

Annual Sustainability Report

Powering the energy transition

Financial Year 2022

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About this report

At ib vogt, we are committed to operating in a sustainable and responsible manner. Therefore, our goal is to make a positive impact on the environment and society.

This Sustainability Report provides an overview of our key sustainability initiatives, performance and progress.

Reporting period

The ib vogt Sustainability Report is an annual report. This FY22 Annual Sustainability Report covers the period from January 1, 2022, to December 31, 2022. To make the report more comprehensive, some data may exceed the above-mentioned time range.

Purpose of the report

This report serves as a transparent communication tool, allowing stakeholders to understand our sustainability approach, goals, and performance. It highlights our commitment to addressing Environmental, Social, and Governance (ESG) factors in our operations, while also promoting accountability and continuous improvement.

Report boundary

This report covers ib vogt GmbH, its 32 international branches and all projects where ib vogt has operational control. The information included in this report covers only the non-financial aspects.

References

In line with our commitment to transparency and engagement with stakeholders, we adhere to the guidelines and recommendations of key initiatives and organisations regarding sustainability reporting:

- Global Reporting Initiative (GRI) Sustainability Reporting Standards
- The Sustainable Development Goals approved by the United Nations General Assembly
- United Nations Global Compact (UNGC)

Report acquisition

This report is available online on the company website (www.ibvogt.com). For further information regarding the report or its contents, please address your request via email to esg@ibvogt.com.

Future goals

We recognise that sustainability is an ongoing journey. There we have outlined our future goals and aspirations to drive positive change. We are committed to continuous improvement and therefore we have set ambitious targets to further advance our sustainability agenda.



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Letter from our CEO

Dear Readers,

It is with great pleasure to welcome you to ib vogt's first Sustainability Report, and the first of many to come.

Climate change and decarbonising power generation are among the central issues the world is facing today. As the world events of the last year and a half have made clear, it has never been more important to double-down on our efforts to decarbonize electricity production, phase out fossil fuels and replace them with renewable energy. ib vogt is here to be a part of the solution and that is embodied in our mission: Powering the energy transition.

As a renewable energy company, ib vogt's very DNA is rooted in the fundamentals of sustainability. This includes working towards carbon neutrality, protecting biodiversity, promoting a sustainable supply chain, fostering corporate social responsibility (CSR) projects, and increasing diversity and well-being throughout our workforce. Our sustainability model also strives to go beyond the solar power plants themselves and reach into the communities and into the lives of those that live within the vicinity of our projects. Sustainability for us is far more than just building projects that help fight climate change – we strive to have a real impact on the communities we serve.

One year ago, we launched an upgraded ESG and sustainability strategy and joined the United Nations Global Compact, the goals of which we fully support and are committed to as they are naturally aligned with our core work. We are intensifying efforts and are proud of what we have achieved so far:

- compensating the carbon footprint from our own activities and ensuring our services are fully net zero;

- sponsoring and actively participating in an industry-wide initiative to tackle human rights issues as well as implementing a robust Supply Chain Management process ensuring all our module suppliers are audited through independent experts;
- documenting the various positive contributions to the biodiversity of our sites and our efforts to support communities we serve through diverse CSR initiatives.

In the pursuit of a sustainable future, we wholeheartedly embrace the challenge of pushing to our own limits. Our commitment to diversity and inclusivity drives us to leverage the strength of our diverse workforce. We aspire to foster an equitable environment and promote diversity in leadership roles. We take pride in our commendable health and safety track record, but we are also aware that more can be achieved. By conducting in-depth analyses of root causes, bolstering training efforts, and implementing preemptive measures, with a zero-tolerance policy towards incidents.

To ensure continuous enhancement, particularly on an operational level, we are dedicated to expanding the systematic integration of our management system to encompass additional indicators. Transparency and openness hold immense importance for us as a company. Feedback and insights shared with us will aid us in advancing our efforts towards this vital initiative. Together, we can forge a more sustainable and prosperous future.

Yours Sincerely,
Anton Milner

03

Key messages

Net Zero

100%

of our services are net zero

4,820tCO₂

compensated GHG emissions from scope 1, scope 2, and scope 3 of our services

Dual land usage

448.69MWp of projects with sheep grazing/rearing

Supply Chain Management

100%

module suppliers audited by independent third party

Sponsor

of the SolarPower Europe Solar Stewardship Initiative

Zero

major non-conformity found in chain of custody audits

CSR

>50,000EUR

raised funds for CSR activities at HQ

ESMS

updated Environmental and Social Management System for projects

Corporate citizen

climate protection projects in communities supported via our partner First Climate

DE&I

62%

female to male hiring ratio

Wellbeing

providing Mental Health app to employees

68

different nationalities represented in workforce

2022 in numbers

2016-22

1,309,361t CO₂ savings p.a. from 2.1GWp

total CO₂ savings in 2022 from plants built 2016-22*

2022

170,392t CO₂ savings p.a. from 0.4GWp

total CO₂ savings p.a. from plants built in 2022

65,387t CO₂

footprint scopes 1-3

*From projects constructed and in operation between 2016 and 2022 – where monitoring data is available

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We are **ib vogt**

Profile & key figures

Key strategies

Excellence in business

From local to global

We are ib vogt

Powering the energy transition

ib vogt is a leading utility-scale solar development platform with a global footprint and a 20-year track record. Our OECD-focused development strategy, world-scale development pipeline, investments in BESS technology, and independent power producer (“IPP”) business model strongly position ib vogt for accelerated near-term growth.

ib vogt’s comprehensive business model captures value added throughout all stages of the project up until commercial operation – and beyond. Our IPP model and its corresponding asset rotation strategy make this possible. We are therefore able to create an additional repeating source of future revenues and can offer attractive opportunity for capital deployment.

With a proven track record of project development success and a long history of profitable growth, ib vogt benefits from its strong local presence, which is augmented by a robust network of joint venture and local development partners, and profits from key relationships with customers, investors, lenders and suppliers.

Our first-class competencies, developed in-house, strengthen our daily business of producing high-quality turnkey solar PV power plants for end investors throughout the world.

Going forwards

PV project pipeline

>45 GWp

OECD markets/
Emerging markets

85%/15%

IPP projects
targeted by 2026

7 GWp

BESS projects
targeted by 2025

5 GWp

Today

PV solutions built and
under construction

3.1 GWp

Operations & Maintenance

1.6 GWp

Funds raised

€2.74bn

Projects commercialised
before construction

2.1 GWp

2022 results

Turnover 2022

€252m

Investments in 2022

€546m

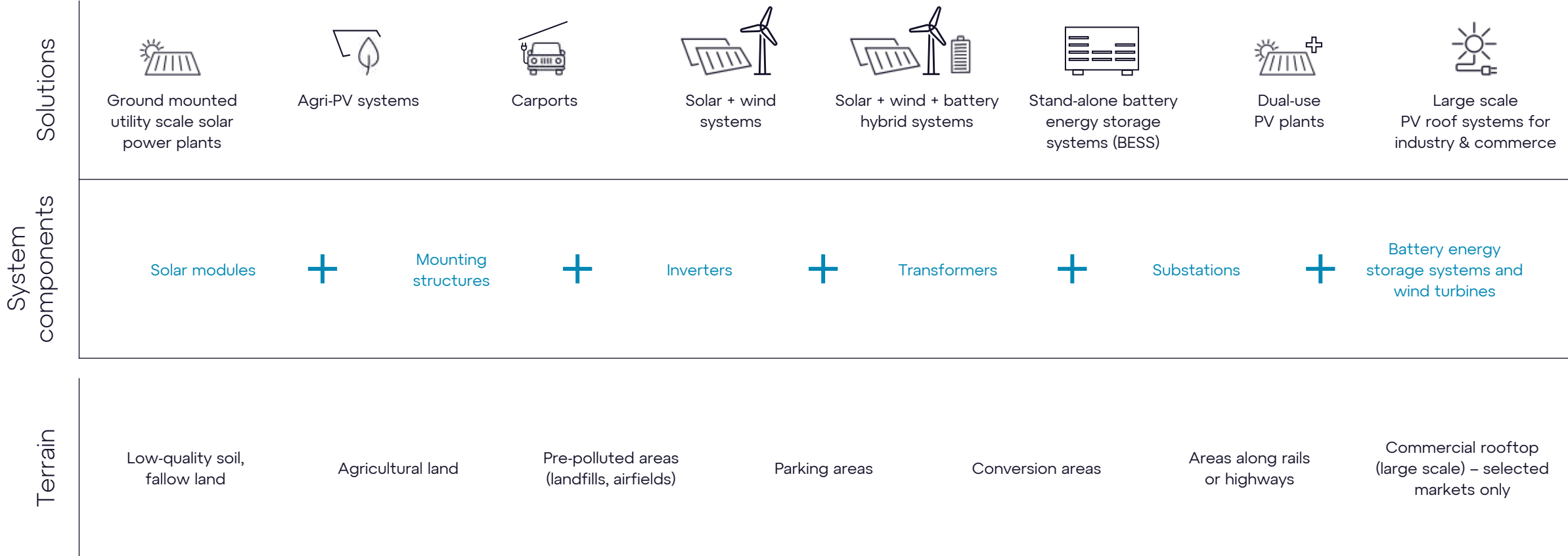


Our services throughout the entire project life cycle



Our solutions

ib vogt's product portfolio consists of all possible large-scale PV solutions, all using the latest technology on variety of terrain.



Our Mission, Vision & Values

Our Values



Visionary and creative

- We are innovative and actively thinking forwards.
- We are a creative, learning organisation that is constantly developing its knowledge, skills, processes and solutions.
- We embrace innovation and promote new technologies that contribute to our mission.



Passionate

- We are highly passionate about what we do: battling climate change.



Highly professional

- We always strive for executional excellence, founded on our performance ethos, systematic project management, diligence with attention to detail, and a solution mindset combined with our “can-do” attitude.



Entrepreneurial and aspirational

- We are dynamic, flexible and entrepreneurial because the world needs these technologies and quickly.
- We set aspirational goals, are performance driven and aim to be the best at what we do.



Partnerships

- We believe in productive relationships based on fairness and reliability to achieve mutual success.



People: the core of our success

- We want the best, working together in a stimulating and creative environment.
- We live by our strong common values and promote a culture of collaboration, communication and feedback.
- We are proud of our diversity and benefit from it.
- Personal integrity and being open, respectful and constructive in our dialogues is the way we act.



Effective collaboration

- We live and breathe projects.
- We are team based, each of us understands the holistic and complex nature of projects and their contribution to the project success.

Our Mission

Powering the energy transition

Our Vision

Our vision is to be a leading globally-integrated PV developer & IPP, delivering superior and sustainable impact and performance.

We decarbonise electricity generation and therefore contribute to a better world for all. We advance sustainability – economic, social and environmental well-being – while acting at the front edge of our technologies, solutions and markets.



Excellence
in business



The energy transition
is a part of our DNA

The world needs this technology – and quickly. Making the clean energy transition a reality is our goal and every step forward brings us one day closer towards tackling climate change.



We thrive to achieve
excellence in business

Our entrepreneurial attitude and visionary thinking is engrained in everything we do. Combined with opportunity-driven creativity, this pragmatic approach fosters an environment of forward-thinking excellence and innovation.



Professionalism and collaboration
is our bread and butter

Our standard of excellence, “can-do” attitude and attention to detail is the backbone of our company. We are team-based and the holistic nature of our work contributes to our high rate of project success.

~13 years

Average solar solutions
experience of our leadership team

More than

20 years

in the business

More than

170 years

of combined solar solutions
experience of our leadership team

Our long-standing
experience in solar
solutions makes the
difference.

Our accomplishments over the years

Our origin story

2002: Incorporation of ib vogt GmbH, focusing on PV factory engineering and project management. In the period up to 2009, ib vogt became one of the leading worldwide companies in this field.

2009: Start of a new era, focusing on utility-scale PV plants. Initial markets were Germany and UK, where ib vogt became no. 2 in the industry in developing and delivering turnkey PV plants to our client base.

2012 - 2014

Entered the markets in India, Southwest Asia, and Slovenia.

ib vogt built the UK's largest PV plant at the time.

2015 - 2016

We delivered our first plants in Australia, and entered the US, Dutch, Irish, Polish and Philippine markets.

2017 - 2018

We delivered the first utility-scale plant in Egypt and in 2018 constructed the largest solar plant in the Netherlands at the time.

Further multiple market entries.

2019 - 2020

We grew in Singapore, constructed our first project in Indonesia and added to the Benban (Egypt) solar complex.

Construction of our first "sub-grid parity" PV plant in Spain

We expanded and grew further: more than 370 PV experts worldwide, projects in Spain, the Netherlands and Malaysia.

