



HUMAN & SOCIETY



Employees

Our employees are the heart of our company. As a team, we are strong. We promote sustainable, innovative, and entrepreneurial thinking. The individuality and diversity of our employees contribute to our corporate culture and create a positive working environment.

Employee satisfaction

The satisfaction of our employees is a key success factor. We offer an attractive and fair working environment. This is achieved, among other things, through fair compensation and voluntary additional company benefits:

- The compensation of our employees is based on the collective agreements applicable in our industry.
- A company doctor carries out mandatory and optional medical examinations.
- We provide all employees with capital-forming benefits.
- We grant special leave, for example, for marriages.
- We subsidize computer glasses.
- We provide monthly tax-free benefits in the form of vouchers.
- We offer comprehensive insurance coverage for leisure and work in the form of a group accident insurance.
- We subsidize participation in sports and prevention courses.

64%

of employees have been employed for more than 10 years

Health & Safety

The health and safety of our employees is our top priority. We ensure that risks are proactively identified and systematically minimized by implementing the legal requirements regarding occupational safety and health protection. Humane and ergonomic workplace design is an integral part of our strategy.



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Health

We actively promote the health of our employees and support participation in prevention courses as part of our corporate health management.

30%

of employees actively used health classes

We support employees after extended periods of absence through an individualized reintegration process. Preventive and health promotion measures, accompanied by programs for medical and vocational rehabilitation, are developed and implemented with the consent and involvement of the affected individual. The goal is to overcome incapacity for work and to maintain the workplace in the long term.

Safety

We regularly carry out risk assessments to identify and evaluate work-related hazards. An operating instruction and a respective working instruction is available for every activity. As a further measure, monthly site inspections are carried out.



All employees receive training on occupational safety and health protection. They participate in initial instruction, regular safety briefings, and are provided with personal protective equipment (safety shoes, individual ear protection devices, work gloves and dust masks).

Accidents at work

	2021	2022	2023
Reportable accidents	1	0	2



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Diversity and equal opportunities

As a German company, we are subject to the General Equal Treatment Act (AGG). Our corporate culture is based on tolerance. Different religious beliefs, sexual orientations, ideological views, and people with disabilities are treated with respect.

5
different nationalities are
employed at EVD

Gender diversity

	2021	2022	2023
Gender diversity of all employees			
Women	29%	25%	26%
Men	71%	75%	74%
Gender diversity in the leadership team			
Women	50%	50%	50%
Men	50%	50%	50%

We enhance the intergenerational communication in the workplace. A workforce made up of different generations can learn the best work habits from each generation. Each generation offers a wealth of knowledge and perspectives that can unlock new opportunities for collective growth and learning.

Distribution of employees by age group

Age group	< 30	30 – 50	> 50
Share of employees in 2021	1	3	15
Share of employees in 2022	1	3	13
Share of employees in 2023	2	5	12



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Advanced training

We support our employees' personal and professional development by annual employee dialogues to identify their individual needs. Therefore, we provide several opportunities for the functional and technical upskilling required in the various areas of our organization. We encourage lifelong learning.

109



training hours per employee in the year 2023

Social responsibility

Our social commitment

As a sustainable and future-oriented company, we have been consciously taking responsibility in our region for many years. This includes donations to support volunteer work as well as projects in the areas of health and equal opportunities. Since 2013, we have employed a staff member from "Lebenshilfe Limburg e.V." as a permanent member of our team.