

Community Relations Policy

Respect Energy Group

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The Respect Energy Group, formed by Respect Energy Holding S.A. (as parent company) and its subsidiaries (hereinafter: "RE Group", "Respect Energy" or the "Group") is committed to conducting its business in accordance with the highest principles and standards of building, maintaining and developing stakeholder relations. The Respect Energy Group's Community Relations Policy reflects our values, our commitments made under our sustainability strategy and ESG policy, and our social responsibility, providing the basis for all long-term social dialogue activities.

As a renewable energy company, we understand that our investments affect the lives of local communities, the environment and the economy, so we are guided by the three key principles set out in our sustainability strategy (or '3Rs' for short): Respect Nature, Respect People and Respect Rules. We therefore want to act transparently, build partnerships and jointly contribute to sustainable development of the regions in which we operate.

§ 1.

General Principles of Social Dialogue

1. Transparency and accountability

We are guided by the principles of openness and transparency in all the activities undertaken by our organisation. We are committed to open communication with our stakeholders, both internal and external. Our priority is to provide clear, reliable and complete information - both to customers, business partners and the communities with which we work. We regularly inform them of the goals we set, as well as strategies and action plans. We also seek to anticipate and communicate the potential impacts of our actions, both positive and negative. In this way, we aim to build trust, ensuring that all decisions are made responsibly, with full respect for the interests of all parties involved.

Transparency for us means:

- communicating our actions, decisions and their consequences in an understandable and accessible,
- being open to the questions, opinions and needs of our stakeholders,
- reporting our performance in a fair and timely manner and delivering on our commitments.

Accountability is:

- making decisions based on the best interests of the organisation, stakeholders and wider society,

- taking responsibility for the consequences of our actions, regardless of their nature,
- proactively seeking solutions to problematic situations and seeking to repair any damage.

Transparency and accountability are the foundations of mutual trust and credibility, and therefore everyone representing our organisation is obliged to adhere to these principles.

2. Respect for human rights and diversity

We operate with full respect for human rights, taking into account cultural, social and economic diversity. We do not tolerate in our business, or in the activities of our business partners, suppliers and subcontractors, any behaviour or misconduct that violate human dignity.

We base our actions on a deep respect for the dignity of every human being and the recognition of the fundamental rights and freedoms to which every person is entitled. We believe that diversity is a strength that enriches our working environment, our collaboration with stakeholders and the actions we take.

Respect for Human Rights means for us:

- commitment to international human rights standards, including the Universal Declaration of Human Rights,
- taking actions to eliminate all forms of discrimination, exclusion and abuse,
- providing equal opportunities for everyone to access resources, services, development and advancement opportunities.

Promoting diversity involves:

- creating an inclusive working environment in which everyone feels accepted, regardless of background, gender, age, sexual orientation, disability, religion or other characteristics,
- valuing the diversity of perspectives, experiences and skills that enrich our organisation and drive better performance,
- proactively challenging prejudice and building awareness of the benefits of diversity.

3. Principle of shared responsibility

We believe that effective and sustainable relationships with our stakeholders are only possible if we treat them as a partnership process rather than a one-sided one. Shared responsibility is the foundation of our organisational culture and external relations. We believe that every member of our team and partner with whom we work has a significant impact on the achievement of our common goals. Our actions are based on the premise

that it is only through collaboration, commitment and sharing of responsibility that we can achieve sustainable and valuable results.

The principle of shared responsibility is also a commitment to respond to challenges and difficulties with respect for different perspectives and the ability to find compromises. We strive to build an environment where everyone feels that they contribute to our success and are responsible for the common good.

4. Constructive dialogue

We are aware of the impact of our actions and business decisions on our stakeholders and therefore promote open, fact-based and mutually respectful communication. We are committed to understanding the needs and supporting the development of stakeholders, and we treat the dialogue itself as an ongoing process, subject to progress monitoring and regular reporting. The main conclusions of the stakeholder dialogue are reported to the ESG Committee of the RE Group .

Constructive dialogue means to us:

- **respect for the other party** - listening with attention and showing openness, regardless of differences in views or experiences,
- **openness to diverse perspectives** - valuing each person's input to the conversation, even if their views differ from ours,
- **seeking to understand** - asking questions that help clarify intentions and needs, and avoiding hasty judgements or assumptions,
- **dealing constructively with problems** - focusing on solutions and finding compromises, rather than escalating tensions or highlighting differences,
- **clarity and precision of communication** - expressing one's thoughts clearly, avoiding ambiguity and formulating messages that express needs and feelings without blaming others.

