

A photograph of three wind turbines in a misty landscape at sunrise. The sun is low on the horizon, creating a warm orange glow. The turbines are silhouetted against the sky. The foreground is covered in mist, and there are some trees and bushes in the distance.

2024

Social Engagement and Biodiversity Actions Report of the Polenergia Group

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Dear readers,

I am pleased to share with you this report on the implementation of Polenergia Group’s social engagement and biodiversity initiatives carried out in 2024. This report outlines our activities aligned with Polenergia Group’s ESG Strategy. We take pride in these efforts, as we believe they contribute to enhancing the quality of life in local communities and fostering employee engagement. We are also delighted to share our knowledge and experiences as examples of best practices for the business community.

We support local communities in the vicinity of Polenergia Group projects and maintain an active dialogue with municipalities, identifying their needs and responding accordingly. Our goal is to be both a reliable partner and a good neighbour, as we firmly believe that collaboration yields mutual benefits. Through this approach we not only contribute to the energy transition by advancing our renewable energy projects but also play a role in the growth of local communities by supporting initiatives that are important for them. We are convinced that community engagement is fundamental to driving Poland’s energy transition, fostering regional development, and building a solidarity-based, proactive civil society. Local communities

remain at the heart of Polenergia Group’s efforts, therefore, in line with the adopted ESG Strategy, from 2023 onwards 1% of the Group’s consolidated net profit is allocated to activities specifically related to social engagement.

The projects we have been supporting align with the four key areas defined in our Community Engagement Policy, which was updated in early 2024. Actions promoting health and physical activity, particularly among children and young people, are of great importance for us. We also endorse diversity and equal opportunities by supporting Senior Citizens’ Clubs, Rural Women’s Clubs, and associations that assist people with disabilities. Equally vital to our mission are climate education and fostering the next generation of talent in the energy sector. By sharing knowledge on climate protection and supporting young people, we aim to inspire a collective commitment to building a better future. In all these efforts, we strive to make a meaningful and positive impact on the environment and communities.

The programmes we have been implementing as part of our social engagement policy also involve employees of the Polenergia Group. We organize events that encourage health and

physical activity while also engaging participants in charitable initiatives for various organizations and associations. Our focus is on fostering integration and cultivating an uplifting atmosphere that we create together. As a united group of individuals with a positive attitude, we are dedicated to supporting others, driven by our belief that there is strength in unity. WE HAVE THE POWER!

I extend my sincere gratitude to all of you who have shown in 2024 that sustainable action is not only possible, but achievable. Together, we have demonstrated that projects can be implemented responsibly, with a focus on local communities, male and female employees, and environmental stewardship.

IWONA SIERŻĘGA
Member of the Management
Board Polenergia S.A.



Introduction

In 2024, the Polenergia Group carried out several activities within the frame of implementing the social engagement policy of the Polenergia Group. With the well-being of local communities, its female and male employees, and environmental concerns in mind, the Group has undertaken a number of initiatives and projects.

At the start of 2024, the Polenergia Group adopted a Social Communication Plan and updated its Complaints and Requests Procedure. Additionally, the Environmental and Social Policy and the Social Engagement Policy have been revised. The primary objective of these updates to procedures, policies, and plans was to maintain the existing positive relationships and establish new ones with local communities. Furthermore, Polenergia aimed to expand its employee volunteering program, which continues to grow in popularity each year.

For many years Polenergia has been implementing various best practices to support biodiversity. In March 2024, the Group adopted a Biodiversity Strategy. This initiative reflects the Group's awareness of the impact its business and activities have on the environment, as well as the environment's influence on business operations. It is crucial to actively assess this mutual impact at every development phase of projects, the company, and its value chains, ensuring that constructive solutions are promoted and negative impacts abated.

It is important to highlight that Polenergia has embarked on cooperation with partners such as the Kulczyk Foundation, UNEP/GRID-Warszawa, UNGC, Lesław Paga Foundation, the Gdańsk University, the Zielona Góra University and Zielona Góra Academic Circle of the Nature Protection League or the Responsible Business Forum. It is through relationships with the abovementioned Partners that Polenergia contributes to making a positive impact on nature, promotes education of future energy sector personnel, helps advance ESG knowledge and implements climate education tasks. Polenergia it also conducts its projects through cooperation with municipalities, heads of municipalities, organisations and associations located in the area or in the vicinity of the Polenergia Group's projects.

The Group's commitment to sustainable development tasks has been appreciated and Polenergia has been awarded the CSR White Leaf in the 13th successive ranking organized by the Polityka weekly. In the eighteenth edition



of the 'ESG Ranking. Responsible Management' (formerly known as the 'Ranking of Responsible Companies'), Polenergia was the ex aequo leader in the 'G' category and ranked ex aequo 3rd in the 'Fuels, Energy, Mining' category.

Having due regard for stakeholder dialogue, the Polenergia Group regularly publishes information on social engagement and sustainable development on its website: [ESG Service](#). Employees of Polenergia also have the opportunity to participate in internal 'A Zoom on ESG' online meetings during which issues covering the three areas, namely the environment, the society, and governance, are presented.

This report outlines the activities of the Polenergia Group implemented during the period from January to December 2024 in four areas: Sports and Health, Diversity and Equal Opportunities, Education and Culture, and Environment. The aforementioned projects have been categorised into projects implemented for the benefit of local communities, projects engaging Polenergia employees, and biodiversity projects. The second part of the report presents the 2025 action plan.



01

Activities carried out from January
to December 2024

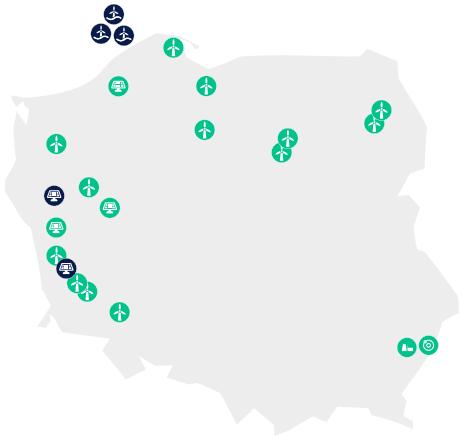


Implementation of the Polenergia Group’s Social Engagement Policy – Local Activities for Onshore Projects

Polenergia has been implementing its Social Engagement Policy in the areas where it develops and operates its projects for many years. The company maintains and fosters strong relationships with local communities, focusing on the well-being of local residents.

The needs of local communities are monitored by the ESG Team which operates within the Environmental Protection and Sustainable Growth Department. This team works closely with Wind Farm and Photovoltaic Farm Managers whose input, given their daily presence at their sites, is vital to the success of the projects.

Polenergia is active in over 20 locations.



➤➤➤ According to the underlying assumptions of the Social Communication Plan, cooperation with the municipality in terms of social engagement is established in cooperation with the Manager of the respective operational site (or the person in charge of the subsequent development phases). Activities related to the implementation of the Social Engagement Policy are carried out by the ESG Team, both during the development phase, including construction, as well as the operation phase of the project.

Cooperation with representatives of the municipalities follows 6 steps, as shown in the diagram below.



Cooperation with the Polenergia Group in six steps:



Meetings with
representatives of
municipalities – analysis
of local community needs



Contacting selected
organizations



Applying for funding
through an electronic
system



Decision on granting
the funding



Execution of an agreement
– implementation of the
tasks



Financial reconciliation of
the funding



In 2024, the Polenergia Group launched an electronic system for the submission of applications for funding and financial reconciliation of funding granted.

The new solutions enable the ESG Team to obtain detailed information on projects, such as the number and age of beneficiaries and the impact and effectiveness of projects. This data facilitates the planning of social activities' funding and provides the basis for assessing the effectiveness of initiatives undertaken by the Polenergia Group for the benefit of local communities. The electronic system has also been deployed for the purpose of reporting on the activities within the frame of the **Play Green with us!**® programme.

Furthermore, as part of their communication activities, organisations that reported on projects carried out jointly with the Polenergia Group were permitted to use the



#DobraEnergiaZPolenergii
(#GoodEnergyFromPolenergia)

tag. Thanks to the tagging, organizations were able to inspire one another by undertaking activities that had proven successful in other locations.

In 2024 **443** projects implemented community engagement.



Play Green with Us!® is an initiative that deserves special attention due to its innovative approach to environmental education. As a teacher, I see tremendous potential in this project for raising ecological awareness among students and promoting a sustainable lifestyle. The project's strengths lie in its interactivity and engagement. It is designed to involve students through interactive activities, games, and tasks. This not only makes learning more enjoyable but also more effective, as students learn through hands-on experience."



Judyta Szczuka

Teacher from the Primary School in Kije, Sulechów Municipality, area of the Sulechów Photovoltaic Farm.



Creating school gardens is an initiative that offers numerous educational, social, and health benefits. School gardens have contributed to effectively teaching children about nature, the life cycles of plants, and the importance of the environment. Students had the opportunity to learn practically how to grow plants. Working in school gardens provides an alternative form of physical activity. Contact with nature helped reduce stress and improved well-being. Collaborative work in the gardens enhanced communication, strengthened bonds between students, and, above all, fostered integration within the school community.



Marzena Staroń

Deputy Principal of Kornel Makuszyński Primary School No. 2, Żuromin Municipality, area of the Dębisk Wind Farm.

In 2024, Polenergia allocated funds for corporate social responsibility activities, broken down by project phases:

Budget	Value
Projects in development:	PLN 522 000, 00
Projects under construction	PLN 76 400, 00
Projects in operation	PLN 1 956 598,79
Total:	PLN 2 554 998,79

Additionally, Polenergia allocated extra funds to Volunteer and State Fire Services in the amount of PLN 634,352.10.



The social engagement budget

in line with the ESG Strategy is first approved by the Supervisory Board and then the Management Board in the annual budget of the Group.





The funding granted within projects in operation was spent from the social engagement budgets of the respective special purpose vehicles, which are determined at the beginning of the calendar year by the ESG Team in consultation with Project Managers. **A total of 390 projects were implemented for operational investments.**

The funding allocated within projects under development and construction was individually determined by Project Managers in consultation with the ESG Team. **In total, 53 projects were implemented for development and construction investments.**

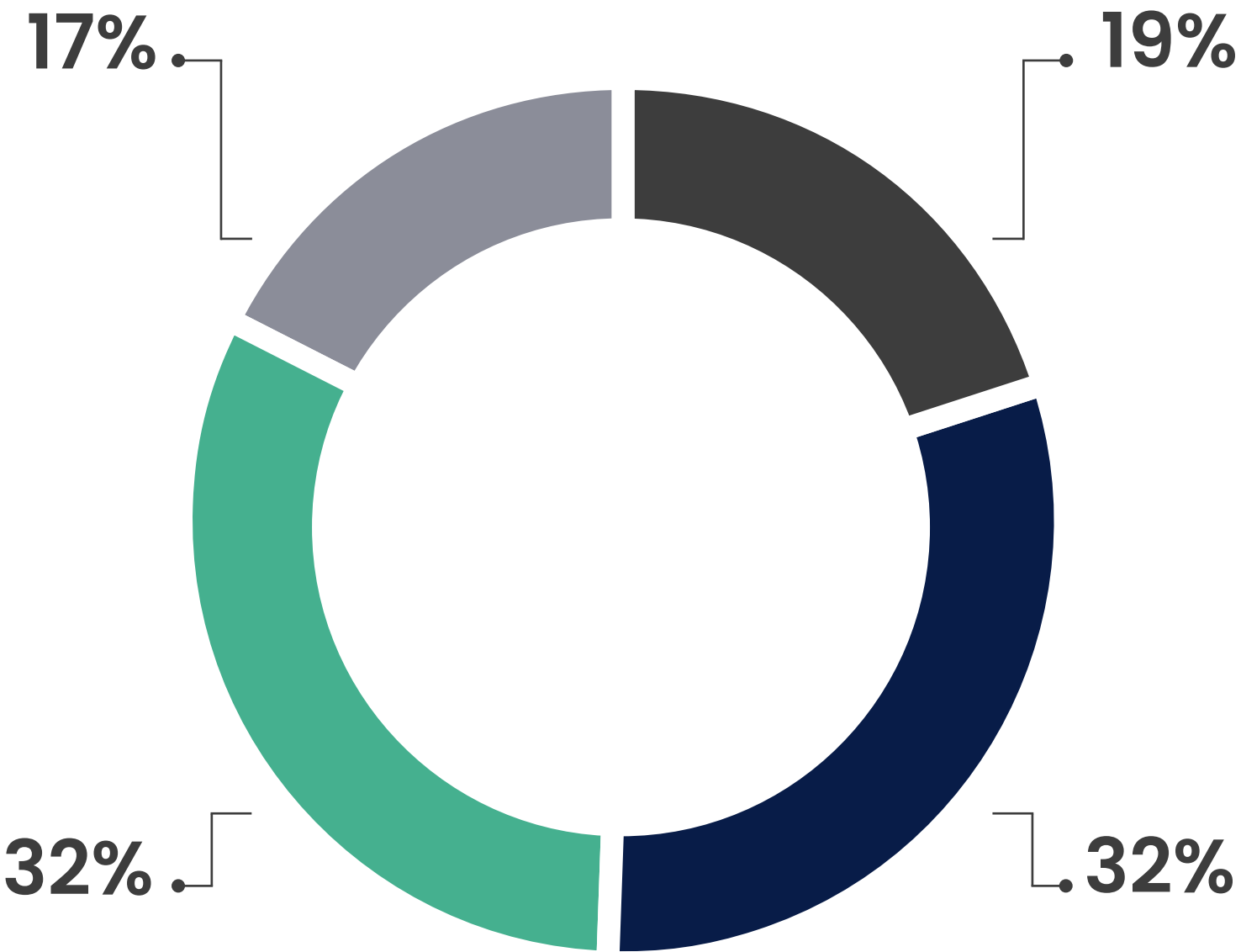
The funding of local community initiatives and projects is made possible by the implementation of one of the goals of the Polenergia Group’s Sustainable Development Strategy. This goal assumes allocating 1% of the Group’s consolidated net profit to social engagement projects.

