
ENCAVIS

# SUSTAINABILITY REPORT 2025

# CONTENT



# ABOUT THIS REPORT

This Sustainability Report relates to ENCAVIS Management GmbH & Co. KG, based in Hamburg, and its subsidiaries (together “Encavis” or “the Group”). ENCAVIS Management GmbH & Co. KG is the parent company of the Group, which was formed during the acquisition and integration of the former Encavis AG in 2024/2025.

The reporting period covers the fiscal year from 1 January to 31 December 2025. Unless otherwise indicated, all information refers to this period.

This report was prepared with reference to the European Sustainability Reporting Standards (ESRS). The selection of reported content is based on an assessment according to the principle of double materiality.

Encavis has been a signatory to the United Nations Global Compact since November 2020 and is committed to its ten principles in the areas of human rights, labour standards, the environment, and anti-corruption. We fulfil our commitment to transparency and accountability by referring to the relevant principles in this report and presenting their implementation in our activities and processes in a clear and transparent manner.

The collection and presentation of greenhouse gas emissions (Scope 1–3) are in accordance with the Greenhouse Gas Protocol. Particularly for Scope 3 emissions in upstream and downstream areas of the value chain, estimates based on robust methodologies were used. These are reviewed regularly to ensure a high level of data quality.

The report was not externally audited.

# FOREWORD

DEAR ALL,

The energy transition in Europe is entering a new phase. It is no longer solely about expanding renewable generation capacity; what matters now is making clean energy available in a reliable, competitive, and scalable way.

Over the past year, Encavis has continued its transformation from a successful operator of wind and solar parks into an integrated provider of affordable, secure, and green energy for businesses across Europe.

We are convinced that European industry, including both large energy consumers and small and medium-sized enterprises, plays a key role in the success of the energy transition.

For these companies, energy is increasingly becoming a strategic factor in competitiveness. What they need are solutions that offer long-term price stability, a high level of security of supply, and a clear pathway towards decarbonisation – going far beyond the mere supply of electricity.

This is exactly what Encavis delivers.

With a total installed capacity of currently more than 5 GW and a broadly diversified portfolio, we have operational strength in Europe to further expand this role in a sustainable manner. At the same time, we are systematically broadening our offering along the value chain, laying the foundation for long-term, resilient energy partnerships with our customers.

Sustainability remains at the heart of everything we do. Our climate targets define a clear reduction pathway for our emissions, while we continue to strengthen the resilience of our portfolio to climate-related risks. In doing so, we ensure that our assets are not only climate-friendly but are also operated responsibly and in harmony with nature and the environment. Integrity, responsible supply chains, and safe and attractive working conditions form the foundation of our actions.

However, this energy future can only be achieved together – with our owners, suppliers, customers, partners, and employees. I invite you to join us on this journey and to discover in this report how we moved another step closer to achieving our sustainability targets in 2025.

I firmly believe that, with our clear strategic direction and consistent focus on sustainable value creation, we are well positioned to continue playing a leading role in Europe's energy transition.

I hope you find this report insightful and look forward to continuing the dialogue with you.

Mario Schirru
CEO, Encavis

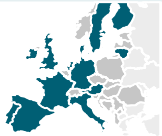
Hamburg, 07 July 2026

# 2025 SUSTAINABILITY HIGHLIGHTS AT ENCAVIS

**489**

Employees in the Encavis group as of December 31.

**13**



European markets form the foundation of our business across the group.

**4.2**

GW group-wide installed nominal capacity as of December 31.

**198,416**

tons of $CO_2$e caused company-wide in 2025; of this 196,268 (about 99%) are attributable to our upstream value chain in Scope 3.

**628,415**

tons of $CO_2$e savings through our own portfolio compared to conventional electricity[1].

**3,592**

GWh electricity were produced by plants in the company's own portfolio in 2025, which can supply over one million households with green energy[2].

[1] *Calculation: Electricity production by own assets * average electricity generation mix of our national markets*
[2] *Calculation: Electricity production by own assets / average consumption per household in the EU*

