

# Implementation Plan for Newly Established Commitments

Company name: CONFIDENT AGENCY

Date: 01.01.2025

## Introduction

The purpose of this implementation plan is to provide a clear and practical framework for verifying CONFIDENT AGENCY's newly formalized donation commitment. The plan outlines the company's commitment, strategies, and actions that have been established to ensure that the donation commitment is effectively integrated into the company's operations and will be successfully implemented in the short term, and maintained in the long term.

## Commitment Overview

The company commits to donate **2%** of its annual revenues each year, *to support charitable organizations.*

Desired Impact: To contribute to nurturing youth development, education and growth of young generation, following the philanthropy approach of the company.

This commitment will be publicly disclosed on the company's website by the conclusion of Quarter 3 serving as a means to inform all stakeholders.

## Implementation Plan

A comprehensive implementation plan has been developed to guide the execution of the commitment. *The commitment aligns with the company's core values of environmental responsibility and sustainability, and will be integrated into the*

*company's business model as part of its long-term sustainability strategy.*

## **A. Short-Term Timeline**

**Immediate Impact:** The commitment will be implemented immediately, with the first donation scheduled to occur within the next quarter.

**Quarterly Donations:** Subsequent donations will be made quarterly to maintain a continuous positive impact.

## **B. Responsible Parties**

*CEO:* Responsible for overseeing the commitment's execution and integration

*CSR Team:* Responsible for identifying and selecting charities focused on environmental projects for donations

*Finance Department:* Responsible for effective payment of donations

## **C. Resource Allocation**

A budget of 45931 RON has been allocated for the first year of the commitment, with a commitment to review and adjust the budget as needed in subsequent years.

The Managing Team will allocate time to managing the donation commitment.

## **D. Reporting and Monitoring**

A quarterly reporting system will track the progress of the donations.

Key performance indicators (KPIs) will include:

- number of projects supported,
- amount of donations provided to each project,
- impact on local ecosystem,
- feedback from project beneficiaries

## **E. Risk Management**

*Challenge: Economic downturn affecting profits will affect donations.*

Contingency: A financial buffer has been set aside to ensure donation commitments are met even in challenging financial periods.

*Challenge: Difficulty in identifying suitable environmental and or social projects.*

Contingency: Collaboration with environmental NGOs and experts to ensure donations support meaningful projects.

### **Executive Leadership Support**

This commitment and implementation plan is signed by the executive leadership to demonstrate their unwavering commitment to the initiative.

Signatures of responsible parties

CEO

