



EV GROUP®

SUSTAINABILITY REPORT FY2025



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STATEMENT OF THE MANAGEMENT

01

Statement of the Management

DRIVING SUSTAINABILITY ACROSS EVERYTHING WE DO...

“Leveraging the latest technology developments, the semiconductor industry can create a sustainable future where economic growth and environmental stewardship go hand in hand. As an example, EVG's industry-leading wafer processing solutions and know-how enable the development and production of energy-efficient microelectronic devices using processes that have less impact on the environment.

As a leading equipment manufacturer, we operate an environmental management system and implement our sustainability goals in line with ambitious initiatives in the areas of corporate social responsibility, cultural diversity and equality for all employees, as well as in line with our economic goals. We are committed to driving sustainability across everything we do.



Mag. Hermann Waltl
Executive Sales &
Customer Support
Director

Alexander Rank
Executive Corporate
Functions Director

DI Erich Thallner
President

Aya Maria Thallner
Executive Vice
President

Dr. Werner Thallner
Executive Operations
Director

Paul Lindner
Executive
Technology Director

ABOUT US

02.

Our Company

EV Group (EVG) provides innovative process solutions and expertise that serve leading-edge and future semiconductor designs and chip integration schemes. EVG's high-volume-manufacturing-ready products, which include wafer bonding, lithography, thin-wafer processing and metrology equipment, enable advances in semiconductor front-end scaling, 3D integration and advanced packaging, as well as in other electronics and photonics applications.



With state-of-the-art application labs and cleanrooms at its headquarters in Austria, as well as in North America and Asia, EVG is focused on delivering superior process expertise to its global R&D and production customer and

partner base – from the initial development to the final integration at the customer's site.