# SUSTAINABILITY STRATEGY AND ORGANISATION

## BUSINESS MODEL AND MARKET ACTIVITIES

### CORE BUSINESS AND PORTFOLIO

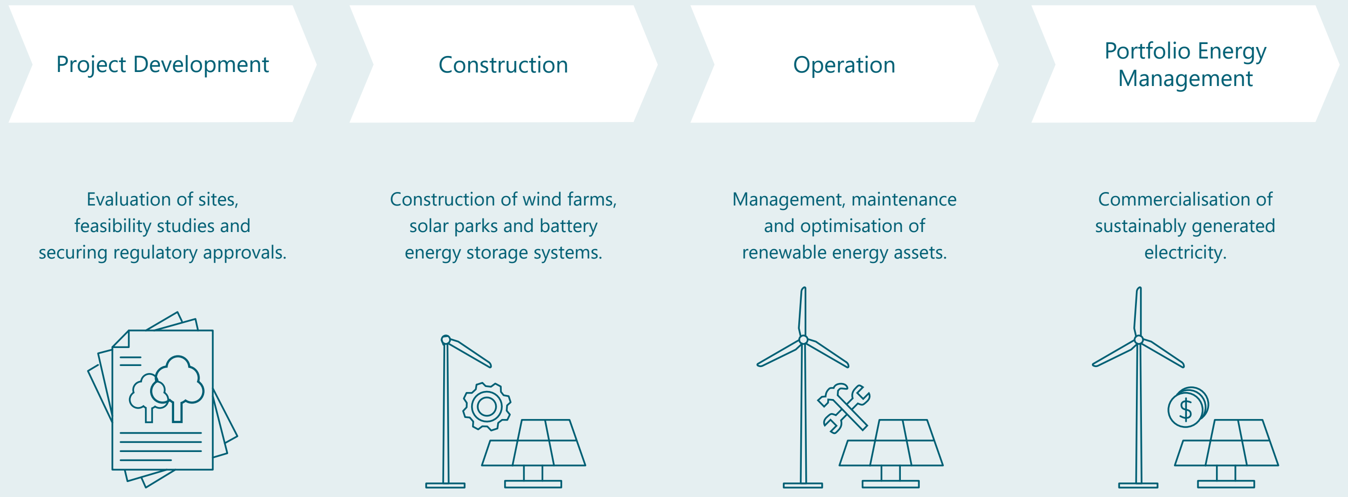
Encavis leverages the wide-ranging opportunities offered by renewable energy generation and has operated as an independent provider of environmentally friendly and emission-free power plant capacity since 2009. Its core business comprises the acquisition and operation of onshore wind farms, ground-mounted solar parks and battery storage solutions, as well as the marketing of sustainably generated electricity. When acquiring new assets, Encavis aims for a balanced mix of projects in the development phase, ready-to-build or turnkey installations, and operational assets.

The operational management and technical maintenance of solar plants, also known as Operations & Maintenance (O&M), are largely handled by the subsidiary Stern Energy S.p.A. Headquartered in Parma, Italy, Stern Energy has established an international network with branches in Germany, the Netherlands, the United Kingdom, France and Denmark. This enables Encavis to strengthen its technical capabilities along the value chain and to develop the O&M business into a scalable European platform for high-quality solar services – both for its own portfolio and for third-party customers.

The Asset Management business provides institutional investors with attractive opportunities to invest in renewable energy generation assets. Its service portfolio includes fund initiation, bespoke investment design and structuring, as well as the operational management of the assets.

Encavis' overall portfolio comprises solar and wind parks as well as battery storage solutions in Germany, Italy, France, the United Kingdom, Austria, Finland, Sweden, Denmark, the Netherlands, Spain, Ireland, Portugal and Lithuania.

### VALUE CREATION STRUCTURE



## EMPLOYEES AND PRODUCT RESTRICTIONS

As of 31 December 2025, the Encavis Group employed 489 people in addition to the Management Board, all of whom actively contribute to implementing the Group's strategic objectives and driving the company's ongoing development.

Encavis is not active in the fossil fuels sector, including coal, oil and gas, and generates no revenue from these activities. This also includes transport, trading or other activities related to fossil fuels as defined in Article 2, Number 62 of Regulation (EU) 2018/1999. In addition, Encavis is not involved in chemical production, the manufacture or trade of controversial weapons, or the cultivation and distribution of tobacco products. The company does not offer any significant products or services that are subject to legal restrictions in specific markets.

## RELEVANT ESRS SECTOR

For Encavis, the ESRS sector "Energy Production and Utilities" is of central relevance. It covers the generation, distribution and supply of energy and reflects the company's core business. The classification underlines Encavis' strategic focus on renewable energy generation and the provision of sustainable energy solutions.

## STAKEHOLDER DIALOGUE

Stakeholder engagement takes place through structured formats that help us understand stakeholders' perspectives, expectations and potential impacts on our business and integrate them into our decision-making. The insights gained feed directly into our double materiality assessment in accordance with the ESRS and form the basis for identifying and prioritising our material impacts, risks and opportunities (IROs).

The following section presents our key stakeholder groups and their role in our sustainability management.

### EMPLOYEES

Employee engagement is firmly embedded in our existing structures and takes place through a wide range of formal and informal exchange formats, including structured employee retention formats such as development meetings, employee surveys and company-wide communication platforms.

Since 2025, Encavis has established a Group-wide continuous improvement process in which employees' ideas and suggestions are systematically bundled and translated into concrete measures. In the first cycle, 20 initiatives were submitted. In this way, Encavis strengthens the active involvement of employees and creates a transparent framework for capturing relevant perspectives at an early stage, addressing challenges in a targeted manner and consistently supporting the company's ongoing development.

### OWNERS

Dialogue with our owners is an integral part of our governance and sustainability structure. Following the takeover in 2024 and the associated change in the ownership structure, Encavis has maintained a continuous and structured exchange with its capital providers to understand and consider expectations, strategic priorities and requirements for sustainable corporate development at an early stage.

