



SUSTAINABILITY FRAMEWORK

BUILDING A NEW ERA OF SUSTAINABLE POWER

LETTER FROM OUR CEO

Dear Colleagues, Partners and Friends,

At Rezolv, we see sustainability as the cornerstone of our mission to power a cleaner, fairer future.

This document seeks to articulate our sustainability ambition and approach, capturing how we aim to drive the net zero transition while fostering positive outcomes for nature and communities.

Our commitment to a just energy transition drives us to ensure that the benefits of the green transition are shared equitably. We recognise the transformative potential of renewable energy to create economic opportunities, upskill local communities, and support the energy transition. From providing training in underserved regions to engaging communities as partners in our projects, we strive to leave a positive legacy and shared prosperity.

Equally, we are committed to building a nature-positive energy future - one that not only minimises harm but actively restores and regenerates the ecosystems we depend on. Through responsible project development that mitigates against adverse environmental and biodiversity impacts, and partnering on nature projects, we aim to make a positive contribution where possible and at a minimum working on no net-loss to biodiversity. Rezolv is also committed to being part of the solution to climate challenges, both via climate mitigation through our clean energy projects, as well as addressing climate resilience and adaptation.

As a growing company, much of our portfolio is still in development. However, we are steadfast in embedding sustainability into our business strategy and working closely with our stakeholders to set ambitious goals, define actionable plans, and transparently measure our progress.

Together, we can harness the power of clean energy to build a future where both people and nature thrive, while securing long-term value for our stakeholders through sustainable growth and operational excellence.



Alastair Hammond
Chief Executive Officer





CONTENTS

Pg 04 About Rezolv

Pg 09 Sustainability Approach

Pg 15 Net Zero

Pg 18 Nature

Pg 21 Communities

Pg 25 Governance

Pg 29 Our Future



ABOUT REZOLV

REZOLV AT A GLANCE

Since 2022, Rezolv has been building a new era of sustainable power with a multi-gigawatt renewable energy portfolio across Central and Southeastern Europe. Rezolv operates with long-term, committed investment (USD \$500 million) from one of the world's most respected energy investors, Actis.



What We Do



Project Development & Acquisition

We identify, develop, and acquire renewable energy projects to accelerate the transition to net zero emissions.



Energy Solutions for Businesses & Project Financing

We create tailored financing solutions and long-term power purchase agreements (PPAs) providing businesses with reliable access to renewable energy while supporting their sustainability goals.



Building High-Quality Clean Energy Infrastructure

We oversee the design, development, and construction of large-scale renewable energy plants, ensuring efficient delivery and high-quality standards.



Efficient & Reliable Renewable Energy Operations

We manage and optimise the operations of our renewable energy sites to ensure consistent, long-term delivery of clean power to our customers.

100% Clean Energy Produced

2.3 GW Potential Capacity

6 PIONEERING PPAS
Annual Volume **460 GWH**

>4 TWH Annual Electricity Output

4 Iconic Projects

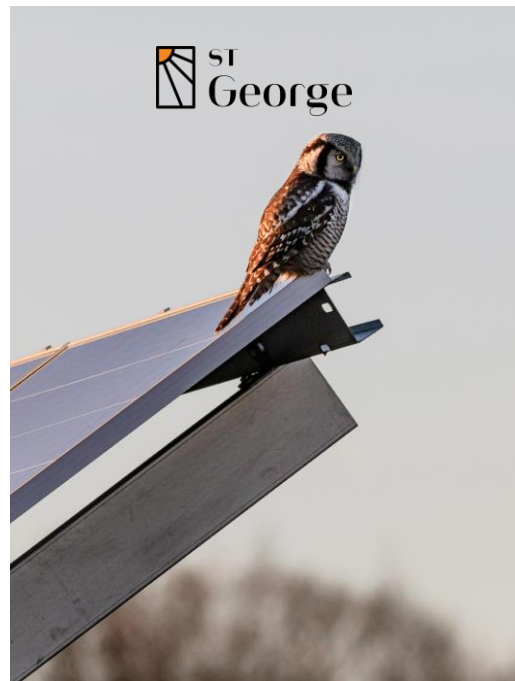
BUILDING A NEW ERA OF SUSTAINABLE POWER

Rezolv has **four iconic solar and wind projects** across Central and Southeastern Europe. Combined, these projects have a total capacity of **2.3 gigawatts**.



Vifor

Location	Romania
Power	461 MW
Job creation	300
Status	In construction



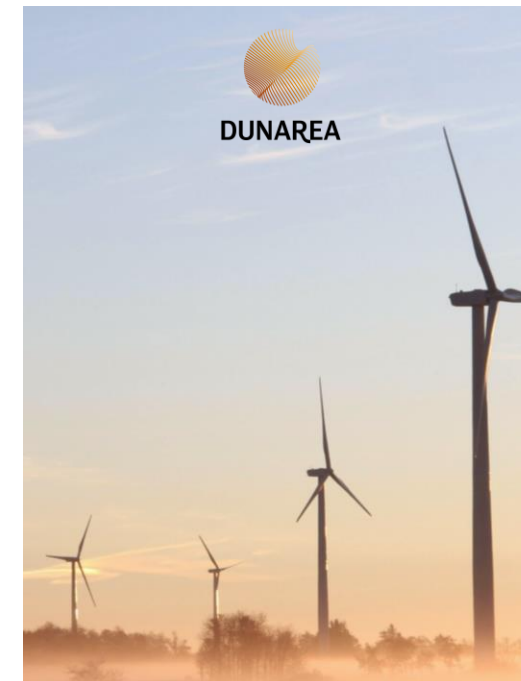
St George

Location	Bulgaria
Power	225 MW
Job creation	200
Status	In construction



Dama Solar

Location	Romania
Power	1,044 MW
Job creation	500
Status	Late-stage development



Dunarea

Location	Romania
Power	600MW
Job creation	350
Status	Late-stage development

MISSION, PURPOSE & VALUES

At Rezolv, our mission, purpose, and values **form the foundation of everything we do**. They guide our efforts to lead clean energy solutions, create a sustainable and equitable future, and ensure that our actions reflect our commitment to integrity, collaboration, and impactful change. Our approach to sustainability is not just about addressing today's challenges- it is integral to building a resilient, high-value business. By embedding sustainability into our strategy, we create competitive advantages, enhance risk management, and unlock opportunities in emerging markets for renewable energy.

VALUES



WHY ARE WE INVESTING IN CENTRAL AND SOUTHEASTERN EUROPE?

