RESPECT ENERGY

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ESG REPORT
OF RESPECT ENERGY HOLDING GROUP

TABLE OF CONTENTS

LETTER FROM THE CHAIRMAN

[GRI 2-22]

Ladies and Gentlemen,

2024 was a time of extremely rapid growth and significant changes for Respect Energy, which strengthened our position in the renewable energy market.

One of the key achievements was the expansion of our business into the retail customer market. From October 2024, households can benefit from 100% renewable electricity with modern and flexible offers tailored to their needs. Our proposal promotes clean energy and provides customers with a simple and convenient way to purchase it - fully online, without unnecessary paperwork or long-term commitments. This is an important step towards democratising access to green energy and building a modern energy market.

2024 was also the first year of operationalising our **2024-2027 Sustainability Strategy**. It was a busy time. We enhanced our analysis and expanded our approach to **identifying and managing risks in the supply chain**, improving **our due diligence processes** in line with best practice and applicable regulations. We regularly assess the impact of our partners, focusing on environmental, social and governance aspects, enabling us to make informed and responsible business decisions.

We have developed a **whistleblowing system**, strengthening whistleblower protection mechanisms and transparency in management processes. We are analysing **our carbon footprint** even more closely, widening the scope of **carbon footprint identification and reporting** as part of our disclosure standards. We have focused on further reducing our environmental impact and assessing the effectiveness of the measures we are implementing in the context of long-term climate goals.

The fact that we have achieved so much is by no means a coincidence. For us, ESG is not a **separate policy or activity area**, but an integral part of our **business model and management processes**. All sustainability-related activities contribute to generating long-term value for the organisation and its stakeholders, while also fitting into the applicable regulatory framework. Thus, we are not only meeting legislative requirements, but also actively shaping the future of energy industry and the climate transition, combining market competitiveness with environmental responsibility.

Such dynamic growth of the organisation is possible thanks to the **commitment of our staff and effective leadership of our management team**. We are well aware, however, that growth also brings challenges.

Therefore, we consistently ensure that we **maintain high standards of working conditions, safety and comfort** for all employees.

Diversity and inclusiveness are key values for us - we believe that **a team made up of people with different experiences and perspectives fosters creativity, innovation and effective collaboration**. We create an environment where everyone can thrive and make a real contribution to our mission, building a sustainable energy future together.

We have ambitious goals. We aim to run **an organisation that achieves sustainable and stable returns**, while **actively supporting the development and resilience of the economies** in which we operate. We believe that **sustainability and responsible stewardship** is not only a responsibility, but also an opportunity to build long-term value for our stakeholders.

It is beyond doubt that **our rapid growth is a response to the rising demand from individuals and businesses for a transformation towards a climate-neutral economy.** Our successes prove that the world needs modern, innovative solutions to eliminate carbon footprint and accelerate the global energy transition. We are prepared to spearhead this change.

New challenges and ambitious goals lie ahead of us. I am convinced that we have a solid foundation to meet them. 2024 has shown that **sustainability and business success can go hand in hand**, and that our operating model responds to the real needs of the market and society.

Enjoy reading our report, which shows that **energy transformation is not only a necessity, but also a real opportunity for a sustainable and responsible business**.

Kind regards,

Sebastian Jabłoński
Chairman of the Management Board of Respect Energy Holding Group

ABOUT THE REPORT

[GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-14, GRI 2-16]
[ESRS BP-1, ESRS BP-2, GOV-2, GOV-5]

This ESG Report covers the period from 1 January 2024 to 31 December 2024. It applies to all companies from the Respect Energy Holding Group, where Respect Energy Holding S.A. is the parent company. The scope of consolidation in the report is the same as for the financial statements for the accounting year ended 31 December 2024.

The report has been prepared in accordance with the latest version of the international non-financial reporting standard developed by **GRI Universal Standards**, which is effective from 2023, at Core level. In addition, the report conveys information on the Group's contribution to the **UN Sustainable Development Goals**. At the same time, the Respect Energy Group has been inspired by the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Directive 2013/34/EU with regard to corporate sustainability reporting (**"CSRD"**) in developing the report and adapting its approach for subsequent reporting periods and also took into account the provisions of Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 implementing **European Sustainability Reporting Standards (ESRS)** and the provisions of the **Polish Accounting Act of 29 September 1994.**

Due to the rapidly-evolving regulatory environment and changing requirements, the Group keeps adjusting its reporting practices on an ongoing basis to ensure transparency, clarity and comparability of reports and compliance with current and future stakeholder expectations, as and when communicated. The Group is not currently subject to the ESRS reporting standard, but in order to ensure the best possible comparability of its reporting with entities subject to the ESRS reporting standard, Respect Energy has carried out a double materiality analysis of sustainability issues according to the principles laid down in the EU ESRS reporting standard. Moreover, in addition to the indicators of the GRI standard, some of the disclosures of the ESRS standard are included and flagged in the report.

A full list of GRI indicators and other supplementary guidance referred to in this publication can be found in the table at the end of the report, together with information where the relevant data is disclosed and indication of the extent of compliance with the ESRS standards.

This is Respect Energy's third ESG Report. Final decisions on the materiality of the topics reported were made by Respect Energy's Management Board, who also approved the content of the report. The selected GRI indicators disclosed in the report have been verified by an independent entity (limited assurance service), in accordance with the ISAE3000 standard.

Internal control over sustainability reporting is an important element of Respect Energy's ESG management system. **To ensure the due diligence of the reporting process and the high quality of the reported data**, the materiality analysis was carried out with the support of CSRinfo consulting company and Respect Energy Group stakeholders, managers and Board members were involved in the process,. The ESG management team at Respect Energy coordinated the preparatory work for reporting, which included training meetings on GRI indicators and ESRS disclosures, the development of manuals defining GRI and ESRS disclosure methodologies in detail and work on an online system for data collection and aggregation. The content of the report was approved by Respect Energy's area managers and ultimately by the Management Board. The Management Board has a key role in overseeing the process of identifying ESG risks and in approving the annual ESG report, ensuring that it is in line with the organisation's regulations and strategic priorities. The chair of the ESG Committee, responsible for overseeing and approving activities in this area, is the CEO of Respect Energy Holding.

In the reporting process, Respect Energy considers upstream and downstream data from the **value chain** - including assessing the materiality of impacts, risks and opportunities, as well as the range of ESG policies, actions and metrics in place. Some of the ESRS disclosures at this stage of the Group's reporting are accounted for only partially and a list of ESRS disclosures is provided in the final chapter, next to the list of GRI Standard indicators. In this report no adjustments were made to the data reported according to GRI Standards in the previous year.

The company **has not exercised** the option to omit any information on **intellectual property, know-how or innovation results**, in accordance with section 7.7 of ESRS 1.

Respect Energy Group **has not experienced any special circumstances** that could affect the scope of the reported information or its comparability with previous years' data.

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ABOUT US

[GRI 2-1, GRI 2-6] [[ESRS SBM-1]

The Respect Energy Group is committed to the development of clean technologies, supports sustainable energy transition, and focuses on minimizing its carbon footprint throughout the entire value chain. In 2024, thanks to the sale of green energy to end users and cooperation with renewable energy producers, emissions of 1,920,057.1 tons of CO_2 were avoided. Green energy was supplied to over 10,000 end users, and over 4 million MWh of renewable energy was sold and contracted.

Respect Energy's key achievements in 2024

The total value of renewable energy produced from our own sources and purchased from cooperating generators is **2,619,450.31 MWh.**

The number of our green energy customers increased by **nearly 120%** (4,658 in 2023 vs 10,245 in 2024).

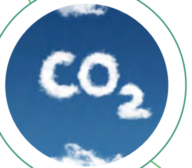
Respect Energy's own energy production amounted to **315,852.37 MWh** , with a total installed capacity of **282.14 MW.**

We maintained a presence on **18 energy exchanges in 26 countries**, expanding the scale of green energy sales in Europe and beyond.

We are working with **2,111 more energy producers** than a year ago, from whom we purchase green electricity, guarantees of origin and property rights.

We made it possible for retail customers to purchase renewable energy **online**.

Thanks to Respect Energy's activities, **1,920,057.1 tons of CO_2** emissions have been avoided, supporting the achievement of climate targets and reducing the carbon footprint of the economy.



We have implemented the **Respect Energy Group's Sustainability Strategy 2024-2027**, setting out key directions for development in the areas of ESG, climate neutrality and social responsibility.

We increased our RES investment portfolio, which includes the largest photovoltaic farm in Central and Eastern Europe in Zwartowo, as well as wind farms in Wicko, Jędrzychowice and Zgorzelec, with new projects: a photovoltaic farm in Drzeńsko and installations in Wiązownica, Wojciechowo, Zapluskowęsy and Sierpc.

We have expanded our environmental product offering, reaching a combined trading volume of guarantees of origin exceeding **50 TWh** between 2021 and 2024. We support customers in the transparent disclosure of energy sources and the implementation of ESG strategies, offering solutions tailored to the requirements of European and international markets.

The total increase in installed capacity compared to 2023 was more than 5%.

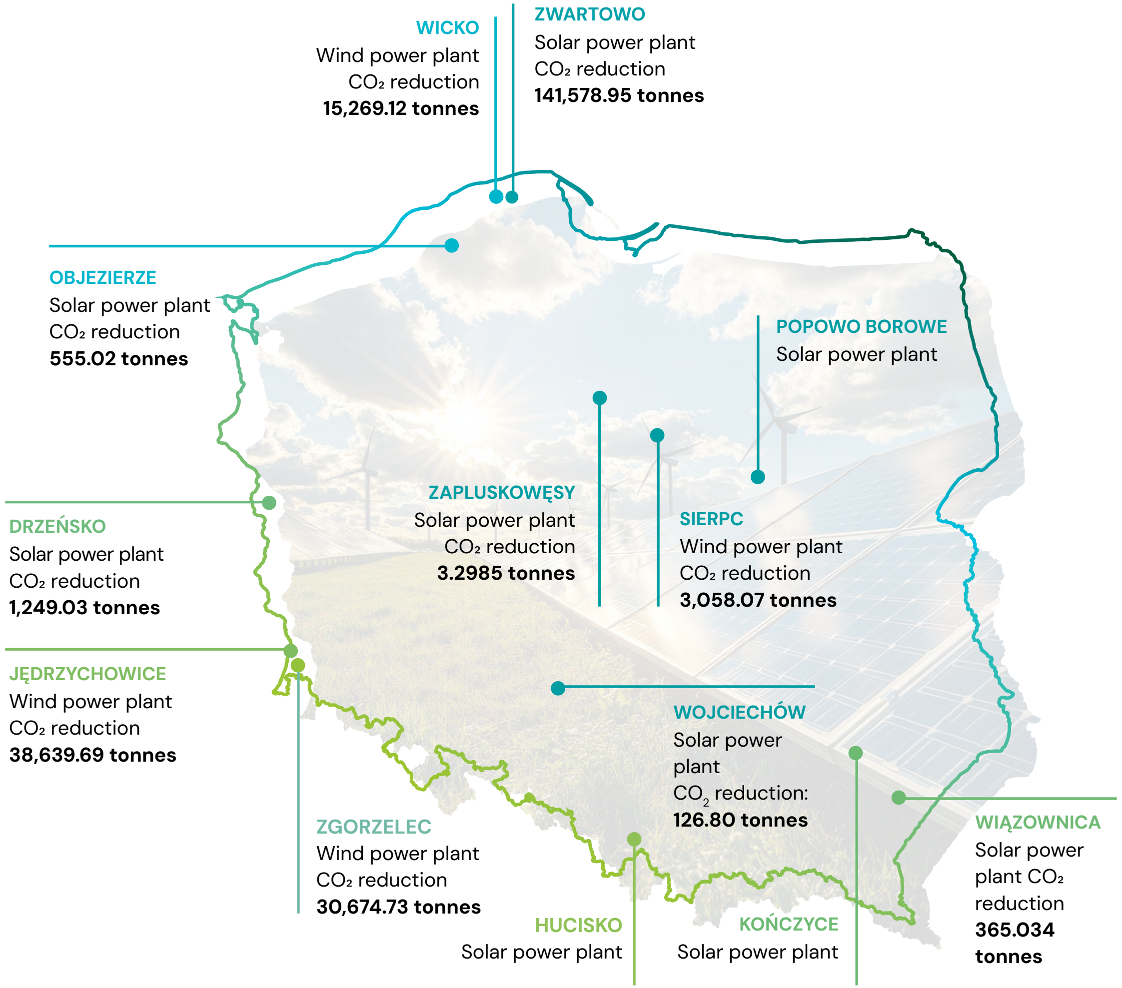
Installed RES capacity [MW]	2024	2023	Change
Biogas power plant	21.79 MW	32.48 MW	▼ 32.9%
Solar power plant	1,471.70 MW	1,023.78 MW	▲ 43.8%
Wind power plant	680.24 MW	550.71 MW	▲ 23.5%
Hydroelectric power plant	6.15 MW	6.78 MW	▼ 9.3%

Percentage share of RE's total RES production vs. Poland's RES production in 2024.

RES source	RE (MWh)	Poland (MWh)	RE's share vs. Poland
Solar power plants	1,029,893.15	17,436,399.13	5.91%
Wond power plants	1,488,393.50	25,098,862.68	5.93%

Project	Installation type	Installed capacity	Energy generated in 2024 [MWh]	Avoided CO_2 emissions [tonnes]
Zwartowo	PV	204	193,150	141,578.95
Jędrzychowice	FW	26	52,714.46	38,639.69
Zgorzelec	FW	24	41,848.20	30,674.73
Wicko	FW	10	20,831	15,269.12
Objezierze	PV	0.989	757.2	555.02
Wiązownica	PV	0.989	498	365.034
Drzeńsko	PV	2.993	1,704	1,249.03
Wojciechów	PV	0.989	173	126.80
Sierpc	FW	4.6	4,172	3,058.07
Hucisko	PV	1.97	n/a	n/a
Kończyce	PV	1.97	n/a	n/a
Popowo Borowe	PV	1.665	n/a	n/a
Zapluskowęsy	PV	1.97	4.5	3.2985
Total		282.14 MW	315,852.37 MWh	231,519.79 t

Emissions avoided in 2024 through our renewable energy installations



AT A GLANCE

The Respect Energy Group is a company with 100% Polish capital, operating in most European energy markets, with ambitious plans to expand into more countries. The Group comprises **41 companies**. The German branch of the company, Respect Energy Services GmbH, was added to the Group's portfolio in 2023. Its area of activity includes repurchase and sale of electricity in the German and cross-border markets, wholesale and retail.

Respect Energy's aim is to actively participate in the energy transition and create sustainable and nature-friendly energy.

With its advanced technologies, products and services, Respect Energy Group offers **innovative solutions for the management of photovoltaic power plants, wind farms and energy storage**.

Our energy comes from nature

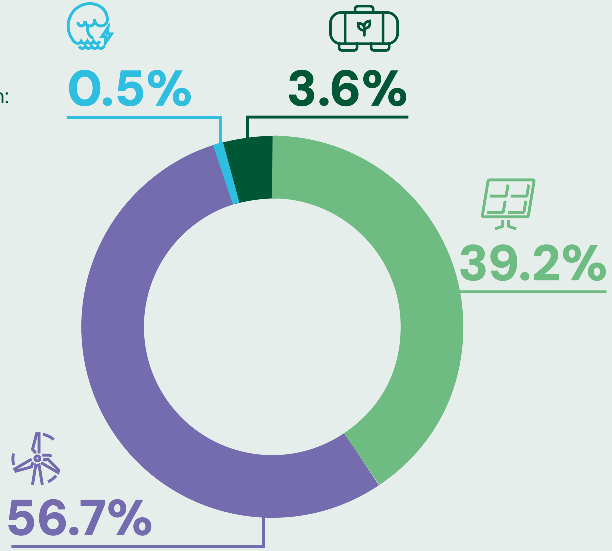
Currently, our generation profile is based on 100% energy generated from RES, of which:

56.7%
is produced from wind energy

39.2%
is produced from solar energy

3.6%
comes from biogas

0.5%
is produced from hydroelectric power



RANGE OF OPERATIONS

Respect Energy Group companies operate in areas such as:

- sale of electricity to end customers in the B2B and B2C segments
- purchase of electricity from RES generators
- trading in environmental products, including guarantees of origin
- investing in own renewable sources,
- management of renewable energy sources
- acquisition of land for RES investments,
- offering technology to manage energy flexibility
- development (including construction) of renewable energy projects for both own use and for customers
- supply and management of energy storage systems

MISSION AND BUSINESS STRATEGY

Respect Energy's mission is to create an energy system based on renewable sources – **"Energy created with Respect for nature."** The company strives to build an integrated energy ecosystem that combines modern technologies, sustainable development, and cooperation between market participants.

The business strategy focuses on achieving and maintaining a leading position in the renewable energy sector through cooperation with energy producers, developing its own generation capacity, providing services related to the development of renewable energy sources for business customers, and investing in new technological solutions. Respect Energy is gradually expanding its portfolio of solar and wind farms in Poland and developing its international operations.

In 2024, Respect Energy entered the retail market, expanding its offering, which had previously been aimed mainly at businesses. The strategy aims to accelerate the energy transition in Poland and Europe, treating access to cheap, green energy as a prerequisite for economic development and energy security. The company is pursuing its zero-emission goal by developing infrastructure and building a network of cooperation with producers, consumers, local governments, investors, and financial institutions. In this way, Respect Energy is shaping its role as an integrator of the renewable energy market and a partner in the transition to a new, sustainable energy model.

BUSINESS MODEL AND VALUE CREATION CHAIN

[SBM-1]

OUR CAPITAL

Natural capital
- Current state of the climate
- Renewable energy sources: sun, wind, water, biomass
- Electricity
- Land
- Raw materials needed to produce key components, machinery and equipment (e.g. steel, aluminium, silicon, lithium, copper)

Financial and operating capital
- Wind, solar, hydro, biogas power plant installations
- Transmission networks
- Vehicles and specialised equipment
- Company buildings and IT infrastructure

Human and intellectual capital
- 384 employees
- unique expertise and excellent market insight
- team of analysts and traders

Relational and social capital
CUSTOMERS
- Energy consumers and producers
- businesses to whom we provide management services related to their RES power plants
- businesses who order from us turnkey construction of RES installations
- participants in the financial markets for guarantees of origin

BUSINESS PARTNERS
- distribution and transmission system operators, general contractors and construction companies
- leaseholders
- component and transport service providers
- other service providers and product suppliers

LOCAL COMMUNITIES AND SOCIAL PARTNERS
- residents of the local communities in which our investments are located
- local authorities and local opinion leaders
- organisations of which we are members

BUSINESS MODEL

SALE
- Sale of green energy from over 2,111 generators to companies.
- Purchase of green energy from renewable generation sources
- Trading in guarantees of origin
- More than 60,000 active PPE
- More than 10,000 B2B customers

INVESTMENTS
- Own photovoltaic and wind farms
- Development of large-scale photovoltaic projects from the stage of acquiring title to land/real estate to obtaining building permit
- EPC (Engineering, Procurement, Construction) contracting of photovoltaic power plants
- Photovoltaic farm maintenance services.
- Provision and management of energy storage systems

WHOLESALE TRADE
- Electricity transmission between markets
- International arbitragè between country markets
- Team of analysts and traders

PERFORMANCE AND STAKEHOLDER VALUE

Natural capital
- renewable energy market development
- 282.14 MW of installed RES capacity
- 315,852.37 MWh of renewable energy generated

Financial and operating capital*
- 627 solar installations (including 440 micro-installations)
- 13 wind power installations

*own generation sources plus contracts with generators (PPA) for a minimum of 5 years. As at 31 December, 2024

Human and intellectual capital
- over 44% increase in headcount from 2023
- 12 training hours per employee
- development of innovative solutions for the sector such as RE:Schedule, RE Poweric and Promised Land.

Relational and social capital
- 10,245 energy consumers
- 2,111 generators with whom we cooperate
- active participation in industry organisations and sharing of expertise,
- development of the RES market in Poland and awareness of the importance of energy transition aspects

ENERGY MARKET OPERATIONS IN POLAND

The electricity market is a complex system due to the interactions between electricity producers, grid operators, energy suppliers, end users and regulators.

The electricity market in Poland consists of four main areas: generation, transmission, distribution and trade. Each of these segments operates under national and European legislation aimed at ensuring security of supply, developing competition and supporting the transition towards renewable energy sources.

Energy generation takes place both in conventional power plants (coal and gas) and renewable energy sources (RES) - wind farms, photovoltaic, biogas and hydroelectric plants.

Energy transmission is the task of the Transmission System Operator (Polskie Sieci Elektroenergetyczne, PSE), which manages the high-voltage network, taking care of the operational security of the national grid system.

Energy distribution to end consumers is handled by Distribution System Operators (DSOs). DSOs are responsible for the supply of electricity to households, businesses and institutions.

Energy trade takes place in three main market segments:

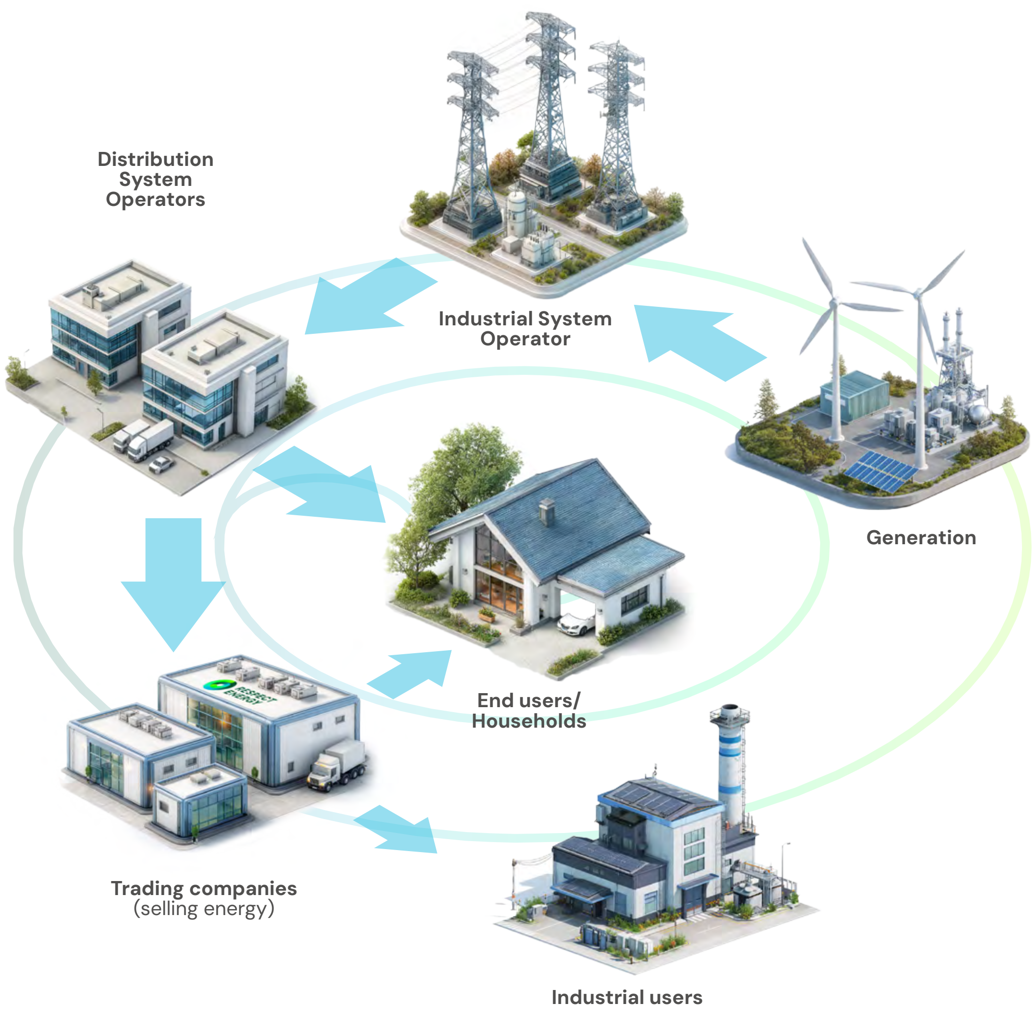
Contract market – energy is sold on the basis of direct bilateral contracts between power generators and trading companies and end-users.

