



EINF. Non-Financial
Information Statement 2023

Thinking out of the box

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To our valued shareholders, partners and employees:

Wallbox began in 2015 with a mission to accelerate EV adoption by making EV charging more accessible to drivers, both at home and on the go. By bringing together sophisticated hardware with intelligent software, a new energy management architecture could be offered to the world. That solution would allow us to make better decisions about how, where, and when to charge our vehicles, power our homes and businesses, and even support the power grid. It would introduce new ways of looking at utility providers. It would allow homeowners to harness renewable sources, store that energy in batteries parked in our garage, and use or even return that energy back to others during peak load times. This in-turn has the potential to drastically change how the world invests in power generation and distribution. Independent. Resilient. Efficient. Intelligent. Sustainable. This was what we were born from, and 2023 brought us so much closer to that goal.

The global market share of battery electric vehicles at the end of 2023 was approximately 14.5%. Adoption on a country by country basis varies widely, with Norway at 80%, China at 24%, and the US at 8%. Adoption continues to occur at a blistering pace, and is expected to cross 20% in 2026. However you parse the data, consumers are, for the first time in history, moving away from internal combustion vehicles and fossil fuels, to a more sustainable future.

In addition to sweeping changes to how we think and use transportation and energy, this dramatic shift of consumer preferences has potentially drastic impacts on our public infrastructures. Wallbox has established itself as a steward of this new reality, both in

how we conduct ourselves, and what we enable our customers to achieve.

What We Do Ourselves

Environmental

As part of the Net Zero commitment, we have installed thousands of solar panels at our corporate headquarters and Barcelona factory, which in-turn have allowed us to more than double our mix of renewable energy at our facilities. We've implemented circular practices, including "cradle to cradle" methodologies, at our most populated facilities.

Social

We've implemented a new Learning Management System titled My Power-Box, which is designed to improve collaboration and transparency, further increasing inclusion and broadening our view of the world in which our stakeholders operate in. Through this innovative system and initiative, we've trained 143 employees on Unconscious Bias. We've also launched a unique Diversity and Inclusion program to create growth opportunities for the women at Wallbox. We also released a new and improved internal feedback tool called Wallbox Voice, enabling all Wallboxers to share feedback confidentially.

Governance

In 2023, we developed a Human Rights Policy, which formally expresses our commitment to human rights recognized in national and international legislations and to conduct business in a manner that respects the dignity, health, safety, and fundamental freedoms of all individuals.

What We Provide to Others

By the end of 2023, we had connected more than 800,000 chargers around the world. That massive network generates huge amounts of data, which we leverage and share to further refine and develop technologies that reduce utility grid burden and increase use of renewable sources.

Quasar 2

The second generation of our industry's first bi-directional charger made huge headlines in 2023. Household names including Europe's Cupra and Kia North America have joined us in our vision of shifting the electric vehicle from only a mode of efficient transportation, to an energy storage asset. In July, Wallbox became a signatory to the U.S. Department of Energy's Vehicle to Everything Memorandum of Understanding, joining the industry's push for vehicle to everything (V2X) technology integration. In November, Wallbox and Bidirectional Energy were selected by the California Energy Commission for proposed awards to deploy V2X chargers across California. These proof points highlight the desire for creative solutions today that will allow us to better manage the needs of EV drivers tomorrow.

ENERGY STAR

In June, Wallbox released its first Energy Star residential charger. Developed and administered by the United States Environmental Protection Agency (EPA), ENERGY STAR is a government-backed symbol for energy efficiency. The blue ENERGY STAR label provides simple, credible, and unbiased information that consumers, businesses, and government agencies rely on to make informed decisions when purchasing appliances and electronics. The certification will provide

added brand confidence to Wallbox, with recent data showing that 68% of consumers knowingly purchased an ENERGY STAR certified product this past year.

SIRIUS

This is our proprietary energy management system designed for our Barcelona HQ. It brings together renewable sources, storage, our industry's first bidirectional charger, and EVs, all in a comprehensive solution that saves money, reduces grid loads, and increases independence. To date, we've generated and consumed about 800,000KWh of solar energy in 2023.

We are proud of what we've achieved and excited about what is to come. We are in a unique position to contribute meaningfully in how the world evolves and embraces more responsible and efficient modes of transportation. In 2024, our primary focus lies in the continuous enhancement of Wallbox's environmental, social, and governance practices, alongside the measurement and quantification of key performance indicators (KPIs) and maintaining a transparent value chain.

We look forward to sharing our progress. We remain open and collaborative in how we approach these themes and objectives and welcome shareholder feedback. Thank you for your continued support.

With best regards,
Enric Asuncion
CEO & Co-Founder



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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 continuous improvement across all facets of its operations.

In 2023, Wallbox:

Strengthened ESG practices

Since its IPO two 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 two 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, introducing new additions to the Pulsar Family and beyond. 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. This included the launch of the Wallbox's Quasar 2, a first-of-its-kind DC charger that represents a significant breakthrough in home charging technology. Quasar 2 allows EV drivers not only to charge their vehicles but also to discharge energy back into their homes or the grid. That means users can charge their vehicles and harness energy for various purposes, contributing to grid stability and energy optimization. This innovation enhances energy flexibility, resilience, and cost-effectiveness, driving Wallbox closer to a sustainable energy ecosystem.

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 changing 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

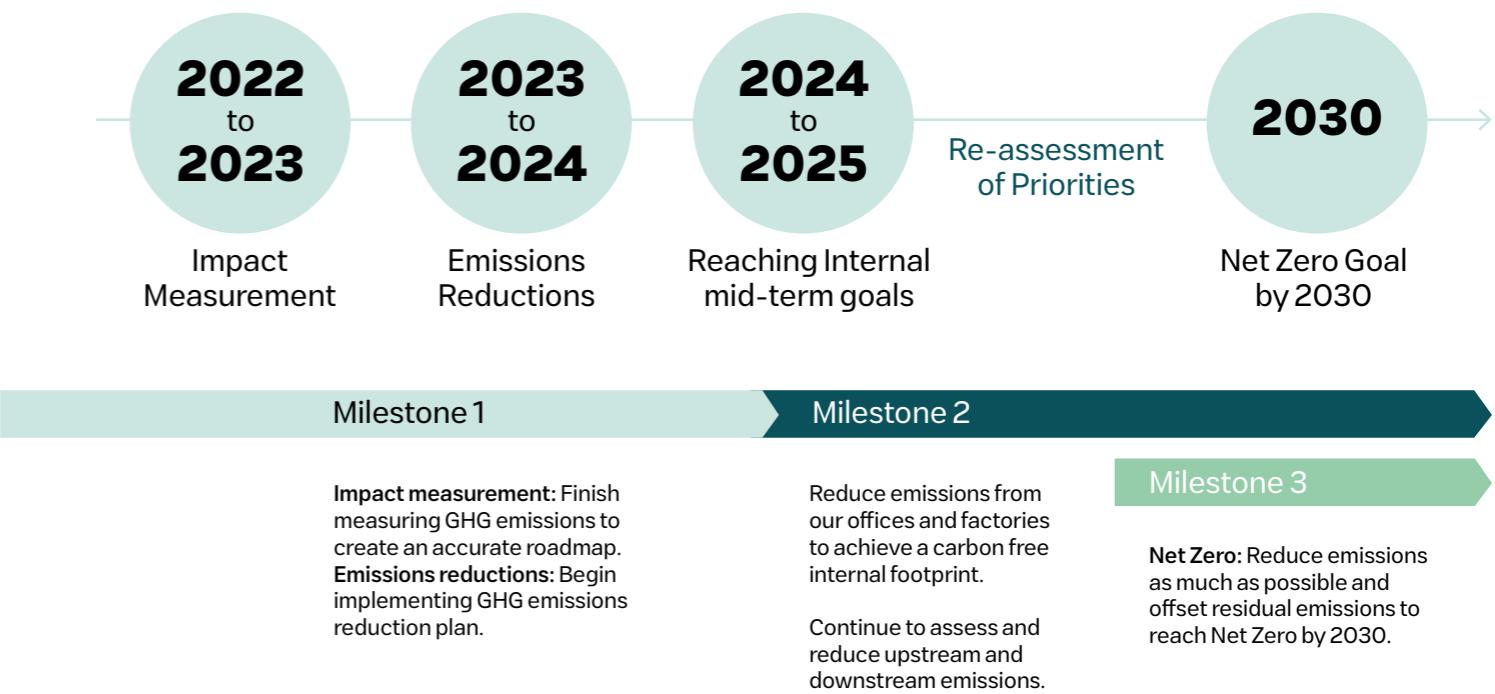
We have **meaning** behind what we do - we are deliberate in our choices and we own them. We are **proactive**, not passive, we choose to lead change and not lag behind it. We demand the best from ourselves, take on the challenges, put in the effort and own **our impact**.

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.



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 €143.8 million and a gross margin of 33.6% in 2023, 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 76% of total revenue, followed by North America at 18%, APAC at 4%, and LATAM at 2%. 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:

EUROPE: 76% of Revenue

NORTH AMERICA: 18% of Revenue

APAC: 4% of Revenue

LATAM: 2% of Revenue



North America (2020)

North America HQ and innovation lab in Mountain View, CA

250.000 unit in-house manufacturing capacity in Arlington, Texas

Warehouse facility in California, North Carolina and Toronto

Europe (2015)

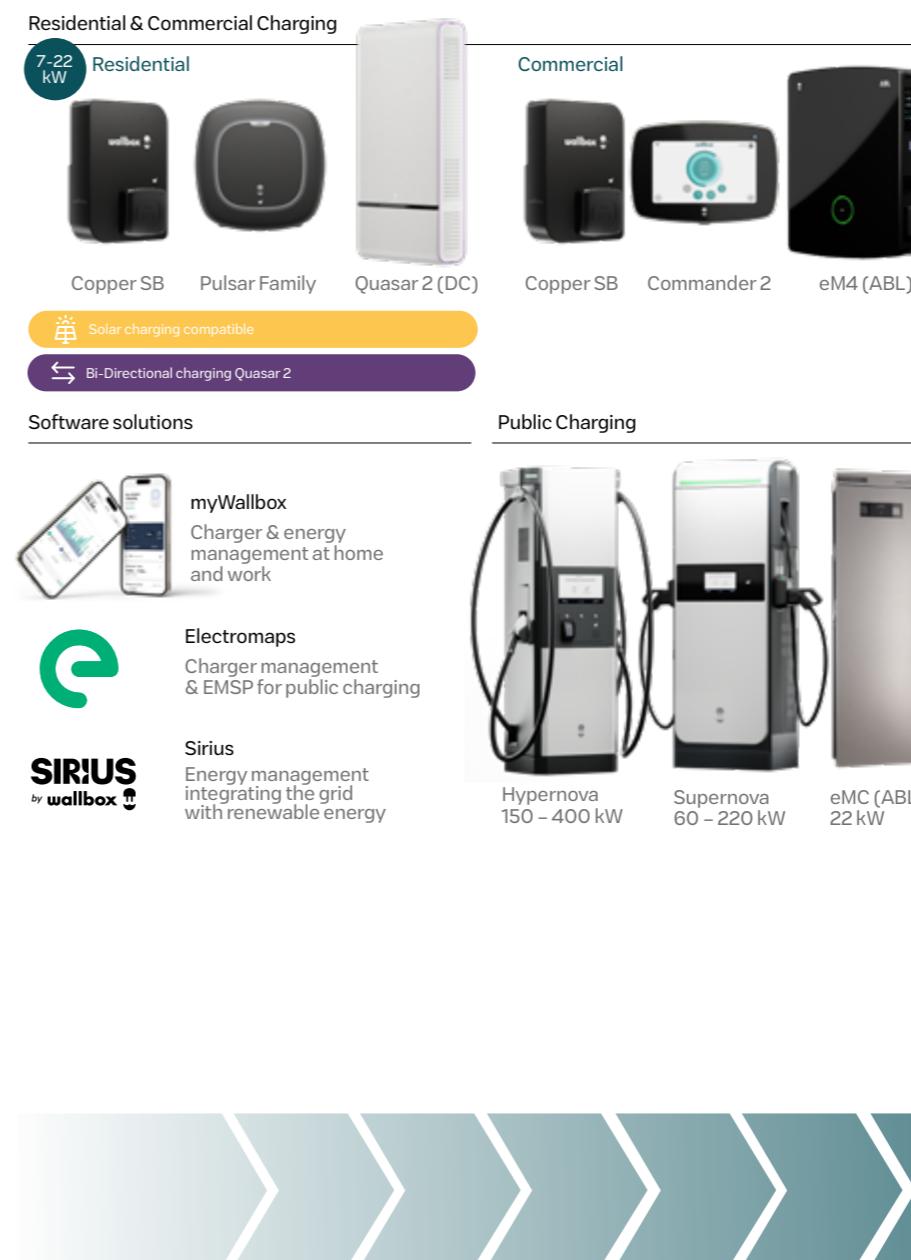
Offices in eleven EU countries with two factories in Barcelona

750,000 unit in-house manufacturing capacity

Warehouse facilities in Spain, Sweden and UK

APAC (2018)

Shanghai and Melbourne offices serve the APAC region



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...).



