

Enua

Charging the future. Responsibly.

Enua's sustainability journey.

STARTING RIGHT

WHY IT MATTERS

OUR PROGRESS

IN PRACTICE

WHAT'S NEXT?

Enua is a Norwegian company redefining how people charge their electric vehicles. From the beginning, we set out not just to build EV chargers, but to create something more meaningful—products that enable freedom, flexibility, and responsible innovation.

As a new player in a fast-moving industry, we recognise both the urgency and the opportunity to make responsible choices from the very beginning. Our products are designed, developed, and manufactured in Norway, giving us greater control over quality, traceability, and emissions.

At the same time, we know that making hardware—especially electronics—is never impact-free.

That's why from day one, we committed to building Enua in a way that feels good: for our users, for our team, and for the planet.

This is our first report on our sustainability activities—a snapshot of where we are today. It's not a checklist or a polished story. It's a transparent overview of the work we've done, the challenges we face, and the principles that guide us forward. It reflects our values, our ambitions and our belief that how we build things matters.

And it's our way of opening the door to a journey we're just beginning.

A man with short brown hair, wearing a white zip-up sweater and dark trousers, stands outdoors next to a dark grey EV charging station. He is smiling slightly and has his left hand on his hip and his right hand resting on the top of the charging station. The background consists of lush green trees and foliage.

**“We’re just getting started
– but we’re starting right.”**

Torben Aune

CEO, Enua

STARTING RIGHT

WHY IT MATTERS

OUR PROGRESS

IN PRACTICE

WHAT'S NEXT?



Why sustainability matters to us

We are proud to be part of the green energy transition—but we don't believe in claiming "sustainable" without doing the work.

The transition to electric vehicles is the future—but what about everything around them? Building chargers involves complex global supply chains, energy-intensive processes, and critical raw materials that can carry significant social and environmental risks. They are products with real material footprints. Plastic, circuit boards, rare metals. Many electronics end up as waste. We want to actively address the environmental and social impact of our business from the start.

At Enea, we believe a responsible charging company doesn't just help people switch to electric vehicles. It is one that:

- Designs for longevity and repair, not disposability
- Chooses local production where possible to reduce emissions and build resilience
- Engages with complexity, rather than hides from it, welcoming discussions around conflict minerals, waste, and packaging
- Provides people with products that move with them and fit their lives



The dilemmas we face

No sustainability journey is without complexity. We believe that acknowledging the challenges is essential to building trust and driving real improvement.

Operating in a growth phase means agility. It also means limits. We don't have massive compliance teams or full-time sustainability staff. But we do have values—and we're designing our systems to scale with our impact.

We know that we are not perfect. But we can honestly say that we're committed to doing better, learning fast, and sharing our journey along the way.

Here are some of the dilemmas we're actively working through.

Material traceability

Our chargers contain components that include materials like tantalum and cobalt, which are often mined in high-risk areas. We've adopted a responsible minerals policy and demand traceability from our suppliers—but transparency is still limited in many parts of the electronics supply chain.

End-of-life treatment

Many electronics become waste because they're difficult to disassemble or repair. Our current design allows for basic repairs and upgrades, and we're working to expand this modularity in future product generations. We are also working to build the infrastructure needed to manage what happens at end-of-life.

Green electricity? Depends where you plug in

Our chargers are efficient. But what if they're used in areas using not so clean energy? That's outside our control—but we're exploring ways to help users track and optimise their own charging behaviours.

Balancing iteration and longevity

How do we build something that lasts, while still improving it every six months? We're balancing longevity with iteration, using modular hardware and software updates to extend product life.

STARTING RIGHT

WHY IT MATTERS

OUR PROGRESS

IN PRACTICE

WHAT'S NEXT?



Our progress

Our climate footprint

In early 2025, we completed our first greenhouse gas accounting, focusing on our direct and indirect emissions (Scope 1 and 2), and identifying hotspots in our value chain (Scope 3). You can't improve what you don't measure, so having the data is crucial for us to develop concrete plans to reduce our footprint.