2021 - NOW

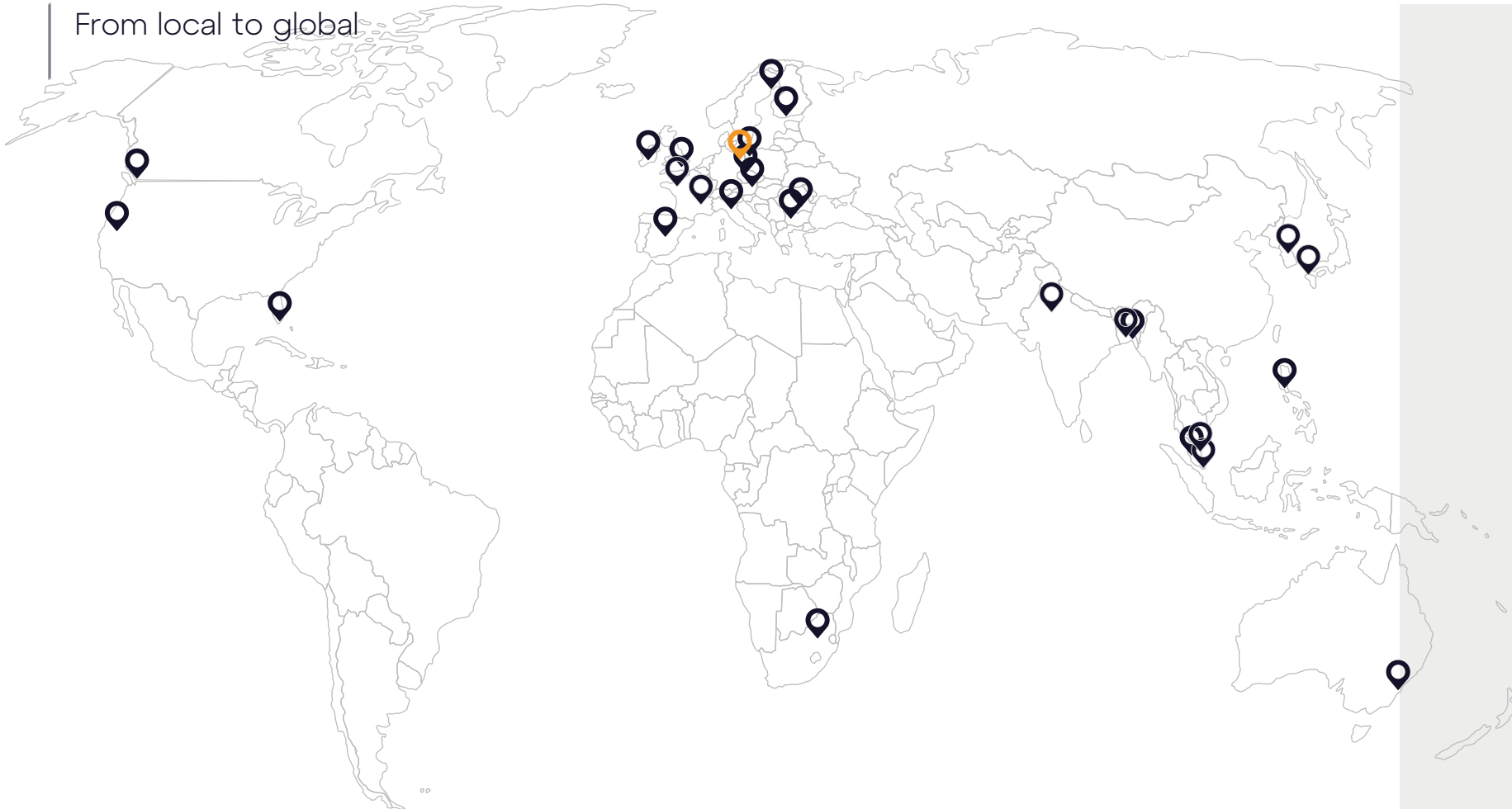
Today ib vogt is a leading utility-scale solar development platform with a global footprint and a 20-year track record.

By rapidly commercialising our 40 GW+ pipeline, we are on the way to becoming a leading independent power producer platform ("IPP") with a substantial BESS business model.

In 2022, DIF Capital Partners and DVV began a strategic partnership to accelerate ib vogt's growth program and asset build-out.



From local to global



Map of offices

We are present, connected, and operate successfully in many areas of the world.

Headquartered in

Berlin, Germany

32 offices

across Europe, North America,
Asia -Pacific and Africa

Creating business in

30 countries

Joint ventures in more than

21 countries

>720 employees

globally in a diversified organisation

68 nationalities

05

Sustainability model

Materiality analysis

Priority Areas for ib vogt

Key Sustainable Development Goals

Sustainability at work

ib vogt's approach

Our mission is to deliver clean energy, to be a great place to work at – and work with – and to help create a sustainably better world.

Sustainability is an integral part of our organisation and is embedded into all business units of the company. We are committed to actively participating in industry-wide discussions and initiatives to drive collective action.

Top management, with active input from the ESG team, is taking the lead and giving direction ib vogt's sustainability efforts. We take our responsibility as good corporate citizens very seriously and want to do our part!



With our projects, we can help turn the world away from fossil fuels and towards renewable energy, creating a cleaner and greener planet for generations to come.



We aim to be an active global partner in advancing sustained economic, social, and environmental well-being.



We are dedicated to performing our activities in a structured and controlled manner with the least negative effect on the environment, social fabric, the health and safety of our employees, and the communities we engage in.



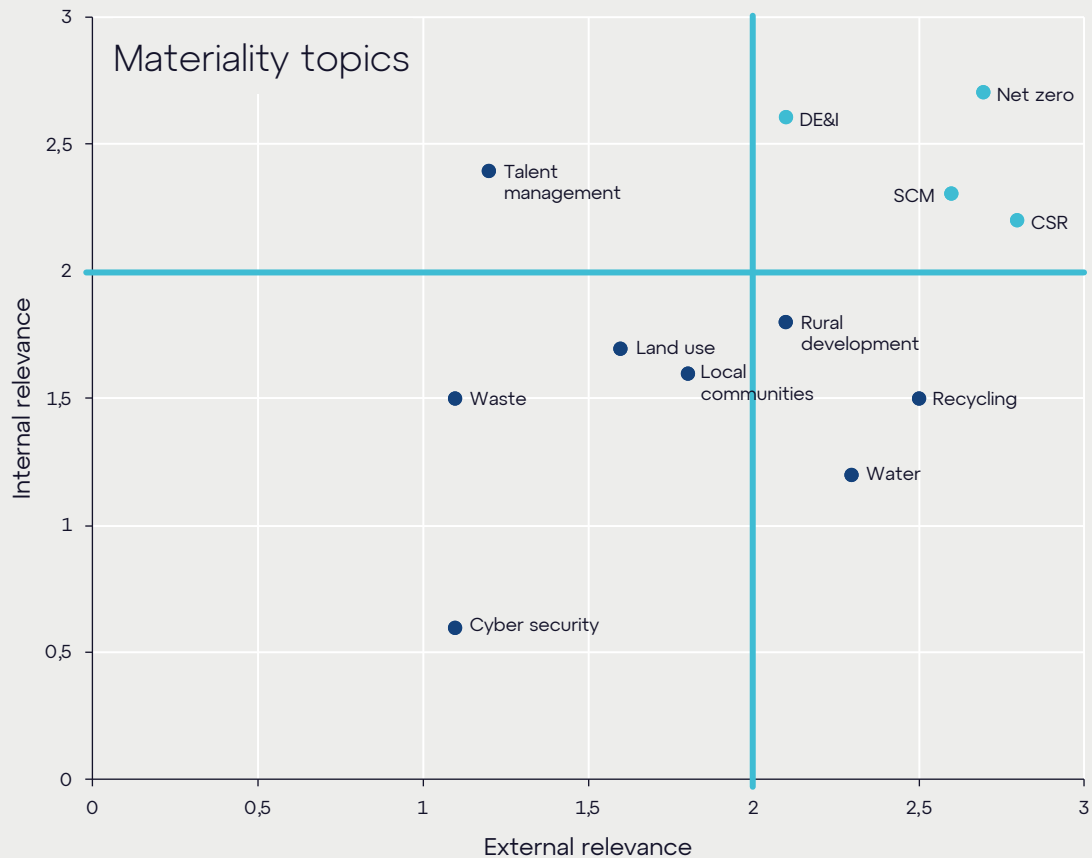
We commit to internationally recognized standards, e.g. ISO 9001, 14001, 45001, 50001.



The **UN Global Compact** is the perfect vehicle for ib vogt to make a statement about our values. It outlines our responsibilities and gives us opportunities to work towards globally recognized goals. It also opens doors for partnerships, responds to financial market expectations, and is in line with our company values. Becoming a UN Global Compact participant means taking an important step towards strengthening corporate sustainability, which benefits both society and ib vogt's long-term success!

As a member of this initiative, we are required to produce an annual Communication on Progress that outlines our efforts to operate responsibly and support society. With this Sustainability Report, have stated our goals, achievements, and challenges for the year.

Incorporating sustainability into a company is a long process which includes establishing reporting and monitoring structures and constantly improving processes. We have utilized the Sustainable Development Goals (SDGs) as a guiding framework to direct our efforts. From these goals, we have carefully selected and prioritised eight of them to form the foundation of our strategy, aligning our actions with the areas where we can have the most significant impact. These goals cannot be reached by one team alone – sustainability is a company-wide effort and approach, from all departments and teams. For this reason, engagement groups have been formed for each priority area.



Materiality analysis

ib vogt engages in a materiality analysis process that involves identifying and prioritising sustainability issues that are significant to both the company and stakeholders. Our goal is to create continued value for our stakeholders in terms of governance, social responsibility, and environmental impact, thereby satisfying the present and future needs of our stakeholders.

Our thorough materiality analysis process has enabled us to evaluate the impact of our activities at every phase of the value chain. We are committed to aligning our operations with the Sustainable Development Goals (SDGs) and take this responsibility seriously. Consequently, we have conducted an extensive review of each SDG and determined which ones are most relevant to our operations.

We have adhered to the recommendations of the GRI Standards to identify and prioritise material items. These standards establish materiality as one of the sustainability report's guiding principles, along with the inclusion of stakeholders, sustainability context, and comprehensiveness.

Our internal and external discussions with various departments, lenders, and partners led to the identification and prioritization of four of our impact areas. Our 20 years of experience in different projects and ongoing collaboration with stakeholders have informed this process. Through this approach, we can prioritise our efforts and resources and make a meaningful contribution to the SDGs, thus creating a positive impact in the world.

Company context

Analyse activities, business relationships, sustainability challenges, and stakeholders needs.

Identify impact areas

Identify the sustainability issues that are relevant to the company's operations and stakeholders. Assess the importance of these sustainability issues to the company's stakeholders and on the company's business operations and strategy.

Prioritise

Prioritise the sustainability issues based on their importance to stakeholders and their impact on the company's business operations and strategy.

Revision

Yearly revision of the results of the materiality analysis. Update relevant priority areas. This gives us the possibility to revise our targets and decide if there is room for improvement.

Fast-tracking sustainability

ib vogt has fast-tracked most impactful and valuable Priority Areas that foster SDGs along our value chain to ensure sustainable actions are taken quickly and effectively minimizing negative risks and increasing positive impacts.

Sustainability at ib vogt means caring for our **PLANET** by implementing a Net Zero path, ensuring that our own **PEOPLE** are being represented equally, expanding quality of life to affected people in **COMMUNITIES** with CSR projects, and achieving **SUSTAINABLE GROWTH** with implementing international standards in our supply chains.



Net Zero

Combatting climate change in everyday decisions: we want to make a positive net contribution through offsetting carbon emissions and being as resource-efficient as we can.

Supply Chain Management

We want to fight human rights issues by extending international standards onto our direct suppliers and foster transparency upstream through traceability protocols.

Corporate Social Responsibility (CSR)

We want to help affected communities with Corporate Social Responsibility projects tailored to their needs to achieve fairly-distributed quality of life also for vulnerable groups.

Diversity, Equity & Inclusion (DE&I)

We want to promote well-being of employees, increase gender diversity and become a great environment for our international staff to grow, contribute and lead.

Key SDGs

The main Sustainable Development Goals defining ib vogt's actions

The Sustainable Development Goals (SDGs) are a set of 17 integrated and interrelated goals defined by the UN to end poverty, protect the planet, and ensure that humanity enjoys peace and prosperity by 2030.

ib vogt has fast tracked priority areas that foster SDGs along our value chain to ensure sustainable actions are taken quickly and effectively minimizing negative risks and increasing positive impacts.



Eradicating poverty is not a task of charity, it's an act of justice and the key to unlocking enormous human potential. The goal is to contribute towards fighting hunger, eradicating disease and giving everyone in the world a chance to prosper and live a productive and rich life.



The goal is to create preventive measures for a modern and efficient health care offer for everyone. Targets include (but not limited to) awareness towards substance abuse, understanding and promoting mental health, or improving early warning systems for global health risks.



Our goal is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. ib vogt endeavors for equal rights for quality education in all the communities in which it operates and beyond.



We strive towards gender equality within the company and seek potential measures to reach this goal. This includes equal pay between genders and by ending all forms of discrimination, violence, and any harmful practices against any and all individuals.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and fulfilling work-life balance for all ib vogt employees.



Reduce financial and social discrimination – equality and prosperity must be available to everyone. ib vogt endeavors for equal rights regarding equality gaps between race, ethnicity, gender, social standards, beliefs and more.



Limit and adapt to climate change, which aligns completely with our company DNA. We have continually contributed towards this SDG by taking urgent actions to combat climate change and its impacts.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss.

Aligned to our Priority Areas

Accelerate action connected to targeted Sustainable Development Goals (SDGs)

Net Zero

Supply Chain Management

Corporate Social Responsibility (CSR)

Diversity, Equity & Inclusion (DE&I)

	1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	13 CLIMATE ACTION	15 LIFE ON LAND
Net Zero							✓	✓
Supply Chain Management	✓	✓			✓	✓		✓
Corporate Social Responsibility (CSR)	✓	✓	✓	✓	✓	✓		✓
Diversity, Equity & Inclusion (DE&I)		✓		✓		✓		

Sustainability at work

Examples from our projects

“ Environmental and social management does not only minimise negative impacts – it creates positive value!

- Anton Milner, CEO

France



Germany



Poland



Spain



Bangladesh



Egypt



Brazil



Malawi



06

Environmental

Path to Net Zero

Biodiversity

ib vogt's approach

As a global leading player in the energy transition, ib vogt is dedicated to environmental protection, which includes biodiversity preservation and energy conservation throughout the project lifecycle, while simultaneously striving to mitigate and reduce our carbon footprint.

ib vogt acknowledges its responsibility in addressing climate change, environmental degradation, and loss of biodiversity that the world is currently facing. Therefore, we are dedicating our resources to address biodiversity loss through our role in both the industry and society. In terms of biodiversity, our policy is guided by our voluntary adherence to the UN Global Compact Initiative, particularly its principles on environmental protection.

