INPOST GROUP

Sustainability Strategy

2026-2030

This document presents the strategic directions and objectives of the InPost Group in the field of sustainable development for the years 2026–2030. The document serves for informational purposes only and does not constitute a legal obligation or guarantee that the presented goals will be achieved. The goals, plans, and initiatives described in this publication are aspirational and may be subject to revision depending on external, regulatory, technological, and market factors.

How to read the symbols used in the Sustainability Strategy targets presentation?

13 CLIMATE ACTION

Sustainable Development Goals - SDGs
The symbols with numbers refer to the 17 UN Sustainable Development Goals. They show which global challenges a given goal or action is thematically linked to. Placing an SDG icon next to an action or goal means that the relevant domain may support the achievement of the indicated global goal, or indicates a potential thematic link with the UN agenda.

UN GLOBAL COMPACT

UN Global Compact (UNGC)
The UN symbol indicates a connection with the 10 principles of responsible business of the United Nations (human rights, labor, environment, anti-corruption). The symbol indicates that a given domain or objective supports the implementation of the relevant principles of the UN Global Compact or is thematically related to the areas covered by this initiative.

ESRS E1 Climate change

ESRS (*European Sustainability Reporting Standards*)
ESRS abbreviations indicate reporting topics in line with the European sustainability reporting standards (CSRD). The abbreviations show which reporting topic a given objective or action is related to, e.g.:
ESRS E – Environment
ESRS S – Social (Social)
ESRS G – governance (Governance)
Numbers (e.g., ESRS S1, ESRS G1) indicate a specific thematic standard. More information on the implementation of a given objective and area can be found in the InPost Group's Annual Report.

INPOST GROUP | **InPost** | **Mondial Relay**

The symbols serve for informational purposes only – they show thematic links to international frameworks. They do not constitute certification, accreditation, or formal conformity assessment.

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The Role of Sustainability Strategy

2020

→

2025

The expansion of the InPost Group requires preparing it for the growing expectations of investors and the increasing risks associated with the effects of the Group's increasingly broad impact on the environment, with a simultaneous strong increase in the competitiveness of the industry.

The update of the Sustainable Strategy and its integration with the business strategy can be the basis for building a competitive advantage and strengthening InPost's position as a leader.

INPOST GROUP | InPost | Mondial Relay

InPost ranked 205th in the TIME World's Most Sustainable Companies 2025

Featured in the **World's Most Sustainable Companies 2025** ranking by **TIME** and **Statista**, selected from over **5,000 global companies** evaluated using a four-stage methodology

1. The assessment excluded certain industries/sectors based on the methodology and evaluated ESG commitments,transparency of reporting, and actual environmental and social performance indicators

2. **Ranked 205th globally (from 500)**, an external benchmark based on TIME and Statista's published methodology: https://time.com/7296709/worlds-most-sustainable-companies-2025-methodology/

Inclusion in the index is not a certification and should not be interpreted as an environmental label for our products or services.

Ocena „-A" w ratingu Carbon Disclosure Project

InPost Group is being recognized for its transparency on environmental issues and sustainability by CDP, the global environmental non-profit that runs the world's only independent disclosure system.

1. InPost Group has been awarded an A- rating in the climate change assessment, based on data disclosed in the CDP questionnaire. In 2025, CDP assessed nearly 20,000 companies out of more than 22,100 organizations that reported environmental data in the same year.

2. CDP uses a robust and independent assessment methodology covering disclosure quality, risk awareness, environmental management, and evidence of best practice. The rating scale ranges from A to D-, reflecting the level of ambition, goal setting, and actions taken.

3. CDP is fully compliant with the TCFD framework and operates the world's largest environmental database. The CDP assessment system is widely used by investors and procurement teams seeking to accelerate the transition to a global climate-neutral, sustainable, and planet-positive economy.

The ranking score is not a certificate and should not be interpreted as such. It is not an eco-label for our products or services.

INPOST GROUP   InPost   Mondial Relay by InPost

InPost Group's enviromental efforts recognized with A- for transparency

Climate
CDP
2025
A-
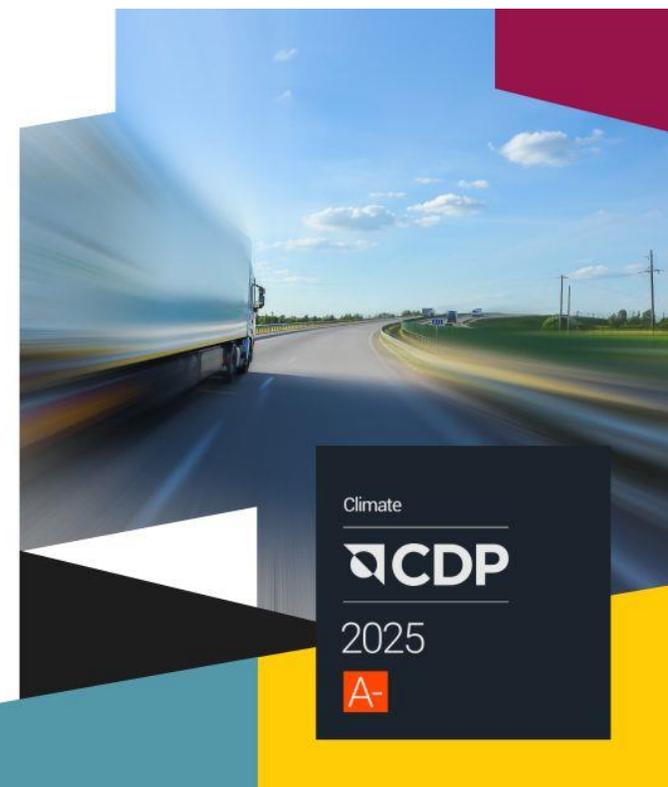
Sustainability Strategy - Main assumption

This is an evolution, not a revolution – we continue to develop our original approach initiated in 2021 in the same direction, being laser focused on its execution with an even greater precision, and a much advanced level of maturity

The strategy is based on**:**

1.
We've **built internal ESG capabilities** and work with partners who support us both substantively and creatively

2.
We assigned responsibility for individual goals

1.
market trends and competitive analysis

2.
review of risks, opportunities and impacts (DMA)

3.
stakeholder expectations and feedback

4.
internal meetings and analyses with business owners

For context - globally

88%

Of public entities declare that they implement initiatives in the field of sustainable development.

and

67%

Of private companies communicate their actions taken in the scope of ESG strategy.

