

ESG+ PERFORMANCE REPORT

ESG Report 2023

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FOREWORD

GRI 2-22

DEAR FRIENDS OF ENCAVIS,

As in the first ESG report we published last year, this ESG report once again provides in-depth insights into our economic, social, environmental and governance performance. Designed to complement our sustainability report, which details the progress of our sustainability strategy and work, the focus of this ESG report is on the hard facts and figures behind Encavis' sustainability KPIs.

We describe our progress in four key areas:

- » **Purpose:** Our core business lies in acquiring and operating wind farms and solar parks to generate green electricity – this being one of the most effective means to combat the climate crisis. During the reporting year, we were able to increase our installed capacity to 3.5 GW (+3%) and increase the overall production of Encavis AG's wind farm and solar park segments by 7%.
- » **Environment:** Ultimately, our underlying aim is to have a positive impact on the environment. Our portfolio of wind farms and solar parks prevent more than 1.2 million tonnes of carbon emissions per annum and produce green electricity for the equivalent of 2 million households, thus actively supporting the energy transition. Our goal of achieving carbon neutrality by 2040 underscores not only our level of commitment but also the driving force behind Encavis.
- » **Social responsibility:** We have just under 400 employees, all of whom lay the foundation for our success. We're committed to diversity and safety, and to helping our employees develop professionally and personally. To this end, we invest heavily in apprenticeships, upskilling and occupational health and safety programmes. Our aim is to create a work environment that is marked by appreciation and respect. Although our employee fluctuation rate rose slightly during the reporting year, it is still under 7%.
- » **Governance:** As a German company that is listed on the stock exchange, we have a clear governance structure which ensures a strict division between company management (the Management Board) and oversight (the Supervisory Board). We require our employees and members of our boards to regularly complete compliance and anti-corruption training programmes.

We're proud of all that we've achieved to date and are determined to continue pursuing our ambitious goals. We warmly invite you to accompany us on our journey. Please contact us if you have any questions, ideas or suggestions for improvements!

Yours sincerely,



Dr Christoph Husmann,
Speaker of the Board
and CFO Encavis AG

Mario Schirru,
CIO/COO Encavis AG



Dr Christoph Husmann
and Mario Schirru

ABOUT THIS REPORT

GRI 2-1, 2-2, 2-3

This 2023 ESG Report, approved by the Board of Encavis AG, relates to the Encavis Group. The reporting period of this report is 1 January 2023 to 31 December 2023. This corresponds to the reporting period of the annual financial statements of Encavis AG, which were published on 26 March 2024. The editorial deadline for this report was also 26 March 2024.

This report contains an overview of our KPIs for economic, ecological, social and corporate governance. For further (financial) data and more detailed information, or for a description of our sustainability journey, please see:

- » Encavis AG Annual Report 2023
- » Encavis AG Sustainability Report 2023

We aim to develop our ESG database on an ongoing basis and publish reports regularly. By “develop”, we mean improving our ESG database in terms of both quality and quantity. In order to complete this presentation of the reporting year, we sometimes resorted to professional estimations and projections. Actual values may deviate from these estimations; in such cases, we will adjust the figures accordingly in next year’s report.

Our choice of ESG indicators was based on our materiality analysis, investor questions, ESG ratings and accepted standards for sustainability reporting. These are:

GLOBAL REPORTING INITIATIVE (GRI)
We use the GRI Standard as the basis for our ESG dataset.

GREENHOUSE GAS PROTOCOL (GHG)
We are fully compliant with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard for Scopes 1, 2 and 3.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Our sustainability approach is guided by the 17 Sustainable Development Goals (SDGs) of the United Nations.



Sustainability Report 2023

In this report, we focus on our sustainability strategy based on the material topics we have identified.



ESG Report 2023

This report contains our ESG metrics.



Annual Report 2023

Our annual report provides a transparent picture of the strategic, operational and financial position, structure and development of Encavis.

Purpose

- » Nominal power by segment
- » Nominal power by region
- » Power generation by segment
- » Power generation by region

NOMINAL POWER BY SEGMENT

In MW	Operational status	2021	2022	2023
PV Parks	Total	1,565	3,236	3,852
	In operation	1,456	1,589	1,629
	Under construction	109	31	274
	Ready-to-build	-	315	549
	Mid/late-stage development	-	1,300	1,400
Wind Farms	Total	412	494	582
	In operation	412	494	543
	Under construction	-	-	39
	Ready-to-build	-	-	-
Service	Total	-	-	1,831
	Management services within the Group	-	-	873
	Management services for external clients	-	-	958
Asset Management	Total	1,316	1,715	1,643
	In operation	1,200	1,356	1,375
	Under construction	116	85	11
	Ready-to-build	-	4	-
	Mid/late-stage development	-	270	257

DEVELOPMENT OF NOMINAL POWER IN THE SEGMENTS

The PV Parks segment includes all solar parks that are owned by Encavis AG or its holding companies.

Lemsterhoek solar park began operating during the course of the reporting year (31 MW). In addition, just under 10 MW were added through repowering. Further, construction work began on two more solar parks, and we more than doubled our capacities from plants with ready-to-build status. Working together with strategic partners, we were able to expand our nominal power by securing projects in the early stages of development.

The Wind Farms segment includes all wind farms that are owned by Encavis AG or its holding companies.

In this segment, we sold two wind farms at the end of 2023 and acquired four additional wind farms. We also acquired four wind farms which are currently under construction.

The Service segment comprises the nominal power of Stern Energy S.p.A. and its subsidiaries as well as that of Encavis Technical Services GmbH.

The Asset Management segment comprises all the wind farms and solar parks that are operated by Encavis Asset Management AG, plus all companies that are allocated to this business division.

During the reporting year, this segment was able to achieve an outflow of more than 70 MW by means of optimising its portfolio. Virtually all the assets that were under construction or had ready-to-build status in 2022 were completed and began operating during the course of 2023. The nominal power of the Bartow solar park, which is currently in the project planning phase, was recently adjusted.

NOMINAL POWER BY REGION (1/3)

In MW	Segment	2021	2022	2023
Germany	Total	1,080	1,107	1,269
	PV Parks	287	287	407
	Wind Farms	229	229	288
	Asset Management	563	591	575
France	Total	628	639	592
	PV Parks	194	194	197
	Wind Farms	36	36	36
	Asset Management	398	409	360
Spain	Total	556	611	778
	PV Parks	500	555	722
	Wind Farms	-	-	-
	Asset Management	56	56	56
Netherlands	Total	377	463	494
	PV Parks	180	228	229
	Wind Farms	-	-	-
	Asset Management	197	235	266

Nominal power from all wind farms and solar parks that are in operation, under construction or in the ready-to-build stage (excluding mid/late-stage development).