By prioritising a net zero path and promoting measures to protect and foster biodiversity, the company's environmental policy ensures that its large-scale PV plants are developed and operated in a manner that minimises environmental harm and contributes positively to the preservation and enhancement of ecosystems.

ib vogt has a standardised process to identify, mitigate, and monitor any potential risks and impacts to prevent negative environmental effects and natural habitat disruption. This process is particularly critical for projects in vulnerable locations, where monitoring and reporting procedures are already in place. These efforts are part of the comprehensive Environmental and Social Management System (ESMS).

Our objectives



Energy transition

ib vogt's mission is clear: to power the energy transition.



Environment

Preserving natural ecosystems and using resources and conducting activities in a responsible manner. Undertaking initiatives to promote greater environmental responsibility.

Our main environmental SDGs



ib vogt's Net Zero strategy

Our definition

Our path to Net Zero is to combat climate change in everyday decisions. We aim to avoid, reduce, and make a positive net contribution through tracking, offsetting inevitable carbon emissions, and being as resource efficient as we can!

Our commitment





ib vogt is committed to reducing greenhouse gas emissions associated with our operations and during the lifecycle of our photovoltaic power plants. Both our shareholders DIF and DVV are strongly committed to net zero. With their valuable support and commitment, ib vogt sets ambitious targets to achieve carbon neutrality by avoiding and reducing emissions where possible and investing in energy efficiency measures. ib vogt actively monitors and manages its carbon footprint through rigorous measurement, reporting, and verification processes.

Traveling for business is a crucial aspect of our operations, and we prioritise energy-efficient trips by encouraging the use of trains for neighbouring countries and avoiding unnecessary travel. As of 2023, we have collaborated with the TravelPerk/GreenPerk platform to improve the management and control of all our Europe-wide business travel.

Our goal is to enhance our tracking of our travel-related CO₂ footprint and offset it through the platform.

Going forward, ib vogt plans to commit to the SBTi (Science Based Target) Net Zero standard once they have the necessary data and benchmarks. Communication to all ib vogt employees and stakeholders are also priorities.

Our objectives

-  Apply the Net Zero strategy
-  Track data for HQ, branches and projects
-  Track scope 1, scope 2, and scope 3 for the entire company
-  Participate in offsetting carbon emissions



Our targets

By the middle of 2023

Data collection for scope 1 and scope 2 emissions for headquarters and branches

End of 2023

Development and roll out of a scope 3 tracking tool for the measuring and monitoring of emissions caused by project sites

Long-term

Commit to the SBTi (Science Based Target) Net Zero standard

Environmental and energy management



Energy sourcing

- We follow our procurement guidelines to source energy-efficient equipment.
- We recognize the impact of climate change on energy security and are committed to understanding it.
- We are committed to extending best energy practices from the German HQ to its subsidiaries and projects.



Energy consumption

- We promote awareness of energy consumption by avoiding unnecessary business trips within Germany and to neighbouring countries, and by preferring train travel to flying.
- We install the latest energy conservation technologies where appropriate (such as thermal regulators at the Berlin headquarters).
- We only use electricity from renewable energy sources in our headquarters to further reduce our carbon footprint.

ib vogt contributes to the reduction of global CO₂ emissions and takes measures to reduce energy consumption by implementing the ISO 14001 environmental management standard and the ISO 50001 energy management standard in its headquarters.

To support our environmental efforts, ib vogt is committed to complying with government regulations and legal requirements, eliminating pollution, reducing water usage on construction sites, and continuously improving its policies, procedures, and training in accordance with ISO 14001.

Data is related to the Berlin Headquarters only

KPIs

	Topic	Unit	2020	2021	2022
Energy consumption per m ² [EnPI 1]	Total energy consumption (heat, fuel, electricity)	kWh	205,680.40	278,296.16	283,192.45
	Office space	m ²	2,187.00	2,187.00	2,187.00
	EnPI	kWh/m ²	94.05	127.25	129.49
	Target	kWh/m ²	183.41	181.54	179.50
CO ₂ emission per CO ₂ action [UM-KPI 1]	UM-KPI 1	kg/no.	27,500.01	46,578.61	44,123.20
	Target	kg/no.	50,317.52	50,317.52	49,809.27
	CO ₂ actions	no.	1.00	1.00	1.00

Green IT

Our definition

Green IT refers to the practices and policies that aim to reduce the environmental impact of Information and Communication Technology (ICT). It involves the design, development, use, and disposal of computer systems and related subsystems, such as servers, storage devices, and networking components, in an environmentally sustainable manner. The goal of Green IT is to reduce the carbon footprint of the ICT industry, conserve natural resources, reduce waste, and minimise the negative impact of technology on the environment. This includes reducing energy consumption, reducing electronic waste, and promoting the use of environmentally friendly technology.

Our approach

We use environmentally friendly hardware that is manufactured in a resourceful way, with low energy consumption, strong durability and that can be disposed of in an ecologically approachable way. We warrant our devices on the seal of approval and guidelines for the ergonomics, energy consumption, emissions and ecology of all types of monitors by TCO (Tjänstermännens Central Organisation).

It is interesting to mention is that a good part of our set-up and services are within the digital cloud, which allows us to save resources in our own data center. Our approach towards a paperless office is by digitalising processes, which additionally permits hybrid working possibilities for employees. This in turn allows us to help reduce CO₂ emissions.

The cooling and lighting of the server room consumes 50% of our electricity in our offices. Consequently, to reduce overall costs and energy, we ensured the room get no direct sunlight and is well ventilated.

Vital to us is the compliant disposal of hardware to maximise recycling. It is even better if we can repurpose it: we utilise older devices as loaners for guests or interns, and we offer employees the possibility to take over their “old” ib vogt smartphones or notebooks for a small donation. All proceeds are collected and doubled by ib vogt and go directly into our CSR initiatives.



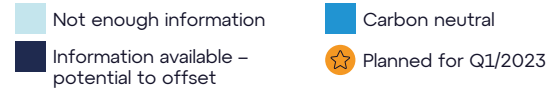
A holistic approach that considers the entire lifecycle of our IT equipment is the best way to minimise the environmental impact.

- Anton Milner, CEO

Tracking our carbon footprint

Current data shows us where we can improve

We aim to offset our carbon footprint and develop strategies to systematically reduce our emissions whenever and wherever possible. We have conducted a comprehensive assessment of scope 1, scope 2, and scope 3 emissions across our projects and branches. We retrieved data from 20 branch locations and out of 19 Projects that reached NTP in 2022. For the logistic and raw materials, we calculated the Life Cycle Emissions of modules from our suppliers. Upon analysing the data, it has become evident that our own business travel as well as the production and logistic of materials have the most significant impact. Consequently, it is imperative that we implement further measures in the future to effectively mitigate the carbon footprint originating from these sources.



	HQ	Projects	Branches – 20 locations
<p>Scope 1: Direct Covers the greenhouse gas (GHG) emissions that a company makes directly, for example while running its boilers and vehicles. It concerns stationary combustion, mobile combustion, and fugitive emissions from air conditioning.</p>	<p>Company cars</p>	<p>Heating/cooling (stationary combustion/ diesel generator)</p> <p>Electricity (stationary combustion/ diesel generator)</p> <p>Vehicles on-site (mobile combustion)</p>	<p>Company cars</p>
<p>Scope 2: Indirect Covers emissions a company makes indirectly – for example, the electricity or energy it buys for heating and cooling buildings, including all energy being produced on its behalf. This concerns purchased electricity and purchased heat/steam.</p>	<p>Heating/cooling (imported)</p> <p>Electricity</p>	<p>Heating/cooling (imported)</p> <p>Electricity</p>	
<p>Scope 3: Indirect Covers upstream transportation and distribution, business travel, and employee commuting. ! The biggest impact: is caused by business travel!</p>	<p>Business travel (plane, train, hotel) </p> <p>Business travel (rental cars)</p>	<p>Fuel (logistics to site)</p> <p>Raw materials</p> <p>Purchased goods/services</p>	<p>Business travel (plane, train, hotel) </p> <p>Business travel (rental cars)</p> <p>Accommodation (local teams)</p>

GHG emissions (tCO₂e) in 2022

1.322

Stationary combustion sources on site: Diesel generators on ~22 project sites in 2022

Mobile combustion sources: Company cars (owned)

52

Electricity consumption: HQ + 13 branch offices that reported back to us with 2022 data

Steam/heat imported: HQ heating + 4 branch offices with 2022 data

3.429

60.584

Business travel: Flights, hotels, cars from HQ and + 20 branches

Logistic and Raw materials: Life Cycle Emissions of Modules. 19 Projects that reached NTP in 2022.

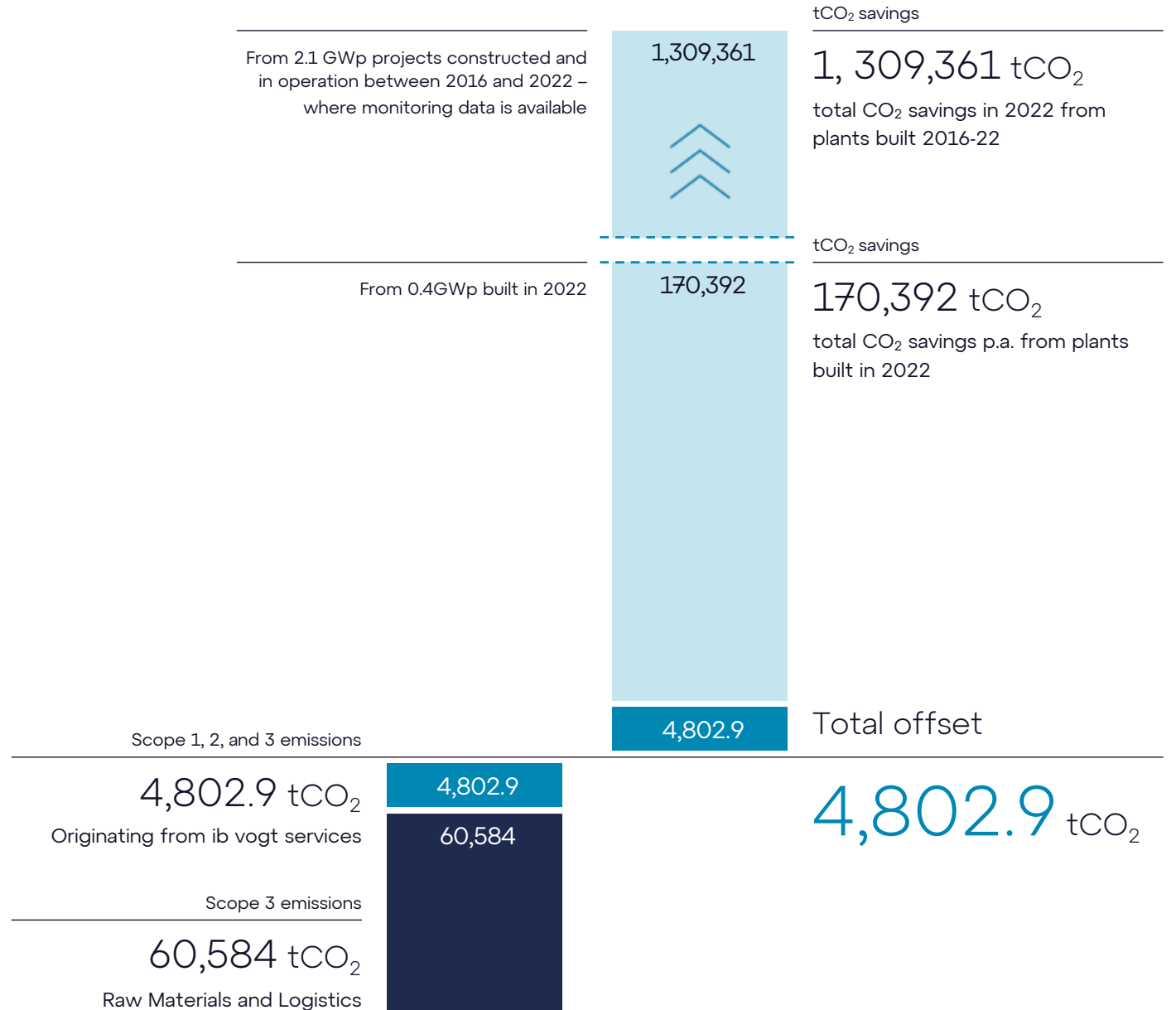
Our CO₂ impact

Putting the data into perspective

ib vogt takes into consideration various aspects when assessing our carbon impact. We focus on three key areas that pertain to our services: scope 1, scope 2, and the emissions from business travel of scope 3. We consider this as our carbon footprint and recognise our responsibility to offset it. Alongside these factors, we also acknowledge the scope 3 emissions generated by raw materials and logistics.

However, it is essential to note that these emissions are effectively balanced by the remarkable CO₂ savings we achieve from operating PV plants. The projects we built in the year 2022 avoided a total of 170,392 tCO₂e p.a. The total savings from all our 2.1 GWp portfolio of projects constructed and in operation (2016-2022) amounts to 1,309,361 tCO₂e p.a. – something to be proud of.

This highlights our strong commitment to sustainability and showcases the significant positive impact of our solar initiatives on the environment.