5. Respect for the environment

We understand that actions taken today have an impact on future generations and the condition of our planet. We are therefore guided by the principle of respect for the environment, which commits us to making responsible and informed decisions at every stage of our operations.

Respect for the environment means to us:

- **minimising our negative impact on the environment** - reducing the consumption of natural resources and minimising pollutant emissions and waste,
- **promoting sustainable development** - implementing solutions that support long-term environmental benefits,

- **responsible resource management** - conserving energy, water and other raw materials in our day-to-day operations and responsibly selecting suppliers who comply with environmental standards,
- **awareness-raising** - educating employees, partners and communities about environmental protection and promoting green attitudes and actions.

6. Ethics in action

We recognise that the foundation for building trust, accountability and long-term relationships with stakeholders is the adherence to ethical principles. Honesty, transparency and conformance with the highest moral standards are central both to our day-to-day decisions and the long-term strategy of our organisation.

Ethical conduct is not just an obligation for us - it is the foundation of our identity and a key factor for success. We are building an organisation where everyone feels committed to acting according to values such as integrity, responsibility and respect.

What is ethics for us?

- honesty and integrity,
- compliance with laws and regulations,
- accountability for decisions and actions,
- respect for stakeholders,
- elimination of conflicts of interest,
- acting for the common good,
- security and data protection,
- transparency in business relationships.

We believe that ethics in action means not only following the rules, but also making conscious and responsible decisions that have a positive impact on people, the organisation and the world around us.

§ 2.

Stakeholders and Communities

Stakeholder mapping is a key process for us to identify and understand the key community groups and individuals who influence our business. In carrying out this process, we take into account not only the groups that directly interact with the company, but also those who may be indirectly linked to our decisions and activities. The ESG Manager, in collaboration with the relevant business units and ESG Movers, is responsible for identifying key groups and individuals and then categorising them.

1. Stakeholder identification

We identify the following groups, both internal and external, as key stakeholders that affect our business directly or indirectly:

- **local communities inhabiting the areas of our investments:** maintaining the best possible relationships with local communities that are located in areas of our current or planned investments is very important to us. In order to establish and maintain these relationships we engage in dialogue to understand the needs, expectations and concerns of local communities.
- **local and regional authorities:** establishing and maintaining relationships at a local and regional level helps to ensure compliance with legal requirements and to support initiatives that aim to develop the region and improve the quality of life for local residents.
- **non-governmental organisations (NGOs):** working with NGOs allows us to better understand the needs of society and to enhance the role of social responsibility.
- **scientific and educational institutions:** cooperation with scientific and educational institutions allows us to support the development of our company through access to knowledge, the latest research or technology.
- **business partners and suppliers:** maintaining relationships with business partners and suppliers who work directly with our company plays an important role in achieving our goals. Our company relies on working with partners who share similar values. Regular dialogue allows us to mutually improve processes, eliminate risks and jointly achieve business goals.
- **employees and their families:** our priority is to provide the best possible, adequate working conditions for our employees. As part of our social responsibility, we also care for their families. Regular dialogue with employees provides a space for feedback and suggestions and enables us to better adapt the company's activities to their needs.
- **customers and energy consumers:** the needs and expectations of our customers and energy consumers are central to our business. We ensure that they have access to information about our products and services and that we support them in moving towards a more sustainable and efficient use of energy.

2. List of social dialogue areas

We understand that maintaining positive and sustainable relationships with stakeholders and local communities requires engagement in a wide range of social responsibility activities. Our social relations include activities in the following areas:



