



UNIMOT Group's ESG Strategy

Zawadzkie, March 2022

Activities implemented under the Strategy also support selected UN Sustainable Development Goals.

SUSTAINABLE DEVELOPMENT GOALS



The UNIMOT Group strives to conduct its business activities in a socially responsible and sustainable manner, i.e. in such a way that the needs of the present generation are met without compromising the chances of future generations to have their needs met. Transparent actions taking into account environmental (including climate), social and management objectives are a priority for the Group.

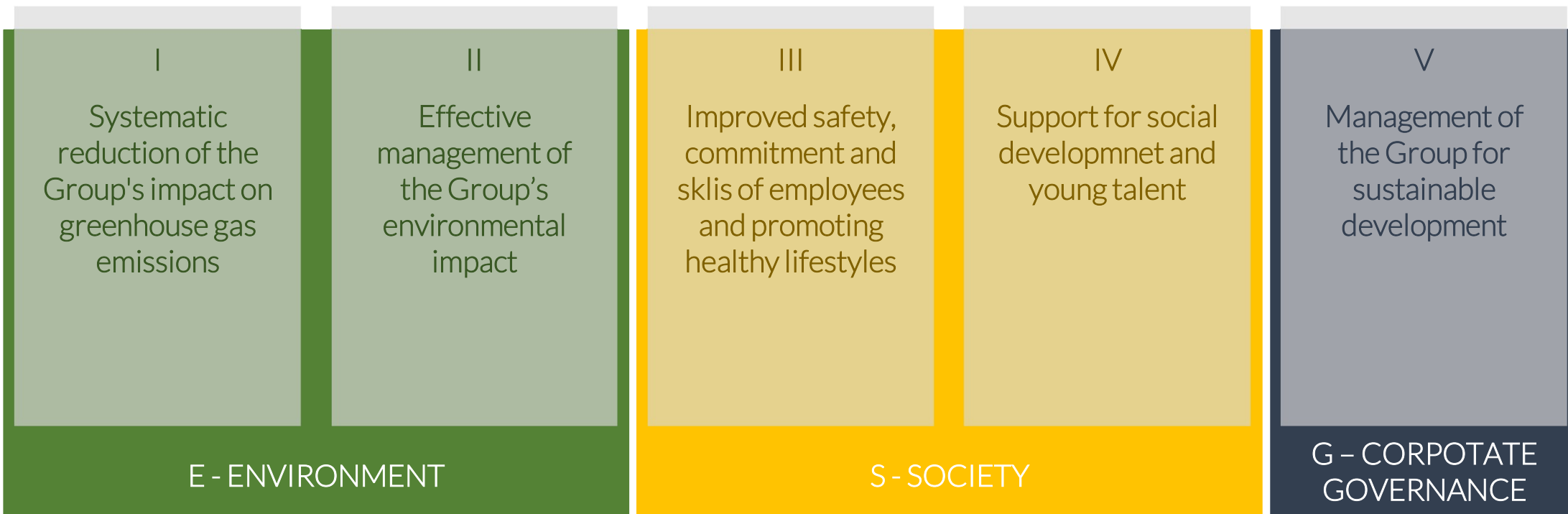
The UNIMOT Group's ESG strategy is based on five pillars (strategic objectives) relating to each of the main ESG areas: environment ("E" for "environment"), society ("S" for "social responsibility") and corporate governance ("G" for "corporate governance"). Within the framework of the above pillars, the UNIMOT Group has defined twelve activities as a means of achieving the strategic objectives.



5 pillars of ESG Strategy

UNIMOT Group's:

Conduct of business activities in a socially responsible and sustainable manner





Actions i activities: ENVIRONMENT

I. Systematic reduction of the Group's impact on greenhouse gas emissions

1. Development of businesses based on renewable energy sources

The UNIMOT Group will continue to develop its activities in the area of renewable energy sources (RES), in the near future this will be done primarily through the development of sales of photovoltaic installations for business under the AVIA Solar brand. At the same time, the Group will develop its own production of photovoltaic panels and supplement the portfolio of panels in its offer by introducing panels from other, recognised and proven manufacturers to the market.

The Group is also actively exploring opportunities to enter other business areas that fit into the energy transition and aim to reduce greenhouse gas emissions. These include the promotion of Small Modular Reactors (SMRs) on the Polish market and potential investments in biogas plants. As part of the development of RES projects, the Group will further engage with energy clusters.

2. Continuous fulfilment of NIT and NRT responsibilities to the highest standards

The UNIMOT Group will continue to implement the National Indicative Target by ensuring a minimum share of biocomponents and other renewable fuels in a given calendar year in relation to the total volume of imported and offered fuels. In accordance with the regulations in force, in 2024 this will be a share of 9,1% calculated by calorific value. At the same time, the Group will reduce greenhouse gas emissions annually over the entire life cycle of fuels per unit of energy by meeting the National Reduction Target.



3. Striving for greenhouse gas neutrality in Scope 1 and Scope 2

The UNMIMOT Group will successively strive to reduce greenhouse gas emissions in its operational activities. The Group will aim to reduce greenhouse gas emissions in terms of direct emissions (Scope 1) and indirect emissions resulting from the consumption of electricity and thermal energy at its own properties or those it supervises (Scope 2) - either through direct initiatives or by offsetting emissions (so-called CO₂ offsetting).



