

ib vogt

Annual Sustainability Report

Powering the energy transition

Financial Year 2025

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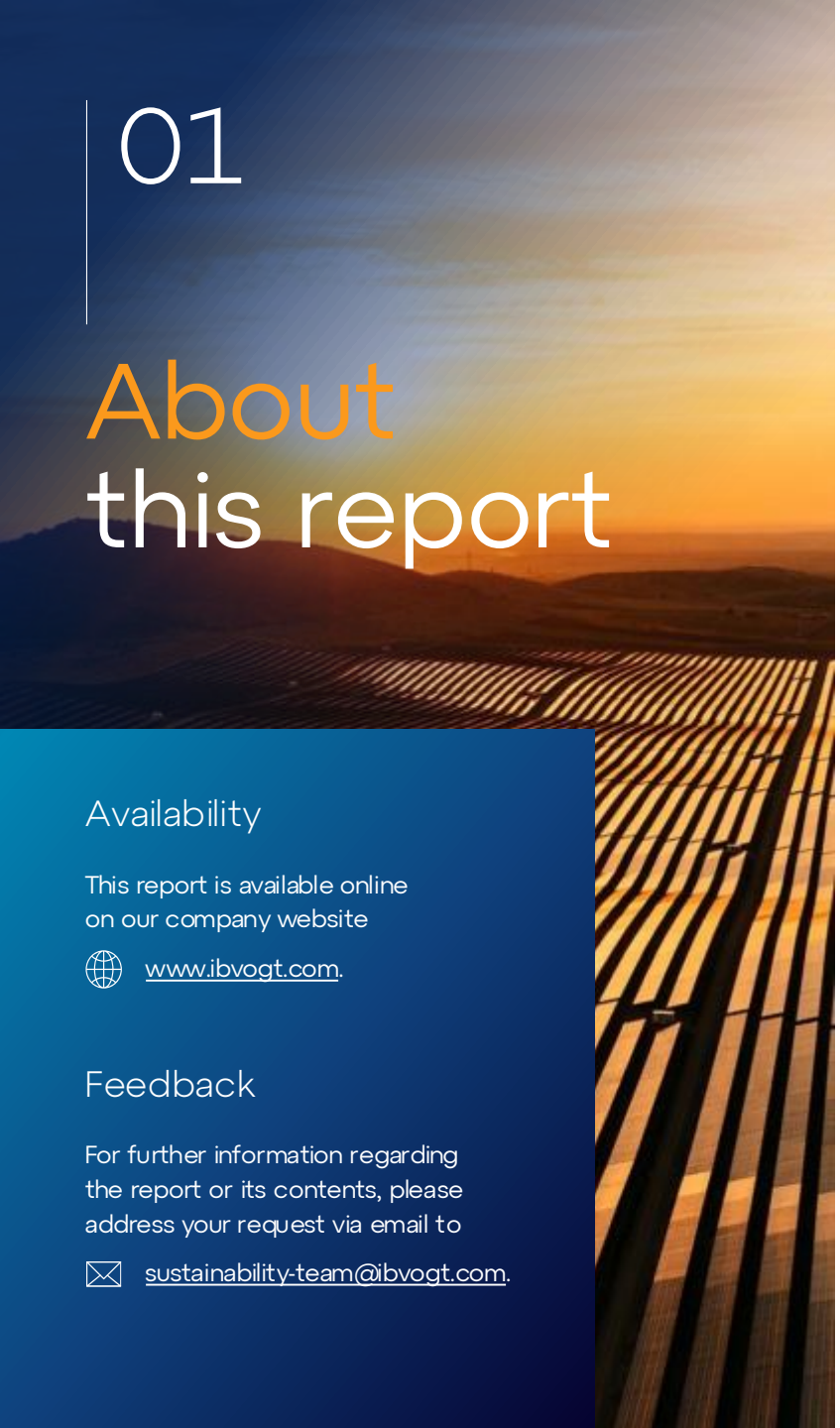
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01

About this report

Availability

This report is available online on our company website

www.ibvogt.com.

Feedback

For further information regarding the report or its contents, please address your request via email to

sustainability-team@ibvogt.com.

Purpose of the report

At ib vogt, we are committed to conducting our operations in a sustainable and responsible manner, aligning business practices with long-term environmental, social and economic goals. This Sustainability Report provides an overview of our sustainability strategy, material topics and key initiatives, and summarises progress made during the reporting year.

The report is designed to provide decision-useful, comparable and transparent sustainability information for stakeholders, supporting informed assessments of ib vogt's impacts, risks and opportunities and our ongoing pathway toward more standardised sustainability disclosures.

Scope and structure

This FY25 Annual Sustainability Report covers the period from January 1, 2025, to December 31, 2025. To provide a comprehensive and decision-relevant view, some data and contextual information may extend beyond the reporting period where explicitly stated. This report covers ib vogt GmbH, all its subsidiaries, affiliates, and businesses under ib vogt's direct or indirect management control (hereinafter referred to as "ib vogt"), and all projects where ib vogt has operational control, as defined by decision-making authority over environmental, social, and governance (ESG) management. The report focuses on non-financial matters and serves as a transparent communication tool to enable stakeholders to understand our sustainability strategy, priorities, and performance.

For the first time, this report incorporates elements that support our pathway toward the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). While full ESRS-aligned reporting is being phased in, this report reflects ib vogt's current state of readiness, including the status of our double materiality assessment and an expanded focus on impacts, risks, and opportunities.

The report underscores our dedication to addressing environmental, social, and governance factors, fostering accountability and continuous improvement across our operations and value chain. We acknowledge that sustainability is an ongoing journey. Therefore, we outline our forward-looking objectives and implementation priorities, recognising that the scope, depth, and quality of our disclosures will continue to evolve as data availability, systems, and regulatory requirements mature. Where primary data is not yet available, estimates and assumptions are used and transparently disclosed. Relevant methodologies, limitations, and data quality considerations are described in the respective sections and annexes of this report.

References

As part of our dedication to transparency and stakeholder engagement, we follow the guidelines and recommendations of leading initiatives and organisations for sustainability reporting, including:

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

These frameworks guide both the content and structure of this report and support comparability with peer disclosures and regulatory expectations.



02

Letter from our CEO

Dear Readers,

as we publish our fourth Sustainability Report, we continue to deepen our sustainability practices at ib vogt, not only contributing to our company objectives to deliver green energy but strengthening our practices around it that are transparent, fair and environmentally justified. During the year, we focused on building the sustainability governance framework and the data backbone needed for a more mature sustainability strategy, while continuing to deliver concrete progress across climate, biodiversity, supply chain, people, and community impact. While 2025 brought its share of challenges, it was ultimately a year of progress and consolidation, laying the foundations for a more structured approach to sustainability management.

As this is my first Sustainability Report as CEO of ib vogt, I would like to state clearly that sustainability is an important part of our company's long-term direction. It is closely linked to how we manage risk, create value, meet stakeholder expectations, and strengthen ib vogt as a responsible and resilient business in a rapidly evolving market.

This year, we took important steps to strengthen the way sustainability is managed across the group by introducing a Group Sustainability Policy. While we continued to improve reporting governance, data quality, and auditability, we started preparing for future requirements such as CSRD. Our 2025 Sustainability Report reflects this progress through broader data, deeper insights, and stronger year-on-year comparability. We also made concrete progress across our Priority Areas. In Net Zero, we strengthened our emissions reporting by improving the Scope 1 inventory, increasing the use of primary data, and refining Scope 3 boundaries and methodologies to provide a more complete picture of transport- and value chain-related emissions. In Biodiversity, we gained deeper insight into nature -related impacts and opportunities through a second year of data collection. In Supply Chain Management, we continued our ESG supplier assessment cycle, traceability efforts, and risk-based due diligence. In CSR, we launched a clearer implementation framework and delivered more than 18 activities across nine countries, including support for a UNICEF initiative. We also remained focused on the social dimension of sustainability. This included continued work on Diversity, Equity & Inclusion, pay equity, well-being, and leadership development, as well as stronger reporting and oversight in Occupational Health & Safety. Especially in a year marked by pressure and change, these topics matter not only as report content, but as part of how we support our people and maintain a responsible company culture.

2025 was a year of significant change for our company. Shifts in market conditions, ongoing global uncertainty, and internal transformation led to important decisions, including organisational adjustments. We recognise that these changes brought uncertainty and were experienced in different ways. Throughout this period, resilience, adaptability, and mutual support across the organisation proved essential, reinforcing the importance of leading with responsibility, clarity, and transparency.

Looking ahead, sustainability will remain a key driver of business resilience and an increasingly important differentiator in our industry. Expectations from regulators, customers, investors, and other stakeholders continue to rise, and we are committed to meeting them with transparency and consistency.

Together, we will continue to shape ib vogt as a responsible and forward-looking company and a trusted partner in delivering the energy transition. Thank you for your continued trust and support.

Kind regards,

Andreas Schell

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Sustainability at a glance

03 Key messages

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Sustainability at a glance

Key messages

NET ZERO AND CLIMATE CHANGE

100%
of corporate entities assessed

Scope 1 and 2 ready

BIODIVERSITY

0
internally developed projects in Natura 2000, UNESCO World Heritage, or Key Biodiversity Areas

27%
of projects with ecological monitoring

AVOIDED EMISSIONS

92,816 tCO_2
from 693 MWp of projects entering construction in 2025 expected to be avoided in the first year of operation.

2,784,480 tCO_2
estimate based on 2025 grid factors and a 30-year extrapolation of first-year avoided emissions.

SUSTAINABILITY POLICY AND STANDARDS

Group Sustainability Policy
established

Standards-based implementation
launched

4 of 6
Priority Area Standards published

- Net Zero
- SCM
- Biodiversity
- CSR
- OHS[1]
- DE&I[1]

[1] in development for 2026 rollout

OCCUPATIONAL HEALTH AND SAFETY

0
work-related fatalities (employees & contractors)

2,888,540
subcontractor hours worked

DIVERSITY, EQUITY AND INCLUSION

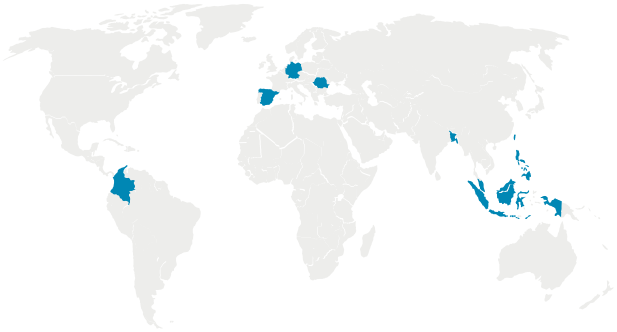
95%
headquarters pay equity

83%
group pay equity

CORPORATE SOCIAL RESPONSIBILITY

18+
CSR activities delivered

9
countries reached through CSR initiatives



SUPPLY CHAIN MANAGEMENT

3rd year
of Supplier ESG Self-Assessments for key suppliers

Traceability reports
conducted at project level in response to client requirements

Sponsor of SSI



04

We are ib vogt

Profile & key figures

Key strategies

Our Mission, Vision & Values

Our reach

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We are ib vogt

Powering the energy transition



ib vogt is a leading utility-scale renewable energy development platform with a global footprint. Building on more than two decades of company history and a long-standing track record in utility-scale solar PV, ib vogt is expanding its technology scope to include battery energy storage systems (BESS), currently focused on development and design, including co-located solutions.

Our development strategy is centred on OECD markets and designed to create a repeatable pipeline of bankable projects, supported by strong local presence and a robust network of joint venture and local development partners.

ib vogt's integrated business model captures value across the project lifecycle, from origination and development to delivery up to commercial operation and beyond. The company de-risks projects through site selection, permitting, stakeholder engagement, grid connection and technical optimisation, and delivers assets through structured engineering, procurement and construction management. This end-to-end capability supports our long-term ambition to grow an IPP model and related portfolio strategy over time enabling value realisation at multiple stages, capital recycling for reinvestment and additional recurring revenue opportunities.

Execution strength is reinforced by in-house competencies including project structuring, contract and PPA management, procurement and value engineering, quality management and project finance readiness.

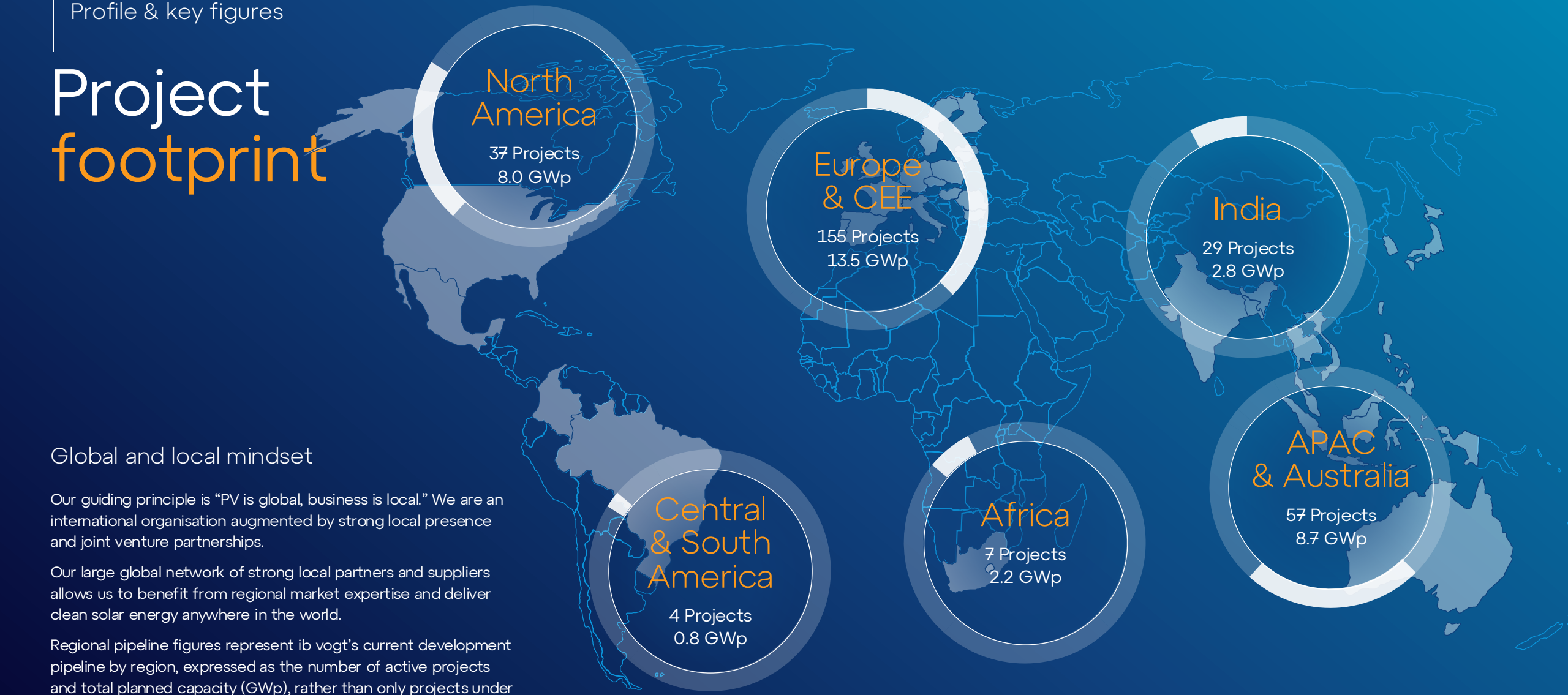
Long-term relationships with customers, investors, lenders and suppliers support reliable delivery and scalable growth across markets, enabling high-quality turnkey renewable energy assets for end investors worldwide.

2025 key figures

Revenue[2]	Projects active	Projects built in total
€229.5 m	2.1 GWp	606 MWp

[2] Revenue mainly comprises of consolidated revenues, as well as other income, and income from long-term equity investments.

Project footprint



Global and local mindset

Our guiding principle is “PV is global, business is local.” We are an international organisation augmented by strong local presence and joint venture partnerships.

Our large global network of strong local partners and suppliers allows us to benefit from regional market expertise and deliver clean solar energy anywhere in the world.

Regional pipeline figures represent ib vogt’s current development pipeline by region, expressed as the number of active projects and total planned capacity (GWp), rather than only projects under construction or already built.

Our solutions

ib vogt delivers a range of utility-scale renewable energy solutions, anchored in proven solar PV execution and expanded through project-specific configurations. Solar PV solutions are delivered end-to-end, while battery energy storage solutions are currently focused on development and design, supported by established partner models for delivery where applicable.

Our solutions can be implemented across varied site contexts, including low-quality or rehabilitated land, agricultural settings, parking areas and infrastructure-adjacent sites.

We offer a holistic end-to-end approach to maximise project benefits.

Solutions



Ground mounted utility scale solar power plants



Agri-PV systems



Carports



Hybrid systems



Stand-alone battery energy storage systems (BESS)



Terrain

- Low-quality soil, fallow land
- Agricultural land
- Pre-polluted areas (landfills, airfields)
- Parking areas
- Conversion areas
- Areas along rails or highways

How we create value

Joint development

We build balanced, long-term partnerships by combining in-house development teams with strong local development partners.

Strong partnerships

Our relationships are based on trust, fairness and reliability, enabling shared success.

Holistic approach

We manage projects from concept to delivery through an integrated approach and an end-to-end solution for turnkey solar PV.

Early-stage investment

We invest early in project development, starting at the earliest feasible entry point.

Close investor relationships

We maintain close liaising with banks, investors, buyers, development funding agencies and export credit agencies.

Executional capabilities

With recognised solar PV procurement and delivery expertise, we support high-quality execution and robust project structuring and financing readiness.

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.

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.

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.

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.

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.

People: the core of our success

- We want the best, working together in a stimulating and creative environment.
- We are proud of our diversity and benefit from it.

Map of offices

From local to global. We are present, connected, and operate successfully in many areas of the world.



Headquartered in
Berlin, Germany

25 offices
across Europe, North America, Asia-Pacific and Africa

Creating business in
32 countries

4 joint venture partners
in 4 countries



05

Sustainability model

Sustainability strategy

Materiality topics

Priority Areas

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Our approach

Sustainability is an integral part of our organisation and is embedded into all business units of the company, reflecting our commitment to environmental, social, and governance (ESG) principles, industry best practices and stakeholder expectations.

We are committed to the UN Global Compact and working towards 11 of 17 UN Sustainable Development Goals (SDGs). These define our responsibilities and provide opportunities to work towards globally recognised goals, benefiting both society and ib vogt's long-term success.

Our Group Integrity Code and the underlying Group Sustainability Policy set binding minimum requirements in sustainability. Detailed implementation is governed through Group Standards (i.e. Net Zero, Biodiversity, Supply Chain Management, CSR, as well as upcoming for OHS and DE&I), procedures, and management systems.

Our commitment

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

ib vogt's sustainability commitment is guided by the UN Ten Principles, ensuring responsible business practices in human rights, labour, environment, and anti-corruption across all operations.

The Executive Management Board retains oversight of sustainability and ESG matters. Senior Management is responsible for implementation within their respective areas, supported by the Sustainability Department. Progress is reviewed quarterly and annually. We have implemented processes and mechanisms to monitor compliance in line with the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, the International Finance Corporation (IFC) Performance Standards (PSs), the World Bank EHS Guidelines, the Equator Principles (EP4), ISO Standards and the OECD Guidelines for Multinational Enterprises.

Alignment with UN Global Compact

UN Global Compact area	Principles	Implementation at ib vogt	Description
Human rights	1-2	Sustainability Policy and Standards · risk-based due diligence · ESMS grievance mechanisms · supplier requirements	The protection of human rights is embedded in our Sustainability Policy, supply chain management standards, and Environmental and Social Management System (ESMS). These mechanisms support the identification, mitigation, and remediation of potential adverse impacts across project development, construction, and operations.
Labour standards	3-6	OHS management · well-being and people initiatives · contractor oversight · workforce policies	ib vogt promotes safe and fair working environments throughout the project lifecycle. Labour-related principles are reflected in our policies on occupational health and safety, non-discrimination, and responsible workforce management.
Environment	7-9	Climate Risk Assessments · adaptation planning · biodiversity integration	Environmental responsibility is central to ib vogt's business model. We manage environmental risks and impacts through structured assessments and controls across the project lifecycle, including climate and biodiversity integration, and we continue improving data quality, documentation, and reporting maturity over time.
Anti-corruption	10	Integrity Code · compliance governance · anti-bribery controls · whistleblowing system	Integrity and ethical conduct are governed by our Integrity Code and compliance framework to support transparency, accountability, and responsible decision-making across all regions in which we operate.

ib vogt's sustainability framework is aligned with the Ten Principles of the UN Global Compact covering human rights, labour, environment, and anti-corruption. These principles serve as an internationally recognised reference for responsible business conduct and guide our policies, standards, and management systems.