Thanks to the funding provided by the Polenergia Group, local institutions, associations, and organizations have implemented over 443 projects.

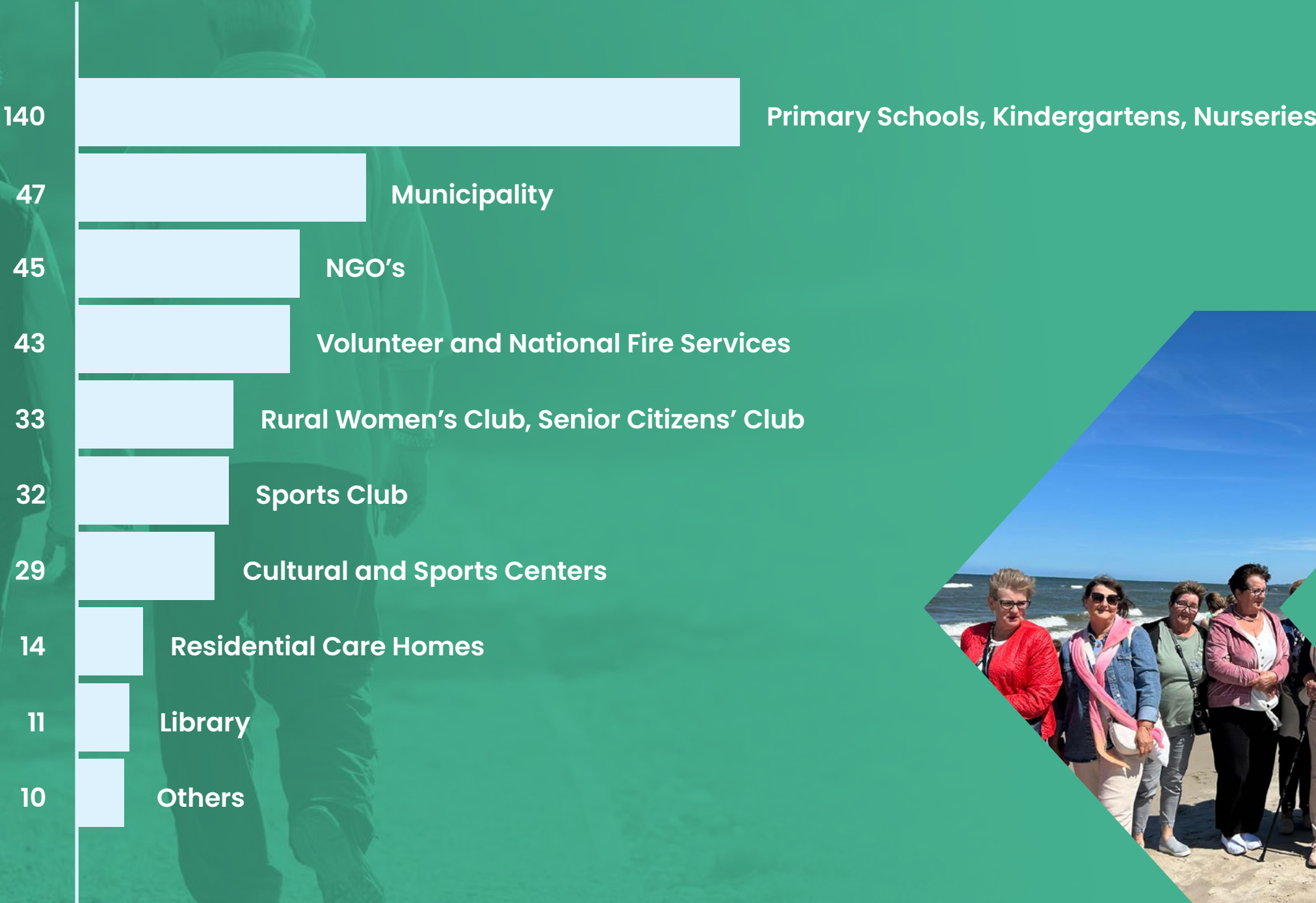
The projects funded by Polenergia were implemented in four areas:

-  Sports and Health – 140 projects
-  Education and culture – 144 projects
-  Environment – 74 projects
-  Diversity and Equal Opportunities – 85 projects

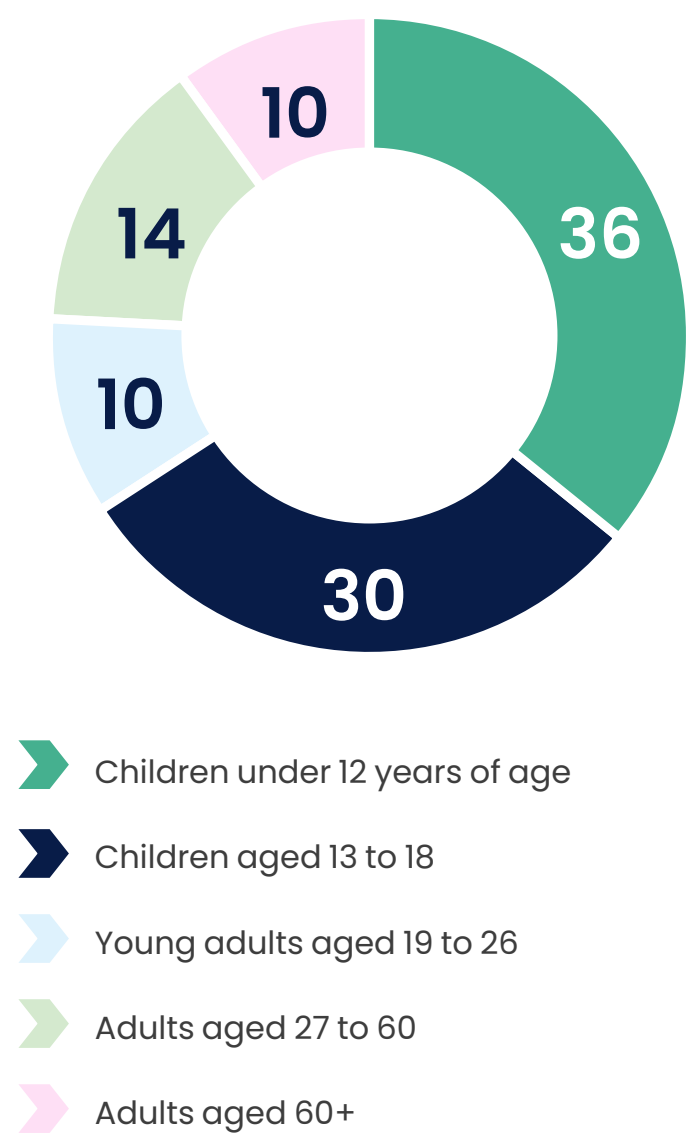
The table shows the percentage share of ongoing projects by area:



Amount of the institutions that received funding in 2024:



Percentage distribution of project recipients by age.
Data compiled on the basis of information indicated
by institutions in the billing form.



„Cooperation with employees of the Polenergia Group is a pleasure. They are always willing to extend support and assistance, and patiently answer all our questions. Thanks to the donations we have received we are able to implement projects that are both attractive to students and of great educational value. Thank you”

Teachers from the Ewa Szelburg-Zarembina Elementary School in Płońska, Płońska municipality, WF in Skurpie

The following section of the report provides a detailed description of the projects implemented in four main areas:



Sports and health

Life and health are the core values that the Polenergia Group prioritizes above all else.. As an active neighbour, the Group researches the needs of local communities in this area and

provides funding for their implementation. In 2024, projects funded in the area of sports and health involved the operations and activities of:

- Volunteer Fire Brigades and National Fire Service,
- Children and youth's sports clubs and primary schools,
- Municipalities and organisations promoting sports activities,
- Associations and foundations promoting healthy lifestyles and campaigning for health-related issues.

SUPPORT FOR VOLUNTEER FIRE BRIGADES AND NATIONAL FIRE SERVICE

In the Polenergia Group, safety of employees and all those involved in the Group's projects is a priority.

In 2024, Polenergia organised drills with Volunteer Fire Brigades and National Fire Service. The aim of the drills was both to familiarise firefighters with dangers involved in rescue

operations at heights and to perfect the use of specialist equipment. The drill scenarios were each time adapted to the wind farm site and the experience of the local rescue services.

Within the frame of these activities, Polenergia launched a programme named „Support for Volunteer Fire Brigades and National Fire Service located in the vicinity of Polenergia Group sites“. The objective of the programme is to provide additional specialised equipment for both the National Fire Service and the Volunteer Fire Service. Particular emphasis was placed on equipment needed for rescue operations at heights.

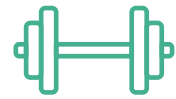
The safety of company employees and wind turbine service personnel during their work is the priority for the Polenergia Group. The local firefighters have been trained to save lives and conduct rescue operations at heights, thereby improving the safety of our employees. The know-how and equipment that has been provided to firefighters are also applied for rescue operations to save health and lives of members of the local community.

In addition to equipment for working at heights, firefighters have also received funding to purchase tools, emergency medical kits (including defibrillators), specialist uniforms and footwear. Funding was also made available for the purchase of fire engines, quads and the retrofitting and refurbishment of Volunteer Fire Brigades' stations. In addition, the Polenergia Group provided financial support for the training of younger generation of firefighters within the Youth Fire Brigades.

In 2024, Polenergia delivered support to 34 Volunteer Fire Brigades and 9 National Fire Service units.

Sports and health

Number of projects	140
Number of equipment projects	103
Number of educational projects	37



SUPPORT FOR CHILDREN AND YOUTHS' SPORTS CLUBS AND PRIMARY SCHOOLS

Today, both children and young people are exposed to becoming addicted to the virtual world and are less interested in sports and outdoor activities. In order to reverse this unfavourable trend, Polenergia maintains strong relationships with youth sports clubs and primary school physical education teachers, who highlight the importance of providing sports equipment, sportswear, and funding for camps and sports tournaments. Polenergia supports these needs by providing financing to ensure the healthy development of children and young people.



SUPPORT FOR MUNICIPALITIES AND ORGANISATIONS PROMOTING SPORTS ACTIVITIES

Many municipalities and organisations become involved in implementing activities aimed at promoting healthy lifestyles. Municipalities invite residents to take part in sports picnics with competitions for adults, children and young people.

Polenergia supports the efforts of organising local sports events such as, among others, the 'Run with a View of the Volcano' (Bieg z Widokiem na Wulkan) and the 'Run Around the Windmills', organized in Zagrodno (in the vicinity of the Łukaszów and Modlikowice Wind Farms). Polenergia also provides financing to organise the 'Windmill Trail Run' (Bieg Szlakiem Wiatraków) in Żuromin (in the site of the Dębsk Wind Mill). The funding provided by the Polenergia Group is allocated for purchasing prizes for small and large sporting event participants and helping to organize events.