Rezolv adopts an 'emissions first' approach, prioritising projects that **significantly reduce carbon emissions**. By focusing on high-impact regions where coal-dominated energy markets remain prevalent, we address areas with historically low levels of renewable investment. This strategy allows us to **harness the vast potential for clean energy**, tackling high energy demand and substantial carbon footprints, while driving **measurable benefits** for both the environment and local communities.



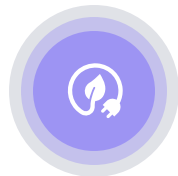
Maximising Impact

The energy system in Central and Southeastern Europe remains very carbon-intensive providing an opportunity to maximise the positive impacts associated with our renewable energy projects.



Enhancing Energy Security

Acknowledging energy volatility in the region, adopting renewable energy enhances security by reducing reliance on imported fossil fuels, diversifying energy sources, harnessing abundant solar and wind potential, and mitigating geopolitical supply risks.



Economic Development

Adopting renewable energy creates significant economic opportunities by harnessing the region's renewable energy potential, generating well-paid jobs, and selling clean energy to emission-reducing industries. By fostering local employment in project development, construction, and operations, we contribute to sustainable economic growth and enhance regional competitiveness in the European market.



Health and Wellbeing

Adopting renewable energy in Southeastern Europe reduces harmful air pollution from coal power plants, improving air quality and public health outcomes in a region with some of Europe's highest pollution levels. For example, Bulgaria has the highest deaths associated to PM2.5 exposure in the EU.



OUR SUSTAINABILITY APPROACH



OUR APPROACH TO SUSTAINABILITY

Rezolv's approach to sustainability goes **beyond compliance**. Alongside alignment with the highest sustainability standards, we seek to be pioneers in the industry and lead the way in the responsible development of renewable energy. Our approach to sustainability is underpinned by three core areas: **Impact, Social Licence to Operate and Risk Mitigation**. This is further elaborated in our Sustainability pillars that focus on **Decarbonisation, Nature Restoration** and contributing to a **Just Energy Transition**.



"We are committed to create lasting benefits for people and planet. This is reinforced by our commitments on contributing to a just transition, decarbonisation and delivering a positive impact on nature."

— — [See page 11](#) — — ►

"We prioritise transparency, respect, and shared benefits, building trust with our key stakeholders and host communities helping to foster lasting relationships and opportunities."

— — [See page 12](#) — — ►

"We strive to identify risks and to embed mitigation strategies to avoid physical, transitional and reputational risks thereby de-risking our portfolio and delivering value."










— — [See page 13](#) — — ►

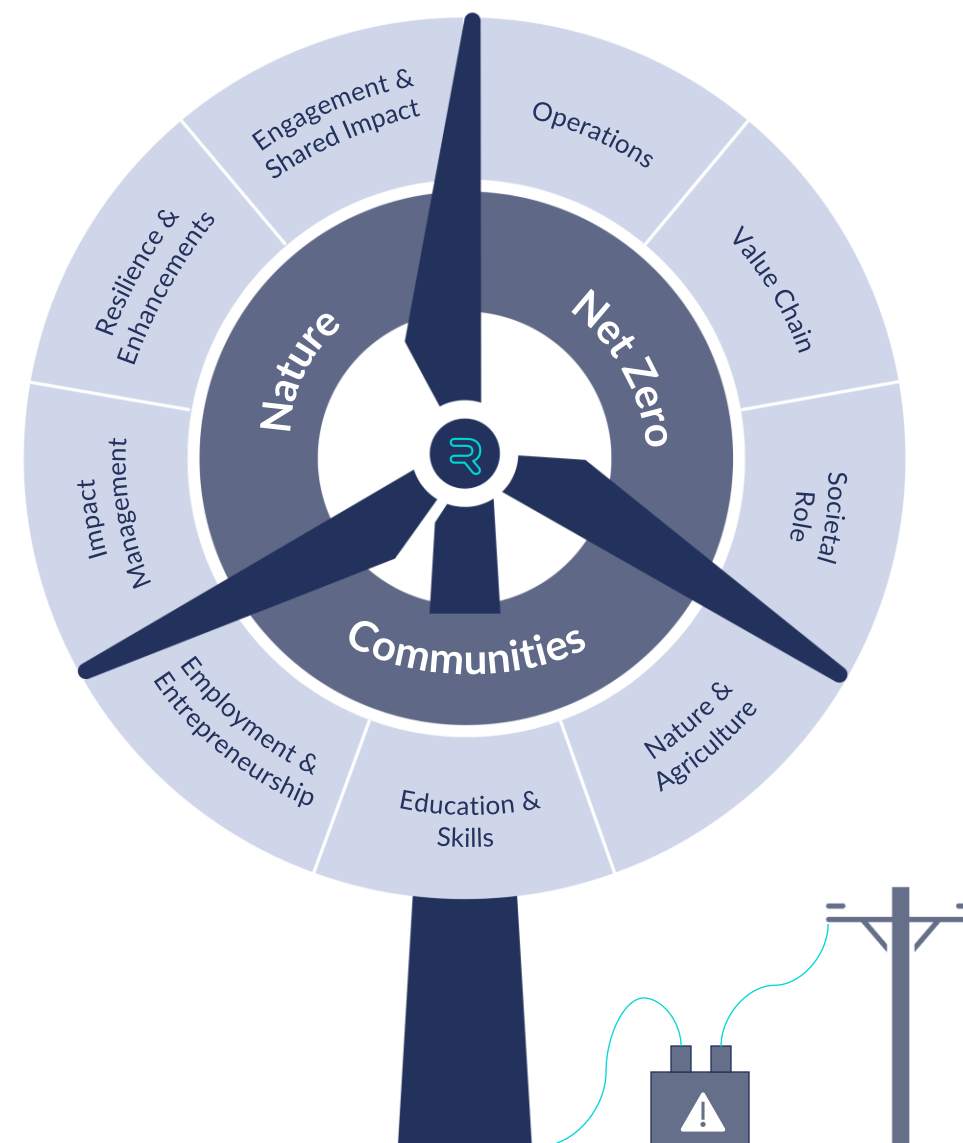


OUR SUSTAINABILITY PRIORITIES

Our three sustainability priorities reflect our **commitment** to addressing the interconnected challenges of **climate, nature, and communities**. These priorities guide our efforts to drive meaningful impact through focused action.

Our Commitments

Net zero	Nature	Communities
Rezolv is committed to becoming a Net Zero business by 2050 at the latest.	Rezolv is committed to achieving a Net Positive impact on nature for its direct operations.	Rezolv is committed to transforming communities through partnership and lasting impact.
 Operations	 Impact management	 Employment & Entrepreneurship
 Value Chain	 Resilience & Enhancements	 Education & Skills
 Societal Role	 Engagement & Shared Impact	 Nature & Agriculture



STAKEHOLDER ENGAGEMENT AND ADVOCACY

At Rezolv, **stakeholder engagement and advocacy** are fundamental to advancing our mission of delivering sustainable and impactful clean energy solutions across Central and Southeastern Europe. We actively collaborate with a diverse range of stakeholders, including local communities, partners, customers, and regulatory bodies, ensuring their perspectives and needs are reflected in our strategies. By fostering open communication and building transparent, long-term relationships, we aim to **create shared value that benefits society and the environment**.

