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#### **Material topics**



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# Introduction

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→ Foreword by the Board of Management

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## Foreword by the Board of Management



From left to right: Markus Hauck, Bernard M. Kemper, Dr Joachim Manns

The global challenges of our age are massive: War is raging in the centre of Europe, global conflicts are intensifying – with consequences across the world. The countries in which we operate are experiencing energy shortages and inflation, in particular. At the same time, the consequences of climate change are intensifying, we are experiencing weather events on an unprecedented scale and are faced with an immense loss of biodiversity. The economic instability resulting from the coronavirus pandemic and cracks in the social fabric are still palpable. As one of the leading European companies in the thermal treatment of waste, we operate in an environment shaped by these crises – and act responsibly. We ensure reliable waste management services and energy supplies. We do this by utilising residual waste from households, businesses and industry safely and in an environmentally-friendly process to dependably supply process steam, district heating and electricity. In this way, we enable our industrial customers to maintain their continuous production. We take on the challenges in the areas of climate

protection and resource conservation. We are working resolutely to further develop a sustainable energy supply for industry and households in Europe and are committed to conserving resources and strengthening the circular economy – with the aim of reducing climate impact and improving environmental protection.

With the development of our sustainability strategy, we laid important foundations in 2018 to contribute effectively and demonstrably to sustainable development. In the meantime, expectations within the company and the requirements imposed upon it have changed. In response, we reviewed our sustainability strategy and refocused it on the basis of an updated materiality analysis in 2022. Within the framework of the strategy process, we have set ourselves 14 ambitious goals in five areas of action that we aim to achieve by 2030. These strategic goals are supported by operationalised targets and benchmarks that have been summarised in a roadmap.



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Moreover, to ensure that sustainability is firmly embedded in all areas of the company as part of our core business, the topic is managed closely: by us, as the Board of Management, by the sustainability steering committee and by the new sustainability department created in the reporting period.

We are convinced that: the immense social, economic and environmental challenges of our time can only be overcome by working together. We are therefore working with our stakeholders to find answers to the pressing questions of our time. We have also involved our stakeholders in the materiality analysis – in doing so, we jointly identified and assessed the positive and negative impact of our business activities and relationships (see chapter **Involvement of interest groups**  $\varkappa$ ).

Our new sustainability strategy and the resulting roadmap form the basis for our sustainability management in the coming years – and show the areas we prioritise. In particular, we are focusing on the ongoing development of the thermal treatment of waste as an intelligent component of the circular economy and the energy transition. We also support the achievement of national and international goals, objectives and the efforts to protect the climate with our ambitions and targets. Accordingly, we are contributing to the achievement of the Paris Agreement's 1.5 degree target and have set out to become climate-neutral. We are not only reducing our carbon footprint, we want to make  $CO_2$  useful in the future by capturing and sequestering it or making it available to industry as a feedstock.

We are investing over one billion euros to advance the sustainable development of our company, the sector and society in the years to come. We have defined key milestones on our path to becoming more sustainable, including innovation-driven growth projects such as the construction of mono-incineration plants for municipal sewage sludge and the recovery of phosphorus in downstream processes. We also aim to increase the recycling rate for our residual materials to at least 70 per cent. We are therefore working on recycling sodium hydrogen carbonate from flue gas cleaning residues at our own processing facility, which can then be reused for flue gas cleaning at our thermal waste treatment plants. Within our company, we are offering more targeted training hours to expand the development of our approximately 1,400 employees, who are actively dedicated to achieving our goals.

You can discover more about our ambitions, our goals and our measures on the website **www.lets-talk-about-tomorrow.com** and in our publication **In dialogue for sustain-ability** a.

We would be delighted if you would join this dialogue. Your feedback will help us to continue effectively shaping the path to increased sustainability. We are happy to receive both suggestions and requests as well as constructive criticism.

Markus Hauck Chief Financial Officer

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**Bernard M. Kemper** Chief Executive Officer

**Dr Joachim Manns** Chief Operating Officer

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## A message from the shareholder Beijing Enterprises Holdings Limited

"Invest for a better life" – that is our mission at Beijing Enterprises Holdings Limited (BEHL). Our actions – and thus our shareholdings as well – are aligned with this. Sustainability is closely associated with our mission and firmly anchored in our company, as a better life is inevitably linked to sustainable development of society and the environment. Collaboration with communities to achieve this better life is therefore part of our approach, as is the provision of high-quality products and services as well as the development of innovative solutions for environmental sustainability.

By focusing our company on all dimensions of sustainability, we pursue our goal of being an efficient, responsible and trustworthy provider of comprehensive supply services.

Against this backdrop, we support EEW's commitment to sustainable development – especially the goals of conserving resources and becoming climate-neutral. On this path, we consider the project for capturing  $CO_2$  from flue gases in our own facilities as just as important a step as strengthening the circular economy through innovative processes to recover valuable resources.



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XIONG Bin

We are convinced that companies can only be successful long term when economic, ecological and social objectives are given equal priority in their daily work. Accordingly, the targeted development of employees and the promotion of their health also contribute to the sustainable development of EEW.

To advance our efforts in the area of sustainability in our Group, we established an international Sustainability Committee in 2021, in which EEW also participates actively. Together, we are driving forward BEHL's ESG activities: to achieve a better life in a sustainable future.

XIONG Bin Chief Executive Officer Beijing Enterprises Holdings Limited

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## About this report

In our sustainability reporting, we provide comprehensive information about our economically, environmentally and socially responsible conduct and about the socioeconomic impact of our business activities. We use three different communication media for the first time this year to present our sustainable commitment specifically and transparently.

In this **Sustainability Report 2022**, we document our sustainable activity in accordance with the GRI Sustainability Reporting Standards. Our **publication** In dialogue for <u>sustainability</u> if offers sustainability you can feel: It contains stories and faces from and around our company – and shows just how multi-layered and all-embracing our pursuit of sustainability at EEW is. The sustainability report and publication are accompanied by our **website** <u>www.lets-talk-about-tomorrow.com</u> i. All the relevant information about sustainability at EEW is summarised here and continually updated over the course of the year.

The report is structured in line with GRI requirements. The main chapters in which our twelve material sustainability topics are presented correspond to the five areas of action that we developed during the strategy process: Company, employees, environment, value chain and society. Each of these chapters follows a clear structure: We start by stating our ambition with regard to the material topic, the strategic objective derived therefrom and the benchmarks associated therewith. Subsequently, the positive and negative impact of our business activities in relation to the respective material topic is described, as are the measures we have taken. The standards applicable to the relevant GRI topics (qualitative and quantitative information) are then met. We have allocated the relevant Sustainable Development Goals (SDGs) adopted by the United Nations to each of our five areas of action and present these at the beginning of the chapter. We explain how our activities contribute to achieving these goals on our website **www.lets-talk-about-tomorrow.com A**.

The <u>GRI content index</u>  $\checkmark$  on the pages 110 to 114 provides an overview of the information we have reported, highlights where it can be found and helps readers access this information. The index also provides an overview of the material topics for us and the GRI topic standards associated therewith. We describe how we identified the material topics in the chapter on sustainability strategy under <u>GRI 3-1</u>  $\checkmark$ . We prepare this report voluntarily and, by doing so, meet the transparency requirements of our stakeholders (see chapter <u>Involvement of interest groups</u>  $\checkmark$ ).

Our sustainability report is published in German and English and is available in electronic form on our website <u>www.lets-talk-about-tomorrow.com</u>  $\nearrow$ . Selected content from this report is reviewed by an independent auditor's firm (see <u>GRI 2-5</u>  $\checkmark$  and <u>Auditor's</u> <u>limited assurance report</u>  $\checkmark$ ).

We present the results of our sustainability management in 2022 in this sustainability report. If we make statements about the future, these are based on current assumptions and estimates – and may therefore differ from actual developments in the future due to a multitude of internal and external factors.

#### **Editorial notes**

We mark notes and references as follows in this report.
 ✓ Reference to documented information in the sustainability report
 ↗ Reference to additional information outside the sustainability report
 ⊘ Reference to an external assurance of the information

We use gender-neutral wording as far as possible in this report. Even where the female and male form is used on an exceptional basis, we refer to people of every gender identity.

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## The organisation and its reporting practices

#### 1 Organisational details

EEW Energy from Waste GmbH (EEW GmbH) is a company with limited liability headquartered in Helmstedt, Germany. The EEW Group is managed by the Board of Management of EEW Holding GmbH. EEW Holding GmbH holds over 99 per cent of the shares in EEW Energy from Waste GmbH including indirect shareholdings. Beijing Enterprises Holdings Limited (BEHL) has been the EEW Group's sole shareholder since 2016.

As a Group, we have operating sites in Germany, the Netherlands and Luxembourg. We plan to open a site in Poland. To acquire residual waste for thermal treatment, marketing takes place in various European countries, such as the UK, Italy and France.

#### 2 Entities included in the organisation's sustainability reporting

The consolidated financial statements comprise EEW Holding GmbH (Group parent) and its consolidated subsidiaries. EEW Energy from Waste GmbH, Helmstedt (EEW GmbH) is included in the exempting consolidated financial statements of EEW Holding GmbH.

EEW GmbH is the majority shareholder of the respective subsidiaries and manages the operational business (see chart <u>Corporate structure</u>  $\ltimes$ ). The subsidiaries are fully consolidated and are included in our sustainability reporting.

Our financial reporting takes place at the level of EEW Holding GmbH and differs from our sustainability reporting as a result.



in Germany and neighbouring countries

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#### 12-3 Reporting period

The reporting period for our sustainability report covers the 2022 calendar year (1 January to 31 December). This corresponds to the period for our financial reporting. Our sustainability report appears once a year. We published our report for the 2022 reporting period on 25 May 2023.

Our point of contact for questions regarding the preparation and content of the report is: **Birgit Fröhlig, Head of Corporate Sustainability** <u>birgit.froehlig@eew-energyfromwaste.com</u> 7

#### -4 Restatements of information

We carried out a sustainability strategy process including an updated materiality analysis in the reporting period. The key results of the process are new material topics with the associated sustainability goals and measures. These have been included in our sustainability roadmap (see chapter **Sustainability strategy**  $\ltimes$ ). We have shaped the layout and structure of our report accordingly.

When recording certain KPIs, we adjusted the methodology and consequently recalculated the previous year's figures accordingly. We show these adjustments at the relevant places through explanations in the footnotes.

#### 12-5 External assurance

The independent auditor Ernst & Young Wirtschaftsprüfungsgesellschaft GmbH has checked key components of our sustainability reports since 2018.

It also performed a limited assurance engagement on selected content in the present report in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). The verified information is indicated with a  $\leq$  in the text of the report as well as in the overview of key figures. The <u>Auditor's limited assurance report</u>  $\checkmark$  can be found at the end of the report.



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## Activities and workers

#### 6 Activities, value chain and other business relationships

We are one of Europe's leading companies in the thermal treatment of waste and sewage sludge. To use the energy contained in these resources sustainably, we develop, build and operate state-of-the-art treatment plants. We thus play a critical role in a closed-loop and sustainable circular economy.

With our business operations, we ensure the sustainable management of domestic and commercial waste that is neither reusable nor suitable for high-quality recycling. In line with the waste hierarchy, we utilise this waste in a sensible way. By using waste as a resource for the regional production of heat and industrial steam and for electricity generation at national level, we combine long-term reliable waste management and energy supplies with environmental compatibility and economic efficiency. At the same time, the recovery of energy from waste inputs at EEW's plants leads to a smaller carbon footprint because converting the energy contained in the waste into process steam, electricity and district heating substitutes the use of fossil fuels such as oil or natural gas. As well as recovering energy as part of the thermal waste treatment process, we reclaim raw materials which can be used as secondary raw materials, such as metals. The largest share is made up of the bottom ash generated by the combustion process. This can be used in road construction, for example, instead of primary materials like sand and gravel.

We commissioned our first sewage sludge mono-incineration plant in the reporting period and therefore activated a new area of business. Through thermal treatment, sewage sludge – which is currently a source of harmful substances and hazards – can be transformed into a valuable resource and source of energy. We convert this waste product into energy and through mono-incineration enable at least 90 per cent recovery of the vital resource phosphorus. Our range of services focuses on

- the thermal treatment of municipal and commercial waste and sewage sludge,
- the use of energy from waste to generate steam, heat and electricity,
- the creation of the preconditions for the safe disposal and utilisation of residual materials and the recovery of secondary raw materials, such as metals and phosphorus.

Our **input-output model** ∠ offers an overview of our activities as well as our upstream and downstream stages of value creation.

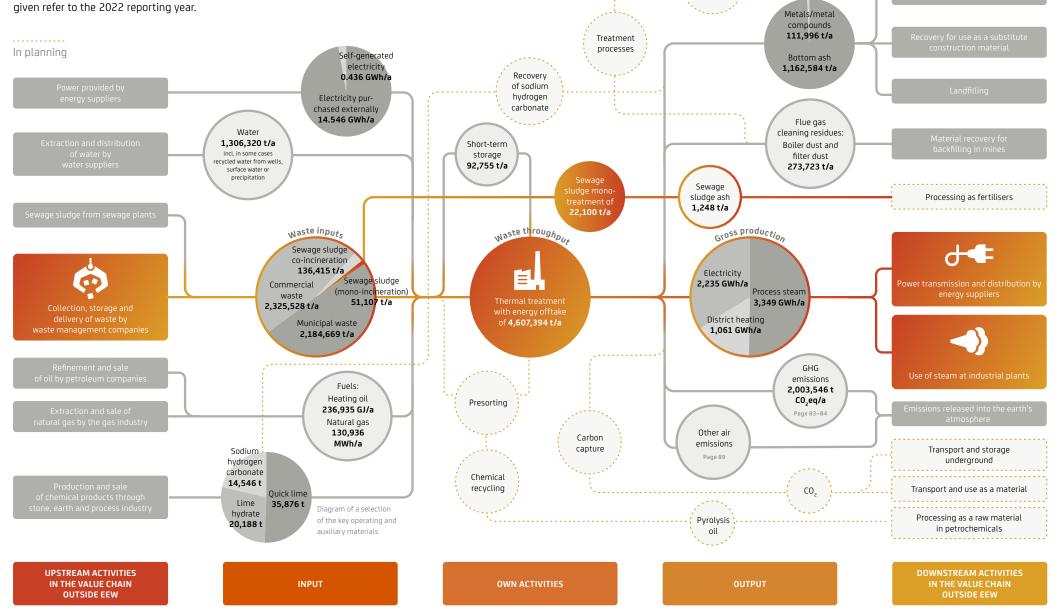
In 2022, we operated 17 energy-from-waste plants at 15 sites in Germany as well as one site in Luxembourg and one in the Netherlands. With a market share of around 16 per cent as measured by technical plant capacity, we are the market leader in Germany. As the only operator of an energy-from-waste plant in Luxembourg, our market share there is 100 per cent. In the Netherlands, we currently account for 7 per cent of the market.

Providing decentralised energy supplies to industrial companies and residential areas is not the only way that we contribute to adding value in the region. We also support the regional economy by prioritising the awarding of contracts to local suppliers. In 2022, we awarded 21 per cent of our procurement budget (excluding new-build projects) to suppliers based within a 50-kilometre radius of our plant sites.

#### Q :≡

## Our input-output model

This diagram shows in a simplified form how we are embedded in the overall value creation structure and in energy and material streams. It illustrates the connection between our own and upstream and downstream key value creation activities as well as the relevant input and output materials. The key figures given refer to the 2022 reporting year.



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#### Employees

On 31 December of the reporting year, we employed 1,398 staff in total, of whom 142 were outside of Germany. The year-on-year growth was attributable to an increase in the early recruitment of replacement staff and the increase in personnel as part of various growth projects, such as the construction and commissioning of sewage sludge mono-incineration plants.

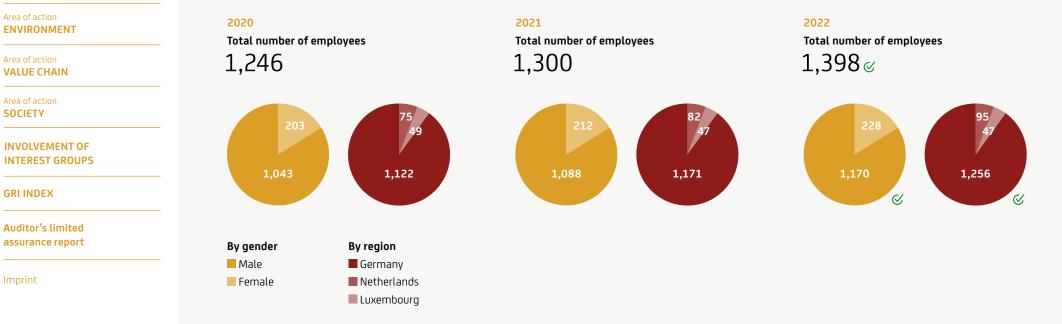
89 per cent of our employees are full-time employees. Apprentices, interns and working students are classified as temporary employees. This group accounts for the largest proportion of temporary employees.

We offer our employees various working time models depending on their work and operational requirements. These include part-time working or flexible working hours. Around seven per cent of our employees are employed on a part-time basis.

The total number of our employees broken down according permanent and temporary employees, full-time and part-time employees both according to gender and region is shown in the table "Employees". More information on our employees can be found under **<u>GRI 405: Diversity and Equal Opportunity</u>** in chapter GRI 3-3 "Working conditions and corporate culture" and under GRI 401: Employment ∠ in chapter GRI 3-3 "Development and promotion of employees".

#### Workers who are not employees

We employ temporary staff and/or contract workers only to a limited extent. They are only employed temporarily if, for example, our own staff are off sick.



INTRODUCTION	GRI 2-7 Employees		2020	2021	2022
Total number of permane		nt employees	1,092	1,143	1,245 🛇
GENERAL DISCLOSURES	By gender	Female	166	172	193 🧭
The organisation and		Male	926	971	1,052 🧭
its reporting practices	By region	Germany	980	1,030	1,124 🧭
Activities and workers		Netherlands	65	66	74 🕑
Governance		Luxembourg	47	47	47 🕑
Strategy, policies and practices	Total number of tempora	ry employees	154	157	153 🕑
Stakeholder engagement	By gender	Female	37	38	35 🥑
		Male	117	119	118 🕑
SUSTAINABILITY STRATEGY	By region	Germany	142	141	132 🧭
Area of action		Netherlands	10	16	21 😔
COMPANY	Luxembourg	2	0	0 😔	
Area of action <b>EMPLOYEES</b>	Total number of full-time employees		1,166	1,203	1,295 🕑
Area of action	By gender	Female	150	153	165 🤆
ENVIRONMENT		Male	1,016	1,050	1,130 🤆
Area of action	By region	Germany	1,053	1,087	1,168 🤆
VALUE CHAIN		Netherlands	66	72	82 @
Area of action		Luxembourg	47	44	45 😔
SOCIETY	Total number of part-time	e employees	80	97	103 🤆
INVOLVEMENT OF INTEREST GROUPS	By gender	Female	53	59	63 😔
		Male	27	38	40 🤆
GRI INDEX	By region	Germany	69	84	88 😔
Auditor's limited		Netherlands	9	10	13 😔
assurance report		Luxembourg	2	3	2 @

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Notes re the information: All fully-consolidated EEW companies are taken into account in the employment figures as of 31 December. Employees covered by collective bargaining agreements, those not covered by collective bargaining agreements, those not covered by collective bargaining agreements and senior managers are taken into account. Contrary to the GRI comments, apprentices, interns and working students are counted as temporary employees and are therefore recorded in this category. None of the employees has indicated that they are of different gender or other than female or male. EEW does not employ any non-guaranteed hours employees. The amount of data recorded was amended in the reporting year. All fully-consolidated companies are taken into account regardless of the systems in which data is recorded. This methodology was also adopted for 2020 and 2021 in this report, which is why the information differs from the previously reported data.

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Governance

## 2-9 Governance structure and composition

The executive bodies of the company are the Board of Management, the Supervisory Board with its Presidential Committee and Audit Committee as well as the Shareholders' Meeting.

The Board of Management is responsible for managing the company in the company's interests. In doing so, it is bound by the interests of our shareholder, our customers, our employees and other groups related to the company with the aim of creating sus-

tainable value. The Board of Management develops the strategic focus of the company, discusses it with the Supervisory Board and ensures that it is implemented.

The Supervisory Board – including its committees – advises and monitors the Board of Management on the management of the company. The Board of Management must involve the Supervisory Board in all decisions of fundamental importance for EEW.

The members of the Supervisory Board are not bound by orders and instructions and may not accept such.

Position	Name	Member of	Gender	In office since	Stakeholder representation	Other positions and obligations	
Chair	Jürgen Rauen	Presidential Committee	Male	2013	Shareholder	Chair of the Supervisory Board of SAUR	
Deputy Chair	Jörg Liebermann	Presidential and Audit Committee	Male	1992	Shareholder	_	
Member	Bin XIONG	Audit Committee	Male	2022	Shareholder	See website	
Member	Xinhao JIANG	Presidential Committee	Male	2016	Shareholder	<u>www.behl.com.hk/en/about/directors.php</u> 7	
Member	Jian KE	-	Male	2020	Shareholder		
Member	Eric Tung	Audit Committee	Male	2016	Shareholder		
Member	Martin Bentz	-	Male	2008	Employees	Chair of the Central Works Council EEW Group Chair of the Works Council EEW Energy from Waste Saarbrücke GmbH, Pirmasens plant	
Member	Oliver Bauer	_	Male	2022	Employees	Member of the Central Works Council EEW Group Chair of the Works Council EEW Energy from Waste GmbH	
Member	Jan Osing	-	Male	2022	Employees	Deputy Chair of the Central Works Council EEW Group Chair of the Works Council EEW Energy from Waste Hannover GmbH	

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Position	Name	Gender	In office since
Chair (CEO)	Bernard M. Kemper	Male	2014
Member (CFO)	Markus Hauck <sup>1</sup>	Male	2013
Member (COO)	Dr Joachim Manns	Male	2020

For more information, see website <u>www.eew-energyfromwaste.com/en/unterneh-</u> <u>men/unser-management/</u> 7.

#### RI 2-10 Nomination and selection of the highest governance body

The members of the Supervisory Board are elected and appointed – if they represent the shareholder – by the Shareholders' Meeting in accordance with the regulations in the Articles of Association. The period in office for the Supervisory Board runs for the period until the end of the Shareholders' Meeting that resolves on the discharge of the members for the fourth year after the election.

The members of the Supervisory Board must have the knowledge, skills and technical experience needed to carry out their tasks properly. To ensure that the Board of Management is advised and monitored independently, the Supervisory Board may not contain more than two former members of the Board of Management.

The provisions of the Drittelbeteiligungsgesetz (German Act on One Third Participation) apply to the Supervisory Board and its composition. It consists of nine members. On the basis of the additional Articles of Association, three members in total represent the interests of the employees and six members the interests of the shareholder.

The members of the Presidential and Audit Committee are members of the Supervisory Board and are elected from its midst or are determined ex officio in accordance with the Articles of Association.

The Supervisory Board appoints and dismisses the members of the Board of Management at the suggestion of the Shareholders' Meeting.

#### GRI 2-11 Chair of the highest governance body

The Chair of the Supervisory Board coordinates the work of the Board, which is laid down in rules of procedure. He is not a senior executive and is not involved in the operational management of the company. The Supervisory Board determines a Chair of the Board of Management at the suggestion of the Shareholders' Meeting. According to the Articles of Association, he is responsible for coordinating the tasks and activities of the entire Board of Management, communicating with the Supervisory Board and the shareholder and fulfilling the reporting obligations.

