





ONDE GROUP'S CLIMATE POLICY

FOR THE YEARS 2023-2050



The earlier guidelines for the ONDE Group's pro-climate actions were included in the Climate Policy of the ERBUD Group for 2020-2050 adopted by the Management Board of ONDE SA. The implementation of the Climate Policy assumptions brought already in 2021 visible quantitative effects, particularly, a decrease in greenhouse gas emissions, along with a significant contribution of ongoing investment projects, qualifying for the EU environmental taxonomy in the Group's project portfolio.

Adjusting to the regulatory environment, using the guidelines of the Task Force on Climate Financial Disclosures (TCFD), the European Commission's Communication making up a Supplement to the reporting of climate-related information (2019/C 209/01), the European Green Deal Strategy (including "Fit for 55" package) and the EU Taxonomy, i.e. the Regulation of the European Parliament and of the EU Council (2020/852) on establishing a framework to facilitate sustainable investment projects and the Directive of the European Parliament and of the EU Council (2022/2464) – the so-called CSRD Directive, in autumn 2022, the Climate Policy for years 2023-2050 dedicated to the ONDE Group was drawn up, and in December of the same year it was approved. Its purpose is to reduce the risks associated with climate change, but also to indicate the opportunities and positive effects of climate change on the company's value chain.

Drawing up an independent document is evidence of ONDE Group and its management's commitment to the climate change issues, emphasizes high awareness of pro-climate actions, and is in line with the standards of companies listed. It should be emphasized that the very business profile of ONDE Group - mainly in the field of construction for renewable energy sources – underlines to stakeholders on a micro- and macroeconomic scale – the fact that ONDE participates in creating a sustainable energy system and the market for renewable energy sources. The motto of ONDE SA Management Board is the development of the company based on the sustainable development goals of the 2030 Agenda, which includes: Goal 12 (Responsible Consumption and Production) and Goal 13 (Climate-related Actions).

The dedicated Climate Policy of ONDE Group purports to show the management oversight over the challenges linked to the prevention of adverse climate impact, setting ONDE climate goals along with indicating the mechanisms for their implementation. The risks have been identified and their impact on the business model assessed, together with the definition of the climate change impact on the operations of individual business segments and the key indicators, along with emission reductions in the range of Scope 1 and Scope 2, and the extension of the reduction actions by Scope 3. The development of the policy ensures that ONDE Group's due diligence processes are applied to actions with the purpose to mitigate climate changes.

The Climate Policy drawn up is addressed to internal and external stakeholders. Its development was supported by experts from the organizational structure of ONDE Group, as well as specialists from the AGH University of Science and Technology in Krakow. The following wording of the policy is adopted by ONDE SA Management Board.

ONDE GROUP'S CLIMATE POLICY for the years 2023-2050

The Management Board of ONDE SA is committed to the implementation of ONDE Group's Climate Policy. It has undertaken to make every effort to meet the goals set out to mitigate climate change and do away as much as possible with adverse impact in the years 2023-2050. The ambitions to intensify pro-climate actions of ONDE Group have been implemented for several years, and their reflection can be seen in the Group's priorities and goals. The objectives of its Climate Policy are identical with the ambitious goals of ERBUD Capital Group and have been divided into three groups (Group 1, Group 2, Group 3).

GROUP 1

ONDE GROUP'S OBJECTIVES FOR REDUCING GREENHOUSE GAS (GHG) EMISSIONS (to mitigate climate change):

W IN THE SHORT-TERM PROSPECTS:

up to 2030

30%

reduction in direct emissions (Scope 1).

40%

reduction in indirect emissions (Scope 2), through pro-efficiency measures and the use of renewable energy sources at the 80% share level.

-10%

Completion of indirect emissions calculations and their reduction by 10% (Scope 3).



Including climate aspects while modelling the order portfolio.

IN THE MID-TERM PROSPECTS:

up to 2040

40%

reduction in direct emissions (Scope 1).

NEUTRALITY

in terms of indirect emissions (Scope 2), through pro-efficiency measures and the use of renewable energy sources.

20%

reduction in indirect emissions (Scope 3).

IN THE LONG-TERM PROSPECTS:

up to 2050

**CLIMATIC
NEUTRALITY**

achieving climate neutrality, by reducing and assimilating emissions of other greenhouse gases included.

**ZERO CARBON
FOOTPRINT**

offering only products with zero carbon footprint in phase A of a product/building life cycle pursuant to PN-EN 15804 standard.

The base year for Scope 1 and Scope 2 GHG emission reductions is 2020, and for Scope 3 it is 2024.

GROUP 2

ONDE GROUP GOALS TO IMPROVE ENERGY EFFICIENCY AND REDUCE THE CARBON FOOTPRINT BY 10% ACROSS THE GROUP'S ENTIRE VALUE CHAIN (to mitigate climate change):

10% REDUCTION IN ENERGY CONSUMPTION

based on the analysis of energy consumption index compared to revenues generated on the investments being implemented.

STRUCTURE IMPROVEMENT

of the use of renewable energy sources on ongoing investments related to the total costs of energy consumption at the amount of 10%.

