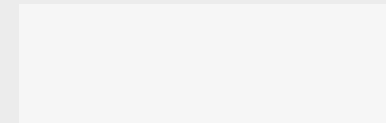
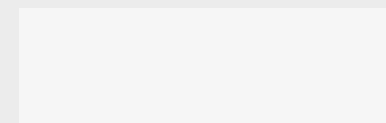
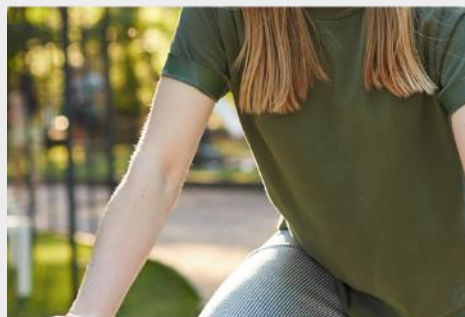
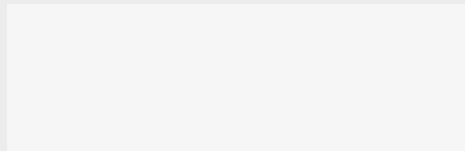


Introduction to ESG Strategy

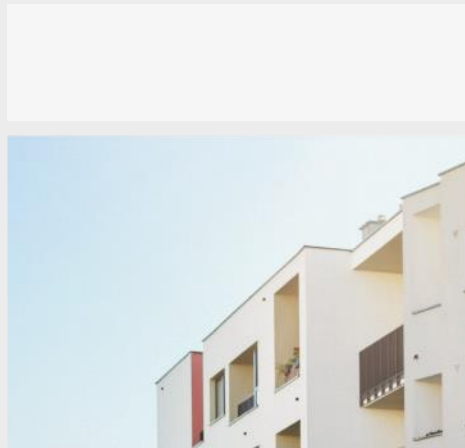


Agenda



- 1** Business overview and ESG context
- 2** ESG Strategy and roadmap
- 3** ESG summary and outlook