## GRI 2-12 Role of the highest governance body in overseeing the management of impacts

Both the Supervisory Board and the Board of Management deal actively with the impacts of our business activities and the sustainability management geared towards them.

Our strategy process including carrying out the materiality analysis and the development of our sustainability targets and the activities and measures derived therefrom was actively supported by the Board of Management (see chapter <u>GRI 3: Sustainability</u> <u>strategy</u>  $\varkappa$ ). The goals and measures in our roadmap were developed with the involvement of a large number of employees from different departments and levels, validated by the steering group and assessed, resolved and enacted by the Board of Management. The Supervisory Board was kept regularly informed about the process and about progress and decisions in the course of its meetings.

The Board of Management has overall company-wide responsibility for our corporate and sustainability strategy, as well as for implementing the measures that have been developed and achieving the targets set. With our voluntary sustainability reporting, we lay the basis for a systematic review of our processes and the degree to which we have achieved the targets set (see chapter <u>About this report</u>  $\nu$ ).

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#### GRI 2-13 Delegation of responsibility for managing impacts

We work continuously on the establishment and expansion of an efficient governance structure for company-wide sustainability management. Its task is to evaluate material topics on a regular basis, pursue objectives and measure the degree to which targets have been achieved. It is also in the hands of sustainability management to implement and put into practice a system of continuous stakeholder management and to establish regular reporting processes in the future.

An internal steering group has coordinated our sustainability activities since 2019. This central body consists of representatives from various company departments and the plant sites. The steering group refines the sustainability strategy and prepares decisions for the Board of Management. The sustainability department, which was established in the reporting year, ensures that the sustainability strategy is applied uniformly, manages the company-wide sustainability activities and monitors whether the defined sustainability targets are achieved. It reports on a regular and ad hoc basis to the Board of Management, the steering group and internal management bodies.

#### RI 2-14 Role of the highest governance body in sustainability reporting

The Board of Management has company-wide responsibility for sustainability reporting. As the highest decision-making body, it determines the strategy and evaluates and adopts key strategic decisions such as the results of the materiality analysis carried out in the reporting year and the definition of our sustainability targets (see chapter **GRI 3: Sustainability strategy** ∠). The Board of Management is consulted on key decisions in the reporting process, makes decisions about the form of reporting and also grants approval for this report. The Supervisory Board receives the report for information purposes.



#### 2-15 Conflicts of interest

Potential conflicts of interest are taken into account with proposals for the election of Supervisory Board members and the appointment of the Board of Management. Each Supervisory Board member is also obliged to disclose conflicts of interest, especially those that arise from providing consultancy services to or sitting on the board of customers, suppliers, lenders or other business partners, to the Chair of the Supervisory Board. The Supervisory Board informs the Shareholders' Meeting of any conflicts of interests that arise and how they are dealt with. Material conflicts of interests that are not just temporary lead to the person involved losing their seat on the board.

Anybody who is a member of the Management Board of a listed company and already has seats on five Supervisory Boards of listed companies that are not related to EEW for the purposes of the Aktiengesetz (German Stock Corporation Act) may not be elected as a member of the Supervisory Board.

#### GRI 2-16 Communication of critical concerns

The Board of Management is informed immediately of compliance infringements or critical issues regarding potential and actual negative impacts of our business activities on our environment and our stakeholders either by the respective line managers or by our Compliance Officer. This applies to both external and internal grievance mechanisms and critical matters that were raised through other processes. As and when appropriate, the Board of Management will inform the members of the Supervisory Board or the Chair of the Supervisory Board immediately or in the regular meetings.

No compliance-relevant incidents were identified in the reporting period.

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#### GRI 2-17 Collective knowledge of the highest governance body

The Board of Management is actively involved in the development or updating of our sustainability strategy, is regularly informed of the progress achieved by the measures and the legal requirements to be taken into account by the sustainability department. The Board of Management reports to the Supervisory Board about the key factors during its meetings. It also benefits from the knowledge of our shareholder BEHL, which has also implemented integrated sustainability management and has prepared a sustainability report based on international standards since 2014. The Sustainability Committee implemented by BEHL, which manages the activities of the entire Group, also facilitates knowledge sharing. The Chair of our Board of Management is a member of this committee.

#### Evaluation of the performance of the highest governance body

The Board of Management as a whole is responsible for managing the impacts of our business activities on the economy, the environment and humankind. It reports to the Supervisory Board in its meetings on current business development, key business transactions, the situation of the company as well as risks and the impacts associated therewith using defined benchmarks.

#### GRI 2-19/ 2-20

#### Remuneration policies/process to determine remuneration

In addition to reimbursement of their expenses for each financial year, members of the Supervisory Board receive remuneration to be set by the Shareholders' Meeting and an attendance fee.

The remuneration of the Board of Management is set by the Presidential Committee and consists of a non-performance-related basic remuneration and a performance-related variable remuneration. The basic remuneration is a fixed remuneration relating to the entire year, which is geared to the area of responsibility of the respective member of the Board of Management. The variable remuneration is paid once a year on the basis of the company's success.

Senior managers and employees not covered by collective bargaining agreements also receive a fixed basic remuneration and a variable performance-related remuneration. The basic remuneration is a fixed remuneration relating to the entire year, which is geared to the area of responsibility. On the basis of its own guidelines, the Board of Management concludes personal agreements on objectives with the heads of the central departments and plant sites (senior managers) each year. The degree to which targets have been achieved is crucial to the calculation of the variable remuneration components, in which occupational health and safety targets are also taken into account in addition to economic figures. The sustainability category has also been included in the system for agreeing objectives with senior managers from the reporting year. Here, specific targets will be agreed in the senior executive's respective area of responsibility.

#### Annual total compensation ratio

As an organisation, we classify the information on the annual total compensation ratio as confidential and cannot therefore report it publicly. However, the classification is reviewed regularly so the information could be reported publicly under certain circumstances in future.

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## Strategy, policies and practices

#### -22 Statement on sustainable development strategy

Our Board of Management explains the relevance of sustainable development for our company and our sustainability strategy in the <u>Foreword</u> ∠ to this report.

#### GRI 2-23 Policy commitments

Our values, our corporate directives and the associated fixed rules form the foundation for acting with integrity, in compliance with the laws and demonstrating responsibility as a company. Here, our Code of Conduct on the one hand and our **Principles for responsible procurement** and the other are our central policy commitments for acting responsibly as a company. In principle, our corporate directives are adopted and enacted by the Board of Management.

Our Code of Conduct lays down the overarching values which guide our behaviour: the free democratic basic order, human rights and fundamental rights. The Code thus sets out the overarching norms of behaviour and represents the main guidance for the conduct and decision-making of all employees at the company. The Code of Conduct applies to all employees at EEW companies and can be accessed via the intranet. It contains general conduct requirements as well as clear provisions on dealing with business partners, especially with regard to competition law and the prevention of cases of corruption. Moreover, the Code specifies how to deal with information and the company's property and resources. In addition, it contains rules on avoiding conflicts of interest.

For us, respecting and protecting human rights is one of the foundations of lawful and responsible conduct, in accordance with Article 1 of the Basic Law for the Federal Republic of Germany. On this basis, we are preparing to comply with the requirements of the German Act on the Obligation to Exercise Due Diligence in Supply Chains, which will apply for us from 2024. Our principles for responsible procurement, which already apply and form the basis for all relationships with our suppliers and rest on principles including those set out in the United Nations Global Compact, are explicit provisions on respecting and complying with human rights and appropriate legal consequences in the event of violations thereof. If we learn of violations of human rights by suppliers, we terminate the contractual relationship or refrain from concluding any new contracts with the suppliers in question. We are not aware of any human rights violations by suppliers or customers in 2022 so far. To raise our suppliers' awareness still more in future, we plan to change the current process from passively noting these requirements to actively agreeing to them when the contract is concluded.

Our Code of Conduct and our principles for responsible procurement are complemented by internal norms of behaviour for specific topics such as occupational health and safety or environmental, energy and quality management. These internal directives give our employees guidance for specific tasks and activities. A specific description of the norms of behaviour can be found in the respective topic-specific chapters.

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#### 2-24 Embedding policy commitments

An important basic instrument for meeting all national and EU-level statutory requirements and internal directives is our internal compliance management system. It is applied across the company and contains responsibilities as well mechanisms. The Board of Management has overall organisational responsibility for ensuring we conduct our business activities in compliance with the regulations and the law. At divisional level, the respective department heads or site managers are responsible. As and when appropriate, they report to the Board of Management on compliance with both internal standards and legal requirements. The Board of Management is therefore informed immediately of each violation of the statutory regulations of which we are aware. The Compliance Officer coordinates all processes and tasks pertaining to compliance.

In principle, we have implemented various measures to guarantee responsible business practices in our activities and business relationships and to avoid compliance infringements proactively. These include our Code of Conduct, rules on the provision of signatures, the authorisation of payments as well as on donations and sponsorship and our **Principles for responsible procurement 7**.

The Code of Conduct, our own compliance directive, is binding for all employees. It stipulates that compliance with all statutory requirements is mandatory. The Code sets out the overarching norms of behaviour and thus represents the main guidance for the conduct and decision-making of all employees at the company. It also contains internal conduct requirements and regulates how we deal with business partners.

Compliance with the statutory requirements and internal directives at EEW is the responsibility of all employees, especially the managers and ultimately the Board of Management. Any violations are reported to the Compliance Officer, who immediately carries out further investigations to resolve the issue. He reports to the Board of Management. Our goal is to avert risks through education and prevention and thus avoid damage to the company, its employees and business partners. To this end, we regularly provide employees with education about legally compliant behaviour and competition law. We also sensitise employees to recognise potentially improper conduct and report it via the appropriate channels, for example by using the whistle-blower hotline. Moreover, when employees are unsure about something, such as invitations or gifts, they can make specific enquiries to ensure they act in accordance with the rules.

To minimise the risk and to identify potentially undesirable developments in good time, we offer our employees in Sales, in sales-related areas, in Procurement and in the financially-relevant departments comprehensive training (see **GRI 3-3: Ethics and Integrity**  $\varkappa$ ).

#### GRI 2-25/ 2-26 Processes to remediate negative impacts/ Mechanisms for seeking advice and raising concerns

The trust of customers, business partners and the public in our company as a component of critical infrastructure is crucial to our long-term success. Our priority is therefore to maintain and further strengthen EEW's trustworthiness.

Through legally compliant, responsible behaviour, embedded at all levels of the company, we aim to obviate negative impacts on our own business activities, our business relationships and on people and the environment or to avoid immediate or direct consequences. With our company-wide compliance management system, we create the framework for legally compliant, ethical conduct at all levels.

We evaluate the effectiveness of our management instruments as part of external audits of the integrated management system. This is based on the ISO standards for quality, the environment, energy, and occupational health and safety management. These evaluations are accompanied by internal audits of the management systems and through assessments within the framework of the internal corporate audit.

We have close links with the local and regional economy and the local community at our sites. In particular, our plant sites are engaged in regular dialogue with all relevant stakeholders, via external advisory boards, for example, that are kept regularly updated about our activities. Advice and complaints about our business practices can also be raised in these advisory boards.

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Since our plants require permits under the Federal Immission Control Act, we demonstrated that the operation of our plants does not pose any risk to humans or the environment as part of the initial approval process involving the public or by making changes. The supervisory authorities carry out regular checks to ensure that the plants are operating in accordance with the various approvals. We take on tips or grievances complaints raised during the approval processes and adjust our plans, if appropriate.

Other grievances complaints and/or potential infringements can be reported by telephone, by email or by post using the contact details published on our website. If a suspected rule violation is reported, we look into the matter systematically. The aim is to investigate the issue as thoroughly and as promptly as possible. If necessary, we also call in third parties for an external investigation of the issue and/or assessment.

We ensure that we comply with the statutory data protection requirements and deal correctly with all personal or factual disclosures that relate to a specific person through our external Data Protection Officer, whose contact details are published on our website and in the intranet.

Employees may notify violations of the statutory regulations or concerns via a whistle-blower report. They also have the option of reporting suspected cases anonymously via a form on the intranet. In addition, they can write to or phone our Compliance Officer, who investigates all suspected cases. Violations of statutory requirements or internal regulations will lead to disciplinary measures, sanctions under employment law and/or further legal steps, if applicable.

In our view, all EEW employees have a duty to guarantee equality of opportunity in their area of responsibility and to oppose and prevent any form of discrimination and harassment based on ethnic origin, gender, religion, disability, age or sexual identity. Employees and senior executives can contact our equal opportunities officer if they have questions about or in the event of violations of the General Equality Act. The representatives of our disabled employees are also on hand to provide advice and support.

Our employees' concerns and suggestions can also be raised within the framework of the operational and corporate co-determination processes. There is a Works Council at every site in accordance with the Works Constitution Act and/or national regulations. These bodies are in regular dialogue with the company's representatives to take on concerns that may also be included in works agreements if appropriate. Employees may also raise their concerns as part of the collective bargaining process.

#### GRI 2-27 Compliance with laws and regulations

We did not become aware of any significant violations of laws and regulations in the reporting period. No fines were imposed on EEW for violations of laws and regulations.

#### RI 2-28 Membership in associations

We are a member of various advocacy organisations and industry associations. Their bodies are platforms for the exchange of information and representation of interests at the political level and for various research projects. Via our membership we participate actively with our technical expertise in the socio-political discourse about the circular economy and the energy sector.

You can find an overview of the most important advocacy organisations of which we are a member here: <u>www.eew-energyfromwaste.com/en/responsibility/associations</u> **7**.

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## Stakeholder engagement

#### 2-29 Approach to stakeholder engagement

We describe the stakeholders with which we work and how we do so in the chapter **Involvement of interest groups**  $\varkappa$ . We also describe how the involvement of our stakeholders has influenced the measures we have taken with regard to our material topics and the assessment of the effectiveness of the measures (in accordance with GRI 3-3-f) there.

#### GRI 2-30 Collective bargaining agreements

The right to trade union membership is laid down in the Basic Law in Germany. Trade unions regularly inform their members of their rights and exercise their freedom of association. EEW is a member of the German Arbeitgeberverband energie- und wasserwirtschaftlicher Unternehmungen e. V. (AVEW - Employers' Association of Energy and Water Management Companies) and the German Arbeitgeberverband energie- und versorgungswirtschaftlicher Unternehmen e. V. (AVEU - Employers' Association of Energy and Waste Management Companies) and agrees the company's wage agreements with the relevant trade unions with their help.

We have agreed collective bargaining agreements in all our companies, both in Germany and in the Netherlands and Luxembourg. These apply in their entirety to employees covered by collective bargaining agreements and apprentices, while certain benefits also apply to employees who are not covered by collective bargaining agreements. We have concluded individual contracts of employment with senior managers.

Collective bargaining agreements and/or collective bargaining regulations apply in their entirety to over 84 per cent of our employees.

	2020	2021	2022
Employees covered by collective bargain- ing agreements <sup>1</sup>	85.3%	84.5%	84.1%

<sup>1</sup> The amount of data recorded was amended in the reporting year. All fully-consolidated companies are now taken into account, regardless of the systems in which the data is recorded. This methodology was also adopted for 2020 and 2021 in this report, which is why the information differs from the previously reported data.

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## Materiality analysis

#### 3-1-a 🔰 Process to determine material topics 🧭

In 2022, we carried out an analysis to determine material topics for the second time since 2018. In the first stage, we analysed the context in which we operate and therefore created the foundation for the subsequent stages. Existing and internal requirements for the process of the materiality analysis were derived from various sources and an overview of corporate activities, business relationships and relevant stakeholders was developed.

In the next stage, the sustainability department combined and clustered all sustainability topics and the impacts associated therewith. The basis for this was provided by our own corporate analyses, internal management systems, sustainability standards, sector-specific frameworks, relevant laws, provisions and requirements, requirements of the capital market and exchanges with external stakeholders (see **GRI 3-1-b**  $\kappa$ ). Subsequently, 21 potentially material topics for EEW were selected from this compilation. These were first examined and discussed by almost 30 employees, who took part in the EEW Environment Day, then they were looked at by 20 senior executives in an expanded meeting of the Board of Management and finally in the sustainability steering group. Where it was considered necessary, justified adjustments and shifts in the content were made, meaning that 22 potentially material topics were defined at the end of this process. Finally, having examined, discussed and finalised these 22 potentially material topics, the Board of Management approved of them.

On this basis, we determined the material topics in a third stage. Determination was based on the principle of dual materiality: The impacts of EEW on the economy, the environment and humans (inside-out perspective) are taken into account, as are the impacts of the economy, the environment and humans on EEW (outside-in perspective). We first obtained a written assessment of the potentially material topics with respect to the two dimensions mentioned above through an internal online survey of senior executives, members of the Central Works Council and interested employees (see <u>GRI 3-1-b</u> $\omega$ ).

The criteria extent, scope, irreversibility and probability were used to help assess the impacts of our business activity on the economy, the environment and humans. Structured interviews with representatives of external stakeholders (see **GRI 3-1b**  $\ltimes$ ) to prioritise the topics and to compare them with the internal written assessment that had been carried out previously followed in the next stage. Finally, a selection of relevant senior executives including members of the sustainability steering group examined and discussed the results, made justified amendments on a case-by-case basis and developed a recommendation for the Board of Management, which also contained a threshold for differentiating between important and material topics. The Board of Management examined and discussed this recommendation for the material topics and the threshold, justifiably upgraded individual topics and finally confirmed the twelve material topics as well as the threshold for differentiating between important and material topics.

The list and matrix of material topics resulting from this process (see **GRI 3-2**  $\varkappa$ ) served as the basis for developing the sustainability strategy and the present sustainability reporting. In the context of our process, we also explicitly took into account the rights derived from human dignity. Here, the definition of the term is so extensive that each of our potentially material topics is associated indirectly or directly with human rights. In particular, the direct reference to the following topics is clear: "Work and corporate culture", "employee health and safety", "employee development", "diversity, inclusion and equal opportunity", "(direct) supplier relationships", "environmental impacts in the supply chain" and "social impacts in the supply chain". The result of the materiality analysis shows that four of the seven topics directly associated with human rights were determined to be not material. In particular, the topics focused on upstream stages of the value chain were identified as not material. Regardless of the result of the materiality analysis, we shall also press ahead with managing these topics in the next few years.

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## **GRI 3-1-b** Taking account of stakeholders' opinions in the materiality analysis &

Employees and senior executives from various departments were involved in the identification of potentially material topics. The opinions of 28 employees were included in the workshop on the EEW Environment Day. The Board of Management and around 40 senior executives were also involved as part of an expanded meeting of the Board of Management and the members of the sustainability steering group.

To assess the impacts and/or the potentially material topics, we invited the following internal stakeholders to participate in a voluntary online survey: around 100 members of the extended management group, members of the Central Works Council and the extended sustainability steering group as well as interested employees. In total, 75 people took part in the survey. 14 employees from various areas of the company participated in the subsequent workshop to validate the results of the survey.

Structured interviews with representatives of the most important stakeholders also took place to include the assessment of external stakeholders in our strategic agenda.

- "Society": three interviews
- "Customers": two interviews
- "Suppliers": two interviews
- "Economy": two interviews
- "Politics": two interviews
- "Science": two interviews

In selecting the persons surveyed within and outside of the company, it was important for us to take account of all groups that have interests that are or could be affected, directly or indirectly, by our activities. We also questioned representatives of vulnerable groups, such as apprentices, older employees, members of the Central Works Council, representatives of suppliers that are classified as small companies and people living near our sites.



Internal stakeholders participated in an online survey to assess the potentially material topics



Structured interviews took place with representatives of the most important stakeholders





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#### List of material topics 🧭

Fundamentally, all topics that were determined to be material in 2018 were again classified as material in the updated materiality analysis in 2022 (see **GRI 3-1**  $\nu$ ). However, in comparison with 2018, there were individual adjustments in the designa-

The material topics identified in the context of the materiality analysis (2022):



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Areas of action	Material topics
<u>Company</u> ∠	– Ethics and integrity – Innovation
	– Digitalisation
Employees ⊭	- Working conditions and corporate culture
	<ul> <li>Employee health and safety</li> </ul>
	– Employee development
Environment ∠	– Waste (input)
	– Energy (output)
	– Climate-relevant emissions (output)
	– (Additional) output materials/resources
Value creation ∠	– Customer relationships
<u>Society</u> ∠	- Participation in political and societal processes

tion, configuration and allocation of the topics, meaning that there are now twelve material topics. For example, we have no longer treated the topic "diversity and equal opportunity" as an independent topic but assigned it or subordinated it to the topic "employee development".

#### The material topics from the 2018 materiality analysis:

|--|--|--|--|--|

Strengthening rela-	
tionships	

- Fair operating practices/compliance

- Employment
- Training and education
- Occupational health and safety
- Diversity and equal opportunity
- Procurement/supply chain
- Customers
- Local communities

- Use of resources (input)

- Partnerships

Taking on challenges

- Energy efficiency in our business activities (input)
- Innovations
- Dealing with climate change
- Dealing with scarce resources
- Dealing with the digital transformation

Delivering results

- Economic performance/indirect economic impacts
- Energy generation and supply (output)
- Resource reclamation and recycling (output)
- Emissions (output)

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## Sustainability roadmap

Having achieved the goals set in the 2018 sustainability strategy, we developed a new sustainability roadmap in 2022. These goals are to be achieved by 2030.

We created the basis for developing the new sustainability roadmap by carrying out a new materiality analysis in which we determined twelve material topics in five areas of action (see **GRI 3-1 and 3-2** ∠). The Corporate Sustainability department carried out a workshop on each material topic to which relevant persons from the departments and from the plant sites were invited. The workshops aimed firstly to establish the status quo of the goals achieved to date, secondly, the workshops served to develop proposals for new sustainability targets and measures at a strategic and operational level. Each sustainability target was assigned a benchmark to assess the progress made. The sustainability department also presented the quantifiable sustainability targets developed in this way to the sustainability steering group for examination in a workshop. The participants in the steering group discussed proposed amendments, accepted them or rejected them. This eventually produced a basis for the Board of Management to make its decisions, which contained the recommended strategic and operational sustainability targets. The sustainability department presented these to the Board of Management in two consecutive workshops. Having examined, discussed and amended the roadmap, the Board of Management adopted the new EEW sustainability roadmap (see sustainability roadmap 2). It contains a strategic sustainability goal (ambition) for each material topicand, in some cases, two goals. There are also several supporting operational sustainability goals that are both quantitative and qualitative.