Stakeholder Engagement

Rezolv implements a tailored Stakeholder Engagement Plan (SEP) for each of its projects to ensure effective, transparent, and inclusive communication with all stakeholders. By identifying relevant stakeholders, setting clear engagement objectives, and establishing channels for meaningful dialogue, SEPs enable us to address the unique needs and concerns of communities, partners, and other affected parties.

This approach is crucial for securing our social license to operate, as it fosters trust, minimises conflicts, and ensures that all voices are heard throughout the project lifecycle.

Advocacy

Advocacy plays a crucial role in our commitment to driving the renewable energy transition. We work closely with industry leaders, policymakers, and local institutions to promote policies and initiatives that accelerate the adoption of clean energy technologies and practices. By championing sustainable solutions and engaging in collaborative dialogue, Rezolv is helping to shape a greener, more resilient energy future.

This approach ensures that sustainability remains central to our operations, enabling us to create lasting positive impacts on communities and the planet.



Assuring best practice on sustainability

At Rezolv, our projects are developed and operated in alignment with globally recognised frameworks for environmental and social sustainability. By adhering to the IFC Performance Standards for Environmental and Social Sustainability, the EBRD Performance Requirements, and the Equator Principles, we ensure that our operations meet the highest benchmarks for mitigating risks, protecting biodiversity, and fostering positive outcomes for communities and stakeholders.

By embedding these standards into every aspect of our work, we not only comply with international best practices but also go beyond compliance to maximise positive impacts on people and the planet. This integrated approach underscores our dedication to delivering clean energy solutions responsibly and sustainably.

ALIGNMENT WITH GLOBAL SUSTAINABILITY STANDARDS AND PRINCIPLES



More information

IFC
Performance
Standards

Equator
Principles

EBRD
Performance
Standards



OUR SUSTAINABILITY PRIORITIES

WHAT IS THE ISSUE AND WHY IS IT IMPORTANT?

Greenhouse gas emissions (GHGs) are contributing to a climate crisis. Global temperatures have already risen by 1.1°C since pre-industrial times, and current trajectories suggest that this could rise to between 2.5°C and 4°C unless GHG emissions drop significantly ([link](#)).

This rise in global temperatures is already impacting societies and economies. This can be seen in more intense and unpredictable extreme weather like droughts, floods, storms and heatwaves. Similarly, areas such as human health, biodiversity, water security and food production are all significantly impacted by the warming world.

According to UN Secretary [Antonio Guterres](#) “we are teetering on a planetary tight rope”.

The time for global action is now.



NET ZERO



TOWARDS A NET ZERO FUTURE

Role of renewables

Fossil fuels - including coal, oil, and natural gas - are [the largest drivers of global climate change](#). They account for more than 75% of the world's greenhouse [gas emissions \(GHGs\)](#) and [nearly 90% of all carbon dioxide emissions](#). In contrast, renewable energy provides a cleaner, more sustainable alternative. Renewable energy comes from naturally replenished sources, including wind and solar, that are abundant and emit little to no greenhouse gases. Shifting toward renewable energy is essential for building [a cleaner, safer, and more sustainable future for all](#).

Whilst the energy transition has accelerated in recent years, with clean technologies being deployed faster than ever and capital investment reaching record highs, global GHGs remain high. The energy sector is the largest emitter of all and plays a vital role in helping other industries reach their net zero targets. According to [recent reports](#), the energy sector must be fully decarbonised by 2040 for other sectors to achieve their net zero goals. This is a huge responsibility and emphasises the critical role that renewable energy providers such as Rezolv will play in the transition towards a net zero future.

Our approach

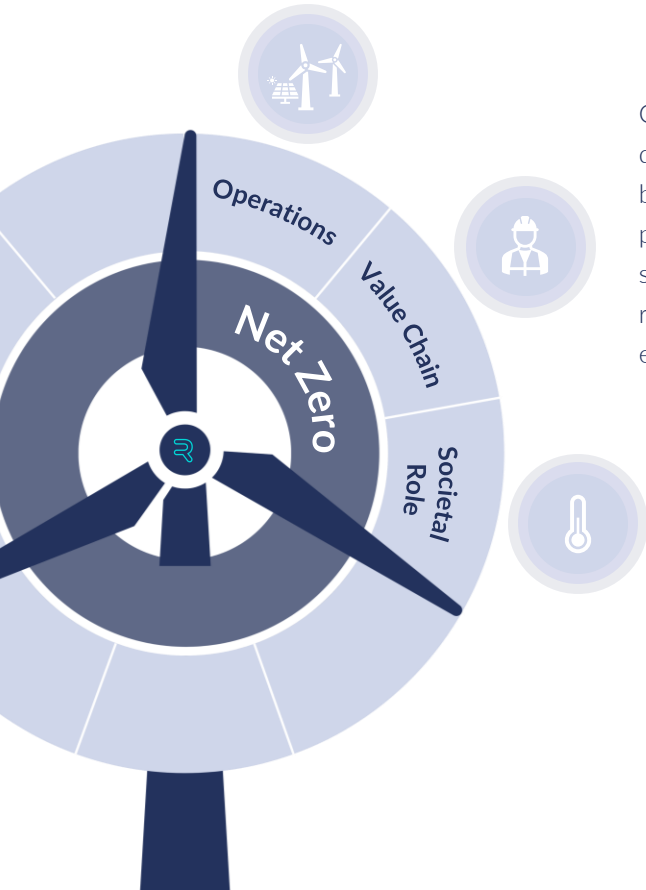
Enabled decarbonisation. Rezolv is proud to play a pivotal role in driving regional efforts to decarbonise the energy grid, which not only accelerates climate action but also enhances our competitive edge by meeting the rising demand for clean energy from global businesses. Guided by our mission to lead clean energy solutions in the just transition to net zero in Central and Southeastern Europe, we are actively reducing greenhouse gas emissions and moving the economy away from fossil fuels. Having already secured significant PPAs, we remain committed to partnering with stakeholders to accelerate their decarbonisation journeys and drive meaningful change.

Our own net zero ambition. As a key contributor to the net zero transition, we are committed to addressing the GHG emissions generated by our operations. In 2024, we initiated a comprehensive analysis of our corporate and project-level carbon footprint, forecasting operational emissions across Scopes 1, 2, and 3. Building on these insights, we are developing a tailored low-carbon growth strategy. This approach includes supplier engagement, emissions reduction levers, and data-driven action plans to ensure measurable progress toward our net zero goals by 2050.