DEVELOPMENT OF NOMINAL POWER BY COUNTRY

Germany

In the PV Parks segment, construction work began on the Borrentin solar park. We sold two wind farms at the end of the year (28 MW) and acquired seven wind farms. In the Asset Management segment, we sold seven wind farms generating a total of 78 MW. In addition, we acquired two wind farms.

France

In the PV Parks segment, we were able to increase our nominal power by nearly 3 MW by means of revamping. Five wind farms and one solar park were sold by the Asset Management segment during the reporting year.

Spain

We acquired three solar parks in our PV Parks segment and thus increased our nominal power by well over 165 MW.

Netherlands

In the PV Parks segment, our nominal power was adjusted during the reporting year. Our Asset Management segment acquired an additional agrivoltaic park.

NOMINAL POWER BY REGION (2/3)

In MW	Segment	2021	2022	2023
Denmark	Total	238	390	522
	PV Parks	118	258	390
	Wind Farms	120	132	132
	Asset Management	-	-	-
Italy	Total	166	254	341
	PV Parks	154	241	334
	Wind Farms	6	6	6
	Asset Management	7	7	2
UK	Total	145	171	163
	PV Parks	127	153	155
	Wind Farms	-	-	-
	Asset Management	18	18	8
Finland	Total	71	71	101
	PV Parks	-	-	-
	Wind Farms	22	22	52
	Asset Management	49	49	49

Nominal power from all wind farms and solar parks that are in operation, under construction or in the ready-to-build stage (excluding mid/late-stage development).

DEVELOPMENT OF NOMINAL POWER BY COUNTRY

Denmark

In the PV Parks segment we acquired one park during the reporting year. This is currently under construction.

Italy

During the reporting year, we acquired two new solar parks in our PV Parks segment, with a total nominal output of around 93 MW. One solar park was sold by our Asset Management segment during the reporting year.

UK

In the PV Parks segment, technical adjustments led to a 2 MW increase in nominal power. In the Asset Management segment, we sold one wind farm with nominal power totalling 10 MW.

Finland

In the Wind Farm segment, we acquired one wind farm in the reporting year with a nominal output of 30 MW.

NOMINAL POWER BY REGION (3/3)

In MW	Segment	2021	2022	2023
Lithuania	Total	-	69	69
	PV Parks	-	-	-
	Wind Farms	-	69	69
	Asset Management	-	-	-
Ireland	Total	-	53	53
	PV Parks	-	-	-
	Wind Farms	-	-	-
	Asset Management	-	53	53
Sweden	Total	15	29	19
	PV Parks	5	19	19
	Wind Farms	-	-	-
	Asset Management	10	10	-
Austria	Total	17	17	17
	PV Parks	-	-	-
	Wind Farms	-	-	-
	Asset Management	17	17	17

Nominal power from all wind farms and solar parks that are in operation, under construction or in the ready-to-build stage (excluding mid/late-stage development).

DEVELOPMENT OF NOMINAL POWER BY COUNTRY

Lithuania

There were no changes here during the reporting year.

Ireland

There were no changes here during the reporting year.

Sweden

One wind farm with a nominal output of 10 MW was sold by the Asset Management segment during the reporting year.

Austria

There were no changes here during the reporting year.

POWER GENERATION BY SEGMENT

In GWh	2021	2022	2023
Total	4,497	5,189	5,568
PV Parks	1,815	2,137	2,106
Wind Farms	940	997	1,248
Asset Management	1,742	2,055	2,214

Overall, Encavis AG increased its power production (in the PV Parks and Wind Farm segments) during the 2023 fiscal year by 7% to around 3,354 gigawatt hours (GWh).

In the PV Parks segment, which includes all the solar parks in our own inventory, more power is generated from April to September than in autumn and winter. The amount of electricity actually fed into the grid by this solar park decreased by 1.4% compared to the previous year.

Due to meteorological conditions, wind farms generate more power during the autumn and winter months than in summer. The actual amount of electricity that was fed into the grid in the wind segment was 25.2% higher than the previous year. This increase is largely due to the acquisition of two parks in Germany and one wind farm in Finland.

The Asset Management segment (which manages power production on behalf of institutional fund clients) increased its power production in the reporting year by 7%.

POWER GENERATION BY REGION (1/3)

In GWh	Segment	2021	2022	2023
Germany	Total	1,542	1,763	1,914
	PV Parks	254	314	274
	Wind Farms	451	482	549
	Asset Management	837	967	1,091
France	Total	770	859	844
	PV Parks	236	228	211
	Wind Farms	85	77	87
	Asset Management	449	554	546
Spain	Total	889	955	1,045
	PV Parks	889	944	948
	Wind Farms	-	-	-
	Asset Management	-	11	97
Netherlands	Total	294	404	445
	PV Parks	109	200	211
	Wind Farms	-	-	-
	Asset Management	185	204	234
Denmark	Total	291	477	488
	PV Parks	-	106	126
	Wind Farms	291	371	362
	Asset Management	-	-	-

Of all the electricity fed into the grid in our PV Parks segment, almost half (45%) comes from our solar parks in Spain. 13% is generated by our solar parks in Germany. The solar parks in France, Italy and the Netherlands each contribute 10%. Bringing up the rear are the solar parks in the Denmark (6%), the UK (5%) and Sweden (1%).

Of all the electricity fed into the grid in the wind segment, almost half (44%) is generated by wind farms in Germany. 29% comes from wind farms in Denmark, 16% from our wind farm in Lithuania, 7% from wind farms in France, 3% from the wind farms in Finland and 1% from our wind farm in Italy.

POWER GENERATION BY REGION (2/3)

In GWh	Segment	2021	2022	2023
Italy	Total	236	237	225
	PV Parks	218	217	211
	Wind Farms	9	10	12
	Asset Management	9	10	2
UK	Total	145	160	120
	PV Parks	109	122	105
	Wind Farms	-	-	-
	Asset Management	36	38	15
Finland	Total	198	219	180
	PV Parks	-	-	-
	Wind Farms	38	57	37
	Asset Management	160	162	143
Lithuania	Total	-	-	200
	PV Parks	-	-	-
	Wind Farms	-	(12)	200
	Asset Management	-	-	-
Ireland	Total	-	47	50
	PV Parks	-	-	-
	Wind Farms	-	-	-
	Asset Management	-	47	50

POWER GENERATION BY REGION (3/3)

In GWh	Segment	2021	2022	2023
Sweden	Total	24	26	21
	PV Parks	-	4	21
	Wind Farms	-	-	-
	Asset Management	24	22	-
Austria	Total	107	40	35
	PV Parks	-	-	-
	Wind Farms	65	-	-
	Asset Management	42	40	35

Environment

- » An overview of our corporate carbon footprint
- » Scope 1 and Scope 2 emissions
- » Scope 3 emissions
- » Emissions intensity
- » Carbon emission savings and no. of households supplied by segment
- » Energy consumption
- » SF₆ Gas, water consumption and waste

AN OVERVIEW OF OUR CORPORATE CARBON FOOTPRINT

GRI 305-1, 305-2, 305-3

Carbon emissions by Scope (in t CO ₂ e)	2021	2022	2023
Total	474,907	326,437	286,219
Scope 1 total	39	223	611
Scope 2 total ¹	3,287	196	540
Scope 3 total	471,581	326,018	285,069

¹ Market-based

SCOPE

When calculating our emissions in 2023, we considered all wind farms and solar parks in the Encavis AG inventory (PV Parks and Wind Farms segment) as well as all the wind farms and solar parks that are managed by Encavis Asset Management AG (Asset Management segment). Further, we included emissions from all office sites within the Encavis Group and from our entire vehicle fleet.

