



ENERGY. SOLUTIONS. TOGETHER.

ESG REPORT 2023

Elevion
Group

MEMBER
OF CEZ GROUP

ENERGY. SOLUTIONS. TOGETHER.

2023

NEW GENERATION OF ENERGY FOR EUROPE

OUR VISION

As Europe's leading solution provider for integrated energy services and highly efficient energy systems, we make a significant contribution to the technical and ecological safety and economic success of our customers.

We are pioneers and innovators in decarbonisation, the prevention of CO₂ emissions and the protection of natural energy resource.

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INTRODUCTION



CEO FOREWORD

As we continue to witness the global shift toward more responsible and sustainable business practices, the importance of corporate action in addressing climate change has never been more critical. The 2023 Elevion Group ESG report reflects our unwavering commitment to advancing decarbonization, enhancing energy efficiency, and fostering a sustainable future for our customers, employees, and society at large.

2023 marks a significant chapter in our journey, as we deepen our role as providers of end-to-end decarbonization services. We have built on the momentum from 2022, when we started to prepare our first ESG report: this year, we are proud to present to you the second edition! In 2023, our progress in sustainability matters has been even more impactful, thanks to the ongoing dedication and expertise of our companies within the Elevion Group. Together, we provide comprehensive solutions that help navigate the complexity of energy transitions while ensuring lasting environmental and economic benefits.

For us, decarbonization is more than just a goal; it is a necessity, and energy efficiency remains at the heart of our strategy. In 2023, we reinforced our focus on efficiency-driven innovations, reducing energy consumption at its source, and empowering Europe's decarbonization goals. This approach is essential not only for minimizing greenhouse gases emissions but also for creating long-term resilience and cost savings for our customers.

Our people remain the foundation of our success. This year, seven new companies have joined our Group, and we welcomed over 700 new employees to our growing network, reflecting our commitment to fostering a diverse, inclusive, and empowered workforce. With diversity as a core part of our company culture, we continue to integrate different perspectives, skill sets, and ideas, enabling us to innovate and adapt in an ever-evolving landscape.

Reflecting on the goals we set at the outset of this journey, in 2023 we have made progress in most of the KPIs, even with the addition of seven new acquisitions. As a group, we successfully reduced emissions of greenhouse gases by 8% in Scope 1 and an 16% in reported Scope 2 emissions (measured by Location based method).

This 2023 ESG Report represents more than a summary of our efforts—it is a testament to our responsibility and commitment to delivering on our promise of a greener, more equitable future. At the same time, our strategy and efforts stay in line with VISION 2030 – Clean Energy of Tomorrow, our strategy remains firmly aligned with our parent company, CEZ Group, and the broader EU decarbonization agenda. As we look ahead, we are not just implementing solutions for today, but we are shaping the future of sustainable energy for generations to come.

This Sustainability Report is a consolidated non-financial report of Elevion Group. The list of consolidated entities is in line with Elevion Group Annual Financial Report 2023.

I extend my deepest gratitude to our employees, partners, stakeholders, and customers for their invaluable contributions to this endeavour.

Together, we are creating a more sustainable world, one step at a time.

Thank you for being part of our ESG journey.

Jaroslav Macek
CEO of Elevion Group

ELEVION GROUP PROFILE AND STRUCTURE

Statutory name:	Elevion Group B.V. (EGBV)
Seat:	Herikerberweg 157, 1101CN Amsterdam, The Netherlands
Prague Branch Office:	Duhová 1444/2, Michle, 140 00 Prague 4, Czech Republic
CCI No.	65782267
EUID	NLNHR.65782267
Date of last deed	20. 5. 2020

Elevion Group B.V., a 100% subsidiary of CEZ Holdings B.V., is an energy solutions provider (ESCO, Energy Service Company) for all tasks related to the intelligent use of energy. Elevion Group B.V. is a leading European provider of end-to-end decarbonisation 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 specialised independent companies, but with the financial strength of an international group.

The Elevion Group belongs to CEZ Group, as CEZ Holdings B.V. is a 100% subsidiary of ČEZ, a.s. (CEZ Group). CEZ Group is one of the ten largest energy companies in Europe. This enables the Elevion Group to generate and leverage synergies and benefits for customers and partners across Europe.

Elevion Group ESG strategy is derived from the CEZ Group ESG strategy and is in line with CEZs VISION 2030 – Clean Energy of Tomorrow.

→ CEZ Group's profile

CEZ Group is a stable energy group, one of the largest economic entities in the Czech Republic and Central Europe, contributing significantly to the development of the region's energy sector.

In its activities, CEZ Group emphasizes the implementation of global climate goals, decarbonisation, and the impact of business activities on the environment in general. It focuses on developing nuclear and renewable energy and innovation in the energy sector to provide reliable and sustainable services to its customers.

The core value is generated from the emission-free production, distribution, and sale of electricity and heat. Other significant activities include commodity trading, natural gas distribution and sales, mining, and, most importantly, the provision of comprehensive energy and advanced technology services. CEZ Group employs more than 30,000 people and supplies power and modern energy solutions to millions of customers in the Czech Republic, Germany, Poland, and Slovakia. Outside Central Europe, it operates mainly in France, Italy, and the Netherlands.

127

Locations

4,919

Employees (Headcount)

2,000

MWp of photovoltaics
O & M

500+

MWp of new photovoltaics
per yer

€1,243 mil.

Total revenue
in 2023

6,000+

Projects

12

Countries

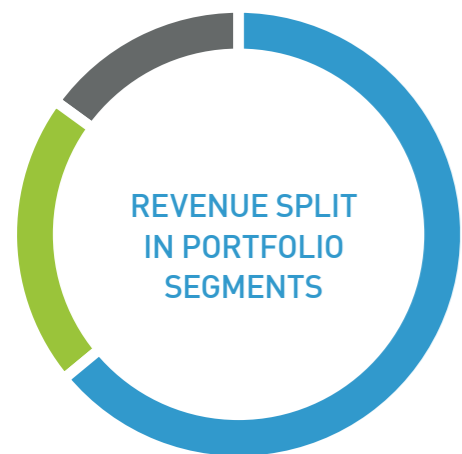
78

Consolidated
companies

7

New acquisitions

The Group provides its customers with a range of solutions. The portfolio can be clustered into three pillars.



59% Building Energy Solutions

26% Green Energy

15% Energy for Industry

Building Energy Solutions (BES):

- Energy efficiency & decarbonisation solutions for buildings
- Mechanical and electrical services, operation & maintenance
- Building & process automation
- Designing & engineering solutions
- Hard facility management
- Clean rooms

Green Energy (GE):

- Photovoltaic solutions
- Heat pumps
- Biogas & Biomethane solutions
- Hydrogen solutions
- Energy storage
- E-mobility solutions

Energy for Industry (EFI):

- Energy efficiency & decarbonisation solutions for industry
- Water treatment solutions
- Tri/Cogeneration solutions
- Industry parks and local energy distribution networks
- Industrial automation



Building Energy Solutions

combine design & build, a comprehensive range of services for technical building equipment including HVAC, electrical installations, and solutions for industrial automation, decarbonization with execution and installation and all segments of maintenance and repair.



Green Energy portfolio

provides services related to the generation of energy from renewable sources, energy management solutions, and other sustainable and tailor-made solutions for decarbonization and energy transition.



Energy for Industry

services provide energy-efficient solutions for industry from planning to realization, such as decarbonization, comprehensive implementation of investments in the field of thermal energy, as well as the construction of water treatment systems to provide energy-saving and ecological, safety and functionality-oriented solutions.

ELEVION GROUP SERVICES



Structure of companies under Elevion group B.V.

The subsidiaries under the umbrella of the Elevion Group are successful, regionally rooted, and highly specialised companies with decades of experience, whose core competencies span all market segments from Building Energy Solutions, Energy for Industry to Green Energy services.

We are an internationally active group that generates and utilises synergies and benefits for customers and partners

across Europe. The operational foundation of the Elevion Group is effectively supported by a lean organisational structure.

Elevion Group B.V., headquartered in Amsterdam, acts as a strategic holding company for the Elevion Group.

60+ Highly specialised companies which together provide end-to-end decarbonisation solutions and higher energy efficiency.

Elevion Group operates through three separate divisions which unite the independent subsidiaries of the respective markets under one roof.

This structure allows us to provide a one-stop-shop for any energy-related tasks – from project development to planning, conception and installation of a building or a plant to the end of its lifecycle, aiming for long-term customer loyalty.



MARKET POSITION AND ECONOMIC PERFORMANCE

In 2023, our business was affected by the following drivers:



GERMANY

The German economy was undergoing challenging times, grappling with issues ranging from the ongoing war in Ukraine to inflation, escalating energy costs, and supply constraints. Economic performance remained virtually stagnant in the first two quarters of 2023.

The Central Association of German Construction Industry has reported a decline in the turnover of the construction industry in Germany in 2023. Overall increased prices for materials and labour, along with higher interest rates, are impeding construction activity.

Renewable energies are increasingly dominating the electricity mix in Germany. During the first half of 2023, they already comprised 52% of gross electricity consumption, with projections indicating that this figure will rise to 80% by 2030. The installation of new photovoltaic systems is progressing. The German government intends to further accelerate photovoltaic installation and increase the expansion targets.

In 2023, the energy for the industry sector demonstrated resilience amidst economic pressures and EU climate mandates. The growing interest in renewable solutions, particularly photovoltaic, indicates a broader industry trend towards sustainability.

POLAND

The Polish economy is gradually rebounding from the slowdown experienced during difficult years. In 2023, the inflation rate was also declining, and interest rate levels stabilised. An influx of grants from EU programmes is anticipated, which should stimulate the investment process.

Economic Situation in the Building Energy Solutions Segment was posing significant challenges for the construction industry, marked by escalating labour costs, material price hikes, and dwindling demand, alongside increased expenses for servicing debt and financing.

Economic Situation in the Green Energy Segment was defined by wind farms, which contributed over 15% to energy production, while other renewables accounted for over 2%. Numerous companies emerged to offer photovoltaic and heat pumps. However, many of these firms had to cease operations in 2023 due to a decline in market orders.

Economic Situation in the Energy for Industry Segment faced challenges posed by the economic and political situation on the one hand, and by the EU's requirements for ambitious climate targets on the other. In the coming years, there will be significant investments related to the continuation of the energy transition process in the EU.

OTHER MARKETS

In Italy, GDP experienced growth in 2023. Core inflation peaked at the beginning of the year and subsequently declined, although internal pressures that impeded its descent remain. Additionally, nearly 4.9 GW of new renewable electricity production plants, predominantly photovoltaic plants, were commissioned in 2023. Furthermore, the Italian government backed the production of bioenergy from agri-photovoltaic during the same year.

Despite facing challenges such as high inflation and rising electricity prices, the Austrian economy showed resilience. In 2023, the energy industry in Austria continued its robust efforts towards decarbonising building heating, mirroring the efforts of the previous year. The primary focus remains on reducing energy consumption and transitioning heating systems to renewable sources by 2040.

Romania experienced a slowdown in economic growth in 2023, which was attributed to factors such as high inflation restricting purchasing power, stringent credit conditions, and reduced demand for products in foreign markets. However, the Romanian construction market gained momentum during this period, with a notable surge driven primarily by public projects.

The Dutch photovoltaic market encountered difficulties in 2023. Discussions revolved around the net metering scheme and the establishment of feed-in charges for solar panels by power company. Much of the country lacked the capability to expand feed-in capacity, resulting in a decline in requests for solar panels. However, this situation also presented opportunities for the sale of battery systems.

Elevion Group is issuing the non-financial information within this 2023 ESG Report with reference to GRI covering the reporting period of 1 January – 31 December 2023.

ABOUT THE REPORT

The scope of the reported entities was determined based on the Elevion Group structure as of 31 December 2023. Unless otherwise specified, the scope is the same across all material topics. To the best of our knowledge, the ESG Report gives an accurate and fair overview of the non-financial data for 2023, sustainable business strategy, and targets set for the future development of Elevion Group.

Entities included in the reporting:

CLUSTER	COMPANY NAME
BELECTRIC GROUP	BELECTRIC FRANCE S.A.R.L.
	BELECTRIC GmbH
	BELECTRIC GREENVEST GmbH
	BELECTRIC ISRAEL Ltd.
	BELECTRIC ITALIA S.r.l.
	BELECTRIC SOLAR Ltd.
	SOLARKRAFTWERK DEUBACH GmbH & Co. KG
	SOLARKRAFTWERK REDDEHAUSEN GmbH & Co. KG
E-CITY POLSKA	E-CITY POLSKA Sp. z o.o.
ELEVION DEUTSCHLAND HOLDING	ALEXANDER OCHS WÄRMETECHNIK GmbH
	AMPRO MEDIENTECHNIK GmbH
	AMPRO PROJEKTMANAGEMENT GmbH
	BECHEM & POST GmbH
	D-I-E ELEKTRO AG
	EAB ELEKTROANLAGENBAU GmbH RHEIN/MAIN
	ELEKTRO-DECKER GmbH
	ELEVION DEUTSCHLAND HOLDING GmbH
	ELEVION GmbH
	EN.PLUS GmbH

ELEVION ENERGY & ENGINEERING SOLUTIONS	ELEVION ENERGY & ENGINEERING SOLUTIONS GmbH
	PANTEGRA INGENIEURE GmbH
	GESPA GmbH
	GWE VERWALTUNGS GmbH
	GWE WÄRME- UND ENERGIETECHNIK GmbH
	HYBRIDKRAFTWERK CULEMEYERSTRABE PROJEKT GmbH
	IBP INGENIEURE GmbH
	IBP VERWALTUNGS GmbH
	ENTRACT ENERGY GmbH
	KOFLER ENERGIES INGENIEURGESELLSCHAFT MBH
	NEK FACILITY MANAGEMENT GmbH
	PEIL UND PARTNER INGENIEURE GmbH
	SYNECOTEC DEUTSCHLAND GmbH
	GREEN ENERGY EFFICIENCY GmbH
ELEVION GROUP B.V.	ELEVION GROUP B.V.
ELEVION HOLDING ITALIA	AxE AGRICOLTURA PER L'ENERGIA SOCIETA' AGRICOLA A R.L.
	BUDRIO GFE 312 SOCIETA' AGRICOLA S.r.l.
	ELEVION HOLDING ITALIA Srl
	INEWA CONSULTING Srl
	INEWA Srl
	SOCIETA' AGRICOLA B.T.C. S.r.l..
	SOCIETA' AGRICOLA DEF S.r.l.
	SYNECO PROJECT S.r.l.
	SOCIETA' AGRICOLA FALGAS S.r.l.
	PROJECT X S.r.l.
ELEVION ÖSTERREICH HOLDING	ELEVION ÖSTERREICH HOLDING GmbH
	M&P REAL GmbH
	MOSER & PARTNER INGENIEURBÜRO GmbH
	SYNECOTEC GmbH
	WAGNER CONSULT GmbH
ETS	ETS EFFICIENT TECHNICAL SOLUTIONS GmbH
	ETS EFFICIENT TECHNICAL SOLUTIONS SHANGHAI Co. Ltd.
	ETS ENGINEERING Kft.
EUROKLIMAT	EUROKLIMAT Sp. z o.o.
TRIM-TECH	TRIM-TECH TECHNIKA INSTALACJI Sp. z o.o.

HERMOS	ELEKTRO HOFMOCKEL GmbH & Co. ELEKTROANLAGEN KG
	ELEKTRO HOFMOCKEL VERWALTUNGSGESELLSCHAFT MBH MIT BESCHRÄNKTER HAFTUNG
	HERMOS AG
	HERMOS INTERNATIONAL GmbH
	HERMOS SDN. BHD
	HERMOS SCHALTANLAGEN GmbH
	HERMOS SIGNALTECHNIK GmbH
	HERMOS Sp. z o.o.
	HERMOS SYSTEMS GmbH
HIGH-TECH CLIMA	HIGH-TECH CLIMA S.A.
METROLOG	METROLOG Sp. z o.o.
OEM ENERGY	OEM ENERGY Sp. z o.o.
RUDOLF FRITZ	RUDOLF FRITZ GmbH
SERCOO GROUP	BRANDT GmbH
	BÜCKER & ESSING GmbH
	DEUTSCHE TECHNIK SERVICE GmbH
	MT ENERGY SERVICE GmbH
	MWB POWER GmbH
	SERCOO ENERGY GmbH
	SERCOO GROUP GmbH
ZOHD Group	ZONNEPANELEN OP HET DAK B.V.
	ZOHD GROEP B.V.
	ENERGY SHIFT B.V.
	ZONNEPANELEN OP HET DAK INSTALLATIES B.V.

Note:

Within the Group, 17 subgroups / clusters have been formed for GHG emissions reporting purposes. Societa' agricola Falgas Srl, Project X and Green Energy Efficiency GmbH were acquired in Q3 of 2023 but operationally and financially incorporated only from 2024. Reporting will take place in the next reporting period, where data from 2024 and 2023 (rolling base year) will be included. NEK Facility Management GmbH and E-city Polska were also excluded, as they are operationally inactive.

The financial information presented in this report was compiled from the Annual report of Elevion Group for 2023.

Non-financial information was collected from internal systems and sources (HR, health and safety, facility management, purchasing, finance, legal and governance, etc.) and from external partners (landlords, suppliers, subcontractors, waste management companies, etc.).

In cases where the data was not available, we included a reasonable estimate. If an estimate represents a material proportion of the reported indicator, it is further explained in the body of the report. Non-financial data cover the full 12-month period of 2023, with the reservation stated above.

This report was reviewed by Jaroslav Macek CEO of Elevion Group and ESG Office of CEZ Group.

The sustainability report of our parent company, the CEZ Group, in which the Elevion Group is consolidated, was audited with "limited assurance" in 2023. We plan to do the same for the ESG report of the Elevion Group in the future.

We value your feedback, and we are happy to answer questions relating to this report or any possible concerns you may have regarding the sustainability agenda at Elevion Group. Please contact us at: esg@eleviongroup.com

MATERIALITY ANALYSIS

In 2022, the materiality analysis was performed within the following steps:

1. Based on GRI Standards, UN Sustainable Development Goals (SDGs), SASB and benchmarking of selected peers, an initial list of ESG topics relevant to the sector was compiled.
2. We organised a workshop with the participation of management representatives from all functions and segments related to the ESG area to evaluate and prioritise ESG topics. As the simplified approach reflecting double materiality perspectives at a high level was used, the participants decided whether the topics were material from the impact and financial perspective. The decision was subjective, without any quantitative scale, as Elevion Group is going to perform a detailed materiality assessment in the near future.
3. The topics evaluated were then subjected to a detailed one-by-one assessment in which the final groups of topics were defined based on priority.
4. Finally, for all topics, we assessed whether they would be subject to reporting obligations under EU legislation or ESRS cross-cutting standards.

This materiality analysis is still up to date.

- Environmental
- Social
- Governance
- Sector-specific



STAKEHOLDERS

As part of our commitment to sustainability, we recognise the crucial role played by our stakeholders. In 2023, we identified and described communication we have with the stakeholders.

The results of this monitoring can be found in the table below. The full stakeholder's dialogue will be done in 2024 in line with ESRS requirements.


Stakeholder	Topic	Form of communication	Frequency	Owner
Employees, trade unions	Occupational health and safety	Email	daily	HR
	Employee development and training	Intranet	monthly	Marketing
	Employee benefits & remuneration, Equal remuneration	Employee assessment	annually	
	Employee retention and turnover	Employee survey	annually	
	Human rights, Diversity and inclusion, Non-discrimination	Personal and virtual meetings	weekly	
	Collective bargaining - on the country level as well as on the EU level (EU work council on the CEZ level - 2x year)	Townhall meeting	quarterly	
Customers		Social media and website, LinkedIn	weekly	
	Green solutions	Project references	daily	sales
	Energy efficiency and savings	Social media, LinkedIn, email, letter, phone	ad hoc basis depending on customer and subject of the contract	Marketing
	Contractual terms and warranty	Website		
	(Delivery costs, payment conditions, hand-over protocol, deadline, service and maintenance)	Brochure		
	Information about new products & services	Presentations		
	Customer satisfaction survey & references	Personal & virtual meeting		
	Service & product portfolio	Press Releases		
	Project references & experience			
	Quality, health, safety and environment (QHS & E)			
Suppliers, subcontractors, JVs	Sustainability & nature friendliness of services			
	Business terms and conditions	Email, Letters, Personal and virtual meetings, telephone calls, Regular reporting, social media and website, LinkedIn, Expositions, Congresses	Daily basis	Procurement, Business, Development, HR PR, Legal, External communication
	Ethical business conduct			
	Materials consumption			
	Submission of tenders			
	Human rights in supply chain			
	Sustainable procurement			

Municipalities, local communities	Transparent communication about projects	Personal meetings (at council meetings)	Weekly - project related	Project development department
	Financial benefits of our green energy for municipalities, clearing up prejudices related to green energy plants (e. g., area consumption, soil sealing)	Presentations including video screening		Marketing
	Biodiversity, Environment protection, Traffic increase, Noise smog, Water resources	Brochures		
	Innovative solutions for clean energy technology	Flyers		
	Socio-economic contribution to local communities and regions (new jobs, taxes)	website		
	Participations in events	social media		
Shareholders (major, minor), banks, financial institutions, investors		Press releases		
		letters		
	Financing	Regular reporting and communication with CEZ and banks:	Daily	Financial department
	Strategy, Business model	Emails		
	Performance	Personal and virtual meetings		
	Managing risks and opportunities due to climate change			
Sister companies and subsidiaries	Responses to evaluation questionnaires			
	Sustainability finance			
	Group-cross selling	Group communication:	Weekly	Business development department
	Know-how sharing	Emails		
	Synergies (procurement)	Personal and virtual meetings		
	Submission of tenders	Public Affairs, Public Relations	ad hoc	Legal department
Government Organizations (officials), regulators, policy makers, associations	Compliance with laws and regulations			PR department
	Legislative changes			External communication
	Centralized and decentralized energy infrastructures			
	Lobbying			
	Clearing up prejudices related to green energy plants (e.g., area consumption, soil sealing...)			
	Regulatory	conferences, fair trades, professional associations	2x year	Business development, commercial department
Competitors	Agility and innovation			
	Market developments			

SUSTAINABLE DEVELOPMENT GOALS

In 2015, the United Nations established the Sustainable Development Goals (SDGs), a comprehensive plan for global action over the next 15 years. These 17 interlinked goals aim to eradicate poverty, reduce inequalities, and protect the environment. Elevion Group has identified specific SDGs where we can contribute positively to global efforts. In this context,

Elevion Group wants to address the challenges through its business model and activities and contribute to the achievement of the SDGs. Our Sustainability strategy focuses on the four SDGs that we can have the greatest influence over through our business.

