

Impact Report

2024



Allego Global Corp.
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1. Introduction

1.1. About Allego

Allego Global Corp. is a dynamic international business development firm that connects markets in the East and West through its strategically located offices in Canada, Germany, South Korea, China, Hong Kong, and the UAE. **Throughout the following report, the abbreviated name 'Allego' will be used for ease of reading.** With a core focus on sustainability and innovation, Allego provides comprehensive solutions tailored to the diverse needs of its global clients. The company specializes in consulting, trading, certification, and project development services, emphasizing market entry strategies and supply chain optimization.

Our mission is to deliver strategic, sustainable, and technically sound services while maintaining long-term support for client success. We integrate in-depth research, practical implementation, and global expertise to exceed expectations and foster strong partnerships. By prioritizing environmental and industrial leadership, Allego aims to empower local communities while maintaining a global perspective. The commitment to sustainability drives Allego's product offerings and project development, ensuring that the company remains a forward-thinking leader in its field.

1.2. Purpose of the Impact Report

The Allego Global Corp. Canada Impact Report is designed to highlight our progress and performance in creating sustainable economic, social, and environmental value. It provides a structured, data-driven overview of our initiatives, allowing stakeholders to assess our impact and alignment with long-term goals. **Although we have many locations globally, this Impact Report focuses solely on our Canadian headquarters.**

This report is particularly important as it marks a new level of transparency and accountability for Allego by sharing measurable outcomes and specific performance indicators, we aim to build trust, foster collaboration, and inspire innovation across our network. Additionally, the report ensures comparability with previous periods, enabling us to track our growth and identify areas for improvement. The report also serves as a platform to reinforce Allego's commitment to aligning business success with positive global impact, demonstrating how we integrate sustainability into every aspect of our operations.

1.3. Report Methodology and Format

The report is structured to allow comparability with future periods, utilizing data from our internal records and publicly available information. It adheres to standard reporting practices to ensure transparency and accountability.

2. Overview: Sustainability and Social Responsibility

2.1. Allego and the UN Sustainable Development Goals (SDGs)

At Allego, the UN SDGs serve as a guiding framework for aligning our operations with global sustainability priorities. These goals provide a shared vision for addressing the world's most urgent challenges, from reducing poverty and inequality to combating climate change. For Allego the SDGs are not just abstract targets; they are directly tied to our mission of delivering innovative, sustainable, and impactful solutions. By embedding the SDGs into our strategy, Allego aims to contribute meaningfully to global progress while fostering a positive impact on the communities we serve. We actively integrate the following SDGs into our core activities:

Quality Education (SDG 4):

Allego invests in employee training and community education initiatives to foster skill development and empowerment. Our performance review systems encourage continuous improvement and capacity-building.

For example, we conduct Sustainable Entrepreneurship workshops in international schools, providing practical examples from our portfolio to help students understand sustainable business practices.

Clean Water and Sanitation (SDG 6):

Through partnerships and innovation, we develop advanced water filtration technologies to ensure access to clean water in underserved areas. We work with leading partners like Klaus Union, KAMAT, Econ Industries, Clean Waste System, and AQUAER to promote sustainability, protect the environment, and recover valuable resources.

- **Klaus Union's** magnet drive pumps reduce emissions and enable sustainable operations in the pump industry. Widely used in electrolysis plants for handling KOH and ultra-pure water (UPW), they are recognized for their eco-friendly design and are a top seller in Canada.
- **KAMAT** high-pressure pumps offer environmentally friendly alternatives to sandblasting and dust cleaning while supporting carbon capture and storage (CCS) technologies to reduce CO₂ emissions.
- **Econ Industries** specializes in zero-waste solutions, with their patented VacuDry technology providing a clean, zero-discharge method for treating industrial waste.
- **AQUAER's** innovative technology extracts water from air, addressing water scarcity in a sustainable way.
- **Clean Waste System** offers advanced ozone-based medical waste treatment, eliminating waste generation entirely for a cleaner, more sustainable process.

These partnerships and technologies drive our commitment to sustainable development and clean water access worldwide.

