



**CCE**

REALISING THE FUTURE

# ESG & Sustainability Report 2024

Vienna, 01-07-2025

# CONTENT

## 1. General

1.1 2024 Highlights	<u>3</u>
1.2 A Message from our Managing Partners	<u>7</u>
1.3 About CCE	<u>8</u>
1.4 What we do	<u>9</u>
1.5 Mission, Vision and Corporate Values	<u>10</u>
1.6 CCE Corporate Value Charta	<u>11</u>
1.7 CCE Portfolio	<u>12</u>
1.8 CCE Sustainability Strategy	<u>13</u>
1.9 CCE Investment Process	<u>14</u>
1.10 Sustainable Development Goals	<u>15</u>
1.11 ESG Initiatives	<u>16</u>

## 2. Environment

2.1 Our Planet – our Responsibility	<u>17</u>
2.2 Risk Management	<u>18</u>
2.3 Climate Risk Management and alignment with the TCFD	<u>21</u>
2.4 Climate Strategy and Corporate Carbon Footprint	<u>25</u>
2.5 CCE Resource Stewardship: Efficiency and Responsibility	<u>28</u>
2.6 Biodiversity: Ecosystem Management	<u>30</u>

## 3. Social

3.1 Our People, our Future: Investing with Purpose	<u>35</u>
3.2 Working at CCE	<u>36</u>
3.3 CCE Academy and Sustainability Unlocked	<u>40</u>
3.4 Health and Safety	<u>43</u>
3.5 CCE Care	<u>45</u>

## 4. Governance

4.1 Ethics, Transparency and Sustainable Impact	<u>47</u>
4.2 Sustainability Governance	<u>48</u>
4.3 ESG Compliance and Policy Framework	<u>50</u>
4.4 CCE Holding's 2024 GRESB Success	<u>52</u>
4.5 Double Materiality Assessment	<u>53</u>
4.6 ESG Due Diligence	<u>54</u>
4.7 CCE Management System	<u>55</u>
4.8 ESG Governance Forward Plan	<u>56</u>

<b>Appendix A</b>	<u>57</u>
-------------------	-----------

<b>Appendix B</b>	<u>60</u>
-------------------	-----------

## About this report

The CCE Holding GmbH ("CCE") Sustainability and ESG Report 2024 presents our Environmental, Social, and Governance (ESG) performance and management approach to material topics for the 2024 calendar year. It is CCE's third sustainability report, covering all critical events from the reporting period. Aligned with CSRD and GRI Standards, it highlights our Net Zero by 2040 ambition, double materiality integration, and commitment to transparency.

# 1.1 2024 HIGHLIGHTS

## January

- e-learning platform by Omnes Capital.
- Support for the “Junior Maker Pioneers” initiative.
- Launch of the “Sustainability Unlocked” learning pathways.
- CCE Deutschland supports educational projects in Mali with a donation to Sterntaler für Afrika e.V.

## February

- Submission of the Annual Report to Omnes Capital.
- Completion of the Corporate Carbon Footprint Assessment.
- Participation in the Infrastructure Investor Summit in Berlin (19–20 March 2024).

## March

- Successful closing of RGreen financing.
- Awarded the first Climate Impact Certificate.
- Participation in ESG Day hosted by Omnes Capital in Paris.
- Start of production at the first megawatt-scale Carport-PV project at Eurotherme Bad Schallerbach.
- Participation in Omnes Capenergie Day in Copenhagen.



# 1.1 2024 HIGHLIGHTS

## April

- Organization of Girls' Day 2024.
- Completion of the third extension project for WK-Pulverbeschichtung.
- Launch of CCE's regional honey initiative from Farid's apiary.
- Completion of the 1.3 MWp WIN project for Danubia Speicherei GmbH.

## May

- Integration of battery storage at three projects (La Huella, Arica, and Los Rastrojos).
- Extension project completed for SIRO Ges.m.b.H.
- CCE's participation in the Renewable Energies World Race 2024.
- Completion of the 415.74 KWp PV installation in Garching.
- Participation of CCE interns in the Apprentice Hackathon 2024.

## June

- Launch of employee access to company bike leasing.
- Hosting of the Annual ESG Workshop with Omnes Capital.
- EAG Market Premium granted for Grimmenstein and Danubia Speicherei.
- Strong performance by CCE teams at the Garsten Community Football Day.



# 1.1 2024 HIGHLIGHTS

## July

- ESG team seminar conducted at FHOÖ Steyr.
- Organization of Climate-Crisis Game Nights at the Vienna and Garsten offices.
- Acquisition of the 'Ready to Build' Marknesse Solar PV project (23.3 MWp) in The Netherlands.
- Launch of new courses through the CCE Academy.

## August

- Construction of CCE Austria's first Agri-PV project in Grimmenstein.
- CCE featured as a case study in the Omnes Capital Sustainability Report.
- Publication of the second edition of CCE's Sustainability & ESG Report.
- Interview with CEO Jörg Menyesch published in Zeitung für kommunale Wirtschaft.

## September

- Participation of CCE's women colleagues in the "Women Run" event.
- CCE's International Employees Event hosted in Kitzbühel.
- Continued support for "Junior Maker Pioneers 2024."



# 1.1 2024 HIGHLIGHTS

## October

- Awareness activities organized for World Mental Health Day.
- Site handover for the BESS project in Halle.
- Participation in the FH Karrieremesse Wels 2024.
- Filming of the new learning pathway in collaboration with Omnes Capital.
- CCE becomes a proud member of the WIVA P&G association (Hydrogen Initiative Vorzeigeregion Austria Power & Gas).

## November

- Launch of the “Transforming ESG from Vision to Action” GRESB Success Story.
- Delivery of the third educational session on renewable energy and sustainability at schools in La Higuera.
- Official opening of the “Horia 1” solar power plant in the Arad region, Romania.
- Handover of the construction site to EPC Intilion for the Halle (Saale) battery storage project (over 22 MWh installed capacity).

## December

- CCE continues its support for the Junior Maker Pioneers initiative, providing children aged 8 to 14 years with opportunities to learn about renewable energy and the environment.



## 1.2 A MESSAGE FROM OUR MANAGING PARTNERS

As we look back on 2024, it's clear that the renewable energy sector faces both pressing challenges and exciting opportunities. The urgency of addressing climate change has never been greater; at CCE, we remain steadfast in leading the charge toward a sustainable future. This year marked a significant milestone for our company, and we are proud to share the progress we've made as well as the steps we are taking to overcome the obstacles ahead.

In 2024, we expanded our energy capacity to around 6 GWp, of which 180 MWp is under construction and 113 MWp is in operation across seven countries. These advancements enabled us to generate over 186,770 MWh of electricity and avoid more than 94.8 tCO<sub>2</sub>e—milestones that underscore our deep commitment to our Net Zero journey. With clear targets already in place, we also plan continuously reduce 50% of project-specific GHG emissions by 2030.

This year also marked a key moment in our sustainability strategy, as we set 2024 as our baseline year to calculate our consolidated carbon footprint. While reducing Scope 3 emissions presents a complex challenge, we are focused on deepening collaboration with our supply chain partners by establishing shared goals to reduce our collective carbon footprint.

The road to a sustainable future is not without its considerable hurdles. As global demand for renewable energy continues to rise, so too does the pressure on supply chains. In 2024, we saw significant disruptions due to raw material shortages, transportation delays, and geopolitical tensions, highlighting the vulnerabilities within our industry. To address these challenges, we are diversifying our supply chain, working closely with our partners to ensure long-term stability, and investing in circular economy practices that will

make our operations stronger.

In line with our commitment to sustainability, we embrace a double materiality approach, which helps us assess not only the financial impact of environmental and social factors on our business but also the broader effect of our operations on society and the planet. This approach ensures that we make informed, responsible decisions and prioritize the most important risks and opportunities in our path to a greener future.

Looking ahead, the energy transition is well underway, but we know the work is far from complete. In 2024, we continued to expand our renewable energy generation, particularly in solar power, and we've made significant investments in emerging technologies like hydrogen and energy storage. Our commitment extends beyond the generation of clean energy; energy efficiency and sustainable consumption are just as important to us. We're dedicated to making renewable energy more accessible and beneficial to the communities we serve, ensuring that our work has a positive impact on society and the environment.

At the heart of everything we do is a commitment to building long-term relationships with our stakeholders. This year, we strengthened our ties with shareholders, employees, suppliers, and local communities alike. We are particularly proud of our local initiatives—from biodiversity programs to renewable energy education in schools. These efforts are part of our broader mission to support social and economic development wherever we operate.

We're also pleased to share that our Global Real Estate Sustainability Benchmark (GRESB) rose to three stars this year—a testament to our commitment to ESG excellence and

challenges that lie ahead.

As we move into the future, we remain inspired by the transformative potential of renewable energy. The path may not always be smooth, but the opportunities to innovate, collaborate, and drive change are boundless. We are committed to staying true to our values, deepening partnerships, and contributing to a future where clean energy is not just an option but the foundation of a better, more resilient world for all.

Thank you for your continued support. Together, we can create the future we all want to see.

**Martin Dürnberger & Jörg Menyesch,**

**Managing Partners and Co-CEO's of CCE Holding GmbH**

## 1.3 ABOUT CCE

CCE is the solution partner for the future of energy. We are an integrated player, with a strong track-record and extensive experience in solar energy

### Company Profile

- CCE is active in the fields of project development, construction, financing and management of renewable energy projects with a focus on solar photovoltaic (PV) and energy storage (BESS).
- Founded as a joint venture between Clean Capital Energy and Enernovum, with the German pension fund Ärzteversorgung Thüringen.
- In 2023, Omnes Capital was incorporated as new shareholder with an equity investment commitment of a three-digit million amount.
- Currently CCE is operative in 7 different countries with over 5 GWp under development, 113 MWp in operation and over 660 MWp ready-to-build projects.
- CCE aims to be a fully integrated IPP, operating a PV portfolio of 2 GWp by 2030 with a high rate of flexibility.

### Attractive Portfolio

- Rapid portfolio expansion diversified across 7 different geographies and accelerated value creation.
- Risk mitigation through ESG implementation, stakeholder management, fixed revenue contracting, asset flexibilization and geographical diversification.
- Attractive absolute and risk adjusted returns are projected for our European and Latin American renewable energy projects.

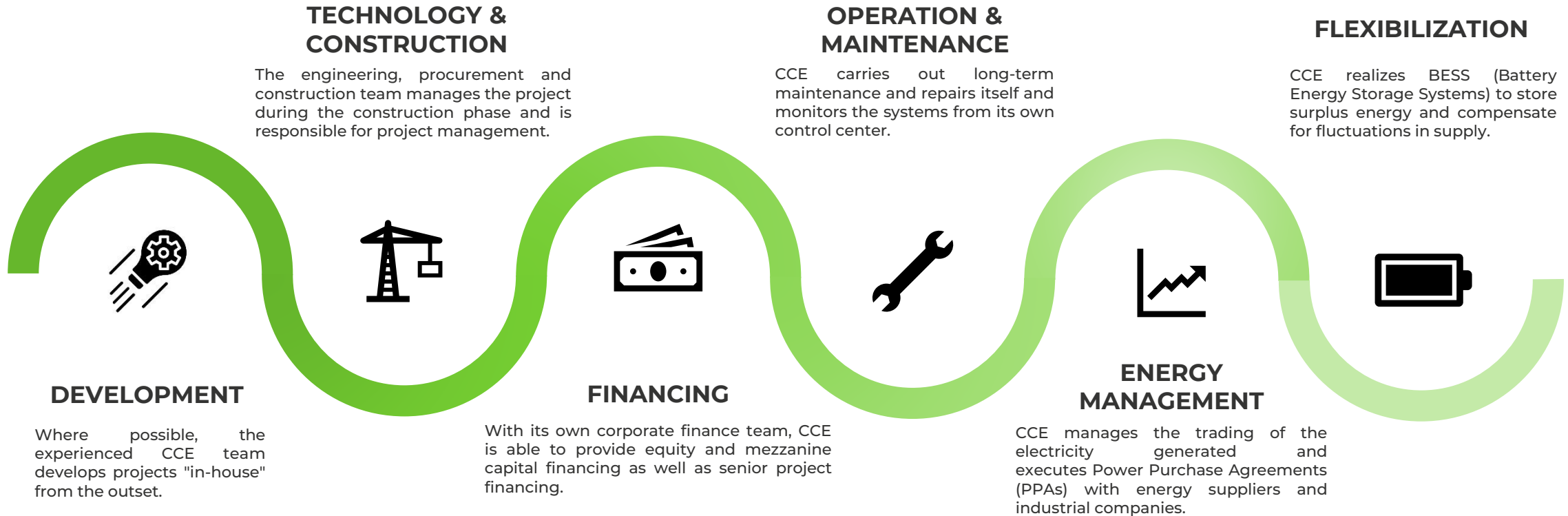


### Business Model

- Track record in developing, constructing, financing and managing medium to large-scale solar energy projects across Europe and in Chile.
- Delivery of in-house, value-add execution across the entire life cycle of solar PV and energy storage projects.
- CCE's management team has more than 30 years of experience in the renewable energy sector. Additionally, CCE has a solid operative team with cutting-edge technical, financial and risk management skills.
- Owning and operating medium and large-scale solar PV assets provides CCE with a large amount of data, which is used to engineer and build solar plants with the highest return levels, while minimizing risks for investors.
- CCE deals intensively with new solutions for the energy market as well as strategies in connection with energy storages and has experts to continuously explore future opportunities such as hydrogen storage and usage.
- ESG drivers: CCE transforms its business by creating value for all stakeholders, prioritizing the pursuit of Sustainable Development Goals (SDGs) 7, 8, 9 and 13.

# 1.4 WHAT WE DO

We deliver clean energy solutions along the entire value chain



# 1.5 MISSION, VISION AND CORPORATE VALUES

These elements are the foundation of CCE's identity and strategic framework. They guide our decisions, drive our actions and set us apart in the marketplace. Adhering to these principles ensures that we remain focused on sustainable growth, innovation and excellence in all our endeavors.

OUR VISION:

**A future with 100% renewable energy for a livable planet**

OUR MISSION:

**Realising the future**

# 1.6 CCE CORPORATE VALUE CHARTA



## TOGETHER WE CARE

### SUSTAINABILITY

For us, sustainability is more than a sticker. By acting responsibly, we help protect the environment and create a positive social impact.

### TRUST

Trust is the basis of all collaborations. We trust each other and create an environment that encourages open communication, individual development and mutual growth.

### RESPONSIBILITY

We assume responsibility for our actions, colleagues, the environment and society. Ethical action is, of course, our business.



## TOGETHER WE GROW

### FAMILIAL WORKING ENVIRONMENT

At CCE, the focus is on people. We create a supportive and trusting work environment where everyone feels valued and respected.

### TEAM SPIRIT

We are realising the future! Together we work towards our vision of a livable planet powered by 100% renewable energy. We support and motivate each other to learn, perform and succeed. Each individual contributes to the success of the team.

### ENTHUSIASM

We are passionate about our work. Our enthusiasm for what we do drives us to always do our best. This is how we achieve outstanding results and create an inspiring work environment.