Exchange market – energy is traded on Towarowa Giełda Energii S.A. (POLPX), in particular on the Day-Ahead Market (DAM) and the Intraday Market (IDM).

Balancing market – enables PSE to maintain a balance between actual generation and demand for electricity at each hour of the day.

The market is regulated by the **Energy Regulatory Office** (ERO), which oversees tariff processes, supports the development of competition and exercises control over transmission and distribution system operators.

Participants in the RES Electricity Market



Development of the renewable energy sources (RES) market

Recent years have seen a dynamic increase in the share of renewable energy sources in the Polish energy mix. Wind power plants and photovoltaic farms play a leading role in the production of RES energy.

Supporting the development of RES is one of the main objectives of Polish and European Union energy policy. The implementation of the „Fit for 55" package and the update of national climate strategies have contributed to the creation of support systems that enable the development of new renewable projects.

RES auctions and investment support system

A key tool supporting investment in renewable energy sources in Poland is RES auctions. Organised by the Energy Regulatory Office, auctions allow energy producers to secure stable revenues by selling the energy they produce at a guaranteed price for a period of 15 years.

The auction system has significantly contributed to an increase in the number of wind and photovoltaic projects, as well as greater competition in the renewable energy sector. This has made it possible to reduce the costs of the energy transition and drive the renewable energy prices down.

As a company trading exclusively in renewable energy, Respect Energy benefits from both contracting energy from auction projects and from sources outside of the support system.

Environmental product market

The system of certificates and guarantees of origin is an important element in the development of the renewable energy market.

Guarantees of origin for electricity are intended to provide transparency and to certify to end users that a certain amount of electricity fed into the distribution or transmission grid has been produced from renewable energy sources or cogeneration.

Guarantees of origin, which accompany the renewable energy production process, were introduced because it is impossible to label the electricity directly.

The purpose of the Guarantee of Origin is to enable consumers to make an informed choice about the source of their electricity and to support producers in promoting more environmentally friendly methods of energy production. It comes in several varieties, including:

- **AIB** – guarantees of origin produced in one of the European countries affiliated to the AIB (Association of Issuing Bodies)
- **Non-AIB** – guarantees of origin not affiliated with the AIB (e.g. those produced in Poland or Bulgaria)
- **REGO** – guarantees of origin from the United Kingdom

The **Register of Certificates of Origin** is an integral element of the support system for producers of RES energy. The central register ensures the reliability of the system and its transparency. Certificates of origin are issued by the Energy Regulatory Office in electronic form for a specific volume expressed in MWh (except white certificates, for which the unit is tonne of oil equivalent (toe). All certificates issued by the Energy Regulatory Office are entered into the Certificates of Origin Register maintained by POLPX. Each certificate recorded in the system gives rise to property rights (PM), which are traded on the Property Rights Market (PRM).

PMOZE_A – the so-called green certificates confirm the generation of electricity from RES.

PMOZE_BIO – so-called blue certificates, issued for the production of electricity from RES - the combustion of biogas.

PMEF – so-called white certificates confirming ultimate energy savings and awarded for investments aimed at reducing energy consumption at the end user.

International Renewable Energy Certificates
I-RECs (International Renewable Energy Certificate) – certificates used in countries where no organised system of guarantee of origin is in place (e.g. Vietnam, Brazil, some African countries).

Benefits of purchasing environmental products

- Disclosure of the origin of electricity
- Raising environmental awareness
- Supporting the development of the RES market
- Delivering on sustainability goals and improving environmental image

Respect Energy trades guarantees of origin and environmental products on a large scale, enabling both business and individual customers to document the environmental performance of their energy consumption and implement ESG strategies. Through this activity, Respect Energy contributes to increasing the share of renewable sources in the Polish energy mix and to building a modern, sustainable power system.

Respect Energy Group operates in all key segments of the energy market:

- produces energy from renewable sources, and participates in energy trading on the contract and exchange markets,
- carries out balancing activities,
- offers certified environmental products,
- develops technological innovations to support the energy transition.

New trends: energy storage, hydrogen, system flexibility

The growing share of renewables in the energy system requires the development of new technologies and services:

- **Energy storage facilities** allow excess energy produced to be collected and used at peak demand times.
- **Hydrogen production and use** are seen as a key element in the decarbonisation of industry and transport.
- **Consumption flexibility management** is becoming an increasingly important tool to support the stability of electricity system operation.

Respect Energy is developing its own initiatives in these areas, including energy storage projects, flexibility management technologies and investments in new market segments.

MANAGEMENT STRUCTURE

[GRI 2-9, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-17, GRI 2-18, GRI 2-19]
[ESRS GOV-1, ESRS GOV-3]

In Respect Energy's management structure, the Management Board and the Supervisory Board play a key role.

MANAGEMENT BOARD STRUCTURE AND OPERATIONS

The Management Board of Respect Energy Holding S.A. in 2024 consisted of 7 members: Sebastian Jabłoński (CEO of Respect Energy S.A.), Roch Baranowski (Chief Strategy Officer), Alvise Favara (Chief Commercial Officer), Monika Grudzień (Chief Operating Officer), Krzysztof Kuźmiński (Chief Trading Officer), Diana Skotnicka (Chief Financial Officer) and Tomasz Zadroga (Chief Investment Officer).

Diversity in the Management Board of Respect Energy Holding SA:

- Total number of members:
- 7, Men: 71.4 %,
- Women: 28.6 %

As at 30 June 2025 and at the date of publication of this report, the Management Board of Respect Energy Holding S.A. consisted of five members, each responsible for a key area of the company's operations. Krzysztof Kuźmiński stepped down from the Management Board and Alvise Favara was dismissed from the Management Board of Respect Energy Holding S.A.

The Management Board operates as a collective decision-making body and its work is governed by internal regulations. There is no representative of employees or associates on the Management Board.

The Management Board meets at least once a month or more frequently in the event of important business needs. Every strategic decision requires the approval of a majority of the Management Board members and key ESG-related decisions are additionally consulted with the ESG Committee and the Supervisory Board.

Composition of the Management Board of Respect Energy Holding S.A:

Sebastian Jabłoński (Chairman of the Management Board)

Expert in the field of energy transition and RES development. Started his professional career in 2011 at the Polish Power Exchange (POLPX) and continued at the largest energy companies in Poland and abroad, including Prague and Hamburg. Principal owner of the Respect Energy Group.

ESG competence: knowledge of climate change issues and the RES market.

Monika Grudzień (Chief Operating Officer) – as of 1 May 2024

Associated with the energy sector since 2007. She built an electricity sales company from scratch, and later at Qair Polska S.A. she was responsible for asset management, O&M contracts and community relations. As a member of the Management Board, she oversaw, among others, the areas of Asset Management, Network Dispatch and Electricity Trading.

ESG competencies: corporate governance and HR.

Diana Skotnicka (Chief Financial Officer) – as of 1 May 2024

Expert in controlling and liquidity management. Previously worked at Orange as Finance and Controlling Manager and then as Head of Controlling at Burda International Poland, where she implemented post-merger synergies and digitalisation of organisational processes.

ESG competencies: sustainability reporting and ESG risk management.

Roch Baranowski (Chief Strategy Officer) – as of 14 October 2024

Expert in energy transition and electromobility. Responsible for developing and operationalising the company's growth strategy. Previously, a Managing Partner at the Polish branch of Bain & Company, where he headed the energy and natural resources division.

ESG competencies: value chain management, ESG risk management.

Tomasz Zadroga (Chief Investment Officer)

Manager with many years of experience in strategic management of companies from various sectors. He was President of the Polish Electricity Committee, a member of the Social Council of the AGH University of Science and Technology and the Chamber of Commerce of the Gas Industry. Member of ACCA, where he served as Vice President in Poland.

ESG competencies: sustainable investments and ESG finance.

[ESRS GOV-3] [GRI 2-10, GRI 2-18, GRI 2-19, GRI 2-20]

The remuneration of the Management Board is primarily determined by the business objectives, which are both ESG and sustainability objectives as they centre around decarbonisation through the development of a renewable energy delivery service. Other sustainability strategy targets are assigned to the board members responsible for the respective area.

In accordance with the articles of association of Respect Energy Holding S.A., the members of the Management Board are appointed and dismissed by the Supervisory Board. At the same time, the company's majority shareholder has the personal power to appoint and dismiss individual members of the Management Board. This arrangement provides a mechanism for balancing the competences of the company's supervisory body with ownership rights, fostering effective management.

Diversity in the Supervisory Board of Respect Energy Holding S.A.:

- Total number of members: 5
- Men: 80%
- Women: 20%

The percentage of independent members of the Supervisory Board is: 60%

SUPERVISORY BOARD STRUCTURE AND OPERATIONS

The Supervisory Board of Respect Energy Holding S.A. plays a key role in supervising the company's activities. It is composed of experts from various fields, including energy, law and finance.

The Supervisory Board meets **a minimum of four times a year**, with additional meetings convened as and when necessary. The Supervisory Board evaluates the implementation of the company's strategy, analyses ESG risks and approves long-term investment plans.

Composition of the Respect Energy Holding S.A. Supervisory Board as at 31 December 2024:

- **Dariusz Bliźniak** – Chairman of the Supervisory Board
- **Arkadiusz Domińczak** – Member of the Supervisory Board; legal and regulatory affairs specialist
- **Lars Josefsson** – Member of the Supervisory Board; renewable energy expert
- **Tuomo Hatakka** – Member of the Supervisory Board; energy and ESG expert
- **Dominika Stępińska** – Member of the Supervisory Board; Compliance and HR expert

Responsibilities of the Management Board and Supervisory Board in the ESG area:

- The **Management Board** is responsible for implementing the ESG strategy and integrating sustainability into the business operations.
- The **Supervisory Board** oversees the implementation of the ESG strategy and approves key sustainability decisions.

ESG STRATEGY

[GRI 3-3] [ESRS MDR – T]

Our 2024-2027 Sustainability Strategy was developed following extensive analysis and active engagement with key stakeholders, the Management Board and employees from different areas of the business.

Individuals representing key departments and Group companies were involved in its development, ensuring a comprehensive view of our challenges and priorities. A key element of the work was a workshop with the Holding Management Board, which allowed us to jointly develop solutions and directions of action that fit into Respect Energy's long-term business strategy.

In the process of developing the strategy, we used an approach based on double materiality analysis, which allowed us to precisely identify priorities that have both real impact on our organisation and relevance to the market environment. Our aim was to create a strategy that not only sets an ambitious direction for growth, but, above all, fits into the Group's business model to ensure its effective implementation, because sustainability must pay off to become an integral part of our business.

The flexibility of the strategy is a key element that allows us to adapt our activities to changing market, regulatory and technological conditions. We have clearly defined our objectives, but left room to choose the most effective paths to achieve them in order to fully exploit our potential and respond proactively to new opportunities. The implementation of the strategy is supported by an appropriate organisational structure that is not detached from the business reality, but closely linked to the company's operations. This enables us to effectively combine the development of our business with responsible management of our impact on the environment, strengthening our position as a modern and conscious organisation from the renewable energy sector.

RESPECT ENERGY HOLDING GROUP'S SUSTAINABLE DEVELOPMENT STRATEGY FOR 2024-2027

The priorities of the Respect Energy Group's Sustainability Strategy directly support the achievement of selected UN Sustainable Development Goals (SDGs), such as:

- Affordable and clean energy (SDG 7)
- Climate action (SDG 13)
- Decent work and economic growth (SDG 8)
- Life on land (SDG 15)
- Industry, innovation and infrastructure (SDG 9)
- Peace, justice and strong institutions (SDG 16)
- Responsible consumption and production (SDG 12)
- Partnerships for the Goals (SDG 17)

NATURE

AREA: Climate and environment

OBJECTIVE Development of services for the climate	• Increase the volume of emissions avoided through investments. • Business objectives that respond to the challenges of sustainable development.
OBJECTIVE Carbon neutral in own operations	• Achieve zero-carbon in Scopes 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). • Develop a long-term decarbonisation pathway including Scope 1, 2 and 3 (Scope 1, 2 and 3). • Monitor GHG emissions per unit of revenue (GHGe/PLN).
OBJECTIVE Responsible waste management	• Develop practices to manage waste from our RES installations in a circular model. • Gradually scale up recycling in own operations. • Develop services for customers based on circular management of materials from RES farms.
OBJECTIVE Transparency regarding impact on biodiversity	• By 2026 publish a biodiversity impact report according to TNFD guidelines as an Early Adopter. • Implement biodiversity conservation policies.

PEOPLE

AREA: Employees

OBJECTIVE Attractive workplace and a strong corporate culture	• High job satisfaction rate - at least 80%. • Ensure attractive working conditions confirmed by a high Employer Value Proposition (EVP) score. • Implement a formal diversity policy with outcomes backed up by high employee ratings. • Attract ambitious employees, develop people's talents potential through, among other things, the introduction of a talent management process and satisfactory results of an employee retention survey. • Promote Respect Energy's values to managers and employees.

AREA: Customers

OBJECTIVE Customer service excellence	• Positive results of the implemented after-sales satisfaction survey system. • Grow customer referral rates.

AREA: Knowledge and innovation

OBJECTIVE Knowledge sharing and innovation development	• Cooperate with universities on innovation and development of the RES industry. • Provide knowledge-based support to existing and prospective customers - sharing expertise.

AREA: Local communities

OBJECTIVE Good relations for sustainable development	• Implement a policy of dialogue and community engagement. • Develop educational programmes for schools on climate change and RES. • Launch activities for local communities. • Engage local communities in assessing Respect Energy-whether the company is a responsible and trustworthy business/partner.

RULES

AREA: Governance

OBJECTIVE Standardisation of processes	• Standardise internal processes related to ESG. • Strengthen the ESG governance structure. • Develop ESG reporting. • Develop the ESG risk management process (identification and mitigation). • Implement ESG regulatory requirements, including EU Taxonomy

AREA: Supply chain

OBJECTIVE Building a responsible supply chain	• Review the Respect Energy Group Sustainability Strategy 2024-2027 and improve the due diligence process to protect human rights in the supply chain. • Introduce screening / qualification system and review suppliers in terms of social and environmental factors. • Develop an ESG pathway in procurement processes – transparent and understandable to suppliers.

[GRI 2-12, GRI 2-13, GRI 3-3], [ESRS MDR – P, ESRS GOV-1, ESRS GOV-2, ESRS G1-1]

OPERATIONALISING THE SUSTAINABLE DEVELOPMENT STRATEGY

On 11 May 2024, with the adoption of the Sustainability Strategy, Respect Energy Group implemented the ESG Policy, which confirms the key role of sustainability and good ESG practices in the Group's operations. The document also sets out the ESG and sustainability governance within the RE Group.

https://respect.energy/strategia-zrownowazonego-rozwoju/polityka-esg/

Respect Energy Group's Management Board, headed by the Chairman, is responsible for ESG management and the implementation of the sustainability objectives. Its tasks include making strategic decisions on ESG, monitoring the effectiveness of the implementation of the adopted goals and principles, final assessment of the materiality of ESG risks and impacts, and approving the scope of sustainability reporting. The results of these activities are presented in annual, publicly available reports, containing the key ESG themes, objectives and results achieved by the Group.

To improve the management of ESG topics, Respect Energy Group ESG Committee has been established. Its chairman is the RE Group CEO and the Committee is composed of RE Group board members, subsidiary boards and directors responsible for key ESG areas such as HR, compliance, legal affairs, marketing and communications. In addition, the Committee is composed of so-called ESG Movers - representatives of departments being ESG ambassadors in their respective units. The work of the Committee is led by the ESG Manager, who acts as the leader of this team.

2024 was the first year with the 2024-2027 Sustainability Strategy in effect. Despite the early stage of its implementation, concrete actions have already been taken in all areas covered by the strategy, including at least analysis, preparation and planning of next steps. The current status of the work and the completed activities are presented herein by ESG area.

SCHEMAT ZARZĄDZANIA ESG

Chairman of the ESG Committee

CEO of Respect Energy Holding
Sebastian Jabłoński

ESG Leader

Members of the ESG Committee

Members of Respect Energy Holding Management Board	Members of Management Boards of Respect Energy Group companies	TOP Management – heads of key business units	ESG MOVERS

Supervisory Board

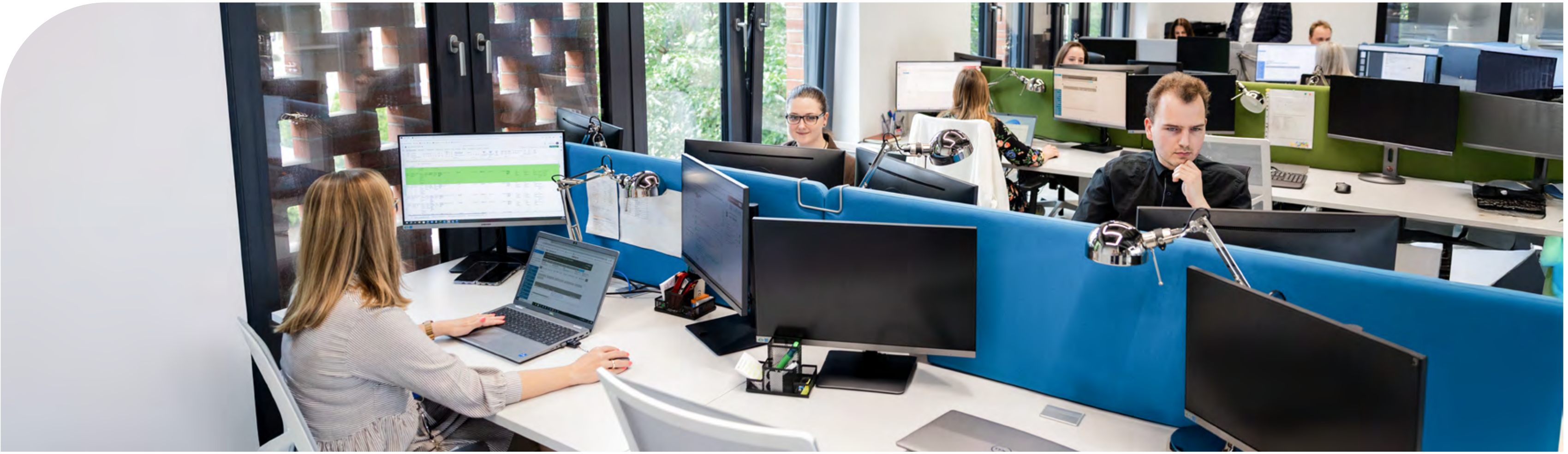
[ESRS MDR – P]

ESG RISK MANAGEMENT

Respect Energy Group's operational risk management system

Operational risk management is part of Respect Energy's strategy to ensure stability, regulatory compliance and resilience to changing market conditions. Effective risk management minimises potential losses and exploits emerging opportunities. Our approach is based on international standards, such as ISO 31000, and industry best practice. The process starts with the identification of risks in the business areas, covering both internal processes and external factors such as regulations, the market situation and technological changes. Each risk is analysed in terms of its likelihood of occurrence and potential financial, operational and reputational impact.

Individual risks are aggregated into broader categories and reported at a management level, allowing informed strategic decisions to be made. For each material risk, we identify controls to effectively minimise exposure and mitigate its impact. Depending on the nature of the risk, we apply appropriate strategies such as risk avoidance, risk transfer, risk acceptance or active management through control.



The operational risk management system is based on a formalised Operational Risk Management Policy, which sets out the principles and objectives of our approach. This document, together with policies on credit risk, risk in trading activities, compliance risk and project risks, forms the foundation of our risk management strategy across the Respect Energy Group. All policies are overseen by the Management Board to ensure effective implementation and the involvement of the key people responsible for each business area.

Risk management is a continuous process that is subject to ongoing monitoring and improvement. As part of further development, we monitor on a regular basis key risk indicators (KRIs), analyse instances of risk materialisation and take preventive measures to respond effectively to dynamic changes in the market environment. We foster a culture of risk management within our organisation through regular training, strengthening employee awareness and promoting open communication about potential risks. In this way, our approach to risk management not only ensures operational security, but also enables us to continue to develop and build Respect Energy's resilience to future challenges.

ESG risk management is an integral part of the Respect Energy Group's overall risk management process. The process is coordinated by the Risk Management Office with the support of the ESG Manager, while its implementation is overseen by the ESG Committee. The foundation of ESG risk management is an analysis of potential impacts, risks and opportunities, based on which an ESG risk management plan is developed. Its purpose is to minimise potential material risks to the Group's operations.

ESG risks include risks arising from environmental (including climate), social and corporate governance factors. They are identified, taking into account the company's list of social and environmental impacts and the expectations of key stakeholders, and then assessed in terms of the likelihood of occurrence and the scale of the consequences for the Group. A review of materiality, impacts and ESG risks takes place once a year. The final assessment of ESG risks that may have a significant impact on the organisation's operations and financial performance is approved by the Respect Energy Group's Management Board based on the recommendations made by the ESG Committee.

MATERIALITY DEFINING PROCESS

DESCRIPTION OF THE DOUBLE MATERIALITY ASSESSMENT

[GRI 2-15, GRI 3-1], [ESRS IRO-1]

In 2023, we carried our the first double materiality assessment in accordance with the guidelines of the European Sustainability Reporting Standards (ESRS).

This process included a series of workshops and a detailed analysis of the impacts, risks and opportunities associated with ESG. In 2024, we deepened the materiality analysis taking into account new data, changing market conditions and internal organisational changes. We clarified the list of material issues and expanded the assessment of impacts and risks, enabling us to prioritise ESG activities even more precisely. We also aligned the disclosure process with current market expectations and evolving regulations.

The materiality analysis process consisted of the following main steps:

1. Analysis of the sustainability context of our company's value chain
2. A stakeholder map analysis and additional stakeholder survey on the materiality of sustainability topics in our business and our value chain
3. A series of workshops to assess the materiality of ESG impacts and risks with managers and specialists;
4. Final validation of the list of material impacts, risks and opportunities by the Management Board and top management

Analysis of the sustainability aspects of the Group value chain

We carried out a review of our value chain and business model, taking into account the entire scope of our operational activities and value chain links including:

- Upstream – the main raw materials, products and services we use, the key stakeholders (particularly suppliers) associated with these products and services and their origin,
- Own operations – the scope and location of the operations carried out by our companies and subsidiaries,
- Downstream – our services offered to customers, the main categories of waste we generate, the partners that help sell our products and services, business and individual customers and end users (final energy consumers).

Respect Energy's significant impacts related to sustainability were mapped during a series of workshops with our company's managers and professionals. The impacts discussed related to the company's effect on the environment, employees, the value chain, local communities, customers and end users, as well as corporate governance. Each impact was assessed in terms of its nature: positive or negative. The next step was to assess whether the impact was actual, meaning it had already occurred, or potential i.e. it could occur in the future. In the case of potential impacts, an assessment was made of the likelihood of their occurrence in three time perspectives: short-term (up to a year), medium-term (1-5 years) and long-term (more than 5 years). For each impact, its severity was also assessed, consisting of three criteria evaluated on a five-point scale: the magnitude of the impact, the extent of the impact and (in the case of a negative impact) its reversibility.