SDG	GOAL	TARGET	NAME	Elevion Group MATERIAL TOPICS
	Goal 7 Ensure access to affordable, reliable, sustainable and modern energy for all	7.1	By 2030, ensure universal access to affordable, reliable and modern energy services	> Smart and sustainable services to customers to decrease their emissions
		7.2	By 2030, increase substantially share of renewable energy in the global energy mix	> Green energy
		7.3	By 2030, double the global rate of improvement in energy efficiency	> Innovative solutions
	Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors	
		8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	
		8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	> Innovative solutions
	Goal 12 Ensure sustainable consumption and production patterns	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	> Availability of skilled and diverse workforce
		12.7	Promote public procurement practices that are sustainable, in accordance with national policies and priorities	> Occupational health and safety
	Goal 13 Take urgent action to combat climate change and its impact	13.2	Integrate climate change measures into national policies, strategies and planning	> Decarbonisation > Green energy

ESG-RELATED RISKS AND OPPORTUNITIES

A first analysis of risks and opportunities has been conducted, which serves as a foundation for enhancing our risk management framework. In the coming year, as we transition from GRI Standards to ESRS Standards, we will not only update this analysis but also integrate the findings into our strategic planning processes. This approach aims to proactively ad-

dress identified risks and leverage emerging opportunities. We will implement specific mitigation strategies, strengthen monitoring mechanisms, and regularly review our risk and opportunity profile to ensure it aligns with evolving business dynamics and regulatory requirements.

Type of risk	Sub-category	Risk / Opportunity	Name of the risk	Mitigation / Stimulation action	Risk classification	Trend Short term*	Trend Long term**
Transition	Market risk	Risk	Short-term and unforeseeable unavailability of material and increases of raw material prices	Shortages can be resolved by pre-stocking essential parts and materials at least a year ahead. Another option is bundling or potential acquisition of suppliers.	High	Stable	Stable
Transition	Market risk	Risk	Lack of qualified workforce	To secure a qualified workforce, we are ready to support our employees in the upskilling process. We are evaluating the possibility of relocating key employees between the companies.	Medium	Increase	Stable
Transition	Market risk	Risk	Energy price fluctuations	Education and cooperation with our clients is essential. It is important to start thinking in the long run.	Medium	Decrease	Stable
Transition	Technological	Risk	Limited capacity and risk of congestion of electricity distributions and networks	We are ready to support development of local distribution grids that are not connected to the network but that are distributing energy directly to customers. We are also evaluating the possibilities of using the battery storage.	High	Increase	Increase
Transition	Policy regulation	Risk	Unwillingness of local municipalities to integrate renewables into zoning plans	The central and EU governments are focusing on improving the situation. We are planning to deepen cooperation with municipalities.	Medium	Stable	Decrease
Physical	Chronic	Risk	Rising mean temperatures are negatively affecting agriculture (long droughts, floods...)	Increase supply base of agro products & find alternatives	Medium	Increase	Increase
Transition	Technological	Opportunity	Process of energy transition	All our services and products help our clients with their energy transition and decarbonisation.	High	Increase	Stable
Transition	Market risk	Opportunity	Access to competitive financing	Activities of the Elevion Group are, among other things, aiming to help companies with the development of green projects that can grant access to green financing which provides better financial conditions.	High	Increase	Stable
Transition	Technological	Opportunity	New energy sources or energy carriers	Among the others, hydrogen production and distribution options will be further researched.	High	Increase	Increase

Note:
* Short term = up to 3 years / ** Long term = more than 3 years

ESG STRATEGY AND ACTION PLAN

The ESG strategy of Elevion Group is in line with the ESG strategy of CEZ Group: VISION 2030 – Clean Energy of Tomorrow, which defines strategic objectives for 2030 in line with the EU’s decarbonisation vision. This strategy sets specific goals in social responsibility and sustainable development to maximise shareholder value.

Elevion Group’s mission is to provide sustainable, future-oriented energy solutions to our customers, with a commitment to actively contributing to environmental protection. Instead of merely preventing environmental degradation, we continuously strive to enhance our processes and products to conserve resources, promote the use of renewable energy, recycle reusable materials, and ensure the responsible disposal of residual waste.

Our vision is to lead the way as pioneers and innovators in decarbonisation, higher energy efficiency, and the protection of natural energy resources.

The main ESG strategic priorities of Elevion Group are:

1. Provide decarbonisation and higher energy efficiency solutions to our customers across EU markets
2. Reduce emission generation and achieve carbon neutrality
3. Grow and develop Elevion Group responsibly following the ESG principles

Building on this strategy, we have defined key strategic areas and goals, which are outlined in our action plan. To ensure these goals are relevant and impactful, we compiled an initial list of ESG topics using the GRI Standards, the UN Sustainable Development Goals (SDGs), SASB criteria, and a benchmark of selected peers.

The top priority topics for Elevion Group were established in 2022 during a workshop with nine management representatives. These strategic priorities remain unchanged in 2023, as we continue to work toward achieving our objectives.

Key strategic area	Areas included	Aim	KPI	Goal
Provide decarbonization and higher energy solutions to our customers across EU markets				
Green energy	Renewables & energy storage	Increase installation of renewables & energy storage: PV, Batteries, Biogas, Hydrogen.	Sum of installed capacity of renewables	2027: Sum of installed capacity of renewables 2010 MWp Sum of energy storage: 200 MW
			Sum of energy storage	2030: Sum of installed capacity of renewables: 3513 MWp Sum of energy storage: 500 MW
Innovative solutions	Research & development; new customer solution, and other innovation.	Increase of its annual innovation spend at the minimum of 10% compared to baseline of 2022	All directly attributable costs incurred by the Group (group companies) related to innovation irrespective whether OPEX or CAPEX (including internal labour or external consultancy costs)	2027: 5.5m EUR – corresponding to minimum 10% absolute growth in innovation activities p.a. (compared to baseline of 2022) 2030: 7.3m EUR – corresponding to minimum 10% absolute growth in innovation activities p.a. (compared to baseline of 2022)
Reduce generated gas emissions and achieve carbon neutrality				
GHG emissions (decarbonisation)	Greenhouse emissions (scope 1 & 2)	Achieve carbon neutrality by 2040 or earlier (net zero emissions) for Elevion Group’ operated activities by reducing GHG emissions (Scope 1+2)	GHG reduction of emissions scope 1 & 2	2035: -43% reduction compared to 2022 2040: carbon neutrality
Grow and develop Elevion Group responsibly following ESG principles				
Availability of skilled and diverse workforce	Trainings & people development	To position ourselves as one of the most attractive employers for future talents and current employees. Fostering an inclusive culture is crucial, emphasizing equal opportunities and support for individuals in their careers.	Frequency of employee training hours Alignment with employee training in the Code of Conduct	2027: 13 hours of training / employee 2030: 14 hours of training / employee 95% of employees / year trained in the code of conduct from 2022
Sustainable Procurement	Procurement and supply chain	Implement common procurement rules and compliance with new legislation in Germany Ensure efficient sourcing and supply chain management	Number of Tier 1 suppliers having signed Supplier Code of Conduct	2027: 70% 2030: 100%



PROGRESS IN KEY STRATEGIC AREAS

On our path to achieving the goals set out in the key topics and strategic areas, this is where we stand in 2023. In Green Energy Solutions and Innovation Investment, we are well on track to meeting our targets (see the tables below).

Green energy

	2022	2023
Sum of installed capacity of renewables (biogas + PV)	400 MWp	430 MWp
Sum of energy storage (BESS)	2 MWh	110 MWh

In accordance with our decarbonization strategy, we have reduced Scope 1 emissions by 8% compared to last year. We reduced Scope 2 emissions by 16% using the location-based method and by 25% using the market-based method. The difference in the latter was due to a higher purchase of Guarantees of Origin (GoO) and overall energy from sustainable sources.

Innovation

	2022	2023
Directly attributable costs for innovation (R&D)	2,5 m€	4,4 m€

Regarding the average number of training hours per employee, we are even exceeding expectations. This is because, in 2022, only training hours directly associated with seminars and workshops, mostly external, were counted. For 2023, we expanded this definition to include additional internal training hours, such as initial training for new employees, particularly from newly acquired entities.

GHG emissions

	2022	2023
Scope 1	100%	-8.58%
Scope 2*	Location based	100%
	Market based	-16.17%
Total emissions	Location based	100%
	Market based	-25.07%
	Location based	-7.41%
	Market based	-10.01%

In line with our key strategic area of sustainable procurement, we introduced a new Supplier Code of Conduct in 2023. We plan to begin strictly ensuring our supplier's adherence to these standards according to our goals for 2027 and 2030. The same applies to employee training on the Code of Conduct, ensuring that our procurement and supply chain practices are aligned with our sustainability objectives moving forward.

Training hours

	2022	2023
Number of trained hours (employee)	12	32

The following chapters provide an explanation of where we currently stand in our strategic areas as showed in numbers above. Further information on the availability of a qualified and diverse workforce can be found in the "Social" chapter and further information on sustainable procurement in the "Sustainable Supply Chain" chapter.

GREEN ENERGY

We aim to not only deliver positive impacts for our clients in terms of reducing emissions, but also to shape the entire industry by bringing cutting-edge technology to life. To fulfil this vision, our fundamental priority is the development of smart and sustainable solutions that empower our customers in their decarbonization efforts.

This includes green energy generation and storage technologies such as battery storage, photovoltaics, and hydrogen. Our perspective is not limited to the current stage of technology, but we always strive to perceive technologies in a long-term perspective and keep abreast of the latest developments.

BATTERY STORAGE

Battery storage is experiencing rapid development and is becoming increasingly important in supporting the energy transition. By working alongside renewable energy sources, batteries can help optimise energy systems by storing excess energy and ensuring a stable and reliable power supply. This makes battery storage a key component in enhancing the efficiency and resilience of renewable energy, contributing to a more sustainable energy future.

As demand for renewable energy continues to rise, battery storage has become a major focus within the Elevion Group. Throughout the year, battery installations have continued at a steady pace, with several installations completed across both commercial & industrial (C&I) sectors and at the utility scale, further advancing our commitment to a sustainable energy future.

PHOTOVOLTAICS (PVS)

Through its subsidiaries, Elevion Group remains an ideal partner in delivering photovoltaics to its customers, covering the complete value chain from early development to the final commissioning and maintenance. The construction of photovoltaic power plants is evolving with innovative solutions

such as the deployment of floating PV installations on water bodies and the continued development of rooftop solar power systems. Additionally, pilot projects in agrivoltaics are being launched to optimise land use by combining agriculture with solar energy production. Elevion Group stays up to date with these innovations, ensuring that its projects leverage the latest advancements in PV technology. Moreover, efforts are being made to modernise ageing photovoltaic plants through repowering, including the replacement of non-functional components and the integration of advanced technologies, resulting in enhanced power plant performance.

BIOGAS AND BIOMETHANE

Cogeneration technology is currently at its peak reaching maximum process efficiency. Biogas is a clear example of the use of natural resources with the synergy of electricity, heat production, and ecological fertiliser replacing artificial fertilisers with a significant impact on the carbon footprint. The aim is to use biogas in the production of low emission energy using organic byproducts and agro commodities. Additionally, through the further upgrading of produced biogas, biomethane is being explored as a viable option for even cleaner energy generation, offering a sustainable alternative to fossil fuels.

EXAMPLE OF GREEN ENERGY PROJECTS DELIVERED TO CUSTOMERS

Zwölferhorn cable car, Austria

The Zwölferhorn cable car in the village of St. Gilgen near Lake Wolfgangsee, which takes you to the summit of the Austrian Alps, is the first energy self-sufficient cable car in the world, thanks to a photovoltaic system with battery storage, installed on the southern slope of the upper cable car station by SYNECOTEC GmbH, part of the Elevion Group. The photovoltaic system generates more energy than the cable car consumes. Therefore, the solar power plant, with an output of nearly 800 kWp at an altitude of 1,500 meters, is complemented by a battery storage system with a capacity of 500 kWh to store excess energy. The integration and sharing of energy within the local energy community, established in the village of St. Gilgen, is also being tested.

Halutziot repowering, Israel

BELECTRIC GmbH repowered the Halutziot solar farm for its customer Enlight in Israel. By replacing parts of the existing technology, the solar energy specialist increased the project's capacity from 55 Megawatts Peak (MWp) to 88 Megawatts Peak, which makes Halutziot Israel's largest repowering project. Situated in the Negev desert in Israel, Halutziot was originally commissioned in 2015. At the time of commissioning, it became Israel's largest PV plant. BELECTRIC GmbH replaced 180,000 existing modules with 161,000 new high-capacity modules. The retrofit works also included replacing the inverters and transformers on site. In addition, an energy storage system was installed, making Halutziot one of Israel's first hybrid projects combining solar energy and battery storage.

PV powerplants Deubach and Reddehausen, Germany

Elevion Group, through BELECTRIC GmbH, developed and commissioned two PV projects in Germany, which were kept on the company balance sheet. Through Deubach, with an installed capacity of 48.6 MWp; and Reddehausen, with an installed capacity of 7.6 MWp, Elevion Group supplies German energy consumers with green energy.

INNOVATIVE SOLUTIONS

The Elevion Group aims to increase its annual innovation spending at a minimum of 10% compared to the baseline of 2022. Below are the planned activities of the Group in the three innovation categories.

(i) Research and development

The Elevion Group will further invest in the development of in-house software solutions/modifications leading to increased energy efficiencies for customers.

(ii) New customer solutions

Projected new customer initiatives will include pilot projects in floating and agri PV in Europe, as well as the rollout of battery storage systems or hydrogen solutions. The Elevion Group also currently aims at developing a B2B software platform for rooftop photovoltaics in Germany which shall focus on creating integrated IT infrastructure enabling business scalability and creating tailor-made customer solutions. The Group also intends to further invest in acquisitions of ESCO companies with a high degree of innovation or creating joint ventures.

(iii) Other innovation

The Group is also focused on creating increased efficiencies and synergies in internal business processes which will be aided by the rollout of uniform and tailor-made ERP and CRM solutions, as well as group initiatives in data visualisation, treasury management systems, or automation in ESG reporting.



ENVIRONMENT

At Elevion Group, we recognise the critical role of climate action in safeguarding a sustainable future for generations to come. Our commitment extends to preserving our planet, promoting environmental protection, and advancing decarbonisation efforts in Europe. We achieve this through projects that mitigate the environmental impact across the entire life cycle of buildings and enhance energy efficiency by harnessing renewable sources. Additionally, we prioritise internal initiatives to continually reduce our own operational environmental footprint.

We at Elevion Group require all our companies to implement all of the specific standards necessary in order to respect all normative and regulative requirements to operate on the European and local markets. All projects developed and executed by our subsidiaries undergo an approval process in which compliance with legal standards is verified, including environmental requirements when applicable. As of 2023, we are not aware of any breaches of obligations arising from legislation regulating environmental protection.

Elevion Group companies operate across various markets and industries, each with its own unique focus and expertise. These companies have to meet policies and standards based on specific legislation and market demands. By doing so, we aim to enhance environmentally responsible practices and strengthen our competitive position in the market.

Environmental management system, environmental compliance

ENERGY

Our organization is dedicated to minimizing environmental impact and improving energy efficiency in all operations. Energy consumption within our organization encompasses various components, including electricity, fuels and heating.

Energy consumption within the Elevion Group is categorized into the following types, in accordance with GRI standards:

- Energy from fuels for heating and electricity generation is divided into renewable and non-renewable energy
- Consumption of energy is divided to consumed and sold
- Renewable energy production (all produced energy in section B is sold to the end customers)
- Purchased energy (electricity, heat) from external suppliers.

Energy balance (energy consumption from fuel per energy supplied)	Unit	2022	2023
A) Energy consumption in fuel for electricity and heat production	GJ	95,150.35	281,287.36
- non-renewable fuels - consumed	GJ	27,860.61	65,921.13
- renewable fuels - consumed	GJ	5,905.97	213,435.53
- renewable fuels - sold	GJ	61,383.77	1,930.70
B) Energy generated from nonfuel - renewable sources	GJ	4,760.77	8,444.20
- Sold energy generated from nonfuel - renewable sources		3,754.64	8,060.49
C) Energy supplied (purchased energy)	GJ	26,071.52	21,922.44
- Purchased electricity	GJ	15,621.15	10,136.16
- Purchased heating	GJ	10,450.37	11,786.29
- Purchased cooling	GJ	0.00	0.00
- Purchased steam	GJ	0.00	0.00
Total energy consumption, including primary energy for electricity and heat production (A+B)	GJ	125,982.64	311,654.00

Subsequent total consumption includes only the consumptions corresponding to the consumptions used for reporting Scope 1 and 2 emissions, while consumptions in Scope 3 (leased assets - low level control) have been excluded from this list.

The total energy consumed by Elevion Group was 27,860.61 GJ of non-renewable energy and 5,905.97 GJ of renewable in 2022. Another 61,383.77 GJ of produced renewable energy from biomethane was sold to the customers. Elevion Group is also an energy producer of solar energy, 4,760.77 GJ of this energy produced and sold to customers during the reporting period [2022].

The total production of renewable and non-renewable energy increased in the reporting period of 2023. The most significant rise was recorded in renewable energy from biomethane 213,435.53 GJ. The energy consumption from non-renewable sources increased up to 65,921.13 GJ. Additionally, the production and sale of renewable energy from solar sources doubled from 4,760.77 to 8,444.20 GJ.

The increase in overall production is primarily attributed to biogas, which is produced and partially utilized internally, while a portion is sold to end customers. A total increase is anticipated due to improved data collection compared to 2022. The overall carbon footprint remains unaffected, as the emissions generated from this activity fall outside of scope 1.



Energy management and savings, efficiency measures

Elevion Group actively promotes the implementation of energy-efficient measures in its buildings wherever possible. En.plus GmbH and HERMOS Schaltanlagen GmbH have already defined quantitative targets for energy efficiency.

Examples of energy-saving measures implemented among our companies:

- Policy for purchasing energy-efficient electronic devices (Energy Star, Energy Label)
- Measures to limit the energy consumed by electronic devices when they are switched off or in “standby mode”
- Characterization and monitoring of energy consumption
- Utilization of certified green electricity, calculation of the percentage of renewable sources
- Targets to reduce/efficient energy consumption
- Maximization of use of daylight
- Installation/replacement of efficient lighting systems and technologies such as LED technologies
- Use of lighting management systems such as presence detectors to optimize utilisation
- Purchasing more efficient machinery
- Installation of efficient heating systems (condensing boiler)

Utilization of renewable energy

While Elevion Group does not currently have a comprehensive policy on renewable energy usage, several companies within the Group have proactively addressed this by covering 100% of their energy consumption with green electricity, either through

on-site photovoltaic (PV) or biogas plants, or by purchasing certified green energy from external sources. We are in the process of developing a Group-wide policy to formalize our commitment to renewable energy usage.

- Moser & Partner Ingenieurbüro GmbH
- SYNECOTEC Deutschland GmbH
- Wagner Consult GmbH
- Inewa Srl
- Inewa Consulting Srl
- Elevion Holding Italia Srl

The following companies have at least some of their consumptions covered by green energy:

- IBP Ingenieure GmbH
- D-I-E Elektro AG
- HERMOS AG
- Rudolf Fritz GmbH
- EAB Elektroanlagenbau GmbH Rhein-Main
- Elevion GmbH



BUSINESS TRAVEL AND ELECTROMOBILITY

We have finalised a new car policy that clearly states our goal of transforming our car fleet to one of low-emission vehicles. This policy will be adopted in 2024. Additionally, we encourage carpooling and car-sharing solutions. Our commitment extends to supporting the use of bicycles and public transport.

At the moment, the following companies are running EVs:

- BELECTRIC GmbH
- BELECTRIC Solar Ltd.
- IBP Ingenieure GmbH
- Peil und Partner Ingenieure GmbH
- Rudolf Fritz GmbH
- En.plus GmbH
- HERMOS AG
- D-I-E Elektro AG
- EAB Elektroanlagenbau GmbH Rhein/Mein
- Elevion Group B.V.
- Moser & Partner Ingenieurbüro GmbH
- SYNECOTEC GmbH
- Wagner Consult GmbH
- ZOHD Groep B.V.

At the moment, the following companies are running Plug-in hybrids:

- BELECTRIC GmbH
- BELECTRIC Israel Ltd.
- BELECTRIC Italia S.r.l.
- BELECTRIC Solar Ltd.
- KOFLER ENERGIES INGENIEURGESELLSCHAFT MBH
- Rudolf Fritz GmbH
- En.plus GmbH
- HERMOS AG
- HERMOS Schaltanlagen GmbH
- HERMOS Systems GmbH
- D-I-E Elektro AG
- EAB Elektroanlagenbau GmbH Rhein/Mein
- Moser & Partner Ingenieurbüro GmbH
- SYNECOTEC GmbH
- Elevion Group B.V.
- Elevion GmbH

CARBON FOOTPRINT

The Elevion Group utilises the GHG Protocol methodologies, the Reporting Standard and 2006 IPCC Guidelines for National Greenhouse Gas Inventories and partially follows ESRS standards for disclosing its emissions. Total GHG emissions are expressed in CO2 equivalents. The Elevion inventory is based on operational control, including all clusters and entities that report emission activities in the overall emissions. Total emissions for the reporting period 2023 were disclosed within the scope of Scope 1 and 2. Scope 3 emissions were excluded from this report, with their inclusion expected in the coming years.

SCOPE 1

Greenhouse gas (GHG) emissions within Scope 1 are generated from the combustion of fossil fuels. The majority of this combustion occurs in our fleet, which we own or operate. Additionally, fossil fuels are burned in boilers for local heat production (primarily natural gas, oil, and potentially LPG) and in diesel generators for electricity production (diesel and petrol).

