavors to go beyond conventional performance metrics by fostering an environment where every team member feels valued, supported, and empowered to excel.

Wallbox not only enhances individual experiences but also fosters collective success and drives innovation throughout the company. The company is carrying out the Wallbox Up Plan with 3 main pillars:

Communication: More Leadership focus on sharing our common vision.
Give & Get: Focus on ensuring a necessary balance between work and life.
Community: Driving connections among teams and departments and creating spaces to celebrate our group successes together.

Wallbox Up Action Plan
Wallboxer's Voice: Engagement survey for all employees.
Extended Leadership Quarterly Meetings.
Ask Me Anything Meeting where employees can ask any question to the CEO.
Team Building Sessions within and among teams.
All Hands quarterly meetings with the Management Team and all employees.
After-works once a quarter in Wallbox canteen.

Learning & Development

In 2025, Wallbox continued its efforts towards employee development through the Learning and Development Framework and Platform, myPowerBOX. This Platform is based on 3 main pillars:

SHARE: to improve performance through knowledge-sharing among employees. Wallboxers have a vast amount of knowledge and expertise and we want to ensure we leverage this as a way to improve our group skills and also connect Wallboxers beyond their day to day work.

BOOST: To Boost Wallboxers' growth, the company offer a series of tailor-made development programs for specific employee groups (Middle Management and High Potential groups) to prepare and enable our pipeline of future leaders.

CHARGE: Charge focuses on our Cultural values (Dare, Drive, Different), general Essential skills, and specific Role / Technical skills.

The company also focused on key training areas, such as compliance, financial standards, ISOs, and health and safety, to drive more robust processes and practices throughout the organization.

The diverse array of training and programs within Wallbox's learning and development framework reflects a commitment to fostering growth and inclusion among the Wallbox workforce.

Thanks to Wallbox's comprehensive training programs, senior specialists received the most training hours in 2025, followed by managers and area experts.

This distribution underscores Wallbox's dedication to empowering employees across all levels with the knowledge and skills needed to excel in their roles and contribute effectively to the organization's success while they grow and enhance their careers.

Key training initiatives in 2025 focused on financial standards, leadership & management, engineering & technical skills, health & safety (H&S), and onboarding (which includes specific training on business ethics & compliance and information & data protection). These essential programs ensured that employees were well-equipped with the necessary knowledge and skills to uphold ethical standards, maintain financial integrity, adhere to industry regulations, and prioritize safety in the workplace. We demonstrated our commitment to fostering a culture of responsibility and excellence across all aspects of operations.

Diversity & Inclusion

At Wallbox, the recognition of diversity and inclusion as fundamental values is coupled with an understanding of their role as drivers of innovation, creativity, and sustainable growth. The company remains committed to foster a workplace culture that embraces diversity in all its manifestations and champions inclusivity across every facet of its organization. Through attention to recruitment and talent development practices, as well as the formulation of inclusive internal policies and active community engagement initiatives, Wallbox is dedicated to crafting an environment where each individual is not only valued and respected but also empowered to achieve his/her potential.

The Wallbox D&I Plan consists of 3 main goals as shown opposite.

A plan with 3 big goals

1	2	3
Achieve a better gender balance	**Ensure a respectful culture & environment**	**Empower our female talent**
Attract & Grow	**Drive Awareness**	**Share & Connect**
Work on our Employer Branding to increase our % of female applications Develop internal talent to increase our female presence in leadership positions	Train our leaders and all employees in unconscious bias & our 0 tolerance approach to harassment or any sort of discrimination Reinforce our channels to report incidents and focus on a fair and fast resolution	Create a community where women can network, mentor and drive D&I initiatives

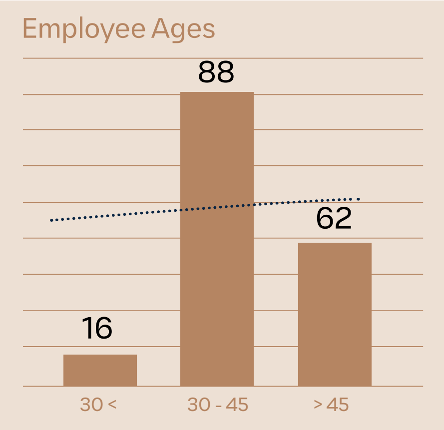
Attract & Growth
Achieve a better gender balance

Since 2023, Wallbox implemented various initiatives aimed at narrowing the gender gap within the organization. Specifically, efforts were made to attract and retain more female talent by adapting and refining recruiting practices to be more women friendly. As a result of these initiatives, there was an increase the percentage of female employees since the begining of this program and keep the % flat in 2025 compared to 2024.

Wallbox also boasts a diverse workforce spanning various age demographics, characterized by a normal distribution. The majority of employees (women) fall within the age range of 30 to 45 years old, representing the 53% predominant cohort within the organization. Approximately 9% of the women workforce comprises individuals under the age of 30, thereby facilitating ample employment opportunities for young professionals within the company. The remaining 38% consists of employees aged 45 and above, contributing to the rich tapestry of Wallbox experience and expertise.

Year	Women	%
2025	166	28%
2024	269	30%

Total Women in Wallbox NV, including ABL.



2. Drive awareness

Ensure respectful culture & environment

Wallbox underscores its proactive approach in cultivating a workplace where respect is paramount and every individual feels valued and empowered. Wallbox has taken deliberate steps to foster an environment characterized by mutual respect, dignity, and inclusivity.

Additionally, the company has included its commitment to a Respect and Inclusion in its new Code of Conduct and Ethics addressing its zero tolerance to inappropriate or disrespectful behaviors, as well as disciplinary regimes, within its policies and procedures. These resources serve as guides for promoting a culture of inclusivity, addressing potential issues, and enforcing consequences for behavior that falls short of Wallbox's values and expectations

Moreover, Wallbox has established a Confidential Ethics Channel, providing a confidential platform to report any issues, including harassment, disrespect or misconduct, within the company. This initiative ensures that concerns are addressed promptly and appropriately, reinforcing Wallbox's efforts to uphold the highest standards of ethical conduct and accountability. Wallbox encourages anyone (including employees, business partners, customers, consumers and others) to report any unethical conduct or situation using the confidential Ethics Channel. You can access this channel through the following link.

3. Share & Connect

Empower our female talent

Wallbox has designed and trained young professionals with the FemForward Program, a significant initiative within the company's Diversity & Inclusion Plan. FemForward focuses on developing leadership skills, expand- ing career growth opportunities, and establishing a robust support network for female colleagues.

> “We want to provide tools, resources and networks to Wallbox’s top female talent to grow and reach leadership positions, addressing barriers, sharing successful experiences and growing our skills together to enable growth.”

Communications

Wallbox culture is not merely a static set of values; it's a dynamic, evolving firm that progresses through communication with its people and stakeholders. Wallbox enables and encourages an open and transparent two-way communication using multiple and different channels to adjust to our diverse employees' preferences.