We also carried out an opportunity analysis, as part of last year's work on our company's sustainability strategy. An analysis of the materiality of sustainability topics further requires an analysis of the risks to the company related to ESG issues. In this respect, we have carried out a preliminary risk analysis – we have mapped and pre-assessed the materiality of more than 200 ESG risks. The risk map is in the course of detailed validation, which is a process that requires additional detailed analysis, the scope of which has been deepened in 2025. For this year's materiality analysis, we rated the likelihood of the identified risks and opportunities on a scale of 1 to 5.

The outcome of a series of impact and risk assessment workshops and stakeholder dialogue was a map of material topics relevant to the impact and financial perspective, which was finally validated by the Respect Energy's Management Board and top management.

[GRI 2-29, GRI 3-1] [ESRS SBM-2]

MATERIAL STAKEHOLDERS AND THEIR ENGAGEMENT

Our business does not exist in isolation from its environment. We grow in close collaboration with our stakeholders. In 2023 and as a result of an in-depth analysis in 2024, we have identified the key groups that have the greatest impact on us and that we also influence. We build relationships with stakeholders based on open communication, honesty and partnership. Feedback and suggestions help us to better understand their needs, adapt our operations and respond effectively to change.

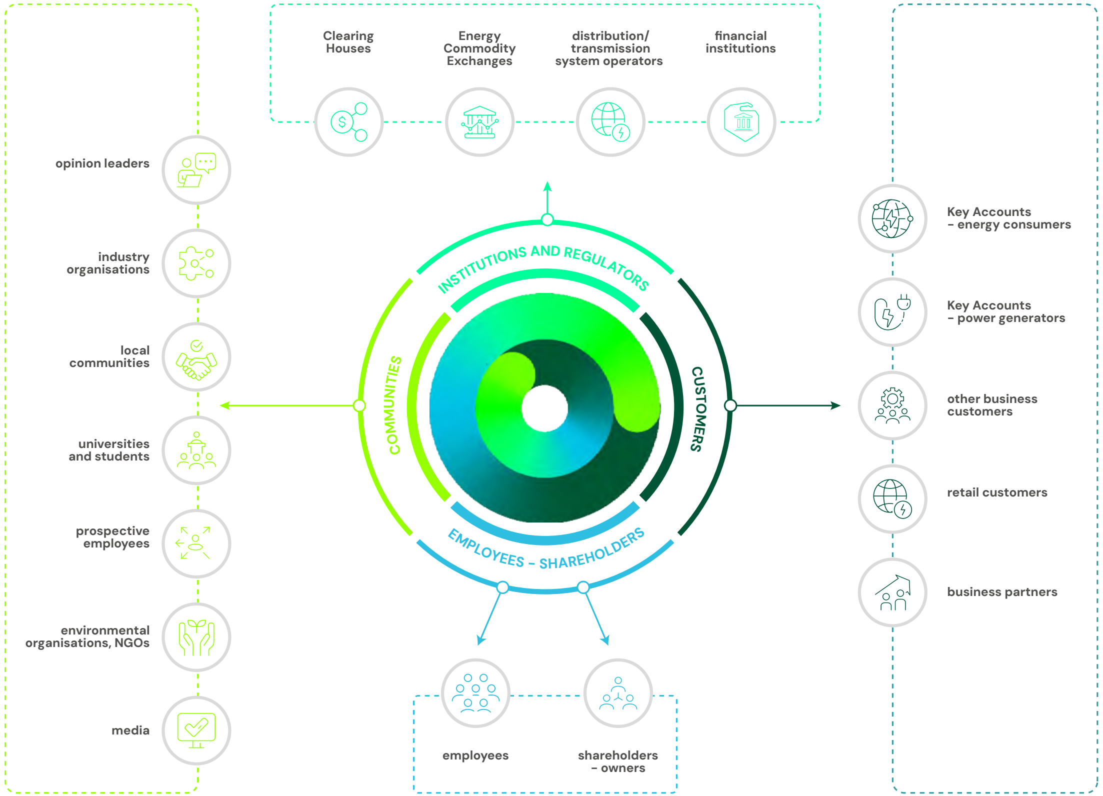
Where possible, we actively listen to feedback, treating our engagement in dialogue as a competitive advantage embedded in our business model. The assumption of shared growth gives us confidence that the sustainability objectives and directions adopted will be stable and effective in the long term. Engagement with stakeholders has also played a key role in shaping our sustainability strategy, allowing us to better align its assumptions with real-world challenges and market expectations.

To analyse the materiality of reported sustainability issues, we conducted an additional stakeholder dialogue session. We reviewed our stakeholder map, identifying key stakeholder groups. After analysing the stakeholder opinions we had obtained in an earlier dialogue held during the preparation of the previous report and as part of our ongoing stakeholder outreach, we invited representatives of employees, local communities and experts in analysed fields to participate in a follow-up dialogue.

In a dedicated **questionnaire for employees**, we asked, among other things, how they assessed the impact of our activities and whether they had suggestions of changes in relation to topics such as job security, working time, adequate pay for the work done, dialogue with employees, freedom of association, work - life balance, health and safety, respect for privacy, gender equality and equal pay for work of equal value, training and skills development, employment and integration of people with disabilities, measures to prevent bullying and discrimination in the workplace, and diversity. With regard to the impact on local communities and the environment, our employees identified initiatives that we could implement to increase our positive impact in these areas.

We held remote dialogue sessions with local community representatives and experts. The experts we invited represented groups such as expert organisations dealing with, among other things, environmental and consumer issues, industry organisations, customers and business partners, and financial institutions. These stakeholders indicated the importance of transparent communication regarding Respect Energy's impact on local communities and the environment. They declared that it was important for them to know about Respect Energy's activities in the area of the Circular Economy and suggested that we should clearly communicate the information on the end-of-life stage of PV installations and windmills to stakeholders. The experts highlighted the Group's strong industry position and the fact that it plays an important role in a fair energy transition. They pointed out the need to engage in RES education and to ensure clear, comprehensible messages to existing and potential customers on the principles of RES use.

We invited representatives of municipalities, RES-related organisations and associations to a stakeholder panel to listen to the voice of local communities. At the meeting, participants shared with us the most important concerns of local communities related to RES. They proposed actions that would reduce these concerns such as education and communication. They identified talks and meetings at project sites as important channels of communication with local communities. They repeatedly drew attention to the misinformation prevailing on the subject of green energy.



	STAKEHOLDER GROUP	DETAILS	PURPOSE OF COMMUNICATION
EMPLOYEES – SHAREHOLDERS	employees	Management Board meetings, team building meetings and trips, intranet, newsletter, online surveys, from 2023 engagement survey	Improving communication, building trust, increasing engagement, managing change more effectively, increasing innovation in the company resulting in greater job satisfaction and loyalty.
	shareholders - owners	Management Board meetings, reports, other meetings	Efficient management of the company including expectation management, ensuring that the objectives and actions of the Management Board are in line with the interests of the owners, gaining support for key initiatives and strategic decisions.
CUSTOMERS	Key Accounts - energy consumers	one-to-one meetings with sales representatives, participation in conferences, trade fairs, business meetings	Building and maintaining relationships. Understanding their needs and expectations. Gathering feedback and suggestions on products, services and customer service, which can lead to improvements. Resolving problems and complaints. Educating customers, about products, services but also about climate change. Personalising offers. Monitoring customer satisfaction and identifying areas for improvement. Building brand image. Increasing customer engagement and loyalty. Growing sales. Preventing customer attrition.
	Key Accounts - power generators	one-to-one meetings with sales representatives, participation in conferences, trade fairs, business meetings	Building and maintaining relationships. Understanding their needs and expectations. Gathering feedback and suggestions on products, services and customer service, which can lead to improvements. Resolving problems and complaints. Educating customers, about products, services but also about climate change. Personalising offers. Monitoring customer satisfaction and identifying areas for improvement. Building brand image. Increasing customer engagement and loyalty. Increasing sales. Preventing customer attrition.
	other business customers	one-to-one meetings with sales representatives, participation in conferences, trade fairs, business meetings	Building and maintaining relationships. Understanding their needs and expectations. Gathering feedback and suggestions on products, services and customer service, which can lead to improvements. Resolving problems and complaints. Educating customers, about products, services but also about climate change. Personalising offers. Monitoring customer satisfaction and identifying areas for improvement. Building brand image. Increasing customer engagement and loyalty. Increasing sales. Preventing customer loss.
	retail customers	advertising, mailings	Building and maintaining relationships. Understanding their needs and expectations. Gathering feedback and suggestions on products, services and customer service, which can lead to improvements. Resolving problems and complaints. Educating customers, about products, services but also about climate change. Personalising offers. Monitoring customer satisfaction and identifying areas for improvement. Building brand image. Increasing customer engagement and loyalty. Increasing sales. Preventing customer loss.
	business partners	meetings, joint projects	Building and maintaining relationships. Understanding needs and expectations and exchanging information. Resolving potential problems. Conducting negotiations and agreements. Strengthening cooperation and increasing the commitment of both parties to achieve common goals. Building a positive corporate image. Monitoring satisfaction with the cooperation.
COMMUNITIES	opinion leaders	one-to-one meetings, cooperation on energy and climate/environmental projects	Cooperation and education. Obtaining opinions or research to support business development. Sharing knowledge and developing innovative business solutions.
	industry organisations	participation in working groups, support of projects and initiatives dedicated to RES	Cooperation and information sharing, conducting a dialogue with the regulator through the organisations by, among other things, developing recommendations and requirements for RES. Education of the public on the energy transition. Business development through joint initiatives.
	local communities	one-to-one meetings with municipal representatives, sponsorship of local events, support for local needs	Building trust and relationships. Understanding the needs and expectations of the community, which can help tailor the company's operations to local conditions. Education and information. Increasing public acceptance of the company's activities and projects. Supporting local development. Collaborating on projects. Preventing protests and resistance. Monitoring the impact of activities. Resolving conflicts or problems that may arise from the company's activities. Regular communication to increase the transparency of the company's activities and build a positive image and trust.
	universities and students	meetings at universities, career fairs	Recruitment of talents. Educating future employees. Collaborating on research and development to create technological and product solutions. Organising internships and apprenticeships. Developing entrepreneurship by supporting business initiatives such as start-up incubators, competitions and mentoring programmes.
	prospective employees	career fairs, job advertisements, media coverage	Building trust in the company, attracting talents to the organisation.
	environmental organisations, NGOs	one-to-one meetings, participation in events such as conferences, trade fairs, webinars	Building trust and relationships. Understanding of common goals. Sharing knowledge and experience. Implementing joint projects. Awareness building: NGOs can help the company raise awareness of important social and environmental issues, both among employees and customers. Support in the implementation of the Company's Sustainability Strategy objectives. Support for innovation. Adaptation to regulatory and social changes.
	media	briefings and press conferences, press releases, one-to-one meetings	Building a positive and innovative brand image. Increasing brand awareness. Sharing expertise. Communicating news. Educating the market. Promoting the company's activities. Effective crisis management. Attracting talent.
INSTITUTIONS AND REGULATORS	Clearing Houses	formal correspondence	Ensuring regulatory compliance.
	Energy Commodity Exchanges	formal correspondence	Ensuring regulatory compliance.
	distribution/transmission system operators	formal correspondence	Ensuring regulatory compliance.
	financial institutions	reports, surveys, one-to-one meetings	Acquisition of funding. Financial risk management. Collaborating on innovative projects. Improving creditworthiness.

MATERIAL SUSTAINABILITY ASPECTS

[ESRS SBM-3] [GRI 3-2]

The list of impacts, risks and opportunities assessed as material has been the basis for the selection of our reported indicators.

List of material impacts identified during the materiality analysis process

ESRS SUB-TOPIC	ESRS SUB-SUB-TOPICS	IMPACTS	OCCURRENCE	RELATIONSHIP WITH THE STRATEGY AND BUSINESS MODEL
E1 – Climate change				
Adaptation to climate change	x	**Actual impact:** positive impact on the energy mix of Poland and Europe, supporting the transition and adaptation to climate-related regulations.	Own operations	Respect Energy's 100% RES-based business model supports the energy transition and the reduction of greenhouse gas emissions. The development of climate services, in line with the company's strategy, reinforces the positive impact on the energy mix and decarbonisation in support of EU and Polish climate targets. The strategy responds to this impact by investing and developing its offering in the area of RES.
Adaptation to climate change	x	**Actual impact:** GHG emissions from REH's own operations and supply chain, mainly at the upstream and downstream stages.	Upstream Downstream	REH aims at zero-carbon operations by reducing emissions in Scopes 1, 2 and 3, in line with the long-term decarbonisation pathway to 2030. Supporting measures include energy efficiency improvements and relocation to low carbon offices. The strategy focuses on reducing impact and building advantage through climate responsibility.
Energy	x	**Actual impact:** production and sale of renewable energy supporting B2C and B2B customers in reducing greenhouse gas emissions.	Downstream	The production and sale of RES energy, reducing customers' emissions, fulfils the objective of the REH strategy: developing services for the climate. These activities translate into avoided emissions and strengthen REH's image as an active participant in the energy transition.
E3 – Water and marine resources				
Water	Water consumption	**Actual impact:** high water consumption in the supply chain, especially in the production of turbines and solar panels.	Upstream	The company's business is focused on clean energy, but the production of RES components in the supply chain involves high water consumption. REH's strategy includes vetting suppliers for ESG and implementing a Responsible Supplier Code to reduce environmental impacts in areas where less resource-intensive alternatives are not available.
E4 -Biodiversity and ecosystems				
Direct impact on biodiversity loss	Climate change	**Actual impact:** reducing greenhouse gas emissions through the services offered, which supports biodiversity conservation.	Own operations	Tackling greenhouse gas emissions through the REH offer fulfils the objective of developing services for the climate. Reducing emissions also supports biodiversity conservation. The strategy reinforces this impact by developing climate and environmental activities.
	Change of land use and freshwater and sea use	**Potential impact:** reduction of biodiversity due to land use for photovoltaic and wind farms.	Own operations	The development of own RES installations involves risks of environmental interference. REH minimises this impact through land-use planning, dialogue with local communities and avoiding investments in naturally valuable areas. The strategy assumes transparency and good practice in the area of biodiversity.

Direct impact on biodiversity loss	Direct exploitation	**Potential impact:** the use of green revolution metals can cause soil degradation, air and water pollution and negatively affect biodiversity.	Upstream	Through due diligence, environmental vetting of suppliers and the Responsible Supplier Code, REH reduces the risk of negative environmental impacts in the supply chain and strengthens control over them.
	Pollution	**Potential impact:** the use of Green Revolution metals can cause soil degradation, air and water pollution and have a negative impact on biodiversity.	Upstream	Through due diligence, environmental verification of suppliers and the Responsible Supplier Code, REH reduces the risk of negative environmental impacts in the supply chain and strengthens control over them.
E5 – Circular economy				
Resource inflow, including resource use	x	**Actual impact:** reducing reliance on fossil fuels such as oil and gas through the use of renewable energy.	Downstream Own operations	Reducing dependence on fossil fuels through renewable energy realises the goal of developing services for the climate. Investments in RES and the solutions offered translate into avoided emissions, higher energy security and REH's contribution to sustainable development.
		Actual impact: negative environmental impact of rare earth metals used in the production of photovoltaic panels and wind turbines.	Upstream	Respect Energy, using REH technologies based on rare earth metals, reduces environmental risks through supplier environmental screening, due diligence and the Responsible Supplier Code, reinforcing value chain responsibility.
Waste	x	**Actual impact:** promoting sustainable waste management practices throughout the value chain.	Own operations Upstream Downstream	Impact realised through the waste management objective. REH promotes recycling and good practices throughout the RES investment lifecycle and value chain.
S1 – Own workforce				
Working conditions	Job security	**Actual impact:** risk of staff insecurity linked to the dynamics of staff turnover.	Own operations	REH's business model is based on the commitment and competence of its team. Turnover can hinder the objective of building an attractive workplace and a strong corporate culture. Therefore, the strategy is to ensure staff stability and have transparent communication processes, especially when the team is growing.
		Actual impact: building a sense of security and stability for employees through long-term forms of employment and transparent cooperation rules.	Own operations	Ensuring job security and stability supports the goal of building an attractive workplace and a strong corporate culture. This translates into higher employee satisfaction, trust, retention and engagement.
	Fair pay	**Actual impact:** competitive salaries adapted to the market situation and industry specifics.	Own operations	Attractive salaries support the goal of building an attractive workplace and a strong corporate culture. Competitive salaries increase satisfaction, attract talent and improve retention.
		Actual impact: bonuses and incentive system linked to performance and additional benefits, e.g. MyBenefit platform.	Own operations	Additional benefits, such as the MyBenefit platform, support the goal of creating an attractive workplace and a strong corporate culture. They enhance motivation, satisfaction and a positive employee experience.
	Social dialogue (dialogue with the employees)	**Actual impact:** incorporating the identified employee opinions and expectations into the company's operations.	Own operations	Taking into account the opinions and expectations of employees supports the objective of creating an attractive workplace and a strong corporate culture. It increases satisfaction, engagement, retention and builds an environment based on trust and dialogue.
		Actual impact: providing employees with anonymous, publicly accessible channels to report misconduct.	Own operations	Taking into account employees' opinions and expectations supports the goal of creating an attractive workplace and a strong corporate culture. It increases satisfaction, engagement, retention and builds an environment based on trust and dialogue.

Working conditions	Work-life balance	**Actual impact:** respecting employee rights to take leave from work, including parental leave.	Own operations	Respecting the right to take a leave from work, including parental leave, supports the goal of creating an ethical and responsible workplace. It reinforces trust, employee well-being and corporate culture, and is part of the ethics and anti-discrimination policy.
	Health and safety	**Potential impact:** accidents at work during construction and maintenance of RES installations.	Own operations	Based on high health and safety standards and investment in infrastructure, the REH model provides for the implementation of effective safety management systems and regular employee training. The impact related to occupational accidents is directly linked to the objective of the Respect People pillar - creating a safe and attractive workplace. The management of these risks also supports the Respect Rules pillar by developing mechanisms to identify and minimise ESG risks, particularly in the context of RES infrastructure development.
		Potential impact: working conditions and intensity that can lead to long-term stress for employees.	Own operations	Long-term stress can hinder the objective of creating a strong corporate culture within the Respect People pillar. REH counteracts this through anti-bullying policies, whistleblowing channels and employee mental wellbeing measures.
		Real-world impact: ensuring protection and comfort at work through health and safety policies and an occupational safety management system to support a safety culture.	Own operations	The impact supports the ESG objective of Respect People. Thanks to the implementation of the Work Environment Safety Assurance Policy, REH records a lack of accidents and occupational illnesses, which confirms the effectiveness of its health and safety systems and reinforces the company's image as a responsible employer.
		Actual impact: the company's active promotion of employee health and well-being.	Own operations	Physical and mental health activities support the implementation of the Respect People pillar. They strengthen workplace attractiveness, employee loyalty, team engagement and retention rates and EVP (Employer Value Proposition).
	Other	**Actual impact:** offering a rewarding workplace.	Own operations	Offering a rewarding workplace supports the goal of building an attractive environment and a strong corporate culture. It increases satisfaction, reduces turnover and facilitates the attraction and development of talent.
Equal treatment and opportunities	Gender equality and equal pay for work of equal value	**Actual impact:** gender pay gaps between men and women in the same or similar positions.	Own operations	REH's ESG strategy promotes equality of opportunity through its diversity policy, code of ethics and anti-discrimination measures. Eliminating the pay gap strengthens trust, a sense of fairness and employee engagement.
Other work-related rights	Privacy (right to privacy)	**Actual impact:** effectively preventing employee data leaks through security systems, IT department, data centre security and training.	Own operations	Effective protection of employee data supports the Respect People pillar, building trust, work comfort and human capital development. At the same time, it strengthens Respect Rules by mitigating legal and reputational risks and responsible ESG management.
S2 - Workers in the value chain				
Working conditions	Employment security, health and safety, working time, social dialogue	**Potential indirect impact:** unintentional cooperation with suppliers who violate labour rights or fail to comply with relevant standards.	Upstream Downstream	One of REH's goals is to build a responsible supply chain by gaining a better understanding of suppliers' working conditions and respect for human rights. The company is developing a due diligence process, introducing social-environmental screening and implementing a transparent ESG pathway in purchasing. A key tool is the Responsible Supplier Code.

Equal opportunities	Gender equality and equal pay for work of equal value, measures to prevent violence and harassment, diversity, employment of people with disabilities	**Potential indirect impact:** unintentional cooperation with suppliers who violate labour rights or fail to comply with relevant standards.	Upstream Downstream	One of REH's goals is to build a responsible supply chain by gaining a better understanding of suppliers' working conditions and respect for human rights. The company is developing a due diligence process, introducing social-environmental screening and implementing a transparent ESG pathway in purchasing. A key tool is the Responsible Supplier Code.
Other human rights	Child labour, forced labour, adequate housing, water and sanitation	**Potential indirect impact:** unintentional cooperation with suppliers who violate labour rights or fail to comply with relevant standards.	Upstream Downstream	One of REH's goals is to build a responsible supply chain by gaining a better understanding of suppliers' working conditions and respect for human rights. The company is developing a due diligence process, introducing social-environmental screening and implementing a transparent ESG pathway in purchasing. A key tool is the Responsible Supplier Code.
S3 - Affected communities				
Other	x	**Actual impact:** education of local communities.	Own operations	Educational activities, including school programmes on climate and RES, are part of REH's strategy. In this way, the company supports the development of environmental awareness in local communities.
		Actual impact: supporting and implementing initiatives for local communities.	Own operations	Social dialogue, education and local initiatives strengthen relationships with the community, build trust and improve the perception of the company. The REH strategy gives these activities direction and sustainability.
		Actual impact: REH's contribution to municipal budgets supports the local economy and enables pro-social initiatives that benefit residents and regional development	Own operations	Through investments and taxes, REH supports the development of local communities. In combination with dialogue and social activities, this strengthens the relationship with the municipalities and supports their financial sustainability.
S4 - Consumers and end-users				
Information-related impacts on consumers or end-users	Privacy of retail customer data	**Potential impact:** loss of personal data of individual customers	Own operations	The risk of loss of personal customer data highlights the need for standardised processes in the ESG area. Standardised procedures and a strong risk management structure enable the effective identification of risks and the implementation of mitigation mechanisms. Thus, they support the objective of responsible and secure information management.
	Access to information	**Actual impact:** ensuring transparency of contracts for retail customers, including no hidden costs.	Downstream	Ensuring transparent contracts supports the objective of improving customer service. Clear terms and conditions increase trust, satisfaction and propensity to recommend, building lasting relationships with customers.
		Actual impact: advising and educating end-users or consumers about renewable energy sources.	Downstream	RES advice and consumer education support the goals of improving customer service and developing innovation. They build trust, increase satisfaction and promote informed use of green energy.
Inclusion of consumers or end-users	Access to products and services	**Actual impact:** facilitating the sale of RES energy and increasing the market competitiveness by counteracting market monopolisation.	Own operations Downstream	REH's activities to support the sale of RES energy and counteract the monopolisation of the market are in line with the strategy's objectives in the area of innovation and climate. It supports the development of climate services, cooperation with science and energy transition.
Other	x	**Actual impact:** promoting sustainable consumption and RES.	Own operations Downstream	Promoting sustainable consumption and RES supports the goal of knowledge sharing and innovation development. Customer education and cooperation with science foster informed energy choices and the development of modern RES solutions.