TOTAL

Scope 1, Scope 2 and Scope 3 emissions

727.55

 tCO₂e

Key findings

- Because we produce in Norway, and use renewable electricity, our Scope 2 emissions are low
- Materials and transportation in the supply chain account for most of our impact, like most hardware companies
- We have opportunities to reduce emissions through design and sourcing decisions



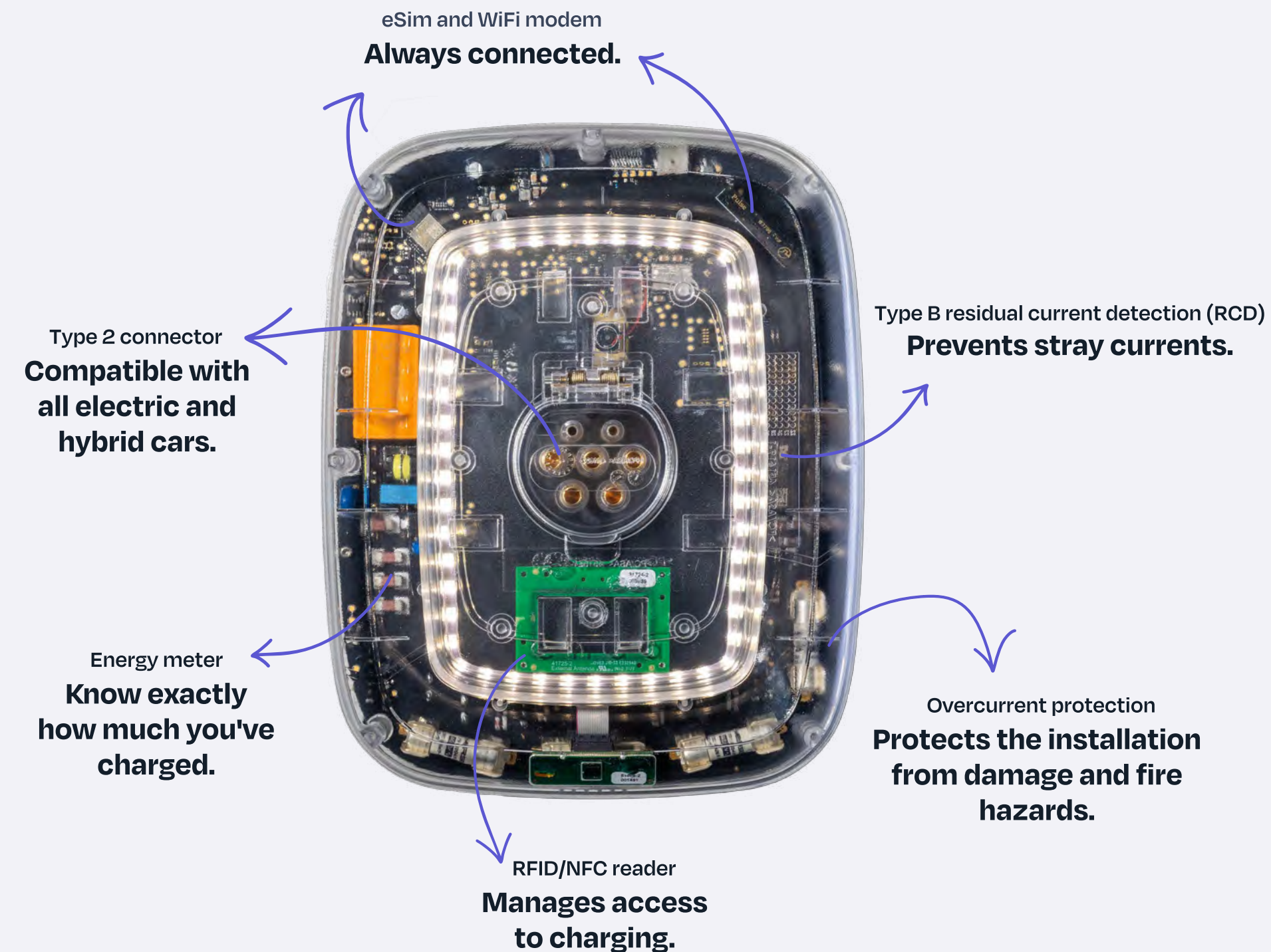
Designing with purpose

Our products follow seven sustainable design principles, from recyclability and modularity to energy efficiency and waste minimisation. These are not just abstract ideas—they guide how we build, test, and improve every Enea charger.

