

CORPORATE SOCIAL RESPONSIBILITY  
REPORT 2023

NEVOGA

ENGLISH VERSION



# Content

- COMPANY PROFILE ..... 3**
- SUSTAINABILITY STRATEGY ..... 4**
- SUSTAINABILITY..... 7**
  - LOCATION OVERVIEW ..... 7
  - BUILDING ..... 7
    - Energy consumption* ..... 8
    - Energy mix* ..... 8
    - Water consumption* ..... 10
    - Waste* ..... 11
  - PRODUCTS ..... 12
    - Recycling* ..... 12
    - Certification* ..... 13
  - BIODIVERSITY ..... 13
- SOCIAL AFFAIRS ..... 14**
  - KEY EMPLOYEE FIGURES ..... 14
    - Gender distribution* ..... 14
    - Type of employment* ..... 15
    - Age demographics* ..... 15
  - WORKPLACE HEALTH PROMOTION ..... 16
    - Sport* ..... 16
    - Nutrition* ..... 17
  - OFFICE FURNISHINGS ..... 19
  - FLATS FOR OVERNIGHT STAYS ON BUSINESS TRIPS ..... 19
  - MOBILITY ..... 20
  - TRAINING AND FURTHER EDUCATION ..... 21
    - Award from the Chamber of Industry and Commerce* ..... 21
    - Apprenticeships* ..... 21
  - DIVERSITY ..... 21
  - EMPLOYEE PROTECTION ..... 22
- SOCIETY..... 24**
  - SPONSORING ..... 24
  - SUPPORT FOR CHILDREN AND YOUNG PEOPLE ..... 25
    - NevoKids* ..... 25
    - Sports programme* ..... 26
    - Partner schools* ..... 26
    - NevoStudent* ..... 27
    - NevoAbsolvent* ..... 27
  - CULTURE ..... 28
  - SUPPORT FOR CHARITABLE ORGANIZATIONS ..... 28
    - Caritas Czech Republic* ..... 28

## Company profile

Nevoga, the family-owned company founded in 1958, has developed over the years into the world's largest manufacturer of spacers for the construction and precast industry, currently employing over 400 people at sites in Germany and the Czech Republic. Nevoga now delivers to over 50 countries on all continents and offers more than 200 products in nine different product groups. Nevoga is growing despite all the challenges on the market. Manuel Mösl and his cousin Günther Brandner are the third generation to run the company.



Nevoga delivers worldwide:



# Sustainability strategy

“If you can't see the target, you can't hit it,” is also the motto for Nevoga's sustainability strategy. Without concretely defined goals and approaches, progress towards a more sustainable organization will be slow and haphazard. For this reason, Nevoga defines areas of activity every two years on which the company will focus in relation to the ESG spectrum. As already explained in the last report, the focus in 2023 and 2024 will be on the four areas of activity shown. These areas of activity were determined last year based on the available sustainability data for the following years.



**Supply chain:** Although Nevoga is not yet legally required to document its own supply chain, we are nevertheless aware of our corporate due diligence. For this reason, we have already intensively analyzed the online platform "EcoVadis"<sup>1</sup>. EcoVadis is a global CSR assessment agency that evaluates suppliers and providers on the basis of 21 criteria in the areas of environment, social affairs, ethics and sustainable procurement. This is a major simplification for companies that need to collect data on companies in their supply chains. This enables us as Nevoga to ensure that all our suppliers and customers, who are also rated on the platform, respect human rights and operate under fair conditions in their factories, just as we do. The first CSR assessment by EcoVadis is scheduled for the beginning of 2024. A further advantage of the external evaluation is that it will be used to develop the sustainability strategy for 2024/25. The external analysis and the data obtained can be used to determine new fields of action in detail and effectively, which Nevoga will focus on in subsequent periods.

<sup>1</sup> [Global, reliable, actionable sustainability solutions for businesses | EcoVadis](#) [Accessed: 03/06/2024]



**Family:** The compatibility of work and family is an increasingly important issue in today's society. We at Nevoga want to address this issue even more intensively, which is why we will be offering our employees in Znojmo the opportunity to bring their children to the company's own kindergarten

from 2024. Among other things, this should make it easier to return to work and support working parents in general. The childcare facility is located directly on the company premises, which will make everyday family life much easier for mothers and fathers. In combination with our company-owned NevoBus, travelling to work with children poses no problems and can significantly relieve the burden on working parents in our company. Another advantage of the NevoKids kindergarten is that we welcome children from the age of two in our childcare facility, whereas most public kindergartens in the Znojmo area only accept children from the age of three. Depending on capacity and the number of free places taken up by the employees' children, children from outside the organization are also accepted in order to relieve and support the local kindergartens. Construction of the kindergarten is currently in full swing. Completion is expected in spring 2024.



Visualisation Kindergarten Znojmo



**Certificates:** The fact that Nevoga has already implemented and fully lives up to a high standard of sustainability and social commitment is made clear on the following pages. In order to document this quality even better to the outside world, quality audits and certifications are planned for the

coming years. Two examples of this would be the ISO 14001 certificate, which recognizes a company's sustainability status, or a "Great Place to Work" review, in which employees rate their workplace through surveys and tests. In the end, it remains to be seen which awards and inspections really suit Nevoga's industry and business activities.