Rather than treating them as standalone commitments, we embed the Ten Principles into our governance structures, risk management processes, and project execution frameworks. This ensures that international expectations are translated into practical operational requirements across our value chain.

Governance and continuous improvement

Alignment with the Ten Principles is reviewed through internal monitoring and reflected in our sustainability reporting. As regulatory requirements evolve, including under CSRD and ESRS, we continue to strengthen data quality, documentation, and oversight mechanisms and reinforce our commitment to responsible business conduct and long-term value creation.



Materiality topics

Materiality assessment

The Double Materiality Assessment identifies the sustainability topics that are both financially relevant to the company and significantly influenced by the company's environmental and social impacts, ensuring compliance with EU reporting standards and supporting responsible project development.

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Our Double Materiality Assessment (DMA) followed a structured process to ensure completeness, transparency and traceability. The assessment has been designed in line with ESRS requirements to date and will continue to be refined as the process is completed. It covers our integrated activities across project development, EPC, O&M and battery energy storage, applying short-, medium- and long-term time horizons consistent with financial reporting practice. Through this structured approach, sustainability is integrated into risk management, strategic planning and financial governance, providing a robust foundation for future CSRD-compliant reporting.

>50 survey responses

29 distinct stakeholder groups included

Where do we stand

- Conducted a comprehensive stakeholder analysis to capture both internal priorities and external expectations.
- Identified and prioritised 29 stakeholder groups using a structured matrix assessing influence, interest and affectedness.
- Engaged stakeholders through C-level interviews, cross-functional focus groups, an internal employee survey and external input from suppliers, shareholders, subcontractors and JV partners.
- Developed a long list of sustainability topics based on ESRS standards, sector guidance and entity-specific factors, then refined it into a validated shortlist.
- Identified impacts, risks and opportunities (IROs) for each shortlisted topic across the value chain.
- Performed an inside-out impact materiality assessment using defined criteria including scale, scope, remediability, likelihood and time horizon.

2026 goals

- Conduct financial materiality assessment.
- Determine which sustainability topics are material under the ESRS framework.
- Define the scope of disclosures to guide data point selection, KPIs and inform sustainability strategy and governance priorities.
- Strengthen internal capabilities by embedding materiality processes into core business planning, risk management and investment decisions.
- Improve data quality, consistency and traceability to ensure robust, audit-ready evidence for all material topics.
- Review and update the assessment annually to reflect strategic, regulatory, and market developments.

Materiality assessment

The materiality assessment helps prioritise where ib vogt focuses action, resources and reporting. The table summarises the current material topics aligned to ESRS, the key measures progressed in 2025, and the related goals and targets. Accountability for these topics sits at senior management and Executive Management Board level, supported by cross-functional collaboration across Business Units and corporate functions. The table reflects the current outcome of the 2025 materiality process and will continue to develop with ESRS implementation. Goals and targets shown here are at different stages of methodological maturity, data availability and assurance readiness.

Topics (ESRS)	Key actions/measures in 2025	Goals/targets
Climate change (E1)	Track and manage scopes 1-3; strengthen GHG methodologies and data quality; integrate climate risk considerations into project design and risk management; define baselines and refine reporting controls.	Long-term Net Zero ambition (2050); improve data completeness and assurance readiness toward CSRD assured reporting (FY2027).
Biodiversity & ecosystems (E4)	Strengthen biodiversity screening and baseline practices in development; apply mitigation hierarchy (avoid–minimise–restore/offset where applicable); embed biodiversity requirements in project processes and monitoring expectations.	Avoid significant impacts; refine baseline quality and consistency; reinforce nature-related risk management across the lifecycle.
Own workforce (S1)	Workforce baseline metrics (HC, gender, leadership); DE&I programmes (e.g. Women in Business); well-being initiatives; Corporate Health Management; strengthen OHS governance and standardised incident definitions/reporting.	Inclusive workplace; amplify talent development and engagement; consolidate OHS performance and reporting coverage.
Workers in the value chain (S2)	Strengthen supplier and contractor expectations; risk-based due diligence; embed sustainability requirements in procurement/ contracting; improve transparency and documentation; improve coverage and consistency across BUs/markets.	Increase due diligence coverage; solidify human rights and compliance risk management in the supply chain.
Affected communities (S3)	Implement Group CSR Standard and structured selection/ documentation controls (incl. KYC checks and formal agreements where relevant); stakeholder engagement processes during development; local community support aligned to SDGs.	Stabilise licence to operate; consistent and transparent CSR governance and reporting; advance comparability over time.
Business conduct (G1)	Maintain and embed the Group Integrity Code and compliance governance, compliance mgmt., whistleblowing/complaints channels, case handling and reporting; reinforce anti-bribery expectations and training approach; maintain escalation routes for regulatory and integrity issues.	Zero tolerance for corruption/ misconduct; strong governance and transparency; substantiate controls and documentation toward CSRD assurance readiness.

Priority Areas

ib vogt's Priority Areas

ib vogt continues to prioritise sustainability at the core of its business strategy. The Priority Areas presented in this report reflect ib vogt's material sustainability topics and focus our actions across corporate operations, international subsidiaries and the project lifecycle.

In 2025, we began translating these Priority Areas into group-wide standards and structured programmes to strengthen governance, clarify responsibilities and improve consistent implementation. In parallel, we continued consolidating ESRS-aligned processes and data controls, supporting our roadmap toward future CSRD assurance.

Net Zero

We advance our Net Zero ambition by measuring greenhouse gas emissions. In 2025, we focused on improving governance, methodologies and reporting coverage, while continuing to integrate climate resilience considerations into project design and risk management.

Biodiversity

We aim to avoid and minimise biodiversity impacts and, where feasible, deliver positive outcomes for ecosystems around our solar PV projects. In 2025, we strengthened biodiversity screening and baseline practices during development and advanced standardised requirements to support mitigation measures across the project lifecycle.

OHS – Occupational Health & Safety

Occupational Health & Safety (OHS) is a core element of our social strategy and operational excellence. In 2025, we strengthened standardised incident reporting and improved coverage across international subsidiaries, while reinforcing preventive controls for employees, contractors and subcontractors.

CSR – Corporate Social Responsibility

Corporate Social Responsibility (CSR) supports our commitment to contribute positively to local communities where we operate. In 2025, we further embedded our CSR approach through clearer processes for selecting, documenting and delivering initiatives, alongside continued donations and employee engagement activities.

DE&I – Diversity, Equity, and Inclusion

We foster an inclusive workplace where people can contribute, develop and thrive. In 2025, we continued to bolster DE&I through targeted initiatives, internal awareness and leadership development, while using workforce metrics to build a more consistent baseline for future reporting.

Supply Chain Management

We are committed to responsible business conduct across our value chain and to strengthening due diligence in our supply chain. In 2025, we continued implementing our Supply Chain Management approach, including supplier requirements and risk-based processes designed to advance transparency, manage human rights and compliance risks, and support more consistent supplier engagement.

ib vogt's SDG overview

ib vogt contributes to the UN Sustainable Development Goals (SDGs) through our core work of developing renewable energy projects and delivering a responsible project lifecycle. In addition, our Priority Areas provide focused programmes and Standards to manage material topics and strengthen measurable contributions across climate, biodiversity, supply chain, people, and community impact.

SDG 1
No poverty

Promoting formalised employment to reduce poverty.

Priority Areas Supply Chain, CSR

SDG 3
Health and well-being

Creating a work environment that supports physical and mental well-being.

Priority Areas Supply Chain, CSR, DE&I

SDG 4
Quality education

Advocating for inclusive and equitable quality education and promoting lifelong learning opportunities.

Priority Area CSR

SDG 5
Gender equality

Fighting discrimination and advancing gender equality within our organisation.

Priority Areas CSR, DE&I

SDG 7
Affordable and clean energy

Our objective is to deliver clean energy to help turn the world away from fossil fuels and towards renewable energy.

Core Work

SDG 8
Decent work and economic growth

Creating sustainable employment in our company and decent work through our supply chain.

Priority Areas Supply Chain, CSR

SDG 10
Reduced inequalities

Tackling inequalities and (un)conscious biases within our organisation.

Priority Areas Supply Chain, CSR, DE&I

SDG 12
Responsible consumption and production

Promoting responsible business conduct across our value chain.

Priority Area Net Zero

SDG 13
Climate action

Committed to emission reduction and funding climate action projects.

Priority Areas Net Zero, Biodiversity

SDG 15
Life on land

Committed to preserving biodiversity alongside our core operations.

Priority Areas Net Zero, Biodiversity, Supply Chain, CSR

SDG 17
Partnership for the goals

We aim for strong partnerships that drive sustainable development, uniting diverse stakeholders.

Core Work



06 Environmental

Environmental strategy

Climate change

Green IT

Climate Risk

Biodiversity

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ib vogt's environmental strategy



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Climate Change

By developing utility-scale solar projects, we contribute to SDG 13 through avoided emissions. Additionally, we account for and report our greenhouse gas footprint. Each year we take steps in improving our inventory whilst establishing decarbonisation practices within our operations.

Biodiversity

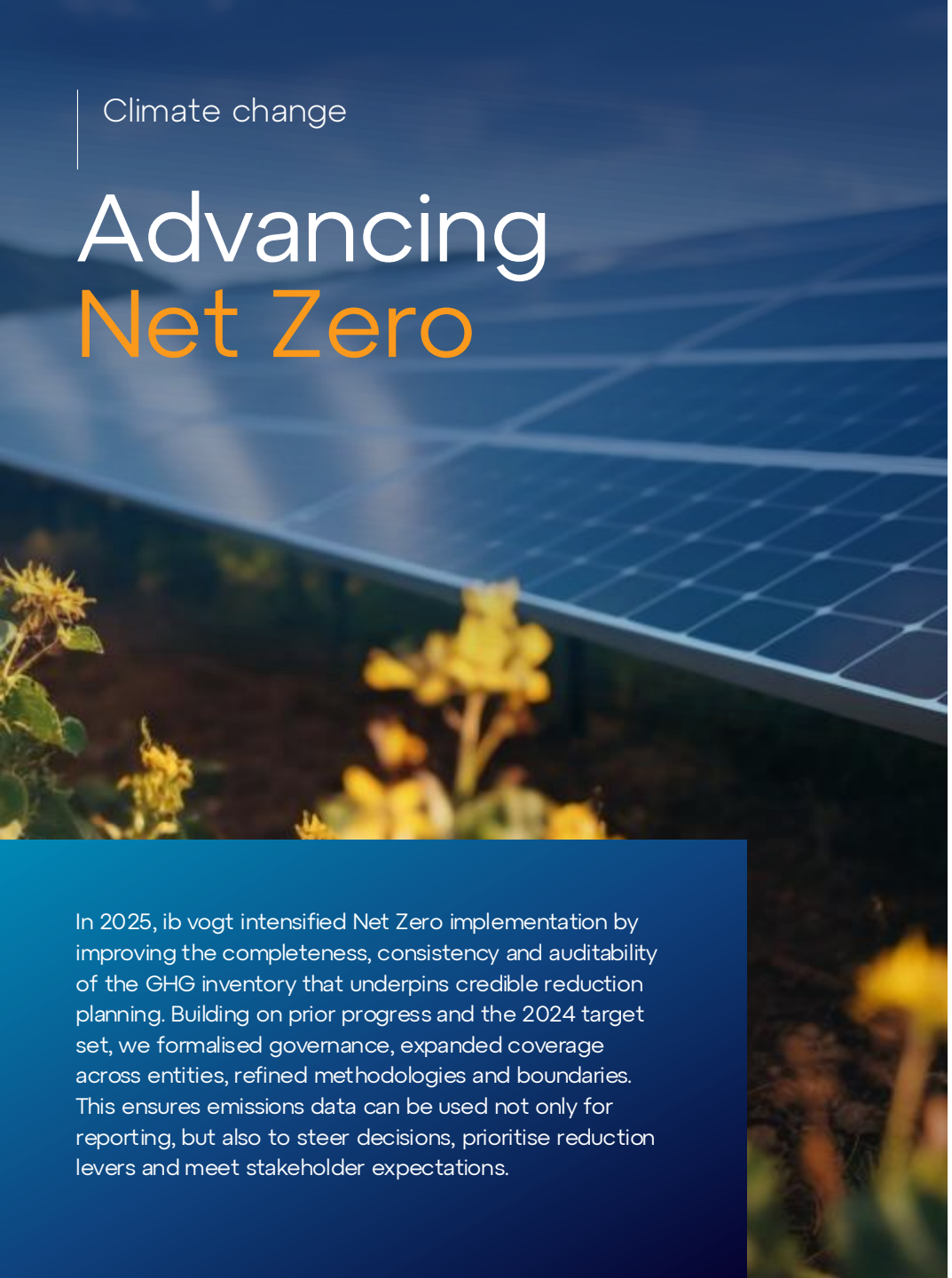
We focus on avoiding negative biodiversity impacts during project development, where early decisions shape long-term risk. Biodiversity is embedded in our due diligence processes, guiding us to avoid high value and protected areas or species. Through these actions we support SDG 15 by protecting ecosystems, reducing biodiversity loss and promoting responsible land use.

Circular economy

ib vogt is currently enhancing its waste management and reporting capability as part of its commitment to SDG 12. A key part of any sustainable future is recognising the role circularity has in achieving scope 3 emissions targets via responsible consumption and sourcing practices.

SDGs

Advancing Net Zero



In 2025, ib vogt intensified Net Zero implementation by improving the completeness, consistency and auditability of the GHG inventory that underpins credible reduction planning. Building on prior progress and the 2024 target set, we formalised governance, expanded coverage across entities, refined methodologies and boundaries. This ensures emissions data can be used not only for reporting, but also to steer decisions, prioritise reduction levers and meet stakeholder expectations.

Governance and reporting standardised	Net Zero guidelines were formalised into a group Standard with clear roles and business rules, mandating regular reporting and supported by standardised templates and manuals that provide a consistent how-to for data collection.
Scope 1 improvements	We heightened the scope 1 inventory by including fugitive emissions from refrigerants and more consistent fleet-related inputs.
Scope 2 complete	Scope 2 reporting is complete with enhanced primary data through standardised data requests and clearer responsibilities.
Scope 3 methodology expanded and value chain readiness progressed	A preliminary screening of corporate purchased goods and services began and is to be finalised in 2026. Scope 3.3 is reported for the first time and 3.4 enhanced to include all main components, and pre and post freight land transport; please see page 24 for details.
Decarbonisation levers	We continued practical reduction measures, including transitioning company vehicles toward hybrid or electric alternatives where feasible.
Avoided emissions methodology refined	We refined the avoided emissions calculation approach to strengthen transparency and comparability of impact-related reporting.

Net Zero Standard

Implemented in November 2025, the Group Net Zero Standard establishes mandatory commitments to decarbonisation within both our internal operations and our supply chain and incorporates resilience practices into project operations.

Alignment with international standards

Our approach is underpinned by the fundamental goal of minimising future climate change. Turning that goal into business-relevant actions is guided by GHG Protocol-compliant reporting to ensure legitimacy of our footprint calculation. We support the transparent disclosure of our climate-related actions and strategy. We will ensure our long-term decarbonisation goals are aligned with climate science and therefore it remains our goal to commit to the Science Based Targets Initiative (SBTi).

Strategic elements

- The Standard provides guidance on what decarbonisation, energy efficient and circularity actions can be taken within different aspects of the business, encouraging employees to be responsible for their GHG impact and contribution to emission reductions.
- The Standard increases the resilience of our project operations through conducting climate risk assessments and incorporating the necessary mitigation measures into project design.
- The Standard applies to our supply chain through enhanced third-party screening. We are assessing our supplier and subcontractor maturity and readiness for future emissions reductions goals, including their ability to provide environmental data.
- Lastly the Standard homogenises data collection and reporting from all emission streams, thus increasing the robustness of our GHG inventory.

Targets

Short-term

- Implement a data consolidation strategy with clear ownership, focusing on main component suppliers and subcontractors due to emission hotspots.
- Improve completeness and audit trail quality for all scopes.
- Mandate climate risk assessments and mitigation plans for internally developed projects.

Mid and long-term

- Prepare for target setting and external commitments by strengthening baseline quality, resource and budget determination ready for SBTi alignment.

Controls include

GHG data collection	GHG reporting	Climate risk assessments	Third-party screening

Our carbon footprint

Our carbon inventory boundaries are displayed here. Limitations or assumptions made to the dataset are stated in the environmental annex of this report. Exclusions are justified there also.

A GHG inventory is used to identify emission hotspots and reduction opportunities and inform future strategy. Based on our current business model and the operational control consolidation approach, almost all of our emission sources stem from scope 3, therefore it is evident that mitigating future climate change and achieving net zero will require significant value chain engagement and systemic overhaul.

Due to the nature of the tenancy agreement, scope 2 comprises emissions from thirteen offices. Emissions from purchased electricity from the remaining entities are reported under scope 3.8 upstream leased assets.

Scope 1 internal and direct	Mobile combustion
	Stationary combustion
	Fugitive emissions from refrigerants and air conditioning
Scope 2 internal and indirect	Purchased electricity
	Purchased heat/steam
Scope 3 external and indirect	3.1 Purchased goods and services
	3.2 Capital goods
	3.3 Fuel- and energy-related activities not included in scope 1 or scope 2
	3.4 Upstream transportation and distribution
	3.5 Waste generated in operations
	3.6 Business travel
	3.8 Upstream leased assets

ib vogt data sources

Corporate	Projects
Company cars	Fuel combustion for energy
Refrigerants	
Electricity	
Heating/cooling	
GmbH only	EPC & OM
	Modules, substructure, inverter, and transformers
Fuel and energy use	Fuel and energy use
	Modules, substructure, inverter and transformers
Waste	Waste
Business travel	Business travel
Electricity and refrigerants from leased offices	

Our impact

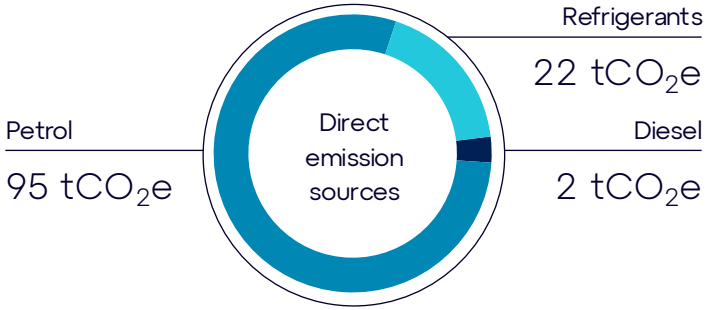


Scope 1

An estimation of fugitive emissions from refrigeration within our office spaces is now included in scope 1, comprising 18% of scope 1 emissions. To allow for comparability, these have been added to 2024 data.

Our efforts to swap diesel vehicles within our fleet have shown a reduction in scope 1 emissions although naturally this has caused an uplift in petrol use and caused an increase in scope 2 electricity use.

Emissions from scope 1 categories are explicitly detailed in the environmental annex.



Scope 2

Scope 2 emissions are calculated using both market-based and location-based methods. The increase in scope 2 emissions over the past year stems from a more complete dataset. Further investigation into the regional data reflects the growth in our India and APAC offices. 2025 scope 2 data also includes electricity consumption from charging of electric vehicles, contributing to the overall increase.

Emissions intensity for scope 2 is 0.305 tCO_2e/employee. The thirteen entities in scope 2 account for 87% of the workforce and the office locations included in category 3.8 upstream leased assets account for ~7% of the workforce. The remainder of the workforce are remote workers and emissions from their energy consumption is not included in the inventory.