In 2024 Polenergia provided funding to **32 sports clubs.**

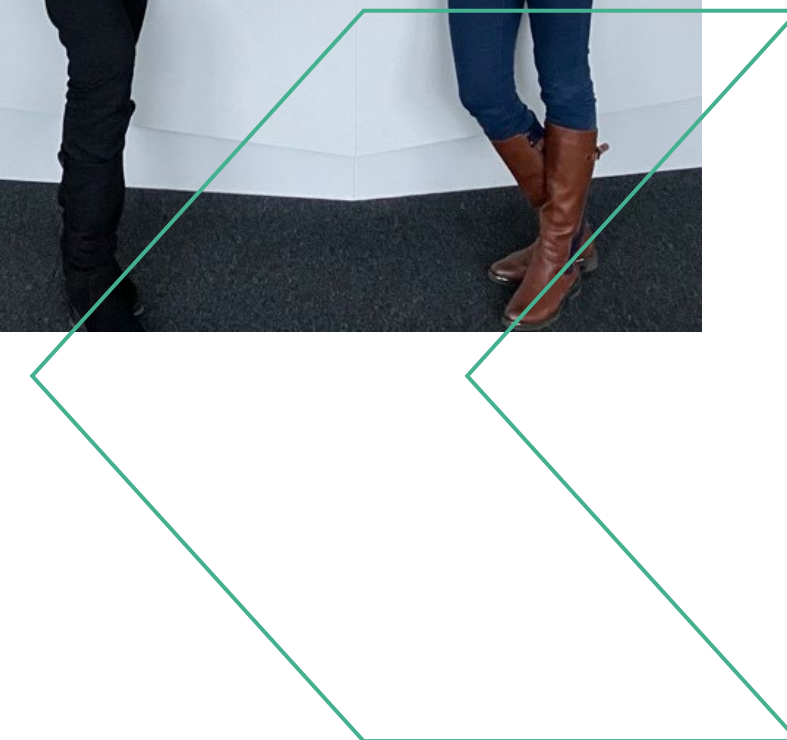


SUPPORT FOR ASSOCIATIONS AND FOUNDATIONS PROMOTING HEALTH

For years, the Polenergia Group has been supporting associations running various campaigns, including those focused on health, informational campaigns related to cancer prevention, and those addressing mental health issues. The Group also provides funding for projects and events organized by numerous organizations, including:

- Association of Parents of Children with Diabetes (Stowarzyszenie Rodziców Dzieci z Cukrzycą – CukierAsy), the objective of which is to activate children with type I diabetes to engage in sports,
- Rak'n'Roll Foundation: Win Your Life! (Fundacja Rak'n'Roll. Wygraj życie!) and the Butterfly Touch Association (Stowarzyszenie Dotyk Motyla), which organize activities for those suffering from cancer or cancer survivors,
- The Association for Change (Stowarzyszenie Q Zmianom), which works with children and young people who need psychological support.

It is worth noting that the abovementioned campaigns are also addressed to male and female employees of the Polenergia Group. Internal webinars are being organised to raise awareness and remind employees of the need to take care of their health and that of their loved ones.





Diversity and equal opportunities

Polenergia embarks on cooperation with individuals and organisations that offer activities for people with disabilities and elderly members of the society. Detailed information on organisations active in this area are discussed during first meetings with municipal authorities. The carried out tasks included support for:

- Rural Women’s Clubs (Koła Gospodyń Wiejskich – KGW) and associations that activate women,
- Senior Citizens’ Clubs (Klub Seniora) and organisations that support the elderly,
- Associations that support people with disabilities and people in difficult life situations,
- Residential Care Homes (DPS).

SUPPORT FOR RURAL WOMEN’S CLUBS (KGW) AND ASSOCIATIONS THAT EMPOWER WOMEN

The Polenergia Group responds to the needs of women’s organisations that work to animate local community and empower women. Funding is provided, among others, to purchase equipment for village community centres under the care of members of the Rural Women’s Clubs. Funding is also provided for special events that are important for the community, which are managed by members of the Rural Women’s Clubs, such as Children’s Days in the municipality, village days, family picnics, etc.



In 2024, Polenergia provided financing for 24 Rural Women’s Clubs.

Together with the Kulczyk Foundation, in 2024 Polenergia also organised workshops for women in the Żuromin municipality (in the site of the Dębsk Wind Farm). The workshops took place at the Domino Effect Workshop (Pracownia Efektu Domina) in Warsaw. During the meeting, women had the opportunity to learn effective ways of communicating social actions and explore topics related to menopause, biological changes and diagnosing diseases.



SUPPORT FOR SENIOR CITIZENS’ CLUBS AND ORGANISATIONS THAT SUPPORT THE ELDERLY

Polenergia takes an active part in the activation of the elderly, particularly those



living in small towns. Thanks to funding by Polenergia, elderly people can take part in art workshops, sports activities and excursions. Polenergia also subsidizes important events for senior citizens, such as Senior Citizens’ Days, Senior Citizens’ Balls, as well as Christmas and Easter celebrations.



In 2024, Polenergia provided financing for 9 Senior Citizens’ Clubs.

SUPPORT FOR ASSOCIATIONS THAT HELP PEOPLE WITH DISABILITIES AND PEOPLE IN DIFFICULT LIFE SITUATIONS

Polenergia provided financing for a number of events and campaigns for the benefit of people with disabilities and people in difficult life situations. In 2024, these included a gold panning **tournament for people with disabilities in Złotoryja organised by the Animus Foundation** (in the area of the Łukaszów and Modlikowice Wind Farms); a **rehabilitation stay for beneficiaries of the ‘Siła Mam’ (Mums’ Strength) Association; the paralympics; and regular activities of the ‘Szansa’ (‘Opportunity’) Social Cooperative** from Żuromin for people in difficult life situations.



In 2024, the Group provided financing for 85 projects for people with disabilities and people in difficult life situations.



Diversity and equal opportunities

Number of projects	85
Number of equipment projects	44
Number of educational projects	41



Education and culture

In the area of education and culture, the Polenergia Group implements its tasks of:

- Climate education through implementation of the environmental and educational project named **Play Green with Us!®**,
- Patronage of specialised classes in secondary schools,
- Cooperation with cultural centres to organise workshops and other activities for children, youth and elderly persons,
- Supporting the organisation of major cultural events in municipalities,
- Cooperation with educational centres and support for training of future staff.

CLIMATE EDUCATION – IMPLEMENTATION OF THE **PLAY GREEN WITH US!®** ECO-PROJECT

In June 2024, the second edition of the environmental education project under the name **Play Green With Us!®**, which was launched in the spring of 2022, came to an end. The project is implemented in primary schools and preschools in the areas where Polenergia develops and operates its RES projects.

Together with the involved educational establishments, the Polenergia Group carried out many environmental activities raising pupils’ and students’ awareness of climate change. In the 2023/2024 school year, more than 270 teachers actively

implemented lesson plans under the **Play Green With Us!®** programme. In aggregate, more than 2,600 lesson hours were devoted to three areas, namely closed-loop economy and waste separation (the ‘Clever waste ideas’ scenario), renewable energy sources (the ‘Act with energy’ scenario), and water management (the ‘Water health benefits’ scenario).

WILL YOU BE TAKING PART IN THE PROGRAMME **PLAY GREEN WITH US!® IN THE NEXT SCHOOL YEAR?**



**Based on responses from teachers participating in the program*

Education and culture

Number of projects	144
Number of equipment projects	69
Number of educational projects	75



ECO-CONTESTS AND ECO-PROJECTS

Within the frame of the **Play Green With Us!**® programme, every educational institution that applies for participation in a programme edition has the opportunity to receive funding to purchase prizes for winners of environmental competitions. Schools and preschools can also seek funding for eco-projects, with teachers taking the lead in submitting ideas for the project. Together with their students, teachers transform the areas surrounding their schools, creating vibrant spaces such as flower meadows, sensory paths, and orchards. In some schools, parents and grandparents are invited to join these initiatives, contributing to the development of school gardens. This fosters a spirit of collaboration and shared commitment to both the school community and the climate. With the support of Polenergia in these efforts, eco-zones have also been created inside schools.

An interesting example of an eco-project that was co-funded by Polenergia is a camera installed to observe the stork nest (of Rameses and Cleopatra) at the Primary School named after Wincenty Witos (Szkoła Podstawowa im. Wincentego Witosa) in Bierkowo, Redzikowo commune. This is the site of the Marine Wind Farm and the Strzelino Photovoltaic Farm projects. Watching storks' nest supports protecting biodiversity by monitoring stork populations and identifying threats to their breeding habitat. In addition, the project plays an important educational role, stimulating children to discover nature and take action to protect it.



During the 2023/2024 school year, pupils and students together with their teachers implemented 42 eco-projects.

Eco-contests, on the other hand, may be organised by schools or by the municipality. During the second edition of the **Play Green With Us!**® programme, all in all 38 eco-contests were organised, including 3 municipality contests in the Miłoradz municipality (the site of the Szymankowo Wind Farm), Pelplin municipality (the site of the Rajkowy Photovoltaic Farm project) and in the Nowa Sarzyna municipality (the site of the Nowa Sarzyna Heat and Power Plant).



CLIMATIC READING CAMPAIGN

Schools and preschools that play green with Polenergia can join the Climatic Reading campaign, which aims to encourage pupils to read books, particularly those on nature and climate protection. In some schools

the campaign takes place outdoors, while in other schools, in the school library or in classrooms. Literary meetings are also held as part of the campaign.

Polenergia regularly provides funding for the purchase of books on nature and climate for libraries in schools that joined the **Play Green With Us!**® programme.

In the comments submitted in the Report Form we read:

'Great campaign! Thank you very much for your donation. The children as well as the teachers are thrilled. The books not only educate but also present knowledge about climate, nature, and our planet in a clear and accessible way. Thank you for enriching our library and contributing to our small school community.'

'Climatic Reading is a fascinating project that develops reading skills essential for students' future success and fosters a lifelong habit of reading. Moreover, it inspires an interest in nature and promotes a positive attitude toward environmental protection by cultivating eco-friendly habits.'

**Feedback provided by teachers in the report form.*



**A NEW SET OF LESSON PLANS:
'NATURE'S CHALLENGES!
BIODIVERSITY – DISCOVER
TO PRESERVE!'**

The third edition of the **Play Green With Us!**® programme began in September 2024. Along with it, a new lesson plan was introduced and presented to teachers during an online meeting in October. The event was attended by educators from over 80 schools. Teachers were invited to conduct lessons based on the new plan, focused on biodiversity: 'Nature's Challenges! Biodiversity – Discover to Preserve!'.

The new lesson plan was developed by the Polenergia Group in collaboration with students and professors from the University of Zielona Góra, who are actively involved in the Academic Circle of the Nature Conservation League. Thanks to the commitment of young scientists and the oversight of experienced professors, a comprehensive set of teaching proposals on biodiversity was created.



**PRZYRODNICZE WYZWANIA!
BIORÓŻNORODNOŚĆ – POZNAJ BY ZACHOWAĆ!**



BEE DAY WITH POLENERGIA

On 4 June 2024, Polenergia organized a 'Bee Day' at one of the Group's photovoltaic farms located in the Sulechów municipality. This event, held for the second time, was part of the celebrations for International Bee Day. More than 100 students accompanied by their teachers and guardians participated in the event. Attendees came from schools in Buków, Kalsk, Cigacice, and Sulechów (the Sulechów municipality, site of the Sulechów Photovoltaic Farm), as well as Przecław (the Niegosławice municipality, site of the Mycielin Wind Farm).

For the umpteenth year in a row, students had the opportunity to take part in three workshops on the theme:



- **How is energy from renewable sources (RES) obtained, using the example of photovoltaic farms?** – This topic was presented by the managers responsible for overseeing Polenergia's photovoltaic farm in Sulechów.

- **What is the life of bees like?** – A workshop with a beekeeper who looks after Polenergia's apiary located at the photovoltaic farm. At the end of the workshop, each participant had the opportunity to make their own beeswax candle.
- **Insects Among Us.** – This workshop was led by an entomologist from the University of Zielona Góra, who introduced participants to the captivating world of insects.

PATRONAGE OF SPECIALISED CLASSES

As part of its efforts to promote climate education, Polenergia supports post-secondary institutions by not only providing funding for the purchase of teaching materials and specialized equipment but also by actively sharing practical know-how on renewable energy sources.

These climate education initiatives are an integral part of Polenergia's Sustainable Development Strategy. For this reason, Polenergia supports selected educational institutions located in the vicinity of the location of the Group's projects. In 2024, Polenergia supported the following institutions:

- First General Secondary School in Nowa Sarzyna (I Liceum Ogólnokształcące w Nowej Sarzynie), where Polenergia sponsors the Hydrogen Technology Class (the Nowa Sarzyna municipality, the site of the Nowa Sarzyna Heat and Power Plant and the H2Hub Nowa Sarzyna hydrogen project);

- Jan Paweł II Technical and Vocational School Complex in Żuromin (Zespół Szkół Techniczno-Zawodowych im. Jana Pawła II w Żurominie), where Polenergia sponsors a class preparing students for careers as technicians in renewable energy systems and devices (the Żuromin municipality, the site of the Dębsk Wind Farm).



Hydrogen Technology Class in Nowa Sarzyna Under the Auspices of Polenergia

Polenergia is engaged in developing hydrogen projects in the Nowa Sarzyna Municipality. As part of this initiative, Polenergia specialists organized practical workshops for students at the Nowa Sarzyna Heat and Power Plant, as well as lectures in the First General Secondary School in Nowa Sarzyna (I LO w Nowej Sarzynie). In 2024, two meetings were held at the site of the Nowa Sarzyna Heat and Power Plant, during which students had the opportunity to learn about the operation of the facility. Furthermore, experts in charge of implementing hydrogen projects at Polenergia delivered four lectures at the General Secondary School.

In April 2024 students from the Hydrogen Technology Class attended H2Poland, which is the largest hydrogen expo in Poland held in Poznań. Seventeen male and female students participated in insightful discussions, panels, and workshops. They also actively participated in lectures organized by Polenergia about career opportunities in the hydrogen industry. The trip to the expo was funded by Polenergia.



WORKSHOPS ON NATURE

In collaboration with experts from BIO-EKSPERT, the Polenergia Group organized a series of workshops on preservation of biodiversity. The central theme was 'Preservation of Biodiversity – Cavity-Nesting Birds'. The workshops were held in primary schools across the Grabowo, Rajgród, and Kwilcz municipalities, as well as in a preschool in the Żuromin municipality.