Compared to the previous year, we were able to reduce our emissions by a total of 12%, from 326,437 t CO₂e to 286,219 t CO₂e. We recorded our largest decrease (-22%) in emissions in capital goods. Our Scope 1 and Scope 2 emissions increased significantly.

Carbon emissions along the Encavis supply chain

Encavis business activities



SCOPE 1 AND SCOPE 2 EMISSIONS

GRI 305-1, 305-2

Carbon emissions by Scope (in t CO ₂ e)	2021	2022	2023
Scope 1	39	223	611
Scope 2	3,287	196	540 ¹
Purchased electricity	3,287	0	519 ²
Purchased heat energy	0	0	21

¹ Sum Scope 2 (location-based) 2,832t CO₂e

² Purchased electricity (location-based) 2,811t CO₂e

SCOPE 1 EMISSIONS

All of our Scope 1 emissions result from our company vehicles and from burning fuel. We recorded a significant rise in this emission category in 2023; this is largely due to the acquisition of the Stern Energy S.p.A. company fleet. Even though our emissions in this area increased significantly, they still only account for a relatively low proportion of our overall emissions.

SCOPE 2 EMISSIONS

Scope 2 emissions include all the electricity and heat we need for our offices and for operating our plants. Our emissions in this area also increased significantly in 2023. Here again, this was largely due to the acquisition of Stern Energy S.p.A.

SCOPE 3 EMISSIONS

GRI 305-3

Carbon emissions by Scope (in t CO ₂ e)	2021	2022	2023
Scope 3	471,581	326,018	285,069
Purchased goods and services	183	187	190
Capital goods	430,878	232,132	182,132
Emissions from fuel and energy (not included in Scopes 1 or 2)	644	274	480
Transport and distribution (upstream)	1,329	1,947	448
Waste at all sites	178	1,303	1,026
Business travel	37	76 ¹	311
Employee commutes	1	227 ²	247
Investments	38,330	89,873	100,235

¹ Of these, optional emissions from Scope 3.6 are responsible of 4t CO₂e (hotel stays).

² Of these, optional emissions from Scope 3.7 are responsible for 50t CO₂e (home office).

SCOPE 3 EMISSIONS

This category includes all indirect emissions resulting from our upstream and downstream supply chains.

By far the lion's share of our Scope 3 emissions result from our upstream supply chain (the construction of wind farms and solar parks, or the replacement of solar cells). These

emissions are cumulated in the capital goods category and are responsible for around 60% of all our emissions. In wind parks, it is the raw materials for the wind turbines that account for nearly 87% of all emissions. Steel and concrete have the greatest impact here (34% and 23%, respectively). In solar parks, the highest emissions result from the manufacturing process for the solar panels.

According to the Greenhouse Gas Protocol, 100% of the carbon emissions of capital goods must be calculated in the year the asset is acquired. As a result, our 2023 carbon footprint does not include emissions connected with the manufacture, transport or construction of wind farms and solar parks that were added to our portfolio prior to 2023, as these emissions were fully accounted for in the year they were acquired.

Emissions connected to business activities in the Encavis Asset Management segment account for 35% of our total emissions and are included in the investment category. The lion's share of emissions in this category comes from the solar parks (93%). For wind farms and solar parks in Encavis' Asset Management segment, we calculate not only the carbon emissions that are generated during construction and transport, but also those generated when the plants are in operation (input energy, maintenance, disposal).

EMISSIONS INTENSITY

GRI 305-4

Relative emissions	2021	2022	2023
Emissions per turnover (in t CO ₂ e/€ million)	1,427	670	621
Emissions per FTE (in t CO ₂ e/€ millions)	3,216	1,077	774
Emissions per surface area (in t CO ₂ e/m ²)	-	50	38
Emissions per installed capacity ¹ (in t CO ₂ e/MW)	-	42	39

¹ When calculating installed capacity, we only included plants that are owned by Encavis AG (PV Parks and Wind Parks segment). Plants that began operating or that we acquired during the year were calculated on a pro rata basis.

Emissions intensity measures the relationship between carbon emissions and various parameters. Calculating these on a regular basis helps us chart the progress of our emissions over time. In 2022, we began calculating the intensity of our emissions in relation to turnover, number of employees (FTEs), office space and installed capacity (MW). Compared to the previous year, our intensity levels decreased significantly in the last reporting year in all four categories. This is due partly to the general decrease in our carbon emissions, and partly to an increase in turnover, number of employees and installed capacity.

CARBON EMISSION SAVINGS AND NO. OF HOUSEHOLDS SUPPLIED BY SEGMENT

Amount of carbon emissions saved¹ (in t CO ₂ e)	2021	2022	2023
Total	972,824	1,133,170	1,275,223
PV Parks	353,562	425,673	442,439
Wind Farms	211,167	223,376	275,432
Asset Management	408,094	484,121	557,353

¹ Savings are listed in CO₂ equivalents (CO₂e) and calculated on the basis of IEA emission factors. These are updated once a year and include other greenhouse gases. Each country is calculated separately, whereby the table above has added together the total CO₂e savings from each country for the respective segment.

In the PV Parks and Wind Farms segments we were able to avoid more than 700,000 tCO₂e over the reporting year. In addition, the wind farms and solar parks managed by the Asset Management segment were able to prevent more than 550,000 t of greenhouse gases from being emitted.

No. of households supplied²	2021	2022	2023
Total	1,665,714	1,921,547	2,062,240
PV Parks	672,222	791,306	779,963
Wind Farms	348,185	369,123	462,148
Asset Management	645,306	761,118	820,129

² Our calculations for the no. of households supplied are based on the assumption that 2-3 people live in each household.

Encavis generated sufficient electricity in 2023 to supply power to the equivalent of more than 2 million households.