Emissions in 2025

			2025	2024
Scope 1		tCO_{2e}	119	138
Scope 2	Market-based method	tCO_{2e}	223	197
	Location-based method	tCO_{2e}	254	210
Scope 1 + 2		tCO_{2e}	343	313
Scope 3		tCO_{2e}	1,339,174	-

Our impact

92,816 tCO_2

avoided emissions

from 693 MWp of projects entering construction in 2025 expected to be achieved in the first year of operation.

Please see the Environmental Annex for methodology.

Scope 3

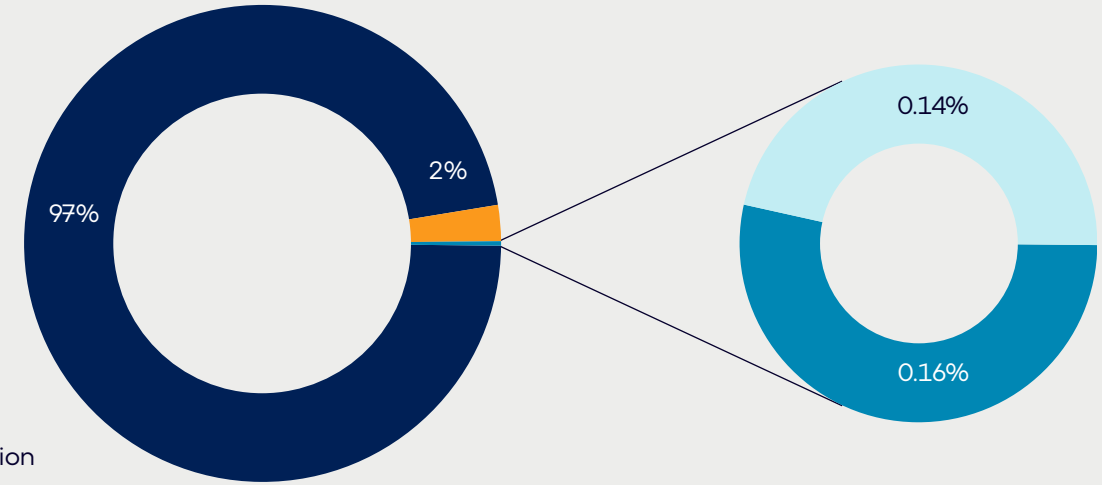
As several enhancements and methodology improvements have occurred to scope 3 over the past year, absolute emissions have increased and we are unable to directly compare 2024 to 2025 total scope 3 data. Emissions from each scope 3 category is presented in the environmental annex.

However, 2025 results show the emission hotspots within scope 3. In order of magnitude these are categories 3.2 capital goods, 3.4 upstream transportation and 3.1 purchased goods and services. These three categories comprise >99% of our entire GHG inventory with modules being the most emission-intense main component. While a formal transition plan has not yet been established, it is clear where effort is needed.

Last year, 50% of reported waste was from plastic, whereas 2025 results demonstrate wood to comprise the largest waste source. Unsurprisingly, the EPC phase of projects produces the most waste, particularly from the delivery and packaging of main components.

Although comprising 0.1% of the total GHG footprint, the emissions intensity from business travel has increased since 2024 from 1.84 tCO_2e/employee to 2.13 tCO_2e/employee.

Scope 3 emissions by %



Funding climate action

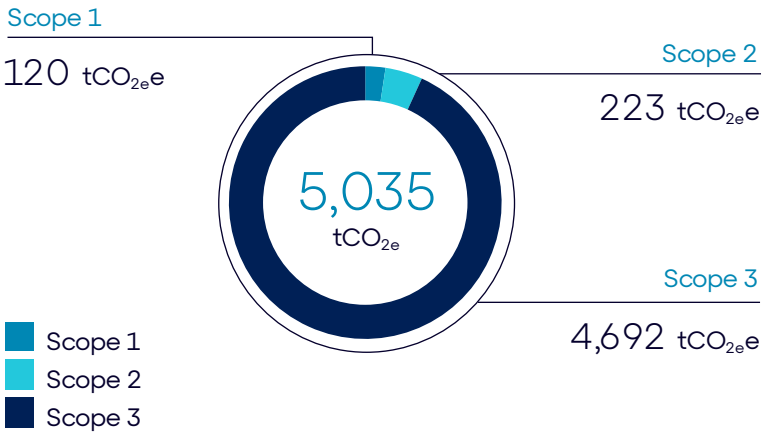
Together these projects support:



Each year, we voluntarily invest in carbon credit projects through two approaches. First, all travel booked via our travel platform Perk is automatically compensated by our travel provider, who selects Verra-certified projects comprising both nature-based solutions and gas capture. Through Perk, we support methane capture in Brazil, natural gas leak reduction within distribution networks in Bangladesh, Amazon rainforest conservation in Brazil, peatland restoration in Indonesia and the AgreenaCarbon Project which reduces emissions through regenerative agriculture practices across

In addition, we allocate a fixed budget to address a portion of our remaining GHG emissions and independently select high-quality carbon credits to maximise the positive climate impact. Our portfolio prioritises nature-based solutions for scope 1, renewable energy for scope 2 and community-based projects for scope 3, ensuring diversification and business alignment.

This year, we compensated a total of 5035 tCO_2e, covering 100% of scope 1 and scope 2 emissions and part of scope 3.



2025 Carbon Credit Portfolio

CARBON REMOVAL

Renaturation in Langenhausen Moor, Germany

Intact moors are important carbon sinks. The ZukunftMoor initiative restores drained peatlands through rewetting and peat moss planting, helping to reduce emissions and preserve these ecosystems.

Efficient Cookstoves, Uganda

This project distributes energy-efficient cookstoves that reduce fuel use by 35–50% compared with conventional stoves. It helps lower pressure on forests and reduces harmful indoor air pollution, particularly affecting women and children.

CARBON AVOIDANCE

Bhadla Solar, India

India's economic growth has been strong, but its power grid remains heavily dependent on fossil fuels. Rising energy demand tied to economic development will require further expansion of generation capacity. As one of the countries most vulnerable to climate change, India must shift toward renewable energy to develop sustainably. This Gold Standard project involves a 70 MW solar power plant, expected to generate over 122,000 MWh of clean electricity annually.

Green IT

Our concept

Our IT goal is to reduce the carbon footprint of the company, to conserve natural resources, reduce waste, and minimise the negative impact of technology on the environment. This is achieved by server virtualisation, reducing energy consumption, reducing electronic waste, and promoting the use of environmentally friendly technology.

By prioritising energy-efficient technologies and embracing circular economy principles, we are driving innovation while minimising the environmental impact of our digital infrastructure. Through the virtualization and centralization of our IT services, we have created a modern, streamlined infrastructure that embodies the principles of Green IT.

As part of our Green IT strategy, ib vogt is committed to extending the lifecycle of IT equipment wherever feasible and embedding circular economy principles into digital asset management. Suitable devices are prioritised for structured reuse or donation within the framework of our CSR initiatives, while equipment that no longer meets operational or performance requirements is recycled through certified partners in accordance with environmental standards.

All data-bearing devices are securely wiped prior to reuse or recycling in line with our internal data protection and information security requirements.

ISO 27001

certified since 2024

Smart server room

Cooling and lighting account for about 50% of server room energy use. To reduce energy spending, our server room is sun-free, well-ventilated, and lit only during maintenance.

Energy saving equipment

We use durable, resource-efficient hardware that can be disposed of in an environmentally responsible way. Our devices carry the TCO seal and feature energy-saving options to ensure optimal efficiency, with components active only when needed. Going forward, we will replace monitors exclusively with those rated at least energy class B to update energy efficiency.

Mobile working

Our employees can attend appointments from anywhere through virtual communication meetings. This facilitates hybrid working for our employees and helps us to reduce CO_2 emissions on business travel.

Paperless office

By digitising processes, such as virtual signing of legal documents, we have created opportunities to keep the printing of documents to a minimum.

Sustainable printing

All printers in our headquarters are certified with the Blue Angel ecolabel of the German Federal Government. This ensures high environmental standards in energy efficiency, emissions, and resource use, and supports our commitment to responsible procurement and reduced environmental impact in daily operations.

Climate resilience and climate change adaptation

Climate change adaptation is a necessary part of integrating resilience to business. As a company who develops projects with lifetimes of 30-40 years, we recognise that physical climate risks can affect asset performance, safety, and energy availability over time. These risks must be effectively managed and mitigated against.

In 2025, we conducted several project-specific climate risk assessments based on local development requirements or client requests, evaluating the potential impact from chronic and acute climate risks across temperature-, water-, wind-, and ground-related dimensions. We established a process for identifying these risks and embedding mitigation measures into design. The results in some cases trigger further detailed surveys but all results directly inform design and procurement decisions. The adaptation process involves preventive engineering, technical specification and design measures.

These assessments also provide valuable insight into regional risks and can be used to inform future strategy.

From 2026, ib vogt is applying a structured approach to implementing climate risk assessments in projects, mandating specific regions first to prioritise assets and regions with higher exposure to risks such as extreme heat, flooding, soil erosion, and water stress.

All assessments will include scenario analysis to ensure physical climate risks across the full asset lifecycle are properly mapped. Additionally, these assessments will be periodically updated throughout the operational phase so that projects within our ownership maintain their resilience in line with changing science and best practice.

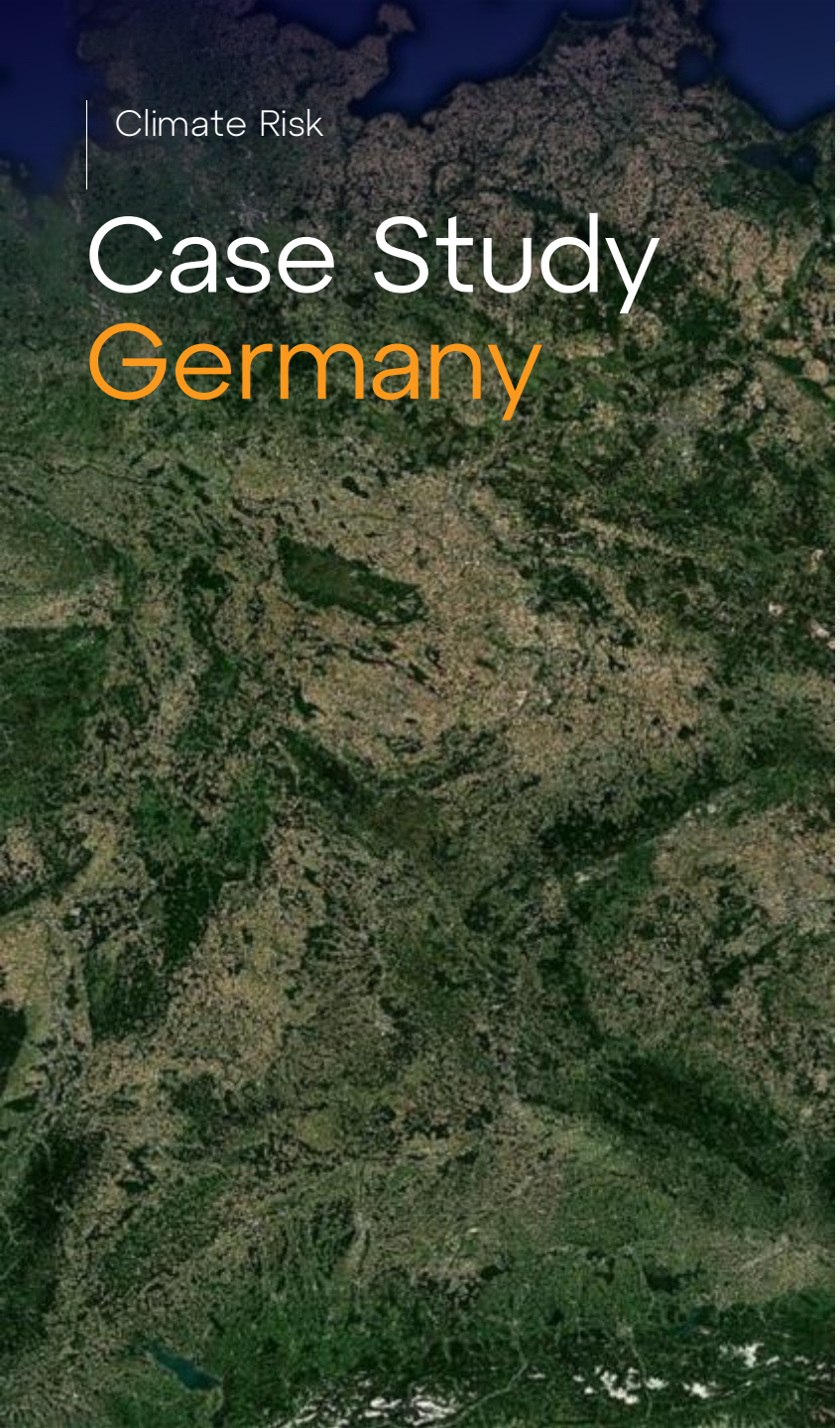
Through this approach of identifying, mitigating, and monitoring physical climate risks, ib vogt is embedding climate resilience into both project design and portfolio management and ensuring that climate change adaptation is an integral part of our assets.



Climate resilience

- Risks identified
- Design response
- Resilient equipment
- Construction-phase mitigation measures
- Emergency preparedness planning
- Climate change adaptation

Case Study Germany



Climate change adaptation for solar

Physical climate risk is present everywhere, but the degree of risk and sensitivity of the receptor is what determines the necessary mitigation measures.

This slide presents an anonymised example of the risks we found when conducting climate risk assessments for two projects located in Germany, and how we translated these risks into resilient design solutions.

Assessment: both assessments were specific to the project-location and used scenario analysis to map the risks in a changing future. The assessment identified the following material risks:

Chronic risks:

- Changing air temperature (medium risk)
- Heat stress (high to very high risk)
- Water stress (medium to high risk)

Acute risks:

- Heatwaves (medium risk)
- Heavy precipitation (medium risk)
- Ground subsidence (medium risk)

Flood risk, wind-related hazards, cold waves and frost were also assessed but were not material.

Design-embedded adaptation measures

Based on these findings, adaptation measures were integrated directly into the project design. Electrical equipment is checked for operating temperature ranges. Electrical design accounts for temperature-related voltage variation, and inverters and transformers are designed to adjust output dynamically in response to elevated temperatures, ensuring stable performance during heat stress and heat waves. Site-specific geotechnical investigations and pull-out tests informed foundation design to safeguard against localised subsidence. Although flooding was not a risk, additional hydrological studies were conducted due to the risk of heavy precipitation. Mounting structures and electrical components are elevated above ground level, and key equipment is protected through encapsulation and appropriate ingress protection.

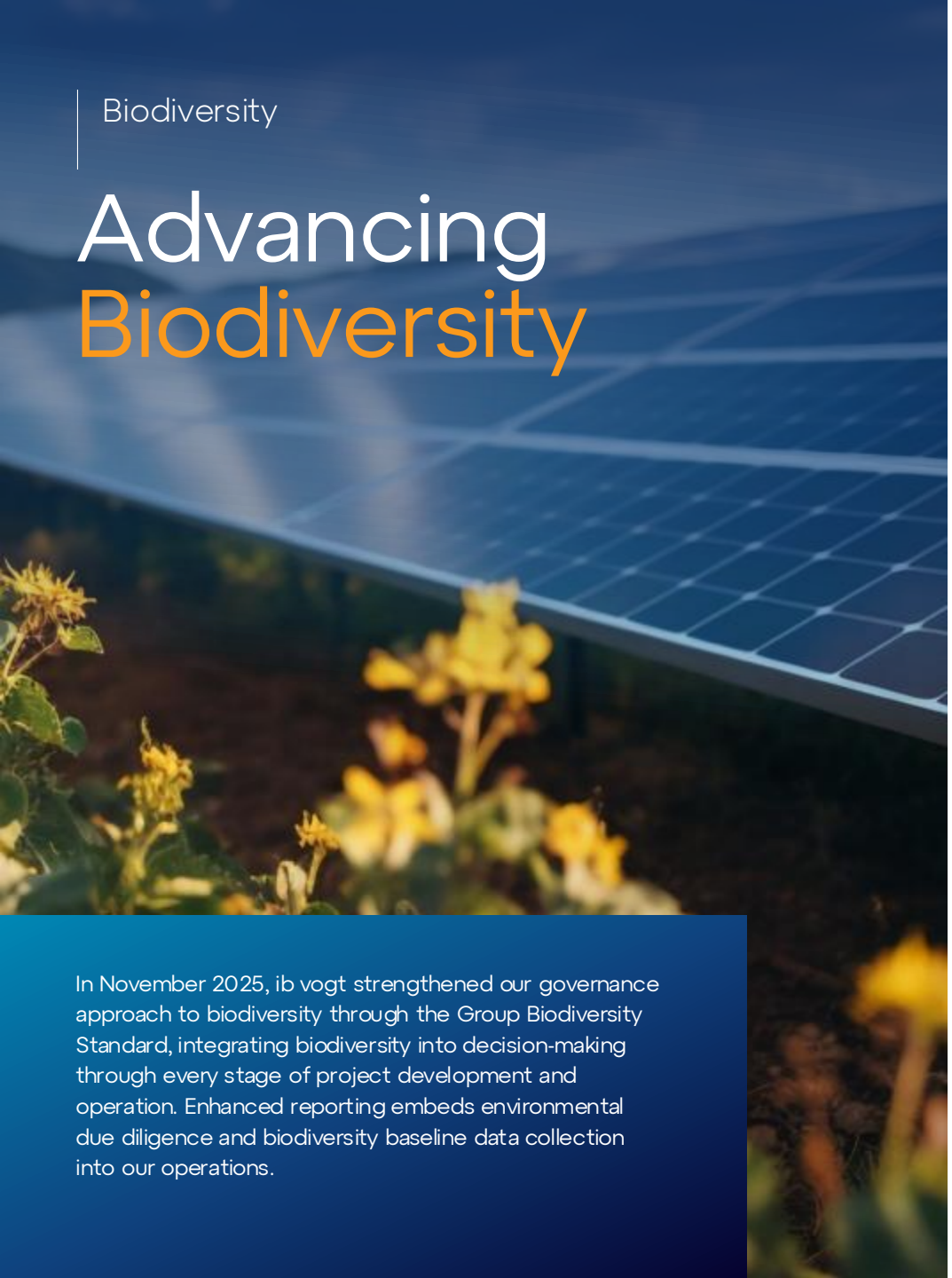
OHS measures

- Heat-related risks also affect working conditions during construction and maintenance. To mitigate these risks:
- Work schedules are adapted during periods of extreme heat.
- Access to drinking water and shaded rest areas is ensured.
- Personnel receive training on recognising and responding to heat-related symptoms.
- Personal protective equipment (PPE) and safety protocols are reinforced during high-temperature periods.

Operational risk management

Water use is limited to periodic module cleaning, meaning water stress can be managed. Adaptation measures are complemented by a project-specific Emergency Preparedness and Response Plan (EPRP) under the ESMS, including the requirement to update the climate risk assessment. Climate-related incidents and performance indicators are monitored during construction and operation, and lessons learned are integrated into continuous improvement processes.

Advancing Biodiversity



In November 2025, ib vogt strengthened our governance approach to biodiversity through the Group Biodiversity Standard, integrating biodiversity into decision-making through every stage of project development and operation. Enhanced reporting embeds environmental due diligence and biodiversity baseline data collection into our operations.

Governance standardised	In November 2025, the Biodiversity Policy was formalised into the Group Biodiversity Standard, establishing mandatory requirements for specific project phases and providing a consistent governance structure for implementation and reporting.
Integrating risk management	We are consolidating biodiversity reporting across project lifecycles, integrating risk management to flag non-compliance with the Standard, improving identification and management of sensitivities or risks and supporting avoidance and minimisation decisions.
Reporting maturity increased	Biodiversity is being embedded into project development through structured ecological screening. Standardised screenings for protected areas, threatened species, freshwater sensitivities, invasive species risks and tree felling support portfolio comparability over time.
Lifecycle integration into construction and operation	Biodiversity risks identified in development are documented and integrated into construction and operations planning, with measures tailored to site requirements and reinforced through contractor expectations and site induction practices.
Value chain linkage	Third-party due diligence is being expanded so that from 2026 main component suppliers and project subcontractors can be screened for nature risks such as deforestation and invasive species risk within their operations.