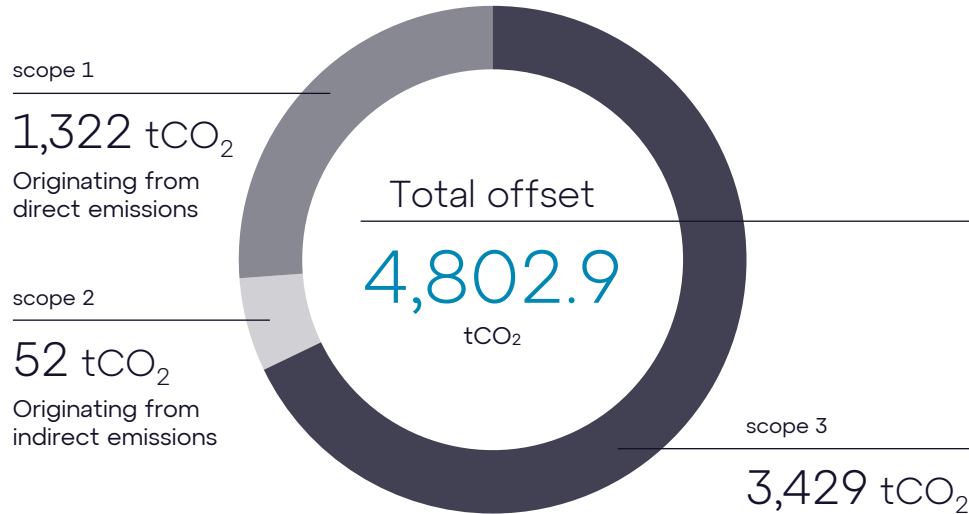


Offsetting our footprint

At ib vogt, we recognize the importance of addressing the environmental impact of our services. We acknowledge the responsibility to avoid and reduce these emissions as much as possible and only offset the unavoidable.

As part of our commitment to sustainability, we have undertaken initiatives to offset the greenhouse gas (GHG) emissions associated with our activities. The emissions related to our services fall under scopes 1, scope 2, and partially scope 3 with a total GHG emissions measured in tCO₂e amounting to 4,802.9 tCO₂e.

Together with our partner [First Climate](#) we are offsetting our emissions through investments in climate protection projects providing efficient cooking stoves, clean water and solar energy. In doing so, we have made significant strides in promoting a cleaner, greener future and have ensured that our services for 2022 are net zero.



100%
of our 2022 services are net zero

First Climate projects

Our emissions were offset through the following climate protection projects:

Efficient cook stoves

The project has promoted the commercialization of more than **520,000** improved cook in the [Ugandan capital Kampala](#). The improved charcoal cook stoves achieve **fuel savings of 35% to 50%** compared to conventional metal stoves and cause significantly less smoke and fewer carbon monoxide emissions.

Water program

The project delivers reliable, **low-cost water treatment** technologies to public and private schools in countries such as [Nigeria, Kenya and Uganda](#). To date, over **10,000 schools and 3m+ students** have been reached.

Solar energy – India

The project involves the construction and operation of a small-scale photovoltaic solar project in the [Rajasthan](#) district of [Bhilwara](#). It is estimated that the project will produce about **9,128 MWh of clean electricity** per year thereon reducing greenhouse gas emissions of approximately 60,900 tCO₂e in total.

Solar energy – Mauritania

The Toujounine solar PV power plant helped [Mauritania](#) achieve its 2020 goal of 20% renewables, supplying 10% of the country's total electricity production in 2019. Totaling **50MW installed capacity**, the project is the largest solar PV plant in the country. Every year, the plant generates around 87GWh, which is enough to sustainably meet the electricity demands of **362,500 people**.

ib vogt's approach

Our principles

Our corporate policy establishes business principles that aim to minimise our negative impact on biodiversity and the wider environment. This approach is applied across the company, its subsidiaries, and projects.

Unlike other sources of energy such as coal and natural gas, solar photovoltaic projects not only exert minimal negative impact on biodiversity but can even protect ecosystems and foster organism variability. Research has shown that open-space solar photovoltaic power plants can shelter ecological communities and provide suitable habitats for amphibians, reptiles, and birds. Moreover, land used for solar panels can also be utilised for sheep grazing and beekeeping, for the latter offering opportunities to enhance pollinator biodiversity from wildflowers.

Solar photovoltaic systems provide long-term energy generation solutions and add value by giving land the time to regenerate. Additionally, studies have shown that photovoltaic systems protect the soil from erosion and help restore fields to their previous conditions. Therefore, the responsible management of photovoltaic projects maximises environmental benefits while producing valuable clean energy.

Our approach

As a standard approach, we have implemented the project-specific Environmental and Social Management Systems (ESMS) in line with international standards, industry-wide best practices, and local activities. In relevant transactions, we apply the Equator Principles to

manage environmental and social risks in accordance with the International Finance Corporation's Performance Standards (IFC PSs), specifically PS6, which addresses Biodiversity Conservation and Sustainable Natural Resource Management. As a result, biodiversity is included in our environmental and social due diligence processes.



ib vogt is committed to playing an active part in addressing biodiversity loss through its role in industry and society.

- Anton Milner, CEO

Responsible actions in our projects

Prior to construction



Project development: The requirement for an Environmental and Social Impact Assessment is identified at an early stage of the project.



Performance of an Environmental Impact Assessment: Together with our international and local consultants, we define the scope and extent of the assessment. One of the integral parts of the assessment focuses on the mitigation of negative impacts on ecosystems and biodiversity.



Development of action plans: Action plans are developed in cases where flora and fauna species are under threat, habitats and ecosystems are endangered, or mitigation measures are required.



Development of programs: Such action plans ensure that measures and actions are carried out with targeted programs (i.e., relocation programs, reforestation of areas, respect of breeding seasons, among others).



Partnerships and synergies: Partnerships may be established with local NGOs or animal welfare associations as needed, to effectively manage, develop, and implement local programs.

During construction and operation



Corrective measures: It can occur that species and/or other impacts are identified during the construction, maintenance or operation phases that had not been identified before. In such cases, corrective actions are developed to ensure biodiversity protection and negative impact mitigation.



Awareness: Through information campaigns and regular seminars we ensure that employees and workers can identify, manage, and act whenever they encounter any invasive species of flora/fauna on-site.

Monitoring



Monitoring: The described measures, particular programs and actions are monitored and followed up for successful implementation.

Lessons learned



Continuous learning: We increase our expertise in identifying, preventing and mitigating negative impacts on biodiversity based on previous measures, plans, and programs implemented in our projects.

Case study

Bienvenida



A remarkable biodiversity example

The Bienvenida project is located in the municipal district of Bienvenida, in the south of the province of Badajoz, Spain. The project is not just a remarkable example of renewable energy production, but also a case study in biodiversity conservation. ib vogt, together with partners onsite, has taken various measures to protect and enhance the natural heritage of the area, particularly considering its proximity to the protected area of Sierras de Bienvenida and La Capitana – both categorized as Natura 2000 Sites.

One of the key actions taken is the protection of [mature vegetation](#) in work pits, ensuring that existing plant formations are not disturbed during the construction and operation of the solar farm. [Orchis papilionácea](#), a species located in this area, is of special interest to our

projects. To safeguard this unique flower, dedicated islands have been created within the site for its protection and conservation. By preserving and nurturing these valuable ecosystems, we actively contribute to the promotion of biodiversity and the sustainability of our solar farm operations.

Additionally, measures have been put in place to monitor and mitigate potential impacts on fauna, such as the control and knowledge of possible damages and/or changes to the fauna resulting from the operation of the solar farm. [Amphibians](#) and reptiles represent a significant portion of the local fauna diversity and have received special attention in the biodiversity action plan of the Bienvenida project. These small vertebrates play a crucial role in the food chain, supporting the survival of other higher

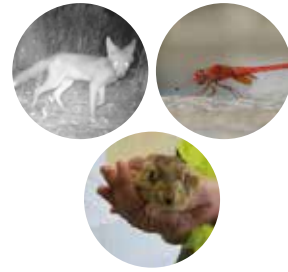
vertebrates such as birds and mammals. Monitoring measures have been implemented to ensure the conservation of amphibian habitats, with a focus on the spotted toad, which is listed as a near-threatened species by the Spanish Red Book of Vertebrates.

[Birdlife](#) has also been a priority in the biodiversity conservation efforts of the Bienvenida project. Regular surveys of the power lines have been conducted to search for birds or the remains of birds that may have collided with the wiring. Trained dogs and personnel have been employed to carry out these surveys. The results of the assessments have been positive, with no damaged or dead specimens or remains of collisions found. Furthermore, installation of [nest boxes](#) within the stands of the solar farm has been

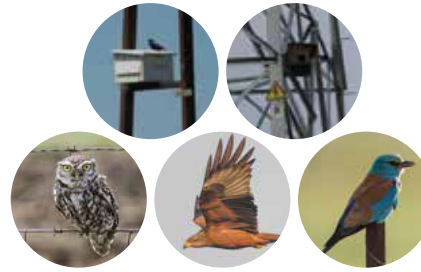
undertaken to provide additional habitat for birds, particularly the partridge, and small mammals such as hares. These efforts have resulted in the sighting of nests and orchids, indicating that the surrounding fauna is utilising the land, and contributing to the enhancement of biodiversity in the area.

The Bienvenida project is not just about producing renewable energy, but also about demonstrating how renewable energy projects can coexist with and even contribute to the conservation of biodiversity. The success of these efforts is evident in the positive results obtained so far, and the Bienvenida project serves as an excellent case study for future renewable energy projects seeking to integrate biodiversity conservation into their operations.

Case study Bienvenida



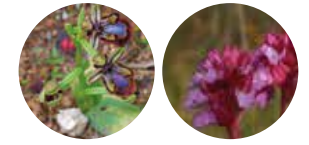
Wildlife protection



Birdlife protection and bird boxes



Protection of the atmosphere



Protected flora

Heritage site



Reptile biotopes



Protection of vegetation and landscape



Waste management



Arable land for sheep grazing





“ Through these innovative Agri-PV approaches, we aim to maximise the potential of solar energy generation while promoting sustainable agricultural practices.

- Anton Milner, CEO



Biodiversity

Double
land use

Our solar projects can help promote biodiversity by creating new habitats for plants and animals, and by providing opportunities for sustainable land management practices, such as sheep grazing. When solar panels are installed on land, they create a shaded area underneath that can support a diverse range of plant species, many of which are beneficial to pollinators and other wildlife. And with that creating a double land use.

Sheep grazing is a sustainable and environmentally-friendly way to maintain the indigenous vegetation in solar parks, as it can help maintain a natural balance between different plant species, control invasive species and maintain the biodiversity of the area. Sheep grazing can furthermore help to improve soil quality and reduce the risk of wildfires, a very beneficial aspect for other wildlife in the area.

The sheep themselves also profit from areas underneath the mounted panels creating shading and protection against wind and rain.

Overall, solar parks can help to promote biodiversity by creating new habitats for plants and animals, and by providing opportunities for sustainable land management practices such as

sheep grazing. By using these methods, solar parks can help to support both the environment and local communities.

ib vogt actively explores the implementation of Agri-PV systems in select projects as part of its commitment to sustainable practices. To better understand the system requirements, we have initiated Agri-PV arrangements across multiple projects.

The most adopted solution is the dual land use approach with animal rearing, which has been successfully implemented in various European markets for several years. By integrating animal holding and green maintenance activities within our plants, we promote mutual benefits for farmers and our O&M team.

ib vogt has the possibility of realizing and designing Agri-PV combinations with the following approaches:

- **Animal rearing:**
Raised-fixed tilt/EW/tracker system/vertical PV
- **Hay and grass production for dairy animals:**
Incorporating tracker and vertical PV systems



7 projects
with sheep grazing

8 projects
with sheep rearing



448.69 MW
of projects with
sheep grazing/rearing



Biodiversity

Wildlife protection

Relocation and protection of species

The protection and restoration of ecosystems will support climate mitigation and will help us adapt to climate change. To secure a prosperous and sustainable future, there is a need to safeguard biodiversity and ecosystems while tackling climate change. It is essential to take rapid action and engage stakeholders across different fields.

At ib vogt, and in collaboration with our partners, we prioritise the responsible relocation of species to alternative areas before construction begins. This proactive approach involves identifying the species that may be affected by the development of the solar site and facilitating their transfer to suitable alternative habitats. By carefully managing these relocations, we ensure the preservation of biodiversity and the protection of sensitive ecosystems throughout our project lifecycle.

Wildlife protection



Bangladesh

During a development phase site visit in Bangladesh, we encountered three distinct snake species, namely the rat snake, buff striped keelback and monocled cobra. Recognizing the importance of ensuring staff safety and preserving biodiversity, immediate mitigation measures were implemented. Everything was supervised by the project team in close coordination with internal and external experts. The experts inspected the situation and carefully relocated the snakes back to their natural habitats in the forest.


 68.27 MWp

 In development



France

Following the installation of solar panels in the municipality of Arandon-Passins, ib vogt France, together with the OSEZ Nature teams, constructed seven hibernacula. The purpose of these on-site installations was to provide shelter for the ring-necked snake (*Diadophis punctatus*) that is found present in the area. This construction was composed of grassland products: compost, leaves, manure, branches, pieces of wood and different materials. The area was then surrounded by grassland fences. In all, nearly 750 linear metres of this type of fence were laid.

 10.29 MWp

 In operation



Egypt

In our Egyptian project at Benban, we implemented specific measures to protect avifauna. One of the measures was the avoidance of planting vegetation near the project site to avoid the disruption of bird migratory patterns. Additional measures to protect wildlife included securing water tanks to protect animals from falling into it. To enhance the protective measures even further, we installed fences with small gaps at the ground level around the project site to allow wildlife to roam freely.

 230.6 MWp

 In operation

07

Social

Diversity, Equity & Inclusion (DE&I)

Dr. Feelgood (DFG)

Occupational Health & Safety (OHS)

Corporate Social Responsibility (CSR)

ib vogt's approach

The social topic refers to an organisation's relationships with stakeholders. This can include impacts on communities and risk management practices, and topics can range from human rights, labour practices, working standards, to diversity and inclusion.

The ESG team at ib vogt studies the macro-level social impacts of the company's total area of influence – which often extends far beyond the company offices. Engaging all stakeholders and communities we operate in is of crucial importance, particularly those in emerging markets where human rights and labour

The sustainability team has developed a mindful package with necessary documents and methods to reach a successful implementation of selected agendas within ib vogt. By prioritising the selected areas in alignment with the Sustainable Development Goals (SDGs), we aim to increase positive impacts while minimising negative ones.

Our objectives



DE&I

We advocate well-being, good health, Diversity, Equity & Inclusion (DE&I).



CSR

We promote local communities with Corporate Social Responsibility (CSR).

