Non-financial report

In accordance with the Sustainability and Diversity Improvement Act and § 267a of the Austrian Commercial Code

ESRS 2

About the non-financial report

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General basis for preparation of non-financial reports

Under the title "EVN Full Report", we publish an integrated annual and non-financial report for the previous financial year which covers the period from 1 October to 30 September. "EVN" subsequently refers – not least to improve readability – to the entire EVN Group and therefore to EVN AG as the parent company together with all fully consolidated subsidiaries.

To meet the requirements of EU Directive 2014/95/EU on the disclosure of non-financial and diversity-related information (NFI Guideline), which was implemented in Austria through the Sustainability and Diversity Improvement Act ("Nachhaltigkeits- und Diversitätsverbesserungsgesetz, NaDiVeG"), EVN selected the option to prepare a separate non-financial report which is integrated in this full report (in the following referred to as the "non-financial report"). The non-financial section of the report also includes the reporting required by Article 8 of the EU Taxonomy Directive (EU) 2020/852 in connection with the applicable Delegated Acts of the European Commission.

For reporting in accordance with the EU Taxonomy Directive, see page 34ff

In preparation for the future mandatory application of the Corporate Sustainability Reporting Directive (CSRD), this non-financial report is based on the structure of the European Sustainability Reporting Standards (ESRS). It is expressly noted that this report does not claim to comply with all ESRS requirements.

Scope of consolidation

The non-financial report for 2024/25 was prepared on a consolidated basis and covers the fully consolidated companies in EVN's scope of consolidation, which are included as of 30 September 2025 in accordance with IFRS consolidation requirements. Any deviations from this presentation are explained in a footnote to the respective metric. The scope of consolidation and any changes in comparison with the previous year are explained in the notes to the consolidated financial statements.

For information on the scope of consolidation and any change, see page 163f

Further references

We prepared this full report and verified the data with the greatest possible diligence. Nevertheless, rounding, typesetting and/or printing errors cannot be excluded. The use of automatic data processing equipment can lead to rounding differences in the addition of rounded amounts and percentage rates.

We use the following signs in this report:

- Reference to additional information in this Full Report
- Reference to content on the internet

EVN is committed to equal treatment in references to all genders in its internal and external publications, i. e. also in this full report.

This full report is available in German and English. In case of doubt, the German version takes precedence.

The editorial deadline for this report was 27 November 2025.

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Disclosures in relation to specific circumstances

Estimates related to the value chain, sources of estimation and outcome uncertainty

This full report also contains forward-looking estimates and assumptions which are based on the information available up to the editorial deadline. Such statements are typically connected with terms such as “expect”, “estimate”, “plan”, “anticipate” etc. We would like to point out that actual circumstances – and, in turn, actual results – may differ from the expectations presented in this report for a variety of reasons.

Changes in the preparation or presentation of sustainability information

In the non-financial report for 2023/24, the operational control approach was used for selected quantitative disclosures under E1 (climate change), E2 (pollution) and E4 (biodiversity and ecosystems). This led to the inclusion of five further companies that were not part of financial reporting due to their insignificance. The operational control approach was no longer used in the 2024/25 reporting period, but was replaced by the financial control approach.

Corrections to the previous period

Any corrections to indicators or values of the previous financial year are indicated in a footnote to the respective indicator.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

This report meets the requirements of the UN Global Compact and presents our progress in the related areas. The following corporate functions were primarily responsible for the collection, calculation and consolidation of data in accordance with national and international standards and with the guidelines for financial and sustainability reporting: accounting, controlling, human resources, safety and infrastructure, procurement and purchasing, and innovation and sustainability.

Application of European norms

EVN voluntarily implemented standardised management systems many years ago, among others to improve environmental performance. Detailed information on the applied norms (also see the following table) can be found under the disclosures on the individual topics.

Moreover, the business activities of our Group companies are certified according to various branch frameworks. Included here, among others, are:

- Sector regulations for network operations by Oesterreichs Energie (Austria’s electricity industry association)
- Quality standards QS-WVU400 and AGB V40 issued by the Austrian Gas and Water Association (ÖVGW)
- Voluntary certification system “Sustainable Resources Verification Scheme“ (SURE) for all plants operated by EVN Wärme which fall under the scope of application of RED II, which ensures the tracking and proof of sustainability under RED II criteria for the biomass used. This certification is expanded regularly based on legal requirements.

Application of European norms

European norm	Application areas	Focal points
Eco Management und Audit Scheme (EMAS) ISO 14001, ISO 14001:2004	All thermal plants in Lower Austria and 72 heat and cooling generation plants in the EVN Group meet these standards; integrated quality and environmental management system in Bulgaria and in the WTE Group	Definition of measurable environmental goals, continuous improvement process, complete compliance with environmentally relevant laws, strict controls
ISO 9001, ISO 9001:2008	The thermal waste utilisation plant in Dürnrohr and the systems engineering area at EVN Wärmekraftwerke are certified under ISO 9001:2015; integrated quality and environmental management system in Bulgaria and in the WTE Group	Process-oriented quality management system
ISO 27001	Certification of the Information Security Management Systems (ISMS) at EVN AG (corporate function: IT), Netz Niederösterreich, EVN Wärmekraftwerke and kabelplus; in Bulgaria, six subsidiaries are certified, and in North Macedonia the network company is certified according to ISO 27001.	Externally audited information security management system to increase information security; also serves as the basis to implement EU-wide legal regulations on cybersecurity; high security standards for critical networks and information systems, regular comprehensive audits (once each year per certificate)
EN 50600	Certification of the computer centre in Maria Enzersdorf	Comprehensive approach for the planning, construction and operation of computer centres, increase in physical security, energy efficiency qualification and safeguarding the availability of computer centre infrastructure
ISO 50001	Certification of WTE's group-wide energy and environmental management system	Definition of goals and targets for more efficient energy use
ISO 18295-1	Certification of customer relations by December 2028	Review of processes in customer service, evaluation of the quality of services, training concepts and technical procedures for the customer relations team
ISO 45001:2018	Certification of an occupational safety and health management system for Elektrorazpredelenie Yug and EVN Toplofikatsia in Bulgaria, also for WTE.	Provision of effective occupational safety and health protection through the active participation of all employees; timely identification of potential dangers and better calculation of liability risks

External verification

BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft was responsible for an audit with limited assurance of the consolidated non-financial report for the 2024/25 financial year in agreement with the requirements of the Austrian Sustainability and Diversity Improvement Act, §267a of the Austrian Commercial Code, and Article 8 of the EU Taxonomy Directive ((EU)2020/852) in connection with the applicable Delegated Acts of the European Commission.

For the independent assurance report on the consolidated non-financial report, see page 111f

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Governance

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The roles of the administrative, management and supervisory bodies

Executive and non-executive members of the administrative, management and supervisory bodies

EVN has a two-tier management structure consisting of the Executive Board and Supervisory Board.

Executive Board

The Executive Board of EVN had three members as of 30 September 2025:

- Stefan Szyszkowitz, spokesman of the Executive Board since 1 October 2017 and CEO since 1 April 2024 (member of the Executive Board since 20 January 2011)
- Stefan Stallinger, CTO (member of the Executive Board since 1 April 2024)
- Alexandra Wittmann, CFO (member of the Executive Board since 1 September 2024)

Supervisory Board

The Supervisory Board of EVN had a total of 15 members as of 30 September 2025, including ten shareholder representatives elected by the Annual General Meeting and five members who were delegated by the works council.

The following shareholder representatives were elected by the Annual General Meeting:

- Reinhard Wolf, chairman
- Jochen Danninger, 1st vice-chairman
- Willi Stiowicek, 2nd vice-chairman
- Georg Bartmann
- Gustav Dressler
- Philipp Gruber
- Maria Patek
- Angela Stransky
- Peter Weinelt
- Veronika Wüster

Representatives of employees and other workers in the administrative, management and supervisory bodies

In addition to the ten members elected by the Annual General Meeting, our Supervisory Board includes five members as employee representatives delegated by the works council.

There were two changes during the reporting period in the members delegated to the Supervisory Board by the works council: Paul Hofer resigned as of 31 July 2025 and Irene Pinczolitsch as of 9 September 2025. They were followed by Christian Roitner and Mathias Strallhofer, both as of 10 September 2025, as employee representatives delegated by the works council to the Supervisory Board.

- Monika Fraißl
- Uwe Mitter
- Irene Pugl
- Christian Roitner, as of 10 September 2025
- Mathias Strallhofer, as of 10 September 2025
- Paul Hofer, resigned as of 31 July 2025
- Irene Pinczolitsch, resigned as of 9 September 2025

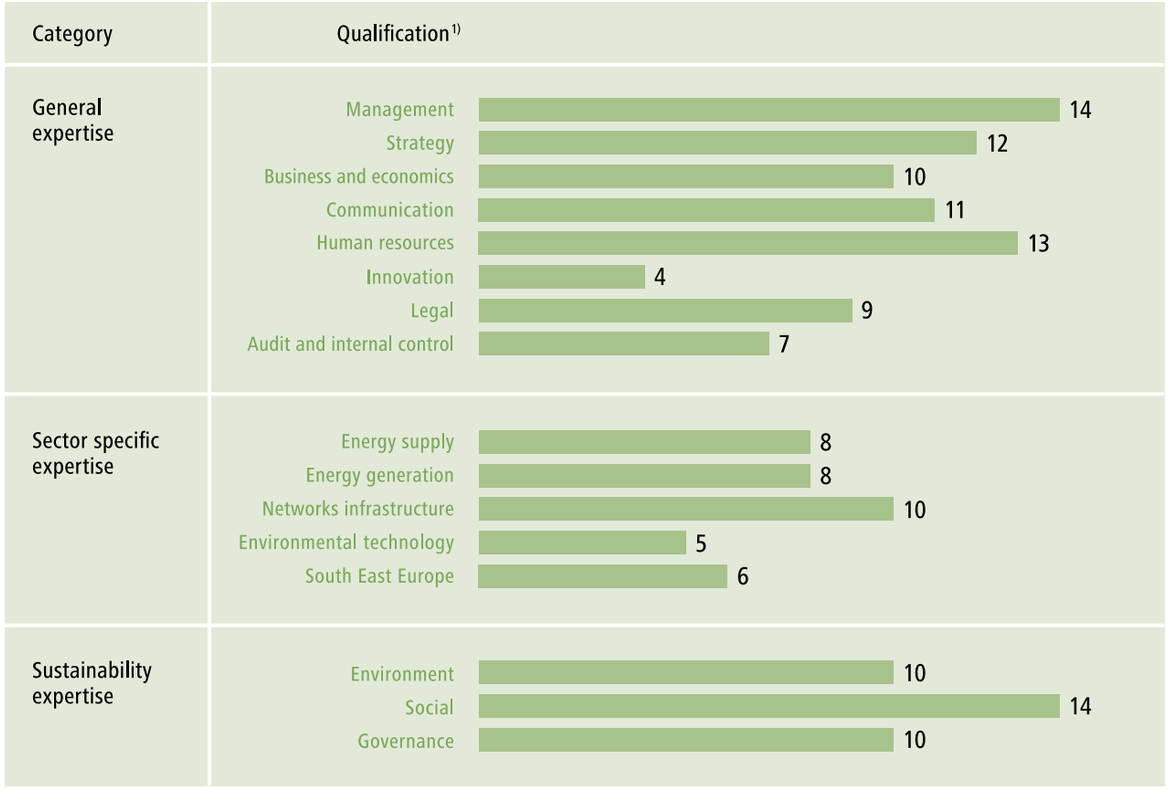
Experience of the administrative, management and supervisory bodies relevant for the sectors, products and geographical locations

The listed EVN Group, together with its subsidiaries and Group companies, is active primarily in Austria, Germany, Croatia, Bulgaria and North Macedonia. With state-of-the-art infrastructure, we provide electricity, natural gas, heat, drinking water supplies, wastewater disposal and thermal waste utilisation from a single hand. Our product portfolio also includes network operations for internet and telecommunications as well as various energy services for private and business customers and municipalities.

The members of the Executive Board and Supervisory Board, as seen from a general overview, have a diversified competence profile that is aligned with EVN's business activities. Support for the core segments of energy generation, network infrastructure, environmental and disposal services, and energy distribution is provided by the members of the Executive Board and Supervisory Board through their relevant experience and knowledge in the following areas: controlling, accounting, finance and risk management, investor relations, procurement, internal audit, human resources, IT, safety and infrastructure, customer relations, innovation and sustainability, energy generation, the energy sector, sales, project development, stakeholder management, legal affairs and the capital markets.

The members of the Executive Board have the necessary knowledge and experience to properly manage the business activities of our company. In their assigned areas of responsibility, the Executive Board members have all necessary qualifications. The members of the Supervisory Board also have the necessary knowledge and experience to carry out their monitoring responsibilities.

The Supervisory Board committees secure and enhance specific technical expertise and experience. The Audit Committee includes Georg Bartmann, a financial expert, and Maria Patek, a sustainability expert. The committee therefore has detailed knowledge of the energy sector as well as the regulatory framework conditions in the respective markets. Our Supervisory Board can draw on qualified technical and regional expertise at all times, which guarantees the effective monitoring of the strategic material subject areas.



1) Self-assessment by the members of the Supervisory Board. A very good or good self-assessment rating indicates that the expertise is present.

Diversity aspects on the administrative, management and supervisory bodies

EVN is committed to the principle of diversity in accordance with L-Rule 60 of the Austrian Corporate Governance Code (ACGC). We are convinced that diversified teams produce better results and are more effective and innovative than single-gender groups. A diversity policy was therefore prepared for appointments to the Executive Board and Supervisory Board which also requires compliance with the principle of equal opportunity by EVN's management and supervisory bodies.

As of 30 September 2025, one of the three Executive Board members was female (33.3%) and two were male (66.7%). Two Executive Board members are within the age group of 50–59 years and one Executive Board member within the age group of 60–69 years. This ensures a balanced age structure on the Executive Board. Two Executive Board members have extensive international professional experience.

The 15 members of the Supervisory Board as of 30 September 2025 included five women (33.3%) and ten men (66.7%). Two Supervisory Board members (13.3%) are within the age group of 30–39 years, two (13.3%) within the age group of 40–49 years, five (33.3%) within the age group of 50–59 years, five (33.3%) within the age group of 60–69 years and one (6.6%) within the age group of 70–79 years. All members of the Supervisory Board are Austrian citizens.

Independent members of the administrative, management and supervisory bodies

Of the Supervisory Board members elected by the Annual General Meeting, 90% are independent of the company and its Executive Board according to C-Rule 53 of the ACGC.

The members classified as independent according to C-Rule 53 of the ACGC include six persons who do not hold or represent the interests of an investment of more than 10%. Based on the total number of Supervisory Board members elected by the Annual General Meeting, 60% are also classified as independent according to C-Rule 54 of the ACGC. Detailed information on the independence of the Supervisory Board members is provided in the consolidated corporate governance report.

Administrative, management and supervisory bodies responsible for the monitoring of impacts, risks and opportunities

The Executive Board and the Supervisory Board, including its committees, in their functions as defined by stock corporation law are responsible for the management and monitoring of the impacts, risks and opportunities.

To monitor the impacts, risks and opportunities, the Executive Board has also established an ESG risk working committee and a Group risk committee.

The monitoring of impacts, risks and opportunities at the Supervisory Board level takes place primarily through the Audit Committee. In accordance with the rules of procedure for the Supervisory Board, this committee is also responsible for the review of the non-financial statement (§ 243b (6) of the Austrian Commercial Code) and the consolidated non-financial report (§ 267a (6) of the Austrian Commercial Code).

Responsibilities of the individual bodies or persons regarding impacts, risks and opportunities in the mandates of the company, management body and in other related policies

The Executive Board of EVN, as the highest management body, carries overall responsibility for the strategy and implementation of all norms and procedures to manage sustainability impacts, risks and opportunities.

EVN, as the parent company, has organised the EVN Group in segments and corporate functions that are assigned to individual areas of the Executive Board. Business activities are aggregated for internal reporting under the Generation, Networks, Energy, South East Europe and Environment segments as well as All Other Segments. Corporate functions define standards and provide services.

We define sustainability as an interdisciplinary topic that involves all areas of the organisation. Responsibility at the Executive Board level is assigned to the CEO, CFO or CTO depending on the subject areas involved in the impacts, risks and opportunities.

The innovation and sustainability corporate function is responsible for coordinating the strategic orientation of EVN's sustainability organisation in line with the corporate strategy and legal requirements. It reports directly to the Executive Board area assigned to CTO Stefan Stallinger.

The sustainability steering committee was established for the management of sustainability in the EVN Group. The committee meets quarterly and includes the full Executive Board as well as key employees in relevant organisational units and material subsidiaries. This committee provides the Executive Board with information on sustainability issues and projects and passes related resolutions.

Responsibility for the implementation of sustainability standards at the operational level – including the definition of goals and plans for measures – lies with the responsible corporate functions. Representatives were designated in each of these corporate functions who are responsible for coordination throughout the Group. Their work includes the identification of potential and actual sustainability-related impacts, risks and opportunities as well as their allocation to organisational units for the risk inventory.

The controlling and investor relations corporate functions are responsible for non-financial reporting.

As the highest level of the risk management system in the EVN Group, the Group risk committee monitors all risks, including sustainability-related impacts, risks and opportunities. The Group risk committee includes EVN's Executive Board as well as representatives of the segments and the heads of certain corporate functions.

The ESG risk working committee was established by the Executive Board for the management of the double materiality analysis (together with resolutions on the findings). It is chaired by the head of the innovation and sustainability corporate function. Other voting members include the heads of the major corporate functions and the chief compliance officer (CCO).

The Sustainability Advisory Board advises the Executive Board on the sustainable management of environmental and climate protection issues, the adaptation to climate change, the circular economy, biodiversity, sustainable water management, digitalisation, equal treatment and equal opportunities, occupational safety and worker protection as well as social issuesand human rights.

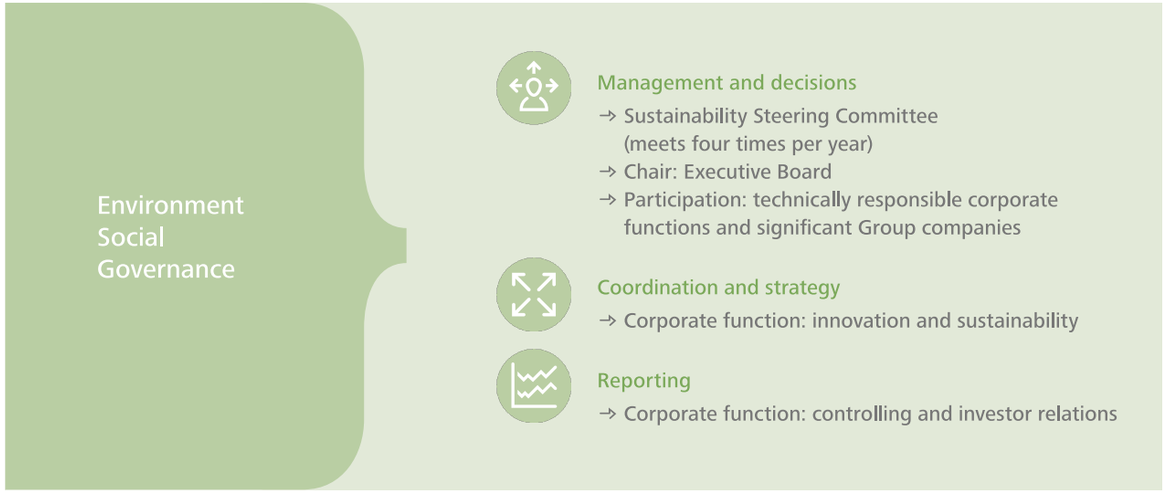
The Supervisory Board represents the highest corporate level in the EVN Group that supervises sustainability-related impacts, risks and opportunities and, in this respect, also monitors the Executive Board.

The Supervisory Board also plays an important role in sustainability reporting. Quarterly and annual reports are submitted to the Audit Committee of the Supervisory Board and to the full Supervisory Board. The Supervisory Board passes resolutions on the principles of business policy, strategy, the budget and transactions requiring its approval in keeping with the impacts, risks and opportunities.

The Audit Committee, as previously mentioned, is responsible for reviewing the non-financial statement (§ 243b (6) of the Austrian Commercial Code) and the consolidated non-financial report (§ 267a Abs. 6 of the Austrian Commercial Code). It also monitors the effectiveness of the internal control and risk management system, compliance management, the risk management system and internal audit.

The Remuneration Committee is responsible for monitoring the achievement of sustainability targets in connection with remuneration policy, remuneration practices and remuneration-related incentive structures.

The Nominating Committee makes recommendations to the Supervisory Board for appointments to vacant or newly created positions on the Supervisory Board and deals with issues related to succession planning. It can also make recommendations for appointments to upcoming vacant or newly created positions on the Supervisory Board. In doing so, it considers the qualifications of the members and ensures sufficient diversity as well as the balanced composition of the Supervisory Board.



Assignment of the management role to a specific position or specific committee at the management level and type of supervision

The responsibility for sustainability initiatives lies with EVN's full Executive Board. The related activities include the comprehensive monitoring and management of material impacts, risks and opportunities. All relevant strategic decisions are taken by the full Executive Board. The innovation and sustainability corporate function is responsible for coordinating the strategic focus of EVN's sustainability organisation. At the operational level, specifically designated corporate functions are responsible for implementing sustainability standards – including the definition of goals and plans for measures.

A sustainability steering committee was also established by the Executive Board. It receives and reviews structured status reports on EVN's sustainability management, approves Group-wide ESG activities and evaluates regulatory developments.

The Executive Board also installed an ESG risk working committee. It is embedded in the annual risk management process, identifies material impacts, risks and opportunities, approves the IRO short list and forwards the results of the double materiality analysis as part of the risk inventory to the Group risk committee and the Audit Committee of the Supervisory Board.

Information on reporting obligations to members of the administrative, management and supervisory bodies

The innovation and sustainability corporate function, as previously mentioned, is responsible for coordinating the strategic orientation of sustainability initiatives in the EVN Group. The head of this corporate function provides the Executive Board, as required, with information on relevant sustainability developments at its meetings. As the central directing body for sustainability issues, the sustainability steering committee – which also includes the Executive Board – meets quarterly. The innovation and sustainability corporate function coordinates the issues and content for the sustainability steering committee.

The Executive Board and, subsequently, the Audit Committee of the Supervisory Board receive regular reports within the framework of risk reporting from the ESG risk working committee and the Group risk committee on sustainability issues, and especially on sustainability impacts, risks and opportunities.

EVN's Executive Board reports quarterly to the Supervisory Board, and more frequently as required, on the related issues and developments. This structured information enables the Supervisory Board to continuously monitor the management measures related to material impacts, risks and opportunities.

Application of special controls and processes for the management of impacts, risks and opportunities and their integration in other internal functions

The innovation and sustainability corporate function coordinates the sustainability steering committee, which includes the Executive Board and key employees from relevant organisational units and material subsidiaries, as well as EVN's sustainability due diligence working group which guarantees the integrated handling of all sustainability activities.

The ESG risk working committee has been involved in the annual risk management process since April 2024. It supports the integration of sustainability aspects in strategic risk management, provides advice for and decides on adjustments to methods, ensures compliance with regulatory requirements and releases the material impacts, risks and opportunities identified by the double materiality analysis for external reporting and approval by the Group risk committee.

The ESG risk working committee includes the heads of the relevant Group functions and, in this way, ensures that ESG controls are embedded in the existing risk and reporting schemes. Its work programme is integrated closely with the segment steering committees to ensure the application of uniform valuation and management measures.

Disclosures on how the administrative, management and supervisory bodies and management monitor the determination of targets for the material impacts, risks and opportunities and the progress on their attainment

The sustainability steering committee, the risk-based segment steering committees and the ESG risk working committee together with the inclusion of ESG targets in the remuneration system for the Executive Board guarantee that EVN's administrative, management and supervisory bodies set Group-wide goals for the material impacts, risks and opportunities. This ensures the transparent monitoring of progress as well as any necessary subsequent adjustments and supports the consistent focus of sustainability ambitions on EVN's long-term value creation.

Information on how the administrative, management and supervisory bodies ensure the availability of suitable expertise and specialised knowledge to oversee sustainability matters

The Executive Board and Supervisory Board of EVN both have a wide range of sustainability-based expertise. The basis is formed by the diverse composition of these two bodies which, in total, have excellent knowledge, for example in the areas of innovation and sustainability, energy generation, risk management, controlling, investor relations, and legal affairs and capital market. The Audit Committee of the Supervisory Boards includes Maria Patek, an experienced sustainability expert, which guarantees the qualified assessment of non-financial information at all times.

Group-wide working groups, segment steering committees and boards were established to support the continuous development of sustainability-based know-how on the Executive Board. These bodies are authorised to invite internal departments or external experts to their meetings.

The Supervisory Board members receive regular training and information through internal and external lectures on subjects like climate risks, the energy markets, sustainability or cyber security. In addition to the formal meetings, the members of the Supervisory Board are able to attend elective events on various subjects, for example on the EU guidelines for sustainability reporting (CSRD) in 2024/25.

This continuing education ensures that new regulatory developments – e. g. the CSRD or other EU and/or national legal norms – are integrated in EVN's decision processes on a timely basis.

The external sources for our work in this area include recognised international principles and networks like the UN Global Compact, which we joined in 2005 and actively design through our membership in the Austrian steering committee. This allows us to integrate qualification measures based on global best practice standards and to continuously synchronise internal knowledge with international experts.

The Sustainability Advisory Board also advises the Executive Board on material issues, above all in the areas of climate protection and adaptation to climate change, which also strengthens the external view on sustainability-based decisions.

Correlation between the capabilities and knowledge of the administrative, management and supervisory bodies and the material impacts, risks and opportunities

The capabilities and knowledge of the individual members regarding corporate governance are the basis for the availability of sustainability expertise in these corporate bodies and for the management of material impacts, risks and opportunities.

Based on their proven expertise and knowledge of EVN's operating procedures and special characteristics, the Executive Board and Supervisory Board can effectively identify, manage and monitor the material impacts, risks and opportunities related to sustainability.

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Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies

Information provided to the administrative, management and supervisory bodies on material impacts, risks and opportunities, the implementation of due diligence and the results and effectiveness of the approved policies, actions, metrics and targets

EVN ensures that its administrative, management and supervisory bodies receive systematic and targeted information on all material impacts, risks and opportunities, the status of ESG-related due diligence processes and the effectiveness of the underlying policies, actions, metrics and targets.

Executive Board (management body)

- In the sustainability steering committee, the Executive Board receives structured status reports on the EVN Group's sustainability management with regard to all ESG standards; the committee meets quarterly and therefore ensures the regular transfer of information on key ESG activities and the related goal attainment.
- The segment steering committees, which also meet quarterly, identify new risks as part of the risk management process and take decisions on risk management measures.
- The innovation and sustainability corporate function informs the Executive Board of relevant sustainability-related developments as required during its meetings.
- The results of the annually conducted double materiality analysis and risk inventory are presented in the ESG risk working committee and subsequently in the Group risk committee where they are evaluated together with the Executive Board.
- The CCO reports to the Executive Board several times each year on compliance risks, reported incidents and the effectiveness of preventive and remedial measures.
- The Executive Board receives quarterly consolidated compliance reports which include, among others, information on the progress of tests and training as well as trend analyses.
- Proposals for the approval of investment projects also include sustainability aspects.

Supervisory Board (supervisory body) and relevant committees

- Prior to publication, the Executive Board distributes comprehensive sustainability, quarterly and annual reports which include an IRO overview, target attainment and KPIs to the Audit Committee and the Supervisory Board. This guarantees regular information at least on a quarterly basis.
- The Executive Board also provides verbal information on current ESG developments at every Supervisory Board meeting. Four plenary meetings were held in 2024/25.
- The CCO reports to the Audit Committee several times each year on compliance developments and evaluates the effectiveness of EVN's compliance system.
- Semi-annually – at the end of the second quarter and the end of the financial year – the Audit Committee receives a detailed compliance report which addresses the effectiveness of guidelines and measures.
- The ICS committee submits regular reports on the effectiveness of the ICS to the Audit Committee, which continuously monitors the effectiveness of management and control processes.
- The Supervisory Board receives information on the material impacts, risks and opportunities together with the respective proposals for all investment projects that require its approval.

Consideration of impacts, risks and opportunities in overseeing the strategy, decisions on material transactions and the risk management process by the administrative, management and supervisory bodies

The consideration of impacts, risks and opportunities in monitoring the strategy, decisions on material transactions and the risk management process is based on the rules of procedure for the Executive Board, the rules of procedure for the Supervisory Board and EVN's by-laws. These documents define the requirements for the inclusion of the corporate bodies in these types of decisions. The decisive factor is the strategic and economic significance of the pending decision.

The corporate bodies take their decisions in accordance with the business judgment rule, which also requires the inclusion of impacts, risks and opportunities in the decision process. The decision is based on written proposals to the corporate bodies that include detailed information.

The results of the sustainability steering committee flow into the further development of EVN's corporate strategy and are presented to the Supervisory Board as part of regular reporting. The implementation and monitoring of measures is the responsibility of the segment steering committees.

The responsibility for an effective ICS lies with the Executive Board; the Audit Committee of the Supervisory Board monitors its effectiveness and non-financial reporting. The results from the annual risk inventory and ad-hoc analyses are presented to the Group risk committee – which also includes the Executive Board – and then submitted to the Supervisory Board for evaluation.

List of the material impacts, risks and opportunities addressed by the administrative, management and supervisory bodies or their responsible committees during the reporting period

The results of the process to identify and assess the material sustainability-related impacts, risks and opportunities, which is integrated in EVN's annual risk inventory, are distributed to the members of the ESG risk working committee in the form of an ESG materiality analysis report. The innovation and sustainability corporate function and the controlling and investor relations corporate functions use the findings as the basis for the non-financial report.

For the material impacts, risks and opportunities see pages 30ff

Executive Board: Within the framework of the Group risk committee, the Executive Board is informed, among others, of material impacts, risks and opportunities. The material impacts, risks and opportunities are also discussed at the meetings of the sustainability steering committee, which also include the Executive Board.

Supervisory Board: The Audit Committee receives the full report and the sustainability report, which also include detailed information on EVN's material impacts, risks and opportunities. The members of the Audit Committee inform the full Supervisory Board of the results from their review of the sustainability report.

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Integration of sustainability-related performance in incentive schemes

Sustainability-related incentive schemes and sustainability-related remuneration policy for the administrative, management and supervisory bodies

EVN has sustainability-based incentive schemes and a sustainability-based remuneration policy for the members of its administrative, management and supervisory bodies.

Main characteristics of the incentive schemes for administrative, management and supervisory bodies

The remuneration schemes for EVN's Executive Board and Supervisory Board are intended to support the long-term, positive development of the company and include fixed and – for the Executive Board – variable components. The remuneration of the Executive Board members is performance-based and links financial indicators with sustainability and individual goals.

The fixed remuneration components consist of a base salary, remuneration in kind and ancillary benefits as well as a pension.

The variable remuneration components (30% of the base salary) are classified in financial goals (70%), ESG goals (15%) and individual goals (15%). The Remuneration Committee defines the respective goals for different time periods.

Variable components that have not been paid out can be reduced (malus) in the event of due diligence or compliance violations, while previously distributed amounts can be reclaimed (clawback). The same applies in the event of database errors.

The Supervisory Board members elected by the Annual General Meeting receive fixed annual base remuneration and a fixed attendance fee per meeting. Performance-based or remuneration components coupled with sustainability criteria are expressly excluded.

The employee representatives on the Supervisory Board exercise their functions in accordance with § 110 (3) of the Austrian Labour Constitutional Act in an honorary capacity and do not receive any remuneration.

Evaluation of the performance of the administrative, management and supervisory bodies according to specific sustainability-based targets and/or impacts

EVN's remuneration policy includes a mandatory sustainability component as an integral part of performance-based remuneration. Following a revision in 2023/24, 15% of variable target remuneration for the Executive Board is based on the attainment of quantitatively measurable sustainability goals. The concrete goals are defined annually by the Remuneration Committee in line with EVN's sustainability strategy, and their attainment is verified after the approval of the annual financial statements. This confirms the systematic inclusion of sustainability-based criteria in the target definition and remuneration of the Executive Board.

The variable payment resulting from the attainment of financial and ESG-related goals in a particular period is transferred to a long-term account for payment in annual instalments. The pay-out equals 50% in the first year following the financial year in which the entitlement arises, and the remaining 50% are transferred to following periods.

The Remuneration Committee defines the ESG goals annually or in multi-year intervals and verifies their attainment after the approval of the annual financial statements. The target attainment can range from 0% to 200%. The results of the evaluation flow into the long-term account and ensure a multi-year perspective.

Sustainability strategy – targets

Environment

Criteria	Areas
Consideration of ecological and environmental criteria	→ Energy management → Disposal management → Production → Environmental protection

Social

Criteria	Areas
Consideration of social criteria in engagement with stakeholders	→ Employees → Suppliers → Customers → Society

Governance

Criteria	Areas
Consideration of management factors to support the long-term, sustainable and ethical development of the company	→ Compliance / integrity / ethics / corporate culture → Risk management → Organisational development → Data security

The applicable criteria catalogue is based on the following subject areas, whereby at least three goals must be included:

After the end of each financial year, the Remuneration Committee evaluates the degree of target attainment based on standardised documents and determines the final pay-out ratio.

In 2024/25, the sustainability goals for the Executive Boards were tied to the following requirements:

- → Attainment of a defined level of EU taxonomy-aligned CapEx
- → Attainment of a defined level (improvement) in the customer loyalty index
- → Group-wide, comprehensive compliance training for employees

The members of the Supervisory Board receive fixed annual base remuneration and a fixed attendance fee per meeting but without variable ESG-based components.

Consideration of sustainability-based performance metrics as benchmarks or their inclusion in remuneration policies

Information on sustainability-based targets for members of the Executive Board is provided in the previous section.

Share of variable remuneration for the administrative, management and supervisory bodies which is dependent on sustainability-based targets and/or impacts

The share of variable remuneration for the Executive Board members resulting from the attainment of ESG targets equalled 15% in 2024/25. The Supervisory Board members receive no performance-based remuneration, as indicated above, and the share attributable to ESG targets therefore equals 0%.

Responsibility level that approves and updates the conditions for the incentive scheme for the administrative, management and supervisory bodies

The principles for the remuneration of the members of EVN's Executive Board (remuneration policy) were approved by the Supervisory Board in accordance with § 78a (1) of the Austrian Stock Corporation Act on 27 September 2023 based on a proposal of the Supervisory Board's Remuneration Committee in keeping with C-Rule 43 of the ACGC. These principles have remained in effect since the passing of a resolution by EVN's 95th Annual General Meeting on 1 February 2024. In accord-ance with § 78a (1) of the Austrian Stock Corporation Act, the remuneration policy must be presented to the Annual General Meeting at least every fourth year for voting.

The Remuneration Committee defines the financial and non-financial targets for the Executive Board members as part of the remuneration policy each year. It evaluates the results of business activities after the end of the financial year and establishes the target achievement for the financial, non-financial and individual goals. The achievement for the financial and ESG targets requires the prior approval of the annual financial statements, whereby the Remuneration Committee reviews, or arranges for a review of, the correct calculation of the relevant metrics in advance. Based on this information, the Remuneration Committee determines the target achievement and the amount of the variable remuneration, subject to the formal approval of the annual financial statements by the Supervisory Board and informs the members of the Executive Board accordingly.

ESRS 2 GOV-5

Internal control and risk management system (ICS) for sustainability reporting

EVN installed an ICS for the accounting process and financial reporting many years ago. It meets legal requirements and is regulated in detail by an internal manual and a Group guideline.

EVN's ICS for accounting processes is monitored by an audit of the identified relevant processes at regular intervals. The results of these monitoring activities are reported to management and the Audit Committee. The description of the major features of the ICS covers five interrelated components: control environment, risk assessment, control activities, information and communication, and monitoring.

For further details on the ICS for the accounting process and financial reporting, see page 140

The ICS was expanded during 2024/25 in line with the CSRD to include the relevant processes and data points required for non-financial reporting. The head of the innovation and sustainability corporate function is now a member of the

ICS committee, and both the ICS manual and related Group guideline were adjusted accordingly. Plans for 2025/26 include the further integration of non-financial reporting in the existing ICS.

One important goal is to ensure the accuracy and reliability of the material non-financial metrics in the full report with the help of the ICS. This applies, in particular, to the non-financial data which is based on estimates for methodological reasons (e. g. availability of data) where accuracy and reliability are exposed to an increased risk.

Strategy, business model and value chain

EVN's headquarters are located in Lower Austria, further core markets are Bulgaria and North Macedonia. In total, EVN was active in 12 countries during the 2024/25 financial year.

Business areas

Generation & storage

- Energy generation with a focus on renewables
- Energy storage

Infrastructure

- Construction and operation of infrastructure for electricity, natural gas, heat, and drinking water supply
- E-charging infrastructure

End customers

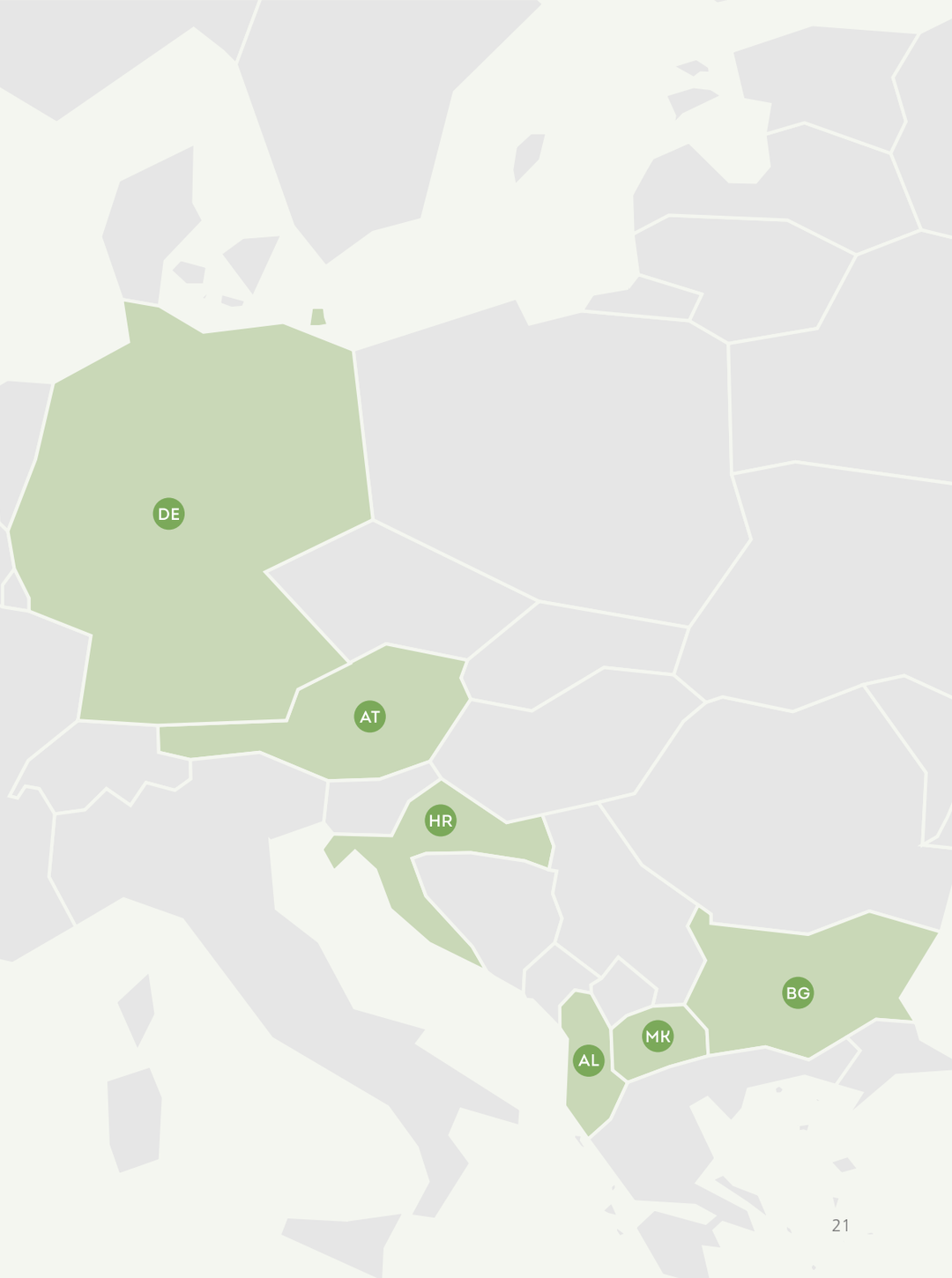
- Supply of electricity, natural gas, heat, and drinking water to end customers (with different focal points in our individual markets)
- Energy services (incl. solutions for prosumers, renewable energy communities and e-mobility)

Investments

- Verbund AG (12.63%)
- Burgenland Holding (73.63%), which, in turn, holds 49.0% of Burgenland Energie
- RAG (50.03%)

Contract with STRABAG for the sale of the international project business was signed in June 2025; closing expected at the beginning of 2026.

Markets and business areas



Austria
- → **Generation:** electricity, heat, thermal waste utilisation
- → **Network operations:** electricity, natural gas, heat, internet, telecommunications
- → **Energy supplies:** electricity, natural gas, heat
- → **Environmental service business:** drinking water supplies

Germany
- → **Generation:** electricity
- → **Energy supplies:** electricity
- → **Environmental service business:** drinking water supplies and wastewater treatment, thermal sludge utilisation

Croatia
- → **Network operations:** natural gas
- → **Energy supplies:** Erdgas
- → **Environmental service business:** drinking water supplies and

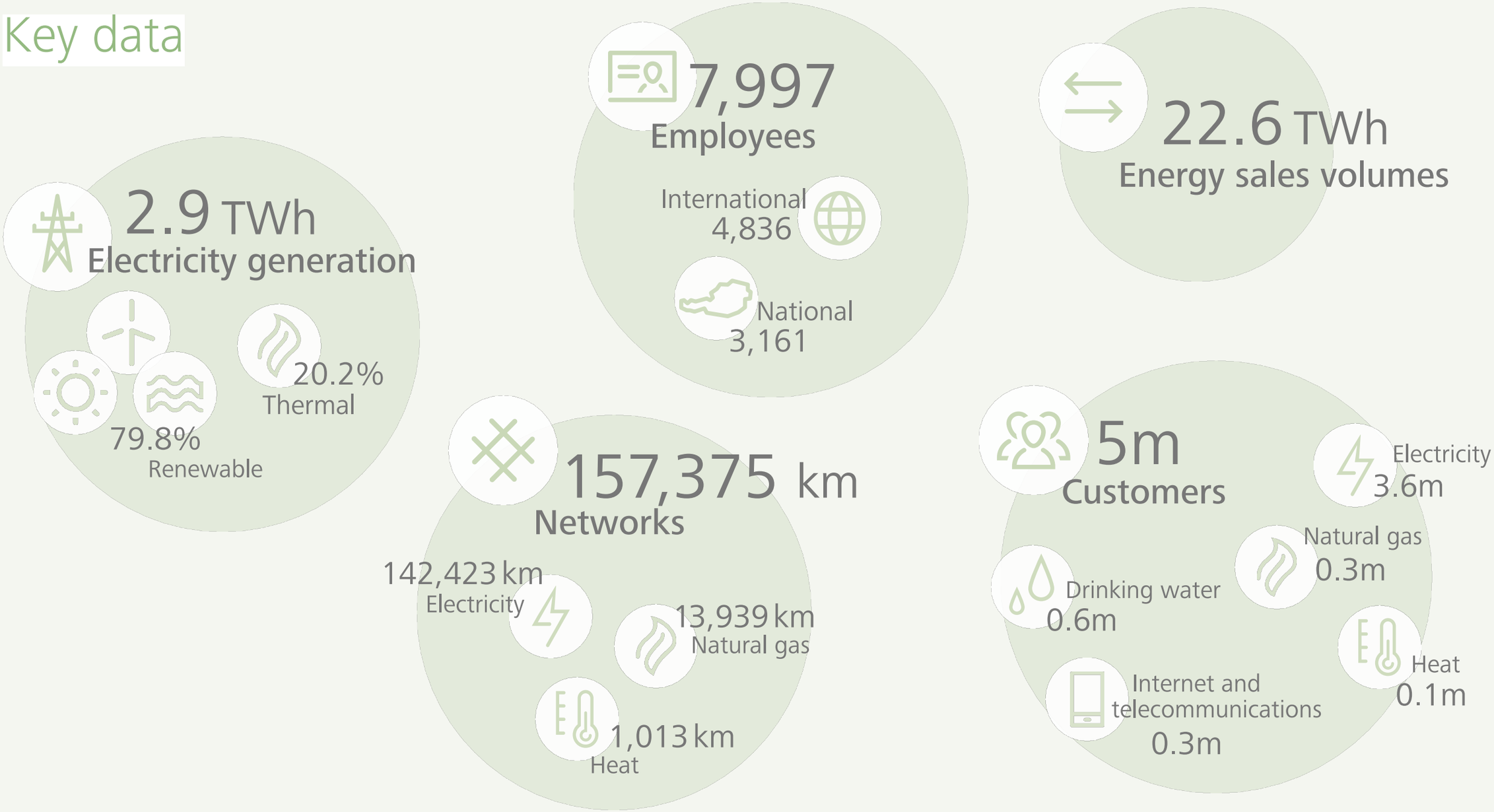
North Macedonia
- → **Generation:** electricity
- → **Network operations:** electricity
- → **Energy supplies:** electricity

Bulgaria
- → **Generation:** electricity, heat
- → **Network operations:** electricity, heat
- → **Energy supplies:** electricity, heat

Albania
- → **Generations:** electricity

Other Countries
- → **International project business:** WTE is responsible for the construction and operation of plants for drinking water supplies, wastewater treatment and thermal waste and sludge utilisation in Germany, Poland, Romania, Slovenia, Croatia, North Macedonia, Cyprus, Bahrain and Kuwait. In June 2025, the share purchase agreement with STRABAG for the sale of the international project business was signed; the closing of the transaction is expected at the beginning of 2026.