This exchange particularly covers topics such as corporate performance, risk management and the Group's strategic direction. The insights gained feed into the further development of our business strategy, our steering system and our sustainable financing and investment approaches.

### CORPORATE CUSTOMERS

Encavis maintains continuous and structured dialogue with its corporate customers through discussions, project coordination and market- and topic-specific exchange formats. The aim is to understand customers' requirements and decision-making processes at an early stage and address them in a targeted manner.

The insights gained feed directly into the further development of our products and services, particularly in the structuring of power purchase agreements (PPAs), hybrid energy solutions and integrated supply concepts. At the same time, we use this dialogue to systematically capture our customers' increasing sustainability requirements and integrate them into our offering and communication strategy.

## SUPPLIERS AND SERVICE PROVIDERS

Together with our suppliers and service providers, we work to ensure high sustainability standards along the value chain. Personal exchange – at trade fairs, events or in direct dialogue – is a key element of this approach.

## LOCAL COMMUNITIES

Dialogue with local communities is a central component of our responsible project approach. We often engage actively with neighbouring municipalities, local stakeholder groups and affected households as early as the construction phase to understand and consider expectations, concerns and potential impacts. This dialogue continues throughout the entire lifecycle of our wind and solar parks.

Our aim is to build trust, foster acceptance of our projects and continuously incorporate the perspectives of local communities into the further development of our activities.

## NEIGHBOURHOOD ENGAGEMENT IN BARTOW

In September 2025, the Bartow solar park became a place of encounter for a day: around 120 visitors from the region took the opportunity to experience the site first hand, including residents, families, representatives from politics and administration, and local media.

Through conversations and shared site tours, it became clear how strong local interest in renewable energy is. Insights into topics such as biodiversity and archaeological finds made the visit a lively experience, as did the commitment of the volunteer fire brigade, whose dedication helped create an open and welcoming atmosphere.

Formats like these are of great importance to Encavis: they create transparency, foster trust and enable open dialogue with people on the ground. Direct exchange strengthens acceptance of renewable energy and makes the energy transition tangible.

## OPEN DAY IN ILLEVAARA

In Finland, too, around 200 residents took the opportunity to experience the Illevaara wind farm in person despite rainy weather. During an open day, they gained rare insights into the facility, including a ground-level tour of a wind turbine. In small groups and equipped with appropriate protective equipment, visitors received direct insights into the technology and operation of the facility from our experts on site.

## SUSTAINABILITY GOVERNANCE

Sustainability is an integral part of our corporate management and firmly embedded in our strategic decision-making processes. Clear responsibilities at management level, consistent involvement of the management team and the systematic integration of ESG with financial and strategic steering ensure that sustainability aspects are incorporated into all key business decisions at an early stage and in a binding manner. ESG targets are also explicitly embedded in executive compensation and are therefore directly linked to management performance assessment and incentive systems.

The operational implementation of the sustainability strategy is managed by the central sustainability function, which acts as a Group-wide centre of expertise and reports directly to the management team. It is responsible for the cross-functional coordination and implementation of ESG initiatives, establishes binding standards and ensures transparent monitoring of progress and target achievement.

This clearly structured governance ensures that strategic sustainability targets are consistently translated into operational measures and creates the basis for coherent steering and measurable ESG-driven value creation across the entire organisation.

## CONTINUOUS DEVELOPMENT OF THE SUSTAINABILITY STRATEGY: DOUBLE MATERIALITY ASSESSMENT

In 2024, we reassessed our ESG topics according to the principle of double materiality. This reassessment was based on a longlist of potential and actual impacts, risks and opportunities (IROs).

In the 2025 reporting year, our ESG core team reviewed the previous year’s results once again. In this process, a new IRO was identified in relation to our emerging Battery Energy Storage System (BESS) business area. All topics potentially material to Encavis and the related IROs were then evaluated with stakeholder proxies, and their assessments were adjusted where necessary.

A structured methodology was applied to capture impacts, risks and opportunities related to Encavis’ business activities in a differentiated manner.

Three key indicators were used to assess impacts:
› Scale: severity of the impact,
› Scope: extent of the impact,
› Irremediability (for negative impacts): irreversibility of potential harm.

The average of these three indicators formed the basis for the overall assessment. For potential impacts, the likelihood of occurrence was also determined on a scale from 1 (0%) to 5 (100%). An impact was considered material from a rating of three upwards, enabling material impacts to be systematically identified and prioritised.

The financial assessment was based on Encavis’ existing risk management system. Perspectives from stakeholders and specialist departments were also considered. Risks and opportunities were assessed against two criteria – potential financial impact and likelihood of occurrence – across short-, medium- and long-term time horizons. The assessment used a scale from 1 to 10, as described in the risk and opportunity report.

