



InPost Group
Environmental Policy

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1. INTRODUCTION

In InPost Group¹, we place great importance on environmental protection and strive to minimize our impact on climate and ecosystems. We are committed to taking conscious actions that contribute to sustainable development and achieve positive environmental outcomes. This Environmental Policy was reviewed by the ESG Committee on the behalf of the Supervisory Board and adopted by the Management Board of InPost SA on July 21, 2023.

2. COMMITMENTS

Our environmental policy includes the following principles:

- **Greenhouse Gas Emissions Reduction:** We aim to minimize our greenhouse gas emissions by effectively managing our operations and to be net-zero by 2040. We will invest in technological innovations that reduce our reliance on fossil fuels and increase the share of renewable energy in our logistics processes.
- **Energy Efficiency:** We will continuously work towards increasing the energy efficiency of our APM's, vehicles and logistics infrastructure. By monitoring and optimizing our energy consumption, we will seek to reduce our carbon footprint and other emissions to the atmosphere.
- **Sustainable Transportation:** We will aim to minimize the adverse impact of our transportation operations on the environment. We will work together with our business partners to use low-emission or zero-emission vehicles in our car fleet, middle- and last-mile operations and to increase efficiency of transport by choosing the most efficient vehicles, loading processes and routes .
- **Innovation and Research:** We will invest in research and development to seek new solutions and technologies that help us achieve our environmental goals.
- **Closed-Loop Economy:** We are committed to promoting a closed-loop economy and minimizing waste generation. We will strive to implement practices that support the principles of reduce, reuse, and recycle throughout our operations. By embracing closed-loop economy solutions, we aim to minimize resource consumption, and contribute to a more sustainable and circular approach to logistics.
- **Biodiversity Protection:** We will take steps to protect biodiversity and minimize our impact on natural ecosystems.
- **Value Chain Education and Engagement:** We will continue to educate our employees and other stakeholders in the value chain on sustainable practices and encourage active participation in our environmental initiatives. We will promote ecological awareness and environmental stewardship among them.

1. For the avoidance of doubt, the InPost Group shall mean InPost S.A. (LUX) along with its affiliated entities pursuant to the provisions of the Accountancy Act. The Company's Corporate Group includes companies such as Integer.pl S.A. (PL), InPost sp. z o.o. (PL), InPost Paczkomaty sp. z o.o. (PL), Integer Group Services (PL), InPost Technology s.a.r.l. (LUX), InPost UK Limited (UK), Integer France (FR), Mondial Relay S.A.S.U. (FR) and Locker InPost Italia s.r.l. (IT).

- **Collaboration and Stakeholder Engagement:** We will collaborate with our stakeholders, including communities, organizations, and institutions to gather and share knowledge, experience, and best practices in environmental protection. We will additionally engage with local communities through educational initiatives and the InPost Green City projects. The programme can be found under the link: <https://greencity.pl>.
- **Monitoring and Reporting:** We will regularly monitor our environmental performance to assess progress in achieving our goals. We will actively report our environmental achievements to our customers, business partners, and local communities. Our reports will be transparent, reliable, and include key sustainability indicators.

3. STRATEGIES

The principles presented above are detailed in the Strategies: ESG Strategy, under link <https://inpost.eu/sustainability/our-sustainability-strategy>, published as of 2022 and Decarbonization Strategy, under link <https://inpost.eu/sustainability/decarbonisation> published as of 2022.

4. RESPONSIBILITIES

The ESG Committee is responsible for assisting the Supervisory Board with the establishment and review of the ESG Strategy and further documents setting environmental goals associated with it, and ensuring that it is aligned with regulations, fully integrated with business strategy and linked to the United Nations Sustainable Goals (SDGs). Moreover, the Committee is responsible for monitoring, reviewing emerging trends in the industry relevant for the Group and review the Group's initiatives and commitments in the field of environment. The ESG Committee Charter includes assumptions related to the environmental commitments of the Company. The assessment is conducted during quarterly meetings with representatives of the Company or more frequently, if necessary. The Management Board is responsible for the implementation of sustainability strategy, while the Supervisory Board for supervising the Management Board in this field.

5. CERTIFICATIONS

In Poland we operate based on ISO 14001 that is the international standard that specifies requirements for an effective environmental system. It obliges an organization to take all actions aimed at reducing its impact on the environment. The policy is implemented through adopted procedures regarding environmental aspects monitoring and waste management. Within these procedures, the organization identifies, monitors, and manages its environmental aspects and conducts systematic checks to ensure that its actions are consistent with the policy and norms. Additionally, the organization takes measures to minimize waste production, ensure proper waste management, and conserve natural resources. Through these procedures, the organization acts towards sustainable development, taking care of the natural environment and protection against its degradation. The certificate can be found under link: <https://inpost.eu/investors/documents>.

6. FINAL REMARKS

The Policy was implemented in all companies within the InPost Group immediately after approval by the Management Board of InPost SA. The Policy was communicated to all employees via email. All employees of InPost Group are obliged to comply with the principles included in the Policy. In case of actual or suspected breaches, all employees of InPost Group have access to the following channels for raising concerns and report irregularities to the Group Compliance Officer and local compliance officers: SpeakUp platform, e-mail addresses: compliance@inpost.pl, compliance@inpost.eu.

Material topics at InPost Group are identified via stakeholder engagement and dialogue, materiality assessments and expert knowledge, both internal and external. Engagement with local communities is conducted via InPost Green City programme, as well as through dedicated teams responsible for corporate social responsibility and charity initiatives.

7. CHANGES TO THE POLICY

The Policy will be reviewed on a regular basis and a subject to changes in line with the Group's ambitions to become a leader in sustainable logistics transformation and, therefore, to expand the range of environmental initiatives.