G1 – Business conduct				
Corporate culture		**Actual impact:** positive impact of a strong, ethical corporate culture on employees and business partners, including customers and suppliers.	Own operations	A strong and ethical corporate culture supports REH's strategic goals. It reinforces a responsible supply chain through clear standards and supplier vetting, and fosters an attractive workplace, increasing satisfaction, engagement and retention.
	x	**Actual impact:** developing the due diligence process by implementing and improving OECD and UN guidelines on human rights and responsible business.	Own operations	Implementation of OECD and UN guidelines supports standardisation of ESG processes, improved risk management and compliance with regulations such as the EU Taxonomy. It also strengthens the responsible supply chain through more effective supplier vetting and enforcement of ethical and environmental standards.
		Actual impact: standardisation of ESG processes, strengthening of governance structure, development of reporting and more effective management of ESG risks.	Own operations	Implementation of the OECD and UN guidelines supports the objectives of REH's business strategy. It enables standardisation of ESG processes, improves risk management, supports compliance with the EU Taxonomy and strengthens the responsible supply chain through more effective verification and enforcement of ethical and environmental standards.
Supplier relationship management, including payment practices	x	**Actual impact:** building a sustainable supply chain with human rights, environmental and ethical considerations.	Own operations	Mainstreaming ethical, environmental and human rights considerations into the supply chain supports the objectives of the ESG strategy. It facilitates process standardisation, risk management, regulatory compliance and enhances supplier accountability.
Corruption and bribery	Prevention and detection including training	**Potential impact:** possibility of corruption incidents.	Own operations	Corruption risk highlights the need to standardise ESG processes. Standardised procedures, stronger oversight and the development of a risk management system support the strategic objective of structuring internal ESG processes and countering fraud.
		Actual impact: countering incidents of corruption.	Own operations	The objective to standardise ESG processes is to implement clear procedures, stronger oversight and consistent risk management to reduce fraud, increase transparency and build trust in the organisation.
Other	x	**Actual impact:** paying taxes to public budgets.	Own operations	Regular payment of tax in compliance with the regulations supports the objective of standardising ESG processes. It increases transparency, reduces fraud risks and builds trust, fitting in with responsible management and corporate governance.

During the work on the strategy and subsequent revision of the materiality analysis, we also analysed opportunities. The most significant opportunities identified include:

- **Opportunity:** development of the RES market through cooperation with producers of energy from solar and winds farms, biogas farms and hydroelectric plants.
- **Opportunity:** increasing the scale of operations in response to the growing demand for renewable energy sources.
- **Opportunity:** strengthening the company's image through climate action and offerings that support climate change mitigation.
- **Opportunity:** increased operational efficiency through higher employee satisfaction and engagement, supported by training and development opportunities.
- **Opportunity:** company growth, increased employee satisfaction and faster response to employee needs through social dialogue.
- **Opportunity:** company growth, increased employee satisfaction and faster response to employee needs through social dialogue.

As part of our double materiality analysis, we also assessed **environmental, social and governance risks**. In pursuing the strategy and implementing the ESG Policy, we seek to mitigate both the likelihood and impact of these risks on our company and its environment. The most important of these are listed the table below. We monitor them on a regular basis in order to continuously adapt our actions to changing internal and external conditions.

Material risks monitored, the likelihood and/or severity of which we seek to mitigate		Type of risk	Risk mitigants
ENVIRONMENTAL RISKS	Risk of costs of adapting the company's development plans and investments to the rapidly evolving legal and regulatory environment for the RES market and climate matters, in general.	Transition risk	• Sustainable development strategy 2024-2027 • Group ESG and area policies, including implementation of anti-bullying and anti-discrimination policies • The company's operational and business strategy based on business diversification. • An approach to building a strong corporate culture and an attractive workplace • Keeping a close eye on the market, regulatory changes and technology developments • Investment in innovative solutions and technologies.
	Risk of costs arising from rapid technology development.	Transition risks	
	Risk of price increases related to increasing demand and/or shortages in the availability of some of the raw materials and intermediates necessary for the start-up of RES installations, in particular the so-called green revolution metals.	Transition risk	
	Risk of a potentially negative assessment of the company's impact on the state of the environment and related limited confidence in the company as well as lack of approval for the siting of further installations.	Reputational risk	
	Risk of failure, damage and/or downtime of parts of the company's installations due to sudden and extreme weather events increasingly likely as they are consequences of climate change.	Physical risk	
SOCIAL RISKS	Risk of staffing problems due to the increasing competitiveness of the labour market in the RES industry.	Transition risks	
	Risk of human rights violations within the company or in its supply chain (supplier practices).	Reputational risk	
	Risk of losing the trust of local communities.	Reputational risk	
GOVERNANCE RISKS	Risk of non-compliance with the letter law, in particular with ESG and business ethics regulations and, as a consequence, the costs of possible fines for the company as well as the costs of losing the trust of potential business partners.	Transition risk	

02

ENVIRONMENT

We are a producer, purchaser, and seller of electricity derived entirely from renewable sources.
Our goal is to change the modern world and create sustainable and nature-friendly energy.

RESPECT NATURE (E)

IDENTIFIED ENVIRONMENTAL IMPACTS (E)

[GRI 3-3] [ESRS SBM-3]

Our double materiality analysis identified key areas of Respect Energy's environmental impacts. The Respect Energy Group's operations are characterised by predominantly positive and potentially positive impacts, in line with its mission to support the energy transition.

Respect Nature (E)

Positive impact on the energy mix
Increasing the share of renewable energy in Poland and Europe supports the implementation of greenhouse gas emission reduction regulations and the achievement of climate targets.

Reducing greenhouse gas emissions
Minimising emissions in the supply chain through a responsible approach to extraction and processing of raw materials.

Natural resources and circular economy
Reducing dependence on fossil fuels through the development of renewable energy.

Promoting sustainable practices in waste management
Working to minimise negative impacts throughout the value chain.

Development of the RES market
Cooperation with producers of renewable energy (biogas plants, hydroelectric power plants, photovoltaic and wind farms) and the purchase of energy support the increase of the share of green energy in the energy system.

Production and sale of renewable energy
Enabling residential (B2C) and business (B2B) customers to reduce greenhouse gas emissions and achieve decarbonisation targets.

Impacts of photovoltaic and wind farms
Land use change that can affect local biodiversity.

Supporting biodiversity initiatives
Working with business partners to improve knowledge of the relationship between business and environmental protection.

Biodiversity conservation and land use
Counteracting further greenhouse gas emissions, which are one of the main causes of biodiversity loss.

Use of 'green revolution metals'
Possible negative impact on biodiversity through soil degradation, emissions and water poisoning. Possible significant impact on water resources in the value chain during the extraction phase of 'green revolution metals' (extraction may involve high water consumption, especially in drought-prone areas). Consideration of the environmental impact of the use of rare earth metals in the context of the production of photovoltaic panels and wind turbines.

[GRI 3-3, GRI 2-22] [ESRS MDR-P, ESRS MDR-T, MDR-A, E1-4, E3-3, E4-4] [TCFD]

OBJECTIVES AND STRATEGIC MEASURES FOR THE IMPLEMENTATION OF THE 2024-2027 SUSTAINABILITY STRATEGY OF RESPECT ENERGY HOLDING GROUP

Objectives	Strategic measures of implementation	Actions taken	Current status
DEVELOPMENT OF SERVICES FOR THE CLIMATE	Increase the volume of emissions avoided through investments.	Included in business strategy	In progress
CARBON NEUTRAL IN OWN OPERATIONS	Achieve zero-carbon in Scopes 1, 2 and 3 no later than 2050.	Calculating Scope 3 emissions in order to develop a decarbonisation strategy within the next 2 years	In progress
	Reduce Scope 1 and 2 greenhouse gas emissions by 90% by 2030 (Scope 1 and 2).	Building a system to collect and monitor emissions data (also in Scope 3 downstream)	In progress
	Develop a long-term decarbonisation pathway including Scope 1, 2 and 3 (Scope 1,2 and 3).	Developing a decarbonisation pathway	In progress
	Monitor GHG emissions per unit of revenue (GHGe/PLN).	Building a system to collect and monitor emissions data (also in Scope 3 downstream)	In progress
RESPONSIBLE WASTE MANAGEMENT	Develop practices to manage waste from our RES installations in a circular model.	Reviewing contracts with subcontractors for collection of garbage/waste from farms: • Annexing contracts where necessary to ensure that waste is always disposed of properly (safely, environmentally-friendly) • Keeping records of all waste on our side - how much, when and by whom it was collected + evidence of treatment, if applicable	In progress
	Gradually scale up recycling in own operations.	Analysis of the implementation of the ISO 14001 standard carried out	In progress
TRANSPARENCY REGARDING IMPACT ON BIODIVERSITY	By 2026 publish a biodiversity impact report according to TNFD guidelines as an Early Adopter.	Environmental reports/study of the impact of our farms on biodiversity: • Development of indicators showing the impact of our operations on biodiversity • Creation of standards • Development of a report on the environmental impact of our installations	In progress
	Implement a biodiversity conservation policy.	Development of a biodiversity policy	In progress

The strategy is consistent with Respect Energy's ESG Policy

https://respect.energy/strategia-zrownowazonego-rozwoju/polityka-esg/

CLIMATE

RESPECT ENERGY GROUP'S IMPACT ON POLAND'S ENERGY TRANSITION

[GRI 3-3] [Wskaźnik własny - moc zainstalowanych OZE] [ESRS SBM-1, E1-1, ESRS E1-2, ESRS MDR-A, E1-3] [TCFD]

Respect Energy Holding has been consistently building its contribution to Poland's energy transformation by developing renewable energy infrastructure, supporting companies in achieving their sustainability goals and making green energy available to a wide range of consumers.

In 2024, the Group's activities included both the expansion of its own generation capacity and the development of services related to renewable energy trading and environmental products.

The development of own generation sources was a very important element of Respect Energy's strategy in 2024. The installed capacity of the Group's wind and photovoltaic farms reached 282.14 MW, enabling the production of more than 315,852.37 MWh of green energy. In addition, Respect Energy contracted **1,417.70 MW of solar power** capacity and **680.24 MW of wind farms**, increasing its contracted capacity by 43.8% and 23.5%, respectively, compared to the previous year.

The Group's operations also had a direct impact on reducing greenhouse gas emissions. **Emissions of 1,920,057.1 kilograms of CO_2 were avoided** in 2024 thanks to the sale of green energy to end users and cooperation with renewable energy generators.

Respect Energy does not only sell energy. The Group is developing a wide range of environmental products, enabling its customers to meet their climate goals and ESG strategies. Trading in energy guarantees of origin, I-RECs, REGO-s and certificates of origin exceeded a volume of 50 TWh between 2021 and 2024, making Respect Energy one of the leading market participants in this segment. With these products, customers can document energy neutrality and also increase their transparency in environmental impact reporting.

In 2024, Respect Energy Holding has not only increased the scale of its operations, but also strengthened its contribution to the development of sustainable energy in Poland. By investing in new generation capacity, developing the guarantee of origin market and actively supporting customers in the implementation of environmental policies, Respect Energy is building an energy system based on renewable sources, contributing to the reduction of greenhouse gas emissions and the achievement of national and European climate targets.

Key in-house projects under development in 2024 include the 204 MW **Zwartowo photovoltaic farm**, which produced **193,150 MWh of energy** in 2024 alone, contributing to **the reduction of 141,578.95 tonnes of CO_2 emissions**. Other significant investments include the farms in Wicko, Wiązownica and Wojciechowo, which together have contributed additional capacity and renewable energy production, expanding Respect Energy's share in own RES sources sector.

In 2024, Respect Energy served more than **12,000 customers**, of which 10,245 were end-users and 2,111 were renewable energy generators. The total volume of green energy sold was **1,635,194 MWh**, while that purchased from renewable energy producers was **2,521,847 MWh**. Thanks to the developed network of cooperation with producers and consumers of renewable energy, Respect Energy is really increasing the availability of clean energy on the Polish market.

RESPECT ENERGY'S OFFERING


Selling electric energy


Purchasing electric energy


Own generation sources


Acquisition of land for RES investments


PV installation design and execution


RES plant management


Management of energy storage facilities


Trading environmental products


Trading


SCADA – Re Poweric – a platform for flexible RES investment management

RESPECT ENERGY GROUP'S BUSINESS SEGMENTS

The Respect Energy Group's activities cover a wide range of services and products related to the renewable energy market. Our key operation segments are:

- **Selling electricity** – supplying green energy to business and retail customers.
- **Purchasing electricity** – buying electricity from renewable energy generators on preferential contractual terms.
- **Own generation sources** – development, construction and management of our own generation assets in the RES sector.
- **Land acquisition for RES investments** – identification and preparation of sites for new renewable installations.
- **Design and construction of PV installations** – comprehensive implementation of photovoltaic and wind power investments in the EPC (Engineering, Procurement and Construction) model.
- **Management of RES plants** – operational management and optimisation of photovoltaic and wind farms.
- **Management of energy storage facilities**
- **Trading environmental products** - trading of environmental products in Poland and abroad.
- **Trading** – direct trading of electricity on domestic and international exchanges.

Each of these segments is responsible for the development of a specific area of the renewable energy market and the implementation of Respect Energy's strategy for decarbonisation, energy transformation and supporting customers in achieving ESG targets.

Selling electricity

In 2024, Respect Energy was developing sales of electricity exclusively from renewable sources in both the B2B and B2C segments. We offer our customers flexible contract models, a guarantee of energy origin and access to modern consumption management tools. The dynamic development of retail sales, including the e-commerce channel, allows us to increase the share of RES in the Polish energy mix and to popularise green energy among households.

Purchasing electricity

Respect Energy works with more than 2,111 renewable energy generators across Poland. We offer long-term PPAs for the purchase of energy from photovoltaic, wind, biogas and hydro plants. In 2024, the volume of energy invoiced exceeded 2.5 TWh and of energy contracted 7.3 TWh, making Respect Energy one of the largest private buyers of green energy in Poland.

Own generation sources

As part of the strategy to expand its own assets, Respect Energy has a portfolio of photovoltaic and wind farms with a total capacity of more than 282 MW, including Central and Eastern Europe's largest PV farm in Zwartowo and projects in Wicko, Drzeńsk, Wiązownia, Wojciechowo and Zapluskowęsy. New investments are being prepared for commissioning in the coming years (Zgorzelec, Jędrzychowice, and Sierpc) to further increase the Group's share of its own production in the energy mix.

Acquisition of land for RES investments

We are actively developing our portfolio of investment sites for new renewable projects. In 2024, we focused on finding and acquiring land for investments in photovoltaic and wind farms, paying particular attention to environmental aspects and availability of grid infrastructure.

Design and construction of PV installations

Respect Energy offers comprehensive services in the design, construction and commissioning of PV installations, both for our own needs and for external customers. Our engineering teams lead the investment process from the analysis of the potential of the location, through design, to implementation and integration into the distribution or transmission grid.

Management of RES installations

Respect Energy manages a portfolio of renewable energy installations, including photovoltaic and wind farms. In 2024, we expanded our services to include the operational and technical management of RES projects in various ownership models, whether for individual investors, infrastructure funds or public-private partnerships. Our activities include production monitoring, performance optimisation, technical maintenance services and environmental analysis.

SCADA – Re Poweric – a platform for managing RES installations

Respect Energy is developing its own digital platform, Re:Poweric, for real-time monitoring and management of RES installations. In 2024, the platform has been extended with new functionalities such as production forecast, consumption optimisation, integration with balancing systems and ESG reporting. Re:Poweric supports customers in improving energy efficiency and managing flexibility within the power system.

Trading environmental products

Respect Energy actively trades guarantees of origin, I-RECs, REGO-s certificates and PMOZE, PMEF and PMBIO certificates. In 2024, we expanded the portfolio of available instruments, enabling clients to comply with ESG reporting obligations and decarbonisation strategies. The activities of our Environmental Commodities team support transparency in the renewable energy market and enable companies to certify their own environmental footprint.

Energy storage

We offer energy storage solutions based on LFP (LiFePO4) lithium ferrophosphate cell technology providing a high level of operational safety and a long cycle life.

Our portfolio includes two types of energy storage units:

- **Cabinet** – this is an energy storage unit with a capacity above 373 kWh and is equipped with an efficient water cooling system. Designed to operate in extreme conditions, it can be used in a temperature range of -20°C to 55°C and has a high IP55 rating which means it remains trouble-free even in the most demanding conditions.
- **Container** – with a capacity in excess of 3.44 MWh, this model offers advanced functions for both cooling and water heating, maintaining optimum operating conditions in the temperature range from -20°C to 55°C. With the IP54 protection class, it guarantees high reliability and safe use.

The energy storages are equipped with a safety BMS which guarantees that optimum operating conditions such as voltage, temperature and charge/discharge energy are maintained at all times. The system protects against overvoltage and imbalance, which, together with the fire protection system, ensures complete safety and reliability of use. In addition, it is worth mentioning that the Container-type energy storage units provide both for heating and cooling, so that they can operate over a wide temperature range.

The **LFP technology** is one of the most advanced solutions currently in use in the field of lithium-ion cells. The use of an LFP cathode in a lithium-ion cell enables a reduction in the price of the cell, while increasing the chemical and thermal stability of the systems. Crucially, the solution also increases operational safety and makes it possible to eliminate some of the critical elements such as nickel and cobalt.

Trading

In 2024, Respect Energy expanded its trading activities by introducing new markets and optimising its trading portfolio with a significant impact on increasing the efficiency of renewable energy trading. As part of its expansion strategy, the company entered the Greek market, recognising its potential for the development of energy trading and associated services. At the same time, a decision was taken to withdraw from less promising markets such as Croatia, Montenegro and Latvia, allowing resources to be focused on more strategic areas. Thanks to these changes, Respect Energy has increased its operational flexibility and strengthened its position in key European regions, contributing to the optimisation of energy flows and the stabilisation of electricity systems.

Furthermore, cross-border trading has allowed for more efficient use of renewable energy in different countries, reducing system losses and influencing greater integration of the European energy market. In addition, the implementation of new regulations, including alignment with REMIT guidelines and the enhanced role of the ACER agency, has increased market transparency and ensured that Respect Energy's operations comply with the highest ethical standards.

E-commerce

In 2024, Respect Energy significantly expanded its e-commerce structures, responding to the growing demand for modern online solutions in the energy industry.

Our e-commerce platform enables residential and business customers to conclude an energy sales contract 100% online - quickly, without paperwork and without leaving their home or office. All you need is an invoice from your existing supplier, and the system automatically adjusts the offer and completes all the necessary documents. It is a solution that introduces a new quality to the energy market - simple, modern and effective.

The use of the e-commerce channel in the development of the electricity market in Poland is Respect Energy's response to the needs of both individual and business customers. The e-commerce platform, supported by professional telesales advisors, enables new customers to conclude a comprehensive or electricity sales contract online, using a secure and convenient SMS signature.

As part of our customer-centric approach, we are developing tools and applications that make our services easier to use. Work on implementing an electronic customer service office (e-BOK) with access to documents, payments and the ability to view and edit data is at an advanced stage. The planned release of the e-BOK to customers in 2025 aims to further improve the quality of service. In the next stages, addition of a chatbot functionality is foreseen to handle queries, which will further improve communication with customers.

ENERGY CONSUMPTION

[GRI 302-1,] [ESRS E1-5]

Respect Energy Group's total energy consumption amounted to 779,38 MWh, of which 663,91 MWh came from non-renewable sources.

The increase in electricity consumption in the analysed period is directly related to the dynamic growth of the company and, consequently, the increase in employment and the increase in the area used by the company.

In 2024, Respect Energy Holding changed its headquarters. The relocation of the Group's various departments and companies began in April 2024 and was completed in 2025. The expansion of space included, among other things, additional meeting rooms, kitchens, toilets, corridors and office space for work, which translated into a higher energy demand. In addition, with the expansion of the infrastructure, the number of electrical appliances used on a daily basis - including monitors, computers, televisions, office equipment - increased, which also had a direct impact on energy consumption levels.

[GRI 302-1]

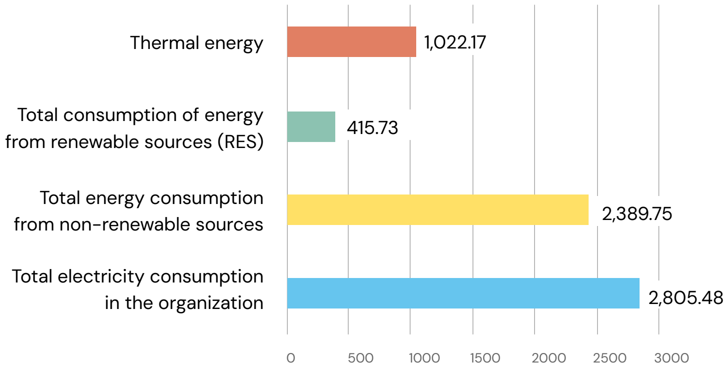
Respect Energy Group's energy consumption (GJ/MWh) by source of origin

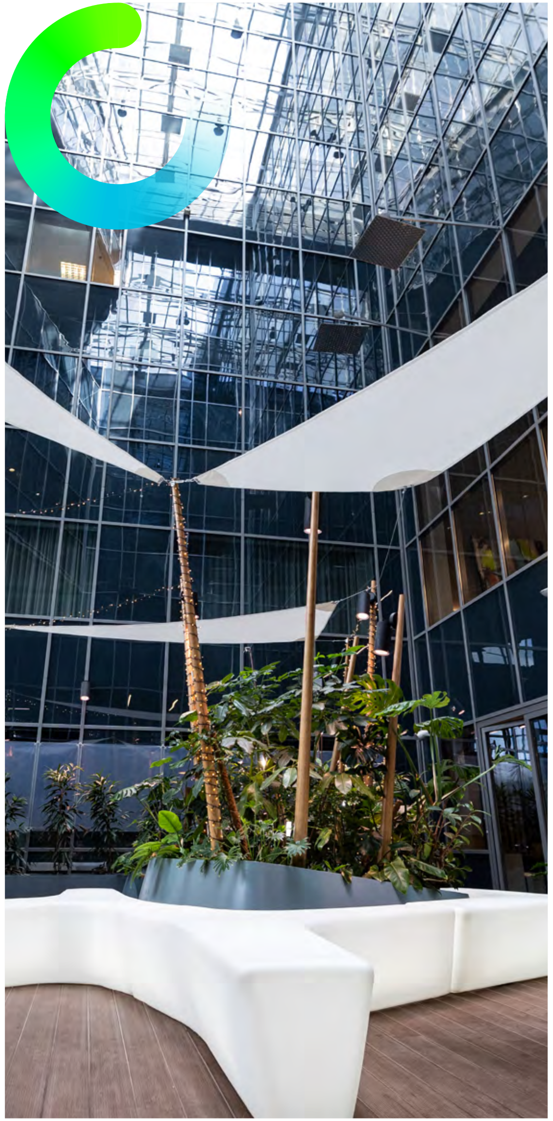
	2023	2024
Total energy consumption, including:	952.41 GJ (264.5589 MWh)	2,805.48 GJ (779.38 MWh)
Total electricity consumption	372.47 GJ (103.47 MWh)	1,783.31 GJ (495.36 MWh)
Total thermal energy consumption	579.94 GJ (161.09 MWh)	1,022.17 GJ (284.02 MWh)
Total consumption of energy from non-renewable sources	807.40 GJ (224.28 MWh)	2,389.75 GJ (663.91 MWh)
total energy consumption from renewable sources	145.01 GJ (40.28 MWh)	415.73 GJ (115.47 MWh)

The non-renewable energy disclosed in the statement is related to the fact it was impossible to switch to renewable energy in the buildings leased by Respect Energy S.A. in 2024. Therefore, the company's Management Board has decided to offset the energy consumed by purchasing Guarantees of Origin.