Key data


2.9 TWh
Electricity generation
79.8%
Renewable
20.2%
Thermal
7,997
Employees
International
4,836
National
3,161
22.6 TWh
Energy sales volumes
157,375 km
Networks
142,423 km
Electricity
13,939 km
Natural gas
1,013 km
Heat
5m
Customers
Electricity
3.6m
Natural gas
0.3m
Drinking water
0.6m
Heat
0.1m
Internet and
telecommunications
0.3m

Description of material business activities

Electricity generation

The focus for electricity generation reflects our Strategy 2030 and lies on the further expansion of renewable generation capacity, especially in the areas of wind power and photovoltaics. Based on our currently operational renewable plants – hydropower and wind power, photovoltaics and biomass – the share of renewable generation will continue to increase in the coming years

We have significantly reduced our conventional energy production in recent years as part of our decarbonisation ambitions. The current thermal capacity of 470 MW in the Theiss power plant in Austria was under contract as a reserve for the transmission network operator APG up to 30 September 2025. APG did not extend the contract, and the Theiss power plant will remain operational for the time being but is currently not producing for the market.

For information on completed processes for the transformation of our conventional generation portfolio, see page 49
For information on EVN's electricity generation capacity and current renewable expansion projects, see page 128

Electricity network infrastructure

Our electricity distribution networks and the smooth operation of the technically complex infrastructure form the basis for reliable supplies to our customers. EVN acts as the distribution network operator for electricity in Lower Austria, Bulgaria and North Macedonia.

The integration of electricity from renewable sources, which is delivered from a growing number of decentralised plants, and the related substantially more volatile energy flows represent a growing challenge for our networks. Changing consumption patterns driven primarily by heat pumps and e-mobility as well as more intensive interaction with customers who generate electricity or are part of an energy community are making network planning, management and operations more complicated. In the end, our networks must also be able to meet these users' needs when there is no local energy generation.

The energy transformation has turned the network infrastructure into a data hub for the energy future and made intelligent networks the backbone of our future electricity system. Innovative solutions and continuous investments are required to maintain the same high-quality performance. The massive expansion, ongoing modernisation and digitalisation of this infrastructure is a necessity – including high-voltage power lines, transformer stations and medium-voltage capacity as well as substations, local networks and smart meters. To support the energy transformation, we plan to invest roughly EUR 3bn alone in our network infrastructure in Lower Austria by 2030. Our focus for the low- and medium-voltage levels is on digitalisation and sensor technology. For example, more than 99% of all equipment in the Netz Niederösterreich supply area was equipped with smart meters as of 30 September 2025.

Battery storage

Our plans for the coming years include the development of a new business field that involves the construction and operation of large battery storage facilities. Our own renewable power plant locations, in particular, will be used for this purpose. The combined operation of battery storage with wind turbines and photovoltaic plants makes it possible to store electricity from surplus production on a temporary basis and then sell it on the day-ahead, intraday or control energy market as soon as demand rises and better prices can be realised. This form of flexibility management optimises marketing and helps to balance load peaks by providing relief for the networks. We want to construct a total battery storage capacity of 300 MW by 2030, whereby roughly 200 MW will be located in Lower Austria.

Natural gas

The EVN Group operates natural gas distribution networks in Lower Austria and in four counties in Croatia. Against the backdrop of the decarbonisation trend in the energy business, we are concentrating primarily on maintenance and repairs in this area to ensure safe power line operations. Our network investments have also already turned to preparations for the future transport of hydrogen.

Our long-term contracts for natural gas storage facilities ensure uninterrupted supplies, especially during periods with temperature-related higher consumption or possible shortages at the European level (e. g. due to political crises in transit or origin countries). This strategy has proven to be very successful, especially in the challenging environment that has characterised the energy market in recent years, and enables us to remain a reliable partner for our customers.

Our stake in RAG – with its focus, above all, on the natural gas storage business – has high strategic importance in this context. In the development of technologies for the production and storage of hydrogen and green natural gas, RAG is seen as a pioneer for the branch due to successful pilot projects and is therefore also a key element in our strategy for the future renewable energy system.

Energy supply

EVN supplies energy to end customers in Austria, Bulgaria and North Macedonia. In Austria, this takes place within the framework of EnergieAllianz through the equity accounted supply company EVN KG. In Bulgaria and North Macedonia, EVN also has separate companies that cover the liberalised and regulated market segments.

District heating

According to the Renewable Energy Expansion Act, district heating will make a significant contribution to meeting Austrian and European climate goals through expansion and decarbonisation in Austria. The use of renewable energy in the heating business has played an important role at EVN for many years. As the largest natural heat supplier in Austria, we currently operate more than 80 biomass district heating plants and biomass-based combined heat and power plants in Lower Austria. Three large cross-regional district heating transport pipelines – including the longest such line in Austria from the energy hub in Dürnrohr to St. Pölten (32 km) – as well as four natural cooling plants complete our extensive natural heating infrastructure. We are currently working on the construction of a new biomass combined heat and power plant in St. Pölten, which will be the fifth of this type for EVN.

Our biomass plants with a capacity of 20 MW or more only operate with biomass certified as sustainable under RED II.

Drinking water

Demographic trends in our supply area as well as changing climatic conditions are responsible for a continuous increase in the demand for drinking water. In addition to the ongoing operation of numerous local networks that are supplied by EVN Wasser with drinking water, connecting water-rich and water-poor areas via cross-regional transport pipelines represents a particular challenge. This pipeline network is fed by well fields and high-level reservoirs throughout Lower Austria. In order to offset a climate-related decline in precipitation or regional breakdowns, we must construct new pipelines, improve the performance of our current network and develop new well fields.

The responsible use of drinking water involves new pipeline construction as well as the upgrading of the existing infrastructure – primarily through the identification and repair of leaks and the protection or improvement of the water quality while minimising the negative impact on the environment. One good example is the construction of natural filter plants to improve quality through the physical softening of water. Magnesium, calcium and other trace substances are dissolved and removed from the water with the help of modern technologies and without the use of chemicals.

Internet and telecommunication services

Sufficiently dimensioned, high-quality networks and technical infrastructure also form the basis for the reliable flow of data in this business. The high-performance network operated by kabelplus offers digital cable television in HD, and partially also in UHD quality. The use of modern glass fibre technology, which is the focus of continuous expansion, also supports internet usage with upload and download speeds in the gigabit range.

E-mobility

In the area of e-mobility EVN has positioned itself as a leading provider for charging infrastructure – not only for cars but also for trucks, buses and even ships. We had over 3,700 charging points in operation as of 30 September 2025. More than 26,000 fuel cards have already been issued to customers, which can be used at over 100,000 charging points throughout Austria and in other countries based on joint roaming agreements. Further growth is expected, especially in the public sphere, and EVN is currently installing a charging infrastructure on the parking areas of large supermarket and retail chains. We have also started to develop an e-charging infrastructure in Bulgaria and North Macedonia.

Supply security as our top priority

The infrastructure provided and operated by EVN creates the foundation for reliable supplies and the smooth functioning of society and the economy. Consequently, supply security has always been our central goal and our promise to our customers. This promise also determines our investment programme, which is directed primarily to network investments.

The central parameters for the quality of our network infrastructure are network losses and the indicators for power interruption. In Lower Austria, network losses have remained stable for many years at roughly 4%, which is a very low level in international comparison. A direct comparison with our supply areas in Bulgaria and North Macedonia is not possible due to the different customer and network structures. As the indicators in these two South Eastern European markets are higher, our investment programmes in these markets concentrate on the further reduction of network losses and the continuous improvement of efficiency. We have successfully reduced our network losses in Bulgaria from approximately 20% at the time of our market entry in 2004/05 to a recent level of 5.4%, and in North Macedonia from approximately 25% in 2005/06 to currently 14.3%.

The reliability of our electricity supplies is also confirmed by externally calculated indicators such as SAIFI (System Average Interruption Frequency Index) and SAIDI (System Average Interruption Duration Index). They have confirmed our company's constantly reliable supply performance in Lower Austria for many years. Information is currently not provided on the respective indicators for our South East European markets in Bulgaria and North Macedonia due to the lack of an appropriate database.

SAIFI in the 2024 calendar year: 0.73
(previous year: 0.84)[1)]

That means an EVN customer was affected by an average of less than one unplanned power interruption in 2024.

SAIDI in the 2024 calendar year:
20.69 minutes (2023: 26.21 minutes)

The SAIDI was again clearly below the Austrian average[2)] of 23.41 minutes (previous year: 32.27 minutes).

1) Source: Netz Niederösterreich, breakdown and disruption statistics for 2023 and 2024
2) Source: Energie-Control Austria, breakdown and disruption statistics for 2023 and 2024

Strategy 2030: More sustainable. More digital. More productive.

In 2019/20, the management of EVN further developed the corporate strategy for the years up to 2030 in a Group-wide process and in close coordination with the Supervisory Board. The Strategy 2030 was the subject of an extensive review in 2024/25 and was updated, in particular, based on the following premises:

- Renewability, supply security and affordability as the key cornerstones for the energy business
- Validation of a 1.5°C goal in accordance with the Paris Climate Agreement by the Science Based Targets initiative (SBTi) and preparation of a 1.5°C transition plan for EVN in 2024/25
- Resolution to sell WTE and exit from the international project business in the environmental sector to focus on the energy business (September 2023)

For the initial 1.5°C transition plan, see page 49f

Sustainable growth and performance improvement

The process to update the Strategy 2030 was designed to critically review the previously introduced and realised measures as the basis for developing a more precise focus for the second half of the implementation period. The fundamental orientation is “More sustainable. More digital. More productive.“

We defined the following cornerstones for the Strategy 2030 on this basis, which are allocated to the issues “sustainable growth” and “performance improvement”:

Sustainable growth

- **Massive expansion of renewable electricity generation capacity in combination with colocation large battery storage facilities:** We confirm our expansion targets for 770 MW of wind power capacity and 300 MWp of photovoltaics by 2030. These ambitions will be accompanied by an expansion target for large battery storage facilities: By 2030 we want to construct battery storage capacity of 300 MW, with roughly 200 MW at existing power plant locations in Lower Austria where we can utilise the available network access. In Bulgaria and North Macedonia, we also intend to combine large-scale photovoltaic systems with battery storage. The use of large-scale batteries should support the marketing of surplus production from renewable generation at times with more effective demand. The resulting flexibility management will make it possible to participate in the day-ahead, intraday and control energy markets and thereby create additional earning opportunities.

- **Protection of supply security through cost-optimised expansion of the electricity networks:** An efficient, high-performance and digital electricity network infrastructure is the requirement for a renewable energy system. The steadily increasing feed-in of wind and solar electricity combined with changes in consumption behaviour – above all, through e-mobility and the transformation of the heating sector – require substantial expansion in our network areas. We are therefore realising an ambitious investment programme in the coming years. It covers the installation of additional power lines at all voltage levels as well as the construction of further transformer stations and substations. In addition to these construction projects, we are increasing our focus on digitalisation. The use of smart technologies and applications in network operations optimises load management as well as the feed-in and use of green electricity, above all during production peaks. Intelligent digital network controls will allow us to optimise the necessary hardware investments.

- **Cross-sector solutions for the local energy transformation:** The increasing surplus production from renewable generation requires innovative approaches for the cross-sector use of energy.

  We are pursuing initiatives that can use green electricity to help decarbonise other areas like heat supplies and transportation. This conviction is reflected in our investments to expand the e-charging infrastructure and in the greater use of heat pumps. In addition to cross-sector integration, we are also working on projects to store the surplus production from renewable energy. Concrete plans involve the management of large battery storage facilities and the generation and storage of green hydrogen.

- **Maximum supply security and quality for drinking water:** Developments like the increase in water consumption due to demographic changes and the rising number of weather-related consumption peaks make additional investments in drinking water supplies unavoidable in the coming years. These investments will focus on the expansion of cross-regional pipeline networks and capacity increases in the pump plants. These measures will guarantee that sufficient water resources can be distributed as efficiently as possible into all regions of our supply area. We are also investing continuously in the improvement of the water quality. For this purpose, we are constructing natural filter plants that soften and purify the water physically with membrane technology – in other words, without the use of chemicals.

Performance improvement

- **Stronger customer orientation:** Our aim is to continuously improve and expand our digital offering and services. One focal point is cross-sector integration, which means an increase in innovative and all-inclusive products that support energy management by our customers. Another focal point lies in digitalisation and expanded self-service solutions for processing sales transactions and customer contact services. We also see opportunities in the area of e-mobility where we can improve the customer experience through digital solutions.

- **Increase in quality and productivity:** Digitalisation and automation will progressively replace manual processes in contacts with our customers. We expect this will further improve the quality and efficiency of our services and provide added benefits for our customers.

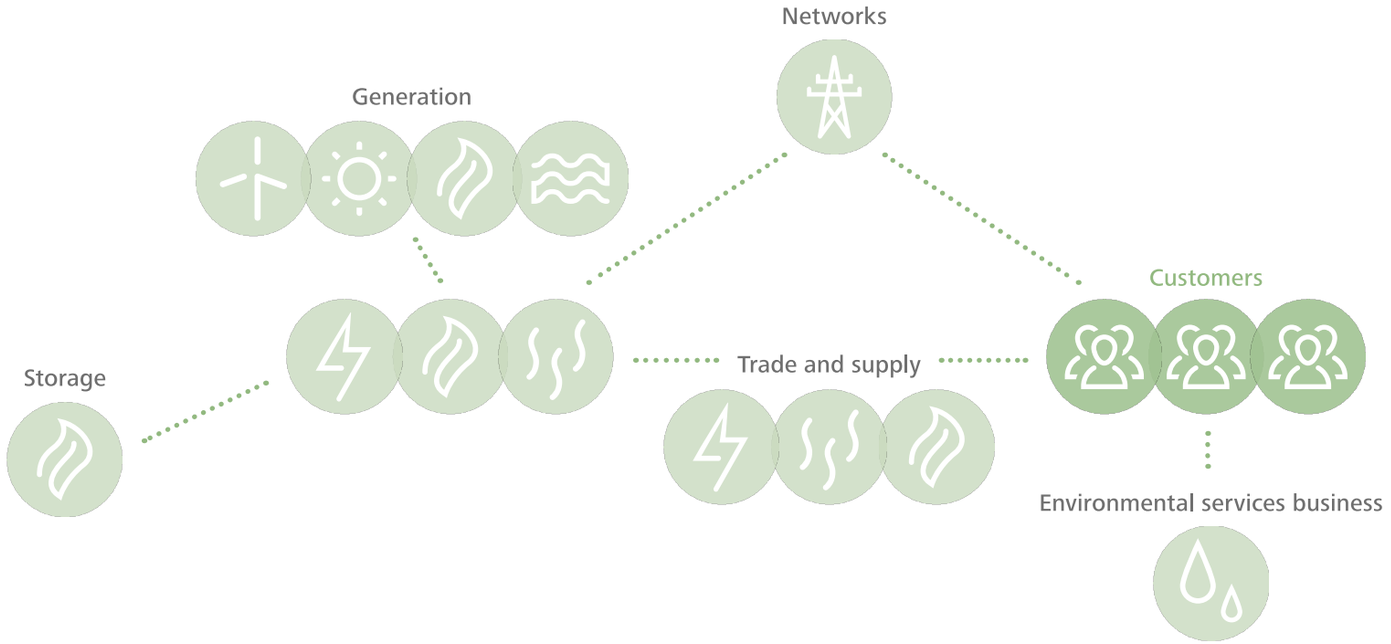
- **Consequent use of the opportunities created by AI and digitalisation:** In addition to applications involving direct customer contacts, complex processes like system controls in the network business also require the use of AI – e. g. for data or flexibility management.

- **Future-oriented development of our employees:** A focused human resources strategy forms the basis for the successful realisation of our core strategies. The measures required in this area include proactive recruiting to engage technically qualified employees at an early stage (especially persons with high qualifications in technology, digitalisation, AI and IT) as well as targeted succession planning to manage demographic developments. Attractive, life phase-oriented working conditions play a central role in the hiring of young talents and the creation of long-term ties with experienced specialists to retain their know-how in the company. Flexible working time models, individual development perspectives and a corporate culture based on respect support motivation and performance across all age groups. Other focal points include continuing education, employee health promotion and the strengthening of the internal job market.

Our value chain

EVN's upstream and downstream value chain can be subdivided into the following three main categories:

- → Electricity generation and storage
- → Operation of distribution networks and electricity, natural gas and heat supplies for customers
- → Environmental business (drinking water supplies in Lower Austria, international projects for wastewater treatment and sewage sludge utilisation)



Procurement of products and services

EVN's business activities as a whole and, above all, the investment focal points on network infrastructure, renewable generation and drinking water supplies require intensive cooperation with construction firms, plant, pipeline and cable line construction companies as well as suppliers of electro-technical equipment and components, pipes, transmission and cable lines, meters, hardware, software and work clothing. WTE serves as a general contractor and commissions sub-contractors, in particular construction firms and suppliers of machinery, electro-technical equipment and components.

The procurement volume at our main locations in Austria, Bulgaria and North Macedonia totalled EUR 1,498.8m in 2024/25 (previous year: EUR 1,193.1m). The entire process – from the EU announcement to the tender, offer stage and contract award – is digital and has led to a substantial improvement in transparency in our value chain.

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Energy procurement

We cover the electricity supplies for our Austrian customers – via EnergieAllianz – through medium-term supply contracts and through purchases over the wholesale market. These supplies are purchased directly over the electricity exchange, through bilateral transactions with various trading partners or over-the-counter (OTC) platforms – and include the production from our own power plants. We also purchase green energy, which is allocated in accordance with the Green Electricity Act based on our share of electricity sales in the respective control area. In addition, we take over the surplus electricity produced by our customers' own generation equipment (especially photovoltaic equipment) where technically possible.

Our electricity supply subsidiaries in Bulgaria are required by law to purchase the electricity for sale to customers in the regulated market segments from the state-owned producer NEK. The remainder of the electricity required for customers in previously liberalised segments is purchased over wholesale markets. In North Macedonia, electricity supplies for customers are purchased primarily from the national electricity producer ESM.

Long-term supply contracts cover a large part of our natural gas purchases. The remaining volumes are purchased on wholesale markets over national and international OTC trading centres and exchanges, for example in Austria (CEGH) or Germany (NCG). Natural gas imports follow the international flows of pipeline and liquid gas volumes.

Trading activities in the EVN Group have increased significantly in recent years. The progressive market liberalisation and integration, higher liquidity on the exchanges and changes in the market environment have led to an increase in the demands in and on energy trading. In response to these developments we implemented a Group-wide Energy Trading and Risk Management System in 2023/24 which bundles all trading activities in the EVN Group and depicts them transparently in a system. The principles and foundation of this system are summarised in a separate guideline.

ESRS 2 SBM-2

Interests and views of stakeholders

EVN places high value on a regular, proactive and open dialogue with all stakeholders. The overriding principle in this context is to create and maintain an appropriate and equitable balance between the diverse concerns shared with us by our stakeholder groups. We are convinced that the social acceptance of our work is a basic requirement for EVN's sustainable, long-term success and positive perception by the public.

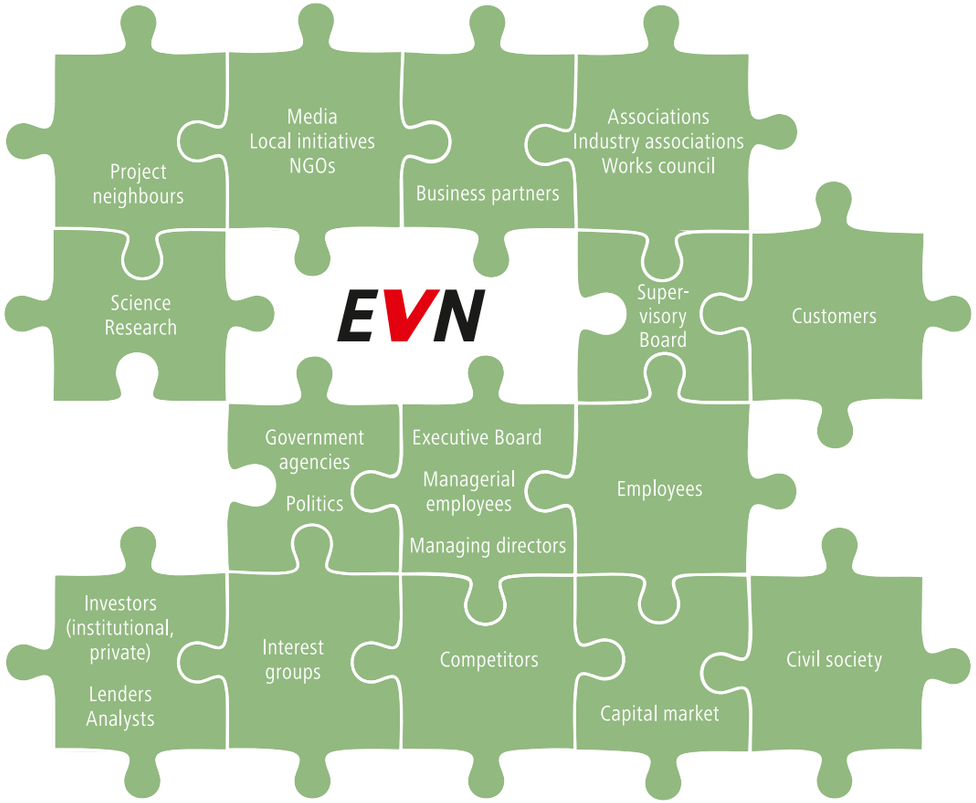
We therefore rely on an institutionalised exchange at all hierarchy levels and in formats tailored to the respective target groups. This communication takes place at regularly scheduled meetings or as required. In this way, we want to ensure the structured and timely identification and management of our stakeholders' concerns.

Various organisational processes ensure that the Executive Board is informed of important feedback from stakeholders. The quarterly steering committee meetings, which cover all segments as well as sustainability and public affairs, and the project steering committees are used for this purpose. These committees include the Executive Board as well as management from the respective areas.

Due diligence audits based on ecological and social aspects are integrated in the early phase of construction projects. They cover internal decisions as well as project approval by the Executive Board and the Supervisory Board.

In addition to the continuous exchange with internal experts, our Executive Board and Supervisory Board can draw on several advisory boards in which external experts from various disciplines contribute their expertise and outside perspectives on the ESG aspects of our activities. The high relevance of ESG issues and the strengthening of sustainability expertise is reflected in the inclusion of a sustainability expert in the Audit Committee of the Supervisory Board.

For further information on the EVN Sustainability Advisory Board and the EVN Social Advisory Board, see page 15f



EVN's stakeholders and the type of involvement

(Extract)	Regular surveys	Ongoing and regular contact	Working groups, forums, Annual General Meeting (1–2 times per year or more often)	Advisory boards, expert committees (1–2 times per year or more often)	Supervisory Board
Employees	+	+	+	+	+
Customers	+	+	+	+	+
Business partners	+	+	+	+	+
Civil society	+	+	+	+	–
Media	+	+	+	–	–
Capital market	+	+	+	+	+

We carried out an online survey during 2023 in preparation for the CSRD to identify and synchronise the viewpoints of stakeholders with the material impacts.

ESRS-2

Management of impacts, risks and opportunities

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

Double materiality analysis

In preparation for the future mandatory application of the CSRD in non-financial reporting, we adjusted the double materiality analysis initially carried out in 2023/24. Our goal was to fully integrate this analysis in the Group-wide risk management process established many years ago.

The integration was finalised in 2024/25: The double materiality analysis was carried out as a system-supported, integral part of the risk inventory for the first time. Positive and negative impacts as well as risks and opportunities in a sustainability context were systematically identified, analysed and assessed.

For additional information on risk management, see page 137ff

We therefore also meet the requirements of the Sustainability and Diversity Improvement Act and the EU Taxonomy Regulation by systematically identifying potential risks and the related impacts of EVN's business activities and business relations on environmental, social and employee-related issues and evaluating the financial impacts of the risks and opportunities on the EVN Group.

The basis and starting point for the ESG risk process is a structured longlist of all potential impacts, risks and opportunities. They cover the sustainability aspects of the ESRS and/or are assigned to the respective subject-related standards. Moreover, they reflect the positions and perspectives of various internal and external stakeholders as well as the results of upstream analyses and processes in the sustainability area.

The primary objective of the double materiality analysis is the targeted assessment of existing and potential impacts of EVN's business activities on mankind and the environment (impact materiality) as well as the identification and assessment of gross risks and opportunities (financial materiality), above all in a sustainability context.

Responsibility for the double materiality analysis in the EVN Group lies with the risk management corporate function, which works closely together with the innovation and sustainability corporate function and the ESG officers in the technical corporate functions. The integration of the management and Executive Board levels is ensured by having the results from the double materiality analysis, which is carried out as part of the risk inventory, approved by the ESG risk working committee and, subsequently, by the Group risk committee.

The ESG risk committee, which was established in 2023/24, meets during the annual process evaluation which is part of our Group-wide risk management process. Based on the longlist, this committee develops a shortlist for the double materiality analysis which serves as the basis for the system-supported identification and assessment of the impacts, risks and oppor-tunities. In line with EVN's risk management process, it includes the following steps:

→ **Identification:** The shortlist of potential impacts, risks and opportunities represents the structured list that the organisational units must systematically evaluate in the form of a risk catalogue, which is classified by the subject-based ESRS standards, in a special software programme.

→ **Assessment and analysis:** Qualitative and quantitative assessment of the impacts, risks and opportunities in the shortlist by the risk managers in the central and decentralised organisational units of the EVN Group.

- **Risks/opportunities:** Potential risks and opportunities with a damage or opportunity potential that exceeds the applicable threshold are evaluated to determine the probability of occurrence and amount of damages.
- **Impacts:** The assessment is structured by time horizon (short, medium and long term) based on a five-step scale for the dimensions "probability of occurrence" and "degree of severity". The latter also includes the following factors required by the CSRD: "scale", "scope" and "irremediable character of negative impacts". Assessments concerning possible negative impacts on human rights are also included here.

→ **Reporting:** Release of the identified impacts, risks and opportunities by the ESG risk working committee and, subsequently, by the Group risk committee, implementation of countermeasures where required; reporting to the Audit Committee. The results of the double materiality analysis define the framework for EVN's sustainability statement.

Analysis of climate risks

EVN has conducted a standardised annual process since the 2021/22 financial year to analyse potential climate risks and their impact on its business model. In addition, we carried out a climate resilience analysis for the first time in 2024/25.

For information on the climate risk analysis, see page 51

Further references

Damages caused by extreme weather events represent a threat to supply security. In a broader sustainability context, the risks in this area also include supply interruptions or physical dangers to people or our infrastructure caused by explosions or accidents. In order to ensure trouble-free operations and the technical security of our power plants – both of which are essential to protect reliable supplies – we conduct regular inspections and maintenance work that also involves scheduled downtime. We measure and monitor actual interruptions in

network electricity supplies in Austria and Bulgaria with the System Average Interruption Frequency Index (SAIFI) – which shows the mean supply interruption – and the System Average Interruption Duration Index (SAIDI) – which shows the average annualised duration of unplanned power interruptions.

Occupational safety and accident prevention are also prominent issues in all our business units. We guarantee the required high level of safety, above all, through training and by raising employees' awareness. In addition to legal requirements, we have developed an extensive set of internal rules, directives and guidelines. All work accidents in the EVN Group are recorded and analysed centrally by the occupational safety department.

ESRS 2 IRO-2

Disclosure requirements in ESRS covered by the sustainability statement

In our full report for 2023/24, we also provided information on ESRS E3 (water and marine resources) because our materiality analysis in that year identified negative impacts and risks as material, above all in connection with drinking water supplies in Lower Austria. EVN changed the gross and net valuation of impacts and risks for ESRS E3 during the reporting year to better align the methodology for the materiality analysis with ESRS requirements. We now include legal regulations and official requirements or restrictions in the gross valuation if compliance is verifiable. Measures that exceed official requirements are also included in the gross valuation if they have been completed. Measures in progress are not included but, at most, reduce the net valuation.

We also significantly increased the level of detail in the assessment of our business model for drinking water supplies during 2024/25. The impacts, risks and opportunities for the various EVN Wasser locations are now audited individually. In Austria, we already have very strict legal rules that are designed to generally prevent any impairment to ground water. In addition, the natural conditions in the regions affected by our business activities indicated no risk during our monitoring period. This is also confirmed by publicly available studies and is transparent as well as comprehensible. We are also working consciously to counteract any risk with the expansion of cross-regional supply pipelines and the resulting connection of the individual bodies of groundwater. EVN Wasser prepared an expansion study during the reporting year that covers the period from 2026 to 2055. It includes forecasts for external factors like demographic developments in the various districts of Lower Austria as well as the findings from a study commissioned by the Lower Austrian provincial government "Wasserzukunft Niederösterreich 2050"[1]. Based on this analysis, the measures required to safeguard drinking water supplies were defined from both a quantitative and qualitative standpoint. This plan provides a complete overview of the development of the business activities at EVN Wasser while taking external influencing factors into account (opportunities and risks).

These methodological changes led to a change in the assessment of the material impacts, risks and opportunities associated with ESRS E3 for our business activities in the area of drinking water supplies.

The closing for the sale of WTE Wassertechnik is expected to take place at the beginning of 2026, and the ESG risk working committee therefore decided not to include ESRS E3 in this year's reporting due to the current limited relevance of the international project business for EVN.

1) Amt der NÖ Landesregierung (2019), Wasserzukunft Niederösterreich 2050, https://www.noe.gv.at/noe/Wasser/Wasserzukunft_NOE_2050_Endbericht_der_Studie.pdf Bundesministerium Landwirtschaft, Regionen und Tourismus (2021), Wasserschatz Österreich, https://www.bmluk.gv.at/dam/jcr:75a703dd-9c25-452a-ac06-5240abbd118a/Bericht_Wasserschatz.pdf

Material impacts, risks and opportunities

The following table provides an overview of the material impacts, risks and opportunities of our business activities as identified by the double materiality analysis in 2024/25. The classification reflects the structure defined by ESRS and is based on subject areas and subtopics. Information on the management of the listed impacts and risks, e.g. target definitions, guidelines or measures, can be found in the respective section of the report.

E1 – Climate change

Climate change mitigation

Impacts	
(+)	→ Decarbonisation of the energy sector → Reduction of energy consumption → Reduction of methane emissions
(–)	→ Greenhouse gas emissions from fossil and biogenic energy carriers → Greenhouse gas emissions from distribution networks and supply systems → Greenhouse gas emissions from natural gas and electricity sales to end customers → Greenhouse gas emissions from energy consumption in plants → Greenhouse gas emissions from energy consumption in buildings → Greenhouse gas emissions from motor vehicles → Greenhouse gas-relevant, environmentally relevant incidents
Gross risks and opportunities	
(+)	→ Development of new markets and products
(–)	→ Additional costs caused by major plant standstills → Additional costs caused by CO_2e pricing or the purchase of CO_2e certificates, the lower attractiveness of fossil fuels and the increasing costs of sustainable biomass → Limited availability of resources → Cost increases caused by changes in legal regulations connected with the certification of the biogenic component of waste used

Adaptation to climate change

Impacts	
(+)	→ Supply security through technical adaptations → Decarbonisation in the mobility sector
Gross risks and opportunities	
(–)	→ Flood damage to plants → Additional costs caused by investments in climate-resistant systems → Additional costs caused by investments in electricity network expansion

Energy

Impacts	
(+)	→ Energy generation from biogas → District heat generation from residual materials
(–)	→ Energy consumption in plants and buildings → Energy consumption by fossil and biogenic energy carriers

E2 – Pollution

Air pollution

Impacts	
(+)	→ Reduction of emissions through the expansion of district heating
(–)	→ Air pollutants caused by energy generation → Air pollutants caused by the provision and use of energy carriers along the value chain
Gross risks and opportunities	
(–)	→ Additional costs caused by stricter regulations and necessary technical adaptation

Water pollution

Impacts	
(+)	→ Sealing and restoration of contaminated sites → Improvement of water quality
(–)	→ (Potential) water pollution caused by natural disasters → Water pollution along the supply chain

E4 – Biodiversity and ecosystems

Direct causes of biodiversity loss/changes in land use, freshwater use and marine use

Impacts	
(–)	→ Loss of undeveloped areas

Gross risks and opportunities	
(–)	→ Additional costs caused by increased regulations for the use of land

Dependency of ecosystem services

Impacts	
(–)	→ Negative impacts on landscape and recreational value

Impacts on the state of ecosystems

Impacts	
(+)	→ Support for water ecosystems
(–)	→ Negative impacts on freshwater ecosystems caused by hydropower plants

Impacts on the state of species

Impacts	
(–)	→ Disruption of habitats caused by construction activity → Negative impacts on species caused by network infrastructure → Negative impacts on marine life caused by hydropower plants → Negative impacts on wild animals caused by wind power plants

Gross risks and opportunities	
(–)	→ Prevention of projects by external influences/regulations

E5 – Circular economy

Resource inflows, including resource use

Impacts	
(+)	→ Resource conservation through the circular economy
(–)	→ Resource consumption for construction and plant components and materials in the upstream value chain → Resource consumption for energy generation

Resource outflows in connection with products and services

Impacts	
(–)	→ Waste in the downstream value chain

Waste

Impacts	
(+)	→ Resource conservation through the use of secondary raw materials → Relief for the environment through thermal waste utilisation
(–)	→ Non-hazardous waste → Hazardous waste

S1 – Own workforce

Working conditions

Impacts	
(+)	→ Stable income and subsistence security → Support for health and well-being through flexible working times → Protection of an adequate standard of living → Fair treatment and social security through social dialogue → Fair treatment and financial security through collective agreements → Increase in well-being through the work-life balance → Increase in well-being through time flexibility → Increase in well-being through location flexibility
(–)	→ Negative impacts on health and well-being caused by inflexible or stressful working times → Impairment of well-being caused by a lack of work-life balance → Damage to employees' health and fatalities

Equal treatment and equal opportunities

Impacts	
(+)	→ Broader knowledge and greater innovative strength through inclusion and equal opportunities → Equal opportunity and compensation for all → Higher qualifications and employability → Greater independence through inclusion and equal opportunities → Satisfaction and motivation through diversity in the company

Other work-related rights

Impacts	
(+)	→ Security for employees' personal data

S2 – Workers in the value chain

Working conditions

Impacts	
(–)	→ Restricted freedom of assembly → Restrictions on the formation of unions → Unsafe work environment → Lack of provided protective clothing/gear

Equal treatment and equal opportunities for all

Impacts	
(–)	→ Limited training offers

Other work-related rights/forced labour

Impacts	
(–)	→ Forced labour

S3 – Affected communities

Economic, social and cultural rights of communities

Impacts	
(+)	→ Protection of energy supplies → Contribution to safeguarding food production → Security for water supplies and waste disposal
(–)	→ Disruption of private and economic life → Air pollution

Company specific

Impacts	
(+)	→ Increased awareness for energy and climate protection → Support for renewable energies → Impulses for economic development → Strengthening of business location

S4 – Consumers and end users

Information-related impacts for consumers and/or end users

Impacts	
(+)	→ Increase in customer satisfaction through easy access to the company → Increase in energy efficiency and reduction in costs for customers → Support for informed customer decisions
(–)	→ Invasion of customers' privacy through data misuse or cyberattacks

Gross risks and opportunities	
(–)	→ Reputation loss caused by violations of customers' personal privacy → Legal consequences of violations of the GDPR → Legal consequences of excessive price increases for electricity and natural gas

Social inclusion of consumers and/or end users

Impacts	
(+)	→ Transparent and fair marketing practices

G1 – Governance

Corporate culture

Impacts	
(+)	→ Contribution to a fair and sustainable economic system → Transparency and openness to dialogue with stakeholders

Political engagement and lobbying activities

Impacts	
(+)	→ Lobbying for renewable energies and relevant research and development

Management of relations with suppliers, including payment practices

Impacts	
(+)	→ Support for sustainability in the supply chain → Fair engagement with business partners

Corruption and bribery

Gross risks and opportunities	
(–)	→ Reputation loss and (financial) consequences caused by corruption

EU Taxonomy Regulation

This section includes EVN's reporting in accordance with Article 8 of the EU Taxonomy Regulation ((EU) 2020/852) in connection with the applicable delegated acts of the European Commission. The report includes a description of the methodology used for the identification, technical screening and assessment of the taxonomy alignment of the economic activities carried out by EVN in 2024/25 concerning the six environmental objectives: climate change mitigation, climate change adaption, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems.

The content in this section also includes an allocation of EVN's economic activities to the segments and disclosures on the measures to comply with social minimum protection. Additional information is provided through text and tables on the performance metrics and on the reporting forms for activities in the areas of nuclear energy and fossil gas. Information on the climate risk analysis can be found in the section on climate change.

For information on the climate risk analysis, see page 51

Identification and evaluation of economic activities

The first step involved the identification of the economic activities carried out by the EVN Group. The basis for this identification was formed by the economic activities listed in the delegated acts of the European Commission concerning the six above-mentioned environmental objectives and supplemented by Regulation (EC) No 1893/2006 of the European Parliament and the Council as of 20 December 2006 on the installation of the statistical system for economic sectors defined by NACE Revision 2 and the amendment of Regulation (EEC) No 3037/90 of the Council as well as certain other regulations of the EC for specific areas of the economic activities listed in the statistics. For this purpose, technical experts in the subsidiaries carried out screenings based on the above regulations together with the managing directors.

The focal points of EVN's business activities are the generation of electricity and heat from renewable sources and the operation of distribution networks. Consequently, the economic activities in the EU Taxonomy related to these activities are of paramount importance for EVN with a view towards taxonomy reporting.

The table on page 35 lists all economic activities to which KPIs were allocated in 2024/25 and in the previous financial year. In 2024/25, seven additional economic activities were identified and included in the report. This addition resulted from a revision of the underlying database which made the expanded reporting necessary. In addition, EVN made initial investments in battery and heat storage and in the use of waste heat.

Reporting of taxonomy alignment

A second step involved the technical screening of the identified taxonomy-eligible economic activities – separated by environmental objectives – to determine whether taxonomy-aligned economic activities were involved. This applied to all economic activities that meet the requirements of Art. 3 of the EU Taxonomy Regulation.

With the exception of the economic activity water supply (WTR 2.1), which was included in the previous year and is classified by Delegated Regulation (EU) 2023/2486 under the environmental objective "sustainable use and protection of water and marine resources" as one of the four other environmental objectives, the economic activities classified as taxonomy-aligned were all allocated to the environmental objective "climate change mitigation" based on the technical screening. This prevents double counting in the assignment of the key performance indicators. For this purpose, technical and business experts in the respective Group companies reviewed the previously identified taxonomy-eligible economic activities based on the applicable technical screening criteria and documented the findings in a transparent and comprehensible manner.

Assignment of EVN's economic activities to the segments

The following section describes the economic activities by segment which were identified for the 2024/25 financial year together with the material aspects of KPI data collection in accordance with the EU Taxonomy Regulation. To facilitate reading, references to the economic activities only include the number of the respective activity. The full designation of the economic activity can be found in the table on "Taxonomy-eligible economic activities".

Based on our evaluation, the Energy Segment carries out taxonomy-eligible economic activities in the areas of heat generation and distribution which can be assigned to the economic activities 4.1., 4.15., 4.16., 4.20., 4.24., 4.30. and 4.31. according to the different fuels and technologies. The taxonomy-eligible economic activities classified under 4.1., 6.15., 6.16., 7.3., 7.4., 7.5., 7.6., 9.1. and 9.3. are also found in energy services. The turnover from trading included in this segment – which covers, above all, the marketing of EVN's own electricity generation and natural gas trading – is not included in the economic activities defined by the EU Taxonomy Regulation.

Taxonomy-eligible economic activities

		2024/25	2023/24
2.1.	Water supply	No	Yes
4.1.	Electricity generation using solar photovoltaic technology	Yes	Yes
4.3.	Electricity generation from wind power	Yes	Yes
4.5.	Electricity generation from hydropower	Yes	Yes
4.9.	Transmission and distribution of electricity	Yes	Yes
4.10.	Storage of electricity	Yes	No
4.11.	Storage of thermal energy	Yes	No
4.14.	Transmission and distribution networks for renewable and low-carbon gases	Yes	Yes
4.15.	District heating/cooling distribution	Yes	Yes
4.16.	Installation and operation of electric heat pumps	Yes	Yes
4.20.	Cogeneration of heat/cool and power from bioenergy	Yes	Yes
4.24.	Production of heat/cool from bioenergy	Yes	Yes
4.25.	Production of heat/cool using waste heat	Yes	No
4.30.	High-efficiency cogeneration of heat/cool and power from fossil gaseous fuels	Yes	Yes
4.31.	Production of heat/cool from fossil gaseous fuels in an efficient district heating and cooling system	Yes	Yes
5.1.	Construction, extension and operation of water collection, treatment and supply systems	Yes	Yes
5.3.	Construction, extension and operation of waste water collection and treatment	Yes	Yes
6.5.	Transport by motorbikes, passenger cars and light commercial vehicles	Yes	No
6.6.	Freight transport services by road	Yes	No
6.15.	Infrastructure enabling low carbon road transport and public transport	Yes	Yes
6.16.	Infrastructure enabling low carbon water transport	Yes	Yes
7.3.	Installation, maintenance and repair of energy efficiency equipment	Yes	Yes
7.4.	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Yes	Yes
7.5.	Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling energy performance of buildings	Yes	Yes
7.6.	Installation, maintenance and repair of renewable energy technologies	Yes	Yes
7.7.	Acquisition and ownership of buildings	Yes	No
8.1.	Data processing, hosting and related activities	Yes	No
9.1.	Close to market research, development and innovation	Yes	Yes
9.3.	Professional services related to energy performance of buildings	Yes	Yes

The Generation Segment includes electricity production from the renewable energy sources water, wind and solar power and, for the first time, electricity storage which are assigned to the economic activities 4.1., 4.3., 4.5., 4.10. and 4.11. This segment also includes heat generation from natural gas at the energy hub in Dürnrohr, which represents economic activity 4.31. Other identified economic activities in connection with heat generation are included in the Energy Segment to prevent double counting.

The Networks Segment covers the network infrastructure for electricity and for renewable and low-carbon gases in Lower Austria, which represent the economic activities 4.9. and 4.14. Shared equipment that is necessary for the infrastructure operated by Netz Niederösterreich is allocated 75% to the electricity network and 25% to the natural gas network. The investments in property, plant and equipment which can be allocated to economic activities 6.5., 7.7. and 8.1. are not included. The EU Taxonomy Regulation currently provides no criteria for the economic activities carried out by the Group companies kabelplus (telecommunications) and EVN Geoinfo (geographic information systems).

The South East Europe Segment covers the network infrastructure for electricity in Bulgaria and North Macedonia and for renewable and low-carbon gases in Croatia. This represents the economic activities 4.9. and 4.14. In contrast to the electricity meters installed in Austria, the meters in North Macedonia do not meet the technical criteria of the EU Taxonomy Regulation at the present time. Other investments were allocated to economic activities 6.5., 6.6., 7.7. and 8.1. This segment also includes electricity and heat generation from natural gas (economic activities 4.30. and 4.31.) as well as heat supplies (economic activity 4.15.) in Bulgaria. Electricity generation from renewable energy sources (solar power and hydropower) in North Macedonia represents economic activities 4.1. and 4.5. as well as electricity storage (4.10.) for the first time. The energy trading which is also included in the South East Europe Segment does not represent an economic activity listed in the EU Taxonomy Regulation.

The Environment Segment includes drinking water supplies and wastewater disposal in Lower Austria, which are allocated to the economic activities 5.1. and 5.3. Taxonomy-eligible economic activities are not reported for the international project business, which is also included in this segment, beginning with 2024/25 because IFRS 5 does not permit the reporting of any related revenue. The revenue metrics for 2023/24 were adjusted accordingly.