Newsletter: Regular and relevant updates regarding the ongoing People projects were shared with the Connect Newsletter. Arriving straight to employees' inboxes, it serves as a link, keeping Wallboxers informed, engaged, and connected.

AllHands: A quarterly internal meeting for all employees at Wallbox where the CEO speaks, sharing business updates and key projects followed by an after-work.

Contributing to the Local Community

In Wallbox endeavor to contribute to the broader community, the company maintained partnerships with local organizations that create a positive social impact. For example:

- Wallbox continued to partnered with AURA Foundation. It is a local Foundation from Barcelona that finds employment for people with special abilities.
- Wallbox also collaborated with local NGOs to highlight their commitment to social responsibility. Over the festive period, they collected Christmas food packages for Banco del Aliments De Barcelona.
- Wallbox has collaborated with the blood bank by organizing a blood donation day at the office.

Human Rights

CODE OF ETHICS

Wallbox Code of Ethics serves as a guiding framework for their employees and business partners, emphasizing the importance of ethical conduct, integrity, and respect for human rights in all their interactions and activities.

Wallbox is dedicated to ensuring the protection and promotion of human and labor rights. The commitments include:

Rejection of Child Labor and Forced Labor

They unequivocally reject the use of child labor and forced or compulsory labor in any form. They implement measures to prevent these practices and uphold the rights and well-being of all individuals within their sphere of influence.

Respect for Freedom of Association and Collective Bargaining

They uphold the rights of their employees to freedom of association and collective bargaining, recognizing the importance of collective action in promoting fair labor practices and safeguarding workers' rights.

Non-Discrimination

They do not tolerate discrimination of any kind and ensure that their employment practices and workplace environment are free from discrimination based on any condition, including but not limited to race, gender, religion, or disability.

Respect for Ethnic Minorities and Indigenous Peoples

In regions where they operate, they respect the rights of ethnic minorities and indigenous peoples, acknowledging their unique cultural heritage and the importance of engaging with them in a manner that is respectful, inclusive, and supportive of their rights and interests.

Compliance with Modern Slavery Legislation

They strictly adhere to modern slavery legislation, including the UK Modern Slavery Act 2015 and the Modern Slavery Act 2018 issued by the Australian Border Force. Through robust compliance mechanisms, they ensure transparency and accountability in their efforts to combat modern slavery and human trafficking within their supply chains and operations.

At Wallbox Chargers, their commitment to human rights is integral to their business ethos, guiding their actions as responsible corporate citizens and driving positive social impact in the communities where they operate.

HUMAN RIGHTS POLICY

At Wallbox Chargers, the company recognizes the importance of upholding fundamental human rights across all aspects of its operations. Recently, **Wallbox implemented a new Human Rights Policy that underscores its commitment to respecting and promoting human rights in line with international standards and best practices.** The Policy encompasses the following 7 principles:

Respect for Human Rights: Wallbox is committed to upholding and respecting the human rights of all individuals involved in its operations, including employees, customers, suppliers, partners, and stakeholders. This commitment includes respecting freedom of association, collective bargaining, non-discrimination, and the rights of ethnic minorities and indigenous peoples.

Prohibition of Forced Labor and Child Labor: Wallbox strictly prohibits the use of forced or compulsory labor, as well as child labor, in all its operations.

Supply Chain Responsibility: Wallbox expects its suppliers and partners to adhere to the same high standards of human rights, environmental responsibility, and ethical conduct that it applies to its own operations.

Health and Safety: Wallbox is committed to providing a safe and healthy work environment for all employees, contractors, and visitors, and will take appropriate measures to prevent accidents, injuries, and illnesses.

Prevention of Modern Slavery: Wallbox is committed to complying with the UK Modern Slavery Act 2015, the Modern Slavery Act 2018 issued by the Australian Border Force, and other applicable anti-slavery and human trafficking laws. Wallbox expects its suppliers and partners to share this commitment and to take adequate measures to prevent modern slavery in their operations.

Respect for Privacy: Wallbox will respect the privacy of its employees, customers, and other stakeholders, and will ensure that any personal data collected is handled in accordance with applicable laws and regulations.

Stakeholder Engagement: Wallbox will engage with its stakeholders to promote transparency and accountability across its operations and value chain. This includes regular communication with employees, customers, suppliers, and partners to ensure they share Wallbox's commitment to human rights.

By integrating human rights considerations into their assessments and decision-making processes, the company aims to mitigate potential adverse impacts on human rights throughout their value chain.

UN GLOBAL COMPACT

Membership in the UN Global Compact

As steadfast members of the United Nations Global Compact, they uphold its Ten Principles, which encompass human rights, labor standards, environmental protection, and anti-corruption efforts. By aligning with these principles, they demonstrate their commitment to responsible business practices and sustainable development.

Health and Safety

Health and Safety Management

At Wallbox, the health and safety of employees take precedence, as evidenced by the recent **certification of both manufacturing facilities in Barcelona and Arlington with ISO 45001**, the international standard for occupational health and safety management systems.

ISO 45001 serves as a globally recognized framework aimed at enhancing workplace safety, minimizing occupational hazards, and promoting overall well-being. The attainment of ISO 45001 certification underscores Wallbox's dedication to fostering a secure and healthy work environment for employees, contractors, and visitors alike.

This certification brings about numerous advantages for Wallbox. It signifies the company's efforts to adhering to legal and regulatory requirements pertaining to health and safety, thereby **mitigating the probabilities of workplace accidents, injuries, and illnesses.** Through systematic processes for hazard identification, impact assessment, and control measures, Wallbox ensures proactive management of health and safety impacts, fostering a culture of prevention and continuous improvement.

To obtain the ISO 45001 certification, Wallbox has undergone a rigorous evaluation process, including:

- Establishing a comprehensive occupational health and safety management system aligned with ISO 45001 requirements.
- Conducting thorough impact assessments to identify potential hazards and evaluate the effectiveness of existing controls.
- Implementing the appropriate measures to eliminate or mitigate identified impacts, such as training programs, emergency procedures, and safety protocols.
- Engaging employees across all levels to encourage active participation, communication, and feedback in health and safety initiatives.
- Conducting regular audits and reviews to monitor performance, identify areas for improvement, and ensure compliance with ISO 45001 standards.

Presently, Wallbox proudly holds ISO 45001 certification for health and safety management in its primary manufacturing facilities located in the United States and Spain.

Health and Safety Milestones Achieved

Furthermore, Wallbox has a robust **health and safety policy to serve as the guiding framework for all operations.** This policy is built upon a series of core guidelines:

- Identification and Communication of Hazards and Risks.
- Occurrence of occupational accidents, injuries, and illnesses.
- Protection of Occupational Health and Well-being.
- Strict Compliance with Laws and Regulations.
- Training and Awareness-Raising.
- Continuous Improvement.

