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- A photograph of a sheep standing in a grassy field. In the background, there are rows of solar panels mounted on a metal frame. The image has a greenish-yellow tint. A dark green circular shape is on the left side, partially obscuring the sheep and the solar panels.
- 1 Environment, Social and Governance (ESG)
 - 3 I. Environmental goals and environmental performance
 - 5 II. Social
 - 6 III. Governance

ESG

WE TAKE RESPONSIBILITY

Environment, Social and Governance (ESG)

Sustainability is part of our DNA

Change always starts with ourselves. That is why in future we will also critically scrutinise our own entrepreneurial processes and the effects of our entrepreneurial actions on the environment and society to an even greater extent, report on them and be guided by the idea of a “green company”.

Sustainability of the business model and self-image of our ESG strategy

Energiekontor's business model has been geared towards the global sustainability goal of “expanding renewable energies” since the Company was founded in 1990. Sustainability is part of our DNA. As pioneers of

the energy transition, we have been contributing to a secure, climate-friendly, independent and affordable energy supply for more than 30 years – today and tomorrow.

In this process of change, we at Energiekontor are aware of the diverse effects of our actions on the environment and society. Our understanding of sustainability is therefore holistic.

We are convinced that change can only succeed together and with each other. That is why we want to create lasting added value for all our stakeholders – our customers, employees, investors, business partners and society as a whole. The basis for this is our sustainability-oriented business strategy and our corporate mission statement. They form the basis of the goals and measures that define our actions in the areas of environment, social affairs

and responsible corporate governance (ESG). International frameworks as well as established national and international standards serve as additional orientation.

At Energiekontor, we see our ESG strategy as a dynamic process. We want to continuously improve, realise new ideas and set ourselves new goals and standards. ESG is an integral part of our corporate strategy, which includes all areas of the Company. Together and with each other, we are contributing to a better future.

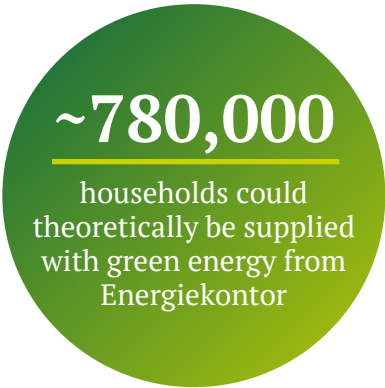
I. Environmental goals and environmental performance

Our vision: full supply of energy needs with renewable energies

Working together for climate protection

Energiekontor pursues the vision of a 100 percent full supply of renewable energy. As pioneers in the industry, we see ourselves as having a special responsibility, against the background of the current energy crisis, to make our contribution so that we can succeed in the energy transition together, master the existing challenges together, and achieve success in reducing climate-damaging CO₂ emissions as quickly and comprehensively as possible. We want to continue to be an active driver of this movement in the coming years and actively shape the path towards a more sustainable and decarbonised world.

For more than 30 years, we have been contributing to the reduction of climate-damaging CO₂ emissions and thus to the protection of people, the environment and nature, both nationally and internationally, with the wind farms and solar parks we have planned and realised and operated ourselves. Since the Company was founded,



Energiekontor's wind and solar farms have prevented the emission of more than 1.8 million tonnes of climate-damaging CO₂ per year.

In 2022, our own wind and solar farms supplied enough green energy to supply more than 180,000 average households with electricity from renewable energy, saving around 450,000 tonnes of CO₂. In 2022, we were also able to successfully complete the construction phase for further projects and put them into operation, thus making a direct contribution to the expansion

of renewable energies. In total, wind and solar parks with a total generation capacity of around 94 MW were put into operation. From the first full year of operation, these parks will achieve CO₂ savings of around 220,000 tonnes per year and, in purely mathematical terms, supply around 76,600 households with green, safe and climate-friendly energy.



Together for a world in which energy needs are met

100% from renewables.

Power generation and CO₂ savings

	Total generation capacity	Electricity production p.a. (total)	Number of households supplied p.a. ¹	CO ₂ savings (in tonnes p.a.) ²
Total track record since the company was founded	1,267 GW	~2,500 GWh	~780,000	>1,800,000
Parks newly commissioned in 2022	94 MW	~249 GWh	~76,600	>220,000
Company's own park portfolio	384 MW	~550 GWh	~180,000	>450,000

1 Calculated; based on average values of household size and consumption

2 Approximation by using average values

We were again able to expand our attractive pipeline of new wind and solar projects to over 10 GW in 2022. We will thus continue to ensure the expansion of renewable energy capacities and CO₂ savings in electricity production in the future.

Moreover we were able to improve on our ISS ESG rating resulting in “B/prime”.

Pollution prevention and control

After the commissioning of our wind farms and solar parks, we ensure optimal performance of the plants within the framework of operational management and implement numerous measures to increase efficiency. For us, prevention, the careful use of resources and increased yields from existing plants are part of sustainable and environmentally conscious operational management. To this end, we carry out preventive maintenance on the turbines and implement technological innovations, such as optimising blade aerodynamics or rotor blade extension, in order to get the most out of the existing turbines. In 2022, we have agreed on a cooperation between Omega-Tools GmbH, the Coatings division of BASF and us to coat the first rotor blades of our wind turbines with a new functional film, which has increased the yield by up

to three percent in test runs. Overall, we are increasing the yield of our wind turbines and extending their service life. In this way, we save resources, can feed more green electricity into the grid and thus also increase their economic efficiency.

