



ESG Report of Reo.pl Sp. z o.o.

Prepared in accordance with the VSME Standard

environmental

social

governance

Report Structure

1 Information about Reo.pl

- 1.1 Introduction
- 1.2 Letter from the Management Board
- 1.3 Information on the Company's Business Activities, Customer Groups and Area of Operations
- 1.4 ESG Strategy of Reo.pl

2 General Disclosures

Metrics Related to General Disclosure

- B1 - Basis for Preparation
- B2 - Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

3 Environmental Disclosures

Metrics Related to Environmental Matters

- B3 - Energy and Greenhouse Gas Emissions
- B4 - Air, water and soil pollution
- B5 - Biodiversity
- B6 - Water
- B7 - Resource Use, Circular Economy and Waste Management

4 Social Disclosures

Metrics Related to Social Matters

- B8 - Own Workforce - General Characteristics
- B9 - Own Workforce - Occupational Health and Safety
- B10 - Own Workforce - Compensation, Collective Bargaining and Training

5 Business Conduct Disclosures

Metrics Related to Business Conduct

- B11 - Convictions and Fines for Violations of Ant-Corruption and Anti-Bribery Laws



●●▶ 1.1 Introduction

The ESG Report of Reo.pl was prepared to present the organisation's approach to managing environmental, social, and corporate governance matters. In addition, it presents the Company's actions undertaken and planned, as well as the results achieved in the relevant areas.

The Report was prepared voluntarily, based on the VSME standard, and is primarily an expression of a strong internal need to communicate transparently to the broadly understood environment the impact of the Company's operations on the environment and society.

000▶ 1.2 Letter From the Management Board

Dear Sir or Madam

As an energy trading company supplying our business partners exclusively with green energy, from the very beginning we have built our operations on the idea of sustainable development. We believe that responsible business is not only a direction for market development, but above all a daily practice reflected in decisions, relationships, and the way business is conducted. Therefore, values related to environmental and social responsibility, as well as corporate governance, are an integral part of Reo.pl's identity.

We are pleased to present our first voluntary ESG Report. This document, on the one hand, demonstrates our ambitions and approach to sustainable development, and on the other, summarises the actions we have undertaken and outlines our plans for the future. We regard it as an expression of transparency and responsibility towards our stakeholders: customers, business partners, employees, and the market environment.

In our operations, we are guided by the belief that long-term development can only be achieved on the basis of clearly defined values and consistently pursued objectives. For us, business responsibility means not only supplying green energy, but also actively supporting our customers in achieving their own ESG goals and building lasting value for the renewable energy market. We consciously develop our activities in the environmental, social, and governance areas, referring to international standards and the UN Sustainable Development Goals. At the same time, we are continuously expanding our cooperation with external partners in order to offer our customers the broadest possible support in energy transformation processes leading to sustainable development.

We hope that this Report will provide a better understanding of how we perceive our role in the market and will more clearly indicate Reo.pl's priority areas of action in the coming years. We believe that responsibility, transparency, and broadly understood cooperation form the foundation of modern business and of a lasting and effective energy transformation.

Yours faithfully,
Management Board of Reo.pl Sp. z o.o.



1.3 Information on the Company's Business Activities, Customer Groups and Area of Operations

- ▶ Reo.pl operates in the field of trading electricity generated 100% from renewable energy sources and is developing a platform enabling direct energy trading between producers and consumers.

Company operations

The Company focuses on supporting enterprises in their energy transition and in meeting ESG requirements, including by supplying renewable energy and providing tools for carbon footprint reporting.

Customer group

The main customer group consists of enterprises, particularly SMEs, that seek to reduce their environmental impact and adapt to growing regulatory and market requirements in the area of sustainable development.

Area of operation

Reo.pl operates on the Polish market, cooperating with both renewable energy producers and business customers. The Company is part of the Enerconet Group.