Compared to the previous reporting period, emissions associated with refrigerant leaks have been excluded from the total value of Scope 1. These emissions were incorrectly included in the previous reporting period as they were purchased refrigerants, not leaks. They do not appear in the report for this period, nor in the emissions for the year 2022 (rolling base year).

SCOPE 2

Scope 2 emissions represent the indirect emissions of Elevion that occur at the energy supplier. Elevion reports only purchased electricity and heat for both 2022 and 2023, as it does not utilise cold or steam supplies for its operations. Scope 2 emissions should be reported according to the GHG Protocol and ESRS using both the location-based and market-based methodologies.

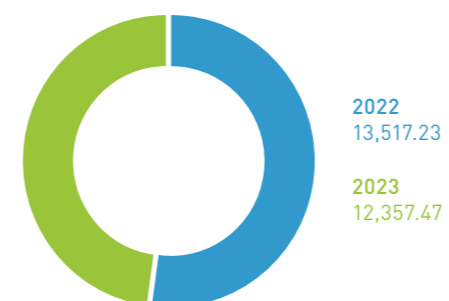
In the GHG Protocol, the location-based method for reporting Scope 2 emissions calculates emissions based on the average emissions intensity of the electricity grid where the company operates. This method considers the emissions from all power generation sources within that grid.

The market-based method, on the other hand, reflects the emissions from the specific electricity that a company chooses to purchase, taking into account any contractual agreements or renewable energy certificates (RECs) that may reduce the reported emissions. This approach allows companies to report emissions based on their actual energy procurement decisions.

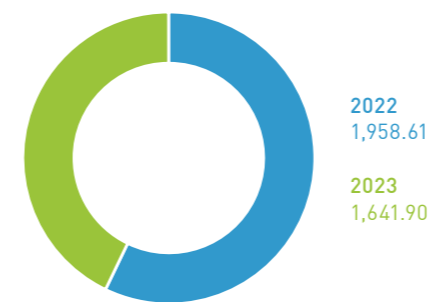
OVERVIEW OF SCOPE 1 AND 2 EMISSIONS

Scope	Unit	2022 Location based	2022 Market based	2023 Location based	2023 Market based
Scope 1	tCO2e	13,517.23	13,517.23	12,357.47	12,357.47
Scope 2	tCO2e	1,958.61	3,476.73	1,641.90	2,605.22
Total emission	tCO2e	15,475.85	16,993.97	13,999.37	14,962.68

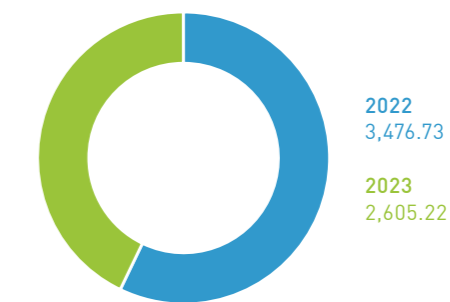
SCOPE 1 EMISSIONS (tCO2e)



SCOPE 2 EMISSIONS (tCO2e) LOCATION BASED



SCOPE 2 EMISSIONS (tCO2e) MARKET BASED



DECARBONISATION STRATEGY

Our decarbonisation goals are established in alignment with the 2015 Paris Agreement, which aims to limit global warming to well below 2 °C, with a target of no more than 1.5 °C. This commitment reflects our dedication to sustainability and our responsibility in addressing climate change.

The plan of Elevion Group is to achieve carbon neutrality by 2040. This goal has been set in alignment with our parent company and, importantly, with the vision and ambitions of Elevion Group to deliver sustainable energy solutions to our clients. We are committed to providing sustainable solutions that will help our clients reach their own carbon neutrality targets.

Our goal of achieving carbon neutrality by 2040 is based on the fundamental premise of carbon neutrality itself. To reach this objective, we will utilise our own renewable energy sources or purchase renewable energy, primarily through guarantees of origin. Currently, our fleet consists of combustion engine vehicles, predominantly diesel and petrol. Over the next few years, we will replace these vehicles with electric vehicles (EVs), with their charging supported by guarantees of origin or our own renewable electricity.

For our freight transportation, we will either electrify our operations or, in accordance with best available practices (BAT), replace our existing combustion engine trucks with more sustainable, low-emission alternatives. This strategy reflects our commitment to sustainability and our dedication to reducing our environmental impact.

The goal of our company is to reduce Scope 1 and 2 emissions to zero GHG emissions measured in tCO2e by 2040. This objective is associated with a milestone year of 2035, with values calculated based on the reduction of unsustainable fuel combustion sources in Scope 1 and the increase in electricity consumption. The first milestone in 2035 is related to limiting combustion engines and other combustion sources,

resulting in a reduction of Scope 1 emissions to 37.9%, which is a 62.1% decrease. At the same time, this will lead to a 44.8% increase in Scope 2 emissions compared to the reference year of 2022, resulting in overall emissions increase to 144.8%. This increase will be driven by the rising use of electricity, particularly in electric vehicles (EVs) and plug-in hybrids (PHEVs), which will not be fully covered by Guarantees of Origin (GoO). By 2040, our goal is to fully transform our fleet to electric vehicles, or to utilize biogenic fuels. Other combustion sources that will continue to use non-renewable fuels will be replaced with biogenic fuels or other sources.

	2022	2035	2040
	tCO2e	tCO2e	tCO2e
Scope 1	100%	37.9%	0%
Scope 2	100%	144.8%	0%
Total	100%	56.8%	0%

Table 1:

Illustration of the gradual reduction of emissions, expressed as a percentage, based on the model described above in the text.

From 2023 to 2040, we will gradually transition from fossil fuel sources for thermal energy production, which involves replacing boilers that use natural gas, oil, and other non-renewable fuels. This transformation, along with comprehensive energy coverage and the use of Best Available Techniques (BAT), will help us achieve carbon neutrality by 2040.

WATER

Most of the companies are operating in rented properties; therefore, water management is under the control of landlords. In such companies, water consumption was estimated using standard estimation methods recommended by advisors. Some companies have taken steps to reduce consumption by installing taps with air mixers or photocells.

The significant increase in withdrawal in 2023 compared to 2022 and, consequently, in water consumption, was caused by more accurate and higher-quality data collection in 2023, as well as acquisitions made in 2023, which have contributed to the overall increase in withdrawal.

WATER WITHDRAWAL YEAR OVER YEAR COMPARISON IN LITRES

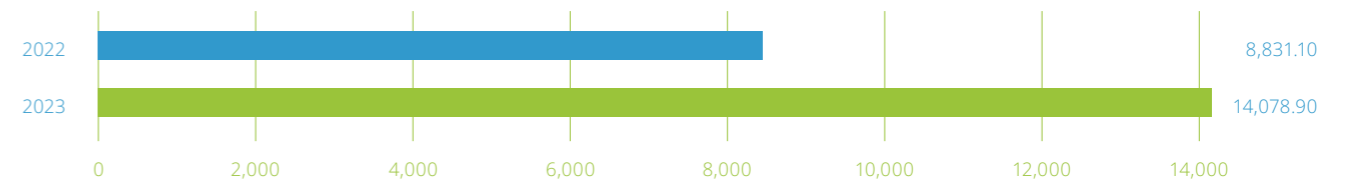


Figure 1.
The total amount of water withdrawn by the Elevion Group in litres in the years 2022 and 2023.

WATER WITHDRAWAL (l) BY COMPANY IN 2023

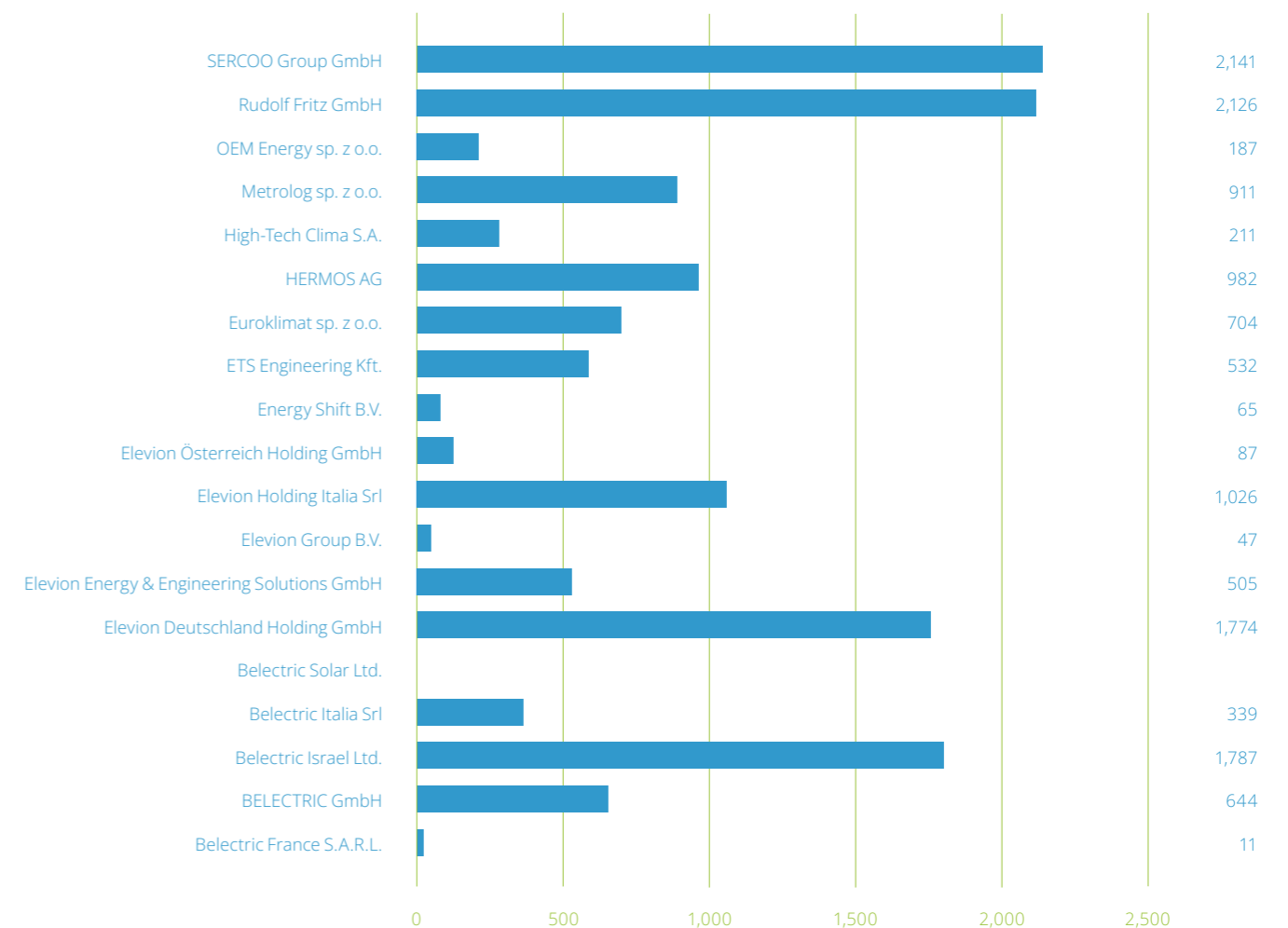


Figure 2.
The amount of water withdrawn by entity of the Elevion Group in litres in the year 2023.



WASTE MANAGEMENT AND CIRCULAR ECONOMY

Waste Management

All our European entities adhere to the principles and policies that regulate waste management, particularly Directive 2008/98/EC of the European Parliament and of the Council of 19 November 2008 on waste and repealing certain Directives. This directive outlines the principles of waste management and the circular economy, which our European entities have fully adopted, including the waste management hierarchy.

Waste management is conducted not only across our European offices and sites, in accordance with the waste management hierarchy outlined by the European directive, but also on a global scale. Almost all our companies have implemented solutions to sort waste produced in offices and workplaces, adhering to local standards introduced by public authorities. Worldwide, recyclable materials such as plastics, paper,

and glass are separated and sent to external companies for recycling. We have also adopted the less common practice of separating organic waste, which is then composted at external facilities. Additionally, our companies have taken some measures to reduce waste, including using reusable dishware, refillable bottles, and minimising paper use through effective waste separation practices.

Although we have not yet established a Group-wide policy to reduce waste across all facilities and workplaces, some companies have independently set their own targets to address and decrease the amount of waste they produce. Some of our companies, including ETS Efficient Technical Solutions GmbH, Rudolf Fritz GmbH, EAB Elektroanlagenbau GmbH Rhein/Main and HERMOS AG are ISO 14001 certified.

Hazardous Waste management

All companies producing hazardous waste manage its disposal in accordance with the legislation of their specific countries. In the European Union, hazardous waste is managed according to Directive 2008/98/EC of the European Parliament and of the Council of 19 November 2008. Companies also adhere to additional internal regulations that implement national legislative obligations and assist employees in classifying,

handling, and storing hazardous waste until disposal. Procedures are in place to prevent hazardous waste from mingling with non-hazardous waste. To ensure compliance, employees undergo regular training and, once a year, the companies METROLOG Sp. z o.o. and EAB Elektroanlagenbau GmbH Rhein/Main are subject to audits of hazardous and municipal waste management conducted by external or third parties.

Quantitative data were collected in both years based on measured data and estimates. The measured data were obtained from invoices, annual waste reports, or information from waste management companies. Of the total 166 inputs, 39.84% of the data were measured. The remaining 60.16% of the data were estimated based on the average waste produced per employee or the number of collections and the total volume of the container. There are plans to improve this data in the coming years.

In 2023, the Elevion Group produced a total of 4,636.12 tonnes of waste. The amount of non-hazardous waste amounted to 4,570.65 tons, while the hazardous waste component amounted to 65.47 tons. This increase cannot be attributed to higher waste production, but rather indicates a substantial improvement in data collection compared to the previous reporting period.

A significant difference in total waste production can be observed between the reporting periods of 2022 and 2023. In 2022, the total waste generated by the Elevion Group was 1,238.07 tonnes, of which 15.21 tonnes were hazardous, and 1,228.07 tonnes were non-hazardous.

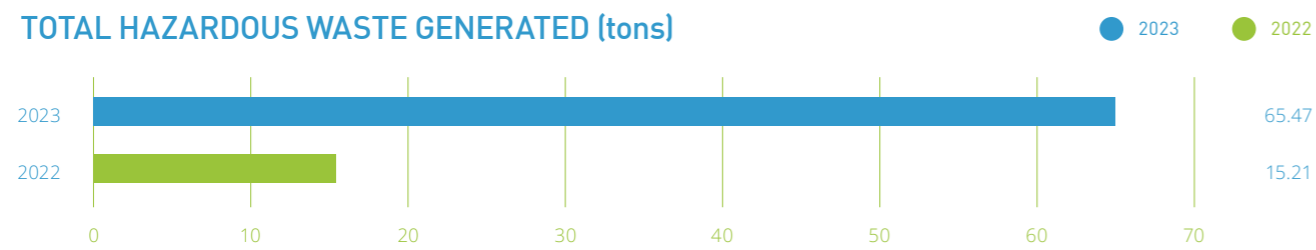


Figure 1. The total amount of hazardous waste produced by the Elevion Group in 2022 and 2023 (measured in tons).

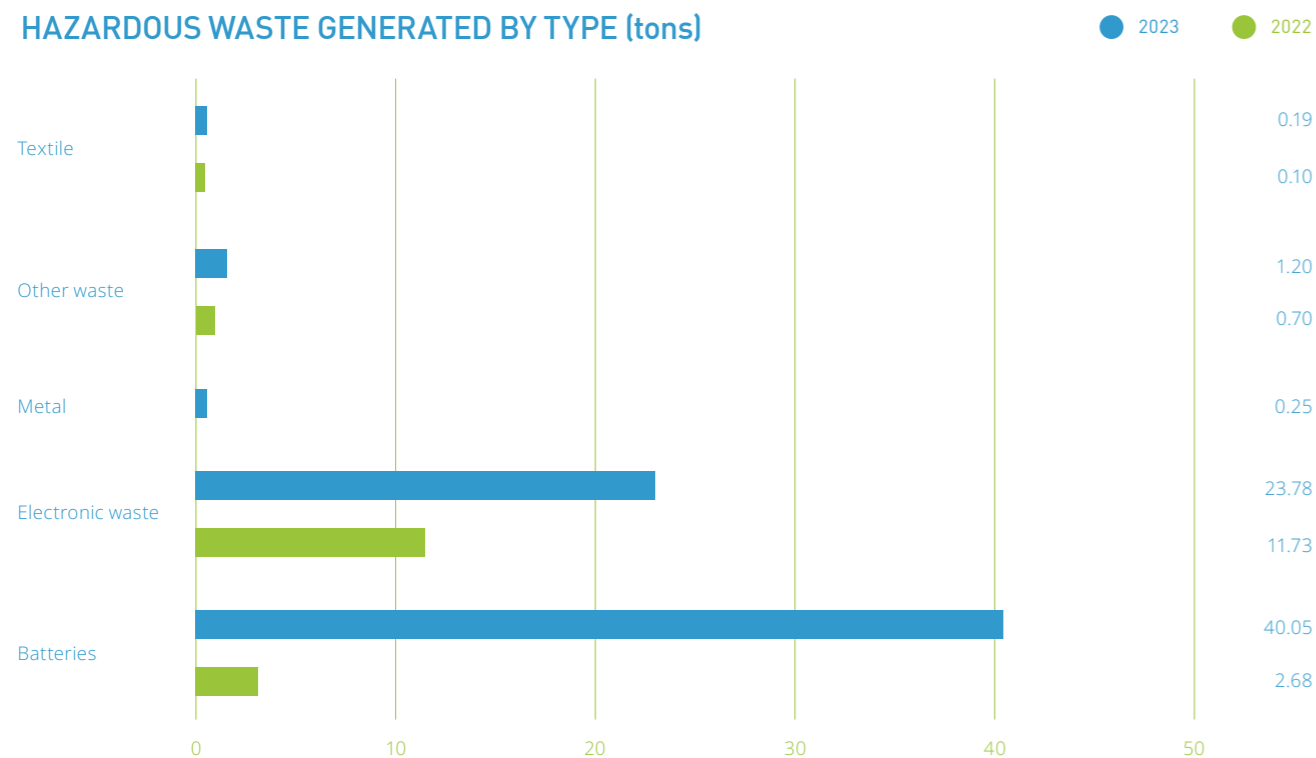


Figure 2. Comparison of hazardous waste generated by type in 2022 and 2023 by the Elevion Group (measured in tons).

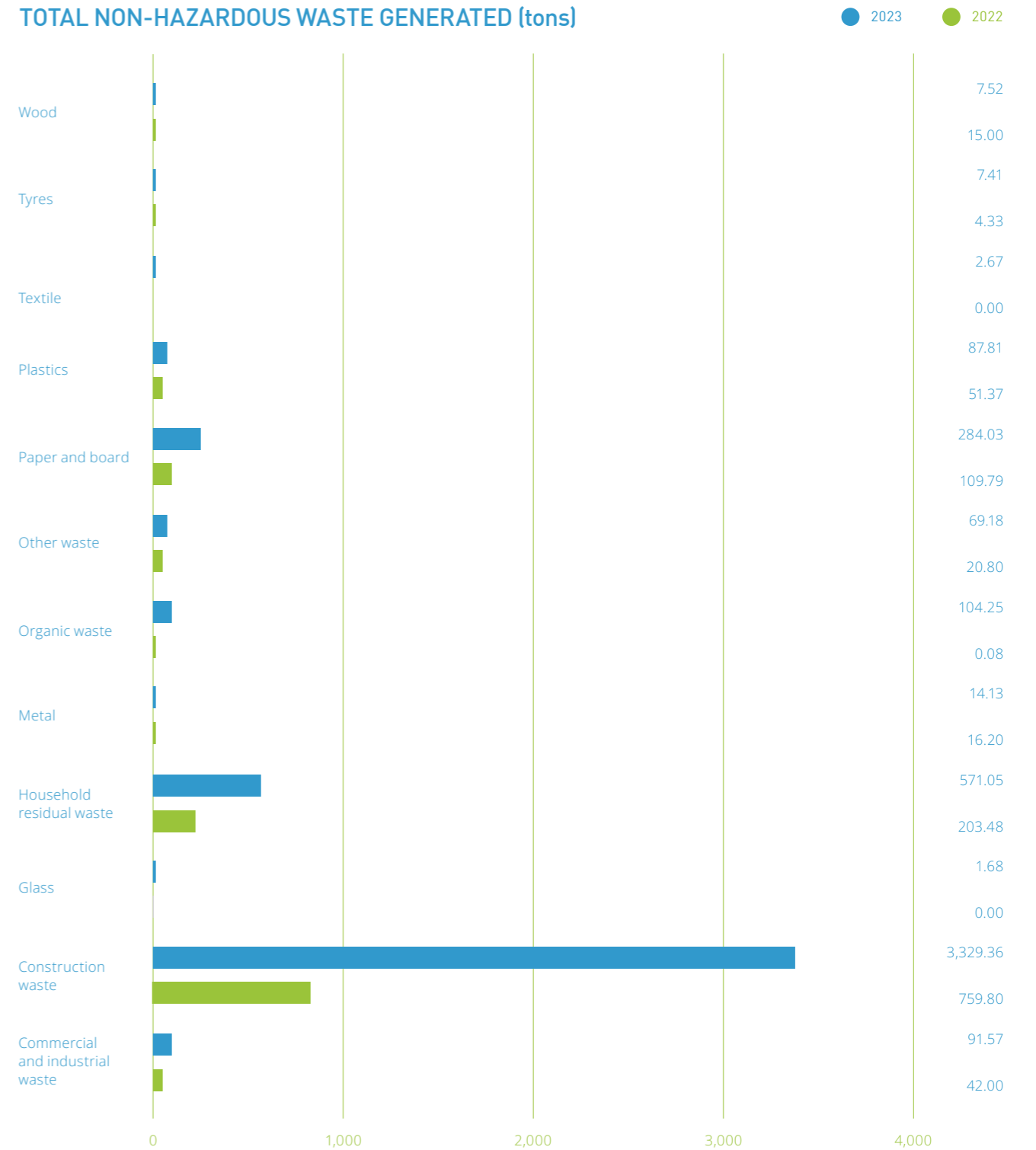


Figure 3. Comparison of non-hazardous waste generated by type in 2022 and 2023 by the Elevion Group (measured in tons).