**Building:** The construction of the new company premises in Znojmo has led to a significant increase in efficiency and employee well-being. This is also to be achieved at the site in Freilassing, which is why work on the construction of the new, modern office building is already in full

swing. From the outset, it was important to us that the new building be designed and constructed as sustainably and efficiently as possible. For this reason, we set ourselves the goal of achieving the EG-40 building standard with our new building, as this seal recognizes properties that meet the highest energy efficiency requirements. By installing a PV system, installing a modulating air/water heat pump and integrating special room insulation, among other things, we will achieve our goal and fulfil the standard. According to the current



Visualisation new building Freilassing



Construction site new building

plans, the PV system has 72 kWp, which corresponds to an annual output around 72,000

kWh, although deviations of up to 20 % are possible due to weather conditions.

As a result, the Freilassing site will be able to cover a significant proportion of its annual energy consumption through the PV system alone. In future, the Freilassing site will be able to cover a significant proportion of its annual energy consumption with the PV system alone.

In addition to the sustainability benefits, the new building will also bring numerous advantages and improvements for employees. They will benefit from innovative offices with integrated ceiling cooling and air conditioning, a new kitchen area and a new security system.

# Sustainability

The first subgroup of a CSR report is the topic of “sustainability”. According to the EU's ESR standards, a sustainability report should represent a balance between personal responsibility and requirements. The EU has named the following five categories as sub-items of this topic, which companies should address in more detail in future.



## Location overview

The Nevoga Group has 3 locations. The largest branch and the core of production are located in the Czech Republic. The Witten and Freilassing sites are responsible for the contract production of shuttering tubes and sales support from the commercial agency.

## Building

As already explained, the core of production is located in Znojmo, in the Czech Republic. After 30 years of production at this site a new state-of-the-art production facility was built in 2021. It was not only the largest investment in the company's history, but also in the region. For this



Company building Znojmo



Nevoga Family Day 2022

reason, we decided last year to celebrate the opening of the site not only internally, but also to integrate our fellow human beings from the surrounding area. The so-called “Nevoga Family Day” was the ideal opportunity to introduce our company, our values and our corporate philosophy to the people of Znojmo. The opening ceremony attracted

a total of around 7,000 visitors. The Nevoga Family Day was a complete success and the perfect opening of our new premises.

Another highlight was the award for “Building of the Year in the Czech Republic”. The expert jury particularly emphasized the building's state-of-the-art and intelligent technologies. As already mentioned, the construction and extension of a state-of-the-art office building is also planned in Freilassing. Construction is currently in full swing – completion is expected in March 2024. Further information on the new building can be found above under “Sustainability strategy”.



Company building Znojmo

### Energy consumption

The energy consumption per company location in 2023 is listed separately below. The significantly higher energy consumption in Znojmo in absolute terms can be attributed to the production facility, which is less pronounced in Freilassing and Witten - only a very small sub-range, namely shuttering tubes, is produced here. It is worth mentioning at this point that energy consumption in Znojmo was reduced by 30 % compared to the previous year. As Nevoga can only view the annual energy consumption of Witten towards the end of the following year, this location is not yet included here.



Znojmo: 16,140,000 kW  
Germany: 156,013 kW

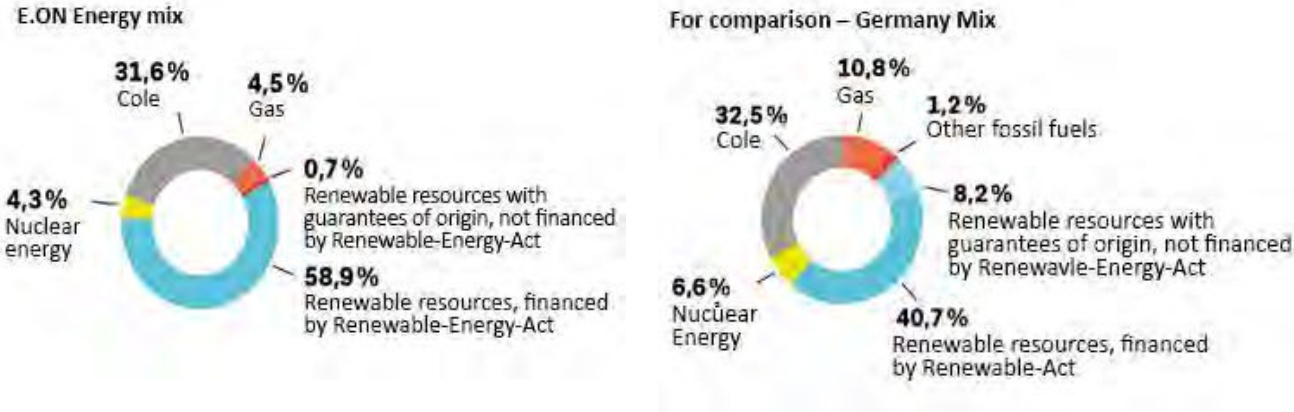
### Energy mix

**Znojmo:** As already announced in the 2022 report, the energy mix in Znojmo was significantly changed by the commissioning of the photovoltaic system in Znojmo. By implementing the company's own energy source, a total of 988,000 kilowatts of electricity was generated internally in 2023. The remaining electricity required was

purchased from the supplier “E.ON”. It is worth noting that E.ON claims to be striving to become the most environmentally friendly electricity supplier in the Czech Republic.<sup>2</sup> Furthermore, all parts of the building in Znojmo are heated through the intelligent utilization of waste heat generated during the production process, which leads to considerable energy savings.