Our main social SDGs



1 NO POVERTY



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



15 LIFE ON LAND



To keep our **standard of excellence**, we attract top talents

Social

Our **people**

who grow
with us

33.0%

Employee growth rate in 2022

269

New colleagues in 2022

>720

Employees globally in a diversified organisation

100%

Employees offered regular career development reviews

ib vogt provides a rewarding environment for our diverse staff to learn, grow, and contribute towards. Realising the full potential of each individual is important to help us achieve success on a broad, international level.

At the forefront are the competencies and personality of each individual. With healthy and safe working conditions for the employees, ib vogt provides the framework for a fruitful career.

Our values are our DNA. We are visionary and creative. We are highly passionate in our field of expertise. The core of our success are the people who live by our common values and promote a culture of collaboration, communication, and feedback

Our commitment to Diversity, Equity & Inclusion

Our definition

DE&I stands for Diversity, Equity & Inclusion. It is a concept and set of practices that aim to create a more inclusive and equitable environment in organisations, communities, and society as a whole.

Our DE&I initiatives aim to challenge and dismantle discriminatory practices, biases, and power structures that perpetuate inequality. By fostering Diversity, Equity & Inclusion, organisations and communities can cultivate a more just, productive, and harmonious society where everyone has an equal opportunity to thrive.

Our commitment

Our commitment to DE&I is about creating a workplace culture that values and leverages the diversity of our employees. We recognize that our success depends on the unique experiences, skills, and perspectives that our employees bring to their work. That's why we strive to foster an equitable and inclusive environment that promotes innovation, creativity, and excellence.

To achieve this goal, we apply DE&I principles to all aspects of our business, including our partnerships with contractors and subcontractors. We believe that our corporate responsibility includes providing equal access and opportunity for all, which is why policies and initiatives were introduced to support DE&I.



Diversity
refers to who is represented in the workforce



Inclusion

refers to how the workforce experiences the workplace and the degree to which organisations embrace all employees and enable them to make meaningful contributions



“ Because our diverse workforce makes us better, we aim to be as inclusive and equitable as we can.

- Anton Milner, CEO



Equity
refers to fair treatment and not sameness for all people



ib vogt's DE&I strategy

Our approach

Our employees are our most valuable asset and in order to help them excel, we not only provide health care benefits but also create an inclusive environment to develop and contribute towards. Equal rights regarding access to leading roles between race, ethnicity, gender, social standards and/or beliefs, are similarly important. Correspondingly, we improve leadership skills to support innovative ways of thinking, behaviours, and methodologies. To put this approach front and centre, we changed the name of the Priority Area from “People” to “DE&I”. Driving factors are the UN Global Compact SDGs where three of the 17 goals are our main objectives: health & well-being, gender equality and diversity inclusion.

Our goal is to promote fairness rather than sameness, reducing financial and social discrimination within our sphere of influence and ensuring that equality and prosperity are

accessible to all. In 2022 we took stock and assessed our baseline. With a total of 31.4% females within the workforce we recognize improvement is still required, especially when looking at females in leadership roles we stood at 10.5%.

Though we slightly missed our illness target rate of 0.03 (target 0.02) due to the impact of Covid-19, we are committed to creating a modern and efficient health care system that addresses psychological risks and promotes mental health. In particular, we have implemented a Psychological Risk Assessment to measure employee satisfaction and well-being. Through this assessment, we aim to gain a deeper understanding of the psychological factors impacting our workforce and actively promote initiatives that support well-being.

With a clear understanding of our baseline, we are determined to set ambitious targets that align with our commitments, ensuring we deliver on these promises in the future.

Our objectives



Improve 3 main priority areas: Health and well-being, gender equality and diversity inclusion.



Increase gender equality – improve female gender ratio on all levels within the organisation.



Create a “fairness” and not “sameness” environment.



Increase well-being – upsurge satisfaction and resilience of employees.



Reduced inequalities – ensuring diversity inclusion.

Our baseline

DE&I	Baseline	Finalising targets by
1 Satisfaction rate	76% satisfaction rate at HQ; 80% satisfaction rate Global	End of 2023
2 Gender	31.4% female representation rate Global	End of 2023
	10.5% female representation in leadership roles	End of 2024
3 Illness rate	0.03 at HQ	End of 2023
4 Lost Time Incident Frequency (LTIF)	3.75 at HQ (per 10 ⁶ Working Hours)	End of 2023

People front and centre

Diversity, Equity & Inclusion (DE&I) practices relate to actions taken to shift mindsets, behaviours, and methods toward equitable and inclusive leadership for individuals, teams, and external partners. We place great significance on fostering a culture of appreciation and mutual respect.

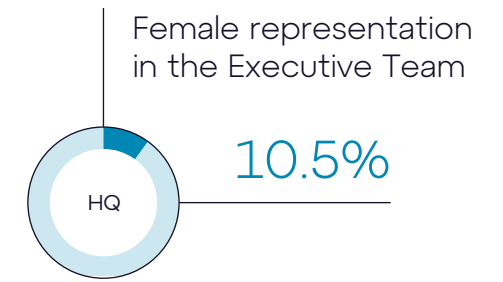
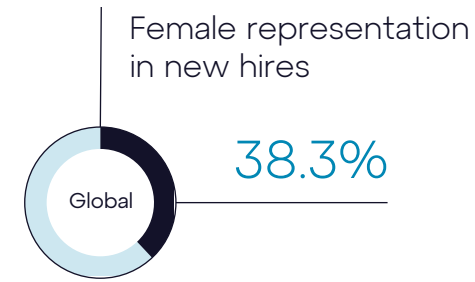
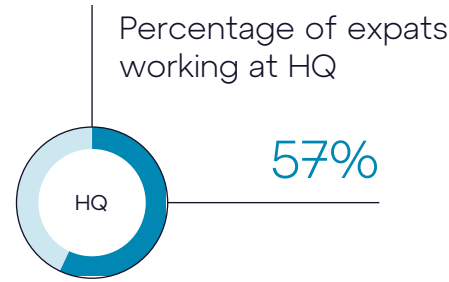
The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest into their work represents a significant part of not only our culture, but our reputation and the company's achievement as well. We understand the more emotionally invested staff are, the stronger their level of commitment is.

We strive to apply our DE&I principles to all activities and operations that ib vogt undertakes and supports, including its contractors and subcontractors. Furthermore, we take leadership responsibilities seriously and provide equal access and equal opportunity by introducing policies and initiatives that promote Diversity, Equity & Inclusion.



Key people metrics

Diversity metrics



Diversity is one cornerstone of our sustainability efforts at ib vogt. With 68 different nationalities represented in our global workforce and a total of 177 expats working with us at Berlin HQ, we recognize the value of what diversity brings. It goes beyond creating a vibrant and culturally rich workplace; diversity fuels innovation, creativity, and problem-solving.

In terms of gender diversity, there is need for improvement. The representation of women in our executive team falls short of our desired goals. We are actively exploring strategies to increase the number of women in leadership positions. On a positive note, 2022 sees a notable increase in the recruitment of women, indicating progress in our hiring process.

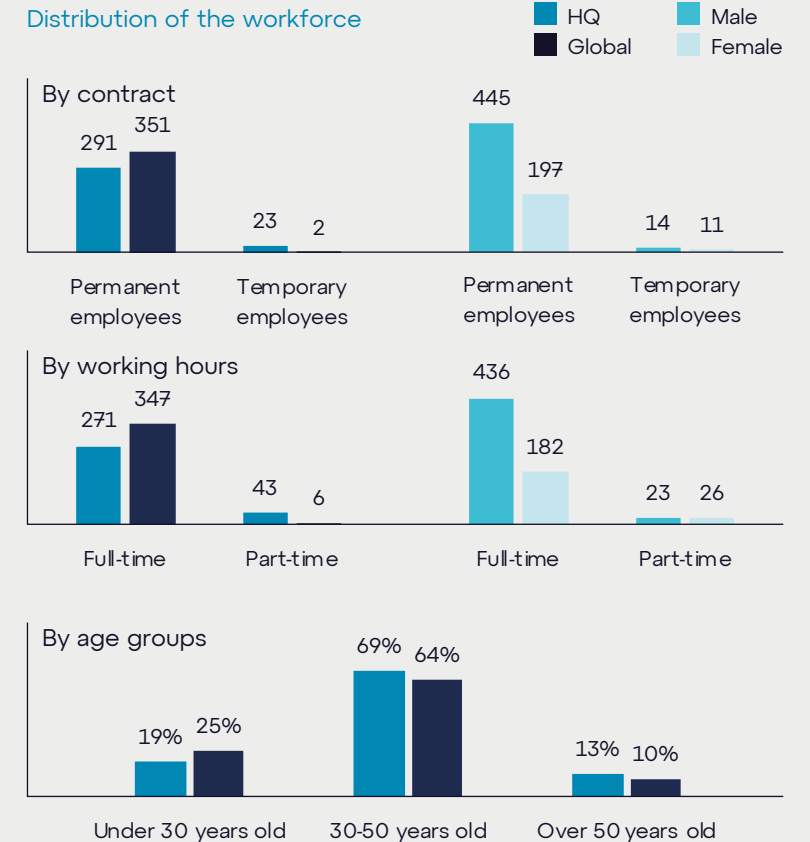
It is encouraging to see both men and women taking advantage of parental leave and we actively promote atypical work arrangements. These initiatives provide our employees with the autonomy and flexibility needed to manage their schedules and commitments effectively, fostering a harmonious integration of work and personal lives for all.

At ib vogt, the age group between 30-50 years old is highly represented in our company. However, we are actively working towards increasing representation among other age groups, particularly the younger generation and employees above the age of 50. We believe in the unique perspectives and experiences that individuals from different age groups bring to our organization.

Workforce		Gender distribution	
		Female	Male
Total	668	210	458
HQ	315	104	211
Global	353	106	247

New employee hires		Gender distribution	
		Female	Male
Total	269	103	166
HQ	101	39	62
Global	168	64	104

Employees in parental leave		Gender distribution		Employees returning from parental leave
		Female	Male	
Total	22			17
HQ	14	6	8	10
Global	8	3	5	7



Person of Trust

Person of Trust

The Feelgood Manager is simultaneously the Person of Trust. This role is to serve as a point of contact for employees who are experiencing personal or work-related problems, conflicts, or concerns. This person is someone that employees can trust and confide in, and can provide support, guidance, and assistance where appropriate.

To fulfil this role, the Person of Trust at ib vogt is appointed by the CEO. Trained to handle sensitive issues and maintain confidentiality, the Person of Trust is responsible for providing a safe and supportive environment for employees to discuss their concerns and help find appropriate solutions or resources to address the issue.

In some cases, they may act as a mediator between employees or between employees and management. They may also provide referrals to counselling or other support services if needed.

20hr/week

Dedicated to Feelgood Manager tasks

16 complaints

Filled through the Person of Trust in 2022

100%

Grievance cases attended & advised

Work-life balance

We provide flexible work arrangements and promote employee wellness programs

Mental health

Health app – 154 registered employees in 2022
178 bookings on trainings and sessions with psychologists

Grievances

Employees are given the opportunity to speak with any Feelgood Representative including the Feelgood Manager (FGM) to express their concerns. The grievances recorded are currently treated and documented through the Feelgood Manager.

A formal corporate SpeakUp! Mechanism will globally be launched in 2023. This initiative aims to provide employees, investors, contractors, and stakeholders with a platform to voice any concerns or report any wrongdoing. By implementing this mechanism, we seek to enhance a sense of belonging, trust, and vigilance towards misconduct, ultimately promoting a culture of transparency and accountability.

Mental well-being app

ib vogt offers employees the prospect to register to a mental well-being app. The health app is a digital solution designed to improve the resilience of staff by understanding self and encircle-awareness. This is achieved through the application of given tools according to the individual needs. The app is structured into 3 sections: Training Tools, Meditation and sessions with a professional psychologist or coach. The app is flexible to use, user friendly, anonymous, on a voluntary basis and free of charge for staff.



The Person of Trust plays an important role in creating a positive work environment, fostering open communication and supporting the mental health and well-being of employees.

- Anton Milner, CEO

Dr. Feelgood Team – Our internal feedback group



Core
team

Lead by the Feelgood Manager, the DFG Team serves as an anonymous and neutral channel for the employees to voice their opinions, which are acknowledged and where possible supported. The goal is to foster a positive and harmonious work environment by utilising the allocated budget to provide wellness initiatives, such as team-building events and the health app.

The DFG Team in Berlin consists of approximately 20 staff members, who represent their respective department. They join voluntarily and are voted in by their team. The countries and regions of APAC, CEE, France, India, Spain & the United Kingdom also have their own DFG representatives.

The DFG Teams' collective efforts, particularly on individual subject matters such as well-being while working remotely, conducting surveys, brainstorm potential

solutions, or the International DFG Summit, are relayed to the C-Level through the Feelgood Manager directly. The general goal is to establish an emotional connection between employees, executives, and within the organisation as a whole.

The DFG Team also functions as an internal Employee Resource Group (ERG) with the goal to offer constructive and valuable feedback or initiatives to the C-Level to not only assist in maintaining, but also improving, the work environment at ib vogt HQ.

In conjunction with the DE&I development scheme, the DFG Team is a valuable tool to discover what employees need or require in order to create a homonymous work environment. Furthermore, we aim to be inclusive in communication and interaction with all diverse groups who give us an individual insight to their work experience.



Support
team

Actions to foster DE&I

Dr. Feelgood
active nationally
and internationally

Health app

The introduction of a health app allows employees to access professional psychological support, participate in calming meditation sessions, and if desired engage in mindfulness activities to enhance their resilience. With 154 registered employees, we identify this as a success.

Events

The DFG team organises interdepartmental teambuilding events to offer a neutral platform for employees to mingle from different departments in a fun and relaxing environment. To ensure all participants experience a sense of belonging, the participants had the possibility to join a variety of different activities ranging from sporting events, to calm walks, and even to fermentation or cooking.