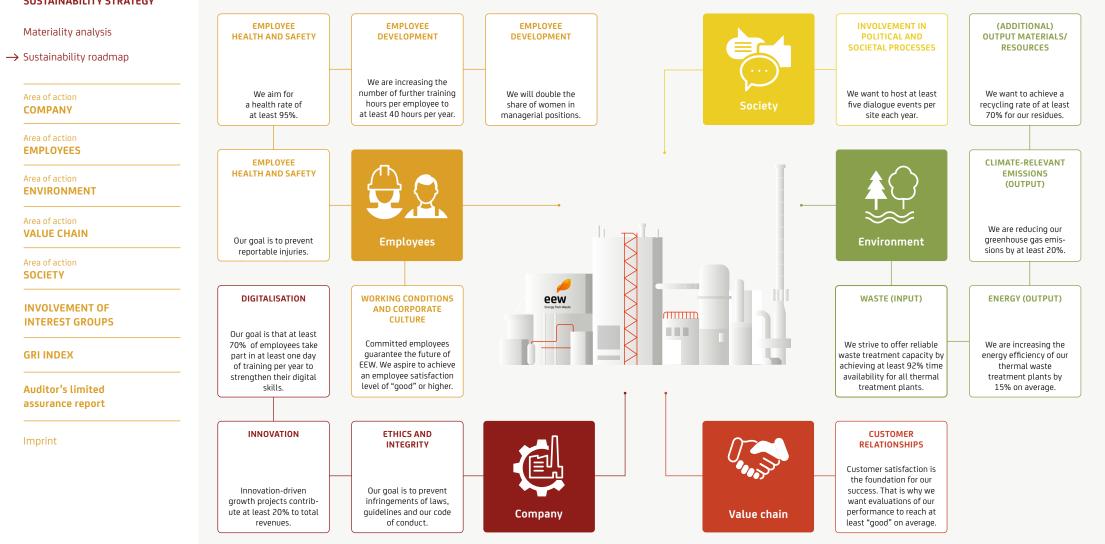
In the sustainability roadmap, we show how we contribute to sustainable development and wish to develop sustainability in our business activity. Sustainability governance specifies how the sustainability roadmap is to be implemented across the company and or integrated in existing corporate structures (see **GRI 2-9 to 2-21**  $\ltimes$ ). As explained above, the sustainability roadmap was developed in the reporting year. It is therefore not yet possible at the current time to measure progress in achieving the goals and the effectiveness of the measures and to derive findings therefrom. The respective status in the reporting year is indicated for the ambitions and for the operational targets in the respective topic-specific chapters. This is the status in the base year; the disclosures do not represent the degree to which targets have been achieved. We shall publish statements on our progress in achieving the targets and the effectiveness of our measures in the next sustainability report. Taking account of the current conditions, the previous targets were also included in the development of our new targets.

We also analysed the extent to which our activities contribute to achieving the 17 Sustainable Development Goals (SDGs) of the United Nations on the basis of the sustainability roadmap. To this end, 169 substantiating targets set by the SDGs were also considered in more detail. The result of the analysis can be found in the respective chapter separators and on our website <u>www.lets-talk-about-tomorrow.com</u> **7**.

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Our sustainability roadmap to 2030

14 goals in five areas of action

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Dur engagement for the Sustainable Development Goals (SDGs) of the United Nations



You can find our specific contribution to achieving the SDGs on our <u>website</u>  $\nearrow$ .



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## Ethics and integrity



#### Our ambition 🥑

It is crucial to our long-term success that customers, business partners, employees and the public have confidence in our company. Our top priority is therefore to maintain and further strengthen EEW's trustworthiness. Employees are trained consistently to ensure that they comply with the requirements of laws, directives and the Code of Conduct. We react to any misconduct of which we become aware within a few days.

#### Strategic goal by 2030 🥑

Our overall aim is to ensure that there are no significant violations of laws, directives and our Code of Conduct. We react within five working days in the event of violations.

## ĩ

#### Benchmark 🗹

Number of violations of the EEW Code of Conduct/EEW's average reaction time in the event of violations.

#### LULLI Status in the reporting year ⊘

No violations of our Code of Conduct (see GRI 2-27 v, GRI 205 v, GRI 206 v and GRI 406 ∠).



#### GRI 3-3-a/b Impacts of our business activity 🧭

Our business activity can - like every entrepreneurial business activity - have positive and negative impacts on the economy, environment and humans, including human rights. Where it is impossible to avoid our business activity actually having negative impacts such as from the use of finite resources, we endeavour to reduce these to a minimum. We prevent potentially negative impacts through measures to comply with external regulations and internal directives. The specific negative impacts that our activities and business relationships may have are described in the disclosures re GRI 3-3-a/b of the other material topics, since the topic "ethics and integrity" is a cross-sectional topic, the impacts of which are closely intertwined with the impacts of other topics. For example, we strive to safely comply with the statutory emissions limits or those specified by permits in all plants in order to reduce soil, water and air pollution. Consequently, we contribute to protecting human health and not damaging ecosystems.

If all employees comply with laws, provisions and internal directives, this will lead to actual positive impacts or may potentially lead to positive impacts. It may, for example, prevent corruption and emissions limits and working hours will be complied with. The other positive impacts can be found in the sections on the other material topics. The negative consequences of corruption for the economy, the environment and society have been demonstrated in numerous studies and are shown inter alia by the fact that economic development in the affected regions is inhibited, reliable waste management and energy supplies deteriorate and as a result this ultimately foments distrust between stakeholders and companies like EEW.



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#### GRI 3-3-c Policies and commitments 🧭

We endeavour to comply with all statutory provisions. Various additional policies have also been implemented in the company to ensure that employees act ethically and with integrity. The main directives are as follows:

Name of the policy	Description of the policy		
Code of Conduct	The Code of Conduct is mandatory for all employees. It stipulates that compliance with all statutory requirements is man- datory. It also contains internal conduct requirements and regulates how we deal with business partners.		
Principles for responsible procurement 7	The Principles for responsible procurement are an integral element of invitations to tender and all contracts. They stipulate which social, environmental and governance standards business partners, suppliers and their subsuppliers must comply with as a minimum. The principles are based on the principles of the United Nations Global Compact and the conventions of the International Labour Organisation.		
Signature regulations	As an instruction, the signature regulations stipulate the signatory powers for external and internal correspondence and at the same time also take account of value limits.		
Guidelines on leadership and collaboration	The guidelines on leadership and collaboration describe how everybody in the company is to deal with each other, com- municate and act. The respective guiding principles are assigned to six areas: Recognition and criticism, networking and support, leadership and promotion, independent and responsible action, open, clear communication as well as agreeing and achieving targets.		

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#### 3-3-d Actions taken 🧭

We implement various measures with the aim of ensuring that employees act ethically and with complete integrity. These include prevention measures to avert potentially negative impacts or to mitigate them, as well as measures to deal with actual negative impacts. We have also developed measures that are expected to lead to actual or potentially positive impacts.

#### Compliance management system

We have established a compliance management system in which responsibilities and steering mechanisms are defined and which applies across the company. Accordingly, the Board of Management has overall responsibility in organisational terms for compliance in the company. At divisional level, the respective department heads or site managers are responsible. As prescribed in the Code of Conduct, the Compliance Officer coordinates all compliance-relevant processes and tasks (see <u>GRI 3-3-c</u>  $\omega$ ).

#### Whistle-blower hotline

The whistle-blower hotline both prevents instances of non-compliance and ensures such instances are investigated. It can be used by both employees and business partners, customers or other stakeholders to report possible compliance violations. The company pursues any reports it receives as quickly as possible to investigate the matter as comprehensively as possible. Initially, any reports of suspicions are dealt with by the Compliance Officer who reports to the Board of Management. External support is sought if required.

#### Compliance training

In addition to the Code of Conduct, all employees receive basic compliance training on selected topics, such as the General Data Protection Regulation or the General Equal Treatment Act. More detailed training on specific topics, such as competition law and anti-corruption, is also provided for activities that have been identified as particularly relevant.

#### Internal audits

Internal audits are conducted regularly to check whether applicable laws, provisions and directives are being complied with. The "tax and audit" team is responsible for these checks. If it identifies a need for improvement, the team also provides advice and helps to mitigate risks. It reports directly to the Board of Management and the Audit Committee.

Above and beyond the measures mentioned, we have established various instruments at an overarching level that are expected to ensure that external and internal regulations are complied with across the company (see <u>GRI 2</u>  $\checkmark$ ).

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#### GRI 3-3-e Effectiveness of the actions taken 🧭

All measures are geared to ensuring that there are no significant violations of laws, directives and the Code of Conduct – and that, in the event of violations, EEW reacts within five working days. To achieve this strategic objective, EEW is working on meeting both qualitative and quantitative operational targets. They support the strategic overall objective and serve to track the effectiveness of the measures.

Quantitative operational targets	Status in the reporting year سسا		
<ul> <li>Annual training rate on compliance topics of 100 per cent among relevant function holders</li> </ul>	> Training rate at 90.6 per cent		
<ul> <li>Recognition rate for the EEW Supplier Code of 100 per cent</li> </ul>	> Recognition rate at 100 per cent		
<ul> <li>Continuous review of legal and policy-compliant behavior at EEW through regular internal controls (at least one internal audit per year)</li> </ul>	> Execution of an internal audit, a special audit and two follow-up audits to compare the implementation of the audit findings		

Qualitative operational targets	Status in the reporting year 📖
<ul> <li>Update of the Code of Conduct in 2023 and making it actively accessible to em- ployees (inclusion in the onboarding process) and external stakeholders (publica- tion on the Internet)</li> </ul>	> Process for updating the Code and making it accessible planned for 2023
<ul> <li>Implementation of a risk management system to manage the due diligence con- cerning compliance with human rights and material environmental standards in the supply chain by 2024 (in accordance with the German Act on the Obligation to Exercise Due Diligence in Supply Chains)</li> </ul>	> Preparatory measures for the implementation of the risk management system planned in 2023

INTRODUCTION	Topic-specific (	Topic-specific disclosures			
GENERAL DISCLOSURES	GRI 205	Anti-corruption			
SUSTAINABILITY STRATEGY	GRI 205-1	<b>Operations assessed for risks related to corruption</b> In principle, we classify corruption risks as low because of our preventative measures and the policies we have implemented.			
Area of action COMPANY		We have therefore not carried out any checks in the reporting period.			
Ethics and integrity	GRI 205-2	Communication and training about anti-corruption policies and procedures See <u>GRI 3-3-c</u> ∠ and <u>GRI 3-3-d</u> ∠ in this chapter.			
Innovation	GRI 205-3	Confirmed incidents of corruption and actions taken			
Digitalisation			2020	2021	2022
Area of action		Total number and nature of confirmed incidents of corruption	1	0	0 🛇
EMPLOYEES Area of action ENVIRONMENT		Total number of confirmed incidents in which employees were dis- missed or disciplined for corruption	1	0	0 🛇
Area of action VALUE CHAIN		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0 🧭
Area of action SOCIETY		Public legal cases regarding corruption brought against the organisa- tion or its employees during the reporting period and the outcomes	0	0	0 🛇
INVOLVEMENT OF INTEREST GROUPS		of such cases			
GRI INDEX	GRI 206	Anti-competitive behaviour			

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Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

2020	2021	2022
0	0	0

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## Innovation



#### Our ambition 🥑

For us, innovations are drivers of more sustainable, growth-promoting business models, products and processes. They help us to broaden our business activities and continuously improve them. We also consider projects and measures with a significant degree of innovation as a crucial key to protecting resources, the environment and climate, especially for the energy transition and strengthening the circular economy. For this reason, we invest continuously in new technologies and solutions.

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#### Strategic goal by 2030 🧭

Innovation-driven growth projects<sup>1</sup> contribute at least 20 per cent to total revenue at EEW.

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#### $\Box$ Status in the reporting year $\leq$

The methodology for systematic recording and monitoring will be developed in 2023.

<sup>1</sup> For us, innovation-driven growth projects are projects, initiatives or business models that are new for EEW and for which appropriate skills must be developed. For example, we include the new business area for us of thermal utilisation of sewage sludge here. These projects are expected to contribute to the growth of the company.



#### GRI 3-3-a/b Impacts of our business activity 🧭

Innovations are a key driver for our sustainable development – and therefore a crucial factor influencing all material topics. Where innovations occur and are used at EEW, they have actual positive impacts on the environment, people and the economy – or they contribute to minimising or even avoiding negative impacts. By exploring new technologies, we develop innovative solutions for the thermal or other utilisation of residual waste (see **GRI 3-3 d**  $\checkmark$  in this chapter). We also focus on innovative processes when reducing or avoiding residual materials or emissions. We therefore offer a crucial component for a sustainable circular economy and contribute to using natural resources efficiently and protecting the climate. Through the development and application of fossil fuels and therefore also help ensure a supply of affordable and more sustainable energy, as climate-friendly energy is supplied. We offer local authorities and industrial enterprises reliable waste management and reliable energy supplies through the expansion of innovative technologies in waste utilisation.

Since all our business activities are advanced through innovations, innovations are a cross-cutting theme. The individual positive impacts are therefore described in more detail in the disclosures GRI 3-3-a/b of the other material topics.

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#### GRI 3-3-c Policies and commitments 🧭

We have developed various policies and instructions to manage the process of innovation development and the implementation of innovations systematically. These are the key directives:

Name of the policy	Description of the policy
Process instruction for the technology roadmap	The process instruction for the technology roadmap describes the management of technical innovation at EEW. The tech- nology road map aims to evaluate and prioritise projects developed in Research and Development (see <b><u>GRI 3-3-d</u></b> $\nu$ ).
Process instruction for project management (evaluation of scenarios)	The process instruction applies to the project leadership and project management of projects that require detailed plan- ning, management and monitoring because of their scope and complexity. It regulates the organisation and course of projects and ensures the quality of the processes involved and the results.
Instruction for experience feedback	The instruction for experience feedback (internal and external) describes the technical and organisational steps that must be taken to incorporate findings and experience from operational practice and project development and implementa- tion in planning and operational processes. If quality assurance checks identify deviations, the directive stipulates that any defects that have occurred must be analysed and systematically implemented in measures. The aim is to avoid any further deviations, to identify potential for improvements and to implement optimisation measures.
Process instruction for quality assurance	The instruction serves to ensure continuous quality assurance and applies both to new build projects and to scheduled and unscheduled downtime as well as for projects involving existing plants.
Central works agreement for idea management	The central works agreement for idea management stipulates how suitable ideas for improvements and innovations are generated, collected and selected. It also regulates the evaluation of employees' ideas by the examination committees and their monetary rewards (see <u>GRI 3-3-d</u> ∠).

We endeavour to comply with all statutory regulations that are of relevance for the development and implementation of innovative processes and technologies. Particular attention is paid to the Patents Act.

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#### 3-3-d Actions taken 🧭

Various measures serve to achieve actual positive impacts from innovations: for society, the environment and the economy.

#### Reference model for thermal waste treatment plants and sewage sludge mono-incineration plants

We use the reference model for thermal waste treatment plants and sewage sludge mono-incineration plants for the construction and operation of these plants. As a conceptual framework, the model describes their technical design and layout. The reference model is regularly reviewed and, if necessary, adapted using the latest findings from our experience feedback.

#### **Technology tracking**

Through continuous monitoring, we track the latest technological developments, such as current processes to capture CO<sub>3</sub>, to recover or store energy and their market readiness.

#### Technology roadmap

By means of the technology roadmap, we plan, evaluate and prioritise technical advancements, provide budgets and resources and monitor successes. Accordingly, the roadmap specifies a uniform process for the organisational implementation and completion of R&D projects. The entire process is set out in the management manual via a process instruction; the projects in the roadmap are reviewed every month. The roadmap contained 37 projects in the 2022 reporting year. Of these, eight were already completed or being implemented and 17 in various stages of being actively worked on.

#### Operational idea management

Through idea management, we offer our employees the opportunity to contribute actively towards ongoing improvements in day-to-day operations and to strategic developments as well. All employees can submit ideas such as suggestions for raw material and energy savings, for improving operational safety, occupational health and safety or protecting the environment. More than 220 ideas were submitted via the online tool in the reporting year, 99 of which received monetary awards and 31 were implemented.

#### **NEEW Ventures GmbH**

In 2021, we established our subsidiary NEEW Ventures GmbH for start-ups focusing on digital solutions for the circular economy. As a venture builder, the company develops start-ups that tap previously unused material and energy potential from waste streams, direct these into closed loops using digital solutions – and consequently make a contribution to climate protection and the energy transition.

The first spin-off company, WASTEER GmbH, was launched in the reporting year. WASTEER GmbH offers the tools needed to digitalise and analyse waste and waste data. This provides the basis to maximise profitability and sustainability at various stages of the residual waste utilisation value chain.

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#### 3-3-e Effectiveness of the actions taken 🧭

With the actions taken, we pursue the strategic objective of advancing more sustainable, growth-promotingand potentially also alternative business models, products and processes through innovations – and by doing so contribute to protecting resources, the

environment and the climate. This objective is substantiated in qualitative and quantitative operational targets. The effectiveness of measures can be tracked on the basis of the degree to which they have been achieved. Regular internal verification of innovation projects as part of steering group meetings and medium-term planning also helps track the effectiveness of all measures presented.

Quantitative operational targets	Status in the reporting year unu
<ul> <li>Continual improvement of the technologies used as measured by at least five improvements to processes or technologies per year (including the updating of documents for the reference model, sample invitations to bid)</li> </ul>	> Various improvements were carried out; the target of at least five was met in the reporting year.
<ul> <li>Continual advancement of at least eight innovative projects and initiatives in the technology roadmap on the basis of defined evaluation and prioritisation criteria including the provision of resources</li> </ul>	> Eleven projects and initiatives were advanced as a priority.
<ul> <li>Promotion of a culture of innovation and development of operational idea management, by realising 100 per cent of the ideas recommended for implementation in the context of the operational idea management process (for which payment was made) within a time frame to be defined for each idea (prompt implementation)</li> </ul>	> An implementation deadline is to be added to the existing process in 2023.

Qualitative operational targets	Status in the reporting year unit
<ul> <li>Continuous provision of resources for research and development</li> </ul>	> The methodology for systematic recording and monitoring will be developed in
	2023. An annual budget and personnel resources will be provided on this basis.

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Handlungsfeld UMWELT

Handlungsfeld WERTSCHÖPFUNGSKETTE

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# Digitalisation



#### Our ambition

We want to make ever-greater use of the opportunities that digitalisation presents for the circular economy and the energy sector. To this end, we will futher expand our digital infrastructure and digital channels in business and customer relationships. All employees are expected to support and help shape the path to an increasingly agile and digital corporate culture and business activities.

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#### Strategic goal by 2030

We aspire to having at least 70 per cent of employees reinforcing their digital skills on a regular basis, namely at least one day per year.

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#### Benchmark

Number of employees who have completed training tailored to their needs in one year.

#### **IIIII** Status in the reporting year

The first survey of the topic-specific training ratio is planned for 2023.

#### GRI 3-3-a/b Impacts of our business activity

We are working intensively on the digital transformation of our company to position ourselves for the future. Digitalisation will lead to both actual and potentially positive impacts in the company. Digital working processes will offer employees more flexibility in shaping their work. Depending on their work, they may be able to work from home or at another location, which will in turn give many a better work-life balance. Digitalisation will also facilitate and accelerate working processes. In particular, work that is physically demanding can be made easier through mechanised processes, meaning that people will be able to work longer. If this means that we can keep people in the company for longer, this will not only have a positive impact on the persons in question but will also help eliminate the lack of skilled staff.

Digitalisation can, however, also have negative impacts. Potentially negative impacts may consist of employees feeling overburdened because they are expected to acquire new skills and qualifications. This may pose new risks to their health, in that they feel more stressed or suffer damage to their eyes from spending more time in front of screens. Collaboration and human relationships within the company may also suffer from processes being increasingly mechanised. There is also a risk that digital processes will replace the work done by people in individual areas which could lead to a reduction in jobs. Digitalisation also poses a challenge for data protection and data security, which can have negative impacts in the form of data being lost or misused.



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#### -3-c Policies and commitments

At present, there are no specific policies regarding digitalisation. However, various projects with a reference to digitalisation are being implemented and others are being planned. Policies, such as on the topic of data governance, will also be developed as part of the projects.

We endeavour to observe all statutory provisions regarding digitalisation. The General Data Protection Regulation is of particular relevance to this project.

#### GRI 3-3-d Measures

We have taken various measures to handle digitalisation and the associated impacts. With the help of these measures, we can avoid potentially negative impacts, rectify or mitigate actual negative impacts and achieve actual and potentially positive impacts.

#### EEW DIGITAL department

The EEW DIGITAL department manages and shapes the company's digital transformation. It implements the digitalisation strategy of the same name in the company and will gradually develop it.

#### Digital CREEW

We have established the Digital CREEW to foster dialogue concerning digital transformation across disciplines and departments. In the reporting year, it consisted of almost 100 employees from various departments and sites, who connect, exchange views and discuss the digital future of our company in regular virtual CREEW camps, in working groups and pilot groups.

#### Training

We promote digital skills in the organisation by raising employees' awareness and providing training. We provide training videos to introduce new tools, platforms and ways of working and offer e-learning formats for individual digital training. The aim of these training measures and the company-wide transfer of knowledge is also to enable employees to carry out digitalisation measures independently.

#### Competency model

We have developed a new competency model. The following competencies among others were included in it as crucial to the digital company of the future: courage, willingness to change, an error culture and an above-average team spirit which ensures that knowledge is shared.

#### OKAY project

We are developing an integrated framework (data governance) for company-wide data management in the OKAY data management project.

#### EASY project

The EASY project involves the switch to the new ERP system SAP S/4HANA.

#### HEIDI project

We are implementing the HEIDI project to create more efficient processes and more uniform structures in our plants. It comprises the development of recommendations for action to specify future maintenance strategies, the development and establishment of knowledge and communication networks and the standardisation and optimisation of processes.

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#### 3-e Effectiveness of the actions taken

We want to make more and more effective use of the opportunities afforded by digitalisation for the circular economy and the energy sector and involve employees in

the digitalisation of the company. Operational targets, both quantitative and qualitative, were developed for the implementation of digitalisation. These help us to track the effectiveness of the measures, to evaluate progress and to derive findings for our future course from this.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>Up to 2030: Increase efficiency and optimise operating resources by implementing up to 16 approaches for the use of AI or model-based process optimisations or their actual application</li> </ul>	> The first systematic survey is planned for 2023.
<ul> <li>Development and launch of (digitally driven) business models via NEEW Ventures</li> <li>GmbH with at least three economically viable spin-off companies including financ- ing by 2027</li> </ul>	> Preparation for the spin-off of the startup <b>WASTEER 7</b>
<ul> <li>Nearly paperless execution of company-wide business processes with an annual reduction in pages printed of 10 per cent</li> </ul>	> Pages printed were reduced by circa 7.2 per cent compared with the previous ye
Qualitative operational targets	Status in the reporting year 📖
<ul> <li>Development of a digital business process model for the systematic derivation of potential for improving efficiency and generating growth by 2024</li> </ul>	> The development process is planned for 2023.
<ul> <li>Introduction of a data governance and data management system to improve data efficiency by 2024</li> </ul>	> Ongoing project
<ul> <li>Establishment and implementation of an end-to-end process model to increase process efficiency by 2024</li> </ul>	> Ongoing project
<ul> <li>Optimisation and standardisation of maintenance processes and knowledge trans- fer by 2024</li> </ul>	> Ongoing project
<ul> <li>Commitment to a sustainable business approach taking account of digitalisation through the development of a directive on corporate digital responsibility and data governance in 2023</li> </ul>	> n/a

The digitalisation measures are organised as individual projects, to which budgets and resources are assigned and which are managed by project-specific steering groups.

This ensures that effectiveness and the achievement of targets, namely the successful conclusion of the projects, is monitored continuously.

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### MATERIAL TOPICS

Working conditions and corporate culture

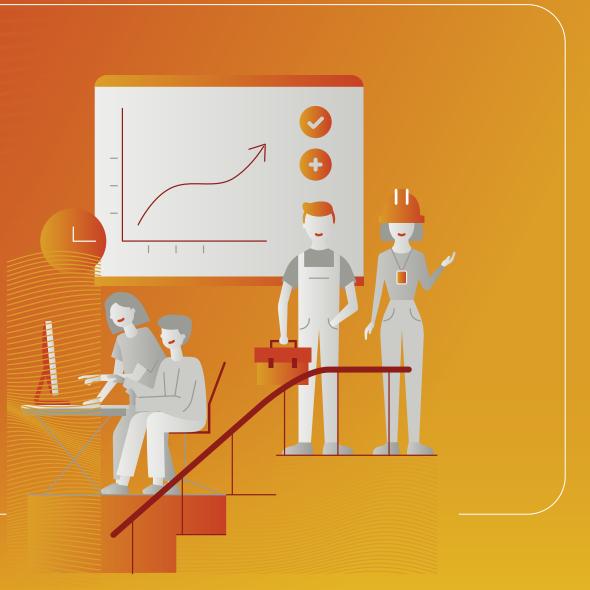
Employee health and safety

Employee development

Our engagement for the Sustainable Development Goals (SDGs) of the United Nations



You can find our specific contribution to achieving the SDGs on our <u>website</u>  $\nearrow$ .