For the IFRS 5 disclosures, see page 128f

Minimum safeguards as defined by Art. 18 EU Taxonomy Regulation

Compliance with the minimum (social) safeguards in this area was classified according to the set of rules defined by Art. 18 as well as the Final Report on Minimum Safeguards by the Platform on Sustainable Finance (October 2022) for the subject areas of human rights, workers' rights and occupational safety, the prevention of corruption and fair competition, and tax policy. Compliance is ensured by the application of Group-wide established and relevant management approaches as well as organisational rules (e. g. guidelines, instructions). Moreover, processes and measures have been implemented in procurement to ensure that the principles and rules applicable to these areas in the EVN Group also apply to business partners and suppliers.

In agreement with the United Nations Guiding Principles on Business and Human Rights, the Declaration by the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises as well as the EVN Code of Conduct, the EVN Human Rights Policy, the EVN managerial mission statement, the EVN sustainability guideline, the Group-wide policies for social minimum standards and employees, the EVN values and all related country-specific legal regulations and guidelines, we treat all our employees equally regardless of their gender, age, ethnic or social origin or nationality, skin colour, sexual

orientation, religion, ideology or any possible physical or mental disabilities. We expressly reject any discrimination of employees with equal professional and personal qualifications in hiring, training, personal development, employment conditions or compensation.

Human rights and minimum social protection issues are dealt with as interdisciplinary subjects in the EVN Group and are the responsibility of different organisational units (in particular human resources, occupational safety, procurement and purchasing, and corporate compliance management).

For information on management approaches and organisational rules, see the following

- Workers' rights, page 72ff
- Occupational safety, page 84ff
- Prevention of corruption and fair competition, page 106ff
- Procurement, pages 26 and 88ff

EVN prepared a Human Rights Policy in 2022, which was approved by the Executive Board. A human rights officer was also appointed and installed in the corporate compliance management department. Our activities on behalf of human rights are continuously updated and expanded. The findings from our participation in the Business and Human Rights Accelerator of the UN Global Compact in 2023/24 flowed into the roll-out of Group-wide information and training on the subject of human rights.

Risks related to non-compliance with human rights are identified and assessed throughout the Group as part of the annual risk inventory.

For information on EVN's Human Rights Policy, see www.evn.at/human-rights-policy

Fair tax policy

Based on our high ethical standards, as defined particularly in the EVN Code of Conduct, we have prepared a binding tax strategy for the EVN Group. We consider it an obligation towards business, the environment and society to make a fair contribution to tax revenue in all countries where we conduct business operations. This commitment – together with the observance of all relevant national and international tax laws and legal requirements – forms the basis for the following premises of the EVN Group's tax strategy:

- → High compliance standards with regard to taxation, in particular the legally compliant, timely and complete fulfilment of reporting, clarification, submission and payment requirements
- → The exclusion of risks under financial criminal law, especially the risks arising from tax evasion or reduction.
- → Fair, constructive, cooperative and transparent dialogue with the fiscal authorities
- → Proactive tax controls based on the evaluation of tax-relevant risks and tax risks through the identification, analysis and assessment of these risks (documentation via risk control matrix)
- → The avoidance of aggressive tax planning, in particular no use of artificial structures whose main purpose is tax reduction

Turnover

		2024/25	2023/24
Turnover (= denominator of KPI)	EURm	3,000.0	2,889.2
thereof taxonomy-aligned (= numerator of KPI)	EURm	1,347.9	1,273.8
Turnover KPI	%	**44.9**	**44.1**

CapEx

		2024/25	2023/24
Additions to intangible assets, fixed assets and rights of use (= denominator of KPI)	EURm	942.8	762.8
thereof taxonomy-aligned (= numerator of KPI)	EURm	840.2	677.6
CapEx KPI	%	**89.1**	**88.8**

Key performance indicators for taxonomy-aligned economic activities

EVN defines the reportable metrics listed in Annex I of Delegated Regulation (EU) 2021/2178 as of 6 July 2021 as follows:

Key performance indicator related to turnover (turnover KPI)

This indicator shows the share of turnover generated by taxonomy-eligible and – subsequently – taxonomy-aligned economic activities.

The international project business is classified as a discontinued operation in accordance with IFRS 5 due to its planned sale and, consequently, revenue for the 2024/25 financial year does not include any revenue from this business area. The comparative prior year data were adjusted accordingly (revenue for 2023/24 before the adjustment: EUR 3,256.6m; revenue for 2023/24 after the IFRS 5 adjustment: EUR 2,889.2m). This IFRS 5 adjustment has a similar effect on the turnover KPI defined by the EU Taxonomy.

The denominator represents the total net revenue generated by the EVN Group during the reporting period, which was calculated in accordance with the definition provided by IFRS 15 (see note **25. Revenue** in the consolidated financial statements for 2024/25). The numerator represents the part of total net revenue generated by the EVN Group from taxonomy-eligible and – subsequently – from taxonomy-aligned economic activities. As in the previous year, a large part of non-taxonomy-eligible net revenue (EUR 1,549.3m; previous year: EUR 1,485.4m) as defined by the EU Taxonomy Regulation was attributable to electricity trading. The revenue reported here was lower than the previous year due to the downward trend in wholesale electricity prices. Since this share of revenue is only included in the denominator, the reduction in trading revenue caused by the decline in electricity prices is a material driver for the improvement in this indicator.

The omission of revenue from the international project business due to IFRS 5 reporting requirements led to a reduction of the non-taxonomy-aligned and non-taxonomy-eligible revenue and to a subsequent improvement in the metrics. A further positive aspect was the increase in revenue from the networks business. A contrasting factor involved the higher revenue generated by the supply and trading companies in Bulgaria, which increased the share of non-taxonomy-eligible revenue.

The share of taxonomy-aligned net revenue generated by EVN equalled 44.9% in 2024/25 (previous year: 44.1%).

Key performance indicator related to capital expenditure (CapEx KPI)

This indicator shows the share of capital expenditure in taxonomy-eligible and – subsequently – taxonomy-aligned economic activities.

The denominator represents the additions to intangible assets and property, plant and equipment recorded by the EVN Group during the reporting period in accordance with IAS 38 (additions to intangible assets), IAS 16 (additions to property, plant and equipment) and IFRS 16 (additions to rights of use) (see the line item "additions" in the tables to notes **35. Intangible assets** and **36. Property, plant and equipment** in the notes to the consolidated financial statements for 2024/25). However, additions to property, plant and equipment connected with restoration obligations are not included. The EVN Group recorded no additions to investment property (IAS 40) during the reporting period.

The numerator equals the part of capital expenditure included in the denominator, which was spent by the EVN Group during the reporting period on taxonomy-eligible and – subsequently – taxonomy-aligned economic activities.

The share of EVN's taxonomy-aligned capital expenditure (CapEx) equalled 89.1% in 2024/25 (previous year: 88.8%). The increase resulted from a higher volume of taxonomy-aligned investments in the network infrastructure, bio-heat and drinking water supplies in Lower Austria.

A CapEx plan as defined in Annex I of Delegated Regulation (EU) 2021/2178 was not prepared during the reporting period.

Key performance indicator related to operating expenditure (OpEx KPI)

In contrast to revenue and capital expenditure (CapEx), the denominator for operating expenditure cannot be allocated to specific positions in the IFRS consolidated financial statements. Annex I of the Delegated Regulation (EU) 2021/2178 as of 6 July 2021 only permits the inclusion of certain expenses for reporting in accordance with the EU Taxonomy Regulation.

The denominator includes direct, non-capitalised costs related to research and development, building refurbishment measures, short-term leasing, maintenance and repairs as well as all other direct expenditures connected with the daily maintenance of property, plant and equipment by the company or by third parties.

The OpEx denominator equalled EUR 88.4m in 2024/25 (previous year: EUR 79.2m) and was classified as follows:

- Research and development: EUR 1.7m
- Leasing: EUR 7.3m
- Maintenance, repairs and other: EUR 79.4m

Operating expenditure (OpEx) in 2024/25 amounted to less than 10% of Group-wide operating expenses and was not classified as material. Therefore, the OpEx numerator and indicator were not reported in accordance with Article 8 of Regulation ((EU) 2020/852), and the OpEx numerator therefore equals EUR 0 for 2024/25.

The OpEx indicator for 2023/24 after adjustments to reflect IFRS 5 consists of the following (the unadjusted values for 2023/24 are shown in brackets):

- A.1: EUR 59.3m (EUR 59.3m)
- A.2: EUR 7.5m (EUR 7.5m)
- B: EUR 11.8m (EUR 12.4m)

Reporting on EU Taxonomy Regulation as of 30 September 2025 – detail turnover[1)2)]

				Substantial contribution criteria					DNSH criteria ("Does Not Significantly Harm")									
Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Biodiversity and ecosystems	Climate change adaption	Water and marine resources	Circular economy	Pollution prevention	Biodiversity and ecosystems	Minimum safeguards	Proportion of taxonomy-aligned (A.1) or non-taxonomy-eligible (A.2) turnover, FY2024/25	Category (enabling activity)	Category (transitional activity)
A.TAXONOMY-ELIGIBLE ACTIVITIES		EURm	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A.1 Environmentally sustainable activities (taxonomy-aligned)																			
2.1. Water supply	WTR 2.1	—	—	N/EL	N/EL	Y	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0		
4.1. Electricity generation using solar photovoltaic technology	CCM 4.1	8.2	0.3	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.3		
4.3. Electricity generation from wind power	CCM 4.3	103.3	3.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	5.3		
4.5. Electricity generation from hydropower	CCM 4.5	71.0	2.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	3.4		
4.9. Transmission and distribution of electricity	CCM 4.9	763.0	25.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	22.2	E	
4.14. Transmission and distribution networks for renewable and low-carbon gases	CCM 4.14	99.9	3.3	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	3.1		
4.15. District heating/cooling distribution	CCM 4.15	195.7	6.5	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	6.5		
4.20. Cogeneration of heat/cool and power from bioenergy	CCM 4.20	17.6	0.6	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.3		
4.24. Production of heat/cool from bioenergy	CCM 4.24	6.2	0.2	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2		
5.1. Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	49.3	1.6	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1.7		
5.3. Construction, extension and operation of waste water collection and treatment	CCM 5.3	1.2	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0		
6.15. Infrastructure enabling low carbon road transport and public transport	CCM 6.15	11.7	0.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2	E	
6.16. Infrastructure enabling low carbon water transport	CCM 6.16	0.8	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0	E	
7.3. Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	14.0	0.5	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.6	E	
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0.5	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0	E	
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling energy performance of buildings	CCM 7.5	—	—	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0	E	
7.6 Installation, maintenance and repair of renewable energy technologies	CCM 7.6	5.2	0.2	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.3	E	
9.3. Professional services related to energy performance of buildings	CCM 9.3	0.3	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0	E	
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		**1,347.9**	**44.9**														**44.1**		
of which enabling		795.5	59.0	100						Y	Y	Y	Y	Y	Y	Y	53.0	E	
of which transitional		—	—														—		T

1) "0.0" means: small amount
2) "–" means: no value

Reporting on EU Taxonomy Regulation as of 30 September 2025 – detail turnover[1)2)]

				Substantial contribution criteria						
Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Proportion of taxonomy-aligned (A.1) or non-taxonomy-eligible (A.2) turnover, FY 2023/24
A.TAXONOMY-ELIGIBLE ACTIVITIES		EURm	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	%
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)										
2.1. Water supply	WTR 2.1	—	—	N/EL	N/EL	EL	N/EL	N/EL	N/EL	0.0
4.3. Electricity generation from wind power	CCM 4.3	—	—	EL	EL	N/EL	N/EL	N/EL	N/EL	0.1
4.5. Electricity generation from hydropower	CCM 4.5	11.7	0.4	EL	EL	N/EL	N/EL	N/EL	N/EL	0.4
4.9. Transmission and distribution of electricity	CCM 4.9	5.9	0.2	EL	EL	N/EL	N/EL	N/EL	N/EL	0.7
4.14. Transmission and distribution networks for renewable and low-carbon gases	CCM 4.14	5.6	0.2	EL	EL	N/EL	N/EL	N/EL	N/EL	0.1
4.15. District heating/cooling distribution	CCM 4.15	10.2	0.3	EL	EL	N/EL	N/EL	N/EL	N/EL	0.0
4.16. Installation and operation of electric heat pumps	CCM 4.16	0.8	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL	0.0
4.24. Production of heat/cool from bioenergy	CCM 4.24	—	—	EL	EL	N/EL	N/EL	N/EL	N/EL	0.0
4.30. High-efficiency cogeneration of heat/cool and power from fossil gaseous fuels	CCM 4.30	38.0	1.3	EL	EL	N/EL	N/EL	N/EL	N/EL	1.9
4.31. Production heat/cool from fossil gaseous fuels in efficient heating system	CCM 4.31	30.3	1.0	EL	EL	N/EL	N/EL	N/EL	N/EL	1.1
5.1. Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	—	—	EL	EL	N/EL	N/EL	N/EL	N/EL	0.0
5.3. Construction, extension and operation of waste water collection and treatment	CCM 5.3	0.2	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL	0.0
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		**102.8**	**3.4**							**4.5**
TOTAL (A.1 + A.2)		**1,450.7**	**48.4**							**48.6**
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES										
Turnover of taxonomy-non-eligible activities (B)		**1,549.3**	**51.6**							
Total (A + B)		**3,000.0**	**100.0**							

1) "0.0" means: small amount
2) "–" means: no value

Reporting on EU Taxonomy Regulation as of 30 September 2025 – detail CapEx[1)2)]

				Substantial contribution criteria					DNSH criteria ("Does Not Significantly Harm")									
Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution prevention	Biodiversity and ecosystems	Minimum safeguards	Proportion of taxonomy-aligned (A.1) or non-taxonomy-eligible (A.2) CapEx, FY 2023/24	Category (enabling activity)	Category (transitional activity)
A.TAXONOMY-ELIGIBLE ACTIVITIES		EURm	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A.1 Environmentally sustainable activities (taxonomy-aligned)																			
4.1. Electricity generation using solar photovoltaic technology	CCM 4.1	21.2	2.2	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	2.2		
4.3. Electricity generation from wind power	CCM 4.3	103.2	10.9	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	7.4		
4.5. Electricity generation from hydropower	CCM 4.5	3.7	0.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.3		
4.9. Transmission and distribution of electricity	CCM 4.9	531.7	56.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	59.7	E	
4.10. Storage of electricity	CCM 4.10	4.1	0.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	—	E	
4.11. Storage of thermal energy	CCM 4.11	0.1	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	—	E	
4.14. Transmission and distribution networks for renewable and low-carbon gases	CCM 4.14	44.0	4.7	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	5.6		
4.15. District heating/cooling distribution	CCM 4.15	38.9	4.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	4.8		
4.20. Cogeneration of heat/cool and power from bioenergy	CCM 4.20	31.8	3.4	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1.8		
4.24. Production of heat/cool from bioenergy	CCM 4.24	14.0	1.5	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1.6		
4.25. Production of heat/cool using waste heat	CCM 4.25	0.9	0.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	—		
5.1. Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	23.9	2.5	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	3.8		
5.3. Construction, extension and operation of waste water collection and treatment	CCM 5.3	0.1	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	2.8	0.3	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	—		
6.15. Infrastructure enabling low carbon road transport and public transport	CCM 6.15	19.8	2.1	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	1.1	E	
6.16. Infrastructure enabling low carbon water transport	CCM 6.16	—	—	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2	E	
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	0.1	0.0	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0	E	
9.1. Close to market research, development and innovation	CCM 9.1	—	—	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.2	E	
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		**840.2**	**89.1**														**88.8**		
of which enabling		555.9	66.2							Y	Y	Y	Y	Y	Y	Y	69.0	E	
of which transitional		—	—														0.0		T

1) "0.0" means: small amount
2) "–" means: no value

Reporting on EU Taxonomy Regulation as of 30 September 2024 – detail CapEx[1)2)]

Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Substantial contribution criteria: Climate change mitigation	Climate change adaption	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems								Proportion of taxonomy-aligned (A.1) or non-taxonomy-eligible (A.2) CapEx, FY 2023/24	Category (enabling activity)	Category (transi-tional activity)
A. TAXONOMY-ELIGIBLE ACTIVITIES		EURm	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL								%	E	T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																			
4.1. Electricity generation using solar photovoltaic technology	CCM 4.1	—	—	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
4.3. Electricity generation from wind power	CCM 4.3	—	—	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
4.5. Electricity generation from hydropower	CCM 4.5	6.6	0.7	EL	EL	N/EL	N/EL	N/EL	N/EL								0.3		
4.9. Transmission and distribution of electricity	CCM 4.9	10.5	1.1	EL	EL	N/EL	N/EL	N/EL	N/EL								2.0		
4.14. Transmission and distribution networks for renewable and low-carbon gases	CCM 4.14	0.5	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
4.15. District heating/cooling distribution	CCM 4.15	2.5	0.3	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
4.20. Cogeneration of heat/cool and power from bioenergy	CCM 4.20	0.2	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
4.24. Production of heat/cool from bioenergy	CCM 4.24	0.7	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
4.30. High-efficiency cogeneration of heat/cool and power from fossil gaseous fuels	CCM 4.30	0.8	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL								0.1		
4.31. Production of heat/cool from fossil gaseous fuels in an efficient district heating and cooling system	CCM 4.31	4.8	0.5	EL	EL	N/EL	N/EL	N/EL	N/EL								1.2		
5.3. Construction, extension and operation of waste water collection and treatment	CCM 5.3	0.0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								0.0		
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	9.7	1.0	EL	EL	N/EL	N/EL	N/EL	N/EL								—		
6.6. Freight transport services by road	CCM 6.6	0.9	0.1	EL	EL	N/EL	N/EL	N/EL	N/EL								—		
6.15 Infrastructure enabling low carbon road transport and public transport	CCM 6.15	0.0	0.0	EL	EL	N/EL	N/EL	N/EL	N/EL								—		
7.7. Acquisition and ownership of buildings	CCM 7.7	3.2	0.3	EL	EL	N/EL	N/EL	N/EL	N/EL								—		
8.1. Data processing, hosting and related activities	CCM 8.1	3.6	0.4	EL	EL	N/EL	N/EL	N/EL	N/EL								—		
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		44.1	4.7														3.7		
TOTAL (A.1 + A.2)		884.3	93.8														92.5		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of taxonomy-non-eligible activities (B)		58.5	6.2																
Total (A + B)		942.8	100.0																

1) "0.0" means: small amount
2) "–" means: no value

Scope of taxonomy eligibility and alignment per environmental objective – disclosure covering year 2024/25

Proportion of revenue/total revenue

%	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	44.9	48.4
CCA (Climate change adaption)	0.0	0.0
WTR (Water and marine resources)	0.0	0.0
CE (Circular economy)	0.0	0.0
PPC (Pollution prevention and control)	0.0	0.0
BIO (Biodiversity and ecosystems)	0.0	0.0

Proportion of CapEx/total CapEx

%	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	89.1	93.8
CCA (Climate change adaption)	0.0	0.0
WTR (Water and marine resources)	0.0	0.0
CE (Circular economy)	0.0	0.0
PPC (Pollution prevention and control)	0.0	0.0
BIO (Biodiversity and ecosystems)	0.0	0.0

Templates 1 to 5 for turnover (with respect to nuclear and fossil gas related activities)

Template 1 – Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No

Row	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	Yes
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	Yes

Template 2 – Taxonomy-aligned economic activities (denominator)

Amount and share (information in EURm and %)

		CCM + CCA		Climate change mitigation (CCM)		Climate change adaption (CCA)	
Row	Economic activities	EURm	%	EURm	%	EURm	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the turnover KPI**	1,347.9	44.9	1,347.9	44.9	—	—
8.	**Total turnover KPI**	3,000.0	100.0	3,000.0	100.0	—	—

Template 3 – Taxonomy-aligned economic activities (numerator)

Amount and share (information in EURm and %)

		CCM + CCA		Climate change mitigation (CCM)		Climate change adaption (CCA)	
Row	Economic activities	EURm	%	EURm	%	EURm	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	—	—	—	—	—	—
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	—	—	—	—	—	—
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	—	—	—	—	—	—
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	—	—	—	—	—	—
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	—	—	—	—	—	—
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the turnover KPI	—	—	—	—	—	—
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the turnover KPI**	**1,347.9**	**100.0**	**1,347.9**	**100.0**	**—**	**—**
8.	**Total amount and proportion of taxonomy-aligned economic activities in the numerator of the turnover KPI**	**1,347.9**	**100.0**	**1,347.9**	**100.0**	**—**	**—**

Template 4 – Taxonomy-eligible but not taxonomy-aligned economic activities

Amount and share (information in EURm and %)

		CCM + CCA		Climate change mitigation (CCM)		Climate change adaption (CCA)	
Row	Economic activities	EURm	%	EURm	%	EURm	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—	—	—	—	—
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	38.0	1.3	38.0	1.3	—	—
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	30.3	1.0	30.3	1.0	—	—
7.	**Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the turnover KPI**	**34.5**	**1.1**	**34.5**	**1.1**	**—**	**—**
8.	**Total amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activities in the denominator of the turnover KPI**	**102.8**	**3.4**	**102.8**	**3.4**	**—**	**—**

Template 5 – Taxonomy-non-eligible economic activities

Row	Economic activities	EURm	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the turnover KPI	—	—
7.	**Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the turnover KPI**	1,549.3	100.0
8.	**Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the turnover KPI**	1,549.3	100.0

Templates 1 to 5 for CapEx (with respect to nuclear and fossil gas related activities)

Template 1 – Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No

Row	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	Yes
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	Yes

Template 2 – Taxonomy-aligned economic activities (denominator)

Amount and share (information in EURm and %)

		CCM + CCA		Climate change mitigation (CCM)		Climate change adaption (CCA)	
Row	Economic activities	EURm	%	EURm	%	EURm	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the CapEx KPI**	840.2	89.1	840.2	89.1	—	—
8.	**Total CapEx KPI**	942.8	100.0	942.8	100.0	—	—

Template 3 – Taxonomy-aligned economic activities (numerator)

Amount and share (information in EURm and %)

		CCM + CCA		Climate change mitigation (CCM)		Climate change adaption (CCA)	
Row	Economic activities	EURm	%	EURm	%	EURm	%
1.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	—	—	—	—	—	—
2.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	—	—	—	—	—	—
3.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	—	—	—	—	—	—
4.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	—	—	—	—	—	—
5.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	—	—	—	—	—	—
6.	Amount and proportion of taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the numerator of the CapEx KPI	—	—	—	—	—	—
7.	**Amount and proportion of other taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the numerator of the CapEx KPI**	840.2	100.0	840.2	100.0	—	—
8.	**Total amount and proportion of taxonomy-aligned economic activities in the numerator of the CapEx KPI**	840.2	100.0	840.2	100.0	—	—

Template 4 – Taxonomy-eligible but not taxonomy-aligned economic activities

Amount and share (information in EURm and %)

		CCM + CCA		Climate change mitigation (CCM)		Climate change adaption (CCA)	
Row	Economic activities	EURm	%	EURm	%	EURm	%
1.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
2.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
3.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
4.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—	—	—	—	—
5.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	0.8	0.1	0.8	0.1	—	—
6.	Amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activity referred to in Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	4.8	0.5	4.8	0.5	—	—
7.	**Amount and proportion of other taxonomy-eligible but not taxonomy-aligned economic activities not referred to in rows 1 to 6 above in the denominator of the CapEx KPI**	**38.5**	**4.1**	**38.5**	**4.1**	**—**	**—**
8.	**Total amount and proportion of taxonomy-eligible but not taxonomy-aligned economic activities in the denominator of the CapEx KPI**	**44.1**	**4.7**	**44.1**	**4.7**	**—**	**—**

Template 5 – Taxonomy-non-eligible economic activities

		CCM + CCA	
Row	Economic activities	EURm	%
1.	Amount and proportion of economic activity referred to in row 1 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.26 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—
2.	Amount and proportion of economic activity referred to in row 2 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.27 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—
3.	Amount and proportion of economic activity referred to in row 3 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.28 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapExKPI	—	—
4.	Amount and proportion of economic activity referred to in row 4 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.29 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—
5.	Amount and proportion of economic activity referred to in row 5 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.30 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—
6.	Amount and proportion of economic activity referred to in row 6 of Template 1 that is taxonomy-non-eligible in accordance with Section 4.31 of Annexes I and II to Delegated Regulation 2021/2139 in the denominator of the CapEx KPI	—	—
7.	**Amount and proportion of other taxonomy-non-eligible economic activities not referred to in rows 1 to 6 above in the denominator of the CapEx KPI**	**58.5**	**100.0**
8.	**Total amount and proportion of taxonomy-non-eligible economic activities in the denominator of the CapEx KPI**	**58.5**	**100.0**

ESRS E1

Climate change

Climate change and its consequences for humans and ecosystems are among the greatest challenges of our time. Scientific studies and forecasts on the loss of species, extreme weather events, and human health underscore the urgency to at least limit global warming. The central requirement to meet this goal is the significant reduction of greenhouse gas emissions. Low CO_2e-and renewable energy generation is a decisive lever to reach the 1.5°C target set by the Paris Climate Agreement. As an energy provider, we make an important contribution to the decarbonisation of the energy sector and to meeting European and Austrian climate goals with our sustainability oriented management. The intensified expansion of our renewable generation capacity makes an effective contribution to climate protection. EVN's innovation and sustainability corporate function is responsible for the coordination and preparation of issues related to climate change.

ESRS 2 GOV-3

Integration of sustainability-related performance in incentive schemes

EVN's remuneration policy includes a mandatory sustainability component as an integral part of performance-based remuneration. Following the latest revision in 2023/24, 15% of the variable remuneration for the Executive Board is tied to the attainment of measurable, quantitative sustainability goals. The specific goals are defined annually by the Remuneration Committee in accordance with EVN's sustainability strategy, and their achievement is evaluated after the approval of the annual financial statements. This ensures the systematic inclusion of climate-relevant and sustainability-based criteria in the target definition and remuneration of the Executive Board. This structure also applies to middle management in a modified form.

Material impacts

- Greenhouse gas emissions from:
  - → Fossil and biogenic energy carriers
  - → Distribution networks and supply systems
  - → Sale of natural gas and electricity to end customers
  - → Energy consumption in plants and buildings
  - → Motor vehicles
  - → Greenhouse gas and environmentally relevant incidents in the supply chain
- Energy consumption in plants and buildings and through fossil and biogenic energy carriers
+ Decarbonisation of the energy sector and mobility
+ Reduction of energy consumption
+ Reduction of methane emissions
+ Supply security through technical adaptations
+ Energy generation from biogas
+ District heat generation from residual materials

Material risks and opportunities

- Added costs from:
  - → Major plant standstills
  - → Price changes for primary energy carriers and CO_2 certificates
  - → Limited availability of resources
  - → Change in legal framework conditions for certification of the biogenic part of waste
  - → Investments in climate-resistant systems and electricity network expansion
- Flooding damage at plants
+ Development of new markets and products

Policies

- → Strategy 2030
- → EVN Climate Initiative
- → EVN sustainability guideline
- → Policy for the management of greenhouse gas emissions and transition risks
- → Environmental management and certifications
- → Sustainability Advisory Board
- → Research and development activities

Actions and targets

- → 1.5°C transition plan
- → Scientifically based goals (SBTi) for the reduction of CO_2e emissions
- → Expansion of renewable generation capacity (wind power, photovoltaics, battery storage)
- → Transformation of heat generation

The sustainability goals for the Executive Board were linked to the following requirements in 2024/25:

- → Attainment of a defined level of EU taxonomy-aligned CapEx
- → Attainment of a defined level (improvement) in the customer loyalty index
- → Comprehensive, Group-wide compliance training for employees

The variable remuneration from the attainment of financial and ESG-related goals in a specific period is transferred to the Executive Board members in proportional annual amounts from a long-term account. The distribution method calls for payment of 50% of the designated amount in the first year after the end of the financial year in which the entitlement arises and the transfer of the remaining 50% to later periods.

The members of the Supervisory Board receive annual remuneration and an attendance fee without variable ESG-related components.

❐ For information on ESRS 2 GOV-3 see page 18ff

E1-1

Transition plan for climate change mitigation

Climate protection and the necessary transformation of the energy sector have formed the focal point of our Strategy 2030 since its adoption in 2019/20. We have pursued these goals consequently over the past years with the implementation of numerous measures and have already reached key milestones on our road into a renewable energy future. One important decarbonisation step was our final exit from electricity generation from coal in 2021. We are also continuously driving the transformation of our generation portfolio and making substantial progress in the area of renewable energy supplies with the reduction of thermal plants and the targeted expansion of renewable generation capacity.

Overall responsibility for the transition plan lies with EVN's Executive Board. The innovation and sustainability corporate function manages the operational coordination, which includes preparation of the transition plan and the continuous monitoring of its implementation. This takes place in close coordination with other corporate functions like controlling or the colleagues from energy planning and ensures that all relevant measures are integrated and effectively implemented.

Compatibility with the 1.5°C goal of the Paris Climate Agreement

We have worked diligently to strengthen our climate protection goals during the past two years – also in connection with the review and further development of our Strategy 2030. Our new targets for the reduction of greenhouse gas emissions are based on the 1.5°C goal of the Paris Climate Agreement. These amended goals were also submitted to SBTi for scientifically based examination and validation. Our target paths reflect the SBTi methodology for electricity supply companies and are based on the Special Report by the Intergovernmental Panel on Climate Change (IPCC) on global warming of 1.5°C, the Greenhouse Gas Protocol (GHG Protocol) issued by the World Resources Institute (WRI) and sector decarbonisation paths.

In line with our diversified business model, we have committed to four climate goals – two intensity and two absolute goals. They cover the material greenhouse gas emission sources from our own business activities (greenhouse gas emissions from electricity and heat generation, electricity network losses and our gas network volumes) as well as greenhouse gas emissions from the upstream and downstream value chain, especially from the use of energy by our end customers. Confirmation of the successful SBTi validation of these goals was received in April 2025. External verification with scientifically based benchmarks and regular internal progress monitoring ensure that our strategic reduction goals for greenhouse gas emissions are, and will remain, compatible with the Paris Agreement.

❐ For details on the reduction goals for greenhouse gas emissions, see E1-4 on page 55

The external validation of our goals to reduce greenhouse gas emissions was accompanied by the approval of a Group-wide transition plan with detailed measures for climate protection. Our strategy, business model and future investments are therefore directly focused on limiting global warming to 1.5°C.

Decarbonisation levers and climate protection measures

We have defined central decarbonisation goals to realise our 1.5°C transition plan. These goals create the operational foundation for our reduction path and will be implemented on a step-by-step basis over time:

- → Strong expansion of our renewable generation capacity (wind power, photovoltaics, battery storage)
- → Revitalisation of existing hydropower plants and increase in pump storage capacity
- → Expansion and/or transformation of our heat generation
- → Reduction of greenhouse gas emissions from the gas network
- → Reduction of greenhouse gas emissions from electricity network losses and from electricity distribution in Bulgaria and North Macedonia

All related measures, anchored in the EVN Strategy 2030, were approved by the Executive Board and Supervisory Board. Additional details can be found under section ESRS E1-3 on page 53ff.

Funds required to finance the transition plan

By linking the transition plan with our corporate strategy, we ensure that the investments and financing required for the implementation of key measures are systematically included in our annual short-term and medium-term planning process and updated regularly. This also guarantees the availability of the necessary funds. In 2024/25, we invested approximately EUR 840.2m in taxonomy-aligned activities (CapEx) which represents roughly 89.1% of our total investments.

Our budget and medium-term corporate planning calls for further investments of more than EUR 1bn by 2030 for the implementation of climate protection measures as part of our transition plan.

Most of these investments will be financed from current cash flow, but we are also using debt financing in the form of sustainable instruments. Our existing Green Finance Framework Agreement was therefore updated in 2025 and outlines the taxonomy-aligned business activities that can be financed with the related funds. Eligible projects include the expansion of renewable generation (including supporting investments in the electricity network infrastructure), projects for clean transportation, and projects for the sustainable management of drinking water and wastewater. EVN's sustainability performance together with the ecological and social impacts from the use of financing are evaluated by independent external experts as part of a sustainability second party opinion. The actual use of the funds and conformity with the contract must be disclosed and confirmed annually by EVN. The related documents are publicly available on our website.

In 2020, EVN issued a EUR 101m bond in the form of a private placement as part of the Green Finance Framework Agreement. A green promissory note loan was issued during the same year, and a green loan was arranged with the European Investment Bank (EIB) in June 2023 to finance various wind power projects. This financing was subject to a sustainability due diligence

review. In addition, the terms of a credit line that provides reserve liquidity for the EVN Group are linked to conditions and criteria for sustainable management. A further green loan with a volume of EUR 75 m was arranged in 2024/25 to refinance taxonomy-aligned investments in the expansion of the electricity network infrastructure.

For information on the Green Finance Framework Agreement and EVN's green financing, see www.evn.at/green_financing

Locked-in greenhouse gas emissions

Under locked-in greenhouse gas emissions, we understand the future unavoidable greenhouse gas emissions that result from the long technical service life of our current fossil generation and infrastructure plants. The analysis of the relevant plants included the emission sources whose greenhouse gas emissions represent at least 20% of our Scope 1 or Scope 2 emissions.

Our analysis shows Scope 1 residual emissions at our waste incineration plant in Dürnrohr and Scope 2 residual emissions in connection with electricity network losses in Bulgaria and North Macedonia. Appropriate measures are included in our transition plan to deal with the Scope 2 residual emissions. However, we see the business activities of our waste incineration plant as an opportunity because depositing waste in landfills would produce significantly higher greenhouse gas emissions than incineration and, in addition, incineration can replace fossil energy carriers for the generation of industrial steam, district heat and electricity.

The greenhouse gas emissions from these locations are included in our SBTi-validated goals for the reduction of greenhouse gas emissions by 2030/31 and, from the current viewpoint, do not endanger their attainment.

Integration in the corporate strategy

EVN's 1.5°C transition plan is an integral part of the Strategy 2030 as well as the corporate planning approved by the Executive Board and was presented to the Audit Committee of our Supervisory Board. The development and execution of the transition plan also aligned the necessary implementation steps with energy sector and strategic planning up to 2030. The defined measures will be put into operation as part of regular business processes. All necessary investments (CapEx) are reported as taxonomy-aligned and represent part of our annual budget planning and medium-term corporate and financial planning.

The funds used in 2024/25 are therefore included in the disclosures required by Article 8 of the EU Taxonomy Regulation EUR (2020/852) on page 40. 89.1% of our investments in 2024/25 were taxonomy-aligned. Since most of our investments are already taxonomy-aligned, we did not prepare a separate CapEx plan as defined in Annex I of the Delegated Regulation (EU) 2021/2178.

To stabilise this high taxonomy-aligned CapEx component over the long term, the EVN Group requires mandatory taxonomy screening for all investment projects.

We made no significant investments in coal, oil or gas during 2024/25 and our medium-term planning does not include any such investments. Our strategy for the gas business also calls for gradual decarbonisation, e. g. through the network feed-in of biogas and the substitution of biogas for natural gas in selected plants.

The EU reference values coordinated with the Paris Climate Agreement are applicable because none of the exclusion criteria from Delegated Regulation (EU) 2020/1818 are relevant for the EVN Group.

Progress in implementing the transition plan during 2024/25

The implementation of the transition plan also involved the start of a continuous Group-wide CO_2e monitoring process to support compliance with the reduction path for greenhouse gas emissions. This monitoring is based on energy sector projections and updated quarterly. Reporting to the Executive Board and Supervisory Board also includes an extensive discussion of progress by the Sustainability Steering Committee. This not only ensures transparency for the target paths and measures, but also guarantees active management to meet our goals.

In 2024/25, the commissioning of new wind and photovoltaic parks and the repowering of existing equipment created roughly 82 MW of additional renewable capacity.

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

In connection with climate change, EVN identified the emission of greenhouse gases as a material negative impact of its business activities. These emissions result from the use of fossil and biogenic energy carriers for energy generation, the operation of our distribution networks, and electricity and natural gas sales to our end customers. Our corporate strategy clearly reflects our commitment to actively supporting the transformation to a renewable energy system. We have defined ambitious but realistic goals based on this commitment and set concrete measures to reduce our greenhouse gas emissions and successfully decarbonise our company and our value chain.

The transformation of the energy system also involves transition risks for EVN. These risks include, in particular, the high investments in electricity network expansion that place us in a position to integrate decentralised generation equipment, balance high peak loads and feedback from household photovoltaic equipment, and react to changes in consumer behaviour.

Resilience analysis

Our work in recent years has also focused on the identification and analysis of previously overlooked climate risks and their impacts on our business model. With this knowledge, we can prepare our plants and our infrastructure for future climate-related developments and safeguard their performance capability.

Based on the requirements of the EU Taxonomy Regulation, we carried out an initial standardised evaluation process for climate risks in 2020/21 and integrated the results in our risk management. This process has since undergone further development and is now used for long-term planning and the optimisation of our business areas.

The climate risk resilience analysis, which was carried out for the first time in 2024/25, combines a transitory climate risk analysis based on a 1.5°C scenario in agreement with the IPCC ("Climate Change 2022: Mitigation of Climate Change" Sixth Assessment Report (AR6) of Working Group III) and the International Energy Agency (IEA; "Net Zero by 2050") with a physical climate risk analysis based on IPCC scenarios RCP 4.5 and RCP 8.5 (RCP: Representative Concentration Pathway). These scenarios thus cover a range from worst case to net zero. Further details can be found under ESRS 2 IRO-1 on page 28ff.

We included both physical and transitory risks in the analysis of our own business activities. Our upstream and downstream value chain was only evaluated with regard to transitory climate risks. For cases with a potential damage value over EUR 1m, we record both the respective physical and transitory risk in our enterprise risk management system.

Climate-related risks appear in our resilience analysis primarily on the long-term horizon. Physical climate risks only reach this threshold where the expected financial risks from flooding are involved. The measures developed to mitigate these risks concentrate on evaluating the affected plants to identify opportunities for adjustment, the construction of relevant substitute plants and new plants in flood-safe areas, and the implementation of any necessary protective measures. Transitory climate risks include, among others, the high investments in the expansion of electricity network infrastructure and the limited availability of resources. We address these risks by continuously evaluating the market climate and framework during the planning process for investments in our electricity networks.

In designing these measures, we always ensure that the analysed risks are prevented or reduced. This is an ongoing process that includes new findings as well as changes in the assessment. We intend to continue these evaluations in order to also reliably and safely fulfil our supply mandate in the coming decades.

ESRS 2 IRO-1

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

The identification and evaluation of climate-related impacts has been an integral part of EVN's Group-wide strategic risk management system since 2024/25. A Group guideline and the strategic risk management manual define the procedure for the annual risk inventory in accordance with ESRS requirements.

For a general description of the strategic risk management system, see page 137

The methodology to determine the material IROs is evaluated annually, and adapted if necessary to integrate new scientific findings or changes in regulatory requirements. Digital tools like ENCORE (Exploring Natural Capital Opportunities, Risks and Exposures) and automated data analysis with a tool to review supplier risks support the continuous monitoring of risk drivers along our value chain.

For additional information on our supplier and merchandise group management, see ESRS 2 on page 88f

EVN has carried out a standardised annual process to analyse possible climate risks and their impacts on its business model since 2021/22.

Physical climate risk analysis

Physical risks involve events and changes directly caused by climatic factors. One chronic climate risk, for example, is the expected, long-term global warming because higher temperatures can have a negative impact on EVN's plants. Acute risks include, among others, storms, heavy rain or flooding.

We evaluated all EVN plants and material business activities in 2024/25 to identify potentially acute or chronic climate risks and included the probability of occurrence, the amount of potential damages and geostatistical data. Risks with an expected gross damage of more than EUR 1m were recorded in the Enterprise Risk Management System.

Physical climate risks are assessed throughout the entire Group in a multi-level process. The starting point is the taxonomy-based climate risk analysis, which was expanded to meet ESRS requirements.

For each identified climate risk, we determine the extent to which our plants and business activities could be affected. This assessment includes the following factors:

- Use of updated climate scenarios with horizons up to 2100 with a differentiation by acute and chronic risks
- The assessment not only covers the amount of potential damages and defined time horizons, but also includes the probability of occurrence for each risk. We draw on experts to develop well-founded estimates of these probabilities.
- Geostatistical evaluation of location coordinates based on the Copernicus Climate Change Service (C3S); this gives us access to the latest climate model data by location for all our national and international activities and by climate zone for our networks.
- Classification of the potential amount of damages based on a risk classification matrix which includes the probability of occurrence and damage amounts. Risks with an expected gross damage of more than EUR 1m are recorded in the Enterprise Risk Management System.

We rate physical climate risks based on two scientifically recognised emission paths:

- RCP 8.5 (worst case scenario, global warming of more than 4°C by the end of the century versus the pre-industrial age)
- RCP 4.5 (global warming of roughly 2.6°C by 2100 versus the pre-industrial age)

Location-based data is drawn from C3S and synchronised with the risk categories defined by Delegated Regulation (EU) 2021/2139.

Transitory climate risk analysis

Transition events are identified on the basis of the IEA scenario "Net Zero by 2050" (Paris-aligned), which is supplemented by AR6 data from the IPCC. These types of events can result from political measures, technical developments or changes in macroeconomic conditions. Included here are rising prices for CO_2 certificates or the prohibition of fossil heating systems. The possible occurrence of such an event underscores the need for an alternative infrastructure. One example is the current concentration on electricity network expansion which, however, requires many years of planning and preparation.

Internal experts use standardised damage and probability scales to determine the extent to which assets and business models are affected by the respective transition events. Opportunities are identified and recorded at the same time. The results flow into the Group-wide risk matrix as gross risks or opportunities.

All business areas were systematically reviewed in 2024/25 with regard to climate-related transition events.

E1-2

Policies related to climate change mitigation and adaptation

Climate change mitigation and our commitment to the necessary protective measures are anchored in all important corporate documents issued by the EVN Group. We are committed to compliance with national and international accords, frameworks and goals like the Paris Climate Agreement, the European Green Deal, the GHG Protocol and the United Nations Sustainable Development Goals (SDGs).

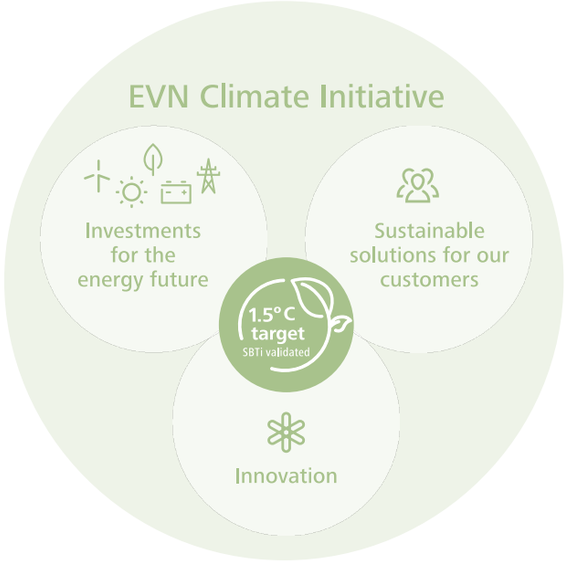
Strategy 2030

Our Strategy 2030 was developed and approved in 2019/20 and updated during 2024/25 by way of an extensive process in close coordination with the Supervisory Board. National and international guidelines like the European Green Deal and the Paris Climate Agreement, which aim to drive the transformation to a CO_2e-free energy system, are significantly changing the framework conditions for the energy sector. Our corporate strategy now even better addresses these developments with an active contribution to the reduction of greenhouse gas emissions and, in doing so, contributes to the containment of global warming. Our efficiency improvements and innovation initiatives also play an important role in this respect. We finalised and implemented our 1.5°C transition plan for the EVN Group during 2024/25. Future projects and developments based on our Strategy 2030 are therefore aligned with the 1.5°C goal of the Paris Climate Agreement.

For information on the Strategy 2030, see page 25ff

The EVN Climate Initiative

The EVN Climate Initiative is an integral part of our Strategy 2030 and represents our 1.5°C transition plan to decarbonise our company. It bundles our investments for the energy future with the expansion of our renewable generation capacity and renewable heat supplies. Our customers are also included through the creation of sustainable solutions for supplies of renewable electricity and heat. These initiatives are supplemented and supported by the targeted development and use of innovative products, for example in flexibility management and digital customer solutions for prosumers.



For information on the EVN Climate Initiative, see www.evn.at/climate-initiative

The EVN Group's sustainability guideline

The sustainability guideline issued by the EVN Group communicates our general commitment to climate change mitigation and forms the basis for all related goals, our sustainability oriented management, and our active contribution to contain global warming.

For information on the EVN Group's sustainability guideline, also see www.evn.at/sustainability_guideline

Policy for the management of greenhouse gas emissions and transition risks

This Group-wide policy defines a binding framework for all material business activities related to climate protection (mitigation), adjustments to reflect climate change (adaptation), energy efficiency and the expansion and use of renewable energies. The policy is closely linked to our Strategy 2030, the EVN Climate Initiative, and the environmental management systems based on EMAS and ISO 14001 and addresses the material climate impacts, risks and opportunities along our value chain. It also defines the requirements for transparent communications with our stakeholders and the regular training of our employees.

