

Energy Policy

Policy data

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Role responsible for the policy	Corporate Sustainability Specialist
Role of the approving person	Board Member Cross Functional Departments
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Contact person for questions	Nora Reumschüssel (Corporate Sustainability Specialist)

Revision history

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1.0	19.10.2023	Nora Reumschüssel	Creation of the policy

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A Aim

This policy aims to ensure that Unite Holding SE and its affiliated companies (hereinafter '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.

B Policy

1 Our motivation

Unite is deeply committed to environmental and climate protection. The company intends to significantly reduce or 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 Policy apply to?

The Energy 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 Policy is also binding for all visitors to Unite's offices.

3 What types of energy are covered by the Energy Policy?

The Energy 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

We comply with all applicable energy industry regulations at our branches. We consider these legal regulations to be minimum standards that we should exceed whenever possible.

5 Principles

Unite's Energy Policy includes the principles of energy reduction and avoidance, monitoring energy consumption and raising employee awareness.

Unite is taking the following measures to ensure each of these principles is upheld:

1. Energy reduction and avoidance

Unite encourages the reduction and avoidance of energy consumption by:

- procuring energy-efficient electrical appliances
- switching off electronic equipment when not using it 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

2. 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
- publicizing the successes and savings achieved in energy management

3. Raising awareness among employees

Unite raises its employees' awareness regarding energy management by giving them specific instructions on how to reduce energy consumption. Responsible and energy-conscious behaviour on the part of individuals is an important component.

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

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

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

All Unite **employees** are responsible for following the principles outlined above.