Rezolv is committed to Net Zero business by 2050 at the latest.

Though our **operations** represent a comparatively small proportion of our greenhouse gas emissions, they are also the area we have the greatest control over.

Our ambition is underpinned by three core focus areas



Our carbon footprint is primarily driven by our **value chain**. We will build a decarbonisation plan, particularly focused on our suppliers, that allows us to produce renewable energy as carbon efficiently as possible.

We see ourselves as key change makers in decarbonising the electricity mix of Central and Southeastern Europe. By generating clean, renewable energy we can **support economies and societies** to a green transition.

Work to date and next steps

GHG footprint

We have developed a bottom-up GHG inventory for our office locations and the Vifor project, which began construction in 2024. We quantified Scope 1 and 2 emissions using activity-based data and conducted an SBTi-aligned Scope 3 emissions screening. While our current focus has been on our operations, we are also forecasting potential lifetime emissions for future projects, leveraging publicly available data.

Building out our climate strategy

In 2025, we aim to establish a tailored low-carbon growth strategy that aligns with science-based targets and industry best practices. This includes forecasting operational Scope 1, 2, and 3 emissions trajectories, assessing supplier engagement opportunities, and identifying sector-specific decarbonisation levers for construction and operations. By integrating these insights, we will develop actionable plans to guide our near-term (3-5 years) and long-term emissions reduction efforts, ensuring progress toward our net zero goal.

Scenario analysis

Rezolv, in partnership with Actis, undertook a comprehensive climate scenario analysis to assess the physical risks and opportunities across our portfolio. Using three IPCC scenarios, the analysis evaluated acute and chronic hazards such as extreme heat, drought, and water stress at asset level. The findings revealed that our portfolio overall demonstrates strong resilience to physical climate risks. This underscores our ability to navigate the challenges of a changing climate effectively. Looking ahead, we aim to deepen this work by integrating transition risks and exploring opportunities linked to the energy transition. These insights will guide our adaptation strategies and reinforce our commitment to sustainable and resilient operations.



NATURE

What is the issue and why is it important?

The clean energy transition is accelerating, with renewables projected to power nearly 90% of global electricity generation by 2050, up from 29% in 2020. This **transformation is essential to tackling the climate crisis**, reducing emissions, and advancing the net zero agenda. However, the scale and pace of this transition come with significant challenges- and opportunities- for nature and biodiversity.

The rapid deployment of renewable energy infrastructure requires substantial land and sea area, presenting risks to ecosystems if not managed responsibly. Poorly planned projects can disrupt habitats, impact biodiversity, and place undue strain on already vulnerable ecosystems. Equally, this offers an unprecedented chance to align climate action with environmental restoration, **creating a nature-positive pathway that benefits both people and the planet.**

To achieve this balance, it is critical to adopt integrated approaches that prioritise sustainable land use, minimise ecological impacts, and actively restore degraded environments. By embedding biodiversity considerations into our strategy, we ensure that the transition to clean energy protects and enhances the natural world, while also reducing project risks, ensuring regulatory compliance, and improving investor confidence in our business. **The transition to a cleaner, greener energy future must be a shared mission—one that recognises the interdependence of climate, nature, and human well-being.**

CLEAN ENERGY THAT PROTECTS AND RESTORES NATURE

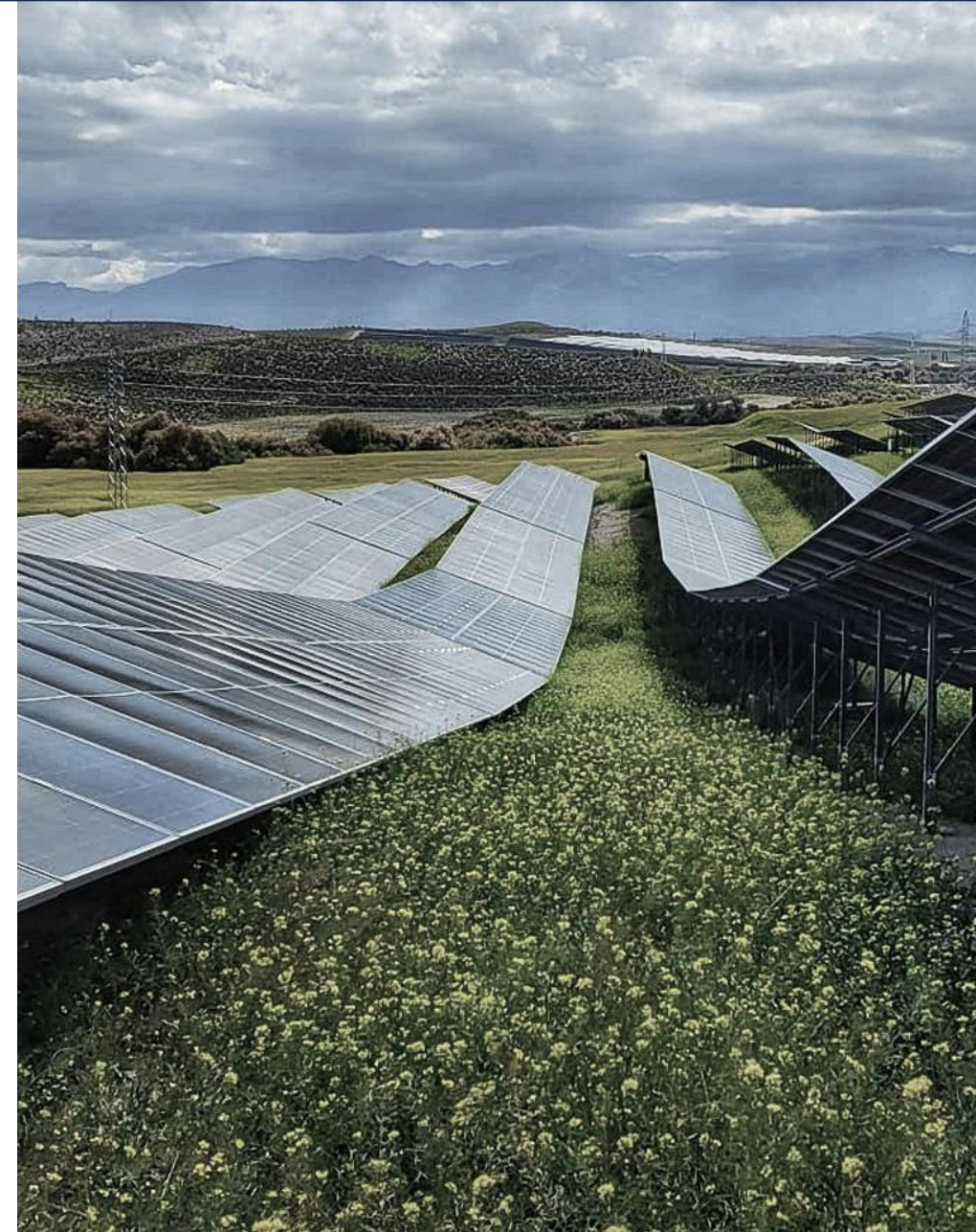
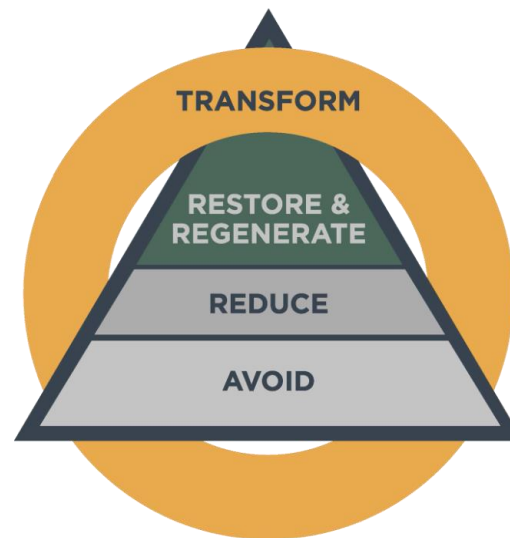
Role of renewables