The policy is designed to ensure the transition to a path that is compatible with the 1.5°C goal and, at the same time, make our business model more resilient against physical and transitory climate risks. Key elements of the policy include:

- → Ongoing measurement of GHG emissions (Scopes 1–3) and energy consumption
- → Annual assessment of material climate risks and opportunities
- → Integration of our transition plan in all business areas
- → Continuous improvement through innovation

The starting point is formed by external, recognised standards and initiatives like the GHG Protocol (Scopes 1–3), SBTi and the UN sustainability goals 7 and 13 as well as the requirements of the EMAS and ISO 14001 environmental management systems.

The sustainability guideline and the policy for the management of greenhouse gas emissions and transition risks are binding guidelines for the entire EVN Group. They were approved by the Executive Board and presented to the Supervisory Board. Both documents are available to the general public on our website.

For the policy for the management of greenhouse gas emissions and transition risks, also see www.evn.at/policy_E1

Environmental management and certifications

EVN has operated environmental management systems on a voluntary basis since 1995 which is connected with a commitment to improve its environmental performance. For an overview of the international norms applied in the EVN Group, see ESRS 2 BP-2 on page 11.

All our ISO-certified or EMAS-registered locations are subject to internal and external audits that include the preparation, implementation and monitoring of improvement programmes. Similar programmes are prepared for our certified equipment as part of the annual audits that also cover the evaluation and implementation of the goals set in the previous financial year. Related information as well as the latest environmental metrics for the EMAS-audited locations are provided in the annual environmental declarations of the respective Group companies and are available to the general public on the websites of these companies.

Also see www.evn.at/waerme and www.evn.at/waermekraftwerke

The EVN Sustainability Advisory Board

Our Executive Board is supported in a consultative capacity by the EVN Sustainability Advisory Board on key issues involving sustainable management in the areas of climate change mitigation and adaptation.

Also see www.evn.at/sustainability-advisory-board

Climate protection through innovation

Innovations in support of sustainability in the EVN Group are regularly integrated in operations, in part also with the support of previous research and development projects.

Innovation activities for the sustainable reduction of greenhouse gas emissions are another building block of our efforts to actively realise the Paris climate goals. They also support the further strategic development of our business model. In this sense, our innovation activities are intended to contribute to the attainment of the goals set by the EVN Climate Initiative. We want to strengthen climate protection and the step-by-step transformation of the system towards renewable energy generation while also protecting supply security. This takes place, above all, within the framework of numerous innovative projects for renewable generation and storage technologies, the management of flexibilities and the cross-regional research initiative Green Energy Lab which is backed by several provincial energy providers and energy agencies.

For information on innovations classified by material areas of opportunity, see page 135ff

E1-3

Actions and resources in relation to climate change policies

Our core business has, for many years, included Group-wide measures to decarbonise our company and to minimise the impacts of our business activities on the environment and society.

We have reached important milestones in recent years on the road to a renewable energy future with the transformation of our generation portfolio and the expansion of our renewable generation capacity. We finalised our exit from coal-fired electricity production in 2021 and have since increased our renewable generation capacity from 750 MW to roughly 980 MW. Our distribution company EVN KG has delivered 100% renewably generated, Austrian-sourced electricity to end customers in Austria since 2023. This is confirmed by certificates of origin.

1.5°C transition plan

The development of our 1.5°C transition plans was accompanied by the revision and clear definition of all measures related to climate protection in 2024/25. Our corporate and financial planning for the years up to 2030 includes the necessary funds for the planned measures. They cover all major business activities – from energy generation to heat and gas network operations and sales to the end customers in our core markets.

We are concentrating on the following measures based on the decarbonisation levers described in section E1-1:

Expansion of renewable generation capacity for wind power and photovoltaics
We increased the total capacity of our renewable generation plants to approximately 980 MW in 2024/25. The following wind power and photovoltaic projects were completed, respectively repowered, and commissioned during the reporting year:

- → Wind park in Paasdorf (22.2 MW)
- → Wind park in Prellenkirchen III (repowering with capacity increase to 47.6 MW)
- → Photovoltaic plant in Peisching (10 MWp)
- → Photovoltaic plant in Markgrafneusiedl (5 MWp)
- → Photovoltaic plant in Grafenwörth (increase of 4.4 MWp)
- → Photovoltaic plant in in Kumanovo, North Macedonia (3.8 MWp)
- → Photovoltaic plant in in Karnobat, Bulgaria (2.5 MWp)

The continuous expansion of our renewable generation portfolio will proceed during the coming years. The concrete projects in our target path include the expansion of our installed wind power capacity to roughly 580 MW by the end of 2027. In the photovoltaic area, we want to increase our installed capacity to nearly 135 MWp by the end of 2027. The expansion targets set by our Strategy 2030 for the period up to 2030 call for 770 MW of wind power and 300 MWp for photovoltaics.

These expansion targets are supported by a solid project pipeline. Following are examples of the projects currently in progress:

- → Repowering of the wind park in Ebenfurth with an increase in capacity to 12.6 MW
- → Construction of a wind park in Gnadendorf (28.8 MW)
- → Construction of a wind park in Neusiedl an der Zaya (14 MW)
- → Repowering of the wind park Grosssierning with an increase in capacity to 26.5 MW
- → Construction of a wind park in Grosskrut-Poysdorf (14 MW)
- → Construction of a photovoltaic plant in Ollersdorf (5.3 MWp)
- → Expansion of the photovoltaic plants in Trastikovo and Blatecs, Bulgaria (in total, 2 MWp)
- → Expansion of the photovoltaic plant in Kumanovo, North Macedonia (6.4 MWp)
- → Construction of a photovoltaic plant in Prilep, North Macedonia (3.4 MWp)

We are planning to invest approximately EUR 500m by 2030 in the expansion of our renewable generation capacity.

Revitalisation of existing hydropower plants
Our plans for the years up to 2030 include the modernisation of existing plants and the new construction of five hydropower plants to improve the efficiency of our run-of-river and pump storage power plants. The installation of a third pump at the storage power plant in Ottenstein is also planned to increase pump capacity. These measures involve investments of approximately EUR 40m and will raise the installed capacity of our hydropower plants by roughly 2 MW.

Transformation of heat generation
The related measures involve the expansion of the natural heat-based district heating network infrastructure and the expansion of our renewable generation capacity and also include new projects in the area of geothermal energy.

EVN Wärme and its subsidiaries are responsible for supplying our customers with process and space heating, steam, warm water and cooling. These companies operate three biomass combined heat and power plants as well as approximately 80 biomass district heating plants with a pipeline network that covers roughly 800 path kilometres. Biomass as a renewable energy carrier is a central element for decarbonising district heating supplies in Lower Austria. The substitution of renewable gas for natural gas to cover peak loads and – given suitable energy sector conditions – as a stand-by reserve supports the transformation path to renewable heat supplies.

In our plants with a biomass output of 20 MW or more that are certified according to the EU Directive on Renewable Energies, we only use sustainable biomass that meets the respective certification criteria. Our plants with an output of 7.5 MW or more were also certified under RED III in May 2025. We apply the same criteria to our smaller plants but without the respective certification.

The plants and pipeline network operated by EVN Wärme have undergone continuous expansion for many years to provide customers with an increased supply of natural heat as an alternative to fossil heating systems. The related projects will continue in the coming years and include an increase in output at existing plants, the construction of new district heating plants, and the expansion and/or concentration of our district heating networks.

In 2024/25, we installed high capacity heat pumps at two locations. The compression heat pump at our biomass heating plant in Korneuburg was commissioned in June 2025 and now supports renewable heat supplies during the summer. The newly installed absorption heat pump at our energy hub in Dürnrohr uses the waste heat from the turbine and water from the Danube River as energy sources. That reduces steam consumption, increases the efficiency of the power plant and decreases the heat discharge into the Danube.

Investments of approximately EUR 450m are budgeted for the individual projects planned for realisation by 2030.

Expansion of renewable heating systems
The continuous expansion of our renewable heat generation makes an important contribution to help our customers convert from gas-fired equipment to alternative heating systems and supports them on their road to a renewable energy future. The increasing use of heat pumps also supports this development. With this in mind, we will continue to expand our services in this area in the future.

Reduction of greenhouse gas emissions from electricity network losses and electricity distribution in Bulgaria and North Macedonia
We have been working continuously to sustainably reduce the losses in our electricity network and the related greenhouse gas emissions since our market entry in Bulgaria (2005) and North Macedonia (2006).

In Bulgaria, we have already decreased electricity network losses from the original level of nearly 19.5% to roughly 5.4%. The losses in North Macedonia currently equal nearly 14.3% despite a significant reduction in recent years (on market entry: roughly 24.9%). We rely on measures such as the exchange or relocation of meters, remote reading and the conversion to smart meters to further reduce these values. Our particular focus is on the regions with the greatest losses, e. g. the area surrounding Skopje in North Macedonia. Approximately EUR 100m are budgeted up to 2030 for new meters or the exchange of meters and for other activities to reduce network losses.

The transformation of existing electricity generation capacity to more renewable energy in both countries leads to a substantial reduction in CO_2e intensity and to the sustainable improvement of the local electricity mix. The expansion of our own renewable generation capacity also supports this development. The result is a higher volume of renewable electricity purchases in the non-regulated market segments and, in turn, an improvement in our greenhouse gas balance.

Details on the reduction of our greenhouse gas emissions enabled by these measures can be found in the section on ESRS E1-5, and information on the provision of the necessary funds is provided under ESRS E1-1.

Further measures

In addition to our major decarbonisation levers, we have also launched further initiatives and implemented additional measures on our road to a sustainable energy future:

Construction of battery storage
High-performance battery storage systems are essential for the transformation of the energy system to ensure reliable supplies of electricity, also when renewable generation is low. We have therefore set a goal to develop 300 MW of battery storage capacity by 2030. Roughly two thirds of this capacity will be built in Lower Austria and the remainder in Bulgaria and North Macedonia.

The projects involve the expansion and economic optimisation of locations with existing renewable generation equipment (wind power and photovoltaic plants, hydropower plants) and network access through the construction of battery storage facilities. This co-location concept facilitates the efficient use of space and infrastructure as well as the flexible management and storage of electricity generation which, in turn, lead to cost savings. Surplus electricity from the generation plants can be stored in the battery and marketed at a later time. The evaluation of co-location options is now part of all our wind power and photovoltaic expansion projects – in Austria as well as in Bulgaria and North Macedonia.

Battery storage facilities also currently serve as an important building block for flexibility management. They help to prevent bottlenecks and make surplus renewable energy usable – and thereby make an important contribution to the prevention of greenhouse gas emissions.

A 4 MW battery will soon be commissioned in Austria. At our photovoltaic plant in Probishtip, North Macedonia, battery storage with a capacity of 10 MW will also be commissioned in the near term.

Use and sale of renewable gases
The preparations for and, where necessary, adaptation of our existing natural gas network for the feed-in of biogas and the marketing of biogas as a substitute for fossil natural gas contribute to the implementation of our decarbonisation path. Our subsidiary EVN Biogas concentrates on the development and expansion of this business area. Our customers thus have the opportunity to conclude contracts for gas purchases that include a biogas component.

Expansion of the charging structure for e-mobility
In the area of e-mobility, EVN has positioned itself as a leading provider of charging infrastructure for cars, trucks, buses and ships. We had 3,700 charging points in operation throughout Austria as of 30 September 2025. Projects with supermarket and retail chains like Hofer, SPAR and XXXLutz will enable our customers to charge electricity from renewable energy wherever it is needed. We are convinced that easy access to the right infrastructure will lead to the greater use of e-mobility and are therefore working on further projects and cooperations to expand the charging infrastructure – in Austria as well as in Bulgaria and North Macedonia.

The necessary, significant investments (CapEx) required for the implementation of our climate protection measures generally reflect the metrics that require disclosure under the EU Taxonomy Regulation. Differences result, for example, from investments in network maintenance measures that are not classified as taxonomy-eligible by Delegated Regulation (EU) 2021/2178.

Most of our actions involve investments for the expansion and/or transformation of a sustainable supply infrastructure. However, the successful realisation of these projects requires stable regulatory conditions as well as efficient and less time-consuming approval procedures.

Fleet management
EVN's motor vehicle fleet in Austria is also gradually being converted to electrical vehicles.

E1-4

Targets related to climate change mitigation and adaptation

We first set scientifically based goals for the reduction of our greenhouse gas emissions in 2021 and published these goals after examination and verification by SBTi. They reflect the international climate goal agreed in Paris to limit the increase in global warming to substantially below 2°C.

SBTi goals to reduce our CO_2e emissions

We strengthened our CO_2e reduction goals during the past two financial years and re-submitted these goals for validation by SBTi in 2024/25. As was the case for the initial goal definition from 2021, the target path modelling is based on the methodology defined by SBTi, which is oriented on the "Special Report on Global Warming of 1.5°C" published by the IPCC and on the GHG Protocol.

Our updated goals for the reduction of emissions are now aligned with the 1.5°C goal of the Paris Climate Agreement and were validated by SBTi in April 2025. We defined four reduction goals based on our integrated business model and the differences between our individual business areas. The two intensity goals follow the sector-based approach applied by SBTi to electricity producers:

- **Intensity 1 (generation)**
  Reduction of roughly 78% in specific CO_2e emissions from our electricity producing plants, including the cogeneration plants in Austria, Bulgaria and North Macedonia (Scope 1)
- **Intensity 2 (generation and sales)**
  Reduction of roughly 74% in specific CO_2e emissions from our electricity producing plants, including the cogeneration plants in Austria, Bulgaria and North Macedonia (Scope 1) and from electricity sales volumes to end customers (Scope 3)
- **Absolute 1**
  Reduction of 46% in absolute CO_2e emissions from heat generation and thermal waste utilisation (Scope 1) and from electricity network losses and our own consumption (Scope 2)
- **Absolute 2**
  Reduction of 46% in absolute CO_2e emissions from gas network sales volumes in Austria and Croatia (Scope 3) and from natural gas sales to end customers.

The 2021/22 financial year represents the basis year for the above goals, which should be reached by the end of 2030/31. The reduction goals cover the same scope of consolidation that is used for the Group-wide greenhouse gas inventory.

Ongoing CO_2e monitoring by internal experts ensures the continuous monitoring of our progress along the target paths and allows for timely reaction to any deviations. The results are reported quarterly to EVN's Executive Board and Supervisory Board. No compensation projects are planned in connection with the goal attainment.

By defining this ambitious, externally validated set of goals, we are directly managing transition risks, developing decarbonisation opportunities for our electricity and heat generation and strengthening the resilience of our business model against regulatory, market-related and climatic changes.

As of 30 September 2025, we were on schedule to meet each of the four SBTi goals in our specified target plan.

Total energy consumption and mix[1)]

		2024/25	2023/24
Total energy consumption	MWh	**4,760,965**	**4,740,788**
Share of fossil sources in total energy consumption	%	**53.3**	**47.3**
Energy consumption from fossil sources	MWh	**2,539,724**	**2,241,459**
Fuel consumption from crude oil and petroleum products	MWh	79,408	65,160
Fuel consumption from natural gas	MWh	1,643,049	1,331,024
Fuel consumption from other fossil sources	MWh	757,800	770,419
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh	59,467	74,856
Share of renewable sources in total energy consumption	%	**46.7**	**52.7**
Energy consumption from renewable sources	MWh	**2,221,242**	**2,499,330**
Fuel consumption for renewable sources incl. biomass (also industrial and municipal waste of biological origin), biofuels, biogas, hydrogen from renewable sources	MWh	2,100,985	2,393,771
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources[1)]	MWh	118,923	104,406
Consumption of self-generated, non-fuel renewable energy	MWh	1,334	1,153

1) Correction of prior year value due to change in the scope of consolidation

E1-5

Energy consumption and mix

We regularly record and analyse the total energy consumption by the EVN Group as well as our own consumption to identify and evaluate opportunities for savings and efficiency improvements in order to develop the appropriate measures. Our aim is to make our plants as energy efficient as possible and to minimise the use of primary energy.

E1-6

Gross Scopes 1, 2, 3 and total GHG emissions

Our direct and indirect greenhouse gas emissions – and their allocation to the individual categories (scopes) – are based on the standards set by the GHG Protocol. They cover all fully consolidated companies in the EVN Group.

For details on the reporting circle, also see ESRS 2 BP-1 (scope of consolidation) on page 10

Energy generation by energy carrier[1)]

GWh	2024/25	2023/24
Total energy generation	**5,892**	**6,170**
Total electricity generation	**2,873**	**3,304**
Electricity generation from renewables	2,306	2,809
Wind power	967	1,073
Wind power (at-equity)	42	47
Hydropower	770	942
Hydropower (at-equity)	338	407
Photovoltaics	86	82
Biomass	96	113
Biomass (at-equity)	7	14
Other (incl. thermal waste utilisation)[2)]	—	131
Electricity generation from non-renewables	567	495
Natural gas	390	287
Other (thermal waste utilisation)	177	208
Total heat generation	**3,019**	**2,869**
Heat generation from renewables	975	877
Biomass	911	831
Biomass (at-equity)	56	43
Heat pumps	8	3
Heat generation from non-renewables	2,045	1,992
Natural gas	807	728
Natural gas (at-equity)	6	6
Heating oil	17	14
Other (thermal waste utilisation)	1,215	1,244

1) Correction of prior year value due to change in the scope of consolidation and more granular
2) No values for 2024/25 due to sale of the two sludge-fired combined heat and power plants in Moscow

The calculation of our greenhouse gas emissions is based on nationally and internationally recognised emission factors and on factors we already use in another context in accordance with legal requirements. This combination of standards from the GHG Protocol and our Group policy for the management of GHG emissions and transition risks guarantees the application of standardised processes in all Group companies and supports the realisation of our 1.5°C transition plan.

Scope 1 emissions

Scope 1 emissions represent the direct greenhouse gas emissions caused directly by a company's activities. At EVN, these emissions result from the following:

- → Use of fossil primary energy carriers and biomass to generate electricity and heat
- → Use of fossil primary energy carriers to heat company buildings
- → Use of fossil primary energy carriers for transport (fuel for EVN's motor vehicles)
- → Operation and maintenance of EVN's natural gas networks
- → Operation of the thermal waste utilisation plant in Dürnrohr

The following emission factors and data sources are used for the calculation:

- → National standard heating values and emission factors from the respective national greenhouse gas inventories and oxidation factors defined by the EU Emission Trading System (EU ETS) for Austria and Bulgaria
- → Fuel-specific factors for diesel, petrol and LPG from the database of the Austrian Federal Environmental Agency
- → GWP values (GWP: Global Warming Potential) published by the IPCC (100-year horizon, Fifth Assessment Report/AR6) for CH_4 and biogas

Scope 2 emissions

Scope 2 emissions are indirect greenhouse gas emissions from purchased energy. At EVN, these emissions result from the following:

- → Network losses in EVN's electricity network
- → Use of purchased fossil secondary energy carriers (for the own energy consumption of electricity, heat and cooling)

In accordance with the methodology prescribed by the GHG Protocol, we report our Scope 2 emissions according to two approaches – namely a location- based and a market-based approach.

The location-based approach uses country-specific electricity and heating factors from the ecoinvent database (Austria, Germany, Croatia, Slovenia, Cyprus) and company-specific factors for Bulgaria and North Macedonia.

The market-based approach is determined primarily by the respective supplier mix or – if the mix is not known – by the location-based method. This reflects a change in the method beginning with 2024/25, which was also applied retroactively to the data from 2023/24.

Scope 3 emissions

Scope 3 emissions cover all indirect greenhouse gas emissions (apart from the emissions included under Scope 2), which result from the business activities of a company along its value chain and whose sources lie outside the company's control. The GHG protocol defines 15 categories of activities to which these emissions can be allocated. At EVN, Scope 3 emissions result from the following:

- → Category 3.3: Electricity and gas sales to end customers and the share of CO_2e emissions in the supply chain (upstream) which result from the primary energy carriers used by EVN, upstream emissions from third-party electricity purchases and natural gas sales volumes
- → Category 3.15: Investments

The natural gas sales volumes to end customers reported under Category 3.11 in the previous year are not reported in 2024/25 because the related greenhouse gas emissions were below the threshold of 5%.

In line with the methodology prescribed by the GHG Protocol, we report our Scope 3 emissions according to the most commonly applied criterion – the share of the respective category of total Scope 3 emissions. We therefore only report

the categories of our Scope 3 emissions that represent more than 5% of total Scope 3 emissions. The last related analysis took place in 2023/24.

The following method was used to calculate the Scope 3 emissions by category:

Category 3.3

- → The sale of purchased electricity to end customers was calculated in accordance with the methodology used to determine the greenhouse gas emissions from network losses under Scope 2.
- → ecoinvent factors were generally used to calculate the CO_2e emissions arising from the use of primary energy carriers in the upstream value chain and natural gas distribution; this method is not applied to fuels or biogas.
- → Factors provided by the suppliers in accordance with sustainability certification for the delivery of biogas/bio-methane were used for the biogas volumes.
- → ecoinvent factors were used for our third-party electricity purchases.

Category 3.15

Emission data from the involved companies (Verbund, RAG, Fernwärme Mariazellerland, Bioenergie Steyr, Fernwärme St. Pölten, Abwasserbeseitigung Kötschach-Mauthen Errichtungs- und Betriebsgesellschaft mbH, Wasserver- und Abwasserentsorgungsgesellschaft Märkische Schweiz mbH, EVN-WIEN ENERGIE Windparkentwicklungs- und Betriebs GmbH & Co KG, Biowärme Amstetten-West GmbH, EVN KG and EnergieAllianz) are transferred to EVN, taken from annual reports or developed in agreement with the EVN methodology. The reported data includes the proportional share of Scope 1 and 2 emissions based on the respective investment held by EVN. In accordance with ESRS requirements, the proportional share of Scope 3 emissions from RAG and EnergieAllianz (as companies in our value chain) were also included in addition to the proportional share of Scope 1 and 2 emissions.

Greenhouse gas emissions by categories (Scopes)[1]

tCO2e	2024/25	2023/24
Scope 1 – Direct GHG gross emissions – total	**611,673**	**551,987**
thereof from regulated emission trading systems (in %)	43.0	37.4
thereof from electricity generating plants[2]	230,393	181,112
Scope 2 – Indirect GHG emissions (location-based) – total	**864,060**	**849,045**
Scope 2 – Indirect GHG emissions (market-based) – total[2]	**843,282**	**832,358**
Scope 3 – Other indirect GHG emissions	**6,557,947**	**6,895,750**
thereof upstream – 3.3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	5,226,354	4,986,852
thereof downstream – 3.15 Investments	1,331,593	1,908,899
Total greenhouse gas emissions by the EVN Group (location-based approach)	**8,033,680**	**8,296,783**
Total greenhouse gas emissions by the EVN Group (market-based approach)	**8,012,902**	**8,280,095**

1) The change in the calculation method starting with the 2024/25 financial year was also applied retrospectively to 2023/24. Additional information is provided under the explanation for Scope 2 emissions.
2) Company-specific indicator

Greenhouse emissions by countries

tCO2e	2024/25	2023/24
Austria	**611,673**	**551,987**
Austria	469,076	410,940
Bulgaria	140,069	138,549
Germany	305	438
North Macedonia	2,158	2,002
Croatia	55	49
Slowenia	10	10
Scope 2 – Indirect GHG emissions (location-based) – total	**864,060**	**849,045**
Austria	68,283	66,748
Bulgaria	227,133	233,291
Germany	854	919
North Macedonia	554,847	534,793
Croatia	21	20
Cyprus	12,400	12,821
Slowenia	522	453
Scope 2 – Indirect GHG emissions (market-based) – total[1]	**843,282**	**832,358**
Austria	47,492	49,857
Bulgaria	227,133	233,291
Germany	867	1,123
North Macedonia	554,847	534,793
Croatia	21	20
Cyprus	12,400	12,821
Slowenia	522	453

1) The change in the calculation method starting with the 2024/25 financial year was also applied retrospectively to 2023/24. Additional information is provided under the explanation for Scope 2 emissions.

ESRS E2

Pollution

Material impacts

- – Air pollution caused by energy generation
- – Air pollution caused by the provision and use of energy carriers along the value chain
- – (Potential) water pollution caused by natural disasters
- – Water pollution along the supply chain
- + Reduction of emissions through the expansion of district heating
- + Sealing and restoration of contaminated sites
- + Improvement of water quality

Material risks

- – Increased costs from stricter requirements and necessary technical adaptations

Policies

- → Sustainability guideline
- → Policy to prevent and reduce environmental pollution
- → Environmental management and certifications
- → Analysis of environmental impacts
- → Current status of environmental technology (BAT)
- → Emergency and disruption management

Actions and targets

- → NO_x reduction programme
- → Transformation of heat generation (e. g. geothermal energy, local heating plants)
- → Initiatives with stakeholders

We are aware of the impacts of our activities on the environment and take our responsibility for the protection of natural resources very seriously. EVN's business activities – above all our thermal energy generation plants – carry an inherent risk of emissions into the air, water and soil that can have negative impacts on the environment and, in turn, on the local population. Available resources are therefore handled carefully with a view towards minimising consumption because we want to make our products and services as environmentally compatible as possible. We are committed to compliance with all relevant environmental laws, regulations and standards. Our goal is to not only fulfil but – wherever possible – to exceed these requirements. EVN's innovation and sustainability corporate function is responsible for the coordination and structuring of issues related to pollution.

ESRS 2 IRO-1

Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

The process to identify and assess the material impacts, risks and opportunities related to pollution is part of our annual Group-wide double materiality analysis and risk inventory. Details on this process are explained under ESRS 2 IRO-1 on page 28f.

Our materiality analysis involves the identification and collection of data for all our plants (e. g. energy generation plants, network infrastructure, waste incineration plant in Dürnrohr and wastewater treatment plants) on environmentally relevant emissions in the air, water and soil based on the European Pollutant Release and Transfer Register (E-PRTR). This register defines relevant pollutant concentrations and thresholds, among others for the energy sector. Based on their technical know-how, our internal experts review and evaluate the pollutant potential of every plant. The identification of potential pollutant emissions leads to determination of the respective scope. Emissions from our plants that exceed the limits defined by E-PRTR are classified as material and included in our internal monitoring process for the non-financial indicator database. The next step involves the identification of the causes and the development and evaluation of measures. The results of the threshold overruns and the materiality analysis are explained below.

In addition to the annual threshold overrun analysis in accordance with E-PRTR, our plants are subject to further national and international legal regulations that define specific emission limits for our business activities. Levels above these emission thresholds or the occurrence of other environmentally relevant incidents trigger a reporting chain that is regulated by internal directives and requires mandatory compliance.

Our experts also carry out an annual analysis of other important environmental aspects (e. g. related to the air, water, soil, resource consumption and waste volumes) at the EVN locations audited under an environmental management system (ISO 14001 or EMAS). The impacts identified by this analysis flow into the Group's materiality analysis and into the definition of goals and action plans for the environmental management systems.

These technical-legal audits as well as the inclusion of internal and external stakeholders are an integral part of our annual materiality and risk process. The approval procedures for environmentally relevant major projects in Austria and Bulgaria are carried out in accordance with the applicable environmental compatibility acts and all other relevant legal requirements under extensive public participation. In North Macedonia, we

publish project documents after the completion of planning on the website of the responsible government department and hold mandatory hearings. We actively communicate without stakeholders through information events at plant locations, publications on project websites and inclusion in our Sustainability and Social Advisory Board. Further details can be found under ESRS S3 on page 95. Environmentally relevant feedback and assessments by our stakeholders are evaluated by the experts in the corporate function innovation and sustainability and flow into our analyses.

The identification of material impacts, risks and opportunities in our value chain is based on automated data analysis with a tool for supplier risk analysis and monitoring and on internal know-how, research papers and merchandise group-specific ENCORE scores. ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) uses scientifically based dependency and action paths between economic activities and ecosystem services to explain the reliance of economic activities on nature and the related impacts. This combination of instruments and sources permits an initial estimate of the potential impacts and risks in our value chain. Air pollution from the provision and use of energy carriers and water pollution were identified as material for our value chain.

For further information on our supplier and merchandise group management, see ESRS S2 on page 88ff

Results of the materiality analysis as regards pollution

The non-financial materiality analysis carried out in 2024/25 shows that emissions into the air, in particular, are classified as relevant impacts for the EVN Group.

An increase over the threshold value defined by the E-PRTR for air emissions was identified at the waste utilisation and incineration plant in Dürnrohr for NO_x in 2024/25 (see the table on E2-4). The remaining air emissions remain below the respective limits but are still monitored as a precaution.

The severe flooding in September 2024 led to the inclusion of water pollution caused by natural disasters in the current materiality analysis as a potential impact.

An increase over the threshold values defined by the E-PRTR for water emissions was identified at the waste utilisation and incineration plant in Dürnrohr for chlorides (as total Cl) and in WTE wastewater and sewage sludge treatment plants for total nitrogen and total phosphorus in 2024/25 (see the table on E2-4). The treatment capacity in WTE's wastewater treatment plants is increasing steadily due to expansion of the respective wastewater networks, which leads to capacity-related threshold overruns.

Plants whose emissions are below the threshold values are classified by internal definition as not material but are re-examined annually.

Impacts on the soil were not classified as material.

The financial materiality analysis identified the costs resulting from the future tightening of legal emission thresholds or the technical re-fitting, upgrading or conversion of our plants and infrastructure as a material risk for the EVN Group.

E2-1

Policies related to pollution

The subject of pollution and our commitment to appropriate protective measures represent an integral part of various corporate documents issued by the EVN Group.

The EVN sustainability guideline

The sustainability guideline issued by the EVN Group anchors our general commitment to management based on sustainability principles as well as our goal to minimise negative impacts on the air, water and soil during our business activities and to use natural resources responsibly. These activities are accompanied by environmentally compatible waste management and the preservation of natural habitats for flora and fauna in the areas surrounding our plants and projects. The production and distribution of energy include respect for the landscape through local network cabling and route optimisation. Our plants are built according to state-of-the-art environmental technologies, whereby particular consideration is given to the modernisation of existing plants and new construction at previously used sites. Through the use of high-tech systems, we guarantee compliance with all legal regulations and official requirements. We are also committed to the continuous improvement of our environmental performance.

For the EVN sustainability guideline, also see www.evn.at/sustainability-guideline

Policy to prevent and reduce environmental pollution in the EVN Group

We issued a Group-wide policy in 2024 to underscore our commitment and our activities to protect and prevent negative impacts on the environment. It covers all major business activities in Austria and other countries and defines binding minimum standards for the prevention of emissions. The policy serves as a binding guideline for our efforts to identify, assess and manage the material environmental impacts, risks and opportunities related to the air, water and soil. It also establishes the procedures for identifying and recording relevant pollutants. The following principles of conduct guide us and apply to all our business activities:

- Continuous improvements to reduce environmental impacts
- Continuous monitoring and management of our emissions
- Application of the mitigation hierarchy principle to prevent or optimally minimise our emissions
- Preventative measures

This policy confirms our commitment to the development of measures and goals, the transparent and open communication with our stakeholders and the creation of a greater awareness among our employees.

The sustainability guideline and the policy to prevent and reduce environmental pollution are binding documents for the entire EVN Group. They were approved by the Executive Board and presented to the Supervisory Board. Both documents are available to the general public on our website.

For the policy to prevent and reduce pollution in the EVN Group, also see www.evn.at/policy_E2

Environmental management and certifications

EVN has operated environmental management systems on a voluntary basis since 1995 and has thereby committed to improve environmental performance. For an overview of the international norms applied in the EVN Group, see ESRS 2 BP-2 on page 11.

All our ISO-certified and EMAS-registered locations are subject to internal and external audits that include the preparation, implementation and monitoring of improvement programmes. Similar programmes are developed for our certified plants as part of the annual audits that also cover the evaluation and implementation of the goals set in the previous financial year. Information and the latest environmental metrics for the audited locations are provided in the annual environmental declarations and are also available to the general public on the websites of our Group companies.

Also see www.evn.at/waerme and www.evn.at/waermekraftwerke

Analysis of environmental impacts

We review and evaluate the direct and indirect environmental impacts of our certified plants annually as part of an analysis which covers the following aspects: air, water, wastewater, waste, soil, land usage, resource and energy consumption, noise, vibrations, radioactivity and biodiversity. This analysis examines the environmental impact of the plants and their environmental relevance under normal operations and during disruptions and also determines opportunities for improvement. Through compliance with regulations and additional measures, we manage and work to minimise or continuously reduce the resulting negative impacts.

Current status of environmental technology (BAT)

The use of the best available technologies (BAT), for example modern burners and efficient flue gas cleaning equipment, helps us to minimise the influence of our plants on the environment through air emissions. Air emission values can be improved, among others, by the revitalisation and replacement of existing boilers and e-filters as well as the conversion to low NO_x burners. We rely on effective technical measures to prevent and reduce the noise from mechanical processes. Examples are the use of low-noise machines and aggregates as well as acoustic insulation.

Emergency and disruption management

Environmentally relevant incidents are avoided with standard preventative maintenance, continuous monitoring and mandatory training as well as a multi-level rulebook:

- → Internal directives
- → Local emergency, emergency response and crisis management plans
- → Location-based manuals with pre-defined immediate and escalation measures
- → 24/7 emergency services

E2-2

Actions and resources related to pollution

We also implemented and introduced important measures during 2024/25 in connection with the prevention of pollution:

NO_x reduction programme

This Group-wide programme involves the modernisation of gas boilers and the installation of low NO_x burners, for example at the district heating plant in Baden.

Transformation of heat generation

This project is also relevant in connection with ESRS E1. The expansion of the district heating network infrastructure which operates with natural heat and the increase in our renewable heat generation capacity lead to a reduction in the intensity of our air emissions:

- → **New projects in the field of geothermal energy and large-scale heat pumps in Lower Austria:** The gradual development of geothermal energy sources as part of our geothermal strategy supports the decarbonisation of our heat supplies.
- → **Expansion of local heat pumps:** As a more resource-conserving and ecological alternative to individual heating systems or gas-fired central heating, roughly 50 new local heating plants based on heat pumps will be built in our customers' building complexes by 2030. The benefits of these central heating systems include greater efficiency and lower costs.
- → **Expansion of Power2Heat:** This equipment links the electricity and district heating networks to intelligently use surplus energy in a climate friendly manner. The expansion of the project will help to reduce the use of fossil fuels for district heat generation over the long term. However, suitable energy sector conditions are required to realise these plans in our district heating plants.

Joint initiatives with stakeholders

We also work together with our customers and business partners on projects to reduce air emissions. These initiatives include the substitution of district heating for individual heating systems, especially equipment that operates with fossil energy carriers.

As part of our approach to responsible procurement, our supplier management includes a strong commitment to the reduction of air, water and soil emissions as well as continuous cooperation to prevent pollution. This is also anchored in the Integrity Clause, which represents an integral part of every procurement process in the EVN Group. All suppliers, disposal companies and service partners are evaluated according to environmental criteria at the start of the cooperation and also during the business relationship.

Our progress on the implementation of measures is monitored by our integrated environmental management systems (ISO 14001 and EMAS) as well as internal control systems.

E2-3

Targets related to pollution

Our goals related to pollution are based in part on legal requirements and in part on our voluntary commitment.

We are subject to the binding requirements specified by applicable legal regulations as well as legally defined emission thresholds. Compliance with these thresholds is required by law and is continuously monitored.

In accordance with our sustainability guideline and our policy to prevent and reduce environmental pollution, we expressly exceed minimum requirements and have voluntarily set additional goals to steadily reduce the impacts of our business activities on the environment. We also set annual goals to continuously improve our environmental performance within the framework of our environmental management systems.

The measures implemented in recent years have already led to the reduction of air emissions. Since the actual annual volumes are dependent on the respective plants but still subject to fluctuations, these emissions are monitored constantly to enable the development of additional measures and goals where necessary.

Significant emissions by the EVN Group[1)]

in t	E-PRTR threshold value	2024/25 Total emissions from those plants which exceed the E-PRTR threshold value	2023/24 Total emissions from those plants which exceed the E-PRTR threshold value
Emissions of air pollutants			
Nitrogen oxides (NO_x)[1)]	100	106	414
Emissions of water pollutants[2)]			
Chlorides (total Cl)	2,000	2,624	—
Total nitrogen	50	185	—
Total phosphorus	5	36	—

1) The NO_x emissions from all reportable companies totalled 658t in 2024/25.
2) Full collection and availability of data beginning in 2024/25

E2-4

Pollution of air, water and soil

As described in the section on ESRS 2 IRO-1 on page 28f, we review and analyse the potential impacts of each of the three categories – air, water and soil pollution – each year. Our business activities led us to identify air and water emissions, in particular, as material and to include these emissions in our reporting.

Our Group-wide air and water emissions are recorded and reported in accordance with Annex II of the E-PRTR Regulation (see table E2-4).

The decline in NO_x during the reporting period resulted primarily from the progressive modernisation of the flue gas cleaning and incineration systems in our thermal plants. The related projects were implemented and partially completed in 2024/25. An additional factor was the sale of the sludge-fired combined heat and power plants in Moscow.

ESRS E4

Biodiversity and ecosystems

We are aware that our activities have an impact on ecosystems and biodiversity and also realise that we are dependent on functioning and self-regulating ecosystem services. We therefore take our responsibility for the protection of natural resources very seriously and are committed to minimising the impact of all our business activities on nature.

To ensure the environmentally sound expansion of renewable energy generation, we work closely with public authorities and interest groups. Our goal is to coordinate our contribution to the containment of global warming and its impacts on global biological diversity with the sustainable protection and preservation of regional ecosystems and species. We want to help preserve and support biodiversity and to integrate the vision of the United Nations for 2050 "Living in harmony with nature" in our management principles. We are committed to the protection of flora and fauna and the preservation of the natural habitats of animals and plants in the areas surrounding our plants and projects as well as the responsible realisation of construction projects and the careful operation of our plants. The innovation and sustainability corporate function is responsible for issues related to biodiversity and ecosystems.

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

In 2023/24, we analysed the potential negative impacts and dependencies of our business activities in areas with vulnerable biodiversity by means of the LEAP approach (Locate, Evaluate, Assess, Prepare). The process initially concentrated on the identification of EVN locations in various protected areas in Austria, Bulgaria, North Macedonia and Germany. Our business activities were also evaluated with regard to potential negative impacts on biodiversity. The analysis carried out identified 60 locations where the interaction of location and business activities could have potential negative impacts on biodiversity and ecosystems.

The initial analysis was followed in 2024/25 by a process used to identify biodiversity-relevant locations, and the circle of analysed locations in the above-mentioned countries was expanded to include locations near protected areas. The definition of these areas, so-called buffer zones, was based on the radius to the particular plant: roughly 3 km for wind turbines, 100 m for photovoltaic open-field plants, and up to 1 km for overhead power lines.

For details on the materiality analysis, also see ESRS 2 IRO-1 on page 28f

The results of our double materiality analysis formed the basis for an individual examination of the plants in or near protected areas which, in combination with our business activities, could have potential material negative impacts on biodiversity. The following business activities are involved:

Material impacts

- – Loss of open spaces
- – Negative impact on the landscape and recreational value
- – Impairment of fresh water ecosystems by hydropower plants
- – Disruption of habitats due to construction activity
- – Negative impact on species by network infrastructure
- – Negative impact on aquatic organisms by hydropower plants
- – Negative impact on wild animals from wind power plants
- + Support for water ecosystems

Material risks

- – Additional costs from increased rules for the use of space
- – Resistance to projects due to external factors/requirements

Policies

- → EVN sustainability guideline
- → Policy on the interaction with biodiversity and ecosystems in the EVN Group

Material actions and goals

- → Creation of substitute habitats and feeding grounds
- → Conversion to demand-driven nighttime identification of wind power plants
- → Bat-friendly operating algorithms for wind power plants
- → Dual use of space
- → Construction of fish bypasses and adjustment of residual water volumes at hydropower plants
- → Reservoir monitoring at storage power plants
- → Participation in research projects
- → Participation in bird protection projects

- → Construction and operation of plants for the generation of electricity from wind, solar and hydropower
- → Operation of overhead power lines for the distribution of electrical energy
- → Construction of network infrastructure

The assessment of the impacts included, among others, nature conservation opinions from approval procedures, project-related measures, and the location and previous use of the involved areas. Construction in ecologically sensitive areas, in particular, carries an increased risk of potential disruption in the surrounding ecosystems, and mitigating actions are especially important in such cases. Existing hydropower plants are currently prioritised solely on the basis of the ecological water status as defined by the National Water Management Plan. The plants classified as material by this plan are in need of improvements to their ecological passageways but the related measures have not yet been implemented. We regularly monitor the availability of data for analysis, in particular for the impacts of our hydropower plants on protected assets to expand or provide additional details if necessary. The area indicators are based on the property owned by EVN (hydropower plants, transformer stations). For the power line infrastructure, route widths were defined at the individual network and country level. The data for wind power plants include the areas crossed by the rotors as well as the enclosed area (between the turbines).

The analysis in 2024/25 identified 22 locations in and around biodiversity sensitive areas where, in combination with the respective activity, potential or actual negative impacts on habitats and protected species could result in a protected area. Table E4-5 provides an overview of these locations.

ESRS 2 IRO-1

Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks, dependencies and opportunities

The identification and assessment of biodiversity-related impacts, risks and opportunities have been an integral part of EVN's strategic risk management system since 2024/25. The annual risk inventory was expanded in accordance with the ESRS methodology to also include these impacts, risks and opportunities and has been anchored in a corporate guideline since 2024/25.

We use the four-step LEAP approach (Locate, Evaluate, Assess, Prepare) to identify the impacts of our business activities on biodiversity and our dependencies on ecosystems and ecosystem services. The results of the LEAP process are incorporated in the double materiality analysis in an upstream process by using them to prepare the long list of potential impacts. This process is managed centrally by the innovation and sustainability corporate function.

- → **Locate**
  Locations with potentially relevant nature-related interdependencies (e. g. thermal power plants, waste utilisation plants, renewable generation plants, transformer stations or overhead power lines) are synchronised with protected area data by way of a geoinformation system. The result is a list of the locations in the EVN Group which are situated in or near biodiversity sensitive areas.

- → **Evaluate**
  A preliminary assessment of the business activities at the documented locations was carried out with the ENCORE tool (Nature Capital Module), which lists the direct potential dependencies and impacts of business activities related to ecosystem services and natural assets. The identified impacts and dependencies are then verified and supplemented, if necessary, by internal experts. In addition to previous experience and scientific studies, specific indicators (e. g. on emissions and water consumption) as well as location-related characteristics are also included. The physical dependencies of ecosystem services are covered by the climate risk analysis defined by ESRS E1. This analysis is location-based and includes the dependencies on natural processes as well as the expected climate-related changes.

- → **Assess and Prepare**
  Potential risks and opportunities are then identified based on the impacts and dependencies established by the first two process phases. The potential impacts, risks and opportunities are evaluated by the respective risk managers in the individual areas as part of the annual Group-wide risk inventory. The applied methodology is described in the EVN Group's strategic risk management manual. Details can be found in the section on ESRS 2 IRO-1 on page 28.

The impacts, risks and opportunities in our value chain are evaluated with a combination of automated data analysis and tools to monitor supplier risks as well as internal knowledge, research papers and merchandise group assessments derived from the ENCORE tool. This procedure is validated annually and flows into the Group-wide materiality analysis. Additional information on our supplier and merchandise group management is provided in section ESRS S2 on page 88.

In 2024/25, material impacts, risks and opportunities were identified in connection with changes in land use, dependencies on ecosystem services and impacts on the status of ecosystems and species.

The inclusion of internal and external stakeholders is an integral part of our annual materiality and risk process. The approval procedures for environmentally relevant major projects in Austria and Bulgaria are carried out in accordance with the Environmental Compatibility Act and all other applicable legal requirements together with extensive public participation. This process is designed, among others, to detect the risks for local ecosystems and the resulting social conflicts at an early stage and to integrate this knowledge in the approval process. We therefore carry out a structured dialogue for all projects that are subject to an environmental impact assessment to discover concerns at an early stage and to make any necessary project adjustments. Consequently, no additional location-based information on affected communities was collected as part of our LEAP process.

We rely on continuous communications with our stakeholders through information events at our plant locations, publications on project websites, and the inclusion of our Sustainability and Social Advisory Boards. Further details on consultations with affected communities, which also cover issues involving the sustainability assessment of shared biological resources and ecosystems, can be found in section ESRS S3 on page 95ff. Feedback from the affected communities is consolidated with the results from an analysis of our LEAP process and scientific analyses.

❑ For detailed information on the material impacts, risks and opportunities related to biodiversity and ecosystems, see ESRS 2 IRO-1 on page 28f

Major energy infrastructure projects always include an assessment of their impact on biodiversity and ecosystems, and mandatory remedial and compensatory measures are frequently required. Nature conservation concepts are often prepared in advance of the approval process, or the environmental impact assessment or nature conservation authority requires such measures as part of the proceedings. These types of assessments are connected, in particular, with cross-regional network infrastructure as well as water and wind power projects. The required measures reflect the requirements of the Environmental Impact Act and Nature Conservation Act, which implement the Wild Birds Directive 2009/147/EC and the Fauna Flora Habitat Directive 92/43/EEC in Austrian law. EVN complies with these regulations during construction and throughout operations. The related measures are subject to regular controls and internal reporting during operations.