We develop our approach at InPost Group in the same direction through measurable programs covering environmental, social, and corporate governance areas.

INPOST GROUP | InPost Mondial Relay

Source: Navex

6

Sustainability Strategy Pillars

In_Planet

InPost is advancing a structured approach to reducing GHG emissions across its operations, using 2021 as the baseline year. Our emissions reduction roadmap is built on assumptions that are in line with the Science Based Targets initiative (SBTi) methodology.

As the Group grows, both organically and through acquisitions, we update our baseline and target goals, preparing them for SBTi revalidation.

Within logistics, we focus on practical actions such as process optimisation, energy-efficiency improvements and lower-emission solutions in areas where we exert direct operational influence

In_Consumer

InPost's ambition goes beyond parcel delivery. We develop services that are inclusive and accessible, designed to meet the needs of a diverse customer base. Through clear, transparent communication, we help customers understand key service features and impacts, enabling informed choices when using our services.
Where applicable, we pilot solutions related to reuse, recycling and resource efficiency, integrating them into our operations in a way that supports reliability, convenience and scalability across markets.

In_People

Our people are at the core of how InPost operates and grows. We invest in skills development, workplace safety and supportive working practices, aiming to create an environment where employees can develop their capabilities and contribute over the long term.
By fostering collaboration, learning and engagement, we work to build a strong and resilient organisation that supports both individual growth and collective performance.

In_Trust

Strong governance supports the delivery of our strategy.
In_Trust focuses on clear decision-making structures, accountability and oversight, helping align priorities with defined actions across the Group.
Through transparent reporting, defined roles and ongoing monitoring of key risks and performance indicators, we support consistent management practices and informed decision-making across all markets in which we operate.

InPost Group has adopted a decarbonization strategy that aims to achieve net zero emissions by 2040 across the entire value chain, compared to the 2021 baseline. The targets were approved by the Science Based Targets initiative (SBTi) in March 2023 and are in line with the Paris Agreement's goal of limiting global warming to 1.5°C. Emissions are validated by an independent third-party auditor, and from 2024, reporting follows the requirements of the CSRD. As a result of the acquisition of new companies by the InPost Group in 2024 and 2025, it is necessary to adjust the targets to the new structural conditions.
Upon completion of this process, we will submit the new target proposals for re-verification by SBTi. The status of the current strategy's implementation is available in the 2025 annual report, and the status after re-validation will be available in the 2026 annual report.

INPOST GROUP | InPost | Mondial Relay

Sustainability Strategy at a glance

In_Planet

GOAL 1

We commit to reducing absolute Scope 1 and Scope 2 GHG emissions by 42% by 2030 compared to 2021 base year

GOAL 2

We commit that 69% of our suppliers by emissions covering the categories of purchased goods and services, capital goods, and upstream transportation and distribution*, will have science-based targets by 2027

GOAL 3

We commit to reaching net-zero GHG emissions across the value chain by 2040. We commit to reducing absolute Scope 1&2 GHG emissions by 95% by 2040 from the 2021 base year

GOAL 4

We commit to reducing absolute Scope 3 GHG emissions by 90% by 2040 from the 2021 base year

GOAL 5

By 2027, InPost aims to develop and adopt a Circular Economy Strategy based on its own 5R framework (Rethink, Reduce, Reuse, Recycle, Raise Awareness). This strategy will be executed between 2028 and 2030

* In accordance with the GHG Protocol, categories 1, 2, and 4 of scope 3.

In_Consumer

GOAL 1
By 2030, we plan to roll out parcel carbon footprint calculators across our markets, based on a consistent methodology and subject to independent verification prior to public use.

GOAL 2
The goal is to implement at least five improvements or solutions in consumer services by 2030, designed to improve accessibility and usability, taking into account the needs of people with diverse access requirements.

GOAL 3
Through cooperation with city governments, we aim to contribute to infrastructure, logistics and educational initiatives that support more efficient and resilient urban operations.

In_People

GOAL 1
Our goal is to increase the annual average number of training hours per employee to 20 hours and maintain this value until the end of 2030.

GOAL 2
By 2030, we aim to increase the representation of people with disabilities in our workforce compared to our baseline year, supported by inclusive recruitment practices and workplace adjustments.

GOAL 3
By 2030, we aim to develop and roll out a mental health support framework for employees across our markets, adapted to local contexts and needs

GOAL 4
By 2030, we aim to establish a long-term safety strategy for couriers, focusing on prevention, training and consistent improvement of working conditions.

In_Trust

GOAL 1
Develop and implement Global Fraud Risk Management Program for InPost 2030

GOAL 2
Development and Implementation a global compliance awareness initiatives across all InPost markets by 2030

GOAL 3
By the end of 2027, we aim to ensure that the vast majority (at least 90%) of key suppliers are covered by a signed Code of Conduct, supported by environmental and social mapping and assessment of our global supplier base.

GOAL 4
We aim to minimise the risk of high-severity consumer data breach incidents by developing data protection controls, monitoring, and incident response processes.

GOAL 5
We aim to continuously reduce employee susceptibility to phishing attacks through training, testing and awareness programmes with internal performance targets supported by regular simulations and training.

GOAL 6
We aim to increase and sustain high employee engagement in reporting suspected phishing attempts through awareness and reporting tools.

