

Policy for engaging with employees in the EVN Group

1 Purpose

We are aware of the impacts of our activities on our employees and take our responsibility for their protection 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 our employees. It also defines the principles and procedures for the inclusion of relevant interest groups. Our focus is on the respectful engagement with employees on all channels in keeping with the sustainable development of the company.

This commitment reflects the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the OECD Guiding Principles for Multinational Enterprises as well as the EVN Code of Conduct, the EVN Human Rights Policy, the EVN Managerial Mission Statement, and all related legal regulations and policies. Our goal is to not only fulfil but – wherever possible – to exceed legal requirements.

2 Scope of application

This policy applies to all material sustainable economic activities in the EVN Group which involve the company's employees as defined by the European Standards for Sustainability Reporting ESRS S1.

These principles of conduct and action lines concentrate on the focus topics identified during the annual update of the materiality analysis.

3 Principles of conduct

The implementation of our engagement for our employees and all employee-related activities is based on the following principles of conduct:

- Diversity and equal opportunities: We stand for equal opportunities, gender equality and fairness at the workplace. We are expressly committed to the prohibition of any form of forced labour, human trafficking and modern slavery and reject any form of child labour.
- Respectful communications: We encourage an atmosphere of respectful communications and continuous dialogue in the company and support the active participation of our employees and interest groups in our decision processes.
- Responsible employer: We offer work with a sense of purpose and a wide variety of opportunities for professional and personal advancement. Moreover, we place high value on an attractive working environment with fair working conditions that reflect the respective challenges.
- Compliance: We are committed to compliance with all relevant legal regulations and standards as well as internal policies and processes. Wherever possible, we work to exceed the respective mandatory requirements.

4 Priority action lines

Employees play a central role in the EVN Group's strategy, and we have therefore defined the following priority action lines:

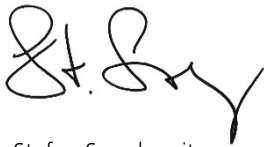
- We support diversity and equal opportunities by creating a varied working environment and implementing the necessary measures against discrimination and for the protection of vulnerable employee groups. EVN, as an employer, expressly rejects any form of forced labour, human trafficking and modern slavery. Moreover, we do not tolerate any form of child labour.
- We guarantee a respectful dialogue and continuous exchange with our employees and directly and indirectly involved interest groups over a wide range of communication channels. In this way, we can integrate their concerns and expectations in our regular feedback processes.
- As a responsible employer, we offer our employees an attractive, stable working environment with fair working conditions, appropriate remuneration and health-promoting measures.
- Our employees receive regular training, and we also offer numerous opportunities for additional education and learning that help them to react to steadily changing requirements and open many different career paths through continuous qualification and the development of skills.

- We undertake extensive measures and create offers to support our employees as best as possible in their work-life balance.
- We regularly identify and assess the impacts, risks and opportunities of our activities as regards our employees in order to implement any necessary measures at an early stage.


5 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



Stefan Stallinger
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