1.4 ESG Strategy of Reo.pl

Reo.pl is implementing an ESG strategy developed for 2025–2027, which defines the key directions of action in the environmental, social, and corporate governance areas.

This strategy responds to the growing expectations of the Company's stakeholders regarding transparent communication of the actions undertaken by Reo.pl in support of sustainable development. It also addresses the need to inform the Company's environment about the results achieved in this area, with the aim of exerting a real impact on it.

The strategy was developed based on the UN Sustainable Development Goals (SDGs) and a materiality analysis taking into account the perspectives of both internal and external stakeholders.



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Key areas of action



Environment

Increasing the share of renewable energy in the offer, developing innovative sales models, and taking action to reduce the carbon footprint.



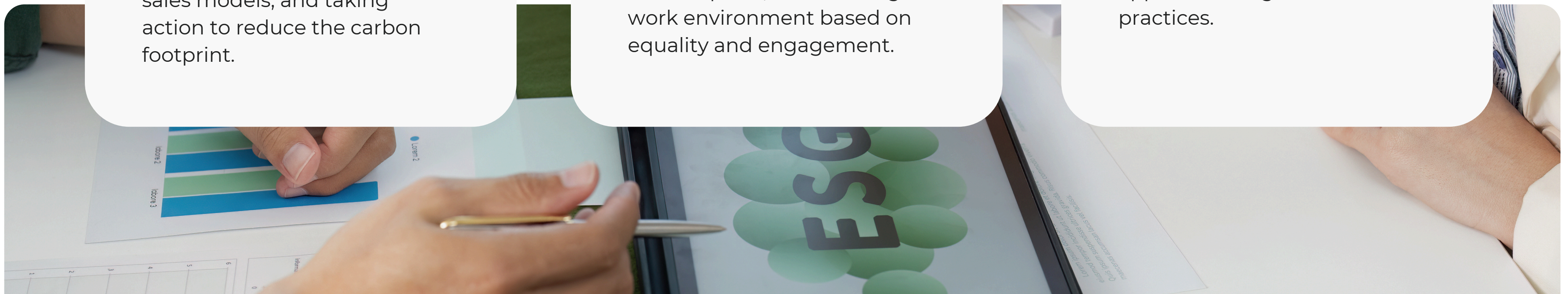
Society

Supporting enterprises in their green transition, promoting responsible energy consumption, and building a work environment based on equality and engagement.



Corporate governance

Ensuring transparency, ethical conduct, regulatory compliance, and the application of good market practices.



Metrics Related to General Disclosure

B1 – Basis for Preparation

This report presents the activities of Reo.pl Sp. z o.o. in 2025. The data has been prepared on an individual basis and in accordance with Option A – the basic module.

●●▶ Characteristics of the organisation in 2025



Legal form of the entity → **Sp. z o.o**



NACE sector classification code →
35.15 Electricity trading



Balance sheet total → **EUR 10,948,567.60**



Annual turnover → **EUR 60,713,869.70**



Number of employees → **15 people**



Country of operations → **Poland**



Location → **Gotarda 9 Street, 02-683 Warsaw**

B2 – Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

Reo.pl Sp. z o.o. implements its sustainable development strategy by focusing on activities that benefit both the environment and all stakeholders. These activities are supported by the development of internal policies and the planning of further initiatives related to sustainable development.

The Company has defined objectives and monitors progress in this area. Detailed information on the practices applied, policies implemented, initiatives carried out, indicators, and results achieved is presented further in the report.

In the environmental area, the Company focuses on reducing its impact on the climate and using resources efficiently in its operational activities. The actions undertaken include, among others, the development of solutions supporting the energy transition and the gradual improvement of internal processes in terms of their environmental impact.

In the social area, the organisation strives to ensure safe and responsible working conditions for employees, taking into account the principles of equal treatment and supporting their development.

In the area of corporate governance, the Company is developing an approach based on ethical principles and responsible business conduct, taking ESG aspects into account in its business decisions.