## TOGETHER WE REALISE

### COURAGE

We encourage our employees to be courageous and to contribute new ideas. For us, courage means taking risks as a company in order to drive innovation, develop groundbreaking solutions but also learn individually.

### PROFESSIONALISM

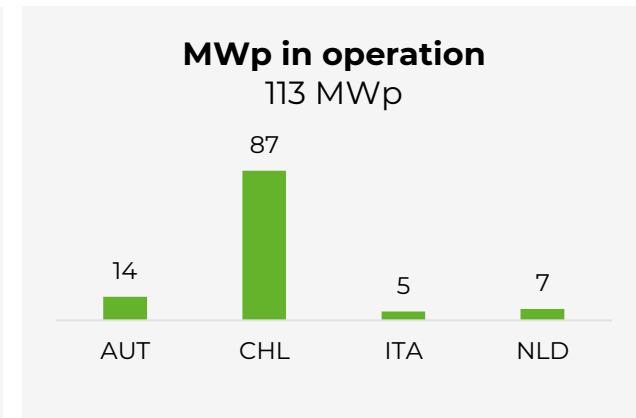
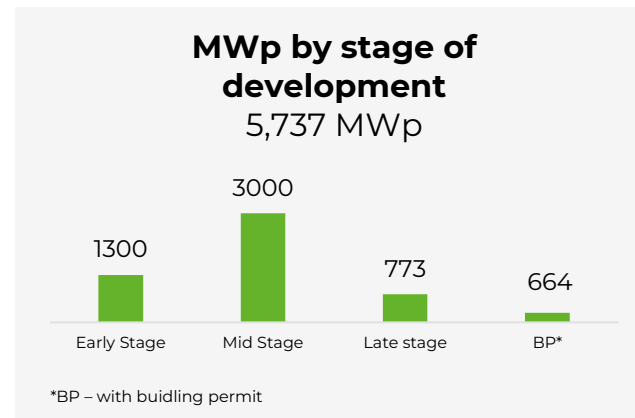
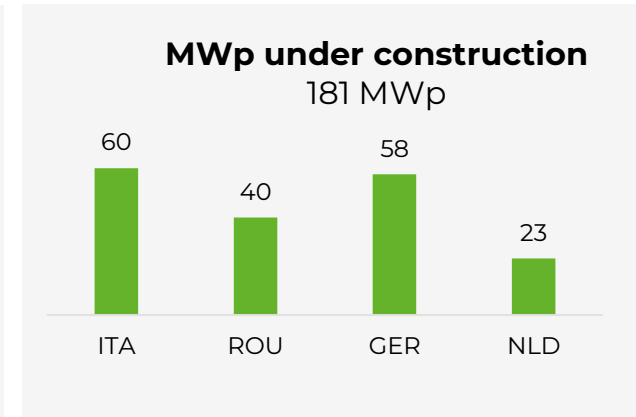
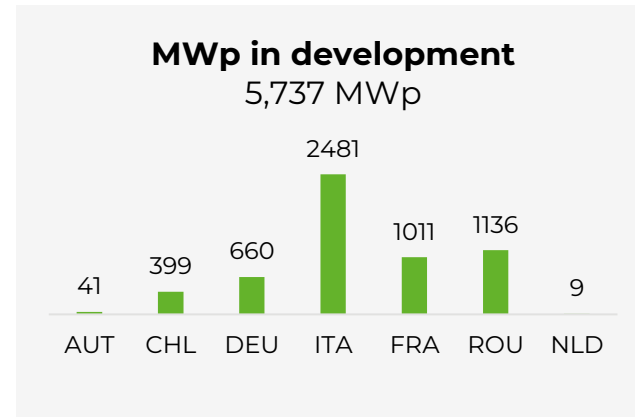
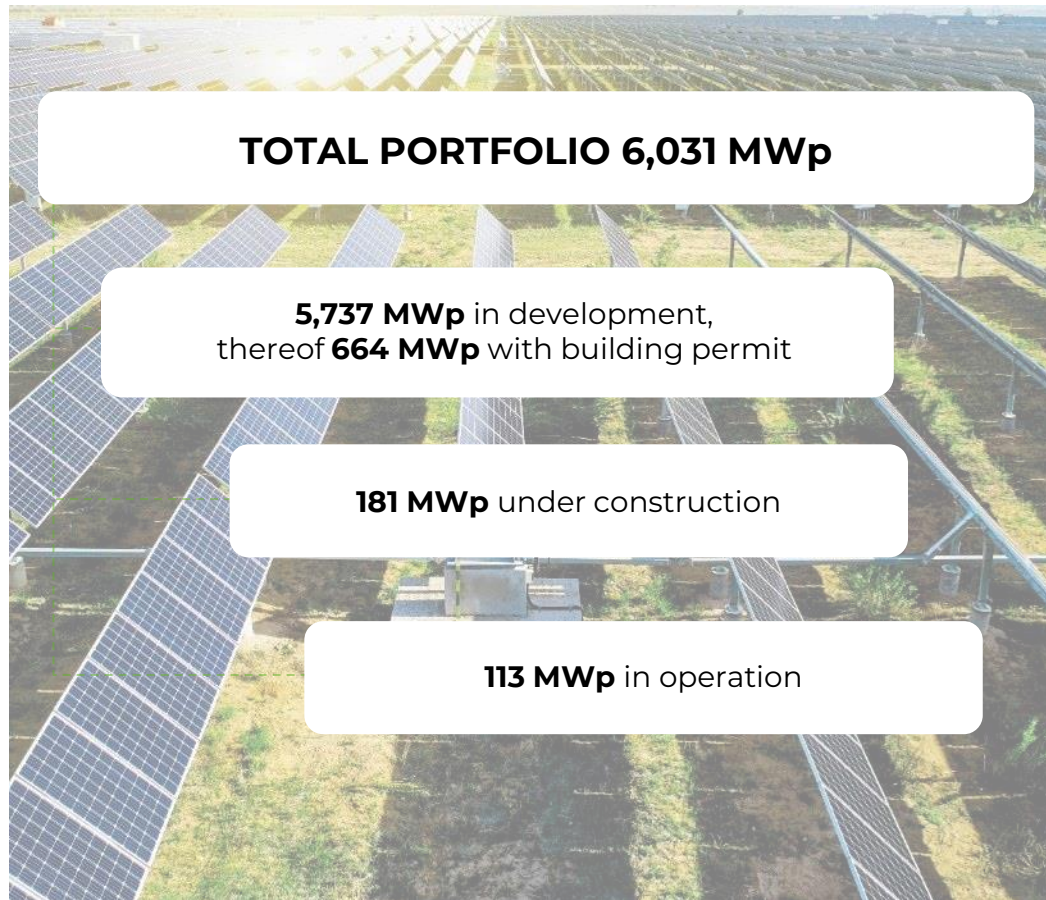
We value professionalism in all our actions. Through professional behaviour and thus competent appearance, we create trust with our customers and partners.

### INNOVATION

We are pioneers in our industry. With creative ideas and the willingness to break new ground, we drive innovations and actively shape the future.

# 1.7 CCE PORTFOLIO – STATUS QUO

As at the end of 2024, CCE had a total portfolio of around 6 GWp, of which 180 MWp were under construction and 113 MWp were in operation.



# 1.8 CCE SUSTAINABILITY STRATEGY

At CCE, we understand that true growth goes hand in hand with responsibility. Embracing Environmental, Social, and Governance (ESG) principles isn't just a strategy; it's part of who we are. By centering ESG at the core of our decision-making process, we're not just improving our assets, we're building a legacy of value for our stakeholders, the environment, and society. Our sustainability strategy reflects the company's growth and underlines our ambition to reach Net Zero. We are also deeply committed to boosting our health and safety systems; improving diversity, equity, and inclusion (DEI); increasing supply chain transparency; and protecting stakeholder trust.

We know that lasting success is about more than financial returns. It's about making choices that uplift our communities and protect the planet. Our approach ensures that every investment we make contributes to a sustainable and ethical future.

In this year's sustainability report, we are proud to show you the progress we have made. It reflects our on-going commitment, our achievements to date, and the challenges we continue to tackle. We value transparency, and we hope this report gives you a clear understanding of the impact we're creating together.

	2023	2024	2025	2026
<b>Workstream A - Policies</b>				
ESG Policies (new policies and updates)	☑	☑	☀	📅
Leadership Commitments	☑	☑	☀	📅
<b>Workstream B - Stakeholder Engagement</b>				
Employee Engagement Programme		☑	☀	
Stakeholder Engagement Programme	☑	☑	☀	
Supply Chain Engagement Programme		☑		📅
ESG Employee Training			☀	📅
ESG Personnel Performance Targets				📅
<b>Workstream C - Management Procedures</b>				
Greenhouse Gas Monitoring		☑	☀	
ESG Incident Monitoring	☑	☑	☀	
QHSE Management System (ISO) Implementation and Audit	☑	☑	☀	
QHSE Management Systems (ISO) Certification	☑	☑	☀	
Risk Management				📅
Resource Management Plan				📅
Certification bodies				📅

- ☑ **Completed projects**
- ☀ **In progress**
- 📅 **Planned projects**

	2023	2024	2025	2026
<b>Workstream D - Reporting</b>				
Corporate Sustainability Reporting Directive (CSRD) Report				📅
ESG Data Gathering & Data Structure	☑	☑	☀	📅
ESG Sustainability Report	☑	☑	☀	📅
GRESB Assessment & Report	☑	☑	☀	📅
OMNES/SFDR/PAI/EU Taxonomy Reporting	☑	☑	☀	📅
<b>Workstream E - Assessments</b>				
ESG Due Diligence	☑	☑	☀	📅
Carbon Footprint Analysis	☑	☑	☀	📅
Double Material Asses. (DMA) and CSRD alignment check		☑	☀	
Anti-Corruption Risk Check				📅
Transitional & Physical Climate Risk Impact Assessment		☑	☀	
Supply Chain Assessment				📅
<b>Workstream F - Programmes</b>				
Biodiversity Programme			☀	
End-of-Life Management Programme				📅
Carbon Footprint Net-Zero Reduction Programme			☀	
Female Leadership & Empowerment Programme			☀	
Anti-Corruption Programme				📅
Responsible Purchasing Programme				📅
Green Bond Programme				📅

# 1.9 CCE'S RESPONSIBLE INVESTMENT PROCESS

CCE is committed to sustainability as a driver for global progress and proudly supports the UN SDGs. Our investments in solar energy expand renewable capacity worldwide, advancing SDGs 7 and 9, while supporting our Net Zero ambition and environmental care at project sites. We address climate risks and adaptation by aligning with the Task Force on Climate-related Financial Disclosures (TCFD) framework (SDG 13). Our operations promote decent work (SDG 8) through fair pay, gender KPIs, and local talent development, while enforcing labour rights via strict Engineering, Procurement, and Construction (EPC) contractor standards. Education (SDG 4) is supported through the CCE Academy and e-learning platforms. We ensure workplace health and safety (SDG 3) through ESG standards and dedicated oversight. We promote gender equality (SDG 5) with a Female Empowerment Team and initiatives like the 30% Club. Biodiversity is protected by integrating environmental safeguards and partnering on land conservation (SDG 15). Finally, our CCE Care Program strengthens sustainable, inclusive communities through local engagement.

## CCE HOLDING GMBH RESPONSIBLE INVESTMENT STRATEGY



# 1.10 SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

**3 GOOD HEALTH AND WELL-BEING**



- Ensure healthy and safety lives through well-being initiatives, ESG Policies and Standards for our employees and Global stakeholder.
- Hired a health and safety manager to constantly monitor and assess contractors to meet its high standards and comply with relevant safety regulations.

**7 AFFORDABLE AND CLEAN ENERGY**



- Improve energy efficiency and availability over our entire value chain.
- CCE is fully committed to substantially increase the share of renewable energy in the global energy mix.

**11 SUSTAINABLE CITIES AND COMMUNITIES**




- Through our CCE Care Program and voluntary activities done by our offices and stakeholders, we boost cities and human settlements to be more inclusive, resilient and sustainable.
- Prioritize local talent, support skill development, and foster sustainable economic growth in our communities.

**4 QUALITY EDUCATION**



- Providing high-quality education is core to our mission. Through our CCE Academy and the Sustainability Unlocked e-learning platform, our employees have access to intensive, high-value training and educational opportunities.

**8 DECENT WORK AND ECONOMIC GROWTH**




- Track workforce KPIs, including gender equality and benefits, to ensure a fair and inclusive workplace.
- Require EPC contractors to meet labour rights standards and provide supply chain traceability per our Supplier Code of Conduct.

**13 CLIMATE ACTION**



- CCE is committed to Net Zero ambition and protect, enhance, and care for the environment where we build and operate our solar plants.
- Partnering with Carbon projects compensate our carbon emission on business travels

**5 GENDER EQUALITY**




- Established a Female Empowerment Team and setting gender-related targets and initiatives.
- Support business-led initiatives ( 30% Club) to boost female representation at board and C-suit level.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**



- Build resilient infrastructure, promote sustainable industrialization and foster innovation.

**15 LIFE ON LAND**



- Integrating biodiversity and mitigation measures into our project’s planning and management allows us to maximize the environmental and social benefits of our renewable energy projects.

# 1.11 ESG INITIATIVES



**UN Global Compact**, the world's largest corporate sustainability initiative. CCE became a signatory of the UN Global Compact in 2022.



**TCFD**, a framework that organizations can use to publicly disclose the climate-related risks and opportunities of their businesses.



**Paris Agreement**, initiative aiming to operationalize the ambition to stay well below 2°C degree increase.



**GRESB**, an independent organization providing validated ESG performance data and peer benchmarks for investors and managers. CCE completes the annual assessment for GRESB's Infrastructure Asset Benchmark.



**The Climate Pledge** is a commitment to reach net-zero carbon emissions by 2040. It brings the world's top companies together to accelerate joint action, cross-sector collaboration, and responsible change.



**The 30% Club** operates across more than 20 countries from Australia to Mexico. Its main mission is to reach at least 30% representation of women on boards and C-Suites globally.

# 2.1 OUR PLANET, OUR RESPONSIBILITY

Our environmental ambition is guided by a deep commitment to the principle "Our Planet, Our Responsibility." As a forward-thinking renewable energy company, we recognize the urgent need to address climate change and environmental degradation through strategic, discipline-based actions.

Our climate strategy actively addresses both physical risks such as extreme heat, water stress, and natural hazards and transition risks, including material scarcity and regulatory changes. Mitigation measures include resilient infrastructure design, water efficient cleaning systems, and the use of low carbon materials. In parallel, we are scaling up climate positive opportunities through innovative energy models such as Power Purchase Agreements (PPAs) and the deployment of distributed renewable infrastructure in underserved regions.