E4-2

Policies related to biodiversity and ecosystems

The subject of biodiversity and ecosystems together with our commitment to ensure adequate protective measures can be found in various key documents issued by the EVN Group:

The EVN Group's sustainability guideline

The sustainability guideline developed by the EVN Group anchors our general commitment to sustainably oriented management and to the preservation, restoration and careful, sustainable use of biodiversity to protect ecosystems for humans and animals. It gives priority to land recycling for new construction and creates the foundation for our efforts to implement numerous initiatives and programmes for the protection of habitats and the preservation of endangered species. Close cooperation with external experts from NGOs and public authorities help us to integrate requirements regarding biodiversity and ecosystems in the early design phase of our projects.

For the sustainability guideline, also see www.evn.at/sustainability-guideline

Policy on the interaction with biodiversity and ecosystems in the EVN Group

We issued a Group-wide policy in 2024 on the interaction with biodiversity and ecosystems, which is based on the EVN Code of Conduct and on international human rights and environmental standards. This policy represents the binding implementation of active biodiversity management at EVN. It integrates the management of natural resources and biodiversity and also defines goals and indicators for control, monitoring and evaluation in the entire EVN Group.

This policy establishes a binding framework for the management of all material impacts, risks, dependencies and opportunities related to biodiversity and ecosystems. It covers climate change, environmental pollution and the use of land and freshwater as influencing factors and addresses the state of species and ecosystems, for example bird collision risks. Also included, among others, are principles of conduct for the mandatory inclusion of biodiversity and the protection of ecosystems in all internal project decisions, close cooperation with the responsible authorities and the procurement of biomass from sustainable forestry operations. Active cooperation with our stakeholders as well as open communications and transparent reporting are additional requirements. Group-wide requirements for the planning, construction and operation of plants are also included.

We follow the four-step process in the mitigation hierarchy – avoid – minimise – restore – offset – to prevent negative impacts on biodiversity and ecosystems and to promote positive contributions. This process is reflected in the following principles:

→ **Responsible selection of locations**
In selecting new locations, we give preference to brownfield areas and areas with low ecological value to avoid the additional consumption of ecologically valuable land. The modernisation of plants and the renaturation of decommissioned locations minimise the need for greenfield construction and ensure sustainable land use.

→ **Extensive environmental and nature impact assessments**
New major projects are subject to an extensive regulatory screening processes. Critical ecosystem services are systematically recorded and assessed to identify and, where possible, eliminate potential interference at an early stage.

→ **Application of the best available technologies (BAT)**
We rely on underground cabling – wherever technically and economically possible – when new power line infrastructure is planned. This minimises visual and acoustic interference with the recreational function of landscapes. To reduce light pollution, we are gradually converting our wind turbines to demand-driven nighttime identification.

The sustainability guideline and the policy on the interaction with biodiversity and ecosystems are binding for the entire EVN Group. They were approved by the Executive Board and submitted to the Supervisory Board. Both documents are available to the public on our website.

For the policy on the interaction with biodiversity and ecosystems in the EVN Group, also see www.evn.at/policy_E4

E4-3

Actions and resources related to biodiversity and ecosystems

Following is an excerpt from the list of measures we use to avoid, minimise or offset the material impact, risks and opportunities of our business activities and the potential or negative impact of the material locations of the EVN Group on biodiversity-sensitive areas as described under SBM-3 on page 62f.

Electricity generation from wind power

→ **Creation of alternative habitats and feeding grounds**
Various types of wasteland, wetland or deadwood areas are created before the commissioning of our wind parks to serve as compensation for the loss of habitats. These areas remain throughout the entire lifecycle of the wind parks. In specific cases we also arrange for reforestation. They are regionally connected with, but appropriately distant from the respective wind park. The target species include various birds, bats and gophers. On-site inspections are carried out by external biologists and ornithologists at officially required intervals to evaluate the suitability of the area and take stock of the species. The results and any necessary new protective measures are recorded in a monitoring report.

The expansion of the compensation areas for wind parks currently in operation totalled roughly 234 hectares at the end of 2024/25. In connection with current wind park projects (wind park Ebenfurth 2 and wind park Gnadendorf), over seven hectares of additional wasteland and dead-wood areas as well as substitute sites were created for grasshoppers and amphibians. A further 19 hectares of wasteland will be added before commissioning as part of this project. The areas will be planned and implemented together with experts from the fields of ecology and biology to ensure optimal results for nature and species protection.

→ **Conversion to demand-driven nighttime identification**
Starting with the 2025/26 financial year and depending on the progress of legal and technical clarification, plans for the wind power plants in Austria include the conversion of continuous lighting at night to lighting only when an aircraft is within a predefined radius to the turbines. An interface to Austro Control, Austria's air traffic management organisation, will be created for this purpose. This will significantly reduce the negative effects on the landscape through nighttime light pollution.

→ **Bat-friendly operating algorithms**
To reduce collision risks for bats, all wind power plants currently under construction will be equipped with bat-friendly shutdown algorithms – similar to the procedures currently in use at several existing wind parks. This will automatically interrupt operations at certain times of the day and year under specific environmental conditions (wind velocity, air temperature, precipitation) based on the machine cabin monitoring to prevent collisions with bats.

→ **Participation in an integrated system for the protection of birds in the Kaliakra bird sanctuary (ISPB)**
This project was initiated in Bulgaria's Kavarna region during 2018. It relies on a combination of radar observations, meteorological data and visual field surveys to shut down wind turbines for a full year to reduce the risk of collisions for birds. The effectiveness of the system is verified by regular monitoring.

Electricity generation from photovoltaics

→ **Dual use of space**
To minimise the use of natural areas for renewable energy generation plants, our search for locations focuses on the dual use of ground areas through innovative photovoltaic systems like Agri-PV or Floating PV and the installation of photovoltaic plants on landfills and warehouse sites. Agri-PV combines agricultural land with photovoltaic systems, while Floating PV involves the installation of a photovoltaic plant directly on water.

Electricity generation from hydropower

→ **Construction of fish lifts and adjustment of residual water volumes**
These measures are implemented on the basis of concrete requirements from the Austrian National Water Management Plan. They call for the creation of a passable watercourse through the construction of fish passes at specific river sections within a prescribed period as well as sufficient residual water at diverted reaches. EVN is required to install four new fish passes at small hydropower plants operated by EVN Naturkraft in Austria by 2027 in accordance with the National Water Management Plan and must up-grade the fish passes at three other locations to meet the latest technical standards. The realisation of these projects is dependent on receipt of the necessary official permits.

→ **Reservoir monitoring at storage power plants**
Extensive annual biological, chemical and limnological analyses of the EVN Naturkraft reservoirs in Austria's Waldviertel region (the Ottenstein, Dobra and Thurnberg reservoirs) and in the southeastern Mostviertel region (Wienerbruck and Erlaufklause reservoirs) support the continuous monitoring of parameters such as the pH value, water temperature and oxygen saturation.

→ **Participation in research projects**
EVN Naturkraft also participates in various third-party research projects, e. g. on sediment research and management, on fish protection and fish bypasses or the resettlement of graylings in the central Kamp region.

Transmission and distribution of electrical energy

→ **Participation in the "Life Eurokite" project (LIFE18NAT/AT/000048)**
This project represents a contribution to the implementation of the EU species action plan through the quantification and control of anthropogenic mortality in birds of prey. Its goal is to determine the causes for the mortality of red kites and other birds of prey and also identify problem zones.

The findings are reflected in the realisation of various measures, including overhead power line cabling projects. In 2024/25, 4 km of risky overhead power lines were cabled and a further 7 km are scheduled to follow by 2027.

→ **"Life safe grid for Burgas" project (LIFE20NAT/BG/001234)**
This project was launched by EP Yug, the Bulgarian network company in the EVN Group, which also serves as the project coordinator. It involves the development of measures to protect birds in the wetlands of the Burgas lakes region in Bulgaria. Activities initially covered the collection of data on existing overhead power lines and a field study on the dangers of electric shocks and power line collisions for birds. The results led to various cabling projects for overhead power lines, securing procedures for power poles and the installation of further measures to divert birds in flight. In addition to improving the protection of species diversity, these measures also help to reduce network disruptions and increase supply security for the local population. The project runs to 2026 and the conclusion is dependent on the receipt of the necessary official permits.

Most of the power poles that represented an increased risk for electric shocks and power line collisions were secured by 30 September 2025, and work has already started on the planned power line cabling.

→ **Participation in the "Bearded Vulture Life" project (LIFE22-NAT-BG-Bearded Vulture LIFE)**
The goal of this project, which started in 2023, is the resettlement of bearded vultures and black vultures in Bulgaria and on the Balkans. Plans call for the implementation of measures to improve nesting conditions and the availability of food sources. EVN's contribution to the project is the protection of exposed power poles to reduce fatalities through electric shocks. The first risky overhead power line near the aviaries for the preliminary acclimatisation and release of the vultures has already been secured. The project is scheduled to run to 2030.

→ **Initiative to preserve the white stork population in Bulgaria and North Macedonia**
This initiative was started because white storks – a protected species – have over the last decades increasingly started to nest on low-voltage power poles due to the changing environmental conditions. To prevent accidents and blackouts, and to reduce fire hazards for the nests, EVN has been installing metal nest platforms at an adequate distance to the electrical infrastructure in Bulgaria and North Macedonia since 2009. The project is accompanied by regular biomonitoring over the use of the nests and an annual report to the responsible authority.
We secured 499 white stork nests in Bulgaria during 2024/25, and our preliminary plans include over 500 more between October 2025 and March 2026.

→ **"LIFE24-NAT-BG-EP for Birds LIFE" project**
This project under the direction of EP Yug (in cooperation with EVN Macedonia and international partners) was launched in 2025. It uses innovative methods to identify and upgrade exposed electrical power lines and thereby reduce the mortality of the globally endangered eastern imperial eagle and Egyptian vulture. The involved network companies are responsible for securing risky power poles and installing measures to divert birds in flight. Accompanying measures include the exchange of technical know-how and proven procedures. The involved NGOs are in charge of documentation and data measurement. The project is scheduled to run to 2030.

E4-4

Targets related to biodiversity and ecosystems

→ **Improvement of ecological passage for existing hydropower plants**
The National Water Management Plan calls for an improvement in the passage of bodies of water in Austria through the construction and adjustment of fish passes as well as sufficient residual water at diverted reaches. We will therefore equip four weirs with new fish passes and upgrade the fish passes at three other locations to meet the latest technical standards by 2027. These measures will be planned and implemented in accordance with the applicable guidelines. The realisation of the projects is dependent on receipt of the necessary official permits.

→ **Improved protection against overhead power lines for birds**
To improve the protection of birds in biodiversity-sensitive areas, we plan to secure 271 km of overhead power lines and install 2,000 bird diversion devices in Austria and Bulgaria by 2030. The implementation of these safeguards will be preceded by an analysis to identify the respective sensitive regions.

As of 30 September 2025, we had already secured over 150 km of overhead power lines and installed more than 750 bird diversion devices.

E4-5

Impact metrics related to biodiversity and ecosystem change

The analysis of the LEAP process carried out in 2024/25 identified 22 locations in or near biodiversity-sensitive areas where, in combination with our activities, potential or actual negative impacts on habitats and protected species could arise. This data includes only the locations where technical evaluations identified an actual or potential negative impact on the con-servation goals of the respective area. The networks for our overhead power lines in or near biodiversity-sensitive areas in Bulgaria, North Macedonia and Lower Austria were covered by the analysis. The land consumption at these locations totalled roughly 17,468 hectares, whereby 17,365 hectares are attributable to the path kilometres in the overhead power line networks and 103 hectares to the other plant locations.

Biodiversity and ecosystems by country and business activity

Austria

Business activity	Plants	Location	Area, ha	Potential or actual impacts	Potential dependencies	Affected protected areas
Electricity generation from hydropower	Föhrenwald run-of-river power plant	Protected area	3.0	Freshwater ecosystems, state of species	Water flows	→ Steinfeld bird sanctuary (Natura 2000)
	Merkenstetten run-of-river power plant	Protected area	0.1	Freshwater ecosystems, state of species	Water flows	→ Niederösterreichsiche Alpenvorlandflüsse FFH area (Natura 2000)
	Rechensteg run-of-river power plant	Protected area	0.1	Freshwater ecosystems, state of species	Water flows	→ Mariazell-Seeberg landscape protection area → Hochschwab landscape protection area
	Salzahammer run-of-river power plant	Protected area	1.6	Freshwater ecosystems, state of species	Water flows	→ Mariazell-Seeberg landscape protection area → Hochschwab landscape protection area → Wildalpener Salzatal nature protection area
	Schwarzau run-of-river power plant	Protected area	4.8	Freshwater ecosystems, state of species	Water flows	→ Steinfeld bird sanctuary (Natura 2000)
	Stuppach 1 run-of-river power plant	Protected area	2.7	Freshwater ecosystems, state of species	Water flows	→ Rax-Schneeberg landscape protection area → FFH area Nordöstliche Randalpen: Hohe Wand – Schneeberg – Rax (Natura 2000)
	Stuppach 2 run-of-river power plant	Protected area	1.9	Freshwater ecosystems, state of species	Water flows	→ Rax-Schneeberg landscape protection area → FFH area Nordöstliche Randalpen: Hohe Wand – Schneeberg – Rax (Natura 2000)
	Stuppach 3 run-of-river power plant	Protected area	1.2	Freshwater ecosystems, state of species	Water flows	→ Rax-Schneeberg landscape protection area → FFH area Nordöstliche Randalpen: Hohe Wand – Schneeberg – Rax (Natura 2000)
	Waldau run-of-river power plant	Protected area	1.2	Freshwater ecosystems, state of species	Water flows	→ Hochschwab landscape protection area → Mariazell-Seeberg landscape protection area
	Wegscheid storage power plant	Protected area	37.5	Freshwater ecosystems, state of species	Water flows	→ Kamptal and Kremstal FFH and bird protection area (Natura 2000) → Kamptal landscape protection area
	Wienerbruck storage power plant	Protected area	22.6	Freshwater ecosystems, state of species	Water flows	→ Ötscher-Dürrenstein FFH and bird protection area (Natura 2000) → Ötscher-Dürrenstein landscape protection area → Ötscher-Tormäuer nature park
	Krumau storage power plant	Protected area	14.2	Freshwater ecosystems, state of species	Water flows	→ Kamptal and Kremstal FFH and bird protection area (Natura 2000) → Kamptal landscape protection area
Electricity generation from wind power	Ebenfurth 2 wind park	Near a protected area[1)]	1.5	Land ecosystems, state of species	–	→ Feuchte Ebene – Leithaauen FFH area (Natura 2000) → Steinfeld FFH and bird protection area (Natura 2000)
	Gnadendorf wind park	Near a protected area[1)]	1.8	Land ecosystems, state of species	–	→ Leiser Berge landscape protection area → Weinviertler Klippenzone FFH area (Natura 2000)
	Prellenkirchen III wind park	Near a protected area[1)]	2.1	Land ecosystems, state of species	–	→ Hundsheimer Berge FFH area (Natura 2000) → Feuchte Ebene – Leithaauen FFH area (Natura 2000) → Burgenländische Leithaauen FFH area (Natura 2000) → Spitzerberg nature protection area
	Inning wind park (in the future, part of the Grosssierning wind park)	Near a protected area[1)]	0.3	Land ecosystems, state of species		→ Niederösterreichsiche Alpenvorlandflüsse FFH area (Natura 2000) → Pielachtal bird sanctuary (Natura 2000)

1) Buffer: 3 km

Biodiversity and ecosystems by country and business activity

Austria

Business activity	Plants	Location	Area, ha	Potential or actual impacts	Potential dependencies	Affected protected areas
Transmission and distribution of electrical energy	Overhead power lines (low, medium and high voltage)	Protected area	2,056.4	State of species	–	→ Various Natura-2000, nature and landscape protection areas in Lower Austria
	Overhead power lines (low, medium and high voltage)	Near a protected area[1)]	882.6	State of species	–	→ Various Natura-2000, nature and landscape protection areas in Lower Austria
	Krumau transformer station	Protected area	0.5	Land ecosystems	–	→ Kamptal and Kremstal FFH and bird protection area (Natura 2000) → Kamptal landscape protection area
	Langenlois transformer station	Near a protected area[2)]	1.0	Land ecosystems	–	→ Kamptal and Kremstal FFH and bird protection area (Natura 2000) → Kamptal landscape protection area

Bulgaria

Business activity	Plants	Location	Area, ha	Potential or actual impacts	Potential dependencies	Affected protected areas
Electricity generation from wind power	Kavarna wind park	Protected area	5.2	State of species	–	→ Kompleks Kaliakra FFH area (Natura 2000) → Kaliakra bird sanctuary (Natura 2000) → Belite skali bird sanctuary (Natura 2000) → Balchik state wildlife management reserve
Transmission and distribution of electrical energy	Overhead power lines (low, medium and high voltage)	Protected area	4,574.1	State of species	–	→ Various Natura-2000, nature and landscape protection areas in Bulgaria
	Overhead power lines (low, medium and high voltage)	Near a protected area[3)]	3,318.8	State of species	–	→ Various Natura-2000, nature and landscape protection areas in Bulgaria

North Macedonia

Business activity	Plants	Location	Area, ha	Potential or actual impacts	Potential dependencies	Affected protected areas
Transmission and distribution of electrical energy	Overhead power lines (low, medium and high voltage)	Protected area	6,244.6	State of species	–	→ Various Natura-2000, nature and landscape protection areas in North Macedonia
	Overhead power lines (low, medium and high voltage)	Near a protected area[4)]	288.4	State of species	–	→ Various Natura-2000, nature and landscape protection areas in North Macedonia

1) Buffer: low voltage 0 m, medium voltage 150 m, high voltage 500 - 1,000 m
2) Buffer 1 km
3) Buffer: low voltage 0 m, medium voltage 1,000 m, high voltage 1,000 m
4) Buffer: low voltage 0 m, medium voltage 150 m, high voltage 500 m

E5

Resource use and circular economy

EVN's understanding of values and the definition of goals for environmental aspects explicitly include the responsible use of resources and environmentally compatible waste management. The innovation and sustainability corporate function is responsible for coordination and the preparation of content related to the use of resources and the circular economy.

ESRS 2 IRO-1

Description of the processes to identify and assess the material impacts, risks and opportunities related to the use of resources and the circular economy

Within the framework of the double materiality analysis material positive and negative impacts as well as risks related to ESRS E5 (Resource use and circular economy) were identified in the EVN Group. The plants and products required for EVN's business activities lead to the consumption of resources and raw materials included in components in our upstream value chain. In addition, EVN uses various energy carriers (natural gas, heating oil, diesel, biomass, waste) for the generation of energy. We can also make a positive contribution to increasing the supply of secondary raw materials with the clean separation of (primary raw materials) waste. EVN's plants produce hazardous and non-hazardous waste, which is correctly treated and disposed.

The method to assess material resource inflows was adjusted in 2024/25 and represents a contrast to the previous year's evaluation, which was based on a broader definition of resource inflows. The further development of the materiality analysis in 2024/25 led to a more detailed analysis and clearer content-related classification of our own activities and value chain. As an energy provider, conventional raw materials play only a subordinate role in our company because there are no physical production processes. The focus of our own activities during the reporting year was therefore based on the energy carriers required for energy generation.

❐ For a description of the processes to identify and assess the material impacts, risks and opportunities, see ESRS 2 IRO-1 on page 28f

E5-1

Policies related to resource use and circular economy

Our commitment to the responsible and sustainable use of resources and to a circular economy is included in all important documents issued by the EVN Group. They define our claim and our Group-wide binding policies on these subjects.

Material impacts

- – Resource consumption for:
  - → Construction and technical plant components and materials in the upstream value chain
  - → Energy generation
- – Waste in the downstream value chain
- – Non-hazardous and hazardous waste
- \+ Resource conservation through circular economy and development of secondary raw materials
- \+ Environmental relief through thermal waste utilisation

Policies

- → Code of Conduct
- → Sustainability guideline
- → Policy for resource use and circular economy

Material actions and goals

- → Application of circular economy-related business practices
- → Implementation of an asset and performance management system for the network infrastructure
- → Optimisation of waste management in agreement with the waste hierarchy

EVN Code of Conduct and sustainability guideline in the EVN Group

These two documents anchor our claim to minimise the consumption of resources as best as possible and to maximise their efficient use. Consequently, we manage material and supply flows to give priority to the reuse, recycling or other usage of these items. We are also optimising our waste management system towards alignment with the circular economy.

- For the EVN Code of Conduct, see www.evn.at/code-of-conduct
- For the EVN sustainability guideline, see www.evn.at/sustainability-guideline

Policy for resource use and circular economy in the EVN Group

This binding Group policy represents our central framework for action in all material business activities related to resource use and circular economy. Among others, it anchors the following key principles:

- Targeted management of resource use to ensure a continuous increase in usage efficiency
- Reduction of environmental impacts through the use of the best available technologies (BAT)
- Use of secondary (recycled) resources wherever technically possible and reasonable
- Reuse of resources
- Continuous improvement in waste management towards alignment with the circular economy
- Mandatory application of sustainability criteria in the procurement process

The EVN Code of Conduct, the EVN sustainability guideline and the policy for resource use and circular economy are binding documents for the entire EVN Group. They were approved by the Executive Board and submitted to the Supervisory Board. All three documents are available to the public on our website.

- For the policy on resource use and circular economy in the EVN Group, see www.evn.at/policy_E5

Environmental management and certifications

EVN has operated environmental management systems on a voluntary basis since 1995 and is committed to the improvement of its environmental performance. For an overview of the international standards applied in the EVN Group, see ESRS 2 BP-2 on page 11.

All our ISO-certified and EMAS registered locations are subject to internal and external audits which include the preparation, implementation and monitoring of the related improvement programmes. The annual reviews in our certified plants are linked to the development of improvement programmes which also include the annual evaluation and implementation of the goals from the previous financial year. Information on these issues and current environmental data on the EMAS-audited locations are included in our annual environmental statement. The related information is available to the public on the websites of our Group companies.

- Also see www.evn.at/waerme and www.evn.at/waermekraftwerke

E5-2

Actions and resources related to resource use and circular economy

Application of circular economy-related business practices

We recycle products and components internally, as far as technically possible and economically reasonable. Refurbishment processes have already been defined for certain product groups, including electricity, natural gas, heat and water meters, distribution transformers and modems.

The thermal sewage sludge utilisation plants in operation or under construction by EVN (mono-incineration) support the future recovery of phosphorus from the burnt sewage sludge. This process should help to retain a scarce raw material in the resource cycle. At the same time, mono-incineration plays an important role in the elimination of organic and inorganic pollutants from the water cycle. Most of these pollutants are oxidised by the high temperatures reached during thermal utilisation. The resulting volatile combustion products then go through flue gas cleaning and are permanently removed from the cycle.

Implementation of an asset and performance management system (APMS) for the network infrastructure

In 2024/25, we launched a project to implement a new APMS system in Austria. The aggregation and recording of all data and processes across the entire lifecycle of our assets (plants, plant sections and components) from the electricity, gas and water network infrastructures in a unified IT system will create a standardised structure and documentation. The resulting information will then be used to analyse and monitor our assets and, in this way, will create opportunities for automation and optimisation. It will then be possible to undertake specific measures to identify structural connections and include ageing curves in our planning and operations. The overriding goal of this digitalisation is the targeted and sustainable management of our assets, among others, to maximise their durability and useful life. The implementation of this system is expected to cover several years and will presumably be completed in 2028/29.

Optimisation of waste management in agreement with the waste hierarchy

Our tenders for the disposal of biomass ash provide incentives for the disposal companies to exhaust the available utilisation options as far as possible. The goal is to maximise the use of the biomass ash as far as permitted by the ash quality.

E5-4

Resource inflows

EVN's business activities as a whole and, above all, the investment focal points on network infrastructure, renewable generation and drinking water supplies require intensive cooperation with construction firms, plant, pipeline and cable line construction companies as well as suppliers of electrotechnical equipment and components, pipes, transmission and cable lines, meters, hardware, software and work clothing.

The plants, equipment and products purchased from our suppliers can be allocated to the following areas:

- Renewable energy technologies: wind power plants, hydropower plants, photovoltaics, biomass plants
- Thermal energy generation plants: all plants/plant components, materials and supplies required for the operation of existing equipment and for their new construction
- Network infrastructure: all plants and equipment required for the operation of electricity, natural gas, heat, internet and telecommunications networks including, for example, cables, pipes, electrical and electronic equipment, materials and supplies
- Drinking water supplies and wastewater disposal: all plants and equipment, materials and supplies required for the operation of existing drinking water preparation and wastewater treatment plants and for the new construction of such plants

Critical raw materials and rare earths are found, above all, in wind power plants, photovoltaics, information and communication technology products and network infrastructure components.

Most of the products supplied to us are delivered in packaging materials made of plastics, cardboard or wood.

The following energy carriers are used in our thermal power plants: natural gas, heating oil, diesel, biomass and waste. These items are considered part of our direct resource inflows with sustainability relevance.

All biomass used in our plants is certified under the Sustainable Resource Verification Scheme Standard (SURE). In accordance with RED III, the biomass used by our heating plants with an output of more than 7.5 MW is also certified under SURE.

The material volumes are recorded by calibrated meters and weighbridges or on the basis of supplier invoices. This procedure systematically excludes double-counting in weight measurements.

Energy sources for energy generation in thermal plants

		2024/25	2023/24
Natural gas[1]	Tm³	163,322	132,909
Liquid natural gas	Tm³	84	53
Heating Oil (extra light)	t	1,697	1,425
Diesel[2]	t	685	4
Biomass	t atro	266,068	260,629
Waste	t	426,370	451,660

1) The Theiss power plant was used more frequently by the Austrian transmission network operator APG for network stabilisation in 2024/25 than in the previous year.
2) Diesel was used more frequently for the provision of mobile emergency power supplies due to the flooding in September 2024.

E5-5

Resource outflows

The reported volumes of waste represent waste that is transferred directly to an authorised disposal company. This waste arises as part of our own business activities. The reported quantities do not include the waste arising from construction works or maintenance which is disposed directly by the contracting company. No significant volumes of waste are generated in our downstream value chain.

This waste forms the basis for our waste and circular economy management and is continuously optimised with regard to avoidance, utilisation and safe disposal.

The following types of waste arise as part of our business activities and are typical for the branch:

Non-hazardous waste:

- → Combustion residue from waste utilisation (e. g. slag, ash)
- → Metallic materials
- → Plaster from wet scrubbing
- → Biomass ash
- → Sewage sludge
- → Excavation material
- → Wood poles
- → Municipal waste

Hazardous waste:

- → Fly ash and dust
- → Waste oil
- → Impregnated wooden poles

Waste

		2024/25	2023/24
Waste quantities total	t	**213,545**	**203,974**
Non-hazardous waste[1]	t	**195,796**	**185,549**
thereof diverted to recovery operations	t	39,862	37,431
thereof directed to preparations for recycling	t	41	34
thereof directed to recycling	t	13,371	12,667
thereof directed to other uses	t	26,450	24,730
thereof directed to disposal	t	155,934	148,118
thereof directed to incineration	t	2,194	2,095
thereof directed to landfilling	t	131,462	129,724
thereof directed to other disposal operations	t	22,278	16,299
Hazardous waste	t	**17,749**	**18,425**
thereof diverted to recovery operations	t	2,905	2,448
thereof diverted to recovery operations	t	0	0
thereof directed to recycling	t	907	417
thereof directed to other uses	t	1,998	2,032
thereof directed to disposal	t	14,843	15,977
thereof directed to landfilling	t	13,708	14,657
thereof directed to incineration	t	506	667
thereof directed to other disposal	t	629	653
Total quantity of non-recycled waste	t	199,266	190,890
Percentage of non-recycled waste	%	93.3	93.6

1) The prior year values for non-hazardous waste were adjusted to reflect a subsequent volume correction.

The reported waste quantities broken down by hazardous and non-hazardous waste result from the disposal confirmations provided by the respective disposal companies. The calculation of the recovery and disposal paths are based on information provided by the disposal companies, where available. In other cases, country-specific, publicly available data was used or an estimate is made based on technical and branch knowledge.

ESRS S1

Own workforce

ESRS 2 SBM-2

Interests and views of stakeholders

Our employees form a central foundation of our business activities and, consequently, are one of our most important stakeholder groups. We therefore ensure that our entrepreneurial actions are always in agreement with the United Nations Guiding Principles on Business and Human Rights, the Declaration by the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. A number of Group-wide documents were also issued on this subject and are described in a later section of this report. In line with our high standards for transparency and responsible management, all documents were approved by the Executive Board and presented to the Supervisory Board and are available to the general public on our website.

To identify and integrate the interests and viewpoints of our employees, we carry out an anonymised online survey in Austria every quarter, our so-called mood barometer. The questions cover, among others, satisfaction, commitment, stress and personal resources as well as management quality and cooperation with other departments. The results of this externally guided survey are then analysed and discussed internally during department and team meetings. Any necessary measures to remedy negative developments can then be taken without delay in the form of discussions, seminars or workshops. The regularly high response rates give management an informative tool to monitor the motivation and stress level of their teams. A pilot phase for the mood barometer was started in Bulgaria and North Macedonia during 2024/25.
In the area of occupational safety, the effectiveness of the implemented measures is tracked and evaluated based on our quarterly accident statistics.

Material impacts

+ Stable income and fair remuneration
+ Support for health and well-being through flexible working times
+ Protection of an adequate standard of living
+ Fair treatment and social security through social dialogue
+ Fair treatment and financial security through collective agreements
+ Increase in well-being through work-life balance
+ Increase in well-being through time flexibility
+ Increase in well-being through location flexibility
– Impairment of health and well-being through inflexible or unfavourable working times
– Impairment of well-being due to a lack of work-life balance
– Damage to health and fatalities of employees
+ Broad knowledge and greater innovation strength through inclusion and equality
+ Equal opportunities and remuneration for all
+ Higher qualifications and greater employability
+ Greater independence through inclusion and equality
+ Satisfaction and motivation through diversity in the company
+ Security for employees' personal data

Policies

→ EVN Code of Conduct
→ EVN Human Rights Policy
→ EVN sustainability guideline
→ EVN managerial mission statement
→ EVN mood barometer
→ Feedback and orientation sessions

Targets

→ At least 90% of employees should have completed a programme on diversity awareness by 2025/26
→ Attainment of insurance carrier (ÖGK) certification by 2026/27
→ Implementation of digitalisation initiatives, e. g. learning and support measures on artificial intelligence or a digitalisation day and preparation of an ethics guideline in connection with new technologies

ESRS 2 SBM-2

Participation in feedback and orientation discussions

	Austria		Bulgaria	
	2024/25	2023/24	2024/25	2023/24
Number of feedback and orientation discussions carried out	**2,220**	**2,219**	**2,283**	**2,274**
thereof women	477	439	581	578
thereof men	1,743	1,780	1,702	1,696
Feedback and orientation discussions as a % of the workforce	**70%**	**71%**	**97%**	**98%**

We also carry out annual feedback and orientation discussions with our employees in the core markets of Austria and Bulgaria to collect structured, reciprocal responses on work behaviour and quality and to define concrete goals for employees as part of individual development plans. In North Macedonia, these discussions are being introduced in two phases: In 2024/25, a pilot group was polled and asked to provide feedback and a full roll-out will follow in 2025/26.

The interests and viewpoints of our employees are also part of the regular dialogue with working and safety committees, which also include representatives of the works council or unions. Representatives of our works council also take part in the Supervisory Board and Sustainability Advisory Board meetings. This participation ensures the inclusion of our employees' interests at all levels in the Group. The co-determination rights of our apprentices on the works council are exercised through elected youth representatives. In view of the EVN Group's international orientation and locations, employee representation is based on different national laws and dependent on the composition and activities of the local workforce. The South East European subsidiaries are members of a European works council which includes representatives from Austria, Bulgaria and North Macedonia. Its regular meetings serve as a platform for communication and exchange and deal with a variety of issues ranging from occupational safety to employee benefits and transnational initiatives in support of culture and sport.

A further important metric for employee satisfaction is the length of service with the company, which remained high at 14.4 years in 2024/25 (previous year: 14.7 years).

ESRS 2 SBM-3

Material impacts, risks and opportunities

The double materiality analysis carried out in 2024/25 identified potential material impacts for the stakeholder group "own workforce" in the areas of working conditions, equal treatment and equal opportunities as well as other work-related rights. Health-related problems due to the lack of work-life balance represent the focal point of the negative impacts. Various potential positive impacts include the increase in well-being resulting from greater time and location flexibility and greater independence through inclusion and equality.

❑ For the identification of material impacts, risks and opportunities, see section ESRS 2 IRO-1 on page 31
❑ For additional information on the IRO process, see page 28ff

S1-1

Policies related to own workforce

As indicated under the section on ESRS 2 SBM-2, our actions are always aligned with a wide-ranging set of human rights standards. Values such as equal opportunity, skills development and work-life balance are particularly important. The following documents underscore our position and are binding for the entire Group:

- **EVN Code of Conduct:** This is our central set of rules for human rights, integrity, ethical behaviour and governance. It also covers occupational safety and accident prevention.
- **EVN Human Rights Policy:** The following norms are anchored in all our activities through this policy:
  - OECD Guidelines for Multinational Enterprises
  - United Nations Guiding Principles on Business and Human Rights
  - Human rights and social minimum standards as defined by Art. 18 of the EU Taxonomy Regulation
  - Declaration by the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work
  - International Charter of Human Rights
- **EVN sustainability guideline:** It anchors diversity, equal opportunities and health protection as central principles in the EVN Group.
- **EVN managerial mission statement:** This guideline regulates our understanding of management, which is based, among others, on our values: ensure, encourage and enable.

We have also issued Group-wide policies on sustainable human resources management and on engaging with employees for the protection of our employees. The above-mentioned policies apply to all employees in the EVN Group – independent of the type of employment contract or the form of employment. To enable wide-ranging access, these documents are available in several languages in the EVN Intranet and, in part, are also available to the general public for download from our website.

Employee protection legislation in our core markets defines strict rules, among others for working conditions and working times. Compliance with these legal requirements and our internal directives for working times is monitored and controlled with digital time recording systems in Austria.

Workers in the EVN Group include directly employed staff as well as external leased employees. The latter come from third-party companies which are specialised in the provision of personnel. All employees – independent of whether they are directly employed by EVN or by leasing firms – can be potentially affected by material impacts of our business activities. The management policies developed to deal with these impacts therefore apply uniformly to all workers.

We expressly reject any discrimination of persons with equal professional and personal qualifications in hiring, training, human resources development, employment conditions or compensation. The compensation for all our employees is based on the applicable collective agreement or their respective responsibilities and qualifications. We ensure that all applicable legal requirements are met and, where possible, exceeded.

EVN has issued documents on our corporate and management culture which define and specify our policies, principles and guidelines for daily interaction for the entire Group. We apply the same high standards equally in all countries where we are active.

Some of our actions cannot be allocated to any direct impacts but are implemented continuously as cross-cutting measures. They are intended, above all, to prevent potential impacts in advance and to ensure that EVN remains an attractive employer. The following initiatives are involved here:

→ **Ongoing dialogue with employee representatives:** The ongoing dialogue with members of the works councils and employee representatives is seen as a measure to improve the work environment. Roughly 90% of all employees in our Group (especially in Austria, Bulgaria and North Macedonia) are represented by works councils or unions, and their remuneration is protected by collective bargaining agreements, tariffs or legal minimum wage regulations. These employees benefit, among others, from annual collective agreement negotiations.

We also attach great importance to transparency in key managerial decisions and inform the employee representatives of major business decisions on a regular and timely basis and/or arrange for their involvement in the decision processes. This approach applies to strategic decisions as well as changes and adjustments involving the workforce. We provide our employees and employee representatives with information about operational changes at regularly scheduled meetings and always comply with the legally required notification periods. In the event of economic or social challenges, we always attempt to develop and implement the necessary restructuring measures in a socially acceptable form and in agreement with the unions or employee representatives. This permits the transfer of the involved employees, where possible, through the internal labour market or training programmes to other areas of the EVN Group.

Regular HR Days and various coordination meetings provide an ideal opportunity to synchronise strategic goals in the Group, understand the different framework conditions and organise activities. The inclusion of employee representatives and/or employees is an important part of this process.

To gain an insight into the viewpoints of employees who are particularly susceptible to impacts, we also meet with employee representatives on an ad-hoc basis to discuss current problems and issues. An additional measure is the multi-stage dialogue system which focuses, in particular, on the potentially unequal treatment of employees due to their gender, age, origin or physical impairment. We have also established regional structures to serve as a direct contact point for vulnerable groups.

In Bulgaria, a commission for social cooperation was established to deal with problems between employees and the improvement of the working environment. It holds regular meetings depending on the need for discussion and in between these meetings provides its members with information on various topics, e. g. annual wage increases, work clothing or working conditions. A meeting with employee representatives is also organised every year. The commission meetings include the head of human resources, the legal department, local management and, depending on the subject, experts from the involved departments.

We have also taken steps in North Macedonia to make the working environment for our employees as constructive and positive as possible and to address the material impacts, risks and opportunities. Every organisational unit has a designated employee representative who is in continuous contact with the head of that unit. There is regular communication between the union and the representatives and head of the human resources department, as well as the management of the respective company. Employees in Croatia can contact an ombudsperson at any time to discuss their concerns.

→ **Diversification of the workforce:** The EVN Group has launched various initiatives to increase the percentage of women in management positions. The Women@EVN programme was started many years ago and is intended to create a framework that enables women to assume qualified positions in specialised areas and at the management level. It includes measures that are designed, above all, to help women reconcile work and family life. The many examples include flexible working time models, individualised support for the return to work after maternity leave, daycare during school holidays, information events for staff members on parental leave as well as a comprehensive programme of vocational and professional education which is also open to all employees on parental leave. Eleven women currently serve as project managers (project manager career path) in the EVN Group. The percentage of young women in the corporate management development programme has always been higher than the current share of women in EVN's workforce. Our objective for the medium term is to increase the share of women to a level that mirrors their current educational levels in the applicable professional groups. Another important element of our efforts to increase the share of women in management positions is the EVN women's network which was initiated by the Executive Board. It includes regular events that support the exchange of experience and expectations.

In 2024/25, we also started to develop a comprehensive diversity management system that will focus equally on all diversity dimensions in the sense of intersectionality. The first step involved a survey of 450 employees to prepare an in-depth analysis on diversity, equity & inclusion and form the basis for future measures to address the needs of marginalised groups. The findings will be used in 2025/26 to develop a guideline that underscores the positive approach of our company towards diversity and creates the basis for engagement with diversity in the organisation.

→ **Regular information events:** We use various channels for communication with our employees to provide comprehensive access to relevant information without language or cultural barriers. Examples include the EVN Intranet, regular dialogue formats like "SmartEVN" and a variety of events as well as print and online media. The information conveyed over these channels covers strategic, economic and structural developments, internal organisational projects, current investment plans and operational issues from the individual business areas. In addition, the policies and measures applicable throughout the Group are available in all languages of EVN's core markets.

- **Employee benefits:** Many of the EVN Group companies also offer numerous voluntary benefits independent of employees' gender, age, ethnic or social origin or nationality, skin colour, sexual orientation, religion, ideology, physical or mental disabilities:
  - Supplementary health insurance: Our employees in Austria and Bulgaria have access to supplementary health insurance at favourable conditions as a voluntary benefit.
  - Pension benefits: All EVN employees are covered by statutory pension insurance. As a supplement, our Austrian employees with permanent contracts are entitled to participate in a private, fund-based pension programme after a one-year waiting period. The pension fund is not held by the EVN Group but is a defined contribution scheme in which the amount of the future pension is derived from the employer and employee contributions up to the retirement date. EVN's contribution in 2024/25 equalled at least 2% of each eligible employee's monthly gross remuneration. Contributions by employees are voluntary, whereby 40.8% of the workforce in Austria took advantage of this offer during the reporting year. We also introduced voluntary pension insurance for all our full-time and part-time employees in Bulgaria.

- **Training and development opportunities:** Our extensive training and professional development programmes in Austria, Bulgaria and North Macedonia are organised by the local EVN Academies. In Austria, the EVN Academy holds roughly 200 events each year and coordinates more than 70 different training plans for electricity, natural gas, heat and water for apprentices and young technicians, and recertification courses for experienced specialists. These training plans cover courses on various technical subjects as well as content on personal development. Standardised processes and quality management are included in the design of every new training programme, and the content preparation is always coordinated with the respective specialist department. At the end of every course, the participants receive a questionnaire to provide their feedback on the quality of the programme. Opportunities for improvement are then incorporated in the training design. Especially in Austria, we also use e-learning programmes, informal learning during morning coffee meetings or so-called smart lectures with regular reports by the involved managers.

  Due to the general increase in the average age of our workforce (43.8 years; previous year: 43.7 years) and the accompanying rising number of retirements, we are confronted with a growing loss of qualified employees. We are working to address the situation with specifically designed training programmes and measures to support the transfer of know-how between older and younger generations.

  Apprentice training also has high priority for EVN. In Austria, we offer the traditional dual programme of theoretical vocational school education and practical on-the-job experience together with supplementary courses and seminars as well as support for double and multiple qualifications. We also encourage our apprentices to complete internships in other countries through our "Let's Walz" programme. Most of these young people remain as employees after completing their apprenticeships. To be optimally positioned for the energy transformation, we regularly expand our training programme to include new apprenticeships – one recent addition, for example, is the apprenticeship in district heating technology.

  There are no legal regulations for dual training in South East Europe, but we are working to establish a similar EVN structure in this region. We have already started cooperation programmes with several schools and training institutions in Bulgaria and North Macedonia. These EVN initiatives are not only popular locally but have also received international recognition because they meet a direct need on the labour market with their job-related training and help to combat unemployment among young people in these countries.

- **Management development:** The EVN Academy also offers specially designed programmes for the development of future managers: the "EVN SUN" (EVN Summer University) and an in-service training programme for managers. The EVN SUN is directed to future managers and is held each year in cooperation with the Danube University Krems. Workshops and seminars on current topics like the changing working world and an accompanying programme that includes an informal get-together with the Executive Board provide sufficient opportunities for advanced technical training and the exchange of experience with participating colleagues from the entire Group. The mandatory in-service training programme for current managers covers various courses and coaching with a focus on self-competence and the EVN managerial mission statement, but also deals with issues like labour law, sustainability, occupational safety and worker protection.

- **Corporate healthcare:** We also live up to our responsibility for our employees' health by offering extensive occupational medical care that exceeds legal requirements. In Austria, two occupational health physicians are available to answer questions on health protection, awareness raising, and the maintenance and improvement of workplace health and to provide assistance for employees within the framework of labour protection laws. Examples of our extensive offering include medical check-ups, vaccinations, eye and hearing tests, preventive medicine, first aid courses, psychological counselling, coaching and tips on healthy nutrition. Special help is also available for employees who are exposed to particular risks. The goal of these programmes is to provide all-around support for our employees. We are continuing to professionalise our corporate healthcare as part of our strategic development and are focusing on the proven standardised approach of the Austrian federal healthcare provider "Österreichische Gesundheitskasse" (ÖGK).

- **EVN culture and sport association:** In addition to company-sponsored health promotion measures, this club offers all employees a wide range of activities that include jogging, hiking and ball sports. Many of these activities also have a special focus on health protection.

- **Prevention of work-related accidents:** We rely on extensive information and instructions for our employees on health and safety issues to prevent accidents. The basis for regular instructions is formed by the Austrian Worker Protection Act and a safety manual issued and regularly updated by the industry association Oesterreichs Energie that addresses the special working conditions in the energy sector. This is supplemented by our manuals for specific areas such as hydropower plants and wind power or photovoltaic equipment as well as the requirements of international norm ISO 45001.

  These documents are routinely updated and represent a required part of the initial instructions for new employees (on initial hiring or transfer to another work area). Detailed instructions are also issued to third parties working within our operational areas, which include specific information on the special dangers connected with EVN's equipment. The instructions on worker protection include general information and behaviour- and activity-related directions for the employee's individual workplace or area of responsibility.

  EVN's corporate occupational safety team relies on a variety of actions to create a targeted and sustainable awareness for security issues among the workforce and to prevent accidents. Direct prevention measures and initiatives to avoid falls and similar accidents include, for example, personal mobility measurement and encouragement for employees to exercise regularly.

The measures to prevent work-related accidents include e-learning modules and video clips on recommended working procedures and the handling of equipment, specialist seminars, information campaigns in the Intranet, articles on various aspects of occupational safety in the employee newsletter and in the Intranet as well as the award of an annual "Oscar for Occupational Safety" to the technical departments and organisational units with an accident-free year. The training offering and content are coordinated regularly with the involved departments and adapted or expanded where necessary. In Bulgaria, we also organise voluntary training on various aspects of occupational safety for the employees of third-party firms that work in our operating areas.

We regularly evaluate workplaces and processes for potential hazards to reduce the risks for our employees and prevent work-related accidents. Safety committees and accident analyses are important elements of this approach. Identified defects and ideas for improvement lead to new measures and/or to the adjustment of existing processes and training. Priority topics are identified and form the basis for campaigns on risk reduction. One example is the current campaign on the most frequent cause of accidents. The related measures are evaluated and assessed for the preparation of further action plans and their implementation is monitored by regular inspections.

The routine purchase of state-of-the-art protective clothing and equipment as well as modern tools, including multimeters to measure gas concentration, supplement the preventive measures in the specific working environments. In addition, occupational safety is a standard part of the agenda for the team and department meetings held by the local safety officers.