Actions i activities: ENVIRONMENT

II. Effective management of UNIMOT Group's environmental impact



4. Improving environmental management processes

The UNIMOT Group will continuously strive to minimise the adverse impact of its activities on the environment, both through operational and systemic measures. The Group will improve its environmental management standards by introducing appropriate operating procedures in the environmental areas significantly affected by the Group's activities. At the same time, the Group will strive to continuously improve the standards implemented and to maintain a balance between operational activities and environmental impact.

5. In-depth analysis of climate risks and opportunities

The UNIMOT Group will examine climate risks and opportunities in terms of their impact on its business profile. The Group will carry out an appropriate analysis and determine the impact of climate opportunities and risks in the Group in the short and long term. At the same time, the Group will analyse the risks associated with the negative impact of its activities on the climate. As part of the continuous improvement of the aforementioned activities, the Group will conduct an analysis of the identification of new climate risks and opportunities in the organisation on an annual basis.



Actions and activities: SOCIETY

III. Improving employee safety, engagement and skills and promoting healthy lifestyles

6. Improving safety at work

The UNIMOT Group will endeavour to continuously improve workplace safety - both the safety of its employees and of others performing any work on its behalf. The Group will implement a system for reporting workplace risks by developing and applying a procedure for identifying situations of potential accidents or suspected risks to human life and health. At the same time, the Group will continue personalised health and safety training aimed at increasing employees' awareness of issues in this area.

As part of its operations, the Group will strive to maintain the current state of no occupational accidents. Should new occupational safety risks emerge, decisive steps will be taken to mitigate them.

7. Continuous improvement of staff competence and commitment

The UNIMOT Group will strive to continuously improve the qualifications and use the potential of its employees. At the same time, the Group will make every effort to create opportunities for employees to develop within the framework of their work. To this end, it intends to increase the number of training courses and ensure that qualification enhancement activities are increasingly adapted to changing internal and market needs. The internal regulations introduced in 2021 will be the basis for effectively carrying out these activities.

In addition, the Group will carry out activities aimed at continuous improvement of the quality and efficiency of the organisation by increasing the effectiveness and commitment of employees. To this end, a system will be set up at UNIMOT S.A., and then, as needed, at the subsidiaries - a system that more strongly involves employees at all levels. The system will be based on Management by Objectives (MBO).

8. Providing access to private health insurance and sports cards

The UNIMOT Group will undertake a number of activities related to the preventive health of its employees by promoting a healthy and active lifestyle. The basis for the implementation of this activity will be to provide employees with access to private health insurance - also in the version fully covered by the Group. At the same time, the organisation will seek to promote the importance of physical activity by providing opportunities to use sports facilities such as gyms, swimming pools or organised sports activities.

In addition, the Group will monitor the needs of employees and the best market standards, not excluding the introduction of additional measures to promote a healthy and active lifestyle among employees.



Actions and activities: SOCIETY

IV. Support and improvement of local communities and young talent

9. Support for local communities

The UNIMOT Group will continue to actively support social initiatives in local communities, with particular emphasis on locations related to UNIMOT Group assets. The support provided by the group will focus primarily on the development of young people's sporting interests through sponsorship of sports clubs and the provision of additional infrastructure in the Zawadzkie municipality such as sports pitches or playgrounds.

In addition, the Group will actively listen to other needs of local communities and, as far as possible, try to respond to them using various tools.

10. Supporting young talent and creating opportunities for their development

For many years, the UNIMOT Group has been supporting young talent and giving development opportunities to those who cannot afford it themselves. These activities will continue, and their scale will be systematically increased. The Group will continue both its cooperation with an external foundation, thanks to which (through the support of the UNIMOT Group) young Poles have the opportunity to develop at the best European and American universities, and directly with universities - primarily the Czestochowa University of Technology.

In addition, the Group will actively listen to other needs in the field of education and the development of young talents and, as far as possible, try to respond to them.





Actions and activities: GOVERNANCE CORPORATE

V. Management of Group for sustainable development



11. Building a culture of sustainability in the organisation

The UNIMOT Group will build a culture of sustainable development by, among other things, implementing (and overseeing the implementation of) relevant strategic documents such as policies, regulations and rules of conduct. At the same time, by educating employees on sustainability, the Group will seek to raise awareness of the above.

The Group also plans to promote the idea of sustainability in the supply chain, including by implementing, where possible, appropriate provisions in contracts with partners.

12. Introduction of the Business Partner Code

The UNIMOT Group conducts its business based on the highest standards of ethical and legal management. Therefore, it will take steps towards implementing a Business Partner Code for suppliers and service providers. It will provide a set of basic principles for respecting human rights, environmental protection, health and safety and business ethics. The aim of the action is to indirectly activate the Group's business partners in conducting business in a sustainable manner.

The UNIMOT Group will aim, as a first step, to have key partners adopt the Business Partner Code.



Through the implementation of this ESG Strategy, the UNIMOT Group commits to undertake as many sustainable business activities as possible and to publish non-financial reports annually starting with the 2021 report.

In addition, the Group declares continuous development in the area of managing ESG aspects by increasing the qualifications of the relevant organisational unit, as well as expanding the scope of data disclosed in non-financial reports.

The Management Board of UNIMOT S.A. declares to support the actions resulting from this ESG Strategy and to provide adequate resources and means to implement the objectives and actions set out therein.

The document was adopted in March 2022 by a resolution of the Management Board of UNIMOT S.A.



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