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	Slack, 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 Email, Phone... Email, Phone... 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	Transparency Green financing Regulatory frameworks Compliance Economic and financial performance EV charging industry ESG Performance
Public Institutions	Public query processes		Public regulation Regulatory frameworks Compliance EV charging industry

The company has a wide variety of clients that could be grouped as follows:

Value added distributors and resellers



Installers



Enterprises



E-Commerce and Retail



Energy Companies

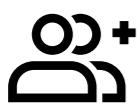


About the Report

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 2023 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 2023 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, 2023 to December 31, 2023 with reference to the GRI Standards. Should you have any doubts about this report, you can contact the company through the Wallbox website.

¹. Wallbox Headquarters in Carrer Foc 68, 08038 Barcelo-na (Spain)

Driving ESG Leadership



Two new elected Board members



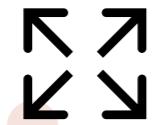
40% of Board members
have ESG capabilities



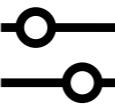
Developed a Human
Rights Policy



Acquired new company ABL



Received 52 million euros
in sustainable loans

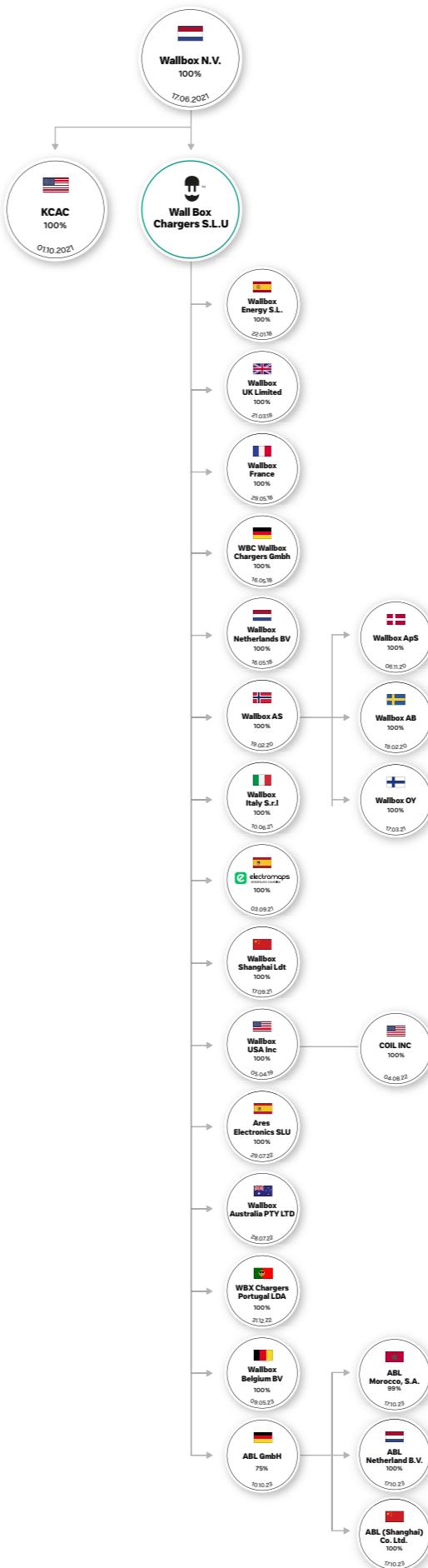


EU Taxonomy eligible
and 98% aligned



33% of Ika tenders/clients
requested ESG information

Main highlights



Governance Systems

Wallbox is firmly dedicated to transparency and good corporate governance 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 transparency with its shareholders and other stakeholders' groups.

The following organizational chart shows the legal entities of the company with a total of 26 factories & offices² in 15 countries, including Wallbox ABL which is the newest acquisition with its headquarters in Germany.

The Board of Directors, through the Nominating and Corporate Governance Committee, oversees Wallbox ESG Strategy and the annual approval of the Company's ESG Report. It also supervises Wallbox ESG policies, operations, impacts and opportunities, and other areas within the broader ecosystem³.

2. It includes all offices and factories of Wallbox N.V.
3. Critical and regulatory concerns are managed by the Legal Department of Wallbox and escalated to the BoD if necessary. There have been no critical concerns communicated to the highest governance body sensitive to regulatory or legal restrictions.

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
Anders Pettersson	Non-executive Director
César Ruipérez Cassinello	Non-executive Director
Pol Soler	Non-executive Director
Donna J. Kinzel	Non-executive Director
Dr. Dieter Zetsche	Non-executive Director
Justin Mirro	Non-executive Director

During 2023, Wallbox has elected 2 new Board Members which have broad experience in both the company's industry as well as environmental, social, and governance expertise. **As of December 2023, about 40% of the company's BoD members had professional experience and capabilities in ESG topics.** Moreover, on an annual basis, the Board is evaluated based on an independent self-assessment that complies with US and Dutch regulations. Additionally, the annual shareholders meeting evaluates and approves the management of the Board. Wallbox is proud to introduce its most recently joined members:

Dr. Dieter Zetsche

Dr. Zetsche serves as a member of the board at Wallbox. Dr. Zetsche is Chairman of TUI AG and holds several other board positions both as a member and advisor. With over 45 years of automotive experience, first joining the research department of Daimler-Benz AG in 1976, Dr. Zetsche brings unrivaled industry expertise to Wallbox as the company continues to expand partnerships with leading OEMs globally. Notably Dr. Zetsche has been a member of the Board of Management of Daimler AG since December 1998 and was Chairman of the Board of Management of Daimler AG from January 2006 until May 2019, during which he was also Head of Mercedes-Benz Cars.

Justin Mirro

Mr. Mirro serves as a member of the board at Wallbox. Mr. Mirro is the Founder and President of Kensington Capital Partners LLC, has advised on over \$70 billion of M&A, debt, equity and restructuring transactions for automotive assemblers, suppliers, the aftermarket and dealerships. Mr. Mirro spent almost 20 years as an automotive investment banker for various global banks including The Royal Bank of Canada, Jefferies & Company, Moelis & Company and Salomon Smith Barney. He also brings a vast personal network of industry leaders throughout the automotive supply chain which will assist as Wallbox further expands in North America operationally and with institutional investors. Mr. Mirro is a member of the board of Amprius Technologies and a former member of the board of Quantumscape.

By the end of 2023, the Board has three different committees: the Audit committee, the Compensation Committee and the Nominating and Corporate Governance Committee which is responsible for overseeing the ESG strategy and annual approval of the Non-Financial Report.

The Board in Numbers 2023

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, 2021, there were no transactions where there was a Conflict of Interest.

Board	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee
Beatriz González Ordóñez	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Francisco Riberas			
Anders Pettersson	<input checked="" type="checkbox"/>		
César Ruipérez Cassinello			<input checked="" type="checkbox"/>
Pol Soler		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Donna J. Kinzel	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Dr. Dieter Zetsche			
Justin Mirro	<input checked="" type="checkbox"/>		

8 non-executive



1 executive



25%

Female directors

88%

Independent directors

75%

Expertise in the industry

38%

Expertise in ESG

Calculations based on non-executive directors.

Control and Opportunities Framework		
CONTROLS DEFINED AREAS	SOX	OPERATIONS
CONTROL CATEGORIES	113	13
COMPLYING FRAMEWORKS	Sarbanes-Oxley Act (SOX)	ISO 9001 & Internal Protocols
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

Control and Opportunities Framework

1

2

3

ESG

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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 mitigation⁴.

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. By 2025, Wallbox is obligated to be fully SOX compliant.

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

Task Force on Climate-Related Disclosure (TCFD) & U.S. Securities and Exchange Commission (SEC)

Wallbox complies with both national and international regulations and has a proactive approach towards upcoming social, environmental, and governance laws. 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.

4. Please see Form 20-F submitted to the U.S. Securities and Exchange Commission with respect to the year ended December 31, 2023 for a detailed description of key Wallbox impacts, and opportunities.

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 identifying economic activities that adhere to a net zero trajectory by 2050,

while also addressing broader environmental objectives beyond climate concerns. In line with the EU's Taxonomy sustainable finance framework. During 2023, 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 5 different alignment projects:

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

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.

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 100% 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

Economic activities eligible (Euros in thousands)	SCOPE	CAPEX	OPEX	Turnover
3.6 Manufacture of other low carbon technologies	Wallbox + Ares Electronics + ABL	€165,049,822	€ 56,434,819	€132,823,632
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Coil Inc	€ 2,538,470	€ 1,408,882	€ 8,606,424
8.2 Data-driven solutions for GHG emissions reductions	Electromaps	€ 2,642,972	€ 1,944,542	€ 2,122,036
Total Wallbox NV activity	Total Wallbox NV	€ 170,231,264	€ 59,788,243	€ 144,768,955
Total Eligibility		100%	100%	100%

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



CLIMATE CHANGE MITIGATION



CIRCULAR ECONOMY



SUSTAINABLE USE
OF WATER AND MARINE
RESOURCES



CLIMATE CHANGE
ADAPTATION



POLLUTION
PREVENTION



HEALTHY
ECOSYSTEM

As a **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 (Group 70w of the General Accounting Plan) 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.

TURNOVER			Substantial Contribution Criteria												DNSH					
Economic Activities (1)	Code (2)	Absolute Turnover (3)	Proportion of Turnover (4)	Climate Change Mitigation (5)*	Climate Adaptation (6)	Water (7)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy aligned proportion of total turnover, year N-1 (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	%	%	E	T					
A. TAXONOMY-ELIGIBLE ACTIVITIES			100%																	
Manufacture of other low carbon technologies		132,823,632	93%	100%	0%	0%	0%	0%	Y	Y	Y	Y	93%	-	E					
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		132,823,632	93%	93%	0%	0%	0%	0%	Y	Y	Y	Y	93%	-	93%	0%				
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Data-driven solutions for GHG emissions reductions		2,122,036	1%																	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)																				
		8,606,424	6%																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		10,728,460	7%																	
Total (A.1+A.2)		143,552,093	100%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		-	0%																	
Total (A+B)		143,552,093	100%																	

CAPEX			Substantial Contribution Criteria												DNSH criteria ('Does Not Significantly Harm')					
Economic Activities (1)	Code (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Climate Change Mitigation (5)*	Climate Adaptation (6)	Water (7)	Circular Economy (9)	Pollution (8)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Biodiversity (16)	Circular Economy (15)	Water (17)	Minimum Safeguards (18)	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)		165,049,822	98%	100%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	98%	-	E		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		165,049,822	98%	98%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	98%	-	98%	0%	
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
Data-driven solutions for GHG emissions reductions (CapEx A)		€ 2,642,972	2%																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		€ 2,642,972	2%																	
Total (A.1+A.2)		€ 167,692,795	100%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Capex of Taxonomy-non-eligible activities		0.00	0%																	
Total (A+B)		€ 167,692,795	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

OPEX			Substantial Contribution Criteria												DNSH criteria ('Does Not Significantly Harm')					
Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Climate Change Mitigation (5)*	Climate Adaptation (6)	Water (7)	Circular Economy (9)	Pollution (8)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Biodiversity (16)	Circular Economy (15)	Water (17)	Minimum Safeguards (18)	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)		56,434,819.26	94%	100%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	94%	-	E		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		56,434,819.26	94%	94%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	94%	-	94%	0%	
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Data-driven solutions for GHG emissions reductions (OpEx A)		1,944,542.01	3%																	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)		1,408,881.82	2%																	
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)		3,353,423.83	6%																	
Total (A.1+A.2)		59,788,243.09	100%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities		0.00	0%																	
Total (A+B)		59,788,243.09	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 stakeholders to compare Wallbox sustainability efforts.** Following a breakdown of the key ESG disclosure landscape that Wallbox supports and complies with:

Name	Logo	Framework	Regulation	Foundation	Goal	Accomplishments
Global Reporting Initiative		<input checked="" type="checkbox"/>			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		<input checked="" type="checkbox"/>			GHG Accounting Standards	GRI has been Wallbox core methodology when doing the GHG accounting.
SASB		<input checked="" type="checkbox"/>			Sustainability accounting standards that help Wallbox disclose material, decision-useful information to investors.	Wallbox took it into account when performing its materiality analysis.
EcoVadis		<input checked="" type="checkbox"/>			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		<input checked="" type="checkbox"/>			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		<input checked="" type="checkbox"/>			United Nations pact to get businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.	2023 has been the second consecutive year that Wallbox is a signatory of the UNGC.
The Climate Pledge		<input checked="" type="checkbox"/>			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.	2023 has been the second consecutive year that Wallbox is a signatory of The Climate Pledge.