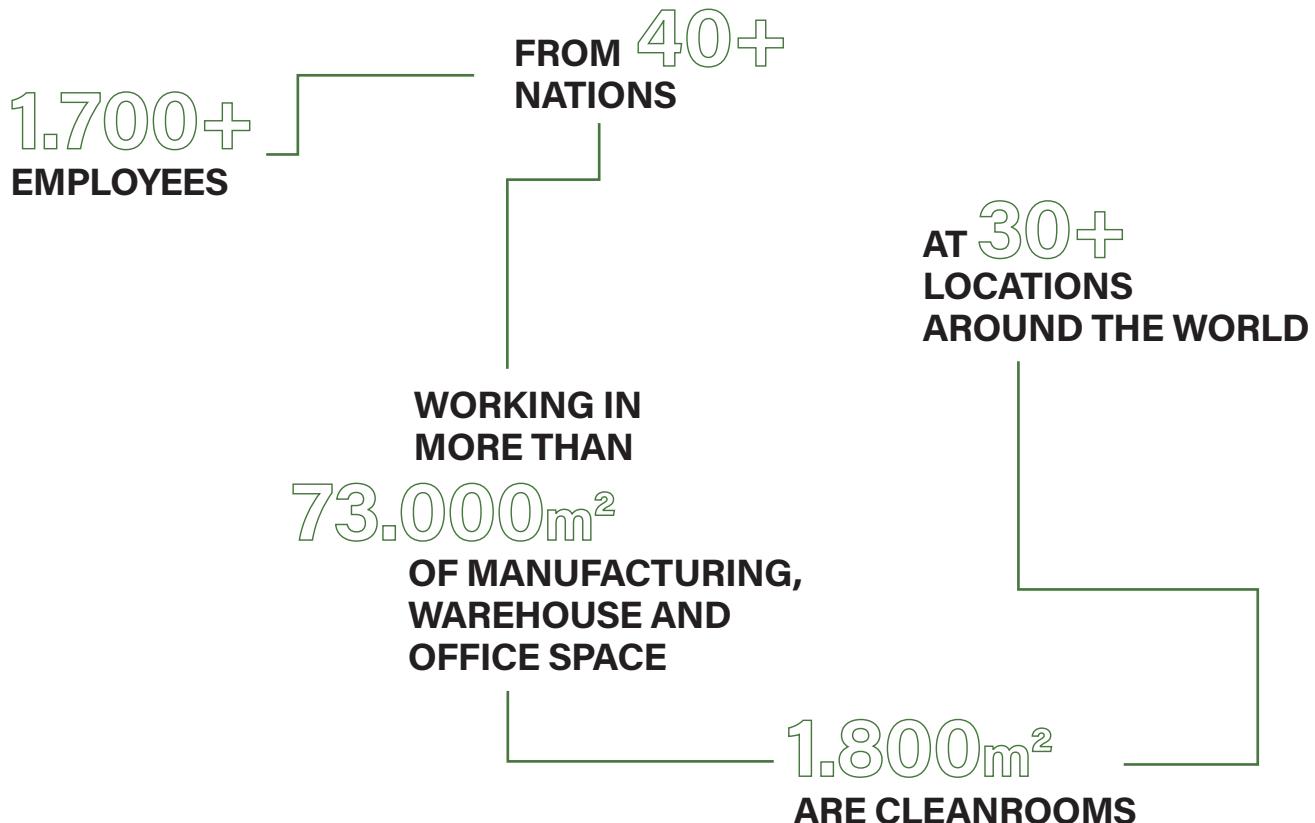
Our Vision



invent – innovate – implement

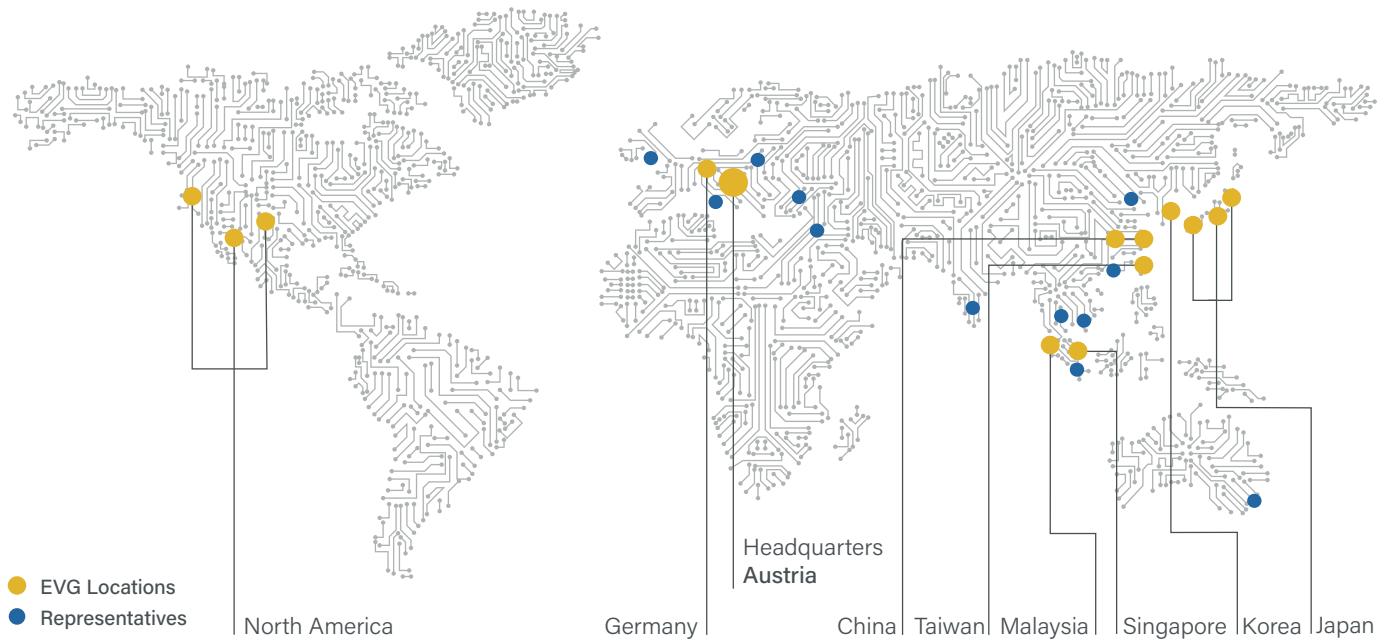
Our Triple-i philosophy is reflected in the enthusiasm for technology, innovative strength and internationality of the entire company. Our vision of "being the first in exploring new techniques and serving next-generation applications of micro- and nanofabrication technologies" enables our customers to successfully commercialize their new product ideas.

Facts and Data



Facts and Data (cont.)

EVG services and supports an elaborate network of customers and partners all over the world, with global headquarters in Austria, fully owned subsidiaries in the U.S., Japan, South Korea, China, Taiwan and Singapore, as well as representatives in many other countries.



IMPLEMENTING SUSTAINABILITY

03.

Sustainable Corporate Governance

EVG is a responsible global organization dedicated to safeguarding the welfare of our society and the environment. We are committed to conducting all operations in an environmentally and socially responsible manner, fostering practices that are both sustainable and eco-friendly.

Our Environmental Management System, certified to the ISO 14001 standard, ensures that we handle resources and energy with care. By reducing solid waste, emissions, and wastewater, we continuously improve our environmental performance. We strive to minimize our ecological footprint through innovative solutions and sustainable practices.

Sustainability is at the core of our operations. We prioritize the use of renewable energy sources, implement energy-efficient technologies, and promote recycling and waste reduction initiatives. Our goal is to achieve carbon neutrality and contribute to a circular economy.

EVG is committed to corporate social responsibility, ensuring compliance with all applicable legal requirements and regulations related to occupational health and safety, equality, accident prevention, equipment safety, and environmental protection. EVG ensures that all business activities are conducted in accordance with applicable laws and we also adhere to the Responsible Business Alliance (RBA) Code of Conduct and support the 2010 Dodd-Frank Act regarding conflict minerals.

We prioritize the well-being of our employees and the communities we serve. EVG ensures equality for all employees, regardless of age, cultural background, class, disability, ethnicity, gender, sexual orientation, faith, or marital status. We foster a workplace free from discrimination, intimidation, bullying, harassment, bribery, corruption, and blackmail. All employees, whether part-time, full-time, or temporary, are treated fairly and with respect, valuing the diversity of all. This policy applies to all aspects of employment, from recruitment and training to career development, promotion, and redundancy. Selection for employment, promotion, training, or any other benefit is based on aptitude and ability, ensuring a fair and inclusive work environment.



Research and Development

Corporate Sustainability through EVG Technology and Products

At EVG, sustainability is a core principle in product development, covering both hardware and processes. Our technologies significantly enhance energy efficiency, resource conservation, and cost savings. Innovations such as EVG LITHOSCALE®, EVG LayerRelease™ and advanced wafer bonding technologies for 3D device stacking demonstrate our commitment to sustainability while improving product quality and efficiency.

Today, Artificial Intelligence (AI) has emerged as the most influential megatrend shaping today's digital transformation. As the fastest-growing technology in history, AI is revolutionizing how we work, learn, and communicate, while transforming virtually every industry. By 2030, the majority of semiconductor chips are expected to serve AI applications, driving demand for advanced compute power and memory solutions. Meeting this challenge requires innovative manufacturing technologies that not only scale performance but also significantly improve energy efficiency. Our solutions are at the core of this transformation.