1. Business overview and ESG context



We are driven by our purpose



We amaze people, using the potential of technology for the good of the planet

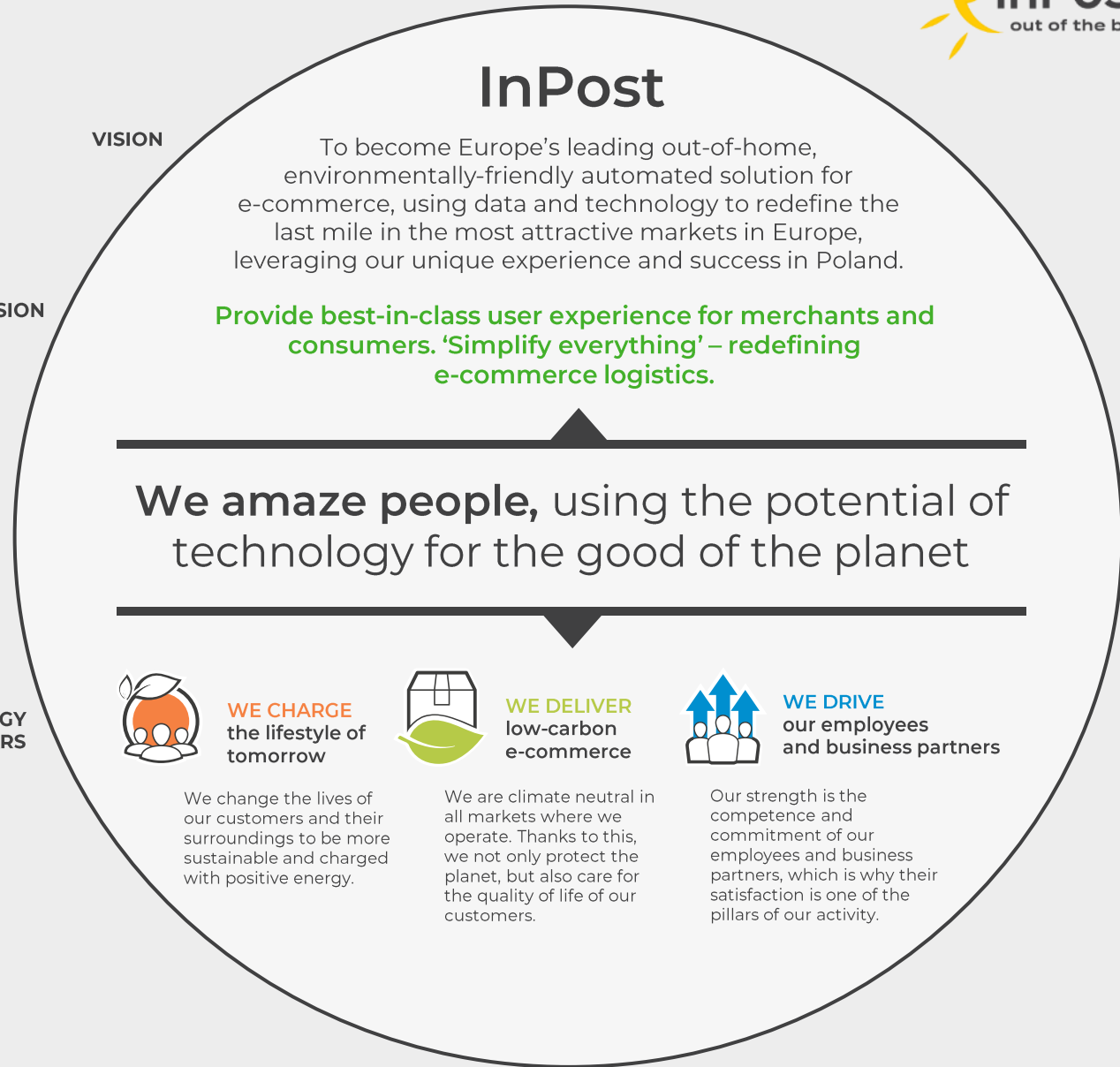
We are for people - we want to be better for them every day

We have a vision, and our ideas respond to **important needs of people** and climate challenges

We are a community of employees, start-ups and business partners who are united by the drive **to create sustainable services and products** for people and the planet

We provide a universe of technology innovations and unique customer-oriented solutions

We overcome barriers through technology. We want our vision for the future to be available on **at fingertips. For everyone.**



InPost impact and its transfer into ESG activities



Responding to client's expectations and trends

86%

People expect businesses to play their part in solving big challenges, like climate change or social justice*

81%

People worry about the recent climate changes**

Reducing the negative impact is not enough

81%

People say that they will buy a brand more often if it enables recycling of its product/ packaging*

Space for new players and business models

68%

Senior buyers think that buying in e-commerce is easy***

The product with socio-environmental value

72%

Gen Z claims that they wouldn't work for unsustainable company*

Changing priorities in company management

* Wunderman Thompson 2021: Regeneration rising. Sustainability Futures

** Deloitte Climate Sentiment Index, 2021

*** Barometr E-shopper 2020

Having an impact

4 BLN PLN

Added to Polish GDP in 2006 – 2020



100 MLN

short walks to APMs instead of driving a car or taking a bus

InPost efficiency results in:



30%

Cheaper delivery for a client



66%

lower CO2 emissions per parcel
(in its whole route)

Already engaged in ESG

Environmental projects

- Green City program
- Expanded roll-out of electric vehicles fleet
- Started production of first „InPower” electric chargers
- Renewable Energy investment
- Implementing new green standards on broader ecosystem (e.g. depot landlords)
- Supporting clean-ups in Polish mountains and on the seacoast

Social engagement initiatives

- APMs solutions for people with height limitations
- Supporting donations for homeless people
- Campaign supporting mental health
- Supporting women in business