**Germany:** At these locations, electricity is currently also purchased from the provider “E.ON”, which supplies companies in Germany with a prefabricated energy mix.<sup>3</sup> The current composition of the energy purchased is shown below. A comparison of the two charts shows that E.ON supplies more sustainable energy overall than the general German mix. Just as in Znojmo this year, the energy mix used in Freilassing will also improve significantly and be recomposed in the future. With the completion of the modern office building in Freilassing, a considerable proportion of the electricity consumption will be generated by the newly installed PV system and the heat pump with deep drilling.

E.ON energy mix compared with Germany

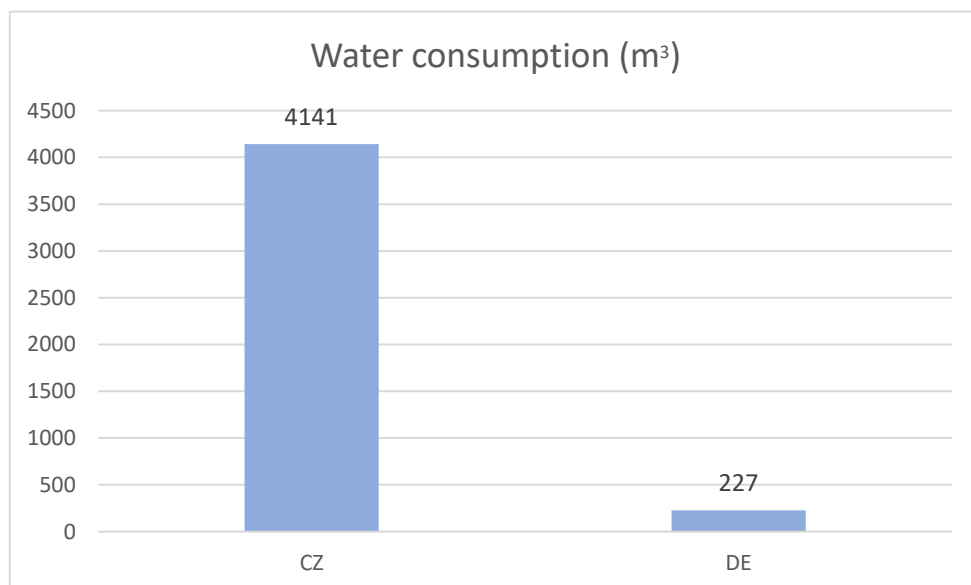


<sup>2</sup> [E.ON Energy | E.ON \(eon.cz\)](#) [Accessed: 26/05/2024]

<sup>3</sup> [Electricity mix: Our energy mix consists of these sources | EON](#) [Accessed: 26/05/2024]

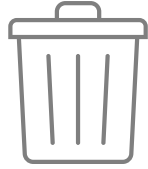
## Water consumption

The graph below shows the water consumption per site at Nevoga. However, the 4141 cubic meters shown for Znojmo is only the amount of water that is sourced externally via the waterworks in Znojmo. This is because Nevoga has a system that conserves resources as much as possible, whereby rainwater is collected directly on the company premises, which covers the additional requirement of around 1200 cubic meters. Furthermore, the new building in Znojmo has an in-built water circuit, which means that the cooling water from production can be reused, among other things. The theoretical water requirement in production would be around 1.6 million cubic meters without reuse. However, the closed water circuit means that only the 4141 and 1200 cubic meters mentioned above are actually used.



## Waste

Regarding waste, the distribution of locations in Germany and the Czech Republic is as follows.



