



**RESPECT
ENERGY**

Sustainability Strategy 2024-2027

Respect Energy Group



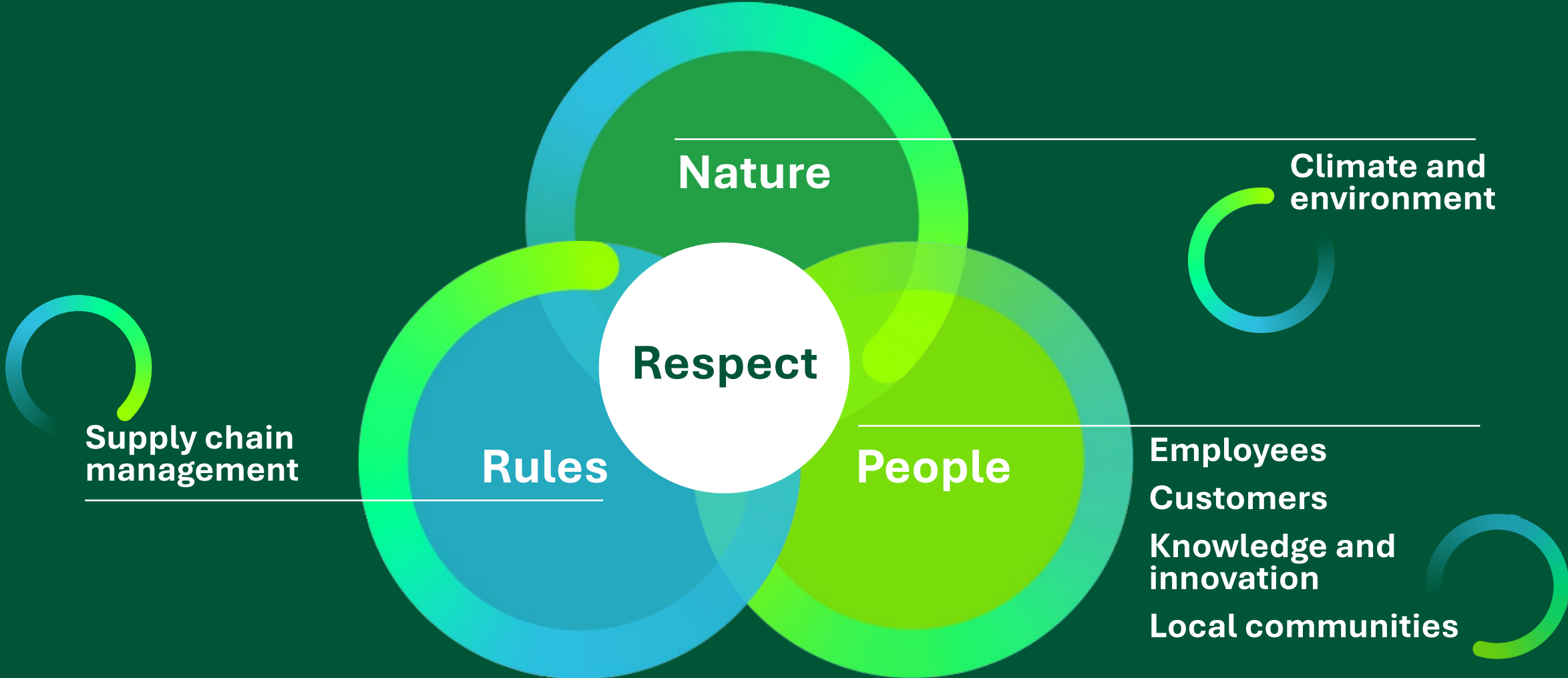


RESPECT
ENERGY

OUR WORK
IS *FUTURE*



AREAS AND DIRECTIONS (3R)