In recent years, several products have been successfully introduced into the market predominantly for three-dimensional (3D) integrated devices and advanced

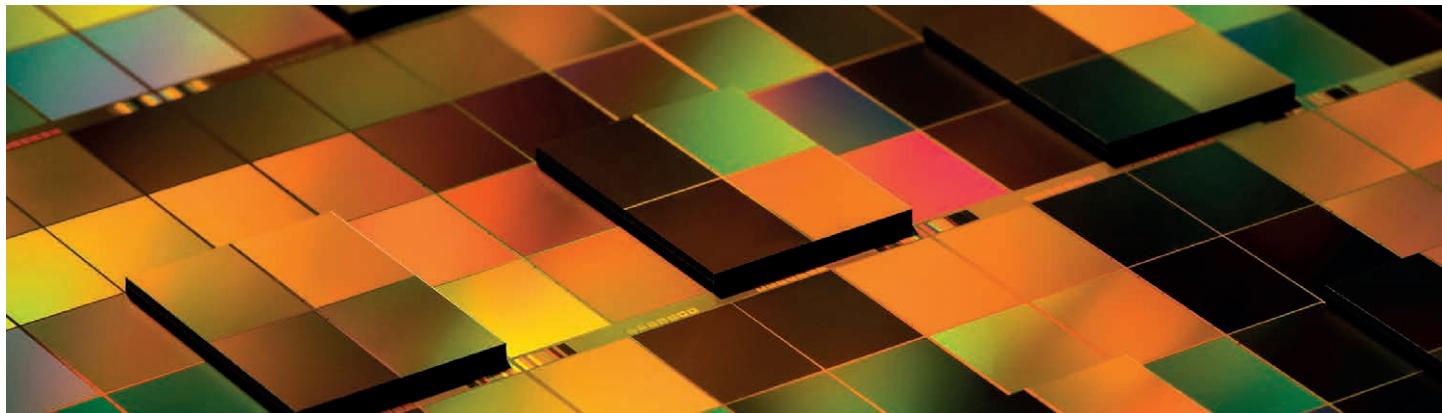
packaging. 3D integration in stacked devices offers significant environmental benefits compared to traditional planar integration. By vertically stacking multiple layers of transistors and other components, 3D integration reduces the footprint of electronic devices, leading to more efficient use of materials and space. This compact design minimizes the need for extensive packaging materials thereby reducing waste. EVG's fusion and hybrid bonding technologies play a critical role in enabling this high-density stacking. One of the primary environmental advantages of 3D integration is its potential to lower energy consumption. The shorter interconnects between layers in 3D structures reduce signal delay and power dissipation, leading to more energy-efficient operation. This efficiency is crucial for devices like smartphones and

EVG LITHOSCALE® XT

Smart, agile and consumables-free digital lithography



Research and Development (cont.)



laptops, which can achieve longer battery life and reduced energy usage over their operational lifetime. Moreover, 3D integration can decrease the carbon footprint associated with manufacturing processes. By integrating more functionality into a smaller volume, the overall material usage is reduced, which in turn lowers the energy required for production and the associated greenhouse gas emissions. Additionally, the ability to integrate different types of materials and technologies within a single device can lead to innovations in energy-saving applications, such as advanced sensors and low-power processors. EVG's most recently announced sustainability technology,

LayerRelease™, enables a highly selective infrared (IR) release process through silicon wafers. In 3D integration, many carrier mounting and demounting processes are needed. Many demounting processes are still based on material grinding, polishing and etching, therefore not only removing but destroying the handling wafer.

EVG's LayerRelease technology enables removal of the substrate without any damage, making it reusable and saving a tremendous amount of resources such as electricity and chemicals needed to manufacture a silicon wafer. The same process can be applied in front-end-of-line as well as back-end-of-line carrier processes, making

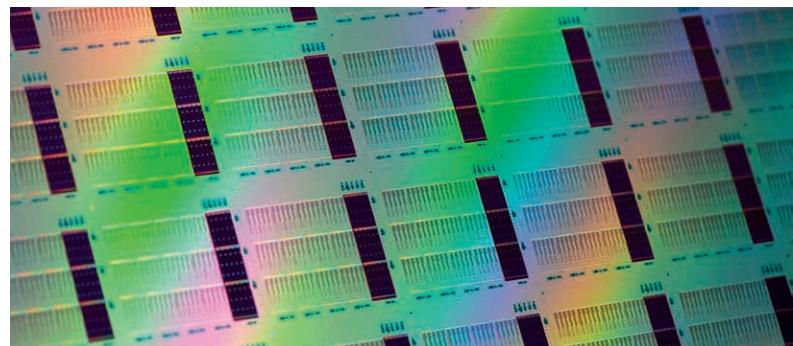
Research and Development (cont.)

it universally applicable. The cleaning after IR exposure operates entirely without chemical solvents, using a water-based cleaning approach instead. Overall, the adoption of laser release technology in wafer bonding processes contributes to more sustainable manufacturing practices by reducing chemical use, lowering energy consumption, minimizing waste, and improving efficiency.

EVG's LITHOSCALE is a maskless exposure technology that eliminates the need for physical photomasks. Mask generation, storage and cleaning generate high amounts of CO₂ emissions throughout the entire mask life cycle. Generation of quartz as a mask raw material and the etching of chrome structures on the mask are CO₂ intense processes. Mask cleaning and storage generates another CO₂ impact. LITHOSCALE eliminates all these impacts. Furthermore, the equipment design is built on long-lasting solid-state-laser light sources for exposure, while many other types of lithography equipment still rely on high-consumable gas lasers or even mercury arc lamps. Another savings potential for LITHOSCALE comes from its digital mask processing capabilities, where additional features such as identification and cryptographic marks, and even multiple mask level patterns can be exposed in one pass, together with the initial structures. This lithography approach generates the highest CO₂ savings of the equipment as it eliminates processing steps.