The renewable energy transition offers opportunities to reset the relationship between energy production and nature. There is [evidence](#) that even when the full range of environmental impacts- from sourcing raw materials to final operation- is considered, generating and storing energy from renewables is far less environmentally damaging than using fossil fuels.

However, [this shift requires approximately 1 million km²](#) of land and sea area, posing potential risks to ecosystems if not managed responsibly. Integrating nature-positive practices into renewable energy development can mitigate these impacts, ensuring that the transition supports both climate goals and biodiversity conservation. By adopting responsible planning and operational strategies, the renewable energy sector can contribute to environmental restoration and create a sustainable future for all.

Our approach

Rezolv's approach to managing impacts on nature follow the mitigation hierarchy (see below) with priority given to avoiding and minimising impacts as far as possible, applying on-site mitigation measures during construction and operations, implementing nature restoration measures and finally offsetting as a last resort.



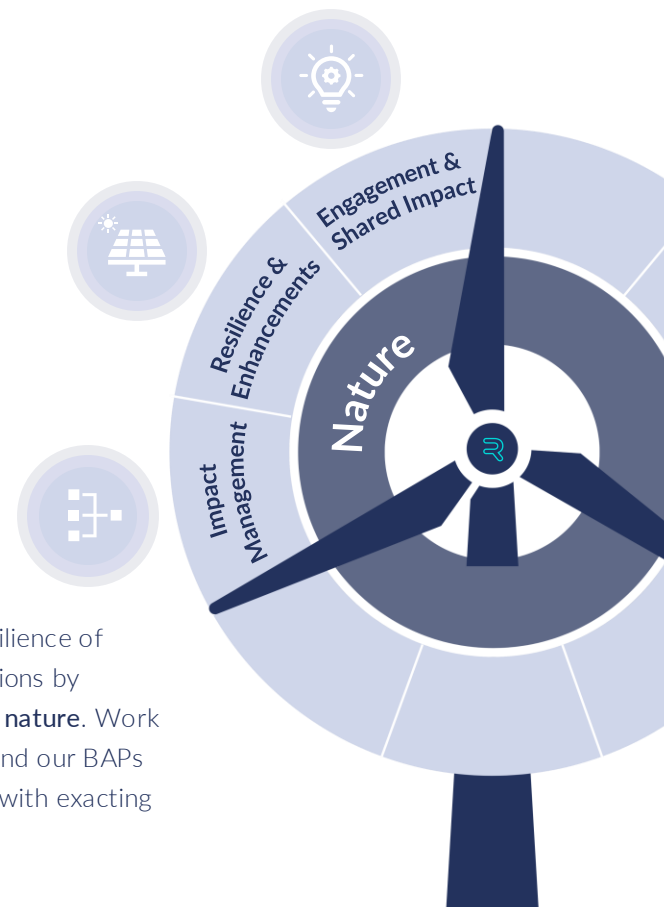
We aim to achieve a Net Positive impact on Nature for our direct operations.

Our ambition is underpinned by three core focus areas

We strive to push nature up the agenda and drive positive impact through **partnerships, advocacy, research, engagement and innovation**. Addressing the nature crisis requires system-level collaboration.

We work to avoid and reduce negative impacts on nature where possible. Measures here include project-level biodiversity action plans (BAPs) to **measure, manage and monitor** our impact.

We aim to enhance the resilience of Rezolv's business and locations by **restoring and regenerating nature**. Work here again is centered around our BAPs which are produced in line with exacting IFC requirements.



Work to date and next steps

Building out our nature strategy

During 2024, we have identified our focus areas and a headline ambition for nature. In 2025, we will deepen our understanding and operationalise our nature strategy by integrating corporate-level action plans with the groundwork laid by our project-level commitments.

EIAs and BAPs

Through project-level Environmental Impact Assessments (EIAs) and Biodiversity Action Plans (BAPs), Rezolv has made significant commitments to nature at its sites. These include ensuring no net loss - and for priority sites, net gain - in biodiversity through advanced species protection measures, habitat restoration, and community involvement.

Stakeholder engagement

We continue to engage with local communities, biodiversity experts, and other stakeholders through consultation processes to align our efforts with their priorities and insights. This collaborative approach ensures that our projects contribute meaningfully to both biodiversity conservation and local livelihoods.



COMMUNITIES

What is the issue and why is it important?

The transition to net zero represents more than an environmental imperative—it is a systemic transformation that will reshape economies, communities, and societies on an unprecedented scale. In the countries where we operate, achieving the EU's ambitious decarbonisation targets will require radical changes to energy grids, impacting people and communities in profound ways.

At Rezolv, we believe in embracing a people-positive approach—one that prioritises shared value creation and sustainable, long-term development in the communities we serve. This means engaging with local communities as partners, not merely stakeholders, to understand their challenges, harness their knowledge, and collaborate on solutions that benefit everyone.

Our commitment to stakeholder engagement means that we listen, learn, and co-create opportunities with our host communities, rather than imposing top-down solutions. By fostering trust, empowerment, and inclusion, we aim to build a clean energy future that not only powers economies but uplifts and strengthens the communities at its core. This approach ensures that our clean energy projects drive societal change while delivering measurable economic benefits, such as job creation, workforce development, and strengthened local economies—key to sustaining long-term community and corporate success.

