ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

Introduction
Elevion Group is a leading European provider of end-to-end decarbonization and energy efficiency solutions, with over 60 companies across more than 12 markets. Elevion is committed to ethical, sustainable practices that benefit our clients, partners, and society at large, promoting both economic and social growth.

Purpose
This Environmental, Social and Governance (ESG) policy ensures that our business practices are environmentally responsible, socially inclusive, and governed with transparency and accountability.

Main Principles
- **Sustainable Performance**: ESG factors are integrated into investment analysis and decision-making, with active ownership practices to manage long-term risks and optimize returns.
- **Stakeholder Engagement**: ESG responsibilities are clearly assigned, and all employees are held accountable for their implementation in accordance with internal guidelines and with the support of qualified staff.
- **Transparency**: We will report regularly on ESG performance, starting with the financial year 2022, in line with European and global standards.

Global Standards Alignment
Elevion Group's ESG approach aligns with internationally recognized standards:
- **UN Global Compact 10 Principles:**[1] Standards on human rights, fair labor, environmental responsibility, and anticorruption.
- **UN Principles for Responsible Investment**:[2] ESG integration in investment and ownership practices.
- **UN Sustainable Development Goals (SDGs)**: Supporting SDG 7, 8, 9, 10, 12, and 13.[3]

Key Focus Areas
By applying ESG standards, Elevion Group commits to advancing its companies' integration of sustainable development into their business strategies across five key strategic areas:
1. Green energy solutions
2. Innovative solutions
3. Sustainable procurement
4. Availability of skilled workforce
5. CO_2 reduction

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[1] https://unglobalcompact.org/what-is-gc/mission/principles
[2] https://www.unpri.org/about-us/what-are-the-principles-for-responsible-investment
[3] 7. Affordable and Clean Energy, 8. Decent Work and Economic Growth, 9. Industry, Innovation and Infrastructure, 10. Reduced Inequalities, 12. Responsible Consumption and Production, 13. Climate Action.

Key Performance Indicators (KPIs)

- **Sustainable Procurement:** Ensure 70% of Tier 1 suppliers sign the Supplier Code of Conduct by 2027; 100% by 2030.
- **Employee Development & Training:** Increase training to 13 hours per employee annually by 2027, 14 hours by 2030; achieve 95% annual compliance with Code of Conduct training.
- **CO_2 Emissions Reduction:** Reduce Scope 1 and 2 emissions by 43% by 2035, aiming for carbon neutrality by 2040.

Reporting

ESG data is collected annually and forms an integral part of the Elevion Group's consolidated sustainability report.

Stakeholder Engagement

All Elevion Group employees are introduced to this ESG policy and kept regularly informed through training sessions, internal newsletters, emails, and meetings to ensure ongoing awareness and involvement.