EVG's Nanoimprint lithography (NIL) is a cost-effective technology for creating nanoscale patterns. As an additive lithography and manufacturing technique, it reduces environmental impact by minimizing chemical use and process steps. NIL is entirely based on the replication of a certain structure. Hence, complicated original features that are expensive and process intense to build are replicated by NIL in a very economical way. It enables precise material usage, reducing waste and enhancing efficiency. NIL's high throughput and scalability further contribute to sustainable manufacturing practices, making it an eco-friendly alternative to traditional methods.

These previously mentioned technologies are just a few examples of the types of solutions that EVG is working on that greatly contribute to our corporate sustainability efforts.



Product Compliance

Upcoming Restrictions of PFAS

EVG proactively addresses regulatory changes. As of September 2025, the European Chemicals Agency (ECHA) has published an updated proposal for extensive restrictions on perfluoroalkyl and polyfluoroalkyl substances (PFAS) under REACH. This revised dossier, released in August 2025, includes additional sectors and alternative restriction options. ECHA's Scientific Committees for Risk Assessment (RAC) and Socio-Economic Analysis (SEAC) are in the final stages of evaluating these proposals, with their joint opinion expected in 2026. In anticipation of these upcoming restrictions, EVG continues to take proactive steps to eliminate PFAS from our products ahead of regulatory requirements.

Purchased Parts (used in EVG equipment or spare parts)

We are proactively evaluating our supply chain to identify any potential PFAS-containing parts. This requires close collaboration with our suppliers, who are already monitoring ongoing regulatory procedures and have secured their supply chains against PFAS. As an example, the following parts installed in our wet processing equipment may be affected by these restrictions: PFA tubes and sealing elements, high purity solenoid valves, chamber and pump materials, tanks, and containers. Our commitment to addressing this issue involves a

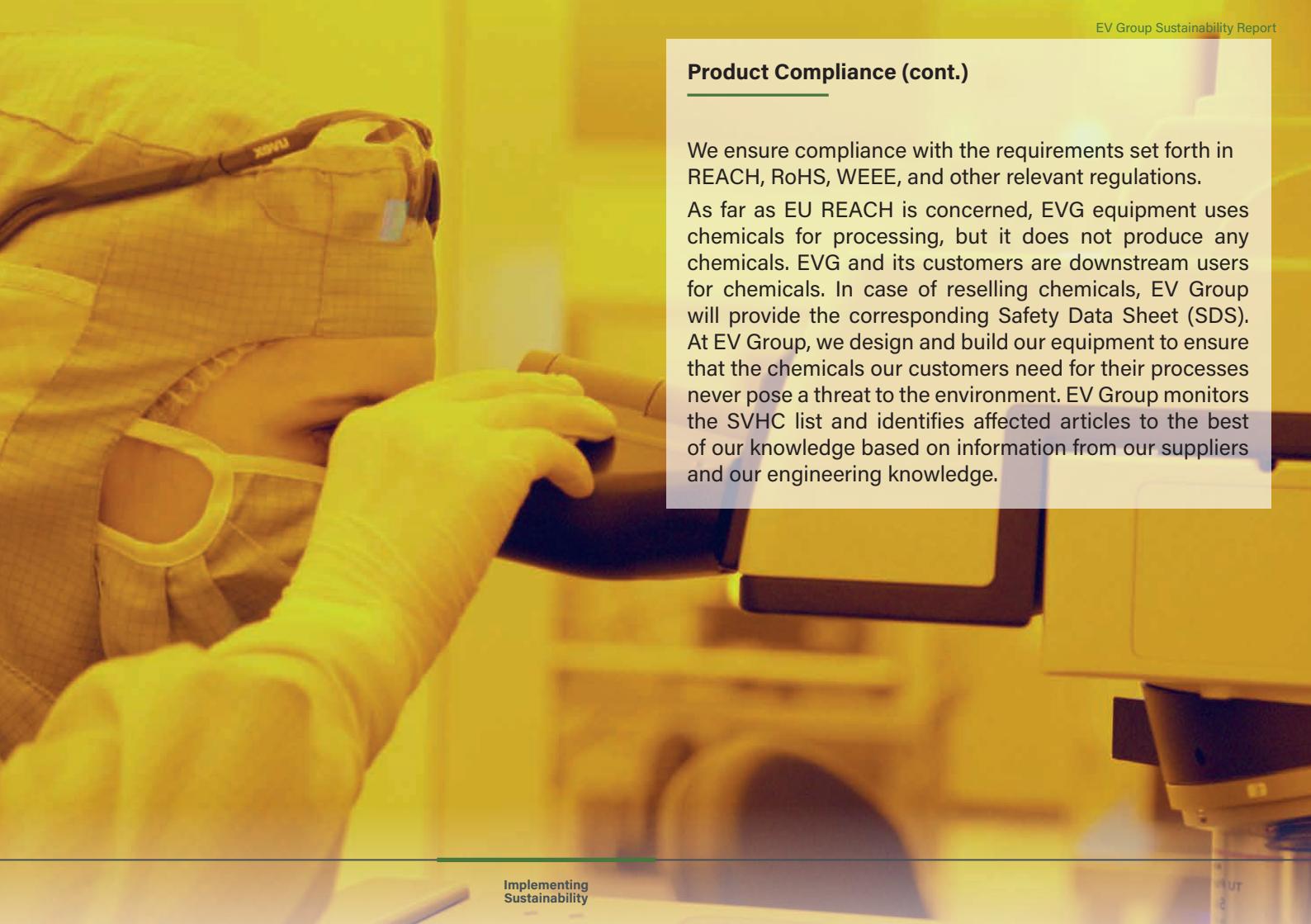
thorough and detailed examination of all components used in our equipment. We are working diligently with our suppliers to ensure that they are fully aware of the regulatory landscape and are taking the necessary steps to mitigate any risks associated with PFAS. This proactive approach is essential to maintaining the integrity of our supply chain and ensuring that our products remain compliant with all relevant regulations.