The climate goals are presented in the wording required by SBTi. As a result of the acquisition of new companies by the InPost Group in 2024 and 2025, it is necessary to adjust the goals to the new structural conditions. For this reason, the Decarbonization Strategy and decarbonization goals need to be updated. After completing this process, we will submit the new goals for revalidation by SBTi, and progress in implementing the strategy and achieving the goals will be presented in annual reports. The status of the current strategy's implementation is available in the 2025 annual report, and the status after revalidation will be available in the 2026 annual report.

Why Sustainability Strategy not ESG Strategy?

Sustainability Strategy

a long-term system for building a resilient business that combines economic, social and environmental impact.

Scope:
Sustainability encompasses culture, operating model and innovation

Time horizon:
long-term
(such as climate goals for 2040)

Narration:
how we create value

ESG

management and reporting frameworks that structure the way we measure our activities and disclose information in accordance with regulations and market expectations.

Scope:
indicators (metrics), risk management, and regulatory compliance

Tome horizon:
short-term
(upcoming reporting years)

Narration:
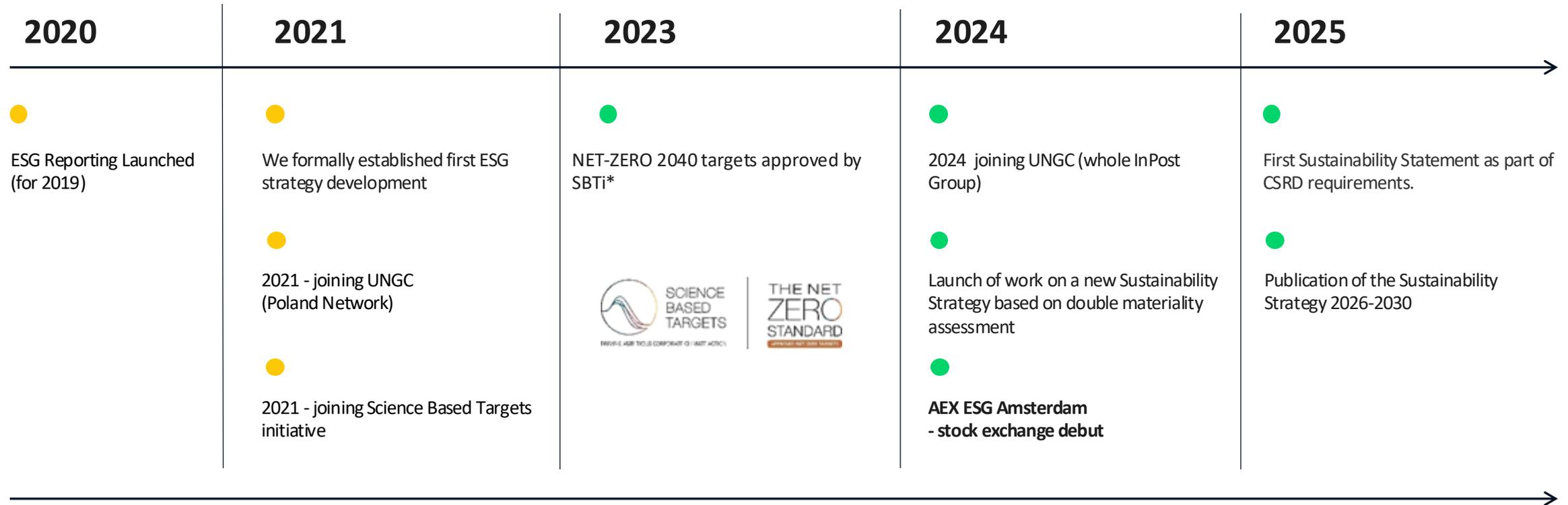how we report value

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WE THINK WHO WE ARE ⟶ WE MEASURE WHAT WE DO

CORPORATE STRATEGY VISION, MISSION, BUSINESS MODEL

SUSTAINABILITY STRATEGY VALUE CREATION & LONG-TERM RESILIENCE

CSR STRATEGY

ESG: RISK MANAGEMENT, KPIs & REPORTING

Our Sustainability journey at a glance

2020	2021	2023	2024	2025

2020
- ESG Reporting Launched (for 2019)

2021
- We formally established first ESG strategy development
- 2021 - joining UNGC (Poland Network)
- 2021 - joining Science Based Targets initiative

2023
- NET-ZERO 2040 targets approved by SBTi*

SCIENCE BASED TARGETS | THE NET ZERO STANDARD

2024
- 2024 joining UNGC (whole InPost Group)
- Launch of work on a new Sustainability Strategy based on double materiality assessment
- **AEX ESG Amsterdam - stock exchange debut**

2025
- First Sustainability Statement as part of CSRD requirements.
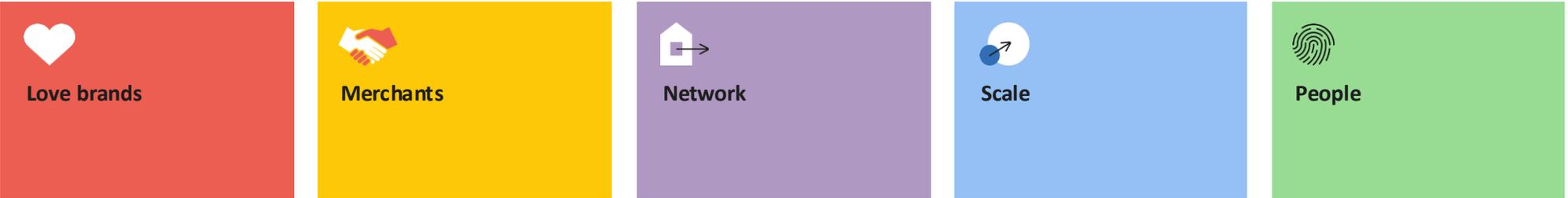- Publication of the Sustainability Strategy 2026-2030