ENABLING A JUST TRANSITION FOR PEOPLE AND COMMUNITIES

Role of renewables

The transition to a clean energy system goes beyond climate and the environment; it affects every aspect of society, presenting both challenges and opportunities. Ensuring a just transition that is equitable, inclusive and benefits all stakeholders, is paramount.

A key benefit from renewables is around green skills and job creation. [IEA's Net-Zero Emissions by 2050 Scenario](#) estimates that 14 million new jobs could be created in the clean energy sector by 2030, while fossil fuel production might lose 5 million positions, resulting in a net gain of 9 million jobs.

Renewable energy, particularly wind and solar, is a significant contributor to employment within the EU. The industry has been instrumental in job creation, with the [EU's renewable energy sector](#) employing over 1.5 million people as of 2018.

This trend is expected to continue, with the green transition [projected](#) to add up to 2 million new jobs in the EU in the short to medium term, and up to 10 million more as the transition advances.

A deliberate approach to job creation can significantly impact disadvantaged regions and communities by generating employment where it's needed most.

Our approach

At Rezolv, our approach to enabling a just transition is rooted in listening, collaboration, and empowering communities to thrive alongside clean energy development. We prioritise building trust and understanding by engaging with local stakeholders to identify their unique needs and aspirations.

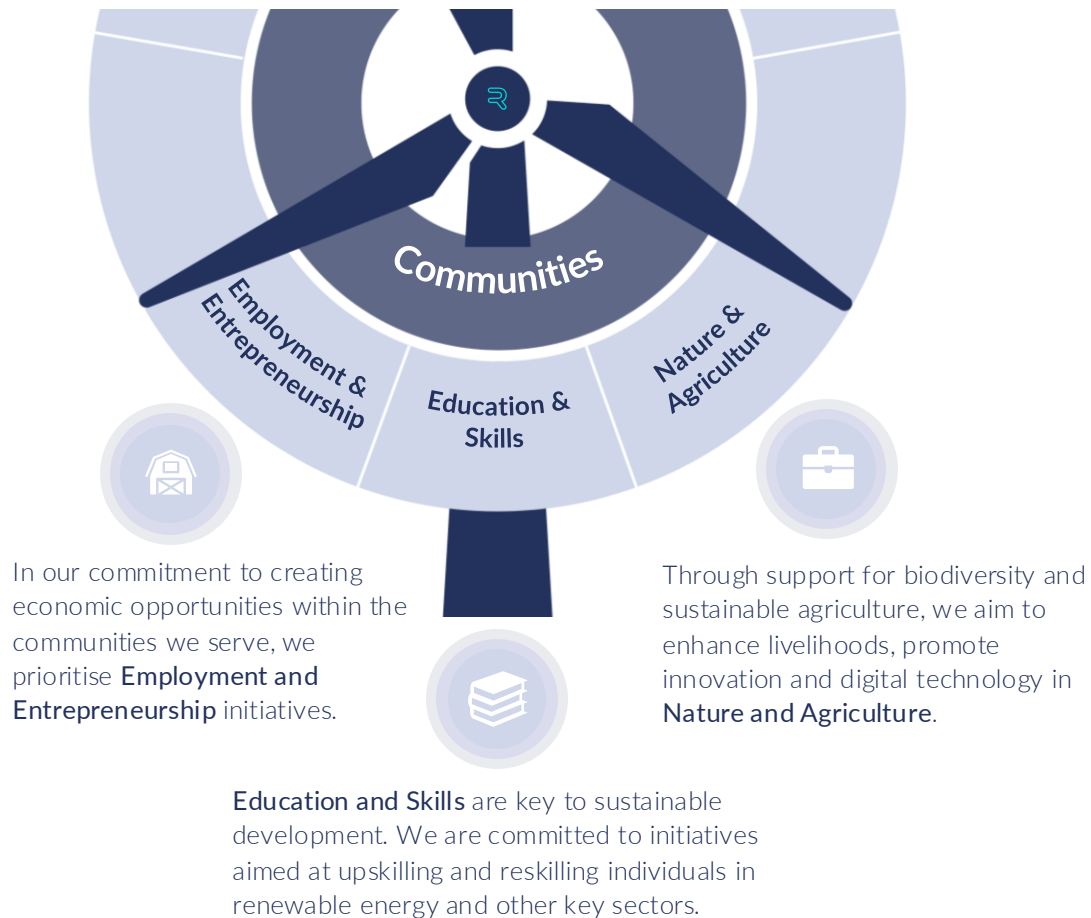
Our commitment goes beyond project development—we aim to leave a lasting positive impact by fostering long-term partnerships, promoting inclusivity, and ensuring that our actions align with the priorities of the communities we serve. This means co-creating opportunities that align with local values and addressing challenges collaboratively to deliver tangible, sustainable benefits.

By integrating transparency, respect, and shared responsibility into every step of our journey, we ensure that the clean energy transition uplifts people and communities, leaving no one behind.



Rezolv is committed to transforming communities through partnership and lasting impact.

Our ambition is underpinned by three core focus areas



We implement these focus areas through the lens of:

Inclusion and Social Equity



We use an 'inclusivity and social equity lens', to prioritise initiatives that support the participation of women, empower youth, and uplift marginalised groups.

Innovation & Digital Transformation



We aim to enhance innovation capacity, improve smart learning, increase internet access, and develop digital skills within communities.

Work to date and next steps

Community Investment Strategy

In 2024, we developed our Community Investment Strategy to guide how we create meaningful and lasting positive impacts in the communities where we operate. This strategy outlines our commitment to inclusive engagement, skills development, and socio-economic empowerment, forming the foundation for all our community-focused initiatives.

Community Investment Plans

We are actively working on developing Community Investment Plans (CIPs) for projects currently under construction, such as Vifor and St George. These plans will define tailored community programs aligned with local needs. The rollout of our first community investment programs began in 2024, including solar PV installation training for Silistra locals. In 2025, we aim to expand these efforts, scaling community engagement and delivering targeted initiatives that drive shared value.

SILISTRA SOLAR PV INSTALLATION TRAINING: EMPOWERING A GREEN WORKFORCE

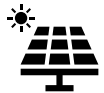
Context and Challenges

Silistra is a city with a rich historical legacy dating back to ancient times that has been an important cultural and economic hub along the Danube River. Silistra has long struggled with socio-economic difficulties, including high unemployment and a rapidly declining population. The city's population has fallen from approximately 70,000 in 1985 to just 29,000 today, driven by youth migration in search of better opportunities. This has led to a shrinking labour market, particularly among skilled professionals. Addressing this requires innovative approaches to economic revitalisation and workforce development.

