

RESONANCE UPDATE

From Vision to Action

Our RESONANCE journey is shifting from Vision to Action, and for this reason, we want to share with you– the ambassadors of this important project–what has been accomplished and what is currently in progress

Your RESONANCE Committee



WHERE WE LEFT OFF

	Unlock innovation
	Caring for our people
	Climate actions
	Foster communities
	Bring to life our purpose

5 KEY PILLARS

Since its launch in 2024, RESONANCE has been more than just a program—it represents *our Commitment to the Future* embedding sustainability into our core business strategy.

To ensure a strong foundation, it is built on **5 KEY PILLARS**, each driving meaningful impact for the long term.

This initiative aligns with SSE's deep-rooted values and our ambition to accelerate innovation, reduce our environmental footprint, and support our people and communities.

Achievements Since the Launch

Over the past months, we have made significant strides across multiple RESONANCE pillars, including :



UNLOCK INNOVATION

Driving and unifying efforts to accelerate and scale up sustainable innovations.

SSE Academy:
The SSE Academy advances with a structured training framework, enriched content, comprehensive onboarding programs, and annual career planning. Key initiatives include integrating digital learning tools, fostering synergies across SSE divisions, and enhancing employee qualifications.

AI-Driven Solutions:
AI deployment is progressing to enhance operational efficiency and sustainability. Five winning projects - focused on predictive maintenance, process optimization, and financial forecasting—are now being prepared for implementation in 2025.



CARING FOR OUR PEOPLE

Empowering employees while fostering inclusivity and equal opportunities for all.

Gender Equality Initiatives:
The Swiss market has been selected as the pilot location for SSE's gender equality initiatives, with successful measures planned for expansion across all SSE markets.

Key initiatives include eliminating gender pay gaps, establishing a dedicated contact for gender-related concerns, organizing an annual SSE Women's Day, and implementing specialized training programs for women.



CLIMATE ACTIONS

Driving the transition to low-carbon and regenerative economic models to ensure sustainable business growth.

Decarbonizing Our Value Chain:
SSE has taken a major step forward in sustainability with its first comprehensive evaluation of the carbon footprint across its entire value chain. This initiative establishes a system for continuous monitoring and transparent reporting, reinforcing accountability to sustainability goals.

In parallel with long-term strategies, immediate action is underway through practical emission reduction guidelines, currently piloted at SSE Polska and SSE Romania.

WHAT'S NEXT coming soon

In June 2025, we will release our first ESG Report, marking a key milestone in our sustainability journey. This report will share our vision, purpose, and commitments to a sustainable future, outlining our ESG strategic framework, progress, challenges, and next steps.

The SSE Group will complete its first carbon footprint report, along with initial roadmaps for short- and mid-term decarbonization initiatives in the pilot markets of SSE Polska and SSE Romania. Meanwhile, other markets will continue developing their respective plans.

The SSE Science Academy will scale to all markets and introduce new courses to enhance technical and leadership skills, fostering continuous learning.

We will enhance gender diversity programs, with a focus on women's equality, and implement impact measurement to track progress and effectiveness.



OUR 2025 ESG REPORT WILL PLACE TRANSPARENCY AND ACCOUNTABILITY AT THE CORE OF OUR APPROACH, DISCLOSING OUR PROGRESS IN KEY AREAS

- ✓ Innovation & AI - Showcasing how sustainability is embedded in our business strategy, particularly in product innovation and the role of AI in operational efficiency.
- ✓ Social Performance - Enhancing working conditions, strengthening gender equity, empowering talent, and supporting local social initiatives around our operational sites.
- ✓ Environmental Performance - Highlighting our efforts in carbon footprint reduction, resource management, and biodiversity initiatives.
- ✓ Governance - Reinforcing our commitment to transparency, ethics, and ESG integration across all business operations.

The report will be human-centered, featuring employee testimonials, while also being data-driven to ensure credibility. It will be visually structured for inspiration, integrating both financial and non-financial insights to demonstrate our sustainability commitments and progress effectively.

IDEAS THAT INSPIRE

It starts with a single thought—an idea that stirs within you, taking shape as conviction. You share it, first with one, then another. With each voice it reaches, it grows, gathering strength, turning into something greater than yourself.

Momentum builds. What was once just an idea becomes a shared purpose, a collective force. It spreads, inspiring communities, crossing borders, igniting change.

That is the power of RESONANCE—from a single spark to a movement that shapes the future.

Gilles de Preux
SSE Group - CEO

WHAT IS AN ESG REPORT ?

An ESG (Environmental, Social, and Governance) report is a document where companies share information about their efforts and performance related to environmental sustainability, social responsibility, and corporate governance. It helps investors, stakeholders, and the public understand how a company manages risks and opportunities in these areas. Additionally, ESG reports often provide insight into the company's long-term strategy, ethical practices, and how it impacts society and the environment.)