

Sustainability at Grupa Pracuj

Strategy 2030

Sustainability at Grupa Pracuj

We care – for People, for the Planet, for Safety

At Grupa Pracuj, for over 25 years we have been making a positive impact on the recruitment market - our mission is simple and clear:

” Grupa Pracuj supports organizations in recruitment, retention and development of their staff. We help people find the best job for them and maximize their full potential. To achieve this, we use the most efficient and modern technologies.

This mission has always guided how we grow and innovate - with a strong focus on the people we serve.



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Our everyday work is shaped by values that define who we are and embed sustainability in how we support people, build partnerships, and develop solutions for a better working world:

Customer Focus

Courage to act and learn from mistakes

Responsibility for commitments, actions and results

Agility to learn and act in a fast-changing environment

Respect for diversity

Positive vibe at work



Our Sustainability focus



We concentrate on what matters most — where our actions make the biggest difference, and where ESG risks and opportunities influence the future of Grupa Pracuj. These include:



Our employees

we grow as an organization by investing in the skills, motivation, and well-being of our people.



The people we support

from candidates shaping their careers to employees of our clients who benefit from our recruitment technologies.



Data security

we process large volumes of sensitive personal data and are committed to ensuring its protection.



Climate change

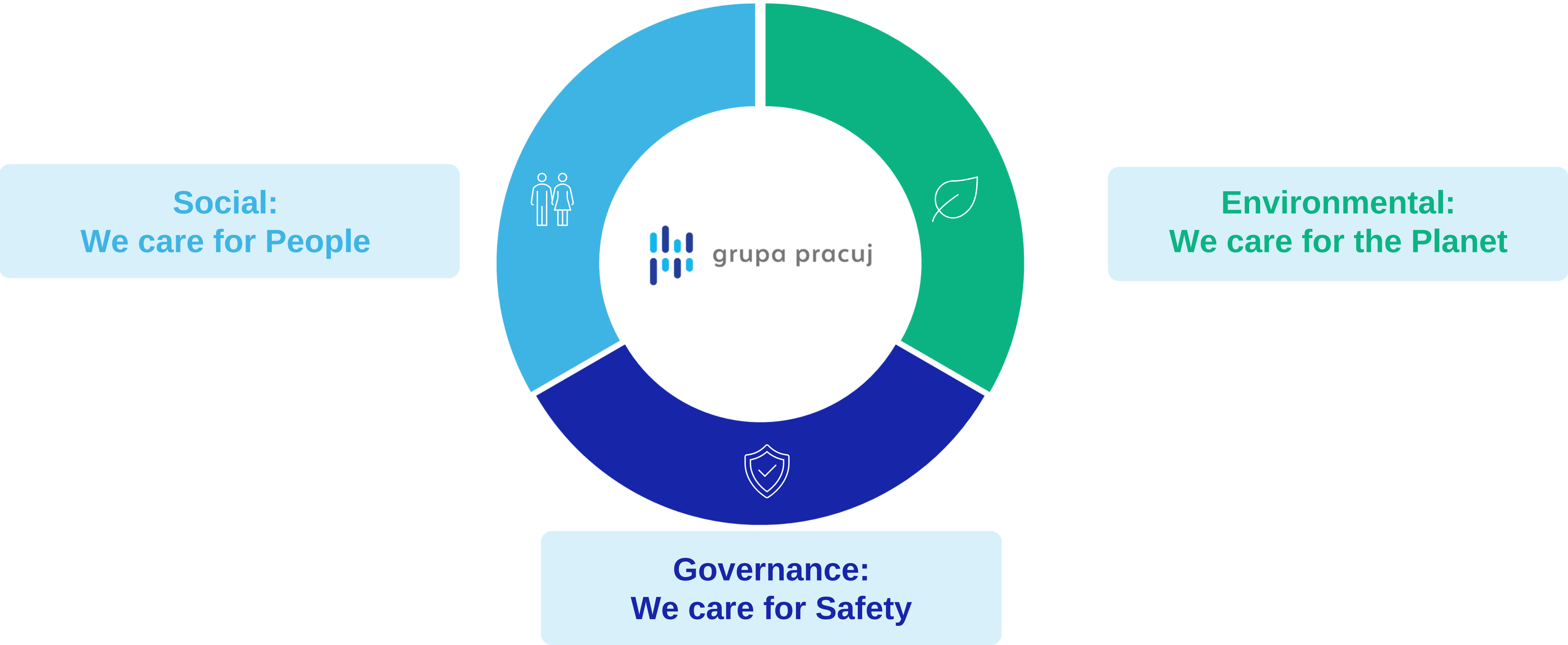
we support the journey to net zero by 2050 and prepare for the future by assessing climate risks to business continuity and labour markets.

By embedding sustainability into our business, we actively support the 2030 Agenda for Sustainable Development and contribute to building a fairer, more inclusive, and resilient world.

Sustainable Development on three pillars



Harmonizing ESG objectives to build a sustainable future



We care for the Planet

Our impact

We believe that **environmental responsibility starts with understanding and reducing our own footprint.**

That's why we are taking steps to monitor and manage emissions across all scopes - and to align with the EU's ambition of climate neutrality by 2050. We develop and offer digital platforms and systems that streamline recruitment and reduce resource intensity. We are also working toward sourcing 100% of our electricity from renewable sources.