Znojmo: 354 tonnes

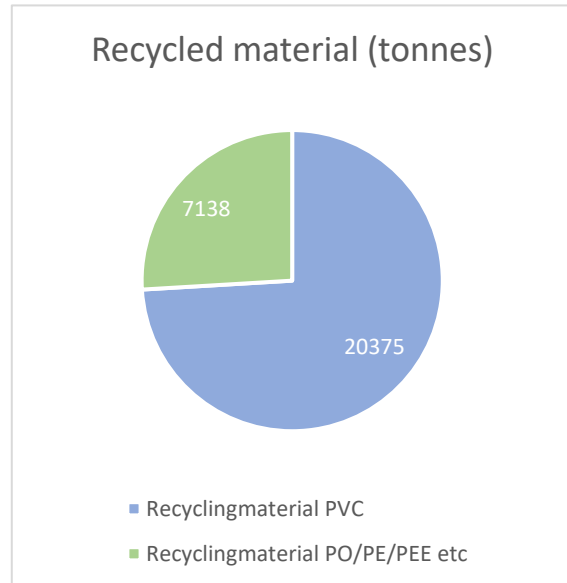
Germany: 73 tonnes

The 73 tonnes from Witten and Freilassing deserve special mention here, as these two locations only generate paper and cardboard waste. Compared to other materials, this type of waste can be recycled much more easily and reused to produce paper, for example. In Znojmo, it must of course be considered at this point that this is the company's main production site and therefore the total amount of waste produced is significantly higher. Of the 354 tonnes, special mention should be made of the 10.3 tonnes of paper and cardboard waste, 41.58 tonnes of iron, 15.1 tonnes of iron filings, 41.84 tonnes of sheet metal and 0.21 tonnes of copper waste from old cables, which is sent directly for recycling and thus reused. What Nevoga is extremely proud of is the fact that the company not only uses recycled material for its products, but also produces hardly any plastic waste, as every scrap that arises in production is fed back into the production process.

## Products

### Recycling

An important approach to achieving a higher standard of sustainability, especially for producers such as Nevoga, is the choice of materials used. In this respect, Nevoga was already a pioneer and role model in this area in 1989 by focusing on the use of recycled plastic. Since then, Nevoga has processed around 27,000 tonnes of recycled plastic every year.



In addition, all products that are made from 100% recycled plastic are marked accordingly on the website and in the catalogue to influence the customer's final decision. There are currently 89 products on the website that are made from 100% recycled plastic, the majority of which are also PVC-free.

Nevertheless, Nevoga also sources small quantities of new plastic. However, this is for the simple reason that we must guarantee exactly the same quality for safety-relevant products that have to meet tested quality standards. This would simply not be possible with recycled plastic. Nevoga also pays attention to sustainability in the production of formwork tubes. These are produced from the production waste generated during the manufacture of Tetra Pak packaging.



## Certification

„Blauer Engel” (the "Blue Angel") is an environmental label that is now used to label a wide range of goods and services to support customers in their purchasing decisions. Nevoga is also currently in the process of having numerous products in the Nevoga range labelled with this label. However, final certification is not expected until the coming years.



## Biodiversity



Growth progress in the forest park

by establishing a forest park. Nevoga supported the project not only financially, but also physically on site with the planting. We are delighted that the 9,500 trees and shrubs planted are flourishing and greening the surrounding area.

As one of the largest companies in Znojmo, we also have a certain responsibility for the well-being of nature and the inhabitants of the surrounding area. For this reason, Nevoga supported the “Přímětice Forest Park” project, which focused on promoting biodiversity



# Social affairs

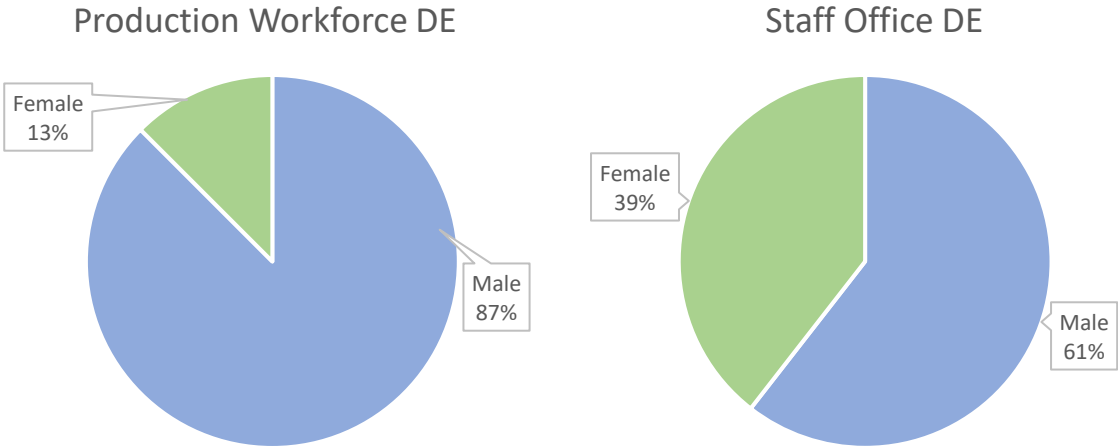
The second category of ESG factors is essentially intended to reflect the inclusion and appreciation of a company's employees. In addition, the interaction with other workers in the value chain and communication with customers are also analyzed here. The EU has defined 4 core areas for this purpose:



## Key employee figures

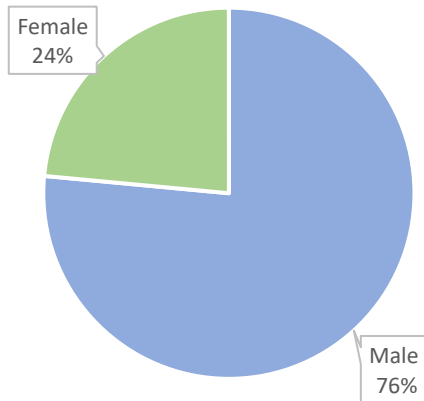
### Gender distribution

With a total of 24 employees in production and 38 employees in the office, the gender distribution at Nevoga in Germany is as follows.