*As a result of the acquisition of new companies by the InPost Group in 2024 and 2025, it is necessary to adjust the goals to the new structural conditions. For this reason, the Decarbonization Strategy and decarbonization goals need to be updated. After completing this process, we will submit the new goals for revalidation by SBTi, and progress in implementing the strategy and achieving the goals will be presented in annual reports. The status of the current strategy's implementation is available in the 2025 annual report, and the status after revalidation will be available in the 2026 annual report.
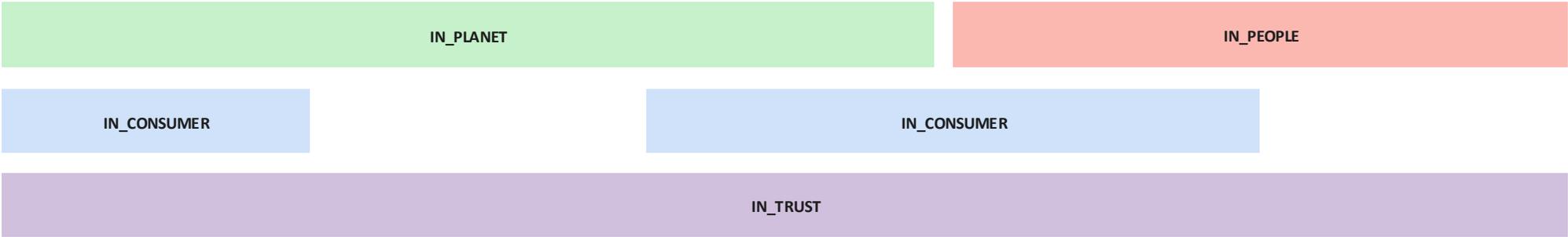
INPOST GROUP | InPost | Mondial Relay

Integration of the Sustainability Strategy with the corporate strategy of the InPost Group

Corporate Strategy pillars

Love brands	Merchants	Network	Scale	People

Sustainability Strategy pillars

IN_PLANET	IN_PEOPLE

IN_CONSUMER	IN_CONSUMER

IN_TRUST

INPOST GROUP | InPost | Mondial Relay

ESG transformation across the InPost Group

From compliance-driven activities to progressive integration across business operations

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2021-2025

2026 - 2030

Enhanced

ESG capabilities strengthened and embedded into key processes

Change-driving ESG initiatives within the chain and among partners

- Key policies and framework documents have been adopted in accordance with applicable ESG requirements
- Selected strategic initiatives (including in decarbonisation, climate risk management, circular economy, and social activities) were launched and started to be implemented
- An organizational structure supporting the implementation of ESG has been established
- Internal and external training and communication activities have been carried out, focused on developing ESG competencies in key roles

- Ensuring compliance and consistency of ESG policies and activities in the markets where the Group operates, in accordance with international ESG standards
- Rolling out new initiatives phase by phase, taking into account the growing scale and sophistication of activities
- Regularly monitoring and reporting on implementation progress, including the achievement of set ESG targets and indicators (using IT tools)

Integrated

ESG connects the Group in various markets

ESG integrated into management and decision-making frameworks

- Sustainability Strategy integrated with the corporate strategy
- ESG risks included in the enterprise risk management (ERM) system, as with other business risks
- Implementation of interdisciplinary projects and programs combining various markets in which the Group operates and a common approach to ESG in each of them

In_Planet

InPost is committed to achieve net-zero emissions across our markets, and we're striving to be a leader in logistics solutions that create positive Impact for the envinronment and communities

We believe this commitment benefits both the environment and the communities we serve, helping deliver more responsible operations over time.

INPOST GROUP

In_Planet at a glance

Thematic areas	Goals	Supported SDGs
Committing to decarbonisation and NET-ZERO goal, especially through the continuous improvement of operational efficiency	**GOAL 1** **We commit to reducing absolute Scope 1 and Scope 2 GHG emissions by 42% by 2030 from the 2021 base year** **GOAL 2** **We commit that 69% of our suppliers by emissions covering the categories of purchased goods and services, capital goods, and upstream transportation and distribution, will have science-based targets by 2027** **GOAL 3** **We commit to reaching net-zero GHG emissions across the value chain by 2040. We commit to reducing absolute Scope 1&2 GHG emissions by 95% by 2040 from the 2021 base year** **GOAL 4** **We commit to reducing absolute Scope 3 GHG emissions by 90% by 2040 from the 2021 base year**	13 CLIMATE ACTION 7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
InPost is transforming internally towards circularity through the 5R (Rethink, Reduce, Reuse, Recycle, Rise Awareness) and enabling circularity for others by providing closed-loop services and education	**GOAL 5** **By 2027, InPost aims to develop and adopt a Circular Economy Strategy based on its own 5R framework (Rethink, Reduce, Reuse, Recycle, Raise Awareness). This strategy will be executed between 2028 and 2030**	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The climate goals are presented in the wording required by SBTi. As a result of the acquisition of new companies by the InPost Group in 2024 and 2025, it is necessary to adjust the goals to the new structural conditions. For this reason, the Decarbonization Strategy and decarbonization goals need to be updated. After completing this process, we will submit the new goals for revalidation by SBTi, and progress in implementing the strategy and achieving the goals will be presented in annual reports. The status of the current strategy's implementation is available in the 2025 annual report, and the status after revalidation will be available in the 2026 annual report.

Goal 1: We commit to reaching net-zero GHG emissions by 2040.

Main goals

1. We commit to reducing absolute Scope 1 and Scope 2 GHG emissions 42% by 2030 from the 2021 base year.

2. We commit that 69% of our suppliers by emissions covering the categories of purchased goods and services, capital goods, and upstream transportation and distribution, will have science-based targets by 2027.