Name	Logo	Framework	Regulation	Foundation	Goal	Accomplishments
Zero Emissions Transport Associations			<input checked="" type="checkbox"/>		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			<input checked="" type="checkbox"/>		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			<input checked="" type="checkbox"/>		International standard to manage environmental systems management.	International standard to manage environmental systems management.
ISO 45001			<input checked="" type="checkbox"/>		International standard to manage systems of occupational health and safety.	ISO implemented in Spain & US factories.
ISO 27001			<input checked="" type="checkbox"/>		International standard to manage information security.	ISO implemented globally for the security of our systems.
Energy Star			<input checked="" type="checkbox"/>		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.
CSRD			<input checked="" type="checkbox"/>		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			<input checked="" type="checkbox"/>		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.
SEC Climate Risk Disclosure			<input checked="" type="checkbox"/>		The Securities and Exchange Commission will adopt rules to enhance and standardize climate-related disclosures by public companies and in public offerings.	SEC climate risk disclosure expected to pass in January-February 2024.



ESG Awards

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

CSR Excellence Award from The Business Concept: Wallbox was honored with the CSR Excellence Award from The Business Concept, an organization renowned for recognizing companies' exceptional performance in corporate social responsibility initiatives. This recognition demonstrates Wallbox's proactive approach to addressing societal and environmental challenges.

IBTA Award Sustainability Best Practice in Air Transport: The Asociación Ibérica de Viajes de Negocios (IBTA) awarded Wallbox, alongside Air France-KLM Delta and BMC Global, for reducing travel emissions. IBTA is a prominent association in the travel industry, and this acknowledgment signifies Wallbox's contribution to sustainability within the transport-aviation sector and its commitment to minimizing environmental impact through innovative transportation practices.

Aura Foundation Award: At the Gala Imagine hosted by the Aura Foundation, Wallbox received the award for commitment to social and labor inclusion of individuals with special abilities. The Aura Foundation is dedicated to promoting the social inclusion and integration of people with special abilities into society and the labor market. This recognition underscores Wallbox's dedication to fostering an inclusive workplace culture and creating opportunities for diverse talent.

EcoVadis Committed Company Award: Wallbox has been recognized as a Committed Company for its achievements in sustainability. This acknowledgment reflects Wallbox's ongoing efforts to integrate sustainability principles into its business operations and demonstrates its commitment to driving positive environmental and social impact.

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.

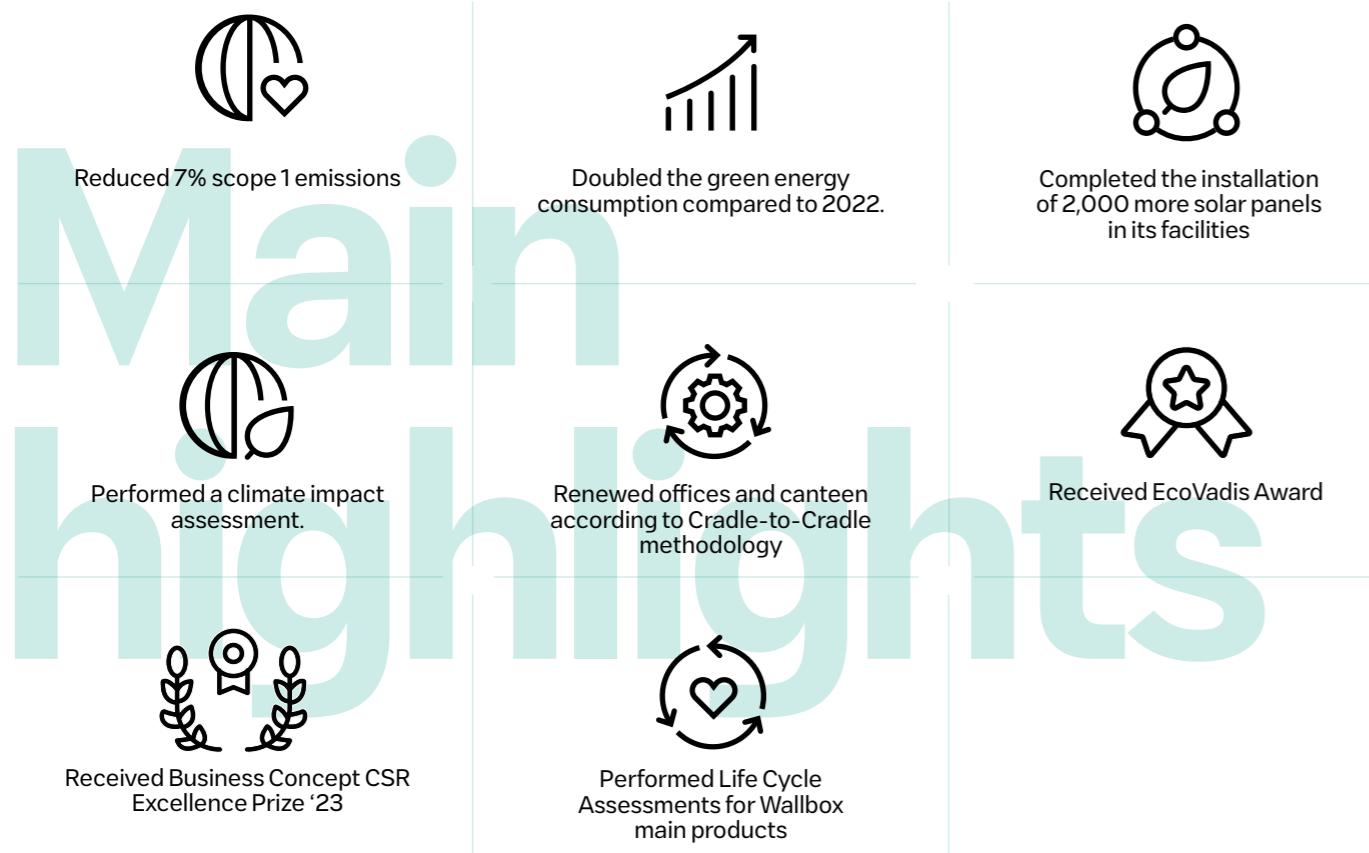
Material Topics

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 2024, 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 2022 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. Where relevant, the issue may also include COVID programs.	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



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.

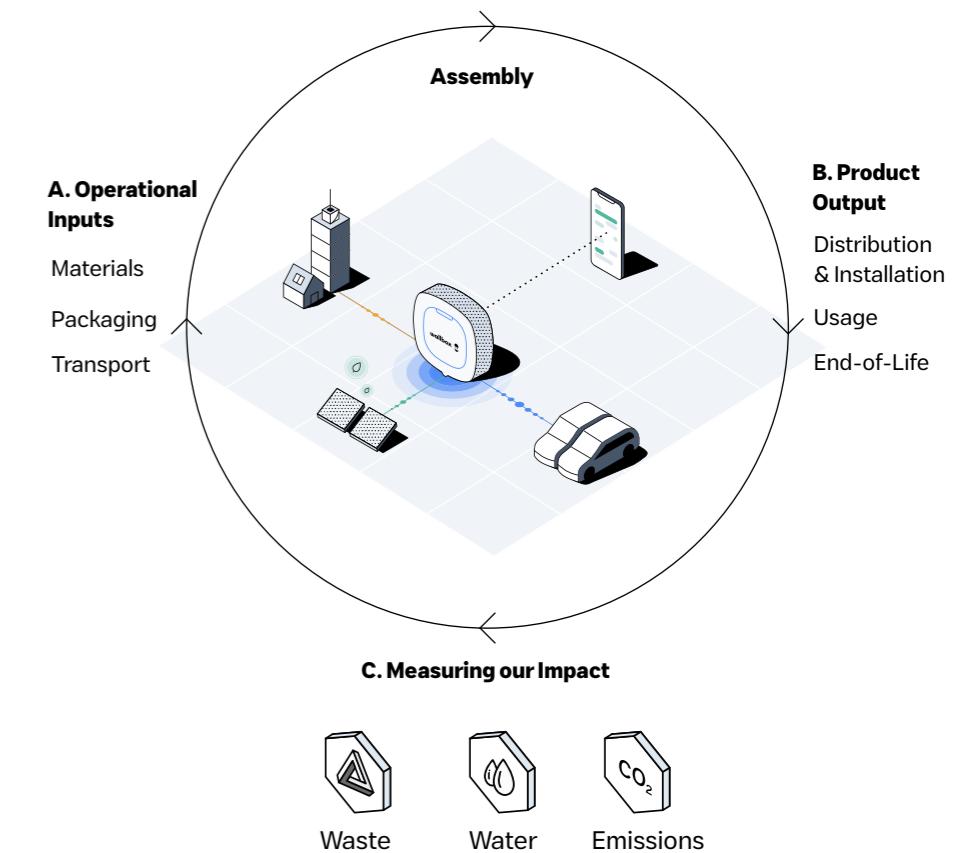
The environmental framework is comprised of 3 main variables:

- “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.