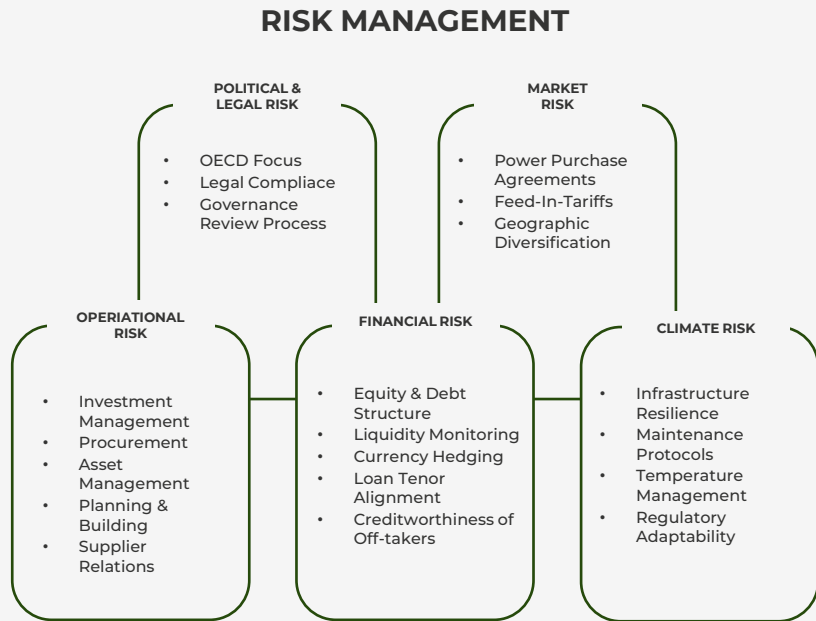
CCE's sustainability vision extends beyond emissions. We promote biodiversity protection, responsible waste management, and efficient water use, integrating circular economy principles across our value chain. Key initiatives include site level biodiversity assessments, reduction of landfill waste, and partnerships with certified recyclers and suppliers registered under the Waste Electrical and Electronic Equipment (WEEE) Directive. Through these efforts, we aim not only to minimize our environmental impact but also to regenerate ecosystems and empower communities.

For us, sustainability is not just a compliance function. It is a strategic foundation of how we operate, invest, and grow. By aligning business performance with planetary well-being, we reaffirm our role as a responsible energy leader committed to protecting the environment.

# 2.2 RISK MANAGEMENT

## 2.2.1 CCE Risk management Framework

Ensuring sustainable and resilient operations



## 2.2.2 Supply Chain Risk Mitigation and Strategic Resilience

Managing supply chain risk is a critical component of our sustainability and operational strategy. Our commitment to responsible supply chain and procurement practices ensures that we not only meet our business objectives but also uphold the highest standards of ethics, transparency, and resilience in the face of global challenges.

To proactively mitigate risks, we have embedded responsible and sustainable procurement at the core of our operations. This involves aligning purchasing decisions with rigorous ESG criteria, going beyond traditional cost metrics to evaluate suppliers based on recyclability, environmental performance, and respect for human rights. By collaborating closely with both our ESG and Purchasing departments, we ensure that every partnership contributes positively to our long-term sustainability goals.

A key pillar of our risk mitigation strategy is the implementation of a Supplier Code of Conduct, which all our suppliers are required to sign. This code mandates adherence to ethical labour practices and prohibits human rights violations, including modern slavery. Regular supplier audits are conducted to verify compliance, fostering accountability and driving improvements across the value chain. Furthermore, it serves as a valuable resource that equips us with the necessary information, support, and tools to make ethical decisions and adhere to the laws and regulations that govern our operations. It provides guidance and promotes a culture of integrity and compliance within our business.

To enhance transparency and reduce exposure to ethical and operational risks, we employ advanced tools such as a no-price criteria model and supply chain traceability frameworks. These tools are especially crucial when sourcing high-risk, critical components like photovoltaic (PV) panels and energy storage batteries. Through traceability, we gain visibility into the origin of materials, production processes, and labour practices, allowing us to act promptly in the event of any disruption or compliance issue.

Our integrated approach also looks for our suppliers and our alignment with internationally recognized standards, including ISO certifications, EcoVadis assessments, and IFC performance benchmarks. These not only validate our commitment to sustainable procurement but also yield financial advantages, such as improved access to financing and lower interest rates due to our superior ESG performance.

Ultimately, by push in sustainability throughout our supply chain strategy, we build long-term operational resilience, reduce reputational and regulatory risks, and create value for all stakeholders. This forward-thinking model positions CCE as a leader in ethical procurement within the renewable energy sector, earning the trust of partners, regulators, and investors alike.

### 2.2.3 Climate Risk Management and Strategy

We acknowledge the scientific consensus that climate change is driven by human activity, particularly through the release of greenhouse gases such as carbon dioxide, methane, and nitrous oxide. These emissions are altering the composition of the atmosphere and contributing to the rise in global temperatures. Over the past two decades, the pace of climate change has accelerated, reinforcing the urgent need for responsible corporate action.

Recognising our role in this global challenge, we have made climate responsibility a core part of our business strategy. We are actively working to assess and understand our full greenhouse gas (GHG) footprint, including both direct and indirect emissions. Establishing a reliable baseline is a key step in our journey toward climate neutrality. In parallel, we are developing new internal systems, metrics, and controls to track emissions with greater precision. These efforts are central to our commitment to reducing our environmental impact and supporting the global transition to a low-carbon economy.

### 2.2.4 Physical Climate Risks

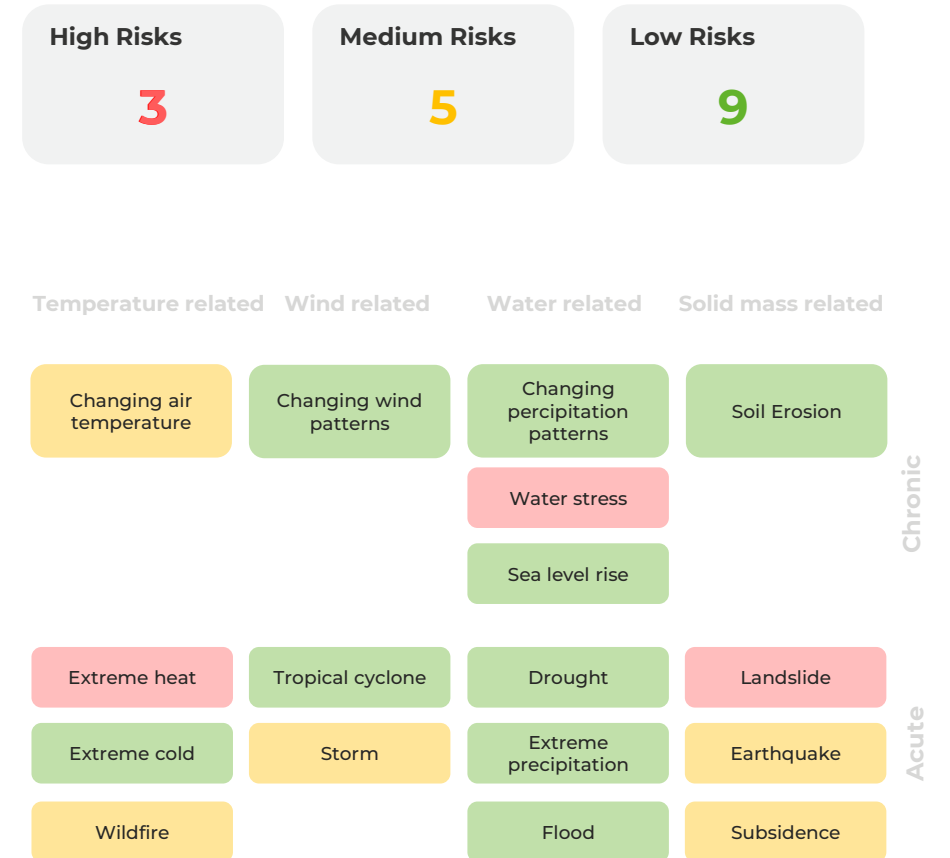
We have integrated Altitude by AXA Climate into our sustainability strategy to strengthen climate risk management across our value chain. Altitude provides sector-specific, innovative software that supports us with tailored, robust climate data, using the latest models and geospatial resolution down to 30 meters. This enables us to assess physical risks today, in 2030, and 2050 under multiple IPCC scenarios, and to make informed,

meaningful decisions that guide our sustainable investment strategies and net-zero transition. With Altitude’s user-centric tools and scientific expertise, we ensure that climate adaptation involves all parts of our operations systematically, building resilience against evolving climate challenges.

Our last assessment, revealed that CCE’s solar portfolio is exposed to several key physical risks. Notably, three high physical risks were identified: extreme heat, water stress, and landslide risk. For ground-mounted solar PV, extreme heat increases the likelihood of thermal stress, panel degradation, and transformer failure, particularly in locations where ambient temperatures can surpass 45°C. This can lead to reduced component efficiency and increased maintenance and replacement costs. Water stress compounds this issue by affecting cooling needs and infrastructure performance, while landslides pose threats to both worker safety and infrastructure stability. Additional medium physical risks include wildfire, storm, earthquake, and changing air temperature, all of which could lead to potential damage, business interruption, or increased operational expenditures.

To mitigate these risks, the report recommends targeted actions such as evaluating and shifting from wet to dry panel cleaning methods, considering passive or forced cooling technologies, reinforcing infrastructure to withstand extreme weather events, and implementing site-specific risk mitigation and response plans. These actions are now under evaluation at the asset level as part of our evolving climate adaptation strategy.

### Physical Climate Risks



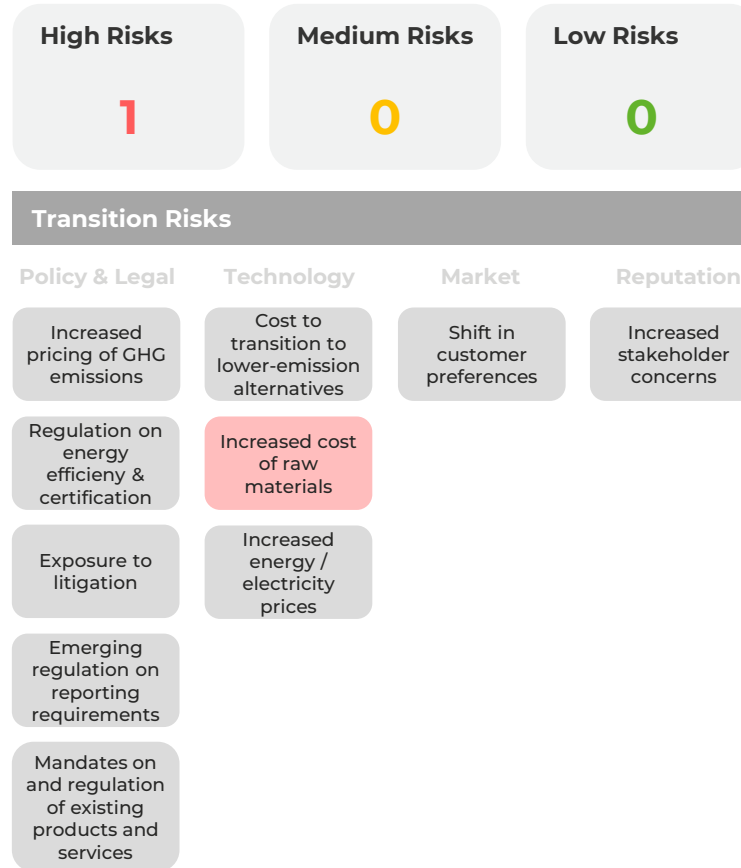
### 2.2.5 Transition Risks and Opportunities

In terms of transition risks, the assessment identified a high risk associated with the increasing cost of raw materials such as lithium, cobalt, copper, and nickel critical to the production of solar technologies. These materials face rising global demand, partially driven by the energy transition and the growth of the electric vehicle sector. This risk could increase operational expenditure across our portfolio, particularly if sourcing becomes constrained or prices continue to rise. In response, the report recommends ensuring dedicated R&D funding to reduce dependency on scarce resources and prioritising the use of recycled or lower-carbon materials across our value chain.

Despite these challenges, the screening also identified two high transition opportunities. First, the expansion of low-emission goods and services, particularly in renewable energy generation, offers potential for increased revenues and enhanced market share. CCE is well-positioned to meet the growing demand for low-carbon electricity, including via innovative solutions such as Power Purchase Agreements (PPAs). Second, there is significant opportunity for access to new markets, particularly in underserved regions where the development of distributed renewable energy infrastructure such as mini grids can play a transformative role. These insights are directly influencing our investment and partnership strategies.

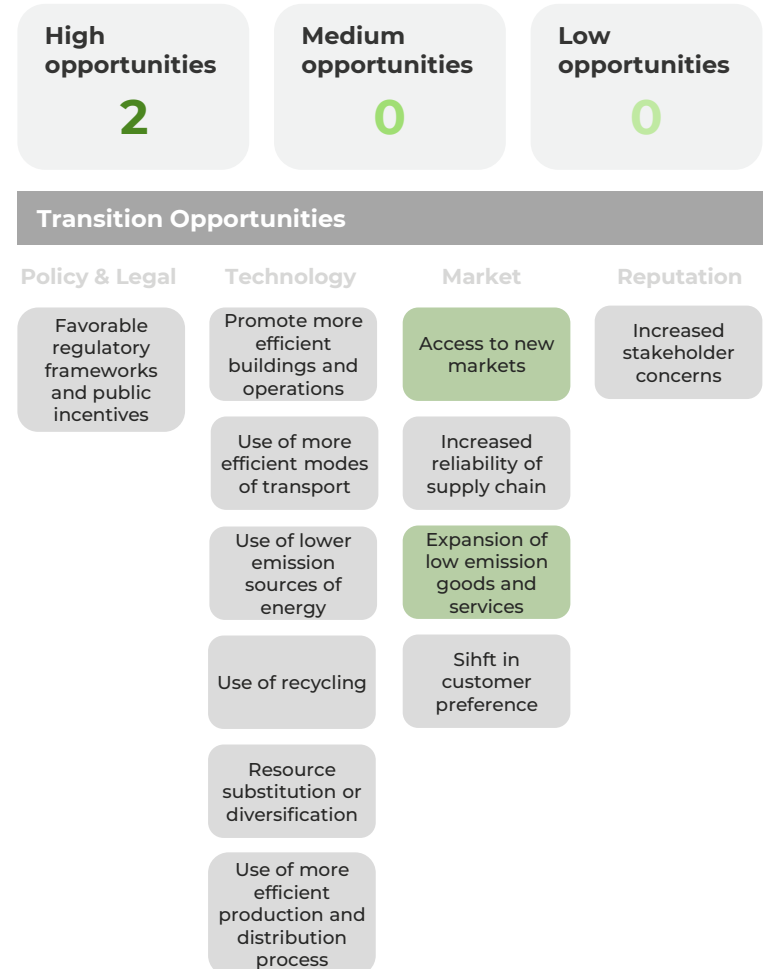
Timeframe: 2023 Scenario: Net Zero 2025

Altitude analyzed the following transition risks, for the following sectors to which the company belongs: **Electricity & Utilities (Renewable)**



Timeframe: 2023 Scenario: Net Zero 2025

Altitude analyzed the following transition opportunities, that can be the most material at the horizon 2030 and under Net Zero 2050 scenario, for the following sectors to which the company belongs: **Electricity & Utilities (Renewable)**.