We've already implemented several, including:

- Durable enclosures designed for harsh Nordic conditions
- Energy-efficient charging hardware and software
- Non-toxic and RoHS-compliant materials
- Repairable components and local assembly
- Investigating refurbishment and researching how we can recycle the electronics and ensure responsible end-of-life procedures

We're also working on improving end-of-life disassembly and exploring reused and recycled materials.



Enea's 7 sustainable design principles

- 1. Modular design:** Build products that are easy to repair, replace or upgrade, extending product life and reducing the need for complete replacement.
- 2. Durability:** Ensure products are robust and reliable to reduce the need for frequent replacements.
- 3. Responsible material choices:** Prioritise recycled and reusable materials and avoid hazardous substances.
- 4. Design for zero-waste production:** Design to minimise waste from production.
- 5. Energy efficiency:** Design products that consume minimal energy during use.
- 6. Minimal packaging:** Use more sustainable and minimal packaging materials.
- 7. Design for recyclability:** Design products for easy disassembly, reusability and recycling at the end of their life to support the circular economy

Designing for transparency and flexibility

At Enea, transparency isn't just a value—it's a design principle. Our “naked charging” approach reflects our commitment to open, user-centric solutions.

Our modular chargers, comprising the Enea Wallmount and the detachable Enea Charge, offer unparalleled flexibility. This design allows users to seamlessly move their charging unit between locations, such as home, work, or vacation properties, reducing the need for multiple devices and installations.

For property developers and housing associations, this modularity translates to scalable infrastructure. By pre-installing Wallmounts, communities can provide residents with the option to add chargers as needed, promoting equitable access to EV charging while optimising resource allocation.

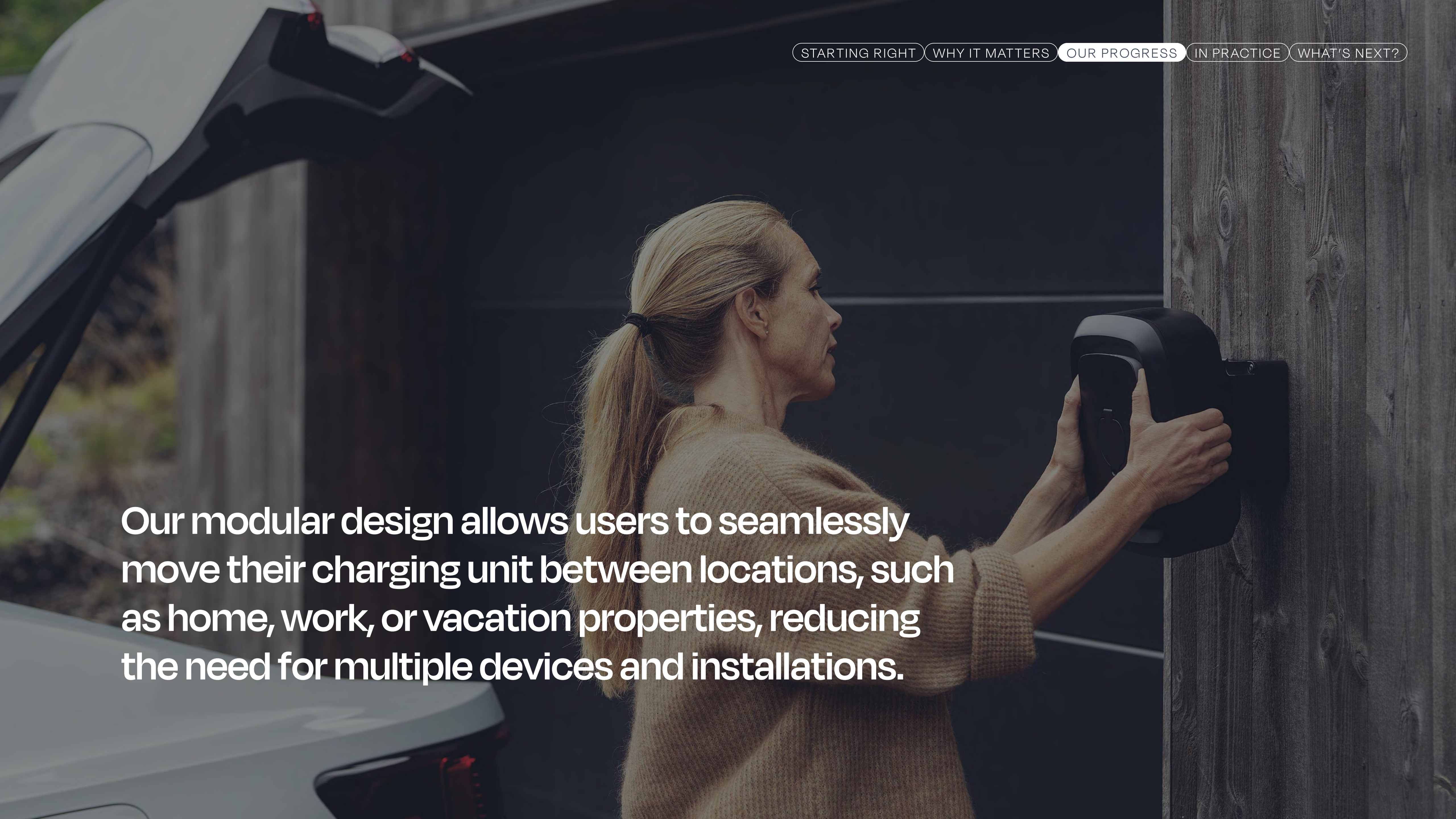
Manufactured in Norway, our chargers are built to withstand local conditions, ensuring durability and longevity. Local production not only supports the regional economy but also minimises environmental impact through reduced transportation emissions.