TOTAL TYPE OF DISPOSAL (2022)

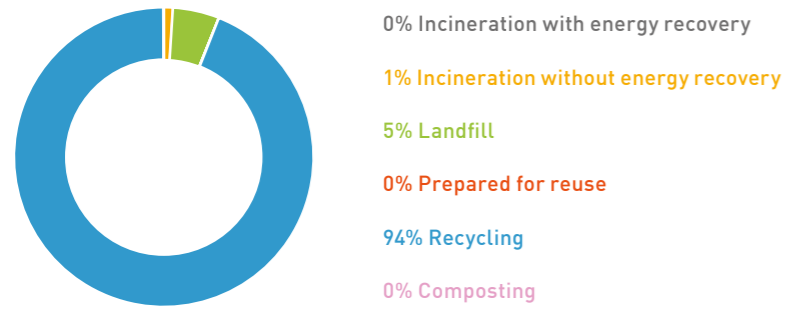


Figure 4. Types of disposals used to process waste by the Elevion Group in 2022.

TOTAL TYPE OF DISPOSAL (2023)

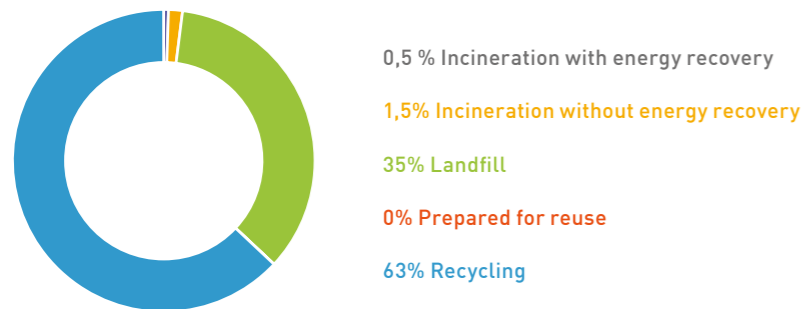


Figure 5. Types of disposals used to process waste by the Elevion Group in 2023.



Circular economy principles

Elevion Group is committed to implementing a robust material management approach that prioritises sustainability, regulatory compliance, and responsible sourcing. Elevion Group prioritises the use of locally sourced materials whenever feasible. This approach aims to minimise the environmental footprint associated with transportation and support sustainable supply chains. Key inputs include the various components necessary for operations.

Elevion Group is dedicated to incorporating sustainability into its material selection processes.

Good practices can be found in companies such as Budrio G.F.E 312 Società Agricola S.r.l., AxE Agricoltura per L'energia Società Agricola A.R.L., Società Agricola DEF S.r.l., BELECTRIC Italia S.r.l., or Società Agricola B.T.C.S.r.l., where the principles of circular economy are fully implemented, as crops and residues from biomethane production are 100% reused within a single local supply chain. The biomethane itself is produced from sustainable renewable sources in accordance with the taxonomy, which contributes to circularity and supports the production of sustainable renewable fuels and, subsequently, energy.

BIODIVERSITY AND ENVIRONMENTAL PROTECTION

At Elevion Group, protecting biodiversity and minimising environmental impact are central to our commitment to sustainable development. We recognise the importance of integrating environmental protection into every stage of our operations, especially during construction. For instance, BELECTRIC GmbH has implemented a partial screening of ecosystems and the state of biodiversity in and around its operations. It has developed an action plan that helps to reconcile the negative effects on biodiversity potentially resulting from its activities.

We ensure that all our companies comply with legal environmental protection requirements, particularly for projects with significant environmental and biodiversity impacts. Compliance is further reinforced through mandatory screenings conducted by public authorities during the project authorisation process.



SOCIAL

SOCIAL

At Elevion Group, our commitment to making a positive impact goes beyond environmental protection – it’s about people. Supporting our employees, the communities we serve, and our clients is central to creating lasting value. By doing so, we not only fulfil our responsibility but also enhance our reputation as an attractive employer and a trusted, sustainable partner.

Our focus on making operations more sustainable helps improve our clients’ environmental performance and contributes to a better quality of life. This commitment is reinforced by fostering a positive workplace culture, which boosts employee retention and satisfaction. Additionally, our engagement with communities and delivery of sustainable solutions ensure that we consistently align with our clients’ needs, showcasing our dedication to both social responsibility and business success.

To achieve success, we need skilled individuals, but they are in short supply. Retaining talent requires us to foster a culture of trust and transparent labour management that empowers

employees to develop their skills. This approach not only helps us attract and retain top talent but also enables employees to contribute to our success, enhance their strengths, and showcase their achievements.

Through company-wide emails and our intranet, we help our employees connect and create synergies. These platforms allow us to inform employees early about changes, news, and our strategic goals. Only by understanding ourselves as a community, communicating openly, and benefiting from each other can we fully reach our potential and be as efficient as possible.

Employee Care

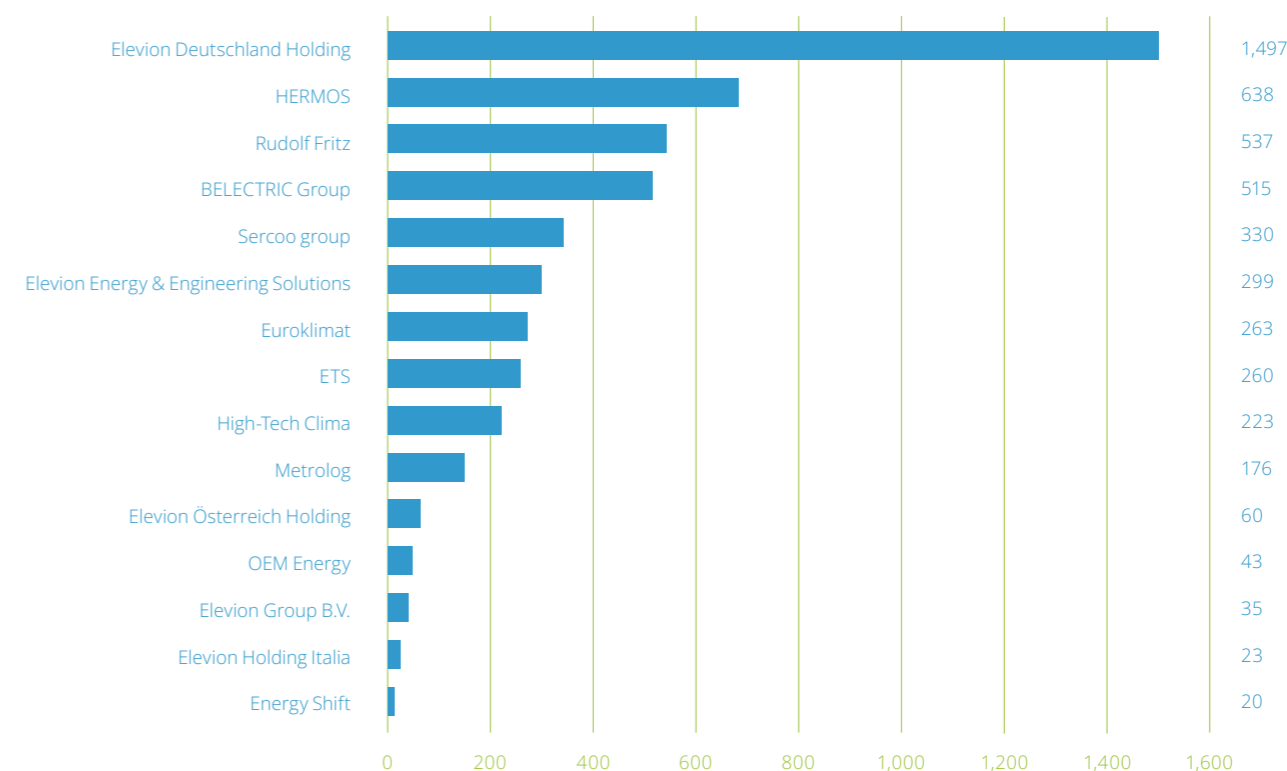
Elevion’s Human Resources strategy aligns with the strategy of CEZ Group. Our approach aims to support our companies by implementing a well-balanced mix of tools and methods. We prioritise nurturing employees’ talents, meeting their aspirations, and fostering a positive company culture. Our inclusive environment promotes employee engagement. The core objective is to create a strategy that ensures an optimal work environment, talent development, and the effective identification and recruitment of external talents. Additionally, the HR department actively transfers best practices from international contexts while shaping Elevion Group’s future HR strategy.

Within the CEZ Group, the Board of Directors meets for a round table dialogue where the staffing of key positions within the subsidiaries is discussed. The aim is to look for synergies in terms of staffing the positions with suitable employees, transferring them, and their growth. The same round table dialogue is also being held within the Elevion Group.

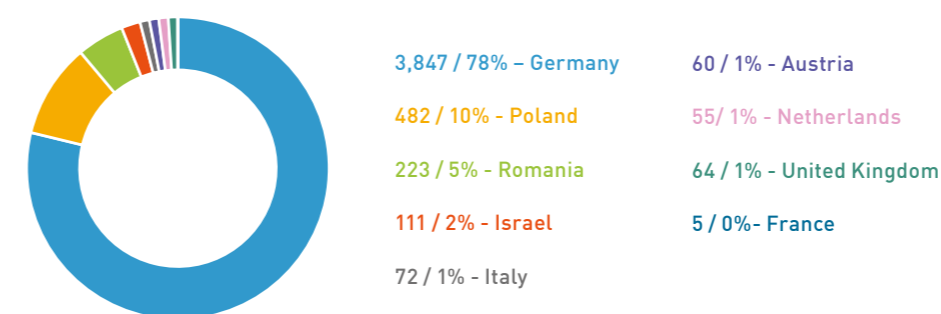
KEY WORKFORCE STATISTICS:

The total number of Elevion Group employees is 4,919. The reporting method is headcount as of 31 December 2023 and the number does not include interns. A detailed overview can be found in the tables and charts below.

ELEVION GROUP - NUMBER OF EMPLOYEES BY CLUSTER



ELEVION GROUP - NUMBER AND PERCENTAGE OF EMPLOYEES BY REGION



ELEVION GROUP - NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY AND GENDER

2023

	Total # of employees	# permanent employees	# temporary employees	# full-time employees	# part-time employees
Male	4,017	3,756	267	3,775	250
Female	902	838	58	632	262
Total	4,919	4,594	325	4,407	512

ELEVION GROUP - NUMBER AND PERCENTAGE OF PERMANENT AND TEMPORARY EMPLOYEES



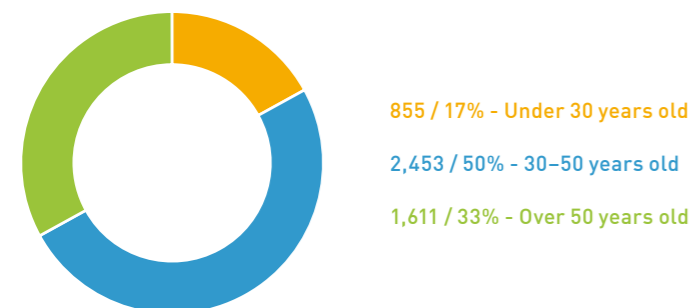
ELEVION GROUP - NUMBER AND PERCENTAGE OF FULL-TIME AND PART-TIME EMPLOYEES



ELEVION GROUP - NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY AND REGION OF OPERATION (2023)

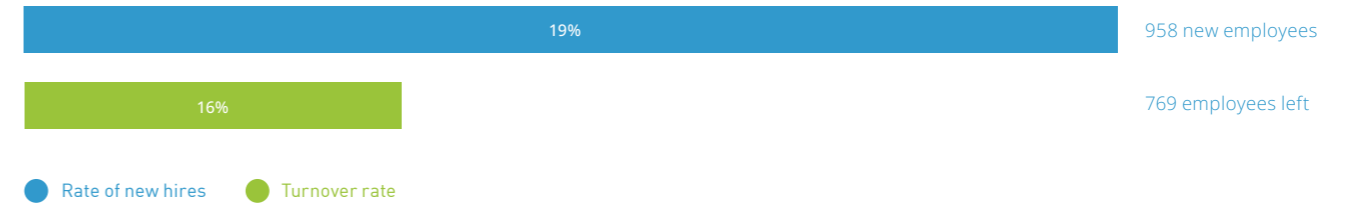
Country	Total # of employees	# permanent employees	# temporary employees	# full-time employees	# part-time employees
Austria	60	53	7	47	13
Germany	3,847	3,659	188	3,381	466
France	5	5	0	5	0
Israel	111	109	2	111	0
Italy	72	71	1	67	5
Netherlands	55	36	19	42	13
Poland	482	375	107	479	3
Romania	223	222	1	217	6
United Kingdom	64	64	0	58	6
Totals	4,919	4,594	325	4,407	512

ELEVION GROUP - TOTAL NUMBER OF EMPLOYEES BY AGE GROUP



RECRUITMENT & TURNOVER

ELEVION GROUP - RATE OF NEW HIRES AND TURNOVER



Recruitment

People are an essential part of our business. We are facing a continuing lack of a qualified workforce. This represents a serious problem at some of our locations. Therefore, recruitment is one of the most important internal processes

we perform. To address this challenge, we use various tools such as social media, especially LinkedIn, head-hunters, an employee referral programme, partnerships with universities, participation in industry job fairs and others.

EXAMPLES OF THE RECRUITMENT STRATEGIES WITHIN THE GROUP:

- BELECTRIC GmbH is running its Trainee programme, which is helping to get the right talents onboard, assisting them to grow their optimal capabilities keeping organisational objectives in mind.
- Besides the common recruitment tools, Euroklima Sp. z o.o. implemented a talent initiative entitled the "Employee Referral Programme". This programme allows other employees to recommend potential candidates. In case the employment contract is successfully closed, there is a six-month period after which the employee who recommended the candidate receives the reward.
- Subsidiaries within Elevion Deutschland Holding are focusing on the development of programmes to identify talents and initiatives to improve diversity. There is an ongoing process on the introduction of a nationwide succession planning system and the development of high potentials and successor candidates.

APPRENTICESHIP AND COLLABORATION WITH SCHOOLS

A significant part of our recruitment strategy is based on cooperation and partnerships.

Thanks to our ongoing collaborations with universities and schools and a wide range of apprenticeship possibilities, especially in the case of our German companies, we are able to attract talents and future experts in the industry.

NEW HIRES BY AGE GROUP (2023)

Age group	Total number of employees	Number of new hires	Rate of new hires
Under 30	855	283	33%
30–50	2,453	470	19%
Over 50	1,611	205	13%
Totals	4,919	958	19%

NEW HIRES BY COUNTRY OF OPERATION (2023)

Country	Total number of employees	Number of new hires	Rate of new hires
Austria	60	13	22%
Germany	3,847	656	17%
France	5	0	0%
Israel	111	15	14%
Italy	72	21	29%
Netherlands	55	15	27%
Poland	482	86	18%
Romania	223	135	61%
United Kingdom	64	17	27%
Totals	4,919	958	19%

NEW HIRES BY GENDER (2023)

Gender	Total number of employees	Number of new hires	Rate of new hires
Male	4,017	805	20%
Female	902	153	17%
Totals	4,919	958	19%

Turnover

We monitor turnover rates on a monthly basis. In 2023, our turnover was caused mainly by acquisitions of new companies and the subsequent shift in the management structure. Regionality also has an impact on turnover. In some countries, e.g. Romania, it is common to have a high turnover of blue-collar workers.

At any rate, we are striving to address this issue. For example, with our internal project BELECTRIC 2025, we strive to be able to offer attractive workplaces, so, among other things, we also address flexibility, home office options, modern equipment, additional co-working spaces in “employee hotspots”, etc.

TURNOVER BY AGE GROUP (2023)

Age group	Total number of employees	Number of employees left	Turnover rate
Under 30	855	231	27%
30–50	2,453	328	13%
Over 50	1,611	210	13%
Totals	4,919	769	16%

TURNOVER BY COUNTRY OF OPERATION (2023)

Country	Total number of employees	Number of employees left	Turnover rate
Austria	60	6	10%
Germany	3,847	576	15%
France	5	0	0%
Israel	111	2	2%
Italy	72	11	15%
Netherlands	55	3	5%
Poland	482	86	18%
Romania	223	78	35%
United Kingdom	64	7	11%
Totals	4,919	769	16%

TURNOVER BY GENDER (2023)

Gender	Total number of employees	Number of employees left	Turnover rate
Male	4,017	649	16%
Female	902	120	13%
Totals	4,919	769	16%

EMPLOYEE RETENTION

The cornerstone of our company's sustainable, long-term success is our employees. Especially in a dynamic market environment, securing competitiveness through the competitive know-how of individual employees is invaluable. Therefore, we strive for a holistic approach to fully support our employees in their respective wishes and needs. At the centre of these efforts is appreciative communication, ensuring equal opportunities in all areas, fair treatment and the compatibility of career and family. Furthermore, we strive to pursue individual development concepts for our employees to achieve long-term employee loyalty.

Elevion Group always aims to create a pleasant working environment for its employees in which they can achieve a good

work-life balance. We therefore strive to improve working conditions through a continuous dialogue with our employees. One of the ways we do this is through regular feedback meetings with line managers. The Elevion Group has also launched a talent programme to promote junior managers. This is to be continuously expanded in the coming years.

To properly manage the key positions, we conduct regular performance appraisals for those in key positions. The construction industry is dynamic, so our model for managing key positions is flexible. We adapt it to changing market and business conditions. Home office options reduce traffic to the workplace, potential land-use and biodiversity. We invest in the development of employee competence through training.



Remuneration policies

As there is currently no Group-level remuneration policy, the approach to remuneration differs from company to company, but with the common principle of transparent and non-discriminatory remuneration. Remuneration principles are established by internal regulations - the Remuneration Methodology and the Collective Agreement. Remuneration is discussed within the Board of Directors on an annual basis. All salaries above a certain threshold need to be approved by BOD.

According to the common practice within the Group, total remuneration is divided into a fixed remuneration component and a variable remuneration component. The proportions of these two components vary from company to company. Fixed remuneration includes a monthly bonus, benefits and retirement benefits. The variable remuneration component includes an annual bonus and a multi-year bonus. However, not all employees are entitled to a multi-year bonus. The variable components are dependent on achieving short-term and long-term targets (KPIs), which are regularly set by internal documents.

The annual remuneration review is based on personal development and market feedback. We compare our salaries with standard market salaries. For employees who receive

a salary that is below the standard market salary, the salary is adjusted accordingly. Salary levels undergo annual checks and are adapted according to market requirements and the general pay rise defined in cooperation with the headquarters. In 2023 for instance, a general pay rise was defined in accordance with the biggest relevant labour union (IG Metall) negotiation results.

For blue-collar workers, remuneration is based on salary scales, based on their experience and respecting the specific legislation in this field.

For white-collar workers, the remuneration is established in line with existing employees in specific departments and depending on the market evolution and imply a direct negotiation. The remuneration policy for members of the highest governance body is established according to the CEZ practice, at the standard rate utilised within the Group. Remuneration for senior executives is both fixed and variable. One of the KPIs is related to the ESG objectives.

New positions and replacements must be approved by the board members / governance bodies with the yearly salary budget. Market benchmarks are included.

Employee benefits

The Elevion Group grants its employees various benefits according to regional practices and company structure. They rank from healthcare contributions, sport allowances, events, healthy snacks, pension plans, employee loans, flexible working models, canteen, cinema and theatre tickets, holiday

subsidies or yet meal tickets. These benefits are a tool to maintain a healthy work-life balance and thus ensure our competitiveness, promote an inclusive corporate culture and increase employee satisfaction and productivity.

Employee satisfaction

A questionnaire survey to determine employee job satisfaction is gradually being implemented across the entire Group. Surveys are already underway in some companies, and the results are generally positive.



EDUCATION & TRAINING

Developing our employees is essential to our long-term success as a company. By investing in their growth, we not only enhance their skills and potential but also foster innovation and collaboration, which drives our business forward. Empowered employees contribute more effectively to achieving our strategic goals and help us maintain a competitive edge in an ever-evolving market.

We support the development of our employees' qualifications through training, courses, and acquiring additional certifications. On top of the legally required training, we offer a wide range of training (from energy regulation to electrical works through MS office or cyber security training), mostly via our in-house Academy open to every employee. We are consistently expanding our Academy, and we are working on new concepts with new trainers. Online training software was also implemented.

In addition, we offer specific training for different employee groups such as apprentices, trainees, talents, and managers. We also offer external training courses, for instance, to get a higher education for technicians or master's degrees. Individualised training plans for the year are discussed with the employee during the year-end appraisal interview.

Elevion Group attaches great importance to the individual development of each employee. Accordingly, regular feedback meetings are held with line managers. If necessary and at the request of the employee, the individual needs of the employee are addressed in order to develop a joint concept for further development.

Elevion has launched a programme called Elevion Talents. This programme brings together managers and prospective managers and provides them with systematic training. The programme also serves to network the entire management

team. Talent management is focused on identifying, developing, motivating, and retaining the most valuable employees to achieve organisational goals. The goal is to create a strong pool of employees with high skills, abilities, and commitment to support the company's long-term growth. Talent management covers the entire employment cycle, from recruitment and selection to career development and promotion.

Training and education activities play a central role within Elevion Group. They serve as a critical tool to support the long-term goals and success of the company. Through targeted training and education, we enable our employees to continuously expand their expertise and develop innovative solutions. This promotes the adaptability of our company to face changing market conditions and technologies.

The chart below shows a steep rise in average training hours per employee. This is due to the fact that in 2022, only training hours directly attributed to seminars / workshops, mostly external ones, were included. For 2023, we expanded this definition by estimating additional training hours, e.g. average initial training for new employees (acquisition of new entities).

Year	Total number of employees	Number of training hours	Total training and development expenditures (EUR)	Average training hours per employee	Average training and development expenditures (EUR) per person
2022	4,099	47,257	1,027,723	12	251
2023	4,919	159,042	1,435,085	32	292

It is common practice within the whole Group that the participant in each training course fills in a training evaluation sheet, where it is assessed whether the training has met their expectations, how it was conducted, the materials, the usefulness of the knowledge and skills.

