

Guideline for Political Engagement

1. Purpose and Objective

As an independent renewable energy producer, we embody the energy transition and actively take a stance for the transformation of the economy. To achieve a sustainable energy system, we engage in dialogue with politics, administration, associations, and of course, our customers.

Responsible political engagement supports and fosters trust in the political process. This ensures that legitimate positions of public decision-makers are heard and effective political decisions in the interest of all stakeholders are supported.

This Guideline for Political Engagement (hereinafter referred to as "Guideline") aims to protect Encavis' interests, maintain the integrity of political processes, and promote public trust in Encavis. This is done exclusively in accordance with our values and code of conduct.

2. Scope of Application

This Guideline applies to all employees and bodies of Encavis AG and its subsidiaries (together "Encavis"), particularly to the Executive Board and members of relevant corporate functions such as Regulatory Affairs & Corporate Communications.

3. Principles

3.1. Encavis will conduct political activities transparently and ensure that all relevant information and activities are disclosed in accordance with applicable disclosure obligations. Encavis does not allow Encavis funds and resources to be used to support political campaigns, political parties, political candidates, or politically affiliated organizations. This includes:

- No financial support or participation in political fundraising events
- No politically organized events on Encavis premises
- No formation of political action committees to raise and donate money for political purposes, even if permitted by local law.

3.2. Encavis reserves the right to support government-led initiatives such as economic forums.

3.3. Employees may personally engage in politics and political contributions in their free time. It is essential to maintain a distinction between employment at Encavis and free time and to ensure that statements are not understood as statements from Encavis.

3.4. All political activities by Encavis and employees must comply with applicable legal frameworks.

3.5. Communication with political decision-makers must be clear and factual. It should not create room for interpretation through unclear communication, which could negatively impact Encavis.

4. Political Engagement

Encavis reserves the right to participate in public political debates on issues of legitimate interest to Encavis, its employees, and involved stakeholders. In this context, Encavis may engage with trade and industry associations and groups (member organizations) that engage in lobbying or other political advocacy, including making statements to officials or government agencies. It is important that the respective member organization shares Encavis's values and code of conduct, as well as the principles stated in this Guideline.

Encavis regularly reviews member organizations regarding their positions. Encavis recognizes that different political views may be represented within member organizations and thus may not always fully reflect Encavis' position.

Should member organizations represent or change positions that are not or no longer acceptable to Encavis, Encavis will take appropriate measures to protect itself and its employees. This may include withdrawing from the respective member organization.

Encavis maintains a list of member organizations on its [website](#).

5. Employment of Officials

Encavis may neither directly nor indirectly employ officials who engage in political advocacy or lobbying on behalf of Encavis.

6. Responsibilities

The Regulatory Affairs department is responsible for coordinating and transparently reporting on political activities.

7. Impact

This Guideline supports the values and code of conduct of the Encavis Group. Violations of the Guideline are taken seriously. Depending on the severity of the violation, consequences may range from a warning to termination of employment.

8. Final Provisions

This Guideline is regularly reviewed and updated to ensure it meets current legal requirements.

Place and date of adoption: 22.07.2024, Hamburg



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