

Human Capital Development

In the upcoming years we actively shape the transition to net-zero. Being a dynamic and future-orientated company, Encavis offers its employees an interesting work environment in the renewable energy sector. The personal and professional development of its employees as well as their satisfaction is a top priority at Encavis.

Our strategy in Human Capital Development is based on three components: Talent Recruitment, Talent Development and Talent Retention.

Talent Recruitment

Encavis is always looking for enthusiastic people that like to take on responsibility and help to shape the future with us. It goes without saying that **nondiscrimination** against any type of demographic group, including women is guaranteed during the recruiting process – and beyond.

At the beginning of each year, so-called **strategic annual HR-meetings** are held in which our HR Department sits at the table with each department and discusses all HR-relevant topics of the coming year. In this meeting also a forecast of hiring needs is created to define the hiring strategy for the year which is the basis for our talent pipeline development strategy.

We benefit from our slim and tailor-made **recruiting-processes** where we cooperate with proven service providers and actively involve team members from the respective departments because we are convinced of the concept of peer recruiting which allows both the candidates and the potential future teammates to get a good impression of one another. The participation in (career) fairs is an important touchpoint for us, to answer questions and get in contact with jobseekers. We also profit from job advertisements on portals related to renewable energy (e.g., jobverde.de, energiejobs.de) in addition to the classics such as Stepstone.

To **attract young talent**, we offer a dual study program. As part of this program, students work in various departments where they acquire extensive knowledge, supplemented by university study blocks. Encavis also supports the possibility to study abroad for a semester. In addition, we support employees who study part time - financially or by time off.

At Encavis, we have an excellent **onboarding process**, that helps our new employees get started quickly. This starts even before their first day of work: Once they have signed their contract, they get invited to the regular company update sessions in order to make them feel part of the team already. The onboarding process also includes a relocation concept for new employees who do not come from Hamburg or Munich. This concept comprises financial and organizational support for relocations, finding accommodation and coping with the new environment. Additionally, every new employee has its own onboarding buddy, who stands by its side for any questions. Furthermore, there are monthly onboarding sessions for all new colleagues during their first 12 months, delivering important company information and helping them build a network and feel at home very quickly.

Our comprehensive **employee handbook** offers helpful guidelines for all basic information that is needed.

After the first months on the job, our new recruits are offered a **100-day feedback session**, where they provide feedback about their personal onboarding process allowing us to improve the process.

Furthermore, Encavis communicates in **social media** about its corporate culture.

Talent Development

Encavis' employees appreciate the opportunity to grow and learn within the company and to move in the desired direction. We offer individual consultancy in **career and succession planning** and enable cross-functional developments and career steps towards a leadership path as well as an expert path. A vast majority of our promotions to "head of" positions come from within. The expert career track is equal to a leadership career track at Encavis and thus offers even more development opportunities for our team members.

All our employees receive regular **performance and career development reviews**.

Encavis invests in **skill and competence management**: high-quality internal and external training and development opportunities as well as coaching programs for (junior) managers are continuously reviewed and optimized. Besides that, also individual and group coaching sessions are offered. During our Lunch & Learn events, our employees receive new input from external or internal speakers.

Our **Personal Development Program** (PDP) helps our employees face the challenges of tomorrow and thus actively shapes the future of the Encavis.

Our employees deserve excellent leadership. That is why our managers participate in a special **Leadership Program** (LP) moderated by external trainer.

Talent Retention

Encavis has a competitive performance-based **remuneration system** in place: a market-oriented fixed salary and a variable individual bonus. Senior Managers also benefit from a long-term incentive plan.

In addition, our employees enjoy numerous **fringe benefits**. These include the full refund of the cost of public transport at both locations and a job bike program where Encavis pays a part of the monthly fees. We do this to encourage our team members to actively shape the mobility transition towards more sustainable ways of commuting. To be on the safe side, Encavis has closed a group accident insurance policy for all employees, as well as an international health insurance policy which covers not only professional life but also private life. Our employees are also given access to a company pension scheme. In addition, luggage insurance for business trips has been taken out, which provides for replacement in the event of loss or damage.

We care about the **health** of our employees. Therefore, we organise health weeks, which take a holistic approach and provide employees with useful information on topics such as health, nutrition and mental fitness and allow them to participate in selected health courses. To maintain employees' mental health, Encavis offers an "Employee Assistance Program" in cooperation with the Fürstenberg Institute. The program supports employees, for instance, in caring for family members by arranging day care or nursing places; an emergency childcare service and psychosocial counselling are also provided.

To "live" our strong corporate culture regular **corporate events** such as Christmas parties or after-work parties take place. Worth mentioning also is our long-established racing bike team, which regularly tours together.

Sustainability is in our DNA. Our **internal sustainability task force** enables our teams to get involved, for example through the organization of the participation in charity runs, the organization of our annual Giving Back Week and other activities.

Encavis promotes a good **work-life balance**. We have a 50/50 mobile office policy with trust-based flexible working hours, that allows all employees to spend up to 50 percent of desk workdays in the mobile office. This also includes other EU countries. All team members were actively involved in the process of defining this policy and thus of creating the company's future world of working and collaboration.

We live an **open feedback culture**. Thus, we conduct regular anonymous employee satisfaction surveys, so called pulse checks. These cover four aspects: personal mood, productivity, job satisfaction and recommendation as an employer. Our past surveys consistently achieved high participation rates and very good results. The rate – on a range from 1 to 10 - of employees that would recommend Encavis as an employer is particularly noteworthy: 8.6.