Employee reviews

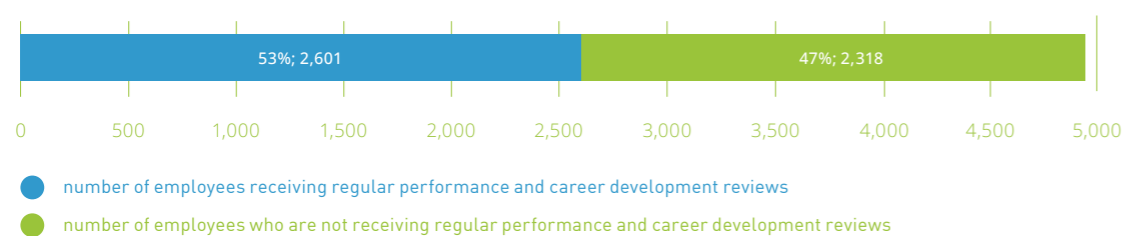
Employee review is an important part of the development of every employee. It is essential for the successful fulfilment of an employee's role. In 2023, we performed 2,601 performance reviews which represents 53% of all employees of Elevion Group.

partial estimation in the previous year, but also to the fact that for 2023 only reviews with documentary evidence were recorded. Beyond the sum indicated here, further employee reviews took place on an ad-hoc basis and due to individual requirements and occasions.

The reduction in the rate of annual individual development reviews for our employees compared to the previous year is not only due to more accurate data collection, as opposed to

Year	Total number of employees [-]	Number of employees receiving regular performance and career development reviews	Rate of employees who receive review[%]
2022	4,099	3,802	92.75%
2023	4,919	2,601	52.88%

ELEVION GROUP - EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (%)



COLLECTIVE BARGAINING

We support the formation of employee representation and the organisation of workers because it fosters a collaborative work environment built on trust and open communication. We therefore refrain from and prevent any form of attempts to hinder employees in forming employee representations or obstruct these representations in carrying out their activities. This not only strengthens employee satisfaction and retention but also provides valuable insights that help us improve our operations, giving us a strategic business advantage.

As an employer, we fully support the right of freedom of association and collective bargaining. We are part of collective agreements with trade unions. We have regular online employee assemblies. If there is no collective labour agreement at a specific site, still, we are obliged to initiate the process for creating a representation committee.

While there is no unified method for collective bargaining at the group level, the freedom of association remains unrestricted. In some countries, particularly Germany, employees are organised into trade unions such as IGM (Industriegewerkschaft Metall) or Kreishandwerkerschaft Kassel. Overall, 1,160 employees are covered by 14 collective agreements.

OTHER WORKERS

Non-employee workers mean predominantly subcontractor workers and other external workers. The relationships with these colleagues are aligned with the local legislative requirements. Currently, the most significant problem is the availability of data. We are working on improving non-employee evidence.



OCCUPATIONAL HEALTH AND SAFETY

The safety of our employees, contractors, and customers is a critical value since it proactively prevents accident- and illness-related absences and delays, while also positively impacting employee satisfaction. At the same time, a comprehensive health management system allows us to show our employees our appreciation, helping us retain them more effectively within the company.

We are committed to providing fair and satisfactory working conditions and to giving the highest priority to health and safety in the workplace. The health and safety management systems cover the employees, the activities of our companies, owned or leased premises of the companies as well as subcontractors based on legal requirements. We also make these demands of our suppliers.

We consider the health and safety of our employees, partners, and the community, as paramount in all our operations. Our commitment to safety is integral to our corporate culture, and we continually strive to enhance our safety measures. Our safety practices align with annual performance indicators, ensuring a proactive approach to identifying and addressing potential risks.

Occupational health and safety management

OHS topics are regulated by legal frameworks and subject to strict controls. Our management system covers all employees and workers. The company invests in ensuring optimal working conditions for employees and implements a system to ensure safety and security at work, which is one of our priorities.

The OHS is based on recognised risks. The Labour Code provides general regulations on working conditions, including health and safety rules. The employer is obliged to provide employees with safe and hygienic working conditions and to provide information on work-related hazards.

The law regulates occupational health and safety in detail. The employer is required to conduct occupational risk assessments, develop occupational health and safety plans, organise medical examinations, provide occupational health and safety training, provide personal protective equipment and maintain occupational health and safety records.

Our occupational health and safety processes are regularly reviewed and evaluated. Every employee can report transparently and openly to their line manager. The findings from the risk analysis are incorporated into the adaptation of the process as well as into ongoing routine training and instruction.

We have drawn up a catalogue of hazards for each group of workplaces. We carry out occupational risk assessments for specific job groups. We also carry out occupational risk assessments for workers who are not employees but whose work and/or workplace is controlled by the organisation. On the basis of the data collected, we estimate the occupational risk after the introduction of preventive measures.

Risk assessment takes place once per year. Additional risk assessments are made in case of accidents or significant changes in processes (e.g. new storage unit / new vehicles / new tools, etc.). Evaluations are the basis for the best practices / internal company rules and procedures. The priority is to eliminate risks at the source level, for example, by changing the processes, technology, or substances used at work.

If elimination is not possible, we are replacing hazards with safer substances, tools or processes, implementing technical controls, such as machine safeguards, alarm systems, or other technologies to minimise risks. Also, we are regularly monitoring the effectiveness of the controls in place, conducting health and safety audits, and responding to any changes in the work environment.

Periodic Risk Assessment is carried out regularly, usually on an annual, semi-annual or quarterly basis, depending on the scale of the work, the type of project, and the dynamics of changes in the work environment. The more complex and varied the project, the more often a risk assessment should be conducted. Any significant change in the project, such as adding new elements, changing the schedule or introducing new technologies will trigger an assessment.

We have an updated knowledge base on hazards specific to the construction industry. Health and safety departments have access to the latest information on materials, tools, and technologies that can affect worker safety. We regularly evaluate progress, check whether the changes made are yielding the expected results, and adjust the strategy as needed.

Hazard identification and incident identification

OHS targets, objectives and plans are set for each year and incidents are reported weekly to board meetings as well as covered in internal calls with the headquarters. All occupational accidents must be reported to the employer's liability insurance association in accordance with their statutory risk classes.

Risk assessments are regularly reviewed and adjusted every year. Before starting work activities or using new work equipment, a risk assessment is carried out. Based on the risk assessment of the activities carried out by the employees of the Elevion Group, it must be ensured that the employees are not exposed to any hazards that are harmful to health and could potentially lead to health impairments.

Every three years, an occupational risk assessment is carried out, the purpose of which is to determine what risks in the work environment may cause injury or affect the employee's health. The occupational risk assessment is updated after each accident at work, after changing the way of performing work, production technology and changing the machine park. Each employee is familiarised with the risk assessment.

All accidents are subject to registration and proceedings in accordance with applicable legal regulations. The accident register is kept by the OHS Specialist. Each case is logged and approved by a management representative in accordance with the law. Actions are taken immediately to remove hazards before they lead to accidents. The occupational health and safety specialist analyses potentially accidental events.

The results are also the basis for identifying threats, determining significant threats and planning goals and tasks in the field of occupational health and safety. Work-related injuries are investigated according to OHS legislation, based on an internal procedure designed to investigate this type of event. For prevention purposes, we are using internal checks and verifications.

Any incident, accident or near miss is a signal for an immediate intermittent risk assessment to identify sources of problems and implement corrective actions. Each incident undergoes a detailed investigation, including hazard identification, risk assessment and cause determination. The investigation focuses on identifying the root of the problem, understanding the causes of the incident, and analysing its impact.

Worker's participation and representation

Representation in the occupational health and safety committee is selected from all parts of the company and is tasked with advising on matters relating to occupational safety and accident prevention. Employee representatives are an integral part of the committee participants. The occupational health and safety committee has the task of advising on matters relating to occupational safety and accident prevention. Health and safety committee is an advisory committee, not a decision-making body. However, since managing directors are present in the committees, decisions can of course also be made.

We provide protection from reprisals for employees who exercise their right to refuse to work in unsafe situations. No employee should experience negative consequences from their employer for honestly raising safety concerns. In the workplace, measurements of harmful factors (dust, noise, chemical factors) are made. The results of tests and measurements are passed to the employees' information.

We involve employees in updating the risk analysis, participation in the selection and purchase of new safety clothing, regular information and continuous promotion of health culture. We encourage free communication, reporting of hazards and incidents, address employee needs to ensure a healthy and safe workplace.

Occupational health and safety training

We base our efforts on educating and raising employee awareness. Regular training that includes safe practices and hazard awareness helps prevent similar incidents in the future. Hazard identification, risk assessment and incident investigation processes are dynamic and subject to continuous improvement.

OHS training is performed by the entity leaders, in face-to-face meetings, based on electronic or printed materials, personal attendance training meetings. The employee, at the time of hiring, undergoes initial training including general and workplace instruction. Within a year of employment, the employee undergoes periodic training. Training is organised during working hours and at the expense of the employer.

We are constantly reviewing our approach and adapting it to the changing conditions and needs of the organisation. Site induction / trainings are given in the language of the subcontractor. For example, the foreman of a contractor receives the instruction and then translates it and passes it on to their team.

„We only work when it is safe to do so“ This means:

We conduct Last Minute Risk Assessments to find out if unexpected risks occur that need additional mitigation measures (this does not replace the preventively documented risk assessments and method statements according to EU law).

We stop working when we notice that circumstances do not allow people to work safely and find safe solutions to continue.

We ensure that our staff understands that they have the power to "stop the job", in case it is unsafe.

We challenge colleagues at all levels if we do not feel safe.

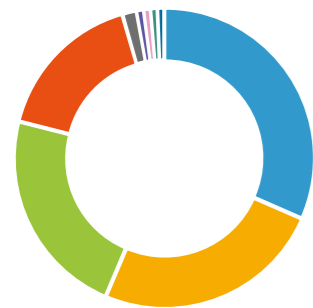
We train our people to recognise unsafe, unhealthy, or ecologically critical situations or conditions and to act accordingly.

We support incident & near-miss investigations as well as the implementation of lessons learned from them.

We indeed do stop working on sites if the individual situation (for instance strong winds) does not allow to continue in a safe manner.

In 2023, we registered a total of 134 Accidents at work which resulted in more than a one-day absence.

ELEVION GROUP - NUMBER OF ACCIDENTS AT WORK WITH ABSENCE OF ONE DAY OR MORE



42 - Rudolf Fritz GmbH
 33 - Elevation GmbH
 30 - SERCOO Group GmbH
 22 - HERMOS AG
 2 - Metrolog sp. z o.o.

1 - BELETRIC GmbH
 1 - Euroklimat sp. z o.o.
 1 - Elevation Österreich Holding GmbH
 1 - Elevation Holding Italia Srl

Type of Work-related Injuries	Number of incidents	Rate of incidents per 200,000 hours
Accidents with absences of 1 day or more	134	3.92
High-consequence injuries (excl. fatalities as a result of work-related injuries)	4	0.12
Injuries with absences of more than 3 days	81	2.37
Fatalities as a result of work-related injuries	0	0
Near misses frequency rate (NMFR)	219	6.41

HEALTHY LIFESTYLE

Supporting our employees in maintaining a healthy lifestyle is essential for their well-being and thus their long-term productivity. By that, we help ensure that they can perform at their best throughout their careers, up to retirement, reducing absenteeism and enhancing overall engagement and performance. This contributes directly to the sustained success of our business.

Our health programmes include sport programmes for our employees, Multisport programmes or even company bikes. We offer voluntary health promotion services and programmes: in-house training courses for back training, advice on ergonomics, nutrition, etc. We facilitate access to healthcare for our employees by establishing partnerships with medical facilities, clinics, or hospitals to ensure that employees have access to quality medical services.

In Germany, we also offer our employees a holistic health programme to ensure that they are physically and mentally active alongside their work. Also, we provide supplementary insurance. This includes access to physiotherapy, medical practices, chiropractors, or the purchase of glasses, among other things. The program even covers getting accident insurance.

Furthermore, our programmes also extend to the area of prevention. It is best if illnesses and accidents do not occur in the first place, which is why we offer our employees various prevention options. In contracts with subcontractors, we require the provision of documents confirming the validity of medical tests and OHS training. In addition, all subcontractors are required to undergo general health and safety training.

DIVERSITY AND INCLUSION

Diversity and inclusion are critical to our success because they foster innovation, creativity, and a broader range of perspectives. By embracing diverse talents and creating an inclusive environment, we not only strengthen collaboration and problem-solving but also ensure that we are better equipped to meet the needs of our clients and adapt to a constantly changing market.

The Elevion Group complies with the principles of non-discrimination and employs and promotes employees on a non-discriminatory basis. Work relationships are based on the principle of equal treatment in the employment relationship - employer, women/men – as well as on the principle of consensus and good faith. We use fair practices and do not accept any form of discrimination, harassment, forced labour or child labour.

All postings are open to all genders; our mindset is to promote and support women in management positions. We are an equal opportunity fair treatment employer. Recruitment, payment, appraisals, promotions are based on objective business criteria, not related to race, gender, ethnicity, religion, or other biased criteria. While we already have a diverse international workforce, we currently do not have specific targets for ratios related to nationality, gender, or individuals with special needs.

Instead, our approach focuses on fostering an inclusive and welcoming environment for all employees, regardless of their background. This allows us to build a diverse team organically, while ensuring that recruitment and development efforts remain flexible and inclusive. The lower representation of women and the absence of diverse individuals in our workforce reflect broader trends within technical professions, particularly in Germany, where these fields have traditionally been male dominated.

Addressing these disparities is a strategic priority for us, as it allows us to tap into new talent pools, especially in times of skilled labour shortages. We are committed to employing individuals with disabilities wherever possible, but the

opportunities are naturally limited by the physical demands of technical and manual professions, where most of our workforce is employed.

Elevion Group does not tolerate discrimination of any kind, whether based on age, gender, nationality or social origin, religion, special physical or mental condition, political or other opinion or sexual orientation. Nor do we tolerate any form of harassment or bullying in the workplace. It is especially important for Elevion Group to be an honest and trustworthy employer that strives to maintain fair employment practices.

In addition to providing the right work tools, resources and training, we especially encourage respectful interactions with one another so that our employees can successfully and enjoyably perform their jobs. This commitment is also applied to our customers, business partners, suppliers, and service providers. We strive for a sustainable business relationship that is based on a solid ethical foundation and is constantly being developed.

In addition, the respect for and support of the core labour standards of the International Labour Organisation (ILO) is anchored in our corporate values. We offer part time jobs, we post jobs internationally, we offer jobs to every age group or ethnicity. We follow all anti-discrimination laws and regulations. If we were informed of any kind of discrimination, we would take disciplinary actions.

ELEVION GROUP - SUPPORTING THE EMPLOYMENT OF PERSONS WITH DISABILITIES

Gender	Total # of employees	Number of employees with disabilities, by gender	% employees per gender	Rate of disabilities [%]
Male	4,017	74	82%	1.84%
Female	902	20	18%	2.22%
Totals	4,919	94	100%	1.91%

At Elevion Group, we approach each employee with special needs individually, aiming to provide equal opportunities.

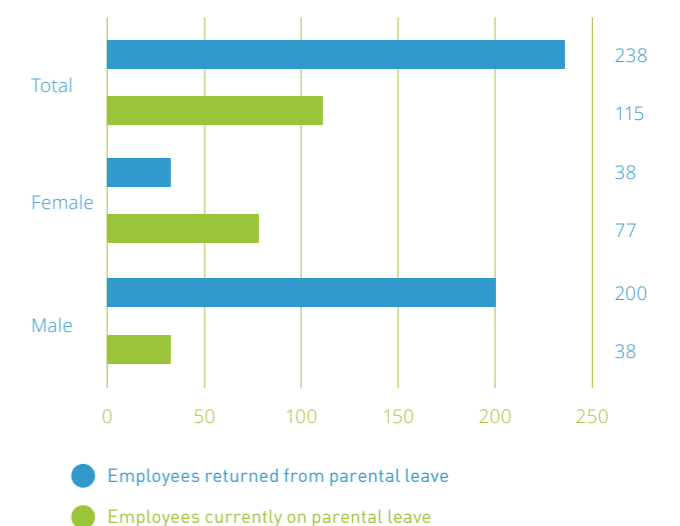
Our commitment to preventing special needs-based discrimination is clear.

Parental leave

In the case of parental leave, we follow the existing legislation of the individual countries in which Elevion Group operates. In Germany for example, where most of our workforce is based, employees have a legal right to take up to three years of parental leave per child, with job protection and the option to work part-time during this period.

The number of employees taking parental leave reflects our commitment to supporting work-life balance and family-friendly policies. A significant proportion of those who take parental leave return to their roles, demonstrating the effectiveness of our reintegration practices and the flexibility we offer. This high return rate is beneficial not only for the employees, who are able to maintain their career trajectory, but also for the company, as it helps retain experienced staff, reduces recruitment costs, and strengthens employee loyalty.

NUMBER OF EMPLOYEES ON PARENTAL LEAVE AND WHO RETURNED AFTER PARENTAL LEAVE



Senior management from local community

Across the entire Group, it is common practice to predominantly hire senior management from the local community.



HUMAN RIGHTS

Child and forced labour

All the companies within the Elevion Group fully comply with all the local and European legislation, regulations, and laws regarding child and forced labour. No cases of the law being violated are known.

The Elevion Group is fully committed to upholding international labour standards and rejects any form of child or forced labour, as defined by the International Labour Organization (ILO). In compliance with ILO standards and local regulation, our commitment to preventing child labour allows for the employment of minors under protected conditions.

In Germany for example, young people from the age of 13 may engage in light work with parental consent, while 14-year-olds may take part in internships or apprenticeships. These

activities must comply with national regulations, ensuring they do not interfere with schooling or endanger the well-being of the minors involved.

The Elevion Group also rejects forced labour and commits to ensuring that these standards are upheld across our operations and supply chain. We also expect our customers, business partners, suppliers, and service providers to comply with internationally recognised human rights and working conditions, as well as social responsibility and impeccable ethical conduct.

CHARITIES & NON-PROFIT

We recognize that the communities in which we operate contribute to our success. As beneficiaries of the social and economic environments around us, we are committed to contributing to their well-being and sustainability. Our charitable donations and sponsorships are carefully directed to ensure that we give back in meaningful ways.

In 2023, our support included providing accommodation for refugees from Ukraine, donations to the In Time to Help Foundation, which assists the sick and disabled, and contributions to the Children's Fantasy Foundation and the Theater for One Smile. We focus primarily on local projects to strengthen the communities that sustain our business operations.

We regularly collaborate with local authorities, organizations, and businesses to identify areas where our support can have the greatest impact. This includes donations, sponsorships, and other forms of assistance to local initiatives, such as sports sponsorships and partnerships with social institutions. By maintaining strong, long-term relationships with our stakeholders - including the media, suppliers, employees, and academic institutions - we aim to ensure the continued vitality of the communities from which we benefit.



LOCAL COMMUNITIES

The Elevion Group is a solution provider for all tasks relating to technical building equipment and the intelligent use of energy today and in the future. With a focus on holistic energy services, the Elevion Group and its subsidiaries provide solutions that combine sustainable CO2 reductions and a continuous increase in energy efficiency. The Elevion Group thus not only acknowledges its responsibility towards people and nature, but moreover can, through its business, positively contribute to society.

Elevion and its subsidiaries invest in public infrastructure in various forms and support, e.g. electromobility, network technology, kindergartens, sports fields, hospitals, health-care, and safety and security. The implementation of our construction projects has an impact on the local real estate market, leading to an increase in the value of real estate in the neighbourhoods where the work is carried out. Attracting investment and economic expansion in the region increases the competitiveness of the area, which attracts more investors and more businesses.

Community investments are an expression of our social responsibility. We recognise that we are embedded in the communities in which we operate and help to promote social and environmental causes. This fundamental principle is anchored in our corporate culture and strategy and will continue to be an integral part of our business operations.

As such, we continually evaluate and explore opportunities to make investments in the community. We believe that our commitment to the community brings long-term benefits to both our company and society at large.

Being a good partner is our long-term priority. We establish and maintain good relations not only with our employees and trade unions, but also with local communities, public and local administrations. Elevion Group regularly meets with representatives of local authorities, organisations, and companies. We discuss support for local projects in the form of donations or promotional sponsoring.

In this context, transparent and sustainable corporate governance is part of our self-image. We provide financial support for educational, sporting, cultural, and charitable activities as well as important initiatives for the development of the region. We support localities with volunteerism and donations, we employ local workers, which affects the level of employment in the regions.

We pay local taxes, which contributes to funding local projects, infrastructure, education, and other areas. We work with local suppliers and business partners, which benefits their development. We operate with respect for the environment, business ethics and with an eye on the long-term benefits to the community.

PUBLIC POLICY

In 2023, there were no financial, in-kind, or any other monetary value contributions of a political nature from the Elevion Group side. All of the companies within the Group are in line with local legislation.

Despite being registered in the transparency register, no direct lobbying activities with a particular party/person/committee were performed, other than lobbying through associations.

The Elevion Group and its subsidiaries are and remain politically neutral. But the Elevion Group and its subsidiaries are in a permanent dialogue with the communities from its operational area. We regularly meet the representatives of local authorities and communities. We are represented in

such meetings by our top management or technical specialists who can solve the issues raised.

Also, all news from the company's activities are communicated to the public via media, website, press conferences, or online channels. The company is also present in social media where it records high engagement with its public.

We do not run our own research and development programmes. However, research and development play an important role in our business, which is why we seek membership in professional associations, societies, and platforms connecting experts on innovation. Our R&D activities range around biodiversity in PV plants.

Cooperation with universities

We work with local educational institutions, providing support in the form of internships and cooperating on scientific projects. There are several cooperative arrangements with universities and technical colleges, which enable us also to recruit talented individuals. In addition to dual training with local universities, we also offer trainee programmes. Some

of our employees teach via so-called teaching assignments at various universities and colleges. We offer excursions and projects in cooperation with schools, and we give support for Master and doctoral theses (students working on dissertations related to the company's field of expertise).