ENERGY CONSUMPTION

GRI 302-1, 302-5

Energy consumption		2021		2022		2023	
		MWh	%	MWh	%	MWh	%
Total electricity consumption ^{1, 2}	Total	16,482		21,558		19,778	
	Green	13,567	82	18,585	86	15,699	79
	Grey	2,915	18	2,973	14	4,079	21
Office ¹	Total	165		123		126	
	Green	121	73	123	100	126	100
	Grey	44	27	-	0	-	0
Hamburg	Total	128		93		99	
	Green	95	75	93	100	99	100
	Grey	33	25	-	0	-	0
Neubiberg	Total	38		30		27	
	Green	25	67	30	100	27	100
	Grey	12	33	-	0	-	0
Purchased electricity ²	Total	16,316		21,436		19,652	
	Green	13,446	82	18,463	86	15,573	79
	Grey	2,870	18	2,973	14	4,079	21
PV Parks and Wind Farms Segment	Total	12,194		14,663		12,759	
	Green	11,096	91	14,284	97	11,327	89
	Grey	1,097	9	378	3	1,432	11
Asset Management Segment	Total	4,122		6,773		6,893	
	Green	2,350	57	4,178	62	4,246	62
	Grey	1,773	43	2,595	38	2,647	38

¹ Offices belonging to Stern S.p.A. were not taken into account.

² The Services segment was not taken into account.

Most of our energy consumption results from the electricity we use to operate our wind farms and solar parks (input energy). In the reporting year, plants owned by Encavis AG (PV Parks and Wind Parks segment) used more than 12,700 MWh. Targeted energy management measures enabled us to cover 89% of our input energy requirements with green electricity in 2023. We aim to renegotiate more of the contracts that are under our control and thus further increase this percentage over the next few years to 100%. Our offices in Hamburg and Neubiberg have been operating exclusively with green electricity since 2022. Only a very insignificant and small number of communally used rooms remain connected to a conventional electricity supply. We personally have no control over the contracts in these cases, and we have not detailed our share of consumption in the table because we don't have the necessary breakdown of the data.

SF₆ GAS, WATER CONSUMPTION AND WASTE

GRI 2-25, 3-3, 303-1, 303-2, 306-2

SF₆ GAS

In 2023, the media frequently reported on SF₆ GAS (sulphur hexafluoride). This gas is used around the world in places such as power plants, substations, and industrial sites with medium to high voltage to rapidly quench electric discharges in gas-insulated switchgear. Due to its density and the fact that it is very safe to use, it is also frequently used in wind farms and solar parks. However, it is also one of the world's most potent greenhouse gases; what is more, it remains in the atmosphere for a very long time. We use SF₆ in our wind farms, substations, and solar parks. We are aware of the problems it brings in its wake and have tried very hard to find a viable alternative. However, there are currently no alternative solutions that make economic sense. It's physically impossible to transition to a more environmentally friendly mixture of nitrogen and oxygen because the gases simply don't have the same properties. Nor can we replace our substations, due to construction restraints. However, our gas-insulated switchgear requires little to no maintenance and only must be replaced in exceptional cases – so while it's not utterly inconceivable for SF₆ gas to escape, it is nigh on impossible.

WATER CONSUMPTION

Our office buildings and solar parks account for most of the water we use. Virtually no water is required in the operation of our wind farms. Most of the water consumption in our offices results from our bathroom facilities; a small amount is used as drinking water. Internal analyses show that we require around 3 cubic meters of water per MW of nominal power to clean our solar panels. As a result, we estimate we used around 10,600 m³ of water in the reporting year.

WASTE

In general, we return our solar panels to the manufacturer once they reach end of life status. This is a result of EU Directive WEEE2, dating from 2018, which says that at least 85% of all PV panels sold must be collected, and at least 80% of these must be recycled. Onshore wind farms are largely recyclable, whereby the rotor blades can be somewhat challenging. These are made of a plastic that is reinforced with carbon or glass fiber, so they are still often incinerated or taken to landfill. Intensive research is currently underway to find a method for recycling these rotor blades and to find alternative materials for their manufacture.

Social responsibility

- » Employees and parental leave
- » Employee turnover
- » Diversity
- » Equal opportunities
- » Training courses
- » Occupational health and safety

EMPLOYEES AND PARENTAL LEAVE

GRI 2-7, 2-8, 401-3

Employees	Unit	2021	2022 ¹	2023 ²
Total number of employees	No.	144	170	327
	FTEs	no entry	156.52	307.11
female	FTEs	no entry	58.72	96.33
male	FTEs	no entry	97.8	210.78
Employees with permanent contracts	No.	136	158	293
female	No.	55	66	100
male	No.	81	92	193
Employees with temporary contracts³	No.	8	12	34
female	No.	4	5	10
male	No.	4	7	24
Employees without guaranteed no. of working hours	No.	0	0	0
female	No.	0	0	0
male	No.	0	0	0
Employees with full-time contracts	No.	117	135	277
female	No.	39	42	73
male	No.	78	93	204
Employees with part-time contracts⁴	No.	27	35	50
female	No.	19	29	37
male	No.	8	6	13

¹ Does not include Stern Energy S.p.A.

² Does not include subsidiaries of Stern Energy S.p.A.

³ Of which students on work placements: 2023: 8, 2022: 9, 2021: 8

⁴ Including students on work placements

During the reporting year, our workforce was augmented by the addition of the employees at Stern Energy S.p.A. Data from Stern Energy S.p.A subsidiaries is not included in our report. To prepare our report in accordance with CSRD standards, we calculated the number of full-time equivalents (FTEs).

The huge increase in the number of employees compared to the previous year is predominantly due to the acquisition of the Stern subgroup in October 2022. Some is also due to expanding our teams in line with the growth of business. The majority of employees with temporary contracts were students who joined us for their work placements.

Parental leave	2021	2022 ¹	2023 ²
Employees who took parental leave	14	17	19
female	11	15	12
male	3	2	7
Employees who returned to work during the reporting year after finishing parental leave	8	9	15
female	6	7	9
male	2	2	6
Rate of return to the workplace	100%	87.5%	100%

¹ Does not include Stern Energy S.p.A.

² Does not include subsidiaries of Stern Energy S.p.A.

EMPLOYEE TURNOVER

GRI 401-1

New employees	2021	2022 ¹	2023 ²
	26	34	92
Aged <30 years	12	17	41
Aged 30-50 years	14	14	45
Aged >50 years	0	3	6
Female	13	13	26
Male	13	21	66

¹ Does not include Stern Energy S.p.A.

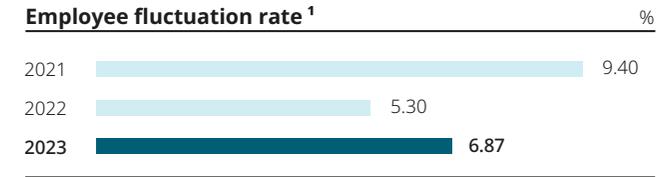
² Does not include subsidiaries of Stern Energy S.p.A.