At the same time, we are investing in solutions such as the installation of photovoltaic panels on the roof of our Grudziądz branch. The 28.8 kWp installation produced approximately 25,47 MWh of energy in 2024.

Total energy consumption in 2024 (GJ)





[GRI 305-1, GRI 305-2, GRI 305-3] [TCFD] [ESRS E1-6]

The Respect Energy Group has calculated its greenhouse gas emissions for another consecutive year. Each year the Group has taken steps to expand the scope of its Scope 3 emissions calculations by including more and more data in the analysis.

[GRI 305-1] [GRI 305-2] [GRI 305-3] [TCFD] [ESRS E1-6]

Respect Energy Holding's total greenhouse gas emissions in tonnes of CO_2 equivalent (tCO_2e).

	Total greenhouse gas emissions in tonnes of CO_2 equivalent (tCO_2e)	2023	2024	Percentage share in 2024
Scope 1	Scope 1	271.01	357.44	12%
Scope 2	Scope 2	58.59	100.36	3.4%
	Range 2 (location-based)	58.59	396.19	-
	Scope 2 (market-based)	-	406.56	-
	Scope 2 (location-based) including renewable energy certificates	-	100.36	-
	Scope 2 (market-based) including renewable energy certificates	-	100.36	-
Scope 3	Scope 3	101.72	2,509.93	84.6%
	1. Purchased products and services	-	360.31	12.1%
	2. Capital assets	-	1,642.82	55.4%
	3. Fuel and energy not included in Scope 1 and 2	-	0	0.0%
	4. Transport from suppliers	-	4.39	0.1%
	5. Waste, water and sewage	-	1.75	0.1%
	6. Business trips	-	172.16	5.8%
	7. Travel to and from work and remote work	-	2.2	0.1%
	8. Using leased equipment	-	36.35	1.2%
	9. Transport from customers	-	1.44	0.1%
	10. Emissions from processing of intermediate products	-	Not applicable	n/a
	11. Use phase	-	0	0.0%
	12. Disposal phase	-	0	0.0%
	13. Rented assets	-	287.5	9.7%
	14. Franchises	-	Not applicable	n/a
	15. Investments	-	Not applicable	n/a
	Scope 1 + 2 + 3	**372.73**	**2,967.73**	**100%**

Calculations

The organisational boundaries of the GHG emission calculations covered the operations of Respect Energy Holding S.A. in Poland. Scope of reported data:

Scope 1

(direct emissions) calculated in accordance with the GHG Protocol

Scope 2

(indirect emissions - electricity and thermal energy purchased by the organisation) calculated in accordance with the GHG Protocol

Scope 3

(indirect emissions) in categories:

- Purchased products and services
- Capital goods
- Fuel and energy not included in Scope 1 and 2
- Transport from suppliers
- Waste, water and sewage
- Business travel
- Travel to and from work and remote work
- Using leased equipment
- Transport to customers
- Use phase
- Disposal phase
- Rented assets calculated in accordance with the GHG Protocol.

CALCULATION METHODOLOGY

Scope 1

In Scope 1, we have included the combustion of fuels in mobile sources, i.e. combustion and hybrid vehicles, which were owned or controlled by Respect Energy Holding S.A. The company did not use fuels in its processes or in heating and cooling systems.

In the case of emissions from the combustion of fuels in vehicles (Scope 1) and in category 13 of Scope 3, the data have been double-counted. This is due to the specific use of vehicles by different entities within the Respect Energy Group. In order to ensure the completeness of the data and eliminate the risk of omission in the emissions calculations, Respect Energy Holding S.A. has decided to deliberately double-count these values.

Scope 2

Scope 2 includes emissions from the electricity and heat used. Indirect emissions in Scope 2 were calculated using two methods - **location-based and market-based**.

The location-based method is based on an averaged CO_2e emission factor for the whole country. For Respect Energy, the emission factor for electricity is based on the data from the National Balancing and Emission Management Centre (KOBiZE)/Institute for Environmental Protection and in the case of thermal energy, on data from the Energy Regulatory Office (data for 2023).
The market-based method, on the other hand, uses emission factors attributed to individual electricity suppliers - according to their specified fuel mix. It takes into account differences in the energy mix of suppliers and the purchase of Guarantees of Origin for electricity. Scope 2 includes emissions from **electric and thermal energy**.

Scope 3

Scope 3 covers 15 categories, of which 12 have been calculated, and the remaining 3: Emissions related to the processing of intermediate products, Franchises and Category 15 relating to investment entities, do not apply to Respect Energy Holding S.A. The calculated categories specified below generated 2,509.93 tCO_2e for 2024. Emissions in Scope 3 increased compared to 2023, which is related to a significant expansion of the emissions calculated and, consequently, to broader disclosures. Thus, in 2023, five categories were calculated (business travel, leased vehicles B2B, remote work, employee commuting, and consumables - paper and water), while in 2024, 12 categories were calculated.

The calculation is expected to be expanded annually to include additional elements, particularly in Categories 1 and 2, which may result in higher emission results. This is related to the annual improvement of data aggregation systems and increased calculation accuracy at Respect Energy Holding S.A.

BIODIVERSITY

[GRI 3-3, GRI 304-1, GRI 304-2] [ESRS E4-3, ESRS MDR-A, ESRS E4-2]

Commitment to biodiversity conservation

Respect Energy continues its commitment to environmental protection by developing tools to support the analysis and minimisation of impacts on nature. One of the primary tools used is a Geographical Information System (GIS) called Promised Land. It allows the assessment of a site in terms of geographical, but also environmental and social criteria. The analysis of the site is conducted remotely with a high degree of accuracy, thus reducing the carbon footprint of the company or the project itself. It enables an automated assessment of the potential of sites for investment, taking into account ecological parameters such as remoteness from national parks and Natura 2000 areas. In this way, investments can be made where their impact on biodiversity is responsibly assessed right from the decision stage of selecting a location.

CLIMATE LEADERSHIP powered by United Nations Environment Programme

In 2024, in collaboration with Climate Lidership Programme experts, the analyses carried out by ‚Promised Land' have been extended to include ESRS climate and environmental indicators. The integration of spatial data with regulatory requirements is intended to make it easier for companies to report on their environmental impact and the environment on the company.

The expanded analyses include:

1. **Adaptation indicator (ESRS E1)** – assesses whether an area and therefore our investment is exposed to climate risks.
2. **Pollution indicator (ESRS E2)** – indicates areas that are already polluted, where an investment can be located and a positive contribution can be made.
3. **Water indicator (ESRS E3)** – assesses the impact of the planned investment on local water resources and evaluates the risks associated with the occurrence of extreme hydrological events (drought, flooding).
4. **Biodiversity indicator (ESRS E4)** – identifies which project locations will have the least and greatest impact on ecosystem biodiversity.
5. **Circular economy/resource management indicator (ESRS E5)** – indicates the location whose use will allow the rational management of material resources (necessary for a given project on a given site) and the optimal use of a resource such as a plot of land/investment area.

A spatial perspective can help guide sustainable, data-driven decision-making at both strategic and operational levels, especially in the context of managing ESG risks.

In 2024, none of our sites, including any of our wind or solar PV farms, were located on or directly adjacent to any type of nature conservation land.

Biodiversity conservation measures in 2024

In 2024, Respect Energy has introduced further measures to reduce the impact of renewable energy farms on the environment:

- use of a Geographical Information System (GIS) to precisely manage the environmental impact of the farms,
- further optimisation of anti-reflective coatings on photovoltaic panels to prevent flying birds from being blinded,
- adjustment of mowing schedules on farm sites to reduce disturbance to birds and small animals,
- modified farm fences to ensure free movement of small animals and amphibians within the investment areas.

Expert supervision of investments

Respect Energy ensures that construction processes are carried out with the least possible impact on the environment. In 2024, the development of surveillance activities continued, including:

- **Wildlife supervision** – monitoring construction work to protect animal habitats and developing recommendations for cultivation on investment sites.
- **Dendrological supervision** – managing tree stands within ongoing projects.
- **Archaeological supervision** – securing sites of historical significance and conducting formal procedures in consultation with the Conservation Officer.

In January 2024, Respect Energy published the report 'Nature and Business: Navigating Risks and Opportunities in a Changing Landscape',

prepared jointly with Deloitte, WWF, Global Nature Fund and UNEP/GRID Warsaw. The document presents the results of a survey covering 91 companies from 11 sectors and 19 countries, showing the level of business awareness of environmental impacts and biodiversity management. The report is also a guide for business on biodiversity regulations or standards.

Respect Energy has shared its experience and conclusions at key industry events such as PRECOP29, the European Economic Congress and the Climate Academy at Wrocław University. Our message emphasises that the growing investor interest in the impact of business on the environment is a clear signal to companies that biodiversity matters will become an increasingly important part of business decisions.

Respect Energy among a small group of companies reporting on their impact on biodiversity

We have joined the prestigious group of TNFD Early Adopters 2024 and were announced in Davos, as one of only two Polish companies committed to reporting their biodiversity impacts in accordance with the Taskforce on Nature-related Financial Disclosures (TNFD) guidelines. The company plans to publish its first comprehensive report in 2026, systematically strengthening its approach to managing environmental impacts in line with its ESG strategy.

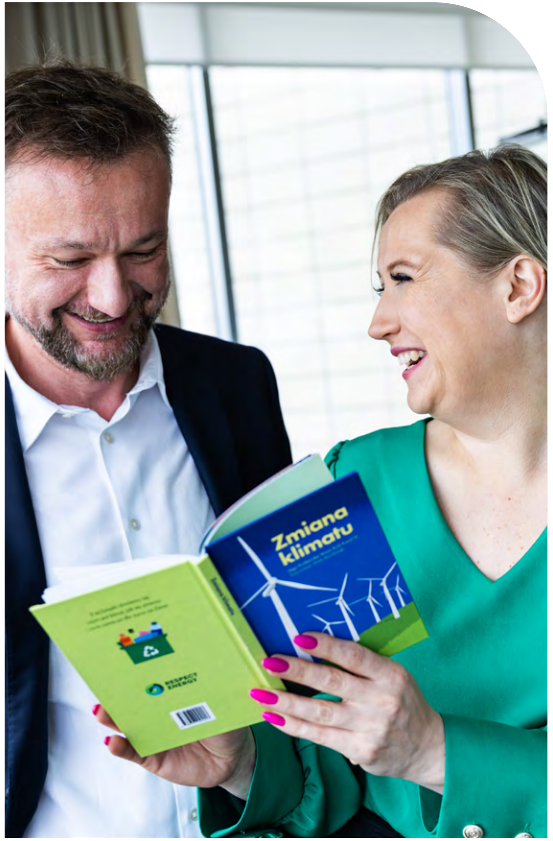
TNFD guidelines help companies better understand and manage their nature-related risks by integrating biodiversity topics into business and financial decisions.

Sharing knowledge about biodiversity

In 2024, we shared biodiversity knowledge at industry events and conferences on ESG and energy transition. At PRECOP29 in Katowice, Poland, we discussed the challenges of integrating natural capital conservation into company strategies.

We have also addressed biodiversity topics at the ESG Idea Fair, Energy Days 2024, Open Eyes Economy Summit and the Climate Academy at the University of Wroclaw. In our speeches, we emphasise the importance of managing environmental risks and integrating nature conservation into business operations.

They aim not only to reduce the negative impact of business activities on ecosystems, but also to identify opportunities for actions that support their conservation. By adopting these principles, Respect Energy wants to be even more transparent in its reporting and to implement solutions that combine business development with environmental responsibility.



CIRCULAR ECONOMY

[GRI 3-3, GRI 306-2, GRI 306-3] [ESRS E5-1, ESES E5-3]

Responsible waste management throughout the life cycle of an installation

Respect Energy implements a comprehensive approach to waste management, focusing on waste minimisation, recycling and responsible management throughout the value chain. From the construction phase to the operation and dismantling of renewable energy installations, our activities comply with sustainability and environmental regulations. Information on our approach to environmental aspects of relations with suppliers can also be found in the Governance chapter.

We commit our contractors to appropriate waste management practices from the very beginning of our cooperation with them. Our partners must be registered with BDO (Database of Products and Packaging and Waste Management) and keep waste records. Each application sent to BDO provides confirmation that the item has been properly disposed of and the waste is transferred to a PSZOK, which is responsible for its further processing.

In the case of wind farms, we pay particular attention to hazardous waste, such as oil and grease used in turbines. Their management requires strict control and involves a number of processes, from collection and storage to transport and processing and final disposal. We carry out these activities in accordance with hazardous waste regulations in order to reduce their impact on the environment.

We also take care of the full life cycle of our installations. We include provisions in our lease agreements for photovoltaic and wind farm sites regarding the dismantling and responsibility for the installations at the end of their useful life. In this way, we ensure that RES infrastructure does not become a burden on the environment or local communities, and that its decommissioning is carried out in a controlled manner and to the highest environmental standards.

Information on waste generated in 2024:

Waste type	Unit of measurement (kg)
Paper	312
Plastic	130
Municipal waste	255
Glass	26
Kitchen waste	116
Paper and cardboard packaging	3,300
Plastic packaging	1,406
Plastic waste	205
Wood packaging	12,764
Mixed packaging waste	320
TOTAL	**18,832**

Water (m^3)	Sewage (m^3)
3,143	3,143

Objectives related to this topic included in our strategy:

Objectives	Strategic measures of implementation	Actions taken	Current status
RESPONSIBLE WASTE MANAGEMENT	Develop practices to manage waste from our RES installations in a circular model.	Reviewing contracts with subcontractors for collection of garbage/waste from farms: – Annexing contracts where necessary to ensure that waste is always disposed of properly (safely, environmentally-friendly) – Keeping records of all waste on our side - how much, when and by whom it was collected + evidence of treatment, if applicable	In progress
	Gradually scale up recycling in own operations.	Analysis of the implementation of the ISO 14001 standard carried out	In progress

03

SOCIETY

Respect Energy is a rapidly growing company. As our business expands, we are also increasing our workforce, adding new, highly regarded renewable energy experts and specialists to our team.

RESPECT PEOPLE (S)

OUR TEAM – OWN WORKFORCE

[GRI 3-3] [ESRS S1-1, ESRS S1-4, ESRS S1-5, ESRS S1-5]

Respect Energy is rapidly growing its business, consistently expanding the scale of its operations and presence in domestic and international markets. As the business grows, so does our team, with the addition of highly qualified RES experts and specialists in various areas of the energy market.

In supporting the energy transition, we emphasise the development of human capital and strengthening the foundations of workplace management. We create an environment that fosters innovation and knowledge exchange, enabling employees not only to achieve their career goals but also to actively participate in shaping the future of sustainable energy.

Respect People (S)

Respect Energy's growth has a significant impact on the labour market, employment conditions and corporate culture. The double materiality analysis has allowed us to identify key areas that require special attention:

Stability of employment
Long-term contract types, transparent rules of cooperation.

Attractive remuneration
Competitive salaries, bonus systems and benefits.

Working conditions and well-being
Work-life balance, stress reduction.

Occupational safety
Minimising the risk of accidents, health and safety management systems.

Equal pay
Eliminating the pay gap between men and women.

Ethics and corporate culture
Preventing bullying, violence and harassment.

Respect for employee rights
Right to leaves from work, whistleblowing channels.

Data protection
Safeguarding employee privacy.

Compliance with international labour standards
Eliminating unethical employment practices.

Respect Energy's corporate culture is based on responsibility, collaboration and openness to challenges. We are committed to ensuring that our employees are aware of the importance of their role in the energy transition and recognise the real impact of their work on the development of the renewable energy sector.

Aiming for further growth, we invest in the competence of the team and the implementation of innovative solutions that support the efficiency and sustainability of the organisation. Respect Energy's dynamic expansion is creating new opportunities for both the company and its team members, strengthening our ability to achieve ambitious energy market transformation goals.

All these aspects affect both employees and the long-term development of Respect Energy. Our activities are focused on building a stable, safe and responsible working environment that supports the development of people and the organisation.

Objectives	Strategic measures of implementation	Actions taken	Current status
ATTRACTIVE WORKPLACE AND STRONG CORPORATE CULTURE	High job satisfaction rate of at least 80%.	Second job satisfaction survey conducted	In progress
	Attractive working conditions confirmed by high Employer Value Proposition (EVP) score.		Start of work in 2025
	Implementation of a formal diversity policy, the results of which will be supported by a high employee score.	Development of a diversity policy Signing of the Diversity Charter	In progress
	Attracting ambitious employees, developing talent and their potential through, among other things, the introduction of a talent process and also satisfactory results from the employee retention survey.		In progress
	Promoting the Respect Energy values among managers and employees.		In progress

CHARACTERISTICS OF GROUP EMPLOYEES

[GRI 2-7, GRI 2-8] [ESRS S1-6, S1-9]

In 2024, the Respect Energy Group has grown rapidly, consistently increasing the scale of its operations and expanding its own workforce. At the end of the year, the organisation already had a team of 598 people, due to its intensive growth and increasing demand for specialist expertise.

The employment structure of Respect Energy includes various types of arrangements - people working under employment contracts, in B2B model or performing specific tasks under civil law contracts. Due to the nature of our business, some people work with a number of Group companies, which allows the terms and conditions to be flexibly adapted to the projects carried out. Therefore, the total number of our employment relationships is not 598, but is an outcome of the multidimensional structure of our organisation.

Employment contracts account for the vast majority, 65% of all forms of employment. B2B contracts account for 31% and civil law contracts 4%.

[GRI 2-7] [ESRS S1-6] Number of people employed under employment contracts on the last day of the reporting period (31 December, 2024)

Number of persons employed under employment contracts in the Group

	2024	Percentage
Number of persons employed under employment contracts in the Group	384	
Women	195	50.8%
Men	189	49.2%
Other	No data available*	No data available
Undisclosed	No data available	No data available
Persons under 30 years of age	149	39%
30-50 years old	210	55%
50+ years old	25	6%

* We obtain information about the gender of individuals from their ID cards and data provided in contracts. We do not additionally ask our employees about their declared gender.

[GRI 2-8] [ESRS S1-6, ESRS S1-7] Number of persons working under a contract other than an employment contract, by form of employment - as at the last day of the reporting period (31 December, 2024)

2024	Women	Men
Number of persons working under civil law contracts	9	15
Number of persons working under cooperation agreements (B2B)	30	160
Number of persons on external contracts	0	0
Total	39	175

Employees hired under an employment contract in 2024 by contract type

Employees	Women	Men
Number of employees	195	189
Number of permanent employees	132	145
Number of temporary staff	63	44
Number of employees who are not guaranteed working hours	0	0
Number of full-time employees	193	187
Number of part-time employees	2	2

EMPLOYMENT SECURITY

[GRI 3-3] [ESRS SBM-3, S1-1, S1-4, S1-5]

Respect Energy is committed to ensuring **employment stability**, taking care of the long-term development of the team and creating attractive working conditions. The majority of employees work under **employment contracts**, 69% of which are indefinite-term contracts, underlining our commitment to building lasting relationships with employees. Fixed-term contracts account for 15% and probationary contracts for 13%, as part of the induction process for new team members. In a fast-growing organisation, changes in employment patterns naturally occur and our priority remains to create a stable and supportive working environment.

[Own indicator]

Length of service with Respect Energy Group of persons employed under contracts of employment or providing work under another contract types - as at 31 December, 2024.

Number of people	Length of service	Percentage
226	Less than 1 year	41%
281	1 to 3 years	51%
41	4 to 6 years	7.6%
1	7 to 9 years	0.18%
2	over 10 years	0.35%
Total: 551* people		

* This should give a total of 598, as the ranges do not include lengths of service of 3 to 4 years and 6 to 7 years.

Respect Energy Group places great importance on creating a friendly and stable working environment that encourages the long-term development of employees. By offering attractive benefits, clearly defined career paths, promotion opportunities and regular training, we aim to strengthen relationships with the team and minimise turnover. We want every employee to feel valued and have the space to fulfil their professional ambitions in an agile organisation.

The 2024 employment structure shows that Respect Energy remains an **attractive place to work for new talent**, but also provides opportunities to build a long-term career. **51%** of the team has been with the organisation for between **one and three years** and **41%** have joined us last year, reflecting the company's growth and its ability to attract professionals from the market. At the same time, the presence of employees who have been associated with Respect Energy for more than 10 years underlines that the company is creating conditions for long-term partnerships.

[GRI 401-1] [ESRS S1-6]

The turnover rate of 27.75% is due to the intense dynamics of the industry and the adaptation of the organisational structure to new market challenges. It remains a priority for Respect Energy to create a stable and supportive environment that fosters professional development and talent retention through comprehensive training programmes, mentoring and internal promotion opportunities.

Women:
26.10%

Turnover rate in 2024
27.75%

Turnover rate by gender in 2024

Men:
28.85%

For all types of contractual arrangements in the RE Group.

Number of employees and non-employees in 2024:
255 persons

Number of employees and non-employees leaving in 2024:
172 persons

WHISTLEBLOWING

[ESRS S1-3]

Respect Energy Group provides all employees with channels for reporting concerns and violations, including anonymously.

The reporting channels are described in more detail in the chapter **'Whistleblowing and whistleblower protection'.**

COLLECTIVE BARGAINING AND SOCIAL DIALOGUE

[GRI 2-30] [ESRS S1-8]

At Respect Energy Group, we place a high value on the safety, well-being and engagement of our employees. We believe that open dialogue and partnerships in the workplace are the foundation for stable organisational development. A step in this direction was the creation of the Solidarity Trade Union at Respect Energy S.A., which was registered on 26 July 2024. Its establishment further strengthened social dialogue and created space for even broader cooperation in shaping working conditions and further development of the organisation.

A further step in this initiative was the transformation of the union on 26 September 2024 into the Inter-company Organisation of the Solidarity Trade Union, covering Respect Energy Holding S.A. and Respect Energy Fleet Sp. z o.o. Social dialogue is in line with our strategy to build an open and inclusive working environment where everyone has the opportunity to express their opinions and actively participate in decision-making processes.

We aim to ensure that cooperation with trade unions supports our corporate culture and contributes to the further development of the Respect Energy Group as a responsible and modern employer. We view cooperation with trade unions as an integral part of our corporate culture that supports the development of the company and reinforces a sense of shared responsibility for its future.

There are no collective agreements in effect at Respect Energy Group.

EMPLOYEE DATA SECURITY

EMPLOYEE PRIVACY

[GRI 3-3] [Own indicator]

We want Respect Energy to be a place where you not only work effectively, but above all feel safe and comfortable. Our employee data is protected in many ways, starting with storage on secure servers, with access requiring multi-factor authentication. Data security is overseen 24/7 by a security team, and regular infrastructure testing examines our cyber resilience. Employees are trained in cyber hygiene.

We also supervise the security of paper documents stored in dedicated, lockable cabinets, in rooms with additional access control and video surveillance.

WORKING CONDITIONS

REMUNERATION POLICY AND SYSTEM

[GRI 3-3] [ESRS SBM-3, ESRS S1-1, ESRS S1-4, ESRS S1-5, ESRS S1-10]

The remuneration system at Respect Energy is based on **transparent principles** that ensure competitiveness and consistency within the organisation. The basic document governing the remuneration policy is the **Remuneration Regulations**, which set out the principles for defining the amount of salary for individual positions.