3. We commit to reaching net-zero GHG emissions across the value chain by 2040. We commit to reducing absolute Scope 1&2 GHG emissions by 95% by 2040 from the 2021 base year.

4. We commit to reducing absolute Scope 3 GHG emissions by 90% by 2040 from the 2021 base year

Definition:

Decarbonization targets and reduction path are in line with SBTi guidelines. The companies' greenhouse gas emission reduction targets are science-based because they are in line with the path outlined by the latest climate science to achieve the goals of the Paris Agreement.

InPost Group is currently updating its emissions baseline and targets following changes to its organisational structure. Updated targets will be submitted for SBTi revalidation in accordance with SBTi requirements.

In_Planet

ESRS E1 Climate change

Goal 2: By 2027, InPost aims to develop and adopt a Circular Economy Strategy based on its own 5R framework (Rethink, Reduce, Reuse, Recycle, Raise Awareness). This strategy will be executed between 2028 and 2030.

Definition:

This objective refers to InPost's commitment to developing and adopting a Circular Economy Strategy by 2027. The strategy will be built around the company's own 5R framework - Rethink, Reduce, Reuse, Recycle, and Raise Awareness - which together guide efforts to minimize resource consumption, extend product and material lifecycles, and promote sustainable behaviours among customers, partners, and employees.

The strategy will define priorities, a roadmap and how we will track progress. We plan to implement key actions between 2028 and 2030, and report progress annually as part of our sustainability reports, once our data and KPIs are finalised.

Baseline:

Baseline year:
2024

Baseline value:
lack of Group 5R Strategy

In_Planet

ESRS E5 Circular Economy

7. 8. 9.

INPOST GROUP

In_Consumer

InPost's ambition extends beyond simply delivering parcels.

We aim to support communities by providing inclusive and accessible services contributing to a reduced envinromental Impact throught target initiatives and building lasting trust throught exceptional consumer experiences.

INPOST GROUP

In_Consumer at a glance

Thematic areas	Goals	Supported SDGs
Increasing the environmental awareness of end users by providing them with knowledge about the carbon footprint of services provided by InPost Group.	**GOAL 1** **By 2030, we plan to roll out parcel carbon footprint calculators across our markets, based on a consistent methodology and subject to independent verification prior to public use.**	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
Focusing on equalizing social opportunities and developing comprehensive solutions in the field of services and consumer care that meet the diverse spectrum of people with special needs.	**GOAL 2** **The goal is to implement at least five improvements or solutions in consumer services by 2030, designed to improve accessibility and usability, taking into account the needs of people with diverse access requirements.**	10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES
Through cooperation with city governments, we aim to contribute to infrastructure, logistics and educational initiatives that support more efficient and resilient urban operations.	**GOAL 3** **Through cooperation with city governments, we aim to contribute to infrastructure, logistics and educational initiatives that suport more efficient and resilient urban operations.**	4 QUALITY EDUCATION 11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 17 PARTNERSHIPS FOR THE GOALS

Goal 1. By 2030, we plan to roll out parcel carbon footprint calculators across our markets, based on a consistent methodology and subject to independent verification prior to public use.

Definition:

By 2030, we aim to introduce Parcel Carbon Footprint Calculators in all the markets where we operate, specifically for business partners and consumers. This tool will provide users with access to information about the carbon footprint of parcels delivered to pick-up points (PUDO), automated parcel machines (APM), or directly to their homes, depending on the services available in each market. This information will be accessible via a website, mobile application, or a dedicated page/subpagea according to the possibilities of individual markets.

The methodology will be subject to external certification in accordance with the Empco Directive. The implementation of carbon footprint information in a given market will be accompanied by communication dedicated to promoting sustainable delivery choices.

Baseline:

Baseline year:
2024

Baseline value:
Parcel carbon footprint calculator implemented in Poland – will undergo external certification in accordance with EmpCo regulation

No tool available in other markets

In_Consumer

ESRS S4 Consumers and end-users
ESRS E1 Climate change

UN GLOBAL COMPACT 7,8,9.

Goal 2. The goal is to implement at least five improvements or solutions in consumer services by 2030, designed to improve accessibility and usability, taking into account the needs of people with diverse access requirements.

Definition:

By 2030, InPost plans to implement five new solutions and/or improvements aimed at improving the accessibility and quality of consumer services and customer service, considering the needs of people with special requirements and disabilities. These solutions may cover various areas of InPost's services, such as sending and picking up parcels, customer service, digital platforms, and apps. These actions will support equal opportunities and respond to the needs of people with disabilities and people with diverse access challenges, contributing to the building of a more inclusive and accessible InPost service system.

By adapting our services, we aim to create a positive impact on local communities, consumers, support equality and ensure no one is excluded.

A new service is when it is new to a separate group of consumers. In light of the previous, e.g. the same service that has been implemented in two markets, is counted as two services (in light of communication and consumer experience)

Baseline:

Baseline year:
2024

Baseline value:
Easy Access Zone – Poland, France, UK

In_Consumer

ESRS S4 Consumers and end-users

1.

Goal 3. Through cooperation with city governments, we aim to contribute to infrastructure, logistics and educational initiatives that support more efficient and resilient urban operations.

Definition:

An "activity" refers to the implementation or support of activities undertaken in collaboration with local or regional government entities and institutions serving local communities. The specific nature of these collaborations may vary by country. Initiatives may encompass educational, social, or environmental activities designed to benefit local communities. They can be either suggested by city or local governments or developed to address a specific problem or need arising from InPost's presence in the urban environment.

Initiatives may also involve investments in green urban infrastructure (excluding rooftop plantings on parcel lockers) and partnerships with city authorities on projects that support community well-being and development with a focus on environmental and social responsibility.