Affordable and Clean Energy (SDG 7):

We are deeply committed to **promoting Zero Waste Technologies and consumer products**. In any industry, prior to initiating collaboration, we thoroughly review our partners' technologies and their dedication to sustainability. All of our partners and suppliers, including

key industrial collaborators like KAMAT and Klaus Union in the energy sector, as well as waste treatment technology partners such as econ industries, Clean Waste Systems, and Aquaer, are fully committed to implementing zero waste solutions. Together, we work on recovering and conserving resources while effectively managing sludge, contaminated soil, medical waste, and even producing clean water. Additionally, through **our sustainability brand Envirowise**, we offer green solutions that eliminate microplastics, providing sustainable alternatives to traditional plastics. Our commitment to sustainability ensures that we not only address current environmental challenges but also foster a cleaner, healthier future for generations to come

Decent Work and Economic Growth (SDG 8):

By creating equitable job opportunities and fostering an inclusive culture, Allego supports sustainable economic growth in all regions where it operates.

We ensure our employees are paid an international rate that reflects fair compensation and helps promote a higher standard of living, rather than solely adhering to local wage rates.

Industry, Innovation, and Infrastructure (SDG 9):

Allego's engineering expertise drives innovation in sustainable infrastructure, strengthening systems that benefit future generations. All our technology partners provide innovative solutions for environmentally friendly and sustainable development. Innovation is a key criterion in selecting technology partners in Allego's activities.

Our work in developing sustainable infrastructure, including smart city projects and energy-efficient buildings, contributes to long-term economic growth and environmental sustainability.

Responsible Consumption and Production (SDG 12):

Minimizing life-cycle environmental impacts from cradle to grave is a key to identifying sustainable production and consumption. Sustainability is embedded in our product selection, guided by **Life Cycle Impact Assessments (LCIA)** to minimize waste and prioritize eco-friendly alternatives.

We integrate LCIA into our product development process, ensuring that our offerings, such as eco-friendly packaging and sustainable products, have minimal environmental impact from production to disposal. Minimizing the end-of-life impacts such as microplastic pollution is the key selection condition in the Envirowise initiative which is a subsidiary company of Allego.

Customer Success Story: Allego's Envirowise and Solubag Water-Soluble Bags

At Allego, we are committed to promoting sustainability through innovative solutions. One of our standout products, the Solubag water-soluble bags, which is being sold under our brand Envirowise, has been a game-changer in reducing plastic waste. We partnered with several organizations, including QE Home, a prominent Canadian retailer, to introduce our environmentally friendly products to the market.

2.2. Corporate Values and Principles

At Allego, our corporate values form the foundation of everything we do, guiding our approach to innovation, collaboration, and sustainability. We are deeply committed to transparency, ensuring that our stakeholders have clear insights into our operations, decision-making processes, and impact. Inclusion is another cornerstone of our values—our multicultural team reflects the global reach of our company, and we actively promote diversity and equity across all aspects of our work. Collaboration is at the heart of Allego's success. We

believe that combining diverse perspectives, both internally and through our partnerships, enables us to tackle complex challenges and deliver innovative solutions. Our commitment to ethical practices ensures that we maintain the highest standards of integrity and responsibility in every project we undertake.

Sustainability is not just a goal for Allego but a driving principle that influences all facets of our business. **From product selection to project execution, we prioritize long-term, environmentally conscious decisions that align with global sustainability goals.** By embedding these values into our culture, we aim to create a ripple effect of positive change, empowering communities and partners to adopt sustainable practices.

We continually strive to foster a supportive and agile environment where our employees can thrive. Through regular feedback mechanisms, cross-cultural and gender-responsive team-building initiatives, and professional development opportunities, we ensure that every team member feels valued and equipped to contribute to Allego's mission. This dedication to our core values enables us to remain resilient, innovative, and impactful in a rapidly evolving global landscape.

3. Economic and Social Impact

3.1. Growth and Innovation

Growth and innovation are key drivers of our success at Allego. Through strategic partnerships and market expansions, we have significantly increased our presence in Europe, Asia, and North America. **Starting in 2019, Allego achieved annual sales of approximately 2 million CAD, marking a solid foundation for future growth.**

Innovation is embedded in every aspect of our business, from developing cutting-edge sustainable technologies to optimizing service delivery. Our focus on research and development allows us to create innovative solutions that meet future market demands, particularly in areas such as eco-friendly products and zero-waste technologies.