All in all, a total of 19 workshops were conducted, involving 435 students and 41 teachers and caregivers. Students gained knowledge and skills through hands-on experiences, educational games, and interactive activities. The scope of the material, content, teaching aids, and methods were tailored to the educational level of each group.





'The lecture on renewable energy sources and hydrogen production was delivered in a clear and understandable way, and the cogeneration installation is impressive!'

'I was particularly interested in the methods of water purification.'

'During our visit to the heat and power plant, we could see how theoretical knowledge is applied in practice.'

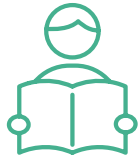
'I am impressed by the professionalism and expertise of the engineers working at our heat and power plant, who apply natural sciences to design and implement new technologies in harmony with the natural environment. The profession of an engineer carries immense responsibility for safety, while also requiring openness to new technological solutions. This means that engineers have a significant impact on society as a whole and its advancement.'

'The visit to the Nowa Sarzyna Heat and Power Plant allowed us to get an insight on the processes of generating electricity and heat using cogeneration technology. We also learned about future plans related to hydrogen production and the build of an electrolyser in Nowa Sarzyna. The advancement of renewable energy technologies is a chance for a better future, and I am glad that this transformation is taking place in my own town as well.'

A CLASS PREPARING STUDENTS FOR A PROFESSIONAL CAREER AS RES SYSTEMS AND DEVICES' TECHNICIANS UNDER THE PATRONAGE OF POLENERGIA

In September 2024, Polenergia embarked on a partnership with the Jan Paweł II Technical and Vocational School Complex in Żuromin (Zespół Szkół Techniczno-Zawodowych im. Jana Pawła II w Żurominie). The collaboration involves providing expert and now-how support to students preparing for careers as technicians in renewable energy systems and devices. The class also received funding for the purchase of equipment necessary for practical lessons.

In November and December 2024, Polenergia experts conducted practical and theoretical workshops on the topic of preparation for the construction and operation of a wind farm. Students had the opportunity to ask questions and consult their career paths in the field of renewable energy.



COOPERATION WITH CULTURAL CENTRES AND PUBLIC LIBRARIES

The activities of municipal cultural centres and public libraries play a vital role in local communities. The Polenergia Group supports their initiatives by funding workshops and courses which are open to all members of the respective local communities. Furthermore, cultural centres and libraries can apply for funding to purchase essential accessories, equipment, stationery, and prizes for, amongst others, literary and art contests.



SUPPORTING THE ORGANISATION OF MAJOR CULTURAL EVENTS IN MUNICIPALITIES

Polenergia responds to the needs of municipalities by supporting the organization of important local events. The Group provides funding for events such as harvest festivals, Family Day, Children's Day, and other events significant to local communities. As part of its financial support, Polenergia places special emphasis on providing engaging attractions for children.

Educational institutions involved in the **Play Green With Us!**® educational programme have the opportunity to set up eco-booths with educational eco-themed games and contests during the harvest festivals or other local events. The prizes for the contests are provided by Polenergia.

In 2024, eco-booths were organized by schools from the following locations: Skurpie (the site of the Skurpie Wind Farm), Krzęcin (the site of the Krzęcin Wind Farm), Nowa Sarzyna (the site of the Nowa Sarzyna Heat and Power Plant and H2Hub Nowa Sarzyna), Grabowo (the site of the Grabowo Wind Farm), and Niegostawice (the site of the Mycielin Wind Farm).



In 2024, for the fifth time Polenergia became the Strategic Partner of the Energy Academy of, organized by the Lesław Paga Foundation. The objective of this venture is to support young managers invested in expanding their know-how of the energy market in Poland.

The Energy Academy is devoted to students (from the second year of the course two onwards) and graduates (up to 26 years of age) who wish to expand their leadership skills and acquire a comprehensive knowledge of the energy sector in Poland and worldwide. The 13th edition of the Energy Academy was organised under the main theme 'ENERGY FOR FUTURE GENERATIONS'.

During the period from September to November 2024, experts from the Polenergia Group delivered five lectures on the following topics:

- Flexibility of the electric power system in the era of a growing share of renewable energy sources.
- How to start building a hydrogen economy in practice?
- How does the energy market work in Poland? Power Purchase Agreement futures and the perspective of investors and consumers.
- Transformation of a gas-powered heat and power plant from a constant cogeneration to a mix of energy generation, power delivery, and availability services. Commercial and technical aspects linked to hydrogen-based decarbonization.
- Just transition. What does it really mean?

In November 2024, for the second time Polenergia became the Strategic Partner of the ESG Leaders Academy organized by the Lesław Paga Foundation. The objective of the second edition of the Academy is to provide participants with knowledge and practical skills in the field of sustainable development, with

a special focus on creating ESG strategies within organizations. The programme is a continuation of the Business Leaders Academy, which Polenergia Group partnered with in 2022. Thanks to the commitment of Polenergia Group's ESG team, the programme was transformed into a dedicated initiative for training specialists in the area of sustainable development.



”
Classes conducted using the project method teach creativity, making the right decisions and choices. They help learning, planning, organizing work. It's a great source of knowledge.

”

Katarzyna Leończyk
teacher from the Primary School in Bierkowo, Redzikowo commune, Strzelino Photovoltaic Farm area

INFORMATIONAL AND EDUCATIONAL ACTIVITIES ON OFFSHORE WIND ENERGY



WORKSHOPS

Polenergia's subsidiary companies MFW Bałtyk II and MFW Bałtyk III actively engage in informational and educational initiatives related to the development of offshore wind

farm projects. These efforts include organizing workshops for representatives of the public sector, government administration authorities, and local government. Devoted to maritime traffic coordination during the construction and operation of offshore wind farms, these workshops provide a platform for transparent dialogue and for enhancing the qualifications of professionals in the country. This initiative aligns with both the companies' commitment to promoting know-how and exchanging experiences with representatives of state administration and institutions directly involved in the development of the offshore sector in Poland.



BALTIC OFFSHORE WIND FARM INFORMATION CENTRE

In June 2023, Polenergia and Equinor opened Poland's first on-site information centre named the 'Baltic Offshore Wind Farm Information Center' located in Łeba.

The on-site Baltic Offshore Wind Farm Information Centre is the first year-round facility where visitors can obtain up-to-date information about the progress of three offshore wind farm projects (i.e., MFW Bałtyk I, MFW Bałtyk II, and MFW Bałtyk III) with a total capacity of 3 GW, developed jointly by Polenergia and Equinor in the Polish section of the Baltic Sea.

In 2024, the Center welcomed numerous local community members as well as tourists.



THE EDUCATIONAL PROJECT UNDER THE TIELE: 'ONE SEA, MANY BENEFITS: OFFSHORE ENERGY IN MY REGION'

In 2023 and 2024, the Polenergia Group in collaboration with Equinor launched its proprietary educational project 'One Sea, Many Benefits: Offshore Wind Energy in My Region' with the participation of over 4 000 students from primary schools located in the rural municipality of Ustka, Redzikowo, Łeba, as well as selected secondary schools. The objective of the project is to raise awareness among young people about offshore wind energy, its benefits for the climate and the region, and new career opportunities it creates.



POLENERGIA AT THE EDUOFFSHORE EXPO

Eduoffshore Wind is the largest educational event in the country, providing insight into

the job market in the green energy sector, particularly in the offshore wind farm industry. In 2024, it brought together around 100 exhibitors from innovative sectors of offshore wind and hydrogen energy generation as well as more than 8 000 high school students, university students, graduates, and individuals seeking career changes. The Baltic project booth was visited by hundreds of young people who had the opportunity to speak with Polenergia representatives about career prospects and the opportunities offered by working in the offshore industry.



COOPERATION WITHIN THE FRAME OF IMPLEMENTING THE 'WIND ENERGY - ENERGY OF FREEDOM' PROJECT

In 2024, MFW Bałtyk II and MFW Bałtyk III continued their collaboration with the

Urban Municipality of Rumia and Rumia Invest Park on the implementation of the 'Wind Energy - Energy of Freedom' project co-financed by the Voivodeship Fund for Environmental Protection and Water Management (WFOŚiGW) in Gdańsk and the National Fund for Environmental Protection and Water Management (NFOŚiGW) under the Regional Programme for Ecological Education Support (2023 edition). As part of this project, a series of workshops were held in primary and secondary schools in the Pomeranian Voivodeship with the aim to develop the potential of human resources in the region.



THE 'BALTIC SEA. A SEA OF GREEN ENERGY' EXHIBITION AT THE NATIONAL MARITIME MUSEUM IN GDANSK

In June 2024, Polenergia and Equinor jointly

inaugurated Poland's first exhibition at the National Maritime Museum in Gdańsk devoted to offshore wind energy. The exhibition titled 'The Baltic Sea: A Sea of Green Energy' delves into the process of wind formation, the history of its utilization, and the vast potential of the Baltic Sea for the development of offshore wind energy. Visitors to the exhibition can view photographs and films showcasing the evolution of offshore wind energy. The exhibition also features a range of unique items provided by key suppliers of components for the Baltic offshore wind farms. These include segments of submarine cables, ship models, and a fan from a transformer station. The very heart of the exhibition is an interactive model illustrating the various phases of offshore wind farm construction. An educational zone located in the vicinity of the exhibition hosts workshops and lectures, offering further insights into the topic.

The exhibition is located on the third floor of the Maritime Culture Centre, a branch of the National Maritime Museum in Gdańsk, at 21/25 Tokarska Street (Gdańsk, ul. Tokarska 21/25). It is open to the public during the museum's visiting hours.







Environment

Polenergia actively supports municipalities and schools in implementing environmental initiatives, primarily, through revitalization of green areas and creation of new green spaces. In 2024, funding was provided for local ecological projects, such as the purchase of trees, shrubs, ornamental plants, and elements of small architecture such as insect condominiums and birdhouses.

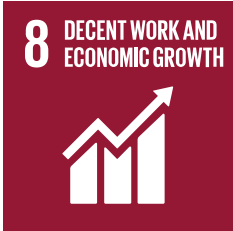
In the municipality of Krzęcin (the site of the Krzęcin Wind Farm), Polenergia funded the ‘Green Up! The Green Action for Objezierze’ initiative that involved community tree planting in the Mini Park in Objezierze.

The goals of these environmental projects extend beyond improving the local natural environment. They also aim to promote biodiversity and encourage communities to take active steps in protecting and preserving nature.

Environment

Number of projects	74
Number of equipment projects	5
Number of educational projects	69

Implementation of Polenergia Group’s Social Engagement Policy: Local Actions for Offshore Projects



Organising Meetings with the Local Community as Part of Offshore Projects

MFW Bałtyk II sp. z o.o. and MFW Bałtyk III sp. z o.o., in which Polenergia S.A. and a Norwegian company Equinor hold 50% of shares each maintain an active dialogue with the local community within the frame of implementing the MFW Bałtyk II and MFW Bałtyk III projects. The primary goal of the meetings is to provide access to up-to-date information about the projects, ensure transparency of investment activities, gather feedback and opinions from the local community, and plan appropriate actions that address the needs of residents affected by the projects, including landowners whose properties will be traversed by the planned infrastructure. The meetings are held quarterly. In 2024, four meetings were organized in the municipalities of Słupsk, Ustka, and Łeba.



Communicating Offshore Projects

To ensure continuous access to up-to-date information about the Bałtyk projects, articles and interviews are published in local and sectoral media. Updates are also regularly shared on dedicated project websites and the main website, [ESG Service](#). A comprehensive Homepage | [Wind farms in the Baltic Sea](#).



Local Offshore-Related Events

MFW Bałtyk II and MFW Bałtyk III actively participate in local events, during which representatives of Polenergia directly engage with the local community, providing information about the Bałtyk projects and highlighting the benefits of these investments. During these events, informational stands are set up with educational and promotional materials tailored to different age groups.

In June 2024, to celebrate Global Wind Day, the companies took part in the Residents’ Day of the Redzikowo Municipality, through which the onshore infrastructure of the Bałtyk projects is routed.



In July 2024, the companies participated in the 667th anniversary of granting city rights to Łeba. Residents of Łeba and tourists had the opportunity to visit the projects’ stands, learn about wind farms, and enjoy special attractions. In September 2024, the companies took part in the Harvest Festival of the Redzikowo Municipality and Słupsk Powiat (Swołowo). In addition to prize competitions, the ‘Forest Gardens in Glass’ workshops during which attendees could create their own miniature forests or gardens in jars were particularly popular.



Local Content Supporting Events

Polenergia and Equinor, two companies jointly developing the Bałtyk offshore wind farm projects, organize the so-called ‘Supplier Days’ aimed at introducing Polish subcontractors to the offshore wind market and integrating them into the global supply chain. These events are held in collaboration with key suppliers of components and services for the Bałtyk projects. Two such events were organized in 2024, attracting several dozen Polish companies interested in partaking in the implementation of these investments.



Implementation of the Group’s Social Involvement Policy: Activities Aimed at the Polenergia Group’s Employees



‘A Zoom on ESG’ is an educational series aimed at employees of the Polenergia Group, during which the ESG Team introduces the key issues related to responsible business practices. The series covers areas related to environmental protection, social responsibility, and corporate governance, addressing the Group’s current activities in these areas.