Supply chain management

Nature

Climate and environment

Respect

Rules

People

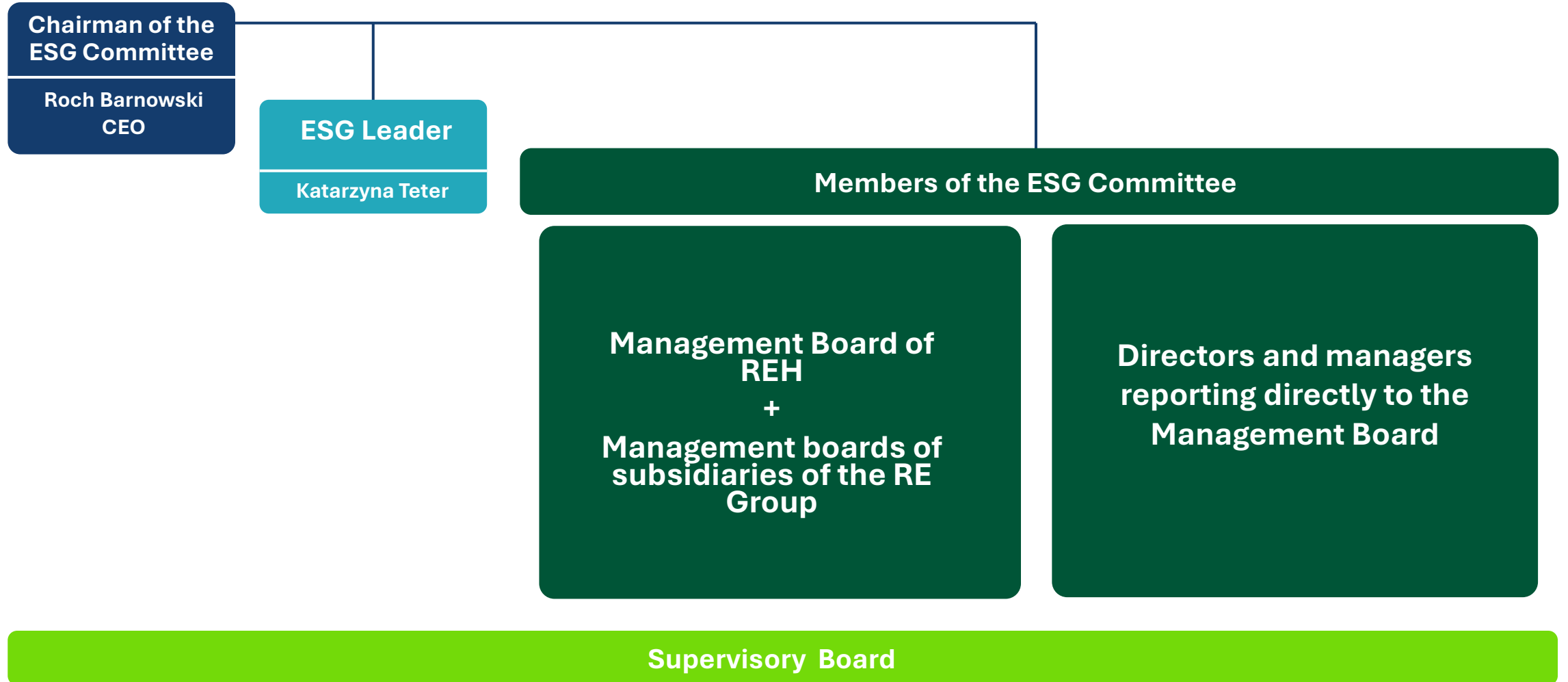
- Employees
- Customers
- Knowledge and innovation
- Local communities

AREA	CLIMATE AND ENVIRONMENT			
GOAL	DEVELOPMENT OF SERVICES FOR THE CLIMATE	ZERO-EMISSIONS FROM OWN OPERATIONS	RESPONSIBLE WASTE MANAGEMENT	TRANSPARENCY REGARDING IMPACT ON BIODIVERSITY
STRATEGIC KPIs	<ul style="list-style-type: none"> Value of emissions avoided through investments made. Business objectives that respond also to the challenges of sustainable development. 	<ul style="list-style-type: none"> Achieve zero emissions in Scope 1, 2 and 3 no later than 2050. Reduce Scope 1 and 2 greenhouse gas emissions by 90% by 2030 (Scope 1 and 2). Reduce Scope 3 greenhouse gas emissions by 55% by 2030 (Scope 3). Development of a long-term decarbonisation pathway including Scope 1, 2 and 3 (Scope 1,2 and 3). Monitoring of GHG emissions per unit of revenue (GHGe/PLN). 	<ul style="list-style-type: none"> Development of the company's waste management practices for waste from RES installations in a circular economy model. Systematic scaling up of recycling in own operations. Development of services based on circular materials from RES farms for customers. 	<ul style="list-style-type: none"> Publication by 2026 of a biodiversity impact report according to TNFD guidelines as an Early Adopter. Implementation of biodiversity protection policy.