This combination of market growth and innovation ensures that Allego continues to stay ahead in a competitive global landscape, delivering value to clients while contributing to sustainable development.

Development from 2022 to 2023 and Progress in 2024

The fiscal year 2023 marked significant progress for Allego in terms of efficiency and profitability. Our gross profit margin increased by an impressive 20.7%, underscoring the success of our efforts to optimize processes and reduce costs. A reduction in production costs, coupled with strategic investments in advertising, infrastructure, and business licenses, laid a solid foundation for sustainable growth.

Targeted investments in key areas, such as professional consulting and technological infrastructure, were central to our strategy of remaining competitive and innovative in the long term. While these investments represented an initial financial commitment, they strengthened our market position and set a clear path for continued growth.

Continued Progress in 2024

We successfully continued this positive trajectory into 2024. Efficiency gains from previous years continue to yield results, while we also advance our innovation and growth strategy. A

sharper focus on operational efficiency, along with targeted investments in new markets and technologies, allows us to solidify our position and sustainably achieve our objectives.

With these advancements, Allego demonstrates that strategic actions and consistent optimization lead to long-term success. Our team remains dedicated to maintaining this momentum and exploring new opportunities for growth.

Product Development and Technological Innovation

We primarily operate as a distributor of third-party products at Allego, but we have also developed our own innovative solutions and plan to continue expanding our portfolio in the future. One such example is our [VacuSteam](#) technology, designed to eliminate risks posed by noxious plants. This mobile solution, mounted on wheels, has been approved by two municipalities in Canada. The VacuSteam process ensures continuous homogenization of materials during an indirect heating process, using specially designed mixing tools that rotate slowly. The combination of mixing and vacuum creates an optimal environment for effective sterilization, utilizing 3 bar steam overpressures. This advanced technology reflects Allego's commitment to developing sustainable and efficient solutions alongside our distribution efforts.

Community Engagement and Accreditation

Allego is actively involved in the business community of North Vancouver. As a member of the **North Vancouver Chamber of Commerce**, the company benefits from a network that fosters collaboration and expands business opportunities. This membership helps Allego connect with other local businesses and engage in the growth of the region's economy.

In addition, Allego has been accredited by the **Better Business Bureau (BBB)** since November 25, 2020, and holds an [A+ rating](#). This accreditation highlights the company's commitment to ethical business practices and customer satisfaction. Through these strategic partnerships and community engagements, Allego strengthens its position in the region and fosters sustainable growth.

With our Envirowise brand, QE Home became the first Canadian retailer to incorporate Solubag's revolutionary water-soluble bags into their offerings. This collaboration has not only helped QE Home enhance their sustainability practices but also provided their customers with a practical and eco-friendly alternative to traditional plastic bags.

Solubag's unique water-soluble technology ensures that the bags completely dissolve in water, leaving no harmful residue, thus contributing to the reduction of plastic pollution. This partnership exemplifies how Envirowise products are making a significant impact in promoting responsible consumption and production in the retail sector.

In 2024, this collaboration was further strengthened, expanding the range of Envirowise products available at QE Home. With a growing demand for sustainable solutions, this partnership continues to pave the way for a more eco-conscious future.

At Allego, we're proud of the positive impact our products, like the Solubag water-soluble bags, are having on both businesses and the environment. This success story is just one example of our ongoing commitment to sustainability and innovation.

3.2. Job Creation

Allego is committed to creating meaningful job opportunities across all regions where we operate. Over the past few years, we have expanded our workforce in response to business growth, particularly in our global offices in Canada, Germany, South Korea, China, Hong Kong and the UAE. Our focus on fostering a diverse and inclusive environment ensures that employees from various backgrounds contribute to our collective success.

We are dedicated to offering professional development opportunities, helping our employees grow their careers within a supportive and innovative workplace. This commitment to job creation is reflected in the number of new roles and positions we've added as we scale our operations globally. **In recent years, we have significantly expanded our team, incorporating colleagues from 13 different nationalities across 7 countries, including the Middle East, Germany, the USA, Korea, China, and Hong Kong.**

Our workforce is diverse, with employees from a wide range of cultural backgrounds. To foster an inclusive work environment, we hold biweekly online meetings for the entire team and organize annual in-person gatherings in different parts of the world. These initiatives promote unity and cultural exchange within our team.