Impacts rated 1 to 3 were classified as minor (less than €50 million annually). Scores of 4 to 6 represented moderate impacts (€50–75 million annually), while strong to very strong effects were classified from a score of 7 upwards (more than €75 million annually). The same scale was used to assess likelihood of occurrence – from 1 (“highly unlikely”) to 10 (“certain”).

Combining these values resulted in the following categorisation:

› below 20: important opportunity or important risk,
› 20 to 50: potentially material,
› above 50: material in terms of double materiality.

For some IROs, the assessments were adjusted marginally; however, this did not result in any changes to the material topics. The following seven sustainability aspects continue to be classified as material for Encavis:

1. Climate change mitigation
2. Climate change adaptation
3. Biodiversity and species diversity
4. Employee health and safety
5. Employee development
6. Social and human rights risks in the supply chain
7. Responsible business conduct

Building on these results, the following sections provide a structured overview of the key findings from the 2025 reporting year, and the progress made in the identified core topics. For each material topic, we apply a consistent analytical and presentation approach based on four guiding questions:

› Why is the respective topic material for Encavis, and what relevance does this have for our business activities and value creation?
› What specific targets are we pursuing in the respective action area?
› What measures did we implement in the 2025 reporting year to achieve these targets?
› Which indicators do we use to measure our progress?

This structured approach ensures transparency, comparability and manageability of our sustainability performance and enables us to present our progress clearly and comprehensibly.

# ENVIRONMENT & CLIMATE

## INFORMATION ON THE EU TAXONOMY

The EU Taxonomy is a classification system for environmentally sustainable economic activities. It supports companies, investors and policymakers in directing capital flows towards sustainable investments. Encavis supports this objective, even though there is currently no legal obligation to report in accordance with the EU Taxonomy.

### TAXONOMY ELIGIBILITY

Based on a systematic comparison between the Delegated Acts and Encavis' business activities, three taxonomy-eligible economic activities were identified.
They can all be assigned to environmental objective 1, "Climate change mitigation":

› CCM 4.1: Electricity generation using photovoltaic technology
› CCM 4.3: Electricity generation from wind power
› CCM 4.10: Storage of electricity

### TAXONOMY ALIGNMENT

According to Article 3 of Regulation (EU) 2020/852, economic activities are considered environmentally sustainable if they make a substantial contribution to an environmental objective and do not significantly harm any of the other environmental objectives.

The activities listed above meet the requirements for making a substantial contribution to climate change mitigation. Encavis generates electricity from PV solar technology and wind power and operates electricity storage facilities. In addition, the do no significant harm (DNSH) criteria are fulfilled, including the execution of climate risk analyses in line with environmental objective 2 (Climate change adaptation) and the conduct of environmental impact assessments as part of the approval process in line with environmental objective 6 (Protection and restoration of biodiversity and ecosystems).

### COMPLIANCE WITH MINIMUM SAFEGUARDS

Compliance with the minimum safeguards was also reviewed as part of the taxonomy alignment assessment.
These relate to the following areas:

› Human rights, including labour and consumer rights
› Anti-corruption and anti-bribery
› Tax responsibility
› Fair competition

Compliance with these standards is ensured through existing internal company policies, guidelines and corresponding due diligence processes.

### OVERALL RESULT AND KEY FIGURES

The assessment at both economic activity level and Group level showed that all three identified activities of Encavis are not only taxonomy-eligible but also taxonomy-aligned.

This is reflected in the relevant KPIs for revenue, capital expenditure (CapEx) and operating expenditure (OpEx): since all taxonomy-eligible shares are also considered taxonomy-aligned, there is a high proportion of taxonomy-aligned activities. A tabular presentation of the corresponding shares is provided below.

The analysis shows that the taxonomy-aligned share of revenue remained stable compared with the previous year and increased by only one percentage point. The allocation of individual activities within total revenue also changed only marginally year on year, although Encavis' total revenue increased noticeably.

The taxonomy-aligned share of CapEx also increased slightly, reaching 100%. This strongly reflects Encavis' continued focus on expanding the energy transition. The increase in total CapEx of more than 200% also underlines this ambition. Notably, the largest share of capital expenditure in the reporting year related to activity CCM 4.3 Electricity generation from wind power, whereas in the previous year activity CCM 4.1 Electricity generation using photovoltaic technology accounted for the majority of CapEx.

This shift is mainly due to the acquisition of several wind farms in the reporting year, aimed at specifically increasing the share of wind power assets in the portfolio. Although activity CCM 4.10 Storage of electricity still accounts for only 1% of Encavis' total CapEx according to the EU Taxonomy definition, the absolute amount of expenditure increased by almost 80%. This demonstrates Encavis' conviction that it can actively contribute to shaping the significant capacity expansion of battery storage systems in the European market.

