

Energy Policy of Unite

Policy data

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Role of the policy owner	Corporate Sustainability Internal
Role of the policy approver	Board Member Cross Functional Departments
Target group	All Unitees incl. External employees
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Revision history

Version	Date	Content	Creator	Approver
1.0	19.10.2023	Creation of Policy	Nora Reumschüssel	Peter Ledermann
2.0	04.05.2026	Updating of Policy	Nora Reumschüssel	Peter Ledermann

Related Documents

This policy refers to other relevant documents that are necessary or supportive for its application or implementation:

- Environmental Policy
- Waste Policy

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A Purpose of the policy

This policy is intended to ensure that Unite Holding SE and its affiliated companies (hereinafter: Unite) manage their energy in an environmentally responsible and sustainable manner. In doing so, they seek to put the corporate value of "Sustainability" into practice, protect the environment and conserve resources. The aim is to keep the environmental impact of their business activities as low as possible, or to avoid it entirely. At the same time, Unite wishes to make a positive contribution to climate protection.

Unite therefore commits to the responsible use of resources by avoiding energy generation and saving energy wherever possible.

B Definitions

1 Employees

Employees are all individuals working at Unite, regardless of whether they are employed full-time, part-time, freelance, as student assistants, or interns. Management and executives are also considered employees.

2 Business partners

Business partners are all those who have a contract with Unite or are in the process of entering into one. This includes customers, suppliers, banks, landlords, insurers and other service providers.

3 Greenhouse gas balance

A greenhouse gas balance is a measurement and quantification of all direct and indirect greenhouse gas emissions caused by an organisation, a product, an activity or an event during a defined period.

C Scope of application

The Energy Policy applies to all Unite employees — including management and leaders— regardless of location and type of employment, on a self-employed basis, as student assistants, or as interns. The policy is also binding for all visitors to our offices at all locations.

D Responsibilities

The **Executive Board** of Unite approves this policy and all amendments to it.

The **Corporate Sustainability Specialist** is responsible for creating and updating this policy.

All Unite **employees** are responsible for following the principles set out here.

E Principles & Requirements

1 Applicable energy types

The Energy Policy covers the energy types of gas and electricity, which are required for the smooth running of business operations in an office building.

2 Compliance with energy legislation

We comply with all applicable statutory regulations relating to energy management at each of our locations. We regard these statutory regulations as a minimum standard that is to be exceeded wherever possible.

3 Energy avoidance and reduction

Unite promotes the avoidance and reduction of energy consumption by:

- procuring energy-efficient electrical appliances,
- switching off electronic devices when not in use and not leaving them in standby mode,
- actively switching off lights that are not controlled by motion sensors when they are not needed,
- switching all offices to green electricity where this is possible.

4 Monitoring energy consumption

Unite monitors energy consumption by:

- recording, documenting and evaluating energy consumption on an annual basis as part of the preparation of the sustainability report. The greenhouse gas balance is prepared in accordance with the internationally recognised standard, the Greenhouse Gas Protocol.
- quantifying energy consumption as part of an external energy audit conducted every three years,
- monitoring the implementation of energy efficiency measures,
- making achievements and savings transparent and communicating them.

5 Employee awareness

Unite raises awareness among its employees in energy management by providing concrete guidance on how they can reduce energy consumption. The self-responsible and energy-conscious behaviour of each individual is an important component.

6 Continuous improvement

Energy management measures are reviewed on an ongoing basis and improved where necessary. In doing so, particular consideration is given to new technologies and opportunities for saving energy.

7 Consequences of non-compliance

Unite relies on education, support and dialogue to promote compliance with this policy. Employees who have questions about the application of the policy or who become aware of possible violations are invited to contact their line manager or the relevant competence team. In the event of identified violations, Unite will initiate appropriate measures to resolve the situation and prevent future violations.

F Coming into effect

This policy comes into force when it is communicated to employees and remains valid until it is replaced by a new version or expressly revoked. Unite informs all employees about this policy directly via the policy management tool. The policy is published in German and English. Unite will make supplementary information relating to this policy available to employees on the intranet (Confluence).

External parties can access and view the policy at <https://unite.eu/en-global/company/compliance>.

G Revision interval

This policy is reviewed at least once every 2 years to ensure it is up to date and amended as required. In doing so, current legal requirements, internal incidents and best practices are considered. The Team Lead Corporate Sustainability Internal carries out this review, documents the results and communicates them to employees.