CSR events

We partnered up with “WirBerlin” and “Alles Im Fluss”. They are both non-profit organisations that fight against litter in Berlin, promote societal engagement and environmental education, and are committed to a sustainable urban society. A team of 25 ib vogt staff members rolled up their sleeves and cleaned either rivers with a canoe or the riverbanks with buckets and rubbish collecting tools.

Buddy Program

As part of the on-boarding strategy, the DFG Team incorporated a Buddy program successfully, this was an initiative to support new joiners a smoother integration into the company by replying to any pressing questions, meeting up for lunch, sharing details that may not be mentioned during the First Days, discuss anything that comes to mind. As of 2023, this will be negated as the HR department will be taking over the responsibility.



The importance of promoting DFG and their initiatives is to provide employees a platform to voice their needs and contribute towards a sense of belonging.

- Anton Milner, CEO



DFG

Actions to foster DE&I

Lunchbox Talk | Food for Brains

Due to staff requests to conduct short in-depth presentation sessions on various topics, the Lunchbox Talk series was introduced. Within the platform, staff have the opportunity to present subjects they believe may be relevant or interesting for colleagues nationally and internationally. The devised concept takes no longer than 30 minutes in an informal, but professional and fun environment, which is always during the lunch period. The participation is voluntary, although it has always been successful with an average of 70 to 110 viewers per session. Some of the topics covered were sustainability, well-being, communication and technical innovations.

Company run

ib vogt joined a company run initiative for the first time in 2022, as was requested by staff. 50 ib vogt employees joined the 5km race along with thousands of others in the middle of Berlin. Next to enjoying the presence of colleagues and keeping fit, there was a purpose: for every kilometre raced, 0,25€ was donated to helping children, mainly focused on children in need in Ukraine.

Surveys

In order to understand underlying challenges within a department or areas or work, we see it valuable to conduct purposeful surveys. With the approval of Line Managers and the C-Level, we organised short and straightforward anonymous surveys, which were also analysed, documented, and often provided viable solutions or ideas.

International DFG Summit 2022

Taking place in September 2022, the purpose of the summit was to bring together all DFG representatives in order to discuss issues and brainstorm possible solutions. The main objective was to exchange knowledge between all ib vogt branches, discover how we can improve the well-being of staff through different strategies, and safeguard fairness between the individual entities. Various topics were presented either in the workshop or as a presentation. Presented topics:



Surveys



Communication



Teambuilding



Resilience & Mental Health First Aid

A commitment to our employees and beyond



The importance of Occupational Health & Safety lies in ensuring the well-being and protection of employees, minimising risks, and fostering a productive and secure work environment.

- Anton Milner, CEO

Health

Health management at ib vogt includes preventative medical consultations and health care, infection control measures, optional vaccinations, trainings, and mindfulness.

Safety

Occupational safety at ib vogt aims to establish hazard-free conditions and prevention of personal injuries in order to safeguard against any potential incidents, occupational diseases or other harmful influences on health.

OHSMS

Occupational Health & Safety Management System certified in accordance with the ISO 45001 standard.

Our definition

Occupational Health & Safety relates to health, safety, and welfare standards within the workplace. Our approach is to foster a secure and thriving occupational environment which sets forth in all its operational and business activities. ib vogt makes sure to safeguard all – employees, visitors, customers, contractors, and other individuals.

Our Occupational Health & Safety Management System (OHSMS) is part of ib vogt's Integrated Management System which enables the organisation to reduce occupational health and safety risks and continuously improve performance.

Our commitment

ib vogt fosters well-being! We aim to persistently improve our employee's health, from reducing sickness and the infection rate, to raising health awareness and supporting a healthy work-life balance.

In addition to all statutory requirements, the provision of a healthy and safe working-space is central to ib vogt's commitment to the development of a positive work setting. This supports its obligation to prevent injury and ill health to all relevant persons. This is in line with the ISO 45001 standard on Occupational Health & Safety Management.

Covid-19 response

Our actions

ib vogt implemented various procedures to prevent the spread of infections among the workforce and beyond, in order to keep families and vulnerable groups as safe as possible. To ensure effective management of the situation, we have established an internal Covid response team that reports directly to the CEO.

The following information details our successful approach and the significance of reducing the spread of Covid-19.

Communication and awareness

Awareness and regular information was an important instrument. Latest updates and guidelines of health authorities, as well as any internal updates, were shared with staff on a frequent basis.

Line managers were briefed on how to go about anxieties and motivation in their respective teams. Regular messages were sent from the response team and ib vogt’s senior leadership. The motivating and uplifting messages to the workforce communicated not only the “status quo” of the company’s standing but also the Covid situation and ib vogt’s next steps.

Preventive measures

The implementation of measures began with encouraging employees to work from home and only essential staff were to visit the offices. To facilitate this shift, every employee received all necessary materials, such as IT equipment or ergonomic chairs, to ensure an uninterrupted workflow.

The IT department provided the necessary tools and infrastructure to deliver digital accessibility remotely for all. Within the office spaces we limited the maximum number of employees per day and reduced physical contact to a minimum by spacing out desks, marking floor spaces to indicate the required distance, or limiting individual numbers in common areas such as the break room or conference rooms.

Next to the measures explained, our hygiene methods were equally familiarised for the project sites and any necessary business travels. The appropriate Personal Protective Equipment (PPE) was handed out, such as masks, gloves, or providing Covid tests - in collaboration with external companies as well as offering approved self-test kits.

We increased the frequency of cleaning and disinfecting of workspaces, shared equipment, and high touch surfaces. On busy construction sites, we implemented temperature checks at the entrance to identify workers who may have a fever.

We motivated employees to stay home if they were feeling unwell and to avoid coming to the office for a particular number of quarantine days.

Employees were encouraged to fill out a questionnaire template if they were infected and had contact with co-workers. Pursuing this method, we were able to monitor the situation successfully and react accordingly.

COVID-19 vaccinations

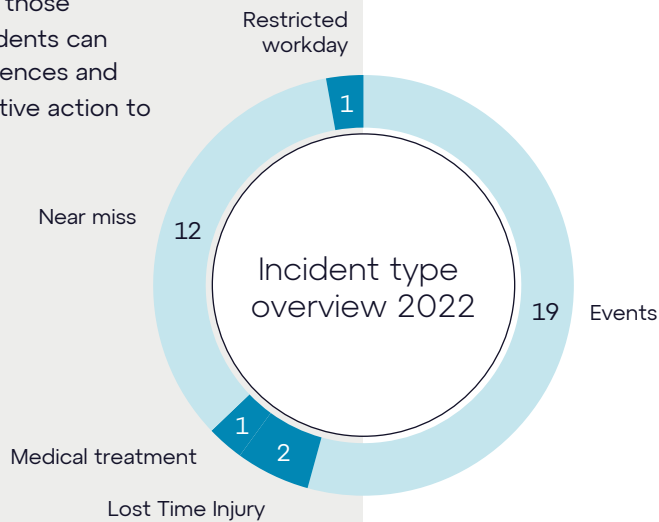
ib vogt provided time off for vaccinations to all employees and facilitated appointments with vaccination providers to a total of 49 employees in 2022.



Incident management

ib vogt seeks to protect the site, staff, and associated personnel (contractors, clients, visitors, and vendors) by preventing or having zero incidents at project sites and its subsidiaries. The projects, hazards, and risks associated with them vary between planning, construction, commissioning, and maintenance. However, by encouraging immediate, efficient incident and investigation reports, those sites/personnel who have had incidents can help others by sharing their experiences and then taking preventive and corrective action to avoid future occurrences.

The incident and investigation management is relevant to all sites under the management of ib vogt.



Incident classification

Incidents

An unexpected work-related occurrence in which an injury, ill health, property damage or fatality occurred, or could have occurred.

Category	Incident Type	Description
Critical or high potential incident	Fatality	Fatality is a death caused by an accident at the workplace, on the way to and from the workplace, or during other works or movements directly or indirectly related to the occupation.
	Explosion or similar	An incident that includes explosions or fire with the potential for significant shut-downs/loss or threat of fatality.
	Regulatory actions or fines	An incident resulting in regulatory actions, fines, and reputational risk, resulting in shut-downs.
Work-related incident	Near miss	A near miss is an incident that did not result in any personal injury, property damage, or process interruption, yet serves as an important indicator of potential harmful future incidents.
	Event	An event is an incident that results in property damage or a process interruption. An environmental event is an unintended incident by natural or non-natural hazards that may cause harm to an environmental receptor (air, water, land, wildlife, etc.).
Work-related injury or ill health	First aid case	First aid is the first and immediate assistance given to any person suffering from either a minor or major injury, with care provided to preserve life, prevent the condition from worsening, or to promote recovery.
	Medical Treatment Case	A Medical Treatment Case (MTC) is defined as an incident that requires medical treatment by a doctor/nurse or care of a patient to combat a disease or disorder that does not result in lost time of more than one day.
	Lost Time Injury	Lost Time Injury (LTI) refers to an incident that results in an employee missing work due to an injury. The LTI definition excludes pre-existing conditions.
	Restricted Workday Case	A Restricted Workday Case (RWC) is defined as an incident that interrupts "employee's normal job duties" including any tasks that the employee performs or may be expected to perform.
	Commuting incident	Commuting incidents are any such accidents which are suffered by employees on the way to or from work. It is crucial that the activity engaged in at the time of the accident is for business and not for private purposes.

Key Health & Safety metrics

Our approach

In the Occupational Health Safety Management System (OHSMS) at ib vogt, we set Key Performance Indicators (KPIs) to track incident and illness rates. By assessing and monitoring the data we can react to changes of the KPIs with corrective health and safety measures that aim for continuous improvement and achievement of our set targets.

Going forward

Upon reviewing the 2022 data, we had one slightly negative finding in the increased illness rate – where ongoing COVID-19 continued to have an impact. Very positive to note is the low incident rate. Even though we include commuting incidents in the calculation, we fell significantly below our targets, prompting us to set more ambitious goals moving forward.

Data is related to the Berlin Headquarters only



Flu vaccinations

In 2022, a total of 43 flu vaccinations were provided in-house through our company physician.



Preventive health care

ib vogt offers in-house eye assessments to employees through our company physician.

KPIs		Operative Target 2022	Actual Operative 2022	Trend (Actual Operative 2022 to Operative Target in 2022)
Incident rate [OHSMS KPI 1]	Lost Time Injury Frequency (LTIF) calculations measure the number of lost-time injuries per million hours worked during an accounting period. Includes commuting incidents.	7.92	3.75	Decrease of 53%
Illness rate [OHS KPI 2]	The calculation of the illness rate is determined by the number of sick leave days taken per employee.	0.02	0.03	Increase of 50%

Supporting communities

Our definition

The goal of Corporate Social Responsibility (CSR) is to balance the interests of shareholders with the needs of other stakeholders, including employees, customers, suppliers, communities, and the environment.

Our commitment

We want to help communities with CSR projects tailored to their needs in order to achieve fairly-distributed quality of life for vulnerable groups. ib vogt makes the strongest commitment in areas where the company has the most expertise and can achieve the best impact for society. Collaboration with partners active in development and international cooperation can be relevant in order to increase the total impact of our efforts.

We undertake regular audits and reviews to ensure that our standards and practices are being implemented on the corporate and project level and that our approach on CSR remains valid and effective. ib vogt will ensure to respectfully examine and analyse data so as to foster CSR activities in communities where needed.

Community engagement

Implementation of a Stakeholder Engagement Plan (SEP) for all projects including:

- Identification of the communities within the area of influence of projects
- Identify community leaders
- Call for meetings to present the project to the communities
- Introductory meeting with local communities, leaders, and authorities
- Collection of expectations and concerns from the communities and leaders
- Continuous meetings or meetings per request
- Public consultation

Grievance Redress Mechanism

Implementation and awareness of the Grievance Redress Mechanism (GRM) in projects.



Implemented in 2022

Assimilate and institutionalise/train company-wide best practice – Environmental Social Management System (ESMS)

By end of 2023

Implement two lighthouse CSR projects in emerging markets



Being a good corporate citizen means engaging with and consulting the communities we operate in and acting to address their considerations and concerns.

- Anton Milner, CEO

ib vogt's strategy

Eradicating poverty and ensuring equality and prosperity in our areas of influence is not a task of charity; it's an act of justice and the key to unlocking human potential. A sustainable society needs creativity and innovation. ib vogt aims to drive progress by nurturing potential and promoting initiatives, such as educational partnerships. The aim is to improve young people's chances of succeeding in professional life by developing their interest and understanding of technical and economical interrelationships and by enabling and encouraging entrepreneurial spirit.

As a standard approach, we implement project-specific Environmental Social Management Systems (ESMS) in line with international standards, industry-wide best practices, and local activities. As part of this package, the Stakeholder Engagement Plan is implemented in our projects to ensure the highest performance on site that also incorporates best practices and facilitates effective stakeholder involvement.

We engage directly with the communities in which we operate, and we make significant contributions to society through a variety of activities. These include not only the production and distribution of energy but also social initiatives in collaboration with civil administrations, institutes, and organisations. Our goal is to reinforce our commitment to these areas by working closely with local stakeholders to identify and address their unique needs. Through our efforts, we hope to build stronger, more resilient communities and contribute to a better future for all. We believe that this approach not only benefits the communities we serve but also strengthens our business by fostering trust, respect, and long-term partnerships.

At ib vogt we maintain a business strategy based on the creation of value, in which our solar parks have a positive impact on the local economy, in addition to fostering social improvement and the fight against climate change.

Our objectives



Institutionalise company-wide best practice (ESMS)



Gather information from branches/local offices and projects



Define CSR principles



Applying a new CSR strategy for ib vogt HQ and all branches

Our Targets

CSR				
1	ESMS	Assimilate and institutionalise/train company-wide best practices	Continuous tracking	By end of Q1 2023
2	Projects	Implement lighthouse CSR projects in emerging markets	Two projects	By end of 2023



ib vogt's engagement at Straßenkinder e.V.