# 2.3 CLIMATE RISK MANAGEMENT AND ALIGNMENT WITH THE TCFD



## SDG 13: CLIMATE ACTION

### Supporting SDG 13: Climate Action

Building on this foundation, in 2024 CCE reaffirmed its commitment to climate resilience by enhancing its approach to both climate mitigation and adaptation. While our sustainability initiatives continue to deliver measurable mitigation outcomes, we recognize the importance of strengthening climate adaptation to ensure long-term business continuity. This dual focus aligns with Sustainable Development Goal 13: “Take urgent action to combat climate change and its impacts,” and particularly target 13.1, which emphasizes strengthening resilience and adaptive capacity to climate-related hazards and natural disasters.

### Commitment to the TCFD Framework

In 2022, CCE became an active supporter of the TCFD, recognizing it as a leading international framework for assessing and disclosing climate-related risks and opportunities. Our alignment with the TCFD underscores our dedication to transparency and informed, forward-looking decision-making in the face of climate change.



### Climate Risk Analysis and Scenario Planning

Following TCFD guidance, we undertook a comprehensive evaluation of climate-related risks across our value chain. This included:

- Scenario analyses tailored to our core business operations and geographic footprint.
- Assessment of both physical risks (e.g., extreme weather events, temperature extremes) and transition risks (e.g., regulatory changes, technological shifts).
- Identification of key short-, medium-, and long-term risks and opportunities.

These efforts have enabled us to pinpoint potential vulnerabilities while simultaneously recognizing areas for innovation and resilience-building within our renewable energy portfolio.

### Integration into Business Strategy and Financial Reporting

Recognizing that climate risks are financial risks, we have formally integrated climate-related risk considerations into our annual corporate reporting. This integration ensures that climate-related risks are assessed on par with other material business risks, fostering a more holistic and forward-looking risk management culture.

Transition risks in particular introduce financial risks to CCE, mainly in:

CAPEX increases (due to circular economy integration, climate resilience, and low-carbon technologies).

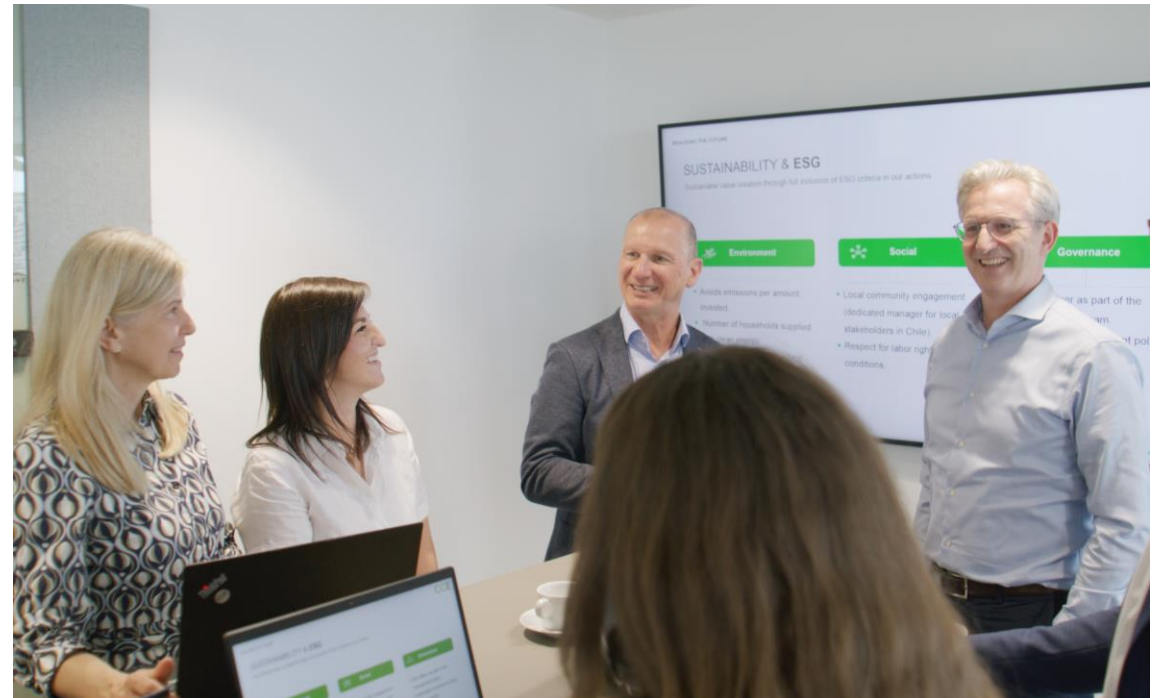
- Insurance premium surges (linked to rising physical climate risks).
- Operational cost increases (transition risks, carbon pricing, regulatory compliance).

CCE has taken into consideration a range of strategic measures to mitigate these risks:

- Diversifying supply chains to increase resilience against raw material shortages.
- Climate-proofing new installations with resilience engineering.
- Sourcing green electricity internally to shield from carbon pricing.
- Insurance pooling and long-term multi-asset coverage contracts to optimize insurance premium exposure.

These strategies not only mitigate risks but also enhance CCE's eligibility for green financing under Sustainable Finance Disclosure Regulation (SFDR) and CSRD standards.

While the energy transition introduces significant financial challenges, CCE's proactive strategy based on strong ESG governance, diversified project development, and resilient CAPEX planning ensures the company remains well-prepared to manage climate-related risks and lead the clean energy transition. Our alignment with the TCFD framework has further strengthened internal governance, guided strategic investments, and reinforced stakeholder trust through greater transparency.



# TCFD CLIMATE AND NATURE RELATED DISCLOSURES

## GOVERNANCE

DISCLOSE THE ORGANISATION'S GOVERNANCE AROUND CLIMATE- AND NATURE-RELATED RISKS AND OPPORTUNITIES	SECTION
a. Describe the board's oversight of climate- and or nature-related risks and opportunities.	1.2 4.2
b. Describe the management's role in assessing and managing climate- and/or nature related risks and opportunities.	

## STRATEGY

DISCLOSE THE IMPACTS OF CLIMATE- AND NATURE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY AND FINANCIAL PLANNING WHERE SUCH INFORMATION IS MATERIAL.	SECTION
a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	1.8 2.3 2.4 4.11
b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning	
c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	

# CLIMATE AND NATURE RELATED DISCLOSURES (TCFD)

## RISK MANAGEMENT

DESCRIBE THE PROCESSES USED BY THE ORGANIZATION TO IDENTIFY, ASSESS, PRIORITIZE AND MONITOR CLIMATE-, AND NATURE-RELATED DEPENDENCIES, IMPACTS, RISKS AND OPPORTUNITIES.	SECTION
a. Describe the organisation's processes for identifying and assessing climate-related risks.	
b. Describe the organisation's processes for managing climate-related risks.	2.2
c. Describe how processes for identifying, assessing and managing climate-related risks and opportunities are integrated into the organisation's overall risk management.	2.3 2.4

## METRICS & TARGETS

DISCLOSE THE METRICS AND TARGETS USED TO ASSESS AND MANAGE MATERIAL NATURE-RELATED DEPENDENCIES, IMPACTS, RISKS AND OPPORTUNITIES.	SECTION
a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2.3
c. Describe the targets used to manage climate-related risks and opportunities and its performance against targets.	2.4 4.8

# 2.4 CLIMATE STRATEGY AND CORPORATE CARBON FOOTPRINT

## 2.4.1 Overview and Strategic Context

In 2024, CCE made a major advance towards achieving its Net Zero ambition by conducting its first integrated Corporate Carbon Footprint (CCF) assessment across all operational locations and photovoltaic (PV) assets in Europe. This initiative reinforces CCE's broader sustainability strategy, reinforcing alignment with both the Corporate Sustainability Reporting Directive (CSRD) and the Global Reporting Initiative (GRI) Standards.

Our climate action framework follows the Greenhouse Gas Protocol (GHG Protocol) methodology and integrates both market-based and location-based calculations for Scope 2 emissions. The CCF assessment was executed in collaboration with ClimatePartner and covers the full reporting period from January to December 2024.

## 2.4.2 System Boundaries and Methodology

### Organizational Scope

- The CCF assessment included all corporate offices and PV assets across Europe.
- Offices: Austria (Garsten, Vienna), Germany (Munich, Cologne), Italy (Jesi), France (Paris), The Netherlands (Amsterdam), Romania (Bucharest).
- PV Assets: under construction (110 MWp) and in operation (112 MWp).

### Operational Scope

Following GHG Protocol principles, emissions were categorized:

- Scope 1: Direct emissions (e.g., vehicle fleet, heating)
- Scope 2: Indirect emissions (purchased electricity and heat)
- Scope 3: Other indirect emissions (e.g., employee commuting, business travel, purchased goods and services, PV assets construction).

### Data Integrity

Primary data was prioritized where possible, supported by recognized databases (e.g., ecoinvent, DEFRA). Data validation was conducted systematically to ensure a high level of accuracy, completeness, and relevance, fully meeting GRI 305 (Emissions) and CSRD criteria.

### Key highlights:

- 99.79% of emissions derive from PV assets under construction.
- Offices without PV assets under construction contributed 859 tCO<sub>2</sub>e.
- Direct emissions (Scope 1) are largely driven by the vehicle fleet

### 2.4.3 Net Zero Journey and Future Plans

CCE's Net Zero journey is assembled on the SBTi Corporate Net-Zero Standard. Our targets:

- 50% reduction of project-specific GHG emissions by 2030 (baseline year: 2024)
- 100% renewable energy usage in operations by 2030
- Net Zero across all operations by 2040

To achieve these targets, CCE is implementing:

**Office-level actions:**

- Leasing/refurbishing electronic devices
- Vehicle fleet electrification
- Encouraging train travel for trips under 400 km

**PV asset-level actions:**

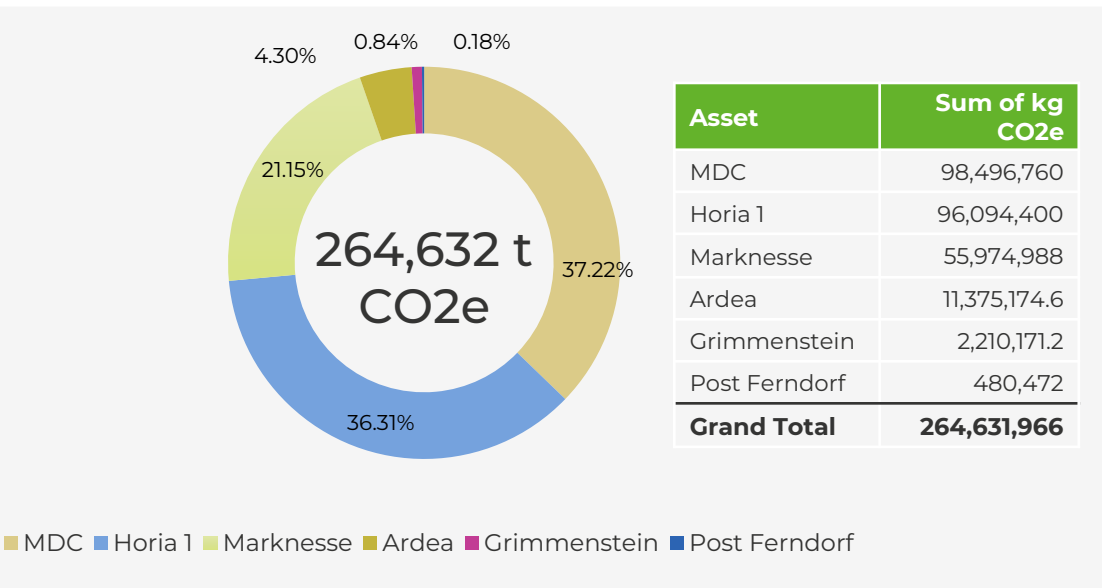
- Designing for recyclability and circular economy
- Sourcing modules from manufacturers using recycled materials or green energy
- Minimizing land-use impact by focusing on previously developed land sources.

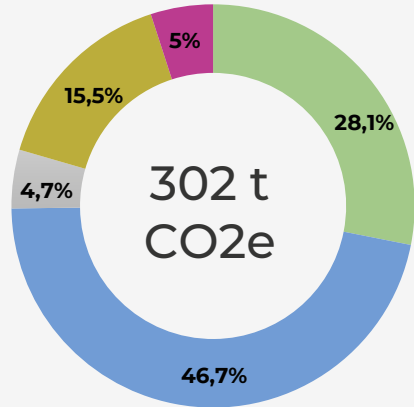
Additionally, certified carbon compensation initiatives are considered for unavoidable emissions.

CCE's 2024 CCF represents a major milestone in our sustainability journey. By rigorously assessing our emissions and aligning to science-based reduction pathways, CCE strengthens its position as a responsible and future-proof organization, prepared to meet the increasing regulatory expectations under the CSRD and global climate frameworks. We fully recognize that achieving our ambitious climate goals comes with significant challenges and that meaningful change takes time. However, we remain dedicated in our commitment to fulfil our targets. Sustainability is not a temporary initiative, it is a permanent pillar of our business strategy and identity.

### 2.4.4 2024 Figures

Emission sources	Emissions [kg CO2e]	Share [%]
Scope 1	70,438	0.03
Scope 2	98,949	0.04
Scope 3	265,321,657	99.94
<b>TOTAL</b>	<b>265,491,044</b>	<b>100.00</b>



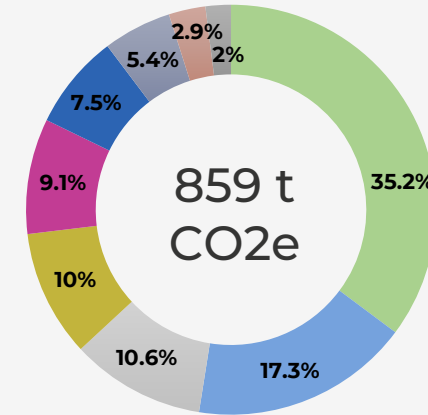


Service	Sum of kg CO2e
Construction work	85,173.9
Machinery and equipment n.e.c.	141,050.3
Insurance and pension fund services, except compulsory social security services	14,195.6
Other business services	46,815.4
Real estate services	15,101.8
<b>Grand Total</b>	<b>302,393</b>

- Construction work
- Machinery and equipment n.e.c.
- Insurance and pension fund services, except compulsory social security services
- Other business services
- Real estate services

- PV assets in operation
- CCE Sol. Österreich (Vienna & Garsten HQ) #Em.: 86
- CCE Sol. Deutschland (Cologne) #Em.: 30
- CCE Italia (Jesi) #Em.: 16
- CCE Romania (Bucharest) #Em.: 11
- CCE Germany (Munich) #Em.: 15
- CCE Austria (Garsten) #Em.: 27
- CCE France (Paris) #Em.: 15
- CCE The Netherlands (Amsterdam) #Em.: 4

Asset	Sum of kg CO2e
PV assets in operation	302,393
CCE SOL AUT	148,619
CCE SOL DEU	91,061
CCE ITA	85,907
CCE ROU	78,175
CCE DEU	64,430
CCE AUT	46,390
CCE FRA	24,913
CCE NLD	17,181
<b>Grand Total</b>	<b>859,069</b>



# 2.5 CCE RESOURCE STEWARDSHIP: EFFICIENCY AND RESPONSIBILITY

## 2.5.1 Energy

CCE’s energy strategy reflects a strong alignment with our broader sustainability goals. Our operations are designed to remain energy-efficient, with a significant share of our energy consumption powered by renewables. Furthermore, we consistently generate more energy than we consume, thereby strengthening our contribution to the green energy transition while minimizing our carbon footprint. We continue to explore ways to increase the share of renewables and further decouple our growth from environmental impact.