Ripple effects of local sourcing

'Made in Norway' isn't just a sticker to us, nor does it automatically make something sustainable.

Norwegian production allows us to respond faster to changes, collaborate closely with suppliers, and maintain higher levels of transparency. It also gives us shorter supply chains, lower transport emissions and closer relationships with suppliers, allowing for better traceability and ethical oversight.





Our modular design allows users to seamlessly move their charging unit between locations, such as home, work, or vacation properties, reducing the need for multiple devices and installations.

Sustainability in practice

Strong principles, real policies

At Enea, we believe that sustainability must be backed by more than good intentions. That's why we've developed a comprehensive Code of Conduct and suite of operational policies—many of them inspired by leading frameworks like the UN Global Compact, OECD Due Diligence Guidance, and the Norwegian Transparency Act.

From human rights and anti-corruption to supplier expectations and data privacy, these policies are designed to:

- Guide our day-to-day operations
- Support ethical sourcing and hiring
- Ensure our supply chain aligns with our values
- Help our partners trust the way we work

These documents help us align with best practices and upcoming legislation, while also giving our partners and customers confidence in our operations. We are small, but our governance is built to scale.

Business
Integrity Policy

Human Rights
Policy

Integrity
Due Diligence
Procedure

Minerals
policy

Supplier Code
of Conduct

Sustainability
policy

Sustainable
design
principles

Expectations for suppliers and partners

Sustainability doesn't stop at our door. We want to hold our suppliers to high standards, as detailed in our Supplier Code of Conduct.

This includes:

- Prohibition of forced or child labour
- Fair wages and working conditions
- Environmental responsibility (waste, emissions, materials)
- Anti-bribery and integrity in business dealings