Since 2004, ib vogt has been sponsoring the [Straßenkinder e. V.](#), a Berlin-based association committed to empowering disadvantaged children and youths, with monetary as well as in-kind donations. Each year, ib vogt actively contributes to these initiatives and facilitates employee donations by doubling the value of their contributions at the end of the year.

Straßenkinder e. V. runs various programs committed to prevention, support and (re-)integration of street children, socially disadvantaged children and families with a refugee background. They also provide assistance to children and families affected by the war in Ukraine.

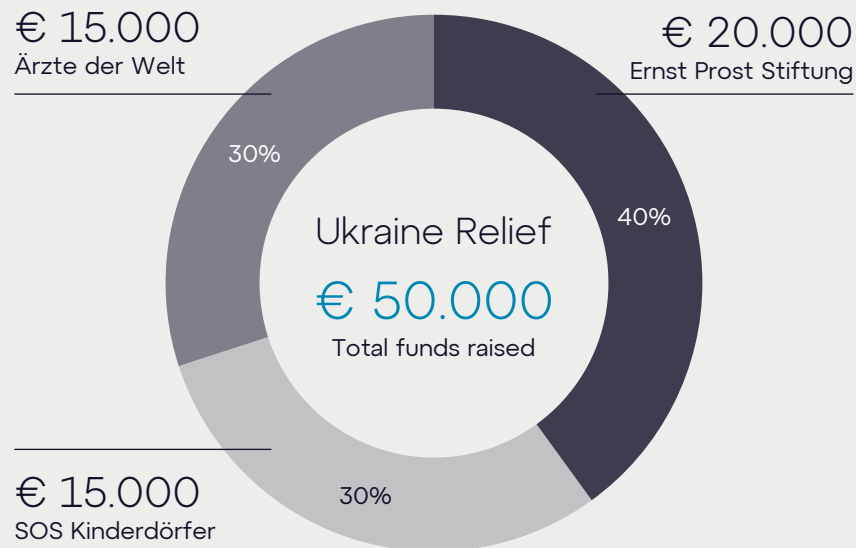
They engage in street work, offering shelters and social and legal counseling to remove street children and youth from dangerous situations. Their focus is on preventing further decline and guiding them back into society. Moreover, Straßenkinder e. V. runs projects to ensure that children do not end up on the streets in the first place. In the children and youth house "BOLLE" they take care of up to 150 children and young people through coordinated recreational and educational programs, thus actively combating child and educational poverty.

The integration of children and their families with a refugee background is another important project of the association. They facilitate social integration by familiarizing them with Berlin's social landscape, while also imparting the values, norms, and customs of the host society. Straßenkinder e. V. provides information, education, and support in various matters, including navigating the educational system and other official challenges.

Aid to Ukraine

ib vogt generously donated 50.000€ to three different non-profit organisations and additionally set up a long-term donation scheme, where ib vogt employees could personally donate to a dedicated account. The company then matched the donated sum one to one. The additional donations went to two different communities in Poland where ib vogt has projects under construction. These locations happened to be quite close to the border of the [Ukraine](#) – the regions are Zamość & Szczebrzeszyn.

ib vogt employees all over Europe supported where they could privately by providing food, medical supplies, and clothing, and in some cases taking in refugees to their homes.



CSR

Corporate
actions

Health and well-being in communities



Our approach

Our CSR strategy places a significant emphasis on supporting SDG 3 – Health and Well-Being. We extend our commitment to local communities in need.

Our activities

Labour conditions in emerging economies are in the process of adapting to international requirements. As an international company with high safety standards, ib vogt understands that our support in this adaptation process is important for all stakeholders.

In our project in Bangladesh, we have implemented comprehensive measures to ensure the provision of appropriate Personal Protective Equipment (PPE) to all workers engaged in site-cleaning activities. Our local team in Bangladesh promptly supplied the necessary PPE to ensure the workers' safety. Ensuring compliance with ESG guidelines and international standards is of utmost significance to us.

Additionally, a second CSR activity was carried out in Bangladesh, benefiting both workers and the local community. Over 120 individuals from the communities near the project benefited from the distribution of winter clothing such as blankets and shawls. We remain committed to conducting further CSR activities at this site in the coming months.

Bangladesh

 68.27 MWp
 In development



Quality education

Our approach

Our CSR strategy places a significant emphasis on supporting SDG 4 – Quality Education. As such, throughout the year, we undertake various initiatives to align with this goal.



Our activities

For the project in Brazil, ib vogt, together with our partners, have implemented various CSR activities related to Quality Education. These initiatives focus on engaging the public in discussions about the significance of preserving the municipality's archaeological and cultural heritage. The goal is to generate new knowledge, raise awareness, and foster appreciation for both tangible and intangible aspects of the community's heritage, memories, and cultural identities. This will help people understand that cultural heritage is not a distant concept, but rather something that is intimately connected to their daily lives, from their homes and streets to their neighbourhoods and cities.

The Heritage Education team at [Arqueoproject](#) seeks to stimulate reflection on the places and memories that contribute

to the sociocultural context of the community. By emphasising cultural references and ways of life, these activities aim to foster a deeper understanding and appreciation of the community's heritage. The ultimate objective is to strengthen cultural identities and promote the preservation of cultural heritage for future generations.

For one of our projects in France, the ib vogt team has organised tours on site for schoolchildren, elected officials, and farmers.

ib vogt regularly engages in educational initiatives to empower and educate the younger generation. Students, based on their knowledge of the different types of production and consumption, but also on historical and geographical research, had to prepare a presentation about their vision of energy in their community for "yesterday, today, and tomorrow."



08

Governance

Principles and commitment

Sustainable governance

Risk & compliance

Transparency

Supply Chain Management

ib vogt's approach

Governance refers to the framework and practices that guide ib vogt's decision-making processes, accountability mechanisms, and relationships with stakeholders. Guided by the principles of the UN Global Compact, ib vogt operates and upholds responsible management practices to ensure sustainability is embedded in all our activities.

We have established robust sustainability governance structures and clear lines of accountability to ensure the fulfillment of our sustainability strategy commitments and adherence to our policy commitments and standards. Consequently, we hold ourselves responsible for our sustainability goals, commitments, and targets. This includes transparent reporting, disclosure of environmental and social impacts, and effective communication with stakeholders as well as

training employees on relevant regulations fostering a culture of integrity within the organisation and beyond. We strive to elevate ESG standards both at the corporate and project level.

Awareness of environmental and social risks and opportunities is central to the work we do. For projects, a thorough assessment during development and design is necessary to identify the needs for avoidance, minimisation and mitigation. We prioritise keeping our Board well-informed about our ESG initiatives, updates to our strategy, and our performance. As such, our Director ESG & QM presents up-to-date information on our ESG performance at each Executive Team meeting. In addition to this, emergent ESG topics are regularly presented at the Board and/or relevant committee meetings.

Our objectives



Stakeholder engagement

We advocate effective governance and inclusive decision-making processes.



E&S risk management

We implement a systematic approach to minimise, monitor, and control our processes.



Continuous improvement

We integrate the Plan, Do, Check, Act (PDCA) approach to ensure continuous improvement.

Our main governance SDGs



Our Overall Company Policy

Our approach

ib vogt is a strong believer that company performance only increases when it is aligned with environmental and social performance.

Our commitment

We are committed to carrying out our activities with the least negative impacts on environment, social, health, and safety issues by identifying potential negative impacts on employees and communities through systematic and diligent identification, assessment, and mitigation measures.

We will support this commitment by:

- Complying with all relevant environmental legislation, regulations and requirements;
- Respecting and encouraging diversity in the workplace, including equal opportunities for all;
- Providing a safe, inclusive and healthy work environment;

- Upholding the principles concerning fundamental rights contained in the eight core conventions of the International Labour Organisation (ILO);
- Adhering to IFC's Environmental and Social Performance Standards that define responsibilities for managing environmental and social risks;
- Continuously monitoring and reviewing our performance against ISO standards 9001, 14001, 45001 and 50001;
- Ensuring our supply chain have responsible social and environmental practices;
- Researching and integrating new renewable energy technology with improved concept and design;
- Using renewable energy in our office facility and monitoring our energy and water consumption;
- Reducing the amount of waste material produced and recycling all waste material where possible;
- Avoiding unnecessary travel by making use of instant messaging, video and audio conferencing, telephone, and email;

Our principles



Quality management

Implement a quality management system and seek continuous process improvement.



Health & Safety

Seek continual improvement of employees' health and safety performance.



Energy and environmental management

Seek continual improvement of our environmental performance and contribute to conservation of biodiversity and integrated approaches to land use planning.



Sustainability

Integrate sustainable development considerations within the corporate decision-making process, contribute to the social, economic, and institutional development of the communities in which members operate.



Anti-harassment and anti-discrimination

Uphold fundamental human rights, and respect cultures, customs, and values in dealings with employees (and others) who are affected by our projects.



Anti-bribery and anti-corruption compliance

Implement and maintain ethical business practices and sound systems of corporate governance to prevent any form of bribery and corruption.

ib vogt's company structure

The Board of Directors at ib vogt is the company's highest administrative body. They play a crucial role in providing strategic leadership and professional expertise. Together, their collaborative endeavors are directed towards generating lasting value for our company.

Their commitment ensures that ib vogt maintains its position as a frontrunner in the global energy transition, while steadfastly pursuing sustainable, profitable, and responsible growth. Through their effective guidance, the Board of Directors actively shape our strategic direction and supervises the expansion of our operations.



Joint ventures
around the globe

24 joint venture partners
in 21 countries

Managing Directors



Anton Milner
Managing Director
(CEO)



Carl von Braun
Managing Director
(CFO)



Carsten Stang
Managing Director
(CCO)

DVV

Dagmar Vogt
Vermögensverwaltungs GmbH

49%

Shareholders

In 2022, DIF Capital Partners and DVV began a strategic partnership to accelerate ib vogt's growth program and asset build-out.



51%

Consolidated financial
statements as per
31 December 2022

2022 in numbers

€252m

Revenue

€109m

Investments

€886m

Balance sheet total

408 MWp

Built projects (COD)

ib vogt's sustainability organisation

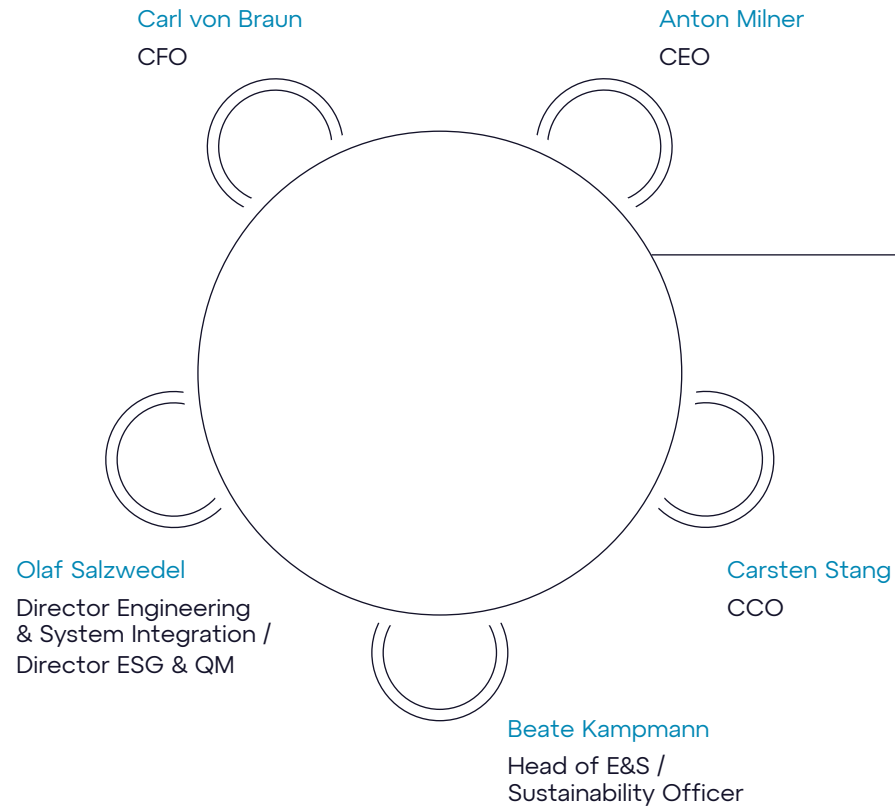
The Executive Team

The ib vogt Executive Team consists of 19 members including the Managing Directors – all of whom play a crucial role in setting the overall direction, strategy, and vision of the organisation.

They ensure effective coordination and communication throughout ib vogt. Supported by global market teams, the Executive Team is responsible for aligning ib vogt's goals with its resources, managing key stakeholders, monitoring performance, and promoting a culture of innovation, growth, and organisational success.

ESG Team

Led by the Director ESG & QM, the ESG Team drives the company's operational environmental and social efforts and reports directly to the CEO.



Sustainability Committee

The Sustainability Committee comprises of the three Managing Directors (CEO, CFO, CCO), the Director ESG & QM, and the Sustainability Officer. As sustainability is an ever-present factor in our decision processes and in our business model, the Sustainability Committee will regularly assess the progress in the four Priority Areas and align on the approach going forward. By leveraging the expertise and insights of its members, the Committee strengthens our commitment to sustainable practices and furthers the integration of sustainability principles throughout our organization.

Looking ahead, the Sustainability Committee will continue to lead the way in advancing our sustainability agenda, driving positive change, and contributing to a more sustainable and responsible future for our organization and the communities we serve.

Strategic & operational ESG

Sustainability Objectives

Strategic tasks

Net Zero

Combatting climate change in everyday decisions: We want to make a positive net contribution through offsetting carbon emissions and being as resource-efficient as we can.

Supply Chain Management

We want to fight human rights issues by extending international standards onto our direct suppliers and foster transparency upstream through traceability protocols.

DE&I

We want to promote well-being of employees, increase gender diversity and become a great environment for our international staff to grow, contribute, and lead.