In 2024, we implemented compliance guidelines that define how we interact with one another. These guidelines help foster a strong sense of community and promote open, respectful communication. Additionally, we have focused on increasing contact between our employees to enhance collaboration and exchange.

We place great emphasis on the professional development of our employees, offering targeted training programs and clear career progression opportunities. These initiatives help our employees continuously expand their skills and advance within the company.

3.3. Partnerships, Social Program Descriptions and Performance

Our strategic partnerships play a crucial role in driving innovation, sustainability, and community engagement at Allego. We have always placed a strong emphasis on green event collaborations, leveraging our expertise to create sustainable and impactful events that align with our core values. These partnerships are not just about business growth—they are about making a tangible, positive impact on the environment and the communities we serve.

One of the most notable partnerships in 2024 was with The Power of Play, an initiative focused on promoting sustainability and education through creative, interactive methods. This collaboration aligns perfectly with our commitment to fostering environmental awareness in fun and engaging ways. By combining education with play, we aim to reach a wider audience and inspire long-term changes in how people think about sustainability.

Additionally, we took a significant step forward in promoting sustainability with our **BC Green Business** partnership, furthering our efforts to support local communities while advocating for eco-friendly business practices. This partnership highlights our commitment to fostering a circular economy, encouraging local businesses to adopt sustainable practices and contribute to a greener future. **Furthermore, we are working towards our B Corp certification, which we hope to achieve in 2025.**

As part of our sustainable event strategy, in 2024, we also organized one of the most **impactful green events**—a concert in Dubai, which emphasized sustainable practices and environmental responsibility. The event brought together a diverse group of people, united by a common goal: to support a sustainable future through music and collaboration.

In addition to this, we hosted a total of eight events throughout the year. The Heydoo Concert, which took place across four venues over four nights, was one of the highlights. We also organized Kamakan, a three-night event at three different venues, and the Lian concert, which ran for two nights at two venues. These events not only entertained but also reinforced our commitment to promoting sustainability, creating memorable experiences while minimizing our environmental impact.

These collaborations and events demonstrate how Allego integrates sustainability into every aspect of our operations, from business partnerships to community-focused events. Our continuous commitment to these initiatives strengthens our position as leaders in driving global change through innovation and sustainability.

3.4. Employee Training in Sustainability

In 2024, Allego introduced a series of internal workshops aimed at deepening our employees' knowledge and understanding of sustainability issues. These workshops, held every two weeks, focus on a wide range of topics related to environmental responsibility, sustainable practices, and the future of green technologies. Each session lasts for one hour and is designed to foster engagement, encourage dialogue, and build the skills necessary for employees to contribute to our sustainability goals.

The training covers various topics such as sustainable materials, waste management, energy efficiency, and the circular economy. In addition to these in-person workshops, we ensure that the content is accessible to a broader audience through follow-up [blog posts](#) on our platform, www.envirowise.eco. These blog contributions provide a deeper dive into the topics covered during the workshops, enabling employees and the public to stay informed about the latest trends in sustainability. The blog also serves as a resource for those who may have missed the workshops, making the information widely accessible to the public audience.

To further enhance our team's exposure to global sustainability trends, Allego encourages our employees to attend key conferences and trade shows. In 2024, representatives from our team attended two major events, the **Sustainable Materials Conference & Expo 2024 and COP29**, as well as several smaller exhibitions. These events offer valuable opportunities to learn about cutting-edge innovations, network with sustainability leaders, and engage in discussions about the future of environmental practices. Participating in such conferences, our employees are equipped with the knowledge to bring back fresh insights and ideas that help shape our business strategy moving forward.

In addition, we have made a significant commitment to employee development for the coming year. **In 2024, we decided to allocate a training budget of \$1,500 per employee for 2025.** This budget will empower our team to attend additional relevant courses, certifications, and workshops to further deepen their expertise in sustainability and other key areas, helping us maintain our competitive edge and further our mission of fostering a greener future. This ongoing commitment to employee development ensures that Allego remains at the forefront of sustainable practices, with a well-informed workforce that is actively engaged in promoting a greener, more sustainable future.