Environmental framework



ESG Policy

Environmental Policy

The Climate Pledge

UN Global Compact

FSC (Packaging)

ISO 9001

ISO 14001

Policies

Pledges

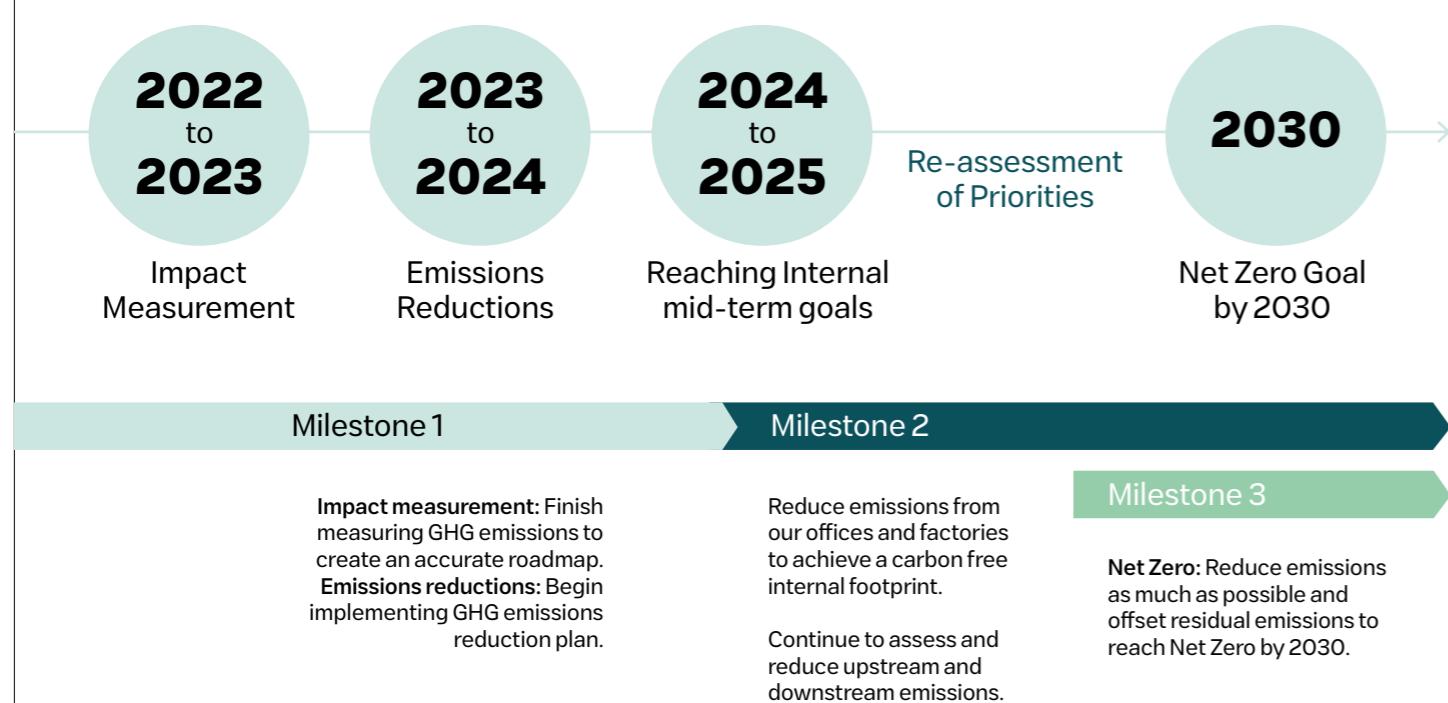
Certifications

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.

Throughout 2024, Wallbox will focus on its initial reductions and during 2025, the company will intensify its focus on integrating the newest company acquisitions into its sustainability framework, ensuring that emission reduction measures are seamlessly incorporated into the operations of the newly acquired entity. By leveraging synergies and sharing best practices across the organization, Wallbox is poised to accelerate progress towards its net-zero emissions target while fostering a culture of environmental stewardship. Following a picture of the company's main 2030 roadmap:

Net Zero Timeline



Energy & GHG

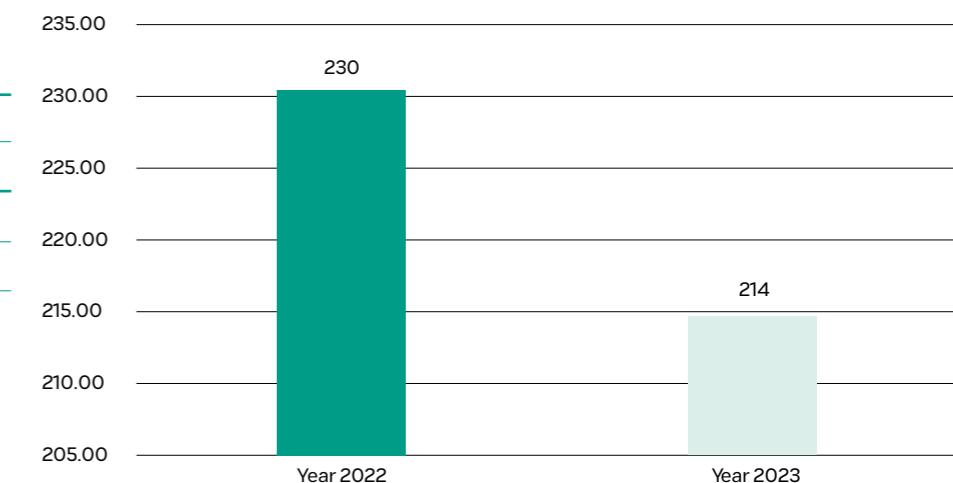
Climate Transition

One of Wallbox main environmental focus points is the reduction of both direct and indirect emissions. During the first two years scope 1 and 2 emissions will be a priority. In 2026 onwards, scope 3 will acquire significant attention within the company. As part of Wallbox's commitment to reduce GHG emissions following the GHG Protocol methodology, 2022 and 2023 led to the following output.

Scope I Emissions (tCO2eq)	Scope II Emissions (tCO2eq)
2022 Energy Consumption (MWh)	
230.04	1,061.22
2023 Energy Consumption (MWh)	
214.25	1,530.67

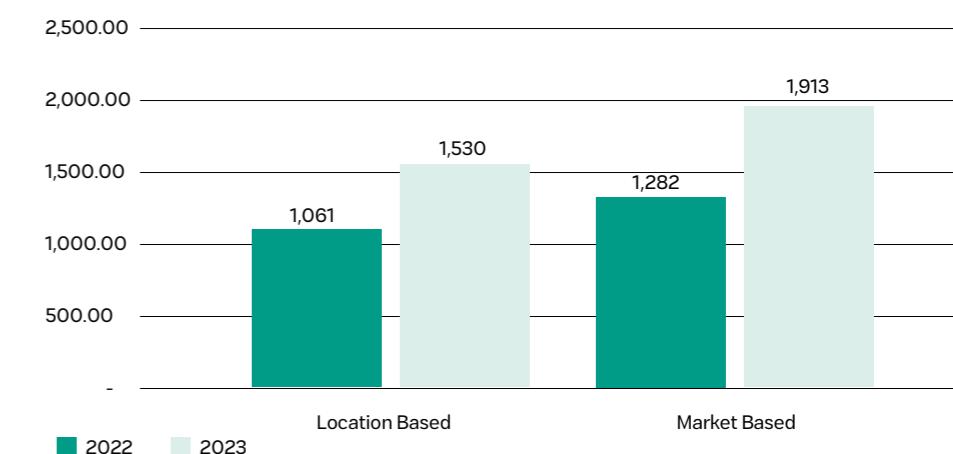
In more detail, Wallbox was able to reduce its direct emissions from company owned and controlled sources. The company worked to achieve a 7% reduction in scope 1 sources, reducing from 230.04 tonnes of CO2eq. in 2022 to 214.25 tonnes in 2023.

Scope I (tCO2eq.)



Additionally, emissions from electricity increased primarily led by the acquisition of ABL with factories in Germany, Morocco, Netherlands, and Shanghai.

Scope II (tCO2eq.)



This year, there was a significant increase in total electricity consumption from renewable sources. Thanks to Wallbox solar panels in its Headquarters as well as in its main factory in D26, Barcelona. The company was able to generate and consume more green energy than in 2022; **There was more than a 100% increase of green energy consumed from 2022 to 2023.**

Total Energy Consumption 2023	2022	2023
Diesel & Gasoline (Liters)	84,386	9,828
Gas (MWh)*	NA	13
Electricity (MWh) from non-renewable sources	4,709	5,164
Electricity (MWh) from renewable sources**	379	715

*Gas new coming from ABL facilities.

** Including D26 + FOC

Tons CO2eq. 2023 vs. 2021	Tons CO2 eq.			Tons CO2 eq. / Total Employees			Tons CO2 eq. /Chargers sold		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Scope I	16	230	214	0.03	0.18	0.15	0.0001	0.001	0.001
Scope II (Location Based)	84	1,061	1,530	0.13	0.84	1.05	0.0007	0.0046	0.009
Scope II (market Based)	n/a	1,282	1,913	n/a	1.01	1.31	n/a	0.0056	0.011

Note: 2023 includes ABL



Energy Efficiency Measures

Energy efficiency measures help the company reduce the number of KWh of energy consumed by the company. In this sense, **Wallbox has carried out different energy efficient activities during 2023** which include:

HEADQUARTERS

JANUARY

- Installation of solar panels at Quadis.
- Integration of the AC for hourly control and management.

APRIL

- Change in AC, reducing daily operation by 2 hours.

JULY

- Installation of the new low-voltage panel, using control clocks with schedules for all ACs and lighting machines.

OCTOBER

- Installation of different meters throughout the building to control each floor, to be completed in 2024.
- Change of Electricity contract services.

FACTORY D26

JANUARY

- Completion of the solar panel project with the installation of 2,000 solar panels.

MAY

- Integration of AC control in D26, allowing adjustment of start and stop times, resulting in reduced consumption.
- Climate schedule change; reducing operation by 2 hours.

SEPTEMBER

- Installation of meters in inbound and outbound areas. With this installation, all parts of the plant are monitored, allowing us to review consumption and take saving actions.



Climate Impact Assessment

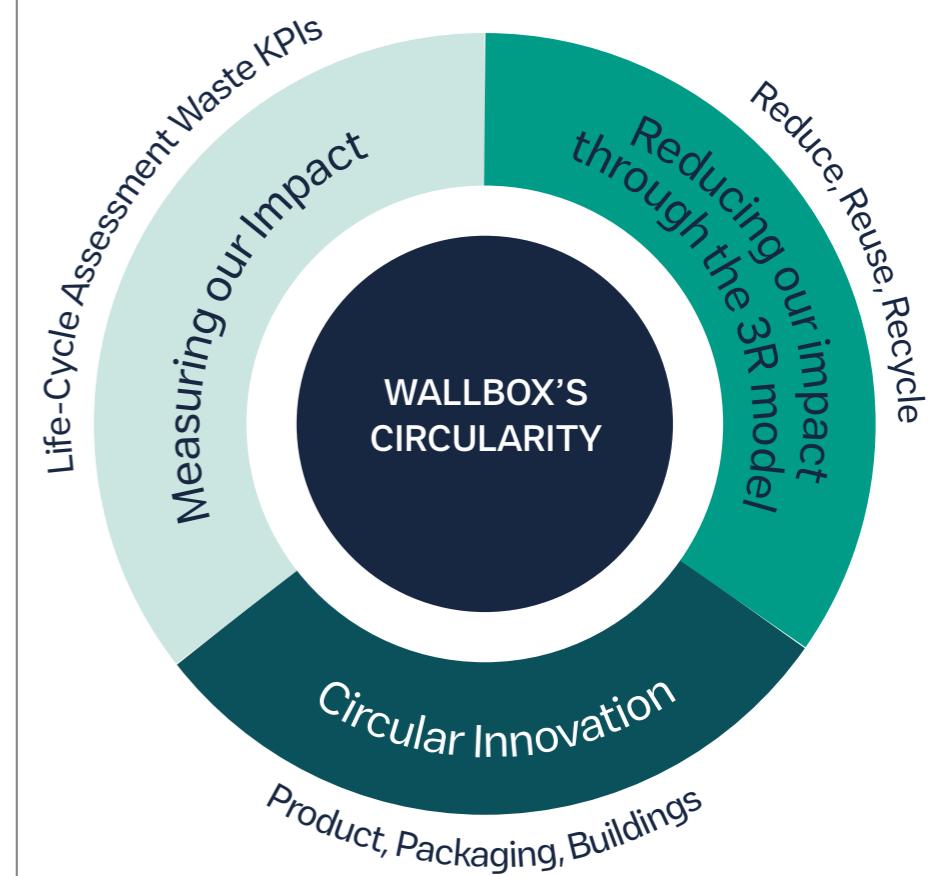
In 2023, Wallbox, recognizing the imperative of climate resilience and sustainability, undertook a comprehensive climate impact assessment for its manufacturing facility situated in Arlington. Guided by industry-leading frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), 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 minimize 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.