Average length of employment ¹	Unit	2022	2023
all >6 months			
female	years	3.2	3.95
male	years	3.2	3.67

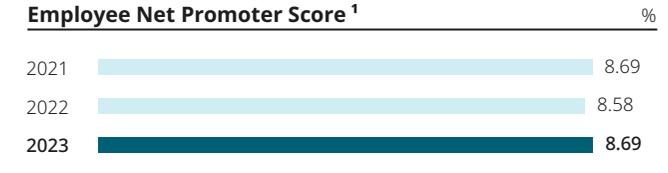
Average length of employment 2018-2023: 3.81 years

¹ Does not include Stern Energy S.p.A.

A significant number of employees were recruited in 2023 on account of our business expansion. Although the employee fluctuation rate increased slightly in 2023, it is still at a healthy rate of under 10%.



¹ Does not include Stern Energy S.p.A. and does not include board members, students on work placements and interns. Includes apprentices



¹ Does not include Stern Energy S.p.A.

Over the last few years, our Employee Net Promoter Score, which we calculate on the basis of our quarterly surveys, has consistently been higher than eight on a scale of zero (worst) to ten (best).

DIVERSITY

GRI 405-1

Diversity	2021		2022 ¹		2023 ²	
	No.	%	No.	%	No.	%
Unit	No.	%	No.	%	No.	%
Staff with managerial responsibilities³	23		33		55	
Female	7	30.4	9	27.3	13	23.6
Male	16	69.6	24	72.7	42	76.4
<30 years	no entry	no entry	0	0	1	1.8
30-50 years	no entry	no entry	29	87.9	49	89.1
>50 years	no entry	no entry	4	12.1	5	9.1
Staff with no managerial responsibilities	121		137		272	
Female	51	42	62	41.7	96	35.3
Male	70	58	75	58.2	176	64.7
<30 years	no entry	no entry	30	22.4	88	32.4
30-50 years	no entry	no entry	94	67.6	177	65.1
>50 years	no entry	no entry	13	10.0	23	8.5

¹ Does not include Stern Energy S.p.A.

² Does not include subsidiaries of Stern Energy S.p.A.

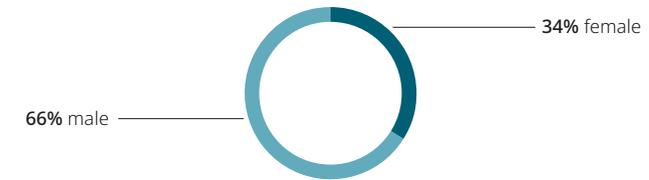
³ Persons who bear disciplinary responsibility for employees. This rule only applies up to two levels below C level.

Diversity plays a key role in our success. Our employees are drawn from a wide range of backgrounds and bring with them a wide range of experience and perspectives that enrich our corporate culture and give us more innovative strength.

We appreciate the value of different phases of life and provide opportunities for employees of all ages to engage in professional development and personal growth. Gender diversity is more than just a goal in our company – it's a reality we actively promote by supporting women in positions of leadership responsibility. We place a high value on ethnic diversity in our team and believe that a range of different nationalities can be a source of inspiration and creativity. Dialogue between different cultural traditions and work methods promotes a dynamic and open work environment where we can develop new ideas and approach challenges from different angles.

In the reporting year, we made minor adjustments to our report and added the topic of diversity. As a result, our 2022 and 2023 reports are more detailed and differentiated between employees with and without managerial responsibilities.

Gender diversity¹



¹ Does not include subsidiaries of Stern Energy S.p.A.

Number of Nationalities²



² Does not include Stern Energy S.p.A.

EQUAL OPPORTUNITIES

GRI 2-30, 406-1, 407-1

Equal opportunities	2021	2022 ¹	2023 ²
No. of discrimination cases reported	0	0	0

¹ Does not include Stern Energy S.p.A.

² Does not include subsidiaries of Stern Energy S.p.A.

Encavis is committed to equal opportunities and inclusion and does not condone any form of discrimination in our teams. We firmly believe that diversity is a source of strength and that all people should have equal opportunities to achieve their full potential, regardless of gender, age, origin, sexual orientation, religion, physical disability or any other individual characteristic.

We foster an open corporate culture that is marked by respect and mutual regard. We proactively create an inclusive environment that respects and appreciates the uniqueness of each individual. To ensure equal opportunities are anchored solidly in our company structures, we've integrated this topic in our Code of Conduct. We also provide training and raise awareness for the topic.

At Encavis, we firmly believe that embracing equal opportunities and inclusion is the right way forward, not only from an ethical standpoint but also to ensure sustainable, long-term success for our company. By creating a work environment that promotes diversity and respects all voices, we strengthen our innovative spirit, foster a positive corporate culture and help to create a better future for everybody.

In addition, we drew up anti-discrimination guidelines in the reporting year. These now apply throughout the entire company. The guidelines take up a clear position to promote equal opportunities. The aim of our anti-discrimination guidelines is to prevent discrimination at Encavis and ensure all employees can enjoy a work environment that is marked by mutual respect and regard.

FREEDOM OF ASSOCIATION AND WAGE NEGOTIATIONS

No violation of the freedom of association was reported during the reporting year. The wages and salaries our employees receive are not based on union agreements.

TRAINING COURSES

GRI 404-1, 404-2

Training courses ¹	2021		2022 ²		2023 ²	
	No.	Hours	No.	Hours	No.	Hours
Total	136	2,176	161	2,576	206	3,296
Female	55	880	67	1,072	86	1,376
Male	81	1,296	94	1,504	120	1,920
Employees with Managerial responsibilities ³	26	416	34	544	39	624
Employees	110	1,760	127	2,032	167	2,672

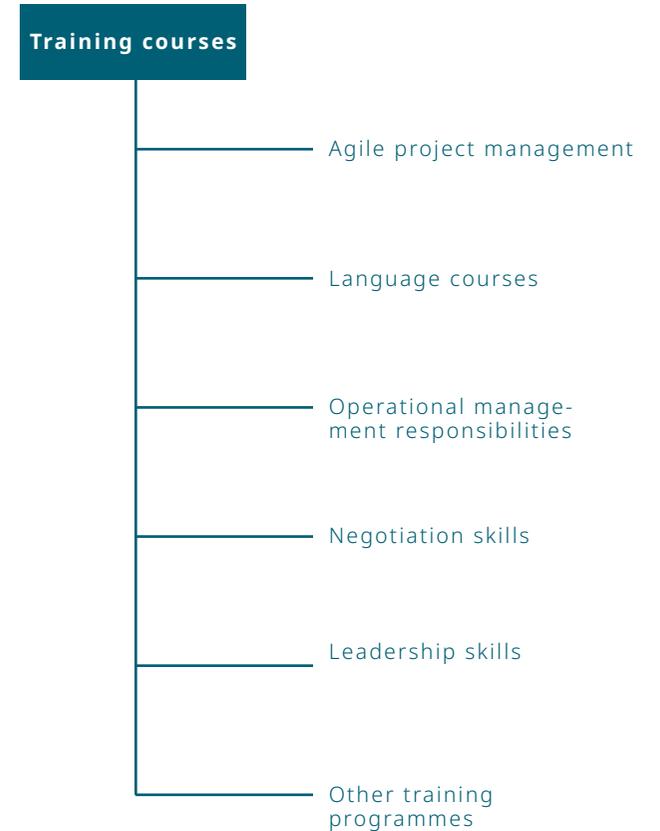
¹ Estimated value

² Does not include Stern Energy S.p.A.