During the webinars, actions related to ‘E’ (the methodology for measuring the carbon footprint in scope 3); ‘S’ (actions taken by the Polenergia Group for local communities and employees); and ‘G’ (the process of ensuring compliance with minimum guarantees) have been presented. The meetings are recorded and shared with employees, along with training materials.



In 2024, 8 meetings were held, with over 90 participants attending each session.



Sports and health

SPORTS CHALLENGE POWER UP!

POWER UP!

is a sports challenge for companies, supported by a mobile app provided by the external company Activy Ltd. Launched in 2023 and continued throughout 2024, the challenge aims to motivate employees of the Polenergia Group to engage in physical activity, track their steps, and adopt healthy habits, such as commuting to work by bicycle or walking.

All these actions contributed to attainment of a charitable goal, as participants accumulated points, which were then exchanged by the Polenergia Group for a donation of PLN 30 000. In 2024, the donation was made to the CukierAsy Association, an Association of Parents of Children with Diabetes that supports sporting development of children with type 1 diabetes. Apart from the charitable purpose, the challenge also aimed to increase

participant engagement and encourage teamwork. The challenge lasted for three months, from April to June.

The **POWER UP!** challenge was designed in such a way so that each of the participants was able to choose the form of physical activity that suited them best. Points could be earned through various sports disciplines. Nearly 200 employees of Polenergia took part in the challenge.

The main benefits of the challenge include building the healthy habit of regular exercises, fostering integration among participants, reducing CO2 emissions during commutes to work, and, most importantly, engaging the company community in actively achieving the charitable goal.

Due to a high interest in the initiative, we plan to continue it. The challenge is described in more detail on the Polenergia Group’s



[ESG website: Final of the 2nd Edition of the Sports Challenge POWER UP! – ESG Service](#)





BIKE DAY

On April 17, 2024, employees of the Polenergia Group once again had the opportunity to use the mobile bike service at the offices in Warsaw and Nowa Sarzyna. The Bike Day initiative aims to encourage employees to choose bicycles as an eco-friendly means of transportation for commuting to work.

During Bike Day, professional bike service technicians provided a thorough bike check-up, which included inspecting the overall condition of the bikes, adjusting gears and brakes, checking bolt connections, lubricating the drivetrain, and checking tire pressure. The event was very popular. More than 100 bikes were serviced as part of Bike Day in 2024.



SELF-REGULATIONS WEBINARS

Polenergia organized a series of webinars in collaboration with the Association for Change (Stowarzyszenie Q Zmianom) supporting the development and support for change. The first session delved into the topic of self-regulation in children. The second webinar focused on self-regulation and the development of emotional intelligence in adolescents. The third webinar was centered on cultivating self-compassion among adults. Self-compassion is a psychologically developed method for enhancing kindness towards oneself, supporting stress management, and creating a better emotional balance. During the sessions, participants learned practical techniques for supporting themselves and their loved ones, which can be applied in both their professional and personal lives.



THE DAY FOR 'U'

In collaboration with the 'Rak'n'Roll' Foundation and 'Mosznowladcy' campaign, since 2023 Polenergia Fotowoltaika has been participating in a nationwide campaign promoting regular health screenings. Employees of Polenergia Fotowoltaika have the opportunity to take advantage of the 'Day for U' – an additional day off to have a health check-up and undergo medical examinations. Specifically, it is recommended

to undergo preventive screenings, including breast ultrasound, testicular ultrasound, and Pap smears.



BLOOD DONATION CAMPAIGN

In August 2024, Polenergia Fotowoltaika organized yet another blood donation campaign at its office in collaboration with the Regional Blood Donation and Blood Treatment Center in Warsaw (Regionalne Centrum Krwiodawstwa i Krwiolecznictwa w Warszawie). All in all, employees donated nearly 10 litres of blood.



OCCUPATIONAL HEALTH AND SAFETY TRAININGS

Safety of employees and all individuals involved in the Group's projects is a top priority of the Polenergia Group. In 2024, mandatory training sessions were held at the Nowa Sarzyna Heat and Power Plant (ENS) for three groups of employees to enhance their skills in using portable firefighting equipment and isolating breathing apparatuses.

In July 2024, evacuation (fire safety) drills with the participation of fire department units were conducted for ENS employees and outsourced contractors present at the facility. To ensure employee safety, periodic trainings and exams for energy qualifications were also provided across all companies within the Polenergia Group.



FIRST AID WEBINARS AND TRAININGS

In addition to mandatory training, Polenergia offers additional first aid courses for all interested employees. These are

essential for both office and on-site staff. Each year, Polenergia organizes in-person training sessions and online webinars. The online training is available to all employees.

- February 2024: 'Winter First Aid on the Road' webinar provided information on the consequences of road accidents, useful both for driving and winter activities.
- March 2024: During the 'All First Aid Fears' webinar participants discussed which fears are valid and which are exaggerated. The webinar addressed common concerns that often prevent witnesses from effectively saving lives.
- June 2024: 'Summer First Aid' webinar provided information on how to survive a storm in the mountains, drowning, and encounters with bears. The session covered steps to be taken in case of heatstroke, burns from grilling, and rip currents.
- December 2024: 'How to Survive Christmas and New Year' webinar drew attendees attention to the fact that most accidents occur at home. The training was devoted to burns, frostbite, and basic psychological first aid.



In 2024, Polenergia also held 5 in-person first aid courses, including one field-based training. A total of 108 employees participated in these sessions.



Diversity and equal opportunities



POLICY OF DIVERSITY, EQUALITY,
AND INCLUSION OF THE
POLENERGIA GROUP

Polenergia recognizes diversity, equal treatment, and an inclusive organizational culture as one of the areas of strategic business importance. This commitment is reflected in the Polenergia Group’s Strategy and its ethical values, which include respect for and supporting human rights and labour standards such as respect and openness, environmental protection, and fostering dialogue.

In 2024, the Polenergia Group developed its Diversity, Equality, and Inclusion Policy, which was followed by consultations with the Group’s employees. As part of these consultations, every employee had the opportunity to submit comments or concerns, either anonymously or under their name.

The Diversity, Equality, and Inclusion Policy of the Polenergia Group was officially adopted on 30 October 2024 [Diversity, Equity and Inclusion Policy](#)



CLIMATIC READING. BOOKS ON
DIVERSITY

The company libraries located in the offices in Warsaw and Nowa Sarzyna have been enriched with books on diversity. Initially established as part of the Climatic Reading initiative, these libraries originally focused solely on books about nature and climate. However, in 2024, the book collection was expanded to include titles addressing diversity and equal opportunities.



GRANT COMPETITION FOR
VOLUNTEERING IN THE WE HAVE THE
POWER! PROGRAMME

In April 2024, the Polenergia Group implemented a new grant programme of employee volunteering under the name **WE HAVE THE POWER!** Volunteers have successfully completed seven projects in support of social organizations, reaching over 500 individuals in need!

The projects included organizing educational activities for children, developmental workshops for seniors, renovation work to aid people with disabilities, and cleaning up the Liwiec River.

Iwona Sierżęga, member of the Management Board of the Polenergia Group emphasized that: ‘We can be proud of having implemented so many projects. The employee volunteering programme brings benefits on multiple levels. In addition to the support provided to project beneficiaries, volunteers gain personal satisfaction, which positively impacts the well-being of the company’s employees’.



INCLUSIVE LANGUAGE WEBINAR

In June 2024, a webinar titled ‘Inclusive and Concrete’ was held for employees of the Polenergia Group. During this webinar, employees discussed specific examples, explored real-life situations, and expressed common doubts regarding inclusive language. Participants discussed the importance of mindful word choices and respect in communication. It was emphasized that inclusive communication offers opportunities and calls for reflection to support individuals vulnerable to discrimination.

The training was conducted by Ane Pižl, a collaborator of the Polenergia Group, who specializes in education on equality, diversity, and inclusive language. Ane is a member of the Anti-Discrimination Education Association and Amnesty International.



NOBLE PARCELS AND LETTERS
TO SANTA

In 2024, Polenergia employees once again engaged in helping those in need during the Christmas season. Donations of food, textiles, and footwear were collected with a view to prepare:

- Gift packages for 11 seniors as part of the Letters to Santa initiative by the Saint Nicholas for Seniors Foundation (Fundacja Święty Mikołaj dla Seniora);

- Gift packages for 4 families as part of the Noble Parcel (Szlachetna Paczka) campaign organized by the Spring Association (Stowarzyszenie Wiosna).

The organization of these gifts served as an excellent opportunity for Polenergia employees to bond and collaborate as a team.





Education and culture

READERS' CONTESTS

Employees of the Polenergia Group and their children are encouraged to read books on nature, climate, and diversity. In 2024, two reading contests were organized as part of the Climatic Reading initiative.

In June, a contest addressed to children of employees was held. Children were divided into age groups and could submit an art piece, a summary, or a video inspired by a book they had read. In November, a reading contest was organized for adults. Employees were tasked with preparing a summary of a book related to nature, climate, or diversity. A total of 27 participants took part in these contests.



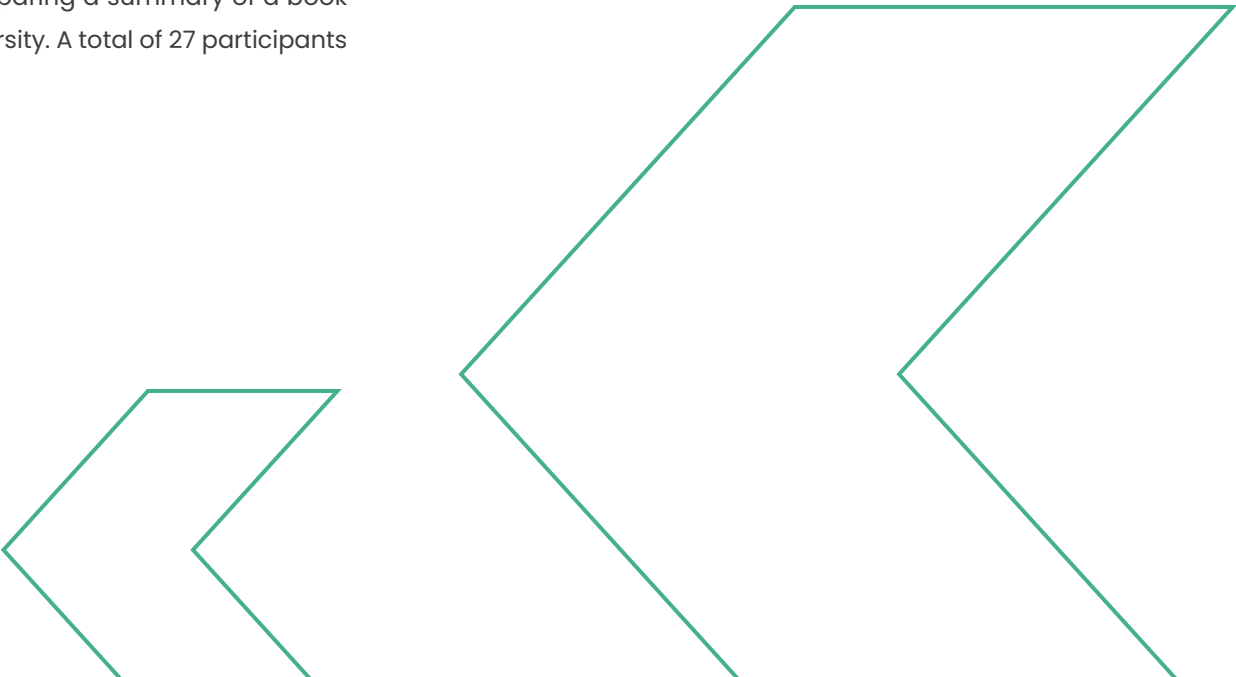
POLENERGIA FOTOWOLTAIKA SCHOOL

In 2023, experienced employees of Polenergia Fotowoltaika launched the internal project 'Polenergia Fotowoltaika School' aimed at sharing knowledge with less experienced colleagues. During 2024, training sessions were held in three key areas: team management, personal branding, and data analysis. A total of 27 training sessions were organized, conducted in both in-person and remotely, with the participation of 47 attendees.



INTEGRATION OF EMPLOYEES AND THEIR FAMILIES

Various companies within the Polenergia Group organize integration events for employees and their families. In June 2024, Polenergia Fotowoltaika celebrated Children's Day by hosting an event at an amusement park for all employees and their children. Additionally, Polenergia Nowa Sarzyna Heat and Power Plant organized a family picnic in the same month, featuring attractions for both children and adults.



Environment



EKO RAFTING

Three events were organized in 2024 as part of the Polenergia Group’s employee volunteering programme WE HAVE THE POWER! With the aim to protect rivers and aquatic ecosystems.

The first Eco Rafting took place on 25 May 2024 along the Liwiec River. Two additional Eco Rafting events followed in September 2024 on the Tanew and Bug Rivers. A total of 128 volunteers participated in these raftings, collecting approximately 250 kg of waste along 45 kilometres of riverbanks.