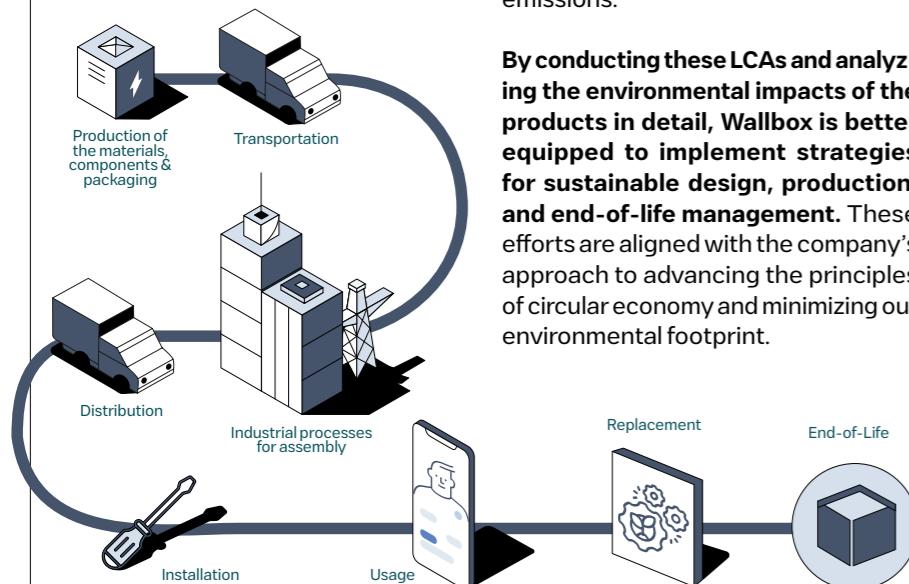
Measuring our Impact

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.

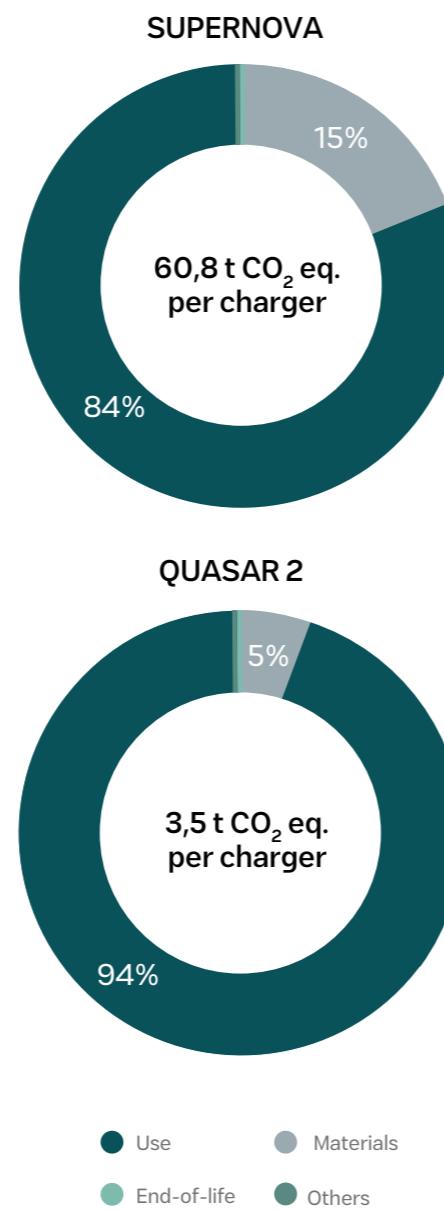
LCAs for Supernova & Quasar

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.



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.

5. 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.
6. Source: EPA Greenhouse Gas Equivalencies Calculator.



ESG Industry Barometer in ABL

The most recent Wallbox acquisition, ABL Germany has developed and analyzed an HVB ESG Industry Barometer for the company's transparent classification based on industry-specific criteria. In fact, the HVB ESG Industry Barometer enables stakeholders to classify ABL in terms of ESG criteria.

The overall ESG score, the company demonstrates awareness of select environmental, social, and governance issues pertinent to its operations, signifying a conscientious approach to industry challenges. The following ESG factors were considered:

Climate Factor: The company faces moderate climate transition challenges due to its business model being associated with a moderate carbon emission intensity compared to other industries along the entire value chain.

Social Factor: The company has taken significant steps to mitigate social challenges, ensuring and leading decent working conditions such as safe work practices and gender equality.

Governance Factor: While opportunities for improvement exist, the company is poised to enhance its governance practices. Leading companies strategically embed sustainability objectives into executive compensation, foster ethical business conduct, and bolster compliance frameworks.

SDG Impacts of Products and Services: Significant portions of the company's product and service portfolio contribute to achieving one or more of the United Nations' 17 Sustainable Development Goals (SDGs).

3R Model

About 40% of energy consumption in the EU stems from the construction sector, contributing up to 36% of the region's CO₂ emissions. Furthermore, construction activities generate 60% of the EU's total waste.

Because of the significant impact that construction has on the environment, Wallbox performed a circular diagnosis of its headquarters in Barcelona, and in 2023 did the same diagnosis with its canteen. The main results from the analysis were the following:

Composition

Identification of material types and 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.

CIRCULAR REPORT**AS BUILT**

Project: Wallbox Office and Canteen Renovation

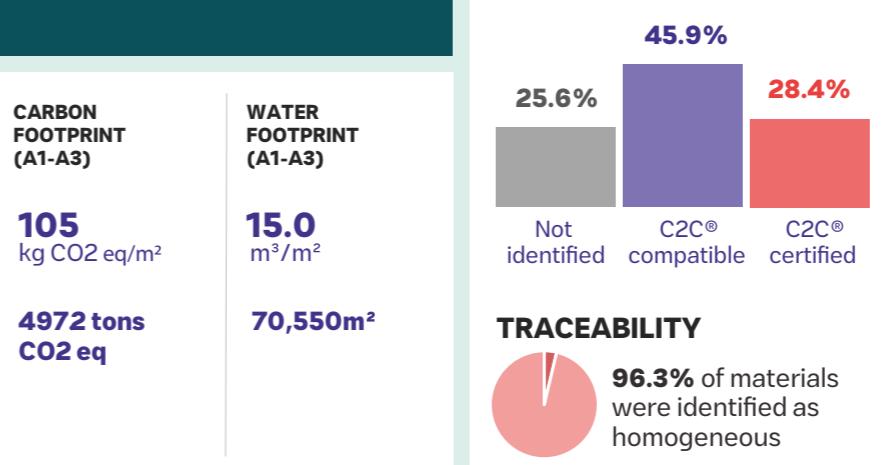
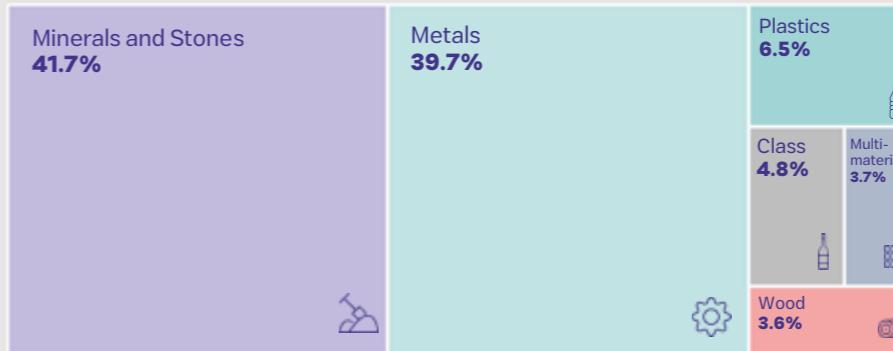
Type of Work: Refurbishment

Use: Offices

Location: Carrer del Foc, 68, Barcelona

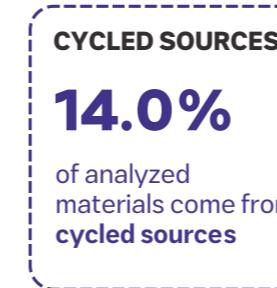
Area: 4,738 m²

Year: 2022/2023

**MATERIAL HEALTH****COMPOSITION**

1613 materials / products collected
1331 material passports created
130 identified manufacturers

743.3 tons of materials quantified in the renovation of offices and canteen

CIRCULARITY**MAXIMUM CYCLABILITY POTENTIAL**

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: 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.

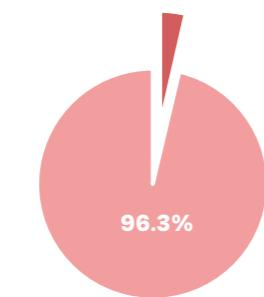
Social Fairness: Consideration is given to social aspects such as fair labour practices and community engagement throughout the supply chain.

Materials Health Health Metrics

Traceability

Allows to know what products are made of.

- We work at different levels:
 - Homogeneous material
 - Chemical composition



3.7% of materials were identified as multi-materials

96.3%* of materials were identified as homogeneous materials

Materials Health

Allows to know what installed products are made of, how many are certified, and how many are aligned with the principles of cradle to cradle design.

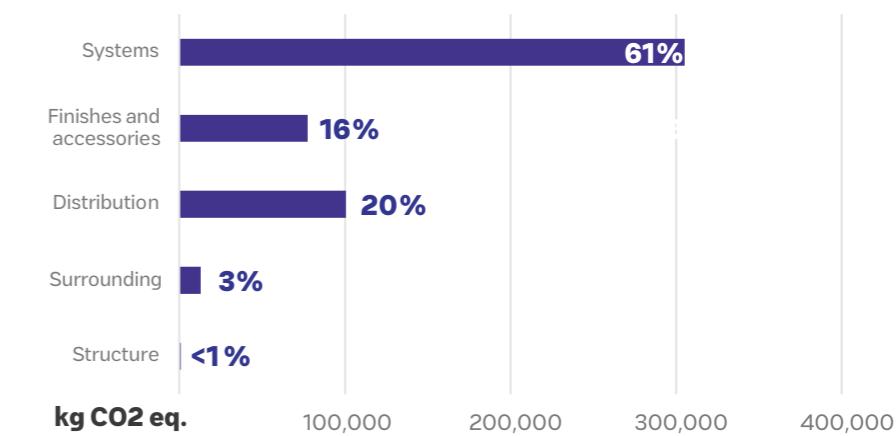
5. Carbon and Water footprint

The carbon footprint of Wallbox's Offices and Cafeteria quantifies the greenhouse gas emissions generated from the extraction of raw materials to the manufacturing of the product (A1-A3). The analysis does not include emissions during the space's usage phase.

6. Selective deconstruction: circular ecosystem

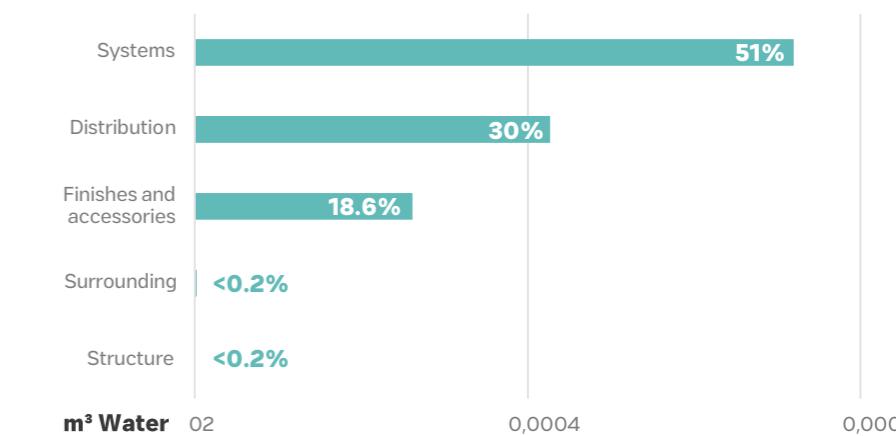
The purpose of diagnosing and identifying the circular ecosystem is to plan and maximize the reuse, remanufacturing, and recycling rate of materials and reduce the impact of deconstruction. A diagnosis of the existing resources across the total surface area is conducted to identify circular transformation opportunities.