Biodiversity Standard

Effective from 1 November 2025, the Standard establishes mandatory requirements for biodiversity-related risks and impact management, with the aim of integrating nature into decision-making and enhancing biodiversity across ib vogt's project operations.

Aligning with key frameworks and stakeholder expectations, including the Equator Principles, IFC Performance Standards, the Global Biodiversity Framework, and supporting EU Taxonomy requirements, it is applicable to all project operations and tier 1 suppliers and is designed to ensure transparent measurement and reporting of biodiversity performance.

Although we do not currently utilise biodiversity offsets, we may in the future to achieve these goals.

Key features

The Standard has the following strategic elements:

1. Embedded mitigation hierarchy: prioritises avoiding negative impact in all instances.
2. Establish an impact baseline: all projects must undergo sufficient Environmental & Social Screening and impact assessments to identify risk and assess biodiversity impact.
3. Safeguards local communities by prohibiting unlawful evictions or acquiring land that forms part of a person's livelihood. Stakeholder engagement is a critical part of project development.
4. Project design must retain as much native vegetation as possible or compensatory measures actioned. Native planting is prioritized.
5. All in-house projects moving into construction must have an ESMS including a BMP covering baseline findings, risks, mitigation measures by phase, monitoring and success indicators.
6. From 2026, key suppliers and subcontractors will undergo enhanced KYC due diligence screening for nature-related risks such as deforestation and invasive species. Until then, all subcontractors must comply with our Third-Party Ethical Standards and relevant contractual measures such as a BMP.

Targets

Short-term

- End of 2026: ban pesticide and phosphate fertiliser use across projects.
- Strengthen consistent biodiversity data collection and risk management across all project phases.
- Enhance biodiversity requirements in contractor qualification, and implementation controls.
- Expand Biodiversity Management Plans and monitoring approaches across construction and operations, including periodic review and continuous improvement.

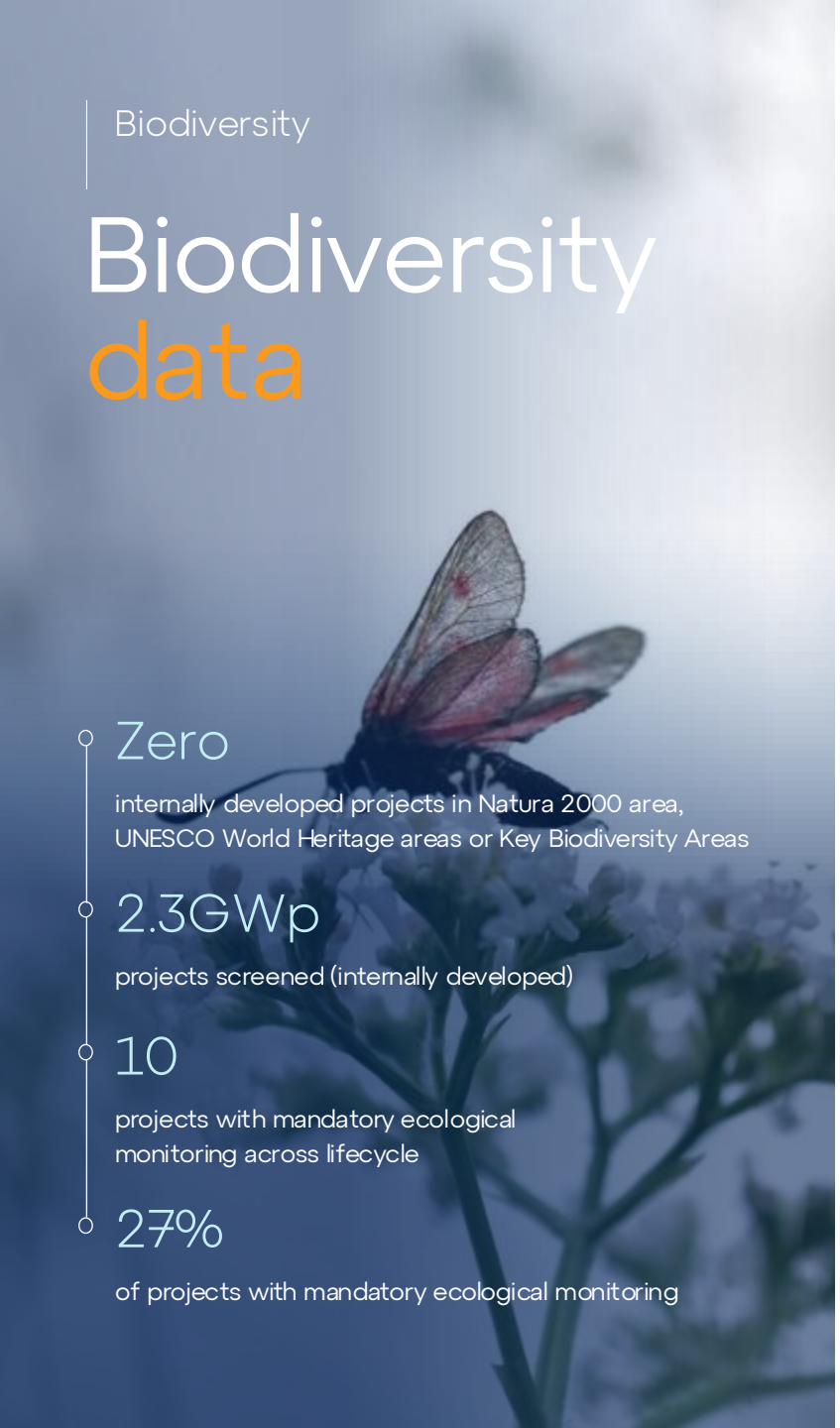
Mid and long-term

- End of 2027: for projects above 50 MW, implement one additional voluntary biodiversity initiative per project.
- By 2030: achieve Biodiversity Net Gain across the operational portfolio and no deforestation in direct operations.
- Explore how we can mitigate risks beyond our tier 1 suppliers.

Controls include

Enhanced reporting	E&S screening	Integrated risk management	ESMS + Biodiversity Management Plan	Contractor requirements

Biodiversity data



Zero

internally developed projects in Natura 2000 area, UNESCO World Heritage areas or Key Biodiversity Areas

2.3GWp

projects screened (internally developed)

10

projects with mandatory ecological monitoring across lifecycle

27%

of projects with mandatory ecological monitoring

Development, design and decisions

Biodiversity is an integral element of our environmental and social due diligence processes. We find the biggest opportunity for avoiding negative impact lies within project development, therefore we have the most stringent requirements and metric monitoring for this phase. These initial decisions set the tone for the risk profile of the site throughout its lifetime.

The data presented on this page represents 31 projects that were internally developed in 2025; totalling 2.3 GWp. An additional 16 projects of 877 MW are in construction or operation phase, 6 were developed externally.

The value of nature

Our local development teams preferentially select lands which are previously low-quality arable or land that has been rehabilitated from other uses and could benefit from solar development. We are continuously improving how nature risk is considered into project feasibility and have relocated projects or in some cases abandoned them completely to prevent negative impact on nature.

20 projects in development in 2025 have been categorized as Agri-PV with 6 of them having organic farming onsite.

Although we carefully screen our project sites and try to avoid specific areas of high biodiversity value or legally protected areas, it is not always possible. In 2025, we had four projects in locally protected areas and a further six sites located near a biodiversity-sensitive area. In all cases, there are freshwater features on or bordering the site and this is raising the biodiversity value through providing wetland habitat and the associated species living there.

Details of these sites can be found in the Environmental Annex.

Flora and fauna

We monitor the presence of endangered species and ensure compliance with environmental regulations. Ecological screenings and studies identified 15 sites with threatened species onsite; the majority of these being birds.

15 projects require tree felling for project development and although all projects have been developed in line with planning regulations, not all have compensatory planting; highlighting that deforestation and habitat loss are our biggest impacts within project development. But where there is impact there is also opportunity to improve.

Four projects have confirmed invasive plant species onsite and have an associated management plan created to be removed pre-construction or to avoid spread.

10 projects have mandatory ecological monitoring throughout the project lifecycle to track biodiversity impact and ensure net gain has been achieved.

Considerate construction and operation

Risks identified during development are carefully documented and turned into action plans with appropriate mitigation measures for the EPC phase. Although we have standard measures to build responsibly, construction procedures are tailored to the specific requirements of each site.
Our teams stay alert to both identified and unexpected ecological risks and take prompt action to reduce potential impacts. Regular trainings and site inductions are an essential part of recognising and managing these risks.

Case study
Spanish projects

Spain



To showcase how we consider biodiversity in development, here is a snapshot from two Spanish projects; totalling 131 MWp. The sites both occupy land forming the habitat of the Bonelli's eagle. This species is found across the world and has an IUCN extinction status of Least Concern, however, these birds do not migrate and have a local status of vulnerable in the Spanish Catalogue of Endangered Species.

Habitat creation

One of the main threats to this eagle species is habitat loss due to agriculture. Habitats are important not only for the eagle to use as nesting grounds but also for its prey. As the previous land use at both projects was agriculture, developing these projects provide an opportunity for ecological restoration. Both projects are utilising land outside of the project to create habitat for the Bonelli's Eagle. 36 hectares of land will be acquired for the sole purpose of habitat restoration and shared between the projects.

Management Plans

One project is creating a 95-meter-wide corridor to connect the areas of ecological interest to a nearby river. This corridor will recover essential natural habitat, ensure wildlife movement and protect the soil. It includes plantings of local tree and shrub species and no-barrier fences.

Additionally, nest boxes will be installed, native trees will be planted, and stone mounds will be created to provide habitat and shelter for amphibians and small mammals. Water ponds will be established to create further habitat types and promote diverse species.

These actions combined will provide ecological balance and ensure the long-term sustainability of the eagle population in the region by providing suitable habitats for the eagles and their prey.



England

Case study England

Some of the markets we develop in have biodiversity goals already integrated into the local planning requirements. Biodiversity net gain is a mandatory requirement for development projects in England since 2024. This concept recognises all habitats for their value in nature and for people.

As most of our solar projects in the UK comprise some form of cropland, biodiversity net gain can be achieved through quite simple actions. But net gain can only be achieved by understanding the project environment's initial condition and the impact of the proposed development.

Habitat baseline

The project environment is mapped by habitat type and area. The distinctiveness, condition and significance in relation to local strategies is also defined; resulting in a numerical habitat unit, i.e., an ecological baseline.

Small actions; big result

One of our sites in north-east England comprised primarily cropland with grassland, broadleaved woodland and freshwater features comprising ditches, bordered by hedgerows. The development footprint covered the cropland and grassland portion of site; retaining the forested area and freshwater features. Native hedgerows are retained as much as possible with gaps closed through enhancement planting and ~4.5km of new hedgerow creation. The area beneath the solar arrays will be managed as tussock grassland. A landscaping management plan will ensure hedgerows have 2- or 3-year trimming cycles for optimal growth, seasonal mowing and grazing, avoiding spring through late-summer cutting to create new habitat for ground nesting birds, reptiles, insects and small mammals. This approach ensures habitat connectivity between the solar project, the hedgerows and overall land boundaries of the site.

A bridge is proposed to allow users of a public right of way to cross the wet ditches bisecting the site. This allows freshwater features to be retained with minimal disturbance. These proposed actions would result in a net gain of ~49% in habitat, ~110% increase in hedgerows and ~21% gain in watercourses.

This net gain is also solely achieved onsite, meaning there will be no need for offsite actions or biodiversity credits.





07

Social

Social Strategy

Corporate Social Responsibility

DE&I Strategy

People

Occupational Health and Safety

© ib vogt/MZurowska

ib vogt's social strategy



Corporate Social Responsibility

We support local communities through Corporate Social Responsibility (CSR) activities. Building on this commitment, since 2025 we have implemented the CSR Standard that defines how contributions are selected and delivered, supported by processes such as KYC and legal agreements. These ensure that all CSR initiatives are transparent and aligned with our goal of meaningful and sustainable participation in the communities.

Diversity, Equity & Inclusion

We value Diversity, Equity & Inclusion (DE&I) and strive to create a safe and healthy workplace where openness and integrity flourish among both internal and external stakeholders. In 2025, we continued to advance this commitment through several key initiatives. These efforts collectively reinforced our focus on building an inclusive culture and supporting the well-being and professional growth of all employees.

People

We are committed to ensuring that ib vogt is a rewarding and inspiring place to work. Our focus is on cultivating a culture grounded in collaboration, inclusion, and innovation – one in which every individual can grow, contribute meaningfully, and be recognised for their impact. By fostering an environment where people feel supported and valued, we aim to create a workplace that enables all employees to thrive and succeed.

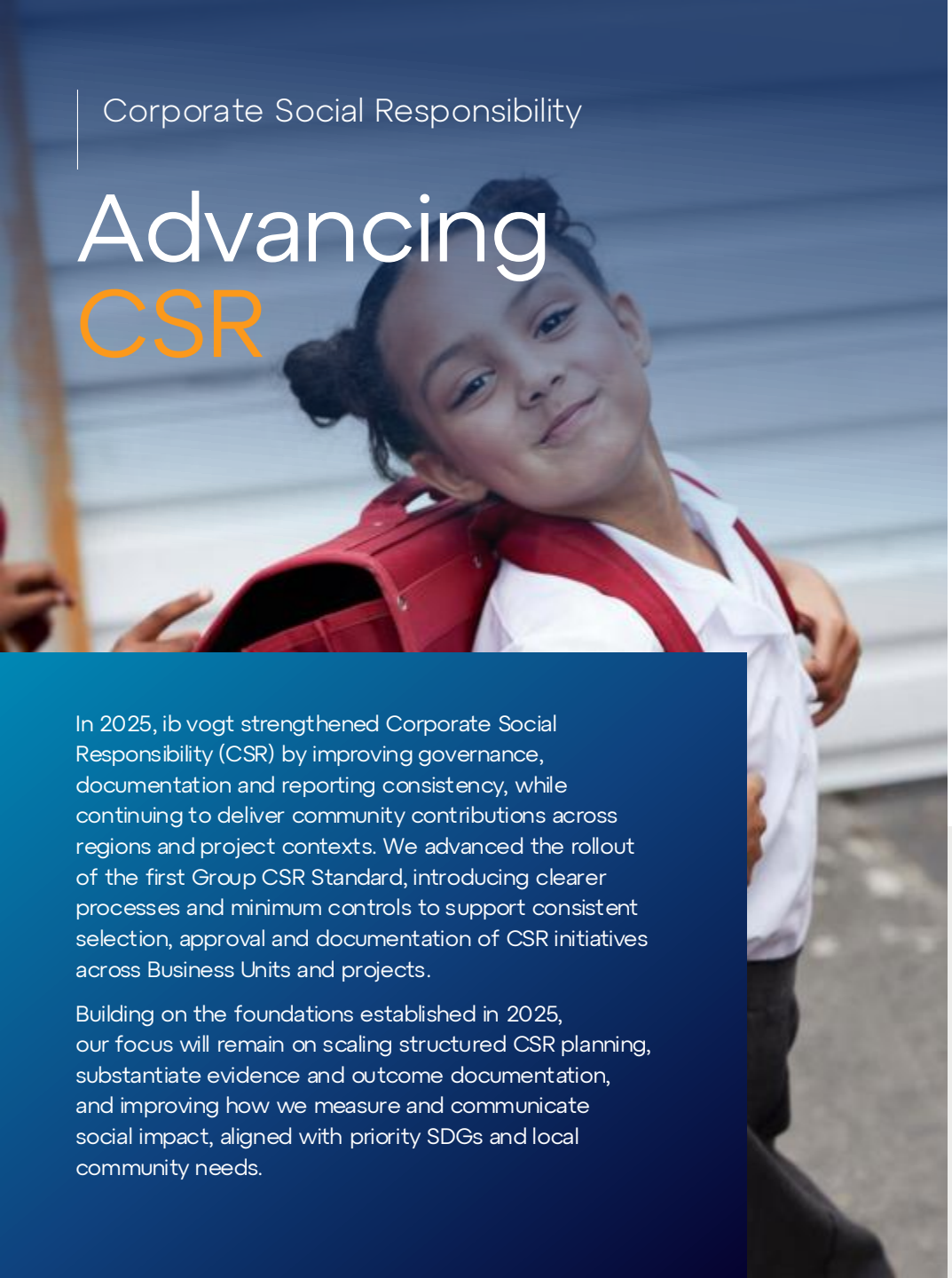
Occupational Health & Safety

We are committed to fostering a secure and thriving work environment across all operations and business activities. Through our Occupational Health & Safety (OHS) program, we uphold high standards of protection and care, ensuring that the well-being of employees, visitors, customers, and contractors remains a central priority in our operations.

SDGs



Advancing CSR



In 2025, ib vogt strengthened Corporate Social Responsibility (CSR) by improving governance, documentation and reporting consistency, while continuing to deliver community contributions across regions and project contexts. We advanced the rollout of the first Group CSR Standard, introducing clearer processes and minimum controls to support consistent selection, approval and documentation of CSR initiatives across Business Units and projects.

Building on the foundations established in 2025, our focus will remain on scaling structured CSR planning, substantiate evidence and outcome documentation, and improving how we measure and communicate social impact, aligned with priority SDGs and local community needs.

Strengthen CSR governance and processes	In 2025, ib vogt developed and began rolling out the first Group CSR Standard and initiated quarterly CSR data collection to enhance transparency, documentation and reporting consistency.
CSR Contributions reporting	Data collection for CSR contributions is implemented globally in an evolving system allowing transparent documentation practices and enhancing comparability across regions.
Expand positive local impact through CSR contributions	CSR contributions continued through local activities, project-linked initiatives and employee engagement formats, supporting community needs and strengthening stakeholder relationships.
Standardised controls and eligibility checks	Minimum controls under the CSR Standard support consistent selection, approval and documentation of CSR initiatives across Business Units and projects.
Improve impact measurement maturity	In 2025, we stabilised the foundation for impact measurement through quarterly data collection and documentation requirements; further development will continue in 2026.



Alignment with SDGs

Our CSR initiatives are aligned with the UN Sustainable Development Goals (SDGs) as a common reference framework to strengthen consistency and transparency across regions. In 2025, contributions particularly supported SDG 1 (No Poverty), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 15 (Life on Land).

Group CSR Standard

Implemented from 2025, the Group CSR Standard defines how CSR contributions are selected, approved, delivered and reported across the ib vogt group. It is designed to ensure that CSR activities are ethical, transparent and aligned with our values, while enhancing consistency across subsidiaries and project contexts.

The Standard sets requirements for CSR contributions, including clear eligibility criteria, documentation expectations, and governance controls (e.g., due diligence checks, appropriate approvals and formal agreements where required). It also establishes common definitions and assigns roles and responsibilities to support consistent implementation and reporting.

By 2027, all entities within each Business Unit implementing CSR contributions are expected to apply the Standard and report activities through a standardised reporting process, supporting improved comparability and audit readiness over time.

Two types of contributions

- Company CSR responsive contributions: local initiatives where ib vogt incurs a direct or indirect cost (e.g. donations, volunteering, community engagement). These may be implemented by subsidiaries, projects and, where relevant, in response to disaster relief needs.
- Strategic contributions (Lighthouse Programs): larger, multi-year impact initiatives led primarily by ib vogt GmbH and implemented by the Sustainability Team to deliver a “big picture” community impact project.

Alignment with international standards

CSR contributions are guided by the UN Sustainable Development Goals (SDGs) as the primary reference framework. Where relevant, our CSR reporting approach is structured to support ESRS- and GRI-style disclosures, improving transparency and consistency.

Targets

Short-term

- Embed the Group CSR Standard across subsidiaries and projects, including minimum controls and documentation expectations.
- Apply consistent eligibility and review criteria for CSR initiatives to amplify governance and comparability across regions.
- Strengthen impact measurement by improving tracking of inputs, outputs and outcomes where feasible (for example, beneficiaries reached and resources provided).
- Improve completeness of CSR reporting through quarterly collection routines and evidence requirements.