³ Persons who bear disciplinary responsibility for employees. This rule only applies up to two levels below C level.

We provide training programmes with various different areas of focus to support our employees in their professional development and personal growth.

During the reporting year, for example, we hosted an interactive workshop on the topic of agile project management. Here, employees learned effective methods and techniques to successfully handle complex projects. We also invited employees to participate in language courses to improve their language skills and interact with greater confidence on the international stage. Further, we organised workshops dealing with operational management responsibilities to help employees understand and discharge their duties in the operational field. In addition, we offered employees a negotiation training programme where they could sharpen their skills in this field and learn different strategies for negotiating successfully. Last but not least, we developed a special training programme for our senior executives to hone their leadership skills and improve their performance as managers.



OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9

Unit	2021		2022 ¹		2023 ¹	
	No.	%	No.	%	No.	%
Employees who participated in the online 'Occupational Health and Safety' course	144	100	170	100	206	100
Employees who participated in the online 'Working on a computer Screen' course	144	100	170	100	206	100
Work accidents resulting in significant sick leave	0	0	0	0	0	0
Work-related deaths	0	0	0	0	0	0

¹ Does not include Stern Energy S.p.A.

OCCUPATIONAL SAFETY MANAGEMENT

We review our occupational safety management on an ongoing basis. Our comprehensive work safety policy plays a major role here. In this context, all new employees are required to complete a course of instruction in work safety to ensure their health and safety in the workplace and when working on a computer screen. Further, they are required to repeat this course once a year. Employees can complete these annual training programmes online or as classroom teaching. In addition, our company doctor visits employees at their workplaces to give them advice on how best to arrange their personal workspace in a way that is conducive to good health. This training course is provided to salaried employees only.

EMPLOYEE PARTICIPATION

Our health and safety officer meets regularly with our team of safety representatives to discuss health and safety issues in the workplace. Offices are inspected on a regular basis to ensure they are clean and tidy and meet fire safety standards. We also conduct fire safety instruction and evacuation drills for our employees. We conduct the G41 'Work involving a danger of falling' medical examination at the intervals recommended by occupational health professionals.

IDENTIFYING RISKS AND WORK-RELATED INJURIES

We evaluate risks on an ongoing basis and also organise regular site inspections for this purpose. Where necessary, we take appropriate action. For more details, please refer to our 2023 sustainability report. We have always had very few to no work-related illnesses or accidents. Our tally for 2023 again recorded zero work accidents that resulted in significant sick leave and zero work-related deaths. Accordingly, our LTIR (Lost Time Injury Rate) for the years 2021, 2022 and 2023 is 0.0.

HELPING OUR EMPLOYEES LEAD HEALTHIER LIVES

Our employees receive an annual allowance that they can spend on healthcare services of their choice. In addition, all our employees can access digital healthcare consultancy services. For personal advice, they can contact the Employee Assistance Programme, run by the Fürstenberg Institute, and arrange for a personal consultation. Further, Encavis has taken out group accident insurance for all its employees. This also includes accidents that occur outside of work, plus international health insurance for business trips. Our employees can access a company pension scheme and/or disability income insurance.

Governance

- » The Supervisory Board and the Management Board
- » Good corporate management

THE SUPERVISORY BOARD AND THE MANAGEMENT BOARD

GRI 2-9, 2-11, 2-19, 2-20, 405-1

DUAL MANAGEMENT STRATEGY

Encavis pursues a dual management strategy in which people cannot serve on both the Management Board and the Supervisory Board at the same time. Both boards are kept strictly separate in terms of members and also in areas of responsibility. The Chairman of the Supervisory Board is not a senior executive of the company and has never served on the Management Board.

The Supervisory Board	2022	2023
Members	9	9
Average age in years	65	66
Female	2	2
Male	7	7
Average length of service on the SB in years	7	8
Independent	5	5
No. of nationalities	1	1

The Board	2022	2023
Members	3	2
Average age in years	53	51
Female	0	0
Male	3	2
Average length of time served on the Board in years	5	5.5
No. of nationalities	2	2

COMMITTEES ON THE SUPERVISORY BOARD

The Supervisory Board has formed two committees, one for personnel and nominations, and one for inspections and ESG. For more information on the committees, please refer to our 2023 annual report.

REMUNERATION FOR MEMBERS OF THE BOARD

Encavis has devised a remuneration policy that fosters sustainable company management. The salaries received by members of the Board are approved by the Supervisory Board, based on the recommendations of the personnel and nominations committee. Members of the Board receive a fixed annual salary plus a variable component. The variable component includes a short-term plus a long-term ESG component.

Remuneration system		
Fixed salary	Base salary p.a.	Fixed annual salary, paid out in twelve equal instalments at the end of each calendar month
	Benefits	General benefits-in-kind (company vehicle, insurance policies, communication, etc.)
Performance-based bonus	Short-term variable bonus payment	Duration: 1 year Performance criteria: financial and non-financial goals Bonus: between 0 and 200% of the target value
	Long-term variable bonus payment	Qualifying period: 3 years Can be exercised for: 2 years Performance criteria: financial goals Virtual shares option Cap: 3 x target value
	Long-term variable ESG component	Duration: 3 years Performance criteria: e.g. to increase the MSCI ESG rating by 2026 Bonus: between 0 and 300% of the target value

Details on measuring target achievement in 2023 are described in the current remuneration report.

GOOD CORPORATE MANAGEMENT (1/2)

GRI 2-27, 3-3, 205-1, 205-2, 205-3, 206-1

Preventing corruption, bribery and money laundering	2022		2023	
	Quantity	%	Quantity	%
Company sites that were inspected for corruption risks	2	100	3	100
Members of the Board who participated in the Code of Conduct (anti-corruption) training course	3	100	2	100
Employees who participated in the Code of Conduct (anti-corruption) training course	170	100	180	95
New business partners who received instruction on anti-corruption guidelines and procedures (BPCC)	12	100	40	100
Total no. of confirmed cases of corruption	0	0	0	0

We aim to comply with all legal requirements and company policies and guidelines. Potential violations can have serious consequences. One important aspect of good corporate governance, and a key theme within our compliance activities, is taking action within the course of our business activities to fight corruption and behaviour that violates competition law.