→ **Work-life balance:** Various models for part-time and mobile work help our employees to more easily organise their professional and family obligations. Our employees in many areas have the freedom to define their working hours unless operational requirements like shift work call for different solutions. This independence is based on a flexitime model without core times, which allows for substantial freedom. The models for mobile working provide for a framework of up to 1,280 hours per year in which our employees can work at a location of their choice. We have also started a pilot project for daycare by company staff at our location in Maria Enzersdorf and offer a supervised children's programme during several weeks in the summer vacation. WTE employees can take advantage of in-house childcare in connection with a daycare centre at one company location.

In Austria, we use a reintegration part-time model in special cases, for example to facilitate employees' gradual return to work after a long illness. Our employees can also opt for a semi-retirement model to gradually reduce their working hours prior to retirement.

Our employees can also take advantage of educational leave or part-time work for educational reasons, in accordance with the company's operational possibilities and interests and subject to the defined framework conditions.

Only a very small part of our workforce is involved in shift operations, and the related models are developed together with the staff representatives and, frequently, also with the involved employees. We are aware of the related health and social challenges and place great value on employee-oriented working conditions. In cases where it appears that the negative impacts on individual employees are too high, individual solutions are sought to meet both company requirements and personal needs.

→ **Flexible parental leave and support for the return to work:** Our employees in Austria, Germany, Bulgaria and North Macedonia are legally entitled to parental leave after the birth of a child; in our Austrian companies this is extended by the so-called "papa month" which has become attractive to an increasing number of fathers. Parental leave in Austria covers a possible leave of absence up to the 36th month after the child's birth and exceeds current legal regulations. In South East Europe, there is also an option to extend parental leave but it is used only to a small extent.

In order to facilitate our employees' return to work, we provide a wide range of information on parental leave, childcare and the return to work over an online information platform. Our employees can also take advantage of specific information events and an extensive training programme during this time. Nearly all mothers and fathers return to EVN after their leave.

S1-2

Processes for engaging with own workers and workers' representatives about potential (negative) impacts

We regularly include the interests and viewpoints of our employees in our company's strategies and decisions. This occurs directly through the previously mentioned feedback and orientation discussions and the regularly updated EVN mood barometer or indirectly through employee representatives and the human resources staff. Constant high response rates serve as a confidence indicator for the direct formats and show the areas of activity that should receive priority attention. The results are evaluated in discussions with management and presented to the Executive Board. They also flow directly into the further development of our human resources, health and diversity programmes. Focus issues are frequently included in the mood barometer, and specific questions are used to identify any negative impacts of the implemented measures on our workers. Anonymous topic-related surveys are carried out as needed, e. g. on diversity or health promotion, to identify the concerns and viewpoints of our employees and to use this information as the starting point for additional offers.

In addition to the above-mentioned channels, our whistle-blowing system is available to all our employees for the anonymous communication of concerns.

The effectiveness of the measures to engage with our employees is an integral part of the regular dialogue with working and safety committees, which also include representatives of the works council or unions. After the results of the surveys are discussed in team and departmental meetings, improvement measures are evaluated. Representatives of our works council hold seats on the Supervisory Board in accordance with the Austrian Labour Constitutional Act and have the opportunity to express their views in Sustainability Advisory Board meetings. The European works council and works meetings offer additional platforms for dialogue.

The operational responsibility for engagement with the own work-force and for the inclusion of their concerns and interests in decisions and strategies lies with the human resources corporate function. It reports directly to the CEO and manages all related issues centrally. In other words, the Executive Board is the highest ranking level for the support of all labour- and human rights-related requirements.

S1-3

Processes to remediate negative impacts and channels for own workers to raise concerns

We are aware of the risks and the potential (negative) impacts of our business activities on our employees. We want to counter these risks by creating an attractive working environment, implementing safety and health measures, promoting flexible working time models, installing an internal control system, and offering training programmes and events for employees to support the exchange of information and networking.

Various procedures are used to remedy the negative impacts on persons in our own workforce. ESRS 2 SBM-2 describes these instruments, which include the feedback and orientation discussions, the EVN mood barometer and the whistle-blowing system. The regularly high response rates to the mood barometer and the feedback and orientation discussions were discussed in the previous subsections. They are the basis for evaluating the trust of the employees in the many different communication channels because participation is not mandatory.

Number of employees by gender

Number	2024/25	2023/24
Women	1,945	1,929
Men	6,052	6,077
Total number of employees	**7,997**	**8,006**

Number of employees by region

Number	2024/25	2023/24
Austria	**3,161**	**3,112**
thereof women	692	652
thereof men	2,469	2,460
Bulgaria	**2,364**	**2,328**
thereof women	642	624
thereof men	1,722	1,704
North Macedonia	**1,886**	**1,949**
thereof women	454	490
thereof men	1,432	1,459
Germany[1)]	**479**	**461**
thereof women	131	123
thereof men	348	338
Other countries[2)]	**107**	**156**
thereof women	26	40
thereof men	81	116
Total number of employees	**7,997**	**8,006**

1) WTE Hecklingen and WTE Essen (incl. international operations).
2) Employees in the natural gas business in Croatia and in the international project business in Slovenia, Poland and Kuwait.

The identification of any negative impacts in this connection leads to the immediate development of an action plan.

Internal and external persons can access a confidential and anonymous whistle-blowing procedure which permits the reporting of (presumed) compliance violations. Every violation of the EVN Code of Conduct represents a compliance violation, and the circle of potential complaints over this channel is appropriately large. It includes, in particular, reports on human rights and working conditions (e. g. working time regulations, occupational safety and security regulations) as well as any form of misconduct by employees (e. g. discrimination, harassment, bullying). The procedure is intended to guarantee the effective processing of complaints and the solution of all grievances, while protecting the whistle-blowers from possible reprisals. Confidential complaints on these issues can also be reported to the employee representatives.

For additional information on the whistle-blowing system, see page 107

S1-4

Taking action on material impacts, approaches to mitigating material risks and pursuing material opportunities related to the own workforce, and the effectiveness of these actions

EVN continually undertakes actions in connection with the above-mentioned policies to prevent potential impacts in advance. Consequently, these actions cannot be assigned to a specific time horizon. The activities associated with numerous initiatives will continue and include an analysis of their effectiveness together with any necessary adjustments. The following focus issues were defined analogous to the impacts, risks and opportunities:

→ **Diversity and equal treatment:**
- Our DEI strategy (DEI: Diversity, Equity, Inclusion), which was approved in 2024/25, is the result of intensive workshops and comprehensive analysis. From March 2024 to December 2024, we initially invited randomly selected employees to take part in a survey.

Employees by type of contract, classified by gender

	Female		Male		Total	
Number	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024
Permanent employees	1,659	1,676	5,378	5,360	7,037	7,036
Temporary employees	286	253	674	717	960	970
Employees with non-guaranteed hours	—	—	—	—	—	—
Full-time employees	1,671	1,584	5,945	5,940	7,616	7,524
Part-time employees	274	345	107	137	381	482
Total number of employees	**1,945**	**1,929**	**6,052**	**6,077**	**7,997**	**8,006**

Employees by type of contract, classified by region

	Austria		Bulgaria		North Macedonia		Germany[1]		Other countries[2]		Total	
Number	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024
Permanent employees	2,681	2,526	2,333	2,306	1,545	1,703	371	345	107	156	7,037	7,036
Temporary employees	480	586	31	22	341	246	108	116	0	0	960	970
Employees with non-guaranteed hours	—	—	—	—	—	—	—	—	—	—	—	—
Full-time employees	2,837	2,790	2,356	2,320	1,885	1,842	433	418	105	154	7,616	7,524
Part-time employees	324	322	8	8	1	107	46	43	2	2	381	482
Total number of employees	**3,161**	**3,112**	**2,364**	**2,328**	**1,886**	**1,949**	**479**	**461**	**107**	**156**	**7,997**	**8,006**

1) WTE Hecklingen and WTE Essen (incl. international operations)
2) Employees in the natural gas business in Croatia and in the international project business in Slovenia, Poland and Kuwait

Together with a specially established working group, the resulting data and facts were used to develop target visions for diversity which will then flow into a diversity guideline.

We also founded the EVN women's network during the reporting year as a platform for exchange through regular events.

Measures were also implemented in 2024/25 to make sure that equal work and work of equal value is compensated equally and gender-specific pay differences are reduced or eliminated. Through the use of systematic salary reviews, we are working to close any gaps and are in contact with other companies and consultants in this connection.

→ **Digitalisation:** An AI-supported tool for the production of learning videos was installed in 2024/25 to facilitate the provision of learning materials. It is used primarily when timing is essential for the transfer of information.

→ **Training and development:**
- To be better positioned for the challenges of the energy transformation, we added district heating technology to our apprenticeship training programme on 1 September 2024.
- To secure the availability of qualified workers in the future, we also rely on company partnerships and cooperations. Examples are our cooperations with 42Vienna, the secondary technical school for electrical technology in Mödling and the TGM in Vienna.

Employee fluctuation – persons leaving[1]

	Austria		Bulgaria		North Macedonia		Germany[2]		Other countries[3]		Total 30.09.2025		Total 30.09.2024	
Number	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024	30.09.2025	30.09.2024	Total	%[4]	Total	%[4]
< 30 years	**33**	**25**	**17**	**24**	**30**	**19**	**4**	**7**	**3**	**0**	**87**	**1.1**	**75**	**0.9**
thereof women	10	8	6	6	6	10	1	1	0	0	23	0.3	25	0.3
thereof men	23	17	11	18	24	9	3	6	3	0	64	0.8	50	0.6
30–50 years	**35**	**52**	**54**	**68**	**37**	**34**	**21**	**26**	**2**	**5**	**149**	**1.9**	**185**	**2.3**
thereof women	15	14	21	26	3	8	5	3	0	3	44	0.6	54	0.7
thereof men	20	38	33	42	34	26	16	23	2	2	105	1.3	131	1.6
>50 years	**13**	**8**	**12**	**24**	**11**	**16**	**4**	**13**	**1**	**3**	**41**	**0.5**	**64**	**0.8**
thereof women	8	4	5	7	2	1	—	4	—	1	15	0.2	17	0.2
thereof men	5	4	7	17	9	15	4	9	1	2	26	0.3	47	0.6
Total	**81**	**85**	**83**	**116**	**78**	**69**	**29**	**46**	**6**	**8**	**277**	**3.5**	**324**	**4.0**
thereof women	33	26	32	39	11	19	6	8	0	4	82	1.0	96	1.2
thereof men	48	59	51	77	67	50	23	38	6	4	195	2.4	228	2.8

1) The table does not include intragroup transfers, retirements or trainees entering and leaving the company.
2) WTE Hecklingen and WTE Essen (incl. international operations)
3) Employees in the natural gas business in Croatia and in the international project business in Slovenia, Poland and Kuwait
4) In relation to the total workforce of 7,997 employees as of 30 September 2025 and 8,006 employees as of 30 September 2024

Employee fluctuation due to retirement

	Austria	Bulgaria	North Macedonia	Germany[1]	Other countries[2]	Total 30.09.2025	
Number	30.09.2025	30.09.2025	30.09.2025	30.09.2025	30.09.2025	Total	%[3]
thereof women	6	16	13	0	0	35	0.4
thereof men	65	32	39	3	0	139	1.7
Total	**71**	**48**	**52**	**3**	**0**	**174**	**2.2**

1) WTE Hecklingen and WTE Essen (incl. international operations)
2) Employees in the natural gas business in Croatia and in the international project business in Slovenia, Poland and Kuwait
3) In relation to the total workforce of 7,997 employees as of 30 September 2025 and 8,006 employees as of 30 September 2024

→ **Recruiting:**
- Our onboarding process gives employees an introduction to the wide range of our activities. The individual subject areas are presented by the respective department heads, and a discussion of the many current challenges then follows with the Executive Board.
- We hold exit interviews with all employees who leave the company to better understand the reasons for their decision. This gives us an opportunity for feedback and targeted reactions. A new standardised interview guideline was developed for this purpose during the reporting period and will now be used in all exit interviews. A standardised questionnaire is also in preparation and will be sent to all employees leaving the company before the interviews beginning in 2025/26.

→ **Corporate healthcare:** Our company's healthcare programme has always followed an integrated approach to support our employees' health. As part of the strategic evolution, we want to further professionalise this programme and are focusing on the proven standardised approach of the Austrian federal healthcare carrier "Österreichische Gesundheitskasse" (ÖGK). The related activities started in 2024/25.

These Group-wide measures are designed not only to eliminate negative impacts, but to also utilise opportunities and create positive impacts. Various functions in the Group are responsible for the implementation of these measures, e. g. human resources, safety-related services and committees like the works council or Sustainability Advisory Board.

The assessment of the positive and negative impacts on our own employees as part of the risk inventory is a central requirement for the development of suitable measures to address the material impacts, risks and opportunities. The related findings support this analysis along two dimensions – the probability of occurrence and the severity – and include the results from the above-mentioned formats. Appropriate measures are defined on a timely basis to deal with negative impacts.

If policies for the transition to a more environmentally friendly, climate-neutral economy lead to negative impacts like the termination of a business area, we also adopt measures in the interest of our employees at an early stage. Examples are the search for similar positions in the company or financing for training to develop skills in new areas.

S1-5

Targets related to minimising material negative impacts, advancing positive impacts and managing material risks and opportunities

Our goals for sustainable human resources management are based on our corporate vision and strategy, but also reflect key aspects from the materiality analysis. This allows us to act in accordance with our long-term ambitions. Based on observations of the environment and our efforts to position EVN as an attractive employer, we define how we want to be perceived as a company. Comparisons with other companies help us keep pace with the times, learn from good practices, continuously monitor our competitive position on the labour market and make any necessary adjustments. We can then set relevant and realistic goals to strengthen our market position.

We have set qualitative goals to manage the material impacts, risks and opportunities related to our workforce. These goals are directly related to our policies on occupational safety, appropriate remuneration, diversity, flexible working time models and social dialogue as well as the development of skills and career advancement. In cases where it is not possible to formulate concrete, measurable goals, we routinely introduce measures and activities to pursue the related issues.

We set the following goals in 2024/25:

→ Creation of an awareness for diversity: Diversity needs to become visible and binding. To reach this goal, 90% of employees should have taken part in one diversity awareness training measure by 2025/26.
→ The goal is to receive ÖGK certification in 2026/27, and the related application will be submitted in 2025/26.
→ Introduction of digitalisation measures that include learning and accompanying measures on artificial intelligence, the organisation of a digitalisation day and the preparation of an ethics guideline in connection with artificial intelligence by 2025/26.

Responsibility for the design and monitoring of these goals lies with the respective specialist departments. They collect information on these subjects from the mood barometer and the feedback and orientation discussions for inclusion in the formulation of goals, which takes place in close coordination with the top management level.

S1-6

Characteristics of own employees

Our company's international market presence is also reflected in our workforce. We are committed to the hiring and advancement of regional employees because this improves our understanding of the special characteristics of different cultures and increases the economic benefits of our business activities. We therefore ensure that as many employees and managers as possible in our markets come from the respective regions. The share of local managers averaged roughly 65% in 2024/25. In particular, the strengthening of local management capacity represents an important aspect of our human resources strategy.

Non-employee workers classified by region and contract type

Number as of 30.09.2025	Austria	Bulgaria	North Mazedonia	Germany[1)]	Other countries	Total
Leasing personnel	63	0	10	0	0	73
Freelance workers	70	0	0	0	0	70
Trainees	149	55	236	4	1	445
Total number of non-employee workers	**282**	**55**	**246**	**4**	**1**	**588**

1) WTE Hecklingen and WTE Essen (incl. international operations).

We report our employee indicators in headcount and in full-time equivalents (FTE). All underlying employee-related data is consolidated at the system level and tested for plausibility by the human resources corporate function. This ensures that the information is complete, consistent and period-based. Headcount numbers as of a particular closing date reflect the last day of the month, whereby the relevant closing date for this report is 30 September 2025. This "snapshot" forms the basis for all ESRS S1 headcount-related metrics. For full-time equivalents, we calculate an annual average of the FTE values at the end of each month. A headcount average by month for the reporting year is used for apprentices. Cumulative headcount figures are used as the data points for turnover and new hiring.

Roughly 94% of our total workforce were employed in EVN's core markets in Austria, Bulgaria and North Macedonia.

The average number of employees in the EVN Group equalled 7,711 in 2024/25 (FTE; previous year: 7,568). This calculation is based on the monthly number of employees in the financial year and includes EVN's own workforce.

The table on employee fluctuation does not include intragroup transfers or trainees entering and leaving the company. The number of persons leaving the company equals the headcount for the respective financial year.

The employee fluctuation rate equalled 3.46% in 2024/25. This calculation was based on the number of persons leaving in relation to the total workforce as of 30 September 2025 (headcount). Trainees and intragroup transfers were not included because they are allocated differently for strategic reasons. Intragroup relocations were also not included, and persons leaving the company due to retirement are reported in a separate table.

All analyses are reviewed by the human resources corporate function prior to publication. No estimates were made as all necessary data were available.

Fixed-term employment contracts are common for new hires in Austria and North Macedonia. They normally cover a period of one year, and the employment relationship then becomes permanent if the evaluation is positive. In Bulgaria, fixed-term employment contracts are mostly used for parental leave coverage, as part of projects or for trainees. Our subsidiary WTE generally has a high share of fixed-term employment contracts due to the project business. Leased employees, freelancers and trainees are used to handle peak work, as a preliminary step to a conventional employment relationship or for project-related activities. As of 30 September 2025, leased employees represented 0.9% of the total workforce. (This group of workers is also included in the occupational safety statistics, and different headcount data could be possible there.)

In addition to conventional full-time and part-time models, we also report on employment relationships with a non-guaranteed hourly volume. This group is clearly separated from contract employees and is reported separately to make the impacts of flexibly designed working models transparent. There were no employment relationships with non-guaranteed hourly volumes in 2024/25.

Apprentices are only trained in Austria and Germany and are reported as a separate category because they represent an important element of our long-term human resources development policy. EVN employed 80 apprentices in 2024/25 (previous year: 82).

Information on the total number of employees in the company is also provided under personnel expenses in the notes to the consolidated financial statements. This is the most representative list related to employees in the consolidated financial statements.

S1-7

Characteristics of non-employee workers in the own workforce

Our workforce included our own staff as well as 588 non-employee workers in 2024/25 (previous year: 577). This group included leased employees, freelancers and trainees.

As of 30 September 2025, 73 leased employees (previous year: 73 persons), representing 0.9% (previous year: 0.9%) of our total workforce, also worked for the EVN Group.

The EVN workforce included 70 freelancers in 2024/25 (previous year: 68). They are defined as self-employed persons who provide their services for specific projects on a contract basis. Their services range from professional advising to administrative work and specialised technical activities. We use freelancers for the following reasons:

- As a preliminary step to a conventional employment relationship (integration)
- For tasks and projects covering a limited time
- To handle peak work
- As opportunities for students to gain initial work experience on a flexible basis

Schoolchildren and students can complete a fixed-term traineeship with EVN as part of their educational programmes – primarily during the summer months. These young people represented roughly 5.6% of our workforce and totalled 445 persons in 2024/25 (previous year: 5.4% and 436 persons). The related data is generally collected on a cumulative basis for the full financial year due to the short term of the traineeships. We have consciously selected a method that includes all trainees in the reporting period and not only the number at the end of the reporting period or an average value.

All absolute numbers included in this subsection were calculated, as previously described in the information on ESRS S1-6, on the basis of headcount data as of the reporting date. The data was not converted to full-time equivalents because we want to report the number of persons who actually work for EVN as transparently as possible. The Austrian freelance contract model serves as a reference point to identify comparable contract forms in other countries of the EVN Group. Gender allocations are based on voluntary disclosures by the involved persons. In the absence of this information, the persons are assigned to the "diverse" category. We calculate the number of our non-employee workers based on a full headcount survey as of the balance sheet date. Therefore, all data are based on actual employee numbers and no estimates or extrapolations were made.

S1-8

Collective bargaining coverage and social dialogue

Roughly 90% (previous year: 90%) of the employees in the EVN Group are supported by workers representatives such as works councils or unions. The remuneration for 100% of our employees (previous year: 99%) in our core markets of Austria, Bulgaria and North Macedonia is protected by collective bargaining agreements, tariffs or legal minimum wage regulations. In contrast, similar coverage in Kuwait currently lies in the single-digit to low double-digit percentage range, above all due to the respective regulatory conditions. The employee representatives in Austria, Bulgaria and North Macedonia are regularly involved in the respective collective negotiations. The coverage indicator was calculated with the formula defined by ESRS and underscores our high degree of social partnership representation.

The remuneration scheme for roughly 93% of our employees is based on the collective bargaining agreements that apply, above all, to the primary business locations, i. e. Austria, Bulgaria or North Macedonia. The remuneration of leased employees reflects the compensation paid to comparable employees for similar activities based on collective bargaining agreements or legal regulations. For freelancers and trainees, we use the relevant branch-specific collective agreements in countries with such arrangements (e. g. Austria) as a binding reference for remuneration and framework conditions. Legal minimum wage regulations or benchmarks for appropriate remuneration are applied in countries without applicable tariff schemes. External sources are also used for these calculations. In addition, the determination of work and employment conditions reflects the collective agreement rules applicable to similar positions or comparable tariff contracts in other companies in the respective or related branches. The majority of our employees in Austria are covered by the current collective agreement for salaried employees in electricity companies.

Independent of the collective agreement status, all non-employees have access to the same occupational safety and health measures as our employed workforce. We thereby consequently implement the rights to safe and fair work that are anchored in our Group-wide social minimum standards for this group of persons.

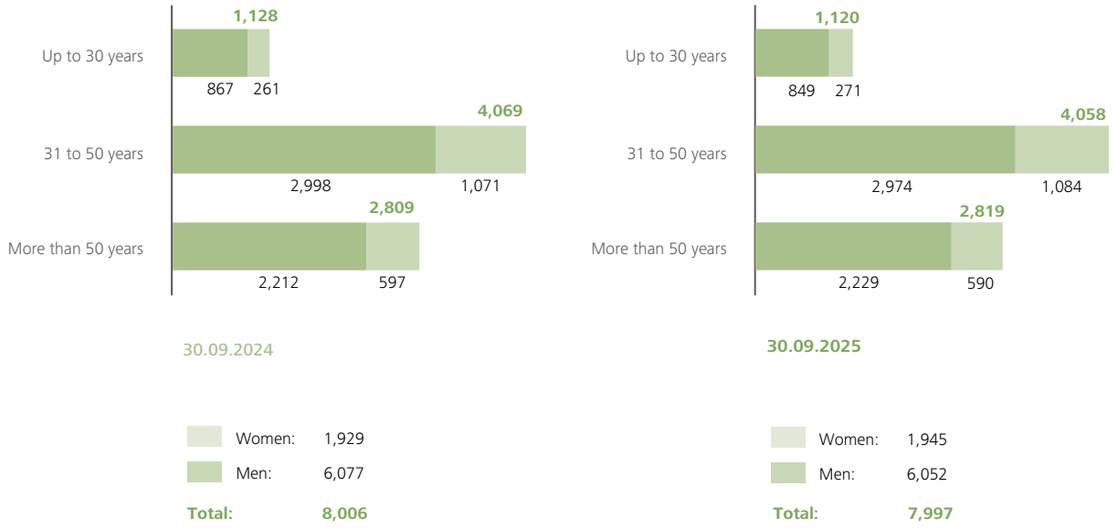
The activities of the works council on behalf of employees focused on the following issues in 2024/25:

- → Preparation of a company agreement to protect employee data in connection with data collection via software applications and IT programmes
- → Participation in the development of models for age-appropriate workplaces
- → Support for measures to promote corporate healthcare, especially regarding prevention
- → Initiation of an interdepartmental and intragroup dialogue to improve the focus on customer issues
- → Preparation of a company agreement in connection with the Vision 2030 of Netz Niederösterreich

We expressly acknowledge the right of our employees to trade union organisation and collective negotiations – a principle that applies in all countries where we are active. The table shows the coverage and status of the social dialogue by country and region.

Age structure of employees

Number



Collective bargaining coverage and social dialogue

Coverage rate as of 30.09.2025	Collective Bargaining coverage employees (EEA)	Collective Bargaining coverage employees (non-EEA countries)	Social dialogue representatives at the workplace
0–19%	Germany, Poland	Kuwait	Germany, Croatia, Poland, Slovenia, Kuwait
20–39%			
40–59%			
60–79%			
80–100%	Austria, Bulgaria, Slovenia, Croatia	North Macedonia	Austria, Bulgaria, North Macedonia

S1-9

Diversity metrics

The EVN Group is committed to offering equal opportunities to all its employees. We are convinced that diversified teams produce better results and are more effective and innovative than homogeneous groups. The percentage of women in EVN's workforce equalled 24.3% in 2024/25 (previous year: 23.6%), and roughly 11.7% (previous year: 12.5%) of the positions for managing directors and authorised officers were filled by women.

The Austrian Equal Opportunity Act requires companies with more than 150 employees to submit a biannual remuneration report (§ 11a of the Equal Opportunity Act). All companies in the EVN Group with a workforce above this

legally defined threshold prepared the required report and submitted it to the Central Works Council.

The diversity concept approved by the Nominating Committee of the Supervisory Board for appointments to the Executive and Supervisory Board of EVN AG also defines equal opportunity as the underlying principle for all corporate management and supervisory bodies. The top management level of our company, the Executive Board, included one woman and two men as of 30 September 2025.

Elections to the Supervisory Board are intended to create a balanced mix between professional qualifications, personal credentials and diversity. A special focus is placed on diversity with regard to the representation of all genders, a balanced age structure and the cultural and geographical diversity of the members. The Supervisory Board – as a whole and in the individual committees – has the necessary expertise required by the company, especially in the business, legal and technical fields. Attention was given to creating and maintaining a balance between continuity and change.

For additional information on the selection criteria for members of the Supervisory Board, see page 13ff

S1-10

Adequate wages

Adequate and fair remuneration for all employees is an important issue for us. The most important underlying principle is compliance with all relevant legislation and tariff agreements. Our salaries are competitive, aligned with the market and reflect the position and expertise of the respective employees.

We ensure that the remuneration of each of our employees at least equals or exceeds the applicable legal minimum wage requirements, collective bargaining agreement or internationally recognised reference value.

Based on a Group-wide analysis of our remuneration structure, we can state that all employees in the countries where we are active received at least the applicable legal, collective or reference value determined according to recognised external sources as remuneration in 2024/25. Accordingly, there are no countries where employees receive remuneration below the appropriate wage benchmark.

Social protection by country and type of event

Country	Illness	Unemployment	Work accidents and occupational disability	Parental leave	Retirement
Austria	Covered	Covered	Covered	Covered	Covered
Bulgaria	Covered	Covered	Covered	Covered	Covered
North Macedonia	Covered	Covered	Covered	Covered	Covered
Germany	Covered	Covered	Covered	Covered	Covered
Other countries	Covered	Partially covered	Partially covered	Partially covered	Partially covered

S1-11

Social protection

Country-specific legal regulations and international guidelines like the Universal Declaration of Human Rights and EVN's Code of Conduct form the framework for engagement with our employees.

We want to ensure that all persons directly employed in our Group companies are protected against the loss of income due to challenging life situations. Legal protection in the event of illness is available at our locations in Kuwait and Bahrain.

The following life events are covered in our core markets:

- **Illness:** This protection is provided by the respective national public health insurance carrier or wage continuation scheme or by EVN through additional benefits like Group-wide and supplementary health insurance.
- **Loss of employment:** We basically protect our employees against the loss of income due to unemployment through inclusion in national compulsory systems or through similar protection provided by company benefits.

Diversity indicators

	Austria		Bulgaria		North Macedonia		Germany[1]		Other countries[2]		Total	
Number	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	**2024/25**	**2023/24**
Total number of new hires	**203**	**359**	**167**	**183**	**113**	**189**	**51**	**22**	**8**	**47**	**542**	**800**
thereof women (number)	80	104	66	60	26	56	14	13	1	5	187	238
thereof women (%)	39.4	29.0	39.5	32.8	23.0	29.6	27.5	59.1	12.5	10.6	34.5	29.8

1) WTE Hecklingen and WTE Essen (incl. international operations)
2) Employees in the natural gas business in Croatia and in the international project business in Slovenia, Poland and Kuwait

- **Work accidents and occupational disability:** The employees in all our core markets are covered by national accident and invalidity insurance or by supplementary benefits provided by EVN against the loss of income due to work accidents.
- **Parental leave:** In Austria, Bulgaria and North Macedonia, 100% of our workforce is entitled to paid parental leave or comparable benefits.
- **Retirement:** We ensure that the majority of our employees are protected against the loss of income after retirement. In all countries where we are active, our employees are legally entitled to a pension or receive additional benefits financed by EVN.

The following table applies to all employees, independent of their employment relationship. Non-employees like freelancers, leased personnel or trainees are protected by national legislation. These groups represent a limited share of the total workforce and the related data is therefore not reported separately.

Many of our employees not only work for the company, but also make valuable contributions to society through their volunteer work in organisations like the Red Cross or the local fire brigade. In total, 483 employees (previous year: 468) are currently active volunteers in these types of aid organisations. We support this commitment as an employer by excusing employees from work for up to 50% of the invested time in the event of an operation.

Employees with disabilities

		2024/25	2023/24
Total	Number	**150**	**131**
Share of total workforce	%	1.88	1.64
thereof women	Number	39	38
thereof men	Number	111	93

Training and educational measures[1)]

		2024/25	2023/24
Total expenses	EURm	3.22	3.46
Expenses per employee	EUR	432.68	467.4
Training and education time per employee	hours	27.3	24.5

1) The data in the table do not include WTE (discontinued operation).

S1-12

Persons with disabilities

In line with our commitment to equal treatment and opportunities, we support the integration of people with disabilities. We employed 150 persons from this group in 2024/25 (previous year: 131), who represent 1.9% (previous year: 1.6%) of our total workforce. The definition of the term "persons with disabilities" for the calculation of the metric is based on the respective national laws.

Our calculations for the percentage of employees with disabilities is based on the Group's balance sheet date, i. e. 30 September of each financial year. It is a headcount metric, meaning each employed person is only counted once. System-based data used for this purpose. The absolute number of persons classified in this category is initially determined for each included company, and the individual data is then aggregated across the entire Group. The ratio equals the number of persons with disabilities as a per cent of the entire workforce.

S1-13

Training and skills development metrics

The current labour shortage and lack of specialists have increased the significance of targeted, individual and efficient human resources development. Our employees' high qualifications represent a strategic asset and an important element for pro-tecting our company's sustainable success. Consequently, preserving and increasing our employees' high level of expertise are a central element of our human resources management.

The percentage of employees who took part in regular performance and orientation discussions in 2024/25 can be found under section ESRS 2 SBM-2.

S1-14

Health and safety metrics

Protecting the safety and health of the men and women who work for EVN and our efforts in the interest of occupational safety and the prevention of accidents are central elements of our corporate culture. In addition to the requirements defined by European and national law – which have our full compliance – binding regulations for all corporate units are provided in various formats which are described under section ESRS 2 SBM-2. Our Group guideline on occupational safety forms the basis for our high standards of worker protection.

We attempt to prevent accidents and provide our employees with the necessary orientation through precisely defined processes and instructions for technology, organisation and people. Extensive safety and health documentation is available to all employees and is intended to support independent actions, while helping managers function as role models.

The recording of identified risks and incidents as well as the monitoring of implemented measures are based on the requirements of an occupational safety system consistent with ISO 45001 which covers all organisational units in the EVN Group. Several subsidiaries in Bulgaria and Germany are also certified under this standard. Other Group companies undergo regular audits by accredited certification agencies. We not only record actual accidents but also "near-miss" incidents and potentially dangerous situations. In addition, we intend to arrange for confirmation of the effectiveness of our internal occupational health and safety system in our Austrian Group companies with the seal of approval from an Austrian accident insurance carrier ("Österreichische Allgemeine Unfallversicherungsanstalt", AUVA).

Accident and lost days statistics

	2024/25			2023/24[3]		
	Total	**Employees**	**Non-employed workers**	**Total**	**Employees**	**Non-employed workers**
Number of employees[1]	**7,986**	7,929	57	7,886	7,809	77
Number of hours worked[2]	**13,895,495**	13,795,590	99,905	13,407,050	13,275,583	131,467
Number of fatalities caused by work-related injuries	**0**	0	0	0	0	0
Rate of fatalities caused by work-related injuries[4]	**—**	—	—	0	0	0
Number of high-consequence work-related injuries[5]	**0**	0	0	1	1	0
Rate of high-consequence work-related injuries[4]	**—**	—	—	0	0	0
Number of recordable work-related injuries[6]	**77**	77	0	90	89	1
Rate of recordable work-related injuries (LTIF)[4]	**5.5**	5.6	0	6.7	6.7	7.6
Number of work-related accidents[7]	**81**	81	0	95	94	1
Number of sick leave days[8]	**2,448**	2,448	0	2,501	2,497	4
Number of fatalities non-employed workers	**0**	—	—	1	0	1
Number of work accidents non-employed workers	**18**	—	—	1	0	1
Number of sick leave days /employee	**10**	—	—	10	0	0

1) Employees (average headcount for the year) classified by employee workers (own employees) and non-employee workers (leasing personnel).
2) Based on an average number of 1,740 hours worked per employee and year.
3) The calculation of the data for 2023/24 was based on an average of 1,700 hours worked per employee/year.
4) Based on 1,000,000 hours worked.
5) Work-related accidents that result in more than six months of sick leave, excl. fatalities.
6) Work accidents (excl. commuting accidents) that result in fatalities, lost working days, work restrictions, medical treatment, unconsciousness or diagnosed severe injuries.
7) All work-related accidents, excl. commuting accidents.
8) All sick leave days after work-related accidents, excl. commuting accidents.

EVN has designated specially trained prevention staff at the headquarters and in the Group companies for occupational safety and for fire protection, health and first aid. Frequent contacts between the safety officers in the individual companies and the headquarters make sure the risks and related preventive measures flow into all health and safety documents. The first contact for safety-related concerns is the responsible safety officer who has the necessary technical expertise for the specific work process as well as occupational safety know-how. Moreover, all EVN employees and leased personnel are represented by safety officers in working committees that meet annually and monitor and discuss the workplace safety programmes. Representatives of our works council are also involved in all workplace, health and safety issues. Lists with the names of the responsible persons are kept in key corporate functions to ensure the effectiveness of these processes.

Types of work-related accidents

Most of the accidents in the EVN Group during the past year occurred in connection with the following activities:

→ Movement of persons
→ Handling of objects

The most frequent work accidents involve tripping, stumbling and twisted ankles, followed by cuts. Most of these accidents led to skin injuries, bruises or ligament lesions. The body parts most at risk are the upper extremities, followed by the legs and feet.

All work accidents involving our own employees and leased personnel are first recorded and handled by the respective organisational unit. Internal guidelines regulate subsequent reporting to the corporate safety service which analyses the incident and arranges for any necessary measures. We also encourage our employees to report near-miss accidents and potentially dangerous situations and emphasise the importance of this reporting for prevention.

EVN is not active in countries which have an increased risk of contagious diseases or working conditions that could permanently endanger employees' health. However, Group guidelines are in force at all subsidiaries to deal with emergencies.

Occupational safety in the project business

Health and occupational safety also have high priority for WTE, our subsidiary responsible for the international project business. The underlying principle is the EVN Group's clear commitment to preserve and protect human rights. WTE carries special responsibility in this respect and, in its role as a general contractor for plant construction, is required to comply with all applicable standards for the protection of the health and safety of the persons involved in its projects (including subcontractors' employees). A health and safety

manager is designated for each project to monitor compliance with these standards and provide regular reports to the respective customer. The occupational safety and health management system used by WTE is certified under ISO 45001:2018.

S1-15

Work-life balance metrics

A further central concern is to help our employees achieve a balance between their working and family life. By signing the "charter on the new compatibility between parents and business" in 2011 – an initiative of the province and economic chamber of Lower Austria – we underscored our commitment to a parent-oriented human resources policy.

Various part-time and mobile work models help our employees to organise their professional and family obligations. A total of 3,979 employees, or 49.8%, elected to use a mobile working model in 2024/25. All our employees in Austria, Bulgaria, North Macedonia and Germany are entitled to official leave for family reasons.

Other models are also available to facilitate the adjustment to changed life situations – like limited reintegration or semi-retirement. In 2024/25, 408 employees in Austria (119 women and 289 men) took advantage of nursing leave.

Our employees can also elect to take educational leave and work part-time during this period. Three employees in Austria took advantage of this offer in 2024/25.

In Austria, 46.3% of employees elected to use family-related leave. This value comprises parental leave (2.9%), nursing leave (12.9%) and other tariff-based exemptions (30.5%).

S1-16

Remuneration metrics (pay gap and total compensation)

We are committed to fair, equitable and, above all, gender-neutral remuneration. Our sustainable human resources manual and our Group policy on engaging with employees therefore include a policy on fair pay and equal pay. These documents establish the methodology for our remuneration analyses, including the CEO-median ratio. They also define the principles and procedures to evaluate and manage the material impacts, risks and opportunities of our activities on employees. The remuneration of our workforce is independent of gender and based on the respective activity and qualifications.

Transparency over possible payment differences and internal remuneration structures is guaranteed by the use of a standardised company-specific calculation base to develop the indicator for the gender pay gap and the relation between the annual remuneration of the highest paid person and the average of all salaried employees. The data collection is system based. Calculations are tested for plausibility by the human resources corporate function before publication, and ICS carries out sampling controls.

Parental leave

	Austria		Bulgaria		North Macedonia		Germany[1]		Other countries[2]	
Number	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24
Employees electing parental leave	**90**	**88**	**32**	**37**	**19**	**27**	**4**	**5**	**0**	**0**
thereof women	58	44	32	35	19	26	4	5	0	0
thereof men	32	44	0	2	0	1	0	0	0	0

1) WTE Hecklingen and WTE Essen (incl. international operations)
2) Employees in the natural gas business in Croatia and in the international project business in Slovenia, Poland and Kuwait

Parental leave

Number	Austria	Bulgaria	North Macedonia	Germany[1]	Other countries[2]
Employees entitled to leave for family reasons	**3,161**	**2,364**	**1,886**	**314**	**26**
thereof women	692	642	454	102	7
thereof men	2,469	1,722	1,432	212	19

1) WTE Hecklingen and WTE Essen (incl. international operations)
2) Employees in the natural gas business in Croatia and in the international project business in Slovenia, Poland and Kuwait

We calculate the annual total remuneration of all employees on an FTE basis for every Group company in the three core markets. Remuneration includes all wages/salaries (fixed and variable) which are not one-off. The highest paid person is excluded from this data to develop the average for the remaining workforce. The remuneration ratio is also calculated separately for each of the three core markets to identify the respective differences in purchasing power and wages. Country-specific remuneration data is used to develop a weighted average for disclosure at the Group level. The ratio between the annual total remuneration of the highest paid person in the Group and the median of all employees equalled 31.5:1 for EVN in 2024/25 (previous year: 34.1:1). This calculation includes the base salary, variable remuneration, remuneration in kind and long-term incentives.

In view of the differences in purchasing power between our core markets, the determination of country-specific gender pay gaps is planned.

Gender pay gap in Austria

%	2024/25
Gender pay gap	16.9

The calculation of the gender pay gap is based on the number of employees (full-time equivalent) and the annual average remuneration per employee. Remuneration includes all wages/salaries and other related components for the reporting period which are not one-off. Further measures were introduced in 2024/25 to guarantee equal pay for equal work and work of equal value and to reduce or eliminate gender-based wage differences. We use systematic salary reviews to minimise or close any gaps and also exchange information with other companies and consultants in this connection.

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Ratio of median compensation to the highest total annual compensation by core market

Country	2024/25
Austria	9.9
Bulgaria	7.6
North Macedonia	9.3

A comparison of all salaried employees placed the gender pay gap in Austria at 16.9% in 2024/25 (previous year: 16.5%). Detailed information on the categories of employees and on supplementary/variable remuneration components is not available at the present time.

S1-17

Incidents, complaints and severe human rights impacts

We do not tolerate any form of discrimination or harassment. In 2024/25, there were no reports over our whistle-blowing system or other internal reporting channels of discrimination against our own employees or in connection with workers in the company which represent incidents of non-compliance with the UN Guiding Principles or the OECD Guidelines for Multinational Enterprises.

Employees can file complaints over several channels:

- → Personal visits to the human resources corporate function
- → Reports to management or an ombudsperson
- → Contact with works council or union representatives
- → Use of the anonymous whistle-blowing system as indicated in the Group directive

Every incident is reviewed after receipt by the human resources department in the respective country. A possible investigation is carried out in cooperation with compliance and corporate gov-ernance management (CCM). Formal complaints also trigger actions within the framework of the standardised complaint management process.

Under the term “incident”, we combine work-related complaints over discrimination and harassment as well as other alleged violations of social and human rights standards among our own workforce. Reports received over the Group-wide whistle-blowing system are evaluated separately for confidentiality reasons and are not part of these indicators. All cases are documented in our ESG reporting tool for the whistle-blowing system and in a separate complaint mechanism register.

Five relevant incidents were reported to EVN’s whistle-blowing system in 2024/25. An internal investigation was not started in all cases because the reports were not sufficiently substantiated or, in part, described immaterial issues. No incidents of discrimination or harassment which would have led to financial obligations were reported. Monetary fines, sanctions or damage compensation payments therefore totalled EUR 0 in 2024/25. This indicator is recorded and consolidated in accordance with the guidelines in our ESG manual. Moreover, no fines, penalties or compensation in connection with serious human rights violations within our workforce were identified. All relevant accounting procedures were reconciled with the finance and accounting departments. The transition from internal records to the other expenses reported in the consolidated financial statements was system-based and resulted in a consistent value of EUR 0.

The number of reported incidents per financial year represents the total of all reports received and processed by the human resources departments. This data is recorded separately by the included companies and subsequently consolidated. We proceed in the same manner as regards possible fines, sanctions or damage compensation payments, whereby the amounts are added together as of 30 September.

All data sets are reviewed prior to publication according to the dual control principle to exclude double-counting and confirm agreement with definition thresholds (own workforce, reporting period, complaint category). A final plausibility check is made by the human resources and compliance corporate functions as part of the internal management review.

ESRS S2

Workers in the value chain

EVN is committed to the sustainable orientation of all procurement procedures in order to make a positive contribution to the realisation of the European Green Deal. This approach also reflects the Sustainable Development Goals (SDGs) of the United Nations (UN) (especially SDG 12: Responsible Consumption and Production). EVN was certified as a Level 3 sustainable procurement organisation across national borders by the German Federal Association of Materials Management, Purchasing and Logistics ("Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.", BME).

ESRS 2 SBM-2

Interests and views of stakeholders

Our strategic supplier management includes regular active exchanges with our business partners. These contacts take place on our digital e-procurement platform and through hearings and on-site visits. EVN's whistle-blower system is available to the stakeholder group "workers in the value chain" and facilitates direct contact, also anonymously, with the responsible EVN officers. The gradual expansion of appropriate communication channels, e. g. a proactive dialogue with suppliers' works councils or employee representatives, is also planned and should subsequently support the integration of results in our sustainable procurement management. The concerns of workers in the value chain can then become part of EVN's double materiality analysis.

ESRS 2 SBM-3

Material impacts, risks and opportunities

We follow a risk-based, Group-wide approach to analyse our value chain and to classify the involved stakeholder group "workers in the value chain". It is based on two pillars: strategic supplier management and merchandise group management. The resulting systematic process permits the adequate identification, assessment and management of the material impacts, risks and opportunities connected with these interested parties – especially as regards compliance with human rights.

Due to EVN's widely diversified, multi-link value chains, all involved workers could be affected by business activities. We therefore classify our suppliers as Tier 1, Tier 2 or Tier n suppliers.

- → **Tier 1 suppliers:** We have contract-based relations with these companies and, consequently, can influence them directly. Most of these business partners are wholesalers whose headquarters are generally located within the national borders of our subsidiaries, primarily in Austria, Bulgaria, North Macedonia, Croatia and Germany. In 2024/25, 88.86% (previous year: 93.43%) of our total procurement volume (in euros) originated in the EU, EEA respectively EFTA, Great Britain or North Macedonia. These countries can be assumed to have fundamentally high legal minimum standards for workers' rights. Child labour and forced labour is legally prohibited in all our core markets.

- → **Tier 2 to Tier n suppliers:** These companies serve as subsuppliers to the Tier 1 suppliers. As soon as the business relationship becomes known, the companies are recorded in our supplier risk analysis and monitoring tool and – if a contractual relationship is possible – are included in our supplier management system.