4. Environmental Impact

4.1. CO₂ Reduction

At Allego, reducing CO₂ emissions is a cornerstone of our sustainability efforts. In 2024, we launched targeted initiatives to minimize our ecological footprint by focusing on energy efficiency and sustainable operational practices:

Operational Footprint Reduction:

By optimizing workflows and introducing remote work policies where possible, we reduced energy consumption associated with daily office operations. Additionally, our sustainable event strategy has contributed significantly to this goal. For instance, in 2024, we organized a series of green events, including the Heydoo Concert, Kamakan, and Lian concerts, all designed with sustainability in mind. These events were held at multiple venues across Dubai and other locations, with careful consideration given to reducing transportation emissions, waste management, and energy use at each site. At these events, plastic or wooden cutlery was replaced with edible alternatives, bags were swapped for our water-soluble sustainable bags, edible straws were distributed, and coffee was served in edible cups.

Green Partnerships:

We collaborate with a range of innovative partners who share our commitment to reducing CO₂ emissions and promoting sustainable practices. For example:

- **Klaus Union** provides magnetic drive pumps that reduce emissions and promote sustainability in the pump industry suitable for carbon capture and storage process.
- **KAMAT** offers high-pressure pumps that serve as eco-friendly alternatives to traditional sandblasting and dust cleaning methods.
- **Econ Industries** specializes in zero-waste technologies for resource recovery from contaminated soils, sludge, and industrial waste which may be used for energy recovery from polluted soils.
- **Clean Waste System** uses advanced patented technology for medical waste cleanup using ozone, which eliminates waste generation entirely and its respective emissions.
- **AQUAER** introduces technology that produces water directly from air, providing a sustainable solution for water scarcity as an adaptation measure to climate change.

These partnerships play a crucial role in helping us achieve our sustainability objectives by promoting environmentally friendly technologies and practices across various industries. These initiatives, combined with our ongoing commitment to CO₂ reduction, represent our dedication to aligning with global climate action goals and fostering sustainable business practices. Through these actions, we are actively contributing to a greener, more sustainable future for our industry and beyond.

4.2. Resource Conservation

Resource conservation is deeply embedded in the operations of Allego, with an emphasis on reducing waste and promoting sustainable material use. Key efforts include:

- **Sustainable Materials Adoption:** Through our **Envirowise** product line, we prioritize materials that are recyclable, biodegradable, and free of harmful microplastics.
- **Minimizing Waste:** Our offices and production sites follow strict waste reduction protocols, encouraging recycling and reducing single-use materials where possible.
- **Supply Chain Optimization:** We collaborate closely with suppliers to streamline processes and minimize waste, ensuring resources are used efficiently throughout our operations

4.3. Ensuring Sustainable Products through LCIA Analyses

In 2024, Allego took a significant step forward in its commitment to sustainability by implementing **Life Cycle Impact Assessments (LCIA)** across its product portfolio. This strategic initiative allows us to systematically evaluate the environmental impact of our products throughout their entire lifecycle—from raw material extraction to end-of-life disposal.

We are currently in the process of conducting LCIA for all our products, with a phased approach to ensure comprehensive and accurate assessments. Our first LCIA analysis has already been completed, providing valuable insights into the ecological footprint of one of our flagship products. A short report summarizing this analysis is published on our website, offering stakeholders a transparent view of our findings and actions.

This effort is especially significant for our Envirowise product line, where LCIA helps to ensure that every item aligns with rigorous sustainability criteria. These include the elimination of microplastics, waste minimization, and compatibility with circular economy principles. By identifying areas for improvement and implementing targeted changes, we ensure that our products meet both market demands and environmental responsibilities.

Through the ongoing application of LCIA, Allego not only strengthens its product sustainability but also enhances collaboration with suppliers to adopt greener practices. This initiative represents our commitment to leading in sustainable consumption and production, supporting global efforts to combat climate change and reduce ecological footprints.