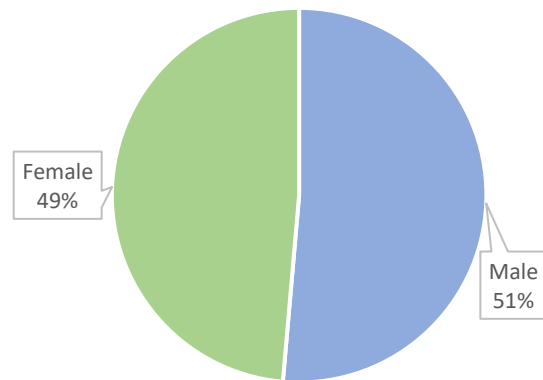


In Znojmo, on the other hand, there are 302 employees in production and 72 employees in the office. The gender distribution at this location is shown on the following page.

Production Workforce CZE



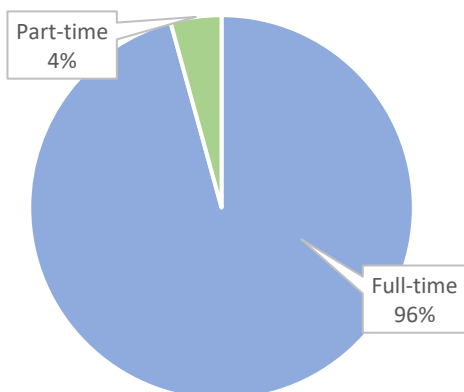
Staff Office CZE



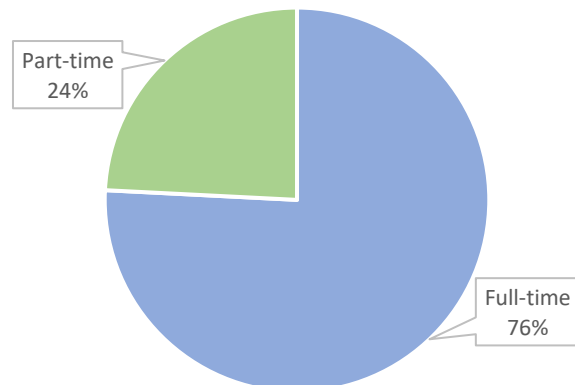
### Type of employment

The following charts show the type of employment per locations in Germany and Znojmo. Furthermore, it is important to us to be able to guarantee our employees an adequate work-life balance, which is why we also welcome part-time employment.

Employment type CZE

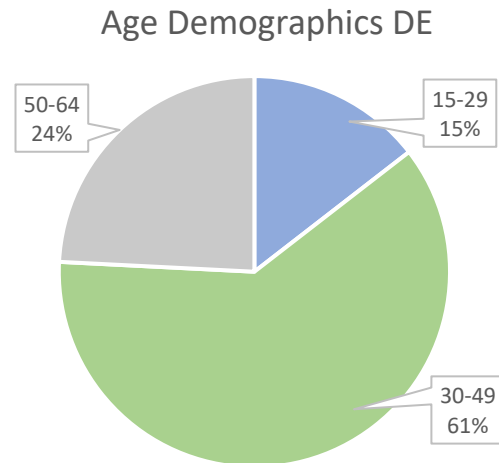
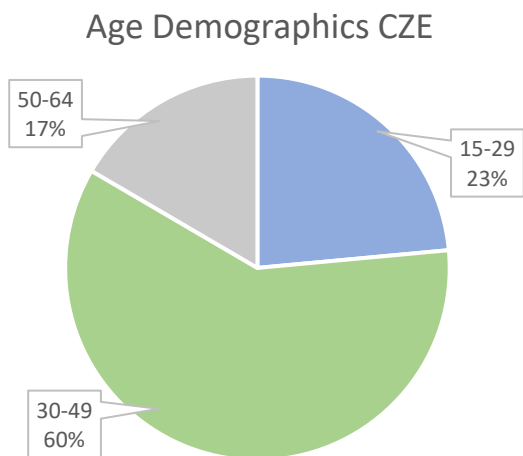


Employment type DE



### Age demographics

The age demographic at Nevoga is diverse, which means a positive dynamic and a wide range of perspectives and experiences. A balanced age structure can bring many benefits, as employees of different ages bring different perspectives, skills and working styles to the table.



## Workplace health promotion

There are many ways in which companies can promote and improve their occupational health. Nevoga essentially focuses on two core health elements: sport and nutrition.

### Sport

**NevoFit:** The numerous NevoFit events in Freilassing combine health promotion and team building by offering joint activities in the surrounding area such as hiking, yoga, cycling or mini golf. In addition, Nevoga employees regularly compete together or individually in competitions such as the Salzburg Business Run or the Company Triathlon. The employees in Znojmo were able to play football and volleyball together and there were also joint fitness and yoga classes.



Salzburg Company Triathlon 2023

**NevoGym:** The company gym was completed in the new company building in Znojmo at the beginning of 2023. The employees can train here using state-of-the-art fitness equipment, saving them money and time travelling to and from the gym, compared to conventional gyms.



