



SOCIAL RESPONSIBILITY POLICY

Podgorica, 2025



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INTRODUCTION

XEnergy d.o.o. Podgorica (hereinafter: XEnergy) recognizes social responsibility as an integral part of its business strategy, culture, and everyday activities. We believe that long-term business success is inextricably linked with contributions to society, environmental protection, respect for human rights, and the creation of positive change in the communities in which we operate.

2. OUR VISION OF SOCIALLY RESPONSIBLE BUSINESS

As a regional leader in the implementation of demanding projects in the fields of energy, vertical transportation, construction, tourism complex development, and real estate, and with a commitment to sustainable development, we are dedicated to the principles of responsibility, transparency, and partnership. Our vision is to drive sustainable growth and regional development through ethical and responsible business practices.

3. PRINCIPLES OF SOCIAL RESPONSIBILITY

In its operations, XEnergy is guided by the following principles:

- **Respect for Human Rights**
We ensure labor rights, the prohibition of discrimination, decent working conditions, and gender equality.
- **Environmental Protection**
We apply principles of circular economy, energy efficiency, and pollution prevention at all stages of our operations.
- **Ethical Business and Transparency**
We promote integrity, anti-corruption mechanisms, and transparent governance in all business activities.
- **Community Development**
We actively participate in local community development through employment, partnerships, educational programs, and support for local initiatives.
- **Sustainability through Innovation**
We invest in new technologies and sustainable solutions to respond to the challenges of climate change and urban development.

4. KEY AREAS OF IMPLEMENTATION

Area	Our Approach
Employees	We provide a safe and inclusive work environment, continuous education and development in line with established Quality Objectives.
Community	We engage local communities in project development and support local initiatives.
Environment	We manage emissions, waste, and resources in accordance with the highest ecological standards.
Suppliers Partners	& We require our partners to comply with environmental care principles and our ethical code.
Clients & Users	We offer sustainable, high-quality solutions with open and responsible communication.

5. ALIGNMENT WITH INTERNATIONAL STANDARDS

This policy is aligned with:

- UN Sustainable Development Goals (SDGs)
- ISO 9001:2015 – Quality Management
- ISO 14001:2015 – Environmental Management
- ISO 45001:2018 – Occupational Health & Safety Management

6. PRIORITY AREAS OF ACTION

In line with the Sustainable Development Goals (SDGs), XEnergy directs its initiatives toward the following areas:

6.1 Education and Development of Technical Skills (SDG 4, SDG 9)

We invest in STEM education, technical literacy, and youth talent development through:

- partnerships with universities and vocational schools,
- equipping STEM classrooms,
- organizing educational workshops and site visits.

6.2 Climate Awareness and Future Energy (SDG 7, SDG 13)

We implement projects that promote ecological awareness and education:

- school eco-days and energy efficiency competitions,
- tree planting with children and communities,
- promotional campaigns about renewable energy sources.

6.3 Mentoring Programs and Youth Mobility (SDG 4, SDG 17)

We support professional development through:

- mentoring young engineers,
- exchange and job-shadowing opportunities,
- connecting with global experts (e.g., from Siemens, ABB, etc.).

6.4 Sports and Community Health (SDG 11)

We believe in the power of sport to connect and support healthy youth development:

- sponsoring local teams and sports schools,
- building and renovating sports fields accessible to all,
- supporting school and amateur tournaments.

6.5 Accessible Infrastructure for All (SDG 11, SDG 17)

In partnership with local governments and civil society, we invest in:

- energy efficiency in public institutions (schools, health centers),
- construction of ramps and accessible roads,
- arrangement of public spaces accessible to persons with disabilities.

7. IMPLEMENTATION AND ACCOUNTABILITY

The implementation of this policy is the responsibility of all employees and company leadership. At the strategic level, the ESG Committee is tasked with:

- overseeing the setting and implementation of social responsibility goals,
- ensuring the integration of ESG principles in all decision-making processes,
- transparently reporting progress to the Management and Supervisory Board,
- organizing dialogue with external stakeholders.

8. TRANSPARENCY AND REPORTING

XEnergy operates in line with the highest standards of responsibility, transparency, and sustainability. In all segments of our operations, we act in accordance with the principles of good corporate governance, ethics, and inclusion of relevant stakeholders, including investors, business partners, employees, local communities, and the general public.

Rooted in a strategic commitment to long-term value creation for society and the environment, we systematically integrate ESG principles into our operational and development policies. Our approach is based on proactive action, measurable results, and continuous dialogue with all societal actors.

To enhance corporate responsibility and align with modern reporting standards, starting from fiscal year 2026, we will formally adopt ESG reporting practices, in accordance with internationally recognized frameworks. This will include systematic monitoring and publication of data on our environmental, social, and governance impacts, risks, and opportunities, including reporting along the value chain and in line with the principle of double materiality.

Through this, we affirm our long-term commitment to transparency, accountability, and sustainable development, creating added value for all relevant stakeholders – from investors and partners to end users and local communities. In the upcoming period, we will continue to strengthen internal capacities and develop systems for data collection, evaluation, and verification, ensuring the reliability and relevance of the information presented in our ESG reports.

9. HOW TO APPLY FOR SUPPORT

Individuals, companies, institutions, NGOs, and other organizations with a project or initiative that contributes to local community development, education, environmental awareness, sports, or the creation of a more inclusive society – can apply for sponsorship, donation, or strategic partnership.

Applications can be submitted via our official website through a standardized online application form. Each application should include a clear project description, expected outcomes, target groups, and how the initiative contributes to sustainable development, in line with the priorities outlined in our Social Responsibility Policy.

All applications are reviewed transparently and impartially, in accordance with available budget and strategic priorities of the company. We especially encourage initiatives with long-term impact and collaboration between various actors – from local governments and educational institutions to business and civil society.

Approved by: XEnergy d.o.o. Management Board

Podgorica, July 2025