- **investment planning and implementation (e.g. construction of wind farms, photovoltaic farms):** one of the key areas in which we engage in social dialogue is the planning and implementation of investments, especially those related to renewable energy sources. Projects of this type have a major impact on local communities, the environment and the region as a whole. This process requires full transparency and cooperation with local authorities and residents. Therefore, we seek to involve local communities at all stages - from planning and public consultations to implementation and operation. The dialogue aims to inform people, but also to listen to their concerns and suggestions that can help optimise investments.
- **protecting the environment and biodiversity:** our investments and activities are always analysed from the point of view of their impact on the environment. Actions taken in this area include the implementation of best practices in natural resource management, reduction of greenhouse gas emissions, sustainable water and waste management. It is crucial to us that our investments have a positive impact on the environment.
- **environmental education and awareness:** we aim to promote environmental awareness among various groups in society. Raising environmental awareness is part of building public support for the energy transition. As part of our social dialogue, we engage in educational initiatives to spread awareness of sustainable development or environmental protection. Through workshops, educational campaigns and cooperation with scientific institutions, we want to inspire our customers, business partners and local communities.
- **support for the local economy and entrepreneurship:** We actively engage in the development of the local economy, supporting entrepreneurship and creating new jobs. We seek to work with local suppliers, service providers and subcontractors to maximise economic benefits for the community. We support innovative business initiatives contributing to building a modern, sustainable economy.
- **responding to and preventing social conflicts:** Social conflicts can arise from diverse interests, concerns or misunderstandings between an organisation and its stakeholders. It is therefore crucial to identify them early and to take preventive action through open communication, public consultation and transparent decision-making. In the situations of disputes, we seek dialogue based on respect and seek solutions that take into account the needs of all parties.
- **relations with customers and energy consumers:** Building lasting and transparent relationships with customers and energy consumers is key to the development of our business. We aim to provide high quality services, price transparency and easy access to information on energy production and consumption.

§ 3.

Social Dialogue Methods and Tools

In order to effectively engage in social dialogue, we use various methods and tools that enable open and constructive communication with our stakeholders and promote mutual understanding and trust building.

1. Public consultations

We regularly hold meetings with local community members and other stakeholders to present our plans and projects in detail. During these meetings, we give participants an opportunity to express their opinions and make suggestions about our activities, allowing us to better understand their needs and expectations. The aim of public consultations is to ensure transparency and to build public trust and acceptance of RES projects. Organized in the form of meetings, surveys, workshops and debates, they allow us to have an open exchange of arguments and jointly arrive at the best solutions.

2. Digital communication

Our communication uses modern and easily accessible tools such as websites, social media and newsletters to inform about our activities and engage our audience. Through interactive platforms, we can gather feedback, answer questions and build a community of people interested in RES. The aim is to provide open, accessible with engaging communication that fosters a better understanding of our projects and a common search for solutions.

3. Surveys and research

Surveys and studies are key tools to find out the opinions of stakeholders' expectations and concerns. They enable us to better tailor our activities to the needs of customers, local communities and business partners. Regular surveys of satisfaction, preferences or social attitudes help us to make informed decisions and build better relationships. Meanwhile, the transparency of the results and the integration of the collected information into decision-making processes reinforces trust and commitment from all stakeholders.

4. Workshops and training

We organise workshops and educational trainings for local communities to raise awareness of renewable energy, sustainability and technological innovation. The interactive format allows for open discussion and offers an opportunity to ask questions and to develop solutions together. Through this type of community dialogue, we can better understand the needs of our stakeholders and work hand-in-hand towards common goals.

5. Support programmes

We engage in support programmes targeting key stakeholders such as local communities, business partners and employees. We participate in initiatives that support the development of renewable energy sources, environmental education and improving the quality of life in the regions where we operate. We cooperate with local authorities, NGOs and the scientific sector to adapt our programmes to real social and environmental needs. We are committed to ensuring that activities not only contribute to the energy transition, but also support sustainable development and community integration.

6. Partnerships and collaboration

We engage with local governments, NGOs, the scientific sector and others to jointly develop innovative solutions and good practices. Partnerships based on dialogue and shared values allow us to effectively implement new solutions and increase public acceptance of green energy. We believe that open and responsible cooperation contributes to creating a more sustainable future and building value for society as a whole.

7. Feedback and complaint mechanisms

Providing open and effective mechanisms for raising comments and complaints is key to building transparent relationships with stakeholders. We provide a variety of communication channels, such as a helpline, contact forms and dedicated contact points, to facilitate quick and convenient feedback. Each report is given due attention, analysed objectively and dealt with in a timely manner. At the same time, we strive to improve our processes, so we treat each message as a valuable source of information to improve the quality of our services and relations with the public.

§ 4.