NevoGym in Znojmo

**Cycle path:** As a further health measure, Nevoga has had a cycle path built to offer employees the opportunity for a sustainable, safe and healthy journey to work. (More on this below under “Mobility”)



E-bikes in Freilassing

**E-mountain bikes:** Nevoga also promotes cycling in leisure time, which is why the workforce in Freilassing is provided with four E-mountain bikes free of charge which can be borrowed at any time, for example over the weekend.

## Nutrition

**Lunch:** As a health and work benefit, employees in Znojmo are provided with a daily lunch of their choice. Depending on their taste, they can choose between six different options in the office building and three options in the production. It is worth mentioning that a "fitness menu" can also be selected, which is particularly healthy. As a benefit, the company pays 55 % of the cost of each paid meal every day.

**Organic tea:** The Freilassing and Znojmo sites have high-quality tea stations where employees can serve themselves to a variety of organic teas around the clock. Nevoga works together with Bioteaque for this – a Bavarian company that has focused on the production of high-quality organic teas in Alpine style due to its love of nature and the mountains and meets the highest requirements of the top hotel industry and pharmacy teas.



Bioteaque Tea Station



Outdoor dining area Znojmo

**Kitchen and canteen:** All Nevoga sites have modern kitchens and dining areas that are equipped with all the necessary appliances (such as sufficient microwaves or cookers). This should incentivize employees to bring more food from home and also to create a pleasant atmosphere for a team lunch break. Employees also have access to coffee machines, snack machines and food vending

machines.

**Fruit basket:** In Freilassing, there is also a free fruit basket, which is replenished daily with fresh and seasonal fruit to promote and support the supply of vitamins to the workforce.

**Vitamin capsules:** A sufficient supply of vitamins is essential for a good immune system, especially in winter. For this reason, Nevoga has provided its employees with high-quality vitamin capsules on a voluntary basis over the winter months.

## Office furnishings

Another important component of employee health at work is the centre of activity – the workplace. For this reason, the buildings in Znojmo and Freilassing are generally modern and aesthetically designed and furnished so that employees feel comfortable.



Company building Znojmo

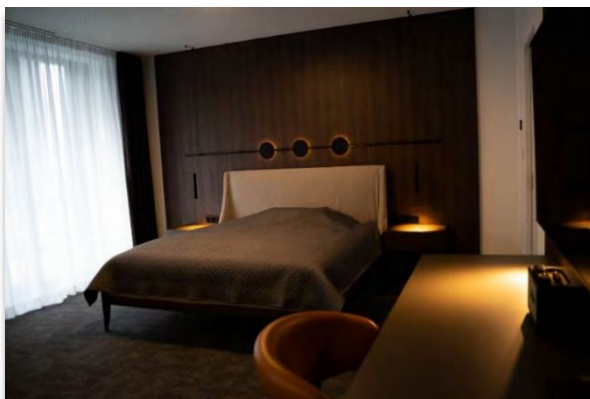


Offices in Znojmo

Furthermore, all offices are equipped with ergonomic office chairs and desks with adjustable heights. The employees should not miss anything, which is why all offices have been planned and furnished very generously in a modern style.

## Flats for overnight stays on business trips

As the Freilassing and Znojmo sites are closely linked according to the company structure and work together on a daily basis, 6 flats were created for employees in the new building in Znojmo to make regular business trips as pleasant as possible. All rooms were created



Flats in Znojmo

using innovative architecture and have a modern communal kitchen, which is equipped with the required food and drinks as needed. Colleagues can use the adjoining fitness room straight after work, cook something together or pass the time with the gaming machines.

## Mobility

### NevoBus

The NevoBus commutes daily between the city centre in Znojmo and the company premises to transport employees to work together and sustainably. The NevoBus makes a total of 11 stops throughout Znojmo three times a day. This essentially saves CO<sub>2</sub> emissions, as employees no longer have to travel to work individually in their cars. The cost savings due to reduced fuel consumption and the convenience for the individual are also significant advantages. In addition to the daily journeys for the workforce, the NevoBus also transports all schoolchildren who visit our company premises as part of their excursions free of charge.



### Cycle path

To offer employees a safe and environmentally friendly alternative for their daily commute to work, this year Nevoga has had an old dirt track leading from the town directly to the company premises converted into a paved cycle path at its own expense and responsibility. The aim is to offer the entire workforce the opportunity to cycle to work. This not only saves CO<sub>2</sub> emissions if the bicycle is chosen as an alternative to the car, but also promotes the



sportiness and health of the employees. Furthermore, a lockable canopy for bicycles and motorbikes has been created on the company premises so that the employees' means of transport can be stored safely.

## **E-charging stations**

Both the site in Freilassing and the one in Znojmo are equipped with sufficient e-charging stations. These facilities are particularly important if more e-cars or hybrid cars are purchased as company cars in the future. The charging stations are also important for employees who do not own company cars and benefit financially from them privately.