The taxonomy-aligned share of OpEx decreased by two percentage points compared with 2024 but remains at a high level of 83%. Absolute OpEx increased significantly compared with the previous year, primarily due to higher OpEx for activity CCM 4.1 Electricity generation using photovoltaic technology.

| Revenue | | 2024 | | 2025 | |
|---|---|---|---|---|---|
| Economic activities | Code | Value (in €m) | % | Value (in €m) | % |
| A. Taxonomy-aligned activities | | | | | |
| Electricity generation using photovoltaic technology | CCM 4.1 | 260.47 | 64 | 277.87 | 63 |
| Electricity generation from wind power | CCM 4.3 | 91.20 | 22 | 110.69 | 25 |
| Storage of electricity | CCM 4.10 | 0 | 0 | 0 | 0 |
| A. Total | | 351.67 | 86 | 388.55 | 87 |
| B. Taxonomy-non-eligible revenue | | 56.72 | 14 | 55.99 | 13 |
| Total (A.+B.) | | 408.39 | 100 | 444.54 | 100 |

| CapEX | | 2024 | | 2025 | |
|---|---|---|---|---|---|
| Economic activities | Code | Value (in €m) | % | Value (in €m) | % |
| A. Taxonomy-aligned activities | | | | | |
| Electricity generation using photovoltaic technology | CCM 4.1 | 334.01 | 62 | 568.95 | 39 |
| Electricity generation from wind power | CCM 4.3 | 190.74 | 35 | 867.03 | 60 |
| Storage of electricity | CCM 4.10 | 7.47 | 1 | 13.28 | 1 |
| A. Total | | 532.22 | 98 | 1,449.26 | 100 |
| B. Taxonomy-non-eligible revenue | | 8.54 | 2 | 5.77 | 0 |
| Total (A.+B.) | | 540.76 | 100 | 1.455.03 | 100 |

| OpEX | | 2024 | | 2025 | |
|---|---|---|---|---|---|
| Economic activities | Code | Value (in €m) | % | Value (in €m) | % |
| A. Taxonomy-aligned activities | | | | | |
| Electricity generation using photovoltaic technology | CCM 4.1 | 21.78 | 51 | 46.07 | 62 |
| Electricity generation from wind power | CCM 4.3 | 14.45 | 34 | 15.65 | 21 |
| Storage of electricity | CCM 4.10 | 0 | 0 | 0.03 | 0 |
| A. Total | | 36.23 | 85 | 61.68 | 83 |
| B. Taxonomy-non-eligible revenue | | 6.64 | 15 | 12.54 | 17 |
| Total (A.+B.) | | 42.87 | 100 | 74.23 | 100 |

# CLIMATE CHANGE MITIGATION

## JOINT APPROACHES TO REDUCING UPSTREAM EMISSIONS

Climate change mitigation requires decisive action and is of central importance to us, as it is directly linked to our business model. As an operator of wind and solar parks, we actively contribute to reducing greenhouse gas emissions and support the decarbonisation of the European energy system[1].

Encavis aims to significantly reduce Group-wide greenhouse gas emissions (Scope 1–3) over the long term. By 2040, total $CO_2$ emissions are to be reduced to around 28,000 t $CO_2$e. This corresponds to a reduction of 95% compared with the 2020 base year. For direct emissions (Scope 1 and 2), Encavis aims to reduce emissions to a maximum of 2,763 t $CO_2$e by 2030. Indirect emissions along the value chain (Scope 3), which account for most total emissions, are to be reduced to around 27,700 t $CO_2$e by 2040. These climate targets were scientifically reviewed by the independent Science Based Targets initiative (SBTi) and approved in 2023.

In the reporting year, we initiated dialogue with key suppliers along the solar value chain to identify concrete potential for reducing our Scope 3 emissions. We also participated in industry-specific and cross-industry working groups to share experience on emissions reduction measures and collective levers. These activities will continue in 2026.

| $CO_2$ emissions by scope | Unit | 2023 | 2024 | 2025 | Target | Status |
|---|---|---|---|---|---|---|
| Total | t CO2e | 286,219 | 145,755 | 198,416 | 27,933 by 2040 | ● |
| Scope 1 | t CO2e | 611 | 617 | 485 | 2,763 by 2030 | ● |
| Scope 2 | t CO2e | 540 | 1.892 | 1.663 | | |
| Scope 3 | t CO2e | 285,069 | 143,246 | 196,268 | 27,694 by 2040 | ● |

Delayed ● Partially delayed ● On track ●

Compared with the previous year, Scope 1 emissions were significantly reduced. This development is largely attributable to the consistent transformation of our vehicle fleet. While the fleet had already been fully converted to electric and hybrid vehicles in previous years, we made further progress in the reporting year by gradually replacing expiring hybrid vehicles with fully electric models. Following the sharp increase in Scope 2 emissions in the previous year, which was mainly due to electricity and district heating consumption at the subsidiary Stern Energy S.p.A., these emissions decreased again in the 2025 reporting year. This change is also attributable to energy consumption at Stern Energy. The increase in Scope 3 emissions reflects our expansion-related growth. At the same time, it underlines how crucial the decarbonisation of our supply chain is – a key area of focus for the coming years. Further details on emissions development and our reduction targets are available on our website.