As soon as acceptable alternatives are available, we will endeavor to replace PFAS-containing parts in our product designs in the shortest possible time. Potential exceptions for the semiconductor industry will also be considered. We understand the importance of these components in our equipment and are committed to finding suitable replacements that meet our high standards for quality and performance.

As a leading equipment and process materials supplier, EVG aims to ensure a seamless transition for customers without compromising the quality, reliability, and functionality of our products.

Further Regulatory Requirements

Equipment produced by EV Group is classified as large-scale stationary industrial tools (LSIT).



Product Compliance (cont.)

We ensure compliance with the requirements set forth in REACH, RoHS, WEEE, and other relevant regulations.

As far as EU REACH is concerned, EVG equipment uses chemicals for processing, but it does not produce any chemicals. EVG and its customers are downstream users for chemicals. In case of reselling chemicals, EV Group will provide the corresponding Safety Data Sheet (SDS). At EV Group, we design and build our equipment to ensure that the chemicals our customers need for their processes never pose a threat to the environment. EV Group monitors the SVHC list and identifies affected articles to the best of our knowledge based on information from our suppliers and our engineering knowledge.

Certificates

EVG operates an Environmental Management System certified according to the ISO 14001 standard. Since our first certification in 2010 by Quality Austria, we have continuously improved our system to enhance our environmental performance. This certification is a testament to our commitment to environmental stewardship and adherence to international standards. The ISO 14001 certification ensures that our Environmental Management System (EMS) meets rigorous criteria for managing environmental responsibilities. It provides a framework for identifying, controlling, and reducing the environmental impact of our operations. By maintaining this certification, we demonstrate our dedication to continuous improvement and compliance with environmental regulations. Our EMS includes regular audits and reviews to ensure ongoing compliance and effectiveness. These processes help us identify opportunities for improvement and implement best practices in environmental management. The certification also enhances our credibility with stakeholders, showing our commitment to sustainable practices.



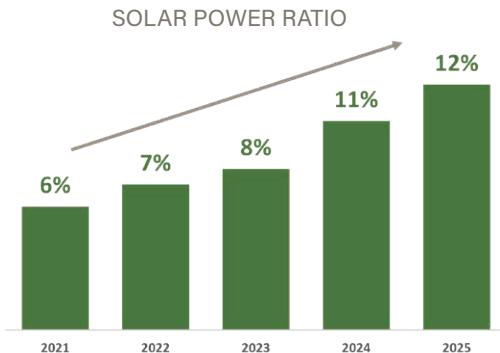
ENVIRONMENTAL PROTECTION

04

Renewable Energies

EVG recognizes the need to address climate change and we are committed to playing our part. We join hands with global efforts to limit global warming to 1.5°C by 2030.

At our headquarters, 100% of the electricity comes from renewable sources – with additional capacity added to our photovoltaic system last year. To become completely independent from fossil fuels, we also continue to increase the use of geothermal energy. In addition to the already completed installations at our Manufacturing VI facility and the expanded company kindergarten and restaurant, about



This value indicates what percentage of the total electricity consumed comes from our own PV system compared to the electricity we purchase from external sources.

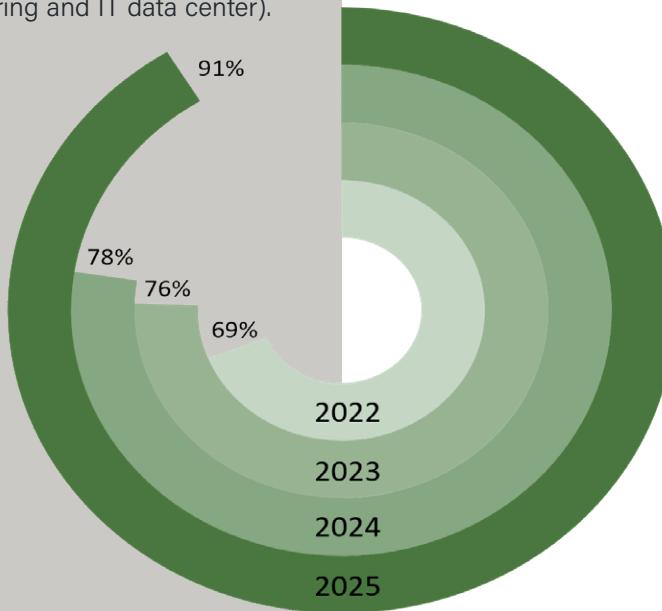


30 new geothermal probes are being installed on the site of a new building that will house our R&D center. As another milestone, EVG opened the newly established EPP Bioenergie GmbH at the end of 2024. Through a district heating network, EVG's headquarters is directly connected to its sister company's new biomass heating plant, which uses biogenic combustible materials from the region. Supplying other companies in the area as well, we generate a heat output of 5 GWh per year – and thus save approx. 1,680 tons of fossil CO₂.

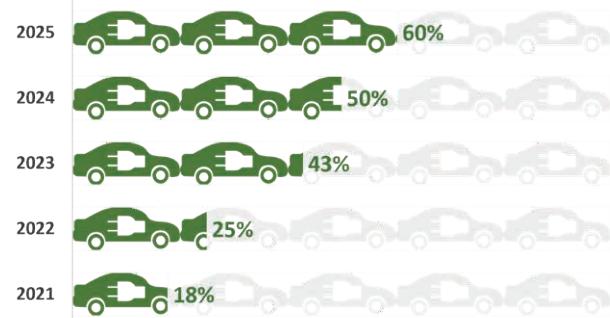
Renewable Energies (cont.)