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# Working conditions and corporate culture



#### Our ambition

We want to establish an open corporate culture which is shaped by appreciation and mutual respect. By offering attractive working conditions, we ensure employees strongly identify with and are highly satisfied with EEW as an employer. This allows us to attract and retain the gualified skilled workers we need.

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Strategic goal by 2030 Employee satisfaction will reach a rating of at least "good" on average.

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Benchmark Item "employee satisfaction"

#### **Status in the reporting year**

Following development and implementation of the methodology for regular employee surveys in 2023, we want to report on this benchmark in 2024 and thereafter.



#### GRI 3-3-a/b Impacts of our business activity

How we shape working conditions in the company has actual as well as potentially positive and negative impacts. By offering apprenticeships at our sites and providing secure employment, we strengthen the economy and indirectly society in the respective region. Paying fair salaries also leads to actual positive impacts: it secures an appropriate livelihood for employees and their families. Attractive working conditions, such as flexible and part-time working models, the option of working from home, financial support with childcare costs or offers to promote good health lead to satisfied employees who like working for EEW. If, however, not all offers are achievable in some areas, this can reduce employee satisfaction - such as when shift work in plants has an adverse impact on people's work-life balance. Diminished motivation among employees, which may be triggered by their being overloaded or too few extra benefits, may also be another potentially negative impact of working conditions.



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#### GRI 3-3-c Policies and commitments

Various policies apply at EEW to guarantee good working conditions and establish a corporate culture that is shaped by appreciation and mutual respect. The key directives are shown below.

Name of the policy	Description of the policy
Code of Conduct	The Code of Conduct contains values-based basic rules with regard to equal opportunities and mutual respect, among other things, (see <b><u>GRI 3-3: Ethics and integrity</u> ∠</b> ).
Guidelines on leadership and collaboration	The guidelines on leadership and collaboration describe how everybody in the company is expected to treat one another, communicate and behave (see <u>GRI 3-3: Ethics and integrity</u> ∠).
Collective bargaining agreements	Collective bargaining agreements regulate the conditions of employment relationships for all employees covered by collective bargaining agreements and employees not covered by collective bargaining agreements in some cases and all apprentices. They are the result of negotiations between the trade union IGBCE and the employer associations of which EEW is a member (see <u>GRI 2-30</u> $\nu$ ).
Central works agreements	We have around 30 central works agreements in force. These agreements regulate how work is organised and apply, among others, to working hours, shift operation, occupational safety and the use of IT. Several central works agreements serve to ensure diversity, inclusion and equal treatment, these include the agreements on the representation of severely disabled people and on the representation of young people and apprentices. How employees are involved in shaping the company is laid down, for example, in the central works agreements on idea and health management. Among others, the social benefits regulated by central works agreements include a childcare subsidy and additional benefits for apprentices as well as an occupational pension scheme.
Charta der Vielfalt (Diversity Charter) 🧷	By signing the Charta der Vielfalt (Diversity Charter), we commit to diversity and tolerance, fairness and appreciation in the world of work and in society. We therefore undertake to respect all employees equally – regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation and social origin.

We endeavour to observe all statutory provisions regarding working conditions. The German General Act on Equal Treatment, the German Working Hours Act and the German Works Constitution Act are of relevance for this topic.

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#### 3-3-d Actions taken

We want to shape working conditions and the corporate culture through various measures so that they lead to actual as well as potentially positive impacts. This will prevent potentially negative impacts at the same time. If working conditions actually have negative impacts, we are working to rectify these.

#### Online training relating to the German General Act on Equal Treatment

All employees are obliged to participate in online training relating to the German General Act on Equal Treatment once a year. This deals with topics such as respect, fairness and mutual respect.

#### Flexible working time models

We offer flexible working time models, which are governed by collective bargaining agreements and works agreements. In addition to working part-time or flexibly, we allow employees whose work does not require them to be present at all times the option of working from home. This means that they can shape their working day more flexibly and achieve a better work-life balance.

#### Benefits

We offer our employees the option of an occupational pension scheme in the form of deferred compensation. We have also concluded a group accident insurance policy for all employees and an employer-financed collective occupational disability insurance policy. Employees may also make use of various preventive medical check-ups offered by the occupational medical services (see <u>GRI 3-3: Employee health and saftety</u>  $\checkmark$ ).

#### Social benefits

Social benefits include the provision of fruit and beverages free of charge, financial support with childcare costs including meals, payment of part of the costs of using local public transport or subsidised gym membership.

#### Operational idea management

Through idea management, we offer our employees the opportunity to contribute to ongoing improvements in day-to-day operations with their own ideas and thus help actively to shape the company (see <u>GRI 3-3: Innovation</u>  $\nvDash$ ).

#### **Communication channels**

For us, transparent communication with employees is a key element of an open corporate culture: via the intranet, the employee magazine, video messages or the employee app "EEW2GO".

#### Employee events

To strengthen solidarity and identification with their employer, we arrange summer and family festivals, Christmas parties and works outings for employees, among other events.

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#### GRI 3-3-e Effectiveness of the actions taken

We pursue the strategic objective of achieving a rating of at least "good" in terms of employee satisfaction. Operational targets of a quantitative and qualitative nature were defined to substantiate this target. They help us to manage impacts and track the effectiveness of measures.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>Strengthen employee loyalty and keep resignation numbers at a continuously low</li></ul>	> The turnover rate (employee resignations among permanent staff)
level with an employee turnover rate (employee resignations) of max. five per cent	was 3.1 per cent.

Qualitative operational targets	Status in the reporting year 📖
<ul> <li>Develop and introduce the methodology for regular employee surveys in 2023</li> </ul>	> n/a
<ul> <li>Encourage employee participation – commitment to operational co-determina- tion by preparing a directive on employees' freedom of association and rep- resentation of their interests in 2023</li> </ul>	> n/a

We also use staff appraisals to check the effectiveness of the measures mentioned. Employees and line managers discuss work to date and performance, successes, points of criticism and potential for improvement in these regular feedback meetings. Future objectives and the roles for working together are also defined, potential for employee development is identified and development plans are agreed (see **GRI 3-3: Employee development** ∠).

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Employment

### GRI 401-1 New employee hires and employee turnover

New employees			2020		2021		2022
		Number	Rate	Number	Rate	Number	Rat
Total number		111	8.9%	125	9.6%	196	14.0%
By gender <sup>1</sup>	Female	18	1.4%	21	1.6%	38	2.7%
	Male	93	7.5%	104	8.0%	158	11.39
By age <sup>1</sup>	Under 30 years old	53	4.3%	45	3.5%	73	5.2%
	30–50 years old	47	3.8%	59	4.5%	105	7.5%
	Over 50 years old	11	0.9%	21	1.6%	18	1.39
By region <sup>2</sup>	Germany	95	8.5%	112	9.6%	172	13.79
	Netherlands	12	16.0%	11	13.4%	22	23.29
	Luxembourg	4	8.2%	2	4.3%	2	4.39
Employee turnover <sup>3</sup>			2020		2021		202
		Number	Rate	Number	Rate	Number	Rat
Total number		87	7.0%	81	6.2%	118	8.4%
By gender <sup>1</sup>	Female	15	1.2%	18	1.4%	26	1.99
	Male	72	5.8%	63	4.8%	92	6.6%
By age <sup>1</sup>	Under 30 years old	27	2.2%	24	1.8%	35	2.5%
	30–50 years old	32	2.6%	29	2.2%	43	3.19
	Over 50 years old	28	2.2%	28	2.2%	40	2.99
By region <sup>2</sup>	Germany	80	7.1%	74	6.3%	107	8.5%
	Netherlands	6	8.0%	4	4.9%	10	10.59
	Luxembourg	1	2.0%	3	6.4%	1	2.19

<sup>1</sup> The information refers to the EEW Group's entire workforce (permanent and temporary employees) and differs from the previous reporting on the EEW Group's workforce, which only referred to permanent employees. <sup>2</sup> The percentages refer to the entire workforce of the respective region and differ from the previous reporting (referring to the permanent workforce). <sup>3</sup> Including retirements and expiring temporary contracts

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## GRI 401 Employment

GRI 401-2 Occupational benefits

The key employer benefits are listed in section GRI 3-3-d: Actions taken  $\varkappa$  in this chapter. The employer benefits described are generally available to part-time employees and temporary employees as well. EEW grants parental leave in accordance with the country-specific statutory provisions.

#### Parental leave

GRI 401-3

		2020	2021	2022
Total number of employees entit	led to parental leave	1,122	1,171	1,256
By gender	Female	188	196	212
	Male	934	975	1044
Total number of employees that	took parental leave	29	28	35
By gender	Female	13	12	16
	Male	16	16	19
Total number of employees that returned to work in the reporting period after parental leave ended		19	20	27
By gender	Female	5	6	9
	Male	14	14	18
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work		27	26	31
By gender	Female	13	10	14
	Male	14	16	17
Return to work rates <sup>1</sup> of employees that took parental leave		65.5%	71.4%	77.1%
By gender	Female	38.5%	50%	56.3%
	Male	87.5%	87.5%	94.7%

<sup>1</sup> Percentage of employees who returned to work as agreed once their parental leave finished

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# **Employee health and safety**



#### Our ambition 🥑

We protect our own employees and partner companies' staff from hazards in the workplace and in our plants. We raise their awareness of occupational health and safety and safety-conscious behaviour to avoid occupational accidents. We also promote our employees' health through numerous offerings.

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#### Strategic goals by 2030 🧭

- Our overarching objective is to avoid reportable workplace accidents involving our own employees and partner companies' staff.
- 2) Through adequate working conditions and health-promoting measures, we aspire to a health rate of at least 95 per cent for our own employees.

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Benchmarks 
✓
1) Number of accidents (LTI)<sup>1</sup>
2) Health rate

#### □□□□ Status in the reporting year ⊘

1-a) Own employees: 4 accidents (see **<u>GRI 403-9a</u> ∠**)

- 1-b) Partner firms' staff: 3 accidents (see GRI 403-9b ∠)
- 2) Health rate: 93.3 per cent



#### GRI 3-3-a/b Impacts of our business activity 🧭

Occupational health and safety is very important at EEW. The targeted promotion of employees' physical and mental health leads to actual and potentially positive impacts: Employees' well-being and performance is maintained and/or boosted.

At the same time, this means that we prevent potentially negative impacts such as injuries or illnesses. Accordingly, the health and safety measures listed in section **GRI 3-3-d**  $\checkmark$  are expected to ensure that our employees and partner companies' staff are aware of workplace hazards and avoid them and protect their health when carrying out physical work, for example. Without the measures cited, there would be a potentially negative impact from increased mental stress, from too little flexibility in shaping working hours, for example, or increased physical stress such as that imposed by heavy lifting and carrying. The risk of workplace accidents in plant operation would also increase.

We aim to ensure that all employees are generally free from bodily harm. If, however, the actual negative impact of an employee being unable to work for a short or even a longer period should occur, we implement measures to benefit the employee and to develop occupational health and safety. We make it easy for employees to return to work and we take preventive measures to avoid another short-term or long-term absence.



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GRI 3-3-c Policies and comittments 🧭

We have implemented various policies to guarantee the health and safety of our employees as much as possible. The key directives are shown below.

Name of the policy	Description of the policy
Central works agreements on occupational health and safety	Various central works agreements govern the protection of employees' health and their safety at work. The following topics are covered: Occupational integration management, health management, establishment of light-duty roles, occu- pational health and safety, addiction prevention and intervention, risk assessment of mental stress and personal protective equipment.
Instructions on the exercise of activities	We have implemented various instructions and process instructions for exercising various activities correctly, such as for carrying out safety instructions, reporting accidents or analysing risks and implementing risk assessments.
Luxembourg Declaration for Workplace Health Promotion	We have signed the European Union's Luxembourg Declaration for Workplace Health Promotion and are therefore part of the European network for workplace health promotion. The network has set itself the task of supporting employers, employees and society in ensuring and promoting health and well-being in the workplace.
ISO 45001:2018 Occupational Health and Safety	We have a matrix certification in accordance with ISO 45001:2018 for management systems for health and safety at work from the International Organization for Standardization (ISO). The standard contains requirements for an occupational health and safety management system as well as instructions for implementation.

We endeavour to take account of and observe all statutory and trade association provisions regarding the health and safety of employees. With these topics, section 167 para. 2 SGB (German Social Code) IX, the German Ordinance on Workplaces and the German Working Conditions Act and German Occupational Safety Act plus corresponding ordinances are particularly relevant.

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#### 3-3-d Actions taken 🧭

A variety of occupational health and safety measures serve to prevent or mitigate potentially negative impacts. We counter actual negative impacts with remedial measures. The aim is for occupational health and safety to lead to actual and potentially positive impacts.

#### MEASURES TO ENSURE THE SAFETY OF OUR EMPLOYEES

#### Personal protective equipment

Our employees receive personal protective equipment tailored to the risk assessment of the respective workplace, along with information material on how to use it.

#### **Risk assessments**

We carry out risk assessments for all activities in our company to prevent negative consequences. In doing so, risk factors are assessed and measures to eliminate or reduce them are derived and implemented. These assessments are not only carried out before starting to work in a newly created job but also on a regular basis in response to changes in working conditions. In addition to physical and mental stress factors, potential factors in the working environment are also analysed. The risk factors therefore serve not only to avoid workplace accidents but also to maintain and improve health.

#### Safety training

Participation in online training on various aspects of occupational health and safety, such as fire prevention or safety and health marks, is mandatory once a yearfor all employees. In these training sessions, our employees receive instructions regarding their conduct and information on potential risks in day-to-day work. Information regarding the proper use of tools, such as ladders, and working at computer screens also form part

of the training. An induction video followed by an online test is compulsory for partner companies' employees. Mandatory safety inspections also take place regularly and first aiders receive training.

#### Safety alerts

If workplace accidents occur, we have established a process where the causes are analysed in detail and documented and measures to remedy or avoid them are identified. Managers and employees are informed of accidents and how to deal with them by means of safety alerts.

#### Safety award

EEW has presented a Safety Award every year since 2013. The assessment criteria include of several parameters: the number of accidents, documented safety inspections, the implementation of various activities to protect employees at work and the ratio of completed safety training sessions. Using a points system, the plant site with the highest number of points in the EEW Group is chosen as the winner each year. The safety award is not only an incentive but also provides an opportunity to identify potential improvements from its results, which are then implemented across the Group.

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#### MEASURES TO PROMOTE OUR EMPLOYEES' HEALTH

#### Occupational medical and other preventive checks

We not only offer our employees the compulsory medical checks prescribed by law but also medical checks on request from our occupational health physicians. We also arrange or organise voluntary additional medical screening services, such as health checks, vaccinations, colorectal cancer screening or skin cancer screening.

#### Health training

Employees are given tips on various occupational health-related topics in compulsory online training sessions that take place once a year. These include, for example, first aid measures or information about addiction prevention and intervention.

#### Occupational integration management

Should employees be unable to work for a continuous period of more than six weeks within a year or are repeatedly unable to work, we offer them not only the occupational integration management discussion prescribed by law but provide individual help and assistance with reintegration on request. The aim is to prevent staff being unable to work and to keep the job open for the person in question. We work with them to find solutions, should it emerge that their previous job played a role in their inability to work.

#### Health Coordination

In the reporting year, we created and staffed the Health Coordination office to establish and manage health-promoting measures.

#### Flexible working time models

Where possible, we offer our employees flexible working time models within the framework of works agreements (see <u>GRI 3-3: Working conditions and corporate culture</u>  $\checkmark$ ). These include full-time and part-time models as well as arrangements for working from home, which allow staff to achieve a better work-life balance and prevent employees suffering mental stress. The working time models also include a process of gradual reintegration if employees have been off sick for a longer period.

#### Fitness offers

As part of our health promotion activities, we offer our employees various options for participating in fitness programmes, such as "fitness at work or home". Some sites have works agreements on subsidising gym membership. For 2023, we plan to introduce a bike-hire scheme for our employees.

#### Other health-promoting benefits

We also promote the well-being of our employees and consequently their health by providing fruit and beverages free of charge (see <u>GRI 3-3: Working conditions and corporate culture</u> ∠).

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#### GRI 3-3-e Effectiveness of the actions taken ⊗

We work continuously at avoiding workplace accidents involving our own employees and those of partner companies and achieving a high health rate – the strategic objectives are to ensure there are no reportable accidents and that a health rate of at least 95 per

cent is achieved. Quantitative and qualitative operational targets help us on the course to achieving the strategic objectives, to managing impacts and tracing the effectiveness of measures.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>Reinforcement of the supportive measures to reintegrate employees following (longer) time off sick with a rate of at least 50 per cent for completed reintegration discussions being achieved by 2028</li> </ul>	In total, 105 discussions were offered. 15 employees accepted the offer.
<ul> <li>Two occupational health-promotion measures offered across the Group in 2023</li> </ul>	> n/a
<ul> <li>Avoidance and prevention of workplace accidents through achieving a 100 per cent rate for carrying out occupational health and safety training with a 14-day deadline for the first training session after starting work</li> </ul>	> A rate of 92.4 per cent was achieved.

Qualitative operational targets	Status in the reporting year 📖
<ul> <li>Creation of schemes to prevent/help with addictions and mental illness by up- dating the central works agreement "Addiction prevention" and providing more information in 2023</li> </ul>	> n/a
<ul> <li>Prevention through the range of occupational medical checks by standardising the process and monitoring for mandatory checks and providing more information on the checks available on request</li> </ul>	> A concept for standardising the process and monitoring and improving communi cation is being developed.

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GENERAL DISCLOSURES	GRI 403 Occupational health and safety
SUSTAINABILITY STRATEGY	GRI 403-1Occupational health and safety management systemGRI 403-2Hazard identification, risk assessment and incident investigation
Area of action COMPANY	We describe how we identify and assess potential hazards, how we deal with actual accidents and the management approach with which we aim to guarantee health and safety in the workplace pre-emptively in the sections GRI 3-3-a to e 🗸 and in the following sections in this chapter.
Area of action EMPLOYEES	GRI 403-3 Occupational health services
Working conditions and corporate culture	We provide occupational medical care at each of our 17 sites; the staff there provide advice in accordance with the German Occupational Safety Act, undertake occupational medical screening and health checks. The occupational medical services at each site work with the occupational health and safety specialist, the safety officers, the Works Council, staff responsible for special safety issues, operational teams (such as those responsible for fire prevention, radiation protec-
→ Employee health and safety	tion and environmental protection, the safety management system) and the central health coordinator. The quality assurance of these services is undertaken by a coordinating occupational health physician, who communicates regularly and works with the entities mentioned.
Employee development	Our employees receive information on the services provided centrally via the intranet and locally through notices posted at the sites. Posters, flyers and information emails are also used to communicate special offers.
Area of action ENVIRONMENT	GRI 403-4 Worker participation, consultation and communication on occupational health and safety
Area of action VALUE CHAIN	Our employees are directly involved in both compiling hazard assessments and investigating accidents. They have a point of contact for questions regarding occupational health and safety at any time via the safety officers. We also incorporate our employees' experience and suggestions via employer-employee
Area of action SOCIETY	committees, which meet several times a year. The most important bodies are the occupational health and safety committee and the Group-level health steering group. Their responsibilities include planning and offering overarching measures, setting goals and monitoring the defined health budget with the help of a central works agreement. We have also established occupational health and safety committees at site level in accordance with the German Working
INVOLVEMENT OF INTEREST GROUPS	Conditions Act. Local steering groups for health management consisting of equal numbers of staff and management representatives are also responsible for identifying and implementing site-specific requirements for health measures. Information on health and safety at work is an integral component of our internal
GRI INDEX	communication. Regular occupational health and safety reports are presented in meetings of the Supervisory Board and Board of Management and are submit- ted weekly to our extended management team. Accidents are systematically evaluated and preventative measures derived from these evaluations. These are
Auditor's limited assurance report	announced by means of a safety alert. All offers and internal regulations such as topic-specific works agreements are available to all employees on the intranet.

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#### Occupational health and safety

GRI 403

GRI 403-7

#### GRI 403-5 Worker training on occupational health and safety

Our overarching objective is to avoid accidents and prevent risks to health. In this connection, we rely on a range of preventative measures and raise the awareness of our employees and managers for potential accident risks and hazards. This is achieved through compulsory training at work, for which we use instruction software and/or face-to-face instruction. This means that we can put together an individual, cyclical instruction and training plan that matches the tasks and responsibilities of our employees. This includes various fundamental topics, such as dealing with operating materials, safety in office routines, wearing personal protective equipment and information on first aid. Different training sessions are also prepared for employees and managers.

#### GRI 403-6 Promotion of worker health

A comprehensive health management system provides the basis for our occupational health promotion. In this connection, we offer regular courses and preventative medical campaigns in collaboration with external service providers. The focal points and services offered differ according to the needs and circumstances of the respective sites. Depending on the type of offer, the offers regarding non-occupational medical health services are announced by the EEW Group's health coordinator via our communication channels (e.g. intranet, e-mail, flyers, posters). We offered the following services in the EEW Group in the reporting year: Colorectal screening, influenza and COVID-19 (booster) vaccination, online fitness training and a company running event in aid of charity. We also provided the following site-specific offers: subsidies for regional fitness offers, company sports groups, active participation in popular sporting events with EEW teams, advice on addiction as well as help with depression, mental stress or similar.

#### Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

The certification in accordance with ISO 45001:2018 not only includes all employees, activities and workplaces at EEW but also employees and activities of partner companies and temporary employment agencies, drivers employed by waste suppliers and residue management companies as well as all visitors. We therefore fulfil our responsibility to avoid or significantly mitigate risks and negative impacts on health and safety for all external companies and those working at our sites. Flyers and a compulsory induction video on the topic of occupational health and safety that is available in 15 languages also inform partner companies' employees and visitors of possible hazards and point out preventative measures. Partner companies must also instruct their own employees and present a risk assessment for activities to be carried out at our sites. We undertake regular assessments that include occupational health and safety aspects via our supplier management.

#### GRI 403-8 Workers covered by an occupational health and safety management system

To reinforce our zero accident strategy, we have arranged for all sites to be voluntarily certified as part of a Group certification in accordance with the international standards for occupational health and safety ISO 45001:2018. External auditing for monitoring purposes is carried out once a year. This certification covers all EEW employees as well as employees of partner companies and temporary employment agencies and includes all activities and workplaces.

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#### Occupational health and safety

#### Work-related injuries

GRI 403

GRI 403-9

Work-related hazards that pose a risk of high consequence injuries are identified through risk assessments. The following injury risks were identified as potential hazards: falling, working with power driven or non-power driven equipment, climbing down/twisting an ankle, dealing with hazardous materials, tripping/ stumbling, electrical accidents, transport and load handling, burns/scalding.