GOVERNANCE

HIGHEST GOVERNANCE BODY, GOVERNANCE STRUCTURE AND COMPOSITION

Our aim is to act in an ethical and fair manner in our everyday business. We recognize that trust is our greatest benefit and the foundation of our long-term success. Therefore, we place a strong emphasis on good governance. Our policies, oversight mechanisms, and internal systems are designed to ensure transparency and accountability, helping us build and maintain the trust of our internal and external stakeholders. Additionally, strong governance is a key component of sustainable risk management, enabling us to navigate challenges and safeguard our business for the future.

We are proud to have already exceeded the legal requirements for gender diversity in leadership set for listed companies for example in Germany, where Führungspositionen-Gesetz mandates a minimum of 30% women in supervisory boards. Currently, one-third of the members of our highest corporate bodies are women. This is particularly noteworthy given that, as a non-listed company, we are not bound by these regulations, yet still prioritize diversity in leadership across our operations.

General Meeting

The General Meeting is the highest authority of the EGBV. If there is only one shareholder, this shareholder exercises the scope of the General Meeting.

Supervisory Board

The Supervisory Board is the supervisory authority of the EGBV, which oversees the implementation of business activities and how the Managing directors exercise their responsibilities.

Members are appointed by the General Meeting for an indefinite period. The General Meeting may at any time suspend or dismiss any Supervisory Board members. The General Meeting may establish remuneration for Supervisory Board members.

Supervisory Board members:
Pavel Cyrani, Martin Novák, Martina Skopová

Supervisory Board members shall not participate in deliberations or the decision-making process in the event of conflict of interest between that Supervisory Board member and the company and the enterprise connected with it. If such a personal conflict of interest in respect of Supervisory Board exists, the decision shall be taken by the Supervisory Board subject to the approval of the general meeting.

Board of Directors

The Board of Directors is the collective statutory authority of the Elevion EGBV and governs the activities of the EGBV and represents EGBV externally. The Managing Directors decide on all matters unless they are reserved for the competence of the General Meeting or the Supervisory Board.

Managing Directors are appointed by the General Meeting for an indefinite period. The General Meeting may at any time suspend or dismiss any Managing Director. The General Meeting shall determine the terms and conditions of employment of the Managing Directors as well as their remuneration.

Managing Directors:
Jaroslav Macek, Martina Kubešová,
Miroslav Šindelář, Derk Berend Blik

A Managing Director shall not participate in deliberations or the decision-making process in the event of a direct or indirect personal conflict of interest between that managing director and the company and the enterprise connected with it. If such a personal conflict of interest in respect of all Managing directors exists, the decision shall be taken by the Supervisory Board.

DIVERSITY OF GOVERNANCE BODIES

Gender diversity of highest governance bodies:

Gender	Board of Directors		Executive Management		Supervisory Board	
	#	%	#	%	#	%
Male	3	75%	3	75%	2	67%
Female	1	25%	1	25%	1	33%
Total	4	100%	4	100%	3	100%

Age diversity of highest governance bodies:

Age group	Board of Directors		Executive Management		Supervisory Board	
	#	%	#	%	#	%
Up to 30 years	0	0%	0	0%	0	0%
30 - 50 years	3	75%	3	75%	2	67%
above 50	1	25%	1	25%	1	33%
Total	4	100%	4	100%	3	100%

Diversity at managerial level

We at Elevion Group believe that diversity is a key to success. We are constantly aiming to achieve a balanced representation of women and men in management structures. At the same time, we are committed to avoiding discrimination on the basis of age. The table below displays data on management composition by gender and age:

Managers are defined as employees who lead teams (have at least one subordinate).

GENDER DIVERSITY IN MANAGEMENT STRUCTURES:

Employees with managerial role		
Gender	#	%
Male	1,039	93%
Female	80	7%
Total	1,119	100%

AGE DIVERSITY IN MANAGEMENT STRUCTURES:

Employees with managerial role		
Age group	#	%
Up to 30 years	89	8%
30 - 50 years	599	54%
above 50	431	39%
Total	1,119	100%

Remuneration and compensation

The remuneration process is aligned with the CEZ Group Remuneration Department. In terms of the governance body members, basic salary and potential bonuses are set within the contract. Remuneration of governance bodies is screened to ensure fair remuneration within similar positions across the region. Annual bonuses are based on, among other things, meeting KPIs. KPIs have been set by CEZ Group and are supporting CEZ Group's efforts in the ESG area.

ESG governance

Elevion Group Board of Directors and Executive management oversee the overall ESG Strategy of the group as well as the due diligence process to identify and manage the Elevion Group's impacts on the economy, environment and people.

Elevion Group Board of Directors is responsible for approving ESG Report, material topics, ESG strategic priorities as well as the overall ESG Strategy.

The CEO appointed Paulina Friedová (Head of Group Marketing & ESG) to manage the day-to-day ESG agenda within the Group. Elevion Group Board of Directors is being updated about the progress on a regular basis. CEZ Group is also consulted on a regular basis about the ESG agenda in Elevion Group.

Elevion Group Board of Directors, Executive management and Head of Group Marketing & ESG are being provided with relevant information from external and internal resources in order to have adequate knowledge, skills, and the experience needed to manage the ESG agenda.

Communication of critical concerns

Critical concerns are communicated to respective parties based on their severity and scope. The least severe concerns or concerns related only with the activities of a particular company are communicated to the management of the respective company. In the event where there is greater severity or concerns that are related with the operations of the whole Group, the concerns are reported to the CEO. All critical concerns are communicated to respective parties, including findings from internal audits and reviews, complaints from the whistleblowing and grievance mechanism. These described mechanisms are covered by CEZ Group.

ETHICS AND COMPLIANCE

A Group-wide Code of Conduct has been implemented. Elevion Group companies are committed to conducting business ethically, with integrity and in compliance with the law, and based on the corporate values and rules of conduct set forth in this Code of Conduct. The members of the Advisory Board, the Management Board and all employees act in the company's best interests when they comply with the applicable legal provisions. Ethical conduct, the principles of which are established by this Code of Conduct, is therefore binding for all Elevion Group employees.

Elevion Group does not tolerate bribery, corruption, or other illegal acts under any circumstances. Elevion Group takes action against all such offenses with all available means. Adherence to the highest ethical standards and rejection of corruption are cornerstones of our corporate culture. This attitude strengthens our reputation and the trust of our customers, partners, and stakeholders. We are therefore committed to protecting society and the environment by promoting ethical business practices. These practices are firmly anchored in our publicly available Code of Conduct.

To enforce our ethical business standards, Elevion Group management has taken systemic measures to mitigate the risk of unethical or unlawful conduct, which constitute an integral part of Elevion Group's Compliance Programme. The fundamental principle of Elevion Group's anti-corruption agenda is zero tolerance of any form of corruption, whether direct or through third parties. A compliance officer is implemented at the HQ level including KYC checks, whistleblower hotline, ombudsperson, compliance reporting, etc.

We emphasise ethical principles in all our employee and supply chain activities. The objectives of the anti-corruption policy are set out in the Code of Conduct and Instructions on

the possibility of accepting and giving gifts. According to the Code of Conduct at the company level, we are encouraged to report any unethical or illegal business conduct through any channel: direct discussion with direct superior or another trusted management member or anonymously via a FaceUp platform.

Our employees have the possibility to raise concerns about business, unethical or illegal conduct and lack of integrity within the company. Also, we have anonymous "letter boxes" for raising concerns. Employees approach management with concerns or questions about company policies and practices. Employees can send a complaint via the FaceUp platform (an ethical whistleblowing line).

Conflicts between private employee interests and company interests must be avoided. We ensure that no inappropriate influence is exerted on politics. We use, for example, the four-eyes-principle and segregation of duties. In relation with procurers and public procurement, corruption is prevented by detailed legislation. In the supply chain with our customers and subcontractors, cases of corruption are prevented by our internal procedures.

We perform analyses of financial statements in search of irregularities in competitive behaviour. We are actively shaping an organisational culture in which business ethics, integrity and compliance are priority values. We proceed to regularly review and update compliance policies with any changes in regulations governing competition. We avoid actions that may be considered an abuse of a dominant market position and introduce fair competition.

Compliance with laws and regulations, internal policies

According to the Code of Conduct at the company level, our compliance programme covers corporate ethics, anti-bribery and anti-corruption, competition law compliance, and financial regulation. All payments are approved by two people. Single sourcing need to be justified if certain thresholds are reached.

We advocate free competition and transparent markets and combat unfair competition and restrictions on competition. We comply with national and international capital market regulations when handling company information. We compete with other companies in a professional, honest and ethical manner. Violations of antitrust and competition laws will not be tolerated.

All situations in which there is a risk that competition laws could be violated, must be avoided. Elevion Group does not discuss prices or pricing, possible participation in tendering procedures, costs and cost structures, strategic decisions

or other information that is not generally known and that competitors should not become aware of, with competitors.

The employee is obliged to provide the employer with information on his business activity and employment with a third party on the basis of an employment relationship or a civil law contract. The employee shall provide the employer with information on potential conflicts of interest arising from the employee's activities.

Additionally, the employee shall be required to declare any potential conflict of interest before undertaking any activity that may give rise to a conflict of interest. If a conflict of interest arises, the employer may decide to enter into an agreement with the employee regulating the terms and conditions of competitive activities or an agreement restricting the conduct of such activities.

Elevion Group - Number of employees to whom anti-corruption procedures were communicated and number of employees who have completed anti-corruption training

		%	# of employees
governance body members	Communication	43%	46
	Training	19%	20
managers	Communication	42%	467
	Training	2%	21
other employees	Communication	26%	955
	Training	3%	125



MEMBERSHIP ASSOCIATIONS

Our active participation in industry associations and professional networks goes beyond staying informed and driving best practices; it also enables us to represent the interests of our company and the broader sector effectively. We aim to make our positions visible and advocate for balanced, sustainable solutions, while strictly adhering to legal standards

and ethical guidelines. Our engagement is always politically neutral, ensuring that we advocate without aligning with specific parties, maintaining a commitment to integrity and responsible representation.

IN 2023, SUBSIDIARIES OF ELEVION GROUP WERE MEMBERS OF SEVERAL ASSOCIATIONS, NAMELY:

- BNE (Bundesverband Neue Energiewirtschaft e.V.) - BELECTRIC Group
- BSW (Bundesverband Solarwirtschaft e.V.) - BELECTRIC Group
- BTGA (Bundesindustrieverband Technische Gebäudeausrüstung e.V.) - Elevion Deutschland Holding GmbH, Elevion GmbH
- Photovoltaic Austria
- Standortagentur Tirol - Cluster Renewable Energy
- Polish Chamber of Civil Engineers
- Elektroinnung Arbeitgeberverband Hessen Metall
- Izba Gospodarcza Ciepłownictwo Polskie (Polish District Heating Chamber of Commerce)
- Forum Gospodarcze Powiatu Czarnkowsko-Trzcianeckiego - Związek Pracodawców Lewiatan (Economic Forum of Czarnkowsko-Trzcianecki District - Employers' Association Lewiatan)
- DENA (Deutsche Energie Agentur GmbH)

SUSTAINABLE FINANCE

At Elevion Group, we have started to implement the EU taxonomy evaluation. EU taxonomy is a classification system of economic activities that are considered sustainable from an EU perspective in relation to the EU's stated objectives. The taxonomy provides clear definitions and criteria for sustainable economic activities. However, it is not a list of activities in which entities are obliged to invest, nor does it set any investment restrictions. Rather, it is an EU tool to redirect private resources towards sustainable activities.

A detailed taxonomy report can be found within Attachment 1.

Awards

METROLOG Sp. z o.o. took part in the Third National Competition for the Most Energy Innovative Local Government.

Lehrlingshackaton Tirol 2023, 2nd place (apprentice hackaton): award for two apprentices for their work and app prototype.

Top 10 der deutschen Halbleiter Tech Unternehmen 2023 (Top 10 German Semiconductor Tech Company 2023): the annual listing of ten companies in Germany that are at the forefront of providing Semiconductor Tech solutions and impacting the marketplace.

World's best Employer 2023: the "WORLD'S BEST EMPLOYERS" study identifies the best employers in Germany.

Firma z kultura (Company with culture) 2023: Award for involvement in the cultural life of the Town of Czarnków.

DATA PRIVACY AND SECURITY

Cyber-attacks on networks, information systems, devices, and users can lead to the disclosure of sensitive business information, customer data protected by the GDPR, contracts, and intellectual property, potentially causing significant reputational damage to the Elevion Group. They can also disrupt business operations, resulting in financial losses and impacting customer satisfaction, potentially even leading to the loss of longstanding business relationships.

To address these risks, we continuously enhance data protection across all organizational levels, implementing a range of technical and organizational measures to prevent threats and mitigate their impact. We view data privacy and cybersecurity as vital components of responsible business conduct and essential to building trust with our shareholders, stakeholders and business partners.

Protecting customer privacy is one of our highest priorities. We handle our customers' personal data with the utmost care, ensuring respect and fairness. Elevion Group is dedicated to maintaining the highest standards of data protection and fully adheres to all applicable data protection regulations.

Taking into consideration that our customers are our priority, in terms of data privacy, we focus on observing the customers' rights and the regulations in the field of data privacy. We regularly monitor and audit customer data activities to detect

possible threats and breaches. We develop incident response plans to effectively manage situations where customer data may be at risk. We provide transparency to customers on issues related to their data and proactively communicate on privacy measures. We conduct regular data protection risk analyses, identifying potential risk areas.

An essential element of our information security strategy is the ongoing training and testing of our employees' security awareness. We hold regular data security webinars for our employees. The Group's entities have implemented numerous organisational and technical controls to prevent the threats from materialising and to minimise the potential impact.

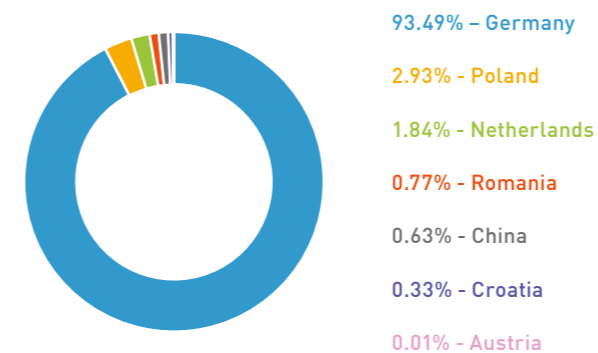
Elevion Group is committed to respecting and protecting information about employees in accordance with applicable data protection laws and standards. This means that access to such information is limited to individuals who have sufficient authorisation and who need such information for clearly operational reasons. Our approach ensures compliance with legal requirements for personal data protection while safeguarding our digital infrastructure, including IT, products, and services, against cyber threats.

SUSTAINABLE SUPPLY CHAIN

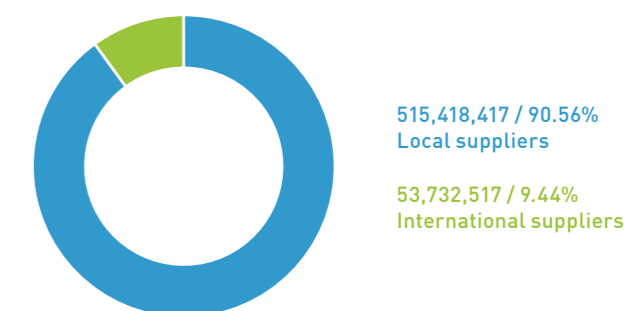
We are committed to ecologically and socially responsible corporate governance. We expect the same behaviour from all our suppliers. A sustainable supply chain contributes to a proactive risk management approach, as sustainability risks become an ever-growing factor to consider in our current and future economic environment. Sustainable supply chain was selected as a top priority topic in the materiality assessment. We understand that supply chain transformation is a long-term mission that requires engagement of all stakeholders, dedication, and integrity. However, using a step-by-step approach, we have already started this process:

Elevion Group prioritises the use of locally sourced materials whenever feasible. This approach aims to minimise the environmental footprint associated with transportation and support sustainable supply chains also such sourcing approach contributes to a secure supply of materials and the sustainability footprint for our customers.

ELEVION GROUP - PROPORTION OF SUPPLY CHAIN BY COUNTRY



PROPORTION OF PROCUREMENT BUDGET SPENT ON LOCAL AND INTERNATIONAL SUPPLIERS (% , EUR)



Note:
The share in the pie chart is based on the total turnover with suppliers in the country. Figures are based on an internal review of purchasing processes conducted in 2022. Based on the materiality threshold, purchasing processes of 21 Elevion Group companies were assessed (accounted for 83% of all Elevion Group purchases in 2021 and 84.5% of Elevion Group reported sales). The chart includes the top 50 direct (tier 1) suppliers of these companies for the first half of 2022.



VALUE CHAIN

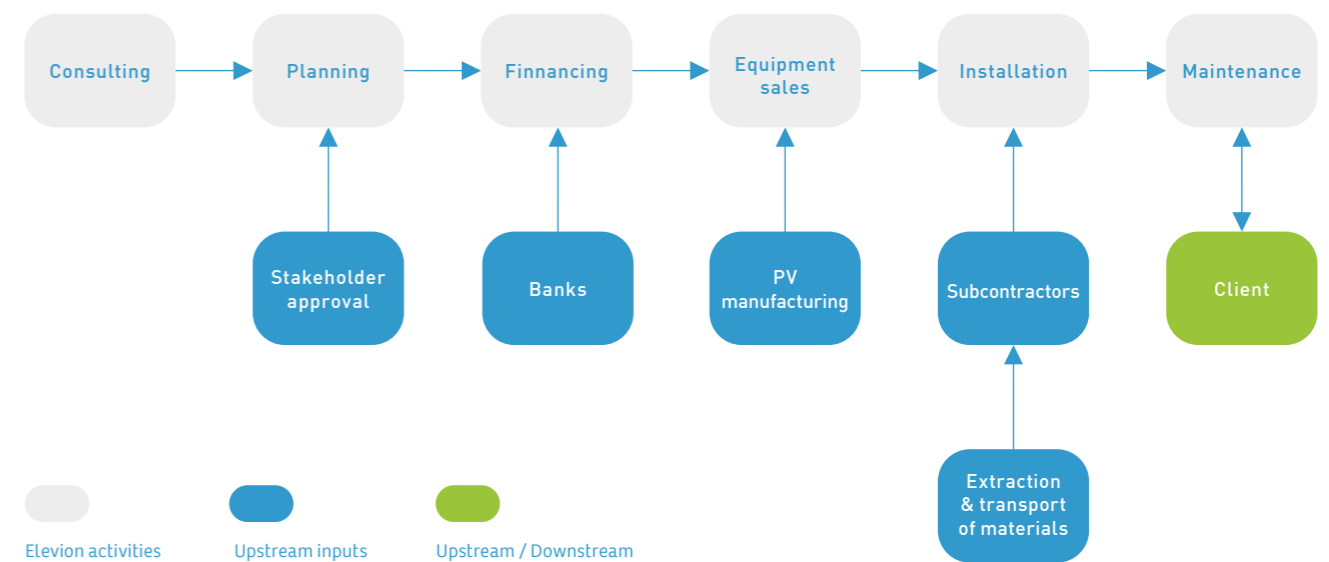
Elevion Group is committed to implementing a robust material management approach that prioritises sustainability, regulatory compliance, and responsible sourcing. Our relationships with customers, business partners, suppliers and service providers along the value chain are guided by established principles. Elevion Group expects its customers, business partners, suppliers, and service providers to comply with internationally recognised human rights and working conditions, social responsibility and impeccable ethical conduct.

At Elevion Group, we understand that we should not only focus on the environmental and social impact of our operations and activities, but also on the impact of our entire value chain. Reducing the impact of our downstream activities is enshrined in our mission statement, which says: "Elevion Group provides its customers with solutions that seamlessly

combine sustainable CO2 reduction, continuous increases in energy efficiency, significant savings in energy costs, and all areas of technical building equipment and services." Our general approach is to cover all customer needs from the very beginning, which we call the 360 Approach. Our strategy is to seek out solutions for the entire life cycle.

Elevion Group always aims to align its processes and products with the conservation of resources, the use of renewable energies, the recycling of valuable materials, and the sensible disposal of residual materials. The products and services we offer have an indirect economic impact on the economy. By using our district heating substations, water treatment stations, CHP plants, etc., customers improve their energy efficiency, which influences their economic growth.

ELEVION - VALUE CHAIN



Note: More detailed elaboration of the Value Chain will be done as part of the preparations for the double materiality assessment. Upstream in this case is considered as direct involvement.



ATTACHMENTS

ATTACHMENT NO. 1 – EU TAXONOMY REPORT

The Taxonomy Regulation is a key component of the European Commission’s action plan to redirect capital flows towards a more sustainable economy. It represents an important step towards achieving carbon neutrality by 2050 in line with EU goals as the Taxonomy is a classification system for environmentally sustainable economic activities.

In the following section, we as a non-financial parent undertaking present the share of our Group turnover, capital expenditure (CapEx) and operating expenditure (OpEx) for the reporting period 2023, which are associated with Taxonomy-aligned economic activities related to the first two environmental objectives (climate change mitigation and climate change adaptation) and Taxonomy-eligible activities related to the four other environmental objectives in accordance with Art. 8 Taxonomy Regulation and Art. 10 (2), Art. 11(2) of the Art. 8 Delegated Act.

Basis of preparation

This consolidated report is prepared on a voluntary basis.

Elevion Group discloses the eligibility of its own economic activities based on the regulatory requirements of Art. 8 Taxonomy Regulation. The newly adopted changes in the Taxonomy classification in 2022 allowed us to include natural gas and nuclear energy as eligible activities.