Skills and Employment Needs in Renewables

Bulgaria, like much of Central and Southeastern Europe, faces significant skill gaps in the renewable energy sector. As the demand for clean energy solutions grows, there is a pressing need to train and re-skill individuals for roles such as solar PV installation, creating opportunities for stable and future-proof employment.

Our contribution:



Training on Solar PV Installation: A comprehensive 104-hour training course combining theory and practice, designed to equip participants with professional qualifications in solar PV installation and electrical safety. **The first cohort of 41 people graduated in November.**



Certification and Career Pathways: Participants earn a professional qualification certificate, registration with the Agency for Sustainable Energy Development, recognised across the European Union, and a qualification group in electrical safety.



Skills gap and job creation: This program directly addresses unemployment by preparing a skilled workforce tailored to meet the renewable energy industry's demands.



Our St George Solar Park

This training took place near our St. George solar park in Silistra.

The St. George Solar Park is a 225 MW renewable energy project located on a decommissioned airfield in north-eastern Bulgaria. Once operational, it will produce 313 GWh of clean electricity annually, making it one of Bulgaria's largest solar installations. The project directly supports Bulgaria's climate goals by replacing fossil fuel-based energy production, significantly reducing emissions, and improving air quality.

St. George is also creating substantial economic opportunities, with 200 jobs generated during the construction phase and long-term employment for skilled workers throughout its 30+ years of operation.

An aerial photograph of a white wind turbine in a brown, harvested field. The turbine has three long, thin blades extending horizontally. The nacelle is positioned in the center. A dirt road or path curves around the base of the turbine. The field is divided into sections by faint lines, possibly furrows or boundaries.

GOVERNANCE

OUR GOVERNANCE STRUCTURE

Rezolv has established a dedicated Sustainability Committee that operates as a sub-committee of the Board.

Meeting quarterly, this committee is composed of representatives from Rezolv's shareholders and senior leadership. Its primary mandate is to oversee, guide, and review the company's sustainability actions and strategies, ensuring alignment with Rezolv's commitment to environmental and social responsibility.

The **Sustainability Committee** plays a critical role in monitoring compliance with legal requirements and industry best practices. It provides recommendations to the Board and ensures that management's initiatives are consistent with Rezolv's vision of operating as an environmentally and socially sustainable business. Additionally, the committee has final decision-making authority on any significant ESG-related discussions, reinforcing its pivotal role in shaping the company's sustainability agenda.



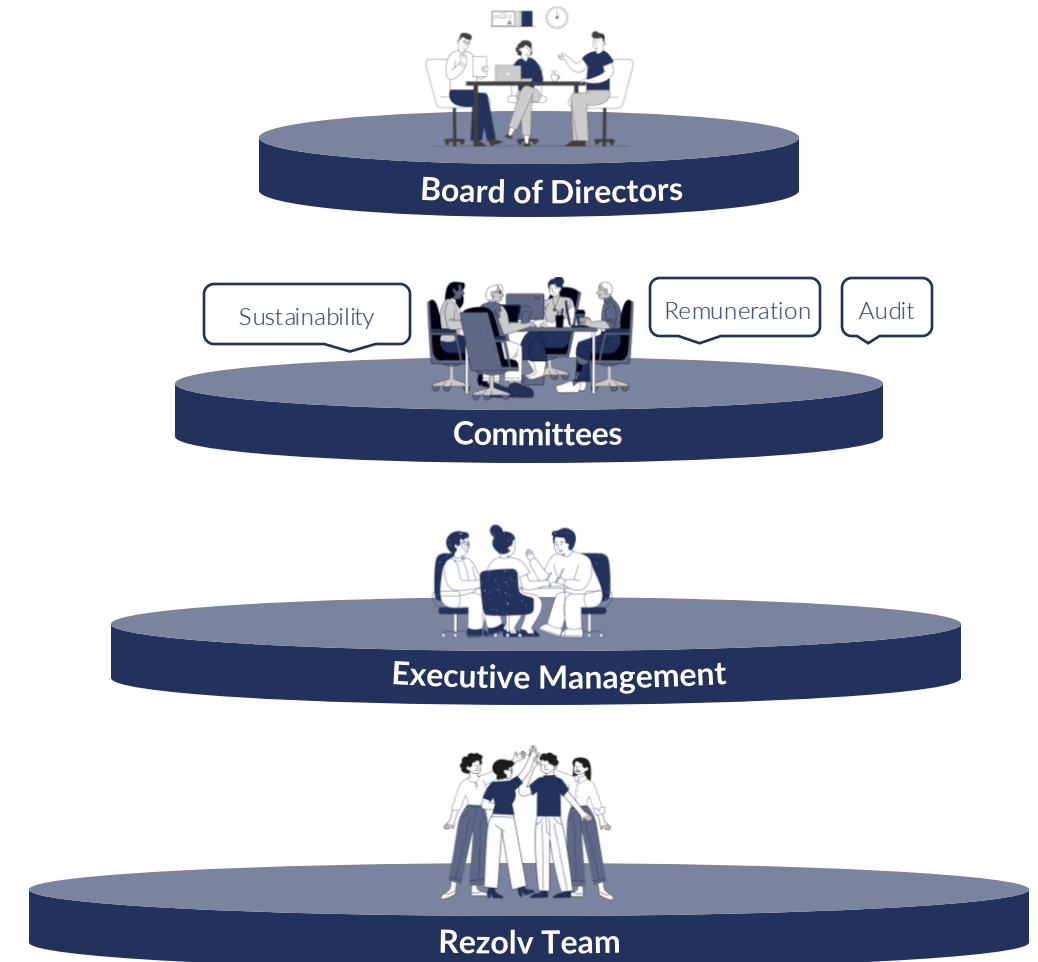
The Audit Committee ensures the integrity of financial and sustainability reporting, monitors internal controls, and evaluates the effectiveness of risk management frameworks to support sustainable and ethical business practices.



The Remuneration Committee establishes and reviews compensation policies and practices, ensuring alignment with performance, sustainability goals, and market competitiveness to attract and retain top talent.



The Board of Directors sets the strategic direction for the company, ensuring sustainability is embedded in corporate objectives as a driver of resilience, financial performance, and long-term growth. It oversees the organisation's ESG performance, approves key policies, and ensures alignment with long-term business and stakeholder goals.



GOVERNANCE THAT LEADS TO SOUND DECISIONS

At Rezolv, we believe that **strong ethics and integrity are the foundation of sustainable success**. Our commitment to transparency, accountability, and fairness drives every aspect of our operations, from employee onboarding to third-party partnerships. To ensure these values remain central to our business, we have implemented robust governance frameworks, policies, and practices.