[1] This commitment contributes to Principle 8 of the UN Global Compact: "Businesses should undertake initiatives to promote greater environmental responsibility" and Principle 9: "Businesses should encourage the development and diffusion of environmentally friendly technologies.

# CLIMATE CHANGE ADAPTATION

## KEEPING WEATHER AND CLIMATE VARIABILITY FIRMLY IN VIEW AS OPERATIONAL RISKS

Meteorological changes have a direct impact on the efficiency of our wind and solar plants and therefore directly affect electricity generation. Extreme weather events in particular increase operational risks for our assets. As the operator of a rapidly growing portfolio, ensuring stable and reliable energy production is a central component of our business model. Accordingly, continuously strengthening the resilience of our assets to climatic influences is a high priority for us and an essential part of our technical asset management[2].

Encavis aims to systematically identify climate risks and manage them through suitable remedial measures. Appropriate measures are to be implemented for all parks classified as being exposed to high climate risk. During the reporting period, climate-related events occurred at individual sites, highlighting the exposure of our assets to physical climate risks. These included heavy rainfall events, lightning strikes and a wildfire event. In addition, weather-related flooding during the winter months caused isolated delays in technical maintenance work, such as the replacement of inverters. These incidents underline the growing importance of extreme weather events in the context of climate change and feed into our ongoing assessment of physical climate risks as well as the further development of suitable prevention and adaptation measures. In the reporting year, the existing fire protection concept was refined and further implemented through the creation of firebreaks at our sites in Apulia.

| KPI | Unit | 2023 | 2024 | 2025 | Target | Status |
|---|---|---|---|---|---|---|
| Parks with high climate risk where remedial measures have been implemented | % | - | - | 100 | 100 | ● |

Delayed ● Partially delayed ● On track ●

In 2025, we conducted a comprehensive, centralised climate risk analysis for the entire asset portfolio for the first time. For this purpose, we used an established market software solution that considers various scientific climate scenarios and long-term time horizons. The results show that the greatest physical risks for our wind and solar parks lie in increasing heat and prolonged drought. Detailed risk modelling under the SSP5-8.5 scenario for a time horizon extending into the 2050s indicates that sites in Spain and Italy could be affected by water scarcity and high temperatures. In other northern European countries, especially the Netherlands and Denmark, potential coastal flooding represents the main climate risk for solar parks. Despite these different regional challenges, it should be noted that the projected impacts are expected to occur only to a very limited extent overall. As a result, the overall risk to our assets remains at a low level.

The results are consistent with our previous assumptions and validate the work already initiated to develop and implement protection and prevention measures in the relevant risk areas.

# BIODIVERSITY & SPECIES DIVERSITY

## NATURE CONSERVATION AT OUR PLANTS: ADDED VALUE BEYOND GREEN ENERGY

Biodiversity and species diversity are highly relevant to Encavis, as our business model directly interacts with natural environments. Responsible management of ecosystems is therefore a prerequisite for the long-term and sustainable use of sites for wind and solar parks and for the social acceptance of our projects.

Encavis aims to fully and consistently implement all planned biodiversity measures at its sites. The target implementation rate is 100% and is to be achieved and maintained on an ongoing basis.

In the reporting year, targeted measures to promote biodiversity were implemented at numerous solar parks. These included the planting of site-appropriate woody plants at the Borrentin and Hornet Zaratán solar parks to increase vegetation diversity and create additional habitats for various animal species. In addition, green spaces were generally maintained in a carefully timed manner to take account of breeding and development phases of local fauna and support natural cycles.

| KPI | Unit | 2023 | 2024 | 2025 | Target | Status |
|---|---|---|---|---|---|---|
| Implementation rate of planned biodiversity measures | % | 100 | 100 | 100 | 100 | ● |

Delayed ● Partially delayed ● On track ●

[2] This commitment contributes to Principle 7 of the UN Global Compact: "Businesses should support a precautionary approach to environmental challenges."

## FOCUS ON BIODIVERSITY IN TALAYUELA

At the Spanish Talayuela solar park (300 MW), Encavis demonstrates what the energy transition can look like in practice: a deliberately designed interplay between energy generation and nature conservation.

The ambition to not only use the land but to enhance it ecologically was already defined during the planning phase. Today, open vegetation areas between the module rows, structurally diverse stone piles and insect hotels shape the appearance of the solar park. They provide refuges, promote species diversity and create new ecological niches. Targeted passage corridors also keep the park permeable for small mammals and connect existing habitats.

But the impact extends beyond the site itself: with the Nature Classroom, a place has been created at the site that makes energy generation visible and understandable. Here, visitors and students come together to experience how renewable energy and biodiversity can be considered together. Knowledge becomes tangible, connections become clear, and an energy project becomes a learning space for sustainable development.

In the reporting year, a programme to renew and expand nesting boxes was also implemented, strengthening local bird populations, promoting natural ecosystem services and contributing to the long-term stability of the site.