Baseline:

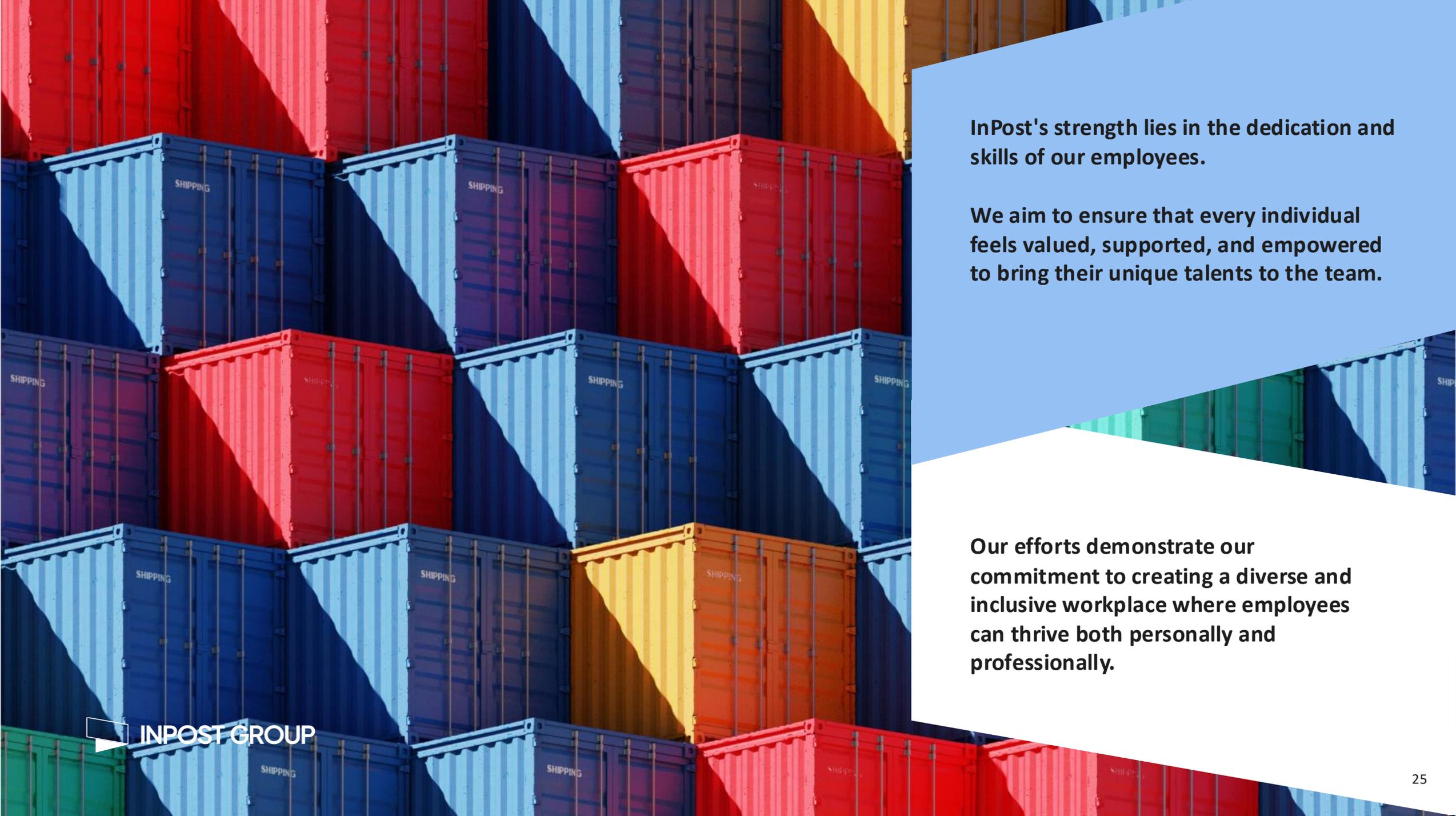**Baseline year**:
2024

Baseline value:
34 activities/projects

In_Consumer

ESRS S3 Affected communities
ESRS S4 Consumers and end-users

UN GLOBAL COMPACT **1.**

INPOST GROUP

In_People

InPost's strength lies in the dedication and skills of our employees.

We aim to ensure that every individual feels valued, supported, and empowered to bring their unique talents to the team.

Our efforts demonstrate our commitment to creating a diverse and inclusive workplace where employees can thrive both personally and professionally.

INPOST GROUP

In_People at a glance

Thematic areas	Goals	Supported SDGs
Creating an environment that supports continuous professional development and effective talent management.	**GOAL 1** **Our goal is to increase the annual average number of training hours per employee to 20 hours and maintain this value until the end of 2030.**	4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH
Building an inclusive workplace - we are open for people with disabilities in our organisation.	**GOAL 2** **By 2030, we aim to increase the representation of people with disabilities in our workforce compared to our baseline year, supported by inclusive recruitment practices and workplace adjustments.**	8 DECENT WORK AND ECONOMIC GROWTH
Providing employees with access to psychological support and wellness programs that promote mental health and emotional well-being in the workplace.	**GOAL 3** **By 2030, we aim to develop and roll out a mental health support framework for employees across our markets, adapted to local contexts and needs.**	3 GOOD HEALTH AND WELL-BEING
Providing a work environment that minimizes the risk of road accidents and ensures that all couriers have the appropriate conditions to perform their duties safely and effectively.	**GOAL 4** **By 2030, we aim to establish a long-term safety strategy for couriers, focusing on prevention, training and consistent improvement of working conditions.**	3 GOOD HEALTH AND WELL-BEING

Goal 1. Our goal is to increase the annual average number of training hours per employee to 20 hours and maintain this value until the end of 2030.

Definition:

By investing in our employees' growth, we aim to enhance their skills, increase job satisfaction, and drive organizational success. This includes providing access to training programs, career development opportunities, and a robust talent management system that ensures the right people are in the right roles to maximize their potential and contribute to our long-term success.