A key focus for us is Scope 3 emissions, which account for the majority of our total climate impact. We prioritize responsible procurement and are strengthening our supplier due diligence processes to better assess environmental performance and collaborate on shared climate goals.

Group emissions CO_{2eq} [t]



Scope 1 – covers primarily emissions resulting from the combustion of fuels used in vehicles and buildings

Scope 2 – includes the Group's indirect emissions generated through the use of purchased heating and electricity.

Scope 3 – refers to indirect greenhouse gas emissions occurring across the company's value chain, including suppliers, transportation, and product use. **62 % of Scope 3** emissions fall under the category of Purchased Goods and Services. On our path to climate neutrality, we will primarily focus on collaboration with our suppliers.





Our Goals



Today's focus

Develop a roadmap for **reducing Scope 1 & 2** emissions
Assess **climate resilience** through scenario analysis
Implement the Group-wide **Climate & Environmental Policy**



Mid-term priorities by 2027

Foster collaboration for climate neutrality:
Apply sustainable procurement standards across the Group
Support Scope 3 emission reductions through collaboration with suppliers
Develop a transition plan to reach climate neutrality by 2050



Our ambition by 2030

Fully renewable: 100% of our electricity consumption covered by clean energy



Long-term vision

Reach climate neutrality by 2050



We care for People



Our impact

With **over 1,100 employees representing more than 20 nationalities, thousands of clients, and millions of users**, our impact on people's lives is real and far-reaching. Every day, we help build more transparent, inclusive, and effective recruitment processes - promoting equal opportunities and diversity across the labour market.

As a signatory of the Diversity Charter, **we advocate for fairness and inclusion** at every level of our organization and ecosystem. **Our operations span several countries, and our approach reflects this diversity.** In Ukraine, we focus on supporting our employees and the country during wartime, with particular attention to the inclusion of veterans returning to professional life. In Poland and Germany, our DEI actions centre on age and cultural diversity, equal opportunities, and pay equity.

We also see it as our responsibility to **educate the market** -sharing expertise on recruitment best practices and labour market trends through content, events, and strategic partnerships. As part of our social engagement, we support charitable initiatives by offering financial aid and encouraging employee volunteering.

We value **openness and dialogue**. We regularly gather feedback from employees through workplace surveys and monitor satisfaction among our clients and users. To continuously improve, we participate in Diversity in Check, an independent audit that evaluates the quality of our diversity and inclusion efforts.





Our Goals

Today's focus

Adopt DEI management locally while ensuring Group-wide consistency

- Engagement surveys across the Group, followed by action planning and progress tracking
- In-depth pay gap analysis to identify and address potential inequities

Mid-term priorities by 2027

Ensure a coherent and strategic approach to diversity, equity, and inclusion across the Group:
Ensuring a Consistent, Strategic Approach to DEI Across the Group:

- Promoting gender balance at all organizational levels and increasing the share of women in management positions to 30%
- Standardizing compensation practices across the Group
- Deliver DEI training programs to build awareness and inclusive behaviours

Introduce a unified standard for customer satisfaction monitoring to better reflect diverse needs

Our ambition by 2030

Pay Equity: Closing the Adjusted Gender Pay Gap (<5%)

From Day One to the Next Promotion:
Ensuring career growth opportunities across all teams



We care for Safety



Our impact

Every day, thousands of individuals entrust us with their personal data - and we take this responsibility seriously. **As a leading HR technology organization, we adhere to the highest standards of data protection and information security across all platforms and services.**

Good governance and transparency are at the core of how we operate. As **Grupa Pracuj S.A. is a public company**, listed on the Warsaw Stock Exchange, we are committed to ensuring financial stability, business integrity, and long-term value creation for our stakeholders. Our corporate governance model supports sustainable growth through clear accountability, robust controls, and ethical leadership.

All employees adhere to our **Code of Ethics**, setting clear standards for integrity, fairness, and respectful conduct. We also expect our business partners to act in line with our **Code of Ethical Conduct in Business Relations**, creating a shared foundation for ethical collaboration.

We prioritize safety and security across the entire value chain, which is why we conduct a **Supplier Due Diligence** process. We assess key partners not only for legal compliance, but also in terms of sustainable practices and ethical standards. This enables us to make informed and responsible purchasing decisions.

As the Group grows - including through mergers and acquisitions - we are **progressively implementing unified standards** in governance, risk management, and cybersecurity to ensure alignment, continuity, and resilience across all business entities.





Our Goals

Today’s focus

Maintaining high standards of Corporate Governance, Business Ethics, and Data Protection Across the Group
Regular compliance trainings
Implementation of new regulatory requirements
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Mid-term priorities by 2027

Harmonizing Group standards to strengthen consistency in compliance and security
Updated risk management procedures, including climate risks analysis
Supplier Due Diligence process implementation across the Group

Our ambition by 2030

Value Chain Security - covering at least 90% of eligible suppliers with the Supplier Due Diligence process
Comprehensive update of Disaster Recovery procedures across the Group – in response to increasing uncertainty and market volatility