## **Training and further education**

### **Award from the Chamber of Industry and Commerce**

Last year, Nevoga was certified as a training company by the Chamber of Industry and Commerce for Munich and Upper Bavaria (IHK München und Oberbayern), which means that Nevoga ensures quality through vocational training. With around 420,000 members, the IHK for Munich and Upper Bavaria is the largest IHK in Germany and is also one of the largest chambers in the whole Europe.

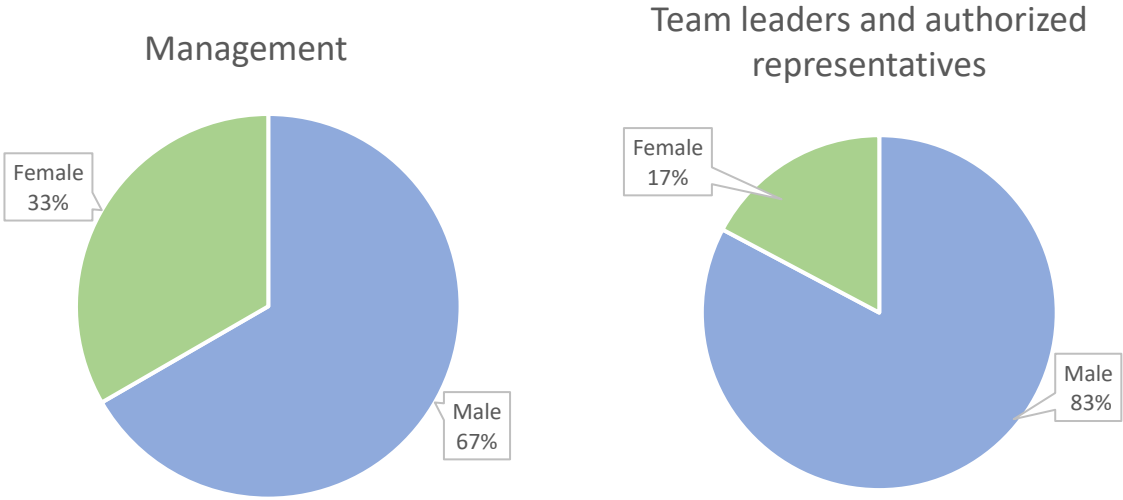
### **Apprenticeships**

Nevoga is committed to the education and training of young people in particular. For this reason, projects such as "NevoStudent" and "NevoAbsolvent" have been launched in the Czech Republic. More information on this follows below. Apprenticeships are another pillar of Nevoga's training programme. In 2023, there were 2 apprenticeship programmes in Znojmo and one apprenticeship programme in Freilassing.

## **Diversity**

An appreciative and respectful approach is a top priority at Nevoga. For this reason, care is taken at all locations to ensure that every person is guaranteed the same conditions, opportunities and remuneration regardless of the various dimensions of diversity and that an inclusive environment prevails. Management positions at Nevoga are also distributed

heterogeneously. The chart illustrates the gender distribution of team leaders both in the office and in production.



**Employee protection**

**Accidents at work**

Every employer wants to reduce accidents in the workplace to zero. However, it is obvious that this is not possible in the long term, especially in a production company like Nevoga, where large, heavy machines and steel materials are used. For this reason, 44 accidents at work were recorded in Znojmo in 2023 and 2 at the sites in Germany.

## Precautionary and protective measures

In order to reduce this number even further in the future, Nevoga is taking all possible protective and safety precautions to ensure the health and safety of its employees. Examples of this include personal protective equipment, access restrictions to certain danger zones and the regulation of walking and driving routes within production. Vehicles may only be driven by specially trained employees. There is also an external safety officer in Znojmo.

## NevoSafe

However, Nevoga is not only concerned about protecting its own employees but is also constantly endeavoring to increase and improve general safety precautions on construction sites to prevent serious accidents at work outside the company. As part of this endeavor, Nevoga created the "NevoSafe" product around 6 years ago, which provides safe and reliable protection against protruding reinforcing bars.



Visualisation NevoSafe

The new company premises in Znojmo have also contributed significantly to the safety of employees.

## Society

### Sponsoring

Nevoga supports regional and national, well-known and unknown as well as small and large associations and organizations in Germany, Austria and the Czech Republic in many ways. Our social commitment is not only focused on one specific area, but is very diverse in the areas of culture, sport, social affairs and sustainability. We also support public institutions such as the voluntary fire brigade, the police and the ambulance service. As Nevoga is a long-standing family business, our focus is therefore primarily on children and young people. In the following, we will only discuss sponsorship in sport. Support for culture and social issues can be found further below.

**Nevoga Arena Znojmo:** As Nevoga not only cares about its employees, but also about the people of Znojmo, we have been supporting the “Orli Znojmo” ice hockey team for nine years now. It is interesting to note that Orli Znojmo played in the international ICE Hockey League from 2011 to 2022, in which numerous Austrian and Italian professional teams are also represented. Thanks to Nevoga's great social commitment, the stadium in Znojmo was finally renamed the “Nevoga Arena” in 2016.