Environmental Disclosures

Metrics Related to Environmental Matters

B3 – Energy and Greenhouse Gas Emissions

Conscious management of the environmental impact of our operations is one of the key elements of Reo.pl Sp. z o.o.'s sustainable development strategy. Monitoring and reporting greenhouse gas emissions allows us not only to measure our impact on the climate, but also to make informed decisions aimed at reducing its negative effects. In this section of the report, we present the results of the carbon footprint calculation and the planned actions aimed at reducing emissions in the coming years.

We calculated the carbon footprint in accordance with the GHG Protocol, which is an international standard for measuring and reporting greenhouse gas emissions.

The methodology distinguishes three scopes 



Scope 1 - direct emissions: generated in facilities controlled by the company, including from fuel combustion in stationary installations, such as heating boilers, and mobile sources, such as the vehicle fleet, as well as from refrigerants and industrial processes.

Scope 2 - indirect emissions: related to the production of purchased electricity, heat, cooling, or process steam.

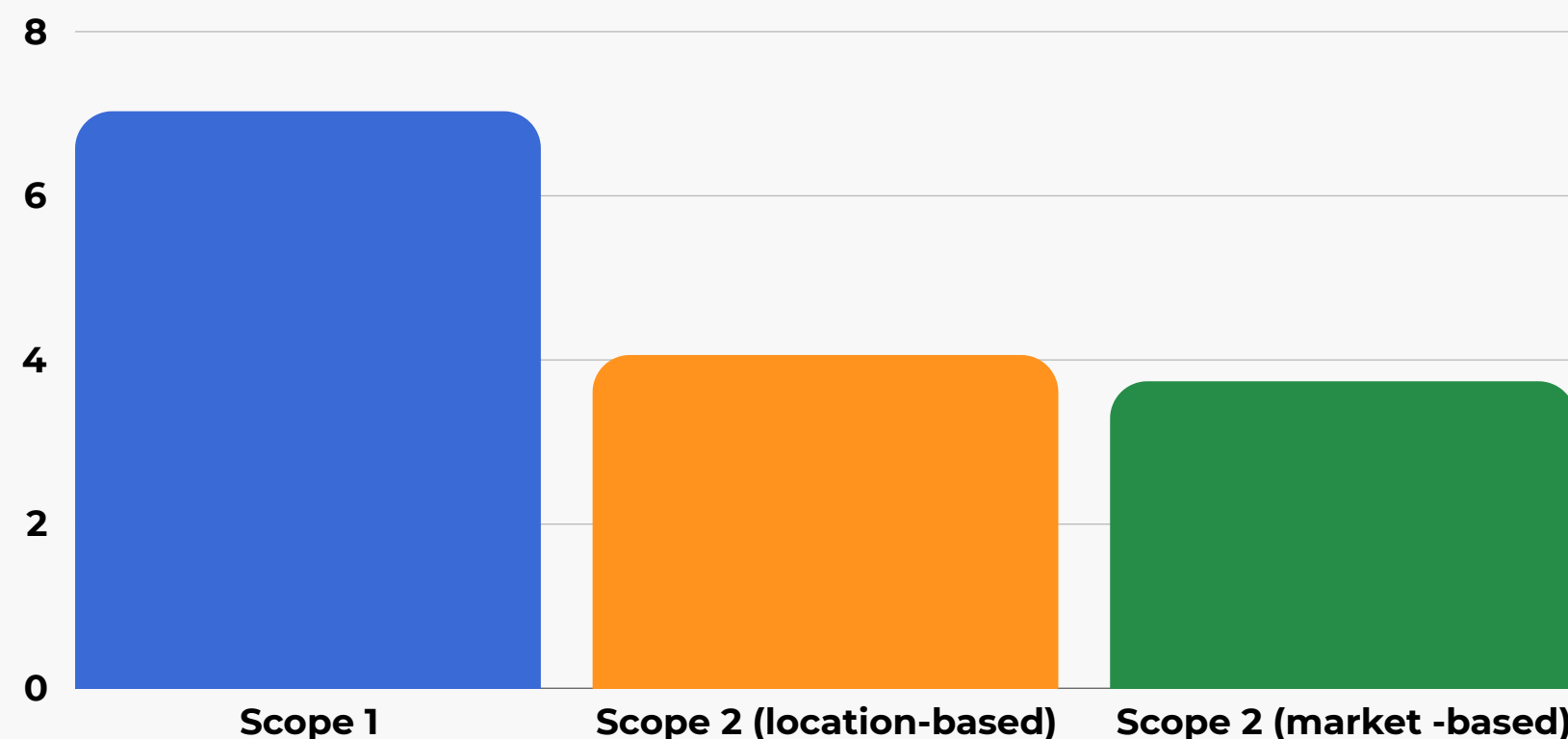
Scope 3 – indirect emissions: originating from the company's value chain, such as emissions from the supply chain, employee commuting, business travel, and waste management.

