



# CORPORATE SOCIAL RESPONSIBILITY

Sustainability Report 02/2026

We feel the need to take responsibility for society.

GOOD NEWS  
FOR PLANET  
EARTH

**EWS**

Munderfing | Parndorf | Wien | Bruck/Leitha, Austria  
office@ews-energy.com | +43 7744 20 141-0  
www.ews-energy.com



## ECONOMY

Our business areas are in the areas of "renewable energy" and "energy efficiency". We do not offer services for the implementation of projects that we believe are not environmentally friendly.

With the aim of decarbonization and the conservation of resources, we use our know-how and offer our customers contemporary and concrete solutions for a regional, clean and affordable energy supply through the constant development of new services.

The passion for the latest technologies, for people and our planet unites all EWS employees.

## Employee participation

Every year, part of the profit is paid out to all employees.

We offer our employees the opportunity to participate in companies of the EWS Group via UWA (enterprise value shares).

## Distribution of profits

Every year, part of the profit is made available to social projects and NGOs:

- Regional development aid and social projects, preferably through personal contacts

## Social Sponsorship

- International Wind Day (annual)
- Support for the municipality of Lochen in the procurement of an e-vehicle for "Meals on Wheels"
- Wilder Wind (school project of IG Windkraft for playful learning of renewable energies)
- School sponsorship (HTL-Braunau)
- local cultural initiatives and sports clubs (football, volleyball, running events, cycling enthusiasts, fire brigades).

We sponsor the cause, but not the parties.

## ECOLOGY / ENERGY

- Our clear goal is to operate without greenhouse gases. With the almost complete conversion of our company fleet to electric drives, we have already been able to implement a significant part of our climate strategy.
- Our employees also benefit from CO<sub>2</sub>-neutral commuting. We support you with an environmental bonus if you manage your commute to work in an environmentally friendly way.
- In September 2005, our office building in Munderfing was awarded the Upper Austrian Timber Construction Prize / Special Prize for Energy-Efficient Construction.
- With the expansion of our office building in Munderfing into the "Technology and Service Centre Wind Energy" in November 2012, a low-energy house became a plus-energy house including an energy storage system that supplies 100% renewable energy at the touch of a button.
- We also place the highest demands on our workplaces in terms of ergonomics, ecology and economy.
- A photovoltaic system with an output of 15 kWp serves the power supply and produces "fuel". A 22 m<sup>2</sup> thermal solar system is used for hot water preparation and transitional heating. If the solar heat is not sufficient for heating, a fully automatic pellet heating system (21 kW) takes over the heat supply. Currently, our location in Munderfing has 15 e-charging points for our e-car fleet. The building's air conditioning is provided by controlled room ventilation with heat recovery and cooling by means of groundwater support.
- We have been using 100% green electricity since 2001.
- Our office building in Parndorf was also built in an energy-efficient and nearly zero-energy construction method. The entire energy supply for heating, air conditioning, vehicle fleet and office operations comes 100% from renewable energy from wind and sun. The building is equipped with a PV system including battery storage, which, among other things, feeds the green EWS fleet with fuel from the sun via 13 e-charging points.
- The EWS rental office in Vienna, as well as the on-site charging points, will be powered by 100% renewable electricity.
- We print our print media in a climate-neutral way on environmental protection paper and have the Austrian Ecolabel. In 2015, the "paperless office" was introduced in the area of accounting. The entire EWS team is advised to avoid printouts.
- If possible, office supplies, cleaning agents, food are purchased according to ecological principles (e.g. fair trade coffee since the company was founded in 1994, healthy snacks, preference for organic products). Since 2013, there has been a free lunch for the team in Munderfing, which is delivered by a regional company, as well as in Parndorf. The employees in the Vienna office are cared for in the canteen in the house. Regional organic products are used at events wherever possible. Products with short transport routes are preferred. When buying gifts, attention is also paid to the social and ecological aspect (e.g. fair trade products, local and sustainable products). Devices and systems are selected according to energy consumption.
- The entire EWS team is encouraged to use energy sparingly.

## Transport / Mobility

- Train and bus stops were a criterion in the selection of locations in Munderfing, Parndorf and Vienna.
- Employees are requested to comply with the hierarchy of 1. public transport, 2. electric vehicle, 3. gasoline or diesel cars when traveling on business.
- Air travel up to a distance of 1000 km is to be avoided. The decision for alternatives is based on the carbon footprint.
- Saving of journeys through increased use of communication technologies (e.g. MS Teams)
- Purchase of the ÖBB Vorteils card or a Climate Ticket for employees in the field.
- E-charging stations, also for free use by employees at all EWS locations.
- Forty-seven of the total of fifty-one cars will have been converted to efficient electric drive by the end of 2025. These are available to employees for business and private use.
- Employees are encouraged to drive in an energy-saving manner. Formation and promotion of car-pooling during business trips.
- Covered bicycle parking spaces at all locations

## Climate Alliance operation

- since November 2005

## SOCIAL AND HEALTH

- Women/employees: Proportion of women in the total: 34.59% (excl. women on maternity leave). Gender-neutral remuneration scheme.
- Employment of four to six interns per year.
- Working hours: Possibility of flexible working time models such as flexitime regulation, adapted to the family situation (timetables, kindergarten opening hours, timetables...), a 4-day week and teleworking. Support in particular for paternity leave to promote families and women returning to work.
- Education and training: Training plan for employees according to the company's requirements and taking into account their personal wishes.
- Annual organization of a company outing and a Christmas party for employees - preferably by public transport and an integrated education and sports program to promote team spirit.
- Efforts to create a health program.
- Free membership for employees in Vienna for the in-house fitness room.
- Health promotion and employee well-being: We promote the health and cohesion of our employees through exercise, nutrition and sustainable mobility. These include step challenges, healthy snacks, sporting team events and family celebrations. Future offers will further expand our portfolio and strengthen a healthy, active and sustainable working environment.



- Employee surveys are carried out as part of the annual MA interviews – in particular, determining the "feel-good factor" including equality, contribution to the CIP and the company's innovation.
- Regular checks of the workplaces by an occupational physician and a safety specialist from AUVA.
- Supporting employees in extraordinary situations such as emergency situations.

## CODE OF CONDUCT

### Employees and business partners

EWS has a legally compliant and ethically oriented corporate culture. The ethical rules of conduct must be observed by all employees.

The EWS also pays attention to this when selecting its contractors, suppliers, subcontractors and project and cooperation partners, or "business partners" for short, and expects them to also commit to legally compliant and ethically oriented business activities.

The Code of Conduct is aimed in particular against bribery as well as the granting and acceptance of unlawful gifts or gifts that are not customary in the local or market and against violations of competition, antitrust or public procurement regulations.

We expect our employees and our business partners to comply with all applicable laws and regulations for the protection of the environment in the course of their work and to weigh up economic, ecological and social aspects appropriately when providing the service.



## SUSTAINABILITY STRATEGY

We want to do more and have set ourselves the following goals:

- in the case of new recruitment of personnel and in the case of new appointments to management positions, preference is given to women with the same qualifications.
- Ongoing adaptation of the "Post Fossil Strategy" for our company, selection and implementation of measures.
- Austrian standards for planning and implementation in international projects.
- Conversion of all documents to gender-appropriate and inclusive language (gendering with colon) in order to consistently anchor equality, diversity and appreciation in our communication.