We systematically evaluate the accident rate across the Group, both on a regular and an ad hoc basis. In doing so, we consider all injuries at work and while travelling, minor injuries and near misses involving all employees. In the reporting year, five recordable work-related injuries involving our own employees in total and five accidents involving temporary employees and our partners companies' employees were recorded. These were caused by falls and stumbles, in transport and load handling and when working with power driven or non-power driven equipment. In accordance with the applicable hierarchy of controls, we have adopted technical as well as organisational and personal protective measures. For example, additional personal protective equipment was issued, workers' awareness of specific hazards was raised, plant parts that can be dangerous were cordoned off or mobile cameras were installed to observe process changes.

In accordance with GRI requirements, we report on the number and rate of work-related injuries in the following diagram, firstly for our employees and secondly for all workers that are not EEW employees but whose work and/or workplace is/are controlled by us.

The rate indicates how often accidents occur and is calculated from the number of work-related injuries and the number of hours worked, standardised to 1 million working hours.

Workers' accident statistics		2020		2021		2022
	Number	Rate <sup>1</sup>	Number	Rate <sup>1</sup>	Number	Rate <sup>1</sup>
Number of fatalities as a result of work-related injuries	0	0.0	0	0.0	0	0.0
	Number (LTI)	Rate (LTIF) <sup>3</sup>	Number (LTI)	Rate <sup>1</sup> (LTIF)	Number (LTI)	Rate <sup>1</sup> (LTIF)
High consequence work-related injuries (excluding fatalities)²	1	0.5	3	1.6	4 🎸	2.0 🏈
	Number (TRI)	Rate(TRIF)⁵	Number (TRI)	Rate <sup>1</sup> (TRIF)	Number (TRI)	Rate <sup>1</sup> (TRIF)
Recordable work-related injuries <sup>4</sup>	2	1.1	4	2.1	5 🧭	2.6 🎸
Number of hours worked		1,827,085		1,900,075		1,956,086

<sup>1</sup> calculated on the basis of 1,000,000 hours worked

<sup>2</sup> Lost Time Injury (LTI); number of accidents resulting in time being lost (1 day and more)

<sup>3</sup> Lost Time Injury Frequency (LTIF); takes account of accidents where time is lost (1 day and more); calculated on the basis of 1,000,000 hours worked

<sup>4</sup> Total Recordable Injury (TRI); number of accidents resulting in no time lost (medical treatment, accidents that limit the ability to work, protective jobs)

<sup>5</sup> Total Recordable Injury Frequency (TRIF); takes account of accidents where time is lost and medical treatments and accidents that limit the ability to work, protective jobs; calculated on the basis of 1,000,000 hours worked

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Accident statistics for workers who are not employed but whose work and/or workplace is controlled by EEW <sup>1</sup>		2020		2021		2022
	Number	Rate <sup>2</sup>	Number	Rate <sup>1</sup>	Number	Rate <sup>1</sup>
Number of fatalities as a result of work-related injury	0	0.0	1	1.0	0	0.0
	Number (LTI)	Rate (LTIF) <sup>4</sup>	Number (LTI)	Rate <sup>1</sup> (LTIF)	Number (LTI)	Rate <sup>1</sup> (LTIF)
High consequence work-related injuries (excluding fatalities) <sup>3</sup>	3	3.1	2	2.1	3	3.1
	Number (TRI)	Rate (TRIF) <sup>6</sup>	Number (TRI)	Rate <sup>1</sup> (TRIF)	Number (TRI)	Rate <sup>1</sup> (TRIF)
Reportable work-related injuries <sup>5</sup>	5	5.17	2	2.1	5	5.1
Number of hours worked		971,834		974,188		977,114

<sup>1</sup> Employees of partner companies and temporary employment agencies

<sup>2</sup> calculated on the basis of 1,000,000 hours worked

Health and safety in the workplace

<sup>3</sup> Lost Time Injury (LTI); number of accidents resulting in time being lost (1 day and more)

<sup>4</sup> Lost Time Injury Frequency (LTIF); takes account of accidents where time is lost (1 day and more); calculated on the basis of 1,000,000 hours worked

<sup>5</sup> Total Recordable Injury (TRI); number of accidents resulting in no time lost (medical treatment, accidents that limit the ability to work , protective jobs)

<sup>6</sup> Total Recordable Injury Frequency (TRIF); takes account of accidents where time is lost and medical treatments and accidents that limit the ability to work, protective jobs; calculated on the basis of 1,000,000 hours worked <sup>7</sup> Value has been corrected and therefore does not match the value in previous reports

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# **Employee development**



#### Our ambition 🧭

We want to ensure the quality of our services and boost our capacity for innovation through targeted vocational training, gualification and personnel development. We encourage talented employees and utilise modern working methods. We want to promote diversity and equal opportunity, in particular at the management level.

#### Strategic goals by 2030 🧭

- 1) We want to enhance our employees' further training by increasing the average number of further training hours per employee to at least 40 hours per year.
- 2) We will increase equality of opportunity with the aim of doubling the share of women in management positions in the EEW Group (basis: 2022 reporting year).

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#### Benchmarks 🗹

1) Number of further training days per employee and year 2) Percentage of women in management positions

#### □□□□ Status in the reporting year ⊘

1) The criteria and the recording process were revised in 2023. We will report on the achievement of targets in 2024 and thereafter. 2) Percentage of management positions held by women: 5.9 per cent



#### GRI 3-3-a/b Impacts of our business activity 🧭

We develop our employees. This leads to actual and potentially positive impacts on the economy and individuals. We facilitate young people's entry into the world of work by providing training places (apprenticeships) or offering them their first job following training or a degree. Employees of EEW can expand their knowledge and their skills (for example in the area of digitalisation) and not only develop professionally but also personally (for example in the area of communication and conflict resolution). By offering employees continuous further training, we maintain their employability and they can continue working long-term. This not only has positive impacts for each and every individual but also for the economy as a whole and the regions in which EEW operates. By training and developing skilled workers, we are addressing the lack of skilled workers in society as a whole and also helping ensure that the labour market has access to gualified personnel. In contrast, if EEW did not provide training and development, this would have potentially negative impacts on society and the economy as a whole as fewer skilled workers would be available.



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#### GRI 3-3-c Policies and commitments 🧭

A policy is crucial to the promotion and development of our employees.

Name of the policy
Process instruction for personnel development

We endeavour to take account of and observe all statutory provisions regarding the development of our employees. The German Vocational Training Act is of particular relevance in this context.

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#### GRI 3-3-d Actions taken 🧭

We promote and develop our employees through various measures that lead to actual and potentially positive impacts – and at the same time prevent or mitigate potentially negative impacts.

#### Advanced and further training

We offer regular training or e-learning sessions to improve employees' technical and personal skills. These are focused on specific specialist topics, digitalisation, leadership, communication and other soft skills. In 2022, more than 200 offers on a variety of topics and in different formats were provided.

#### Qualification programmes and courses

To identify and appropriately develop the multi-faceted potential of our employees, we have introduced various programmes. People with potential are prepared for future management positions and employees with little management experience receive more advanced training in the "EEW Leadership Passport" programme. The "EEW Master Passport" programme has been introduced at our plants to train leadership responsibilities at the foremen level. The "EEW Skill Builder" is an internal development measure for employees at the plant sites, who are interested in learning more about other subjects not directly related to their daily business. With the help of external trainers, the individual participants discuss which competencies they would like to develop and how the goals set can be achieved over a period of nine months.

We have a established a programme for young engineers for the work-oriented qualification of graduates and entrants. Following the training to become a power plant operator certified by the German Chamber of Commerce and Industry, we have designed a power plant foreman's course and operator training course in collaboration with Kraftwerksschule Essen which focuses solely on the requirements and particular features of thermal waste utilisation plants.

#### Apprenticeships

We offer the following apprenticeships: electronics engineer for operating technology and for automation technology, specialist in warehouse logistics, industrial technician, mechatronics engineer, industrial manager and office manager. We employed 79 trainees in total in 2022. We also run a vocational and further training centre in Helmstedt, in which commercial trainees receive training from four trainers. The range of vocational and further training courses is also geared to new entrants as well as specialists with professional experience and includes numerous seminars and training sessions. It focuses on subject-specific practical seminars such as "fundamentals of hydraulics" or "machine-based material processing" but also on topics such as customer-focused behaviour, self- and time management.

#### Individual coaching

We offer individual coaching tailored to the needs of employees, teams and managers.

#### Self-testing and 270° feedback

Based on our skills model, we have developed a test for employees to evaluate their own skills. The results of this analysis from the voluntary tests allow us to tailor employees' training to their individual needs. Managers have also completed a 270° feedback process. This is where managers are assessed by their employees, their colleagues on the same hierarchy level and their direct manager.

#### Feedback and development meetings

Managers are instructed to hold meetings with employees to discuss their performance and their potential development at least once a year. If necessary, an individual development plan will be drafted (for more details, see topic-specific information under **GRI 404-3**  $\checkmark$ ).

#### Succession planning

To ensure that management, key and specialist positions are continuously filled with qualified specialists, we practise forward-looking and activity-specific succession planning.

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#### 1 3-3-e Effectiveness of the actions taken 🧭

Our top priority is to boost employees' further training and increase equality of opportunity and in the course of this, in particular, to double the share of women in management positions. Operational targets – both quantitative and qualitative – substantiate the strategic goal (see section <u>Ambition</u>  $\checkmark$  in this chapter). They allow us to manage impacts and track the effectiveness of measures.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>Continuous development of managers by conducting the annual "EEW Leadership" programme with at least twelve participants per year</li> </ul>	> Twelve participants started the "EEW Leadership" programme.
<ul> <li>Maintain a training rate of at least five per cent to ensure continuous training and development of skilled staff</li> </ul>	> The training rate was 5.7 per cent.
<ul> <li>Continuous encouragement of personal development and training through at least one annual feedback and development meeting per employee</li> </ul>	> Around 75 per cent of employees had at least one feedback and development meeting.

Qualitative operational targets	Status in the reporting year 📖
– Development and implementation of the EEW Academy in 2023 focusing on produc-	> The foundations were developed as a concept.
tion-specific activities in the plants to develop and train skilled employees	

EEW also uses two processes to track the effectiveness of the measures employed. Employees receive regular feedback on their performance and development in staff appraisals. Managers liaise with staff members to work out which aspects should be targeted with continuing professional development for their individual development. The personnel development team will help them with this on request. Individual development plans are then compiled using a report of the results. Managers also completed a 270° feedback process aimed at identifying strengths and development potential in the period 2021–2022.

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#### Topic-specific disclosures

#### GRI 404 Training and education

#### GRI 404-1 Average hours of training per year per employee

When defining the target to which we aspire, we also reviewed the criteria for recording the number of hours for vocational and further training. The figures listed here depict the previous methodology and therefore cannot yet be compared with our aspirational goal.. Initial vocational training is not included.

		2020	2021	2022
By gender	Female	18	12	5
	Male	17	10	14

#### GRI 404-2 Programs for upgrading employee skills and transition assistance programs

We are tackling the challenges associated with the digital transformation, increasing technologisation and demographic change by providing high-quality, needs-based vocational and further training. To this end, we have developed a variety of measures and programmes with which we aim to ensure the quality of our services through targeted vocational training, activity-related further training and personnel development. A selection is listed in the sections **GRI 3-3-d**  $\checkmark$  and **GRI 3-3-e**  $\checkmark$  of this chapter.

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#### Training and education

GRI 404

#### **GRI 404-3** Percentage of employees<sup>1</sup> receiving regular performance and career development reviews

Performance assessment is a component of our collective bargaining agreements. Work and performance, successes, points of criticism and potential for improvement are reviewed in regular feedback meetings between employees and line managers. Future objectives and the roles for working together are also defined, development opportunities for employees are identified and development plans are agreed. Employees' performance is assessed once a year on the basis of criteria such as work quality and quantity, relationships with colleagues and customers, initiative, independence, reliability, cost-effectiveness and flexibility. For managers, their ability to manage staff is also assessed. Individual targets may also be agreed. Performance assessment is not yet included in the collective bargaining agreements at our Großräschen, Stapelfeld, Stavenhagen and Premnitz sites. This is expected to take place by 2027 at the latest by harmonising the collective bargaining agreements. Employees not covered by collective bargaining agreements and senior managers also have their performance assessed at least once a year. This is done on the basis of agreed targets. The targets consist of corporate targets and individual targets.

		2020	2021	2022
By gender	Female	85.2%	86.3%	86.8%
	Male	74.5%	74.8%	72.9%
By employee category	Senior managers	100.0%	100.0%	100.0%
	Employees not covered by col- lective bargaining agreements	99.2%	100.0%	99.4%
	Employees covered by collective bargaining agreements	74.3%	74.8%	72.9%
	Trainees	100.0%	100.0%	100.0%

<sup>1</sup> The scope of data collection was amended in the reporting year. All fully consolidated companies are now taken into account, regardless of the systems in which the data is recorded. This methodology was also adopted for 2020 and 2021 in this report, which is why the reported figures from the previously reported data. No distinction was made between business premises. The data refer to the entire the EEW Group.

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#### Diversity and equal opportunity

GRI 405

#### GRI 405-1 Diversity of governance bodies and employees

As common in the industry, male employees make up a larger share of the total workforce in waste management and energy industry companies. A key factor, among others, is the shift pattern used for plant operation. In the reporting year, the share of female employees in the total work force at EEW amounted to around 16 per cent, while it amounted to almost 39 per cent at the administrative sites. We wish to attract more women to work at EEW and, in particular, to encourage and actively support our female staff to fill management roles in our company.

Individuals in the Supervisory B	oard <sup>1</sup>	2020	2021	2022
By gender	Female	11.0%	11.0%	0.0% 🛇
	Male	89.0%	89.0%	100.0% 🧭
By age	Under 30 years old	0.0%	0.0%	0.0% 🏈
	30–50 years old	33.0%	11.0%	33.0% 🛇
	Over 50 years old	67.0%	89.0%	67.0% 🧭
Individuals in the Board of Man	agement	2020	2021	2022
By gender	Female	0.0%	0.0%	0.0% 🧭
	Male	100.0%	100.0%	100.0% 🧭
By age	Under 30 years old	0.0%	0.0%	0.0% 🧭
	30–50 years old	33.0%	0.0%	0.0% 🧭
	Over 50 years old	67.0%	100.0%	100.0% 🧭

<sup>1</sup> The board's period in office ended in the reporting year; a new Supervisory Board was appointed in May 2022. The figures shown for the 2022 reporting year reflect the composition from this date.

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		2020	2021	2022
All employees	5 J			
By gender	Female	16.3%	16.3%	16.3% 🛇
	Male	83.7%	83.7%	83.7% 🧭
By age	Under 30 years old	16.9%	16.1%	17.4% 🛇
	30–50 years old	41.1%	42.5%	43.6% 🧭
	Over 50 years old	42.0%	41.5%	39.10% 🧭
Senior managers		2020	2021	2022
By gender	Female	0.0%	0.0%	2.7% 🧭
	Male	100.0%	100.0%	97.3% 🛇
By age	Under 30 years old	0.0%	0.0%	0.0% 🧭
	30–50 years old	18.2%	25.0%	21.6% 🧭
	Over 50 years old	81.8%	75.0%	78.4% 🧭
Employees not covered t	by collective bargaining agreements	2020	2021	2022
By gender	Female	11.8%	11.3%	11.1% 🧭
	Male	88.2%	88.7%	88.9% 🧭
By age	Under 30 years old	0.0%	0.0%	3.7% 🧭
	30–50 years old	35.4%	40.8%	42.6% 🧭
	Over 50 years old	64.6%	59.2%	53.7% 🧭
Employees covered by co	ollective bargaining agreements	2020	2021	2022
By gender	Female	17.5%	17.5%	17.8% 🧭
	Male	82.5%	82.5%	82.2% 🧭
By age	Under 30 years old	13.4%	12.8%	14.3% 🛇
	30–50 years old	45.9%	46.9%	47.9% 🛇
	Over 50 years old	40.7%	40.3%	37.8% 🛇
Trainees		2020	2021	2022
By gender	Female	13.2%	13.7%	11.4% 🧭
	Male	86.8%	86.3%	88.6% 🛇
By age	Under 30 years old	92.1%	95.9%	94.9% 🧭
	30–50 years old	7.9%	4.1%	5.1% 🧭
	Over 50 years old	0.0%	0.0%	0.0% 🧭



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#### GRI 405 Diversity and Equal Opportunity

#### GRI 405-2 Ratio of basic salary and remuneration of women to men

The remuneration of our employees covered by collective bargaining agreements and of trainees is based on collective bargaining agreements. The groups involved are broken down by activities, with remuneration determined accordingly and regardless of gender. The remuneration of employees not covered by collective bargaining agreements and of senior managers is influenced by these collective bargaining agreements but agreed on an individual basis. Criteria such as areas of responsibility and experience are factored in too. Gender has no influence here.

#### GRI 406 Non-discrimination

#### GRI 406-1 Incidents of discrimination and corrective actions taken

	2020	2021	2022
Total number of incidents of discrimination during the reporting period	0	0	0 🛇

#### AREA OF ACTION

# Environment

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MATERIAL TOPICS

Waste (input)

Energy (output)

Climate-relevant emissions (output)

(Additional) output materials/resources

Our engagement for the Sustainable Development Goals (SDGs) of the United Nations



You can find our specific contribution to achieving the SDGs on our <u>website</u>  $\nearrow$ .

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# Waste (input)



#### Our ambition

We want to always offer reliable capacity for the safe treatment of non-recyclable residual waste for society, local authorities, businesses and industry. And to minimise any climate impacts, we are closing material loops and strengthening the circular economy.

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#### Strategic goal by 2030

We aim to offer reliable waste treatment capacity by making all thermal utilisation plants available for at least 92 per cent of the time.

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**Benchmark** Time availability (as a percentage)

لیںیا **Status in the reporting year** Time availability: 91.8 per cent

#### GRI 3-3-a/b Impacts of our business activity

We thermally treat non-recyclable residual waste and capture the energy that is released. This use of waste results in both actual and potential positive impacts. We ensure municipalities and companies have a reliable waste management option (see **GRI 3-3: Customer relationships**  $\checkmark$ ). As well as reducing volumes, we also facilitate sanitisation of waste or even detoxification, with waste utilisation acting as a pollution sink. The thermal processes used also support recovery of valuable resources. These include phosphorus, metals , water and construction materials (see **GRI 3-3: (Other) output materials/resources**  $\checkmark$ ).

However, thermal waste utilisation also has some actual negative impacts: the transport of waste to our plant, the transport of residues off site and the thermal treatment generate climate-relevant and other emissions. (see **GRI 3-3: Climate-relevant emissions** and **GRI 3-3: (Other) output materials/resources** ∠). However, through efficient management and utilisation of material streams, we also avoid other disposal routes with a higher environmental impact, such as landfilling, the positive impacts of the activity outweigh the negatives.



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resources

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Energy (output)

#### Policies and commitments

At EEW, various policies apply to dealing with waste as an input. The main policies are as follows:

#### Name of the policy Description of the policy Integrated management system<sup>1</sup> The integrated, ISO-certified management system at EEW comprises the ISO 14001 environmental management system, the ISO 50001 energy management system, the ISO 45001 occupational health and safety management system and the ISO 9001 quality management system. Ordinance on Certified Waste Management As certified waste management operators, EEW plants comply with the Ordinance on Certified Waste Management Companies<sup>1</sup> Companies. This sets out the requirements for such companies as well as their monitoring and certification. The ordinance defines individual requirements in terms of operational organisation, equipment and activity, owners, responsible persons and employees. Acceptance criteria and positive lists<sup>1</sup> Acceptance criteria and positive lists at EEW plants set out which waste may be accepted at the plants and undergo Climate-relevant emissions (output) thermal treatment. (Additional) output materials/

<sup>1</sup> Certificates and positive lists can be found on our website 🛪 on the pages for the respective sites 🛪 under "Information & Downloads".

We endeavour to observe and comply with all statutory requirements relating to the topic of waste (input). The approval specifications (construction and operating permits) for the individual plants are of particular relevance to this topic.

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GRI 3-3-d Actions taken

We have taken various measures to prevent the potential negative impacts associated with the topic of waste (input), minimise actual negative impacts and achieve actual and potential positive impacts.

#### Thermal utilisation

We operate state-of-the-art treatment plants to sustainably utilise the energy contained in non-recyclable residual waste and sewage sludge – and fulfil all of the requirements in terms of efficiency, availability and environmental protection. With our plants, we are an essential part of a closed-loop and sustainable circular economy.

#### Optimisation of material streams and logistics

We currently have a network of 17 thermal waste treatment plants and one sewage sludge mono-incineration plant at sites in Germany and neighbouring countries. In order to provide reliable short- and long-term waste management capacity for municipalities and companies, we work across sites with a logistics infrastructure that enables maximum flexibility in terms of acceptance capacity. Material stream management ensures efficient distribution of waste across the network of plants. This makes it possible to respond to unforeseen situations such as plant outages on short notice as well as to and scheduled maintenance.

#### Waste passport and optimisation of calorific value

The waste passport is an internal analysis tool for collating and evaluating the available data on incoming waste. A data analysis of waste input supports forecasts to facilitate optimal plant operation, tailored to the respective waste stream. As a result, we can reduce the use of oil or gas for auxiliary firing.

#### Presorting project ("fossil eye")

Despite separate collection and sorting, the residual waste we receive still always contains a significant amount of waste of fossil origin. This primarily consists of plastic waste, where fossil  $CO_2$  is released during combustion. We are currently running detailed waste analyses at various sites with a view to identifying the potential for sorting and separating these material streams. The aim is to return waste of fossil origin, into circulation, for example, through mechanical or chemical recycling. In addition, presorting results in lower  $CO_2$  emissions from thermal waste treatment. We are planning to build a presorting plant at the Delfzijl site for up to 150,000 tonnes of waste a year, which should be operational by 2025. The permit application was submitted in November 2022.

#### Chemical recycling project

We are working with partners from the chemicals industry, packaging take-back schemes and experts in the chemical recycling of plastics to develop a system for processing mixed plastics and sorting residues. Our aim is to reclaim plastic waste which has been not been recyclable until now due to technical or economic reasons and make this available on a large-scale for chemical recycling. The idea is to depolymerise plastics using chemical recycling technologies and transform them into valuable secondary feedstock for the production of new chemicals and plastics with the same quality as fossil-based resources.

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#### 3-3-e Effectiveness of the actions taken

As regards the topic of (input) waste, our top priority is to ensure reliable waste management capacity by achieving time availability at least 92 per cent for all thermal utilisation plants. This strategic goal is further broken down into operational targets, which help us manage impacts and track the effectiveness of actions taken.

Quantitative operational targets	Status in the reporting year 📖	
<ul> <li>Three material stream analyses annually, from different sources prior to handover to our bunkers, to identify potential for reducing the fossil component of incoming residual waste for recovery through material or chemical recycling and to predict any change in the composition of material streams</li> </ul>	> Four material stream analyses were performed.	
<ul> <li>Commissioning of a presorting plant for recovery of plastics at the Delfzijl site by 2025</li> </ul>	> The permit application has been submitted to the competent authority.	
<ul> <li>Provision of further capacity for safe thermal utilisation of sewage sludge for recovery of the resource phosphorus, with commissioning of at least four more plants by 2029</li> </ul>	> Construction has started on the sewage sludge mono-incineration plants in Stapelfeld, Magdeburg-Rothensee, Stavenhagen and Delfzijl.	
<ul> <li>Provision of further, more efficient capacity for safe thermal waste treatment in Europe by commissioning at least three plants or plant extensions by 2030</li> </ul>	> Preparatory activities are underway for the construction of a thermal waste treatment plant in Poland.	