Reo.pl carbon footprint [tCO₂/year]

As part of this report, in accordance with the assumptions of the voluntary VSME reporting standard, we present Scope 1 and Scope 2 emissions calculated in line with the GHG Protocol guidelines.

In 2025, our Company's total emissions amounted to:

- **Scope 1:** 7.03 tCO₂/year
- **Scope 2:**
 - location-based: 4.06 tCO₂/year
 - market-based: 3.74 tCO₂/year

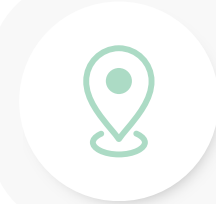


Scope 1 includes emissions related to fuel combustion in mobile sources, i.e. combustion-engine vehicles included in the fleet of Reo.pl Sp. z o.o.

Scope 2 includes indirect emissions related to the purchase of electricity and heat.

We source 100% of our electricity from renewable energy installations. The building is powered entirely by renewable energy, although the installation is not located on the building itself. Heat, meanwhile, is supplied by a gas boiler in the building managed by the property owner.

Emission calculation methods



Location-based

is based on location and reflects energy generation in the area where it is consumed



Market-based

reflects companies' individual choices regarding the supplier or type of energy purchased.

The results obtained provide us with important knowledge that enables us to build a long-term emission reduction strategy. We are already modernising our vehicle fleet towards zero emissions in order to reduce the environmental impact of our operations.

At Reo.pl, we believe that every responsible action begins with knowledge, including measurements and calculations. Therefore, we continue to calculate our carbon footprint in order to gain the knowledge necessary to make informed and effective decisions in the area of our operations.

Environmental Disclosures

Metrics Related to Environmental Matters

B4 – Air, water and soil pollution

Due to the nature of its business activities, Reo.pl's impact on air, water and soil pollution is insignificant. The Company does not directly emit pollutants into the environment, does not generate industrial wastewater, does not discharge substances into water or soil, and does not produce hazardous waste requiring specialist handling.

The environmental impact is related solely to the operation of the office.

The building in which the Company's registered office is located is supplied with electricity from renewable sources, which limits the indirect impact of its activities on emissions. The facility is connected to the municipal water supply and sewage system, and domestic wastewater is discharged into the municipal sewage system and then directed to a wastewater treatment plant. Any emissions related to the Company's activities are indirect in nature and result mainly from external services, such as energy consumption or transport.

At the same time, by trading energy from renewable sources, Reo.pl supports the reduction of air pollutant emissions and contributes to the energy transition.

B5 – Biodiversity

Reo.pl's activities are based mainly on office work; therefore, its impact on biodiversity is negligible. The Company's registered office is located in an office building in the city centre, which means there is no interference with natural environments or habitats of protected species. As a result, the potential impact on ecosystems and areas of high natural value remains very limited.

In accordance with the applicable Local Spatial Development Plan (LSDP), the area where the Company's registered office is located is designated with the symbol U-HA, i.e. an area for commercial, office and administrative services. The area is fully urbanised and service-oriented, which further confirms the absence of any direct impact of the Company's activities on areas of high natural value, including protected areas and ecological corridors.