We regularly analyse market reports to align our approach with current industry trends and standards. Financial benefits depend on clear and measurable criteria, such as the scope of responsibility, required competencies and experience of employees. As a result, Respect Energy offers attractive employment conditions that support team development and long-term cooperation.

At Respect Energy Group no staff member is paid below the **agreed level of adequate remuneration** (all salaries are above the minimum wage level). The company offers a competitive base salary, tailored to the specific job and responsibilities.

Every person working for Respect Energy, regardless of the type of employment contract, has the opportunity to earn a bonus that takes into account the type of the work performed. For the sales team, the bonus depends on the number of contracts won, while for the management team, it depends on the implementation of key strategic projects. Other team members are also eligible for bonuses, tailored to individual and team performance. In this way, Respect Energy creates **a fair and motivating remuneration system** that supports the commitment and development of the entire organisation.

At Respect Energy, the annual performance evaluation system plays a key role in the professional development of employees, providing clear appraisal criteria and linking performance to the bonus system. Performance evaluation helps identify areas for support, tailor career paths to individual needs and reinforce the achievement of the company's strategic objectives.

[401-2]

Remuneration at Respect Energy is supported by an extensive **package of non-financial benefits** including:

- **a medical package paid for 95% by the company**, providing prompt access to healthcare for all employees,
- **access to a benefit platform** at the end of the probationary period, with an annual top-up of PLN 1,200,
- **sports card**, to support an active lifestyle,
- **free access to a language platform** for the employee and one selected family member,
- **preferential terms of study at universities cooperating with Respect Energy** and the possibility of subsidising them,
- **Christmas gifts.**

Annual bonus is available to people who have been employed for at least six months and who are not covered by another bonus scheme. Its amount depends on the position level and is 10% of the annual salary for assistants and junior specialists, 15% for specialists, experts and team leaders and 20% for managers.

Respect Energy's bonus system is based on three main factors:

- **WHAT multiplier** – takes into account the achievement of individual annual objectives, defined jointly with the manager.
- **HOW multiplier** – assesses how tasks are performed, taking into account, among other things, cooperation, commitment and feedback from colleagues.
- **Company performance multiplier** – reflects the financial result (EBIT) achieved by Respect Energy.

Respect Energy's values of **collaboration, entrepreneurship and innovation** are an integral part of the evaluation system. Collaboration alludes to social responsibility in ESG, entrepreneurship is embedded in corporate governance principles and innovation supports environmental transformation.

For the sales team, the amount of the bonus depends on the number and value of contracts signed, while for the management team it depends on the results of the strategic projects implemented. A system structured in this way motivates the achievement of goals, rewards the quality of work and reinforces the commitment to Respect Energy's long-term development.

PAY GAP

[GRI 3-3, 405-2] [ESRS SBM-3, S1-1, S1-4, S1-5, S1-10]

The Gender Pay Gap Ratio is an indicator of the difference between men's and women's pay at the same job grade, expressed as the absolute value of the deviation from 100%. It takes into account both base salary and average pay, which includes additional pay components such as bonuses and benefits.

Respect Energy's analysis of the indicator shows that the gender pay ratio varies by job grade and type of remuneration. The results allow for a better understanding of the pay structure and provide a basis for further improvement of the remuneration policy.

Respect Energy strives for a consistent and transparent remuneration policy, tailored to the specific nature of jobs and job responsibilities. Regular salary reviews and analyses help identify areas for further improvement and ensure competitive and fair employment conditions for all team members.

Ratio of women's to men's basic and average salaries by job category in the Respect Energy Group

	Basic salary	Basic salary/ Gender Pay Gap Ratio	Average salary	Average salary / Gender Pay Gap Ratio
Senior management	1.11	11%	0.86	14%
Middle management	1.13	13%	1.10	10%
Specialists	1.02	2%	1.01	1%
Other employees	0.70	30%	0.67	33%

Data in the table refer to persons employed under employment contracts.

BALANCING PERSONAL AND PROFESSIONAL LIFE

[GRI 3-3, GRI 401-3] [ESRS SBM-3, ESRS S1-1, ESRS S1-4, ESRS S1-5, ESRS S1-15]

Respect Energy actively supports **work-life balance** by giving employees flexibility to organise their time. The majority of the workforce benefit from flexible working hours, which means they can start their day between 7 a.m. and 10 a.m. and end their day between 3 p.m. and 6 p.m. respectively. In addition, employees have the option to work remotely - either in a hybrid or fully remote model, by agreement with their manager. **Everyone is also entitled to 24 days of occasional remote working.**

Respect Energy's head office has been designed to support the comfort and wellbeing of the team. On-site facilities include **social areas, a private gym with sports activities, a chill zone and a playroom**.

All Respect Energy Group employees who meet the conditions set out in the Polish Labour Code are entitled to parental leave.

Women		Men
8	Employees who have taken parental leave in the reporting period (2024)	7
2	Employees who have returned to work after parental leave in 2024	7

Total number of Group employees who returned to work after parental leave and were still employed within the Group 12 months after returning to work

Women		Men
6	Total number of employees who returned to work in the previous reporting year (2023) after parental leave	-
75%	Retention rate of employees who took parental leave	-

The employee retention rate corresponds to the percentage of employees who returned from parental leave in 2023 and continued working for the company 12 months later.

COMPETENCE DEVELOPMENT AND EDUCATION

[GRI 3-3,404-1, GRI 404-2] [ESRS SBM-3, ESRS S1-1, ESRS S1-4, ESRS S1-5, ESRS S1-13]

Respect Energy's Leadership Development Programme launched in 2024 is a three-module series of on-site managerial training courses that provides leaders with the practical tools they need to effectively manage their teams. The programme focused on developing competencies in communication, motivating, delegating, dealing with difficult situations and giving constructive feedback. Its aim is not only to develop participants individually, but also to build a coherent and engaging corporate culture. Each two-day training module ended with a four-hour wrap-up meeting, which allowed participants to exchange experiences and effectively use the knowledge gained in practice. The programme covers both senior and middle management, as well as Team Leaders, including those newly promoted. Its content is continually updated to respond to the changing needs of managers and organisations.

The development of our employees goes beyond managerial training. We offer a wide range of programmes to support the acquisition of new competencies, including **onboarding and induction training, individual language courses, subsidised formal education, sales and industry-specific training**, as well as **external knowledge-sharing initiatives, particularly in the IT area**. We strive to ensure that every employee can develop their skills in a way that is tailored to their ambitions and role in the organisation, thereby enhancing our joint success.

In order to build a corporate culture based on sustainability, social responsibility and innovative solutions, we established the ESG Movers Academy in 2024, as part of which, there are regular training sessions and workshops led by ESG experts that cover topics such as greenhouse gas emissions management, climate change adaptation, energy and water efficiency, pollution and waste minimisation and biodiversity conservation. In 2024, more than 120 people and 8 representatives of the Management Board and Supervisory Board participated in ESG training.

[GRI 404-1] [ESRS S1-13]

Total and average number of training hours per year per employee in the Respect Energy Group by gender and job category

	Average number of training hours (h)	Total number of training hours
Women	14	2,777
Men	12	2,428
Senior management	51	561
Middle management	14	609
Specialists	11	3,786
Other employees	7	83
Total number of training hours		5,205

The total number of training hours in 2024 was

5,205

Number of training hours in the Respect Energy Group by employment contract type

	Average number of training hours (h)	Total number of training hours
Employment contracts	9	3,643
Civil law contracts	5	187
B2B agreements	7	1,343
Management	3	32

DIVERSITY AND EQUAL OPPORTUNITIES

[GRI 3-3] [ESRS S1-1, ESRS S1-1, ESRS S1-4, ESRS S1-5, ESRS S1-17]

Respect Energy creates **a working environment based on equality and inclusiveness**, where everyone has equal opportunities for development and promotion, regardless of gender, age, background, race, religion, disability or other personal characteristics. In our organisation, only qualifications, professionalism and competence criteria apply, ensuring an equitable approach to talent management and team building.

The elimination of discrimination and unequal treatment is an integral part of our corporate culture. Respect Energy has an ESG Policy that sets out our approach to sustainable organisational management, including attention to equal treatment and development of employees. We also have an Anti-Harassment and Discrimination Policy, implementing measures to support people from groups at risk of exclusion. We make sure that all employees have equal opportunities to access training, promotion and participation in projects that are key to the development of the company.

Inclusiveness is an important element of our employment policy. At the end of 2024, **we employed 7 persons with disabilities – 4 with a moderate degree**, 2 with a severe degree and 1 with a mild degree of disability. We aim to provide them with a comfortable working environment, to allow them to reach their full professional potential.

In 2024, there were no reports of incidents of discrimination at Respect Energy.

This is a testament to the effectiveness of our efforts to build **a safe and open working environment**, where diversity is treated as an asset and every team member has the opportunity to fully participate in the achievement of common goals.

[GRI 405-1] [ESRS S1-9, ESRS GOV-1]

Percentage of women and men by job category

Job category	Women	Men
Senior management	3%	1%
Middle management	10%	9%
Specialists	84%	88.5%
Other employees	3%	1.5 %

The data refers to the status on the last day of the reporting period (31 December, 2024), and includes only employees with employment contracts. The figures show the percentage breakdown of women vs. men (%) for each job category.

OCCUPATIONAL HEALTH AND SAFETY

[GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9] [ESRS SBM-3, S1-1, ESRS S1-3, ESRS S1-14]

At Respect Energy, workplace safety is more than a formal requirement for us - it is a cornerstone of our corporate culture. We make sure that everyone can perform their duties in a comfortable and safe environment. Our approach is based on our Work Safety Assurance Policy, which sets out the principles of risk management and risk prevention and defines all the actions necessary to ensure safe and hygienic working conditions.

We care about real safety, not just compliance with procedures. In 2024, as in the previous year, we recorded no accidents or occupational diseases. Every employee has access to information on health and safety rules on our internal platform and their knowledge is regularly refreshed. During the year, we conducted 168 general health and safety induction training sessions, 168 job-specific training sessions and 48 periodic reminder health and safety training sessions to continuously improve employee safety awareness.

We continuously monitor potential risks and specific groups of employees are included in the occupational risk protection system. Our Risk Score methodology effectively identifies areas of concern. Currently the greatest risk is associated with driving vehicles up to 3.5 tonnes, so we place a high value on road safety. Any employee has the right to refuse doing their work if they feel it poses a risk.

In 2024, workplace inspections were carried out in June and December, and all inspected workstations met the requirements set by law. The office equipment, the layout of the workstations and the available space are comfortable and in accordance with the highest standards. A study of the working environment in the company's offices in the building at 17 Bonifraterska Street in Warsaw was also carried out. The results confirm that working conditions comply with industry standards and guidelines.

Every two weeks, the Health and Safety Expert meets with the management to discuss the status of workplace safety and planned improvements. We regularly refer employees for medical examinations, taking care of their health at every stage of employment. We offer private medical care and, thanks to the MyBenefit platform, employees can take advantage of the MultiSport card, providing access to more than 4,000 sports venues across Poland.

In 2024, we also established a **Hazard Identification Team**, which works to proactively analyse risky situations before they turn into real problems. This team is made up of health and safety experts and representatives from various departments, to ensure a multi-faceted approach to safety issues. Its aim is to create and implement innovative solutions to further protect our employees in their daily work.

Number of accidents at work 0

Number of days lost due to accidents 0

IMPACT ON LOCAL COMMUNITIES

[GRI 3-3, GRI 2-22, GRI 413-2] [ESRS S3 SBM-3, ESRS S3-1, ESRS S3-3, ESRS S3-4, ESRS S3-5]

Relations with the communities affected by our operations are an important part of doing business responsibly for us. We strive to ensure that they have full knowledge of our impact on the environment and that we take their needs and expectations into account in our operations. Cooperation and open dialogue allow us not only to minimise any concerns residents may have about the impact of our installations on their neighbourhood, but also to support initiatives that contribute to the sustainability of local communities.

To date, we have not identified any negative impacts of our activities on local communities. Our priority is to do business in a transparent and mutually respectful manner. Therefore, we are committed to building sustainable relationships that enable communities to participate in a dialogue about our activities, their impacts and potential benefits. Through collaboration, we aim to create value for the community and for the entire ecosystem in which we operate.

OBJECTIVES AND STRATEGIC MEASURES FOR THE IMPLEMENTATION OF RESPECT ENERGY HOLDING GROUP'S 2024-2027 SUSTAINABILITY STRATEGY

Objectives	Strategic measures of implementation	Actions taken	Current status
GOOD RELATIONS FOR SUSTAINABLE DEVELOPMENT	Implement a policy of dialogue and community engagement.	Development of a social policy supported by a survey of community expectations	In progress
	Develop educational programmes for schools on climate change and RES.	Preparation of a comprehensive education programme for schools/children supporting social relations related to investments	In progress
	Launch activities for local communities.	Development of a comprehensive project including: – educational material for clients – programme for local communities – educational/training activities for the implementation team	In progress
	Engage local communities in assessing Respect Energy– whether the company is a responsible and trustworthy business/partner.	Survey: first phase of project development for communities	In progress

Respect Energy's activities have an impact on the local communities in the areas where we carry out our investments.

Our presence in the regions **contributes to the development of the local economy** through revenues to municipal budgets, which finance infrastructure, social and educational projects that benefit local people.

We also enhance **public awareness of the energy transition**. The development of renewable energy sources can raise questions and concerns, so it is important to us that residents have access to reliable information and can better understand the benefits of RES and their role in combating climate change.

We develop information materials that support communities to learn more about RES. We are also committed to **supporting local initiatives** in the places where our offices and installations operate. We work with local stakeholders to support projects in line with our mission that respond to the real needs of local communities and contribute to their development.

ACTIVITIES FOR THE BENEFIT OF LOCAL COMMUNITIES

[GRI 3-3, Own indicator] [ESRS S3-4]

Building and nurturing positive relationships with local communities is a priority for us.

Our activities are based on several fundamental principles:

- **Dialogue and cooperation:** We regularly organise information meetings and community consultations to have open communication with municipal authorities and residents.
- **Listening to needs and concerns:** We actively listen to the expectations and concerns of the community, providing full information about planned investments, their benefits and possible environmental impacts.
- **Sustainability:** Our projects are designed to minimise negative impacts on nature while supporting the sustainability of local communities.
- **Transparency of operations:** We hold open consultations with local residents where we present and discuss our initiatives.
- **Individual consultation:** We offer direct contact via telephone and email so that everyone can get answers to their questions.

Through this approach, we aim to build lasting and trusting relationships with local communities.

In 2024, we have continued our activities to support local communities, particularly in the regions where the company's investments are made. Through our presence at local, sporting and educational events, we have strengthened relationships with local residents and municipalities and, wherever possible, we promote environmentally friendly attitudes and share knowledge about renewable energy sources.

One example of our involvement in 2024 was our support for the Trzciamajka Festival event, a popular music festival held in the Wielkopolska region. In addition, we try to participate in social and cultural events that are important for local communities, including harvest festivals and festivities. As a rule, Respect Energy appears at such events with an attractive educational stand. Among other things, we offer workshops on making eco-friendly bags, animations for children and consultations on green energy and the company's planned activities. We are keen to participate in events with local residents and representatives of the local administration, so that we can educate the public and listen to opinions on our investments.

An important part of Respect Energy's commitment to local communities is to support talent development and education. **In 2024, the company became involved in the activities of the Zamość Chess Club**, enabling the organisation of chess workshops with grandmasters and numerous tournaments for children and young people, including international events. Respect Energy's support has contributed to the promotion of chess as a form of developing strategic and analytical skills among the younger generation.

In addition, Respect Energy has become an official partner of the **SGH Business Chess League**, an initiative that brings together representatives of business, public administration and academia. Participation in the league fosters the integration of different professional communities and promotes strategic thinking and fair play.

These activities, complemented by a presence at sporting and promotional events held in many Polish cities, such as the strategic partnership in the **Cavaliada Tour 2024/2025**, allow the company not only to disseminate knowledge, but also to build relationships based on trust and mutual dialogue with the residents of investment areas.

[ESRS S3-1]

In 2024, we did not identify any instances of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration or the OECD Guidelines in the area of Group-influenced communities.

SHARING KNOWLEDGE AND INNOVATION

[GRI 2-22]

OBJECTIVES AND STRATEGIC MEASURES FOR THE IMPLEMENTATION OF RESPECT ENERGY HOLDING GROUP'S SUSTAINABILITY STRATEGY 2024-2027

Objectives	Strategic measures of implementation	Actions taken	Current status
KNOWLEDGE SHARING AND INNOVATION DEVELOPMENT	Cooperate with universities on innovation and development of the RES industry.	Preliminary analysis of potential cooperation areas and projects	In progress
	Provide knowledge-based support to existing and prospective customers – sharing expertise.	Cooperation with customers	In progress

In May 2024, in collaboration with Optimal Energy, we published the report **'Electricity pricing for companies in Poland. How to use the potential of green energy wisely and effectively and prepare your company for ESG reporting'**.

We also make sure that information on renewable energy is available to a wide audience. We regularly publish educational content on our website – industry news, analysis, guides and materials explaining RES, ESG and energy efficiency.

In 2024, we shared our knowledge and expertise on renewables, sustainability and the energy transition. We participated in numerous industry and community events, creating a space to talk about the changes taking place in the energy market. We were present at more than 30 industry events, including:

- **European Economic Congress** in Katowice, where, as the main sponsor, we invited guests to our pavilion "Enlightenment 4.0" and took part in panel discussions on the energy transition of Poland and the European Union.
- **Energy Days 2024 and PRECOP29**, where our representatives discussed legislative barriers and challenges in the development of renewable energy sources.
- **Re-Source Poland Hub 2024**, Open Eyes Economy Summit, PWEA 2024, Future Energy Congress, ESG & Sustainability Forum and 4Design Days, where we shared knowledge, participated in debates and presented our approach to sustainable energy transition.

We also share our experience from implementing technology solutions, such as the RE Poweric platform for smart distributed energy management.

Involvement in academic initiatives

In 2024, we participated in educational initiatives at universities, sharing our experiences in the field of energy and sustainability. At Lazarski University in Warsaw, we taught classes as part of the postgraduate programme 'Energy Law and Management of Energy Companies', covering energy market issues, CO_2 emissions trading and the role of local governments in the energy transition process.

At the Wrocław University of Economics, during the Climate Academy 5, we co-organised a workshop on the protection of biodiversity and the integration of nature into urban space.

The participation of our experts in university programmes supports the development of competences in the field of sustainable energy and responsible environmental management.

COOPERATION WITH ORGANISATIONS AND ASSOCIATIONS

[GRI 2-28]

Having relations with Polish and international professional and social organisations plays a key role in building social dialogue and sharing knowledge. Participation in these organisations enables us both to gain new perspectives and experiences and to disseminate our expertise. Cooperation with the industry and social organisations allows us to actively participate in the process of shaping regulations and market standards, which helps us to be better prepared for future changes and challenges in the sector, as well as to meet our sustainability goals.

The Respect Energy Group is actively involved in initiatives supporting energy transition and the development of innovative technologies.

In 2024, we joined the European Industrial Alliance for SMRs (Small Modular Reactors), supporting the development of small modular reactors as part of the future of sustainable energy. Membership of this organisation enables us to exchange experience, collaborate with industry leaders and actively participate in shaping the regulatory framework for new nuclear technologies in Europe.

Industry associations:

- Polish Wind Energy Association (PSEW)
- Polish Society for Transmission and Distribution of Electricity (PTPiREE)
- Association of Energy Trading (TOE)
- Polish Chamber of Energy Storage (PIME)
- European Federation of Energy Traders
- Lewiatan Confederation – RES Council
- Employers of the Republic of Poland
- Polish Council of Shopping Centres (PRCH)

Non-governmental organisations dealing with sustainable development:

FORUM ODPOWIEDZIALNEGO BIZNESU
POLSKIE STOWARZYSZENIE ESG
Global Compact Network Poland
United Nations Global Compact
GRID WARSZAWA In partnership with UN Environment Programme

CUSTOMERS AND CONSUMERS

[GRI 3-3, GRI 2-22] [Own indicator – Education and promotion of knowledge about renewable energy sources, climate, and energy transition] [ESRS SBM-3, ESRS S4-1, ESRS S4-4, ESRS S4-5]

In October 2024, Respect Energy made a groundbreaking decision by launching a 100% renewable electricity sales offer for residential customers on the Polish market. This step not only promotes sustainable consumption, but also increases the competitiveness of the energy market, benefiting end users.

At Respect Energy, we engage consumers in the energy transition process, making it easier for them to switch to 100% green energy. We offer the possibility to conclude a contract online, providing full support at every stage of the transition – from paperwork to transparent information on the benefits of choosing renewable energy sources. We are committed to transparency, which is why our contracts are straightforward and the terms and conditions are clearly defined, so that consumers are fully aware of the decision they are making.

Respect Energy wants to actively care for and manage the impacts of its activities on customers. As part of our double materiality analysis, we identified the following material issues:

- **Data protection:** The company has implemented policies and practices to safeguard consumer privacy, in accordance with applicable laws.
- **Transparency of contracts:** Respect Energy provides clear and understandable contract terms, eliminating hidden costs, which builds trust among customers.
- **Education and counselling:** The company is committed to educating consumers about renewable energy sources, offering counselling and providing knowledge about RES, which supports informed purchasing decisions.

[GRI 2-22]

OBJECTIVES AND STRATEGIC MEASURES FOR THE IMPLEMENTATION OF RESPECT ENERGY HOLDING GROUP'S SUSTAINABILITY STRATEGY 2024-2027

Objectives	Strategic measures of implementation	Actions taken	Current status
CUSTOMER SERVICE EXCELLENCE	Positive results of the after-sales satisfaction survey system introduced.	Preparations for survey implementation	In progress
	Grow customer referral rates	Preparations for survey implementation	In progress

We eliminate barriers to accessing renewable energy and, enabling people to participate in the energy transition regardless of where they live or do business. We actively engage customers in improving our services through research, surveys and analysis of queries. We are streamlining procedures, simplifying documentation and adapting the language of communication to make the offer as understandable and accessible as possible. In addition, we conduct education and outreach activities to help consumers better understand the environmental and social impact of their energy choices.

SERVICE SYSTEM

[ESRS S4-2, ESRS S4-4]

Our priority is to maintain open and effective communication with customers. We make sure that everyone has convenient access to information and support at every stage of our relationship, so we take **a multi-channel approach to contact**.

Customers can make use of **two helplines** - a sales helpline, where they will receive assistance with the offer, energy supplier change and terms and conditions of cooperation, and a telephone customer service office, which supports them with contract and billing issues. We also provide an email contact, which allows customers to quickly send queries and receive detailed information about our services.

We actively use **social media** as an additional communication channel and source of up-to-date information for customers. We provide a FAQ section on our website, which is regularly updated, and in the future we plan to implement self-service tools such as a chatbot and eBOK so that customers can get the information they need even faster without having to contact a consultant.

Transparency in communication is the foundation of our relationship with customers. We provide full and comprehensible information at every stage of the relationship, from the presentation of the offer, through the process of switching energy retailers, to after-sales service. Our contract terms are clear and we communicate any changes or updates in advance, which builds trust and avoids misunderstandings. In addition, we offer a simple online contracting process, allowing you to sign the contract with a single SMS, which has been appreciated by our customers

Customer service quality management

At Respect Energy, we put our customers at the heart of our business, striving to provide the highest level of service. Our philosophy is based on continuous improvement and the introduction of innovative solutions to enhance customer convenience and satisfaction.