Objectives and Commitments

1. Building trust and transparency

Trust and transparency are the foundations of sustainable community relations and long-term cooperation with stakeholders. We are committed to open communication, honest reporting on our activities and sharing information about our operations. We observe the principles of integrity and transparency, ensuring that stakeholders have access to complete and reliable information. We believe that only by consistent and continuous trust building can we strengthen relationships, avoid conflict and work together to achieve our sustainability goals.

2. Education and awareness-raising

Awareness raising and education is an important part of social dialogue and building community relations. That is why we engage in initiatives that help people understand the benefits of the energy transition. We strive to raise awareness of efficient energy use, the impact of RES on the environment and innovative technologies. Education not only helps to increase the acceptance of new investments, but also to involve local communities and customers in the energy transition process.

3. Minimising impact on the environment and communities

All our investments are planned and implemented with full respect for the environment, taking into account minimal impact on ecosystems and natural resources, and in dialogue with local communities. We carry out environmental and social analyses prior to investment, taking into account the needs of local residents and the protection of biodiversity. Our aim is to coexist harmoniously with the environment, support local communities and strive for environmental neutrality.

4. Building partnerships

We aim to build long-term partnerships that are based on mutual trust, respect and shared values. Through these partnerships, we can make more informed decisions and jointly implement projects that benefit all parties involved. By being open to dialogue, and the sharing of knowledge and resources, we create lasting relationships that benefit both our organisation and our partners.

5. Responding to conflicts

We aim to identify conflict situations early on and resolve them in an open, constructive and dialogue-based manner. To this end, we use mediation, negotiation and consultation tools to find solutions acceptable to all parties. We analyse each reported conflict objectively, ensuring that the process is transparent and that those involved are treated fairly. We avoid escalation of conflicts and seek to build a culture of cooperation based on mutual respect and understanding.

6. Sustainable community development

We actively support the development of local communities, taking into account their needs and striving to strike a balance between economic growth, environmental protection and improving the quality of life of residents. We invest in education, infrastructure and pro-environmental initiatives to ensure that our activities bring long-term benefits. We aim to minimise the impact of our activities on the environment, taking into account the needs of local residents and supporting environmentally friendly projects.

7. Supporting sustainable development

Our aim is to harmoniously combine economic development, environmental protection and social responsibility. We implement innovative and ecological solutions that minimise our impact on the climate and natural resources. We actively support projects that promote renewable energy sources, circular economies and environmental education. We want not only to achieve our business goals, but also to build a future based on responsible and conscious resource management.

§ 5.

Policy Implementation and Monitoring

The implementation and monitoring of the Community Relations Policy are key elements that enable the organisation to adapt its activities to the changing needs and expectations of stakeholders, including local communities, business partners and employees. A systematic approach to monitoring allows for an effective response to new challenges and ensures that activities are in line with the organisation's values and objectives.

1. Timing and reporting

The policy is implemented systematically, which means that:

- specific deadlines are set for the implementation of community relations activities,
- results are documented and analysed to assess the effectiveness of initiatives taken,
- reporting takes place once a year in the form of publicly available sustainability reports.

2. Evaluation and update

We review the Community Relations Policy once every two years to take into account changing stakeholder needs and new challenges in the RES industry. In this way, we ensure that our policy remains up-to-date and relevant to changing market and social conditions.

3. Social dialogue team

To ensure effective implementation of the Community Relations Policy, a dedicated Social Dialogue Team has been established and is responsible for:

- coordination of social relations activities,
- communication and education,

- monitoring comments and initiatives made.

The Team is composed of experts from various fields:

- ESG (environmental, social, governance)
- Communications/PA (Public Affairs)
- RES projects
- law/compliance.

This interdisciplinary approach enables the organisation to respond effectively to societal needs and adapt its activities to the changing environment.

§ 6. Summary

This Policy represents the Respect Energy Group's commitment to conduct its operations in a responsible, transparent manner and in accordance with the highest ethical standards. All entities involved in its implementation are required to adhere to certain principles and to actively promote social dialogue. This document forms the basis for building lasting, responsible and valuable relationships with all stakeholders, in line with the mission and strategic objectives of our organisation. Any amendments and additions are subject to approval by the Respect Energy Group Management Board.

Appendices:

Feedback and Suggestions Form

An online form and dialog@respect.energy is also available for communities to submit feedback, complaints and suggestions.

The above document can be elaborated with more detailed procedures, specific examples of actions and guidelines for implementation in specific regions.