Last but not least, Wallbox has made significant **safety improvements in operational processes and assembly lines** to enhance employee safety further. Through careful assessment and implementation of safety measures, Wallbox has created a safer working environment for all employees.

Wallbox has created a safer working envi- ronment for all employees.

Moreover, Wallbox has introduced an innovative approach to gathering employee feedback and suggestions regarding health and safety. **Strategic areas within the factories now feature QR codes, allowing employees to easily report health and safety concerns, suggest improvements, and provide valuable input on potential hazards.** This proactive approach empowers employees to actively contribute to the ongoing enhancement of health and safety practices within the organization.

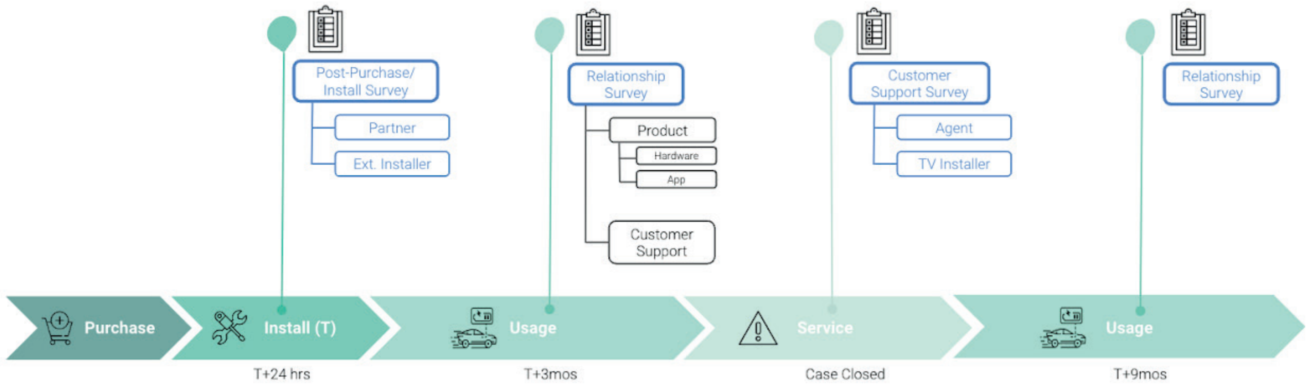
By prioritizing safety improvements, fostering a culture of open communication, and embracing employee participation, Wallbox continues to demonstrate its unwavering commitment to maintaining the highest standards of occupational health and safety. These initiatives not only safeguard the well-being of employees but also contribute to the overall success and sustainability of the organization.

Customer Experience

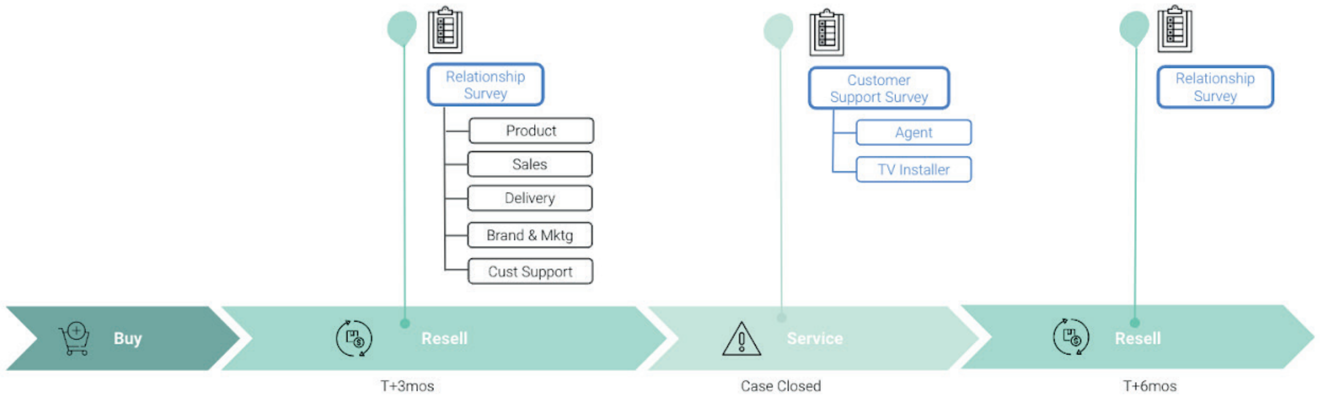
Wallbox has a fully esteemed Net Promoter Score program running for the full year of 2023. The company measures our customers' experience at three different points in a specific customers' journeys through feedback surveys. The Company receives feedback from partners, installers and end customers across these three surveys, totaling around 500 responses per week, including a mixture of quantitative feedback and open-ended written responses. Wallbox uses the strong artificial intelligence and analytics built into Medallia Experience Cloud, to identify what our customers find most painful in their Wallbox experience.

The Medallia NPS implementation facilitates Wallbox transition into an ever-increasing customer centric organization. The Wallbox CX team monitors all key metrics within a customers' journey such as product reliability, appearance, app ease-of-use, delivery condition and punctuality, ordering efficiency, customer support timeliness, and much more. The executive team at Wallbox use this information to help inform their quarterly priorities, based on what the majority of our customers' pain points.

End User Feedback Journey
We request feedback at two different interventions in an end user's customer journey



Partner Feedback Journey
We request feedback at two different interventions in an partners' customer journey



Transparency in the Supply Chain

Wallbox puts transparency at the forefront and across its value chain demonstrating commitment to ethical business practices and sustainability, aligning with modern consumer expectations and regulatory standards. By prioritizing transparency, Wallbox not only fosters trust and accountability but also ensures the integrity and resilience of its supply chain.

During 2025 the company continue developing its inhouse software to evaluate suppliers' ESG effects and opportunities in the following areas:

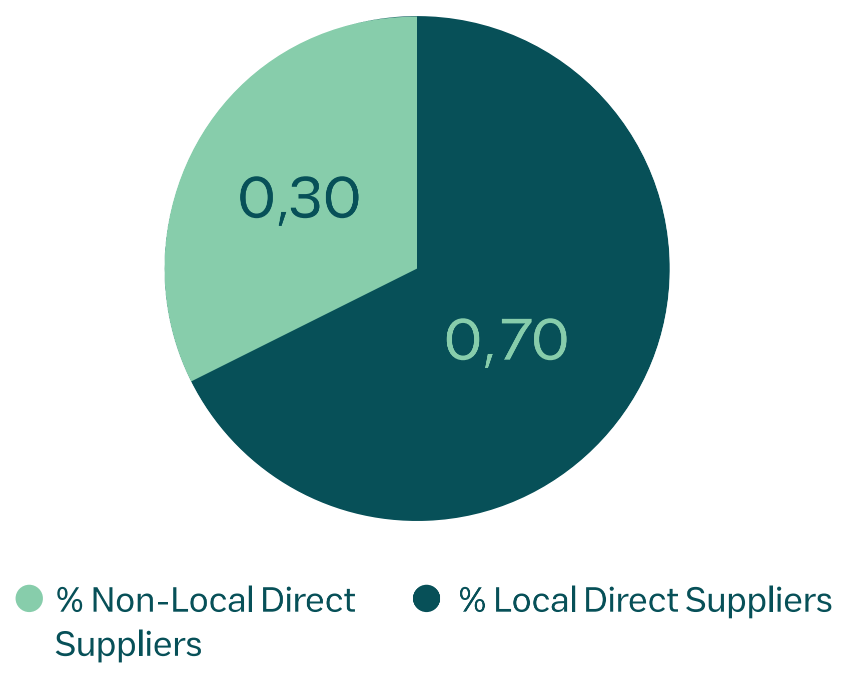
- Sustainable resources management
- Waste reduction
- Responsible chemicals and hazardous materials management
- ESG impact assessments procedures
- GHG emissions, energy efficiency and renewables
- Air quality Control
- Water quality control
- Control of no child labor and underage workers
- Freedom of association
- Avolition of modern slavery
- Avolition of harassment and non-discrimination
- Fair wages and benefits
- Fair working hours
- Health and safety controls
- Anti-corruption and anti-bribery practices
- Fair competition and antitrust
- Privacy and data protection
- Protection against retaliation

The Supplier's impact assessment tool is under development and starting its prototype phase. It will enable Wallbox to assess various factors that could impact the performance, reliability, and reputation of the suppliers, thereby helping the company to make informed decisions about supplier selection, monitoring, and management. The key features found in the in-house tool are the following:

- Impact identification
- Impact collection
- Scoring and prioritization
- Assessment criteria
- Continuous improvement
- Alerts and notifications
- Decision support

In addition, **70% of the company's manufacturing suppliers** are local suppliers which not only lessens the transportation cost of materials, but also contributes to:

% of Local & Non-Local Direct Suppliers



- Reduction of the environmental impact of transport emissions
- Lessen human rights impacts
- Higher levels of transparency
- More control over the supply chain
- Higher demand-response time

Wallbox efforts to fostering local partnerships is evident, with **over 70% of its manufacturing suppliers being local entities.** This deliberate choice not only optimizes material transportation costs but also contributes significantly to reducing environmental emissions, mitigating human rights impacts, enhancing transparency, bolstering supply chain control, and ensuring swift responsiveness to demand fluctuations. Through these concerted efforts, Wallbox aims to fortify the resilience and sustainability of its supply chain while upholding core values of integrity, accountability, and innovation.

Appendix

Appendix 1: Obtained results

SCOPE: Wallbox, Electromaps, Ares & Coil

1.1.Total number and distribution of employees by gender, age, country and occupational classification
GRI 102-8 Total number of employees by country and gender as of 12/31/2025 vs 12/31/2024

2024	Australia	Belgium	China	Denmark	Finland	France	Germany	Italy	Netherlands	Norway	Portugal	Spain	Sweden	UK	USA	Total
Men	-	3	2	-	-	5	135	2	3	-	2	411	3	3	67	636
Women	-	-	3	-	-	2	68	-	3	-	-	163	-	1	29	269
Total	-	3	5	-	-	7	203	2	6	-	2	574	3	4	96	905
2025	**Australia**	**Belgium**	**China**	**Denmark**	**Finland**	**France**	**Germany**	**Italy**	**Netherlands**	**Norway**	**Portugal**	**Spain**	**Sweden**	**UK**	**USA**	**Total**
Men	-	1	1	-	-	6	88	2	7	-	1	281	1	5	35	428
Women	-	-	1	-	-	2	37	-	-	-	-	113	-	0	13	166
Total	-	1	2	-	-	8	125	2	7	-	1	394	1	5	48	594

GRI 102-8 Total number and distribution of employees by gender, and professional classification as of 12/31/2024 vs 12/31/2025

CATEGORY	2024			2025		
	Men	Women	Total	Men	Women	Total
C-Level/VP	11	3	14	8	2	10
Director/Principal	21	5	26	18	3	21
Head/Master	41	14	55	29	9	38
Manager/Expert	93	29	122	79	18	97
Senior Specialist	189	47	236	143	42	185
Specialist	74	49	123	97	53	150
Factory Workforce	207	122	329	54	39	93
TOTAL	**639**	**269**	**905**	**428**	**166**	**594**

GRI 102-8 Total number of employees by gender,and age range as of 12/31/2024 vs 12/31/2025

CATEGORY	2024			2025		
	Men	Women	Total	Men	Women	Total
Less than 30	74	48	122	40	16	56
Between 30 and 45	401	139	540	255	88	343
More than 45	161	82	243	133	62	195
TOTAL	**636**	**269**	**905**	**428**	**166**	**594**

1.2.Total number and distribution of employment contract modalities.

CATEGORY	2024			2025		
	Men	Women	Total	Men	Women	Total
Permanent	634	268	902	424	166	590
Temporal	2	1	3	4	-	4
TOTAL	**636**	**269**	**905**	**428**	**166**	**594**

GRI 102-8 Number of employees by type of workday, and gender as of 12/31/2024 vs 12/31/2025

CATEGORY	2024			2023		
	Men	Women	Total	Men	Women	Total
Full time	634	268	902	424	164	588
Part time	2	1	3	2	2	6
TOTAL	**636**	**269**	**905**	**428**	**166**	**594**

GRI 102-8 Number of employees by type of workday, job category, age, and gender as of 12/31/2024 vs 12/31/2025

CATEGORY	2024			2025		
	Men	Women	Total	Men	Women	Total
Full time						
C-Level/VP						
Less than 30	-	-	-	-	-	-
Between 30 and 45	9	1	10	5	1	6
More than 45	2	2	4	3	1	4
Director/Pricipal						
Less than 30	-	-	-	-	-	-
Between 30 and 45	13	4	17	10	2	12
More than 45	8	1	9	8	1	9
Head/Master						
Less than 30	-	1	1	-	-	-
Between 30 and 45	30	12	42	17	8	25
More than 45	11	1	12	11	1	12
Manager/Expert						
Less than 30	8	3	11	4	-	4
Between 30 and 45	68	20	88	60	16	76
More than 45	17	6	23	15	2	17
Senior/Specialist						
Less than 30	23	11	34	13	5	18
Between 30 and 45	133	32	165	92	27	119
More than 45	33	3	36	37	9	46
Specialist						
Less than 30	24	22	46	16	8	24
Between 30 and 45	39	18	57	40	21	61
More than 45	12	10	22	39	23	62
Factory Workforce						
Less than 30	20	9	29	7	3	10
Between 30 and 45	108	50	158	28	11	39
More than 45	79	61	140	19	25	44