This initiative exemplifies the implementation of the 14th United Nations Sustainable Development Goal (LIFE BELOW WATER), which aims to protect oceans, seas, and marine resources vital for climate regulation and preserving global biodiversity.

Due to the strong interest in these events and their positive environmental impact, Eco Rafting events will be continued in upcoming seasons. A detailed account of the first Eco Rafting is available at the Polenergia Group’s ESG webpage: [Eco Rafting – Together for Cleaner Rivers – ESG Service](#)

EKO RAFTING



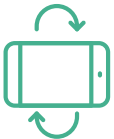
128 volunteers



**more than 250kg
of waste collected**



**45 kilometres of
claned riverbanks**



ELECTRONIC WASTE COLLECTION INITIATIVE

A total of more than 400 kg of electronic waste was collected in the offices of the

Polenergia Group in 2024. This initiative, launched in 2023, is organized in collaboration with a licensed organization specializing in the recovery of electrical and electronic equipment, i.e., Asekol PL – Organizacja Odzysku Sprzętu Elektrycznego i Elektronicznego oraz Organizacją Odzysku Opakowań S.A.

As part of the electronic waste collection action, not only were used electrical and electronic devices gathered, but also batteries and outdated or malfunctioning IT equipment from Polenergia Group offices. Through partnership with a trusted recovery expert, the electronic waste will be carefully dismantled to ensure maximum recovery of valuable materials and elements, such as lithium and gold. At the same time, harmful substances like mercury and lead will be prevented from contaminating the environment.

Actions in Support of Biodiversity – Best Practices

In alignment with the primary goal of the Polenergia Group’s ESG Strategy (Objective E.5) to develop a robust due care system for biodiversity, the Polenergia Group has set up its Biodiversity Strategy. This strategy, adopted in March 2024, is fully consistent with the EU Biodiversity Strategy for 2030.

Furthermore, in 2024, the Polenergia Group introduced its Environmental and Social Policy. This policy aims to establish a cohesive approach to managing the Group’s impact on both the environment and society, with a particular focus on protecting and restoring the health of natural ecosystems and prioritizing biodiversity.

Drawing on its best practices, the Polenergia Group evaluates and mitigates the environmental impacts of its projects while implementing measures that support local biodiversity at every stage of project execution.

The Group also engages in educational initiatives and supports local biodiversity efforts, which are detailed in its report on page 17 and 23.

The following diagram illustrates the key documents that outline the Polenergia Group’s diligent approach **to creating a positive environmental impact while minimizing negative environmental footprint:**



The Polenergia Group places a strong emphasis on environmental protection during the planning and implementation of its projects. The selection of project locations is preceded by environmental analyses and pre-construction monitoring of birds and bats for wind farms, as well as comprehensive biodiversity inventories for all projects under development. Environmental supervision is conducted during construction phase by experienced biologists with many years of expertise. Environmental supervision is the basis for projects tailored to the local conditions, projects aimed at supporting and restoring local biodiversity, including meadow ecosystems. By integrating these measures, Polenergia’s projects align with local environmental and ecological conditions, fostering the development of native plant and animal species identified by naturalists. During the operational phase, wind farms are subject to multi-year monitoring of birds and bats, and post-construction biodiversity inventories are conducted for photovoltaic farms.



The pre-development monitoring of wind farms and photovoltaic farms covers:

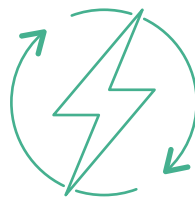
Phase I: Pre-Development

Wind farms



1. Preliminary analysis of environmental conditions at the proposed location.
2. Screening - on-site environmental reconnaissance of the planned location.
3. Ornithological and chiropterological monitoring - yearly studies focusing on and bat activity in the planned location.
4. Wildlife inventory - inventory of plant habitats (including protected and invasive species), fungi, lichens, amphibians, reptiles and mammals.
5. Environmental impact analysis of the project during the environmental decision procedure.

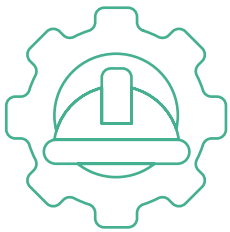
Photovoltaic farms



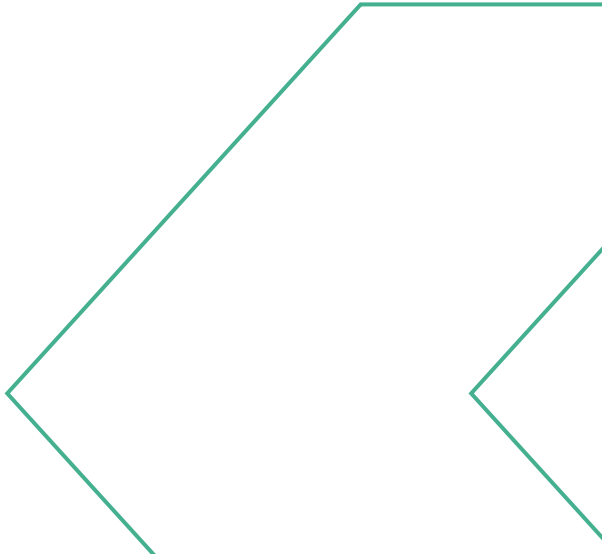
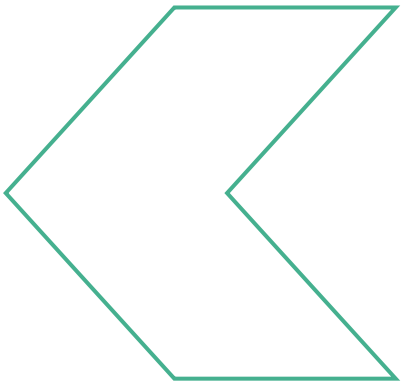
1. Preliminary analysis of environmental conditions at the proposed location.
2. Wildlife inventory - inventory of plant habitats (including protected and invasive species), fungi, lichens, amphibians, reptiles and mammals.
3. Environmental impact analysis of the project during the environmental decision procedure.

The post-development phase covers:

Phase II: Construction



Wildlife surveillance during construction - protection of species present at the project site, minimisation of footprint caused by construction works, proposals for post-construction biodiversity measures.



The actions undertaken at the various Polenergia Group sites are described in a greater detail below.



PV Strzelino – Sowing Meadows and Planting Shrubs

In line with best practices, the Polenergia Group conducts pre-investment monitoring and comprehensive environmental supervision during the construction phase of each project to minimize environmental impact.

As part of efforts to support biodiversity at the Strzelino Photovoltaic Farm, flowering meadows to attract pollinating insects and to improve their habitats have been sown and shrubs have been planted.

A mix of melliferous plants and grass seeds was sown over a total area of 1.3 hectares. Due to the presence in that area of Canadian goldenrod, a highly invasive plant species threatening native flora and insects, the selected seed mix included viper’s



bugloss, a plant with natural properties to curb the spread of non-native goldenrod.

In addition to sowing meadows, shrubs were planted across four designated areas totalling 8,816 square meters. The selected species included sea buckthorn, hawthorn, blackthorn, and wild rose, with a total of 2,205 seedlings planted.

During the autumn inspection of the Farm, the flowering meadows were found to have attracted numerous active wild pollinators, arthropods, and grasshopper species. Some shrubs bore evidence of browsing by roe deer, which had not only found a food source but also shelter within the grasses, as indicated by flattened-grass resting spots. The shrubs additionally serve as a feeding ground for migratory and overwintering bird species .



PV Strzelino – Biotope

Pebbles and glacial erratic rocks gathered during construction in the central area of the Strzelino Photovoltaic Farm have been transformed into a valuable biotope, i.e., a suitable habitat for reptiles, amphibians, small mammals, and insects. Sunlit rocks provide an inviting haven where butterflies can often be seen basking in the sun.

PV Strzelino – Nesting Birdhouses

In the vicinity of the Farm, 10 nesting sites have been created for bird species identified during environmental supervision of the construction phase: 4 baskets for long-eared owls, 4 nesting boxes for kestrels, and 2 boxes for barn owls.

The nesting sites for the long-eared owls and kestrels have been located in the forests surrounding the Strzelino Photovoltaic Farm. The long-eared owl (*Asio otus*) and kestrel (*Falco tinnunculus*) are protected birds of prey species that play a crucial role in regulating small rodent populations. By creating suitable nesting conditions for these birds, the Polenergia Group supports natural mechanisms for controlling the number of rodents, thus positively impacting the forest-field ecosystem.

Furthermore, two boxes for barn owls (*Tyto alba*) have been mounted on the façades of agricultural buildings in the Redzikowo municipality. Alike the long-eared owl and kestrel, barn owls are valuable allies in controlling rodent populations, though they prefer to nest near human dwellings. Providing them with nesting sites near agricultural and farm areas helps naturally protect crops and reduces the need for invasive plant protection measures. All the installed nesting sites will be

served by specialized contractors before the breeding season begins to enhance reproductive success.

For more details, please visit our website: [Biodiversity at the Strzelino Photovoltaic Farm – ESG Service](#)



PV Szprotawa – Measures Undertaken During the Construction Phase

Before the launch of construction work in February 2024, a Coordination Meeting was held to outline commitments relating to environmental protection, sustainable development, occupational health and safety, and the Best Practices followed by the Polenergia Group during project implementation. Participants included representatives from the Polenergia Group, the General Contractor, the Contract Engineer, and the Environmental Supervision Contractor overseeing the farm’s construction.

The participants have been informed of legal requirements, conditions for the investment laid down in the environmental decision, and extra-legal commitments, including requirements of financial institutions, Polenergia Group’s partners, and internal Group policies. The latter included the 2023–2030 Sustainable Development Strategy, the Environmental and Social Policy, the Social Communication Plan, the Community Engagement Policy, the Complaint Submission Procedure, the Biodiversity Strategy, and the Code of Ethics. An Environmental and Social Action Plan (ESAP) was also developed for this project and appended to the General Contractor’s agreement.

In line with the Polenergia Group’s best practices for photovoltaic farm construction, a comprehensive environmental supervision is conducted at the construction site to support the construction process with respect to protecting nature and environmental resources, and mitigating the project’s environmental impact. The supervision covers the roads used for the transportation

of construction materials, the area for the construction of the photovoltaic farm with the associated infrastructure, as well as adjacent areas. The objective of the nature supervision is to assess the presence in the monitored areas of protected species that could be disturbed during site preparation works and to evaluate valuable habitats at risk of destruction during construction, and to propose measures to protect them and analyse prohibited activities in the event of protected species being found. Furthermore, the process of environmental supervision will be completed with recommendations for active conservation measures to enhance biodiversity around the Szprotawa Photovoltaic Farm.



All in all, 20 inspections were conducted during the period between March and November 2024.

Their frequency was tailored to the progress, nature, and intensity of construction work, as well as the seasonal activity of species. The entire construction site of the farm was closely examined during the initial inspection, including a 100-meter buffer zone and the route of the high-voltage cable line.

The first recommendation of the supervision team that has been implemented was to examine the area before the commencement of construction works to make sure that birds are not nesting there. The consistent environmental protection measures included monitoring water pools being the potential amphibian breeding sites, preparing escape routes for animals and insects trapped in open excavations areas and inspecting them to prevent small animals from being trapped, inspecting fenced areas to ensure no large mammals were inadvertently confined, as well as mechanically levelling turf.

To minimize environmental impact, the installation of the medium-voltage and fibre-optic infrastructure was carried out under the bed of the Sucha River using a non-invasive directional drilling method.

