



Environmental and Climate Policy

Grupa Pracuj S.A.
Capital Group

Introduction

As a leading European HR Technology platform, the Grupa Pracuj S.A. Group (“the Group”, “Grupa Pracuj”) recognizes the environmental impact of its operations and the growing challenges posed by climate change. The Group believes that sustainability is not only a responsibility but also an opportunity to create long-term value for our stakeholders – employees, clients, business partners, and local communities.

This Environmental and Climate Policy sets the direction for the Group’s actions in environmental protection, climate adaptation, and greenhouse gas emissions reduction. This document defines the commitments, objectives, and principles of conduct of the Group in the environmental and climate area.

The Group’s goal is to operate responsibly and transparently, in line with the principles of a low-emission economy, while fostering innovation and technologies that support climate transformation.

This Policy supports the achievement of the Group’s environmental and climate-related sustainability goals.





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Scope

This Policy applies to Grupa Pracuj S.A. and all its subsidiaries engaged in operational activities. Its principles cover all aspects of the organization's operations and are binding for all employees, regardless of position, as well as for business partners working with the Group.

Purpose

The purpose of this Policy is to define the Group's commitments to minimizing its environmental impact, managing climate-related risks and opportunities, and adapting to climate change.

Key environmental and climate action areas



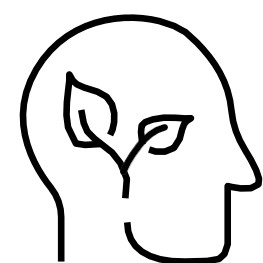
Climate change mitigation

- **Operations decarbonization**

The Group undertakes actions to reduce direct emissions (Scope 1) and indirect emissions related to electricity consumption (Scope 2), including modernization of the vehicle fleet and increasing the share of energy from renewable sources, with the goal of achieving net zero emissions by 2050.

- **Sustainable supply chain**

The Group implements Supplier Due Diligence process, including assessment of environmental and climate-related aspects, such as decarbonization targets and the carbon footprint of products and services delivered by Group.



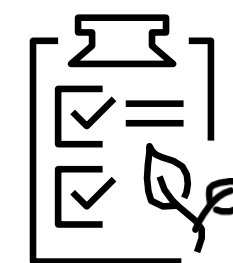
Climate change adaptation

- **Climate risk management**

Identification of climate-related opportunities and risks in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The process of identifying, assessing, and managing climate risk is part of the Group's double materiality analysis and overall risk management.

- **Energy efficiency**

Improving energy efficiency across the Group's operations and inclusion of energy efficiency parameters in procurement, particularly when selecting IT equipment and infrastructure, vehicle fleets, and leased office space.



Supporting environmental and climate action

- **Stakeholder engagement**

Strengthening environmental awareness among employees, partners, and fostering collaboration to protect the environment and combat climate change.

- **Regulatory compliance**

Ensuring full compliance of the Group's operations with applicable environmental protection and climate change regulations.

- **Monitoring and reporting**

Regular analysis of environmental performance, publication of reports on climate goals achievement, and implementation of corrective actions when necessary.



Management commitment

The **Management Board** of Grupa Pracuj S.A. is responsible for the implementation and execution of this Policy. It ensures that all actions taken under the Policy align with the Group's long-term strategy and address environmental and climate challenges.

Management teams across the Group's companies support the Policy by integrating its principles into operational processes and strategic decision-making.

To ensure transparency, the Management Board of Grupa Pracuj S.A. is committed to publishing an annual sustainability report that presents progress on the environmental goals defined in the Group's sustainability strategy.



Employee engagement

Every Group employee and partner is expected to comply with the principles of this Policy.



Partnership and cooperation

Grupa Pracuj supports its business partners in aligning their operations with the environmental and climate-related expectations defined in the Group's sustainability strategy.

Contribution to the UN Sustainable Development Goals (SDGs)



Goal 7 – Affordable and clean energy

The Group aims to increase the share of energy from renewable sources in its total energy mix by implementing solutions that improve office energy efficiency and cooperating with suppliers offering green energy.



Goal 12 – Responsible consumption and production

The Group promotes sustainable purchasing practices and minimizes the environmental impact of its operations through resource consumption optimization, waste reduction, and the selection of suppliers who adhere to sustainability principles. At the same time, the Group educates employees on responsible consumption and environmental footprint reduction.



Goal 13 – Climate action

The Group undertakes actions to reduce greenhouse gas emissions, including monitoring the organization's carbon footprint, setting reduction targets, and implementing solutions that support climate neutrality.



Monitoring and review

This Policy complements the Code of Ethics of Grupa Pracuj and is reviewed at least once a year. In the course of its updates, the Group considers evolving legal regulations, recommendations and market standards, as well as feedback from employees and other stakeholders.

Closing provisions

This Policy was adopted by the Management Board of Grupa Pracuj S.A.

The Management Board of Grupa Pracuj S.A. commits to supporting the implementation of this Policy and ensuring the necessary resources are allocated to achieve its objectives.

The Policy is communicated to all employees and collaborators and made available to all stakeholders on the Grupa Pracuj S.A. website.



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