CARBON EFFICIENCY RATIO

This is the percent of CO₂-neutral and renewable energy compared to total energy consumption (electricity + fuel + gas). This includes all of EVG's operations at our headquarters (including manufacturing and IT data center).



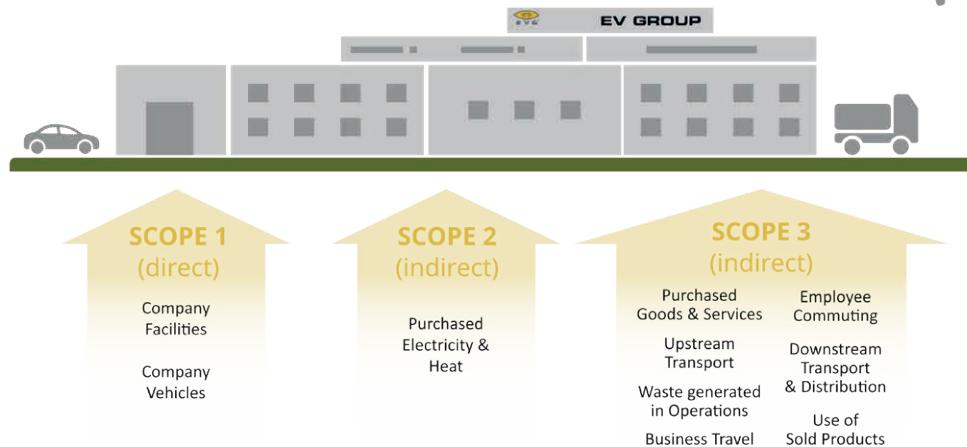
Company fleet - % of electric vehicles



We are proud to announce that 100% of the electricity at our headquarters comes from renewable sources. We also rely on geothermal energy for new construction projects, such as the recently completed Manufacturing VI facility and the expansion of our company kindergarten and restaurant.

Carbon Footprint

EVG follows the Greenhouse Gas Protocol to classify and manage greenhouse gas emissions.



Scope 1: Direct emissions from the use of gas for heating and company vehicles have been significantly reduced. Emissions from natural gas have been decreased by 66% through the transition to heat from a biomass heating plant. The vehicle fleet is being continuously converted to electric vehicles. The share of electric cars in the fleet has grown to 60%, representing a 10% increase in their proportion.

Scope 2: Indirect emissions from the consumption of purchased energy remain CO₂-neutral, as external heating energy is generated with zero CO₂ emissions. The on-site photovoltaic (PV) system generates an increasingly significant portion of electricity needs, now accounting for 12% of total electricity consumption.

Scope 3: Emissions reporting for indirect emissions along the value chain has been further enhanced by incorporating „Purchased Goods“, „Upstream Transportation“, „Waste“, and „Downstream Transportation“. With this, objective and transparent data sources have been established for all relevant aspects, which are included in the Scope 3 emissions.



Climate Transition Plan

EVG recognizes the need to address climate change and is committed to transitioning towards a sustainable, low-carbon future. This Climate Transition Plan outlines our strategic approach to reducing greenhouse gas emissions, enhancing resilience, and contributing to global climate goals.

Objectives

Reduce Carbon Footprint: Achieve a significant reduction in greenhouse gas emissions by 2030, aligning with the Paris Agreement targets.

Enhance Sustainability: Integrate sustainable practices across all operations, including energy use, waste management, and resource efficiency.

Promote Innovation: Invest in research and development of green technologies and sustainable solutions.

Key Components

Emissions Reduction Targets: Set specific, measurable, and time-bound targets for reducing emissions across all sectors of our operations.

Renewable Energy Adoption: Transition to renewable energy sources to meet our energy needs.

Energy Efficiency Measures: Implement energy-saving initiatives, including upgrading infrastructure, optimizing processes, and promoting energy-efficient practices.

Climate Transition Plan (cont.)

Key Components (cont.)

Sustainable Supply Chain: Collaborate with suppliers to ensure sustainable sourcing, reduce environmental impact, and promote circular economy principles.

Employee Engagement: Foster a culture of sustainability by educating and involving employees in climate action initiatives.

Stakeholder Collaboration: Engage with stakeholders, including customers and communities, to support and amplify our climate goals.

Monitoring and Reporting

Performance Metrics: Establish key performance indicators (KPIs) to track progress towards our climate goals.

Regular Reporting: Provide transparent and regular updates on our climate transition progress.

Continuous Improvement: Review and adjust our strategies based on performance data and emerging best practices.

By implementing this Climate Transition Plan, our organization is committed to making a meaningful contribution to the fight against climate change, ensuring a sustainable future for generations to come.

Water Management

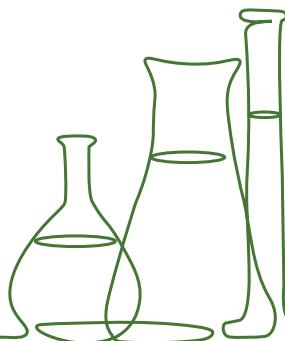
Water is one of the most vital resources on our planet, essential for all forms of life and critical for various industrial processes. Its responsible management is crucial for ensuring environmental sustainability and the well-being of future generations. EVG therefore understands the importance of managing water resources responsibly. Our focus is to ensure that water is disposed of properly and in an environmentally friendly manner. Our location in Upper Austria offers ideal conditions for our sustainable practices. The region has a secure water supply and an organized wastewater disposal system, contributing to a high quality of life. By working closely with local authorities, we can ensure that our processes are compliant with local regulations. Besides technical facilities such as water jet cutters and humidifiers, and infrastructure like toilets, one of the main consumers of water is the building expansions, which result in higher water usage compared to normal operations. To protect the environment from possible contaminations, we use oil separators in our facilities. These systems are designed to remove oil and other pollutants from wastewater before it enters the sewage system. Through regular maintenance and monitoring, we ensure that these oil separators function reliably and meet legal requirements. Additionally, we strictly adhere to all regulatory permits, including indirect discharge permits for specific types of wastewater.