Protection, restoration of biodiversity and preservation of the ecosystem

Solar parks promote biodiversity. This has been proven, among other things, by studies conducted by the German Association for the New Energy Economy (Bundesverband Neue Energiewirtschaft). In contrast to agriculturally managed areas, solar parks are significantly less disturbed after completion. As a result, and due to the renunciation of fertilisation and extensive cultivation, species-rich habitats develop again. In this way, in addition to the environmentally friendly production of energy, a valuable contribution is made to biodiversity. Climate protection and nature conservation go hand in hand here.

Our environmental performance is certified

Energiekontor has been successfully certified according to EMAS since 11 May 2022 and has been included in the official EMAS register. Our current and complete Environmental Statement 2022 can be found on our website in the Investor Relations section under [Investor Relations](#) [Sustainability-ESG](#).

In arithmetic terms **more than 1.8m tons** of CO₂ savings p.a.



II. Social

We assume social responsibility

For us, social sustainability means taking responsibility for our employees and for society as a whole. We want to offer added value at all levels.

Employees – our most valuable asset

Our employees are our most valuable asset. We want them to feel at home with us and to contribute to Energiekontor's joint success in the long term with their competence, energy and creativity. This can only be achieved in an environment characterised by mutual respect and trust. We live team spirit and collegiality and at the same time create freedom and opportunities for individual development. This includes individual working time arrangements, home office arrangements, various part-time models, working time accounts, company pension scheme offers, a company fitness programme, participation in a so-called "Future Day", regularly held "culture management" events and internships for family members.

The protection and safety of our employees is our highest priority. Within the framework of the Covid 19 pandemic, Energiekontor has drawn up a comprehensive concept of measures and hygiene and implemented far-reaching options for mobile working.

In the period under review, Energiekontor further professionalised these options and created the conditions for a modern, hybrid-working environment that enables joint working on site under strict hygiene measures, such as the provision and obligation of corona tests and the installation of room air filters. At the same time, Energiekontor continues to offer employees the option of mobile working and thus a better work-life balance. Mobile working at Energiekontor also helps to save climate-damaging CO₂, as employees have to commute between homes and work on fewer days of the year. In addition, we increase transparency and understanding of our employees' wishes and satisfaction through regular surveys.

Excellent Family Friendly

We are convinced that as a company we have a social responsibility to make it possible to reconcile work and family life. That is why we have created framework conditions that guarantee the compatibility of work and family in a special way. The Bremen Senate has awarded the seal "Excellent Family Friendly" to Energiekontor. Our focus is not only on parents with small children, but also on employees who, for example, care for relatives and take responsibility for people.

Social engagement

The conversion of the energy system is also worthwhile from the perspective of society as a whole. Renewable energies not only avoid social consequential costs due to environmental and health damage, but they also create jobs and increase regional value creation. We are represented by our own offices and teams in the regions where we build our solar parks and wind farms. Therefore, we know the needs and concerns of the local people and take them seriously. Through direct citizen participation or financial participation of the communities in the revenues from the wind and solar parks, we strengthen the acceptance for the energy transition and enable the financing of community projects in the region. At the same time, we support and sponsor clubs, children's day-care centres, sporting events, athletes, musical events and much more in close proximity to our sites.

III. Governance

We stand for transparency and responsibility

At Energiekontor, we are committed to responsible, reliable and sustainable corporate governance. To this end, we not only comply with statutory regulations and follow recognised standards, but also aim to constantly develop our own standards and goals through regular critical scrutiny.

Transparent reporting

As a listed company, Energiekontor already reports in detail and transparently on many corporate governance issues.

On our website you will find the current and relevant reports:

- [Corporate Governance Statement](#)
- [Declaration of compliance](#)
- [Remuneration report](#)

Acting in accordance with the law and directives

Acting in accordance with guidelines and laws is an important part of Energiekontor's corporate culture.

The compliance management system is risk-based and an integral part of the risk management system. By integrating it into the risk management system, we ensure awareness and acceptance of compliance risks among the Energiekontor workforce.

In addition, there is a signature and approval process as well as compliance guidelines. As a further component of the compliance management system, an external ombudsman's office for internal reports has been implemented. In this way, we want to offer our employees the opportunity to take action against unethical behaviour or violations of proper and responsible corporate governance without having to worry about consequences or even losing their jobs. This is the only way to uncover significant grievances and bring about improvements.

Equal opportunities and diversity

Energiekontor promotes equal opportunities and respects structures, customs and traditions of other cultures. We stand up for equality and do not tolerate any disadvantage or discrimination based on nationality, ethnic origin, skin colour, sexual identity, religion, ideology, disability or based on gender or age. We do not tolerate any form of sexual harassment, coercion, bullying and

verbal or even physical attacks. This also applies to any intimidating, rejecting or offensive behaviour. We sanction misconduct.

Human rights and workers' rights

At Energiekontor, the focus is on people. We are committed to upholding internationally recognised human rights and reject all forms of child and forced labour. We comply with the respective applicable national laws on working hours and ensure adequate remuneration including social benefits in accordance with national laws. This also includes that we recognise the right to freedom of assembly, freedom of association and collective bargaining as well as the relevant regulations to ensure fair working conditions.