### Energy numbers in 2024

Energy Production	186,770 MWh
Energy Consumption	889 MWh
Renewable Energy Consumption	31.78%
Avoided Emission	94,810 tCO <sub>2</sub> e

## 2.5.2 Water Efficiency and Management

We understand that even low-water technologies like solar energy come with water-related impacts, particularly during construction and panel maintenance. In 2024, we tracked our total water consumption across our offices, construction sites, and operational facilities to establish a clear baseline. Based on our findings, we are taking practical steps to improve water efficiency. These include optimizing panel cleaning schedules to reduce unnecessary water use, sourcing water responsibly at construction sites, and introducing basic conservation measures in our offices, such as low-flow fixtures and employee awareness initiatives. While the overall water footprint of our operations remains low, we are committed to making steady improvements and integrating water-conscious practices as we grow.



### 2.5.3 Waste Management Initiatives

We believe that managing waste effectively is essential for promoting sustainability and ensuring safety. Waste is generated in various areas, particularly in our office environments and during the construction and installation processes. To minimize our environmental impact, we take a hands-on approach and adopt comprehensive strategies to handle waste responsibly, with a strong focus on reducing, reusing, and recycling. Our waste management practices include:

- **Waste Segregation and Storage**

We're committed to systematic waste segregation practices, ensuring that biodegradable, recyclable, and non-biodegradable materials are separated properly, especially in our offices and on our construction and operational sites. We have set up designated waste storage areas, making it easy for our team and contractors alike to dispose of waste in the right way. Regular communication helps us ensure that employees understand the importance of handling waste responsibly, keeping our work areas cleaner and promoting better recycling outcomes.

- **Compliance with Waste Disposal Legislation**

We strictly adhered to all local, regional, and national regulations governing waste disposal, and ensured our processes meet the highest environmental standards. By staying fully compliant with waste disposal laws, we protect both human health and the environment, ensuring that our operations have minimal negative impact.

- **Recycling and Reuse**

Recycling and reusing materials are a key part of how we approach sustainability at CCE. We promote a circular economy, where materials are kept in use for as long as possible. Whether it's office supplies or construction materials, we're always looking for ways to recycle and repurpose. For example, we explore creative solutions to repurpose construction materials and electronic equipment, helping to reduce waste and conserve valuable resources.

- **Waste Minimization and Continuous Improvement**

We are committed to continuously minimizing waste across all aspects of our operations. Our teams regularly monitor waste streams and proactively identify opportunities to reduce waste even further, from the way we source raw materials to the responsible disposal of decommissioned equipment.

We collaborate with certified recycling partners through our manufacturers, such as PV Cycle in Europe and the European Committee for Electrotechnical Standardization (CENELEC) in the Netherlands, to ensure that end-of-life equipment is processed in an environmentally-responsible manner. Additionally, we require all contractors and suppliers to comply with the standards set by the Waste Electrical and Electronic Equipment (WEEE) Directive, which promotes the collection, recycling, and recovery of electronic waste.

This commitment to responsible waste management and continuous improvement reflects our core values of sustainability and resource efficiency. By acting at every stage of the product life cycle, we aim not only to reduce our environmental impact but also to lead by example within our industry.

By embedding these practices into every aspect of our operations, our aim is not just to meet environmental regulations, but to set new standards in responsible waste management.

#### Waste numbers in 2024

Hazardous waste	0 Tons
Non-hazardous waste	16.2 Tons

# 2.6 BIODIVERSITY: ECOSYSTEM MANAGEMENT

At CCE, biodiversity is foundational to our sustainability strategy and a key element of long-term, responsible growth. We recognize that healthy ecosystems are vital not only for the planet but also for the success and resilience of our renewable energy operations. Our internal Biodiversity Policy provides a clear and actionable roadmap for protecting and enhancing nature across all our assets. This includes early biodiversity assessments, the application of the mitigation hierarchy (avoid, minimize, restore, and offset), and a strong emphasis on ecological connectivity and sustainable land use.

Aligned with the UN Sustainable Development Goal 15 (“Life on Land”) and guided by the Equator Principles and the IFC’s Performance Standards on Environmental and Social Sustainability, we integrate biodiversity risk assessments and mitigation strategies from the earliest stages of project planning and financing. Through expert collaboration, engagement with local communities, and partnerships with environmental organizations, we ensure our efforts are well-informed and impactful. We track progress using key performance indicators such as carbon sequestration, wildlife return, and native flora restoration. We also implement carbon offset initiatives for employee commuting and travel. In doing so, we embed biodiversity enhancement into every stage of our operations, delivering long-term environmental and social value while actively contributing to a healthier planet.

## BIODIVERSITY AT CCE

Biodiversity is a foundation stone of our sustainability strategy and key element of long-term, responsible growth.



### Biodiversity Policy

-  Guided by the UN Sustainable Development Goal 15 and international standards
-  Early assessments and mitigation hierarchy (avoid, minimize, restore, offset)
-  Focus on ecological connectivity and sustainable land use

### Collaboration and Engagement

-  Expert collaboration, local community engagement, partnerships with environmental organizations

### Tracking and Initiatives

-  Carbon sequestration, wildlife return, native flora restoration
-  Carbon offset initiatives for commuting and travel



2.6.1 CASE STUDY

# BIODIVERSITY INTEGRATION AT MARKNESSE SOLAR PARK (23.3 MW) IN THE NETHERLANDS

CCE’s Marknesse Solar Park combines clean energy generation with ecological stewardship through a biodiversity-focused landscaping plan developed in partnership with IDverde. The 23.3 MW PV project includes over 4,500 native trees and 1200 shrubs, designed to support local wildlife, enhance carbon sequestration, and visually integrate the site into its natural surroundings.

### Landscaping plan

- Stimulate wildlife
- Minimize visibility of solar park
- 0.2m high walls to keep water on parcel

#### North Side

- 6m Scrub
- 6m trees
- Walking path
- Flower mixture

#### East Side

- 3-5m Scrub
- Nature friendly bank
- Flower mixture

#### South Side

- 3m Scrub
- Flower mixture

#### West Side

- 3m Grass and flower mixture



### Marknesse KPIs

#### Local Wildlife



Expected to see small mammals and amphibians due to nature-enhancing banks.

#### Native forestation



Native Flower mixture is sown in between panels. Around the project boundaries, a flower mixture, trees and shrubs are planted.

#### Landscape Impact



It is expected that the scrubs will grow to 2/3 meters high. The trees are expected to grow 6 meters.

#### Carbon Sequestration



- CO2 sequestration of +0.3kg/plant/year.
- 4,496 plants
- +12% increase in CO2 sequestration a year.

2.6.2 CASE STUDY

# SANTA LUCIA OIL: A MODEL FOR INTEGRATING RENEWABLE ENERGY AND BIODIVERSITY IN ITALY

The Santa Lucia Oil project exemplifies CCE's commitment to sustainability through a visionary fusion of renewable energy and agronomic heritage. Located in the historic Tuscia region of central Italy, the project integrates a 14 MW photovoltaic (PV) installation with a comprehensive agronomic plan to preserve and enhance the local olive-growing tradition. The initiative safeguards the native Canino olive variety, known for its resilience and ancient Etruscan roots, by maintaining 840 existing trees, relocating 290 for optimal grove alignment, and planting an additional 57. A new irrigation system supports the revitalized olive grove, culminating in the first extra virgin olive oil harvest in November 2024, which produced 176 liters of untreated, high-quality oil.

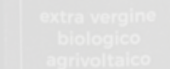
Local stakeholders, including the Società Agricola Semplice Fossati and the Frantoio de Parri mill, played key roles in harvesting and processing, fostering regional economic engagement. Recognized by PV Magazine Italia, the project reshapes public discourse by demonstrating the potential for mutually beneficial coexistence of solar infrastructure and agriculture. It stands as a scalable blueprint for dual-purpose land use, local biodiversity conservation, and sustainable development.

### The Agronomic Plan – Description

The project plot hosted 1,130 olive trees of the Canino variety.

It was decided to develop an Agronomic Plan to:

- Continue cultivating the existing olive trees
- Move 290 of the existing olive trees to rearrange the olive grove for better integration with PV
- Plant 57 more olive trees of the Canino variety
- A new irrigation system was realised for the olive grove



### The Agronomic Plan – Key figures

Olive Trees	
Existing olive trees	1.130
Explanted olive trees (no more productive)	24
New planted olive trees	57
<b>Total</b>	<b>1,163 (+5%)</b>

Land Use	
Total Area	20.59 ha
Occupied surface	74.35 ha (36% of total area)
<b>Area available for agricultural activity</b>	<b>13.21 ha (64% of total area)</b>

## 2.6.3 CASE STUDY

## AGRI-PV IN OUR SOLAR PV PARK GRIMMENSTEIN – A SYMBIOSIS OF RENEWABLE ENERGY AND SUSTAINABLE FARMING IN AUSTRIA

In July 2024, at our pioneering Agri-PV project in Grimmenstein, Austria, we introduced an innovative approach to land management that not only enhances CCE's renewable energy footprint but also benefits local biodiversity and animal welfare. By integrating solar power generation with sheep grazing, we create a multifunctional landscape where both green energy and sustainable agriculture coexist.

The installation consists of 2,013 photovoltaic modules spread over a 4,700 m<sup>2</sup> pasture, generating a nominal power of 905.85 KWp. The panels provide natural shade, creating microclimatic diversity, which encourages the growth of local grasses and plants. This diverse vegetation improves soil fertility and supports a healthier ecosystem, contributing to higher biodiversity. By keeping the vegetation under control, the grazing sheep eliminate the need for mechanical mowing, reducing CO<sub>2</sub> emissions and fuel consumption. This also prevents soil compaction and promotes natural water retention, essential in times of increasing drought. Additionally, avoiding chemical herbicides ensures that soil and water resources remain uncontaminated, benefiting the entire ecosystem.

By leveraging the natural grazing behaviours of sheep, CCE Austria not only maximizes land efficiency but also contributes to local resilience against climate change. This Agri-PV project in Grimmenstein stands as a beacon of innovation, demonstrating how renewable energy and sustainable agriculture can harmoniously coexist, while setting a new standard for responsible energy production in Austria.

#### 2.6.4 CASE STUDY

## BEES, BIODIVERSITY AND CLEAN ENERGY: A PERSONAL JOURNEY TOWARDS SUSTAINABILITY AT OUR VLAAMSEWEG SOLARPARK IN THE NETHERLANDS

William Boogaard, a dedicated husband and father living in the rural polder landscape, has brought his passion for nature into CCE's biodiversity efforts. With a love for outdoor activities like beekeeping in spring and summer, William felt a natural connection to the company's mission to enhance local ecosystems.

His decision to join CCE's biodiversity program stemmed from his concern for pollinators and a shared vision of environmental responsibility. During discussions around a nearby solar park at Vlaamseweg, William proposed integrating beekeeping into the site, drawing a poetic parallel between solar panels converting sunlight to electricity and bees transforming nectar into honey.

As a first-time beekeeper, he has immersed himself in research and practical training. With support from CCE, his focus has been on creating a flower-rich habitat to sustain the bees, a key challenge to establishing a healthy hive. He plans to begin by introducing a new colony from a natural swarm and growing it throughout the season.

William sees beekeeping as a valuable addition to CCE's solar parks, transforming unused land into vibrant habitats that benefit both energy production and biodiversity. His journey illustrates how individual action, when paired with corporate sustainability initiatives, can make a lasting impact on the environment.

His advice to newcomers?

"A beekeeper must first and foremost be a bee lover." This deep respect for nature drives his commitment and inspires others to take part in building a more sustainable future.

# 3.1 OUR PEOPLE, OUR FUTURE: INVESTING WITH PURPOSE

## 3.1 Introduction

At CCE we truly believe that sustainability begins with the wellbeing and resilience of people. We are committed to creating a healthy, fair, and inclusive workplace that empowers our employees and uplifts the communities we serve. As part of our ESG strategy, we prioritize not only environmental stewardship but also strong social values that drive long-term positive impact. Our dedication to health and safety ensures that all employees can thrive in a secure environment, while our support for local communities is embedded in every project through active engagement, educational initiatives, and inclusive partnerships.

We are especially proud of our Diversity, Equity, and Inclusion (DEI) Policy, which promotes a culture of respect, tolerance, and equal opportunity. CCE is actively working to eliminate discrimination in all its forms, to acknowledge and address unconscious bias, and to build a workplace environment where everyone feels valued and heard. Our vision is to build an equitable and empowering culture that reflects the diversity of the world around us. Key objectives include fair hiring practices, equitable career development, and the integration of DEI principles into leadership and community partnerships. We track progress through clear KPIs such as gender representation, inclusive training participation, mentorship engagement, and leadership accountability.

By embedding DEI into our culture and operations, CCE is not only enhancing employee well-being and innovation but also strengthening our role as a responsible corporate citizen committed to a more inclusive and sustainable future.



## 3.2 WORKING AT CCE

### 3.2.1 Investing in our people – Ambition and Approach

At CCE, we place people at the heart of our mission. Rooted in shared values and purpose, we strive to create an inclusive, transparent, and empowering workplace where everyone can thrive. Our people-centric strategy is reflected in a wide range of initiatives that support well-being, personal growth, and professional development. In 2024, this commitment took shape through initiatives like EmpowerHour– a direct forum for open dialogue between our employees and our Co-CEOs— the launching access to the Sustainability Unlocked e-learning platform, our company-wide event in Kitzbühel, and awareness campaigns such as World Mental Health Day.

We believe our employees are pivotal to our success, and we're committed to supporting their professional and personal growth through tailored training and development opportunities. These include our internal CCE Academy, as well as flexible work arrangements such as sabbaticals, educational leave, and remote work options. Furthermore, we regularly organize team events and provide thoughtful amenities to promote well-being and camaraderie, and cultivate an environment of trust and responsibility in order to empower our employees to thrive and contribute meaningfully to our vision of a sustainable working environment.



### 3.2.2 International Company Event 2024

In September 2024, employees hailing from our sites across seven different countries came together in the picturesque town of Kitzbühel, Austria, for a truly memorable company event. Set against the breathtaking alpine backdrop, the gathering provided a rare opportunity for team members to connect in person, breaking down barriers of culture, language, and distance. Over the course of the event, colleagues bonded through exciting outdoor activities such as archery, rafting, and hiking, creating shared experiences that fostered deeper relationships and stronger team spirit. Beyond the fun and adventure, the event underscored the immense value of face-to-face interaction in cultivating trust, collaboration, and a positive work culture across our diverse, international team.



### 3.2.3 80% Employee Satisfaction

At CCE, we prioritize open dialogue and employee engagement. To gather meaningful feedback, we use “TeamEcho”: a sophisticated platform that captures real-time, anonymous feedback into employee response through regular, employee surveys. This tool translates team sentiment into actionable data, helping us maintain a workplace where people feel genuinely heard and valued. Our 80% employee satisfaction rate –well above industry norms– demonstrates strong employee trust and engagement, further confirmed by independent third-party assessments ensuring data quality and adherence to best practices.

