



Dalekovod Sustainability Strategy

2024 - 2026

Connecting worlds, *building the future*

With the increasing development of sustainability as a social and economic framework, companies are required to make swift and concrete decisions to meet the ever-growing expectations of stakeholders, regulatory challenges and market trends. The growing global awareness of the need to preserve the environment and climate and to build a more just society has reshaped stakeholder expectations.

The adoption of the Sustainability Strategy (ESG Strategy) is considered by Dalekovod as the beginning of a new strategic cycle and the initial phase in implementing comprehensive changes and initiatives to ensure the effective integration of environmental, social and governance criteria into business operations.

The first Dalekovod sustainability strategy

The first Dalekovod sustainability strategy was developed following the 8 priority areas which cover topics such as reduction of scope 1 and 2 emissions, supporting the net-zero transition, reduction of waste generation and usage of packaging materials responsibly, ensuring a healthy and safe working environment for all employees, promoting inclusivity, diversity and equal opportunities, enabling employees' professional development and growth, attracting young talent and encouraging collaboration with educational institutions, promoting involvement in local community development, ensuring responsible and ethical governance and integration of sustainability into business operations and ensuring responsibility in the supply chain and alignment with Dalekovod's values.

ENVIRONMENT

We are committed to innovations that are key to reducing our impact on climate change and to successfully implementing the green transition on a global scale. Through continuous investments in improving the energy efficiency of our products and the use of electricity from renewable sources, we actively contribute to mitigating climate change.



A ZERO-EMISSIONS FUTURE

REDUCTION OF SCOPE 1 AND 2
EMISSIONS, SUPPORTING THE
NET-ZERO TRANSITION

- By 2026, develop a climate transition plan with projections for 2030 and 2050
- Increase energy efficiency by 35 % by 2026 compared to 2019
- Ensure 100 % of electricity from renewable sources on an annual basis



CIRCULAR ECONOMY

REDUCE WASTE GENERATION AND
USE PACKAGING MATERIALS
RESPONSIBLY

- 80% of production waste to be treated by methods other than filling, compared to 2019
- Increase the use of wood and cardboard from renewable sources by 2026

SOCIAL

We are actively creating a work environment that promotes equal opportunities, encourages personal and professional development and supports the well-being of every individual. We are working to increase the employment of people with disabilities, improving conditions for all parents and, recognizing the importance of gender equality, increasing the representation of women in leadership positions. We provide special support to foreign workers during their integration and support our employees who work in international markets.



HEALTH AND SAFETY OF EMPLOYEES

ENSURE A HEALTHY AND SAFE WORKING ENVIRONMENT FOR ALL EMPLOYEES

- Reduce the percentage of lost working hours due to work-related injuries to less than 1.5% by the end of 2026
- Provide additional health insurance coverage to all employees
- Include at least 50% of employees in training on stress prevention and mental health promotion



EMPLOYEE DEVELOPMENT AND SATISFACTION

PROMOTING INCLUSIVITY, DIVERSITY AND EQUAL OPPORTUNITIES

- 25% of women in management positions by 2026
- Increase employment of persons with disabilities and promote an inclusive work environment
- Provide support to parents of children up to 15 years old
- Provide support for foreign workers to facilitate integration, and support domestic workers for integration into foreign markets

SOCIAL

Continuous improvement of knowledge and skills, as well as alignment with the needs and goals of each employee, is the foundation of long-term sustainability. Without dedicated people, there are no successful companies. We invest in the development of leadership skills among our managers so that they can inspire and lead their teams toward common goals. We encourage cooperation and knowledge sharing among employees.



EMPLOYEE DEVELOPMENT AND SATISFACTION

ENABLE EMPLOYEES' PROFESSIONAL DEVELOPMENT AND GROWTH

- Ensure onboarding for new employees
- Encourage knowledge, skills and experience sharing
- Increase the average number of training hours per employee per year
- Develop individual development plans for 100% of key positions
- Develop leadership skills and competencies for all managers



YOUTH IN FOCUS

ATTRACTING YOUNG TALENT AND ENCOURAGING COLLABORATION WITH EDUCATIONAL INSTITUTIONS

- Ensure internships for students and pupils
- Continuous cooperation with technical faculties
- Provide scholarships for students and pupils



LOCAL COMMUNITY DEVELOPMENT

PROMOTING INVOLVEMENT IN LOCAL COMMUNITY DEVELOPMENT

- Strengthen corporate volunteering

GOVERNANCE

Our vision goes beyond mere compliance with legal obligations. Sustainability is a core value that inspires us, which is why we continuously work on upgrading our governance mechanisms to incorporate ESG risks and opportunities into every aspect of our business operations. We aim to foster responsibility across the entire value chain. We continue to raise the bar for sustainability standards, which will make us even more competitive in the market. This commitment reflects our enduring dedication to responsible business practices and to making a positive impact on the environment and the community in which we operate.



RESPONSIBLE, TRANSPARENT GOVERNANCE

ENSURE RESPONSIBLE AND
ETHICAL GOVERNANCE AND
INTEGRATION OF
SUSTAINABILITY INTO
BUSINESS OPERATIONS

- Integration of ESG criteria into risk assessments and risk management plans by 2025
- Establish ESG governance architecture
- Integrate ESG criteria into managerial KPIs
- Ensure ESG training for all employees
- Zero tolerance approach to bribery and corruption
- Improve information security



RESPONSIBLE SUPPLY CHAIN

ENSURE RESPONSIBILITY IN THE
SUPPLY CHAIN AND ALIGNMENT
WITH DALEKOVOD'S VALUES

- 100% of strategic suppliers assessed for ESG risks
- 100% of suppliers informed about the Supplier Code of Conduct

Contribution to the UN Sustainable Development Goals





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