Mid and long-term

- Expand programme scope and consistency by scaling structured CSR planning across regions and project phases.
- Strengthen Lighthouse Program model through additional long-term partnerships, aligned with priority community needs and measurable impact frameworks.
- Enhance audit readiness over time by consolidating controls, documentation and reporting maturity in line with evolving stakeholder expectations.

Controls include

- Alignment with SDGS
- KYC check
- Legal agreement (where required)
- Documentation
- Monitoring and reporting

Delivering community impact through CSR



In 2025, ib vogt updated its CSR approach by introducing clearer processes, drafting the first Group CSR Standard, and initiating structured data collection to support consistent and transparent reporting.

Alongside this governance step, teams across the organisation delivered CSR contributions through in-kind and financial support, employee volunteering, community engagement and capacity-building activities. These initiatives supported diverse beneficiaries, including local communities, schools, health centres and vulnerable groups, while reinforcing our commitment to meaningful social impact and stronger CSR governance.

CSR highlights in 2025

In 2025, CSR contributions were delivered across multiple regions and project contexts. In Colombia, structured donation commitments were prepared jointly by Sustainability, Legal and local teams to support community-led projects during construction, demonstrating coordinated and strategic planning.

In APAC, nine CSR activities were implemented across multiple countries, spanning donations, volunteering and employee engagement, with beneficiaries including students, communities, indigenous groups, municipalities and volunteers.

The Tantangan project in Philippines delivered a multi-pillar CSR programme combining WASH collaboration, equipment donations, employment campaigns and mobile health services, supported by documented beneficiary reach.

In Germany, a three-part initiative combined the employee donation programme (“Piggy Bank”), a Christmas wish tree for children, and the donation of 49 laptops to Straßenkinder e.V., supported by financial contributions and employee engagement.



18+ CSR activities delivered

CSR contributions implemented across donations, volunteering and community engagement initiatives in FY2025.

>9 countries reached

CSR activities carried out in more than nine countries, supporting host communities across multiple regions.

Supporting host communities: education and local engagement

Philippines

Colombia

In Colombia, the local team delivered a CSR contribution to support children in a rural community near one of our future project sites. During the festive season, the team organized an in-kind donation of Christmas gifts, aligned with the project's social management commitments and designed to strengthen community relationships.



Gifts were prepared and distributed in an organized manner to reach children across different age groups and were provided in reusable bags to further support sustainable practices.
The initiative was implemented in close coordination with local community leadership, who supported final distribution.
Receipt documentation was provided by the community representative, enhancing transparency and record-keeping.
The contribution benefited a substantial number of children and strengthened community engagement, reinforcing trust and our commitment to supporting local stakeholders.



In 2025, our APAC branch delivered several school supply donation initiatives to support learners in host communities located near project sites. The contributions were coordinated with local education authorities to ensure alignment with the identified needs of public elementary schools across multiple communities. Donations included essential learning materials such as notebooks, writing supplies, crayons and classroom-use items, helping improve day-to-day learning conditions and reducing the financial burden on families. Formal handover activities were held with school administrators and teaching staff, who expressed appreciation for the support and highlighted the expected positive impact on students' daily academic experience.

These initiatives benefited students across several public schools and community programmes, reinforcing constructive relationships with local stakeholders and demonstrating ib vogt's ongoing commitment to supporting education in areas surrounding its operations. Feedback from school representatives confirmed that the donations were well aligned with local needs and supported continuation and potential expansion of similar initiatives in the future.



Corporate Social Responsibility

From banner to backpack

Segovia cluster, Spain

In June, ib vogt officially inaugurated the Segovia Cluster in Castilla y León, Spain – the largest project portfolio in the company's history. The cluster comprises four utility-scale photovoltaic plants – Serbal (174 MWp), Castaño (134 MWp), Pato (110 MWp), and Baobab (95.1 MWp) – with a combined capacity of 513.1 MWp.

Spanning 666.5 hectares and equipped with 887,409 solar panels, the projects generate approximately 1,036.6 GWh of clean electricity annually, enough to power around 300,000 households, while preventing more than 480,000 tonnes of CO_2 emissions each year. Beyond climate benefits, the projects have contributed approximately €6 million in tax revenue during construction, with an estimated €1.3 million annually for local municipalities over their 25-year operational life.

The inauguration brought together public authorities, long-term PPA offtakers, local stakeholders and ib vogt employees to mark this milestone in Spain's energy transition.





A Small Idea with a Circular Impact

Large-scale events inevitably require temporary infrastructure – including banners, tarpaulins and decorative elements. Too often, such materials are discarded once the event concludes.

In line with ib vogt's commitment to responsible resource use under its Group Sustainability Policy, the Spanish team chose a different approach: rather than disposing of the large tarpaulins used during the inauguration ceremony, they were upcycled into laptop backpacks and multipurpose cases. Through local craftsmanship and circular design techniques, the materials were given a second life - transforming event branding into backpacks and cases.

The resulting durable and functional products were distributed among employees of ib vogt Spain. Each piece is unique, carrying visible elements of the original Segovia Cluster design and turning a one-day celebration into a long-lasting reminder of collective achievement. In a project that delivers over one terawatt-hour of clean electricity per year, this initiative highlights that sustainability is both large-scale and personal.

Lighthouse Program: Solar PV solutions for clean water

For the second consecutive year, ib vogt supported UNICEF in its initiative in the Mekong River Delta and Central Highlands of Viet Nam. Through this partnership, the company contributed to a climate-resilient water and health program designed to strengthen essential services in vulnerable communities. The initiative will provide climate-resilient water supply systems benefiting 2700 people, while also improving access to climate-resilient healthcare facilities for an additional 5000 individuals.

During the first project year, activities focused on preparatory work to ensure implementation can proceed on a solid foundation. Key elements of this phase included coordination with partners, robust assessments of potential project sites, and site preparation. In parallel, targeted capacity building strengthened local skills for planning and decision decision-making and supported the development of operational deployment plans for subsequent implementation.

Furthermore, 20 healthcare workers completed training on Health Facility Solar Electrification (HFSE) assessments and subsequently carried out HFSE assessments in 10 selected commune health centres.

As the next steps in the project, UNICEF will complete feasibility assessments and finalise the design of solar installations for selected water supply systems and primary healthcare facilities. The project will also deliver additional capacity-building activities for relevant staff and operators, including training on implementation, operation, and maintenance. In parallel, stakeholder engagement will be deepened to secure buy-in and ensure implementation readiness for solarization across the target areas.

This continued support reflects ib vogt's commitment to advancing community well-being and enhancing resilience to climate-related challenges in areas where needs are significant.

unicef Supporter for children

2700

people with access to clean, climate-resilient water supply systems

5000

people with improved access to solar-powered healthcare facilities



© UNICEF/UNI793450/Luu Thu Huong

Advancing DE&I



Diversity, Equity and Inclusion (DE&I) reflects the actions we take to deepen an equitable and inclusive culture across ib vogt. In 2025, ib vogt advanced DE&I through targeted initiatives that strengthened inclusion, capability building and transparent people processes.

Our commitment is to foster an inclusive workplace in which everyone is treated with dignity and respect. This shapes how we work together and supports purposeful action for our employees and the communities where we operate. DE&I is a shared responsibility across all teams and locations and our initiatives focus on capability building, culture and consistent processes.

Corporate Health Management and Mental Health First Aid	Mental Health First Aid was delivered in 2025 as part of broader well-being efforts, supporting awareness and practical support across teams. Employee participation was strong and the feedback positive.
International expansion of DFG and employee offerings	The well-being platform continued to expand in 2025, with growth in registered users through the year and ongoing access to well-being resources.
Cultural competence and inclusive leadership training	In 2025, we continued leadership and change capability building, supporting line managers through organisational transition and reinforcing inclusive leadership behaviours. An extended change management programme was also provided for managers leading larger teams, reinforcing their ability to guide teams effectively through change.
Inclusive recruitment practices and transparency	DE&I communication and recruitment transparency were enhanced, including upgraded access to DE&I resources and consistent DE&I messaging in job postings to support inclusive recruitment.
Disability inclusion and workplace adjustments	In 2025, HR continued work toward a Disability Framework, strengthening the foundations for consistent inclusion, accommodation practices and improved tracking readiness.

Women in Business

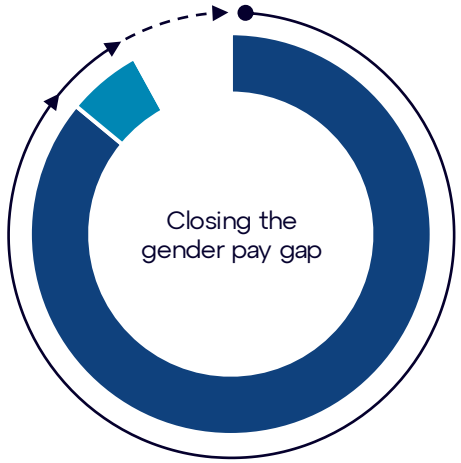
We combined the Women in Leadership and Women Empowerment groups to form Women in Business (WiB), creating a single platform to align initiatives more effectively. In 2025, WiB hosted two networking events to enable women to connect across departments and discuss how ib vogt can better support women in the workplace. Ongoing dialogue is also encouraged through a dedicated Teams channel, where discussion posts are shared on topics relevant to women at work.

Gender equality

This year our Berlin HQ gender pay gap reached a historical low of 5%.

95%
ib vogt HQ gender pay equity 2025 achievement

92%
ib vogt HQ gender pay equity 2023 status



In 2025, the global representation of women remained above 30%, continuing the trend of previous years. Gender distribution across ib vogt shows encouraging progress, with several regions demonstrating balanced representation or a steadily increasing share of women. Some regions, particularly in Africa and APAC, are already close to gender parity, while others still show a notable imbalance.

Tackling the gender pay gap

The gender pay gap reflects encouraging progress toward more equitable compensation across several regions, with many already demonstrating strong alignment between women's and men's pay. These outcomes highlight the effectiveness of ongoing efforts to enhance fairness and transparency in remuneration practices. At the same time, there are also opportunities for further improvement in regions where broader gaps remain, guiding the organisation in prioritising targeted actions and continuous review. Overall, the results reinforce ib vogt's commitment to advancing pay equity and fostering a workplace where compensation practices support equal opportunities for all employees.

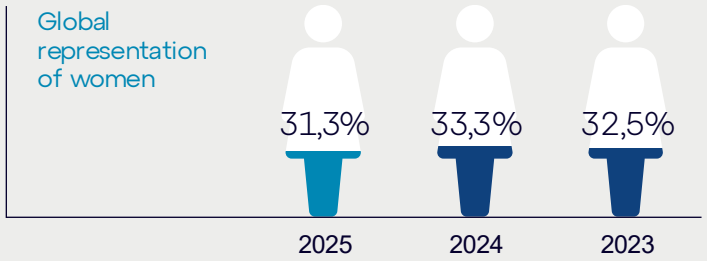
Berlin's case

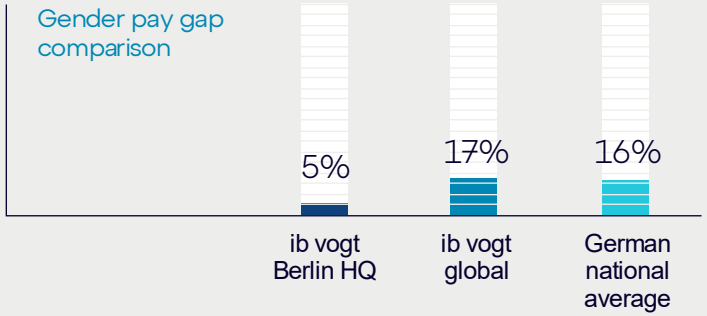
Berlin headquarters showed a strong performance of a remaining 5%, which demonstrates a significantly narrower gap than the national benchmark of 16%[3]. This result reflects the effectiveness of local efforts to promote transparent and equitable compensation practices. While variations remain across the organisation, the Berlin case illustrates what can be achieved through consistent focus on fairness, structured pay governance, and inclusive talent management. Building on this momentum, the organisation will continue working to reduce disparities elsewhere and ensure that equitable compensation is embedded across all locations.

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ib vogt global demographics (GRI 405-1)

		2025	2024	2023
Gender representation: All employees	Women	264	326	277
	Men	580	653	574
	Total	844	979	851
Gender ratio: Supervisory employees	Women	29%	31%	29%
	Men	71%	69%	71%
Gender ratio: Non-supervisory employees	Women	32%	34%	34%
	Men	68%	66%	66%





[3] https://www.destatis.de/EN/Themes/Labour/Labour-Market/Quality-Employment/Dimension1/1_5_GenderPayGap.html



Global perspectives

DE&I

Building awareness and understanding

Shared responsibility

ib vogt brings together more than 72 nationalities across its global operations. This diversity of cultural backgrounds, perspectives, and experiences is a key strength of our organisation and supports effective collaboration across regions and functions.

To foster mutual understanding and inclusion within this diverse workforce, we continued to share internal awareness initiatives throughout 2025 via our company-wide intranet. These articles aim to create space for dialogue, enhance cultural awareness, and support psychological safety and well-being across our international teams. While engagement is primarily reflected through qualitative feedback and employee interaction, responses indicate appreciation for continued conversations on cultural, social, and health-related topics.

DE&I articles

Articles on Women in Engineering Day, Women in Business initiatives, Lunar New Year, Unconscious Bias at Work published on the company-wide intranet.

Well-being articles

Articles addressing Digital Health Days, Stress Awareness Month, Men’s Health Week, and setting healthy boundaries at work.

Strategic DE&I initiatives planned for 2026

In 2026, ib vogt will move from planning to implementation, rolling out key DE&I initiatives to embed inclusive behaviours and consistent practices across the organisation. Priorities include the rollout of the Group DE&I Standard, an international leadership training programme with a strong DE&I component, and the introduction of a Disability Framework to strengthen accessibility and support.

A new international leadership training programme will launch in 2026 with a strong DE&I component. Modules will focus on recognising and mitigating bias, preventing discrimination, and embedding inclusive leadership behaviours into decision-making, team management and organisational culture.

In 2026, we will introduce a Disability Framework to build up accessibility and better support employees and applicants with disabilities. The framework will provide guidance on inclusive hiring, workplace adjustments and ongoing support mechanisms.



Implementation milestones in 2026

- DE&I Policy roll-out & training launch
- Integration into recruitment and people processes
- Leadership training roll-out
- Disability framework roll-out and first monitoring cycle

Outlook: Group DE&I Standard fostering equal opportunities

In 2026, ib vogt will formally roll out a Group DE&I Standard to strengthen a consistent, respectful and inclusive workplace culture across global operations. The Standard translates our commitment to equal opportunity into clear minimum requirements that apply throughout the employee lifecycle, from recruitment to progression and development. It also fortifies accountability and provides a consistent basis for reporting and escalation.

Governance and embedding

The Standard will clarify roles and responsibilities for leaders, HR and employees, and define how DE&I requirements are embedded into core people processes. Compliance and concerns will be supported through established reporting channels and protections against retaliation. Progress will be reviewed through defined metrics and management reporting, supporting transparency and future reporting expectations.

What the Standard will cover

- Equal opportunity and fair treatment across protected characteristics.
- Inclusive recruitment, hiring and onboarding.
- Fair pay and equitable access to development opportunities.
- Training and awareness expectations for employees and leaders.
- Prevention of discrimination and harassment, including manager responsibilities.
- Reasonable workplace adjustments and accessibility support where applicable.
- Reporting, investigation and non-retaliation expectations.



DE&I process

Listen and learn	Assess risks	Prevent and enable	Report concerns	Investigate and act	Review and improve
(feedback, dialogue, surveys)	(barriers, hotspots, process checks)	(training, fair processes, adjustments)	(channels, speak up options)	(case handling, corrective actions)	(metrics, management review, standard updates)

Our workplace



At ib vogt, we are committed to creating a workplace where people can succeed, feel supported, and develop throughout all stages of their careers.

Building skills and flexible work

In 2025, we continued to focus on giving our team members the skills and support they need to grow in their roles. Our self-directed career development training helps employees advance their skills and knowledge, and average training hours remained strong thanks to clearer communication and a more accessible training process.

We also recognise that people have different family situations and personal needs, so flexibility is an important part of how we support our teams. To help employees balance their professional and personal responsibilities, we offer a range of flexible work options, including remote and home-office possibilities, adjusted working hours, parental leave, and sabbaticals.

Managing performance

In 2025, increased familiarity with the platform, a revised review format based on 2024 feedback, and consistent HRBP follow-up all contributed to a more streamlined and effective performance review process. The annual review remains a core element of our commitment to continuous learning, offering employees dedicated time to reflect on achievements, receive feedback, and set development goals. Through these structured conversations, we aim to support professional growth and ensure employees have the resources they need to excel.

Parental leave

The retention rate of women returning after parental leave fluctuated between 2023 and 2025. After peaking at 96% in 2024, retention declined to 88% in 2025, indicating emerging challenges in post-leave reintegration.

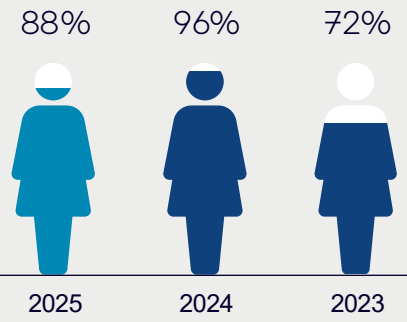
Average training hours per employee per year

		2025	2024	2023
Employee category	Supervisory	42.1	35.9	N/A
	Non-supervisory	37.2	22.0	N/A
Gender	Women	32.8	21.6	14.6
	Men	40.2	22.4	13.0

Employees receiving performance reviews

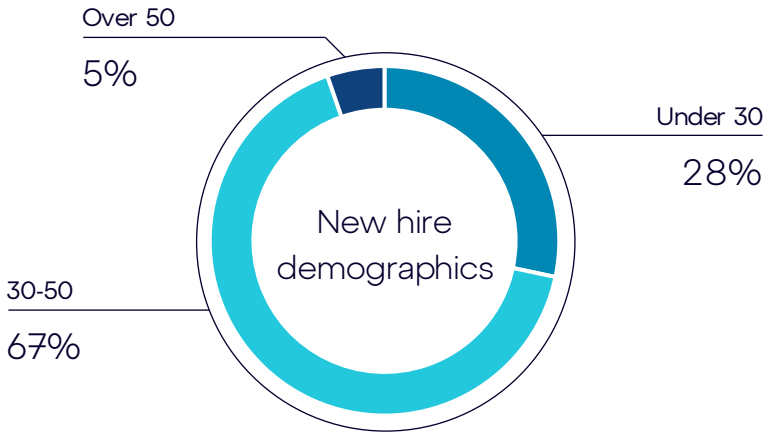
		2025	2024	2023
Employee category	Supervisory	97.3%	48%	N/A
	Non-supervisory	94%	76%	N/A
Gender	Women	94.6%	72%	76%
	Men	95.3%	69%	73%

Retention rate of women who took parental leave in 2025



Our people





Employee demographics

The workforce is highly concentrated in Europe and APAC, each representing nearly one-third of all employees. New hiring leans heavily toward early- and middle-career talent. With one-third of new hires under 30, the middle age group (30–50) represents the majority, while hires over 50 remain low.

Our workforce remains a highly international environment, with 72 nationalities globally and 52 nationalities at the Berlin headquarters, highlighting strong cultural diversity. In 2025, 96% of employees held permanent positions, a slight shift from previous years but still indicating a consistently permanent workforce structure. The demographic distribution shows that the majority of employees fall within the 30–50 age group, both in supervisory and non-supervisory roles.

During 2025, ib vogt implemented a targeted workforce adjustment as part of a broader strategic realignment in response to changing market conditions and industry-wide developments. The objective of the measure was to strengthen the company's long-term economic resilience and ensure its continued operational viability. Affected employees received severance arrangements.

While recognising the short-term social impact of the measure, ib vogt considers this step necessary to stabilise the organisation and safeguard the majority of employment positions, enabling continued investment in organisational development.