Handling of Chemicals

Our dedication to sustainable and responsible chemical management is evident throughout the entire lifecycle of a hazardous substance. This comprehensive approach ensures meticulous management at every phase, from planning to disposal of a hazardous substance, to enhance safety and minimize environmental impact.

Every hazardous substance that is brought onto the company premises is system-recorded and evaluated in advance.



In the planning phase, we focus on assessing the hazardous substances and their associated risks. For chemicals with particularly dangerous properties, substitution is the most critical factor to consider.



Handling of Chemicals (cont.)

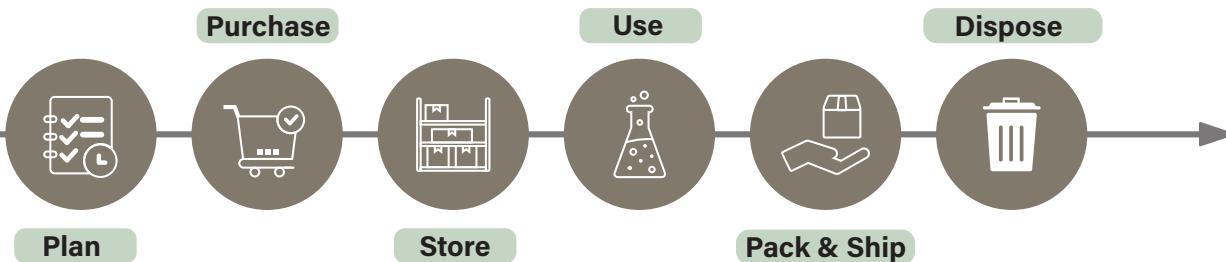
We aim to replace hazardous substances with safer alternatives whenever possible.

Sourcing from reputable suppliers, we ensure high quality and minimal environmental impact.

Upon arrival, chemicals are stored in designated areas that comply with legal and safety regulations. Proper labeling and segregation are maintained to prevent any accidental mixing or exposure.

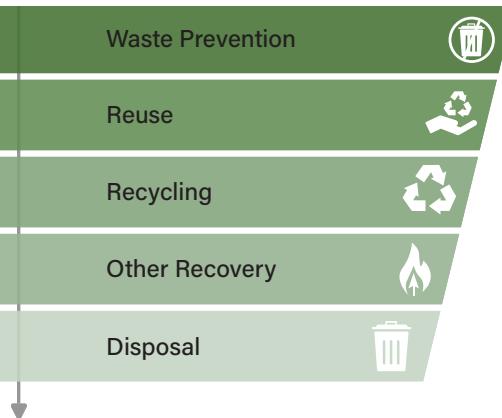
Employees are provided with all relevant information regarding hazards, usage, and safety measures associated with each hazardous substance. This enables their safe use. Hazardous substances that need to be shipped are packaged according to regulatory requirements to ensure safe transit.

Finally, EVG ensures that hazardous waste is disposed of in an environmentally responsible manner.



Waste Management

At EVG, we are dedicated to responsible and sustainable waste management. Our primary goal, in line with the principles of waste management, is to minimize waste volumes and reduce the environmental impact of our business activities.



We focus on employing efficient production methods and optimizing our material usage.

Through training sessions and workshops, we educate our employees on the importance of waste reduction and motivate them to act sustainably.

We ensure that the proper disposal of unavoidable waste is always carried out in compliance with all relevant environmental regulations. We guarantee that all waste is disposed of professionally and in an environmentally friendly manner. To achieve this, we collaborate with certified waste disposal companies that possess the necessary permits and expertise.

To ensure transparency and traceability, we maintain detailed records of the quantity and type of waste disposed of. This documentation allows us to track the entire disposal process and quickly access information when needed. Additionally, we use this data to ensure the achievement of our waste management strategies and goals.

To continuously improve our waste management, we regularly monitor and evaluate our processes. Based on the results of these reviews, we implement necessary improvement measures.

HEALTH AND SAFETY MANAGEMENT

05.

Health and Safety Management

Occupational health and safety are of utmost priority for EVG. The introduction of the six EHS rules not only ensures a high safety standard but also helps us pursue the goal of zero incidents.

1. WE EMBRACE OUR SAFETY CULTURE!

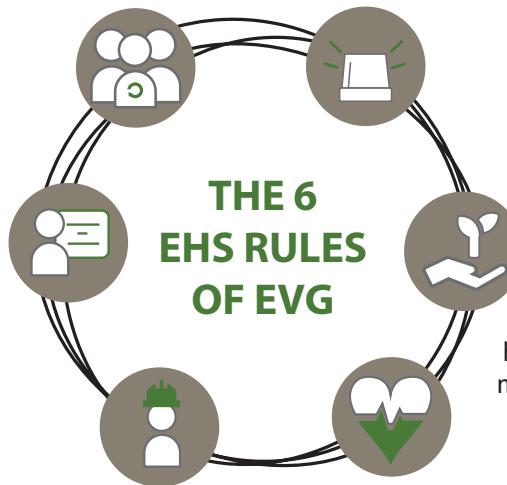
We diligently follow all environmental and safety regulations because we believe that safety starts with each one of us.

2. WE ARE AWARE OF RISKS!

We ensure that every task we undertake is performed by trained personnel who are aware of the potential hazards and necessary protective measures because knowledge builds safety and trust.

3. WE MEET PROTECTIVE MEASURES!

We emphasize prevention: using safety devices, wearing personal protective equipment (PPE), and conducting regular inspections of work equipment are essential practices because safe working means minimizing risks.



