

Policy on engagement with affected communities

We recognise the importance of the communities affected by our business activities in the sense of the Corporate Sustainability Reporting Directive (CSRD) and are committed to an open, respectful and continuous dialogue with all involved parties.

1 Definition

Affected communities can encompass a wide variety of groups or individuals, in particular:

- **Municipalities:** Included here are urban or rural communities, respectively cities or villages that are, or could be, directly affected by our business activities.
- **Neighbouring residents:** These are individuals who live or organisations which operate near our plants or projects and could possibly be directly affected by our activities.
- **Citizens' initiatives:** These are organised groups with concerns over concrete projects.
- **Non-governmental organisations (NGOs):** NGOs can be active at the local, national or international level on a variety of issues that are relevant for our business practices, e.g. environmental protection, human rights or social justice.
- **Cultural and social minorities:** These groups can have special concerns or needs due to their cultural, ethnic, religious or social identity.

We are committed to a proactive, respectful and constructive dialogue with all communities affected by our business activities. Our goal is to minimise potential negative impacts and, wherever possible, make positive contributions in the communities affected by our activities.

2 Purpose

We are aware of the impacts of our activities on our stakeholders and take our responsibility for the communities affected by our activities very seriously. This policy is intended to serve as a guideline for our efforts to identify, assess and manage the material impacts, risks and opportunities related to the above-mentioned persons and interest groups. It defines the principles and processes that form the basis to involve affected communities in our business processes. Our goal is to not only fulfil but – wherever possible – to exceed legal requirements.

This policy underscores our commitment to continuously improve the cooperation with directly and indirectly involved interest groups in line with the EVN Code of Conduct, the EVN Human Rights Policy and all related legal regulations and policies.

This policy covers and is applicable to all material sustainable business activities of the EVN Group. The principles of conduct and action lines concentrate on the focus topics identified during the annual update of the materiality analysis.

3 Principles of conduct

Our engagement with affected communities is based on the following principles of conduct, which apply to all our business activities

- **Responsibility:** All employees are responsible for conducting a respectful, transparent dialogue on an equal basis with affected communities.
- **Compliance:** We are committed to compliance with all relevant legal regulations and standards. Wherever possible, we work to exceed mandatory requirements.
- **Internal policies:** We are committed to compliance with all internal policies and processes concerning our cooperation with affected communities.
- **Active management:** We document our activities for the involvement of affected communities and improve these activities in the event of deficiencies.
- **Continuous improvement:** Our goal is to continuously improve our practices and find innovative solutions to ensure the fair involvement of affected communities.

4 Priority action lines

In order to involve affected communities now and in the future, we have defined the following action lines:

- Competence development: We conduct training and workshops to strengthen the awareness for and understanding of the rights and interests of affected communities.
- Fostering partnerships: We build partnerships with local organisations and NGOs and cultivate these partnerships to better understand and support the needs and interests of affected communities.
- Social investments: We make social investments and carry out joint development projects that have a positive impact on affected communities.
- Environmental impact assessments: We arrange for environmental impact assessments to identify and minimise potential negative impacts on affected communities.
- Monitoring and evaluation: We monitor and evaluate the impacts of our business activities on affected communities to prevent potential negative effects at an early stage and to support positive impacts.
- Compliant mechanisms: We install low-barrier, effective complaint mechanisms to record and address the concerns and complaints of affected communities.

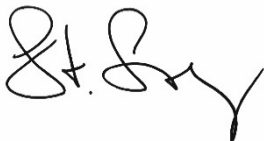
5 Goals

Beginning with the 2024/25 financial year, the EVN Group will set at least three specific, measurable, attractive, realistic and timed (SMART) goals each year to improve the situation of affected communities.

6 Responsibility

The Executive Board of the EVN Group represents the highest level of the company's organisation that is responsible for the implementation of this policy.

The Executive Board of EVN AG



Stefan Szyszkowitz
Sprecher des Vorstands



Alexandra Wittmann
Mitglied des Vorstands



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