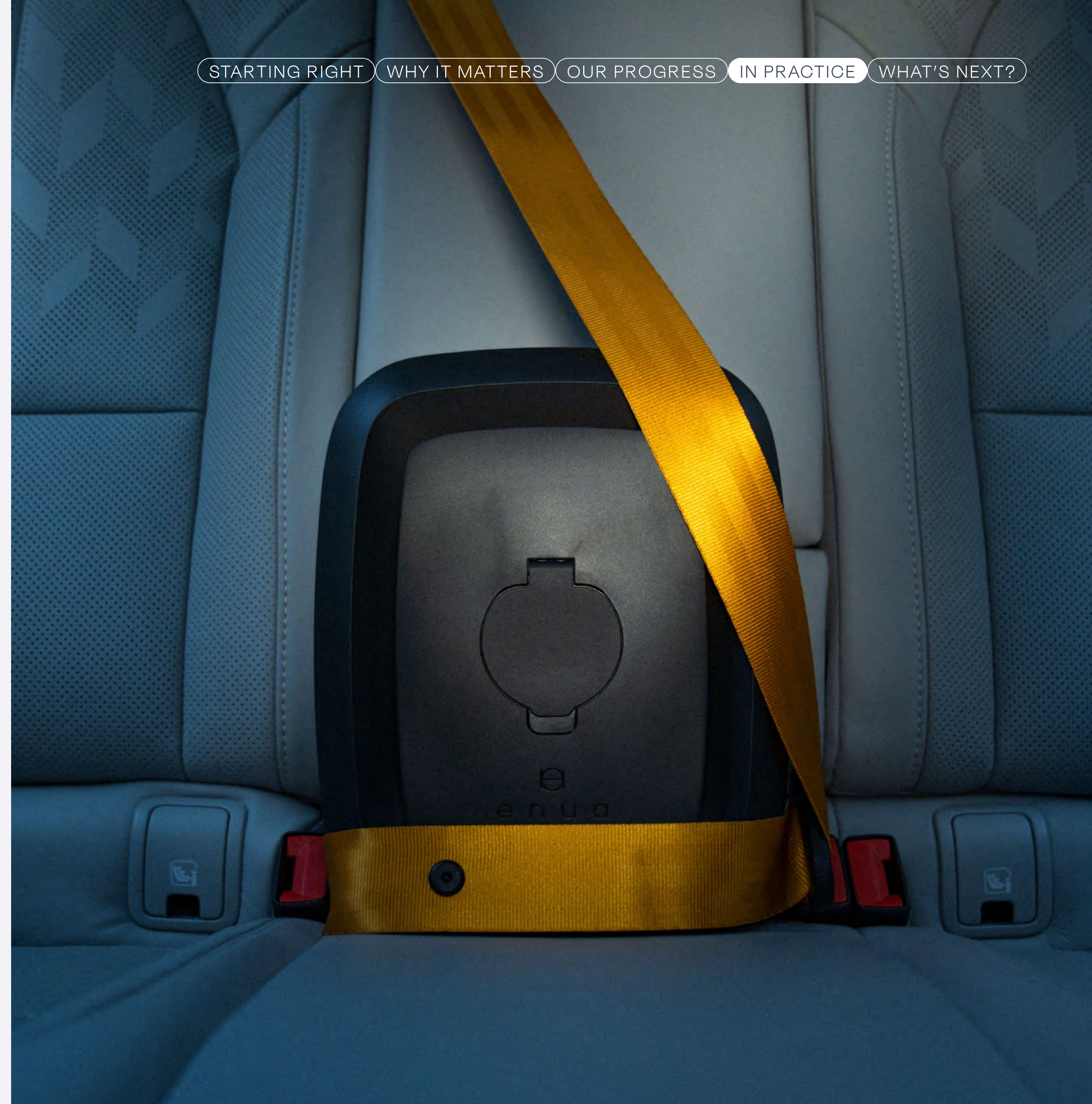
We have developed clear due diligence procedures for onboarding new suppliers. If we uncover risks, we act—whether that means mitigation, support, or stepping away.

Empowering people and whistleblowers

We've also built tools to protect our people:

- A whistleblower policy integrated in our internal systems (Huma)
- Monthly eNPS (employee satisfaction) tracking
- Structured onboarding, HR, and grievance processes

We want Enea to be a company where employees and partners feel safe speaking up—and proud showing up.