Monitoring service quality

To ensure the highest quality of service, we have introduced systematic monitoring and analysis of customer communications, both by telephone and in writing. We regularly conduct customer satisfaction surveys and use the Net Promoter Score (NPS) metric to assess customer loyalty and satisfaction. This approach allows us to identify areas for improvement on an ongoing basis and implement appropriate corrective actions.

Accountability for quality

A key element of our strategy is to invest in the competence of our customer service team. During recruitment, we attach importance to candidates' manners and personal experience. Every newly recruited specialist undergoes comprehensive training and their work is assessed against individually set quality targets. In 2024, we have strengthened our operations by hiring a quality specialist in the customer service area and increasing the individual responsibility of employees for quality.

[GRI 418-1]

In the reporting year 2024, we did not record any situations of breaches of customer privacy or loss of customer data, nor did we record any complaints of this kind.

RESPONSIBLE MARKETING COMMUNICATIONS

[Own indicator] [ESRS S4-1, ESRS S4-4]

Respect Energy Group has a Communications Policy in place to ensure fair, transparent and responsible communication with customers and consumers. All marketing, information and promotional materials – such as brochures, giveaways or advertising content – must be approved by the relevant units within the company to maintain consistency and high standards of communication. Information provided to recipients must be accurate, fact-based and objectively describe the benefits of Respect Energy's products and services. We avoid comparisons that put our competitors in a bad light, focusing on building our own positive image.

We opt for transparent and credible communication, ensuring that the message is clear and understandable. All information about our services is based on verified data and is communicated in a clear way. We prepare every communication – both in traditional and digital media – according to agreed standards and submit it for authorisation. In this way, we build long-term relationships with our customers, based on trust.

We place a high value on the application of ethical marketing practices that comply with current legislation. In our promotional activities we comply with the principles of integrity, respect and responsibility. All our marketing materials are clear and never misleading. We want our customers to have full knowledge of the offer available and the terms and conditions of cooperation. If there is a risk of misinterpretation of the content, we add appropriate explanations. We also take care to protect personal data by complying with privacy regulations.

We do not use any form of discrimination in our communications. We avoid content that could abuse consumers' trust, reproduce harmful stereotypes or negatively influence their decisions. We create messages that are honest, fair and in line with our values of respect and equality.

We also place great importance on developing the informational and educational functions of our website. The Respect Energy website not only allows customers to purchase energy and contact the service, but also acts as a source of knowledge on renewables, ESG and energy efficiency. We regularly publish news, market analyses and guides to support customers in making informed energy decisions.

In addition, through the website, we make it easy to report potential violations and raise concerns about our operations. This enables us to maintain high standards of transparency and accountability with our customers and consumers.

BUILDING A RESPONSIBLE BRAND

2024 was a year of rapid development of the Respect Energy Group's communication strategy, aimed at strengthening the brand identity based on the values of respect, responsibility and transparency.

The initiatives implemented – rebranding, educational campaigns and active participation in industry events – were key to building awareness of green energy and its role in the energy transition.

KEY INITIATIVES IMPLEMENTED IN 2024

1 NEW BRAND STRATEGY

In 2024, we implemented a new strategy highlighting our mission to support decarbonisation and promote sustainable energy solutions. A key element of the strategy remains 'respect' – for the environment, people and communities in which we operate. We aim to ensure that each of our initiatives not only addresses energy needs, but also contributes to education and awareness of sustainability.

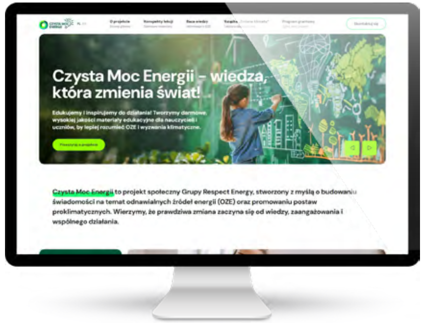
2 NEW VISUAL IDENTITY

The change in visual identity was a natural step towards more coherent and transparent communication. The new logo symbolises the renewable energy of nature and the colours emphasise our commitment to renewable energy sources. The visual identity that has been introduced better reflects the values of Respect Energy, making the brand message more clear and unambiguous.

3 THE PURE POWER OF ENERGY PROJECT

The Pure Power of Energy, the first social and educational project of the Respect Energy Group, was launched in 2024. Its main objective is to promote sound knowledge, build awareness of renewable energy sources and their role in the environmental transition and promote climate-friendly attitudes. It is aimed at teachers, educators, parents, local communities and all those interested in the subject of renewable energy sources.

www.czystamocenergii.pl



The **Pure Power of Energy** project consists of:

- Comprehensive and free-of-charge educational materials aimed at disseminating reliable knowledge about RES and climate change.
- Access to solid knowledge in the form of a database of articles and answers responding to the most frequently reproduced false information about RES.
- Publication of the "Climate Change" book for the first time in the Polish language.
- A Grant Programme that will support NGOs, public schools and local communities in implementing environmental initiatives.

4 EDUCATIONAL CAMPAIGN ON RENEWABLE ENERGY

As part of our responsible branding strategy, we conducted an extensive educational campaign to raise awareness of green energy and its impact on the environment and society. The campaign focused on promoting simple and understandable messages to help audiences better understand the importance of the energy transition.

5 FOSTERING DIALOGUE AND KNOWLEDGE EXCHANGE

We regularly participated in industry events and conferences, sharing our experience and knowledge on the energy market, sustainability and innovation. Our talks and discussions attracted experts, public sector representatives and NGOs seeking reliable information on the future of energy and responsible business practices.

6 COOPERATION WITH EXPERTS AND ORGANISATIONS

We strengthened our cooperation with organisations involved in promoting renewable energy and responsible business practices. We supported research initiatives and reports analysing the impact of regulatory changes on the energy market and companies' readiness to implement ESG strategies. Our involvement in the production of reliable expert studies was aimed at increasing market transparency and facilitating informed decision-making.

7 INTERNATIONAL EXPANSION

In 2024, we opened our first office outside of Poland – in Hamburg. This decision was the result of our strategy to extend the dialogue on green energy to European markets and to seek active participation in international initiatives related to the energy transition. Our communication in the German market focuses on building awareness and education, as well as working with local partners to promote innovative and sustainable solutions.

8 SUPPORT FOR THE PRODUCTION OF THE "GET INTO THE LOOP" GAME

"Get into the Loop" is an educational board game that supports companies in the practical implementation of the principles of the Circular Economy. In an engaging yet simple way, the game allows participants to learn about the full life cycle of products, facilitates the identification of key areas for reducing resource consumption, supports the generation of innovative circular solutions, and enables groups to develop a basic circular business model based on the Circular Business Model Canvas, tailored to the needs of a specific company.

9 AWARDS AND DISTINCTIONS

Our work in the area of education, transparency and sustainability has been recognised by experts and industry organisations. In 2024, we received awards and recognitions that confirm our position as a company committed to the responsible development of the energy sector.

Key awards:

- Best Debut in the 'Sustainability Reports' competition organised by the Responsible Business Forum
- Trustworthy Brand in the Green Energy category awarded by the monthly magazine "My Company Polska"
- Green Changer 2024 award for vision and scale in the RES industry, received at PRECOP 29 in Katowice
- White ESG Leaf awarded by Polityka weekly.

04

GOVERNANCE

We develop our corporate culture based on a broader understanding of social, ethical, and environmental responsibility in business.

RESPECT RULES (G)

CORPORATE CULTURE

[GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3]

Respect Energy is developing its management processes, strengthening transparency, accountability and ESG compliance. We aim to align and standardise internal processes in the area of sustainability, resulting in greater efficiency in ESG risk management and reporting.

In 2024, we have taken steps to develop our due diligence process, implementing international guidelines such as the OECD Standards for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. This has enabled us to more effectively identify and mitigate potential risks associated with non-compliance with ethical and regulatory standards.

Our double materiality analysis has identified key areas of Respect Energy's corporate governance impact that require particular attention:

- **Strong corporate culture** – ethical approach and transparency in operations influence the quality of engagement with employees, suppliers and customers.
- **Development of a due diligence process** – implementation of international guidelines strengthens governance standards and reduces ESG risks.
- **Standardisation and development of the ESG governance system** – enhancement of the governance structure, development of reporting and monitoring ESG risks more effectively.
- **Managing commitments** – sound payment practices having impact on reputation, relationships with business partners and financial sustainability of the supply chain.
- **Building a sustainable supply chain** – working with suppliers that adhere to human rights, ethical and environmental standards.
- **Anti-corruption** – preventing unethical practices and developing mechanisms to increase transparency in business operations.
- **Fiscal responsibility** – paying taxes in the regions where we operate, which supports local economies.

[GRI 2-22]

OBJECTIVES AND STRATEGIC MEASURES FOR THE IMPLEMENTATION OF RESPECT ENERGY HOLDING GROUP'S SUSTAINABILITY STRATEGY 2024-2027

Objectives	Strategic measures of implementation	Actions taken	Current status
STANDARDISATION OF PROCESSES	Standardise internal processes related to ESG.	Cyclical ESG Committee meetings held quarterly. Ensure that ESG issues are included in all necessary processes and procedures. Implement the provisions of the Whistleblower Protection Act. KYC (Know Your Customer) procedure extended to include elements related to ESG risk assessment.	In progress
	Strengthen the ESG governance structure.	ESG objectives have been integrated into the objectives of the entire organisation, including Board members.	In progress
	Develop ESG reporting.	The 2023 report will be published by the end of August. Preparations for CSRD-compliant reporting according to ESRS standards have started. The 2024 report will be published in line with the provisions of the CSRDESRS	In progress
	Develop the ESG risk management process (identification and mitigation).	Implementation of ESG risk management system with mapping of mitigating actions and identification of persons responsible for the process.	In progress
	Implement ESG regulatory requirements, including EU Taxonomy	Preparations for EU Taxonomy compliant reporting for REH.	In progress

WHISTLEBLOWING AND WHISTLEBLOWER PROTECTION

[GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 3-3] [ESRS G1-1]

In 2024, the Respect Energy Group Management Board implemented a comprehensive whistleblower protection system to ensure the safety of whistleblowers and transparency in the whistleblowing management process. A key element of this system is the **Whistleblowing and Whistleblower Protection Policy**, which sets out reporting procedures, protection mechanisms and rules for handling information received.

The implementation process took place in stages, in accordance with best practices and legal requirements, in particular the provisions of Directive 2019/1937 of the European Parliament and of the Council (EU) on the protection of whistleblowers and the **Act of 14 June 2024 on the protection of whistleblowers (Journal of Laws 2024, item 928)**.

Transparent and effective whistleblowing system

We have established a secure and effective system to enable employees and other stakeholders to report violations of ethics, laws, internal procedures and risks to the organisation. Details of the reporting policy and access to tools to report violations anonymously can be found on the Respect Energy Group website.

https://respect.energy/kontakt/zgloszenie-nieprawidlowosci/

Key actions taken as part of the system implementation

1. Preparation and implementation of internal policies

We have developed a clear and transparent whistleblowing procedure that sets out:
- reporting channels (written and verbal),
- the process for verifying reports,
- mechanisms to protect against retaliation.

2. Establishment of dedicated reporting channels

Respect Energy provides several reporting channels, tailored to the different needs of whistleblowers:
- a dedicated online platform – an anonymous reporting system available on the Group's website, ensuring full security and confidentiality of reports,
- email address for reporting – a dedicated contact mailbox operated by the compliance and ethics team,
- telephone helpline – opportunity to report anonymously or speak to a dedicated ethics and compliance officer,
- direct reporting to a contact person – opportunity to report information to the Compliance Manager in person.

3. Training and information campaign

Training was provided to employees, raising awareness of the role of whistleblowers in the organisation and the principles of whistleblower protection.

The implementation of the whistleblower protection system contributes to:
- increased employee and stakeholder confidence in management processes,
- reducing the risk of misconduct and violations,
- building a corporate culture based on openness, honesty and compliance with law.

The implementation of a whistleblower protection system at Respect Energy Group strengthens the trust of employees and stakeholders in management processes, reduces the risk of irregularities and supports the development of a corporate culture based on openness, honesty and legal compliance. Each report is recorded and meticulously reviewed by designated teams, and whistleblowers are assured of full confidentiality and protection from retaliation. Respect Energy Group's management consistently strives to improve the system, ensuring the highest ethical standards and full compliance with applicable regulations.

By the end of 2024, 6 whistleblowing reports had been recorded under the whistleblowing system.

If you see something that looks wrong, please let us know. Together, we can fix it.

If you are aware of any irregularities in the operations of our organisation, or wish to report a violation of the law or internal procedures, you can do so in a secure manner.

At Respect Energy, we believe that open communication fosters a healthy corporate culture, and that every whistleblower deserves protection.

DUE DILIGENCE

[GRI 2-23, GRI 2-24, GRI 2-25, GRI 3-3] [Own indicator] [ESRS 2 GOV-4]

We conduct our business in a **responsible manner and in accordance with due diligence principles**, implementing best sustainability practices. Our approach is based on **identifying, assessing and managing** the environmental, social and corporate governance impacts of our activities, ensuring long-term sustainability and operational transparency.

Our operations are guided by **international standards for responsible business**, including the **OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights**. We implement their tenets in our daily practice, developing and implementing **due diligence processes** in line with the recommendations. Our commitment in this regard is reflected in the **Code of Ethics** and the **Respect Energy Holding Group ESG Policy adopted in 2024**, which define our commitments to ethics, transparency and risk management.

We aim to build a **corporate culture based on accountability and transparency** that effectively minimises potential misconduct and associated risks. **Consistent ethical standards, clear communication of objectives, effective internal communication channels and precise assignment of tasks and responsibilities** within the organisation play a key role here.

Due diligence statement

	Due diligence process	Description in the report
1	Integrating due diligence into corporate governance, strategy and business model	pp. 13-17, 22-26, 46, 59-60
2	Engaging with stakeholders at key stages of the due diligence process	pp. 20, 60
3	Identifying potential and actual negative impacts	pp. 4, 19, 22-26, 60
4	Prevention or mitigation of negative impacts	pp. 17, 30, 38, 40, 42-43, 51
5	Performance monitoring and information reporting	pp. 15-17, 59

ETHICS AND ANTI-CORRUPTION

[GRI 3-3, 2-27] [ESRS G1-1, ESRS G1-3]

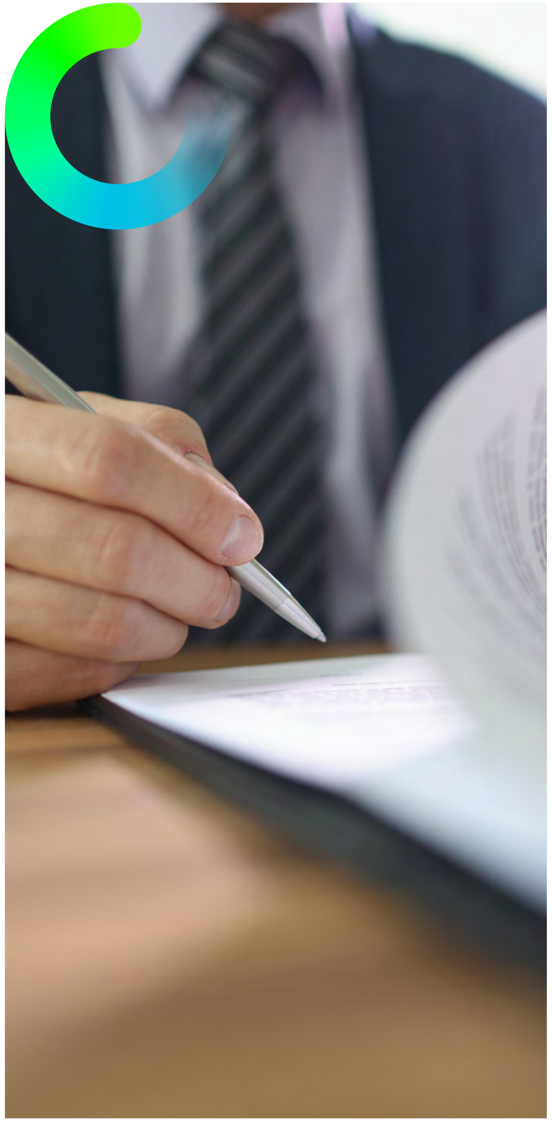
At Respect Energy, ethics are integral to our business and the principles that guide us have a real impact on the way we do business. Honesty, responsibility and transparency are the values that guide our approach to collaboration both within the organisation and in our external relationships.

The Respect Energy Holding Group's Code of Ethics defines the standards of conduct we expect from employees, colleagues and business partners. It covers issues related to business integrity, management of conflicts of interest, anti-corruption and protection of confidential information. Compliance with these principles is the responsibility of every member of the organisation and violations may result in legal and disciplinary consequences.

The Code of Ethics sets out principles related to:

- handling of confidential information,
- conflicts of interest,
- anti-corruption,
- accepting and giving business gifts,
- relations with business partners and local communities,
- market competition rules,
- relations in the workplace,
- approaches to environmental protection,
- whistleblowing mechanisms.

The Code of Ethics, together with the Anti-Bullying and Discrimination Policy, is the foundation for the protection of human rights in our organisation. We make sure that every employee is aware of these principles, is able to recognise situations that require intervention and knows how to report potential misconduct. In this way, we can effectively eliminate risks and take appropriate preventive action. Responsibility for overseeing compliance with these principles rests with management, in accordance with the breakdown of powers and responsibilities.



ANTI-CORRUPTION

[GRI 3-3, GRI 205-1, GRI 205-2, GRI 205-3] [ESRS G1-1, ESRS G1-3, ESRS G1-4]

At Respect Energy, we do not accept any form of corruption. This principle applies to all employees, co-workers, suppliers and business partners, regardless of their position and responsibilities. **The Code of Ethics** defines corrupt behaviour clearly and provides guidelines how to deal with situations of risk. Our employees are obliged to inform their managers of any concerns regarding potential corruption risks, and can refer to the compliance team if necessary. All reports are analysed and treated confidentially.

In 2024, we have taken steps to further strengthen our anti-money laundering, anti-corruption and anti-bribery system, delivering on our commitment to conduct our business in a transparent, lawful manner and based on the highest ethical standards. We have begun work to implement comprehensive internal procedures that are aligned with legal requirements, including the provisions of the Anti-Money Laundering and Countering the Financing of Terrorism Act.

Our procedures include:

- identification and assessment of risks related to money laundering and corrupt activities,
- procedures for reporting suspicious transactions and behaviour.

As part of the **Code of Ethics** implemented in the organisation, we have set a clear zero tolerance principle towards all forms of corruption. The Code introduces an explicit prohibition on accepting and offering financial benefits and regulates the rules on gifts and business relationships.

Through these measures, we are strengthening our anti-fraud mechanisms and building a corporate culture based on integrity, transparency and accountability.

In 2024, there were no confirmed cases of corruption and no court proceedings related to corruption.

Anti-corruption training and communication

Category	Share (%)
Board members informed about anti-corruption procedures	100
Employees informed about anti-corruption procedures	100
Suppliers informed about organisation's anti-corruption policy	100
Governing body members who have received anti-corruption training	100

CONFLICT OF INTEREST

[GRI 2-15]

At Respect Energy Group, we are committed to integrity and transparency, which is why we approach the issue of conflicts of interest with full responsibility. We want everyone on our team to make decisions independently, guided by the best interest of the organisation.
If someone finds themselves in a situation where their private interests could influence professional decisions, they should report this to their manager. We know that certain situations can be questionable, which is why we have clearly defined the applicable rules in our **Code of Ethics** to help manage such cases. We focus on a clear division of responsibilities, limiting the uncontrolled flow of information and avoiding situations that could undermine trust in our organisation. We pay particular attention to the employment of family members - we do not allow situations in which employees report directly to their relatives.

Any potential conflicts in this area should be reported to the compliance department. We regularly analyse and monitor these matters, and once a year we prepare a report for the Management Board, which summarises the reported cases and suggests actions to be taken to prevent similar situations in the future. For us, conflict of interest is not just a formal issue - it is the foundation of a fair and professional working environment that we want to build together. That is why we carefully screen potential risks as early as the recruitment and selection of board members to ensure that each person in our organisation acts with complete independence and in line with our values.

ESG IN THE SUPPLY CHAIN AND RELATIONS WITH SUPPLIERS

[GRI 3-3, GRI 2-22] [ESRS G1-2]

The Respect Energy Group has a **Purchasing Policy** that governs purchasing processes in line with the **Respect Energy Group Code of Ethics**. One of the criteria for the selection of potential suppliers is compliance with the ESG requirements set out in our standards.

We treat **sustainability as a key element of our business strategy** and therefore want to work with suppliers who share our values in terms of environmental protection, social responsibility and the way we do business.

ESG expectations of suppliers

Our goal is to build a **sustainable and responsible supply chain** in which business partners meet high ESG standards. We expect Respect Energy suppliers to:

- **Minimise its environmental impact**, by reducing emissions, using sustainable resource and waste management, and implementing solutions to promote energy efficiency.
- **Respect human rights and labour standards**, by providing safe employment conditions, decent wages, eliminating all forms of forced and child labour and promoting equality and diversity.
- **Operate in an ethical and transparent manner**, countering corruption, using transparent business practices and ensuring fair competition.
- **Take into account the impact of their activities on local communities**, working with them and engaging in activities that support the development of the regions in which they operate.

[GRI 2-22]

OBJECTIVES AND STRATEGIC MEASURES FOR THE IMPLEMENTATION OF RESPECT ENERGY HOLDING GROUP'S SUSTAINABILITY STRATEGY 2024-2027

Objectives	Strategic measures of implementation	Actions taken	Current status
BUILDING A RESPONSIBLE SUPPLY CHAIN	Review the Respect Energy Group Sustainability Strategy 2024-2027 and improve the due diligence process to protect human rights in the supply chain.	A procedure for ESG assessment of suppliers has been developed, together with an ESG questionnaire and a Responsible Supplier Code.	In progress
	Introduce screening / qualification system and review suppliers in terms of social and environmental factors.	First version of the database of suppliers who returned the ESG questionnaire has been created (work on implementation into the purchasing process is ongoing.	In progress
	Develop an ESG pathway in procurement processes - transparent and understandable to suppliers.	Supplier education programme will be initiated after ESG monitoring implementation is completed in 2025.	Start of work in 2025

To ensure that our suppliers' actions are in line with our expectations, we have put in place a number of tools to regulate cooperation:

- **The Responsible Supplier Code** – a document setting out the ethical and environmental standards to which compliance is a prerequisite for cooperation.
- **ESG Supplier Assessment Procedure** – an internal guideline describing the methodology for assessing business partners in terms of their environmental, social and governance impact.
- **ESG Survey** – a document we have developed to assess the environmental and social impact of suppliers' activities. Completion of the survey is mandatory for suppliers who have been working with Respect Energy for at least 12 months and those who sign framework agreements.

The ESG assessment is an **integral part of the purchasing process**. A scoring system (0-15 points) ranks suppliers in three key areas: **environmental, social and governance**. In the event of a low score, the supplier is given recommendations to improve its practices and, in extreme cases, cooperation may be suspended.

[GRI 308-1, GRI 308-2] [GRI 414-1] [GRI 414-2]

In 2024, 15 new suppliers have been assessed against environmental and social criteria , which accounts for approximately 30% of all key suppliers.

Improving ESG processes in the supply chain

As part of the implementation of **Respect Energy's Sustainability Strategy 2024-2027**, we are implementing further measures to improve ESG standards in our supply chain. The **Purchasing Office**, which is responsible for purchasing processes, is working on updating its procedures to take even more effective account of ESG factors. This work is scheduled to be completed by the end of 2025.

