



Energy Management Policy

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1. Purpose of this Policy

This policy aims to ensure that Unite Holding SE and its affiliated companies (collectively referred to as 'Unite') maintain and apply a green energy management strategy to protect the environment and conserve resources in a manner reflecting Unite's core corporate value of sustainability. The relevant principles and responsibilities within Unite are set out below.

2. Policy

1. Unite's motivation

Unite is deeply committed to environmental and climate protection. The company intends to significantly reduce – if not eliminate – the environmental footprint of its business operations. Furthermore, it's determined to proactively combat climate change.

Consequently, Unite is committed to the responsible use of resources by avoiding unnecessary energy generation and saving energy wherever possible.

2. Who does the Energy Management Policy apply to?

The Energy Management Policy applies to everyone working for Unite (including management and senior staff), regardless of whether they are employed full- or part-time, self-employed, student workers or interns. The Energy Management Policy is also binding for all visitors to Unite's offices.

3. Scope of the Energy Management Policy

The Energy Management Policy covers gas and electricity – the types of energy needed for the smooth running of business operations in an office building.

4. Compliance with energy legislation

As well as adhering to the relevant energy management regulations at all its branches, Unite regards them as a minimum standard that should be exceeded whenever possible.

5. Principles

Unite's Energy Management Policy includes the principles of energy reduction and avoidance, monitoring energy consumption and raising employee awareness. The company takes the following measures to ensure each of these principles is upheld:

a) Energy reduction and avoidance

Unite encourages the reduction and avoidance of energy consumption by:

- Procuring energy-efficient electrical appliances
- Switching off electrical and electronic equipment when not in use and not simply leaving it in stand-by mode
- Manually switching off lights that aren't controlled by a motion detector when they're no longer needed
- Switching all offices to green electricity where possible

b) Monitoring energy consumption

Unite monitors energy consumption by:

- Logging and evaluating energy consumption annually for the Sustainability Report
Carbon accounting in accordance with the Greenhouse Gas Protocol, an internationally recognised set of standards
- Quantifying energy consumption in an external energy audit carried out every three years
- Monitoring the implementation of energy efficiency measures
- Publicising the successes and savings achieved in energy management

c) Raising awareness among employees

Unite raises its employees' awareness regarding energy management by giving them specific instructions on how to reduce energy consumption. Individual

employees have a key role to play in this by acting in a responsible, energy-conscious manner.

6. Continuous improvement

Energy management measures are continuously reviewed and, whenever possible, adapted and improved. In particular, new technologies and ways of saving energy are explored.

This policy is reviewed annually and amended as necessary to keep up with the latest needs.

7. Responsibilities

Executive Board: Holds the mandate for endorsing the Energy Management Policy and any subsequent amendments.

CSR Officer: Oversees the drafting and periodical updating of this policy.

All **Unite employees** are duty-bound to adhere to the principles outlined above.