GROUP 3

GOALS DEFINED FOR ONDE GROUP WITH THE PURPOSE TO REDUCE SIGNIFICANTLY CLIMATE-RELATED PHYSICAL RISKS (so as to adjust to climate changes):

RISK REDUCTION

the organization's involvement in the process of acute physical risk mitigation and long-term physical risk of its clients by preparing products that actually minimize them.

NO RISK

prevention the use of construction and building products in sites exposed to identified acute physical risk and/or long-term physical risk.

The goals set out by the Organization in Groups 1, 2 and 3 shall be implemented through the following general actions:

1. ONDE Group shall maintain continuously the goals in compliance with those of the UN, the European Union and Poland within its scope in terms of carbon footprint and targeted climate neutrality, as well as resilience to climate change.
2. A wide range of climate aspects shall be included in the criteria for fulfilling the order portfolio of ONDE Group, along with those related to the carbon footprint and exposure to climate change.
3. The natural environment of ONDE Group's investment projects shall be fully protected so as to maintain the conditions of the existing ecosystem and microclimate.
4. ONDE Group's construction technologies related to implementing of low-emission investment projects or aimed to improve the climate at every stage of the life cycle of a construction project carried out by the Company shall be prioritized and developed, with particular emphasis on photovoltaic and wind farm projects.
5. Assessment criteria shall be introduced into ONDE Group's management process and objectives, following the European Union taxonomy of environmentally sustainable actions.
6. The working time of internal combustion engines in ONDE Group company machines and cars shall be optimized so as to improve the efficiency.
7. Investment projects based on the use of renewable sources generating installations shall be given priority in ONDE Group.
8. The Organization's suppliers evaluation and selection system will take into consideration the issues of emissivity and climate impact of the machines and technologies used thereby.

The goals set out by the Organization in Group 1 shall be put into life in the short term (until 2030) through the following specific actions:

1. Gradual replacement of the company cars fleet in ONDE Group with those with lower emissions or powered by alternative methods compared to traditional/high-emission fuels.
2. Taking measures to reduce emissions and consumption in offices and stationary units owned by ONDE Group companies.
3. Successive replacement of construction machines fleet in ONDE Group with less emission-intensive ones or those powered by alternative fuels.

4. Increasing by ONDE Group, the number of photovoltaic, wind and hydro projects, which cause lower energy consumption compared to traditional construction.
5. Digitization of management processes in ONDE Group: BIM system, electronic circulation of accounting vouchers, health and safety/environmental protection application.

The goals set out by the Organization in Group 2 shall be implemented in the short term (until 2030) through the following specific actions:

1. Increasing the share of renewable energy in the energy mix generated for own needs in ONDE Group.
2. ONDE Group achieving emission neutrality in terms of electricity consumption.
3. ONDE Group starting progress reporting for Scope 3 along with defining the changes and indicators to determine them for the coming years.
4. Analysis of options with regard to the selection of low-emission materials, e.g. low-emission concrete, steel, etc.
5. Deepening the analyses with regard to the selection of optimal technologies for the production of mineral-asphalt mixes (acr. MMA), taking into consideration the emissivity in the scope of Scope 1 and Scope 2. ONDE SA making people familiar with RES by creating the owner's position (develop, build and sell model), which assumes an increase in the number of own projects and the implementation of photovoltaic and wind farms.
6. ONDE Group introducing a system for evaluating and selecting suppliers in terms of emissivity and climate impact of machines and technologies used thereby (regarding generated waste and its transport, purchased goods, including raw materials, transport of products and materials, coming from fuels used in machines and devices).
7. ONDE Group prepares to grant a priority to avail itself in the future of equipment suppliers and subcontractors who have construction machinery powered by low-emission fuels.
8. Introduction in ONDE Group of a data specification on business trips and commuting to work while on business trips by other means of transport than company cars.

The goals set out by the Organization in Group 3 shall be implemented in the short term (until 2030) through the following specific actions:

1. ONDE Group has adopted the principle of carrying out neither the construction nor the manufacture of construction products in sites exposed to identified acute physical risk and/or long-term physical risk.

Furthermore, the implementation of the above-mentioned goals shall be supported by:

- ONDE Group shall participate in organizations, bodies and R&D pilot projects related to the goal of combating climate change.
- Actions aimed at access to pro-ecological information, expert materials that develop the knowledge, skills and competences of employees related to issues linked to climate change.
- Incentives for employees to create suggestions and build value in ONDE Group's actions for the climate.
- Support to bottom-up employee initiatives that go beyond the business model with the purpose to mitigate climate change.
- Strengthening the teams responsible for reporting monitoring as a consequence of regulatory requirements.

The Management Board of ONDE considers the goals and mechanisms specified in the above manner to be essential and crucial so as to stop climate change. The Climate Policy drawn up is justified, understandable, introduced and made familiar, and also respected by ONDE's employees and subcontractors.



Management Board
President
Paweł Średniawa



Management Board
Vice-President
Piotr Gutowski



Management Board
Vice-President
Marcin Szerszeń