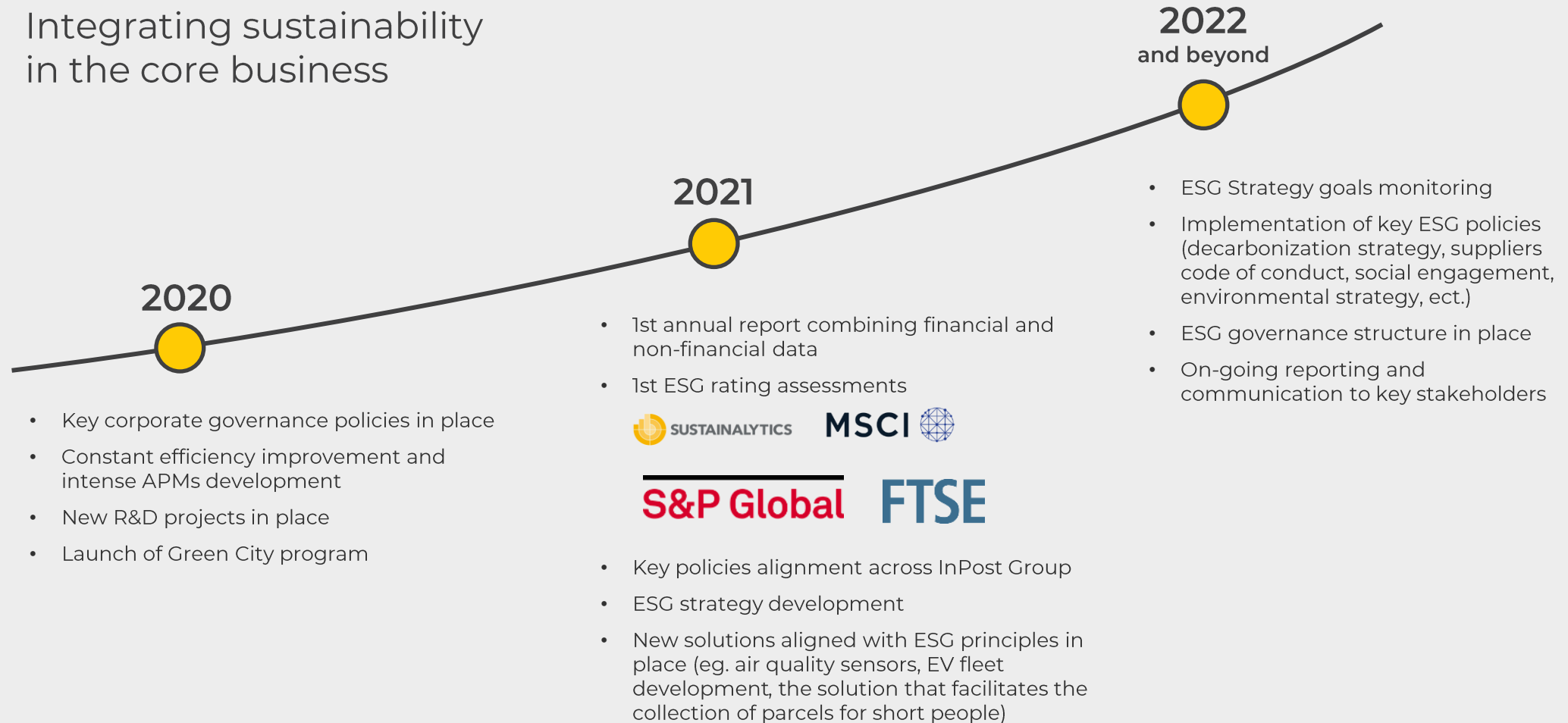
Corporate governance

- Publishing a wide range of corporate policies on corporate website

Building a future-proof business through constant improvement



Integrating sustainability
in the core business



Key assumptions of the InPost Group's ESG strategy

ESG STRATEGY VS. BUSINESS STRATEGY

Full integration with the business strategy

Market trends, stakeholders' and investors' (ratings) expectations covered

One of the tools in pursuit of the company's business strategy

Assumes the InPost Management Board's commitment to deliver on the ESG Strategy

KEY ASSUMPTIONS OF THE ESG STRATEGY

Covers the horizon 2021-2026

Should be put to regular review

Covers the Capital Group, its goals extend onto the InPost Group, and the initiatives are defined with the timing for adoption across the markets conditional on a market advancement in specific areas.