CATEGORY	2024			2025		
	Men	Women	Total	Men	Women	Total
Part time						
Head/Master						
More than 30	-	-	-	-	-	-
Between 30 and 45	-	-	-	1	-	1
More than 45	-	-	-	-	-	-
Senior/Specialist						
More than 30	-	-	-	-	-	-
Between 30 and 45	-	-	-	1	1	2
More than 45	-	-	-	-	-	-
Specialist						
More than 30	-	-	-	-	-	-
Between 30 and 45	-	1	1	1	1	2
More than 45	-	-	-	1	-	1
Factory Workforce						
More than 30	1	-	1	-	-	-
Between 30 and 45	-	-	-	-	-	-
More than 45	1	-	1	-	-	-
TOTAL	**636**	**269**	**905**	**428**	**166**	**594**

1.3. Number of dismissals by professional category, age, and gender

GRI 103-1 Dismissals produced during the year 2024 disaggregated by professional category

CATEGORY	Total Men	Total Women	Total employee per category	Total Dismissals	Dismissals by Category
C-Level/VP	11	3	14	6	42.9%
Director/Principal	21	5	26	16	61.5%
Head/Master	41	14	55	22	40%
Manager/Expert	93	29	122	37	30.3%
Senior Specialist	189	47	236	97	41.1%
Specialist	74	49	123	42	34.1%
Factory Workforce	207	122	331	88	26.6%
TOTAL	**639**	**269**	**905**	**308**	**34%**

GRI 103-1 Dismissals produced during the year 2025 disaggregated by professional category

CATEGORY	Total Men	Total Women	Total employee per category	Total Dismissals	Dismissals by Category
C-Level/VP	8	2	10	5	50.0%
Director/Principal	18	3	21	4	19.0%
Head/Master	29	9	38	18	47.4%
Manager/Expert	79	18	97	16	16.5%
Senior Specialist	143	42	185	60	32.4%
Specialist	97	53	150	29	19.3%
Factory Workforce	54	39	93	28	30.1%
TOTAL	**428**	**166**	**594**	**160**	**27%**

GRI 103-1Dismissals produced during the year 2025 disaggregated by professional category, age range, and gender

CATEGORY	2024			2025		
	Men	Women	Total	Men	Women	Total
Full time						
C-Level/VP						
Less than 30	-	-	-	-	-	-
Between 30 and 45	-	-	-	3	1	4
More than 45	4	2	6	1	-	1
Director/Pricipal						
Less than 30	-	-	-	-	-	-
Between 30 and 45	9	3	12	2	1	3
More than 45	4	-	4	1	-	1
Head/Master						
More than 45	-	-	-	-	-	-
Between 30 and 45	13	5	18	11	4	15
Less than 30	1	3	4	2	1	3
Manager/Expert						
Less than 30	1	1	2	1	-	1
Between 30 and 45	20	7	27	12	-	12
More than 45	6	2	8	3	-	3
Senior/Specialist						
Less than 30	13	4	17	5	7	12
Between 30 and 45	51	17	68	29	11	40
More than 45	10	2	12	8	-	8
Specialist						
Less than 30	11	4	15	5	4	9
Between 30 and 45	15	10	25	8	4	12
More than 45	2	-	2	5	3	8
Factory Workforce						
Less than 30	6	4	10	3	2	5
Between 30 and 45	48	21	69	7	2	9
More than 45	6	3	9	9	5	14
TOTAL	**220**	**88**	**308**	**115**	**45**	**160**

1.1. Salary gap, remuneration of equal jobs

GRI 102-38 Average remuneration by professional category, and gender 2025 vs 2024

CATEGORY	NON US 2024		NON US 2025	
	Women	Men	Women	Men
C-Level	-	9,61%	-	-
VP	-	12,06%	-	-
Director/Principal	-	4,19%	-	-
Head/Master	-	18,47%	-	24,16%
Manager/Expert	-	20,02%	-	19.43%
Senior Specialist	-	12,63%	-	9.98%
Specialist	-	5,23%	-	16.97%
Factory Workforce	-	24,87%	-	5.62%
TOTAL	**-**	28,12%	**-**	**15.23%**

Calculation: ((Average salary for men - Average salary for women)/ Average salary for men)*100

CATEGORY	US 2024		US 2025	
	Women	Men	Women	Men
C-Level	-	-	-	-
VP	-	-	-	-
Director/Principal	-	12%	-	11.19%
Head/Master	-	4%	-	-
Manager/Expert	-	-	3.02%	-
Senior Specialist	12%	12,63%	-	0.16%
Specialist	5%	-	-	10.90%
Factory Workforce	-	3%	-	26.49%
TOTAL	**-**	1,74%	3.02%	12.19%

GRI 102-38 Average remuneration by professional category and gender

NON US								
CATEGORY	2024				2025			
	Female		Male		Female		Male	
	Average of Total Base Slary en EUR	Number of employees	Average of Total Base Slary en EUR	Number of employees	Average of Total Base Slary en EUR	Number of employees	Average of Total Base Slary en EUR	Number of employees
C-Level	-	1	221,252.95	5	-	1	205,000.00	5
VP	-	2	147,831.49	5	-	1	-	2
Director/Principal	-	2	104,373.75	16	-	1	101,809.30	15
Head/Master	60,131.29	13	73,755.4	39	60,243.10	9	79,437.50	27
Manager/Expert	49,926.02	25	62,420.34	78	49,230.62	15	61,104.86	69
Senior Specialist	43,457.47	38	49,740.6	161	46,284.42	38	51,642.49	131
Specialist	32,260.91	41	34,041.46	64	33,353.303	52	40,170.85	93
Factory Workforce	39,547.67	119	52,641.6	202	26,713.94	37	28,305.59	51
TOTAL	**40,458.8**	**240**	**56,282.71**	**569**	**39,812.37**	**154**	**53,073.35**	**393**

US								
CATEGORY	2024				2023			
	Female		Male		Female		Male	
	Average of Total Base Slary en EUR	Number of employees	Average of Total Base Slary en EUR	Number of employees	Average of Total Base Slary en EUR	Number of employees	Average of Total Base Slary en EUR	Number of employees
C-Level	-	-	-	-	-	-	-	-
VP	-	-	-	1	-	-	-	1
Director/Principal	159,471.94	3	181,801.39	5	-	2	151,780.00	3
Head/Master	-	1	-	2	-	-	-	2
Manager/Expert	107,450.00	4	107,306.19	15	87,994.67	3	85,414.56	10
Senior Specialist	92,915.56	9	83,180.33	28	82,665.00	4	82,793.97	12
Specialist	64,910.75	8	61,738.11	10	-	1	72,949.20	4
Factory Workforce	45,090.00	4	46,623.50	6	-	2	67,648.00	3
TOTAL	**84,279.37**	**29**	**85,742.85**	**67**	**49,553.67**	**12**	**79,935.83**	**35**

1.6. Hours of Training

ALL TRAINING	TOTAL AVERAGE NUMBER OF HOURS BY WOMEN	TOTAL AVERAGE NUMBER OF HOURS BY MEN
C-Level/VP	3	0
Director/Principal	0.3	0.5
Head/Master	0.25	0.77
Manager/Expert	0.5	0.94
Senior Specialist	0.99	1.26
Specialist	0.93	1.46
Factory Workforce	0.92	1.19
TOTAL	**6.89**	**6.12**

Total hours of trainings by employee, job category and gender.

