



RESPONSIBLE SUPPLIER CODE OF RESPECT ENERGY HOLDING S.A.

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- I. Introduction

RESPECT ENERGY HOLDING S.A. ("REH"), as the parent company, together with its subsidiaries form a group of companies pursuant to Article 4 § 1 item 51 of the Commercial Companies Code, hereinafter referred to as the RESPECT ENERGY Group ("RE Group"). From its inception, the RE Group's objective has been to combat climate change, mitigate climate change and support business in the transition to low- and zero-emission models. The RE Group's business is 100% based on trading in green, renewable energy. RE Group's activities support the principles of the Paris Agreement and the European Green Deal alongside the Net-Zero strategy.

The RE Group adheres to ethical standards in its operations, based on a value system that includes stability, integrity, responsibility and innovation. The RE Group is aware of the impact it has on its environment, part of this process is the cooperation with its business partners ("Supplier" or "Suppliers"). The RE Group's aim is to build sustainable and transparent relationships and to promote good market practices.

The Responsible Supplier Code (hereinafter, the "**Code**") serves to encourage Suppliers to make a positive contribution to economic, environmental and social progress and to minimise the negative impact of their business activities on the environment.

The Code also aims to promote actions to reduce the risks associated with non-compliance with ethical, social and environmental standards by Suppliers.

The RE Group promotes conducting business in accordance with the principles of sustainable development, based on international standards¹. The RE Group incorporates the latest scientific, climate and environmental research findings into its business plans. Such action aims to create a level playing field in the market, fosters a dynamic and well-functioning economy and enhances the contribution of business to sustainable development, including solutions to combat climate change.

- II. **Our values**

¹ including the 10 principles of the Global Compact (UN), UN Sustainable Development Goals; Universal Declaration of Human Rights; OECD Guidelines for Multinational Enterprises (2023).

1. Human rights and labour standards

The RE Group is always guided by conducting its business in compliance with generally applicable laws and regulations and the principles of occupational safety and health. We are committed to the elimination of discrimination or harassment in the workplace, ensuring equal treatment and decent employment conditions for all employees regardless of, inter alia: age, gender, sexual orientation, disability, religion or country of origin. Suppliers are obliged to ensure respect for human rights in their operations, including the complete renunciation of slave or forced labour, and to guarantee safe and comfortable working conditions for their employees and associates.

2. Environmental protection

In line with the RE Group's mission statement "Energy created with Respect for nature!", the RE Group takes special care to protect the environment and minimise any possible negative impact of our activities or those of our suppliers on the environment and climate. We require our Suppliers to adopt environmentally friendly practices and to reduce their consumption of raw materials and natural resources, including conducting sustainable, legal waste management.

3. Ethical attitudes

The RE Group is guided by the highest ethical standards in its activities. It opposes corruption, and any unfair business practices. Suppliers are obliged to prevent corruption and conflicts of interest, as well as to maintain the confidentiality of data and respect intellectual property rights. We build partnerships with our Suppliers based on mutual respect and open communication.

4. Intellectual property

RE Group respects intellectual property rights and IP authors. It prohibits the copying or distribution of copyrighted material without the appropriate permission and expects Suppliers to also respect copyright and protect intellectual property.

5. Personal data protection

RE Group is committed to protecting the personal data of our customers and clients. It requires Suppliers to adhere to the highest standards of personal data protection and to respect applicable legislation in this regard. Suppliers are obliged to ensure the confidentiality, integrity and availability of the processed data and to implement appropriate measures to prevent data loss.

III. Final provisions

This Code provides the basis for RE Group's collaboration with Suppliers and is an integral part of RE Group's business strategy. RE Group expects all Suppliers to comply with this Code and to take measures to promote sustainability and corporate social responsibility.

Any identified instance of gross non-compliance by a Supplier with the above Code may result in termination of the contract.

III. Appendix 1 to the Responsible Supplier Code

Responsible Supplier Statement

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(Supplier details)

Acting on behalf of the supplier, I declare that:

- 1) I have read and understood the contents of the Responsible Supplier Code in force in RE Group headquartered in Warsaw (hereinafter: the "**Code**");
- 2) The Supplier meets the requirements set out in this Code, undertakes to respect the values described therein, and to fulfil the obligations arising from the Code with respect to responsible and ethical business conduct.
- 3) The Supplier also undertakes to require its sub-suppliers to comply with the standards set out in this Code or to observe equivalent principles.

Furthermore, should a need arise to do so on the part of the RE Group, I agree to undergo an audit carried out by the RE Group to assess the Supplier's compliance with the principles of Sustainable Development and to ensure the required level of compliance with the standards set out in the Code.

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(date, signature of the person representing the Supplier)