Takes into account rating and regulatory requirements for ESG

Defines the rules for managing, monitoring, and reporting the ESG Strategy outcomes.

ESG STRATEGY IN FIGURES

3 pillars

8 strategic areas

8 commitments

30 management targets

20-25 employees in Poland and teams appointed on each market as directly responsible for the delivery on the ESG strategy

2. ESG Strategy and roadmap



The Management Board of InPost sets the tone for the implementation of the ESG Strategy



Rafał Brzoska

Chief Executive Officer



Adam Aleksandrowicz

Chief Financial Officer



Michael Rouse

Chief Executive Officer
International









Responsibility for implementation

ESG strategy approved and supervised by Board of Directors.

Defined Board's responsibility for implementation and execution of ESG strategy:

- Rafał Brzoska - supervision and managerial responsibility
- Adam Aleksandrowicz - decarbonization and ESG and climate reporting
- Michael Rouse - implementation on other markets

Our ESG strategic focus until 2026

Pillars	Ambition	SDGs
 <p>We change the lifestyle of tomorrow</p> <p>In_Client</p>	<p>We change the lives of our customers and their environment to be more sustainable and charged with positive energy.</p>	
 <p>We deliver low-carbon e-commerce</p> <p>In_Planet</p>	<p>We are climate neutral across the markets where we operate. With this, we not only protect the planet, but also care for the quality of life of our customers.</p>	
 <p>We drive our employees and business partners</p> <p>In_People</p>	<p>Our strength lies in the skills and commitment of our employees and business partners, which is why their satisfaction is one of the cornerstones of our activity.</p>	

We change the lifestyle of tomorrow



Why do we want to engage?

Trends and expectations

- 1 E-commerce development** - use technology to promote sustainable consumption
- 2 Urbanization** - provide sustainable growth to protect biodiversity and inhabitant well-being
- 3 Social challenges** - local communities and activists rising the issues of pollution, waste, stress

Key focus

- 1 Innovation and technology in the service of sustainable consumption**
- 2 Improvement of quality of life in cities, with Green City program**
- 3 Strategic social engagement projects**

What have we done so far?

Green City



Our commitments

- 1** We set the direction of changes in the industry by implementing **at least 2 sustainable consumer solutions** in e-commerce a year
- 2** InPost **is the first choice** of customers (industry leader NPS in all markets)
- 3** We are part of local communities by creating community involvement programs reaching **2 million beneficiaries**

We deliver low-carbon e-commerce



Why do we want to engage?

Trends and expectations

- 1 **APM** – more integrated with part of urban landscape
- 2 **Parcel** – decrease environmental negative impact
- 3 **Delivery truck** – reduction of city congestion and air pollution

Key focus

- 1 **APMs improving quality of life**
- 2 **Supporting circular economy and sustainable consumption**
- 3 **Strategic decarbonization**

What have we done so far?



SCIENCE
BASED
TARGETS



THE Paris...
CLIMATE 10 years
PLEDGE Early

80%
Foil with Blue
Angel certificate



Our commitments

- 1 We declare to be **NET ZERO** until 2040 in scopes 1,2 and 3 in accordance with SBTi
- 2 By 2024, we will ensure **that 100% of packaging** in our own operations will come from recycled materials and it will be possible to process them in recycling processes

We motivate our employees and business partners



Why do we want to engage?


Trends and expectations

- 1 Courier** – increase loyalty among couriers
- 2 Employee** – needs focus on his/ her development, cooperation within the Group
- 3 Governance** – needs higher transparency

Key focus

- 1 ESG -centric business relations**
- 2 Securing employee's development and active talent acquisition**
- 3 Strengthening credibility by ratings requirements compliance**

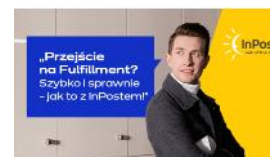
What have we done so far?