Encavis measures progress in biodiversity based on the implementation rate of planned biodiversity measures. This is based on a site-specific action plan defined as part of project planning, approval or operation. For each plant, it is systematically recorded whether the planned measures have been fully implemented. The implementation rate is reported as the percentage share of realised measures in relation to planned measures. While the implementation rate remains at 100%, our focus is on continuously improving the quality and ecological impact of measures to promote species diversity.

# SOCIAL

## HEALTH AND SAFETY OF EMPLOYEES

### OUR COMMITMENT TO SAFE AND HEALTHY WORKING CONDITIONS

Protecting the health and safety of our employees is of the utmost importance to Encavis. In the construction, operation and maintenance of our plants – integral parts of our business model – employees are exposed to increased occupational and safety risks. At the same time, qualified, healthy and engaged teams form the basis for the safe and efficient operation of our portfolio and for long-term business success.

Our aim is to systematically prevent work-related risks across our business activities and to ensure safe, health-promoting working conditions for all employees. Through the "Encavis Way – Safety Vision 2028", we seek to firmly embed health and safety in everyday work and foster a zero-accident culture. In addition, we specifically strengthen the physical and mental well-being of our employees to sustainably promote long-term performance, prevention and personal responsibility.

In the reporting year, we further expanded our prevention activities and specifically strengthened Group-wide exchange on health and safety. By establishing the "Stern & Encavis HSE Safety Network", we created a platform for systematically sharing experience, best practices and new requirements for safety culture across countries and teams.

In addition, regular risk assessments and site inspections in our European portfolio helped to identify risks at an early stage and implement targeted improvement measures. Existing fire protection and site security standards were complemented by modern digital access technologies to sustainably increase safety at our sites. In 2025, we also continued to implement measures to promote the physical and mental well-being of our employees, including health days and additional health promotion offerings.

| KPI | Unit | 2023 | 2024 | 2025 | Target | Status |
|---|---|---|---|---|---|---|
| Number of significant workplace accidents | Number | 0 | 3 | 2 | 0 | Partially delayed |

Delayed ● Partially delayed ● On track ●

In 2025, two reportable incidents occurred. Although both were minor incidents, each individual case was thoroughly analysed to continuously improve our safety culture and prevention measures. No work-related fatalities occurred, either among our own employees or among external personnel at company sites.

# EMPLOYEE DEVELOPMENT

## EMPOWERING ENCAVIS

The development of our employees and our corporate culture is a key success factor in our transformation. In a dynamic market environment, our business model requires not only technological expertise, but above all strong collaboration, a forward-looking leadership culture and well-developed personal and social skills. Fostering a learning organisation is therefore essential to remain competitive and create value over the long term.

Encavis aims to develop a high-performing and future-oriented organisation in which employees can realise their potential and actively contribute to the company's ongoing development. To this end, we specifically strengthen professional, personal and social skills, foster an open feedback and learning culture and continuously develop our leaders. At the same time, we actively promote equal opportunities.

In the reporting year, we systematically advanced the development of our corporate culture and launched a new culture initiative to support our transformation. This was complemented by individual coaching as well as team and leadership formats. To support individual development, we established "Empower:Encavis" as an accessible format. In parallel, a new engagement platform was introduced to strengthen participation and feedback culture and enable data-based analysis of employee feedback. In addition, we further expanded our measures to promote diversity, particularly through mentoring and networking initiatives for women[3]. Recruiting and employer branding activities were also intensified. The recognition as a Leading Employer confirms Encavis' attractiveness as an employer and underlines our competitiveness in attracting qualified talent.

| KPI | Unit | 2023 | 2024 | 2025 | Target | Status |
|---|---|---|---|---|---|---|
| Average number of training and development hours per employee per year* | Hours | - | 12* | 20.67 | ≥ 16 | ● |

Delayed ● Partially delayed ● On track ●

* Excluding Stern Energy S.p.A. and its subsidiaries

We measure the development of our employees based on the average number of training and development hours per employee per year. In the reporting year, a Group-wide standardised recording process was implemented for this purpose. At 20.67 hours, the target value of ≥16 hours was clearly exceeded. This quantitative steering approach is complemented by the analysis of feedback from the new engagement platform. This ensures that measures are not only implemented, but also systematically measured and continuously improved.

# SOCIAL AND HUMAN RIGHTS RISKS IN THE SUPPLY CHAIN

## RESPONSIBLE SUPPLY CHAINS

As an operator of wind, solar and battery storage solutions, we work with many business partners along the global supply and value chain. This gives rise to a direct responsibility to respect human rights, fair working conditions and integrity in business conduct beyond our own organisational boundaries[4]. Potential human rights risks exist particularly in upstream production stages and must be addressed systematically to ensure sustainable and responsible business relationships over the long term.

Against this background, Encavis aims to consistently comply with and further develop human rights and labour standards along the entire supply chain. This includes the binding commitment of all business partners to comply with the Business Partner Code of Conduct (BPCC), the verification of 100% of the production sites of our solar modules in accordance with recognised standards, and the continuous development of our processes for identifying and managing ESG risks.