If the data situation is incomplete, we make assumptions on the basis of research papers and databases. Based on our Group-wide risks analysis and our value chain heat map, we were able to identify the countries with an increased ESG risk in 2024/25. Our current analysis did not identify any material risks for environmental, social or governance issues among the Tier 1 to Tier 3 suppliers. The risk exposure is concentrated, above all, on Tier 4 and upper value levels, meaning chiefly on raw materials processing and extraction. To avoid or reduce

Material risks

- Limited freedom of association
- Restrictions on the formation of unions
- Unsafe working conditions
- Lack of protective clothing/equipment
- Limited training opportunities
- Forced labour

Policies

- → EVN Code of Conduct
- → EVN Integrity Clause
- → EVN Human Rights Policy
- → Guideline on engaging with workers in the value chain
- → Guideline for Sustainable Procurement
- → Policy on Management of Supply Chains in China
- → Policy on Procurement of Conflict Materials

these risks, we require all suppliers to acknowledge human rights as indicated in the EVN Integrity Clause and to neither accept nor tolerate child labour or forced labour.

EVN also protects these occupational groups by requiring all business partners to sign a contract that defines legally binding, minimum requirements for ESG. This helps us to achieve a positive impact on the workers employed in the first link (Tier 1) of our supply chain.

The further classification of workers in our value chain also includes the types of activities performed in production or the provision of services and the related risks. The issues examined also cover the possible use of atypical working models by a branch assigned to a particular merchandise group (e. g. zero-hour contracts, workers without identity documents or migrant workers) or possible differences in the treatment of employees according to gender, race or other factors.

Based on this structured analysis, workers in the value chain can be classified as follows:

- **Workers at our locations** who are not part of our own workforce: Included here, in particular, are the employees of subcontractors who work on specific projects at EVN locations but do not fall under the scope of application of ESRS S1 or workers in the operating units of our joint ventures or special purpose entities.

- **Workers in the upstream value chain:** These persons are employed by our suppliers or their subcontractors, for example in raw materials extraction or processing or in the production of components. This group of persons includes, in particular, workers involved in the production, delivery and installation of photovoltaic modules and workers who handle conflict materials within the value chain.

- **Workers in the downstream value chain:** Workers in this category are employed by the logistics, distribution and service partners which bring EVN's products and services to end customers.

- **Workers who are particularly vulnerable to negative impacts due to inherent characteristics or special circumstances:** This category covers women and girls, young workers, workers with migration status and/or a different ethnic affiliation as well as workers with a non-heterosexual orientation. These groups are exposed to an increased risk of unequal pay, limited opportunities for advancement and social exclusion.

By including these categories, we ensure that all workers who could be materially affected by our activities are identified and addressed in the sense of ESRS requirements.

We use a combination of data-based scoring, supplier participation and clear human rights minimum requirements to determine the groups which are exposed to increased risk. The procedure is designed to identify the persons, together with the context and activities, who could be most heavily influenced by negative impacts. This Group-wide, standardised process is based on our sustainable procurement approach. It ranges from the identification of risky merchandise groups to the calculation of risk scores and the preparation of a heat map for particularly endangered value creation steps. A specially developed scoring system is used to quantify the risks, which links the probability of occurrence and the potential financial significance.

The analysis showed the existence of potentially systematic and widespread negative impacts in connection with suppliers in more distant links of the supply chain (Tier 4 or higher). This situation frequently appears during the transition to environmentally friendly and climate-neutral business activities, for example, in the value chain for photovoltaic modules. The negative impacts identified as material during the reporting period include, above all:

- Child labour and forced labour
- Discrimination
- Inadequate occupational safety and health protection

The negative impacts are structurally anchored in the above-mentioned supply chain links and are therefore classified as materially systemic. Future developments, especially the rapid expansion of renewable energies, can lead to a greater risk of further systemic human rights violations – for example, due to the increased extraction of critical raw materials. We continuously integrate these dimensions in our sustainable procurement and in the further development of our value chain heat map.

Our measures to support workers in the value chain are included, above all, in the previously mentioned EVN contracts and frameworks. The described activities are an integral part of our sustainable procurement and are designed to strengthen diversity, employment protection, a safe and intact environment, fair working conditions and knowledge transfer along the supply chain.

Our materiality analysis identified material negative impacts on workers in our value chain. The overriding topics included working conditions, equal opportunities and equal treatment as well as forced labour. Despite our limited possibilities for influence, we are committed to compliance with our labour and human rights standards in the upstream steps of our value chain along the entire supply chain.

For information on the material impacts, risks and opportunities, also see section ESRS 2 IRO-1 on page 32
For information on the IRO process, see page 28ff

S2-1

Policies related to workers in the value chain

We manage the impacts, risks and opportunities of our business activities related to workers in the value chain with an integrated policy set. The following internationally recognised frameworks are thereby anchored in our activities:

- United Nations Universal Declaration of Human Rights
- International Bill of Human Rights
- Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO)
- United Nations Guiding Principles on Business and Human Rights
- Ten Principles of the UN Global Compact

The following guidelines are part of this policy set:

- **EVN Code of Conduct:** All our suppliers' employees are required to comply with the principles of the UN Global Compact.

- **Integrity Clause:** As part of the EVN Code of Conduct, the Integrity Clause forms an integral part of every procurement contract. It requires all contractors to strictly exclude child labour and forced labour, discrimination and other human rights violations and to extend this obligation along their own supply chains. This should cover all material areas of activities for the ILO.

- **EVN Human Rights Policy:** This policy requires compliance by all employees and business partners with the internationally recognised frameworks and calls for a structured process for continuous monitoring.

- **Guideline on engaging with workers in the value chain:** Included here are binding conduct rules for sustainable procurement, compliance, a sense of responsibility, continuous improvement, transparency and a

  Group-wide, risk-based approach. The rules apply to all procurement procedures.

- **Guideline for Sustainable Procurement**

- **Policy on Management of Supply Chains in China**

- **Policy on Procurement of Conflict Minerals**

These documents pursue the following common goals:

- Ensure compliance with human rights in the supply chain, in particular the prohibition of child labour and forced labour, human trafficking and discrimination
- Respect for the rights of our suppliers' employees to the freedom of association, collective bargaining and wage agreements as well as support for the founding of and membership in unions
- Promotion of equal treatment and equal opportunities as well as knowledge transfer for workers in the supply chain to strengthen employability
- Risk-based identification, assessment and management of material negative impacts (e. g. insufficient worker protection) and opportunities (e. g. improvement in qualifications) through compensation processes, rating tools and audits
- Anchoring of strict contractual requirements (EU minimum standards) via the integrity clause in all procurement contracts and in EVN's contract agreements
- Ongoing efficiency controls through sampling, qualitative feedback from workers or our suppliers' representatives, risk control matrixes, compensation measures and regular supplier audits

We have established various channels to ensure that our guidelines on human rights, working conditions and compliance are available in suitable form to all affected groups along the value chain:

- **Website:** The most important, above-mentioned guidelines for external stakeholders are available in German, English and the national languages of our subsidiaries and are publicly available on our website and our procurement portal.

- **Internal communications:** All employees have access to the EVN Group's Intranet "hello", which includes all organisational rules and regulations. We also create a greater awareness for compliance and human rights issues with regular e-learning modules and webinar series.

- **Contract-based communication with business partners:** The EVN integrity clause is a binding part of every procurement contract and anchors our expectations on human rights as well as labour and environmental standards directly in the business relationship. As part of the onboarding process in our procurement portal, suppliers are asked to provide a detailed ESG self-assessment. Our suppliers are also evaluated regularly with an external rating tool according to pre-defined criteria.

- **Complaint and dialogue channels:** Workers in our value chain have access to our whistle-blower system, online and in several languages.

- **Continuous improvement in awareness along the supply chain:** We cooperate regularly with our business partners to minimise negative impacts and to jointly meet sustainable goals.

We use regular audits, risk assessments and a scaled escalation process in sustainable procurement to ensure compliance with these requirements along our value chain. There were no major changes in our guidelines for engaging with workers in the value chain during 2024/25.

Compliance with these requirements and measures is ensured, as previously mentioned, by their inclusion in EVN's contracts as mandatory minimum standards. This helps us to ensure that all EVN procurement procedures reflect legally binding, minimum requirements (collective agreements and relevant laws). It also gives us the opportunity to directly influence the first link in our value chain and the affected workers.

The following provisions are included in these minimum standards:

- Secure income for workers in the value chain through appropriate remuneration to protect an adequate standard of living
- Fair treatment and financial security for workers in the value chain through collective agreements and negotiations; additional measures include opportunities for social dialogue, the freedom of association and inclusion in decisions through representatives.

We use the following mechanisms to monitor these minimum standards:

- **Sustainable procurement:** We ensure compliance with our human rights minimum standards through annual merchandise group and supplier evaluations, ESG risk screenings and on-site audits.

- **Tool set "sustainable procurement":** This instrument is anchored in the sustainable procurement manual and supports a systematic risk analysis, the preparation of a heat map and the development of remedial measures for high-risk categories.

- **Complaint and whistle-blower system:** Workers in the value chain can anonymously report violations. Every report is evaluated, and corrective steps are taken if necessary. Additional information on the whistle-blower system is provided in the section on "Governance".

- **Regular monitoring:** Our human rights policy requires all organisational units to perform regular controls, prepare risk inventories and submit reports to the compliance management system.

At the present time, it is only possible to ensure compliance with minimum standards through explicit clauses for the Tier 1 suppliers. The relevant contract contents should be passed on to sub-contractors, but we have no direct influence here. Our contracts therefore include clauses that permit audits and, as an ultima ratio, the termination of a business relationship.

The further development of our policies include annual meetings with suppliers, hearings and on-site visits, which give workers along the value chain an opportunity to report their concerns over our anonymous whistle-blower system. The knowledge gained from these contacts flows into our annual materiality and value chain analysis.

Responsibility in this area lies with EVN's Executive Board. The head of the procurement and purchasing corporate function manages the operational coordination of our sustainable procurement process. The anonymous whistle-blower system established as part of our corporate compliance management plays an important role in monitoring the observance of our human rights policy and ensures the effectiveness of our approaches. EVN's human rights officer is in charge of the continuous development of issues related to human rights. The evaluation of potential or actual impacts of our business activities on human rights leads to the definition and implementation of appropriate measures. Any risks related to non-compliance with human rights in the EVN Group are identified as part of our annual risk inventory.

In 2024/25, no confirmed cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO's Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises were identified in our entire upstream or downstream value chain. A differentiation by type or severity of the cases is therefore not necessary as no violations were reported.

The identification of any material negative impacts of our sustainable procurement on workers leads to the implementation of Group-wide, defined compensation measures. The standardised procedure is as follows:

- → Validation of the report and comparison with publicly available ESG information
- → Request for supplementary self-declarations
- → Agreement on a binding improvement plan with the supplier
- → Repeated evaluation and verification after end of the agreed period up to termination of the business relationship

S2-2

Processes for engaging with workers in the value chain about impacts

The stakeholder group "workers in the value chain" currently has access to our whistle-blower system as a communication tool which makes it possible to contact EVN anonymously and, in particular, to directly report complaints or concerns. Additional information on this tool is provided in the section on "Governance". We also focus on stakeholder engagement to collect direct feedback from workers or their legitimate representatives on the effectiveness of implemented measures. The resulting information flows into our sustainable procurement and helps us to identify and manage actual or potential impacts on working conditions, health protection and human rights at an early point in time. The systematic exchange with workers in the value chain currently takes place within the framework of our sustainable procurement through annual discussions and audits with suppliers.

The step-by-step expansion of the relevant communication channels is under consideration and could involve a dialogue with suppliers' employee or union representatives. This would also recognise the viewpoints of workers who are possibly exposed to increased risk. The findings will then be included in our sustainable procurement and will support the integration of the concerns of workers in the value chain in EVN's double materiality analysis. Formats will be developed during 2025/26 to support the direct exchange with this stakeholder group. Only then will an analysis of the effectiveness be possible.

Instead of a global framework agreement, all our procurement contracts include the EVN Integrity Clause together with relevant supplementary provisions and guidelines. This helps us to ensure that the viewpoints of workers in our value chain are included and flow directly into our decision processes. In combination with our annual risk analysis, we therefore have continuous insight into working conditions and workers' perspectives in the value chain.

We also use the following measures to obtain information on the perspectives of particularly vulnerable or marginalised workers in the value chain:

- → **Systematic risk and perspective analysis:** We use a Group-wide, risk-based analysis procedure to appropriately understand the viewpoints of workers exposed to increased risk. It is based on recognised indexes like the Global Rights Index, the Environmental Performance Index, the Corruption Perception Index and relevant branch research papers. The results are integrated in our value chain analysis process and place us in a position to identify human rights risks – such as child labour, forced labour and discrimination – at an early stage and to evaluate these risks from the perspective of the involved persons.

- → **Multi-level supplier and audit programme:** Our sustainable procurement guarantees the continuous flow of information on working conditions along the value chain. We evaluate ratings by international agencies, collect self-declarations, hold hearings and carry out on-site audits where workers or their representatives are directly involved as far as possible. This programme also covers subcontractors and makes it possible to identify the specific concerns of vulnerable groups and to introduce improvement measures.

- → **Low-threshold complaint and dialogue channels:** All workers in our value chain have access to a Group-wide whistle-blower system, which can also be used anonymously. Detailed information on this system is provided in the section on "Governance". The step-by-step expansion of additional communication channels has already started to support the stronger integration of concerns from marginalised groups.

- → **Focus on particularly important issues:** Our annual materiality analysis defines concrete subject areas where we agree on remedial and improvement measures with the involved suppliers.

The supplier audit system currently in use follows a risk-based approach. In general, it includes four sequential phases:

1. Data collection, among others from databases or public authorities
2. Self-declarations by suppliers on the integrity clause questionnaire
3. Hearings with the respective suppliers
4. On-site audits with the respective suppliers based on the integrity clause checklist

If the identified risk cannot be refuted within the specified phase, the next phase is started. The identification of risks during on-site audits leads to the definition of remedial or improvement measures together with the involved supplier. Serious violations of the EVN Integrity Clause or the underlying contract can also lead –as a last resort – to the termination of the contract.

The audit process can be triggered by supply group or supplier management. The suppliers for all merchandise groups which exceed certain thresholds for E, S or G, individually or in total, are audited. This process starts with Phase 1 (data collection). Suppliers who fall below the thresholds defined by the supplier risk analysis and monitoring software are also subjected to the audit process which begins with Phase 1. In connection with the cascading supply chain analysis required for BME certification as a sustainable procurement organisation, EVN's supplier management requires this type of analysis as well as an on-site audit of three suppliers each year. On-site audits are also planned where technically necessary when major changes were made by the supplier or when EVN has received related complaints and/or reports on the supplier.

S2-3

Processes to mitigate negative impacts and channels to raise concerns

The international frameworks and guidelines mentioned in sub-section S2-1 require immediate resolution or active support to remedy any material negative impacts on workers in the value chain which were identified or contributed to by EVN. If a material negative impact is identified as part of our sustainable procurement management, we initially evaluate the cause, severity and range of the incident together with the involved business partner. Specific remedial or improvement measures are then defined and responsibilities and deadlines are established. We also accompany the implementation. If the improvements fail to materialise, our guidelines call for escalation up to termination of the business relationship.

We evaluate the effectiveness of the measures based on the categories for recoverability defined in the EVN risk management manual. The determining factors are whether the affected worker can be transferred to a situation which at least reflects the condition prior to the negative impact, as well as the necessary time period and/or costs involved.

Workers in the value chain currently have access to the above-mentioned whistle-blower system. The effectiveness of this system is supported by a continuous reporting register which records quantitative and qualitative evaluations of the type, frequency and processing time of the cases. In addition, mandatory feedback to the whistle-blowers ensures that the processing methods remain understandable. Access to the system is audited regularly to ensure data protection and confidentiality. A dialogue-oriented, bidirectional approach to the reporting workers in the value chain integrates the intended user group directly in the evaluation of the proceedings and gives us valuable feedback for continuous improvement.

We systematically record whether the workers in our value chain are not only informed of but also trust our whistle-blower system. In addition to determining this awareness as part of the annual supplier dialogue and standardised survey on sustainability in the supply chain, specific questions will be included beginning in 2025/26 to evaluate the confidence level.

The externally hosted whistle-blower system is supplemented by branch-specific reporting channels for external personnel at our construction sites and in our plants. Contractors are required to report work and commuting accidents in writing to their employers and to EVN's responsible organisational unit.

Severe or fatal accidents must be reported immediately to the system operator control room which is on duty 24/7. This creates a clearly defined channel at the contracting company level. The combination of a digital whistle-blower system with specific safety reporting procedures gives workers in the value chain who are working for or on orders of EVN reliable opportunities to contribute their interests and to discuss potential negative impacts.

In accordance with the EU General Data Protection Regulation, the Group companies are legally responsible for data protection and may only process personal data for the whistle-blower procedure. The scope of this data is strictly limited to information on the identity, function and contact data of the reporting and/or involved person, the reported content, investigation findings and implemented measures. All processing methods are separated from other Group departments, both organisationally and structurally. Access is only permitted by employees who directly require this data for their work.

S2-4

Taking action on material impacts and approaches to manage material risks and pursue material opportunities in connection with workers in the value chain, and the effectiveness of these actions and approaches

The process to identify, assess and manage material impacts, risks and opportunities includes the evaluation of any recognised risks or negative impacts on the stakeholder group "workers in the value chain" and subsequent discussions with the involved suppliers. Our goal is to develop and agree on remedial or improvement measures for any deficiencies in a dialogue with the business partners.

Our general aim is to discuss and manage all identified risks, but our direct influence on downstream levels below the Tier 1 suppliers is currently limited. We therefore focus on the issues where the greatest influence is possible. Through our sustainable procurement management, we attempt to ensure that we can actually have a direct influence on the working conditions of the affected workers.

The impact and risk analysis carried out during the reporting year led to the formulation of the following focus issues:

- → Increase in diversity and reduction of gender-specific discrimination
- → Increase in occupational health and safety
- → Prevention of child labour, forced labour and slavery
- → Reduction of environment-related human rights risks

Examples of the measures implemented in 2024/25 to realise these principles are described in the following:

- → **Concept for an ESG procurement training organisation including the development of a related pilot system:** A special training system was designed for procurement employees to increase their awareness and improve their knowledge of ESG. This will allow the involved employees to identify impacts and risks at an early stage and to utilise the available opportunities.

- → **ESG in-depth tender guidelines for critical merchandise groups:** Detailed ESG requirements for all procurement procedures related to the most critically rated merchandise categories were defined for the entire EVN Group.

- **Measures for priority impacts and risks:** Corresponding guidelines were issued for ESG-risky merchandise groups (e. g. Policy on the Procurement of Conflict Materials). A social media campaign is also planned for the coming financial years to support awareness creation, as is the introduction of responsible contracts and the formulation of binding tender criteria related to diversity and inclusion.

EVN uses the following key measures to prevent, reduce or remedy material negative impacts on workers in our value chain:

- **Self-declaration and risk screening:** Every supplier must submit a self-declaration on the integrity clause control form.
- **Binding improvement plans:** We hold hearings and carry out on-site visits when there are any identified risks and define concrete goals and measures with clear deadlines for the suppliers.
- **Follow-up and new assessment:** A new ESG rating is prepared after the end of the implementation period to verify the effectiveness of the agreed measures.
- **Risk-based procurement criteria:** Depending on the results of the merchandise group evaluation, we apply minimum, selection and approval criteria as well as specific contract clauses to proactively exclude negative impacts.
- **Ongoing review of business partners:** All suppliers are regularly reviewed for financial compliance and ESG risks. Identified violations trigger immediate countermeasures.
- **Audit programme:** We use targeted audits to ensure compliance with the requirements of the integrity clause by suppliers and their sub-suppliers.

The core instruments for verifying the effectiveness of these measures are the annual risk evaluation, the regularly updated value chain heat map and our structured supplier and merchandise group monitoring. Progress on these measures is gauged with quantitative tools.

The results of the risk heat map, ratings, audits and complaint channels are consolidated as part of the annual risk evaluation. Changes in the risk categories and identified best practice measures form the basis for the adjustment of our sustainable procurement strategy and create an internal learning curve. The knowledge gained flows into the ongoing revision of our policies and processes.

In connection with our Group-wide sustainable procurement, we did not identify any actual material negative impacts on workers in the value chain during 2024/25. Therefore, no measures to provide or enable compensation were implemented during the reporting period because no incidents occurred. We have, however, established processes to immediately prepare corrective and compensation measures together with the involved suppliers in the event of any future actual material impacts or, if necessary, to terminate the business relationship.

There are currently no independent initiatives or processes apart from the standard measures anchored in our sustainable procurement that are specifically designed to support positive effects for workers in our value chain.

The following options are available to measure the effectiveness of our measures for sustainable procurement:

- **Risk monitoring:** We analyse environmental and human rights reports along the supply chain and rank them according to a four-step probability scale.
- **Materiality assessment:** The results of the ENCORE analysis are combined with the supplier risk analysis and monitoring scores to prioritise the areas of activity.
- **Complaint mechanisms:** All workers in the value chain have access to Group-wide, third party channels to report concerns.
- **Policy orientation:** Our human rights policy and the EVN Integrity Clause anchor relevant international reference values and form a framework for the above processes.
- **Inclusion of workers in the value chain:** The planned stakeholder engagement will include workers in the value chain as well as their legitimate representatives in the design and implementation of measures.
- **Disclosure of serious incidents:** In 2024/25, there were no serious human rights problems or incidents in the upstream or downstream value chain.

The following measures are planned to utilise opportunities in the value chain:

- Development of human rights expertise along the supply chain
- Branch initiatives as a multiplier: To address the material risks, we are currently evaluating and pursuing cooperation with recognised branch and multi-stakeholder initiatives. The goal is to anchor valid social and human rights standards in our procurement and supply chains. The focal points include support for discrimination-free working environments, the improvement of occupational safety and health, and the prevention of child labour and forced labour.

We use the following processes to identify appropriate measures for actual or potential material negative impacts on workers in the value chain:

- **Identification and evaluation of negative impacts:** All identified actual or potential undesirable social developments are recorded in our supplier risk analysis tool and used for monitoring. In a first step, we rank each deviation based on the following criteria: “potential influence“, “severity“, “scope“, “irreversibility“ and “probability of occurrence“ and classify these items according to a risk scale.
- **Specification of options for action:** Based on the risk classification, we define specific remedial and improvement measures together with the involved suppliers.
- **Decision-making and follow-up:** Final decisions on the measures to be implemented are taken by an interdepartmental task force which includes staff from purchasing, energy trading, occupational safety, compliance and sustainability management.
- **Continuous improvement:** We regularly analyse all closed incidents to identify patterns and integrate preventive measures in our processes. The assessment scheme is thus reviewed annually and adjusted, if necessary, to address new regulatory requirements or branch-specific risks.

S2-5

Targets related to managing material impacts, advancing positive impacts and managing material risks and opportunities

In 2024/25, we did not set any specific goals related to workers in the value chain. We are, however, working to acquire and implement an audit-compliant software solution that will enable us to analyse and monitor the risks in EVN's value chain.

We follow sustainable procurement principles in defining our procurement and sustainability goals. This initially involves the determination of the impacts, risks and opportunities in the value chain. The resulting information then flows into EVN's annual sustainable procurement summit, which approves the goals for sustainable procurement in the following year. Workers in the value chain are not directly involved in this goal definition at the present time, but problems identified by the whistle-blower system are included. Legitimate representatives like NGOs and credible proxy organisations were also not systematically involved in the goal definition during 2024/25. However, the gradual expansion of stakeholder engagement is planned to directly integrate feedback from workers in the value chain in the further development of goals.

Workers in the value chain were generally included in 2024/25 through the Group-wide whistle-blower system. EVN employees in direct contact with workers in the value chain were also available for informal discussions. We will continue to work on the direct inclusion and evaluation of the effectiveness of the implemented measures in the coming financial year, but concrete goals have not yet been defined.

Our efforts on behalf of sustainable procurement and in line with the guideline on engaging with workers in the value chain are directed to achieving concrete improvements for all workers in our upstream and downstream value chain. Our goals are based on consistent definitions and methods which have remained unchanged since 2023. To ensure comparability, all modifications are documented and transparently communicated.

ESRS S3

Affected communities

We view the social acceptance of our work as a basic requirement for EVN's sustainable, long-term success and positive perception by the public. In all decisions, we therefore aim to create and maintain an appropriate and equitable balance between the diverse concerns shared with us by our various stakeholder groups.

ESRS 2 SBM-2

Interests and views of stakeholders

As a provincial energy supplier, EVN plays an active role in the expansion of renewable generation and high performance network infrastructure through its Strategy 2030 and, in doing so, contributes to the transformation towards a renewable energy system. Supply security represents the focal point of our activities. The measures we plan and implement have a direct or indirect effect on individuals or groups of persons in certain cases, and we therefore give special priority to regular, proactive, open and respectful dialogue. The resulting information provides a sound basis for our decisions. This approach is anchored in the EVN Code of Conduct and also represents an important management principle in our Group policy on "engagement with affected communities". We want the affected communities to see the infrastructure required for our business activities as a necessary contribution to an emission-free energy system. Our projects are designed to support the regional economy and to create local jobs in the respective markets.

Affected communities can include a wide variety of groups and individual persons. To identify these stakeholders, we carry out a multi-stage identification and integration process prior to the start of our projects. EVN sees the following groups of persons, in particular, as affected communities:

- → **Municipalities and cities:** Included here are living areas that are, or could be, directly affected by our business activities. Municipalities strive to create the best conditions for their residents. The avoidance of environmental impacts – like changes in flora and fauna or noise pollution – represents a key concern for this stakeholder group. Moreover, the expansion of generation plants and networks can lead to significant costs for a community if investments in the local infrastructure are also required. Conversely, EVN's expansion programmes can generate economic benefits as well as jobs and, subsequently, additional income for the municipalities and cities.

- → **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. In general, neighbouring residents are primarily concerned that projects have the least possible impact on their environment, health and the value of their properties.

EVN's stakeholders and the type of involvement

(Extract)	Regular surveys	Ongoing and regular contact	Working groups, forums, Annual General Meeting (1–2 times per year or more often)	Advisory boards, expert committees (1–2 times per year or more often)	Supervisory Board
Employees	+	+	+	+	+
Customers	+	+	+	+	+
Business partners	+	+	+	+	+
Civil society	+	+	+	+	–
Media	+	+	+	–	–
Capital market	+	+	+	+	+

Material impacts

+ Protection of energy supplies
+ Contribution to safeguarding food production
+ Water supply and waste disposal security
– Disruption of private and economic everyday life
– Air pollution
+ Creation of an awareness for energy and climate protection
+ Support for renewable energies
+ Impulses for economic development
+ Strengthening of the business location

Policies

→ Group policy on engagement with affected communities
→ EVN Code of Conduct
→ EVN Human Rights Policy
→ Guideline for Sustainable Procurement
→ Policy on Management of Supply Chains in China
→ Policy on Procurement of Conflict Materials

- **Citizens' initiatives:** These organised groups voice their opinions on specific projects. They often represent the same or similar interests as neighbouring residents.

- **Non-governmental organisations (NGOs):** NGOs can be active at the local, national and/or international level on a variety of issues that are relevant for our business practices, e. g. environmental and climate protection, human rights or social justice. They represent these interests towards companies and the government to reduce or prevent effects on people and the environment.

- **Cultural and social minorities:** These groups can have special concerns or needs due to their cultural, ethnic, religious or social identity. One important issue is the implementation of measures to ensure access to affordable energy. Therefore, co-determination is normally of central importance for this stakeholder group. These persons can also act under the umbrella of one of the above-mentioned groups and overlapping interests are therefore possible, for example, on environmental and health protection.

Communications with the groups directly affected by a planned project are based on the following principles:

- Early identification of the different expectations and requirements
- Transparent and comprehensive product information
- Professional, structured and proactive communications with all local stakeholders
- Support for municipalities in their communications and, where necessary, mediation in conflict situations

The information activities for our various projects are carried out in close coordination and cooperation with the respective project managers and other responsible persons. Local stakeholders can also contact EVN at any time to discuss their concerns.

Engaging with stakeholders

We play an important role in the functioning of public life and the economy with our diversified business activities. In order to meet the related commitments as best as possible, we maintain voluntary or legally required memberships and/or regular contacts with numerous national and international organisa-tions and interest groups. Our interaction with affected communities involves contacts, above all, with their democratically elected representatives. Understanding the interests and viewpoints of the individual stakeholders is an important part of this dialogue, and we attempt to incorporate the results in our actions.

ESRS 2 SBM-3

Material impacts, risks and opportunities

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. In addition to documents on our fundamental principles and conduct, our Group policy on engagement with affected communities defines the principles and procedures that ensure the involvement of affected communities in our business processes. Our goal is to not only fulfil but – wherever possible – to exceed legal requirements. We are committed to continuously optimise 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 guidelines.

The double materiality analysis forms the basis for developing an understanding of the impacts, risks and opportunities involved. Potential negative impacts are recorded annually from a qualitative perspective.

Material impacts were identified at the company-specific level and in relation to the economic, social and cultural rights and interests of communities. Positive effects include, in particular, support for renewable energies, the strengthening of the business location, and the protection of energy supplies, water supplies and waste disposal. Negative factors include the impairment of private and business life as well as a possible increase in air pollution.

For additional information on the material impacts, risks and opportunities, also see section ESRS 2 IRO-1 on page 32

S3-1

Policies related to affected communities

Our double materiality analysis identified the communities near our projects and power plants, in particular, as groups of persons that could be negatively impacted by our business activities. The construction and operation of our plants can lead to noise, ecological changes or other effects that influence the life of neighbouring residents. These groups of persons represent a particular focal point due to their close proximity to our plants and their dependence on natural resources.

The responsible persons conduct a field analysis before the start of every project to define the affected communities and the relevant risks and impacts. Social, ecological and human rights aspects generally form the focal points of the analysis, but special attention is given to the groups of persons which could be exposed to more severe impacts. These estimates are based on our regular stakeholder surveys and our discussions during trade fairs, information events and the tours of the EVN info bus.

Our open communications create an important foundation for mutual understanding. The same applies to our communication activities on specific projects: They help us to find common solutions, even when the interests of the affected communities differ from EVN's interests. Other positive effects include greater planning quality and security as well as more intensive and professional communications with neighbouring residents and local initiatives. One factor that accompanies these activities is the experience from previously implemented projects.

We include ecological as well as social aspects in the development of our projects and due diligence audits from the start of planning. This early project evaluation forms the basis for the Executive Board's internal decision process and, for larger projects, the decisions by the Supervisory Board. As the provincial energy supplier, we take on responsibility for the affected population and environment as soon as a project becomes concrete. We focus, for example, on the most environmentally friendly construction method and seek a dialogue with neighbouring residents.

In addition to the previously mentioned documents – the EVN Code of Conduct and the EVN Human Rights Policy – our principles are anchored in our Group policy on engagement with affected communities.

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.

In this connection, we have defined the following action lines (selection):

- **Competence development:** We conduct training and workshops to strengthen the awareness for and under-standing 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.
- **Environmental impact assessments:** We arrange for environmental impact assessments where legally required 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 identify and prevent potential negative effects at an early stage and to support positive impacts.
- **Complaint mechanisms:** We install low-barrier, effective complaint mechanisms to record and address the concerns and complaints of affected communities.

As mentioned in the comments to section ESRS S1, our actions are always based on the United Nations Guiding Principles on Business and Human Rights, the Declaration by the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. These principles are also part of our human rights policy and our Code of Conduct, which were developed in agreement with EVN's top management level. Our internal human rights policy, which has been recognised by all our subsidiaries, is also publicly available.

In 2024/25, we received no reports of violations of the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises in connection with our affected communities.

S3-2

Processes for engaging with affected communities about potential (negative) impacts

Ecological and social aspects are included in the development of all our construction projects and the related due diligence audits beginning with the conception phase. This involves the analysis of the communities affected by a project or construction work as well as adequate preparations for the necessary project communication. We installed a separate team for project communication and climate dialogue which also offers additional communications training for project managers. This supports the early identification of potential challenges for targeted management at a later stage. Close cooperation and coordination with the project managers and other responsible persons are also very important in other respects. For example, these persons hold discussions with the democratically elected representatives of the affected communities in advance, to gain an overview of the stakeholders' concerns and viewpoints and integrate this information in the planning process.

The public is taking an increasingly critical view of the projects required for the sustainable fulfilment of our supply mandate in the areas of renewable energy generation, networks and drinking water supplies. This leads, in turn, to rising demands on extensive and proactive project communications. The team for project communication and climate dialogue also plays an important role in this context.

The same applies to the previously mentioned training programme, which is directed to strengthening project managers' communicative and strategic skills. The training content covers the management of challenging situations and the conflicts which typically arise in connection with infrastructure projects. It gives participants the skills to carry out open communications with relevant stakeholders like NGOs and citizens' initiatives and to resolve conflicts at an early point in time. In this way, we sustainably reinforce project communications and conflict management in the involved Group companies.

The goal of these measures is to strengthen the confidence of and acceptance by the involved stakeholders and support the successful realisation of our projects. At the same time, we want to ensure the greatest possible satisfaction for the people affected by our projects.

The project managers play a central role in the active inclusion of the affected interest groups. They make sure the feedback from the dialogue with democratically elected representatives and NGOs is systematically recorded and integrated in the project development. Established discussion formats and transparent communication paths reinforce continuous exchange and contribute to the early identification of new concerns. The feedback from these processes forms the basis for adjustments during the course of a project and serves as an indicator for the effectiveness and acceptance of the implemented measures. The project managers carry the operational responsibility for implementation and the monitoring of results as well as the further development of the communication strategy in the sense of effect-oriented stakeholder management.

We implemented a scientific monitoring process for impact measurement in 2024/25 to include the perspectives of the affected communities. At least one major project will be accompanied from a sociological viewpoint each year to measure the stakeholders' perception, information needs and satisfaction as input for the development of targeted improvement measures. Feedback forms have been used at information events since 2024/25 and give participants an opportunity to anonymously evaluate the clarity of the presented information. The included data will, however, still be based on individual projects or approvals due to the specific challenges that can arise.

The project managers have various instruments at their disposal for their discretionary use during the course of a project. The most important measures and communication channels for the inclusion of affected communities are:

- → Information events which include political representatives as well as all involved stakeholders
- → Direct mailing
- → Public referenda
- → Press information on project milestones
- → Direct communications with project managers and project communications via e-mail
- → Service telephone
- → Whistle-blower system

These instruments support the transfer of information and create low-barrier complaint and dialogue channels in connection with the planning and realisation of the respective projects. Information events give stakeholders an opportunity to directly ask the project managers specific questions. This is articularly important to gain a deeper insight into the viewpoints of the involved persons. The reported information is documented and flows directly into the planning and approval documents as support for possible adjustments to prevent or minimise negative impacts.

S3-3

Processes to remediate negative impacts and channels to raise concerns

The instruments mentioned in section S3-2 are a source of information as well as support for the dialogue with stakeholders. The impacts on affected communities are surveyed and assessed in advance of a new project to identify any negative consequences at an early stage and find possibilities for their minimisation or elimination. In spite of the greatest diligence, problems can materialise during the course of a project. Our whistle-blower system, which is described in detail in the section on "Governance", is available to affected parties in such cases. It permits anonymous reports on various issues, for example, possible human rights violations. Every report is investigated by the responsible corporate department. Exact assignment of the cases facilitates the selection of concrete remedial measures and the termination or prevention of possible incidents. Solutions are developed together with the affected parties to exclude negative consequences. This procedure was coordinated with the Executive Board and is anchored in our daily activities. Affected parties can also contact the project managers directly via email or by telephone via our hotline to file complaints or start a dialogue.

❐ For information on EVN's whistle-blower system, see page 107

S3-4

Taking action on material impacts on affected communities, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and the effectiveness of these actions

Many of our measures are developed as continuous initiatives or are carried out on a regular basis. These measures include, among others, the annual stakeholder survey and the continuous optimisation of our project communications to create a better understanding of the perspectives of all affected actors. We are also committed to social engagement to strengthen the awareness for issues like energy savings and to minimise the potential negative impacts of our own business activities at an early stage.

In 2024/25, we identified no serious violations of human rights caused by EVN in connection with affected communities.

S3-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The measures and processes discussed under section S3-4 are intended to prevent potential negative impacts and reduce existing impacts on affected communities. EVN works to achieve a continuous, open dialogue with the affected communities mentioned above, but specific goals have not been defined.

ESRS S4

Consumers and end customers

Material impacts

- – Interference in customers' privacy due to data misuse or cyberattacks
- \+ Increase in customer satisfaction through easy access to the company
- \+ Increase in energy efficiency and cost reduction for customers
- \+ Support for informed customer decisions
- \+ Transparent and fair marketing practices

Material risks

- – Reputation loss due to violations of customers' privacy
- – Legal consequences from violations of data protection regulations (GDPR)
- – Legal consequences from excessive price increases for electricity and natural gas

Policies

- → EVN Code of Conduct
- → EVN Human Rights Policy
- → EVN customer charter
- → Group policy for complaint management
- → Group policy for engagement with end customers
- → EVN customer promise
- → EVN sustainability guideline
- → Data protection organisation and information security management system
- → Information security and data protection organisation: certified under ISO 27001
- → Support for vulnerable customer groups

Reliable supplies of elementary services for our customers are our top priority. We also want to stay as close as possible to our customers, whom we work to assist as quickly, easily and individually as possible.

ESRS SBM-2

Interests and views of stakeholders

Extensive know-how is required for our services and advising because our product and service portfolio is just as diverse as our customers' concerns. Addressing these needs and concerns to the satisfaction of our customers is our primary goal. We underscore our commitment to this claim with products and services that optimally meet individual needs and are transparently invoiced. This is accompanied by high service quality, target group-oriented communication, and assistance for our customers on issues involving the efficient use of energy.

To integrate the interests, concerns and viewpoints of our customers in our daily activities, we established a customer advisory board. It was replaced by new digital formats that include the "Mein Feedback" platform where customers can voluntarily register online. Bulgaria has established two separate customer advisory boards – one for heat and one for electricity – which consist of fixed members. They meet twice a year with representatives of EVN to discuss customer issues.

In addition to conventional communication channels like telephone conversations, e-mail, the "Meine EVN" online service portal and customer visits, active complaint management is also an important priority. We systematically document and valuate all reports from dissatisfied customers and analyse them in detail to develop specific measures for improvement in a timely manner. This structured quality assurance cycle makes an important contribution to continuously improving the quality of our services and our complaint management. In Austria, we offer advising services for customers whose first language is not German in a language they can more easily understand. That allows us to address their individual needs when our support is needed. For issues requiring a more indepth dialogue with our customers, we also use the EVN info bus which provides a setting for more detailed, personal discussions with our customers. The current schedules and routes are available on our website. All feedback instruments are bundled on a central platform, the EVN customer compass. Our goal is to continuously improve our services, products and processes and to make them more attractive for our customers.

The EVN customer service week was founded to promote the regular exchange of information between our staffs in Austria, Bulgaria, North Macedonia and Croatia. Its goal is the continuous optimisation of our customer interfaces. Our quality assurance measures are supplemented by extensive training for our teams in customer relations and the EVN service centres to improve their skills. New employees complete an intensive, three-week training cycle with a further three months of coaching to make them fit for customer contacts as quickly as possible. Regular in-depth instructions then follow. The content of the training programmes not only covers conduct principles for dealing with customers but also includes practice-related content to improve the psychological resilience of our staffs so that they are able to act confidently even in difficult conversation situations.

We are also increasingly relying on the digitalisation of our customer relations to meet our customers' steadily growing demands. Two examples are the use of artificial intelligence (AI) and process automation. Our "Meine EVN" service portal gives customers access to details on their consumption and tariffs as well as information on the accumulated bonus points or the status of their energy subsidies. Various activities can be managed around the clock from this web portal, ranging from a tariff change to the adjustment of payment settings and digital requests for contract forms to handle the feed-in of electricity from photovoltaic equipment. Netz Niederösterreich also offers standard processes online for its customers, including applications for network connections, the status of inquiries and meter readings.

Our customer service in Austria, Bulgaria and North Macedonia registered over 4.4m customer contacts in 2024/25 (previous year: 4.5m), whereby the telephone remained the most frequently used communication channel.

ESRS 2 SBM-3

Material impacts, risks and opportunities

We are aware of the impacts of our activities on customers and take our responsibility for their protection very seriously. The most important impacts on consumers and end customers can be positive or negative. Positive impacts are related to the increase in customer satisfaction created by easy access to the company, transparent contract terms and fair market practices as well as the improvement in energy efficiency and cost reductions resulting from the use of smart technologies. Informed decisions by customers are also supported. Negative effects include potential interference in personal privacy due to data misuse or cyberattacks. The risks for EVN involve, in particular, reputational damage and the legal consequences of GDPR violations as well as excessive price increases for electricity and gas.

The material impacts, risks and opportunities are closely related to the strategy and business model of EVN AG. The positive impacts are directly connected with the strategic goals. The material impacts, risks and opportunities in total contribute to the continuous adjustment of the strategy and the future-oriented design of the business model. The integration of customer centricity, digitalisation and sustainability form the core of the company's orientation.

Our reporting in accordance with ESRS 2 systematically identified and included the consumers and end users who are materially affected by our business activities and along our value chain. It covers direct impacts from our products and services as well as indirect impacts.

The following types of consumers and end users are systematically addressed in our central business processes:

- **Private households:** In numbers, they represent our largest customer segment. Low-income households and households affected by energy poverty are considered particularly vulnerable because their basic supplies can be endangered by price increases and the resulting higher financial burden. We address this risk with targeted support programmes like the EVN energy assistance fund as well as cooperation with the Caritas, the debt counselling service in Lower Austria, the Diakonie and the Lower Austrian poverty network which deal with individual instalment plans, advising and temporary service suspension waivers.

- **Commercial and industrial customers:** This group ranges from small and medium-sized companies to large businesses. Some only purchase energy, while others, so-called prosumers, also generate and feed in electricity. Material impacts here result, above all, from network connection processes, supply interruptions and price developments that can directly influence the continuity of business operations.

- **Renewable energy producers:** In addition to conventional consumers, we also serve producers – frequently SMEs or energy communities – which feed electricity from photovoltaic equipment, wind power or cogeneration plants into our networks. The central material impacts involve network access conditions, the stability of feed-in tariffs and the availability of a digital measurement infrastructure.

- **Customers in South East Europe:** In Bulgaria, North Macedonia and Croatia, EVN supplies households and business customers. A recent satisfaction survey in Austria confirms that the digitalisation of connection and service processes – e. g. through online portals, remote reading and automated communications – has a significant influence, and therefore a material impact, on the perceived service quality. We are therefore working on implementing this approach in our South East Europe subsidiaries in the future.

- **Consumers who require special support:** This group includes older persons, people with special needs and households with temporary payment difficulties. Specially trained employees, individual instalment payment models and the voluntary waiver of service suspension from 1 December 2024 to 28 February 2025 reduce the negative effects on personal security and participation.

Several of these consumer and end user groups can be exposed to an increased risk of damages in specific contexts or during particular activities. To better understand these situations, we carried out an online stakeholder survey as a first step to record and evaluate the material impacts on the different interest groups. We are also in continuous contact with social organisations like the Caritas, the debt counselling service in Lower Austria, the Diakonie and the Lower Austrian poverty network. These partners provide valuable insights into the specific needs of vulnerable households and help us to more precisely focus our support programmes.

At the same time, we track changes in our customers' behaviour and satisfaction on a monthly basis with a customer loyalty index to swiftly identify any increase in risk. The results of the stakeholder surveys, regular monitoring and the dialogue with

partners from social organisations are analysed annually by our ESG risk working committee and included in updating the ESG risk catalogue. This strengthens our understanding of potentially endangered consumers and end users and ensures the adjustment of our measures when necessary.

Our risk and materiality analysis identified information-based impacts and risks for consumers and end users as material. The risks include, among others, reputational loss due to the invasion of customers' privacy or legal consequences due to excessive price increases for electricity and natural gas. Potentially positive impacts can include easy access to our company or our transparent and fair marketing practices. The detailed impacts and risks can be found on page xx.

For detailed information on the material impacts, risks and opportunities, also see the section on ESRS 2 IRO-1 on page 32
For detailed information on the IRO process, see the comments on page 28ff

S4-1

Policies related to consumers

We manage the impacts of our business activities on consumers and end users based on an integrated set of policies that is valid for the entire EVN Group and covers all customer segments:

- **EVN Code of Conduct:** This is our central set of rules on human rights, integrity, ethical conduct and governance. It also anchors the protection of personal data as a human rights obligation. A Group-wide data protection management system ensures full compliance with the EU General Data Protection Regulation (GDPR), and we have installed a data protection officer in each of our markets.
- **EVN Human Rights Policy:** As a supplement to the EVN Code of Conduct, this policy anchors the following norms in our activities:
  - OECD Guidelines for Multinational Enterprises
  - UN Guiding Principles on Business and Human Rights
  - Human rights and social minimum standards as defined by Art. 18 of the EU Taxonomy Regulation
  - Declaration on Fundamental Principles and Rights at Work by the International Labour Organisation
  - International Charter of Human Rights
- **EVN customer charter:** This document represents our commitment to understanding and meeting the needs, expectations and concerns of our customers. The content of this charter is reviewed and updated regularly. In this way, we ensure that we meet the needs and expectations of our customers at all times and to the greatest extent possible.
- **Group policy on complaint management:** The instructions ensure low-barrier complaint channels, define time limits of up to five working days and regulate an escalation and reporting system.
- **Group policy on engaging with end customers:** All activities that have material impacts on consumers are covered by this guideline. It commits us to the systematic identification, assessment and management of impacts, risks and opportunities to prevent or minimise negative effects and to support positive effects. It also anchors clear conduct rules for the protection of consumers, including a special focus on vulnerable customer groups, the regular evaluation of effectiveness, the integration of stakeholders and a transparent pricing policy. It applies to all EVN companies and expressly includes business partners and suppliers.
- **Sustainability guideline:** This document defines requirements for the protection and support of our end customers. In addition to safe and sustainable energy supplies, it focuses on product labelling, health and data protection as well as assistance for vulnerable groups. Responsible actions and quality management minimise the risk of negative impacts. Social responsibility is also firmly anchored in our corporate values.
- **Data protection organisation and information security management system:** This system is based on a multi-level protection concept and provides effective protection against cyber attacks. It includes the operation of a cyber defence centre and implementation of the need-to-know/least-privilege principle. Material data misuse risks are also evaluated on a regular basis.
- **Information security and data protection organisation:** ISO 27001-certified processes protect personal data and minimise cyber risks.