4.4. Innovations for Sustainability

We continuously seek new eco-friendly products and technologies to expand our portfolio, ensuring that innovation remains at the heart of our commitment to sustainability while staying ahead of market demands and promoting environmental responsibility.

In 2024, our Envirowise brand exemplified this approach by launching five new product lines, each designed with sustainability and practicality in mind. These additions not only diversify our offerings but also reinforce our position as a leader in sustainable solutions for businesses and consumers. These include Notpla, Hillbrush, Miswak, and many others. From biodegradable materials to zero-waste designs, these products reflect our dedication to delivering impactful, eco-friendly alternatives.

Looking ahead, we are actively planning the development of our **own proprietary product line and production facilities**, set to launch in 2025. This initiative marks a significant milestone, as it will allow us to innovate and produce solutions in-house, ensuring the highest standards of sustainability and quality. Our teams are currently in the research and development phase, focusing on cutting-edge technologies and materials that align with our mission to support a circular economy.

By prioritizing innovation, Allego remains committed to creating a sustainable future. Our focus on expanding the product portfolio and investing in proprietary production reflects our determination to lead the industry with forward-thinking, eco-conscious solutions.

4.5. Social and Environmental Scorecards

Monitoring and evaluating our social and environmental performance is integral to driving progress and accountability at Allego. **In 2024, we incorporated insights from our Personal**

Evaluation Program (PEP), which encourages employees to reflect on their individual goals and align them with broader company objectives. In particular, the PEP places significant emphasis on **setting and reviewing personal sustainability goals**, ensuring that each employee reflects on their progress, writes down their objectives, and discusses them with their manager. This process helps identify areas for growth, and together with their supervisor, employees establish actionable steps for the following year.

This Impact Report is our first formal public release, serving as a foundation for transparent reporting. As such, comparative data from previous years is not yet available. Moving forward, we are committed to publishing annual reports, enabling year-over-year assessments and a clearer view of our long-term trajectory.

A primary goal for 2025 is the launch of the innovative EnviroRating system, a framework designed to assess and score the sustainability of our products and services. This system will provide stakeholders with transparent and standardized evaluations, offering clear insights into our environmental performance. The EnviroRating system builds on established environmental impacts categories, like the green star which is related to building industry and construction materials, which serve as a foundation, while also incorporating additional custom categories to enable direct comparisons between our products and alternatives. The evaluation process is conducted following a detailed Life Cycle Impact Assessment (LCIA), ensuring a comprehensive analysis of each product's environmental impact. The first report, which we finalized in 2024, showcasing the capabilities of the EnviroRating system, can be found [here](#). Through these efforts, Allego ensures that social and environmental considerations remain central to our mission while empowering employees and stakeholders to contribute effectively to these shared objectives.

5. Global Collaboration and Cultural Integration

5.1. International Cooperation

International cooperation is central to our approach to sustainability and innovation. With offices strategically located in Canada, Germany, South Korea, China, Hong Kong, and the UAE, we leverage our global presence to align sustainability goals across regions and foster a unified approach to achieving our objectives. Collaboration across our offices ensures that best practices are shared and implemented consistently, regardless of location. Regular cross-border meetings and project alignments allow our teams to work as a cohesive unit, addressing global challenges with local expertise. This synergy not only strengthens our internal operations but also enhances the impact of our sustainability initiatives at Allego.

To maintain close communication and encourage knowledge sharing, we prioritize **regular online meetings** between our global teams, ensuring that everyone stays informed and aligned on key projects and goals. Additionally, we organize **annual in-person gatherings** focused specifically on sustainability. These events provide opportunities for deeper collaboration, brainstorming innovative solutions, and reinforcing our shared commitment to environmental responsibility. In 2024, our **Head of Business Development for Europe** and the **Director of our UAE office** attended a major sustainability conference in Germany. Following the conference, they utilized their time together for **strategic meetings**, focusing on aligning regional efforts with global sustainability objectives. This exemplifies how Allego combines external engagements with internal collaboration to maximize the impact of such opportunities.

A key aspect of fostering international cooperation is the active involvement of our **CEO, Mike Pour**, who regularly visits our global offices. These visits are crucial for strengthening interpersonal connections, building trust, and ensuring that our teams remain aligned with the company's mission and values. By engaging directly with employees and leaders across regions, Mike Pour reinforces a sense of unity and shared purpose that drives our global efforts forward.