Training - an initiative implemented by a company to maintain or improve the skills and knowledge of its own employees. This can include various methods, such as on-site and online training (including leadership programs), mandatory and non-obligatory.

This goal applies to employees on permanent contracts as well as B2B.

Baseline:

Baseline year:
2024

Baseline value:
17,1 h

In_People   ESRS S1 Own Workforce   UN GLOBAL COMPACT 6.

Goal 2. By 2030, we aim to increase the representation of people with disabilities in our workforce compared to our baseline year, supported by inclusive recruitment practices and workplace adjustments.

Definition:

InPost Group aims to create a work environment in which employees, regardless of their background, feel valued, respected and have equal access to opportunities for development and growth. This goal emphasizes the importance of inclusion in the workplace and focuses on providing opportunities for development and contributing to the success of organisation.

The strategic goal of building an inclusive workplace involves several key actions to ensure that our environment is accessible and supportive for individuals with disabilities.

The definition of a person with a disability is in accordance with local law in each market and international standards. Each market can employ people with disabilities by utilizing existing local programs and/or procedures.

Baseline:

Baseline year:
2024

Baseline value:
128 employees across the entire Group

In_People / / / **ESRS S1 Own Workforce** / UN GLOBAL COMPACT **6.**

Goal 3. By 2030, we aim to develop and roll out a mental health support framework for employees across our markets, adapted to local contexts and needs.

Definition:

Our goal is to develop a mental health support program, with activities and actions tailored to the needs of each market. The program will focus on promoting positive habits that support mental well-being, counteract burnout, Foster a supportive and open workplace envinronment, and maintain work-life balance.. The program can include activities such as: access to therapy and psychological support,

building a community of trained employees and creating a support network in the organization, webinars/trainings, a conference on mental health in the workplace and workshops on coping with anxiety and stress.

This goal applies to employees on permanent contracts as well as B2B. Activities/type of support will be selected by taking into account the needs of a given group. Actions and activities carried out may vary in individual markets, depending on local requirements.

Baseline:

Baseline year:
2024

Baseline value:
Lack of one programme under a common umbrella, scattered activities per market

In_People

ESRS S1 Own Workforce

UN GLOBAL COMPACT **1.**

INPOST GROUP | InPost Mondial Relay

Goal 4: By 2030, we aim to establish a long-term safety strategy for couriers, focusing on prevention, training and consistent improvement of working conditions.

Definition:

In order to continuously improve the quality of our services, we aim to implement a strategy and program focused on both courier safety and road safety. The safety of our employees and road safety during their work is a priority, which is why our strategy will include a wide range of activities, including regular road safety training sessions, safe driving courses, driving license checks, training in a dedicated courier app and many others.

We strive to ensure that each of our couriers is equipped with the necessary knowledge and skills to perform their duties safely.

The shape of the program/strategy may vary in each market, depending on its characteristics and local conditions. The target applies to couriers/couriers companies operated in Poland and the UK

Baseline:

Baseline year:
2024

Baseline value:
Lack of one programme under a common umbrella, scattered activities per market

In_People

ESRS S1 Own Workforce
ESRS S3 Affected communities

UN GLOBAL COMPACT

1.

INPOST GROUP

In_Trust

Effective management is a key element of the InPost Group's Sustainability Strategy and can contribute to achieving better results in the areas of logistics and e-commerce.

It provides the control, structure and accountability that is necessary to transform ESG priorities and commitments into concrete results.

INPOST GROUP

In_Trust at a glance

Thematic areas	Goals	Supported SDGs
Ensuring the highest level of trust through global fraud risk management and compliance awareness programs, protecting all InPost ecosystem participants.	**GOAL 1** **Develop and implement Global Fraud Risk Management Program for InPost – 2030** **GOAL 2** **Development and Implementation a global compliance awareness initiatives across all InPost markets by 2030**	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Implementing practices to ensure that all elements of the supply chain are managed in an ethical, compliant and resource-efficient manner.	**GOAL 3** **By the end of 2027, we aim to ensure that the vast majority of key suppliers are covered by a signed Code of Conduct, supported by environmental and social mapping and assessment of our global supplier base.**	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
As a core value of our organization, we are committed to safeguarding personal information and upholding the highest standards of data privacy across all our operations.	**GOAL 4** **We aim to minimise the risk of high-severity consumer data breach incidents by developing data protection controls, monitoring, and incident response processes.**	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS
Protecting information from unauthorized access, breaches and cyber threats, while ensuring compliance with legal regulations and industry standards.	**GOAL 5** **We aim to continuously reduce employee susceptibility to phishing attacks through training, testing and awareness programmes with internal performance targets supported by regular simulations and training.** **GOAL 6** **We aim to increase and sustain high employee engagement in reporting suspected phishing attempts through awareness and reporting tools.**	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Goal 1: Develop and implement Global Fraud Risk Management Program for InPost by 2030

Definition:

This objective involves the creation and Implementation of standarized procedures and control mechanisms aimed at identyfying, assessing, monitoring and minimazing the risk of financial fraud, including conflicts of interest. A key element of the program is the mandatory annual signing of a conflict of interest declaration by all InPost Group employees across all markets, as well as regular monitoring of the process and implementation of corrective actions.

Baseline:

Baseline year:
2024

Baseline value:

1. **Policies and training implemented, Statement of no conflict of interest signed by all InPost Group employees upon commencement of work.**
2. **Code of Conduct implemented**
3. **Existing investigation and disciplinary procedures reviewed and updated**

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ESRS S1 Own workforce

ESRS G1 Business conduct

UN GLOBAL COMPACT   2. 7. 8.

INPOST GROUP | InPost | Mondial Relay

Goal 2: Development and implementation a global compliance awareness initiatives across all InPost markets by 2030

Definition:

We aim to increase the level of knowledge and awareness of InPost Group employees in the area of Compliance, including accessibility and reporting irregularities. Achieving This goal will contribute with legal provisions and internal regulations in InPost Group, minimizing the risk of abuse and fostering a culture of ethical conduct. Improving the availability of training will provide equal development opportunities for all employees. An effective system for reporting irregularities will facilitate for quick identification and response to potential problems.