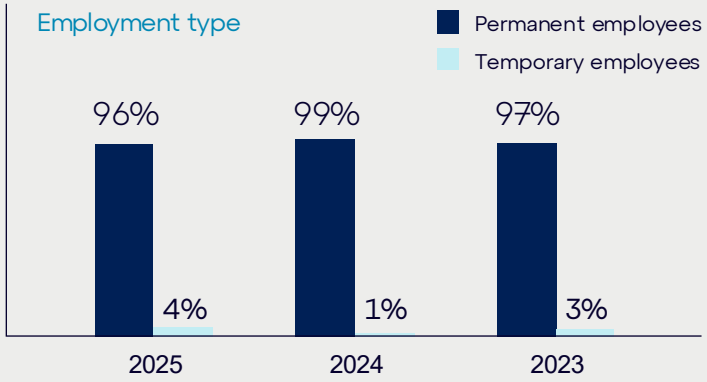
52 nationalities coming together at HQ Berlin alone

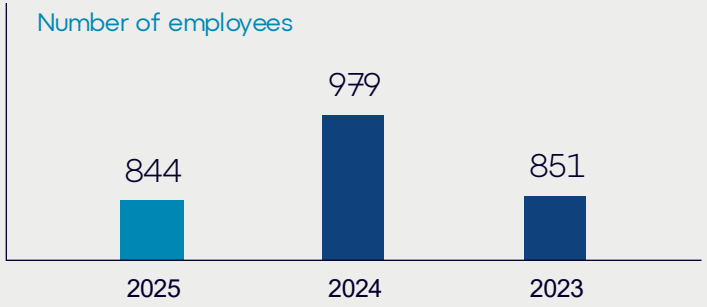
72 nationalities employed around the globe

Employee demographics by role type[4]

		2025	2024	2023
Supervisory employees	Under 30	4%	5%	3%
	30 – 50	81%	80%	80%
	Over 50	15%	15%	17%
Non-supervisory employees	Under 30	18%	22%	24%
	30 – 50	73%	69%	66%
	Over 50	9%	9%	10%

[4] rounded numbers





Company benefits

At ib vogt, employee benefits are designed to support physical and mental well-being, professional development, financial security, and work–life balance across our global organisation. Our benefits framework combines globally available offerings with country-specific statutory and contractual benefits, ensuring local compliance while promoting consistency and fairness across regions.

Benefits are reviewed regularly to reflect employee needs, local market practices, and organisational priorities, and form an integral part of our commitment to being a responsible and attractive employer.

Health and Well-being

Physical health · Mental health · Care · Prevention

- Occupational health
- Preventive care
- Well-being initiatives
- Mental health support
- Gym membership

Work-life balance

Flexibility · Time · Balance · Modern work

- Flexible working
- Hybrid work
- Personal time

Learning and development

Growth · Skills · Career progression · Knowledge

- Continuous learning
- Digital learning platforms
- Career development

Financial security

Stability · Protection · Long-term security

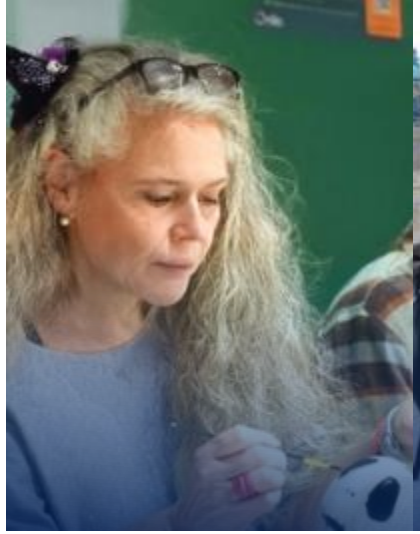
- Pension schemes
- Bonuses & allowances
- Contractual benefits
- Anniversary bonuses

Lifestyle and recognition

Appreciation · Everyday benefits · Quality of life

- Vouchers & perks
- Local benefits
- Car, bike and public transportation

Employee engagement and well-being









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Who we are and how we work

The Dr. Feelgood (DFG) team is ib vogt's hub for employee engagement and workforce feedback. As a voluntary internal Employee Resource Group (ERG) led by the Feelgood Manager and supported by elected employee representatives, DFG helps foster inclusion and belonging through structured listening formats, employee-driven well-being initiatives and team-building events.

DFG establishes open communication between employees and management, supported by regular feedback sessions and tools such as anonymous surveys and one-to-one sessions. DFG also manages ERG channels that connect employees around topics ranging from social engagement to allyship and women's empowerment and hosts interdepartmental activities to boost collaboration across teams. The programme includes a Person of Trust, nominated by the DFG team and confirmed by the CEO, who provides a confidential support option for employees facing work-related or personal challenges.

Our activities in 2025

In 2025, DFG combined regular well-being support with employee-led engagement formats across regions. Weekly meditation sessions were offered via the internal well-being app, with 444 booked sessions in total.

In Berlin, DFG organized city tours, including an interdepartmental underground tour. DFG ran a UEFA Women's Prediction Game, hosted the first company Trivia Night and an office Halloween gathering, and supported a Christmas initiative with the charity Straßenkinder e. V. through QR-coded donation cards, resulting in 50 presents for children in need.

The France team participated in the OXFAM Trailwalker, completing 100 km in <24 hours and placing 32nd out of 256 teams. DFG Spain organized a padel tournament in February and a hiking route through La Pedriza in May. DFG Nordics hosted a summer offsite combining a team breakfast, team games, and a feedback brainstorm session, followed by a kayaking activity.

Well-being app

weekly meditation sessions offered

Trivia Nights

company Trivia Nights launched at HQ

Berlin City Tours

guided walks and tours over- and underground

Regional DFG activities

DFG activities expanded beyond HQ through regional events and offsites

Listening to our people

Pulse check 2025

In December 2025, ib vogt conducted a global Pulse Check survey to understand employee perspectives on well-being, engagement, leadership, workload, and organisational development. The survey achieved a 62% participation rate (522 of 847 employees). The overall engagement score was 3.62/5. This reflects a moderately positive sentiment, with clear strengths and identified areas for improvement.

From feedback to action

The Pulse Check results are reviewed by senior management and feed directly into:

- Leadership development initiatives,
- Improved internal communication formats,
- Workforce planning and resourcing discussions, and
- Ongoing monitoring.

The survey forms part of our continuous improvement approach and supports alignment with ESRS S1 workforce engagement requirements.

Our approach

Employee feedback has been part of ib vogt's culture since 2018, with surveys conducted in various formats over the years. It is treated as a governance input, not a one-off exercise.

In 2025, we introduced the Pulse Check as a lighter-touch, twice-yearly complement to our periodic in-depth satisfaction surveys – next one planned for 2026. We will continue to monitor engagement trends and deepen structured dialogue across the organisation to strengthen resilience and foster a high-performing work environment.



62%
participation rate

3.62/5
pulse check overall score

Strengths

What works well

Strong team collaboration
Employees report high levels of peer support and teamwork across regions and functions.

Flexible working arrangements
Hybrid and remote work options are highly valued and support work–life balance.

Psychological safety
Employees generally feel able to speak up and share feedback within their teams.

Focus Areas

Where we are focusing value creation

Organizational clarity
Improving communication during periods of change.

Workload balance
Reviewing capacity planning and role clarity.

Leadership development
Strengthening management capability and consistency.

A commitment to our employees and beyond



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Zero

fatalities

97%

workforce covered in 2025 reporting

OHS

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

By prioritising preventive health care and providing access to comprehensive consultations, we aim to empower our employees to thrive both professionally and personally. Local management is accountable for implementation; employees are expected to follow site rules and report hazards and incidents.

Our OHS system is built on three foundational pillars:

1

Prevention and protection

Aimed at minimizing workplace health risks through comprehensive risk assessments, mandatory health consultations, and preventive health care services tailored to specific job requirements.

2

Employee empowerment

Providing employees with the knowledge, tools, and resources to take charge of their health and safety through optional consultations, access to vaccinations, and regular health check-ups.

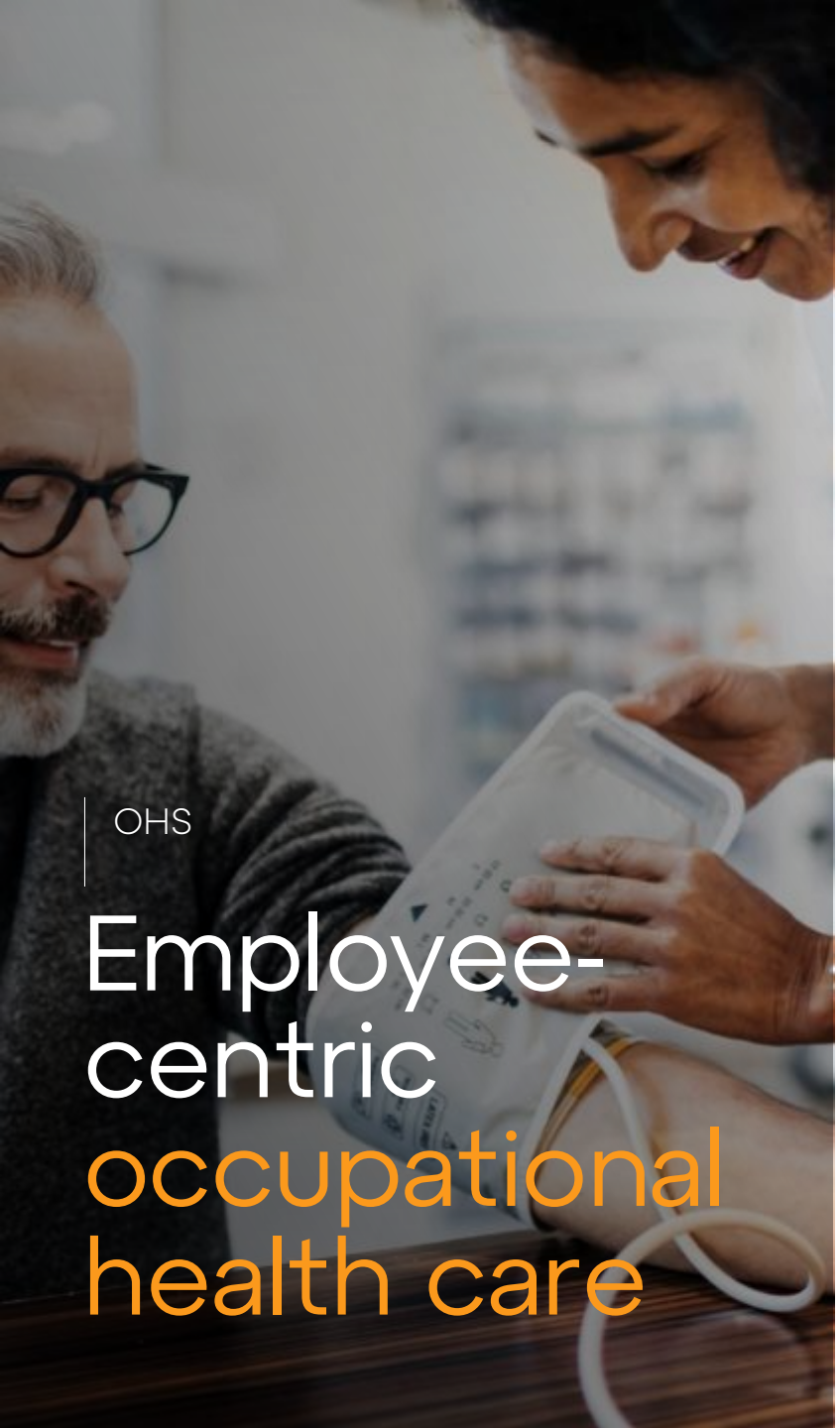
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Continuous improvement

Using feedback, incident reporting, and regular reviews to refine and consolidate health and safety measures across all our operations.

OHS elevated to a Priority Area in 2025

In 2025, ib vogt elevated Occupational Health and Safety (OHS) to a fully integrated Priority Area within our sustainability framework, reinforcing its role as a core element of operational excellence. This step enhances governance and accountability, supports more consistent reporting across offices, subsidiaries and project activities, and builds a clearer foundation for continuous improvement and future assurance readiness.



OHS

Employee-centric occupational health care

In alignment with German regulations, ib vogt GmbH provides a robust package of medical consultations and preventive health care services to safeguard the physical and mental well-being of our workforce. This package includes both mandatory and optional consultations tailored to address specific occupational health risks.

Beyond mandatory and optional health consultations, ib vogt provides employees with access to regular occupational health care upon request. If the assessment of working conditions and protective measures identifies potential health risks, tailored consultations and support are provided to address these concerns. This proactive approach helps mitigate risks, enhances workplace safety, and ensures employees receive the care and guidance they need.

Working abroad – climate/heat exposure

E AIA: Preventive occupational health consultation for employees working abroad or in hot/challenging climates, focusing on fitness for assignment, heat-related risks, and region-specific health hazards.

Display screen work

E TBS: Preventive consultation for prolonged screen-based work to reduce eye strain and musculoskeletal risks, typically including vision checks and ergonomic guidance.

Outdoor work – UV exposure

E NOS: Preventive consultation for employees with relevant outdoor exposure, addressing risks from UV radiation and weather conditions and recommending protective measures.

Infection risk

E INF: Preventive consultation for roles with elevated infection exposure (including travel-related risks), covering risk assessment, vaccinations where appropriate, and hygiene/protection measures.

Vaccinations

Preventive immunizations are available to protect employees from infectious diseases – at home and when travelling for work.

Empowering safety and sustainability

Zero
work-related fatalities

Zero
work-related illnesses

Zero
work-related injuries with ≥1day away from work

Health and safety in offices and international subsidiaries

We are committed to providing a safe and healthy workplace across our corporate operations and international subsidiaries. In 2025, we focused on consolidating reporting coverage and improving the consistency of OHS data submissions across locations. This establishes a more robust baseline for future group-wide performance management and reporting. Office and subsidiaries OHS data is reported in aggregated form and is traceable to source records, supporting consistent year-on-year monitoring and future assurance readiness.

FY2025 OHS metrics on this page cover reporting subsidiaries representing approximately 97% of the group workforce. Coverage and data controls will be further strengthened in 2026 through clearer definitions, evidence expectations, and expanded reporting routines.

Governance & approach

Local management is responsible for implementing OHS requirements and maintaining compliance with applicable local regulations. Corporate functions support this implementation by providing guidance, templates and coordination to strengthen the consistency of reporting and documentation. Incidents and near misses are reported and reviewed to enable corrective actions and drive continuous improvement. Definitions for incidents and recordable cases follow our internal incident reporting approach and are being further standardised for Group-wide reporting.

Health and safety performance is reviewed regularly, and findings are used to enhance preventive measures, training, and site management practices.

OHS KPIs

Indicator	Year		
	2025	2024	2023
Fatalities as a result of work-related injuries	0	0	0
Fatalities as a result of work-related ill health	0	0	0
Recordable work-related accidents	0	1[5]	0[5]
Rate of recordable work-related accidents	0	1.72[5]	0[5]

[5] employee OHS data shown for ib vogt GmbH only

Rate of recordable work-related accidents is calculated as the number of recordable injury cases per 1,000,000 hours worked

Driving safety performance



Health and safety in our projects

Construction and O&M activities represent the highest risk exposure within our operations. To address this, we apply project-specific health and safety management plans as part of our Environmental and Social Management System (ESMS).

Key elements include:
- site-specific risk assessments and method statements,
- mandatory inductions and toolbox talks,
- defined site rules and access controls,
- regular inspections and audits,
- incident and near-miss reporting.

We manage OHS risks through structured processes and clear responsibilities across project and office activities. Reporting, escalation and continuous improvement are embedded in these processes. Contractors are required to comply with ib vogt's health and safety standards and applicable legal requirements. Compliance is monitored through site supervision, documentation reviews, and inspections. In 2025, we expanded contractor-focused safety training and onboarding to reinforce expectations and strengthen the right to refuse unsafe work.[6]

Zero
work-related fatalities (contractors)

10
work-related injuries (contractors)

25
total days lost to work-related injuries (contractors)

5
work-related injuries with ≥1day away from work (contractors)

2,591
contractor safety training hours (incl. induction and additional sessions)

90
contractor companies received training (reported coverage; ~3,~~977~~ people referenced in submissions)

[6] data reflects ib vogt GmbH EPC + O&M contractors only



Outlook: Group OHS Standard and assurance readiness

Upcoming Group OHS Standard

In 2026, ib vogt will introduce a Group OHS Standard to strengthen consistency across locations and project activities and to support ESRS-aligned reporting. The Standard will define minimum requirements, roles, documentation expectations and escalation thresholds. This will improve audit readiness ahead of CSRD-assured reporting.

We will build on this foundation by increasing reporting completeness and standardising evidence requirements to substantiate consistency and comparability. In parallel, we will align safety metrics across employees, contractors, and subcontractors to enable robust rate reporting over time. We will also strengthen the control environment and audit trail for OHS KPIs through defined ownership, review steps and documentation standards, and integrate OHS data workflows into the wider sustainability data management approach to support future assurance.

What the Standard will cover

- Minimum governance requirements covering roles, responsibilities and review cadence.
- Workplace and task-based risk assessments.
- Induction, role-based training and contractor competence expectations.
- Standard definitions and timelines for incident reporting and classification.
- Proportional investigations with action tracking to closure.
- Contractual requirements, supervision and stop-work authority for contractors.
- Record-keeping standards to support internal review and assurance.
- Clear escalation thresholds for material incidents and systemic risks.

Incident workflow

- Identify hazard
- Assess risks
- Prevent and control
- Report incidents
- Classify and escalate
- Investigate and act
- Verify and learn



08 Governance

Sustainable governance

Management system

Supply Chain Management

Stakeholder engagement

Reporting and data governance

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ib vogt's governance strategy

Sustainable governance

Our governance approach is anchored in a comprehensive set of group-wide commitments and standards. These include our Integrity Code, Sustainability Policy, and dedicated standards on Net Zero, Biodiversity, and Diversity, Equity & Inclusion (DE&I). Together, they define how we conduct business, manage risks, and uphold ethical behavior across all regions and functions.

Risk and compliance

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

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.

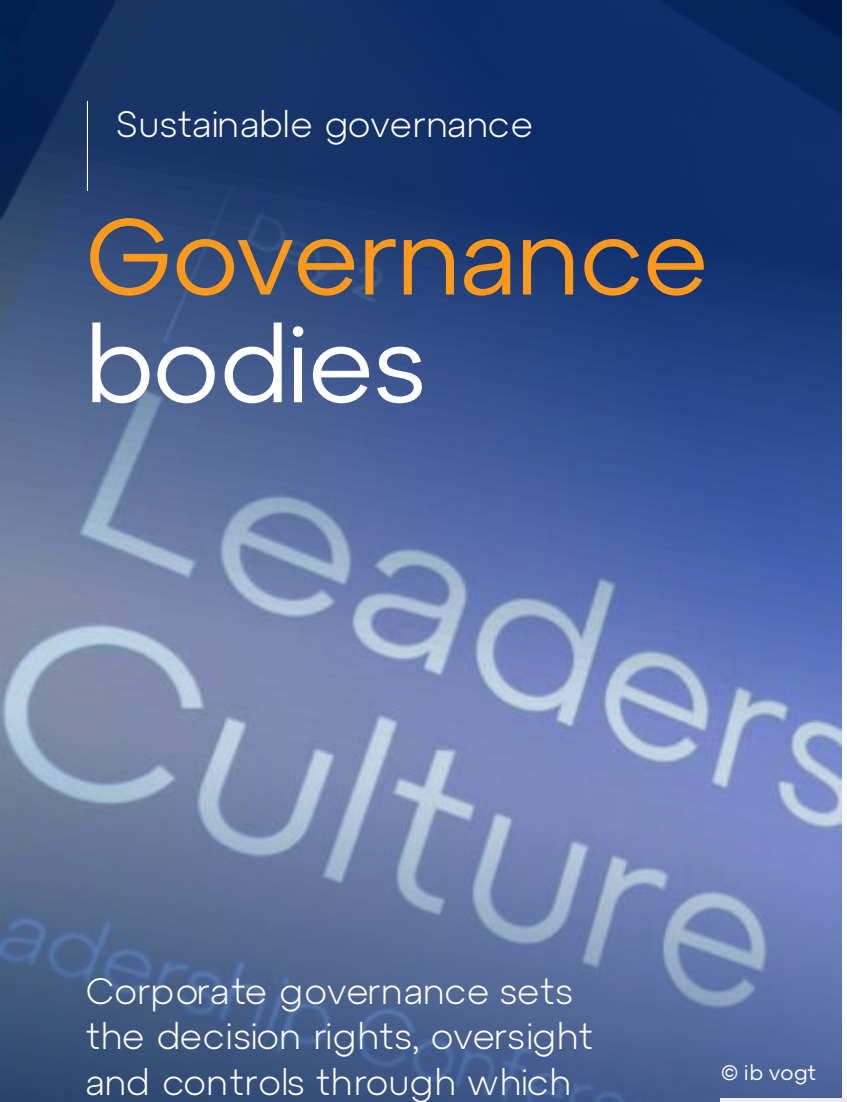
Supply Chain Management

We prioritise the implementation of international standards and ethics in all of our procurement decisions, and work closely with our module suppliers to foster transparency upstream through traceability protocols.