Continuous monitoring of time availability is essential to tracking this parameter. This benchmark is therefore recorded in our monthly reports, with deviations documented, causes identified and measures initiated if targets are not reached.

In addition, our project structures including scheduling budget planning and steering committees, enable us to carry out all of our projects and track progress, success and effectiveness.

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Non-recyclable waste generated by households, municipalities or industry is an important resource for us and is the largest input material by volume in our value creation process. The relevant volumes accepted can be seen below. The waste utilised by EEW contains 50 per cent biogenic material on average.

#### Materials used by weight or volume

Topic-specific disclosures

Materials

GRI 301

	2020	2021	2022
Total weight of waste <sup>1</sup> accepted for thermal treatment	4,811,000 t	4,907,130 t	4,700,149² t

<sup>1</sup> The volume of waste accepted does not equate to the actual waste throughput volume (thermally utilised waste). For the purpose of calculating greenhouse gas emissions, the actual throughput volumes were taken into account (see the explanations on the intensity quotient in chapter <u>GRI 3-3: Climate-relevant emissions</u> *u* under the topic-specific disclosures).

Our **input-output model** ∠ includes other materials we use in the course of thermal utilisation of waste and sewage sludge and subsequent flue gas cleaning (for air pollution control), such as operating resources such as quicklime, lime hydrate or sodium hydrogen carbonate.

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# Energy (output)



#### Our ambition

We make efficient use of the energy contained in waste, as a resource, and provide a reliable source of process steam for industrial plants, district heating for residential and commercial areas and electricity. As a result, our customers enjoy greater security of supply thanks to a decentralised approach to energy input, and CO<sub>2</sub> emissions are avoided.

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#### Strategic goal by 2030

We will increase the energy efficiency at our thermal waste utilisation plants through energy extraction by 15 per cent on average (baseline year 2021).

Benchmark Annual energy efficiency (as a percentage)

#### **LILLI** Status in the reporting year

Annual energy efficiency: increase of 3.2 per cent on the previous year



#### GRI 3-3-a/b Impacts of our business activity

Energy extraction at our thermal waste utilisation plants has some actual positive impacts. By converting the energy contained in waste into process steam, district heating and electricity, we substitute fossil fuels such as oil or natural gas. In addition, and in accordance with Germany's Renewable Energy Sources Act, the energy generated originates from renewable resources as 50 per cent of the materials contained in the waste input is of biogenic origin. We are also contributing to a secure power supply and grid stability: The electricity and heat produced help supply households, municipalities and industrial plant, so thermal waste utilisation serves as a stabilising element in the mix of alternative energy sources.

Potential negative impacts might include efficiency losses if we only concentrate on electricity production and are unable to provide either process steam or district heating to households or industrial customers. The proposed capture of CO<sub>2</sub> from flue gases at our plants will use a non-neglible share of the heat available, so this cannot be made available to supply households or industry.



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At EEW, various policies apply to energy (output). The main policies concerned are listed and described below.

	Name of the policy	Description of the policy
_	ISO 50001:2018 Energy management	The energy management policy at all EEW sites is certified in accordance with ISO 50001. This includes all energy flows within the company, so it is possible to determine the energy efficiency associated with plants/equipment and processes that consume energy. The idea of ISO 50001 is to promote continuous improvement of existing energy efficiency. This involves implementing both technical measures and also strategic and organisational management approaches.
output)	Process instruction and service instructions for energy marketing at the EEW Group	The process instruction entitled "Energy marketing at the EEW Group" and the associated service instructions set out the principles, responsibility and specific risk framework for the processes applicable to the marketing of energy produced at the EEW Group plants via the wholesale markets as well as the procurement of electrical energy and selected commodities (natural gas, emission rights) on the wholesale markets.

We endeavour to observe and comply with all statutory requirements relating to the topic of energy (output). Among other things, Germany's Energy Industry Act, Renewable Energy Sources Act and Federal Immission Control Act as well as the associated ordinances are of particular relevance to this topic.

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#### 3-3-d Actions taken

We have taken various actions to manage the topic of energy (output) and the associated impacts. Most measures are designed to result in actual and potential positive impacts.

#### Securing energy extraction

By using the energy contained in residual waste in the form of process steam, district heating and electricity, we ensure continuous security of supply for households, municipalities and industrial companies.

#### Heat utilisation

We convert the heat from thermal waste utilisation into climate-friendly heat supplied to consumers via local district heating networks. In order to further increase the availability of heat for export, we are planning, among other things, to implement heat pump concepts (see **<u>GRI 3-3-e</u>**).

#### Increasing the heat extraction rate

The more energy we extract in the form of district heating and process steam, the higher the efficiency levels will be at our plants. The heat extraction rate can only be increased further, however, if suitable infrastructure is created beyond our plants – such as district heating networks or steam pipes. To facilitate this, we collaborate on projects with individual municipalities (see <u>GRI 3-3-e</u> ∠). In Hannover, for example, we have been providing the company enercity with district heating since 2020, amounting to a quarter of its annual district heating sales at peak times. We are realising another project in Premnitz.

The plan is to commission a 20 km district heating pipe from there to Brandenburg in 2023 to supply the City of Brandenburg with climate-friendly district heating from our plant.

#### Increasing energy efficiency and reducing auxiliary energy requirement

With a view to increasing energy output, we are reducing the electrical and thermal auxiliary power requirement and constantly working on increasing energy efficiency in our own processes. To help with this, we are modernising our plants and also reducing conversion losses. For example, new turbines were installed at the Neunkirchen and Pirmasens sites in the reporting period, which can deliver up to 25 per cent more energy for the production of electricity and district heating. The investment volume is around 20 million euros.

#### Use of renewable energy sources for auxiliary power

To meet our own demand for electricity, particularly in administration buildings, we use renewable energy sources such as photovoltaic installations. We plan to expand this by using available spaces at existing plant sites, with particular attention paid to this issue during expansion or new-build projects. At the Delfzijl site, we are considering the installation of wind power.

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#### GRI 3-3-e Effectiveness of the actions taken

We are working towards achieving the strategic goal of increasing energy efficiency at our thermal waste utilisation plants, via energy extraction, by an average of 15 per cent. Both quantitative and qualitative operational targets are contributing towards the strategic goal, as well as helping us to manage the impacts and track the effectiveness of actions taken.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>Increasing heat extraction and provision through at least two more new heat supply contracts by 2025</li> </ul>	> Around 1 million megawatt hours of district heat extraction at ten sites
<ul> <li>Development and commissioning of energy storage facilities, with one pilot plant in 2026 and two more plants by 2032</li> </ul>	> n/a
<ul> <li>Increasing energy export by reducing auxiliary power at plants, for example, by optimising flue gas cleaning (for air pollution control) (milestone: reducing auxiliary power at the TRV Buschhaus plant by 20 per cent by 2027)</li> </ul>	> n/a

 Qualitative operational targets	Status in the reporting year 📖
<ul> <li>By the end of 2024, development of two requirement-specific concepts for</li> </ul>	> n/a
using previously untapped waste heat with a view to increasing efficiency at	
specific sites	

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Topic-specific disclosures

GRI 302

Energy

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Including waste in the energy mix is essential to ensuring a sustainable and secure energy supply. Our technically sophisticated and highly efficient thermal utilisation plants make optimal use of the energy potential offered by waste. The vast majority of our plants work with combined heat and power. This means steam can be used to generate electricity and also fed into the district heating network as required or supplied as process steam for industrial plants. This enables substitution of other energy sources such as oil or natural gas, which leads to lower CO<sub>2</sub> emissions. The waste utilised by EEW contains 50 per cent biogenic material on average. By using this material, we conserve natural resources and produce energy from renewable sources (in accordance with Germany's Renewable Energy Sources Act).

#### GRI 302-1 Energy consumption within the organisation

In order to run our plants and administration buildings, we need energy as well as operating and auxiliary materials. The amount of energy we consume annually through our business activity depends on various parameters of plant operations, especially the calorific value of waste. Some of these parameters fluctuate, especially due to external non-plannable factors such as the characteristics of waste or changing weather conditions. Depending on the concentration of substances – especially sulphur and mercury – in waste, heating oil or natural gas are used during incineration to prevent high concentrations of pollutants being emitted from the stack. We are working to ensure that no energy is lost – either during waste combustion or during energy extraction or use. In the reporting period, we took various measures to provide our customers with more energy overall. Thanks to the modernisation of our plants, including the new construction of the second combustion line and the replacement of the turbine generator at the Premnitz site as well as the new turbines at the Pirmasens and Neunkirchen sites, we were able to increase the efficiency rate and therefore extract more energy. We generate part of our energy requirement with the help of photovoltaic installations at our headquarters in Helmstedt and at the site in Göppingen. When procuring energy from external suppliers, we aim to rely mainly on renewable sources. In the reporting year, we had to source more power from external suppliers, partly due to damaged turbines and having to connect a new turbine, in order to quarantee security of supply for our customers.

	2020	2021	2022
Total electricity consumption <sup>1</sup>	17,866 MWh	13,443 MWh	29,445 MWh 🛇
Total heating oil consumption	46,861 MWh	72,280 MWh	65,815 MWh 🛇
Total gas consumption	162,119 MWh	179,215 MWh	130,936 MWh 🕑
Total electricity sold	1,817,979 MWh	1,784,267 MWh	1,835,619 MWh 🕑
Total heat sold	887,759 MWh	942,706 MWh	956,428 MWh
Total steam sold	2,095,743 MWh	2,221,053 MWh	3,312,000 MWh

<sup>1</sup> Total volume of power obtained from the public power grid

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# Climate-relevant emissions (output)



#### Our ambition 🥑

The climate impacts of our business activity are a central issue for us. All business areas and players are actively working to avoid or lower climate-relevant emissions and thereby reduce the footprint along our value chain.

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#### Strategic goal by 2030 🥑

Our goal is to make our operations climate-neutral by 2030 and climate-positive by 2040. We aim to reduce our  $CO_2$  footprint by at least 20 per cent  $CO_2$ eq compared with 2022 by increasing efficiency, process optimisation and greater use of renewable energies, as well as the capture, storage and industrial utilisation of  $CO_2$ .

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#### **Status in the reporting year**

Greenhouse gas emissions can be found in the disclosures for GRI 305-1 to 305-3  $\lor$ .

#### GRI 3-3-a/b Impacts of our business activity 🧭

Our business activity is inevitably associated with the output of climate-relevant emissions – with our activity having not only negative impacts on the environment and people, but also some actual and potential positive impacts. One actual positive impact is how we provide process steam, district heating and electricity from thermal waste utilisation and therefore also subsititute fossil energy sources. This avoids climate-relevant emissions (see **GRI 3-3: Energy (output)**  $\checkmark$ ). Thermal utilisation also helps avoid landfilling of waste and the associated methane emissions that damage the climate. In addition, thermal waste utilisation allows us to recover raw materials for recycling, such as bottom ash, which can be used to substitute building materials and from which metals and other materials can be recovered. When we bring these raw materials back into circulation, they replace primary raw materials whose sourcing would create additional climate-relevant emissions (see **GRI 3-3: (Other) output materials/resources**  $\varkappa$ ).

Besides the positive impacts, however, there are also some negative ones. For example, our thermal utilisation of residual waste involves the emission of carbon dioxide, which has actual negative consequences in climate terms. These can include higher average temperatures, more extreme weather events, the extinction of species and rising sea levels. Climate-relevant emissions are also generated through the consumption of fossil fuels for auxiliary and assisted firing, landfilling of bottom ash and our own fleet of vehicles.



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#### I 3-3-c Policies and commitments ♂

We currently have no specific policies on the topic of climate-relevant emissions (output). However, the plans for 2023 include devising a holistic climate protection concept (see **GRI 3-3-e**  $\checkmark$ ), which also incorporates the development and revision of policies such as the one on company cars.

We endeavour to observe and comply with all statutory requirements relating to the topic of climate-relevant emissions (output). Germany's Federal Climate Protection Act and the National Climate Agreement in the Netherlands are of particular relevance to this topic. These set out binding greenhouse gas reduction targets for the various sectors for the years 2020 to 2030 in the form of permissible annual emission volumes.

Currently, statutory framework conditions are being developed at a European and national level for future  $CO_2$  capture and utilisation or storage as a key tool for our drive to reduce emissions. The content of this legislation, particularly the consideration of thermal waste treatment plants, will be of critical importance to the feasibility of our proposed measures.

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#### 3-3-d Actions taken 🧭

We are taking various actions – with a view to avoiding any potential negative impacts of climate-relevant emissions, minimising actual negative impacts and achieving both actual and potential positive impacts, for example, through innovations. These include the following measures:

#### Carbon capture and utilisation (CCU) and carbon capture and storage (CCS)

Thanks to innovative technologies,  $CO_2$  can become a material of value. We are therefore intensively exploring the pioneering topics of capture and utilisation of  $CO_2$  as well as its storage. We have plans to build a large-scale plant for  $CO_2$  capture at the EEW site in Delfzijl, and the pilot project is currently at the approval stage (see **GRI 3-3-e**  $\nvDash$  in this chapter).

#### Climate-friendly mobility for staff

To help reduce climate-relevant emissions associated with employee mobility, we subsidise tickets for local public transport, have a number of electric vehicles in our own fleet and have installed charging stations at our sites. For 2023, there are also plans to introduce a bike hire scheme and adapt the company car directive in order to promote e-mobility.

#### Use of renewable energy sources for auxiliary power

We use renewable energy sources to help us reduce the fossil component of our own energy requirement. Since 2019, we have been generating some of the power for the IT infrastructure at Helmstedt with the help of a photovoltaic installation, and photovoltaics are also used for auxiliary power at the plant in Göppingen. Further use is planned at other sites (see <u>GRI 3-3-e</u>  $\checkmark$  in this chapter and <u>GRI 3-3: Energy (output)</u>  $\checkmark$ ).

#### Keeping raw materials in circulation

Raw materials are recovered from incoming residual waste and from residues associated with thermal waste and sewage sludge utilisation. For example, metals obtained from bottom ash are returned into circulation. We are also planning to recover phosphorus from sewage sludge and make use of the  $CO_2$  contained in flue gas, for example, to recover sodium hydrogen carbonate from residues from flue gas cleaning (for air pollution control) (see **GRI 3-3: (Other) output materials/resources**  $\checkmark$ ). Keeping materials circulating eliminates the need to source new materials – which reduces climate-relevant emissions.

#### Increasing energy extraction and efficiency

We want to expand energy extraction, rather than just secure it. So we are working on increasing the extraction rate for the heat fed into district heating networks. We are also implementing efficiency improvement measures at our plants in order to maximise our use of the energy contained in waste **GRI 3-3: Energy (output)**  $\nu$ ).

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#### 1 3-3-e Effectiveness of the actions taken 🧭

We are constantly working to achieve our strategic goal of making our operations climate-neutral by 2030 and climate-positive by 2040. This objective is broken down into quantitative and qualitative operational targets. They help us to manage impacts and assess progress. To check how effective the implemented measures are, we also include

an annual greenhouse gas emissions report, based on the Greenhouse Gas Protocol standard, in our sustainability report. From 2024, we will also be filing a report in accordance with Germany's Fuel Emissions Trading Act and the European Union Emissions Trading System.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>Avoiding or reducing climate-relevant emissions by increasing the share of renewable energies associated with our own consumption through the installa- tion of photovoltaic units at at least three additional sites by 2025</li> </ul>	> PV installations in operation at the Helmstedt (administration) and Göppingen sites
<ul> <li>Avoiding or reducing climate-relevant emissions through CCU/CCS with capture of at least 500,000 t CO<sub>2</sub> through commissioning CO<sub>2</sub> capture plants</li> </ul>	> Permit application submitted for a $\rm CO_2$ capture plant at the Delfzijl site

Qualitative operational targets	Status in the reporting year 📖
<ul> <li>Development and implementation of a holistic climate protection concept during 2023</li> </ul>	> n/a
<ul> <li>Promoting e-mobility within the corporate group through expanding and stand- ardising the charging infrastructure at EEW sites and adapting the company car directive during 2023</li> </ul>	> n/a
<ul> <li>Promoting low-polluting drive systems for transport within the supply chain and increasing the share of transport services that use alternative drive systems when awarding contracts for logistics services</li> </ul>	> First potential analyses performed
<ul> <li>Devising a concept for standardised, regular monitoring of relevant greenhouse gas emissions</li> </ul>	> Plans to devise concept during 2023

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#### GRI 305 Emissions

We record and report the direct and indirect greenhouse gas (GHG) emissions from our business activity in accordance with the requirements set out in the GRI Standards and in line with the Greenhouse Gas Protocol standard. **Scope 1** GHG emissions are those that arise from thermal utilisation of the fossil component of incoming residual waste from households, industry and commerce as well from consumption of heating oil, natural gas and operating resources for the purposes of flue gas cleaning (for air pollution control) at production plants and heating buildings. In order to calculate emissions from thermal utilisation, the total volume of the waste utilised is allocated to the categories of municipal waste, commercial and industrial waste and sewage sludge and weighted accordingly.

**Scope 2** takes account of GHG emissions arising from the power purchased at the 17 plant sites and the headquarters in Helmstedt. In order to calculate the emissions from power purchased, the consumption figure was multiplied by the relevant power mix emission factor provided by Germany's Federal Ministry for the Environment (UBA)<sup>4</sup>. The increase in emissions within this Scope compared with the previous year is due to unscheduled downtime for a turbine and the associated increase in power purchased externally.

**Scope 3** emissions include other indirect emissions associated with purchases of resources for flue gas cleaning (for air pollution control) and the landfilling of residues (bottom ash, residues from flue gas cleaning). To calculate the emissions from purchases of resources for flue gas cleaning, specific emission factors from the ecoinvent database<sup>5</sup> were applied for the individual materials. In taking account of residues, it is assumed that 50 per cent of bottom ash went to landfill and 100 per cent of residues from flue gas cleaning were utilised. These volumes are taken into account by means of corresponding emission factors.<sup>6</sup>

All Scope 1–3 productrelated emission categories were incorporated into calculation of the **intensity quotient**. The quotient is calculated on the basis of the volume of waste utilised at our 17 plants in 2022, which amounted to 4,607,394 tonnes.

The utilisation of energy from residual waste can reduce the use of fossil raw materials and therefore avoid GHG emissions. The recovery of secondary raw materials containing metals from bottom ash also helps **avoid GHG emissions**. These avoided emissions are not presented as credits, but reported explicitly as avoidance through substitution.

In order to achieve our ambition and objective of being climate-neutral by 2030 and climate-positive by 2040, we are working on various projects to reduce our greenhouse gas emissions – including the capture and use of CO<sub>2</sub> and the presorting of waste with a view to recycling plastics and therefore removing them from the thermal utilisation process. This avoidance through substitution, as described above, provides the joint basis – along with the volume of emissions avoided through the projects mentioned – for our goal of climate neutrality.

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	GHG emissions at the organisation <sup>1</sup>	2020	2021	2022
GRI 305-1	Direct (Scope 1) GHG emissions <sup>2 3</sup>	2,034,029 t CO <sub>2</sub> eq	2,023,542 t CO <sub>2</sub> eq	1,895,456 t CO <sub>2</sub> eq 🧭
GRI 305-2	Energy indirect (Scope 2) GHG emissions <sup>4</sup>	6,700 t CO <sub>2</sub> eq	5,646 t CO <sub>2</sub> eq	12,367 t CO <sub>2</sub> eq 🧭
GRI 305-3	Other indirect (Scope 3) GHG emissions	99,763 t CO <sub>2</sub> eq	100,956 t CO <sub>2</sub> eq	95,724 t CO₂eq ⊗
	of which from purchased goods and services <sup>5</sup>	93,507 t CO <sub>2</sub> eq	94,500 t CO <sub>2</sub> eq	89,562 t CO₂eq ⊗
	of which from waste generated in operations <sup>6</sup>	6,256 t CO <sub>2</sub> eq	6,456 t CO <sub>2</sub> eq	6,162 t CO₂eq ⊗
	Total GHG emissions	2,140,492 t CO <sub>2</sub> eq	2,130,144 t CO <sub>2</sub> eq	2,003,546 t CO <sub>2</sub> eq
GRI 305-4	Intensity of GHG emissions per tonne of waste input $^{\rm 7}$	0.449 t CO <sub>2</sub> eq	0.438 t CO <sub>2</sub> eq	0.435 t CO <sub>2</sub> eq
	Avoidance through substitution <sup>8</sup>	2,234,913 t CO <sub>2</sub> eq	2,462,146 t CO <sub>2</sub> eq	2,379,016 t CO <sub>2</sub> eq

<sup>1</sup> Consolidation approach based on operational control for all fully consolidated EEW companies

<sup>2</sup> Sources for emissions factors: for municipal waste: ITAD (0.315), for industrial waste: EEW assumption (0.5), for sewage sludge: EEW assumption (0.07), for heating oil: UBA (0.074), for natural gas: ecoinvent database (0.201), for decarbonisation of sodium hydrogen carbonate: ecoinvent database (0.524). To calculate the emissions from heating oil consumption, the specific values for the mean density (ecoinvent database [0.85 kg/l]) and the calorific value (ecoinvent database [40 MJ/kg]) were used. To calculate the emissions from natural gas: ecoinvent database [10.5 kWh/kg]).

<sup>3</sup> The emission factors used also take account of other climate-relevant gases besides CO<sub>2</sub> (e.g. N<sub>2</sub>O). We are keen to establish which of these climate-relevant gases are actually emitted at our sites, and report on these in future, with the help of a concept for standardised, regular monitoring. There are plans to develop such a concept in 2023.

<sup>4</sup> Source for the emission factor for power purchased: UBA (0.42; estimate for 2021, updated document not yet published). The emission factor on which the calculation is based takes account of the gas CO<sub>2</sub>.

<sup>5</sup> Source for the emission factors for operating materials for flue gas cleaning (for air pollution control): ecoinvent database (specific emission factors for individual materials)

<sup>6</sup> Source for the emission factors for bottom ash: ecoinvent database (0.0106), for residues from flue gas cleaning (for air pollution control): ecoinvent database (0.0267)

<sup>7</sup> Our value creation process primarily produces CO<sub>2</sub> (Scope 1). The emission factors on which the calculation is based also take account of emissions from processes upstream.

<sup>8</sup> Source for the emission factor for the power mix in Germany: UBA (0.22; estimate for 2021, updated document not yet published at the time of drafting this report), for the district heating mix in Germany: UBA (0.215), for process steam: InfraServ Hoechst climate report (0.283), for metal recovery: ITAD (0.057)

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# (Other) output materials/resources



#### Our ambition

We are constantly working on increasing resource recovery from thermal utilisation of waste with a view to closing material cycles and substituting natural resources. Our focus here is not just on the quantities recovered but also on the types of resources recovered. This way, we provide an alternative to primary resources. We also ensure we consistently comply with all emission limits.

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#### Strategic goal by 2030

In terms of the residues created at our thermal utilisation plants, we want to increase the recycling rate from an average of 7 per cent (baseline year 2021) to at least 70 per cent.

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Benchmark Recycling rate for residues (percentage)

#### **Status in the reporting year**

The recycling rate for residues was 8 per cent on average.



#### GRI 3-3-a/b Impacts of our business activity

We recover resources from thermal treatment of waste, and this has both actual and potential positive impacts: material loops are closed and recycled materials substitute natural raw materials, thereby minimising consumption of new raw materials. With thermal utilisation of residual waste, the materials of value are mainly contained in bottom ash. We recover metals from this, which can then be processed in the metal industry following preparation. Bottom ash also provides an alternative to natural construction materials like gravel and sand and can be used therefore for construction purposes. This helps reduce quarrying for these materials and the associated land use. The proposed recovery of phosphorus from sewage sludge also has potential positive impacts as phosphorus is an increasingly scarce resource and needed as a raw material in fertiliser too. Heavy metals and organic pollutants contained in waste are also captured in the course of flue gas cleaning (for air pollution control) and therefore removed from the biosphere.