B6 – Water

The nature and activities of Reo.pl mean that the Company's impact on water resources is minimal. The Company does not conduct processes or activities requiring intensive water use and does not generate industrial wastewater that could affect the quality of surface or groundwater.

Thanks to the location of the office, the Company's activities do not interfere with local aquatic ecosystems. The office uses solutions that reduce water consumption, including motion-sensor taps in sanitary facilities, which activate water flow only when needed. In addition, the building has a water recovery system in the form of rainwater tanks, which supports the rational management of water resources.



B7 – Resource Use, Circular Economy and Waste Management

The profile of Reo.pl's activities involves limited consumption of material resources, while the waste generated remains at a minimal level compared with manufacturing sectors. The office has implemented solutions supporting a circular economy, including waste segregation in accordance with applicable regulations and categories (five fractions), which enables proper waste management.

The Company does not have permanent containers for bulky waste; however, if such a need arises, collection is arranged by a specialised entity. The office uses rechargeable batteries, which, once depleted, are collected, professionally recharged or replenished, and reused, reducing the amount of waste and limiting the consumption of natural resources. When employees' electronic equipment is replaced, functional devices are sold, while those no longer suitable for further use are sent for disposal.

In addition, the presence of a filtered-water tap in the office eliminates the need to use bottled water, helping to reduce plastic consumption and the amount of waste generated.

Social Disclosures

Metrics Related to Social Matters



B8 – Own Workforce - General Characteristics

At the end of the reporting period, the Company employed 15 employees working in Poland. The number of employees includes persons employed under employment contracts. Information on employees is presented by type of contract and gender.

| Type of contract | Number of employees | Share in employment |
|-------------------------------------|---------------------|---------------------|
| Fixed-term employment contract | 6 | 40% |
| Indefinite-term employment contract | 9 | 60% |
| Total number of employees | 15 | 100% |

Table 1. Employment structure by type of contract

| Gender | Number of employees | Share in employment |
|---------------------------|---------------------|---------------------|
| Female | 7 | 47% |
| Male | 8 | 53% |
| Total number of employees | 15 | 100% |

Table 2. Employment structure by gender



B9 – Own Workforce - Occupational Health and Safety

No workplace accidents were recorded at Reo.pl during the reporting year.

At Reo.pl, occupational health and safety activities are carried out in accordance with applicable regulations. New employees participate in initial occupational health and safety training, while all employees take part in periodic training in occupational health and safety and first aid. Workstations in the office are organised with ergonomic principles in mind. Employees may report needs related to additional workstation equipment in order to improve safety and comfort at work.

Activities in the area of occupational health and safety are preventive in nature and are adapted to the office-based character of the Company’s operations.

B10 – Own Workforce - Compensation, Collective Bargaining and Training

All Reo.pl employees receive remuneration above the applicable minimum wage.

There are no collective bargaining agreements in force at the Company.

In the reporting year, training at Reo.pl was conducted in response to needs reported by employees. The scope of development activities included technical training, including industry-specific and regulatory training, as well as training in sustainable development.

| Gender | Average number of training hours | Share in training |
|----------------------------------|----------------------------------|-------------------|
| Female | 11 h | 52% |
| Male | 10 h | 48% |
| Total number of employees | 21 h | 100% |