CSR

We want to help affected communities with Corporate Social Responsibility projects tailored to their needs to achieve fairly-distributed quality of life for vulnerable groups.

Operational tasks



Corporate environmental compliance

Environmental compliance and the consequences for living beings as a result. This includes setting standards and developing programs to foster resource efficiency, pollution prevention, and waste management.

- ISO 14001 (certified)
- ISO 50001 (certified)



Corporate social compliance

Social compliance addresses the relationships ib vogt has and the reputation it fosters with people and institutions in all communities. It includes setting standards for human rights, labour relations and working conditions, diversity and inclusion, and Occupational Health & Safety.

- ISO 45001 (certified)
- GRI standards (following)



Management system & compliance

ib vogt adopts a system of ESG standards and best practices to ensure our commitment is manifested in rules, guidelines and processes. The ESG Team continuously improves the corporate as well as project management system.

- Integrated Management System (IMS)
- Environmental Social Management System (ESMS)



Engagement with stakeholders

On corporate level and throughout the project lifecycle, the ib vogt teams engage with stakeholders, including local communities, NGOs, and other interested parties, to understand their concerns and expectations regarding the project's environmental and social impacts.



Monitoring, auditing, and reporting

The ESG Team continuously monitors and regularly audits ib vogt's environmental and social performance and its impacts.

- Quarterly Reports
- Annual Sustainability Reports



Providing trainings and raising awareness

The ESG team provides trainings to employees, contractors, and other stakeholders on environmental and social issues relevant to ib vogt.

ESG risks and opportunities

Assessing and identifying key ESG risks and opportunities is crucial to preventing negative impacts on our sustainability commitments, our operations, and our reputation.

On a corporate level, key risks such as potential breaches of ethical conduct, non-compliance with laws and regulations, inadequate risk management, lack of transparency, and failure to engage stakeholders effectively can lead to reputational damage, legal liabilities, financial losses, and erosion of trust amongst stakeholders. Conversely, effective sustainability governance presents opportunities for ethical and responsible conduct, stakeholder engagement, risk mitigation, accountability, and transparency. By embracing good governance practices, ib vogt can enhance its reputation, strengthen relationships with stakeholders, mitigate risks, comply with regulations, and foster sustainable growth in an increasingly complex and competitive business environment.

Throughout the years, we have developed a systematic approach to ESG risk management by implementing well-defined policies and procedures that are consistently monitored and enforced by our competent management team and relevant departments. Our ESG risk management undergoes regular review and approval by the Board of Directors to ensure it remains effective and up-to-date.



Environmental

Key risks

- Carbon footprint
- Frequency and severity of extreme weather
- Waste management
- Land use change and habitat loss

Key opportunities

- Increased renewable electricity demand
- Recycling of main components
- Resource efficiency
- Green IT
- Habitat creation and restoration



Social

- Occupational Health & Safety
- Labour and working conditions
- Talent recruitment and retention
- Work-life balance
- Impact in local communities

- Training and awareness
- Strengthen due diligence for human rights
- Diverse workforce
- Access to clean energy
- Local job creation and upskilling



Governance

- Market risks
- Government interactions
- Cybersecurity
- Crisis management
- Traceability of raw materials

- Transparency and accountability
- Business resilience
- Technology and development
- Industry peer collaboration
- Global alliances and partnerships

Management systems

Our approach

Since its foundation in 2002, ib vogt has set itself the goal of developing, building, and operating high-quality PV systems. The largely international projects are implemented with the help of highly qualified employees and contribute to emission-free and sustainable power generation worldwide. An integrated management system was introduced in order to implement the steadily increasing number and complexity of projects and to meet the high-quality requirements. Our risk identification process is thorough and ongoing. We maintain open communication channels with industry associations and interest groups, and we consult external sources to evaluate risks based on their probability and potential economic consequences. Additionally, we consider the potential impact on our reputation in order to define risk levels and prioritise them accordingly.

Climate change risks

ib vogt is well-positioned to mitigate transition risks due to our exclusive focus on renewable energy projects, which aligns with the global shift towards a low-carbon economy. As such, we do not consider this to be a critical risk for our organisation.

Integrated Management System

We take a comprehensive approach to integrating sustainable practices into our business operations. Our corporate-level Integrated Management System (IMS) enables us to systematically manage and integrate various processes, making sustainable practices a prerequisite for achieving our overarching goal of creating a secure, healthy, collaborative, efficient, and innovative work environment. This applies not only to our company but also to our partners and subcontractors, with whom we strive to build strong and sustainable relationships.

This has been continuously certified according to DIN EN ISO 9001: 2015, DIN EN ISO 14001:2015, DIN ISO 45001:2018, and DIN EN ISO 5001:2018 since 2019.



Certified for:

- EN ISO 9001
- EN ISO 14001
- ISO 45001
- EN ISO 50001

Environmental and Social Management System

For the achievement of the company's objectives with a low-to-medium risk profile, ib vogt implemented an Environmental and Social Management System (ESMS). The ESMS is a set of policies, procedures, tools and internal capacities to identify and manage the exposure to environmental and social risks. It provides a systematic procedure to assure that negative impacts are avoided or minimised to whatever extent possible while positive impacts are enhanced.

The ESMS at ib vogt complies with international requirements and standards, is developed and implemented according to project specific needs. The system covers management plans for environmental, social and Occupational Health & Safety topics for the project site and the surrounding community.

Keeping track of trainings

Our approach

At ib vogt, we consider employee trainings as a vital tool for risk and compliance management. Through training and awareness, we promote an ethical culture, enhance understanding of compliance requirements, and mitigate non-compliance risks. Additionally, trainings can foster employees' understanding of and adherence to laws, regulations, and internal policies, thereby minimising legal and financial liabilities.

Well-trained employees can identify and report risks, enabling early detection and prevention of compliance breaches. Trainings foster accountability, empowerment, and professional development, improving performance, satisfaction, and retention.

Comprehensive and regular trainings demonstrate the company's commitment to ethics, risk mitigation, and long-term sustainability. Our internal competence and compliance tool optimises workflows and supports a collaborative system. The tool can be used for legal compliance, in-house trainings, and data analysis for environmental, health, safety, and sustainability needs. Based on a training matrix for role qualifications, it enables us to perform a gap analysis, assess skill development, and increase accountability.

Our mandatory trainings are aligned with ISO standards and cover all ib vogt policy principles, including ABC-Compliance, Anti-Discrimination and Anti-Harassment, Environmental and Energy Management, Health & Safety, Quality Management, and Sustainability.



>130hr

Total number of hours of training on business ethics alone

>1200hr

Total number of hours of conducted trainings

3.8hr

Average hours per person dedicated to mandatory trainings



>65

External units of trainings provided in 2022

662

Units of Occupational Health & Safety trainings provided to employees

Cyber security

Our approach

In compliance with German & EU law, ib vogt has a data protection officer and published an information protection guideline, which resulted in the establishment of several data security policies. The IT department ensures the safety and security of all electronic information through various systems.



Our actions

Our efforts to maintain a robust security system and the total flexibility of devices for our employees are carefully curated to offer the best and protected experience. Our security settings and policies are in place with the focus of safeguarding data protection.

- **Comprehensive Security Policies:** We have implemented stringent data protection measures to safeguard sensitive information. This includes data encryption, regular data backups, and access controls to ensure that only authorized personnel can access and modify critical data.
- **Compliance with regulations:** We adhere to industry standards and regulatory requirements related to IT security and data protection, such as the General Data Protection Regulation (GDPR) and any applicable local data protection laws.
- **Data Protection Measures:** We have implemented stringent data protection measures to safeguard sensitive information.
- **Employee Training & Awareness:** We recognize that employees are an essential part of our overall security posture. We provide regular training and awareness programs.

- **Dedicated Security Team:** We have a dedicated team of IT security professionals who are responsible for monitoring our systems, identifying vulnerabilities, and implementing appropriate security controls.
- **Incident Response & Business Continuity:** In the event of a security incident or breach, we have a well-defined incident response plan in place. This enables us to quickly detect, contain, and mitigate the impact of any security events.
- **Strong Perimeter Defense:** We have implemented robust firewalls, intrusion detection systems, and other network security technologies to protect our systems from external threats.
- **Regular Security Assessments:** We conduct regular security assessments, including penetration testing and vulnerability scanning, to identify any weaknesses in our systems.

Transparency

Communication is key

Our approach

Transparent communication builds trust and credibility within the organisation, demonstrating that sustainability is not just a buzzword but a genuine commitment.

By keeping employees informed and engaged, we aim to achieve a sense of ownership and commitment towards our sustainability goals. Regular updates on the strategy's advancements enable employees to understand the company's direction, align their efforts accordingly, and contribute meaningfully to the sustainability agenda.

Furthermore, open channels of communication allow employees to provide valuable feedback, suggestions, and insights that can further enhance the effectiveness and relevance of the sustainability strategy.

External communication

To tackle climate change and decarbonise power generation, we openly communicate our sustainability strategy globally. This includes our commitment with the UN Global Compact, regular reports, and updates.



Internal communication

Effective internal communication is crucial for employee understanding and adoption of our sustainability strategy. The sustainability team implemented a successful model, which is to be evaluated in 2023. Regular updates are consistently communicated through various channels, including the intranet, the company newsletter, at training sessions, and the official company website.



Open and effective communication is the cornerstone of our sustainability agenda, enabling us to inspire and engage our stakeholders and drive meaningful change.

- Anton Milner, CEO



Annual reports

Sustainability Report

Communication meetings

C-Level sharing information on relevant topics and answering questions from internal stakeholders

Quarterly reports

Report to management and shareholders/investors

ibVoice

In 2022, we included >15 articles in our company-wide newsletter to raise awareness on sustainability topics

Sustainability committee

C-Level and Sustainability Team discuss and monitor the current progress of our sustainability efforts

Lunchbox Talks

Internal deep dive knowledge sharing through concise presentations and direct exchange on targeted topics

Human rights

Our definition

At ib vogt we want to combat human rights issues by extending international standards onto our direct suppliers and foster transparency upstream through traceability protocols.

Our commitment

Creating clean, renewable energy from the sun requires us to integrate responsible, forward-thinking policies into our everyday business practices. It is what enables ib vogt to act in a sustainable, ethical, and accountable manner as we develop, finance, build, and operate solar plants all over the world. It is also what ensures that ib vogt has a positive impact on our employees, as well as the environments and communities in which we operate.

ib vogt is committed to conducting business responsibly and has zero tolerance for all forms of modern slavery across our operations and supply chains. We are signatories of the United Nations (UN) Global Compact and have processes and practices aligned to international standards such as the UN Guiding Principles on Business and Human Rights, as well as the UN Sustainable Development Goals. ib vogt is committed to respecting and supporting the Core Conventions of the ILO, ILO Declaration on Fundamental Principles, and Rights at Work.



Human rights and labour laws

Our suppliers are required to respect the personal dignity, privacy and rights of all individuals and promote equal treatment of individuals. Child and forced labour are strictly prohibited.



Anti-bribery and corruption

Our suppliers are required to conduct business in an honest and ethical manner.



Environment and sustainability

Our suppliers shall conduct business activities in a manner which creates minimal environmental impact. The use of energy-efficient technologies is strongly championed by ib vogt.



Occupational Health & Safety

Our suppliers shall contain any safety risks within the workplace to ensure the best possible precautionary measures against accidents and occupational diseases.



Data protection and information security

Our suppliers shall protect and keep information confidential and respect the intellectual property of others.



Creating clean, renewable energy from the sun requires us to integrate responsible, forward-thinking policies into our everyday business practices.

- Anton Milner, CEO

ib vogt's strategy

Through our supplier engagement strategy, our sustainability assessments, and collaborating in specific industry initiatives, we strive to increase our influence on the supply chain, to strengthen relationships with our suppliers, and to improve our suppliers' sustainability performance. A pressing concern within the sector involves investigations into human rights management within the complex value chain, particularly in relation to forced labor. In addressing this critical issue, the guidance and support of our esteemed partners, SolarPower Europe and Senergy Technical Services, hold significant importance as they help steer us in the right direction, providing best industry practices.

At ib vogt we seek to create a positive and lasting impact on the environment, society, and the communities in which we operate. In 2022, we intensified our efforts by conducting thorough screenings of our suppliers and implementing robust contractual requirements, with a focused emphasis on human rights. Additionally, following industry best practices and in collaboration with an independent auditor, we conducted traceability reports for all our module suppliers in 2022, which resulted in no findings of non-conformity.

We continuously work towards building a responsible and resilient supply chain that aligns with our commitment to sustainability. We communicate these principles both internally and externally, thereby ensuring that our global partners conform to our policies and meet environmental and social standards.

Our objectives



Have a positive impact on our supply chain



Close collaboration with our partners SolarPower Europe (SPE) and Senergy Technical Services (STS)



Position ib vogt as a leading company in this field

Due diligence

Assessing suppliers' profile and documents, information request on standards, and signed Supplier Code of Conduct.

Traceability

Conducting chain of custody audits on module suppliers by independent experts contracted by us.

Open discussion with suppliers

Continue discussion with our suppliers regarding ESG concerns. Ensure international standards are understood and implemented upstream.

Stakeholder engagement

We are an active member in industry-wide discussions. We work closely with various initiatives to align our company and industry goals with all stakeholders, including buyers, sellers, EU representatives, NGOs, and certification bodies/experts.

100%

module suppliers audited

chain of custody audits performed by independent auditors



Zero

major non-conformity found

results related to the chain of custody audits

Our sustainability partners

To improve our sustainability performance, we build strong relationships with our partners.

These initiatives support us in our goal to achieve our Supply Chain Management targets, give us first-hand information related to the PV supply chain, update us on pertinent legal decisions and engage with us on important decisions.



We are a **member** of

SolarPower Europe Supply Chain Transparency Working Group

STS Supply Chain Working Groups



We are a **sponsor** of

SolarPower Europe Solar Stewardship Initiative



09

Appendices

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