As a compensatory measure, fieldstones unearthed during excavation were arranged into piles to create substitute habitats. Such biotope provided shelter, foraging grounds, nesting sites, and wintering habitats for rodents, insects, reptiles, amphibians,

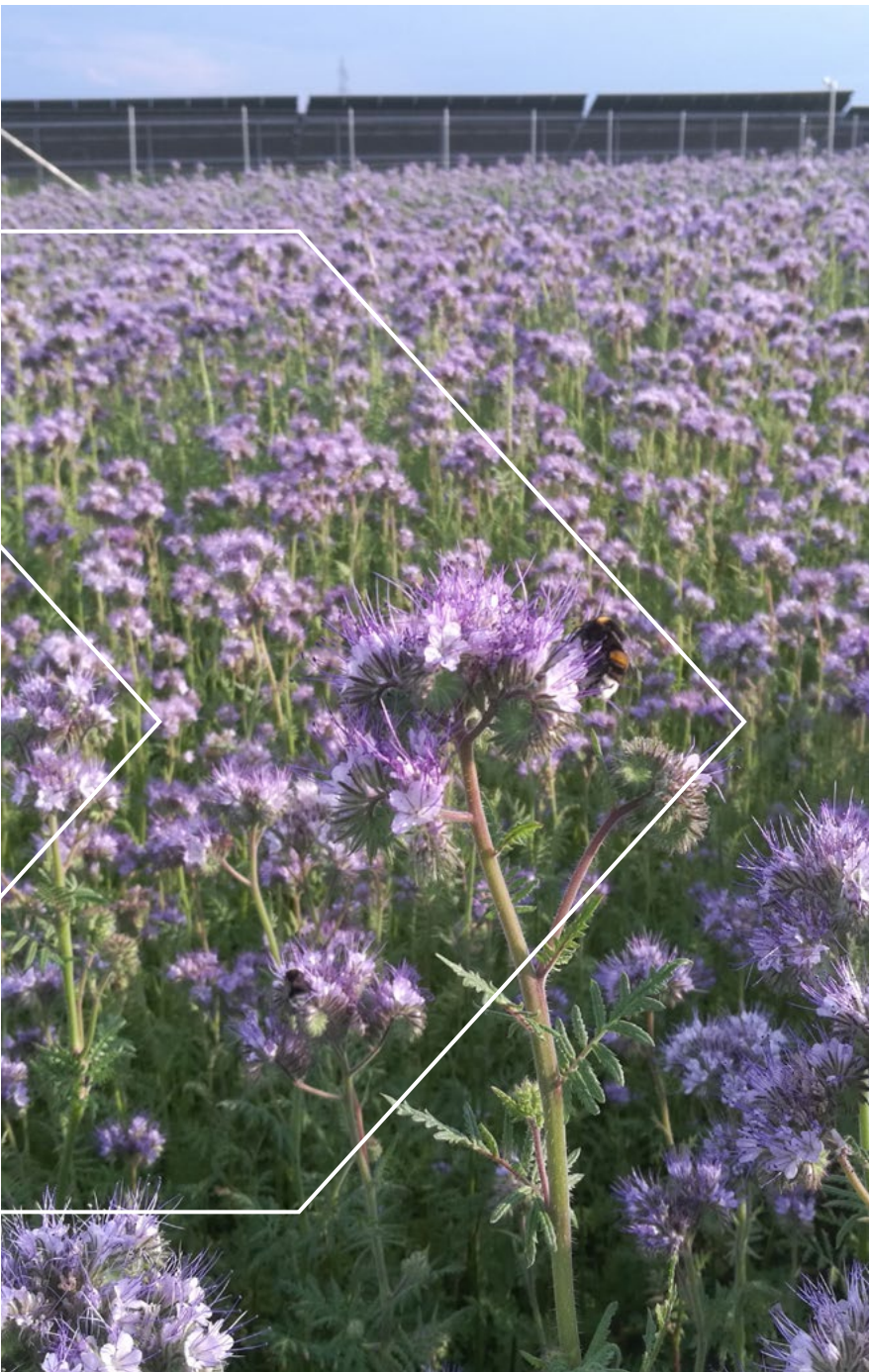
and birds. Plans are also in place to install nesting boxes for birds identified in the area by the naturalist expert in charge of the supervision.

During construction there was no need to request the Regional Directorate for Environmental Protection (RDOŚ) to lift prohibitions concerning protected species. All excavations for the underground high-voltage cable line have been refilled, levelled, and the land was reclaimed. No incidents involving encounter with protected species’ habitats have been reported.

At the launch of the construction, feedback and complaint points have been set up in the construction office and local municipal offices in the region where the Szprotawa Photovoltaic Farm is being built. Complaints to the Investor may be filed there.

From March to October 2023, a pre-construction environmental inventory was conducted at the Photovoltaic Farm site to establish baseline data for evaluating the effectiveness of biodiversity measures during and after construction. These findings will be compared to the results of a post-construction environmental inventory conducted at least one year after the project’s completion.





PV Sulechów – Nature Research

For over a year, scientists from the University of Zielona Góra have conducted nature research at the Sulechów Photovoltaic Farms Complex, which involved watching the local flora and fauna. Comprehensive analyses of the vegetation, selected insect groups, amphibians, reptiles, birds, and mammals, including bats, were carried out within the area of the Farms Complex. This research was a continuation of the earlier observations initiated in December 2021. Right from the start, the fieldwork aimed to assess the actual habitation at the Photovoltaic Farms Complex of various animal species, with particular attention to overwintering birds of prey and protected invertebrates. The study also examined changes in land use, comparing the period before the Photovoltaic Farms Complex's construction with the post-construction phase.

The primary goal was to investigate the living organisms' habitation within the area of the Farms Complex and to compare it with adjacent areas in terms of biodiversity development.

The year-long research conducted by scientists from the University of Zielona Góra, lasting from April 2023 to April 2024, included monitoring and analysing how the infrastructure of the Sulechów Photovoltaic Farms Complex was used by birds of prey. The findings confirmed the presence of 12 species of birds of prey within the area of the Photovoltaic Farms Complex and in its vicinity (within a 1-kilometer radius of the Farm's boundaries), including 9 species directly within the Farms Complex. The most frequently observed species were the common buzzard, kestrel, red kite, and marsh harrier. A total of 1,366 birds of prey were

observed in 1,085 sightings across the farm and its surroundings. The greater majority were hunting birds, underscoring the area's attractiveness for predatory species.

Two species were dominant among all the reported birds: the common buzzard with 604 individuals in 441 sightings, and the kestrel with 461 individuals in 388 sightings. The common buzzard accounted for 40.6% of all bird of prey sightings and 44.2% of sighted birds, while the kestrel represented 35.8% and 33.7%, respectively. Together, these two species accounted for 76.4% of all sightings and 78% of birds sighted. Two additional species were observed with notable frequency (exceeding 5% of sightings and birds sighted): the red kite accounting for 9.0% of sightings and 8.9% of sighted birds, and the marsh harrier, with 6.3% for both these metrics. The remaining eight species collectively accounted for 8.3% of all sightings and 6.9% of sighted birds.

The Farm's infrastructure was used by 5 bird species for resting and hunting activities. Importantly, the research confirmed absence of bird collisions with elements of the Sulechów Photovoltaic Farms Complex.

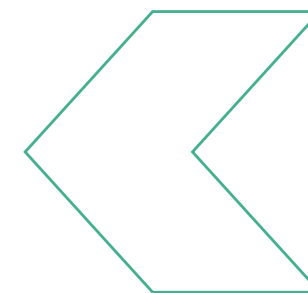
As regards insect studies, 39 species of wild bees were identified, representing all systematic families present in Poland. Among them were 13 species under partial legal protection, as well as rare and sporadically sighted species. Additionally, 28 butterfly species have been seen, including two protected species: the large copper (*Lycaena dispar*, strictly protected) and the scarce swallowtail (*Iphiclidides podalirius*, partially protected). Furthermore, 11 species of insects from other systematic groups were identified on the Farm, including the European mantis (*Mantis religiosa*), a strictly protected species and the only

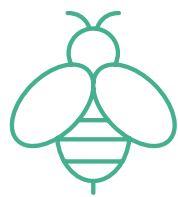
representative of mantises in Central Europe. Using echolocation detection methods, the presence of 10 bat species, all of which are subject to species protection in Poland, has been documented.

The results of this field research will be presented in a scientific publication on promoting biodiversity in large-scale photovoltaic farms, accompanied by a best practices guide, using PV Sulechów as a case study.



In 2025, scientists from the University of Zielona Góra will continue their research on insects within the area of the Sulechów Photovoltaic Farms Complex.

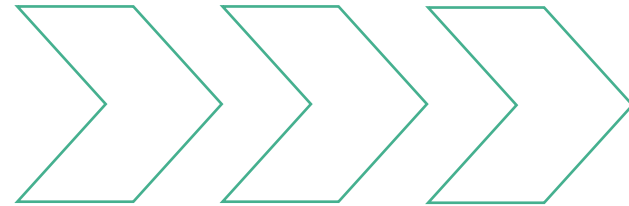




Polenergia's 'Electric' Honey

The project of keeping an apiary with ten beehives within the area of the Sulechów Photovoltaic Farm Complex continues to thrive. In the 2024 season, under the expert care of a local beekeeper, the apiary produced 144 litres of delicious honey over three harvests. This remarkable yield was possible thanks to busy bees and 50 hectares of wildflower meadows sown across the Farm Complex. The biologically diverse meadow provides ample space and pasture for both apiary bees and wild pollinators. Entomological studies conducted by researchers from the University of Zielona Góra confirmed the presence of 39 species of wild bees from all native taxonomic families, including the variable cuckoo bumblebee (*Bombus humilis*), the shrill carder bee (*Bombus sylvarum*), and the violet carpenter bee (*Xylocopa violacea*) at the Photovoltaic Farm Complex. Several wild bee species were also observed nesting in the area.

The honey produced by the apiary is used as small gifts and treats during various events, such as harvest festivals and cultural celebrations organized by municipalities in the regions of Polenergia Group's investment projects.



FW Puck –Newly Sown Meadow

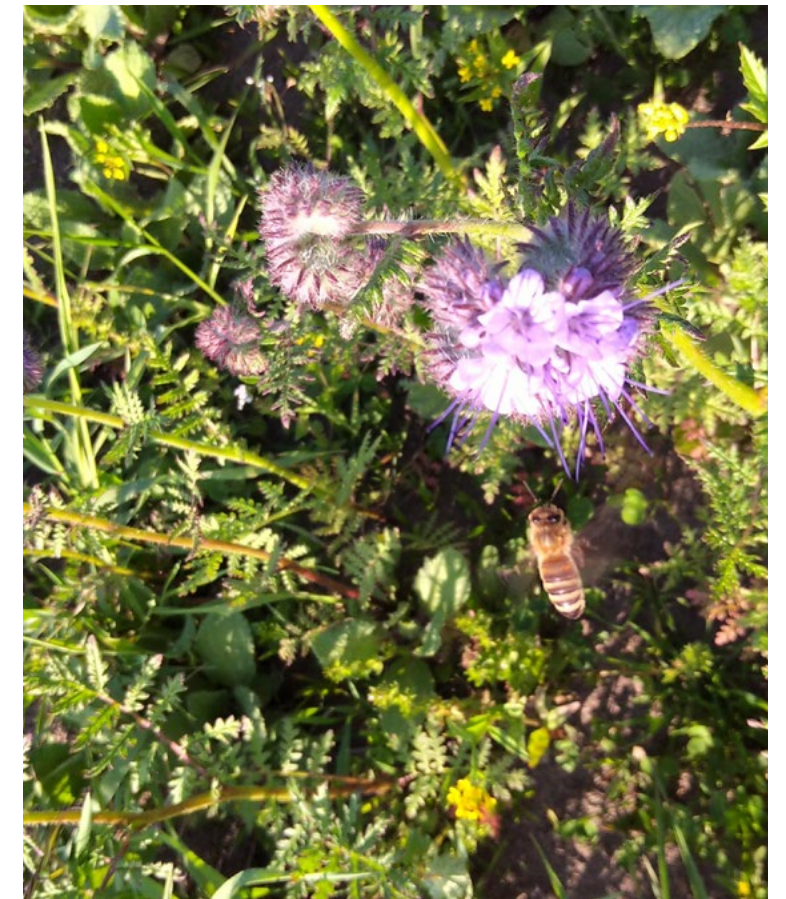
At the end of 2023, the Polenergia Group acquired a 6.75-hectare agricultural land in the rural area of the Puck municipality. According to a decision issued on behalf of the General Director of the National Centre for Agricultural Support, the agricultural character of the plot must be maintained.

Until then the plot was used for cereal cultivation. Seeking to enhance local biodiversity, the Group consulted representatives of European Carbon Farmers, an organization promoting sustainable and regenerative agriculture, as well as scientists from the Faculty of Biology at the University of Gdańsk, to examine the potential uses for the land.

Following these consultations, it was decided to sow a fresh meadow across the entire area of the land for many years. The seed mix selected for sowing included species native to the Pomeranian region of Gdańsk, either occurring naturally or well-established in the area. The aim of this selection together with spontaneously appearing other meadow species, was to partially restore vegetation native to this region. Ultimately, a meadow is anticipated to correspond to the habitat classified under code 6510 – Lowland and mountain meadows extensively used (*Arrhenatherion elatioris*). This will create and maintain a habitat which has been disappearing across Europe, thus contributing positively to the preservation of local plant biodiversity and phytocoenoses.

The meadow is scheduled to be sown in the spring of 2025, following agro-technical works conducted in the autumn of 2024 to remove post-harvest residues from the plot.

The change in land use is being carried out in accordance with recommendations from an expert report prepared by specialists from the University of Gdańsk, as commissioned by the Polenergia Group.





Montagu's Harrier Conservation – Wrap-Up of the 2024 Season

The 2024 season of the Montagu's Harrier Active Protection Programme led by the Environmental Protection and Sustainable Growth Department of Polenergia brought further successes in the efforts to protect this remarkable bird of prey. In the areas of the Łukaszów, Modlikowice, and Kostomłoty Wind Farms in the Lower Silesian Voivodeship, ornithologists identified 14 Montagu's harrier nests located in agricultural fields and meadows. Of these, 7 have been secured against predators and agricultural machinery. These efforts yielded impressive results as 30 chicks have been ringed, thus enabling future monitoring of their migration and life history.

This year's programme also resulted in discovering 2 nests of the short-eared owl which, like the Montagu's Harrier, nests on the ground in agricultural fields. One of these nests has been secured, and a total of 8 young owls were ringed. All in all, since the program's inception in 2014, a total of 136 Montagu's Harrier chicks have been successfully protected.