Carbon Footprint and Water Footprint Embedded in the materials



Carbon Footprint and Water Footprint Water Footprint

Indicator of Water Footprint (WF) that expresses the net use of fresh water (FW)



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 activities⁷.

m3	Water Consumption	Water Intensity per Employee
2022	12,463	9.80
2023	67,775	48.07

Incl. ABL

Wallbox acknowledges the notable increase in water consumption, stemming from the impactful developments of 2023: the successful acquisition of ABL, the first complete year of operations in the Barcelona and Arlington factories, and the revitalization of the St. Andreu facility in the initial four months of the year. Despite the surge in water usage, escalating from 12,463 m3 to 67,775 m3, Wallbox has taken proactive steps to address this trend. Through the strategic implementation of filtration systems across sinks and washbasins at both the Wallbox headquarters and the D26 factory, the technology is supposed to reduce 20% in water consumption.

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 Peace⁸, 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.

Furthermore, Texas has garnered recognition from NASA⁹ as the foremost U.S. state in terms of both the diversity and frequency of natural disasters. In light of this acknowledgment, Wallbox has embarked upon a series of initiatives pertaining to its facility situated in Arlington, Texas. These initiatives encompass a comprehensive evaluation of flood probability, identified as the primary concern for the region, along with other potential natural impacts:

October 2021

Arlington Technical Due Diligence

January 2022

Emergency Action Plan

October 2022

Raise of Electrical Components

Implementation of an efficient system within the factory

June 2023

Climate Risk Assessment

Climate Adaptation Plan

The following impacts were identified: Changes in Precipitation Patterns and Extreme Variability in Weather Patterns:

- This poses challenges to Wallbox's operations as it can lead to unpredictability in water availability for manufacturing processes and facility operations.
- The variability in weather patterns also introduces uncertainty regarding energy consumption, as extreme temperatures may require additional heating or cooling resources to maintain optimal working conditions within the facility.

Increased Inland Flooding:

- Inland flooding presents an effect to Wallbox's operations, particularly in low-lying areas or regions prone to heavy rainfall events. Floodwaters can cause damage to equipment, inventory, and infrastructure. Additionally, prolonged flooding may result in extended production downtime and supply chain disruptions, impacting the company's ability to meet customer demand and fulfill orders.

Heavy Precipitation and Pluvial Flooding:

- Heavy precipitation events and pluvial flooding pose specific impacts to Wallbox's operations, particularly in urban environments with limited drainage capacity. Intense rainfall can overwhelm storm-water systems, leading to localized flooding and water accumulation within the facility and surrounding areas. This can result in property damage, logistical disruptions, and safety hazards for employees and nearby communities.

- Pluvial flooding may also impact transportation routes and access to the facility, hindering the movement of goods and personnel. Moreover, water infiltration into the facility can damage critical infrastructure and compromise electrical systems, posing effects of equipment failure and operational downtime.

Biodiversity

At Wallbox, we recognize the critical importance of biodiversity conservation and in preserving the health and resilience of our planet's ecosystems. Our responsibility to biodiversity aligns with the objectives outlined in Spain's non-financial information disclosure legislation, as we strive to uphold ethical and sustainable business practices that minimize our environmental footprint and contribute to global conservation efforts.

Wallbox, with an international presence of sales extending to more than 118 countries, conducted a comprehensive analysis focusing on the top 20 countries where significant sales transactions were generated. This analysis involved cross-referencing sales data with the Environmental Performance Index (EPI): Biodiversity Habitat Index¹⁰. Led by Yale University, the EPI Index provides a detailed assessment of over 177 countries, utilizing remote sensing data and ecological diversity studies to estimate the impacts of habitat loss, degradation, and fragmentation on terrestrial biodiversity retention.

The EPI Index assigns a score ranging from 0 to 100, with a score of 100 indicating no habitat loss or degradation and a score of 0 indicating complete habitat loss. This meticulous analysis enables Wallbox to gain insights into the biodiversity and habitat preservation efforts of countries where its operations are significant, facilitating informed decision-making and strategic planning in alignment with the company's environmental sustainability practices.

The EPI Index for Wallbox's top 20 countries with the highest number of sales transactions is as shown opposite. Wallbox took a close look for the company's top 2 countries with biodiversity loss: Turkey and Saudi Arabia. To do so, the company analyzed other indexes that have a direct correlation with biodiversity. Wallbox will keep periodic track of the above data, analyze its evolution, and try not to do significant biodiversity harm when doing business in countries where it operates.

Country	# of Sales Transact	EPI
UNITED STATES	14,393.00	60.60
SPAIN	10,266.00	85.80
FRANCE	7,215.00	86.50
CANADA	6,639.00	62.90
NETHERLANDS	6,185.00	80.10
SWEDEN	4,595.00	68.80
BELGIUM	3,876.00	82.40
MALAYSIA	3,386.00	51.90
ITALY	2,755.00	76.50
GERMANY	3,532.00	88.50
UNITED KINGDOM	2,149.00	81.50
PORTUGAL	1,661.00	70.50
NEW ZELAND	1,546.00	76.60
SAUDI ARABIA	1,539.00	29.30
AUSTRALIA	1,403.00	82.10
CANARY ISLANDS	1,171.00	n/a
IRELAND	1,149.00	39.70
MEXICO	1,143.00	69.80
ISRAEL	966.00	39.70
TÜRKİYE	765.00	7.50

Türkiye	EPI Score	10 Year Change
Biodiversity	7.50	0.10
Terrestrial biomes (natl)	1.10	NA
Terrestrial biomes (global)	1.40	NA
Marine protected areas	NA	NA
Protected Areas Rep. Ind.	9.10	2.00
Biodiversity Habitat Index	37.30	NA
Species Protection Index	1.10	0.10
Species Habitat Index	87.10	
Average EPI Score	20.66	

Saudi Arabia	EPI Score	10 Year Change
Biodiversity	29.3	1.6
Terrestrial biomes (natl)	28	NA
Terrestrial biomes (global)	28	NA
Marine protected areas	20.7	NA
Protected Areas Rep. Ind.	15.1	11
Biodiversity Habitat Index	58	NA
Species Protection Index	31.3	1
Species Habitat Index	97.5	-0.9
Average EPI Score	38.49	

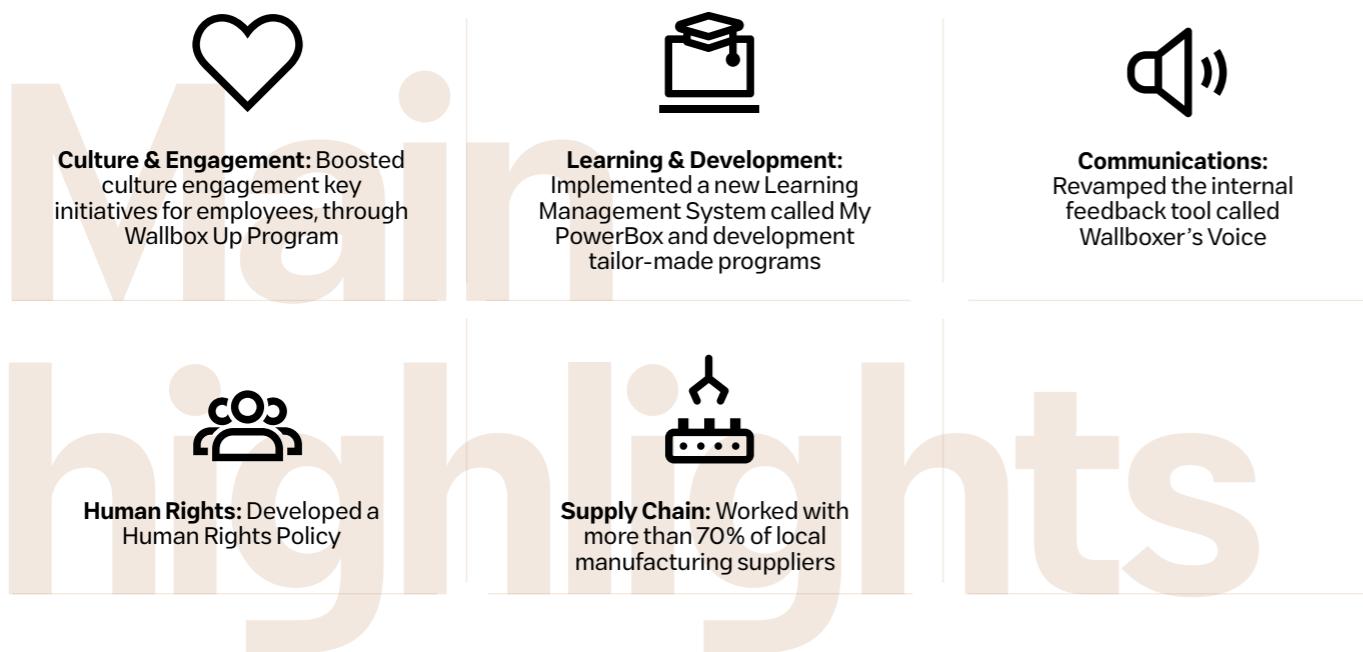
7. Water scope: 2023 includes waster from all ABL facilities.
8. Source: Institute of Economics and Peace.

9. Source: NASA-ISRO SAR Mission (NISAR)

10. Source: EPI: Biodiversity Habitat Index

Building Impact Through...

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



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. During 2023, the company carried 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 CEO groups of 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 new canteen.

Learning & Development

In 2023, Wallbox continued its efforts towards employee development through designing and launching a new Learning and Development Framework and Platform, myPowerBOX. This new Development 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.

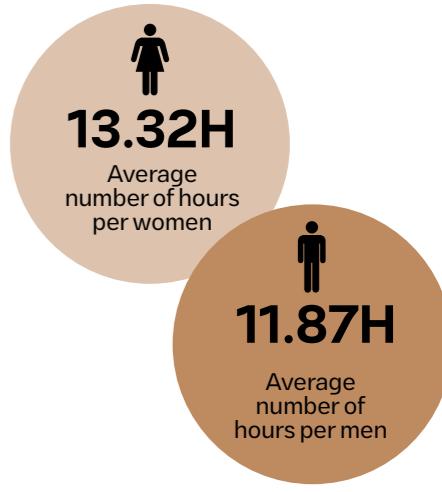
CHARGE: Charge focuses on our Cultural values (Dare, Drive, Different), general Essential skills, and specific Role / Technical skills.



There are several tailor-made programs within the learning and development framework:

- First Managers Activator Program (MAP), a program to support and align today's managers to be great Wallbox leaders giving them the necessary tools to support their teams when navigating the employee journey and carrying on our culture along the way. There was a total of 85 managers from 13 different nationalities enrolled in our 12 month program.
- First edition of FemForward, a six-session program designed as part of the Diversity and Inclusion Plan to empower and create growth paths for top female talent. The program provided tools and resources to accelerate growth towards leadership positions, creating a solid and inspiring network and promoting female talent. A total of 28 female Wallboxers participated in FemForward.
- The company also focused on key training areas such as compliance, financial standards, ISOs, and health & safety to drive more robust processes and practices throughout the organization.

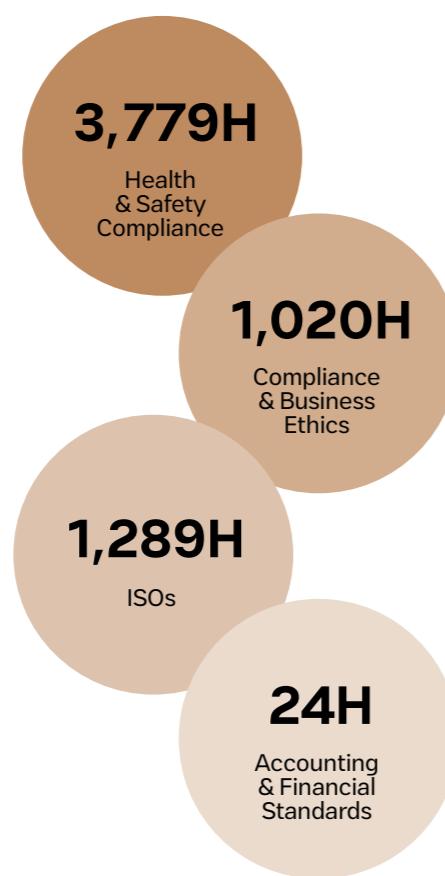
The diverse array of trainings and programs within Wallbox's learning and development framework reflects a commitment to fostering growth and inclusion among Wallbox workforce. The aggregate sum of hours allocated by the company throughout the year 2023 amounts to 12,436 hours reflecting the company's proactive approach to nurturing talent and cultivating an environment of professional growth.