Building a Culture of Accountability



Our Code of Conduct serves as a guiding framework for ethical behaviour, emphasising zero tolerance for bribery and corruption. Every team member, from leadership to frontline employees, commits to upholding these standards, supported by a whistleblowing mechanism that fosters trust and transparency.

Proactive Risk Management



Managing risks effectively is integral to maintaining our reputation as an ethical and sustainable business. Our ABC and Business Integrity Risk Register helps us identify, track, and mitigate risks related to ethics and compliance, ensuring we remain vigilant and proactive in addressing challenges.

Clear Policies to Empower Employees



We integrate ethics and ABC policies into the onboarding process, ensuring that all new employees are equipped with the knowledge and tools to uphold our values. Additionally, our Speak Up Mechanism provides a safe and confidential platform for reporting concerns, reinforcing our commitment to accountability and fairness.

Partnering with Integrity



Collaboration with external partners is a critical part of our operations. Our Third-Party Risk Management Policy ensures due diligence is conducted across all supplier and partner engagements, aligning them with our ethical standards.

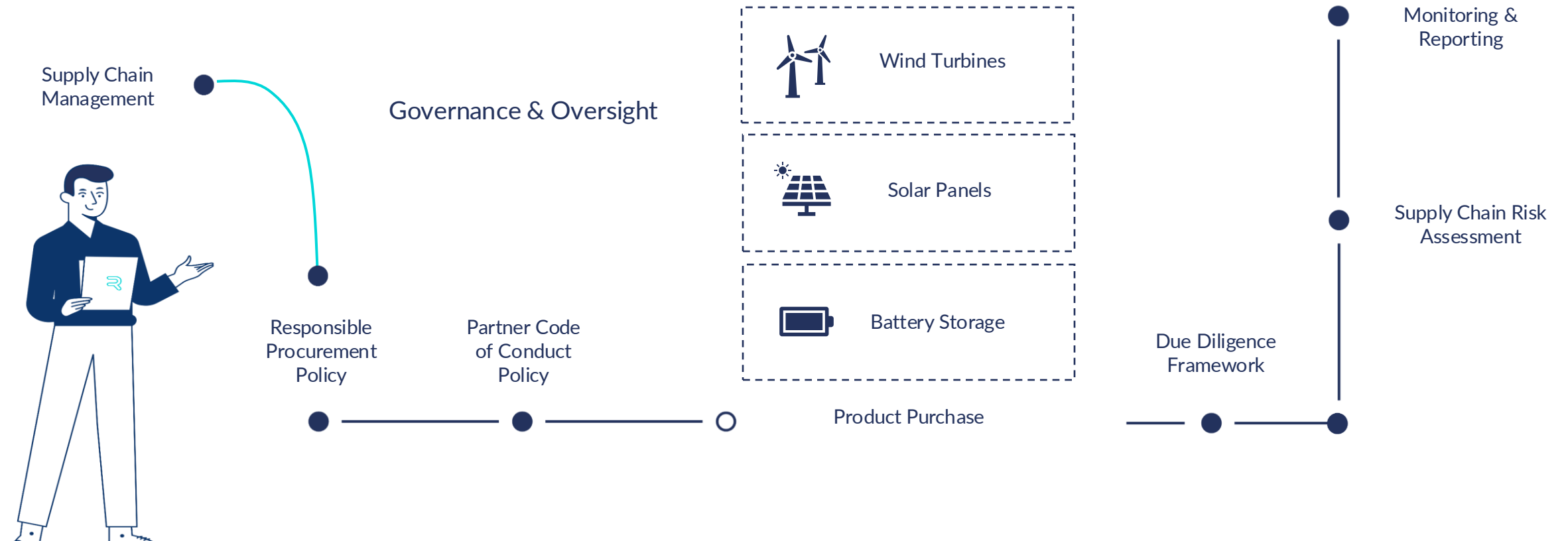
Ongoing Training and Awareness



Ethics and compliance are not static; they require continuous reinforcement. We conduct mandatory ethics and ABC training for all employees, equipping them with the knowledge to navigate complex challenges and act responsibly. This ensures that integrity remains at the heart of our culture.

REZOLV SUPPLY CHAIN MANAGEMENT SYSTEM

We have established processes in place to manage our supply chain, ensuring transparency, accountability, and resilience. This system helps to mitigate supply chain risk, optimise shared value, and uphold our commitment to ethical sourcing and sustainable practices across all aspects of our procurement, from wind turbines to battery storage.





OUR FUTURE

LOOKING AHEAD

At Rezolv, our journey is guided by a steadfast commitment to creating a cleaner, fairer, and more resilient energy future. Through innovation, collaboration, and unwavering dedication, we aim to drive impactful change for the communities and environments we serve.

This document captures the foundation of our sustainability approach, but it is just the beginning. As we continue to grow and implement our strategies, we will remain transparent, accountable, and adaptable to the evolving needs of the planet and its people. Together with our partners, stakeholders, and communities, we are determined to build a legacy of progress that empowers generations to come and secures Rezolv's position as a financially resilient and commercially competitive leader in sustainable energy.

We invite you to join us on this transformative journey, where the power of renewable energy fuels a brighter, more sustainable future for all.



DEFINITIONS

Net Zero Emissions

"Net-zero emissions, or 'net zero,' will be achieved when all emissions released by human activities are counterbalanced by removing carbon from the atmosphere in a process known as carbon removal"

<https://www.wri.org/insights/net-zero-ghg-emissions-questions-answered>

Net Zero Business

"For most companies, net-zero means reducing GHG emissions by at least 90% and neutralising any residual GHG emissions on an ongoing basis"

<https://sciencebasedtargets.org/blog/net-zero-jargon-buster-a-guide-to-common-terms>

Decarbonisation

"Decarbonisation refers to the transition towards an economy that reduces and avoids carbon emissions, especially in the energy industry"

<https://www.iea.org/energy-system/decarbonisation-enablers/innovation>

Clean energy solutions

"Clean energy is energy that, when used, creates little or no greenhouse gas emissions"

<https://www.nationalgrid.com/stories/energy-explained/what-is-green-energy>

Net positive impact

"Net Positive Impact (NPI) on biodiversity is a target for project outcomes in which the impacts on biodiversity (i.e. the variety of ecosystems and living things) caused by the project are outweighed by the actions taken to avoid and reduce such impacts, rehabilitate affected species/landscapes and offset any residual impacts."

<https://portals.iucn.org/library/sites/library/files/documents/Rep-2015-007.pdf>



SUSTAINABILITY FRAMEWORK

BUILDING A NEW ERA OF SUSTAINABLE POWER