We aim to ensure **greater transparency in the selection process of suppliers**, and to make it easier for them to comply with our standards. Therefore, we are introducing:

- Regular internal training for Respect Energy employees on ESG in the value chain, organised by the ESG Office.
- Cyclical analysis of supplier ESG survey results, discussed at ESG Committee meetings, which allows for better management of relationships with partners.
- Updating purchasing procedures, increasing the focus on supplier verification for social and environmental factors.

DOCUMENTS GOVERNING ESG ASPECTS OF COOPERATION WITH SUPPLIERS

Supplier assessment procedure

Respect Energy's ESG supplier assessment procedure sets out the principles for verifying business partners in the environmental, social and corporate governance areas. The assessment takes place according to a scoring system and is a precondition for the establishment and continuation of cooperation. Suppliers are obliged to comply with the Responsible Supplier Code and, in the event of a low rating, receive remedial recommendations or are audited. The procedure is reviewed annually, ensuring compliance with Respect Energy's ESG Policy.

Responsible supplier code

Respect Energy's Responsible Supplier Code sets out standards for collaboration based on ESG principles. It requires suppliers to respect human rights, eliminate forced labour, ensure safe employment conditions and use practices that minimise environmental impact.

It also expects anti-corruption, transparency of operations and data protection. Adherence to the Code is a condition of cooperation - each supplier signs a Responsible Supplier Declaration and Respect Energy may conduct ESG audits. Suppliers are also obliged to enforce these principles in their supply chains. The Code is an integral part of Respect Energy's sustainability strategy, supporting the construction of a responsible value chain.

Purchasing Policy

Respect Energy follows the principles of transparency, accountability and ESG compliance, covering both qualitative and environmental and social criteria. Each supplier is assessed for compliance with sustainability standards, and its activities are analysed in terms of climate impact, business ethics and working conditions. We have introduced clear rules for the selection of partners that eliminate conflicts of interest and promote fair competition. We are constantly improving our procedures to ensure that the procurement process is not only efficient, but also in line with Respect Energy's values and supports the construction of a responsible supply chain.

In 2024, Respect Energy started calculating its **Scope 3 carbon footprint**, i.e. indirect emissions arising across the entire value chain, including our suppliers. We want to better understand the climate impact of our operations and take action to make a real contribution to reducing it. That is why we are working with suppliers to jointly look for ways of reducing emissions and take a more sustainable approach to business. This is an important step towards even greater transparency and accountability in managing our environmental impact

[GRI 3-3] [ESRS G1-2]

Respect Energy Group does not currently have a formally adopted policy against late payments.

[Own indicator] [ESRS G1-6]

At the same time, during the period under review, the Group had no legal proceedings related to late payment of amounts due.

Delayed payments (to contractors and intercompany) – in line with the organisation's policies – occur only in exceptional cases. All delays exceeding 30 days are consulted internally. Reasons for possible delays are:

- incompleteness or lack of sufficient approvals for a specific cost (processing of invoices, contracts, etc.),
- discrepancies between the expected, contracted goods/services and the final result obtained (objections prior to acceptance of e.g. the service)
- when arrears arise in our favour - consultation with the contractual partner is held in order to mutually offset the amounts due [exceptional cases].

In order to avoid the impact of late payments on our and our counterparties' liquidity (Cash Flow) we use, among other things, the Direct Debit method, and Mass Collect / Mass Payment transactions, receivables aging analysis and reporting of outstanding documents for approval.

Approach to taxes

[GRI 3-3] [GRI 207-1] [GRI 207-2]

The Respect Energy Group performs tasks and takes all necessary steps to fully comply with the applicable tax laws and to fulfil its reporting obligations.

Tax due diligence procedures have been implemented in the Group and are updated on an ongoing basis. The Internal Tax Department takes care to ensure that key Group employees whose actions may affect the correctness of settlements with the tax administration authorities have adequate knowledge and training in this area.

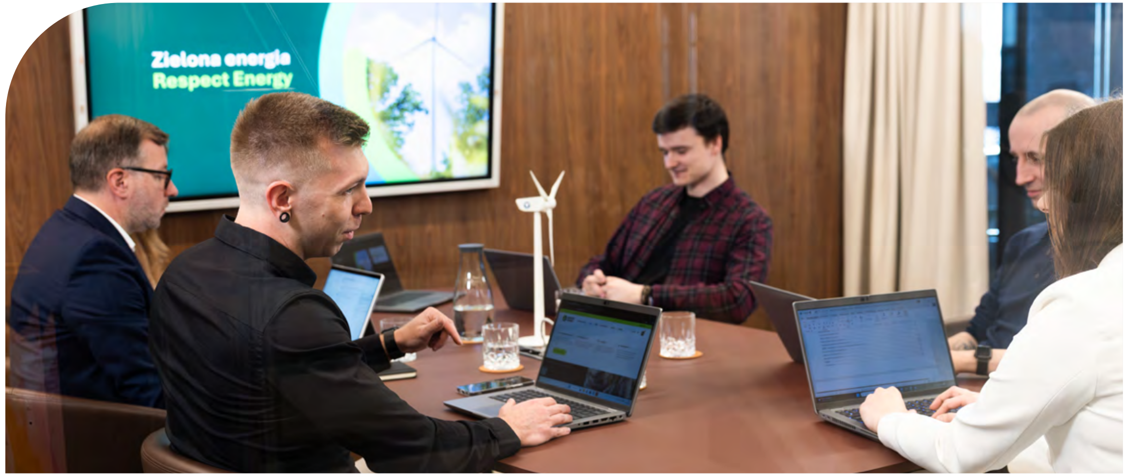
These procedures constitute both a set of information on tax obligations and their implementation, but also a set of rules of conduct to ensure transparency and correctness of settlements within the Group.

Tax management, control and risk management

Within the Respect Energy Group, organisational units have been designated to oversee the correct fulfilment of tax obligations. Of crucial importance in this regard are the Tax Department Manager and the Accounting Department Manager, who report to the Group's CFO.

The establishment of the aforementioned internal departments allows for the monitoring of economic events and the proper evaluation of the risk of potential breaches of tax regulations.

Employees of the Respect Energy Group can raise their concerns about business events - both future and current - within the existing organisational structure, in line with the procedures in place, including in particular the Procedure of Preventing Non-conformance with the MDR Tax Scheme Reporting Obligation and the Whistleblowing and Whistleblower Protection Procedure in place at the Respect Energy Group.



POLITICAL ENGAGEMENT AND LOBBYING ACTIVITIES

[G1-5]

In 2024, Respect Energy Group did not engage in political or lobbying activities.

None of the members of the Management Board or the Supervisory Board held comparable positions in public administration or regulatory bodies within the two years prior to their appointment to the company's bodies. Respect Energy Holding is not recorded in the Transparency Register.

INFORMATION ON THE REPORT AND DISCLOSURE TABLE

Information on the reporting approach can be found **HERE**, a description of the materiality analysis of the reporting topics carried out and its results (list of material impacts, risks and opportunities) is available **HERE.**

GRI INDEX AND ESRS DISCLOSURES

Statement of application	Respect Energy Holding S.A. submitted a report in accordance with the GRI Standards for the period 1.01.2024 - 31 December, 2024.
GRI 1 applied	GRI 1: Foundation 2021
Applicable GRI sector standards	Not applicable

GRI standard	Disclosure	Comments, reasons for exclusion	Report page number
			5
GRI 2: General Disclosures	2-1 Organisational details		4
	2-2 Entities included in the reporting of sustainability issues		4
	2-3 Reporting period, frequency and contact details		4
	2-4 Restatement of information		4
	2-5 External assurance		4
	2-6 Activities, value chain and other business relationships		8-12
	2-7 Employees		44
	2-8 Workers who are not employees		44
	2-9 Highest governance body structure and composition		13
	2-10 Nomination and selection of the highest governance body		13
	2-11 Chair of the highest governance body		13
	2-12 Role of the highest governance body in overseeing the management of impacts		13, 17
	2-13 Delegation of responsibility for managing impacts		13

GRI standard	Disclosure	Comments, reasons for exclusion	Report page number
GRI 2: General Disclosures	2-14 Role of the highest governance body in sustainability reporting		4
	2-15 Conflict of interest		19, 63
	2-16 Communication of critical concerns	The Management Board is kept up to date on ESG issues (including critical issues) during ESG Committee meetings.	4, 17
	2-17 Collective knowledge of the highest governance body		13
	2-18 Evaluation of the performance of the highest governance body		14
	2-19 Remuneration policy		13, 14
	2-20 Process to determine remuneration	The remuneration of the top management bodies in the REH Group is decided by the main shareholder and the Supervisory Board.	14
	2-21 Annual total compensation ratio	Sensitive data	
	2-22 Statement on sustainable development strategy		3, 30, 40, 43, 51, 53, 54, 59, 63
	2-23 Policy commitments		59, 60, 61
	2-24 Embedding policy commitments		59, 60, 61
	2-25 Processes to remediate negative impacts	In accordance with our Code of Ethics, we do not accept any practices in our business that involve human rights violations. Stakeholders have the opportunity to report any misconduct to us; if confirmed, we apply the principle of accountability and implement corrective solutions.	59, 60, 61
	2-26 Mechanisms for seeking advice and raising concerns		60
	2-27 Compliance with laws and regulations		61
	2-28 Membership of associations and organisations		54
	2-29 Approach to stakeholder engagement		20
	2-30 Collective bargaining agreements	No collective agreements are in effect.	46

THEMATIC INDICATORS

GRI standard	Disclosure	Comments, reasons for exclusion	Report page number
GOVERNANCE			
GRI 3: Material topics 2021	3-3 Management of material topics		16, 59-65
GRI 205: Anti-corruption 2016	205-1 Actions reviewed for corruption	100% of our operations have been reviewed in this respect.	62
	205-2 Training for employees and managers in anti-corruption policies and procedures		62
	205-3 Confirmed cases of corruption and actions taken in response to them	No such situations occurred in the reporting period.	62
GRI 207: Tax 2017	207-1 Approach to tax		65
	207-2 Management of taxes and tax risks		65
RESOURCES AND WASTE			
GRI 3: Material topics 2021	3-3 Management of material topics		16, 40
GRI 301: Materials 2016	301-1 Materials used by weight or volume	The main raw materials are those that are essential for the production of wind and photovoltaic installations.	
GRI 306: Waste 2016	306-2 Management of significant waste-related impacts		40
	306-3 Waste generated		40
CLIMATE CHANGE			
GRI 3: Material topics 2021	3-3 Management of material topics		16, 30, 31
GRI 305: Emissions 2016	305-1 Total direct greenhouse gas emissions (Scope 1)		36
	305-2 Total indirect greenhouse gas emissions (Scope 2)		36
	305-3 Other indirect greenhouse gas emissions (Scope 3)		36
GRI 302: Energy 2016	Own indicator. Installed RES capacity		31
	302-1 Energy consumption in the organisation		35

GRI standard	Disclosure	Comments, reasons for exclusion	Report page number
BIODIVERSITY			
GRI 3: Material topics 2021	3-3 Management of material topics		16, 30, 38
GRI 304: Biodiversity 2016	304-1 Owned, leased or managed sites adjacent to protected areas or areas of high biodiversity value outside protected areas.	None.	38
	304-2 Significant impact of activities, products, services on biodiversity		38, 39
GROUP EMPLOYEES AND EMPLOYEES IN THE VALUE CHAIN			
GRI 3: Material topics 2021	3-3 Management of material topics		16, 42-54
GRI 401: Employment 2016	401-1 Total number and percentage of new employees and total number of employees who left the organisation during the reporting period		45
	401-2 Additional benefits (perks) provided to full-time employees		47
	401-3 Parental leave		48
	Own indicator: Length of service in the Respect Energy Group		54
	Own indicator: Protection of company and employee data		46
GRI 403: Health and safety	403-1 Occupational health and safety management system		50
	403-2 Hazard identification, risk assessment and incident investigation		50
	403-3 Unit responsible for the management of occupational health and safety		50
	403-4 Worker participation, consultation and communication of occupational health and safety		50
	403-5 Worker health and safety training		50
	403-6 Health promotion among employees		50
	403-7 Prevention and reduction of occupational events and incidents affecting workers' health and safety		50
	403-8 Workers covered by the occupational safety management system		50
	403-9 Work-related injury rates		50

GRI standard	Disclosure	Comments, reasons for exclusion	Report page number
GRI 404: Training and education 2016	404-1 Number of training hours per year per employee by employment structure		49
	404-2 Professional competence development programmes		49
	404-3 Percentage of employees subject to regular performance evaluation and career development reviews, by gender and employment category	100% of active employees (i.e. not on parental leave or long-term medical leave).	
GRI 405: Diversity and equal treatment 2016	405-1 Composition of supervisory bodies and staff by gender, age, minorities, and other diversity indicators		50
	405-2 Ratio of male to female base salary by position held		48
GRI 406: Anti-discrimination	406-1 Cases of discrimination and corrective action taken	No confirmed cases of this type during the reporting period.	
LOCAL COMMUNITIES			
GRI 3: Material topics 2021	3-3 Management of material topics		51, 52
GRI 413: Local communities 2016	413-2 Significant actual and potential negative impacts related to an organization's operations		51
	Own indicator: Description of the principles of building relationships with local communities		52
CUSTOMERS			
GRI 3: Material topics 2021	3-3 Management of material topics		54
GRI 418: Customer privacy	418-1 Total number of justified complaints regarding breaches of customer privacy and data loss	No such situations occurred during the reporting period.	55
-	Own indicator: Description of activities that contribute to increasing access to knowledge about renewable energy sources, climate change and energy transition		54
MANAGEMENT OF RELATIONS WITH SUPPLIERS, INCLUDING PAYMENT PRACTICES			
GRI 3: Material topics 2021	3-3 Management of material topics		63, 65
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers reviewed against environmental criteria		64
-	Own indicator: Payment practices and terms of cooperation with suppliers		65

INDEX OF INFORMATION IN THE REPORT RELATING TO DISCLOSURES UNDER THE ESRS STANDARD OF THE EU

ESRS disclosure	Comment	Page number
ESRS 2 BP-1 General basis for preparation of the sustainability statement.		4
ESRS 2 BP-2 Disclosure of information related to specific circumstances		4
ESRS 2 GOV-1 Role of administrative, management, and supervisory bodies		13, 17, 50
ESRS 2 GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies		4, 17
ESRS GOV-3 Integration of sustainability-related performance in incentive schemes	In particular, remuneration policies applied to members of the company's administrative, management and supervisory bodies that are linked to sustainable development objectives or impacts have been reported.	13, 14
ESRS GOV-4 Due diligence statement		61
ESRS 2 GOV-5 Risk management and internal controls over sustainability reporting		4
ESRS 2 SBM-1 Strategy, business model and value chain		5–9, 31
ESRS 2 SBM-2 Interests and views of stakeholders	In particular, a description of key stakeholders, their involvement and the objectives of stakeholder communication have been reported.	20
ESRS 2 SBM - Material impacts, risks and opportunities and their interaction with strategy and business model	In particular, the report includes: a description of significant impacts, risks and opportunities arising from the materiality assessment, and a description of the relationship between the identified impacts, risks and opportunities and the strategy and business model.	22–27, 29, 45, 47, 49, 50, 54
ESRS IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities:		19
ESRS MDR–T Tracking effectiveness of policies and actions through targets	In particular, the following aspects have been reported: - description of the scope and nature of the objective - relationship between the objective and policy objectives - target level of the objective to be achieved	16–17, 30, 40, 43, 54, 59
ESRS MDR–P Policies adopted to manage material sustainability matters.	In particular, the policies adopted to manage significant issues related to sustainable development have been reported.	17, 18, 30
ESRS MDR-A Actions and resources in relation to material sustainability matters.	In particular, key activities and their descriptions have been reported.	30–31, 40, 43, 38–39, 51–53, 54, 59
ESRS E1-1 Transition plan for climate change mitigation	In particular, a link has been identified between the Group's activities and the development of an energy system based on renewable energy sources.	31

ESRS disclosure	Comment	Page number
ESRS E1-2 Policies related to climate change mitigation and adaptation	In particular, a link was identified between the Group's activities and climate change mitigation and adaptation.	31
ESRS E1-3 Actions and resources in relation to climate change policies	In particular, a link was identified between the Group's activities and climate change mitigation and adaptation.	31
ESRS E1-4 Targets related to climate change mitigation and adaptation	In particular, objectives related to climate change mitigation and adaptation have been reported, together with their description and strategic implementation measures.	30
ESRS E1-5 Energy consumption and mix	In particular, total energy consumption related to own operations has been reported, broken down into renewable and non-renewable energy.	35
ESRS E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	In particular, greenhouse gas emissions have been reported in all three scopes, together with a description of the methodology used for the calculations.	36, 37
ESRS E4-2 Policies related to biodiversity and ecosystems		38
ESRS E4-3 Actions and resources related to biodiversity and ecosystems	In particular, the following information has been reported: - activities and resources related to biodiversity and ecosystems - offset measures - compensation for biodiversity loss	38-39
ESRS E4-4 Targets related to biodiversity and ecosystems	In particular, biodiversity and ecosystem targets have been reported, along with their description and strategic implementation measures.	30
ESRS E5-1 Policies related to resource use and circular economy	In particular, policies for managing significant impacts, risks and opportunities related to resource use and the circular economy have been reported.	40
ESRS E5-3 Targets related to resource use and circular economy	In particular, objectives related to resource use and the circular economy have been reported, together with their description and strategic implementation measures.	30, 40
ESRS S1-1 Policies related to own workforce	Information on policies regarding own workforce has been reported	41, 45, 47, 48, 49, 50
ESRS S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns	Whistleblowing channels for reporting concerns have been described.	46, 50
ESRS S1-5 Objectives related to managing the impact on own workforce, risks, and opportunities	In partiular, objectives related to the management of the Group as a workplace have been reported.	42, 47, 48, 49
ESRS S1-6 Characteristics of the undertaking's employees	Information on the employment structure has been reported.	44, 45
ESRS S1-9 Diversity metrics	Information on the employment structure by age has been reported.	44, 50
ESRS S1-13 Training and skills development metrics	In particular, information about employee development programmes and on the scope of training provided has been provided.	49
ESRS S1-14 Health and safety metrics	Data on accident rates has been reported.	50

ESRS disclosure	Comment	Page number
ESRS S3-1 Policies related to affected communities	No cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration or the OECD Guidelines in the area of communities affected by the Group have been reported.	17, 51, 52
ESRS S4-1 Policies related to consumers and end-users	The report describes, among other things, how the perspective of consumers and end users influences decisions or actions aimed at managing actual and potential impacts.	54, 56
ESRS G1-1 Corporate culture and business conduct policies	Business conduct rules are defined, among others, in our ESG Policy.	60, 61, 62
ESRS G1-4 Confirmed incidents of corruption or bribery	It has been reported that no such situations occurred during the reporting period.	62
ESRS G1-5 Political influence and lobbying activities	In particular, information on representatives in administrative, management and supervisory bodies responsible for supervising political influence and lobbying activities has been provided.	65
ESRS G1-6 Payment practices	In the reporting period, there were no court proceedings concerning delays in settling financial obligations towards suppliers.	65

TCFD TABLE – CLIMATE-RELATED DISCLOSURES

ESRS disclosure	Comment
Corporate governance Description of the management and supervisory board's oversight of climate change risks and opportunities. Description of the role of the management and supervisory board in identifying, assessing and managing climate change risks and opportunities.	The Management Board is responsible for overseeing the process of identifying and assessing climate risks, supported in this regard by the ESG Committee. The analysis of climate risks was part of the 2024 double materiality assessment of reported ESG topics and influenced the process of defining the objectives of the ESG Strategy.
Risk management Description of processes for identifying, assessing and managing climate change risks.	
Strategy Description of climate change risks and opportunities, impact of climate change risks and opportunities on the organisation's business, strategy and finances, resilience of the organisation's strategy to climate change under different scenarios.	Opportunities are the foundation of our business model and business development strategy. The important climate risks we mitigate are physical risks: the costs of repairing possible damage to our installations related to extreme weather events; transition risks – the volatility of regulations affecting the RES market in Poland and worldwide, the costs of adapting to regulations.
Indicators and targets Description of the indicators used by the organisation to assess climate change risks and opportunities in line with the risk management strategy and processes. Disclosure of Scope 1, 2 and, where relevant, 3 greenhouse gas emissions and corresponding risks. Description of the objectives used by the organisation to manage climate-related risks and opportunities, and performance against objectives.	The objectives and indicators are described in Chapter 2 of the report, as well as in the introductory section of the report presenting the Group's ESG Strategy.

INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of Respect Energy Group

Introduction and objectives of work

Bureau Veritas Polska Sp. z o.o. (Bureau Veritas) was engaged by Respect Energy Holding S.A. to carry out independent assurance on the Selected Information presented in the Respect Energy Group Sustainable Development Report 2024 (the Report). This Assurance Statement applies to the related information included within the scope of work described below.

Selected information

The scope of our work was limited to assurance over GRI Standards Disclosures (Consolidated set of GRI Sustainability Reporting Standards) in the Report for the period 1 January 2024 to 31 December 2024:

- GRI Standards 2021: 1, 2-1 do 2-20, 2-22 do 2-30, 3-1, 3-2, 3-3.
- GRI Standards 2016: 305-1, 305-2, 305-3, 401-1, 401-2, 401-3.
- GRI Standards 2018: 403-1, 403-2, 403-3.

Excluded from the scope of our work is any assurance of other information included in the Report.

Reporting Criteria

The Selected Information needs to be read and understood together with the standards for sustainability reporting The GRI Standards 2016, 2018 and 2021 as set out at https://www.globalreporting.org.

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Positional statements (expressions of opinion, belief, aim or future intention by Respect Energy Holding S.A., and statements of future commitment).

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Respect Energy Holding S.A.

Bureau Veritas was not involved in the drafting of the Report or the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Management of Respect Energy Holding S.A.

Assessment Standard

We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

Summary of work performed

As part of our independent verification, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Selected Information.
2. Conducting interviews with relevant personnel of Respect Energy Holding S.A.
3. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries.
4. Reviewing documentary evidence provided by Respect Energy Holding S.A.
5. Agreeing a selection of the Selected Information to the corresponding source documentation;
6. Reviewing Respect Energy Holding S.A. systems for quantitative data aggregation and analysis.
7. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

Conclusion

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

Evaluation against GRI Standards

Bureau Veritas Polska Sp. z o.o. undertook an evaluation of The Report against the GRI Standards. This included cross checking the GRI index table against all the reference documents to provide an opinion on the self-declared GRI application level.

Based on our work, it is our opinion that selected disclosures of Respect Energy Group Sustainability Development Report for 2024 has been prepared in accordance with standards for sustainability reporting The GRI Standards (2016, 2018, 2021).

Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified[1] Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

1 Certificate of Registration No. 44 100 160145 issued by TUV NORD CERT GmbH

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the TIC Council[2], cross the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

BUREAU VERITAS POLSKA Sp. z o.o.

Warsaw, July 28, 2025

Witold Dżugan	Artur Świątczak
Managing Director	Lead Verifier

2 TIC Council Compliance Code EDITION 1 December 2018

CONTACT

If you have any questions, concerns or suggestions related to the report and sustainability issues in general, please contact:

Katarzyna Teter
ESG Manager Respect Energy Holding S.A.
17 Bonifraterska Street, 00-203 Warsaw
katarzyna.teter@respect.energy

Natalia Jeziorska
ESG Specialist Respect Energy Holding S.A.
ul. Bonifraterska 17, 00-203 Warszawa
natalia.jeziorska@respect.energy

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www.respect.energy