Thanks to Wallbox's comprehensive training programs, senior specialists received the most training hours in 2023, followed by managers and area experts. The Manager Activator Program as well as the FemForward Program played a significant role in this providing extensive training opportunities for managers and 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 2023 focused on compliance & business ethics, accounting and financial standards, ISOs, and health & safety (H&S). 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. Wallbox demonstrated its 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

Achieve a better gender balance

Attract & Grow

Work on our Employer Branding to increase our % of female applications
Develop internal talent to increase our female presence in leadership positions

Metrics

- 2%-4% increase in female applications per Q
- Increase in female presence in Leadership roles

2

Ensure a respectful culture & environment

Drive Awareness

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

Metrics

- 45% of Leaders completing Unconscious bias Workshop by 2023 through MAP

3

Empower our female talent

Share & Connect

Create a community where women can network, mentor and drive D&I initiatives

Metrics

- Monthly #SheDrives meetings
- Quarterly #SheConnects Events

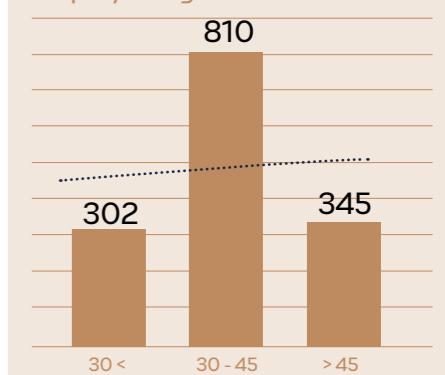
28%

increase from '22 to '23

2022
26% of women

2023
29% of women

Employee Ages



During 2023, the company has carried on different D&I actions to advance towards its 3 main goals:

1. Attract & Grow

Achieve a better gender balance

In 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 in the number of female employees compared to the previous year, as evidenced by the table below:

Year	Women
2022	335
2023	429

Total Women in Wallbox NV, including ABL.

2. Drive Awareness

Ensure respectful culture & environment

Wallbox¹¹ 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 inclusivity¹².

The first step has been to launch a program to drive Unconscious Bias awareness within our employees. This program aimed at identifying our bias and discuss in small groups ways to reduce or eliminate their impact in our decisions.

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](#).



11. There has been no incidents of discrimination.

12. Wallbox adopted measures about integration and universal accessibility of persons with special abilities throughout its offices and factories.

3. Share & Connect

Empower our female talent

Wallbox has designed and trained 28 female young professionals with the FemForward Program, a significant initiative within the company's Diversity & Inclusion Plan. FemForward focuses on developing leadership skills, expanding 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.

**FemForward Content****Gender Bias Workshop**

Understand Bias focusing on Gender, its importance in today's reality, and learning strategies to address it in the workplace.

Personal Branding and Influence: learn how to build strong relationships with key stakeholders and how to use your influence to advocate for yourself while navigating power dynamics, and gender.

Focusing on oneself

Leadership Signature: explore unique leadership strengths, values, and potential through a psychometric self-assessment.

Focusing on other

Growth: delve into the development factors and their building blocks that support and ensure Wallboxers growth.

Team Leadership and Collaboration: learn about the necessary skills to lead a team of people with the same goal: trust, collaboration, priority management and delegation.

Inspiring voices

Inspiring Voices are panels of three female leaders sharing relevant experiences, tips, and insights about female leadership. Participants can also bring to the table real-life situations and discuss with the rest of the group strategies to address them.

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.

ESG Newsletter: Wallbox launched its first ESG Newsletter, showcasing activities and advancements in environmental, social, and governance (ESG) areas across the organization. As part of this initiative, the company offered resources and materials to its employees, including the opportunity to access UN Global Compact trainings on ESG matters for free.

People Connect 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.

Extended Leadership Meeting: Top Management shares insights and business updates to the management group, and there are workshops and other activities to advance transparency and collaboration between managers and across different departments.

The launch of "Ask Me Anything" sessions which involved three sessions with C-levels and ten sessions total with our CEO.

To ensure that culture and communication remain at the heart of everything done in the organization, Wallbox undertook comprehensive measures to understand what makes Wallbox, "Wallbox" and revamped their internal feedback tool; Wallboxer's Voice, to gather more personalized insights and foster transparent communication.

Wallbox gathers survey data twice a year asking for topics such as engagement, communications, trust, and diversity & inclusion.



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 who tries to find employment for people with special abilities. This year, Wallbox has been honored with an award recognizing its commitment to AURA's community.
- Wallbox also collaborated with local NGOs to highlight their commitment to social responsibility. Over the festive period, they collected 13 Christmas food packages for Banco del Aliments De Barcelona.
- Moreover, a total of 111 Wallboxers became Reyes Magos during the holiday season, providing gifts to people with low purchase capacity.
- Wallbox proudly sponsors Club Europa, primarily for player equipment. With 80 years of history, the club now serves as the flagship team for the Ángel Pedraza football school in the Zona Franca.

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.

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. 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.

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.



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 adhere 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

In addition to achieving ISO 45001 certification, **Wallbox has implemented a comprehensive health and safety training program** mandatory for employees. Six types of security training have been conducted, totaling 1,403 hours of training with an attendance of 260 Wallbox team members.

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.

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.

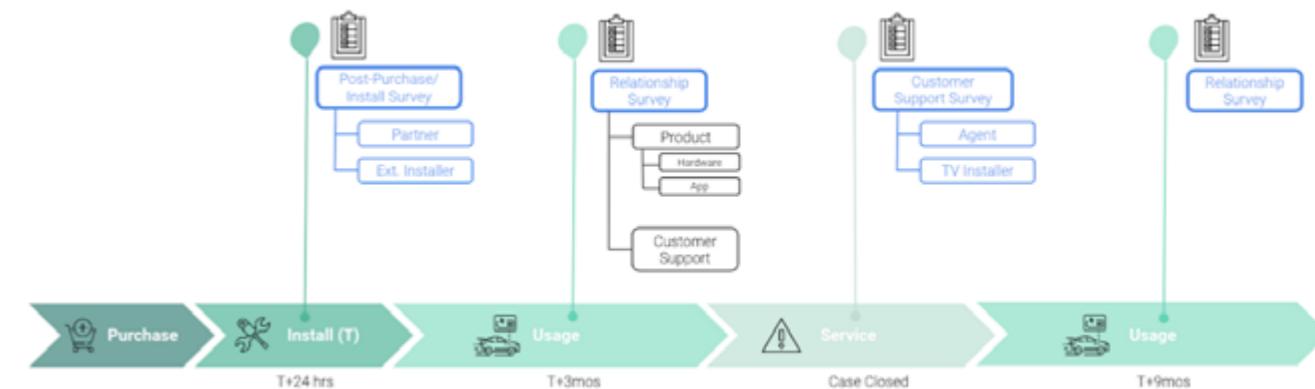
Customer Experience

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' journeys 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.

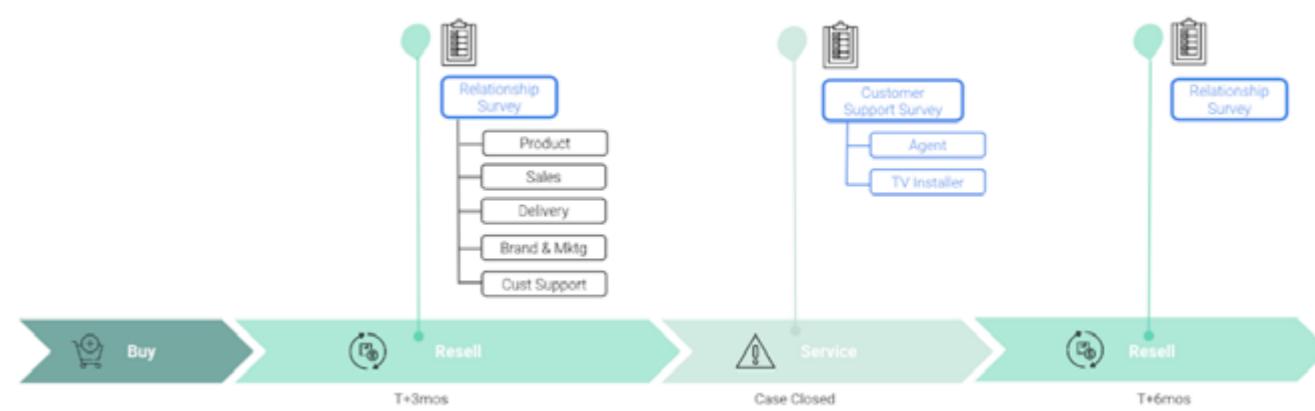
End User Feedback Journey

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



Supply Chain**ABL Integration**

In a pivotal move marking a significant milestone for Wallbox in 2023, the company integrated the renowned German enterprise, ABL, during the final quarter of the year. This strategic acquisition of ABL GmbH's operations and assets not only bolsters Wallbox's competitive stance in crucial markets but also expedites its journey towards profitability.

With a combined installation count exceeding 1 million EV chargers worldwide, the union of Wallbox and ABL stands as a testament to their collective impact on the global electric vehicle charging landscape. ABL's pioneering status in EV charging solutions within Germany, the continent's largest EV market boasting over two million electric vehicles, further solidifies the synergy between the two entities.

This transaction represents a meticulously crafted strategy by Wallbox, designed to yield immediate value for customers, partners, and shareholders alike. Foremost, it propels Wallbox's commercial agenda forward by enriching its product and certification arsenal, notably aligning with the stringent German EV charging calibration law (Eichrecht). Leveraging ABL's established relationships, sterling reputation, and workforce, Wallbox now delivers an all-encompassing suite of residential, commercial, and public charging solutions within the market.

As Wallbox harnesses ABL's proven technology and highly efficient workforce, the outlook for sustained growth and innovation appears exceedingly promising.

The ABL team is glad to have found a strong partner in Wallbox who shares our vision of an emissions-free world," stated Ferdinand Schlutius, Co-CEO of ABL, "Together, we will proceed with our planned strategic steps and successfully launch our next generation EV charger, the eM4 and our new Schuko program in the market. With ABL and Wallbox's EV solutions complementing each other perfectly, we will hold a unique position in the market to meet the needs of all our customers.

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 2023 the company is in the early stage of 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:



- 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

Note: The following tables from 1.1 to 2.3 do not include ABL because the acquisition occurred in October and the categorization of employees was not yet aligned with the rest of Wallbox Group.

