Elevion Group

DIVERSITY, EQUAL OPPORTUNITIES AND INCLUSION (DEI) POLICY

Date: 20.09.2024

Responsible and contact person: Jan Bartoš

1. Foreword

Companies of Elevion Group commit to be an ethical and sustainable partner. This means that we focus on providing sustainable practices for our clients and suppliers, as well as developing businesses that benefit society through economic and social growth. We believe that working towards implementing high procurement standards at the opportunities we invest, is the most appropriate way to reduce environmental and social risks and generate value. We are committed to equal opportunities and an inclusive environment for everyone who works for Elevion Group or seek to do so. We acknowledge that the creation of a truly non-discriminatory environment is a continuous process.

Jaroslav Macek, CEO of Elevion Group B.V.

Signature

2. Introduction on Elevion Group

Elevion Group is a leading European provider of end-to-end decarbonization and higher energy efficiency solutions. Thanks to its unique structure and its pioneering spirit, its capabilities can be easily scaled across the project scope, for various project sizes and a range of required expertise. Elevion Group operates on 12+ European markets (including The Netherlands, Germany, Austria, Italy, Poland, Romania, and Hungary) through 60+ highly specialized independent companies, but with the financial strength of an international group.

3. Policy Summary

Our Diversity, equal opportunities, and inclusion (DEI) policy is designed to ensure that every member of our company can develop their full potential. The purpose of this document is intended to support diversity and inclusion by respecting and valuing differences among people, and by rejecting any kind of discrimination.

4. Additional documentation

4.A In line with: Annex 1 – Elevion Group Code of Conduct

5. Statement of our Diversity, Equal opportunities, and Inclusion (DEI) policy

Elevion Group recognize the key importance of implementing diversity, equal opportunities, and inclusion requirements to safeguard our own brand value, manage innovations and sustainability according to equal opportunities and ensure that everyone is treated equally. We appreciate and respect our employees with no regard to age, gender, race, physical ability, medical capacity, sexual orientation, education, social status, ethnicity, religion, political affiliation, trade union membership and other differences.

In compliance with mentioned above.

The following principles are part of our corporate culture

- We accept every employee's opinion respectfully. We respect different perspectives. We build mutual respect and a sense of belonging.
- We respect privacy of everyone.
- We consider the specific needs of our employees.
- We reject any form of discrimination, and we pay attention to the prevention of its manifestations.
- Diversity and inclusion present opportunities for innovation and strategic development, and they bring loyalty.

- Above all, we see our success in unique, collaborative, educated and motivated employees, who are loyal and innovative. The power of success lies in the diversity of ideas, collaboration, and different perspectives.
- We create a work environment where everyone's uniqueness is recognized, and individual talents and abilities are encouraged and valued. We believe that an inclusive work environment enables everyone to reach their potential.
- By emphasizing diversity and inclusion, we help build an open and friendly company culture.
- Our corporate culture embraces the principles of diversity, mutual respect and trust, equal opportunities, and a respectful working environment.
- We create working conditions that ensure that employees respect and act on the desired values of diversity and inclusion at all levels of the company.
- Family is an essential value for us. We emphasize the personal and family circumstances of our employees, and their work-life balance.
- We protect vulnerable groups of employees and provide them with suitable opportunities.
- We strive to improve employment conditions for employees over the age of 50, employees with disabilities, parents of young children or informal carers.
- We regularly innovate our activities and respond to the current needs of employees.

To comply with the frameworks for diversity and inclusion, we follow:

1) The Ten Principles of the UN Global Compact[1]:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Make sure that they are not complicit in human rights abuses.
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: The elimination of all forms of forced and compulsory labour.
- Principle 5: The effective abolition of child labour.
- Principle 6: The elimination of discrimination in respect of employment and occupation.
- Principle 7: Businesses should support a precautionary approach to environmental challenges.
- Principle 8: Undertake initiatives to promote greater environmental responsibility.
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

[1] These principles are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. https://unglobalcompact.org/what-is- gc/mission/principles

2) UN Sustainable Development Goals[2]:

Specifically :

- Diversity and inclusion as part of company's governance
- Responsible recruitment and promotion of balanced representation.
- Development as an opportunity.
- Balancing work and private life.

6. Connected KPIs and sustainability goals

Current DEI initiatives connected with KPIs, and sustainability goals are following: Alignment with employee training in the Elevion Group Code of Conduct - 95% of employees/ year trained in the code of conduct.

To develop our current employees by investing in training (increase Hours/frequency of employees training hours)

[2] UN General Assembly, Transforming our world: the 2030 Agenda for Sustainable Development, 21 October 2015, A/RES/70/1, available at: https://www.refworld.org/docid/57b6e3e44.html

7. Frequency of measurement and reporting

Data is collected and reported annually as an essential part of the annual consolidated sustainability report of Elevion Group.

8. Stakeholder engagement

Members of Elevion Group shall introduce DEI policy to all employees through a CEO/Managing director or through a delegated person and shall organize a regular training sessions for employees as part of their onboarding process or engage via email, internal newsletter, or internal meetings.

The diversity and inclusion policy is also accessible to all employees through company's intranet for reading and to familiarize themselves with the content of the Policy.

Responsible Person for Policy monitoring: Jan Bartoš

Head of HR, Elevion Group

Last update date: 20.09.2024

Regular updates will be performed depending on future market and regulatory development.