Orli Znojmo in the Nevoga Arena

**Clubs:** Nevoga supports various clubs and events from all kinds of sports such as football, volleyball, ice hockey, skating, cycling, tennis and running. We pay particular attention to clubs that are located close to our locations. Some examples of this are:



SV-Straßwalchen (AT)  
Znojmo, Vrbovec (CZ)  
ESV Freilassing (DE)



Union Wörle Henndorf (AT)  
Volejbal Přímětice (CZ)

**Competitions:** In addition to supporting individual clubs, Nevoga also sponsors events and sports competitions. As a benefit for our employees, they can also take part in these events free of charge. Two examples of this are “Kolo pro život” (cycling race in Znojmo) and “Pohádka Run” (relay race in Znojmo).

### Support for children and young people

#### NevoKids

Nevoga is strongly focused on the needs of its employees. For this reason, as already explained in the “Sustainability strategy” section, a kindergarten will be opened directly on the company premises from 2024 to support parents with their childcare obligations. This will also make it much easier to reconcile work and family life, especially for single parents.



Visualisation Kindergarten Znojmo



Visualisation Kindergarten Znojmo - Bedroom

The kindergarten has capacity for a total of 24 children, with places that are not needed by the employees themselves being allocated to external children from the surrounding area. As already mentioned, another major advantage is the minimum age for the childcare facility,

as Nevoga accepts children from the age of two, whereas public kindergartens in the neighborhood usually require a minimum age of three.

### Sports programme

As already mentioned, Nevoga supports various clubs in different age groups. As it is very important to us to further expand the range of sports on offer for children and young people and to promote the fun of exercise from an early age, Nevoga organized and financed various tournaments for children in 2023. For example, the "Nevoga Cup" was held in spring 2023, in which ice hockey teams from Austria (Vienna, Linz) and the Czech Republic (Znojmo, Brno, Jihlava, Třebíč) competed against each other. A total of 160 children aged 8 and younger took part in the sporting event. Nevoga also organised the "Nevoga Football Cup" in May, in which around 180 football-loving children competed against each other in U8 and U9 teams.



Nevoga Cup 2023

Another initiative for children in Znojmo is the NevoKids children's club in the Nevoga Arena. From the 2023/24 season, the kids' club are open during all A-Team ice hockey games, where the little ones aged 3-10 are supervised by pedagogically trained carers.

### Partner schools

However, Nevoga is not only concerned with the well-being of children, but also supports both pupils and students. For this reason, in addition to the two previous partner schools, Uhlárka (a technical secondary school) and the Dvořákova Vocational School, we have started another collaboration with a higher education institution in Znojmo in 2023.



Company tour with 8th grade students

Nevoga offers significant support for these educational institutions and their pupils. Examples of this include sponsoring school competitions or company tours, which are regularly organized with various classes. This gives them a first insight into everyday working life and a possible outlook for their professional future. In 2023, 20 school classes, corresponding to a total of 515 pupils, visited our company premises. This is not usual in the Czech Republic – Nevoga therefore serves as a positive example in the Znojmo region.



### NevoStudent

Furthermore, Nevoga would like to encourage more students to continue their education in the technical field. Occupational groups such as machine mechanics, electrical engineers, electricians and metalworkers in particular are increasingly in demand nowadays, which is why we want to raise the profile of these training areas. To this end, Nevoga has created a special incentive system to adjust the value of these professions in line with labor market demand. Students who have enrolled on the NevoStudent programme receive a monthly stipend accordingly. In addition, NevoStudents receive bonuses at the end of the school year depending on their average grades. Two electricians and two electrical engineers are currently enrolled on the NevoStudent programme. They regularly visit our company, where our specialists provide them with practical insights into a wide range of tasks. This gives our NevoStudents the ideal combination of studying and practical experience in the company.



### NevoAbsolvent

The NevoAbsolvent programme was created specifically for all students who have not already taken part in the NevoStudent initiative but still want to enjoy the benefits that come with starting work at Nevoga. For this reason, Nevoga provides bonuses

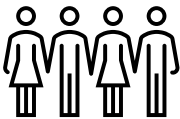
for all graduates of electrical engineering, electrical engineering or agricultural machinery mechanics programmes if they have graduated from the Uhlárka or Dvořákova School in Znojmo. The admission of school leavers to this programme is planned from 2024.

### Culture

As already mentioned, Nevoga also sponsors numerous organisations and events in the field of culture. In general, we are always delighted when we can support the activities of artists. In addition to sponsoring the Stadtmusik Hollabrunn or the CVJM Freilassing, there were other events that were supported by Nevoga. The most important events in 2023 were:



City ball Znojmo



- City ball Znojmo (CZ)
- WIFO Night Tour (music and city festival in Freilassing, DE)
- Znojmo Music Festival (CZ)

### Support for charitable organizations

#### Caritas Czech Republic

Caritas Czech Republic is involved in many different social issues and charitable projects. With the aim of supporting local hospice care, they organize an annual cake sale, the proceeds of which are used to support this charitable cause. As part of this initiative, Nevoga bought around 350 cakes for its employees to support Caritas in its endeavor to provide monetary support for hospice care. In 2023, Nevoga took part in this campaign for the third time in a row.