“TeamEcho” also empowers employees to share ideas and raise concerns, with leadership reviewing key findings quarterly and responding through personalized video messages. These pulse surveys cover topics like workplace culture, leadership, and job satisfaction, enabling us to address challenges promptly and proactively.

Beyond feedback mechanisms, transparent communication is a foundational principle at CCE. Through company-wide meetings, newsletters, and intranet updates, we keep employees informed about key developments, reinforcing alignment with our goals and fostering a shared sense of purpose.

Our employees are the foundation of CCE’s success. Their creativity, energy, and commitment shape our culture and drive our achievements. By fostering an inclusive environment built on trust, transparency, and continuous development, we ensure that every employee is empowered to contribute, develop, and thrive.

Action Area	Management Action
Holiday and Sickness Cover	Heads of departments organize cover during holidays and sickness absences.
Understanding the New Organisational Chart	EmpowerHour sessions are available for questions and a dedicated direct email.
Targeted Further Training	Addressed during the annual feedback talk; focus on training and development.
Clarity on Objectives, Processes, and Roles	New company phases, Project Life Cycle workstreams, ISO certification, informational videos.
Improving Feedback Culture	Feedback training via the CCE Academy.
Knowledge Transfer & Communication Improvements	Development of a central information platform.
Improvement in TeamEcho Anonymity	New team divisions implemented to increase anonymity.
Enhancing Company Benefits	Company bike initiative started in Austria with expansion plans.
Office Community Building	Implementation of office events like Dragonboat races, Football & Volleyball tournaments and team exchanges.
Creating Better Working Conditions	Office improvements in Cologne, Vienna, Bucharest, Garsten; home office allowance.
Sustainability Initiatives	Reduction of travel, use of video conferencing, capsule-free coffee machine, sustainable purchasing.
Feedback Culture from Managers	Strengthened and formalized feedback processes.
Clarification of Structures, Processes, and Roles	Organizational chart updated; job description standardization initiated.
Communication on Business and Company Evolution	CEO Empower Hours and video messages introduced regularly.
Team Building & Employee Events	Planning of large event in September; formation of a running group.
Facility and Space Improvements	Snack machine at SBA, table extension in Vienna, building upgrades in Garsten.
Training Offerings	Ongoing improvements to English course offerings at CCE Academy.
Departmental Videos	Departmental videos for 2024 are under active implementation.
Summary of General Positive Actions	Recognition culture, open leadership, fairness, continuous development, strong interdepartmental cooperation.

### 3.2.4 Diversity, Equity and Inclusion

CCE proudly represents a diverse international team of 27 nationalities, with 29% of our total workforce identifying as women as of year-end 2024. We see diversity, equity, and inclusion (DEI) as core to ethical leadership and innovation. By 2030, we aim for a gender-balanced workforce with 50% women representation, and we have set an intermediate milestone of 40% women in leadership roles by 2028.

By embracing different perspectives across gender, nationality, age, and ability, we enhance creativity and strengthen decision-making across all areas of our work. We are also proud to report that 14% of new hires in 2024 were women, and 70% of new hires were under 40 years old, reinforcing our commitment to generational diversity.

Our inclusive culture is strengthened by tangible initiatives such as the Female Empowerment Team, which actively drives the implementation of our gender KPIs, and our participation in the 30% Club, which promotes female leadership at Board and C-suite levels. In parallel, we are investing in external community-building efforts to promote inclusion.

For example, through our support for the Lecce Baskin Team in Italy, we enable inclusive sports programs where players of all abilities participate equally. We have also sponsored projects such as Junior Maker Pioneers workshops annually, inspiring the next generation to engage with renewable energy, STEM, and sustainability.

To ensure continuous improvement and measurable progress, we have committed to:

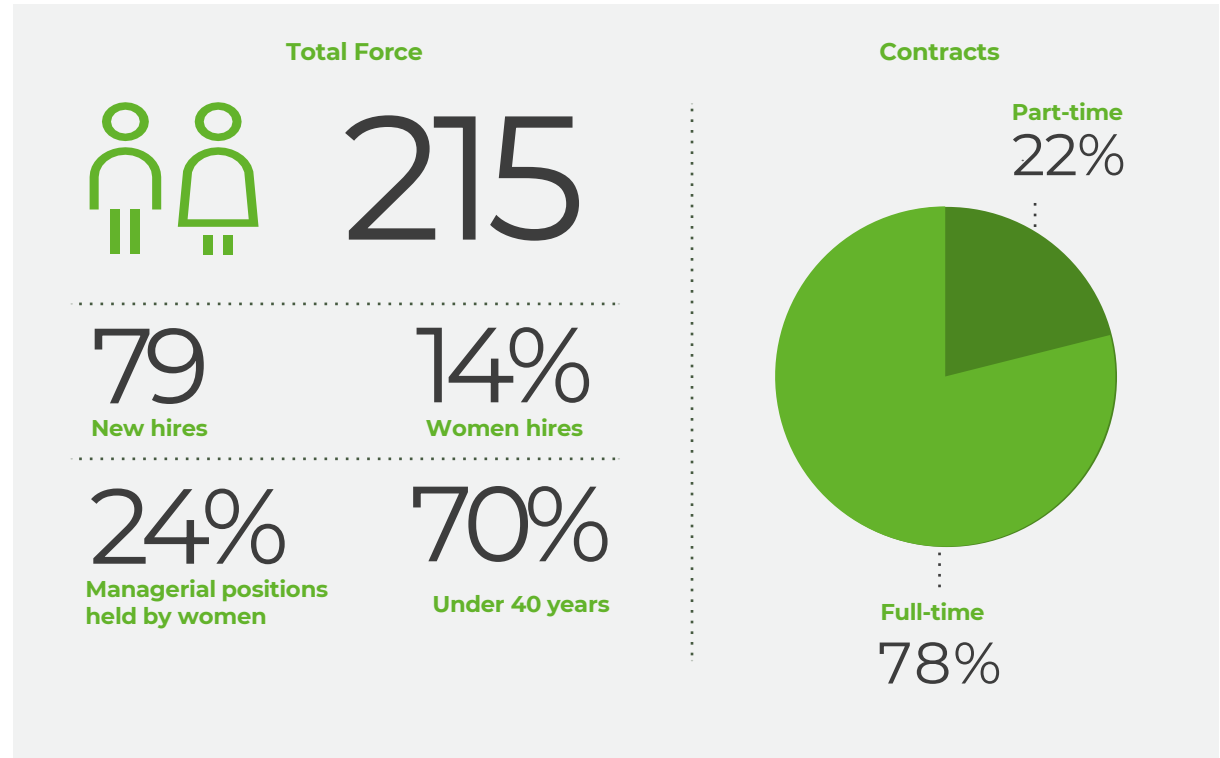
- Achieving 100% employee participation in annual DEI training by 2025
- Reaching an employee inclusion engagement score of 85% (measured via TeamEcho surveys) by the end of 2025
- Establishing 10+ formal partnerships with organizations promoting diversity in the renewable energy and STEM sectors by 2026

Together, these steps reaffirm CCE's commitment to embedding DEI into our corporate DNA and ensuring that we contribute meaningfully to a sustainable, inclusive, and equitable future.

### 3.2.5 Talent Attraction and Retention

Recruiting and retaining top-tier talent is fundamental to our sustainability and growth. We engage potential candidates through career fairs like FH Karrieremesse Wels 2024 and outreach initiatives such as Girls' Day, aimed at empowering young women in STEM fields.

Internally, we focus on continuous development through mentorship, mobility, and tailored training. Programs such as the Apprentice Hackathon promote technical acumen and collaboration, while recognition efforts and robust communication maintain long-term engagement. Our flexible work culture, supported by remote options and well-being programs, solidifies our standing as an employer of choice.



# 3.3 CCE ACADEMY & SUSTAINABILITY UNLOCKED

The CCE Academy and Sustainability Unlocked platforms are at the core of our commitment to continuous learning and professional growth. Designed as central hubs for development, these platforms offer a wide array of sustainability-focused and cross-functional courses. Employees are encouraged to upskill, stay informed on industry developments, and actively contribute to our ESG goals.

This learning journey is integrated with performance evaluations, reinforcing a culture of accountability and reflection. Whether accessed on-site or remotely, the platforms ensure equitable and flexible learning opportunities across all our global teams. Through this approach, we are shaping a knowledgeable, forward-thinking workforce ready to drive sustainable impact in every corner of our organization.



## 3.3.1 CASE STUDY

## EMPOWERING ESG LEARNING: PARTNERSHIP WITH SUSTAINABILITY UNLOCKED

In 2024, CCE advanced its commitment to ESG education through a partnership led by Omnes Capital with the platform Sustainability Unlocked. As the world's largest provider of sustainability and ESG courses, the platform equips professionals with the knowledge to make informed, responsible decisions that support long-term sustainability goals. CCE was invited to co-develop a new learning pathway focused on the practical application of ESG principles in renewable energy projects. Created in collaboration with Joost Notenboom, Head of ESG & Sustainability at Omnes Capital, the course explores ESG integration across project development, construction, and operations.

Working alongside brand strategist Natasha Naayem and the content team at Sustainability Unlocked, including Prasad Gollakota and Bhargav Kannan, CCE contributed real-world examples and industry best practices to the course script. On September 13, 2024, Cederik Engel, Head of ESG at CCE, travelled to London to film the session and share his insights. Cederik's contribution brought the content to life by demonstrating how ESG principles are applied in practice across all stages of renewable energy projects. His experience and delivery reflected CCE's commitment to creating high-impact learning content that empowers professionals to drive measurable, lasting change.

## 3.3.2 CASE STUDY

## EMPOWERING PEOPLE, ADVANCING PURPOSE – OMNES' FIRST ESG SEMINAR AS A CATALYST FOR LEARNING AND GROWTH

The ESG team at CCE attended an ESG seminar in Paris hosted by Omnes Capital, bringing together 16 companies from the Capenergie 4 and 5 funds. The seminar emphasized the urgent need for proactive corporate efforts in accelerating the energy transition.

CCE was honoured as one of Omnes Capital's top 3 ESG champions, with our Head of ESG, Cederik Engel, participating in a panel discussion. He shared CCE's ESG integration journey, from policy development and KPI implementation to carbon footprint analysis and stakeholder engagement.

CCE's use of the Global Real Estate Sustainability Benchmark (GRESB) framework was highlighted as a key benchmarking tool supporting continuous improvement across five ESG pillars: leadership commitment, ESG policies, reporting structure, risk management, and stakeholder engagement.

The panel sparked strong interest from peers in our biodiversity program, ISO certification process, and ESG reporting practices.

The event concluded with the formation of a new ESG peer community led by Omnes Capital to encourage knowledge sharing and provide ongoing support through regular calls and toolkits focused on biodiversity, climate risk, and decarbonization planning.



# 3.4 HEALTH AND SAFETY

## 3.4.1 Commitment

At CCE, we recognize that health and safety are fundamental to the success and sustainability of our operations in the renewable energy sector. Our commitment is embedded in our Quality, Health, Safety and Environment (QHSE) policy and upheld across all levels of the organization from our offices and project teams to our senior leadership.

We provide and maintain a safe, healthy, and inclusive working environment for all employees, contractors, and communities affected by our activities. This commitment extends to every stage of our renewable energy projects from development, construction, and operation to decommissioning.

### Leadership and Accountability

Our health and safety approach is endorsed by our Co-CEOs, reflecting the importance of visible leadership and shared responsibility. We foster a culture where safety is everyone's responsibility and where preventive actions and proactive risk management are valued and encouraged.

### Incident reporting and investigation

Every lost time incident triggers a formal investigation with a root cause analysis, followed by the issuance of a detailed findings report. Corrective actions are identified and tracked to completion.

All reportable incidents are communicated to our senior leadership team promptly and formally on a quarterly basis. This transparency ensures rapid response, strategic oversight, and a unified organizational learning process to prevent recurrence.

### Continuous improvement and training

We invest in ongoing training and awareness programs to ensure that every team member understands their role in maintaining a safe workplace. From induction sessions for new hires to specialized workshops on topics such as hazard identification and risk assessment, we cultivate a culture of continuous learning.

### Systematic Performance Monitoring

We conduct a comprehensive review of safety performance on a quarterly basis through dedicated QHSE meetings. These reviews analyze key safety indicators, assess compliance, and identify trends or areas for improvement. This ensures our continuous alignment with best practices and evolving regulatory requirements.



### 3.4.2 Health and Safety Management System

At CCE, we are committed to the systematic and proactive management of health and safety across all aspects of our operations. To support this, we have initiated the implementation of a Health and Safety Management System grounded in the internationally recognized ISO 45001 standard.

The initial rollout of our management system focuses on our offices and employees in Austria and Germany, with further geographical and operational expansion planned in subsequent phases. This management system is built upon a robust foundation that includes:

- A formal Health and Safety Policy, endorsed by top management
- Clearly defined standards and procedures tailored to our risk profile and activities
- A framework for continual improvement through performance monitoring and feedback loops

These elements ensure effective management control and operational consistency across our sites and projects.

All CCE employees and anyone working on our behalf are expected to fully comply with our Health and Safety policy, standards, and operational procedures.

For every project, a project-specific Health and Safety Plan is prepared as a standard requirement to ensure the highest level of safety from planning through execution.

As part of our commitment to operational excellence and continuous improvement, we are actively implementing the following measures:

### 3.4.3 Health and Safety performance

At CCE, we view health and safety performance as a core indicator of our operational excellence and the effectiveness of our risk management systems. In line with our commitment to continuous improvement and transparency, we monitor and report key performance indicators across all operations including contractors and subcontractors. As in the previous year, no fatalities occurred throughout any of our operations.

The chart below displays our 2024 key safety performance metrics. These figures represent a slight increase compared to 2023, when each of these indicators was recorded at zero. While our incident rates remain significantly below industry averages, we take all deviations seriously and are using the insights gained to strengthen our controls and preventative measures.

All reported metrics include direct employees, contractors, and subcontractors, ensuring that our health and safety reporting reflects the full scope of operational risk across our value chain. This includes all activities at our offices, construction sites, and operation sites under our management.

Metrics/Year	2023	2024
Fatalities	0	0
Lost Time Injury Frequency Rate (LTIFR) <sup>1</sup>	0	0,5
Total Recordable Incident Rate (TRIR) <sup>2</sup>	0	0.17
Accident Severity Rate <sup>3</sup>	0	0.02

#### Environmental, Health, and Safety Walks:

Regular on-site Environment, Health, and Safety inspection walks are conducted on construction sites to identify hazards, ensure compliance, and engage with teams on safety issues directly.

#### Comprehensive risk assessment:

Hazard and risk identification and evaluation are conducted proactively to ensure mitigation strategies are implemented before incidents occur.

#### Auditing:

We conduct both internal and external audits to assess compliance, identify gaps, and verify the effectiveness of our management system. Audit findings are tracked and used to drive corrective and preventive actions.

#### Structured training programs:

All staff participate in annual health and safety training, while targeted training is provided to project and operations managers (e.g. in incident reporting and investigation protocols).