With thermal utilisation of residual waste, however, actual negative impacts cannot be completely avoided either. Besides CO<sub>2</sub> emissions, the utilisation process also releases other airborne pollutants such as heavy metals, mercury and nitrogen oxides with properties that are potentially harmful to the biosphere. These are limited by the imposition of maximum loads aimed at ruling out any negative impacts on the biosphere in the areas affected by emissions from our plants. Monitoring of these emissions takes the form of both continuous and recurrent measurements of the flue gas from our combustion lines. The transport of residues off site also results in additional traffic and therefore potentially higher emissions.



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#### RI 3-3-c Policies and commitments

At EEW, various policies apply to other output materials/resources. The most important are as follows:

Name of the policy	Description of the policy
Matrix certification in accordance with ISO 14001:2015 Environmental Management Systems	Our environmental management approach benefits from matrix certification in accordance with ISO 14001. The inter- national standard sets out requirements for an environmental management system that will allow an organisation to improve its environmental performance, fulfil its legal and other obligations and achieve environmental objectives.
Process instruction for residue disposal	The process instruction for residue disposal defines the relevant core processes for residue disposal. These include the principles of residue disposal, the disposal strategy and disposal concepts, process descriptions for tenders, notifications and audits.

We endeavour to observe and comply with all statutory requirements regarding our own output materials/resources. The following are of particular relevance to this topic: Germany's Act on Protection from Harmful Environmental Effects Caused by Air Contamination, Noise, Vibrations and Similar Phenomena, the Federal Immission Control Act, the German Government's Technical Guide on Ensuring Clean Air, the EU-wide Industrial Emissions Directive (IED) and the Best Available Techniques (BAT) reference documents it contains, Germany's Landfill Ordinance, Substitute Buildings Material Ordinance and Waste Disposal Ordinance, the European Agreement concerning the International Carriage of Dangerous Goods by Road and Germany's Hazardous Substances Ordinance.

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#### 3-3-d Actions taken

We are working on various measures to recover resources and thereby achieve actual and potential positive impacts, avoid potential negative impacts and minimise actual negative impacts.

#### Flue gas cleaning technology (for air pollution control)

We use modern, efficient flue gas cleaning technology to keep any environmental impact as low as possible. These plants effectively capture the inorganic pollutants contained in flue gases, such as heavy metals, sulphur dioxide and hydrochloric acid. This means some of the organic and inorganic pollutants are minimised at the point of generation, others are chemically transformed into harmless or separable compounds and others still are filtered out.

#### Collaboration with certified waste management companies

All residues are transported in a professional manner by certified waste management companies only and may undergo a further recycling step (metals, phosphorus), be used in road construction, sent to landfill or even used for backfilling in mines (see **GRI 306-2**  $\varkappa$ ).

#### Metal recycling

The ferrous and non-ferrous metals recovered from bottom ash, such as steel, stainless steel, copper, aluminium, brass and zinc, are separated and recycled. Sorting out metals during processing forms part of the agreement with our partner firms for the recovery of bottom ash.

#### Phosphorus recycling from sewage sludge ash

At various plant sites, we are investing in the construction of sewage sludge mono-incineration plants and planning phosphorus recycling for the sewage sludge ash generated. This will allow us to provide municipalities with solutions for meeting the statutory obligation to recover phosphorus from sewage sludge and sewage sludge ash, which will apply from 2029. The use of sewage sludge mono-incineration enables a phosphorus recovery rate of over 90 per cent in downstream processes.

#### Project: recovery of sodium hydrogen carbonate

We are developing a concept for the recovery of sodium hydrogen carbonate from residues associated with relevant flue gas cleaning procedures (for air pollution control) – at a processing facility of our own – by means of an innovative recycling process. The idea is to reduce the use of operating materials, lower residue levels and recycle captured CO<sub>2</sub>.

#### Cooperation with scientific institutions

In collaboration with various scientific institutions, we are conducting research into processes aimed at further optimising material cycles, such as processes for separation and recycling residues from flue gas cleaning. In the areas of residues, heat and flue gases, we are developing new products aimed at increasing the utilisation rate and therefore further protecting resources. For example, we are working with the Technische Universität Bergakademie Freiberg on solutions for obtaining clinker substitutes, similar to slag sand, for the cement and concrete industry from fly ash associated with flue gas cleaning.

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We want to significantly increase the recycling rate for residues generated at thermal waste treatment plants. In order to achieve the strategic goal of a recycling rate of at least 70 per cent, we developed quantitative and qualitative operational targets to

break this down further. These help us manage impacts and track the effectiveness of measures.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>From 2029, phosphorus recovery from sewage sludge ash with a recycling rate of over 90 per cent</li> </ul>	> Recycling rate for sewage sludge ash: 0 per cent
<ul> <li>Recycling rate of at least 80 per cent for residues from flue gas cleaning (for air pollution control) by reducing the proportion of residues from flue gas cleaning removed for mining applications by 2026</li> </ul>	> Recycling rate for residues from flue gas cleaning: 0 per cent
<ul> <li>Recycling rate of at least 70 per cent for bottom ash from thermal waste utilisation by 2026</li> </ul>	> Recycling rate for bottom ash: 10 per cent

_	Qualitative operational targets	Status in the reporting year 📖
-	<ul> <li>Compliance with emission limits for non-climate-relevant emissions in accordance with the 17th Ordinance on the Implementation of the Federal Immission Control Act (17th BImSchV)</li> </ul>	> Presentation of non-climate-relevant air emissions in <u>GRI 305-7</u> 化
_		

The emissions from our thermal utilisation and treatment plants are measured on a regular basis. We measure eight pollutants continuously, while other pollutants are measured every six or twelve months. At some sites, we also pass on the emission data to the supervisory authorities automatically. In addition, we publish annual plant-specific emission values for all sites in accordance with section 23 of the 17th Federal Immission Control Ordinance (BImSchV) (see <u>GRI 305-7</u>  $\nu$ ). In order to track the effectiveness of recovery measures for our residues, we conduct regular audits of the waste management companies commissioned (see <u>GRI 306-2b</u>  $\checkmark$ ). Those processing bottom ash must also confirm the recycling of the ash on an annual basis.

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#### Topic-specific disclosures

GRI 305-7

GRI 305 Emissions

#### Other air emissions

The values for the 2020 and 2021 reporting years were disclosed as weighted average volumes. From 2022, average values for the annual concentration are disclosed across all plants and components. In the 2022 reporting year, we consistently operated all thermal waste utilisation plants in accordance with the relevant permit, including in relation to emissions of airborne pollutants.

Nitrogen oxides (NO <sub>x</sub> ), sulphur oxides (SO <sub>x</sub> ) and other significant air emissions			2022
Total dust <sup>1</sup>	0.44 mg/Nm <sup>3</sup>	0.37 mg/Nm <sup>3</sup>	0.46 mg/Nm <sup>3</sup>
Total carbon <sup>2</sup>	0.31 mg/Nm <sup>3</sup>	0.3 mg/Nm³	0.34 mg/Nm <sup>3</sup>
Hydrogen chloride <sup>2</sup>	3.67 mg/Nm <sup>3</sup>	3.37 mg/Nm <sup>3</sup>	3.39 mg/Nm <sup>3</sup>
Sulphur dioxide <sup>3</sup>	10.89 mg/Nm <sup>3</sup>	10.8 mg/Nm <sup>3</sup>	10.82 mg/Nm³
Nitrogen oxide <sup>4</sup>	110.76 mg/Nm³	104.51 mg/Nm <sup>3</sup>	103.04 mg/Nm <sup>3</sup>
Mercury <sup>5</sup>	1.39 μg/Nm³	1.03 μg/Nm³	< 1 µg/Nm³
Ammonia <sup>2</sup>	1.89 mg/Nm <sup>3</sup>	1.91 mg/Nm <sup>3</sup>	1.47 mg/Nm³
Carbon monoxide <sup>3</sup>	12.02 mg/Nm <sup>3</sup>	12.32 mg/Nm <sup>3</sup>	10.19 mg/Nm <sup>3</sup>

<sup>-1</sup> Limit value in accordance with 17th BImSchV (daily averages), 2019, 2020 and 2021: 5 mg/Nm<sup>3</sup> <sup>-2</sup> Limit value in accordance with 17th BImSchV (daily averages), 2019, 2020 and 2021: 10 mg/Nm<sup>3</sup>

<sup>3</sup> Limit value in accordance with 17th BImSchV (daily averages), 2019, 2020 and 2021: 50 mg/Nm<sup>3</sup>

<sup>4</sup> Limit value in accordance with 17th BImSchV (daily averages), 2019, 2020 and 2021: 150 mg/Nm<sup>3</sup>

<sup>5</sup> Limit value in accordance with 17th BImSchV (daily averages), 2019, 2020 and 2021: 30 μg/Nm<sup>3</sup>

Our climate-relevant emissions can be found in the chapter **GRI 3-3: Climate-relevant emissions** *v*.

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#### GRI 306 Waste

#### GRI 306-1 Waste generation and significant waste-related impacts

Non-recyclable waste generated by households, municipalities or industry is an important resource for us and is the largest input material by volume in our value creation process (see **GRI 3-3: Waste (input)**  $\checkmark$ ). In addition to the environmentally friendly products of process steam, district heating and electricity, residues are generated in the course of thermal utilisation at our plants that are classified as waste according to GRI (see **GRI 306-3**  $\checkmark$ ). The largest share consists of bottom ash generated by the combustion process. This can be used in road construction, for example, instead of primary materials like sand and gravel. Metals contained in the bottom ash – such as iron, aluminium and copper – can be reused in numerous ways thanks to their high degree of purity. Other residues are boiler ash and fly ash, which are both waste products from multilevel flue gas cleaning (for air pollution control). State-of-the-art flue gas cleaning technology captures pollutants from the flue gas and permanently removes them from the biosphere. Environmentally friendly uses of boiler ash and fly ash include backfilling old salt galleries in underground mines. An overview of inputs, activities and outputs can be found in our input-output model  $\checkmark$ . This also shows which types of waste arise in the course of our own activities and may lead to actual and potential waste-related impacts.

#### GRI 306-2 Management of significant waste-related impacts

Circularity measures and measures to avoid waste in our own activities, our so-called residues, are described in sections **GRI 3-3-d**  $\checkmark$  and **GRI 3-3-e**  $\checkmark$  of this chapter. All residues are transported in a professional manner by certified waste management companies only and may undergo a further recycling step (metals, phosphorus), be used in road construction, sent to landfill or even used for backfilling underground mines. A particular criterion in choosing a firm to dispose of our residues is whether they have a valid certificate to operate as a waste management company. In order to check whether the disposal processes for residues are being performed properly and in accordance with the law, we appraise our contractual partners (transport firms and waste management companies) during regular audits. The promised service level and quality requirements are duly checked, and the current situation – in terms of disposal – is discussed. In the case of any deviation from statutory requirements or contractually agreed framework conditions, the contractual partner will be asked to make the relevant changes within a specified period. Results are documented in an audit report. Before appointing our waste management providers, we gather waste-related data such as quantity and quality and store this in our electronic residues database. When we contract service providers , we share with them this information that is relevant to their disposal work. All vehicles belonging to waste management companies pass over calibrated weighing pads as they enter and leave the plants. There are also regular analyses of material samples and visual inspections. Hazardous waste is always recorded via the electronic waste documentation system.

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GRI 306

The change to GRI 306 reporting involves a new breakdown structure for waste generated. Reporting across different classes within the categories "hazardous waste" and "non-hazardous waste" is in place from 2022 onwards. Overall totals are reported for 2020 and 2021.

	2020	2021	2022
Total weight of waste generated	1,505,287 t	1,541,534 t	1,471,378 t
Hazardous waste <sup>1</sup>	275,517 t	273,743 t	255,968 t
Flue/boiler ash	-	-	43,096 t
Old coke	-	_	1,112 t
Filter cakes	-	-	2,683 t
Fly ash	-	_	109,929 t
Sodium chloride	-	-	1,381 t
Mixed brine		_	3,684 t
Mixture of boiler ash and fly ash	-	-	89,425 t
Inspection residues	-	_	4,659 t
Non-hazardous waste	1,229,770 t	1,267,791 t	1,215,409 t
Bottom ash incl. metals <sup>2</sup>	-	_	1,162,584 t
Ash from the fluidised bed <sup>3</sup>	-	-	46,921 t
Sands <sup>4</sup>			225 t
Sodium chloride ⁵	-	-	1,478 t
Vapours	_	-	4,200 t

<sup>1</sup> Includes, amongst other things, mercury, cadmium and lead.

<sup>2</sup> The bottom ash undergoes a recycling process. This involves preparing metals for reuse (around 9.6 per cent on average according to certificates of destruction), around 30.78 per cent of the bottom ash is then disposed of as landfill. <sup>3</sup> Used by cement works or removed for landfill

<sup>4</sup> Used by cement works

<sup>5</sup> Utilised in the aluminium industry or mining

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# GRI 306 Waste

#### GRI 306-4 Waste diverted from disposal

All residues diverted from disposal are utilised and recycled by partner companies commissioned by EEW. With the change to the GRI Standard, in terms of disclosure 306 on waste, the breakdown of key figures was restructured for the 2021 reporting year. The relevant key figures were duly reported from 2021 onwards.

			2022
Total weight of waste diverted from disposal, of which	-	366,572 t	361,969 t
Hazardous waste <sup>1</sup>	_	233,604 t	231,996 t
Preparation for reuse	-	0 t	0 t
Recycling	_	0 t	0 t
Other recovery operations <sup>2</sup>	-	233,604 t	231,996 t
Non-hazardous waste	_	132,968 t	129,973 t
Preparation for reuse	-	0 t	0 t
Recycling <sup>3</sup>	-	131,401 t	128,270 t
Other recovery operations <sup>4</sup>	-	1,567 t	1,703 t

<sup>1</sup> All the hazardous fractions from flue gas cleaning (for air pollution control), in particular boiler and fly ash, mixture and sodium chloride <sup>2</sup> Other use in mining.

<sup>3</sup> Metal recycling from bottom ash, recycling of coarse ash

<sup>4</sup> Sands and sodium chloride in mining

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GRI 306-5	Waste directed

GRI 306

#### Waste directed to disposal

Around one per cent of the residues directed to disposal are managed by EEW, the rest is disposed of externally by partner companies commissioned by EEW. With the change to the GRI Standard, in terms of disclosure 306 on waste, the breakdown of key figures was restructured for the 2021 reporting year. The relevant key figures were duly reported from 2021 onwards.

			2022
Total weight of waste directed to disposal	-	1,174,962 t	1,239,487 t
Hazardous waste	-	40,139 t	33,612 t
Incineration (with energy recovery)	-	0 t	0 t
Incineration (without energy recovery)	-	0 t	0 t
Landfilling <sup>1</sup>	-	40,139 t	33,612 t
Other disposal operations	_	0 t	0 t
Non-hazardous waste	-	1,134,823 t	1,205,875 t
Incineration (with energy recovery) <sup>2</sup>	_	6,091 t	12,682 t
Incineration (without energy recovery)	-	0 t	0 t
Landfilling <sup>3</sup>		478,136 t	388,452 t
Other disposal operations <sup>4</sup>	-	650,596 t	804,741 t

<sup>1</sup> At class III landfill sites

<sup>2</sup> Unburnt materials in bottom ash are fed back in for thermal utilisation.

<sup>3</sup> Disposal of prepared bottom ash and ash from the fluidised bed at landfill sites

<sup>4</sup> Prepared bottom ash used for road and landfill construction

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# Value chain

#### MATERIAL TOPIC

**Customer relationships** 





You can find our specific contribution to achieving the SDGs on our <u>website</u>  $\nearrow$ .



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# **Customer relationships**



#### **Our ambition**

Solid customer relationships and partnerships based on trust are central to what we do and to our commercial success. That is why we all are constantly working to ensure a high level of satisfaction among both customers and partners.

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Strategic goal by 2030

The satisfaction rating from our customers and partners is at least "good" on average.

Benchmark "Good" (grade)

#### **LILLI** Status in the reporting year

Once the methodology for the periodic customer satisfaction survey has been developed and implemented in 2023, we want to tracking this benchmark for the first time from 2024.



#### GRI 3-3-a/b Impacts of our business activity

The way we manage relationships with our customers and our partnerships has actual and potential positive and negative impacts. One actual positive impact is the way we offer our customers a sustainable and reliable option for utilisation of residual waste. Thanks to the safe and stable infrastructure for waste treatment and utilisation at our sites, we make an important contribution to public services. In future, we will also help municipalities to safely dispose of sewage sludge by building and operating sewage sludge mono-incineration plants. Providing households and industry with a climate-friendly and adjustable source of energy, which also reflects market conditions, makes just as much of an actual positive impact as providing valuable secondary raw materials for reclaiming or further processing in, say, industry or road construction.

Potential negative impacts may occur if we were to fail to provide our services as agreed. If we fail to make our capacity available, for example, municipalities would have no reliable waste treatment option at a regional level or no decentralised secure energy supply for households (electricity, district heating). In the event of irregular provision of electricity and steam to industry, this would also jeopardise their production or make sites resort to fossil fuels for their energy supply.



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#### GRI 3-3-c Policies and commitments

The fundamental policies for dealing with customers are our Code of Conduct and our general terms and conditions of business.

	Name of the policy	Description of the policy
_	Code of Conduct	The Code of Conduct sets out how to deal with business and other partners, including customers. It covers things like statutory rules on competition law and anti-corruption as well as EEW's supplementary standards of conduct. The Code of Conduct also stipulates how to deal with donations and sponsorship activities. The Code thus ensures we conduct ourselves with integrity and in accordance with the rules (see <u>GRI 3-3: Ethics and integrity</u> ).
	General terms and conditions of business 7	Our general terms and conditions of business apply to all offers and contracts relating to the transport and disposal of waste for utilisation and/or disposal from industrial and commercial enterprises or other sources, apart from municipal waste from private households. Among other things, they set out the scope of supply, prices, delivery times and custom- ers' obligations.

We endeavour to comply with all statutory requirements relating to the topic of customer relationships. Laws and ordinances relating to energy and waste, such as Germany's Federal Immission Control Act, the Circular Economy Act and the General Data Protection Regulation, are of particular relevance to this topic.

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#### GRI 3-3-d Actions taken

We take various actions with respect to customer relationships. These are aimed at avoiding or mitigating potential negative impacts, minimising actual negative impacts and achieving actual and potential positive impacts.

#### Safe waste management and energy supply

We offer our customers a safe waste treatment service and provide reliable capacity at our sites for thermal utilisation and energy generation for both municipalities and industry.

#### Participation in public tenders

As a waste management operator, we make a contribution to the common good and properly functioning municipal infrastructure by offering a reliable waste treatment option. We participate in public tenders and accordingly make our capacity available.

#### Material stream management

We offer our customers an intelligent way of managing all their material streams. Our sales team develops optimal solutions that take account of requirements and individual waste types and ensure reliable recovery or disposal. A central task of material stream management is to provide each of our plants with the optimal fuel. Important considerations here are calorific values, qualities, economic conditions and also transport routes. Our plant network also makes it possible to respond at short notice to unforeseen situations such as plant failures, but also to scheduled inspections. This means we can guarantee a reliable treatment option for our customers at all times.

#### Partnerships

We build collaborations with partners from the worlds of business and academia and maintain existing partnerships with a view to pooling expertise and working together to develop innovative technologies and projects. This gives customers from municipalities and industry new utilisation opportunities, such as the chemical recycling of plastics. Together with our partners, we also develop processes for recovering other secondary raw materials such as sodium hydrogen carbonate (see <u>GRI 3-3: (Other) output materials/</u> resources ∠).

#### Communication and dialogue

Transparent communication and dialogue are very important to us as they inspire trust in our business activity. We communicate openly with our customers and are transparent when providing information, for example with our sewage sludge newsletter and via various social media channels. We maintain personal contact through regular discussions with customers, which provide us with valuable feedback on our work. At customer events, as well as information and discussion events, we exchange thoughts and views with our customers, such as when plant extensions or new-build projects are planned. We also take part in trade fairs, where we present our range of services and get a chance to speak with visitors. Any potential conflicts are dealt with on a customer-specific basis and always with a view to finding a solution.

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#### GRI 3-3-e Effectiveness of the actions taken

Our main goal in terms of customer relationships is to ensure that customers and partners have a "good" level of satisfaction. This strategic goal is broken down into quantitative and qualitative operational targets. These help us manage impacts and track the effectiveness of our actions.

Quantitative operational targets	Status in the reporting year 📖
<ul> <li>Promoting dialogue by holding at least two customer events per year and business area from 2023</li> </ul>	> n/a
<ul> <li>Provision of more customer information by developing and establishing a customer newsletter for all business areas/customer groups and sending at least two issues/ information updates per year from 2023</li> </ul>	> n/a
<ul> <li>Promoting sustainable activities through at least three meetings/discussions with key accounts and partners on the topic of sustainability per year</li> </ul>	> At least three discussions with a focus on sustainable activities were held.

Qualitative operational targets	Status in the reporting year 📖
<ul> <li>In 2023, development and implementation of a concept for regular surveys or analyses of customer satisfaction</li> </ul>	> n/a
<ul> <li>In 2023, optimising customer service through the introduction of a customer portal for waste customers</li> </ul>	> n/a

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MATERIAL TOPIC

Participation in political and societal processes



Our engagement for the Sustainable Development Goals (SDGs) of the United Nations



You can find our specific contribution to achieving the SDGs on our <u>website</u>  $\nearrow$ .

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# Participation in political and societal processes



#### Our ambition

We strive to maintain and enhance our reputation as a reliable and expert partner with a strong interest in sustainability – with a view to being involved in social policy discourse on the circular economy and energy sector and actively contributing our expertise. To facilitate this kind of exchange, we offer dialogue platforms for our stakeholder groups.

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#### Strategic goal by 2030

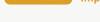
We want to intensify exchange on social policy matters by offering and holding five events per year and site relating to topics in the circular economy and the energy sector.

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**Benchmark** Number of dialogue events held

#### **IIIII** Status in the reporting year

Systematic tracking is being initiated in 2023.



#### GRI 3-3-a/b Impacts of our business activity

We get involved in political and social discourse, and this mainly results in actual and potential positive impacts. With our expertise in sustainable thermal waste utilisation, we provide input in political processes such as legislative procedures focused on making the circular economy and energy sector more sustainable. Through directives and measures to promote conduct with integrity, we also want to avoid any potential negative impacts. These might involve third parties attempting to block the necessary legislative procedures for greater sustainability by exerting an influence on EEW. We also work within industry associations and multi-stakeholder initiatives to raise awareness of sustainability topics across society – and therefore achieve a positive impact. As experts in thermal waste utilisation, we also share our knowledge of the circular economy and therefore take on an educational role too.



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#### GRI 3-3-c Policies and commitments

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Various policies apply at EEW relating to involvement in political and societal processes.	
The main ones are described below.	