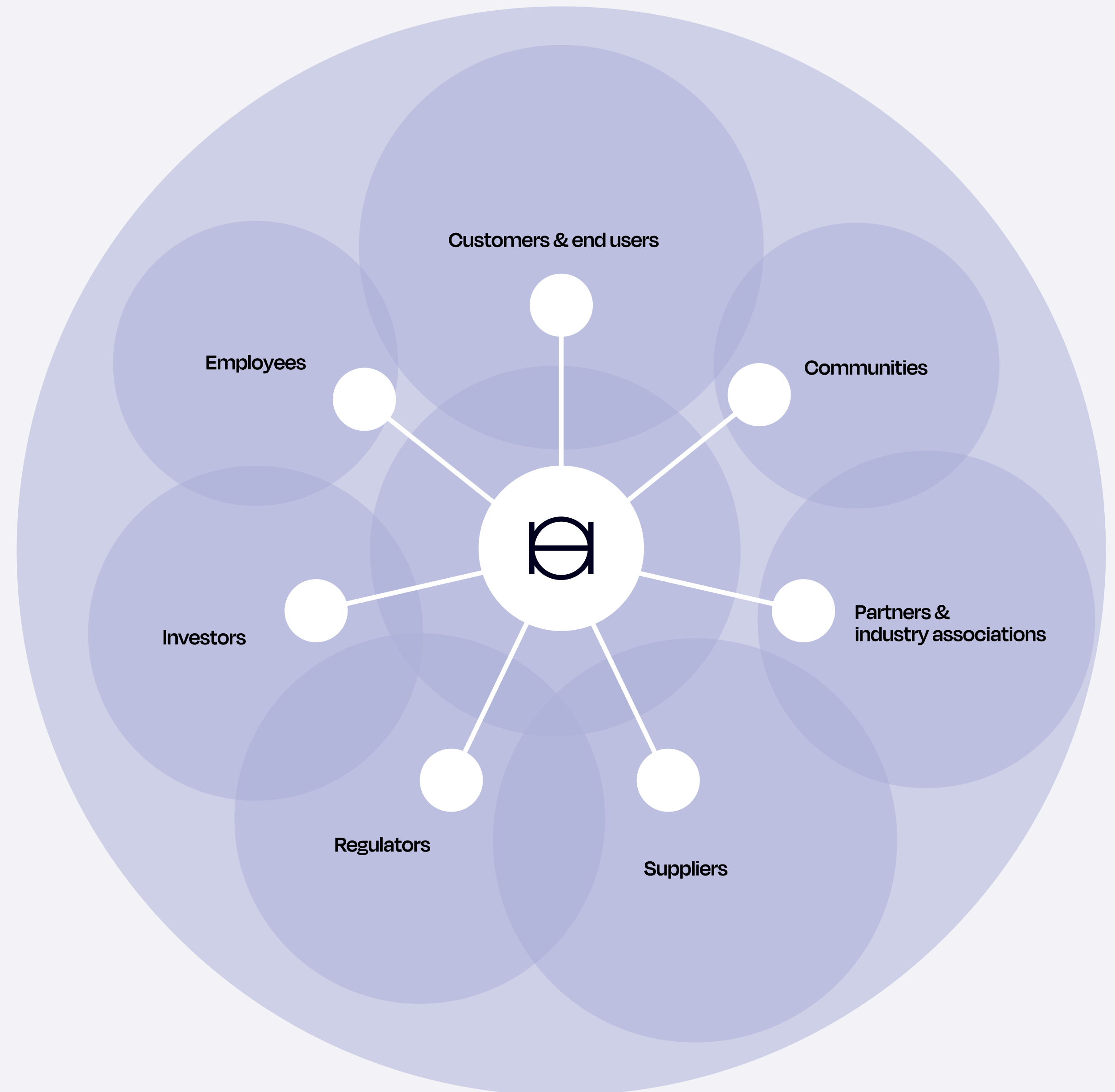
Supporting stakeholders

Whether you're a home user, a housing developer, a wholesaler, or an electrician, we want to make it easy to choose Enea—and to tell the story of your project.

We've developed:

- A footprint one-pager for reporting and tender inclusion
- A sustainability summary for project documentation
- A transparent overview of our design and sourcing process

These tools save our partners time and help them meet their own climate and procurement goals.