#### Communication:

To nurture a culture of learning, we share lessons learned and publish an internal Health and Safety newsletter.

#### Leadership involvement:

A quarterly H&S Committee meeting provides oversight, strategic direction, and a platform for cross-functional alignment on safety goals and performance

# 3.5 CCE CARE

With CCE Care, we have launched a dedicated initiative to actively embrace and expand our social responsibility across all international locations. Beyond our core mission of driving the energy transition, CCE Care reflects our commitment to creating lasting, positive impact in the communities where we operate. By leveraging both technical expertise and financial resources, we support and develop projects that improve access to renewable energy, promote inclusive education, and uplift underserved populations. Whether through environmental education, inclusive sports, or humanitarian contributions, our focus remains on actions that are socially, ecologically, and community driven because we believe a truly sustainable future is not only powered by clean energy, but also built on care, equity, and shared progress.



During the ORF Licht ins Dunkel gala, CCE proudly joined forces with Round Table International Steyr to support Austria's emergency aid fund. The donation will directly assist families with disabled children and those in social need, offering vital support during difficult times.



Thanks to CCE Chile's support, the Carlos Condell School in La Higuera, Chile, earned Environmental Certification one of only 6 schools in the region to achieve this. Our team's educational session on renewable energy played a key role in this success.



CCE Österreich Managing Director Rainer Steininger shared our green energy vision with 3rd-year students at HAK Steyr because the energy transition starts with the next generation



CCE Italia proudly supports the Basket School of Lecce at the AQP Tour Baskin Puglia, promoting inclusion through sport and celebrating a shared vision of a more sustainable and inclusive future.



CCE LSB Lecce, proudly sponsored by CCE Italia, closes its first Apulian C Series season with great satisfaction, celebrating a final victory in Castellaneta, hometown of our Managing Director, Sandro Esposito.



During the final stage of the 1st AQP Tour Baskin Puglia, LSB hosted a two-day festival in Lecce celebrating inclusive sports from wheelchair basketball to football for the visually impaired, bocce, and table tennis supported by CCE.



CCE Italia has supported the 30th Maratonina di città di Montalto, a marathon that joined people of all ages and pace to celebrate inclusive sport



CCE proudly supports Stichting Nationale Boomfeestdag with a €500 donation, helping children plant the seeds of a greener future—because renewable energy and a healthy environment grow hand in hand."



With CCE Care, we proudly support Lichtblick Hasenberg in bringing joy, education, and new opportunities to children and youth in Munich this Christmas season."

## 4.1 ETHICS, TRANSPARENCY, AND SUSTAINABLE IMPACT

Governance is the basis of how we operate and grow responsibly. We are committed to the highest standards of ethical business conduct, ensuring that transparency, accountability, and integrity are embedded across all levels of our organization. Our governance structures are designed not only to meet regulatory and legal requirements but also to support a culture where employees feel valued, and stakeholders are engaged in a meaningful and inclusive way. We promote open communication, ethical leadership, and rigorous compliance processes, all of which are essential to maintaining trust and resilience in a fast-changing environment.

Our approach to governance goes beyond compliance and integrates sustainability into strategic decision-making. We understand that strong governance is fundamental to achieving long-term value creation and risk mitigation. By aligning our management systems with environmental and social responsibility principles, we aim to drive continuous improvement and sustainable growth. We prioritize responsible oversight of our solar assets, climate-related risk management, and data integrity. Through this, CCE not only upholds stakeholder confidence but also contributes positively to environmental stewardship, social equity, and economic stability.

## 4.2 SUSTAINABILITY GOVERNANCE

Our approach to sustainability is built on a strong governance framework that promotes accountability, transparency, and integration across all levels of the organization. This structure is essential to achieving our long-term goals and creating lasting value.

At the board level, sustainability responsibilities are clearly defined. The Board of Directors sets strategic priorities, approves key initiatives and performance indicators, and reviews progress to drive continuous improvement. It also plays an active role in stakeholder engagement and communicates our vision and progress to investors and the broader community.

A dedicated committee supports the board by advising on related policies and risks, overseeing strategy integration, and guiding climate and impact-related actions. The committee regularly reviews environmental metrics, health and safety indicators, and disclosure practices to ensure alignment with international standards. It meets on a recurring basis to address emerging challenges and align efforts across the business.

Our management team ensures effective implementation throughout the organization. This includes executing initiatives, developing internal policies, managing environmental and social programs, and supporting ethical business practices. A dedicated team collects and analyses data, prepares performance reports, and maintains engagement with investors, regulators, and other stakeholders.

Across our projects and business lines, sustainability is coordinated to ensure risks and opportunities are effectively managed throughout the investment lifecycle. We prioritize responsible capital allocation to ensure our investments support our values and contribute to a just energy transition.

Our legal and compliance teams ensure that governance standards are met and that we remain aligned with evolving regulatory requirements. Company leadership also takes part in shareholder meetings, investor discussions, and relevant working groups to ensure open dialogue and transparency.

Through this structure, sustainability is embedded in every part of our business from strategy to execution enabling us to lead the clean energy transition with responsibility and purpose.



4.2.1 Sustainability Governance Structure



# 4.3 ESG COMPLIANCE AND POLICY FRAMEWORK

In 2024, CCE strengthened its ESG compliance framework to align with key EU regulations and evolving investor expectations. While not yet legally required to report under the EU Taxonomy or Sustainable Finance Disclosure Regulation (SFDR), we proactively monitor and disclose relevant sustainability data including Principal Adverse Impacts (PAIs).

Our ESG compliance is grounded in the principles of “Do No Significant Harm” and “Minimum Safeguards” and supported by a comprehensive suite of governance and procurement policies. These reflect our operational values and the “Responsible Business Policy” of one of our main shareholders, Omnes Capital.

The updated ESG Compliance Framework outlines a structured and integrated approach to sustainability across three key pillars:

**Investment:** ESG criteria are embedded in project selection and capital allocation through guiding documents such as the Responsible Investment Strategy, ESG Policy, and Sustainability Policy.

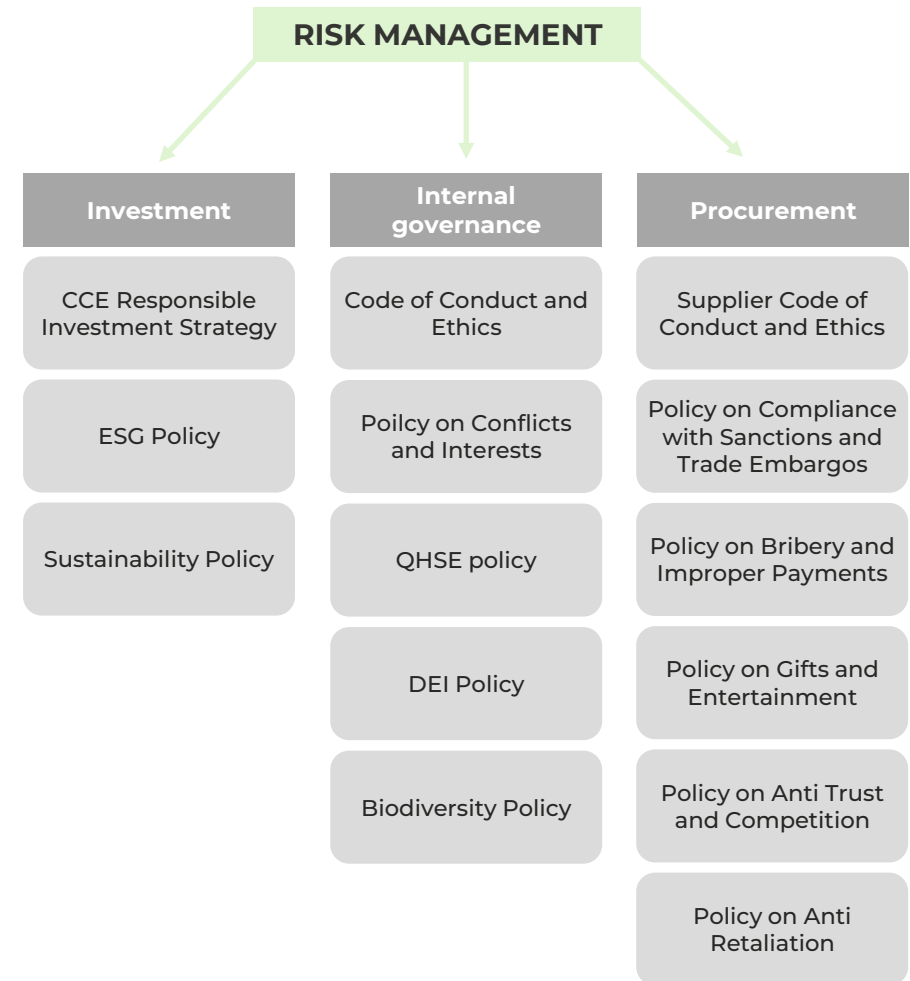
**Internal Governance:** Policies such as the QHSE Policy (Quality, Health, Safety, and Environment), the DEI Policy (Diversity, Equity, and Inclusion), the Biodiversity Policy, and the Policy on Conflicts of Interest reinforce integrity, safety, and inclusion across all operations.

**Procurement:** Supplier expectations are clarified through codes of conduct and thematic policies addressing anti-bribery, trade compliance, antitrust, health and safety, and ethical standards.

These policies are regularly reviewed to stay aligned with evolving regulatory requirements and global standards including the IFC Performance Standards; UN Guiding Principles on Business and Human Rights; Organisation for Economic Co-operation and Development (OECD) Guidelines; World Bank Environmental, Health, and Safety (EHS) guidelines; and the Equator Principles.

Notably, the QHSE Policy sets targets to reduce project-specific GHG emissions by 50% by 2030, use 100% renewable energy in operations, and achieve net zero by 2040. The DEI Policy includes commitments to gender parity by 2030 and 100% DEI training participation. All policies are operationalized through employee handbooks, supplier onboarding processes, and ESG reporting systems, ensuring consistent application across all CCE entities and project sites.

This ESG and policy framework not only ensures regulatory readiness including preparation for the Corporate Sustainability Reporting Directive (CSRD) but also fosters a culture of ethical conduct, transparency, and long-term resilience. It is a living structure that evolves with our sustainability journey and stakeholder commitments.



### 4.3.1 Anti-bribery and -corruption

CCE is firmly committed to maintaining a culture of integrity, transparency, and accountability by enforcing a zero-tolerance policy against bribery, corruption, and all forms of improper payments. In line with our Policy on Bribery and Improper Payments, we prohibit any direct or indirect offering, solicitation, or acceptance of bribes, kickbacks, or facilitation payments across all jurisdictions where we operate. This applies to all employees, contractors, agents, and third parties acting on our behalf. We require strict due diligence when engaging intermediaries and maintain oversight through internal compliance controls. Our policies on gifts and entertainment, anti-retaliation, and conflicts of interest further reinforce this framework, ensuring that all business interactions remain ethical and free of undue influence. CCE’s anti-corruption standards are aligned with international legislation and best practices, and we regularly train our teams to identify and report violations, with robust protections in place for whistleblowers.

### 4.3.2 Whistleblowing channels

We are committed to fostering a culture of integrity, transparency, and accountability at all levels of the organization. In line with this commitment, we have launched an updated Whistleblowing Channel, now accessible directly via our website. This secure and user-friendly platform allows employees, partners, and external stakeholders to report any concerns related to misconduct, unethical behaviour, or compliance violations either anonymously or confidentially. By offering these options, we ensure that every voice can be heard without fear of retaliation. All reports are handled with the utmost sensitivity and in accordance with our internal policies and applicable regulations. CCE has in place regarding anti-corruption and bribery or anti-competitive behaviour. This initiative reinforces our dedication to ethical business practices and empowers our community to actively support a respectful and responsible workplace culture.

---

#### Performance in 2024

No confirmed incidents or legal actions have been recorded

0% concerns raised through our channels

0% cases registered related to Anti-bribery and Corruption

---

### 4.3.3 Monitoring & Reporting

Monitoring and reporting are integral to how we manage our ESG performance and drive continuous improvement. Our process begins with structured data collection across all business units and project stages, including internal records and third-party sources. Through regular stakeholder engagement, we gather feedback, identify areas for improvement, and analyse data to inform our strategies. ESG progress is reviewed periodically to ensure alignment with our evolving goals and external expectations. To support transparency and accountability, we publish an annual ESG report that presents a comprehensive view of our performance, challenges, and actions taken. Our reporting approach is guided by international standards and is supported by external validation mechanisms, including participation in theGRESB Infrastructure Benchmark. This cycle of review and reporting to our stakeholders such as shareholder Omnes Capital, debt providers (such as RGreen, Rabobank, and RBI), and our employees ensures that we remain adaptive, responsive, and aligned with our commitment to long-term sustainability.



4.4 CASE STUDY

# TRANSFORMING ESG FROM A VISION TO ACTION: CCE HOLDING'S 2024 GRESB SUCCESS

In 2024, CCE continued to demonstrate its commitment to transparency and performance in regard to sustainability by actively participating in the GRESB Infrastructure Fund and Development Asset Benchmark Assessments. At the holding level, we achieved a GRESB score of 75, ranking 5th out of 9 in our peer group, and confirming consistent progress across the key ESG pillars: leadership, risk management, stakeholder engagement, and policy implementation. Meanwhile, our asset "Montalto di Castro S.P.A", currently under construction in Italy, received a GRESB score of 70, also placing 5th in its peer group and earning a 3-star rating, signifying solid performance and strong ESG integration at the project level. CCE received full points in crucial areas including policies, governance risk assessment, stakeholder grievance process, and resilience to climate-related risks. These results validate the strength of our ESG foundation and the direction of our sustainability strategy.



The GRESB assessment also served as a critical learning tool, highlighting meaningful opportunities for growth. Among the areas identified for enhancement were the inclusion of quantifiable ESG objectives, the establishment of personnel performance targets linked to ESG outcomes, and the need for improved contractor engagement practices particularly in terms of diversity and health & safety monitoring. CCE has already begun incorporating these recommendations, such as improving evidence-based environmental and social risk assessments and expanding stakeholder engagement programs beyond Tier 1 suppliers. As we look toward the 2025 reporting cycle, we are preparing to meet the evolving GRESB standards, including updated validation rules for climate-related disclosures. This annual benchmarking sharpens our internal systems and strengthens our alignment with investor expectations and global ESG frameworks.