OUR ACTIVITIES

Overview

ELIGIBLE, ALIGNED, AND NON-ELIGIBLE ACTIVITIES

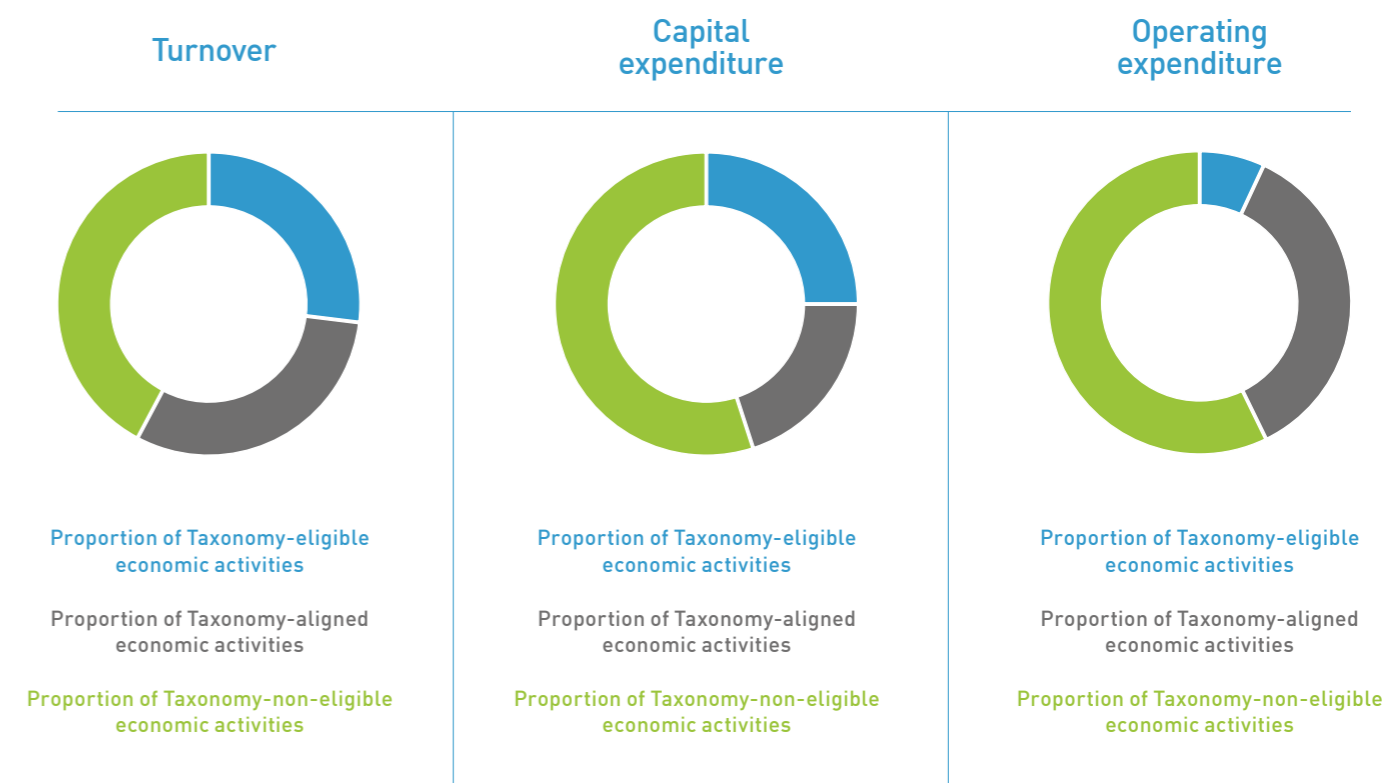


Table 1 - Proportion of Taxonomy-eligible, Taxonomy-aligned, and Taxonomy-non-eligible economic activities in total turnover, CapEx and OpEx in FY 2023

	Total (tEUR)	Proportion of Taxonomy-eligible economic activities	Proportion of Taxonomy-aligned economic activities	Proportion of Taxonomy-non-eligible economic activities
Turnover	1,243,222	27%	31%	42%
Capital expenditure (CapEx)	196,418	25%	20%	55%
Operating expenditure (OpEx)	4,922	7%	36%	57%

Definitions

A Taxonomy-eligible economic activity means an economic activity that is described in the delegated acts supplementing the Taxonomy Regulation (i.e. the Climate Delegated Act and Environmental Delegated Act) irrespective of whether that economic activity meets any or all of the technical screening criteria laid down in those delegated acts.

An economic activity is Taxonomy-aligned where it complies with the technical screening criteria as defined in the Climate Delegated Act and the Environmental Delegated Act, and it is carried out in compliance with the minimum safeguards

regarding human and consumer rights, anti-corruption and bribery, taxation, and fair competition. To meet the technical screening criteria, an economic activity contributes substantially to one or more environmental objectives while not doing significant harm to any of the other environmental objectives.

A Taxonomy-non-eligible economic activity means any economic activity that is not described in the delegated acts supplementing the Taxonomy Regulation.

TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED ECONOMIC ACTIVITIES

We have examined all economic activities carried out by the Group to see which of these are eligible and also aligned in accordance with all annexes of the relevant delegated acts. The KPI templates below (see p. 109 onwards) provide, aside from other, a clear indication of which environmental objective is pursued by the respective activity. Our activities are, by their nature, primarily oriented towards climate change mitigation and, therefore, we allocate all our activities to the Climate change mitigation environmental objective.

Table 2 - Taxonomy-eligible economic activities

Economic activity	Description
3.5 Manufacture of energy efficiency equipment for buildings	Manufacturing of its own compact heat exchangers in different variants and power units.
4.1 Electricity generation - solar energy	Building and operating its own PV power plants based on PPA-contracts (power purchase agreement) a long-term contract between an electricity generator and a customer, usually a utility, government, or company.
4.20 Electricity and heat generation - biomass and biogas	Operation in a cogeneration system, reusing heat from the plant for heating the digester and for the domestic heating of houses adjacent to the farm, through a district heating network. Design of the plant upgrade to produce biomethane.
5.1 Construction, extension, and operation of water collection, treatment, and supply systems	Construction of water treatment plants, installation of water tanks for clean water.
5.3 Construction, extension, and operation of wastewater collection and treatment	Providing solutions related to water supply plants in the field of drinking water and water treatment together with the necessary infrastructure (water and sewage networks and general construction works), systems for filtration and chemical treatment and disinfection of water, construction, and modernisation of deep wells.
7.1 Construction of new buildings	Construction of a multi-family residential buildings including sanitary installations, ventilation, and electrical installations.
7.3 Installation, maintenance, and repair of energy efficiency equipment	Construction and operation of efficient technical solutions in various fields, including energy efficiency, HVAC, heat pumps, CHP, or sustainable technologies. Services in various areas including automation, control systems, or industrial solutions.
7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Providing turnkey solutions for the e-Mobility (consulting, sale, project planning and design, installation and maintenance of vehicle charging infrastructure).
7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Expertise that consists of engineering, switchgear manufacturing, software for automation and IT systems, product development and after-sales service.
7.6 Installation, maintenance, and repair of renewable energy technologies	Development, construction, and operation of utility-scale solar power plants, solar panels installations and ongoing maintenance and repair services.
9.3 Professional services related to energy performance of buildings	Consulting services and project management regarding heat and energy technology, offering solutions related to heating systems, energy efficiency, sustainable energy technologies and contracting. In addition, consulting, and engineering services in other fields, such as civil engineering, structural engineering, or environmental engineering. Energy-related projects, such as renewable energy systems, energy efficiency, or power generation. Sustainability consulting.
4.30 High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	Providing solutions for the design, construction, and implementation of co-generation plants that utilize fossil gaseous fuels efficiently, solutions related to measurement and precision instrumentation. In the context of high-efficiency co-generation, services related to monitoring and optimizing the performance of co-generation plants and services related to optimizing co-generation plants to achieve maximum energy efficiency and minimal waste.

Relevant judgement on the Taxonomy-eligibility of our activities

The activities identified as taxonomy-eligible were identified based on examining the substance of each activity, substantial contribution of the activity to the climate change mitigation objective and its compliance with the description of the

particular activity according to the annexes to the Climate Delegated Act and Environmental Delegated Act.

Taxonomy-non-eligible activities

The activities identified as taxonomy non-eligible according to the analysis within the Group were classified in several business elements. The material identified non-eligible activities are additional supporting services in the energy sector and corporate services at holding entities of the Group provided to the other Group members.

ASSESSMENT OF TAXONOMY-ALIGNMENT

Substantial contribution

In order to determine if an economic activity is Taxonomy-aligned, it must first comply with the first requirement as described in the Taxonomy Regulation – it must contribute substantially to one or more of the environmental objectives. All turnover-generating aims at a substantial contribution to climate change mitigation. In order to contribute to an environmental objective, an activity must meet specific technical screening criteria stated for that activity within the relevant Appendix to the delegated act. We comment below on these criteria and how they have been assessed.

Activity CCM 4.1 is substantially contributing to climate change mitigation through the generation of electricity using solar photovoltaic technology.

Activity CCM 4.20 includes the construction and operation of cogeneration units using certified biomass bringing savings from the use of biomass in cogeneration installations that are at least 80 % in relation to the GHG emission saving methodology and fossil fuel comparator.

Activity CCM 7.4 brings a substantial contribution to climate change mitigation through the installation, maintenance, and repair of charging stations for electric vehicles.

Activity CCM 7.5 combines the installation and maintenance of instruments and devices for measuring, the regulation and controlling of energy performance of buildings primarily consisting of zoned and smart thermostat systems and business energy management systems.

Activity CCM 7.6 carries a substantial contribution to climate change mitigation through the installation and maintenance of technical building systems such as solar photovoltaics systems.

Activity CCM 9.3 is delivered as professional services related to the energy performance of buildings primarily consisting of energy services provided by energy service companies.

Do no significant harm

For all economic activities where the substantial contribution to climate change mitigation is demonstrated, we further analyze the DNSH criteria.

DNSH to climate change adaptation

For all of our activities contributing to climate change mitigation, a physical climate risk assessment is needed pursuant to Appendix A to the Climate Delegated Act.

For each of the sites, a preliminary screening of the climate-related risks and hazards as mapped in Appendix A was conducted, and those risks which were found to be relevant were further analyzed in a climate risk assessment.

The climate risk assessment was based on the RCP 4.5 climate change scenario. This scenario is one of those adopted by the Intergovernmental Panel on Climate Change (IPCC, the world's leading authority on climate change), which are based

on different hypotheses in terms of greenhouse gas emission trends (Representative Concentration Pathways – RCP) and in terms of socio-economic changes at a global level (Shared Socioeconomic Pathways - SSP). This scenario was initially considered as an intermediate scenario, neither optimistic nor pessimistic. Recently, the trajectory of this scenario has been associated with the emissions forecasted for the next ten years based on the agreements already ratified by the nations that are part of the Paris agreement on greenhouse gas reduction: it is therefore considered as highly plausible, at least in the short period (next 10-20 years).

Based on the climate risk assessment, Elevion Group did not identify any material hazard and, therefore, the DNSH to climate change adaptation was concluded as being compliant.

DNSH to sustainable use and protection of water and marine resources

Activity CCM 4.1, CCM 7.4, CCM 7.5, CCM 7.6 and CCM 9.3
No criteria were set by EU Taxonomy.

Activity CCM 4.20
Production facilities are located in the EU, therefore they comply with all legally binding requirements, such as construction permits, regarding the protection of water and marine sources. Furthermore, they have all been subject to an environmental impact assessment and have successfully passed the assessment, including an assessment of the impact on water.

DNSH to transition to circular economy

Activity CCM 4.1
The Elevion Group is continuously assessing the availability and feasibility of the usage of equipment and components of high durability, recoverability and recyclability that are easy to dismantle and refurbish.

This assessment is based on group-level internal directives, which generally adhere to the basic principles of UN Sustainable Development Goals such as Elevion Group Code of Conduct.

Activity CCM 4.20, CCM 7.4, CCM 7.5, CCM 7.6 and CCM 9.3
No criteria set by EU Taxonomy.

DNSH to pollution prevention and control

Activity CCM 4.1, CCM 7.5, CCM 7.6, CCM 9.3
No criteria set by EU Taxonomy.

Activity CCM 4.20
All facilities are located in the European Union and, therefore, they comply with the mandatory requirements for obtaining valid permits, ensuring compliance with water authority regulations, pollution emission limits, and air quality plans. The plants fulfil the criteria of Environmental Impact Assessment when required.

DNSH to protection and restoration of biodiversity and ecosystems

Activity CCM 4.1
All installed and/or operated photovoltaic solutions follow the EIA conditions, or similar valid permit procedures for the given site - including biodiversity assessment - if the EIA was not legislatively required at the time of construction.

The photovoltaic systems installed and operated on an existing building were subject to a valid building permit received from local government; therefore, they comply with all legally binding requirements.

The ground-mounted PV plants usually undergo an environmental permit phase before construction. The outcome of the assessment can also be individual compensation measures to be realised and checked by environmental authorities.

Activity CCM 4.20
Production facilities are located in the EU and have all been subject to an environmental impact assessment and have successfully passed the assessment, including an assessment of the impact on water.

Activity CCM 7.4, CCM 7.5, CCM 7.6 and CCM 9.3
No criteria set by EU Taxonomy.

Minimum Safeguards

The final step to Taxonomy-alignment is compliance with the minimum safeguards (MS). The MS include all procedures implemented to ensure that economic activities are carried out in alignment with:

- the OECD Guidelines for Multinational Enterprises (OECD MNE Guidelines);
- the UN Guiding Principles on Business and Human Rights (UNGPs), including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work.

The scope of the MS covers the following four topics:

- human rights (including labour and consumer rights);
- corruption and bribery;
- taxation; and
- fair competition.

We follow a two-dimensional assessment approach to assess compliance with MS. On the one hand, adequate processes have been implemented to prevent negative impacts (procedural dimension). On the other hand, outcomes are monitored to check whether our processes are effective (outcome dimension).

We at the Elevion Group are very confident about compliance with Minimum Safeguards as we conduct our business in accordance with human rights and ethical principles. We fully embrace the fundamental international conventions and declarations of human and labour rights and take them into full consideration when developing ethical commitments and rules.

Human rights

All the companies within the Elevion Group fully comply with all the local and European legislation, regulations, and laws regarding child and forced labour. No cases of the law being violated are known. Any person who feels that their human rights have been violated by the activities of Elevion Group or an actor of our value chain can contact us through our grievance mechanism.

Corruption and bribery

Elevion Group maintains a zero-tolerance stance towards any form of corruption or bribery. This includes both offering and accepting bribes. We neither encourage nor tolerate fraud, corruption, or breach of competition rules. To prevent and fight against corrupt practices, Elevion Group implemented an Anti-corruption prevention programme. The principles of Anti-corruption are covered in the Code of Conduct. Additionally, we have published an anti-corruption guideline which is communicated to our employees as well as suppliers

and business partners. All employees of Elevion Group including governance bodies undergo compliance training on an annual basis that also contains topics of anti-corruption. Elevion Group has established a clear reporting mechanism for employees to report any suspected cases of corruption or bribery. These reports are taken seriously and investigated thoroughly. The Group also conducts due diligence on third parties, including suppliers and partners to ensure they also adhere to anti-corruption standards.

Taxation

In line with our ethical business values, tax governance and tax compliance are important elements of our oversight, and we are committed to complying with all relevant tax laws and regulations. Therefore, in line with the Group's strategy, our tax strategy is transparent, sustainable in the long term, and publicly available. Elevion Group adheres to the highest professional standards and integrity when preparing and filing tax returns. We ensure all tax disclosures are made in

accordance with local requirements and the applicable IFRS framework. Tax risk management is an essential component of our CMS and is embedded in our overall company risk management system (see chapter 16. **Financial Risk management** of the Annual Report 2023). Our risk-based tax governance framework is managed by a team of dedicated, qualified tax experts, who work closely with our Group management.

Fair competition

We carry out our activities in a manner consistent with all applicable competition laws and regulations, taking into account the competition laws of all jurisdictions in which our activities might have anti-competitive effects. This ensures a level playing field and promotes healthy competition. The Group upholds high ethical standards in all business dealings. This includes avoiding any anti-competitive practices such as price-fixing, market allocation, or abuse of a dominant position. In addition to the annual training on our Group's guideline for fair competition and ethical business conduct, employees

in relevant positions, especially our senior management, receive specific fair competition training with assistance in preventing, detecting, and remedying any competition violations. Those trainings are bi-annual and mandatory for the relevant employees.

By focusing on sustainable and innovative solutions, Elevion Group aims to compete fairly while contributing positively to the environment and society.



OUR KPIs AND ACCOUNTING POLICIES

The key performance indicators („KPIs“) include the turnover KPI, the CapEx KPI and the OpEx KPI. When presenting the Taxonomy KPIs, we use the templates provided in Annex II to the Disclosures Delegated Act. Since the KPIs need to include an assessment of Taxonomy-alignment for the first time for the 2023 reporting period, we do not present comparative figures on alignment. As we are performing activities related to natural gas, we are also using the dedicated templates introduced by the Complementary Delegated Act as regards activities in certain energy sectors.

Process for data collection and validation

Several communication channels with taxonomy and technical experts were established within the Elevion Group to establish qualified and standardised assessment and interpretation of the data in compliance with EU taxonomy requirements. A data collection process was set up as a combination of financial reporting of particularly defined KPIs and an internal reporting solution for collecting non-financial data with a dedicated taxonomy module. This ensured data collection assessment for each business activity within fully consolidated subsidiaries.

The specification of the KPIs is determined in accordance with Annex I to the Disclosures Delegated Act. We determine the Taxonomy-aligned KPIs in accordance with the legal requirements and describe our accounting policy in this regard as follows:

TURNOVER KPI

Definition

The proportion of Taxonomy-aligned economic activities in our total turnover has been calculated as the part of net turnover derived from products and services associated with Taxonomy-aligned economic activities (numerator) divided by the net turnover (denominator), in each case for the financial year from 1.1.2023 to 31.12.2023.

The denominator of the turnover KPI is based on our consolidated net turnover in accordance with paragraph 82(a) of IAS 1. For further details on our accounting policies regarding our consolidated net turnover, see chapter **Consolidated income statement** for the year ended on 31 Dec. 2023 of our Annual Report 2023.

The numerator of the turnover KPI is defined as the net turnover derived from products and services associated with Taxonomy-aligned activities, that is:

- Activity 4.1 "Electricity generation – solar energy" generates net turnover from operating its own photovoltaic power plants.
- Activity 4.20 "Electricity and heat generation – biomass and biogas" generates net turnover from operating biogas plants using biomass as primary source for heating and/or electricity production.

- Activity 7.4 "Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)".
- Activity 7.5 "Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings" generates net turnover from switchgear manufacturing, software for automation and IT systems' development and installation.
- Activity 7.6 "Installation, maintenance and repair of renewable energy technologies" generates net turnover from design, installation, operation, and maintenance of utility-scale solar power plants.
- Activity 9.3 "Professional services related to energy performance of buildings" generates net turnover from consultancy services and project management regarding various energy efficient solutions for buildings.

Reconciliation

Our consolidated net turnover can be reconciled to our consolidated financial statements, see the chapter **Consolidated income statement** for the year ended on 31 Dec. 2023 of our Annual Report 2023, first row.

Further explanations

The allocation of the Turnover KPI is primarily driven by the particular business activity of the company which complies with the substance of the particular taxonomy-defined activity.

In such cases when the complexity of the project does not enable the unequivocal identification of its contribution to the taxonomy activity, the allocation of the turnover was moved forward according to the most suitable driver and more granular analysis is to be implemented in the upcoming reporting period (e.g. further distinguishing of renovated and newly constructed buildings in which the energy services of Elevion companies is provided).

CapEx KPI

Definition

The CapEx KPI is defined as Taxonomy-aligned CapEx (numerator) divided by our total CapEx (denominator).

Total CapEx consists of additions to tangible and intangible fixed assets during the financial year, before depreciation, amortisation and any re-measurements, including those resulting from revaluations and impairments, as well as excluding changes in fair value. It includes acquisitions of tangible fixed assets (IAS 16), intangible fixed assets (IAS 38), right-of-use assets (IFRS 16) and investment properties (IAS 40). Additions resulting from business combinations are also included. Goodwill is not included in CapEx because it is not defined as an intangible asset in accordance with IAS 38. For further details on our accounting policies regarding our CapEx, see chapter **2. Accounting policies**, explicitly in Paragraph 2.8. Property, Plant and Equipment, Paragraph 2.9. Intangible assets including research and development and Paragraph 2.12. Leases of our Annual Report 2023.

The numerator consists of the following categories of Taxonomy-aligned CapEx:

- a. CapEx related to assets or processes that are associated with Taxonomy-aligned economic activities ("category (a)"):

We consider that assets and processes are associated with Taxonomy-aligned economic activities where they are essential components necessary to execute an economic activity. Consequently, CapEx invested into the following areas is considered in the numerator of the CapEx KPI: acquisition of new biogas plant producing electricity from biomass, installation and operating PV plants, installation of HVAC and other energy efficient equipment, etc.

- b. CapEx that is part of a plan to upgrade a Taxonomy-eligible economic activity to become Taxonomy-aligned or to expand a Taxonomy-aligned economic activity ("category (b)").
- c. CapEx related to the purchase of output from Taxonomy-aligned economic activities and individual measures enabling certain target activities to become low-carbon or to lead to GHG reductions ("category (c)").

All investments reported for fiscal year 2023 belong to category a) connected with a performed economic activity. The most significant CAPEX is connected with construction and operation of photovoltaic power plants recognised under category 4.1 "Electricity generation using solar photovoltaic technology." Further significant CAPEX within the Group is recognised in connection with activity 4.20 "Electricity and heat generation – biomass and biogas" which is subject of investments upgrading the biomass plants operating in Italy.

Investments under category b) were not recorded in Elevion Group within the 2023 reporting period, as the investment plan according to the applicable regulations was not yet available at granularity of individual taxonomy activities.

Reconciliation

Our total CapEx can be reconciled to our consolidated financial statements, see chapter **3. Property, Plant and Equipment**, chapter **5. Intangible Assets** and chapter **20. Leases** of the Annual Report 2023.

Further explanations

There is a significant portion of non-eligible CAPEX acquired through business combination. The activities of the newly acquired companies will be subject to further EU Taxonomy screening during the following reporting period.



OpEx KPI

Definition

The OpEx KPI is defined as Taxonomy-aligned OpEx (numerator) divided by our total OpEx (denominator).

Total OpEx consists of direct non-capitalised costs that relate to research and development, building renovation measures, short-term leases as well as all forms of maintenance and repair. This includes:

- Research and development expenditure recognised as an expense during the reporting period in our income statement (see table Other operating expenses in chapter 23. Selling and administrative expenses, operating expenses and income of our Annual Report 2023). In line with our consolidated financial statements (paragraph 126 of IAS 38), this includes all non-capitalised expenditure that is directly attributable to research or development activities.
- The volume of non-capitalised leases was determined in accordance with IFRS 16 and includes expenses for short-term leases and low-value leases (see table Selling and administrative expenses in chapter 23. Selling and administrative expenses, operating expenses and income of the Annual Report 2023). Even though low-value leases are not explicitly mentioned in the Disclosures Delegated Act, we have interpreted the legislation as to include these leases.
- Maintenance and repair expenditures were determined based on the maintenance and repair costs allocated to our internal cost centres (see table Selling and administrative expenses in chapter 23. Selling and administrative expenses, operating expenses and income of the Annual Report 2023).