By promoting international cooperation, Allego reinforces its commitment to creating a sustainable future through teamwork, innovation, and shared purpose. Our ability to bridge cultural and geographic boundaries ensures that we remain a leader in driving global sustainability efforts.

5.2. Bridging Cultural Gaps

At Allego, we value diversity as a cornerstone of our global operations. In 2024, we introduced **compliance guidelines** to break down cultural barriers and promote inclusivity across our workforce. With employees from five countries, each bringing unique cultural perspectives, we have adopted **English as the primary language** to ensure seamless communication and collaboration.

To create fairness and consistency, we have implemented **standardized workflows, guides, and feedback loops**, providing clear processes for all employees. At the same time, we prioritize **personal one-on-one conversations** to address individual needs and ensure everyone feels supported in their unique roles. This balanced approach fosters both equality and personal connection, strengthening our international bonds.

6. Goals and Outlook

6.1. Short- and Long-term Goals

We are committed to both short-term actions and long-term strategies to drive sustainability and positive impact across our operations. These goals align with our mission to deliver sustainable solutions while continuously improving our environmental, social, and economic contributions at Allego.

Short-term Goals (next 1–2 years):

- **Expand LCIA Implementation:** Continue conducting Life Cycle Impact Assessments (LCIA) across our product lines, ensuring that all new products meet sustainability criteria.
- **Sustainability Training:** Increase employee engagement in sustainability initiatives by expanding our internal workshops, aiming for 100% participation across the global teams.
- **Launch EnviroRating:** Finalize the development of our EnviroRating system for products and services, aiming to provide the first ratings by the end of 2025.
- **Strengthen International Cooperation:** Enhance cross-office collaboration on sustainability projects and hold regular strategic meetings to ensure global alignment. This includes our intention to manufacture a sustainable product in-house, as well as fostering cultural activities that promote team cohesion and shared values.

Long-term Goals (beyond 2 years):

- **Circular Economy Integration:** Drive the transition to a circular economy within our supply chain by promoting waste reduction, material reuse, and the design of long-lasting, eco-friendly products.
- **Global Sustainability Leadership:** Position Allego as a leading provider of sustainable solutions by expanding our product offerings, building more green partnerships, and achieving recognition in industry sustainability rankings.
- **Environmental and Social Impact:** Track and continuously improve our social and environmental impact through annual scorecards and transparent reporting, ensuring measurable progress against our goals.

Through these goals, Allego aims to remain at the forefront of sustainability, driving both immediate and lasting positive change within our industry, communities, and global ecosystem.

6.2. Stakeholder Engagement

Collaboration is key to achieving our sustainability goals and making a meaningful impact. At Allego, we recognize that our stakeholders—employees, customers, partners, and communities—play an integral role in our success. We are committed to fostering open, transparent, and inclusive engagement with all groups

Invitation to Collaborate:

We actively invite our stakeholders to join us in our sustainability journey, whether through partnerships, knowledge-sharing, or collaborative projects. **In 2024, our participation in the COP29 conference in Baku provided invaluable insights into the urgent need for collective climate action and the financial mobilization required to meet global climate goals.** The discussions at COP29 emphasized the importance of **public-private partnerships (PPPs)**, the need for innovative technologies to address climate change, and the challenge of securing sufficient climate finance.

As an active participant in these discussions, Allego, through our Envirowise brand, is committed to contributing to global climate solutions. We focus on **carbon capture technologies, sustainable materials, and green infrastructure**. Our sustainability efforts are aligned with the goals highlighted at COP29, particularly fostering collaboration between businesses, governments, and financial institutions to finance the transition to a low-carbon economy.

In addition to our participation at COP29, we continue to encourage global collaboration with key stakeholders—businesses, governments, and NGOs—to drive sustainable solutions. We actively seek opportunities to share knowledge, exchange ideas, and develop innovative climate solutions at international conferences and other industry events.

We believe that by working together with our stakeholders, we can amplify our collective impact and accelerate the transition to a more sustainable and equitable world. Allego remains dedicated to strengthening these relationships and continuously exploring new opportunities for collaboration.