The above policies relate to all consumers and end users and are generally available on our digital channels, e. g. on the EVN website. They are published throughout the Group and can be accessed by all our employees over the Intranet. The Group policy on complaint management was updated in 2024/25 to include the recording of complaints, time standards and the automatic escalation systems that are supported by the customer relationship management system.

We have also implemented various protective measures to support vulnerable groups:

- **Transparent product labelling:** In accordance with legal electricity labelling requirements, we guarantee transparent product labelling and provide our Austrian customers with

Our promise to customers

- We are committed to understanding and meeting the needs, expectations and concerns of our customers. Our customer charter underscores our promise and defines the principles for our actions.
- We want to offer our customers sustainable supply and price security.
- Through proactive energy procurement, we offer our customers optimal price and supply security.
- We communicate price changes quickly in line with the respective tariff.
- In line with the competitive orientation and capabilities on the energy markets, we aim to provide cost-effective, safe, environmentally compatible and efficient services.
- We safeguard energy supplies above and beyond legal requirements. For example: We purchase and store natural gas for our customers' heating requirements before the winter starts.
- The electricity sold to our household customers is generated entirely from renewable energies.
- We support the use of alternatives to fossil gas, e. g. biogas and biomass.
- We are increasing the use of renewable energies for heat supplies.
- We provide drinking water supplies in top quality, also in more distant regions.
- Our energy advising is focused on the needs of our customers.
- For our customers' electricity from photovoltaic equipment, we offer attractive feed-in options.
- We accept our social responsibility and actively cooperate with relief organisations. For this purpose, we have established an energy assistance fund with an annual budget of EUR 3m.

information on the geographical origin of the energy, composition by primary energy carriers and the environmental impact of its generation. The electricity we deliver in Austria originates entirely from certified Austrian, renewable sources. This is confirmed annually through certification by independent auditors. In addition, we have made a voluntary, long-standing commitment to use no nuclear-generated electricity in our Austrian electricity products. In Bulgaria, electricity in the regulated market segments must be purchased from the state-owned energy supplier NEK. This company does not label its generation or offer any product options, and our Bulgarian sales company therefore has no influence over the composition of the delivered electricity. The situation in North Macedonia is similar with regard to the state-owned energy company ESM. Our sales subsidiary in this country is therefore also unable to influence the composition of the delivered electricity. Electricity labelling is not required in these two countries.

- **Social inclusion and non-discrimination:** Special safeguards include transparent pricing, the EVN energy assistance fund and counselling services to prevent energy poverty. We voluntarily waive the suspension of services during critical winter periods and focus primarily on individual instalment payments or deferral agreements. Interest groups are involved in our price or campaign decisions at least twice each year, and an accessible website is also available. To prevent social exclusion caused by rising energy prices, we supply binding price information.

- **Educational cooperation:** These programmes, for example the cooperation with the adult educational organisation Burgenländisches Bildungswerk, support the digital independence of our customers through courses that include the creative use of artificial intelligence (AI) and managing disinformation with the identification of deep fakes and fake news. This coaching is intended to help consumers responsibly use new technologies and identify false information. Requests for additional topics are added to the following semester programme. End users therefore have a direct effect on the prioritisation of the content and the didactic concept of future courses.

- **Cooperations:** To ease the burden on vulnerable groups, we have, in addition to the above-described advisory offers, cooperated for many years with the Caritas, the debt counselling service in Lower Austria, the Diakonie and the Lower Austrian poverty network. In this context, we also carry out a “train the trainer” programme on energy efficiency for social counsellors.

In 2024/25, we received no reports of violations of an international human rights standard in the downstream value chain. In addition, no violations of customers’ data protection or privacy rights were identified that could be classified as violations of the UN Guiding Principles or the OECD Guidelines.

The individual policies are implemented through communication over several channels and participative formats like customer satisfaction surveys and digital feedback platforms. Our employees receive regular training on these subjects and have access to internal information channels such as the EVN employee newsletter, the EVN Intranet and internal podcasts. Consumers and end users can choose from various formats like telephone conversations, e-mail, the “Meine EVN” service portal and our whistle-blower system to connect with our activities. Additional dialogue formats like the digital customer advisory board “Mein Feedback“ and the biannual customer advisory board meetings in Bulgaria ensure the continuous inclusion of the different user groups. Offers like the EVN info bus and local campaigns provide personal counselling and information for customers. For major expansion projects, we create specific project websites and hold events to provide advance information and include the affected communities and future customers. In Bulgaria, we also carry out community projects in Roma settlements to provide support for energy efficiency and payment options and thereby reduce network losses.

Our activities on behalf of consumers and end customers also include long-term, cross-thematic measures which are intended to deter potential impacts in advance. The following initiatives are included here:

- **EVN School Service:** This programme gives school children and their parents an opportunity to take part in lectures, experimental stations and competitions. The events are organised by specially trained EVN experts and provide basic content on responsible energy consumption, energy efficiency and climate protection.

- **EVN Junior Ranger Programme:** In cooperation with external hydrobiology and nature conservation experts, we provide young people with wide-ranging knowledge on hydrobiology, flora and fauna at our Erlaufklause hydropower plant. This programme creates an awareness for ecological correlations and supports the responsible handling of natural resources.

- **Data protection and cybersecurity offensive:** The security status of all systems is continuously monitored and opportunities for optimisation are implemented without delay. We have implemented a bundle of measures throughout the Group to protect personal data.

- **Digitalisation and innovation in Bulgaria:** Through our focus on the digitalisation of central network services, we increase user friendliness, reduce reaction time and improve the exchange of information. Private households benefit from greater comfort and faster communications, while digital meter reading and the fast repair of outages strengthen the confidence of business and industrial customers in heat supplies.

- **Expansion of digital services and participation formats in our core markets:** New reception management in our service centres, the further development of our online services and the automation of internal processes speed up the processing of inquiries. We are continuously expanding our digital contact and service channels to reduce barriers and improve the customer experience. Interested customers can register on our digital feedback portal “Mein Feedback“ to submit their opinions on current and planned products and services. This enables us to quickly evaluate new offers for their practical viability and to make any necessary adjustments. We also engage in an active dialogue before the start of construction on infrastructure and network expansion projects – for example, the glass fibre roll-out by our kabelplus subsidiary. This platform gives citizens an opportunity to raise questions, and we can integrate their suggestions in the detail planning of the projects.

  In addition to these structured participation formats, contact with EVN is possible over our hotline and e-mail as well as service portals, social media and a Group-wide whistle-blower system. The digital feedback formats and the whistle-blower system are available in the main national languages of the EVN Group.

- **Roma ambassador programme:** Together with local NGOs, we engaged Roma representatives to work as official EVN ambassadors in Bulgarian Roma settlements. These community representatives contribute cultural understanding and specific needs to the design of information campaigns on energy savings and payment options and accompany the on-site implementation. The process has significantly increased the acceptance of our measures.

- **Expansion of sustainable product and service offering:** The growing demand for environmentally friendly energy and mobility solutions creates substantial market

opportunities for EVN. We supply household electricity from 100% renewable sources, support the increased use of biogas and biomass in heat supplies and offer attractive feed-in tariffs for the electricity from our customers' photovoltaic equipment. Through transparent electricity labelling and natural products that are certified by an auditor, we strengthen the confidence of our ecologically oriented customer segments.

The customer relations corporate function is responsible for the operational implementation of the above-mentioned issue-related policies, while the overall responsibility lies with our Executive Board. Semi-annual complaint analyses and an annual complaint management report monitor the effectiveness and ensure the continuous development of the measures.

S4-2

Processes for engaging with consumers about potential (negative) impacts

The following instruments give us an insight into the perspectives and needs of our consumers and end users:

→ **Direct dialogue with our customers**

- Customers can contact us over our hotline, via e-mail and contact forms on our website, the feedback platform "Mein Feedback" and through personal discussions in the EVN service centres and during tours of the EVN info bus. In Bulgaria, we also organise bus tours in outlying villages and smaller cities to reach retirees and persons with limited mobility. The many different languages spoken by our customer relations teams make it possible to provide non-German speaking customers in Austria with professional advising. In Roma settlements in Bulgaria, we also conduct door-to-door campaigns to directly address concerns over network stability or to record invoices. We also continuously monitor the real-time feedback via SMS, e-mail and terminals in the EVN service centres.
- We carry our regular customer satisfaction surveys to measure satisfaction and loyalty over time and to evaluate the effects of our measures.
- The whistle-blowing system is available to internal and external persons as a confidential and anonymous tool for the reporting of (suspected) compliance violations. Additional details on this system are provided in the section on ESRS G1.
- Our structured complaint management is also available to our customers.

For information on EVN's whistle-blower system, see page 107

→ **Inclusion of customers' legitimate representatives**

- Customer advisory board: In Austria, the previous customer advisory board was relaunched as the "Mein Feedback" digital feedback platform. In Bulgaria, the two customer advisory boards for electricity and heat supplies continue to meet twice each year with representatives of EVN to exchange views and information on concerns.
- Ambassador models: In projects for Roma communities, we work with local community leaders as officially appointed ambassadors to appropriately address cultural needs.
- Use of credible proxies
- Social and charitable organisations: We have cooperated for many years with the Caritas, the Diakonie, the debt counselling service in Lower Austria and the Lower Austrian poverty network in the interest of vulnerable customer groups. These partners contribute the concerns of socially disadvantaged households and help to develop targeted support measures like our energy assistance fund.
- NGO partnerships: In Bulgaria, we work on projects with the NGO Open Society; this organisation has experience with Roma inclusion programmes and can therefore serve as a proxy for discrimination-free customer discussions.

The results from these formats are consolidated in the EVN customer compass, reported quarterly to management and used as the basis for investment decisions, process optimisation and product developments. This combination of direct customer feedback, structured representative bodies and the inclusion of specialist organisations ensures that the many different perspectives – including the perspectives of vulnerable groups – are systematically included in the development of our products and services and in our strategy process.

The customer relations corporate function is responsible for the dialogue with consumers and end users. EVN's complaint management officer is also responsible for complaint reporting. We monitor the effectiveness of our engagement formats with monthly customer satisfaction surveys, the customer loyalty and customer satisfaction indexes, and real time feedback tools. The results are used to derive improvement measures that become part of the training for our customer relations team and are evaluated during the annual strategy review.

Compliance with our human rights obligations is verified with multi-stage monitoring mechanisms. One example is our Group-wide complaint management, which registers, classifies, processes and evaluates every complaint received. An analysis of the causes is carried out twice each year and followed by the development of any necessary measures. We also maintain an emergency call centre which is on duty around the clock, seven days a week, to organise immediate protective and prevention measures for customers. An automatic escalation system, semi-annual analyses and an annual Group report make sure the causes are identified and improvement measures are implemented.

S4-3

Processes to mitigate negative impacts and channels to raise concerns

All Group companies with direct consumer or end user contacts operate with a standardised complaint management system. The related activities are based on our guideline for complaint management, which is binding for the entire Group in the latest version issued on 1 February 2023. Complaints can be submitted via telephone, in writing, personally or electronically and are recorded in our customer relationship management system (CRM) on the day received. A confirmation of receipt is issued for every report, and all relevant documents are digitally archived.

We have defined binding Group-wide time standards for processing. Concerns and issues reported by telephone or personally are answered within one working day, electronic reports within three working days, and written reports within a maximum of five working days. The comparable period in Bulgaria, North Macedonia and Croatia generally equals five working days. If a response within the defined period is not possible, we inform the involved person of the status of the inquiry on the following working day at the latest. An automatic escalation system ensures that complex cases are passed on to higher decision levels as quickly as possible. Every incoming complaint or concern is recorded centrally in our CRM, whereby we document the type of receipt, the date, the involved customers and reporting person together with

classification of the content and description of the issue. Our customer service is certified under ISO 18295-1, thus external auditors have confirmed compliance with high service and complaint process standards. A separate guideline for our South East Europe companies standardises the structure for forms and processes, which range from confirmation to archiving of the procedure. All recorded cases are added to the Group-wide dashboard in the customer compass, which means the relevant indicators like customer satisfaction (CSAT) and first contact resolution (FCR) are available for all business units on a monthly basis and support continuous monitoring. A specific communication plan was developed for areas and regions with an increased incidence of complaints, e. g. network operations in Bulgaria, to designate the internal teams and stakeholders to be contacted in the event of escalation. This ensures the fast inclusion of the relevant decision-makers and contributes to the targeted processing of negative impacts.

Our customers have access to a wide range of communication channels to quickly and easily report their concerns, needs or complaints. These channels – as described above – are standardised and established in Austria and in our international markets and are continuously improved. The perspectives of our customers are actively involved in the validation of our communication channels. We discuss ideas for improvement directly with the participants over the "Mein Feedback" portal and topic-related workshops.

Effectiveness is ensured by the complaint management officers, who analyse all cases at least twice annually, develop possible improvements and include the findings in the annual complaint management report. The consolidated report is submitted to the Executive Board by 30 November of each year and represents a central management tool for evaluating the effectiveness of our remedial actions. The criteria for recoverability which are anchored in risk management also support systematic follow-up controls to determine whether affected persons were transferred to a situation that reflects or is similar to the starting position before the incident.

As mentioned above, the EVN Group maintains an externally hosted, multilingual whistle-blower system for the anonymous reporting of incidents. A legally anchored option for consumer complaints related to our kabelplus subsidiary is the branch-specific platform which is operated by the supervisory and arbitration board RTR. Information events on the expansion of the glass fibre network, hotlines and the possibility to file complaints over social media channels are also available. Lighting disruptions in public areas can be reported via QR code in an app operated by EVN Lichtservice.

We regularly evaluate whether our customers know and trust the available structures to express their concerns. Representative customer surveys are conducted each year to collect experiences with our communication and complaint channels. We use this information to measure the awareness and use of our channels and customers' opinions on their reliability. The development of the number of complaints and compliance with processing periods serve as indirect indicators for the recognition and functionality of these channels.

Various guidelines were issued and processes, as indicated above, were developed to ensure that all issues, complaints and reports from our customers and end users are handled in strict confidence. We only process personal information in accordance with the EU General Data Protection Regulation (GDPR). Our information and cybersecurity standards are certified under ISO 27001 and guarantee the protection of all data handled during the complaint process.

S4-4

Taking action on material impacts on customers, and approaches to mitigating material risks and pursuing material opportunities in connection with customers, and the effectiveness of these actions

In connection with the double materiality analysis in 2024/25, we identified material potential negative impacts of our business activities on our customers. We reacted to the conclusions by defining a comprehensive action programme to prevent negative impacts on consumers and to minimise risks such as data misuse. The foundation for this programme is formed by our Group-wide guideline for engaging with end customers and the extensive package of measures for information security and data protection.

The central measures in 2024/25 were:

- **Information security and data protection:** Implementation of a Group-wide package of measures, including ongoing security evaluation to prevent cyber attacks and GDPR violations
- **Digitalisation of customer relations:** Solution scaling with robotic process automation (RPA), AI-supported e-mail classification and voice bot pilots as well as an online panel for digital customer feedback
- **Awareness creation and energy efficiency:** Broad-based information campaign (Electricity Saving September, energy saving tips), smart meter roll-out and info bus tours in 469 communities
- **Digital education and inclusion:** Free of charge online workshops on AI, data protection and cybersecurity to strengthen customers' skills
- **24/7-troubleshooting service and crisis management:** Availability around the clock, regular training and emergency plans (flooding, pandemics) to protect supplies
- **Complaint and feedback management:** Group guideline on complaint management with CRM-supported recognition, time standards and automated escalation systems; the customer compass was also established as an integrated online dashboard with annual presentations, quarterly updates and workshops.
- **Energy assistance and protection for vulnerable groups:** Annual contribution of EUR 3m to the EVN energy assistance fund and waiver of service suspension in defined periods, especially during the heating season, individual instalment payment and deferral models in cooperation with the Caritas, the Diakonie, the debt counselling service in Lower Austria and the Lower Austrian poverty network; the financial support from the energy assistance fund flows directly to the households or into appliance exchange programmes.

The above-mentioned measures are implemented, above all, in Austria and are addressed to household, commercial and industrial customers and to particularly vulnerable groups (e. g. households affected by energy poverty, senior citizens, persons without digital affinity).

Personnel resources include the complaint management officer and the management team as well as the employees in the customer relations teams and the EVN service centres. The responsibility for implementing the measures lies with the management team and the employees in the customer relations teams and the EVN service centres. They are supported by various systems, such as our information security management system (iSMS), our CRM system and our Group-wide data protection organisation. The complaint management officer is only responsible for preparation of the complaint reports.

To improve the customer experience, we are also investing in the expansion of our online services, in automated processes (e. g. voice bot pilot, routine responses), an online panel for digital feedback and input options for smart meter data in the "Meine EVN" web portal.

In 2024/25, we identified no serious violations of human rights caused by EVN in connection with consumers and end users. Our processes are continuously monitored to identify and address potential risks at an early stage.

S4-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

In 2024/25, our targets for customer satisfaction parameters were as follows:

- → Our concrete goal for our Austrian business operations was an increase of 2.5 percentage points in EVN's customer loyalty index (CLI) in Lower Austria and maintenance of the high CLI level at kabelplus.
- → The goal to improve the customer satisfaction index at Netz Niederösterreich was set at two percentage points.

Both goals were met during the reporting year. No further targets for the improvement of our sustainability performance were set at the present time because the specific analyses and the development of suitable strategies are still in progress. However, we are continuing to work on the improvement of our customer satisfaction parameters.

In Bulgaria, North Macedonia, Croatia and Germany (WTE), we are still working on the development of a customer satisfaction survey based on the CLI and customer satisfaction index models

We also specifically addressed the definition of clearer and measurable impacts on the quality of life of our customers. The focus issues included, among others, complaint management to ensure easy, fair and solution-oriented complaint paths, digital education offerings to include and empower consumers, and the expansion of dialogical customer involvement.

G1

Governance

Material impacts

+ Contribution to a fair and sustainable economic system
+ Transparency and willingness to engage in dialogue with stakeholders
+ Lobbying for renewable energies and related research and development
+ Support for sustainability in the supply chain
+ Fair dealings with business partners

Material risks

– Loss of reputation and (financial) consequences due to corruption

Policies

→ EVN Code of Conduct
→ EVN Human Rights Policy
→ Governance policy
→ EVN Integrity Clause
→ Compliance management system
→ Whistle-blowing procedure

ESRS 2 GOV-1

The role of the administrative, management and supervisory bodies

EVN has always been committed to ethical, honest and legally compliant behaviour. The responsibility for making this commitment a real part of everyday activities lies with the Executive Board, which coordinates the central, Group-wide binding documents on EVN's values and conduct rules with the Supervisory Board. Through their function as role models, managers should also support and influence employees with credible and clear attitudes. Specific policies for governance and the corporate culture at EVN were prepared at the request of the Executive Board. They embody our high standards and are intended to guarantee their fulfilment. The Executive Board receives key operating support from Corporate Compliance Management (CCM), which is an organisational part of the general secretariat and compliance corporate function. A key management instrument in this connection is the Group-wide compliance management system (CMS), which includes preventative, identification and reaction measures.

The chief compliance officer (CCO) and his or her deputy report directly and solely to the Executive Board and exercise their function autonomously. The CCO may not carry out any other duties or functions in the EVN Group and, consequently, remains independent of the persons involved in investigations, including management. The CCO reports several times each year to the full Executive Board and to the Audit Committee of the Supervisory Board on major compliance issues, investigation results and necessary improvement measures.

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

In connection with ESRS G1, the double materiality analysis carried out for 2024/25 identified a material risk as a potential case of corruption that could lead to a loss of reputation and to (financial) sanctions.

❐ For information on the double materiality analysis and on the material impacts, risks and opportunities, see page 28f

G1-1

Corporate culture and business conduct policies

Corporate culture

Our vision, mission and corporate values together with our Group-wide binding documents on conduct and our operational rules form the EVN values that create the foundation for our entrepreneurial activities. Full compliance with fundamental ethical principles and all legal requirements is a matter of course. As a member of the UN Global Compact, we are also expressly committed to compliance with the global principles of ethical economic activities.

At EVN, we place particular importance on ethical and legally compliant behaviour by all our employees, business partners and suppliers. To guarantee full support for this commitment, we have implemented a series of compliance guidelines and measures that apply throughout the EVN Group. The starting point is the EVN Code of Conduct with its ten subject areas. It is based on the EVN values and regulates, among others, the

aspects of our business activities in the areas of human rights, governance, corporate ethics, the prevention of corruption, data protection, confidentiality and competitive behaviour, occupational safety and accident prevention as well as climate and environmental protection. Full compliance and strict observance of the EVN Code of Conduct represent Group-wide binding guidelines for our behaviour. The Code of Conduct is supplemented by additional guidelines for specific target groups such as employees or suppliers and for specific issues such as human rights, the prevention of corruption or competition regulations.

The rules in our Code of Conduct are based on a diverse group of principles and policies that were adapted to meet our company's characteristics and requirements. They range from national laws and international regulations, such as the OECD and UN Global Compact guidelines and agreements, to the policy statements and principles issued by the International Labour Organisation (ILO) as well as internal organisational directives and corporate principles that go beyond legal requirements. Reliability, transparency, trust and quality in our interaction with internal and external partners are the central guidelines.

A separate governance policy or the EVN Group defines conduct principles and action lines, above all, for issues related to compliance, integrity and the prevention of corruption. This policy, which is binding for the entire Group, was approved by the Executive Board and presented to the Supervisory Board.

The EVN Code of Conduct was issued in German, English and the languages of our foreign subsidiaries. It is also available to the general public on our website together with our Human Rights Policy. Interested business partners can obtain detailed information on our compliance management at any time.

❐ For EVN's integrity clause for suppliers, see page 82
○ Also see www.evn.at/code-of-conduct and www.evn.at/human-rights-policy

EVN has had a separate compliance management system (CMS) since 2012 which is managed by the Chief Compliance Officer (CCO). It defines a standardised framework for the entire Group, which supports the honest and legally compliant behaviour of our employees in their everyday business activities. The CMS is built on three main elements:

→ Prevention through the creation of awareness and training
→ Identification of compliance risk areas and violations of the Code of Conduct
→ Reaction through information and improvement as well as the introduction of any necessary measures

Whistle-blowing procedure

Internal and external persons have access to a confidential and anonymous whistle-blowing procedure, which permits the reporting of (presumed) compliance violations. Concerns over unethical or illegal conduct can be reported easily and at any time in person, by telephone, over specific compliance email addresses or over a whistle-blower system hosted by an external service provider. These options are available throughout the Group and in the main languages of the EVN Group. The whistle-blowing procedure was designed to ensure the complete, objective and efficient clarification of reported violations of the EVN Code of Conduct. The staff responsible for compliance issues always investigates all reports – also the reports submitted anonymously – quickly, independently and objectively. These investigations are confidential and follow a standardised procedure. The individual steps, findings and relevant documentation is stored in separate software which is protected from unauthorised access by a strict approval process.

The Austrian Whistle-blower Protection Act took effect in August 2023 and replaces Directive (EU) 2019/1937 (Whistle-blower Directive) in Austrian law. It forms the legal basis to provide the best possible protection for whistle-blowers and to permit the reporting of compliance violations in a confidential environment. We also apply the corresponding national laws in Germany, Bulgaria and Croatia. Contacts with and the protection of whistle-blowers are also legally regulated in the non-EU member state of North Macedonia.

A separate Group guideline regulates, in particular, the procedure for handling reported concerns and precautions to protect the whistle-blower from reprisals or other negative consequences. This also include the protection of external persons from business disadvantages. Another central protection measure involves confidentiality for the identity of the reporting person.

Training and communication measures provide employees with regular information on these low-barrier communication channels, possible applications and the underlying principles of the whistle-blowing procedure.

○ For information on the whistle-blowing procedure, also see www.evn.at/whistleblowing

Exposed business areas

The compliance risk analyses carried out regularly as part of corporate compliance management together with the operating areas identifies business areas and procedures with a high or very high risk potential. These estimates are based on external as well as internal criteria (e. g. precedents of compliance violations in certain branches or countries or the design of business processes, including control mechanisms at EVN). The results of this specific risk assessment are ranked in a next step according to a four-stage scale. We then enter business transactions with a high or very high risk probability of risk occurrence in a risk control matrix and define specific process controls.

The results of this evaluation at EVN indicate that areas with frequent contacts to public authorities, businesses that involve intense competition and extensive procurement, and the international project business are particularly exposed to corruption. We therefore offer special training for the employees working in these areas.

G1-2

Management of relationships with suppliers

Fair dealings with suppliers and business partners are anchored in the EVN Code of Conduct. Payment terms vary by country, whereby the maximum term of 30 days is generally not exceeded. Individual, shorter payment terms can also be agreed with smaller and mid-sized companies (SMEs) according to a recommendation issued by the EU Commission. Our standard procedure includes weekly payments that cover all invoices due in the previous week. This SAP-supported workflow prevents late payments.

The procurement of energy (natural gas and electricity) is based on customary branch conditions. In Austria, for example, long-term bilateral supply contracts or futures contracts are designed in accordance with the industry standard (EFET), which calls for fixed payment on the 20th of the following month. For swap transactions, this is normally the fifth working day of the following month.

The financial settlement for futures contracts concluded on the energy exchanges takes place daily and is based on the market price (at the respective daily rates). Payments for short-term physical deliveries (SPOT transactions) over energy exchanges are made on a daily basis.

Our strategic supplier management ensures that all legal requirements and directives in the relevant international frameworks are met (among others, the UN Guiding Principles on Human Rights, International Bill of Rights (Universal Declaration of Human Rights), Declaration on Fundamental Rights

and Principles at Work of the International Labour Organisation including Core Conventions, OECD Guidelines for Multinational Enterprises) and, wherever possible, exceeded.

We follow a risk-based approach throughout the Group to analyse our value chain(s) and the workers in the involved companies and to also determine and address any potential – above all, human rights – risks. As part of our sustainable supplier management, we query the ratings from internationally recognised rating agencies and risk monitoring platforms, collect self-declarations and carry out hearings and on-site audits to identify the risks associated with our direct suppliers and their direct sub-suppliers.

Identified risks are evaluated, and we then agree on corrective or improvement measures together with the involved supplier. To ensure compliance with all our requirements and the implementation of the agreed measures, our supplier contracts include clauses that permit audits or, as an ultima ratio, the termination of the business relationship. We also require our suppliers to comply with social minimum standards. This takes place through our supplier code of conduct, the so-called EVN Integrity Clause.

Our procurement activities are based, as far as possible, on cooperation with local or regional suppliers whose headquarters are located in the same country as the purchasing Group company.

EVN is committed to the sustainable orientation of all procurement processes in order to make a positive contribution to the realisation of the European Green Deal. This approach also reflects the Sustainable Development Goals (SDGs) of the United Nations (UN) (especially SDG 12: Responsible consumption & production). As a pioneer for sustainable procurement, EVN was certified as a Level 3 sustainable procurement organisation by the German Federal Association of Materials Management, Purchasing and Logistics ("Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.", BME).

We are aware of the impacts of our procurement activities on the environment and society and are committed to the protection of natural resources and workers in our value chain. Each year, the material impacts, risks and opportunities related to workers in our value chain are identified, assessed and managed. Our strategic supplier management defines the principles and processes that form the basis to monitor, control and/or reduce actual or potential impacts and risks.

We have conducted an annual survey with our top suppliers on sustainability in the supplier chain since 2021. It is designed to create an awareness for current issues in sustainable procurement and supports our efforts to gain an insight into previously implemented measures and actions by our suppliers.

G1-3

Prevention and detection of corruption and bribery

Prevention of corruption

The prevention of corruption is deeply anchored in EVN's value catalogue and, accordingly, is one of the ten topics in the EVN Code of Conduct. We are decisively opposed to all types of corruption and define this term very broadly. It expressly includes the following advantages for our employees and related third parties as a corruption offence and therefore prohibits them:

- → Illegal payments (e. g. bribes, kickback payments, fictitious services, false classification/account assignment)
- → Acceptance or granting of any form of gratuities (e. g. gifts, invitations, benefits not reflecting arm's length, immaterial advantages like awards and patronage)

An exception to the above are the acceptance or granting of small mementoes that reflect local or national practices in the course of dutifully settled transaction.

Apart from our restrictive internal catalogue of rules and values, all EVN employees and corporate bodies must comply with the strict Austrian laws for public officials. Corruption law is intended, among others, to prevent public officials from misusing their position to create an advantage for themselves or for third parties.

A comprehensive set of preventive measures – including internal behavioural guidelines and specific training programmes – has been implemented to create a greater awareness for the prevention of corruption among our employees. In addition, the following measures and control mechanisms are designed to prevent the violation of legal requirements and our company-specific compliance guidelines:

- → Anchoring of the principles for dual control and the separation of functions to ensure agreement with all compliance rules in our business activities and management decisions (especially activities involving frequent contacts with suppliers, customers and public officials in connection with procurement, tenders, approvals, expert opinions, research and subsidy issues, real estate matters and recruiting)
- → Strict automated, system-supported procedures for the approval, invoicing and documentation of expenses incurred in connection with business trips, invitations etc.
- → Provisions in employment contracts to prevent conflicts of interest under labour law (e. g. requirement to report and obtain approval for secondary employment activities from the human resources department)
- → Defining the treatment of potential conflicts of interest in procurement transactions
- → Integrity review of business partners
- → Strict criteria, rules and procedures in connection with the commissioning, execution and invoicing of consulting, brokerage and lobbying services
- → Group guidelines on sponsoring and donations (requirements, rules, procedures)

Monitoring, prevention and detection

In addition to regular reviews by CCM, compliance risks are also surveyed as part of the annual risk inventory since compliance violations – including allegations or incidents of corruption – represent a risk factor from the viewpoint of EVN's risk management. The corporate function accounting uses a separate tool to monitor the accounting function, which systematically reviews all conspicuous patterns like unusual amounts, time-related deviations or the absence of master data. The results of these reviews are used for data analysis and, if necessary, for internal investigations.

The activities of the internal audit department also include the review of compliance with all rules and regulations related to the prevention of corruption. The results of these reviews are communicated to management, the Executive Board and the Audit Committee of the Supervisory Board.

In addition to the whistle-blowing procedure described above, the reviews by internal audit are important starting points for the detection of allegations or incidents of corruption or other violations of the EVN Code of Conduct.

☐ For information on reviews by internal audit, also see pages 137ff

Independence of investigative bodies

As described in connection with the whistle-blowing procedure, all reports and potential incidents of corruption in EVN are investigated independently and objectively.

The central guarantee for this is the functional separation of activities by the CCO, who acts autonomously and may not exercise any operating functions in the Group. This excludes any potential conflicts of interest and ensures independence from any managers involved in the issue. The CCO is supported by a separate compliance committee as well as national compliance officers and the CCM staff, who also operate independently of operational business processes. The investigators and investigating body are therefore clearly separated from the responsible management line and meet the requirements for an independent investigative body.

Process for reporting to the Executive Board and Supervisory Board

The results of our CMS and any related improvement measures are communicated to the responsible corporate bodies and committees according to a clearly defined reporting procedure.

This procedure includes quarterly reporting by the CCO directly to the full Executive Board and semi-annual reporting to the Audit Committee of the Supervisory Board. The report content includes, in particular, current prevention, identification and reaction measures, the processing status of concrete notices and the status and effectiveness of implemented measures. Information is also provided on the results of internal investigations, conclusions from the annual risk inventory, and findings from the reviews by internal audit. The reports are submitted to and discussed by the compliance committee, which includes the heads of the following corporate functions: controlling, finance, information and communications, human resources, legal and public affairs, and internal audit as well as representatives of all EVN segments.

In addition to formal reporting, CCM ensures that management is regularly informed of current compliance issues and can provide the necessary feedback. Information is provided, among others, by reports on the status of the compliance programme and regular dialogues with the heads of the organisational units.

Compliance training

All new employees must complete the Group-wide mandatory compliance training programme on the EVN Code of Conduct, which consists of the following modules:

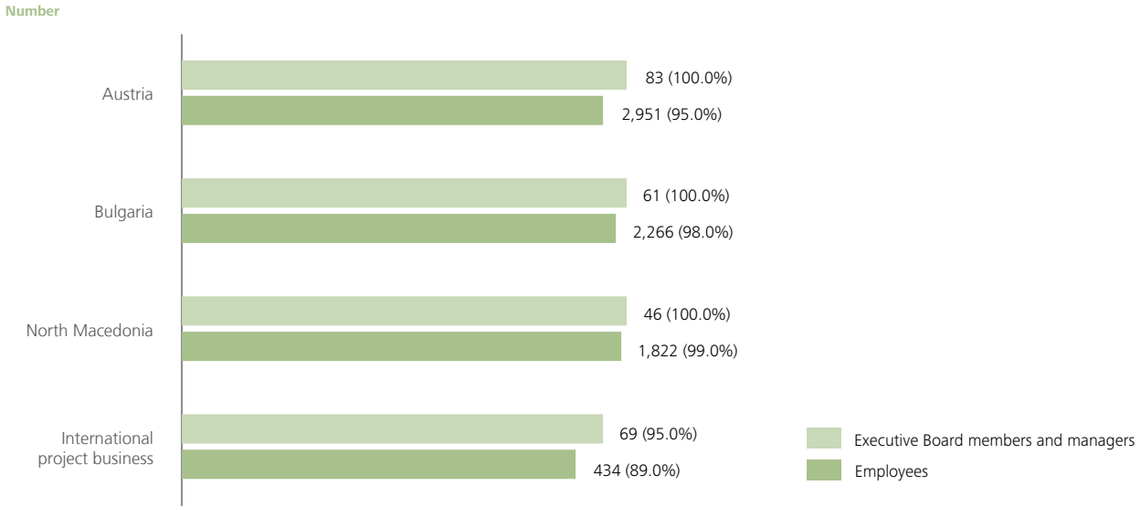
- → Webinar on compliance basics (two months after entry): introduction to the EVN Code of Conduct, EVN's anti-corruption rules, handling conflicts of interest, guidelines on equal treatment and rules for fair competition
- → Compliance e-learning (six months after the basis webinar): in-depth self-study with a knowledge check
- → Webinar on compliance update (24 months after the e-learning programme): practice-related case studies
- → Compliance refresher: knowledge update based on various questions
- → Further refresher courses and special training with a focus on the prevention of corruption

The training concept is regularly supplemented by accompanying communication measures. This guarantees that all employees in the EVN Group interact regularly with the issue of compliance and ensures that the subjects in the EVN Code of Conduct are repeated annually. Training is focused, above all, on the following aspects:

- → Human rights, equal treatment and anti-discrimination
- → Corporate ethics
- → Prevention of corruption
- → Competitive behaviour

Participation in mandatory compliance training

(As at 30.09.2025; also includes companies that are not fully consolidated)



These training programmes are also mandatory for all managers, and we offer separate complementary formats as needed. The course content and methods are adapted to meet regional requirements in order to optimally reach the respective target groups in their native language. The national compliance officers play an important role in knowledge transfer in the national languages. External workers can also take part in these courses.

The modules in this intensive learning path have a high degree of interaction and practical orientation. The in-house training, webinars and e-learning modules combine self-study units with knowledge checks and the opportunity for collaborative work on case studies. The compliance update module and refresher courses include case studies that are tailored to the employees' individual area of responsibility. That makes it possible to train for the specific challenges involved in the correct application of the EVN Code of Conduct, for example in connection with the prevention of corruption. The members of the Supervisory Board also receive regular information on compliance issues.

In addition to this extensive training programme, CCM also relies on alternative communication channels (e. g. the Intranet or EVN's employee newsletter) and on knowledge transfer from managers who are closely integrated in the strengthening and further development of our ethical principles as well as our compliance principles and rules.

G1-4

Incidents of corruption or bribery

EVN received two reports of corruption in 2024/25 which were confirmed by internal investigations. Internal and external measures were implemented in both cases to prevent similar incidents in the future. One of these incidents also had consequences for the involved employees under labour law and disciplinary regulations. EVN continues to apply the procedures required and described by the CMS to prevent violations of procedures and standards in the fight against corruption. In four cases of reported corruption, the investigations were still in progress as of 30 September 2025.

G1-5

Political influence and lobbying activities

Clear rules for sponsoring and social engagement

A separate business directive regulates sponsoring in the EVN Group and is designed to minimise the related potential compliance risks. At EVN, any form of sponsoring – here, we understand this to mean the provision of money or monetary advantages by EVN to support persons, groups and organisations – for political parties, campaigning parties and their related organisations as well as parliamentary clubs is excluded.

No financial gifts – neither in the form of donations, loans, sponsoring, advance payments for services nor the purchase of tickets for fundraising events – were made on behalf of political parties in 2024/25.

Our responsibility towards the public in connection with our regional roots is also anchored in our mission statement as one of our values. Sponsoring by EVN is, therefore, only permitted for legal entities with domestic headquarters or for persons from the areas of art, culture, social issues and sports with a focus on Lower Austria or a region where EVN or a subsidiary is active. The formal requirement is the conclusion of a sponsoring contract, and the sponsoring must be connected with a defined (return) service.

Outside the scope of our operating business, we participate in numerous social and cultural initiatives that address our general responsibility. We place particular emphasis on customer orientation and the identification of basic social, economic and demographic trends, above all in relation to the current changes in our working world. Other aspects of our social commitment involve the education of children and young people (EVN School Service) as well as improving the quality of life for people in challenging situations.

The EVN Social Fund, which has an annual endowment of roughly EUR 150,000, supports institutions in Lower Austria that work with children and adolescents. Decisions on the projects to be sponsored are taken by an expert committee that meets twice each year. The recommendations for the use of funds are made unanimously to the Executive Board based on a predefined criteria catalogue. In 2024/25, this fund supported 42 projects with a total of EUR 155,000.

Also see www.young.evn.at and www.evn.at/social-fund (German only)

Memberships in interest groups

Our wide-ranging business activities play an important role in the functioning of public life and the economy. In order to meet these commitments as best as possible and in the interest of our stakeholders, we are a member, on a voluntary or legally required basis, of numerous national and international organisations and interest groups. Examples of these memberships are Oesterreichs Energie and Eurelectric as industry associations as well as the UN Global Compact and respACT as social and ecological initiatives. The activities related to these memberships take place in agreement with the rules of conduct defined by our compliance management system.

In accordance with legal regulations, EVN is also listed in the Austrian lobbying and interest group register and the transparency register of the European Union.

For information on active memberships, also see www.evn.at/memberships

Maria Enzersdorf, 27 November 2025

EVN AG
The Executive Board

Stefan Szyszkowitz, MBA
CEO and Member of the Executive Board

Alexandra Wittmann
CFO and Member of the Executive Board

Stefan Stallinger
CTO and Member of the Executive Board

Independent audit on the non-financial reporting

To the members of the management board and supervisory board of EVN AG, Maria Enzersdorf

Report on the independent audit of the consolidated non-financial report in accordance with Section 267a of the Austrian Commercial Code (UGB)

The subsequent independent assurance report in the English language is a translation provided for informational purposes only. The German text of the signed audit report, which refers to the German version of the consolidated non-financial report for the financial year 2024/25, is the only legally binding version. This English translation has no legal effect. More specifically, it cannot be used for interpreting the German version of the independent assurance report.

We have performed a limited assurance engagement of the consolidated non-financial report (hereinafter "non-financial report") pursuant to the Austrian Sustainability and Diversity Improvement Act (hereinafter "NaDiVeG") and in accordance with Section 267a UGB of EVN AG (hereinafter "Company"), Maria Enzersdorf, for the financial year 2024/25.

Summary judgement

On the basis of our audit procedures and the evidence we have obtained, nothing has come to our attention that would cause us to believe that the non-financial report for the financial year 2024/25 of the Company is not prepared, in all material aspects, in accordance with the requirements of the NaDiVeG (Section 267a UGB) and Article 8 of the EU-Taxonomy Regulation ((EU) 2020/852) in conjunction with the applicable Delegated Acts of the European Commission.

Responsibility of the statutory representatives

It is the statutory representatives of the Company who are responsible for the proper compilation of the non-financial report in accordance with the requirements of the NaDiVeG (Section 267a UGB) and Article 8 of the EU-Taxonomy Regulation ((EU) 2020/852) in conjunction with the applicable delegated acts of the European Commission.

The responsibility of the statutory representatives includes the selection and application of the appropriate methods to prepare the non-financial report (in particular, the selection of the material topics) as well as making assumptions and estimates for individual sustainability disclosures that are reasonable under specific circumstances. Furthermore, the responsibility of the statutory representatives includes designing, implementing and maintaining systems, processes and internal controls relevant to the preparation of the non-financial report that is free from material misstatement, whether due to fraud or error. The responsibility also includes the selection and application of appropriate methods in the context of the application of Article 8 of the EU-Taxonomy Regulation ((EU) 2020/852) in conjunction with the applicable Delegated Acts of the European Commission.

Auditor's responsibility

We have been engaged with providing a judgement, based on our audit procedures and on the evidence we have obtained, as to whether anything has come to our attention that would cause us to believe that the non-financial report of the Company as at 30.9.2025 does not comply in any material respect to the statutory provisions of the NaDiVeG (Section 267a UGB) and Article 8 of the EU-Taxonomy Regulation ((EU) 2020/852) in conjunction with the applicable Delegated Acts of the European Commission.

Mr. Gerhard Posautz, Certified Auditor, is responsible for the proper performance of the assignment.

We performed our audit in accordance with the Austrian professional standards for other assurance engagements (KFS/PG 13). In line with these standards, we are required to comply with our professional duties, including independence requirements, and to plan and conduct the engagement with due consideration of the principle of materiality so that we can express our conclusion with limited assurance.

In a limited-assurance engagement, the audit procedures undertaken are less extensive than in a reasonable-assurance engagement, and therefore a lesser degree of assurance is obtained.

The choice of audit procedures is at the due discretion of the auditor and included in particular the following activities:

- Interviewing employees responsible for the materiality analysis at Group level to gain an understanding of the process for identifying material sustainability topics and corresponding reporting boundaries;
- Risk assessment, including a media analysis, of relevant information about the Company's sustainability performance in the reporting period;
- Assessment of the design and implementation of systems and processes for the collection, processing and monitoring of disclosures on environmental, social and employee matters, respect for human rights and anti-corruption and bribery, including the consolidation of data;
- Interviewing employees at Group level who are responsible for the identification, consolidation and implementation of internal control procedures relating to disclosures on concepts, risks, due diligence processes, results and performance indicators;
- Review of selected internal and external documents to determine whether qualitative and quantitative information is supported by sufficient evidence and presented in an accurate and consistent manner;
- Assessment of the local data collection, validation and reporting processes and the reliability of the reported data through a process and sample analysis by the Bulgarian Company EVN Bulgaria EAD. The interviews with employees were conducted by means of an on-site visit to the headquarters in Sofia, Bulgaria;
- Assessment of whether the requirements according to NaDiVeG (Section 267a UGB) were adequately addressed;
- Assessment of whether the requirements of Article 8 of the EU-Taxonomy Regulation ((EU) 2020/852) in conjunction with the applicable Delegated Acts of the European Commission have been adequately addressed;
- Assessment of the overall presentation of the disclosures by critically reviewing the non-financial report;

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our summary judgement.

The subject-matter of the engagement does not consist of performing either an audit or an audit-related review of the financial statements. Neither are the detection and investigation of fraudulent acts, such as misappropriation or other acts of defalcation or administrative offences, nor an assessment of the effectiveness and efficiency of the Management a part of that subject-matter.

In addition, the audit of forward-looking statements, statements from external documentation sources and expert opinions as well as references to further reporting by the Company are not the subject of our engagement. The information audited as part of the audit of the consolidated financial statements was checked for correct adoption (no substantive audit).

Restrictions on applicability

As our report is prepared exclusively at the client's request and in the client's interest, there exists no basis for third parties to place any reliance on its content. It therefore provides no grounds for third-party claims arising from it. Consequently, this report may not be disclosed to third parties either in whole or in part without our express agreement.

Conditions of the engagement

Our engagement was performed on the basis of the audit agreement concluded with the Company, which is based on the AAB appended to this report. The AAB are also valid against third parties.

Vienna, 27.11.2025

BDO Assurance GmbH
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

Gerhard Posautz
Certified Auditor

Johannes Waltersam
Certified Auditor