Over the course of the reporting year, many of our full-time and part-time employees completed our compliance training programme. The sessions revolved around two focal points: the Encavis Code of Conduct (CoC), and IT security and data protection. The aim of the CoC sessions was to familiarise all employees with our Code of Conduct and provide a platform to answer any questions. The IT sessions focused on security in day-to-day business contexts as well as on data protection. Each employee received around two hours of training in these areas.

In addition, we rolled out an extensive online training programme in the reporting year. All employees are now required to complete the following modules once a year:

- » Basic compliance guidelines
- » Corruption prevention
- » Equal treatment and Germany's General Act on Equal Treatment (AGG)

Each training course concludes with a test to ensure participants have understood the content. Employees who fail the tests are required to repeat the course. Those who pass the test receive a certificate that they must then upload to the HR system.

In 2024, we plan to commission an external audit of our Compliance Management System. For more information on our compliance management system, please refer to our 2023 sustainability report.

GOOD CORPORATE MANAGEMENT (2/2)

GRI 2-26, 2-27, 3-3, 205-1, 205-2, 205-3, 206-1

Antitrust laws, competition law, conflicts of interest and our anonymous whistleblower system	2022		2023	
	Quantity	%	Quantity	%
Violations against antitrust laws and competition law	0	0	0	0
Reports of conflicts of interest	0	0	0	0
Relevant tips via the anonymous whistleblower system	0	0	0	0

FAIR WORKING CONDITIONS

Our in-house legal department monitors compliance with antitrust law. Due to the nature of our business model, we generally have few points of contact with antitrust law. Nonetheless, our in-house legal team takes steps to raise awareness for the topic where employees are members of organisations in which they meet other market participants. No legal proceedings were instigated against Encavis during the course of the reporting year on account of violations against competition law or antitrust laws.

REPORTING CONFLICTS OF INTEREST

Primarily, we base our business decisions on what is in the best interests of Encavis and will benefit the company most. In this context, we require all our employees to disclose any personal situation that causes or could potentially cause a conflict of interest. Such conflicts of interest must be disclosed to Compliance Management, and individual cases carefully investigated and explicitly approved. There were no reports of conflicts of interest in the reporting year that were not resolved in accordance with the above guidelines.

WHISTLEBLOWERS WELCOME!

We take every precaution to ensure compliance with company policies and legal guidelines. However, in the event that either are violated, we have created a system whereby complaints or suspicions can be reported anonymously via our whistleblower hotline. Whistleblowers can expect protection against reprisals in any shape or form, whether direct or indirect. Further, their identity is kept strictly confidential.

Specifically, the whistleblower system we use is an internet-based communication platform known as a 'safe channel'. The whistleblower is free to reveal their identity or remain anonymous, as they choose. Our whistleblower system is available in two languages (German and English) When a suspected violation is reported, the information is passed on to the in-house legal team who investigate it discretely and in confidence. No complaints were registered during the reporting year, and no cause was given to instigate an internal investigation.

Addendum

- » ESG ratings and memberships
- » GRI Index
- » Company details

ESG RATINGS AND MEMBERSHIPS

GRI 2-28

ESG ratings	2022	2023	2024
MSCI ESG	A	A	AA
CDP Score (climate)	D	D	B
ISS ESG	B	B+	A-
Sustainalytics	22.9	22.9	20.6
S&P Global CSA Score	23	37	37

Encavis is assessed by ESG rating agencies on a regular basis. We made considerable progress during the reporting year in the field of ESG (environment, social responsibility and governance) and were hence able to significantly improve our ESG rating.

MEMBERSHIPS

The Encavis Group belongs to various industrial associations, interest groups and other organisations that contribute to society in various ways. The following list shows a selection of memberships, where representatives of our company are involved in projects or work groups. These associations and organisations are either wholly dedicated to sustainability, or have specific specialist committees that deal intensively with such topics.



GRI INDEX

Statement of use	Encavis AG has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Not applicable

GRI Standard / own declaration	Declaration	Reference to the Sustainability Report 2023 and/or ESG Report 2023 (page/link)	Notes	UN Global Compact Principles
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Journey Report 2023 p. 4, p. 5, p. 6 ESG Report 2023 p. 4		
	2-2 Entities included in the organization's sustainability reporting	Sustainability Journey Report 2023 p. 4 ESG Report 2023 p. 4		
	2-3 Reporting period, frequency and contact point	Sustainability Journey Report 2023 p. 4, p. 48 ESG Report 2023 p. 4, p. 41		
	2-4 Restatements of information		No corrections or restatements of information were made in the reporting period	
	2-5 External assurance		The report has not undergone an external audit	
	2-6 Activities, value chain and other business relationships	Sustainability Journey Report 2023 p. 6, p. 7		1-6, 7, 10
	2-7 Employees	ESG Report 2023 p. 24		6
	2-8 Workers who are not employees	ESG Report 2023 p. 24		
	2-9 Governance structure and composition	Sustainability Journey Report 2023 p. 10 ESG Report 2023 p. 31		
	2-10 Nomination and selection of the highest governance body		See https://www.encavis.com/governance	
	2-11 Chair of the highest governance body	ESG Report 2023 p. 31		

GRI Standard / own declaration	Declaration	Reference to the Sustainability Report 2023 and/or ESG Report 2023 (page/link)	Notes	UN Global Compact Principles
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Journey Report 2023 p. 10		
	2-13 Delegation of responsibility for managing impacts	Sustainability Journey Report 2023 p. 10		
	2-14 Role of the highest governance body in sustainability reporting	ESG Report 2023 p. 10		
	2-15 Conflicts of interest		See www.encavis.com/governance	15
	2-16 Communication of critical concerns		See www.encavis.com/governance	
	2-17 Collective knowledge of the highest governance body		See www.encavis.com/governance	
	2-18 Evaluation of the performance of the highest governance body		See Remuneration system for the members of the Management Board and Remuneration system for the Supervisory Board members	
	2-19 Remuneration policies	ESG Report 2023 p. 31		
	2-20 Process to determine remuneration	ESG Report 2023 p. 31		
	2-21 Annual total compensation ratio		This indicator is currently not recorded	
	2-22 Statement of sustainable development strategy	Sustainability Journey Report 2023 p. 3 ESG Report 2023 p. 3		1-10
	2-23 Policy commitments		Encavis is committed to implementing the ten principles of the UN Global Compact	
	2-24 Embedding policy commitments	Sustainability Journey Report 2023 p. 36, p. 38, p. 39, p. 40		
	2-25 Processes to remediate negative impacts	Sustainability Journey Report 2023 p. 36		
	2-26 Mechanisms for seeking advice and raising concerns	ESG Report 2023 p. 33		
	2-27 Compliance with laws and regulations	ESG Report 2023 p. 32, p. 33	In the 2022 reporting year, no relevant fines were imposed on Encavis for non-compliance with laws and regulations	10
	2-28 Membership associations	ESG Report 2023 p. 34		
	2-29 Approach to stakeholder engagement	Sustainability Journey Report 2023 p. 11, p. 12		
	2-30 Collective bargaining agreements	ESG Report 2023 p. 27	The wages and salaries our employees receive are not based on collective bargaining agreements.	