BIODIVERSITY CONSERVATION MEASURES

The programme, which has been in operation for 11 years, focuses on preventing biodiversity loss in agricultural areas, with a primary emphasis on ensuring the active protection of this unique species. Regular monitoring by ornithologists enables identifying nests and protecting them against predators such as foxes and martens, as well as against agricultural machines which pose a lethal threat to bird families. Erecting mesh fences

in cooperation with farmland owners effectively safeguards the nests, providing young birds with safe conditions for growth.

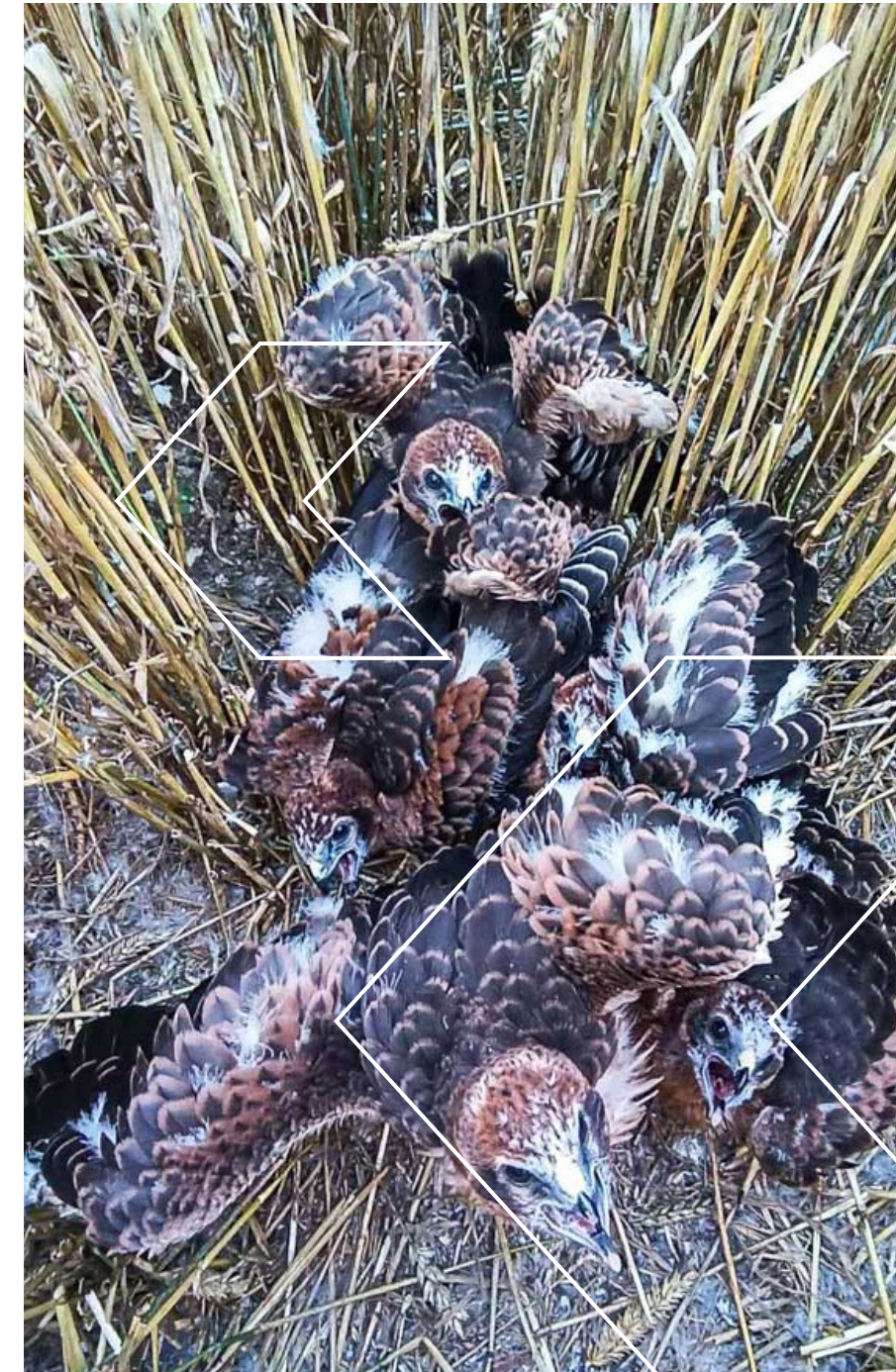
NATURAL REGULATION OF RODENT POPULATIONS

Montagu's harriers are one of Europe's smaller birds of prey that, like marsh owls, nest in the middle of cereal fields or other tall crops. These birds play a vital role in the ecosystem by contributing to the natural regulation of rodent populations. Rodents, which in excess can pose a threat to agricultural crops, are a staple in the diet of these birds. Hence, harriers and owls support the eco-balance, positively contributing to both natural ecosystems and the agricultural economy.

COLLABORATION FOR THE FUTURE

The Montagu's Harrier Active Protection Programme aligns with the 15th United Nations Sustainable Development Goal, which addresses the conservation of land ecosystems and combating biodiversity loss. The programme is also a product of effective collaboration between Polenergia, ornithologists, farmers, and environmental organizations. Through joint efforts, it has been possible to take meaningful action to protect key species, making a tangible impact on preserving valuable ecosystems. The successes achieved during the 2024 season lay a strong foundation for the continuation and further development of the programme in the future.

For more information visit the Group's website: [Meadow Harrier Conservation. Summary of the 2024 season. – ESG Service](#)



Summary of the Programme Active Protection
of the Montagu’s Harrier in 2024.

	Nests found	Nests secured with a mesh net	Ringed chicks
The area of FW Modlikowice and Łukaszów	6	4	13
Montagu’s Harriers, the area of FW Kostomłoty	8	3	17
Short-eared Owls, the area of FW Kostomłoty	2	1	8
Total:	16	8	38

THE PLANNED RAJKOWY PHOTOVOLTAIC FARM: PRE-CONSTRUCTION ENVIRONMENTAL INVENTORY AND ENVIRONMENTAL SUPERVISION OF CONSTRUCTION WORKS

As part of the pre-construction work for the Rajkowy Photovoltaic Farm project, Polenergia commissioned a comprehensive nature inventory of the area of the planned investment project. The inventory includes a comprehensive analysis of the state of the environment, focusing on identifying and assessing the presence, abundance, and frequency of mammals, reptiles, amphibians, birds, insects, and bats. Additionally, detailed botanical and mycological surveys will be carried out.

The primary objective of the inventory is to identify local biodiversity resources encompassing fauna, flora and fungi. The surveys will aim at:

- identification of the existing species (mammals, reptiles, amphibians, birds, insects, bats),
- determining of abundance and frequency of occurrence of individual species,
- conducting botanical and mycological surveys covering flora (vegetation), lichens and fungi.

The nature inventory will be carried out in the form of 16 field visits by specialist naturalists who will carry out observations according to an agreed methodology.

NATURE SUPERVISION DURING CONSTRUCTION

Furthermore, the project site will be placed under nature supervision from the start of construction work. Its purpose will be to:

- protect the identified species and habitats threatened with destruction during construction works,
- monitor compliance of construction activities with nature conservation regulations and recommendations resulting from the inventory report,
- respond to potential threats to biodiversity by implementing appropriate mitigation and minimisation measures,
- safeguard local natural resources, including protected species and their habitats,
- make recommendations for actions to enhance local biodiversity.

Natural surveillance is a key element of the investment, supporting its implementation in a sustainable manner and minimising negative environmental impacts.

POST-CONSTRUCTION INVENTORY: ASSESSING THE IMPACT ON BIODIVERSITY

Upon completion of the construction works at the Rajkowy Photovoltaic Farm, a post-construction nature inventory in planned to be conducted to assess the impact of the investment project and the undertaken pro-environmental

measures on local biodiversity. The research will include a comparative analysis of the inventory results before and after the implementation of the project, which will allow detecting changes in the abundance and species mix of mammals, reptiles, amphibians, birds, insects, bats, flora, fungi and lichens. This will make it possible to determine whether and to what extent environmental impacts have occurred, as well as to evaluate the effectiveness of conservation and biodiversity measures undertaken during construction. The findings will also contribute to the potential introduction of compensatory measures and help refine and better adapt future nature conservation projects.



PERCH POLES FOR RAPTOR BIRDS IN THE AREA OF THE PV SULECHÓW

As part of eco-friendly and biodiversity supporting initiatives, two special perch poles for raptor birds have been installed at the Sulechów Photovoltaic Farm. These are primarily intended for the local populations of buzzards and owls. These high 'T'- shaped structures are the highest elements on the Sulechów site, making them perching and vantage points for birds of prey. Thanks to these poles, birds can conserve energy that would otherwise be spent on active perching flights.

The perch poles help raptor birds effectively hunt rodents, which are abundant at the Sulechów Photovoltaic Farm. Birds of prey play a crucial role in the ecosystem by contributing to the natural regulation of rodent populations. Rodents, when in excess, can pose a threat to agricultural crops; at the same time, they constitute the primary diet of these birds. As a result, raptor birds help maintain ecological balance, positively impacting both

natural ecosystems and farming. The perch poles also provide valuable support during seasons of increased food demand, i.e., in winter and while feeding their young.







Actions for Local Communities

In 2025, the Polenergia Group will continue to implement its Social Engagement Policy in the areas where it develops and operates its projects. As in previous years, community engagement will be continued in four categories, that is sports and health; diversity and equal opportunities; education and culture; and environment.

Meetings are planned to be held with municipal authorities and representatives of active local organisations. Group representatives plan to participate in important municipal events and support the organisation of educational tasks at **„Play Green with Us!®“** eco-stands.

In 2025, Polenergia will continue to implement the **„Play Green with Us!®“** programme in primary schools and preschools that have declared to be conducting climate education. Lessons will also be organised in cooperation with secondary schools that have been under Polenergia’s patronage.

Partnerships will also be pursued to develop the energy sector’s future talents, including working with the Lesław Paga Foundation to organise the Energy Academy and the ESG Leaders Academy.



Actions for Employees of the Polenergia Group

Projects implemented in 2024 will be continued in 2025, with both female and male employees actively engaged in new initiatives. The ‘A Zoom on ESG’ educational series, which keeps employees informed on key issues related to responsible business practices, will certainly be carried on.

In the sports and health category, BikeDay is planned for April 2025. As part of this event, mobile bicycle service will be made available to all those who commute to the office by bike that

day. The next edition of the **POWER UP!** sports challenge will take place during the period between April and June 2025. Furthermore, webinars on physical or mental health will be organised and a range of onsite and remote training courses on health and safety and first aid will be held in 2025.

In the category of diversity and equal opportunities, the second edition of the **WE HAVE THE POWER!** volunteer grant competition will be launched in the spring of 2025. It will be followed by webinars on diversity, including inclusive language. Collections of donations for families in need and seniors will again be organised in the last quarter of 2025.

In the education and culture category, reading competitions will be organised for employees and their children. A number of training and integration events for employees and their families are also planned.

In the environment category, Eco Rafting (that is canoeing combined with the collection of river litter) is on the schedule again in 2025. These events were very popular with employees and their families in 2024. The collection of electro-waste at Polenergia Group’s offices in Warsaw will also continue.



Actions for Biodiversity

In 2025, the Polenergia Group will proceed to implement the successive steps of its Biodiversity Strategy. Furthermore, in accordance with internal procedures, guidelines, and regulations, The Group will carry out nature monitoring at Wind

Farms and Photovoltaic Farms. It will also actively support local communities’ biodiversity activities such as planting, sowing meadows and assisting in the removal of invasive plant species.

In addition, the Montagu’s Harrier Active Protection Programme will be extended to the area of the Grabowo Wind Farm and the Dębsk Wind Farm. During an inventory carried out by the Eagle Protection Committee as commissioned by Polenergia in the Żuromin and Grabowo communes, several breeding pairs of harriers were found and it was recommended that their monitoring be continued. The programme will be extended to new areas, with a view to increasing the number of ringed chicks and further active protection of this unique bird, thus supporting the conservation of local ecosystems. Expanding the initiative will make additional environmental benefits possible, such as an increase in the number of birds of prey naturally regulating rodent populations, which will benefit local crops and nature throughout the entire region.



Conclusion

Efforts in support of local communities, caring for employees, and initiatives aimed at protecting biodiversity are not only a reflection of Polenergia’s core values but also a cornerstone of sustainable development. By empowering people and preserving the environment, Polenergia actively contributes to building a brighter future for us all.

This approach benefits both communities and businesses alike. Social and environmental engagement not only strengthens the company’s reputation as a responsible partner but also drives innovation, improves employee and customer loyalty, and boosts long-term business stability.

Polenergia continues its commitment to advancing selected Sustainable Development Goals as established under the United Nations’ 2030 Agenda. Through the dedication of our employees, business partners, and local communities, Polenergia’s initiatives bring tangible results, all while solidifying the Group’s position as a leader in sustainable development.

The Polenergia Group will persist in these endeavours with unwavering dedication, recognizing that caring for both people and the environment is not just a responsibility, but an investment in the future. Together, we can achieve more for our planet and for generations to come.