SDGs



Governance bodies



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Corporate governance sets the decision rights, oversight and controls through which ib vogt is directed.
It supports transparency, accountability and long-term value creation for shareholders and stakeholders.

Shareholder support for sustainability

Our shareholders actively support the development of our sustainability strategy through regular dialogue and targeted initiatives.

In 2025, DVV contributed to our Women in Business initiative: ib vogt's founder Dagmar Vogt shared guidance and practical leadership insights with female ib vogt employees.

CVC DIF continued the annual portfolio ESG assessment (SEP) – since 2025 directly with the CVC DIF Sustainability team – and facilitated portfolio Best Practice Sharing Sessions to accelerate implementation.

Sustainability governance model

In 2025, ib vogt evolved its operating model with a stronger focus on P&L accountability in business units. The corporate Sustainability function was integrated into the HRCM super-department under the VP HR & Compliance to deepen coordination across people, compliance and reporting topics.

Sustainability oversight was managed at senior management level, with escalation to the CEO and/or EMB as required (e.g. material risks, lender/client/shareholder requirements).

DVV
Dagmar Vogt Vermögensverwaltungs GmbH

49%

Shareholders

CVC | DIF

51%

Oversight & Escalation

CEO / Executive Management Board	Escalation: material risks, stakeholder requirements
Senior Management Oversight	(incl. VP HR & Compliance leadership review)

Corporate Ownership (Policy/Reporting)

VP HR & Compliance	- Corporate Sustainability Function - Policies, standards, guidance - Group non-financial reporting - Stakeholder ESG requirements - Sustainability KPI monitoring and mngt reporting

Operational Implementation (P&L Accountability)

Business Units	- Implement requirements (offices/projects) - Provide data and evidence (KPI owners) - Manage corrective actions



Sustainable governance

Governance bodies

Senior Management team demographics

		2025	2024	2023
Age	Under 30	0%	0%	0%
	30 – 50	76%	78%	75%
	Over 50	24%	22%	25%
Gender	Women	17%	11%	14%
	Men	83%	89%	86%

Sustainability Department

Corporate Sustainability is responsible for:

- group sustainability direction (policies, standards, guidance)
- group reporting and external stakeholder requirements
- implementation support (training, tools, templates)
- monitoring progress via KPIs and management reporting

Implementation sits with business units and functions. Escalation follows management routes, with specific escalation to Governance & Compliance for integrity, regulatory or misconduct-related matters.

Committee structure

In 2025, the Sustainability Committee format was paused during the transition phase to allow governance roles, decision rights and reporting routines to be redesigned in line with the updated organisational structure and accountability model. Sustainability oversight during this period was therefore managed through (i) line management structures, (ii) targeted senior management updates, and (iii) routine management reporting, including quarterly sustainability management reporting.

Governance arrangements continued to evolve during 2025; where structures were in transition, ib vogt maintained oversight through senior management review and escalation mechanisms.

Senior Management

Senior Management comprises senior line managers who report directly to the Executive Management Board and lead major Business Units and corporate functions. They hold P&L responsibility and oversee strategic planning, operational performance, risk management, and delivery of business objectives across regions and the project lifecycle. They also play a central role in sustainability governance by embedding group requirements into decision-making, project execution, procurement, and reporting.

In 2025, women's representation in this governance body increased to 17%, reflecting progress toward greater gender balance and ongoing efforts to strengthen fairness and inclusivity in leadership roles.

Policies, embedding and accountability

Our approach is anchored in group-wide policies and standards translated into operational requirements. Embedding includes:

- Standards and guidance (minimum requirements, roles)
- training and awareness for relevant functions and BUs
- supplier/contractor expectations where applicable
- continuous improvement through review and corrective actions

Culture of accountability



- **Zero**
- incidents of discrimination
- human rights issues and incidents connected to own workforce
- fines, penalties, and compensation
- complaints filed to national contact points for OECD Multinational Enterprises

Monitoring and improvement

Ongoing monitoring and refinement of ib vogt's governance and compliance practices are embedded in the responsibilities of the Governance and Compliance team maintaining high standards of integrity across the organisation. This includes overseeing key elements such as the Integrity Code, internal policies and controls, grievance and whistleblowing mechanisms, and related case handling processes to ensure they remain robust, effective, and fit for purpose.

Conflict of interest management

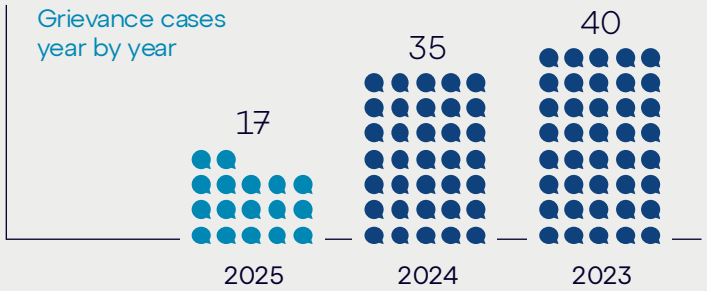
We actively manage and mitigate conflicts of interest by requiring employees to declare any potential or actual compromised impartiality, ensuring transparency in our decision-making processes. We promote awareness of competing interests and, when they arise, take appropriate actions, such as recusal from decision-making, to maintain ethical standards.

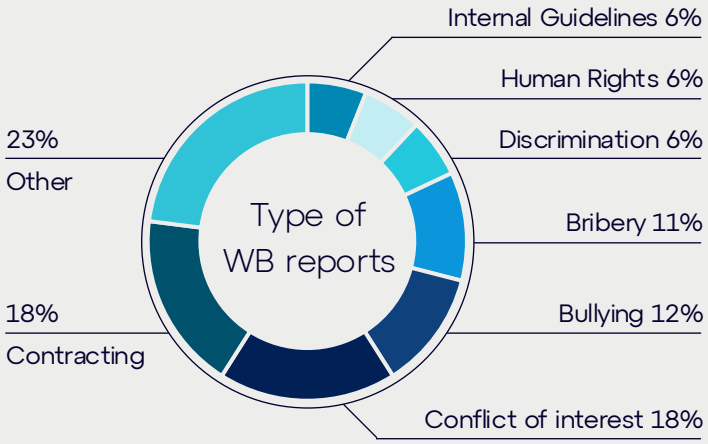
Whistleblowing

Our Governance and Compliance team has established robust channels for employees and external parties to confidentially and securely raise concerns, including via our intranet, website, and the Whistleblowing Platform. We take a zero-tolerance approach to retaliation, ensuring that all reports are treated with the utmost seriousness and addressed promptly. Since the implementation of the Whistleblowing Platform, we have seen a positive increase in trust and usage of the whistleblower system.

Grievance cases resolved in 2025

In 2025, ib vogt received 17 complaints through the Whistleblowing Platform. All cases were successfully closed within the reporting year, with an average processing time of 36 days, indicating timely case handling and resolution. Compared to 2024, the number of cases represents a 51% decrease, suggesting a lower overall volume of reported complaints while maintaining full closure of cases during the period.





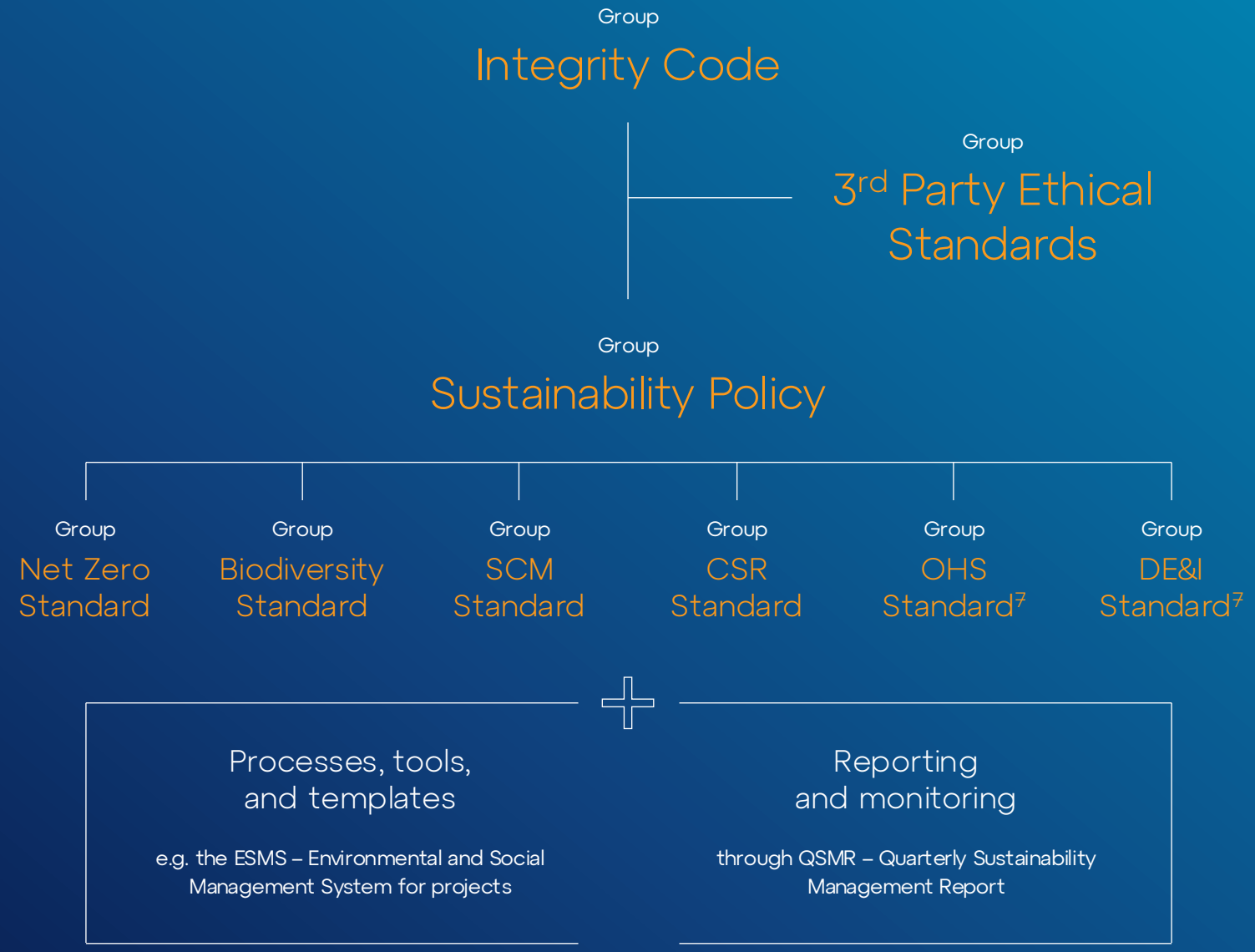
Dedicated to sustainable excellence

At ib vogt, sustainable governance is integral to how we operate and an expectation from our stakeholders. To meet these obligations, we have established a strong governance framework built on group-wide commitments and standards.

Our Group Integrity Code, Sustainability Policy, and standards on Net Zero, Biodiversity, SCM, CSR, OHS and DE&I define how we operate responsibly across all regions. These documents ensure that our actions are consistent, transparent, and aligned with our long-term sustainability goals.

This framework is reinforced by our Quarterly Sustainability Management Report, which provides regular oversight of our performance in E-S-G. By reviewing progress every quarter, we maintain accountability, identify gaps early, and ensure continuous improvement.

Together, our policies, standards, and reporting practices form a solid foundation for sustainable governance at ib vogt and ensure that our commitments translate into real, measurable action.



7 upcoming standard in 2026

Group Sustainability Policy

The newly implemented Group Sustainability Policy sets ib vogt's overarching sustainability commitment and defines minimum environmental and social expectations for how we operate. It provides the governance backbone for consistent implementation across corporate operations, international subsidiaries, and the project lifecycle.

The Policy establishes a common baseline for responsible conduct, compliance, and continuous improvement across all entities under ib vogt's direct or indirect management control including employees, managers, contractors, and relevant business partners.

How the Policy is implemented

The Sustainability Policy is operationalised through Priority Area Standards, manuals, and procedures that translate commitments into minimum requirements, roles, documentation expectations, and reporting controls. This creates a consistent approach for managing material topics across business units and regions.

Implementation is supported by structured reporting routines and evidence expectations. Sustainability information is collected through defined internal processes, and data quality is substantiated through documentation, validation, and an audit trail. This supports more consistent reporting and readiness for evolving regulatory and stakeholder expectations over time.

Roles and accountability

Accountability for implementation sits with leadership and line management, supported by defined reporting roles. Regional Directors and Heads of Business Units nominate Sustainability (SUS) Champions, ensure sustainability responsibilities are integrated into strategies and operations, allocate sufficient resources, and oversee compliance, including corrective actions where required.

Binding commitment

minimum sustainability expectations apply group-wide

Clear responsibilities

accountability for implementation sits with leadership and line management

SUS Champions

serve as the primary point of contact for providing sustainability data and evidence

Policy in practice

- Priority area standards + guidance
- Defined reporting roles
- Evidence and documentation expectations
- External disclosure review process
- Monitoring and review

Our focus areas



Our sustainability commitments are structured around environmental, social, and governance topics that are material to our business, our stakeholders, and the communities in which we operate. These focus areas are defined in detail in the Group Sustainability Policy and its underlying Standards.

Environmental responsibility

We are committed to protecting the environment and minimising adverse environmental impacts associated with our activities. This includes responsible land use, climate risk assessments, biodiversity protection, and the prevention of environmental harm across the project lifecycle.

ib vogt group-wide guiding documents

- Net Zero Standard
- Biodiversity Standard

Social responsibility

We respect human rights and strive to create safe, fair, and inclusive working conditions. Our social responsibilities extend to our employees, contractors, supply chain partners, and the communities affected by our projects. This includes occupational health and safety, labour standards, diversity and inclusion, and responsible community engagement.

- OHS Standard[8]
- CSR Standard
- DE&I Standard[8]

Governance

Strong governance underpins sustainable business.
We are committed to ethical business conduct, transparent decision-making, effective risk management, and compliance with applicable laws and regulations. Sustainability-related governance ensures accountability, oversight, and credible reporting across the organisation.

- SCM Standard

[8] upcoming standard in 2026

ESMS – Environmental & Social Mgmt. System

The Environmental and Social Management System (ESMS) at ib vogt is a comprehensive and continually evolving framework that guides how we identify, assess, and manage environmental and social risks across our global portfolio. It ensures that potential negative impacts are minimised while opportunities for positive, long-term benefits are maximised.

A robust ESMS remains especially critical in non-OECD countries, where regulatory frameworks may be less stringent or unevenly enforced. By applying a consistent, high-quality system, we ensure that all projects meet international best practice, strengthen local environmental and social outcomes, and contribute meaningfully to community well-being.

Our ESMS is aligned with leading international standards and is tailored to the specific context of each project. It includes a suite of management plans covering environmental, social, and Occupational Health and Safety (OHS) topics, addressing both on-site activities and broader community considerations.

In 2025, as part of the ESMS update, we have developed and incorporated the following two new components based on project-specific needs:

- The Biodiversity Management Plan provides a structured approach to assessing, mitigating, and monitoring biodiversity impacts, with a particular focus on sensitive habitats and species.
- The Climate Risk Assessment & Adaptation Measures Plan identifies, evaluates, and manages physical climate-related risks, supporting long-term project resilience.

By maintaining and continuously improving a strong ESMS, we reinforce our commitment to sustainability, responsible project development, and positive environmental and social performance across all regions where we operate.



Advancing SCM



In 2025, ib vogt underpinned Supply Chain Management through a more structured approach to due diligence, traceability and stakeholder engagement.

Building on the 2024 SCM target set, we formalised governance through the Group SCM Standard and advanced supplier assessment and traceability routines, enhancing transparency and auditability and informing the 2026 implementation roadmap.

Strengthen governance through a Group SCM framework	The Group Supply Chain Management Standard was finalised and published, formalising requirements on due diligence, traceability, contractual controls and auditability, aligned with the Group Integrity Code and Third-Party Ethical Standards.
Positive relationships and mutual learning	ib vogt continued active participation in industry discussions and stakeholder dialogue with buyers, sellers, EU representatives, NGOs and certification bodies, reinforcing transparency and continuous improvement across the value chain.
Traceability audits as standard approach for EPC projects	Traceability reports were conducted at project level in response to client requirements and further integrated into procurement routines, creating a foundation for broader standardisation across projects.
Assessing main commodity suppliers yearly	The supplier ESG Self Assessment was relaunched for the third consecutive year and completed for key suppliers, deepening supplier profiles and ESG documentation to support procurement decision making.
Centralised supplier risk management and reporting platform	Preparation continued for a central ESG compliance platform rollout to support consistent supplier risk management, documentation and reporting and advance identification of emerging risks.
Supplier screening enhancement for biodiversity, human rights, and climate risk	We continued strengthening screening procedures and stakeholder engagement to support alignment with CSRD and ESRS requirements, with further integration of biodiversity, human rights and climate risk criteria planned.

Group SCM Standard

Implemented in 2025, the Group Supply Chain Management Standard establishes mandatory commitments to build an ethical supply chain that addresses human rights risks, environmental impacts and upstream transparency through third-party traceability and auditing. It is governed by and aligned with ib vogt's Third-party Ethical Standards which apply to every subcontract and are publicly available on our website and supports auditability through clear, measurable expectations.

The Standard applies to project suppliers and subcontractors and sets minimum requirements for ESG due diligence, module traceability, contractual controls, and escalation in case of non-compliance.

Strategic elements

- Supply chain due diligence: All potential suppliers undergo initial ESG screening in parallel to the KYC process and are reassessed annually. The assessment covers ESG maturity across human rights and labour practices, environmental impact, health & safety, and supply chain transparency.
- Traceability and third-party audits: Traceability audits verify supply chain transparency from raw materials to finished products; for modules, traceability must extend to the polysilicon level.
- Engagement, escalation and remediation: Risk findings trigger defined actions: from monitoring (medium risk) to engagement plans and remedial action requirements (high risk), with escalation to the Board where needed (including potential blocklisting).

Alignment with international standards

Our SCM approach is guided by internationally recognised due diligence principles and relevant regulatory expectations. It is designed to support responsible business conduct and transparent reporting across the value chain, and to strengthen readiness for ESRS-aligned disclosures on value chain workers and business conduct.

Targets

Short-term

- 100% screening for suppliers & service providers crossing the KYC standard due diligence undergo ESG Risk Assessments.
- Implement a system to initiate the traceability based on project needs and industry best practices.
- Centralised compliance system to manage supplier risks and ensure alignment with ESG standards.
- Deepen engagement with suppliers through feedback mechanisms to align with CSRD and ESRS requirements.

Mid and long-term

- Have a clear target on emissions from suppliers, aiming for a net-zero supply chain by 2050.
- Full integration of international human rights standards across all main commodity suppliers, with monitoring and corrective action systems.
- Supplier/service provider screening procedures to include biodiversity, human rights, and climate risk criteria.
- Align with the Solar Stewardship Initiative (SSI) targets.

