

# KRUK Group Environmental Policy

## Preamble

Human activity is causing constant changes to the environment, which are increasingly affecting our lives. KRUK Group implements due diligence processes to business model and engages in environmental protection promoting good practice by reducing environmental footprint. Aware of its impact on the environment and its stakeholders' expectations in this regard, the KRUK Group decided to adopt and implement an Environmental Policy. In creating the policy, we are guided by the Sustainable Development Goals set by the United Nations and the European Green Deal in order to develop the KRUK Group in the spirit of sustainable development.

## KRUK Group environmental policy goal

The goal of the environmental policy is to create the conditions to consciously and effectively manage the KRUK Group's impact on the environment, resulting in a reduced environmental footprint. The policy is to implement environmental protection in business decision-making and in individual processes. The effect of implementing an environmental policy will be to enable the assessment of risks and opportunities relating to the state of the environment that have or may have an impact on the Group's business activities.

## Our guiding principles

In order to be able to manage the KRUK Group's environmental footprint effectively, we have defined the key principles that guide us:

- 1) Strengthening the Group's capacity to self-manage its environmental impact
- 2) Improving the process of measuring and assessing the direct and indirect environmental impacts of the Group's activities in accordance with the GHG Protocol
- 3) Ensuring that the Group's activities do no significant harm to the environment
- 4) Adapting the Group's operations to climate change
- 5) Raising employees' awareness of the environmental impact of their decisions
- 6) Educating the public about the state of the environment and possibilities of its protection
- 7) Influencing the Group's supply chain through the informed selection of contractors, guided by the principles of the European Union Environmental Taxonomy.
- 8) Deploying due diligence processes for environmental protection

## Responsibilities

In order to be able to effectively measure and manage its environmental impact, this policy defines and assigns responsibility for environmental issues at the KRUK Group.

The President of the Management Board is responsible for managing the environmental and climate protection area in the KRUK Group.

The General Managers are responsible for managing environmental issues at the local level in the Group companies.

The ESG Department is a unit responsible for environmental and climate protection at the central level. Its task is to prepare, implement and supervise the implementation of the ESG strategy, which includes objectives related to reducing the impact of companies on the natural environment. The Department manages the process of collecting data and reporting the Group's environmental impact using measurable indicators. He also shares his knowledge and experience by supporting the Group's companies by providing information needed to adapt to existing and planned legal requirements. He is involved in environmental education and rising environmental awareness among employees and the public.

**Significant impact**

Identifying the significant environmental impact of the group's activities is an ongoing process. Due to the Group's continued growth, we regularly measure the Group's environmental impact and identify those areas where environmental impact is greatest.

The Group's significant identified impacts include:

- consumption of non-renewable fuels by fleet cars
- consumption of non-renewable fuels for space heating
- consumption of electricity

In these areas, the Kruk Group is working to reduce the consumption of non-renewable raw materials and electricity. We set targets and implement business strategies to achieve specific measurable reductions in greenhouse gas emissions, consumption of non-renewable raw materials and offsetting environmental impacts.

**Commitment**

By setting strategic ESG goals and creating these policies, the KRUK Group will ensure their proper implementation through locally defined tasks and activities.

**Final provisions**

At least once a year, the Policy is reviewed, considering legal and organisational changes and the validity of the process described.