1.2. Number of hours of absenteeism

CATEGORY	Total Working Hours	Total Absenteeism	% Absenteeism
Men 2024	1,359.653	37,323	2,75%
Women 2024	546,575	29,808	5,45%
Men 2025	934,288	29,053	3,11%
Women 2025	395,884	31,064	7,85%

2.0. Collective bargaining agreements

COUNTRY	2024	2025
Spain	100%	100%

Percentage of total employees covered by collective bargaining agreements in Spain

2.1. Governance

BoD by age and gender as of 12/31/2023

CATEGORY	Less than 30	Between 30 and 45	More than 45	% Gender
Women	-	-	1	20%
Men	-	2	2	80%

*The executive directors are not included.

2.2. Health & Safety

Occupational accidents, in particular their frequency and severity, as well as occupational diseases, disaggregated by gender.

CATEGORY	Women	Men
High Consequences work related injuries	-	-
Recordable work related injuries (total injuries)	2024: 10 2025: 10	2024: 17 2025: 9
Main type of work related injuries	Cuts, hits, traffic, slis and dissiness	

Frequency and severity rates of accidents by region and gender, including whether small accidents are included or excluded from the calculation of this rate, and including fatalities 2024

CATEGORY	Spain		USA	
	Women	Men	Women	Men
Incident Rate	1,2	2,4	-	-
Frequency Rate	5,99	11,9	-	-
Severity Rate	0,018	0,105	-	-

Note: The scope of the information cover Wallbox Spain and US

Frequency and severity rates of accidents by region and gender, including whether small accidents are included or excluded from the calculation of this rate, and including fatalities 2025

CATEGORY	Spain		USA	
	Women	Men	Women	Men
Incident Rate	0,5535	0,6765	-	-
Frequency Rate	3,0645	3,7455	-	-
Severity Rate	0,072	0,088	-	-

Work-related injuries

CATEGORY	Women	Men
A. Number of fatalities due to injuries	-	-
B. Number of high consequence work related injuries (excl. fatalities)	-	-
Total number of injuries (excl. A & B)	2024: 10 2025: 10	2024: 17 2025: 9
Main type of injury	Cuts, hits, traffic, slis and dissiness	
Work related hazards + actions taken	All accidents have been investigated and the corrective measures hacve been planned.	

Work-related fatalities due to ill health.

CATEGORY	Women	Men
A. Number of fatalities due to work-related ill health	-	-
B. Number of high consequence work related ill health (excl. fatalities)	-	-
Total number of injuries due to ill health (excl. A & B)	-	-
Main type of injury	-	
Work related hazards + actions taken	Se Health and Safety section in the report	

2.3. Waste & Recycling
Tons of waste generated during 2024
***Includes all factories, BCN Headquarters and Ares (Coil Inc. is not material)**

CATEGORY	2024		2025	
	Tonnes	%	Tonnes	%
Plastic	33.57	12%	25.31	15%
Paper	81.41	28%	58.95	36%
Electronics	16.88	6%	6.37	4%
Scrap	33.63	12%	8.46	5%
Organic	35.99	12%	24.4	15%
Ordinary waste	59.42	21%	31.79	19%
Wood	26.52	9%	8.67	5%
Others (batteries, glass...)	0.93	0%	0.21	0%
TOTAL	**288.35**	**100%**	**164.16**	**100%**

2.4 Economics
Revenuew by location of customers (in thousand euros).

COUNTRY (in thousand Euros)	2023		2024		2025	
	Revenue	%	Revenue	%	Revenue	%
Spain	29,590	21%	24,460	15%	**26,053**	**18%**
United States	22,268	15%	31,493	19%	**36,038**	**25%**
Italy	14,686	10%	5,562	3%	**2,361**	**2%**
Germany	9,111	6%	39,999	24%	**36,177**	**25%**
Other countries	68,114	47%	62,429	38%	**44,491**	**31%**
TOTAL	**143,769**	**100%**	**163,943**	**100%**	**145,120**	**100%**

Profits by location (in thousand euros).

In Thousand Euros	EMEA	NORAM	APAC	Total segments	Consolidated adjustments and eliminations	Consolidated
Revenue from sales of goods	104,481	28,180	339	133,000	11,138	121,862
Revenue from sales of services	7,967	15,291	195	23,453	195	23,258
CHanges in inventories and raw materials and consumables used	71,445	28,545	269	100,259	10,677	89,582
Employee benefits	43,819	7,583	159	51,561	-	51,561
Other Operating Expenses	33,927	9,877	186	43,990	1,289	42,701
Amortization and depreciation	31,787	2,401	1	34,189	-	34,189
Impairment of assets	26,755	-	-	26,755	-	26,755
Other income	462	117	29	374	-	374
OPERATING LOSS	**94,823**	**5,952**	**52**	**99,927**	**633**	**99,294**

CATEGORY	ANOUNT (in Thousand Euros)
Total Assets	239,517 €
Sold Units (Product Sold)	144,297 units
Total Net Sales	145,120 €
Changes in inventories and raw materials and consumables used	89,582 €
Changes in the share capital structure	See Consolidated Financial Statement 2025 (Note 15)
Pre-tax profits or losses	103,108 €
Reasons for the difference between the corporate profit tax accrued on profits or losses and the taxes calculated if the statutory tax rate is applied to pre-tax profits or losses.	According to the consolidated P&L during 2025 we have incurred losses and we have not capitalised any tax credit except for the R&D deduction.

Appendix II: EU Taxonomy

Alignment: 3.6 Manufacture of other low carbon technologies -> Enabling activity

Screening Assessment:

SUBSTANTIAL CONTRIBUTION CRITERIA - CLIMATE CHANGE MITIGATION	WBX ASSESSMENT FOR ALIGNMENT
The economic activity manufactures technologies that are aimed at and demonstrate substantial life-cycle GHG emission savings compared to the best performing lternative technology/product/solution available on the market.Life-cycle GHG emission savings are calculated using Commission Recommendation 2013/179/EU(96) or, alternatively, ISO 14067:2018(97) or ISO 14064-1:2018(98).Quantified life-cycle GHG emission savings are verified by an independent third party.	Wallbox performed a life cycle assessment of the Pulsar Plus which is about 80% of our total sales and another 3 Life Cycle Assessments for its main products Supernova, Hypernova and Quasar. Moreover, there is no direct alternative technology considered for charging EV unless the comparison is made with gasoline cars. In this regard, we have assessed the total GHG footprint of Wallbox Pulsar Plus with an EV and a unit of gasoline with a fuel powered car and there is significant difference, being the Pulsar Plus the best perfrming alternative. The LCAs for the Supernova and Quasar electric vehicle chargers utilized internationally recognized methodologies, including ISO 14040: 2006, ISO 14044:2006, and ISO 14067:2018. Additionally, Wallbox adhered to the guidelines provided by the Product Environmental Profile (PEP) eco passport PROGRAM, specifically the Product Category Rules (PCRs) for Electrical, Electronic, and HVAC-R Products, as well as the Specific Rules for Electric Vehicle Charging Infrastructures. These LCAs comprehensively analyzed all life cycle stages of the products, ensuring a holistic understanding of their environmental footprint.
DNSH CONTRIBUTION	
DNSH on Climate adaptation: The activity complies with the criteria set out in Appendix A to this Annex.	Wallbox is currently carrying out an ESG risks analysis at a corporate level which includes an assessment of the climate transition and physical risks. All physical risks included in the Table I of the Appendix B have been considered in the mentioned analysis. Moreover, an extensive climate risk assessment for the factory of Arlington has been performed, guided by industry-leading frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), Intergovernmental Panel on Climate Change (IPCC) reports, scientific peer reviews, and the EU Taxonomy, the company embarked on a meticulous evaluation process.
DNSH on Water: The activity complies with the criteria set out in Appendix B to this Annex.	While the company considers water a critical resource, it is not a material factor in its operations; Wallbox's production process does not require significant water consumption, and its usage is primarily limited to hygienic purposes for employees and in the company's cantins. Wallbox conducts a thorough analyses not only of its water consumption but also to understand the adverse effects arising from natural disasters. According to data provided by the Institute of Economics and Peace There has been a notable global escalation in natural disaster occurrences, with incidents rising from 39 in 1960 to 396 in 2019; notably, flooding emerges as the predominant natural hazard. During 2023, a climate risk assessment and adaptation plan was performed.
DNSH on Circular economy: The activity assesses the availability of and, where feasible, adopts techniques that support:reuse and use of secondary raw materials and reused components in products manufactured; design for high durability, recyclability, easy disassembly and adaptability of products manufactured; waste management that prioritises recycling over disposal, in the manufacturing process;information on and traceability of substances of concern throughout the life cycle of the manufactured products.	Wallbox and Ares Electronics recycle and treat its waste both in the factories as well as the offices and complies with WEEE regulation. Moreover, for warranty claimed products, when possible, the company uses reused/refurbished components.
DNSH on Pollution prevention: The activity complies with the criteria set out in Appendix C to this Annex.	According to the information provided, Wallbox does not use any substance with hazardous characteristics (listed in Table III of the Appendix B) and the products placed in market do not contain any of these substances. Moreover, Wallbox complies with REACH regulation.
DNSH on Biodiversity: The activity complies with the criteria set out in Appendix D to this Annex.	Given that the majority of Wallbox chargers are sold and installed for developed private parkings, a significant impact on biodiversity and ecosystems is not expected. However, the company analyzed and developed an environmental impact assessment for the construction of the new plant in Arlington, Texas, concluding that he environmental impact of the activity is low. Also, Wallbox analyzes the impact of biodiversity for each country where it has commercial activities.
MINIMUM SAFEGUARDS	
A. ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.	Wallbox has a Code of Conduct, which mentions its commitment and link to human and labour rights recognised in national and international legislation and to the basic principles of the United Nations Global Compact and the OECD Guidelines. In addition, Wallbox is officially committed and is part of the UN Global Compact since 16 August 2022. This commitment includes an annual submission of a Communication on Progress (CoP) that describes the company's efforts to implement the Ten Principles into the business strategy, culture and daily operations, as well as contribute to United Nations goals, particularly the Sustainable Development Goals. Last but not least, the company developed a human rights policy with 7 main principles: Respect for Human Rights, Prohibition of Forced Labor and Child Labor, Supply Chain Responsibility, Health and Safety, Prevention of Modern Slavery, Respect for Privacy, and Stakeholder Engagement.

Alignment: 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)

Screening Assessment:

SUBSTANTIAL CONTRIBUTION CRITERIA - CLIMATE CHANGE MITIGATION	WBX ASSESSMENT FOR ALIGNMENT
Installation, maintenance or repair of charging stations for electric vehicles.	Coil Inc.'s activity: COIL is a fast growing provider of installation services within the energy management space, and they expand the Wallbox addressable market into a large and growing segment.

DNSH CONTRIBUTION	
DNSH on Climate adaptation: The activity complies with the criteria set out in Appendix A to this Annex.	Wallbox is currently carrying out an ESG risks analysis at a corporate level which includes an assessment of the climate transition and physical risks. All physical risks included in the Table I of the Appendix B have been considered in the mentioned analysis.
DNSH on Water: NA	-
DNSH on Circular economy: NA	
DNSH on Pollution prevention: NA	
DNSH on Biodiversity: NA	
MINIMUM SAFEGUARDS	
A. ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles nd rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.	Wallbox has a Code of Conduct, which mentions its commitment and link to human and labour rights recognised in national and international legislation and to the basic principles of the United Nations Global Compact and the OECD Guidelines. In addition, Wallbox is officially committed and is part of the UN Global Compact since 16 August 2022. This commitment includes an annual submission of a Communication on Progress (CoP) that describes the company's efforts to implement the Ten Principles into the business strategy, culture and daily operations, as well as contribute to United Nations goals, particularly the Sustainable Development Goals. Last but not least, the company developed a human rights policy with 7 main principles: Respect for Human Rights, Prohibition of Forced Labor and Child Labor, Supply Chain Responsibility, Health and Safety, Prevention of Modern Slavery, Respect for Privacy, and Stakeholder Engagement.

Alignment: 8.2 Data-driven solutions for GHG emissions reductions -> Enabling activity

Screening Assessment:

SUBSTANTIAL CONTRIBUTION CRITERIA - CLIMATE CHANGE MITIGATION	WBX ASSESSMENT FOR ALIGNMENT
1. The ICT solutions are predominantly used for the provision of data and analytics enabling GHG emission reductions.	Electromap's activity: Electromaps is the new application that helps you find electric vehicles charging stations for companies or businesses throughout Europe.
2. Where an alternative solution/technology is already available on the market, the ICT solution demonstrates substantial life-cycle GHG emission savings compared o the best performing alternative solution/technology. Life-cycle GHG emissions and net emissions are calculated using Recommendation 2013/179/EU or, alternatively, using ETSI ES 203 199(320), ISO 14067:2018(321) or ISO 14064-2:2019(322).Quantified life-cycle GHG emission reductions are verified by an independent third party which transparently assesses how the standard criteria, including those for critical review, have been followed when the value was derived.	*An alternative solution would be a software to fins petrol station which are more CO2 intensive. Thus, Wallbox current solution demonstrates substatian life-cycle GHG emission savings. No LCA has been performed as it is a digital service.*
DNSH CONTRIBUTION	
DNSH on Climate adaptation: The activity complies with the criteria set out in Appendix A to this Annex.	Wallbox is currently carrying out an ESG risks analysis at a corporate level which includes an assessment of the climate transition and physical risks. All physical risks included in the Table I of the Appendix B have been considered in the mentioned analysis. Moreover, an extensive climate risk assessment for the factory of Arlington has been performed, guided by industry-leading frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), Intergovernmental Panel on Climate Change (IPCC) reports, scientific peer reviews, and the EU Taxonomy, the company embarked on a meticulous evaluation process.
DNSH on Water: NA	-
DNSH on Circular economy: The equipment used meets the requirements set in accordance with Directive 2009/125/EC for servers and data storage products. he equipment used does not contain the restricted substances listed in Annex II to Directive 2011/65/EU, except where the concentration values by weight in homogeneous materials do not exceed those listed in that Annex.A waste management plan is in place and ensures maximal recycling at end of life of electrical and electronic equipment, including through contractual agreements with recycling partners, reflection in financial projections or official project documentation. At its end of life, the equipment undergoes preparation for reuse, recovery or recycling operations, or proper treatment, including the removal of all fluids and a selective treatment in accordance with Annex VII to Directive 2012/19/EU.	Electromaps if a software, thus, it does not contain the stated restricted substances. The activity does not include waste apart from the offices in which the waste is recycled and treated accordingly.
DNSH on Pollution prevention: NA	-
DNSH on Biodiversity: NA	-
MINIMUM SAFEGUARDS	
A. ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.	Wallbox has a Code of Conduct, which mentions its commitment and link to human and labour rights recognised in national and international legislation and to the basic principles of the United Nations Global Compact and the OECD Guidelines. In addition, Wallbox is officially committed and is part of the UN Global Compact since 16 August 2022. This commitment includes an annual submission of a Communication on Progress (CoP) that describes the company's efforts to implement the Ten Principles into the business strategy, culture and daily operations, as well as contribute to United Nations goals, particularly the Sustainable Development Goals. Last but not least, the company developed a human rights policy with 7 main principles: Respect for Human Rights, Prohibition of Forced Labor and Child Labor, Supply Chain Responsibility, Health and Safety, Prevention of Modern Slavery, Respect for Privacy, and Stakeholder Engagement.

Appendix III: Table of Contents of the Law 11/2018 on EINF

GRI STANDARD	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: General disclosures 2021	2-1 Organizational details	Accelerating change for the Better & Driving ESG Leadership
	2-2 Entities included in the organization's sustainability reporting	Driving ESG Leadership
	2-3 Reporting period, frequency and contact point	Accelerating change for the Better
	2-4 Restatements of information	Accelerating change for the Better
	2-5 External assurance	Accelerating change for the Better
	2-6 Activities, value chain and other business relationships	Accelerating change for the Better
	2-7 Employees	Building impact & Appendix I
	2-8 Workers who are not employees	Building impact & Appendix I
	2-9 Governance structure and composition	Driving ESG Leadership
	2-10 Nomination and selection of the highest governance body	Driving ESG Leadership
	2-11 Chair of the highest governance body	Driving ESG Leadership
	2-12 Role of the highest governance body in overseeing the management of impacts	Driving ESG Leadership
	2-13 Delegation of responsibility for managing impacts	Driving ESG Leadership
	2-14 Role of the highest governance body in sustainability reporting	Driving ESG Leadership
	2-15 Conflicts of interest	Driving ESG Leadership
	2-16 Communication of critical concerns	Driving ESG Leadership
	2-17 Collective knowledge of the highest governance body	Driving ESG Leadership
	2-18 Evaluation of the performance of the highest governance body	Driving ESG Leadership
	2-19 Remuneration policies	See Remuneration Policy in investors.wallbox.com
	2-20 Process to determine remuneration	See Remuneration Policy in investors.wallbox.com
	2-21 Annual total compensation ratio	See Remuneration Policy in investors.wallbox.com
	2-22 Statement on sustainable development strategy	CEO Letter
	2-23 Policy commitments	Driving ESG Leadership & Building Impact
	2-24 Embedding policy commitments	Driving ESG Leadership & Green at our Core

GRI STANDARD	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: General disclosures 2021	2-25 Processes to remediate negative impacts	Driving ESG Leadership
	2-26 Mechanisms for seeking advice and raising concerns	Building Impact
	2-27 Compliance with laws and regulations	Driving ESG Leadership
	2-28 Membership associations	Driving ESG Leadership & Building Impact
	2-29 Approach to stakeholder engagement	Accelerating change for the better
	2-30 Collective bargaining agreements	Building Impact & Appendix I
MATERIAL TOPICS		
RI 3: Material Topics 2021	3-1 Process to determine material topics	Driving ESG Leadership
	3-2 List of material topics	Driving ESG Leadership
	3-3 Management of material topics	Driving ESG Leadership
STANDARD TOPICS		
GRI 201: Economic performance	201-2 Financial implications and other risks and opportunities due to climate change	Driving ESG Leadership
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Driving ESG Leadership
GRI 207: Tax	207-4 Country-by-country reporting	Appendix I
GRI 301: Materials	301-2 Recycled input materials used	Green at our Core
GRI 302: Energy	302-1 Energy consumption within the organization	Green at our Core
	302-4 Reduction of energy consumption	Green at our Core
GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	Green at our Core
	303-5 Water consumption	Green at our Core
GRI 304:	304-2 Significant impacts of activities, products and services on biodiversity	Green at our Core
GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions	Green at our Core
	305-2 Energy indirect (Scope 2) GHG emissions	Green at our Core
	305-5 Reduction of GHG emissions	Green at our Core
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Green at our Core
	306-2 Management of significant waste-related impacts	Green at our Core

GRI STANDARD	DISCLOSURE	LOCATION
STANDARD TOPICS		
GRI 307: Environmental compliance	307-1 Non-compliance with environmental laws and regulations	Driving ESG Leadership
GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	Building Impact
	308-2 Negative environmental impacts in the supply chain and actions taken	Driving ESG Leadership
GRI 401: Employment	401-1 New employee hires and employee turnover	Appendix I
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	Building Impact
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Building Impact
	403-9 Work-related injuries	Appendix I
	403-10 Work-related ill health	Appendix I
GRI 404: Training and education	404-1 Average hours of training per year per employee	Building Impact
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	Building Impact
	405-2 Ratio of basic salary and remuneration of women to men	Appendix I
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Building Impact
GRI 412: Human rights assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	Building Impact
	412-2 Employee training in human rights policies or procedures	Building Impact
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	Building Impact
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	Building Impact
	414-2 Negative social impacts in the supply chain and actions taken	Driving ESG Leadership
GRI 416: Customer health and safety	416-1 Assessment categories of the health and safety impacts of product and service	Building Impact
GRI 419: Socioeconomic compliance	419-1 Non-compliance with laws and regulations in the social and economic area	Driving ESG Leadership

EINF.
Non-Financial Statement 2025