AREA	EMPLOYEES	CUSTOMERS	KNOWLEDGE AND INNOVATION	LOCAL COMMUNITIES
GOAL	ATTRACTIVE WORKPLACE AND A STRONG CORPORATE CULTURE	IMPROVING CUSTOMER SERVICE QUALITY	KNOWLEDGE SHARING AND INNOVATION DEVELOPMENT	GOOD RELATIONS FOR SUSTAINABLE DEVELOPMENT
STRATEGIC KPIs	<ul style="list-style-type: none"> • High job satisfaction rate of no less than 80%. • Attractive working conditions evidenced by a high score in the Employer Value Proposition (EVP.) survey. • Implementation of a diversity policy proven by high employee ratings. • Attracting ambitious employees, developing their talents and potential (results of employee retention survey, implementation of talent process - is/none). • Promoting Respect Energy's values to managers and employees. 	<ul style="list-style-type: none"> • Positive results of the after-sales customer satisfaction survey. • Growing rate of customer referrals (referred customers). 	<ul style="list-style-type: none"> • Cooperation with universities • In the area of innovation and/or RES industry development. • Professional support to existing and prospectivel customers - sharing expertise. 	<ul style="list-style-type: none"> • Drafting and communicating a policy for dialogue and community engagement. • Implementation of an educational programme for schools on climate change and RES. • Implementation of projects for the benefit of local communities. • Submitting Respect Energy for assessment by local communities i.e. whether the company is a responsible and trustworthy business/partner.

GOAL	MANAGEMENT	SUPPLY CHAIN
GOAL	STANDARDISATION OF PROCESSES	BUILDING A RESPONSIBLE SUPPLY CHAIN
STRATEGIC KPIs	<ul style="list-style-type: none"> • Standardisation of internal ESG processes. • Strengthening the ESG governance structure. • Development of ESG reporting. • Development of the ESG risk management process (identification and mitigation). • Implementation of ESG regulatory requirements. 	<ul style="list-style-type: none"> • Revise and improve the due diligence process to protect human rights in the supply chain. • Introduce screening / qualification system and verification of suppliers in terms of social and environmental factors. • A process for developing an ESG pathway in procurement processes that is transparent and understandable to suppliers.

ESG GOVERNANCE CHART



ESG COMMITTEE ROLE

- Approval of ESG goals
- Monitoring the implementation of the ESG Strategy
- Assessing the achievement of ESG goals
- Management and oversight of ESG data reporting
- Oversight of processes related to ESG risk management

ESG COMMITTEE RESPONSIBILITIES

- Supervision of the implementation of the ESG strategy
- Ensuring the accuracy of the ESG data reporting process
- Ensuring compliance with ESG regulations

ESG COMMITTEE TASKS

- Committee meetings at least once every 2 months
- Assessing the achievement of strategic goals and monitoring progress
- Approval of potential deviations from the schedule
- Appointment of ESG Movers from each area by the ESG Committee.
- Supervision of the ESG budget



**RESPECT
ENERGY**

Respect Energy Holding S.A.

Bonifraterska 17 str., 00-203 Warszawa

NIP 9522154698, REGON 366078501

KRS 0001016150 District Court for the Capital City of
Warsaw, XIV Commercial Division of the National Court

RegisterShare capital amount 100 000.00 PLN

**Contact: Katarzyna Teter, ESG Manger,
e-mail: katarzyna.teter@respect.energy**