Controls include

ESG Risk Assessment	KYC + ESG screening	Contractual elements	Third-party Traceability audits	Corrective action & escalation	Monitoring and reporting

Human Rights

Effective and sustainable supply chain management (SCM) is one of our top priorities at ib vogt. We are dedicated to building and maintaining a sustainable supply chain that does not perpetuate environmental or social harm. Our approach to SCM is governed by strict internal policies and procedures that aim to improve the company's sourcing and purchasing methods, increase awareness of industry supply chain risks and best practices, and to ensure consistency across all of our global functions and business areas.

Our principles

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.

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.

Championing supply chain transparency



Strengthening responsible sourcing

Beyond supply chain transparency, we also engage in industry workstreams that strengthen responsible project delivery and implementation readiness across markets.

ib vogt engages with selected industry initiatives to enhance supply chain transparency, traceability, and human rights due diligence in the solar PV value chain. These collaborations inform the implementation of our Group SCM Standard by supporting consistent supplier expectations, risk-based screening approaches, and improved documentation practices. Through peer exchange, we contribute to practical solutions that strengthen responsible sourcing and support evolving regulatory and stakeholder requirements.

This enables stronger supplier transparency, clearer due diligence expectations, and evolving audit-ready documentation to support ESRS-aligned reporting.

Sponsor

Solar Stewardship Initiative

The Solar Stewardship Initiative is designed to further develop supply chain transparency and deepen confidence in how, where, and by whom products are manufactured.

Program

Sustainable Supply Chain Program

Under the umbrella of product sustainability, the Sustainable Supply Chain Program is an initiative where module buyers across the globe join forces, share costs, and define common requirements to evaluate the level of maturity of their suppliers.

Working group

Supply Chain Transparency (SCT) Working Group

The Supply Chain Transparency (SCT) Working Group aims to reduce the risk of forced labour in PV modules entering the European solar value chain. More than 30 companies are part of this working group.

Advancing industry practice

A partnership approach

ib vogt participates in industry associations, workstreams, and peer exchange formats to support responsible project delivery and to contribute to practical sustainability solutions for the energy transition. We engage in SolarPower Europe workstreams on product sustainability and land use and permitting to support consistent implementation guidance across markets. We also share learnings through best-practice exchanges with sustainability peers and investors to accelerate progress and improve reporting maturity.

Member

SolarPower Europe

Participating in the European solar PV association to contribute to sector dialogue and working groups on sustainable project delivery and product expectations.

BSW (Bundesverband Solarwirtschaft e.V.)

Supporting policy and market dialogue for solar in Germany and exchange on implementation practices across the sector.

SEIA (Solar Energy Industries Association)

Engaging with industry peers on solar market development and evolving sustainability expectations in the United States.

Berlin Brandenburg Energy Network e.V.

Participating in regional energy transition exchange and collaboration across the Berlin Brandenburg ecosystem.

Working groups

Advocacy Committee

Policy advocacy to support sustainable solar growth, focusing on regulatory priorities and implementation barriers.

Markets & Investments Workstream

Industry exchange on market and investment conditions, supporting bankability, financing readiness, and investor expectations.

Product Sustainability Workstream

Following EU policy shaping product sustainability, carbon footprint reduction and circularity across the PV value chain.

Land Use & Permitting Workstream

Exchange on the cross-section of solar with nature, agriculture and local communities to enable responsible, efficient project development across markets.

Peer exchange

Best-practice sharing

ib vogt contributes to collaborative peer exchange formats with other sustainability professionals and investors, including best practice sharing sessions organised within the shareholder portfolio. We participate in targeted follow-ups with peers to exchange approaches on key topics such as data readiness, value chain due diligence, and implementation of sustainability standards.

Digitalised sustainability reporting

Standard reporting cadence

quarterly reporting minimum in all global offices, corporate functions, and projects

Responsibility

Sustainability Champions responsible for reporting in office, project, and corporate levels with escalation rules

Software-enabled audit trail

structured inputs, evidence attachment, and traceable workflows (quality checks + consolidation)

In 2025, ib vogt strengthened internal sustainability reporting to advance data consistency, transparency and audit readiness. Our reporting model assigns clear responsibilities across corporate functions, offices and projects, supported by standardised evidence requirements and data privacy safeguards. A central sustainability reporting platform enables structured data capture, traceability and quality controls across the group.

Clear responsibilities

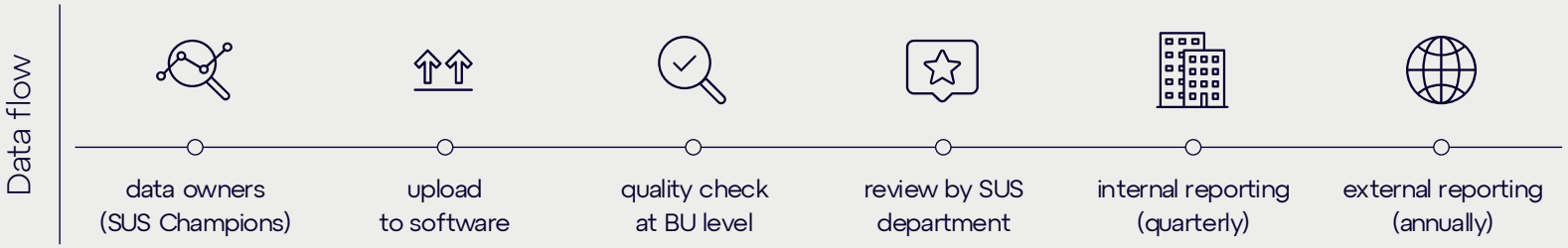
Sustainability reporting is organised around defined Champion roles with clear scopes. Office Sustainability Champions report office and branch data, including environmental metrics such as electricity, heat, steam, business travel, company vehicles, waste and water where applicable, corporate CSR activity logging with supporting documentation, and office-scope OHS statistics, while immediate incident reporting is managed through the dedicated incident process.

Corporate Sustainability Champions provide global corporate datasets, including HR metrics such as headcount and demographics, working hours, training, pay equity and turnover in aggregated form, Governance and Compliance metrics such as grievances, collective bargaining coverage and anonymised anti-discrimination incidents, and IT indicators such as cyber security, green IT and data protection.

Project Sustainability Champions provide project-level sustainability data at minimum quarterly, covering biodiversity site characteristics and phase updates, climate risk assessment outputs and design mitigation, module waste for construction and O&M with proof of disposal or recycling, project-related CSR, ESMS performance indicators and documentation, and project-scope OHS statistics by workforce category traceable to source records.

Controls and quality

The reporting model embeds controls that strengthen consistency, transparency and compliance. To ensure audit-proof verifiability, each data point must be clearly identified as either direct, supported by evidence, or estimated, supported by documented assumptions and methodology. Reporting also follows a privacy-by-design approach. Individual case-level data is not captured in ESG tools, and sensitive topics, especially OHS, HR, and grievances, are reported in aggregated or anonymised form. This reporting model solidifies consistency today and builds the evidence trail required for future ESRS-aligned disclosures and CSRD assurance readiness.



09

Appendices

GRI content 1/2

GRI Standard	Topic	Reference page	SDG
GRI 2-1	Organisational details	8, 9, 10,11, 12	
GRI 2-2	Entities included in the organisation's sustainability reporting	12	
GRI 2-3	Reporting period, frequency and contact point	3	
GRI 2-6	Activities, value chain and other business relationships	8, 9, 10	
GRI 2-7	Employees	45-50	SDG8, SDG10
GRI 2-9	Governance structure and composition	61, 62, 63	SDG5
GRI 2-10	Nomination and selection of the highest governance body	61, 62	SDG5
GRI 2-11	Chair of the highest governance body	61	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	61	
GRI 2-13	Delegation of responsibility for managing impacts	61, 62	
GRI 2-14	Role of the highest governance body in sustainability reporting	61, 62	
GRI 2-15	Conflicts of interest	63	
GRI 2-17	Collective knowledge of the highest governance body	61, 62	

GRI Standard	Topic	Reference page	SDG
GRI 2-22	Statement on sustainable development strategy	4	
GRI 2-23	Policy commitments	64, 65, 66	
GRI 2-24	Embedding policy commitments	64, 65, 66	
GRI 2-25	Processes to remediate negative impacts	63	
GRI 2-26	Mechanisms for seeking advice and raising concerns	63	
GRI 2-27	Compliance with laws and regulations	15, 16, 64, 65, 66, 67	
GRI 2-28	Membership associations	71, 72	
GRI 2-29	Approach to stakeholder engagement	71, 72	
GRI 3-1	Process to determine material topics	15 - 19	
GRI 3-2	List of material topics	17 - 19	
GRI 3-3	Management of material topics	17 - 19	
GRI 304-2	Significant impacts of activities, products and services on biodiversity	31 -35	SDG15
GRI 305-1	Direct (Scope 1) GHG emissions	24, 25, 26	SDG3, SDG13, SDG15
GRI 305-2	Energy indirect (Scope 2) GHG emissions	24, 25, 26	SDG3, SDG13, SDG15
GRI 305-3	Other indirect (Scope 3) GHG emissions	24, 25, 26	SDG3, SDG13, SDG15

GRI content 2/2

GRI Standard	Topic	Reference page	SDG
GRI 305-4	GHG emissions intensity	23, 24, 25, 26	SDG13, SDG15
GRI 305-5	Reduction of GHG emissions	27	SDG13, SDG15
GRI 401-1	New employee hires and employee turnover	45, 50	SDG4, SDG5, SDG8, SDG10
GRI 401-3	Parental leave	49	SDG4, SDG5, SDG8
GRI 403-1	Occupational Health & Safety Management System	54 - 58	SDG8
GRI 403-2	Hazard identification, risk assessment, and incident investigation	54 - 58	SDG8
GRI 403-3	Occupational health services	54 - 58	SDG8
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	54 - 58	SDG8, SDG10
GRI 403-5	Worker training on occupational health and safety	54 - 58	SDG8
GRI 403-6	Promotion of worker health	54 - 58	SDG 3
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54 - 58	SDG8
GRI 403-8	Workers covered by an occupational health and safety management system	54 - 58	SDG8
GRI 403-9	Work-related injuries	54 - 58	SDG3, SDG8
GRI 403-10	Work-related ill health	54 - 58	SDG3, SDG8
GRI 404-1	Average hours of training per year per employee	57	SDG4, SDG5, SDG8
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	47	SDG8
GRI 405-1	Diversity of governance bodies and employees	45, 62	SDG5, SDG8
GRI 406-1	Incidents of discrimination and corrective actions taken	63	SDG5, SDG8
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	68, 69, 70	SDG5, SDG8

GHG Protocol content

Reporting Declaration	Compliance	Reference page	SDG
Outline of organisational boundary including consolidation approach	Operational control	25	SDG13, SDG15
List of which Scope 3 activities are included	Compliant	25	SDG13, SDG15
Reporting period covered	Jan-Dec 2025	3	SDG13, SDG15
Total Scope 1 and 2 emissions reported independent of any GHG trades	Compliant	26, ~~77~~	SDG13, SDG15
Emissions data separately for each scope	Compliant	26,~~77~~,~~78~~	SDG13, SDG15
Methodologies used to calculate or measure emissions providing a reference or link to any calculation tools used	Compliant	~~77~~,~~78~~	SDG13, SDG15
Emissions further subdivided, where this aids transparency, by activity types	Compliant	26,~~77~~,~~78~~	SDG13, SDG15
Offsets that have been purchased or developed outside inventory boundary, subdivided by GHG storage/removals and emissions reduction projects, and verified/certified.	Compliant	~~27~~	SDG13, SDG15

Reporting Declaration	Compliance	Reference page	SDG
Avoided emissions shall be reported separately from GHG inventory footprints	Compliant	26	SDG13, SDG15
Avoided emissions shall not be used to claim a company's carbon neutrality or absence of impact	Compliant	26	SDG13, SDG15
Provide description and life cycle GHG emissions of solutions and reference scenario	Compliant	~~79~~	SDG13, SDG15
Disclose sources used to define and calculate life cycle GHG emissions of reference and solution including solution lifespan	Compliant	~~79~~	SDG13, SDG15
Qualitative description of uncertainty of results listing key assumptions and limitations associated with the calculations	Compliant	~~77-79~~	SDG13, SDG15

Environmental annex 1/4

GRI 305-1 Direct (scope 1) GHG emissions
GRI 305-2 Energy Indirect (scope 2) GHG emissions

tCO_{2e}

Scope	Category		2025	2024
Scope 1	Emissions from consumption of fuels		97,27	116,06*
	Fugitive emissions		22,06	22,06
Total Scope 1			119,32	138,12
Scope 2	Electricity consumption	Market-based method	223,85	197,5
		Location-based method	254,45	210,3
Grand Total Scope 1 + 2			343,17	335.62

*The FY2024 Scope 1 inventory has been recalculated to include i) emissions from company-owned vehicles that existed in the reporting boundary but were previously omitted and ii) estimations from refrigerants in offices. This correction improves year-on-year comparability.

Calculation methodologies and limitations

General:

Gases included in calculation: CO_2, CH_4, N_2O.

Biogenic CO_2 emissions: 0 tCO_2e.

Base year: not chosen yet.

Consolidation approach: operational control.

Emission factor sources: Novata software, PVSyst, DEFRA, IEA and GHG Protocol.

Scope 1:

Emissions from combustion of fuel uses fuel-based data either from direct litres of fuel used or estimated from cost of fuel purchased.

Fugitive emissions from refrigerants are estimated based on office size using Novata's carbon navigator tool. A blend of R-410A / HFC-410A has been assumed.

Previously emissions from generators and machinery which were under subcontractor operational control were reported under scope 1. This has been corrected and these emissions are now reported in scope 3.1.

Scope 2:

Electricity consumption is obtained direct from bills or meter readings in all cases except for three entities. Proxy data based on office size and location was used for one office due to unavailability of primary data. The remaining two offices used extrapolations for part of the year due to unavailable bills. Due to the nature of billing, electricity data from GmbH office always uses Q4 consumption from the previous year.
Scope 2 data does not currently include energy consumed during home office working or from remote workers.
Electricity consumed from recharging cars is estimated from the charge costs.

Environmental annex 2/4

GRI 305-3 Other indirect (scope 3) GHG emissions

Scope 3 Category	tCO_2 2025
3.1 Purchased goods and services	1,814.42
3.2 Capital goods	1,302,540.56
3.3 Fuel- and energy-related activities not included in scope 1 or scope 2	99.29
3.4 Upstream transportation and distribution	32,688.94
3.5 Waste generated in operations	189.81
3.6 Business Travel	1,800.93
3.8 Upstream leased assets	40.17
GRAND TOTAL SCOPE 3	1,339,174.13

Calculation methodologies and limitations

3.1 Purchased goods and services:
The preliminary assessment from corporate purchasing was conducted using spend-based emission-factors but is limited to GmbH and Q1 – Q3 data. Emissions from subcontractor generators and machinery during EPC and O&M phases estimate fuel consumed. Emissions from subcontractor travel to site estimate fuel consumed.

3.2 Capital Goods:
Upstream emissions of modules, substructure and inverter use PVSyst carbon balance feature. Grey energy of the manufacturing country is used.

Transformers uses average product data.

3.3 Fuel- and energy-related activities not included in scope 1 or scope 2:
Calculated using IEA, DEFRA and BMA upstream emission factors.

3.4 Upstream transportation and distribution:
For modules, PVSyst estimates long distance ship cargo and large truck land transportation using default values of 35 gCO2/t/km and 60 gCO2/t/km respectively. The load of the transport is calculated from the total weight of the PV modules defined in the project and distances are supplied by the user. For other components estimates are based on average number of containers, shipping origin and shipping destination.

3.5 Waste generated in operations:
Uses waste management data.

3.6 Business travel:
Includes main forms of transport such as plane, train, taxis and rental cars or use of employee vehicles. Taken direct from booking platform or expenses except for one entity which provides an estimate.

3.8 Upstream leased assets:
Proxy data based on office size and location was used to calculate the energy consumption in this category.

Environmental annex 3/4

Exclusions to Scope 3 categories

3.7 Employee commuting: assumed to be immaterial

3.9 Downstream transportation and distribution: not relevant/not applicable

3.10 Processing of sold products: not relevant/not applicable

3.11 Use of sold products: not relevant/not applicable

3.12 End-of-life treatment of sold products: not relevant/not applicable

3.13 Downstream leased assets: not relevant/not applicable

3.14 Franchises: not relevant/not applicable

3.15 Investments: not relevant/not applicable

Avoided emissions calculation methodology

$$Avoided\ emissions = Production\ MWh\ x\ (Replaced\ mix\ gCO_2e/kWh - Induced\ emissions\ gCO_2e/kWh)$$

Electricity Maps 2025 is used as the reference scenario.

The projects which are included in the calculation are those which have moved from development into construction and procurement of main components has occurred.

Emissions from construction or operation are not considered as these emissions have not yet occurred. Upstream life cycle emissions from the main components and emissions from transportation to the project site are included.

Only the avoided emissions from the first year of operation is calculated.

Uses RTB design which could vary slightly from final as-built.

Environmental annex 4/4

Sites in or near a biodiversity-sensitive area

Project	Location	Capacity, MWh	Biodiversity-sensitivity
Bodrog	Slovakia	100	within a locally protected area
Rabilargo	Spain	65,7	within a locally protected area
Rufete	Spain	65,3	within a locally protected area
Tamarino	Colombia	241,6	within a locally protected area
Aurinkovainio	Finland	94	Threatened species nearby
Castano	Spain	133,4	Threatened species nearby
Dunholme	UK	71	Threatened species nearby
Holmanmaa	Finland	0 (BESS)	Threatened species nearby
Stirches	UK	42	Threatened species nearby
Virenoja	Finland	103	Threatened species nearby

Abbreviations 1/2

Abbreviation	Explanation
APAC	Asia-Pacific region
BESS	Battery Energy Storage Systems
BMP	Biodiversity Management Plan
BU	Business Units
CSRD	Corporate Sustainability Reporting Directive
CSR	Corporate Social Responsibility
DE&I	Diversity, Equity & Inclusion
DFG	Dr. Feelgood
DMA	Double Materiality Assessment
E AIA	Empfehlung (recommendation) – Arbeitsaufenthalt im Ausland unter besonderen klimatischen oder gesundheitlichen Belastungen (Work stays abroad under special climatic or health-related conditions)
E INF	Empfehlung (recommendation) – Tätigkeiten mit Infektionsgefährdung (Activities involving infection risk)
E NOS	Empfehlung (recommendation) – Natürliche optische Strahlung/Sonnenstrahlung (Natural optical radiation/solar radiation)
E TBS	Empfehlung (recommendation) – Tätigkeiten an Bildschirmgeräten (Activities at screen-based devices)
EP	Equator Principles
EPC	Engineering, Procurement & Construction

Abbreviation	Explanation
EPRP	Emergency Preparedness and Response Plan
ESG	Environmental, Social, and Governance
ESMS	Environmental and Social Management System
ESRS	European Sustainability Reporting Standards
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HC	Headcount
HR	Human Resources
HRBP	Human Resources Business Partners
HRCM	HR & Compliance Management
IFC	Industry Foundation Classes
ILO	International Labour Organization
IUCN	International Union for Conservation of Nature
IRO	Impacts, Risks, and Opportunities
ISO	International Organization for Standardization
IT	Information Technology
KYC	Know Your Customer
MWp	Megawatt peak

Abbreviations 2/2

Abbreviation	Explanation
O&M	Operations & Maintenance
OHS	Occupational Health & Safety
OECD	Organisation for Economic Co operation and Development
PA	Priority Areas
PPA	Power Purchase Agreement
PPE	Personal Protective Equipment
PSs	Performance Standards
QSMR	Quarterly Sustainability Management Report
SBTi	Science Based Targets initiative
SCM	Supply Chain Management
SCT	Supply Chain Transparency
SDGs / UN SDGs	United Nations Sustainable Development Goals
SEIA	Solar Energy Industries Association
SSI	Solar Stewardship Initiative
SUS	Sustainability
tCO_2e	Tons of CO_2 equivalent
UN GC	United Nations Global Compact
UNICEF	United Nations Children's Fund

Abbreviation	Explanation
WASH	Water, sanitation, and hygiene services
WiB	Women in Business