

## Commitment to Human Rights

We, the Blue Elephant Energy Group<sup>1</sup> (“BEE Group”), believe that human rights are a fundamental part of responsible corporate governance. Through this declaration, we affirm our zero tolerance for all forms of inhumane acts and our commitment to maintaining our organization, partners, and suppliers free of human rights violations.

Since our foundation, our goal has been to continually improve our business practices and align them with frameworks that promote safe work practices and responsible, sustainable investments, reflecting our commitment to a sustainable approach in all Environmental, Social and Governance (ESG) aspects.

We recognize that our core business and daily operations have an impact on individual lives. At BEE Group, we aim to ensure that such impact is positive, in accordance with the principles of respect for human rights and the best social and governance practices. Hence, we underscore our strong commitment to human rights as stated in:

- The International Bill of Human Rights
- The Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The OECD Guidelines for Multinational Enterprises

As part of our corporate responsibility, we at BEE Group:

- conduct our activities in accordance with the applicable laws, the aforementioned standards, and our values
- engage in a transparent dialogue and consultation with our employees, partners, suppliers and other stakeholders
- work to address the key risks of human rights violations that are relevant to our sector
- continue to improve our due diligence processes to better identify risks and adopt the most effective approaches to prevent and mitigate negative impacts on human rights
- require all employees to report any suspected violation of these commitments or any related laws or regulations. Human rights-related complaints will be investigated
- will continue to integrate this approach into our core business activities, contracts, due diligence processes with business partners, training and communications.

The content of this declaration and the previously mentioned framework form the foundation of our pledge. Hence, we seek to continuously develop and improve our processes, as well as the measures and approaches needed to support and safeguard human rights.

We can only be successful in the long-term when we fulfil our corporate responsibility to respect human rights locally and globally.

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Managing Directors of Blue Elephant Energy GmbH

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<sup>1</sup> BEE Group refers to Blue Elephant Energy GmbH and its subsidiaries.