Baseline:

Baseline year:
2024

Baseline value:
No comprehensive global program; compliance activities conducted locally in individual countries

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ESRS S1 Own workforce

ESRS G1 Business conduct

UN GLOBAL COMPACT   2. 7. 8.

INPOST GROUP | InPost   Mondial Relay

Goal 3: By the end of 2027, we aim to ensure that the vast majority (at least 90%) of key suppliers are covered by a signed Code of Conduct, supported by environmental and social mapping and assessment of our global supplier base.

Definition:

InPost aims to have its key suppliers covered by the Supplier Standard of Conduct by the end of 2027. Key suppliers will be identified through a process of mapping and assessing the global supplier base in terms of their environmental and social impact, as well as other factors relevant to the Group. Signing the Supplier Code of Conduct will serve as a formal confirmation of a commitment to adhere to defined ethical, environmental and social standards.

Exceptional circumstances relating to the protection of human rights may justify the establishment of a derogation procedure.

The goal is also applicable to suppliers who have their own codes of conduct that comply with the principles set out in the InPost Supplier Conduct Standard.

Baseline:

Baseline year:
2024

Baseline value:

lack of a coherent definition of key suppliers

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| ESRS S2 Workers in the value chain | ESRS G1 Business conduct |

UN GLOBAL COMPACT 2. 7. 8.

Goal 4: We aim to minimise the risk of high-severity consumer data breach incidents by developing data protection controls, monitoring, and incident response processes.

Definition:

A high-severity personal data breach is defined as the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to, personal data transmitted, stored or otherwise processed, involving special category data or likely to cause financial, psychological damage, or identity theft. This definition is based on Article 4(12) of the GDPR, taking into account a wide range of breaches.

In line with the spirit of the GDPR, the definition does not include a quantitative threshold for the number of records breached, focusing instead on the potential impact on the individual.

A breach involving special category data (e.g., health data, ethnic origin) is always considered high-severity, regardless of the scale. For data other than special category data, a breach is considered high-severity if it is likely to cause financial or psychological damage, or identity theft. For this objective, a high-severity personal data breach results from human error, rather than infrastructural issues.

Baseline:

Baseline year:
2024

Baseline value:
no high-severity data breaches recorded in the baseline year.

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ESRS S4 Consumers and end-users

ESRS G1 Business conduct

UN GLOBAL COMPACT

2. 7. 8.

Goal 5: We aim to continuously reduce employee susceptibility to phishing attacks through training, testing and awareness programmes with internal performance targets supported by regular simulations and training. Our ambition is to maintain a phishing susceptibility rate below 3%.

Definition:

Maintaining a phishing susceptibility rate below 3% signifies that fewer than 3 out of 100 employees are likely to fall victim to a simulated phishing attack during monthly security tests conducted using tools like KnowBe4. This metric reflects a high level of employee awareness and training effectiveness, contributing to a strong first line of defense against cyberattacks. For comparison, industry averages are higher, with the transport sector at 6.8% and technology at 5.3%. A lower susceptibility rate demonstrates a more mature security posture within an organization.

Baseline:

Baseline year:
2024

Baseline value:
2.3 %

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ESRS S4 Consumers and end-users

UN GLOBAL COMPACT   2. 7. 8.

Goal 6: We aim to increase and sustain high employee engagement in reporting suspected phishing attempts through awareness and reporting tools. Our ambition is to maintain a phishing reporting rate above 25%.

Definition:

Maintaining a phishing reporting rate above 25% means that more than one quarter of employees who receive a simulated phishing email during security testing report it using appropriate tools, such as the Phish Alert Button (PAB).

This indicator is calculated based on regular phishing simulations and is intended to serve as a measure of employee awareness of phishing threats and their willingness to cooperate with IT security teams. Although there are no official industry benchmarks, security experts often consider a rate above 25%, and particularly around 30%, to be relatively high and potentially indicative of strong user awareness.

Baseline:

Baseline year:
2024

Baseline value:
28 %

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ESRS S4 Consumers and end-users

UN GLOBAL COMPACT   2. 7. 8.

ESG Strategy Monitoring

Local Sustainability Leaders:

- Monitor the implementation of the Sustainability strategy in their respective markets, ensuring alignment with defined targets
- Provide quarterly reports to the Head of Sustainability on the progres, challenges and areas requiring support
- Communicate the progress, barriers encountered and specific support needs, including actionable steps to adress challenges
- Organize the Local ESG Committee and prepare detailed reports on strategy implementation
- Ensuring the continous flow of information between responsible individuals (Responsible/Accountable) from different markets, with regular updates on goal progress

Head of Sustainability

- Organisation and lead monthly status meeting with Local Sustainability Leaders to review progres, challenges and corrective actions
- Consolidates data and performance reports from all markets, ensuring they align with overall goals
- Analyzes the status of strategy Implementation, identify risks and propose mitygation actions
- Provide semi-annual reports to the ESG Officer on strategy progres, risks and corrective measures

ESG Officer

- Annually receive a comprehensive report of the Implementation of the SS with performance metrics and identified risks
- The report, including recommendation is reviewed and approved by Management Board

Q1	Q2	Q3	Q4
Quarterly local reports	Half-year local reports	Quarterly local reports	**Sustainability Strategy Implementation annual report**
Local ESG Committees/Steerco meeting	Local ESG Committees/Steerco meeting	Local ESG Committees/Steerco meeting	Local ESG Committees/Steerco meeting
	Group Steering Committe meeting		**Group Steering Committee meeting**

The progress of the strategy implementation is available in the annual reports of the InPost Group, available at: www.inPost.eu

Thank you!