To implement these objectives, we follow a structured, risk-based approach. In the 2025 reporting year, ESG criteria in the supplier selection process were further sharpened, assessment standards were specified more precisely and processes for risk identification were developed in a targeted manner. At the same time, we work exclusively with carefully selected and reviewed suppliers as part of a "whitelist approach" and require them to comply with binding standards – including in upstream production stages. Compliance with these requirements is verified through independent audits certified in accordance with ISO/IEC 17020, ensuring a high level of transparency and traceability. In addition, we are actively engaged at industry level, including as a member of SolarPower Europe, to support the further development of binding standards in global supply chains.

| KPI | Unit | 2023 | 2024 | 2025 | Target | Status |
|---|---|---|---|---|---|---|
| Verified production sites of our solar modules without human rights violations | % | - | 100 | 100 | 100 | ● |

Delayed ● Partially delayed ● On track ●

No indications of human rights violations in the production of the solar modules used were identified in the reporting year.

[3] This commitment contributes to Principle 6 of the UN Global Compact: "Businesses should uphold the elimination of discrimination in respect of employment and occupation."

[4] This commitment supports the implementation of Principles 1 to 5 of the UN Global Compact, particularly respect for human rights, the upholding of freedom of association, and the abolition of forced and child labour.

# CORPORATE GOVERNANCE

## BUSINESS CONDUCT

### INTEGRITY AND COMPLIANCE AS THE FOUNDATION OF OUR ACTIONS

Good corporate governance, integrity and effective compliance structures are of central importance to Encavis, as they form the basis for responsible conduct, long-term value creation and the trust of investors, customers and other stakeholders. As a European independent power producer, we use clear governance structures and a systematically established compliance management system to ensure that business decisions are made transparently, in compliance with the rules and in a traceable manner. In view of regulatory requirements and growing expectations regarding corporate governance, a robust compliance system is a key success factor for the sustainable development of our business model. In terms of content, compliance management sets clear priorities, including anti-corruption and anti-bribery, money laundering prevention, business ethics, market integrity, data protection and IT security[5].

Against this background, we pursue the clear objective of consistently preventing compliance violations. The target is zero confirmed violations and applies permanently across the Group. The basis for this is a binding framework anchored in the Code of Conduct. This set of rules summarises the central standards of conduct in a concise manner and deliberately goes beyond minimum legal requirements.

| KPI | Unit | 2023 | 2024 | 2025 | Target | Status |
|---|---|---|---|---|---|---|
| Number of compliance violations | Number | 0 | 0 | 0 | 0 | On track |

Delayed ● Partially delayed ● On track ●

To achieve this objective, we rely on a structured compliance management system that is continuously developed further. In the 2025 reporting year, mandatory training courses were conducted. These are designed to be practical and specifically strengthen the application of the rules in everyday work. In addition, the Code of Conduct was reviewed and updated.

The central metric used to measure the effectiveness of our compliance work is the number of confirmed compliance violations, which has replaced the previously used metric of reports received since the 2025 reporting year. To enable the early identification of potential violations, employees and external stakeholders have access to various reporting channels, including in-person, telephone and digital channels as well as an internet-based whistleblower system. All reports received are systematically reviewed and, where there are reasonable grounds for suspicion, appropriate measures are initiated. No compliance violations were identified in the reporting year or in previous years, meaning that the defined target continued to be achieved.

[5] This commitment contributes to Principle 10 of the UN Global Compact: "Businesses should work against corruption in all its forms, including extortion and bribery."

# OUR PATH FORWARD

The energy transition is entering a decisive phase. It requires more than expansion. It requires speed, integration and new answers to the question of how renewable energy can be provided reliably, economically and flexibly.

For Encavis, this means consistently developing our business model from a pure operator into an integrated provider and reliable partner for green energy. Alongside conventional electricity generation, this increasingly includes battery storage solutions as a strategic growth area that contribute to grid stability, improve the performance of our portfolio and open additional revenue streams.

The year 2025 was an important milestone in this regard. We laid essential foundations, sharpened our strategic direction and achieved concrete progress across our material sustainability topics. At the same time, we know that transformation is not a completed step, but an ongoing process that requires clear priorities, investment and consistent action.

The coming years will show how consistently we deliver on this ambition. We are convinced that thinking about sustainability strategically and embedding it operationally creates genuine added value.

This is the standard by which we measure ourselves.

# IMPRINT

Report published: 07 July 2026


Publisher

ENCAVIS Management GmbH & Co. KG
Große Elbstraße 59
22767 Hamburg

T +49 (0) 40 37 85 620
info@encavis.com
www.encavis.com



Contact

Tanja Van den Wouwer
Head of Sustainability & Group Communications
T +49 (0) 40 37 85 620
sustainability@encavis.com


ENCAVIS Management GmbH & Co. KG
Große Elbstraße 59
22767 Hamburg