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 12/31/2023

Etiquetas de fila	Australia	Belgium	China	Denmark	Finland	France	Germany	Italy	Netherlands	Norway	Portugal	Spain	Sweden	UK	USA	TOTAL
Men	4	3	2	1	1	7	3	6	4	2	2	632	6	3	83	759
Women			3			5			4			241		2	45	300
TOTAL	4	3	5	1	1	12	3	6	8	2	2	873	6	5	128	1059

GRI 102-8

Total number and distribution of employees by gender, and professional classification as of 12/31/2023

CATEGORY	Men	Women	TOTAL
C-Level / VP	13	2	15
Director/Principal	34	11	45
Head/Master	41	23	64
Manager/Expert	131	37	168
Senior Specialist	301	87	388
Specialist	139	75	214
Factory Workforce	100	65	165
TOTAL	759	300	1059

GRI 102-8

Total number of employees by gender, and age range as of 12/31/2023

CATEGORY	Men	Women	TOTAL
Less than 30	150	80	230
Between 30 and 45	485	158	643
More than 45	124	62	186
Grand Total	759	300	1059

1.2. Total number and distribution of employment contract modalities.

GRI 102-8

Number of employees by type of contract, and gender as of 12/31/2023

CATEGORY	Men	Women	TOTAL
Permanent	757	299	1056
Temporal	2	1	3
TOTAL	759	300	1059

GRI 102-8

Number of employees by type of contract, job category, age, and gender as of 12/31/2023

CATEGORY	Men	Women	TOTAL
Permanent			
C-Level / VP			
Less than 30			
Between 30 and 45	6		6
More than 45	7	2	9
Director/Principal			
Less than 30			
Between 30 and 45	23	8	31
More than 45	11	3	14
Head/Master			
Less than 30	1	1	2
Between 30 and 45	30	19	49
More than 45	10	3	13
Manager/Expert			
Less than 30	11	2	13
Between 30 and 45	99	30	129
More than 45	21	5	26
Senior Specialist			
Less than 30	58	29	87
Between 30 and 45	201	48	249
More than 45	41	9	50
Specialist			
Less than 30	56	39	95
Between 30 and 45	66	29	95
More than 45	16	7	23
Factory Workforce			
Less than 30	24	9	33
Between 30 and 45	58	23	81
More than 45	18	33	51
Temporal			
Senior Specialist			
Less than 30			
Between 30 and 45	1	1	2
More than 45			
Specialist			
Less than 30			
Between 30 and 45	1		1
More than 45			
TOTAL	759	300	1059

GRI 102-8 Number of employees by type of workday, and gender as of 12/31/2023

CATEGORY	Men	Women	TOTAL
Full time	757	300	1057
Part time	2		2
TOTAL	759	300	1059

GRI 102-8 Number of employees by type of workday, job category, age, and gender as of 12/31/2023

CATEGORY	Men	Women	TOTAL
Full time			
C-Level / VP			
Less than 30			
Between 30 and 45	6		6
More than 45	7	2	9
Director/Principal			
Less than 30			
Between 30 and 45	23	8	31
More than 45	11	3	14
Head/Master			
More than 45	10	3	13
Between 30 and 45	30	19	49
Less than 30	1	1	2
Manager/Expert			
More than 45	21	5	26
Between 30 and 45	99	30	129
Less than 30	11	2	13
Senior Specialist			
More than 45	41	9	50
Between 30 and 45	202	49	251
Less than 30	58	29	87
Specialist			
More than 45	16	7	23
Between 30 and 45	67	29	96
Less than 30	56	39	95
Factory Workforce			
More than 45	17	33	50
Between 30 and 45	58	23	81
Less than 30	23	9	32
Part time			
Factory Workforce			
Less than 30	1		1
Between 30 and 45			
More than 45	1		1
TOTAL	759	300	1059

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

GRI 103-1

Dismissals produced during the year 2023 disaggregated by professional category

CATEGORY	Total Men	Total Women	Total employee per category	Total Dismissals	Dismissals by Category
C-Level / VP	13	2	15	2	13.3%
Director/Principal	34	11	45	7	15.6%
Head/Master	41	23	64	8	12.5%
Manager/Expert	131	37	168	19	11.3%
Senior Specialist	301	87	388	71	18.3%
Specialist	139	75	214	66	30.8%
Factory Workforce	100	65	165	37	22.4%
TOTAL	759	300	1059	210	19.8%

GRI 103-1 Dismissals produced during the year 2023 disaggregated by professional category, age range, and gender

GRI 103-1

CATEGORY	Men	Women	TOTAL
C-Level / VP			
Less than 30			
Between 30 and 45			
More than 45	1	1	2
Director/Principal			
Less than 30			
Between 30 and 45	4		4
More than 45	3		3
Head/Master			
Less than 30			
Between 30 and 45	4	2	6
More than 45	2		2
Manager/Expert			
Less than 30			
Between 30 and 45	10	2	12
More than 45	7		7
Senior Specialist			
Less than 30	6	6	12
Between 30 and 45	39	14	53
More than 45	6		6
Specialist			
Less than 30	16	10	26
Between 30 and 45	18	11	29
More than 45	10	1	11
Factory Workforce			
Less than 30	3	2	5
Between 30 and 45	14	7	21
More than 45	8	3	11
TOTAL	151	59	210

1.4. Average remuneration disaggregated by gender, age and professional classification

GRI 102-38

Average remuneration by professional category and gender

CATEGORY	NON US			
	Female		Male	
	Average of Total Base Salary en EUR	Number of employees	Average of Total Base Salary en EUR	Number of employees
C-Level	NA	1	€ 201,892.91	6
VP	NA	1	€ 140,063.94	4
Director/Principal	€ 91,080.95	4	€ 98,252.17	25
Head/Master	€ 59,391.20	22	€ 72,829.46	40
Manager/Expert	€ 51,553.39	31	€ 62,171.49	114
Senior Specialist	€ 42,387.82	76	€ 49,622.64	278
Specialist	€ 29,148.38	61	€ 33,770.73	118
Factory Workforce	€ 26,498.97	59	€ 29,420.96	91
TOTAL	€ 39,812.37	255	€ 51,310.64	676

Note: Categories with less than 3 employees are not reported for confidential matters

1.5. Salary gap, remuneration of equal jobs

GRI 102-38

Average remuneration by professional category, and gender

CATEGORY	NON US	
	Women	Men
C-Level	NA	NA
VP	NA	NA
Director/Principal		7%
Head/Master		18%
Manager/Expert		17%
Senior Specialist		15%
Specialist		14%
Factory Workforce		10%
TOTAL		22%

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

GRI 102-38 Average remuneration by professional category and gender

CATEGORY	US			
	Female		Male	
	Average of Total Base Salary en EUR	Number of employees	Average of Total Base Salary en EUR	Number of employees
C-Level		0		0
VP		0	€ 252,870.75	3
Director/Principal	€ 146,195.42	7	€ 138,434.60	9
Head/Master	NA	1	NA	1
Manager/Expert	€ 101,791.97	6	€ 96,575.94	17
Senior Specialist	€ 85,930.08	11	€ 84,062.71	23
Specialist	€ 66,249.51	14	€ 66,074.05	21
Factory Workforce	€ 42,106.38	6	€ 40,369.08	9
TOTAL	€ 85,383.11	45	€ 90,146.66	83

Note: Categories with less than 3 employees are not reported for confidential matters

1.5. Salary gap, remuneration of equal jobs

GRI 102-38

Average remuneration by professional category, and gender

CATEGORY	US	
	Women	Men
C-Level		
VP	NA	NA
Director/Principal	6%	
Head/Master	NA	NA
Manager/Expert	5%	
Senior Specialist	2%	
Specialist	0%	0%
Factory Workforce	4%	
TOTAL		5%

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

1.6. Hours of Training

ALL TRAINING	TOTAL AVERAGE NUMBER OF HOURS BY WOMEN	TOTAL AVERAGE NUMBER OF HOURS BY MEN
C-Level/VP	16.25	6.7
Director/Principal	5.72	19.7
Head/Master	14.92	18.8
Manager/Expert	24.5	14.6
Senior Specialist	15.08	10.8
Specialist	11.64	10.9
Factory Workforce	7.47	8.3

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

1.7. Number of hours of absenteeism

CATEGORY	Number of hours of absenteeism in 2023 by gender		
	Total Working Hours	Total Absenteeism	% Absenteeism
Men	1,486,195	34,584	2.33%
Women	410,278	15,135	3.69%

2.0. Collective bargaining agreements

COUNTRY
Spain 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	Men	Women	
Women			2	25%
Men		3	3	63%

*The executive directors is 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	0	0
Recordable work related injuries (total injuries)	19	15
Main type of work related injuries	Cuts, hits, traffic, slips, and dizziness.	

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.

CATEGORY	Spain		USA	
	Women	Men	Women	Men
Incidence Rate	44,44	58,33	0	71,43
Frequency Rate	8,82	15,42	0	18,16
Severity Rate	30,86	68,34	0	99,95

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

Work-related injuries.

CATEGORY	Women	Men
A. Number of fatalities due to injuries	0	0
B. Number of high consequence work related injuries (excl. fatalities)	0	0
Total number of injuries (excl. A & B)	19	15
Main type of injury	Cuts, hits, traffic, slips, and dizziness.	
Work related hazards + actions taken	All accidents have been investigated and the corrective measures have been planned.	

Work-related fatalities due to ill health.

CATEGORY	Women	Men
A. Number of Fatalities due to work-related ill health	0	0
B. Number of high consequence work related ill health (excl. fatalities)	0	0
Total number of injuries due to ill health (excl. A & B)	0	0
Main type of injury	NA	
Work related hazards + actions taken	See Health and Safety section in the report	

Tons of waste generated during 2023
*Includes all factories, BCN Headquarters and Ares (Coil Inc. is not material).

CATEGORY	Tonnes	%
Plastic	943.19	2%
Paper	87.52	0%
Electronics	1,473.00	3%
Scrap	11.30	0%
Organic	30.51	0%
Ordinary waste	45,350.90	95%
TOTAL	47,896.42	100%

Note: ABL Morocco is out of scope for 2023

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

Country (in thousand Euros)	Year ended December 31,					
	2023			2022		
	Revenue	%	Revenue	%	Revenue	%
Spain	29,590	21%	20,076	14%	6,910	10%
United States	22,268	15%	19,412	13%	4,713	7%
Italy	14,686	10%	14,927	10%	7,338	10%
Germany	9,111	6%	7,944	6%	12,034	17%
Other countries	68,114	47%	81,826	57%	40,584	57%
Total	143,769	100%	144,185	100%	71,579	100%

Profits by location (in thousand euros).

(In Thousand Euros)	EMEA	NORAM	APAC	Total segments	Consolidated	Consolidated
					adjustments and eliminations	
Revenue from sales of goods	115,071	17,042	1,020	133,133	-3,717	129,416
Revenue from sales of services	6,787	8,728	693	16,208	-1,855	14,353
Changes in inventories and raw materials and consumables used	-81,453	-17,197	-615	-99,265	3,762	-95,503
Employee benefits	-61,103	-19,393	-740	-81,236	—	-81,236
Other operating expenses	-50,717	-10,318	-543	-61,578	1,790	-59,788
Amortization and depreciation	-25,478	-2,755	-210	-28,443	—	-28,443
Other income	14,176	119	-1	14,294	-34	14,260
Operating Loss	-82,717	-23,774	-396	-106,887	-54	-106,941

Other economic figures (in thousand Euros) by 12/31/2023

CATEGORY	Amount
Total Assets	€ 483,541
Sold Units (Products Sold)	€ 167,762
Total Net Sales	€ 143,769
Changes in inventories and raw materials and consumables used	€ 95,503
Capitalization by debt	138%
Changes in the share capital structure	See Consolidated Financial Statement 2023 (Note 16)
Taxes paid on profits	€ -
Pre-tax profits or losses	€ (112,774)
Corporate income tax paid	€ -
Tax on corporate profits accrued on profits or losses	€ 703.00
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 2023 we have incurred losses and we have not capitalised any tax credit except for the R&D deduction.

Note: Wallbox does not have guarantees and provisions related with the environment

CONCEPT	Government Entity	Grant Date	Grant Amount (Eur)
Hermes Estudios	Ministerio de Industria, Comercio y Turismo	01.24.23	1,809,687
Hermes Desarrollo	Ministerio de Industria, Comercio y Turismo	01.24.23	1,695,198
Hermes Formación	Ministerio de Industria, Comercio y Turismo	01.24.23	479,602
Top Gun	Centro para el Desarrollo Tecnológico Industrial, E.P.E. (CDTI)	01.26.23	46888,82
Torres Quevedo	Agencia Estatal de Investigación	12.01.23	82,653

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 alternative 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 performing 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 the 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 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: 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 to 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 find petrol stations which are more CO2 intensive. Thus, Wallbox current solution demonstrates substantial 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. The 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 is 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: GRI Index

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	GRI 201: Economic performance	201-2 Financial implications and other risks and opportunities due to climate change
	GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption
	GRI 207: Tax	207-4 Country-by-country reporting
	GRI 301: Materials	301-2 Recycled input materials used
	GRI 302: Energy	302-1 Energy consumption within the organization
		302-4 Reduction of energy consumption
	GRI 303: Water and effluents	303-1 Interactions with water as a shared resource
		303-5 Water consumption
	GRI 304:	304-2 Significant impacts of activities, products and services on biodiversity
	GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions
		305-2 Energy indirect (Scope 2) GHG emissions
		305-5 Reduction of GHG emissions
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 2023

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