

The Company

Corporate Social Responsibility 01/2023

It is a major concern of ours to take responsibility for society ...

Financial Responsibility

Our areas of business are „renewable energy“ and “energy efficiency”. We do not offer services for projects which, in our opinion, will not be compatible to the environment.

With the goal of decarbonization and conservation of resources, we use our know-how to offer our clients contemporary and specific solutions through continuous innovation of new services.

All the staff at EWS share a passion for the latest technologies, for people and ultimately for our planet.

Sharing of Profit with Employees

Each year a specific amount of the company profit is shared with the employees.

Distribution of Profit

Each year a certain amount of the profit is contributed to social projects and NGOs:

- _ Aid for social projects preferably where we have personal contacts
- _ Platform against Nuclear Danger (PLAGE)

Social Sponsoring

- _ Global Wind Day (annually)
- _ Make-A-Wish (organization which fulfills desires of seriously ill children)
- _ Association “Ein Lächeln für Kinder”
- _ Support for the municipality of Lochen in procuring an e-vehicle for “Meals on Wheels”.
- _ Wilder Wind (school project from IG Windkraft about renewable energy)
- _ Sommercamp Energy Busters / Energiepark Bruck (theme renewable energy).
- _ school sponsoring (BORG Straßwalchen, HTL Braunau)
- _ Sponsoring of local cultural initiatives and sports clubs (soccer, volleyball, running events).

**We sponsor the cause and not a political party.
We have “financial assets in green energy“.**

Ecological Responsibility / Energy

- _ It is our goal to operate free of greenhouse gases. With the almost complete conversion of our company fleet to e-drives, we have already been able to implement a significant part of our climate strategy.
- _ Our employees also benefit from CO₂-neutral commuting. We support them with an environmental bonus if they manage their commute in an environmentally friendly way.
- _ Our office building in Munderfing won the Upper Austrian "Holzbaupreis" in September 2005. It is a special prize awarded for energy efficiency in wooden buildings.
- _ After a year of planning and construction, the expansion of our "Technology and Service Centre for Wind Energy" opened up in November 2012. It was transformed from a low-energy building into a plus energy building. An energy storage system delivers 100% renewable energy at our fingertips. We also set the highest of standards at our workplace in terms of ergonomics, ecology and economy.
- _ The electricity for the building comes from a photovoltaic system with a capacity of 15 kWp. The unit produces our energy surplus. A 22 m² thermal solar energy system is used for heating water and for heating the building during transition periods. And if there is not enough sun for heating, a full automatic pellets heating system (21 kW) comes into operation. Room climate is taken care of by a controlled room ventilation system which uses groundwater.
- _ We have been using green electricity since 2001.
- _ Our new office building in Parndorf is also being constructed in an energy-efficient and low-energy manner. The entire energy supply for heating, air-conditioning, the vehicle fleet and office operations comes 100% from renewable energy from wind and sun. The building is equipped with a PV system that, among other things, feeds the green EWS fleet with fuel from the sun via 13 e-charging points.
- _ In order to make a further contribution to climate protection, all our printed media is printed on climate neutral recycling paper with the Austrian ecolabel. The accounting department is becoming a "paperless

office" in 2015. The entire EWS team has been told to avoid printing as much as possible.

- _ As far as possible, we buy all office items, cleaning supplies and foodstuffs according to ecological principles (e.g. Fairtrade coffee since founding of our company in 1994, healthy snacks, use of recycling paper). Our employees in Munderfing receive a free lunch, delivered from a restaurant in the area, since 2013. We also try to serve organic food from local farmers at presentations or events we organize. We prefer products from nearby suppliers which have not been transported from far away. When we buy gifts, we keep in mind social and ecological aspects (e.g. Fairtrade products, local products). Appliances are bought according to their degree of energy efficiency.
- _ The complete EWS team is encouraged to support low energy consumption.

Transportation / Mobility

- _ A criterion for the location of our office building in Munderfing and Parndorf was the proximity to public transportation (train and bus stations).
- _ Employees are encouraged to travel in this hierarchy 1 public transportation, 2 electric cars and 3 a diesel or gasoline run car.
- _ Flights up to a distance of 1000 km should be avoided. The decision for alternatives is based on the Carbon Footprint.
- _ Reduction of trips by enhanced use of communication techniques (e.g. MS Teams)
- _ All employees working outside the office have an ÖBB Vorteils card or the Klima Ticket (train pass).
- _ Installation of 9 charging stations, also for free use by our employees in Munderfing and 13 in Parndorf in future.
- _ 23 of the complete fleet of 28 cars were switched to electric drive vehicles until the end of 2022. These are available to our employees for work and for private use.
- _ Agreement with employees to adhere to an energy-saving driving-manner.

- _ Car pools are formed for business trips.
- _ Roof covered bicycle areas at both company sites
- _ We have voluntarily committed ourselves to pay compensation for CO² emissions caused when

travelling by plane. Money is used to support climate protection projects (www.climateaustria.at).

Climate Alliance

(since November 2005)

Social Responsibility

The EWS was rewarded the seal of approval for workplace health promotion by the Upper Austrian Health Care Insurance in February 2017. The seal is a national award for the implementation of workplace health promotion in companies.

- _ Females/ Employees: Proportion of female employees is 33,3 % (exclusive women on maternity leave). Gender-neutral wage scheme.
 - _ Hiring of at least one student intern annually.
 - _ Work Hours: Possibility of flexible working time models such as flextime according to the employee family situation (opening hours at kindergarten, school schedules, train schedules ...), a 4-day week and mobile working. Support of fathers to take paternity leave and for women re-entering the job market.
 - _ Vocational Training: Employees are offered further vocational training according to company needs and their own personal wishes. Support of employees who want to take an educational leave.
- Integration of new employees using a mentor system and creating a training plan.

- _ Health: Daily warm lunch or healthy snack for employees (when possible local organic products).
- _ Annual company trip with the partners of the employees, when possible, with public transportation. The trip includes a sports programme to support the team spirit.
- _ There are efforts to develop a health programme for employees.
- _ Sports equipment to reduce stress during work has been provided.
- _ Range of opportunities for relaxation in the social area and on the terrace.
- _ The employees are asked yearly about their comfort factor at work and about their contribution to the Continual Improvement Process and to the innovation of the company.
- _ Regular check of the working spaces by an occupational health physician and a safety specialist of the AUVA.
- _ Support of employees in exceptional situations like emergencies.

Code of Conduct for our Employees and Business Associates and Partners

The EWS has a corporate culture which complies with the law and is ethically oriented. The ethical rules of conduct are to be followed by all employees. They must sign to prove their acknowledgement of the Code of Conduct and that they understand the criminal liability for its non-observance. The EWS also pays special attention when choosing its contractors, suppliers, subcontractors, project partners and, in short, "business partners", and it expects them to ensure that they also will adhere to legal and ethically oriented activities.

The Code of Conduct is aimed particularly against bribery and the granting and acceptance of illegal and exceptional gifts and against breaches of competition law, public procurement law or antitrust regulations. We expect our employees and our business partners to comply with all applicable laws for the protection of the environment in the framework of their activities and that they consider all economic, ecological and social aspects in the performance of their services.

Sustainability Strategy

We want to do more and have set the following goals:

- _ Priority for equally qualified women when hiring new employees
- _ Constant adaptation of the "Post Fossil Strategy" for our company, selection and implementation of actions

- _ Application of Austrian standards for planning and implementing our international projects