

Encevo Group Sustainability Policy

For Encevo Group, sustainability means taking responsibility for coming generations by contributing to sustainable development and engaging stakeholders: economically, environmentally and socially. We clearly demonstrate our contribution to UN's Global Goals in particular the Goals for Affordable and clean energy (#7), Decent Work and economic growth (#8) Industry, innovation and infrastructure (#9), Responsible consumption and production (#12), Climate action (#13).



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Through our sustainable energy transition strategy in Luxembourg and the Greater Region we are delivering energy in a reliable, inclusive and sustainable manner, and in doing so, creating value for our stakeholders. We continuously challenge and innovate the way we work and integrate sustainability aspects in everything we do.

We commit to put high sustainability standards on ourselves and our partners

> We drive sustainable energy transition forward through our growth objectives in renewable energy production, efficient operations, innovation, while increasing our positive social impact, and ensuring security of supply.

> We continuously identify opportunities, risks, and improvement possibilities in our entire value chain from different perspectives such as ethics, health and safety, environment, climate, labour, local communities, social impact, and the respect for human rights.

> We strive to develop our employees and to attract new talent such that we have a diverse and inclusive workforce with the right competencies.

> We actively cooperate with suppliers and customers directly and indirectly via various initiatives to improve sustainability performance.

We commit to be transparent and work together with all our stakeholders

We build on the contribution of our employees and fully integrated sustainability in our strategy and operations, willing to maximise the effect of our strategy by engaging with stakeholders.

- > We provide solutions and knowledge to our customers and suppliers, supporting them to reach their sustainability ambitions.
- > A core part of our way of working is to be transparent and engage with stakeholders to listen, discuss, learn, understand, and balance the varied expectations.
- > We believe in continuous improvement together with our stakeholders, especially our customers, suppliers and partners.
- > We encourage accountability and transparency and maintain a robust whistle blowing function for our stakeholders to raise grievances.
- > We are a responsible partner in the societies where we operate and are actively building new partnerships.
- > We report our sustainability performance yearly according to the Global Reporting Initiative's (GRI) Standards since 2018 and are looking forward to complying with Corporate Social Reporting Directives and EU Taxonomy regulations.

Encevo Groups' SUSTAINABILITY Policy is following to our CSR Governance decided by the Executive Committee and validated by the Board of Directors. It should be read together with other Encevo policies (e.g. Human Rights Policy in accordance with the Human Rights Pact from Luxembourg's Government and the Encevo Environmental Policy.) Encevo Group Policies are open, commonly accessible, valid throughout the entire Group for fully consolidated entities and their employees.