4. WE ACT PROACTIVELY, NOT REACTIVELY!

We are well-prepared for emergencies with clear plans and regular drills. Reporting unsafe situations, actions, and incidents is crucial because early hazard detection is key to prevention.

5. WE WORK ENVIRONMENTALLY FRIENDLY!

We manage resources responsibly, segregate our waste, and handle hazardous materials with care, as environmental protection begins at the workplace.

6. WE TAKE CARE OF OUR HEALTH!

Through ergonomic workstations and regular health checks, we actively promote well-being and productivity because healthy employees are the foundation for sustainable success.

SOCIAL RESPONSIBILITIES

06.

Company & Culture



EVG actively embraces diversity, equality, and inclusion as integral parts of our ESG strategy. We currently employ people from more than 40 different nations, celebrating the richness that various cultures bring to our workplace. We foster an environment where diverse perspectives are not only valued but are essential to our success. By implementing non-discriminatory salary structures and personnel processes, we ensure equal opportunities for all, promoting a truly inclusive and dynamic work culture.

Diversity, Equity & Inclusion

Diversity & Equity

At EVG, we are dedicated to fostering an inclusive and equitable workplace. Several policies ensure equality and respect for all employees, re-



ardless of gender, age, ethnic origin, disability, nationality, sexuality, religion, marital status, or social class. We guarantee that all employees, whether part-time, full-time, or temporary, are treated fairly and with dignity. Discrimination, harassment, bullying, bribery, corruption, and blackmailing are strictly prohibited. We also prioritize the use of inclusive language in all our communications. Employment decisions at EVG are based solely on aptitude and ability, ensuring equal opportunities for employment, promotion, and training. This policy applies to all aspects of employment, from recruitment and training to career development, promotion, and redundancy. As part of our corporate social responsibility, EVG complies with and demands that all suppliers comply with applicable legal requirements and regulations regarding occupational health and safety, equality, accident prevention, equipment safety, environmental protection, and anti-bribery and corruption. We prohibit the receipt of goods and services from suppliers known to have violated human rights, including child labor, slavery and forced labor. Our policies are continuously reviewed to align with international standards and legal requirements, reaffirming our dedication to equality and diversity.

Diversity, Equity & Inclusion (cont.)

Inclusion



EVG has had an integrative employment group run by Caritas Upper Austria since September 2011. This enables people with disabilities to participate in the labour market and find meaningful work in the company environment. Currently, seven employees and their supervisor Elisabeth work daily in the workshop, which is located in the warehouse and packaging area. They support us in the area of final preparation, including moulding, packaging and shrink-wrapping of a wide range of parts, and are involved in many other projects. The employees in the integrative employment group have been team members from day one and are part of our close-knit community.



"An enrichment for EVG. We all can learn from the quality of work, the pleasure and enthusiasm of the participants on this integrated employment program," all responsible colleagues agree. "I am pleased to go to work every day and really enjoy being at EVG," one participant tells us.

Kindergarten

With the completion of eight new group rooms in 2025, EVG has tripled the capacity of its company kindergarten. Currently, more than 60 children attend the EVG Minis, cared for by a 17-member team of early childhood educators and teaching assistants.

The expansion includes spacious group rooms, three gymanasiums and additional outdoor facilities. As a global player with employees from more than 40 different nations, EVG attaches great importance to variety and diversity from an



early age. The educational concept focuses on language, technology, and movement — from weekly English lessons to participation in the "KET – Kids Experience Technology" program. For the children, the transition from the nursery to the kindergarten is seamless, and their parents benefit from long and nearly year-round opening hours. As the first company kindergarten in the Schärding district, EVG set a milestone more than 10 years ago.



"It brings me great joy to see how the kindergarten has developed since its founding in 2013. With this expansion, we reaffirm our commitment to work-life balance and sustainable site development here at EVG headquarters."

– Aya Maria Thallner, EVG co-founder and Vice President

EVG Academy

EVG Academy: A Driver of Progress

The EVG Academy offers outstanding e-learning programs and technical training that continuously educate our employees. Our commitment to education ensures that our workforce remains knowledgeable and skilled in the latest advancements, fostering a culture of innovation and excellence.

Value for the Company:

Skill Enhancement: Our training programs are designed to keep employees up-to-date with the latest technology and industry trends. This continuous learning process helps our team stay ahead of the curve, ensuring they can tackle new challenges with confidence and expertise.

Efficiency and Productivity: By providing practical learning content, we enable our employees to improve workflows and streamline processes. This not only boosts productivity but also helps in reducing errors and enhancing the overall quality of work.

Motivation and Employee Retention: Continuous education is a key factor in maintaining high levels of motivation among our employees. By investing in their professional growth, we foster a sense of loyalty and commitment, which in turn reduces turnover rates and builds a more stable workforce.



Innovative Power: We encourage creative thinking and problem-solving through our training programs. By equipping our employees with the tools and knowledge they need, we ensure that they can develop innovative solutions that drive our company forward and maintain our competitive edge.

The EVG Academy is an indispensable part of our corporate strategy. It plays a crucial role in our success by ensuring that our employees are well-prepared to meet the demands of a rapidly changing industry. Through continuous education and training, we not only enhance individual performance but also contribute to the overall growth and resilience of our company.

"As EVG Academy, we see ourselves responsible for the training and education of our employees. Whether as active trainers or supportive in the administration and organization of training courses, our goal is to support every employee in acquiring knowledge and skills for the best possible implementation in their own work. We believe that by empowering our workforce with the right tools and knowledge, we can achieve greater efficiency, innovation, and success. Our commitment to education is unwavering, and we strive to create an environment where learning is valued and encouraged."

– Christian Oberbauer, EVG Academy Manager

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