GRI Standard / own declaration	Declaration	Reference to the Sustainability Report 2023 and/or ESG Report 2023 (page/link)	Notes	UN Global Compact Principles
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Journey Report 2023 p. 13, p. 14		
	3-2 List of material topics	Sustainability Journey Report 2023 p. 13, p. 14		
Material topic: Responsibility in the supply chain				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 38, p. 39, p. 40		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Journey Report 2023 p. 38, p. 39		4, 5, 6
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Journey Report 2023 p. 38, p. 39		2, 5
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Journey Report 2023 p. 38, p. 39		2, 4
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Journey Report 2023 p. 38, p. 39		1-6
Material topic: Responsible corporate management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 36, p. 37 ESG Report 2023 p. 32, p. 33		
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	ESG Report 2023 p. 32, p. 33		10
	205-2 Communication and training about anti-corruption guidelines and procedures	ESG Report 2023 p. 32, p. 33		10
	205-3 Confirmed incidents of corruption and actions	ESG Report 2023 32, p. 33		10
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG Report 2023 p. 32, p. 33		

GRI Standard / own declaration	Declaration	Reference to the Sustainability Report 2023 and/or ESG Report 2023 (page/link)	Notes	UN Global Compact Principles
Material topic: Contribution to the energy transition				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 16		
Own Disclosure	Company-owned capacities	Sustainability Journey Report 2023 S. 16 ESG Report S. 7, S. 8, S. 9, S: 10, S. 11, S. 12, S. 13, S. 14		
Material topic: Operational Excellence				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 18, p. 19		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		See Annual Report	
	201-2 Financial implications and other risks and opportunities due to climate change		See Annual Report	
	201-4 Financial assistance received from government		See Annual Report	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		See Annual Report	
Material topic: Acquisition of new clients for the Asset Management segment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 17		
Own Disclosure	Acquisition of funds	Sustainability Journey Report 2023 S. 17 ESG Report 2023 S. 11		
Own Disclosure	Investments in capital gained through acquisition of funds	Sustainability Journey Report 2023 S. 17 ESG Report 2023 S. 18		
Material topic: Development of new business areas				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 20, p. 21		
Material topic: Employees				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 28, p. 29, p. 30, p. 31		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Report 2023 p. 25	See Occupational Health and Safety Directive	6
	401-3 Parental leave	ESG Report 2023 p. 24	See Occupational Health and Safety Directive	6

GRI Standard / own declaration	Declaration	Reference to the Sustainability Report 2023 and/or ESG Report 2023 (page/link)	Notes	UN Global Compact Principles
GRI 403: Occupational Health and Safety 2016	403-1 Occupational health and safety management system	Sustainability Journey Report 2023 p. 28, p. 30, p. 31 ESG Report 2023 p. 29	See Occupational Health and Safety Directive	
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Journey Report 2023 p. 28, p. 30, p. 31 ESG Report 2023 p. 29	See Occupational Health and Safety Directive	
	403-3 Occupational health services	Sustainability Journey Report 2023 p. 28, p. 30, p. 31 ESG Report 2023 p. 29	See Occupational Health and Safety Directive	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Journey Report 2023 p. 28, p. 30, p. 31 ESG Report 2023 p. 29	See Occupational Health and Safety Directive	
	403-5 Worker training on occupational health and safety	Sustainability Journey Report 2023 p. 28, p. 30, p. 31 ESG Report 2023 p. 29	See Occupational Health and Safety Directive	
	403-6 Promotion of worker health	Sustainability Journey Report 2023 p. 28, p. 30, p. 31 ESG Report 2023 p. 29	See Occupational Health and Safety Directive	
	403-8 Workers covered by an occupational health and safety management system	ESG Report 2023 p. 29	See Occupational Health and Safety Directive	
	403-9 Work-related injuries	ESG Report 2023 p. 29		
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Report 2023 p. 28	
404-2 Programs for upgrading employee skills and transition assistance programs		Sustainability Journey Report 2023 p. 28 ESG Report 2023 p. 28		6
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESG Report 2023 p. 26, p. 31		6
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and collective actions taken	ESG Report 2023 p. 27		6
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	ESG Report 2023 p. 27		
Material topic: Social commitment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 32, p. 33, p. 34		
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts		See Annual Report	

GRI Standard / own declaration	Declaration	Reference to the Sustainability Report 2023 and/or ESG Report 2023 (page/link)	Notes	UN Global Compact Principles
Material topic: Contribution to combatting climate change				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 23		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Report 2023 p. 21		7, 8, 9
	302-5 Reductions in energy requirements of products and services	ESG Report 2023 p. 21		7, 8, 9
GRI 305: Emissions	305-1 (Scope 1) GHG emissions	ESG Report 2023 p. 16, p. 17		7, 8, 9
	305-2 Energy indirect (Scope 2) GHG emission	ESG Report 2023 p. 16, p. 17		7, 8, 9
	305-3 Other indirect (Scope 3) GHG emissions	ESG Report 2023 p. 16, p. 18		7, 8, 9
	305-4 GHG emissions intensity	ESG Report 2023 p. 19		7, 8, 9
Material topic: Biodiversity and environmental impact				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Journey Report 2023 p. 24, p. 25, p. 26 ESG Report 2023 p. 22		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	ESG Report 2023 p. 22		7, 8, 9
	303-2 Management of water discharge-related impacts	ESG Report 2023 p. 22		7, 8, 9
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Journey Report 2023 p. 24, p. 25, p. 26	See Biodiversity strategy	7, 8, 9
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability Journey Report 2023 p. 24, p. 25, p. 26	See Biodiversity strategy	7, 8, 9
	304-3 Habitats protected or restored	Sustainability Journey Report 2023 p. 24, p. 25, p. 26	See Biodiversity strategy	7, 8, 9
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainability Journey Report 2023 p. 24, p. 25, p. 26	See Biodiversity strategy	7, 8, 9
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	ESG Report 2023 p. 22		7, 8, 9

COMPANY DETAILS

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