Table 3. Average number of training hours per employee by gender



Business Conduct Disclosures

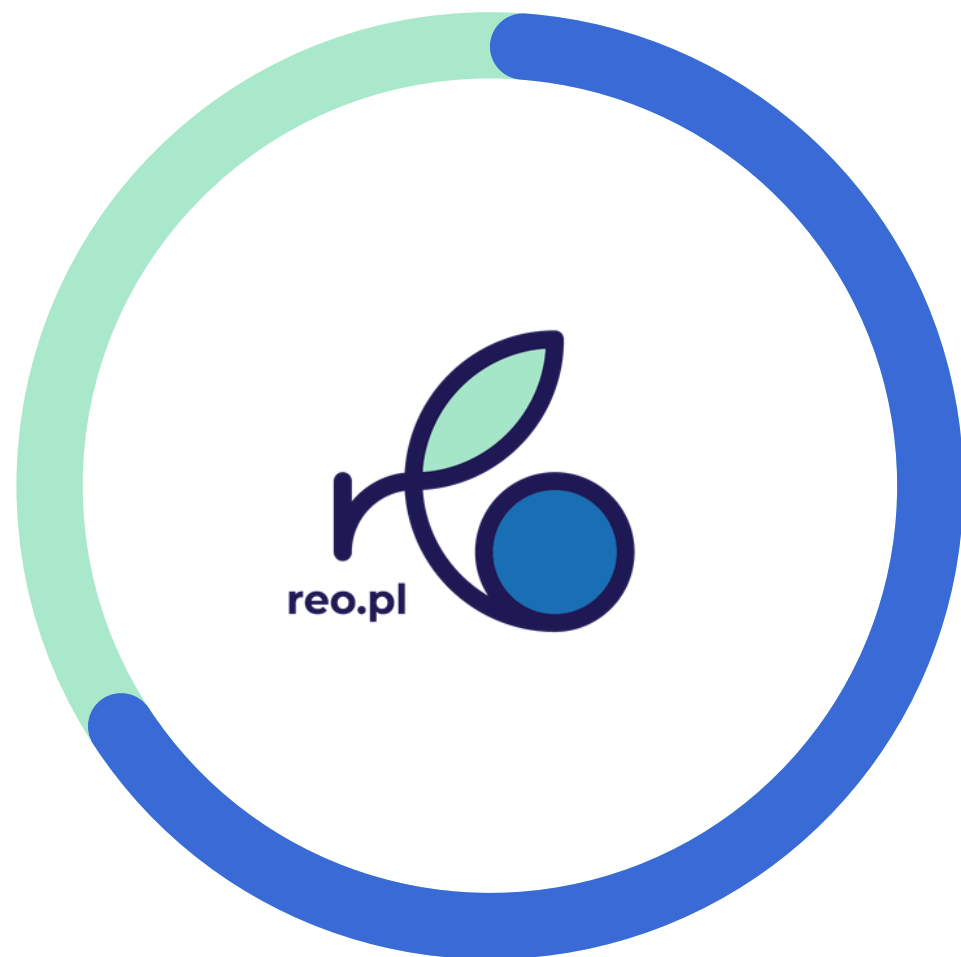
●●●▶ **Metrics Related to Business Conduct**

B11 - Convictions and Fines for Violations of Ant-Corruption and Anti-Bribery Laws

In the reporting period under review, no convictions, fines, or other administrative sanctions related to violations of anti-corruption regulations or anti-bribery laws were recorded at Reo.pl. The Company conducts its business in compliance with applicable legal regulations and adopted ethical principles. The absence of identified violations confirms the effectiveness of the organisational solutions and oversight mechanisms in place.

The Company has implemented internal regulations aimed at preventing abuses and violations of anti-corruption and anti-bribery regulations, including: an anti-corruption policy; regulations defining procedures for internal reporting of irregularities and violations, taking follow-up actions, and protecting persons reporting breaches of law (whistleblowers); a personal data protection policy; as well as a code of conduct and ethics and an instruction on the principles of protecting confidential information, developed at the level of the capital group to which Reo.pl belongs.

These documents define standards of conduct, principles for preventing conflicts of interest, and mechanisms enabling the reporting of potential irregularities. The Company systematically strengthens the team's awareness of ethical conduct principles through internal communication and educational activities.



•••▶ reo.pl/en

•••▶ reo.pl/sustainable-development

•••▶ reo.pl/materiality-matrix

•••▶ reo.pl/strategy-esg-2025-2027