In general, this includes staff costs, costs for services and material costs for daily servicing, as well as for regular and unplanned maintenance and repair measures. These costs are directly allocated to our PP&E. This does not include expenditures relating to the day-to-day operation of PP&E, such as raw materials, cost of employees operating the machinery, electricity or fluids that are necessary to operate PP&E. Amortisation and depreciation are also not included in the OpEx KPI.

We exclude direct costs for training and other human resources adaptation needs from the denominator and the numerator. This is because Annex I to the Disclosures Delegated Act only lists these costs for the numerator, which does not allow a mathematically meaningful calculation of the OpEx KPI.

With regard to the numerator, we refer to the corresponding statements on the CapEx KPI.

Taking into account that the main business field of Elevion Group companies belongs to the so-called ESCO (i.e. Energy Service Companies) industry sector, the value of total OPEX KPI defined according to the EU Taxonomy regulation is not expected to be significant. This is also typical for the 2023 reporting period, in which the OPEX KPI denominator was reported at the amount of 4.922 kEUR. The most significant aligned expenditures are then connected mainly with activity 4.1 "Electricity generation using solar photovoltaic technology," in which the expenses are caused primarily by maintaining the installed and/or operated photovoltaic plants.

Research and development expenditures are represented solely by company Hermos which develops highly customised software solutions for industry automatization recognised as aligned taxonomy activity 7.5 "Installation, maintenance and repair of instruments and devices for the measuring, regulation and controlling energy performance of buildings"

CONTEXTUAL INFORMATION

Turnover KPI

Quantitative breakdown of the numerator

In the table below, we show a quantitative breakdown of the numerator for the turnover KPI. We list projects and operating lease income, the sale of goods and products, services, energy, and other sources of income. Over the financial year

2023, no key drivers of change were indicated, since this is the first time that we report the detailed overview of aligned economic activities.

QUANTITATIVE BREAKDOWN OF TURNOVER NUMERATOR

	Turnover (tEUR)
Projects	986,601
Sale of goods	15,519
Sale of products	10,918
Sale of energy	11,492
Service	217,627
Other	1,065
Total	1,243,222

CapEx KPI

Quantitative breakdown at the economic activity aggregated level

In FY 2023, our Taxonomy-aligned CapEx is associated with activities 4.1, 4.20, 4.30 and 6.5. In the table below, we show a breakdown of the amounts included in the numerator.

QUANTITATIVE BREAKDOWN OF THE CAPEX NUMERATOR AT ECONOMIC ACTIVITY LEVEL (IN tEUR)

Activity	Additions to PP&E	Internally generated or purchased intangibles	Right-of-use assets	Sum	Thereof acquired through business combinations
CCM 4.1	37,454	0	0	37,454	0
CCM 4.20	9,433	3,185	32	12,649	0
CCM 4.30	20,558	18,290	67	38,914	37,269
CCM 6.5	82	0	0	82	0
Total	67,527	21,475	98	89,100	37,269

OpEx KPI

Quantitative breakdown of the numerator

The table below shows the breakdown of the OpEx numerator into its components based on the definition of OpEx in the Disclosures Delegated Act:

QUANTITATIVE BREAKDOWN OF OpEx NUMERATOR

	OpEx (tEUR)
Repair and maintenance	3,103
Non-capitalised leases	1,570
R&D costs	250

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')							Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) Turnover, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
	Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, Year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
Text		tEUR	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	

A. TAXONOMY-ELIGIBLE ACTIVITIES

A.1. Environmentally sustainable activities (Taxonomy-aligned)

Electricity generation using solar photovoltaic technology	CCM 4.1	266 160	21,4%	Y	N/EL	N/EL	N/EL		N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	n/a		
Cogeneration of heat/cool and power from bioenergy	CCM 4.20	5 485	0,4%	Y	N/EL	N/EL	N/EL		N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	n/a		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	12 487	1,0%	Y	N/EL	N/EL	N/EL		N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	n/a	E	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	44 486	3,6%	Y	N/EL	N/EL	N/EL		N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	n/a	E	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	25 195	2,0%	Y	N/EL	N/EL	N/EL		N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	n/a	E	
Professional services related to energy performance of buildings	CCM 9.3	27 760	2,2%	Y	N/EL	N/EL	N/EL		N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	n/a	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		381 573	30,7%	30,7%	0,0%	0,0%	0,0%		0,0%	0,0%								n/a		
of which Enabling		109 928	8,8%	8,8%	0,0%	0,0%	0,0%		0,0%	0,0%								n/a	E	
of which Transitional		-	0,0%	0,0%														n/a		T

A.2 Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned activities)

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL		EL; N/EL	EL; N/EL										
Manufacture of energy efficiency equipment for buildings	CCM 3.5	68 126	5,5%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								1,0%		
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	CCM 4.30	10 169	0,8%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								1,0%		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	11 288	0,9%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								1,0%		
Construction, extension and operation of waste water collection and treatment	CCM 5.3	44	0,0%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								n/a		
Construction of new buildings	CCM 7.1	5	0,0%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								n/a		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	240 315	19,3%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								n/a		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	2 065	0,2%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								28,0%		
Professional services related to energy performance of buildings	CCM 9.3	5 778	0,5%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								6,0%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		337 790	27,2%	27,2%	0,0%	0,0%	0,0%		0,0%	0,0%								60,0%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		719 363	57,9%	57,9%	0,0%	0,0%	0,0%		0,0%	0,0%								n/a		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

Turnover of Taxonomy-non-eligible activities	523 859	42,1%
Total	1243 222	100,0%

The original Article 8 Delegated Act (see Annex II): <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32021R2178>

For the actual version of the template please refer to Annex V of: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32023R2486>

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')							Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) CapEx; year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
	Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, Year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
Text		tEUR	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	

A. TAXONOMY-ELIGIBLE ACTIVITIES

A.1. Environmentally sustainable activities (Taxonomy-aligned)

Electricity generation using solar photovoltaic technology	CCM 4.1	37 454	19,1%	Y	N	N	N		N	N	Y	Y	Y	Y	Y	Y	Y	n/a		
Cogeneration of heat/cool and power from bioenergy	CCM 4.20	2 654	1,4%	Y	N	N	N		N	N	Y	Y	Y	Y	Y	Y	Y	n/a		
CapEx of environmentally sustainable activities (Taxonomy-aligned)		40 108	20,5%	20,5%	0%	0%	0%		0%	0%								n/a		
of which Enabling		-	0,0%	0%	0%	0%	0%		0%	0%								n/a	E	
of which Transitional		-	0,0%	0%														n/a		T

A.2 Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned activities)

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL		EL; N/EL	EL; N/EL										
Cogeneration of heat/cool and power from bioenergy	CCM 4.20	9 995	5,1%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								30,0%		
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	CCM 4.30	38 914	19,8%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								3,0%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	82	0,0%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								n/a		
Capex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		48 992	24,9%	24,9%	0,0%	0,0%	0,0%		0,0%	0,0%								51,0%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		89 100	45,4%	45,4%	0,0%	0,0%	0,0%		0,0%	0,0%								51,0%		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

CapEx of Taxonomy-non-eligible activities	107 319	54,6%
Total	196 418	100,0%

The original Article 8 Delegated Act (see Annex II): <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32021R2178>
 For the actual version of the template please refer to Annex V of: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32023R2486>

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year			Substantial contribution criteria							DNSH criteria ('Does Not Significantly Harm')							Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) OpEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
	Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
Text		tEUR	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	

A. TAXONOMY-ELIGIBLE ACTIVITIES

A.1. Environmentally sustainable activities (Taxonomy-aligned)

Electricity generation using solar photovoltaic technology	CCM 4.1	1 757	35,7%	Y	N/EL	N/EL	N/EL		N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	n/a		
OpEx of environmentally sustainable activities (Taxonomy-aligned)		1 757	35,7%	35,7%	0%	0%	0%		0%	0%								n/a		
of which Enabling		-	0,0%	0%	0%	0%	0%		0%	0%								n/a	E	
of which Transitional		-	0,0%	0%														n/a		T

A.2 Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned activities)

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL		EL; N/EL	EL; N/EL										
High-efficiency co-generation of heat/cool and power from fossil gaseous fuels	CCM 4.30	113	2,3%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								0,0%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	250	5,1%	EL	N/EL	N/EL	N/EL		N/EL	N/EL								4,0%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		363	7,4%	7,4%	0,0%	0,0%	0,0%		0,0%	0,0%								47,0%		
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		2 120	43,1%	43,1%	0,0%	0,0%	0,0%		0,0%	0,0%								47,0%		

B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

OpEx of Taxonomy-non-eligible activities	2 802	56,9%
Total	4 922	100,0%

The original Article 8 Delegated Act (see Annex II): <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32021R2178>

For the actual version of the template please refer to Annex V of: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32023R2486>



TEMPLATE 1 NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	YES
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	YES

TEMPLATE 2 TAXONOMY-ALIGNED ECONOMIC ACTIVITIES (DENOMINATOR)

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the turnover KPI	0	0%	0	0%	0	0%
8.	Total turnover KPI	0	0%	0	0%	0	0%

TEMPLATE 2 TAXONOMY-ALIGNED ECONOMIC ACTIVITIES (DENOMINATOR)

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
8.	Total CapEx KPI	0	0%	0	0%	0	0%

TEMPLATE 2 TAXONOMY-ALIGNED ECONOMIC ACTIVITIES (DENOMINATOR)

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
8.	Total OpEx KPI	0	0%	0	0%	0	0%

TEMPLATE 3 TAXONOMY-ALIGNED ECONOMIC ACTIVITIES (NUMERATOR)

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	0	0%	0	0%	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the turnover KPI	0	0%	0	0%	0	0%
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the turnover KPI	0	0%	0	0%	0	0%

TEMPLATE 3 TAXONOMY-ALIGNED ECONOMIC ACTIVITIES (NUMERATOR)

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	0	0%	0	0%	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the CapEx KPI	0	0%	0	0%	0	0%
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the CapEx KPI	0	0%	0	0%	0	0%

TEMPLATE 3 TAXONOMY-ALIGNED ECONOMIC ACTIVITIES (NUMERATOR)

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OpEx KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OpEx KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OpEx KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OpEx KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OpEx KPI	0	0%	0	0%	0	0%
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the OpEx KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the OpEx KPI	0	0%	0	0%	0	0%
8.	Total amount and proportion of taxonomy-aligned economic activities in the numerator of the OpEx KPI	0	0%	0	0%	0	0%

TEMPLATE 4 TAXONOMY-ELIGIBLE BUT NOT TAXONOMY-ALIGNED ECONOMIC ACTIVITIES

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	10 169	1%	10 169	1%	0	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the turnover KPI	327 621	26%	327 621	26%	0	0%
8.	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the turnover KPI	337 790	27%	337 790	27%	0	0%

TEMPLATE 4 TAXONOMY-ELIGIBLE BUT NOT TAXONOMY-ALIGNED ECONOMIC ACTIVITIES

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	38 914	20%	38 914	20%	0	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the CapEx KPI	10 078	5%	10 078	5%	0	0%
8.	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the CapEx KPI	48 992	25%	48 992	25%	0	0%

TEMPLATE 4 TAXONOMY-ELIGIBLE BUT NOT TAXONOMY-ALIGNED ECONOMIC ACTIVITIES

Row	Economic activities	Amount and proportion (the information is to be presented in monetary amounts and as percentages)					
		CCM + CCA		Climate change mitigation (CCM)		Climate change adaptation (CCA)	
		Amount	%	Amount	%	Amount	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	113	2%	113	2%	0	0%
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%	0	0%	0	0%
7.	Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the OpEx KPI	250	5%	250	5%	0	0%
8.	Total amount and proportion of taxonomy eligible but not taxonomy-aligned economic activities in the denominator of the OpEx KPI	364	7%	364	7%	0	0%

TEMPLATE 5 TAXONOMY NON-ELIGIBLE ECONOMIC ACTIVITIES

Row	Economic activities	Amount	Percentage
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	0	0%
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the turnover KPI	523 859	42%
8.	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the turnover KPI	523 859	42%

TEMPLATE 5 TAXONOMY NON-ELIGIBLE ECONOMIC ACTIVITIES

Row	Economic activities	Amount	Percentage
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0	0%
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the CapEx KPI	107 319	55%
8.	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the CapEx KPI	107 319	55%

TEMPLATE 5 TAXONOMY NON-ELIGIBLE ECONOMIC ACTIVITIES

Row	Economic activities	Amount	Percentage
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the OpEx KPI	0	0%
7.	Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the OpEx KPI	2 802	57%
8.	Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the OpEx KPI	2 802	57%

ATTACHMENT NO. 2 - GRI INDEX

GRI Standard	Disclosure Number	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Location of Disclosure	Note	Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021	2-1	Organizational details	Elevion Group profile and structure				
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	About the report				
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	About the report	Reporting period is calendar year - aligned with financial reporting.			
GRI 2: General Disclosures 2021	2-4	Restatements of information	About the report				
GRI 2: General Disclosures 2021	2-5	External assurance	About the report	This report has not been verified through external assurance.			
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	Elevion Group profile and structure Market position and economic performance Value chain				
GRI 2: General Disclosures 2021	2-7	Employees	Key Workforce Statistics, Recruitment & Turnover	Reporting method: headcount as off 31 December 2023.	2-7 b iii.	Information unavailable / incomplete	Non-guaranteed hours employees not covered because of HR system limitations.
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	Other workers	Presented only approach to external workers.	2-7 a,b,c	Information unavailable / incomplete	Non-guaranteed hours employees not covered because of HR system limitations.
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Highest governance body, Governance structure and composition, ESG Governance				
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	Highest governance body, Governance structure and composition		2-10 b	Confidentiality constraints	
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Highest governance body, Governance structure and composition				
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance				
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	ESG Governance				
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	ESG Governance, Materiality analysis				

GRI Standard	Disclosure Number	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Location of Disclosure	Note	Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Highest governance body, Governance structure and composition				
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Communication of critical concerns		2-16b	Confidentiality constraints	
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	ESG Governance				
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Remuneration and compensation		2-16c	Confidentiality constraints	
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Remuneration and compensation				
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	CEO Foreword				
GRI 2: General Disclosures 2021	2-23	Policy commitments	Compliance with laws and regulations, Internal policies				
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Compliance with laws and regulations, Internal policies				
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Compliance with laws and regulations, Internal policies				
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Compliance with laws and regulations, Internal policies				
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	Compliance with laws and regulations, Internal policies		2-27	Confidentiality constraints	
GRI 2: General Disclosures 2021	2-28	Membership associations	Membership associations				
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Stakeholders				
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	Collective bargaining	Reported number of employees covered instead of %.			
MATERIAL TOPICS							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Analysis, Stakeholders				

GRI Standard	Disclosure Number	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Location of Disclosure	Note	Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-2	List of material topics	Materiality Analysis				
GRI 3: Material Topics 2021	3-3	Management of material topics		Captured within particular sections			
ECONOMIC							
GRI 201: Economic Performance (2016)	201-1	Direct economic value generated and distributed	Direct Economic Value Generated: Consolidated income statement, p. 60				
			Direct Economic Value Distributed: Consolidated income statement, p. 60; Chapter 22. Personnel, p. 115; Chapter 24. Financial items, p. 117; Chapter 25. Income taxes, p. 118				
			Economic Value Retained	See Direct economic value generated and distributed reference			
GRI 201: Economic Performance (2016)	201-2	Financial implications and other risks and opportunities due to climate change	ESG-related risks and opportunities		201-2 a iii, v	Information unavailable / incomplete	Financial implications and costs of actions will be elaborated in future reports.
GRI 202: Market Presence (2016)	202-2	Proportion of senior management hired from the local community	Senior management from local community	Only management approach description.		Information unavailable / incomplete	HR system limitations.
GRI 203: Indirect Economic Impacts (2016)	203-1	Infrastructure investments and services supported	Local communities	Only commercial investments.			
GRI 203: Indirect Economic Impacts (2016)	203-2	Significant indirect economic impacts	Charities & Non-profit		203b	Not applicable	
GRI 204: Procurement Practices (2016)	204-1	Proportion of spending on local suppliers	Sustainable supply chain				
GRI 205: Anti-corruption (2016)	205-1	Operations assessed for risks related to corruption	Compliance with laws and regulations, Internal policies	Only qualitative description of processes.	2-21	Information unavailable / incomplete	Unified anti-corruption system on group level is under development.
GRI 205: Anti-corruption (2016)	205-2	Communication and training about anti-corruption policies and procedures	Compliance with laws and regulations, Internal policies		205-2 c	Information unavailable / incomplete	Currently no records on communication of anti-corruption procedures to business partners.
GRI 205: Anti-corruption (2016)	205-3	Confirmed incidents of corruption and actions taken	Compliance with laws and regulations, Internal policies	No incidents in 2023.			
GRI 206: Anti-competitive Behavior (2016)	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance with laws and regulations, Internal policies	No legal actions in 2023.			

GRI Standard	Disclosure Number	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Location of Disclosure	Note	Requirement(s) omitted	Reason	Explanation
ENVIRONMENTAL							
GRI 302: Energy (2016)	302-1	Energy consumption within the organization	Energy				
GRI 302: Energy (2016)	302-2	Energy consumption outside of the organization	Energy				
GRI 302: Energy (2016)	302-3	Energy intensity	Energy				
GRI 303: Water and Effluents (2018)	303-1	Interactions with water as a shared resource	Water				
GRI 303: Water and Effluents (2018)	303-3	Water withdrawal	Water		303-3 b	Information unavailable / incomplete	Currently no detailed information on water withdrawal from water stressed areas.
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	Biodiversity and environmental protection	Only management approach description.			
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	Carbon footprint - Scope 1				
GRI 305: Emissions (2016)	305-2	Energy indirect (Scope 2) GHG emissions	Carbon footprint - Scope 2				
GRI 305: Emissions (2016)	305-4	GHG emissions intensity	Carbon footprint - Overview of Scope 1 and 2 emissions				
GRI 306: Waste (2020)	306-3	Waste generated	Waste management and circular economy				
GRI 306: Waste (2020)	306-4	Waste diverted from disposal	Waste management and circular economy				
GRI 306: Waste (2020)	306-5	Waste directed to disposal	Waste management and circular economy				
GRI 308: Supplier Environmental Assessment (2016)	308-1	New suppliers that were screened using environmental criteria	Sustainable supply chain	Only management approach description.		Information unavailable / incomplete	Currently no detailed information on number of suppliers screened by environmental criteria.
SOCIAL							
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	Recruitment & Turnover				
GRI 401: Employment (2016)	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits	Description of some cases of benefits	401-2	Information unavailable / incomplete	HR system limitations.

GRI Standard	Disclosure Number	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Location of Disclosure	Note	Requirement(s) omitted	Reason	Explanation
GRI 401: Employment (2016)	401-3	Parental leave	Parental leave		401-3 a, d, e	Information unavailable / incomplete	HR system limitations.
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	Occupational health and safety management				
GRI 403: Occupational Health and Safety (2018)	403-2	Hazard identification, risk assessment, and incident investigation	Hazard identification and incident identification	Risk identification and reporting via health & safety committees.			
GRI 403: Occupational Health and Safety (2018)	403-3	Occupational health services	Occupational health and safety				
GRI 403: Occupational Health and Safety (2018)	403-4	Worker participation, consultation, and communication on occupational health and safety	Worker's participation and representation	Health & safety committees.			
GRI 403: Occupational Health and Safety (2018)	403-5	Worker training on occupational health and safety	Occupational health and safety training				
GRI 403: Occupational Health and Safety (2018)	403-6	Promotion of worker health	Occupational health and safety, Healthy lifestyle				
GRI 403: Occupational Health and Safety (2018)	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety				
GRI 403: Occupational Health and Safety (2018)	403-8	Workers covered by an occupational health and safety management system	Occupational health and safety	Only qualitative statement.		Information unavailable / incomplete	HR system limitations.
GRI 403: Occupational Health and Safety (2018)	403-9	Work-related injuries	Occupational health and safety	Statistics available only for own employees.	403-9 b, c, d, f	Information unavailable / incomplete	HR system limitations.
GRI 403: Occupational Health and Safety (2018)	403-10	Work-related ill health	Occupational health and safety	Statistics available only for own employees - no ill health reported in 2023.	403-10 b, c, d	Information unavailable / incomplete	HR system limitations.
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	Education & training		Missing dropdown by gender and employee category.	Information unavailable / incomplete	HR system limitations.
GRI 404: Training and Education (2016)	404-2	Programs for upgrading employee skills and transition assistance programs	Education & training		404-2 b	Not relevant	Currently no transition assistance programs in place.
GRI 404: Training and Education (2016)	404-3	Percentage of employees receiving regular performance and career development reviews	Education & training		Missing dropdown by gender and employee category.	Information unavailable / incomplete	HR system limitations.
GRI 405: Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	Diversity of governance bodies, Key Workforce Statistics		Numbers are not reported per employee category.	Information unavailable / incomplete	HR system limitations.
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	Diversity and inclusion	No incidents in 2023.			

GRI Standard	Disclosure Number	Disclosure Name Individual requirements ('a', 'b', 'c', etc.) are not listed here	Location of Disclosure	Note	Requirement(s) omitted	Reason	Explanation
GRI 413: Local Communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	Charities & Non-profit Local communities Environmental management system, environmental compliance	Only qualitative description of processes.	413-1		
GRI 413: Local Communities (2016)	413-2	Operations with significant actual and potential negative impacts on local communities	Local communities Environmental management system, environmental compliance	Only qualitative description of processes.	413-2		
GRI 414: Supplier Social Assessment (2016)	414-1	New suppliers that were screened using social criteria	Sustainable supply chain	Only qualitative description of processes - common supply chain rules are currently being prepared.	414-1		
GRI 415: Public Policy (2016)	415-1	Political contributions	Public policy	No political contributions in 2023.			
GRI 418: Customer Privacy (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data privacy and security				

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