# 4.5 DOUBLE MATERIALITY ASSESSMENT

## CCE DOUBLE MATERIALITY ASSESSMENT RESULTS



### Environmental

- Climate Change
  - Adaptation (F)
  - Mitigation (I+F)
- Energy (I)
- Water (I+F)
- Pollution of Water (I)
- Ecosystems & Species
- Waste (I+F)



### Social

- Own Workers (Cond., Health & Safety, Equal)
- Supply Chain Workers (Cond., Rights)
- Indigenous Peoples (I)



### Governance

- Cybersecurity (I+F)
- Corporate Culture (F)
- Corruption & Bribery (F)



#### 18 Total Material Matters:

- 6 Double Material
- 9 Impact-only Material
- 3 Financial-only Material

I = Impact materiality  
 F = Financial materiality  
 I + F = Double material

In 2024, CCE conducted its first Double Materiality Assessment (DMA), a foundation of our journey toward CSRD compliance and sustainable decision-making. The assessment was led in collaboration with Position Green Advisory and followed the guidance outlined by the European Financial Reporting Advisory Group’s European Sustainability Reporting Standards (ESRS). It involved a three-step process: hypothesis building, stakeholder validation, and finalization. Impacts, risks, and opportunities (IROs) were mapped across CCE’s entire value chain from raw material extraction to decommissioning covering environmental, social, and governance themes. The process combined internal expertise from Responsible Area Leads (RALs) across departments and validation from our shareholder Omnes Capital. External references such as asset-level ESG due diligence, academic research, and industry insights further enriched the analysis. Ultimately, 18 sustainability matters were identified as material, requiring disclosure under the CSRD, with six topics classified as “double material” and twelve as either impact or financially material.

The DMA enabled CCE to evaluate both its outward impacts on people and the environment as well as how sustainability issues might affect the company financially. Key topics included climate change mitigation, water use, waste and resource inflows, supply chain working conditions, cybersecurity, and corruption and bribery. These insights will directly shape our sustainability roadmap, internal controls, and reporting strategy. As part of the assessment, risks, such as forced labour in the supply chain and cybersecurity threats, were prioritized based on likelihood and potential financial impact. Opportunities, such as green investor interest and solar-powered water desalination, were also identified and assessed. The DMA provides a robust foundation for embedding sustainability into CCE’s long-term strategy, ensuring we act on the most significant ESG matters while transparently reporting to our stakeholders.

# 4.6 ESG DUE DILIGENCE

In 2024, CCE operationalised a robust and structured ESG Due Diligence (DD) program to ensure all project developments meet the highest environmental and social standards. In line with the Responsible Business Policy of our shareholder Omnes Capital and the stringent requirements of the Capenergie 5 Article 9 fund, we developed an ESG DD framework comprising 27 specific indicators across environmental, social, and governance dimensions. These indicators assess areas such as climate risk, biodiversity, recyclability, supply chain ethics, and human rights diligence. This framework was not only used as a screening tool but also as a proactive management mechanism to assess and mitigate sustainability risks at the asset level.

In 2024, CCE successfully completed ESG due diligence assessments for five priority projects: Halle (Battery Storage, DE), Ardea (PV, IT), Montalto di Castro (PV, IT), Marknesse (PV, NL), and St. Lucia (PV, IT). Each of these assessments was conducted in collaboration with Position Green and aligned with SFDR and EU Taxonomy expectations. Key focus areas included the presence of forced labour risks in module supply chains, gaps in human rights due diligence, and the absence of structured traceability or recyclability policies. Based on the findings, tailored action plans were developed for each site, including recommendations such as implementing external grievance mechanisms, committing to international sustainability frameworks (e.g., OECD, UNGPs), and tracking raw material origins.

Following the completion of the assessments, CCE engaged directly with our Engineering, Procurement, and Construction (EPC) contractors to share the results. We challenged them on the areas where lower scores were identified, requesting stronger audit evidence and more comprehensive documentation to substantiate the information provided. This approach enables a more transparent and constructive dialogue, helping to mature our partnerships and drive greater supply chain transparency. By setting clear expectations and collaboratively addressing gaps, we are building a more resilient and responsible supply chain that supports our long-term ESG goals.

These due diligence processes form the foundation of our ESG risk management strategy and will be continuously scaled across the remaining project pipeline.

## CCE ESG DUE DILIGENCE

In 2024, CCE operationalised a robust and structured ESG Due Diligence program to ensure all project developments meet the highest environmental and social standards.

**ESG DD Framework**

- 27 specific indicators across ESG dimensions
- Assessments of climate risk, biodiversity, recyclability, supply chain ethics, human rights diligence
- Screening tool and management mechanism for asset-level sustainability risks

**Priority Projects**

- Forced labour risks in module supply chain

**Key Findings & Actions**

- Forced labour risks in module supply chains
- Gaps in human rights due diligence
- Tailored action plans and sustainability frameworks

Map locations: Marknesse, Halle, Montalto di Castro, Ardea, Santa Lucia.

# 4.7 CCE MANAGEMENT SYSTEM

As part of our ongoing commitment to ESG principles, we have implemented a CCE Management system that aligns with globally recognized standards. This system serves as the operational backbone of our ESG strategy, helping us ensure that sustainability, stakeholder wellbeing, and ethical governance are embedded into every layer of our organization.

Our CCE Management system brings together Quality (ISO 9001), Occupational Health and Safety (ISO 45001), and Environmental Management (ISO 14001) standards into a unified framework. This integration enhances operational efficiency while supporting our ESG objectives. By maintaining ISO 9001 certification, we ensure a strong focus on quality and continuous improvement, reflecting our dedication to delivering services that meet or exceed stakeholder expectations. ISO 45001 focuses on our responsibility to protect the health and safety of our workforce and partners, while ISO 14001 drives our efforts to reduce environmental impact through proactive resource management, pollution prevention, and sustainability-driven decision-making.

To further reinforce the Governance pillar of ESG, we will also adopt ISO 27001, the international standard for Information Security Management. This ensures that we maintain strong controls around the confidentiality, integrity, and availability of data particularly in an era where cybersecurity and data privacy are critical to ethical business conduct. Through ISO 27001, we address information security risks with a structured, risk-based approach, demonstrating transparency, accountability, and resilience.

By integrating these standards, we will create a holistic CCE management approach that eliminates redundancies, simplifies compliance, and fosters a culture of shared responsibility across our operations. Our CCE Management system not only ensures regulatory alignment and operational excellence but also strengthens the trust of our stakeholders by upholding the highest standards of quality, safety, environmental stewardship, and data governance.



# 4.8 ESG GOVERNANCE FORWARD PLAN

## REFLECTING ON OUR ESG JOURNEY

Reflecting on our ESG journey, we recognize the progress made, the lessons learned, and the responsibility we carry moving forward.



Our ambition to decarbonize, uphold human rights, and drive inclusive growth has never been stronger. Throughout 2024, we have taken meaningful steps to build transparency, strengthen governance, and ensure that ESG considerations are not just reported but lived within our company culture.

As we continue to evolve in a fast-changing world, our focus remains on adaptability, innovation, and shared value creation. The road ahead will require resilience and collaboration - but with clear values and committed people, we are confident in our ability to navigate complexity and deliver positive impact.

As we look to the future, CCE remains committed to strengthening our ESG governance framework by embedding sustainability across all operational levels and decision-making structures. In 2025, we aim to complete an internal ESG governance audit and initiate the formalisation of improved governance documentation based on its findings. This will help ensure clear accountability and continuous alignment with best practice standards. We also plan to prepare our ESG reporting for limited assurance by assessing the maturity of our ESG data management systems and addressing any gaps identified during the process.

A key focus will be the continued enhancement of our climate-related risk management in line with the Task Force on Climate-related Financial Disclosures (TCFD). This includes conducting ESG risk screenings for future acquisitions and integrating climate risks and opportunities into our financial and strategic planning. In parallel, we are rolling out ESG training programs across the organization, including for our leadership and board members. These trainings will help embed ESG awareness into corporate culture and equip teams with the knowledge needed to respond to evolving regulations, investor expectations, and sustainability targets.



# APPENDIX A - GRI INDEX

GRI Standard	Disclosure Title	Report Subsection	Notes
<b>GRI 2 General Disclosures</b>			
<b>The organization and its reporting practices</b>			
GRI 2-1	Organizational Details	1.4 About CCE	Company structure, countries of operation described.
GRI 2-22	Statement on sustainable development strategy	Message from Managing Partners	Sustainability vision and Net Zero goals outlined.
<b>Activities and Workers</b>			
GRI 2-6	Activities, Value Chain	1.8 CCE Value Chain Model	Description of value chain processes provided.
GRI 2-7	Employees	3.Social-Our People, Our Future: Investing with Purpose	Overview of employees
<b>Governance</b>			
GRI 2-12	Role of the highest governance body in overseeing sustainability impacts	4.2 Sustainability Governance	Board and Supervisory responsibilities outlined.
GRI 2-14	Role of management	4.2.1 Sustainability Governance Structure	Management oversight on ESG performance.
<b>Strategy, Policies and practices</b>			
GRI 2-23	Policy commitments	4.3 ESG Compliance and Policy Framework	ESG compliance framework
GRI- 27	Compliance with Laws and Regulations	2.2.1 Supply Chain Risk Mitigation and Strategic Resilience	
GRI 2-29	Approach to stakeholder engagement	CCE Care, DEI Programs, Case Studies	Engagement with communities, suppliers, and internal teams.
<b>GRI 3 Material Topics</b>			
GRI 3-1	Process to determine material topics	4.8 Double Materiality Assessment	Materiality process and stakeholder validation steps.
GRI 3-2	List of material topics	4.8 Double Materiality Assessment	Full list of double material sustainability topics.
<b>GRI 201 Economic Performance</b>			
GRI 201-1	Direct economic value generated and distributed	1.1 Highlights	Contribution to communities via investments noted.

<b>GRI Anti-Corruption</b>			
GRI 205-2	Communication and training about anti-corruption policies and procedures	4.4 Anti-bribery and Corruption	
GRI 205-3	Confirmed incidents of corruption and actions taken	4.4 Anti-bribery and Corruption	No cases reported
<b>GRI 302 Energy</b>			
GRI 302-1	Energy consumption within the organization	2.5.1 Energy	Renewable share and energy numbers for 2024.
<b>GRI 303 Water and Effluents</b>			
GRI 303-5	Water consumption	2.5.2 Water Management	Water-saving measures and baseline tracking.
<b>GRI 305 Emissions</b>			
GRI 305-1	Scope 1 GHG emissions	2.4 Corporate Carbon Footprint	Scope 1 vehicle fleet emissions data provided.
GRI 305-2	Scope 2 GHG emissions	2.4 Corporate Carbon Footprint	Electricity and heating emissions detailed.
GRI 305-3	Scope 3 GHG emissions	2.4 Corporate Carbon Footprint	Indirect emissions (commuting, procurement) explained.
GRI 305-5	Reduction of GHG emissions	2.4.4 Net Zero Journey and Future Plans	SBTi-aligned emission reduction targets shared.
<b>GRI 306 Waste</b>			
GRI 306-3	Waste generated	2.5.3 Waste Management	Waste segregation, recycling, and 2024 figures.
<b>GRI 307 laws and regulations</b>			
GRI 307-1	Non-compliance with environmental laws and regulations	4.3 ESG Compliance and Policy Framework	No material breaches reported.
<b>GRI 401 Employment</b>			
GRI 401-1	New employee hires and turnover	3.5.3 Talent Attraction and Retention	Workforce demographics and DEI targets presented.
<b>GRI 403 Occupational Health and Safety</b>			
GRI 403-1	Occupational health and safety management system	3.9 Health and Safety Commitment	System based on ISO 45001 detailed.
GRI 403-2	Hazard identification, risk assessment, and incident investigation	3.9.2 Health and Safety Management System	Risk assessment and EHS Walks processes.
GRI 403-9	Work-related injuries	3.9.3 Health and Safety Performance	LTIFR, TRIR, and accident severity rate disclosed.

<b>GRI 404 Training and Education</b>			
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	3.6 CCE Academy & Sustainability Unlock	E-learning and training pathways outlined.
<b>GRI 405 Diversity and Equal Opportunity</b>			
GRI 405-1	Diversity of governance bodies and employees	3.5.2 Diversity, Equity and Inclusion	Gender balance, nationality mix, and KPIs shared.
<b>GRI 413 Local Communities</b>			
GRI 413-1	Operations with local community engagement	3.10 CCE Care	Case studies on local community support initiatives.
<b>GRI 415 Public Policy</b>			
GRI 415-1	Political contributions	4.4 Anti-bribery and Corruption	Zero tolerance policy, no political contributions made.
<b>GRI 418 Consumers</b>			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy	4.5 Whistleblowing channels	No cases of customer privacy breaches reported.

# APPENDIX B -CSRD INDEX

CSRD Standard	Disclosure Title	Report Subsection	Notes
<b>General Disclosures</b>			
ESRS 2	CCE Highlights & ESG Initiatives	1.1 CCE's Highlights & Initiatives across 2024	General context, major sustainability milestones, vision, governance, baseline year definition
<b>Transition Plan for Climate Change Mitigation</b>			
ESRS E1-1	Climate Strategy and Net Zero Targets	2.4 Climate Strategy and Corporate Carbon Footprint	Commitment to 50% reduction in project-specific GHG emissions by 2030; Net Zero by 2040
<b>Energy Consumption and Mix</b>			
ESRS E1-5	Energy Efficiency and Renewable Usage	2.5.1 Energy	Generation versus consumption, renewable energy share, avoided emissions
<b>Emissions Metrics</b>			
ESRS E1-6	GHG Emissions - Scope 1, 2, 3	2.4.2 System Boundaries and Methodology	Breakdown by scopes, CCF methodology, validation practices
<b>Pollution Management</b>			
ESRS E2-1	Waste Minimization and Compliance	2.5.3 Waste Management	Hazardous and non-hazardous waste figures, recycling programs, WEEE compliance
<b>Water Resource Management</b>			
ESRS E3-1	Water Usage Efficiency	2.5.2 Water Management	Consumption tracking and water conservation initiatives
<b>Impact on Biodiversity and Ecosystems</b>			
ESRS E4-1	Biodiversity Protection and Restoration	2.6 Biodiversity: Ecosystem Management and Case Studies	Integration of biodiversity into solar PV project planning (Marknesse, Santa Lucia, Grimmenstein)

<b>Working Conditions</b>			
ESRS S1-1	Health, Safety and Well-being	3.9 Health and Safety Management System	Implementation of ISO 45001 standard, safety performance metrics, incident reporting
<b>Equal Treatment and Opportunities</b>			
ESRS S1-2	Diversity, Equity and Inclusion	3.5.2 Diversity, Equity and Inclusion	DEI policies, targets for women in leadership roles, inclusive hiring practices
<b>Community Engagement</b>			
ESRS S3-1	CCE Care - Social Initiatives	3.10 CCE Care	Social impact programs, environmental education support, inclusive sports
<b>Corporate Governance Structure</b>			
ESRS G1-1	Governance of ESG Topics	4.2 Sustainability Governance	Board oversight of ESG, integration into strategic planning
<b>Business Ethics and Anti-Corruption</b>			
ESRS G1-2	Business Conduct and Anti-Bribery	4.4 Anti-bribery and Corruption	Zero-tolerance policies, whistleblowing procedures
<b>Double Materiality</b>			
ESRS 1	Double Materiality Assessment	4.8 Double Materiality Assessment	Materiality mapping across environmental, social, and governance factors
<b>Targets Related to Climate Change Mitigation</b>			
ESRS E1-9	Climate Targets and Performance Tracking	2.4.4 Net Zero Journey and Future Plans	Science-Based Targets Initiative (SBTi) alignment, planned actions

**CCE**

**CCE Holding GmbH**  
Wiedner Gürtel 13 / Turm 24 / 12  
The Icon Vienna  
1100 Vienna  
Austria