	Name of the policy	Description of the policy
_	Code of Conduct	We undertake and oblige our employees to comply with the various rules associated with representing the interests of the EEW Group, such as Germany's Lobbying Register Act. All other requirements in the Code of Conduct relating to lobbying are also regarded as binding. For example, anything gifted to holders of official positions is subject to particularly strict requirements. Beyond small gifts of low value, anything given to holders of official positions must be agreed in advance with the Compliance Officer. The Code of Conduct also stipulates how to deal with donations and sponsorship activities. (See <u>GRI 3-3: Ethics and integrity</u> $\varkappa$ )
	Articles of associations of which we are a member	The articles of those associations of which we are a member apply to us. These describe the hierarchy and protocol to follow within an association, what the association's duties are and who will represent the association to the outside world and how. These articles vary from association to association (see <u>GRI 2-28</u> $\ltimes$ for an overview of the associations and advocacy organisations of which we are a member).

We endeavour to comply with all statutory provisions relating to involvement in political and societal processes. The lobbying/transparency registers at both national and EU levels are of particular relevance to this topic.

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#### RI 3-3-d Actions taken

We implement various measures intended to deal with involvement in political and societal processes and the associated impacts. These measures help us to avoid potential negative impacts and either rectify or mitigate actual negative impacts. First and foremost though, we strive to ensure our actions generate both actual and potential positive impacts.

#### Compliance training

All employees undergo basis compliance training. The training topics relating to competition law and anti-corruption are of particular relevance to those employees involved in political and societal processes (see <u>GRI 3-3: Ethics and integrity</u>  $\checkmark$ ).

#### Updating the lobbying/transparency registers

We have entered any of our own representatives in lobby groups in the lobbying/transparency registers and update these entries on a regular basis. As databases managed by the German parliament and the European Union and available for the public to inspect, the registers create transparency and makes it easier to understand the structures behind the influence brought to bear on the political consensus and decision-making process.

#### Monitoring of legislative procedures

We continuously monitor public debate surrounding current legislative projects, with a view to both getting involved and preparing for any changes.

#### Active involvement in associations and business organisations

We are actively involved in various industry associations (see **GRI 2-28**  $\ltimes$ ), encourage debate and develop innovative technologies and solutions with partners. As part of these collaborations, we also get involved in joint policy and media work.

#### Communication and dialogue

We communicate transparently about the things we do, for example, via newsletters, press releases and social media. We engage in direct discussion with representatives from the worlds of politics, academia and business at various dialogue events. The focus there is on the circular economy and the energy sector. We also invite politicians and other stakeholder representatives to parliamentary evenings and tours of our plants (see **GRI 3-3: Customer relationships** ∠). We regularly hold open days (for any interested members of the public) at our plant sites, as well as individual tours, with a view to facilitating direct exchange.

#### Advisory councils at sites

We have established an advisory council at some sites, incorporating representatives of customers and other stakeholders. These advisory councils meet once or twice a year and are updated on general conditions and ongoing business activities. Any concerns may also be raised or tabled on these occasions.

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#### GRI 3-3-e Effectiveness of the actions taken

We want to intensify exchange on social policy matters by holding five events per year at all sites. This strategic objective is broken down into qualitative operational targets. They help us to manage impacts and track the effectiveness of measures.

Qualitative operational targets	Status in the reporting year 📖
<ul> <li>Introduction of a policy to standardise general stakeholder management in 2023 with a view to strengthening and developing partnerships and relationships</li> </ul>	> n/a
<ul> <li>Ongoing development of stakeholder engagement at regional and local level through greater involvement or creation of advisory councils at sites</li> </ul>	> Advisory councils are active at the Helmstedt (TRV Buschhaus plant), Göppingen, Stapelfeld and Rothensee sites.
<ul> <li>Greater active involvement in associations and business organisations through at least one representative on a working group or in a role at each association of which we are a member</li> </ul>	> We are already actively involved in many of the associations of which we are a member.
<ul> <li>Public transparency over any EEW involvement in political processes through entries in the lobbying/transparency registers</li> </ul>	> Entry made: Lobbying register for the German parliament 7 Transparency register for the European Union 7

#### Topic-specific disclosures

GRI 415	Public policy			
	Political contributions			
	Contributions to political parties, political foundations and other political	groups are ruled out in princi	ple in accordance with interna	al directives.
GRI 415-1				2022

			2022
Total monetary value of political contributions (in euros)	0	0	0 🛇



# Involvement of interest groups

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#### 2-29 Approach to stakeholder engagement

Our business activity of thermal waste utilisation has impacts on the economy, the environment and society – and therefore affects the interests of various stakeholders. These include employees, business partners, politicians, the scientific community and the public as well as associations and lobby groups.

We identified and defined our stakeholder groups as part of the preparations for our first Sustainability Report in the 2018 financial year. All relevant areas of the business were involved in this and each identified and described the individual people and groups with whom they have close dealings. We then combined these into interest groups.

The process from 2018, for identifying our interest groups is currently under review. This process will be redefined as part of the proposed stakeholder policy (see <u>GRI 3-3:</u> <u>Involvement in political and societal processes</u>  $\varkappa$ ) and carried out on a regular basis following implementation of the policy.

On a project-specific basis, we have and will continue to regularly identify and increasingly engage further stakeholders. For example, members of the public and local residents near the sites where we are implementing local projects belong to the core stakeholder groups.

On our journey towards a more sustainable future, we are systematically involving interest groups identified as relevant to EEW at both a Group level and site/project level. The Corporate Sustainability department, which was established in the report-

ing year, is responsible for stakeholder management at EEW. In the course of regular discussions with stakeholders, we ascertain their expectations of our business activity and our commitment to sustainability and what they think about key issues. Their views and concerns play a part in shaping company policy and help us manage material topics in a targeted manner. In particular, this means avoiding or reducing negative impacts and enhancing positive impacts.

We use various communication formats to engage our stakeholders: through both personal contact, at events for example, and information provided via various media. For instance, we promote transparency through our online presence, press releases, newsletters and posts on social media such as LinkedIn. Direct exchange includes various dialogue formats such as public debates, meetings of associations and specialist conferences. It also occurs at our stand during trade fairs, at accompanying presentations and during tours of our plants. Within the company, we also use the intranet, video messages, corporate gatherings, the employee newsletter and the EEW employee app to continuously communicate with our employees.

In future, we want to engage our stakeholders even more closely in our business activities. We are planning therefore to offer and hold five dialogue events per year and site on topics relating to the circular economy and the energy sector. We also strive to adopt a systematic approach to surveying employee and customer satisfaction so we can address their needs even more effectively.



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#### Target groups for our stakeholder management

Our business activity – waste utilisation involving municipal and commercial residual waste as well as sewage sludge – and the associated use of energy from waste to gen-

erate steam, heat and electricity have impacts on the economy, the environment and society and therefore affect the concerns of various interest groups. So on our journey towards a more sustainable future, we are fostering systematic engagement with all relevant stakeholders.



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#### GRI 3-3-f Engagement of interest groups in the management of actions taken

Our activities do or may affect various individual people or groups. So it is important to make sure that those affected become involved in shaping our measures and assessing their effectiveness.

As part of our materiality analysis, we asked a representative selection of members of our stakeholder groups to tell us how they rate our sustainability performance at the level of individual actions and topics and what they expect from EEW. In doing so, we also determined – without explicitly asking – how interest groups rate the measures we have implemented and how effective they feel they have been. Nevertheless, we have been able to draw indirect conclusions from the answers provided to help shape our future portfolio of measures. The expectations of our interest groups were taken into account, particularly in terms of defining material topics and developing goals and benchmarks for our sustainability roadmap, and will therefore influence our commitment to sustainability in future too.

With the survey, we not only concentrated on interest groups relevant to our business activity, but also conducted interviews with representatives from all groups actually or potentially affected – meaning representatives from society, business, politics and academia as well as customers and suppliers. The results of the survey can be found in the overview of **stakeholder expectations and feedback**  $\checkmark$ . Here we outline not just the expectations our interest groups, but also a summary of how we intend to satisfy these in future.

In future, we want to take a systematic approach to engaging our stakeholders in our activities. We are currently working on a stakeholder policy for this purpose (see **GRI 3-3: Involvement in political and societal processes** ∠).

At an operational level, our departments are already in close contact with the relevant affected stakeholders, including at events involving representatives of customers and other stakeholders and through ongoing transparent communication (see <u>GRI 3-3: Customer relationships</u>  $\checkmark$  and <u>GRI 3-3: Involvement in political and societal processes</u>  $\checkmark$ ). Further examples are listed under GRI 3-3-e/d for the respective material topic.

If you have any suggestions, ideas, questions or criticisms you wish to share with us, please contact us by e-mail at <u>nachhaltigkeit@eew-energyfromwaste.com</u> **7**.

#### Expectations and feedback from our stakeholders

The survey of selected stakeholder representatives was conducted as part of our materiality analysis. Our commitment was therefore rated across all potentially material topics (see the chapter on the **sustainability strategy**  $\checkmark$ ). The expectations and feedback were fed into the additional process of identifying our 12 material topics and were also taken into account when our **sustainability road map**  $\checkmark$  was being developed.

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	ΤΟΡΙϹϚ	EXPECTATIONS AND FEEDBACK FROM STAKEHOLDERS	OUR RESPONSES
NTRODUCTION	General	EXPECTATIONS AND FEEDBACK FROM STAKEHOLDERS	
ENERAL DISCLOSURES	<ul> <li>Commitment to sustainability</li> </ul>	<ul> <li>Continuing to assume responsibility and</li> </ul>	We assume responsibility for and manage our day-to-day conduct in accordance
JSTAINABILITY STRATEGY	<ul><li>&gt; Shareholder</li><li>&gt; Intentions</li></ul>	act as a role model for reliable waste management and energy supply	with our <b>sustainability strategy</b> ∠ by trying to strike a balance between the various aspects of sustainability. Our <b>sustainability road map</b> ∠ summarises
ea of action DMPANY		<ul> <li>Advancing the transition from waste utilisa- tion to reclaiming resources</li> </ul>	the goals we wish to achieve by 2030. Indepent of the ownership structure, it has long been important for us to ensure due diligence in human rights and
ea of action <b>APLOYEES</b>		<ul> <li>Stepping up commitment to all aspects of sustainability (environmental, economic and social)</li> </ul>	environmental matters, an undertaking we are committed to at our sites in Germany and neighbouring European countries. We will review our systems ar processes for complying with human rights due diligence by 2024, in accorda
ea of action NVIRONMENT		<ul> <li>Credibility in ensuring due diligence in human rights and environmental matters is ques-</li> </ul>	with the requirements of Germany's Supply Chain Due Diligence Act (LkSG), cl any loopholes and adopt a consistent approach to implementing processes
ea of action ALUE CHAIN	Company	tioned due to ownership structure	(see <u>GRI 3-3: Ethics and integrity</u> ビ).
a of action CIETY	<ul> <li>&gt; Ethics and integrity</li> <li>&gt; Value creation</li> </ul>	<ul> <li>Creating more transparency and dialogue</li> <li>Accelerating innovations and digitalisation</li> </ul>	Since 2018, we have been disclosing non-financial information through our ar nual sustainability reporting. We are transparent about our output materials (
VOLVEMENT OF TEREST GROUPS	<ul><li>&gt; Transparency and dialogue</li><li>&gt; Innovation and digitalisation</li></ul>	as key factors on the journey to greater sustainability	GRI 3-3: (Other) output materials/resources ∠, GRI 306-3 to 306-5 ∠ and put-output model ∠). We describe how we deal with topicsclassified as "mat in the relevant chapter (see GRI 3-3: Innovation and GRI 3-3: Digitalisation
RI INDEX	Employees		
uditor's limited ssurance report	<ul> <li>Working conditions and corporate culture</li> <li>Employee health and safety</li> </ul>	<ul> <li>Creating good working conditions and an inspiring corporate culture</li> <li>Ensuring employee health and safety</li> </ul>	We explain our objectives and measures for managing impacts in our "Employ area of action in chapters <u>GRI 3-3: Working conditions and corporate culture</u> <u>GRI 3-3: Employee health and safety</u> and <u>GRI 3-3: Employee developme</u>
nprint	<ul> <li>&gt; Employee development</li> <li>&gt; Diversity, inclusion and equal opportunities</li> </ul>	<ul> <li>Being more attractive as an employer to young people</li> <li>Doing more in terms of diversity, inclusion and equal opportunities</li> </ul>	

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	TOPICS	EXPECTATIONS AND FEEDBACK FROM STAKEHOLDERS	OUR RESPONSES
	Environment		
GENERAL DISCLOSURES	<ul> <li>&gt; Waste (input)</li> <li>&gt; (Other) input materials/resources</li> <li>&gt; Energy (output)</li> </ul>	<ul> <li>Maintaining a transparent and responsible approach to dealing with output materials</li> <li>Achieving progress in terms of decarbonisa-</li> </ul>	We are transparent about our output materials (see <u>GRI 305-1 to 305-4</u> ∠, <u>GRI</u> <u>305-7</u> ∠, <u>GRI 306-3 to 306-5</u> ∠ and <u>input-output model</u> ∠) and explain our objectives in this area (see <u>GRI 3-3: Climate-relevant emissions</u> ∠ and <u>GRI 3-3:</u>
rea of action OMPANY	<ul> <li>&gt; Climate-relevant emissions (output)</li> <li>&gt; (Other) output materials/resources</li> <li>&gt; Biodiversity and local ecosystems</li> </ul>	<ul> <li>tion and climate neutrality</li> <li>Enhancing protection of biodiversity and local ecosystems</li> </ul>	(Other) output materials/resources ∠). How we aim to achieve our objective of making EEW Group's operations climate-neutral by 2030 and climate-positive by 2040 is explained in chapter GRI 3-3: Climate-relevant emissions ∠. We want
rea of action MPLOYEES			to manage all measures on the basis of a holistic climate protection concept by integrating topics like biodiversity and local ecosystems too.
Area of action ENVIRONMENT	Value chain		
area of action ALUE CHAIN	<ul> <li>&gt; Customer relationships</li> <li>&gt; (Direct) supplier relationships</li> <li>&gt; Environmental impacts in</li> </ul>	<ul> <li>Maintaining good relationships with suppliers and customers</li> <li>Developing dialogue with strategic partners</li> </ul>	We have a strategic objective of developing and maintaining good relationships with customers and partners (see <u>GRI 3-3: Customer relationships</u> ビ). We take measures to ensure compliance with human rights and the applicable
rea of action OCIETY	the supply chain > Social impacts in the supply chain	<ul> <li>Placing greater focus on environmental and social impacts in the supply chain</li> </ul>	environmental standards (see <u>GRI 3-3: Ethics and integrity</u> ⊭).
NVOLVEMENT OF NTEREST GROUPS	Society		
RI INDEX	<ul> <li>Provision of services, creation</li> <li>of jobs and payment of taxes</li> <li>Participation in political and</li> </ul>	<ul> <li>Strengthening positive impacts on com- munties and regional economy through job creation and tax payments</li> </ul>	As we are part of local communities, we assume responsibilities for economic, social and environmental development at a local level: using local suppliers, creating long-term attractive jobs and environmental protection at a regional le
Auditor's limited assurance report	societal processes > Partnerships with scientific	<ul> <li>Maintaining community involvement,</li> <li>dialogue and public relations as well as good</li> </ul>	el. We will continue to extend our commitment to research and development a step up our collaboration with universities and other scientific institutions (see
mprint	institutions <ul> <li>Involvement in the community</li> </ul>	<ul> <li>neighbourly relations</li> <li>Increasing research on CO<sub>2</sub> capture and storage as well as taking more action on waste avoidance, recycling and research relating to the circular economy</li> <li>Taking sustainability into account when participating in political and societal processes</li> <li>Continuing to adhere to democratically established laws</li> </ul>	<b>GRI 3-3: Innovation</b> ∠'). The focus is on both protecting the climate/resources at the circular economy. As a reliable, expert and sustainability-focused company, we get involved, as a partner with expertise, in social policy discourse on the circular economy and the energy sector. Entries in the lobbying/transparency registers ensure there is public transparency regarding our involvement in politic processes <b>GRI 3-3: Involvement in political and societal processes</b> ∠).





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# **GRI Content Index**

Statement of use

Applicable GRI Sector

GRI 1 used

Standard(s)



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For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on the German version of the report.

GRI-Standard	Disclosure	Page or direct answer
Generel Disclosures		
GRI 2: General	THE ORGANISATION AND IST REPORTING PRACTICES	9
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	2-3 Reporting period, frequency and contact point	10
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	ACTIVITIES AND WORKERS	11
	2-6 Activities, value chain and other business relationships	11
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	2-9 Governance structure and composition	15
	2-10 Nomination and selection of the highest governance body	16
	2-11 Chair of the highest governance body	16
	2-12 Role of the highest governance body in overseeing the management of impacts	16
	2-13 Delegation of responsibility for managing impacts	17
	2-14 Role of the highest governance body in sustainability reporting	17
	2-15 Conflict of interest	17
	2-16 Communication of critical concerns	17
	2-17 Collective knowledge of the highest governance body	18
	2-18 Evaluation of the performance of the highest governance body	18

EEW Energy from Waste GmbH has reported in accordance with the GRI Stan-

At the time of publication, there was no applicable GRI industry standard for

dards for the period from January 1, 2022 to December 31, 2022.

GRI 1: Grundlagen 2021

EEW Energy from Waste GmbH.



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rea of action		2-23 Policy commitments	
MPLOYEES		2-24 Embedding policy commitments	20
rea of action		2-25 Processes to remediate negative impacts	20
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rea of action		2-27 Compliance with laws and regulations	21
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	Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	3!
nprint		205-3 Confirmed incidents of corruption and actions taken	3!
	GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3
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	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	48
USTAINABILITY STRATEGY		401-2 Benefits provided to full-time employees that are not provided to	4
ea of action		401-3 Parental leave	4
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ea of action IVIRONMENT		403-3 Occupational health services	Ę
		403-4 Worker participation, consultation, and communication on occupational health and safety	[
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		403-6 Promotion of worker health	Ę
a of action		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Ę
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	GRI 3: Material Topics 2021	3-3 Management of material topics	Į.
IINDEX	GRI 404: Trainaing and	404-1 Average hours of training per year per employee	e
ditor's limited	Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	ť
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	GRI 405: Diversity and	405-1 Diversity of governance bodies and employees Disclosure	6
print	Equality 2016	405-2 Ratio of basic salary and remuneration of women to men	6
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	GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant	89
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## Independent Auditor's Report on a Limited Assurance Engagement

#### To EEW Energy from Waste GmbH, Helmstedt

We have performed a limited assurance engagement on the disclosures marked with the symbol  $\leq$  in the Sustainability Report of EEW Energy from Waste GmbH for the period from 1 January to 31 December 2022 (hereafter "report").

Our engagement exclusively refers to the disclosures marked with the symbol  $\bigotimes$  in the German PDF version of the report. This information shall include information on the following topics and indicators:

- > General disclosures: Employees
- Innovation
- > Ethics and integrity: Confirmed incidents of corruption and actions taken
- > Employee health and safety: Work related injuries
- > Employee development: Diversity of governance bodies and employees, Incidents of discrim-ination and corrective actions taken
- > Energy (Output): Energy consumption within the organisation (Electricity, heating oil and gas consumption, electricity sold)
- > Climate-relevant emissions (Output): Direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions, Other indirect (Scope 3) GHG emissions,
- > Involvement in political and societal processes: Political contributions

Not subject to our assurance engagement are other references to disclosures made outside the report as well as prospective or prior year disclosures. The report is published as a PDF version at <u>www.lets-talk-about-tomorrow.com</u> **7**.

#### A) Responsibilities of the executive directors

The executive directors of EEW Energy from Waste GmbH are responsible for the preparation of the report in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (hereafter "GRI-Standards") and for the selection of the information to be assessed.

This responsibility includes the selection and application of appropriate methods to prepare the report as well as making assumptions and estimates related to individual disclosures, which are reasonable in the circumstances. Furthermore, the legal repre-

sentatives are responsible for such internal controls that they have considered necessary to enable the preparation of a report that is free from material misstatement, whether due to fraud (manipulation of the report) or error.

#### B) Independence and quality assurance of the auditor's firm

We have complied with the German professional requirements on independence as well as other professional conduct requirements.

Our audit firm applies the national legal requirements and professional pronouncements - in par-ticular the BS WP/vBP ["Berufssatzung für Wirtschaftsprüfer/vereidigte Buchprüfer": Professional Charter for German Public Accountants/German Sworn Auditors] in the exercise of their Profession and the IDW Standard on Quality Management issued by the Institute of Public Auditors in Germany (IDW): Requirements for Quality Management in the Audit Firm (IDW QS 1) and ac-cordingly maintains a comprehensive quality management system that includes documented policies and procedures with regard to compliance with professional ethical requirements, pro-fessional standards as well as relevant statutory and other legal requirements.

#### C) Auditor's responsibility

Our responsibility is to express a conclusion with limited assurance on the disclosures marked with the symbol  $\checkmark$  in the report based on the assurance engagement. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). This Standard requires that we plan and perform the assurance en-gagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the disclosures marked with the symbol  $\backsim$  in the report of the Company have not been prepared, in all material respects, in accordance with the GRI Standards. Not subject to our assurance engagement are other references to disclo-sures made outside the report, prospective disclosures and prior-year disclosures.

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In the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities:

- Inquiries of employees concerning the sustainability strategy, sustainability principles and sustainability management of EEW Energy from Waste GmbH,
- Inquiries of employees responsible for the preparation of information marked with the symbol in the report in order to assess the sustainability reporting system, the data capture and compilation methods as well as internal controls to the extent relevant for the limited assurance engagement,
- > Identification of likely risks of material misstatement in the report,
- > Inspection of the relevant documentation of the systems and processes for compiling, aggregating and validating sustainability data in the reporting period and testing such documentation on a sample of basis,
- > Analytical measures at group level and on the level of selected sites regarding the quality of the reported data,
- > Critical review of the draft report to assess plausibility and consistency with the information marked with the symbol  $\oslash$

#### D) Assurance conclusion

Based on our assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the disclosures marked with the symbol  $\leq$  in the report of the Company for the period from 1 January to 31 December 2022 have not been prepared, in all material respects, in accordance with the relevant GRI criteria.

We do not express an assurance conclusion on the other references to disclosures made outside the report, prospective disclosures as well as prior-year disclosures.

#### E) Restriction of use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. As a result, it may not be suitable for another purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance conclusion is not modified in this respect.

#### F) Engagement terms and liability

The "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften [German Public Auditors and Public Audit Firms]" dated 1 January 2017 are applicable to this engagement and also govern our relations with third parties in the context of this engagement (www.de.ey.com/general-engagement-terms). In addition, please refer to the liability provisions contained there in no. 9 and to the exclusion of liability towards third parties. We assume no responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the respective third party or liability cannot effectively be precluded.

We make express reference to the fact that we do not update the assurance report to reflect events or circumstances arising after it was issued unless required to do so by law. It is the sole responsibility of anyone taking note of the result of our assurance engagement summarized in this assurance report to decide whether and in what way this result is useful or suitable for their purposes and to supplement, verify or update it by means of their own review procedures.

Eschborn/Frankfurt, 22 May 2023

#### Ernst & Young GmbH

Wirtschaftsprüfungsgesellschaft

**Yvonne Meyer** Wirtschaftsprüferin (German Public Auditor) Hans-Georg Welz Wirtschaftsprüfer (German Public Auditor)

**GENERAL DISCLOSURES** 

SUSTAINABILITY STRATEGY

Area of action

Area of action **EMPLOYEES** 

Area of action **ENVIRONMENT** 

Area of action
VALUE CHAIN

Area of action **SOCIETY** 

INVOLVEMENT OF INTEREST GROUPS

**GRI INDEX** 

Auditor's limited assurance report

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# Imprint —

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