 **31 nationalities**
within the company in 2020



KINCENTRIC
Best Employers

3 miejsce
w kategorii
„Najlepsza Inicjatywa
Pro-Wellbeingowa”



Our commitments

- 1** The level of commitment of our employees will not be **lower than 50%** (according to the Kincentric methodology)
- 2** We will employ **1,000 employees and couriers** as a result of the implementation of programs of equalizing opportunities on the labor market
- 3** We create a workplace that thrives on diversity. Strong support for gender equality is a foundation for our growth (**30% of the Management Board and N-1 of the InPost Group are women by 2026**)

Our ESG strategic focus until 2026



Our commitment

- 1** We set the direction of changes in the industry by implementing **at least 2 sustainable consumer solutions** in e-commerce a year
- 2** InPost is **the first choice** of customers (industry leader NPS in all markets)
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- 4** We declare to be **NET ZERO** until 2040 in scopes 1,2 and 3 in accordance with SBTi
- 5** By 2024, we will ensure **that 100% of packaging** in our own operations will come from recycled materials and it will be possible to process them in recycling processes
- 6** The level of commitment of our employees will not be **lower than 50%** (according to the Kincentric methodology)
- 7** We will employ **1,000 employees and couriers** as a result of the implementation of programs of equalizing opportunities on the labor market
- 8** We create a workplace that thrives on diversity. Strong support for gender equality is a foundation for our growth (**30% of the Management Board and N-1 of the InPost Group are women by 2026**)

How do we want to get there?

- 1** **Cross-market Innovation Lab** program that involves employees and business partners
- 2** **InPost Green City program expanded** to other markets
- 3** **Cross-market social engagement strategy** and flagship programs
- 4** **Decarbonization roadmap in line with 1,5C** scenario by the end of 2022
- 5** **Circularity Policy** applied to whole value chain
- 6** **Career paths and skills & talents management programs** covering all employees
- 7** **Cross-markets „Equal Opportunities” program** that enables fighting socio-geographical exclusion
- 8** **Diversity Policy implemented** and gender & diversity programs implemented

3. ESG summary and outlook



Three steps of ESG transformation

Desired effects



2021-2023

2023-26

post 2026

1

Significant change of position in ratings
Key ESG programs running

Complete the necessary policies and make changes to the governance and responsibilities structure in line with the ratings

Develop and launch key strategic initiatives (including decarbonization, climate risks, circular economy, employee development and retention, suppliers & couriers engagement, green cities)

Join key initiatives, i.e, UN Global Compact and develop decarbonization strategy

Identification of climate risks and implementation into the operational risk management system as well as preparation of content for reporting in accordance with TCFD

Analysis of the taxonomy of the InPost Group's operations

2

ESG present in business processes
Change-driving ESG initiatives within the chain and among partners
Effects recognized by customers

Put in place and maintain processes under the implemented policies (status monitoring, periodic audits, training)

Ensure compliance and consistency of ESG policies and activities across the markets of the Group's operations

Launch new initiatives with a growing level of complexity

Regularly monitor and report implementation progress (using IT tools)

3

ESG connects the Group in various markets
Measurable ESG effects achieved and reported
InPost perceived by customers as the ESG leader in the sector

Optimize ESG-related processes

Run cross-sectoral projects and programs connecting different markets of the InPost Group's operations.

Analyze the societal, economic and environmental impact of the ESG initiatives pursued

Report periodically in line with the standards

Our impact in 2026

Effects of ESG strategy



2021-2023

2023-26

post 2026



100% circular in owned operations

100% climate neutral in scope 1 & 2

Contributing to **climate neutral cities across Europe** thanks to InPost Green City program

Best employer in the industry

ESG leader in value chain management thanks to green **certification program**

2 millions of people impacted thanks to social engagement strategy

„We amaze people, using the potential of technology **for the good of the planet.**

We are the undisputed industry leader in a responsible and sustainable value chain.

We deliver **on all our commitments.**

Thank You