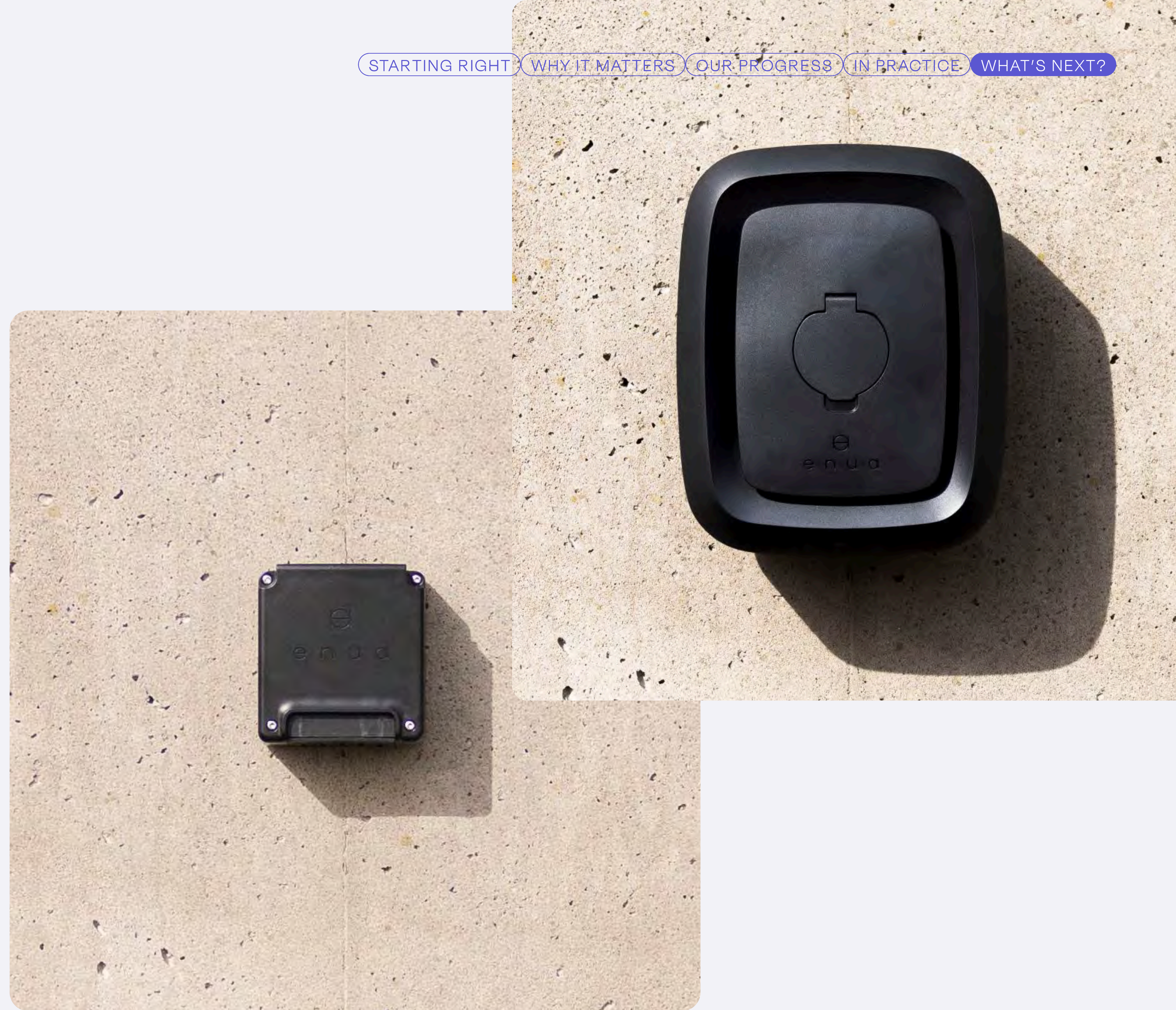
Where we're going

Strong principles, real policies

So, as we've established, we're just getting started but we have big plans. Some of the areas we're actively exploring include:

- End-of-life programs: What happens to an Enea charger when it's no longer in use?
- Second-life charging: Can our chargers power new forms of mobility or secondhand EV markets?
- Smart grid integration: How can we help balance the grid and reduce total electricity demand?

We're also interested in gamification and app integration—for example, helping users see when they're charging with green electricity, and rewarding low-carbon habits.



Shaping a responsible future.

Being a young company gives us the chance to do things differently. We don't have legacy systems to overcome. We're building from scratch—with intention, ambition, and a healthy dose of humility.

Our sustainability approach is not just about meeting standards. It's about building a company that people can be proud to be part of, whether they're a user, a partner, or a team member.

Join us on the journey.

Let's shape a future we're proud to plug into.

enua.io/sustainability

