



2023

**Social engagement
and biodiversity actions report
of the Polenergia Group**

Activities carried out in 2023

TABLE OF CONTENTS

| | |
|--|----------|
| LETTER FROM IWONA SIERŻĘGA, MEMBER OF THE MANAGEMENT BOARD OF THE POLENERGIA S.A. | 3 |
| INTRODUCTION | 4 |
| ACTIVITIES CARRIED OUT FROM JANUARY TO DECEMBER 2023 | 5 |
| Implementation of the Group's Social Engagement Policy – local activities | 7 |
| Implementation of the Polenergia Group's Social Engagement Policy – assistance for war refugees from Ukraine | 12 |
| Environmental education and training of future workforce of the energy sector | 13 |
| ■ Play green with us!® educational project | 13 |
| ■ Training of future workforce | 17 |
| Diversity-oriented activities for the Polenergia Group employees | 20 |
| ■ Initiatives for employees – promotion of healthy lifestyles | 20 |
| ■ Initiatives for employees – integration | 23 |
| ■ Corporate Volunteering | 24 |
| ■ Charitable initiatives | 26 |
| ■ Environmental initiatives | 27 |
| ■ D&I initiatives | 28 |

| | |
|---|-----------|
| Biodiversity | 29 |
| ■ Code of Ethics | 34 |
| ■ Supplier Code | 34 |
| Addressing corporate governance issues | 34 |
| ROAD MAP FOR 2024 | 35 |
| Activities implementing the Group's Social Engagement Policy | 36 |
| ■ Cooperation with local communities | 36 |
| ■ Environmental education and training of future workforce of the energy sector | 36 |
| ■ Diversity-oriented activities for the Polenergia Group employees | 37 |
| Biodiversity and climate action | 38 |
| CONCLUSION | 40 |

DEAR ALL,

I am pleased to invite you to read the report, which is a summary of our activities in the area of social involvement and implementation of the biodiversity strategy in 2023. These are initiatives that we implement mainly for and together with local communities, where our existing projects and those under construction and in development are located. But not only. We also show, among others: Partnerships to achieve the Sustainable Development Goals and our commitment, as well as support for war refugees.

The development of our projects and the long-term operation of our installations have always been carried out with care for the natural environment and local communities. We are convinced that only a fair approach to energy transformation – to the benefit of the inhabitants of the areas where we invest – can bring results in the form of intensive development of renewable energy projects and achieving the goal of zero-emission energy by 2050. By developing, building and operating facilities, Polenergia has a chance to build trust of local involvement through many years. It is our great responsibility and privilege to cooperate with local communities for their own development.

The Polenergia Group treats responsibility towards the natural environment and local communities as one of the pillars of the implementation of its longterm development strategy and one of the most important elements of the ESG strategy: at the beginning of 2023, the Group adopted the Sustainable Development Strategy with a time horizon until 2030. To emphasize our commitments in the area of social engagement and support for biodiversity, the main goals of our strategy include both „development of a due diligence system in the area of biodiversity” and „creating wellbeing and cooperation with local communities”. The Group allocates annually 1% of the consolidated net profit of the preceding financial year for purposes related to activities in the area of social support.

At the beginning of 2024, documents regulating environmental protection management issues were adopted. They express our concern for biodiversity and restoring ecosystems, as well as responsible cooperation with local communities. These are the updated Environmental and Social Policy together with the adopted Biodiversity Strategy (setting out the Net Zero Impact goal for 2040) and the Public Communication Plan (Polenergia Group Public Communication Plan) together with the Social Engagement Policy (Polenergia Group Social Engagement Policy).

Taking care of reliable reporting and due diligence, we present our activities in this publication.

I am presenting to you a report that is unique to us: it summarizes a number of initiatives and good practices that have been shaped over many years of our business activity. It is a well-thought-out, responsible strategy to support, shape and build dialogue with local communities that have chosen us as their neighbours. These are longterm activities that activate excluded groups and, after all, activities aimed at education and building sensitivity to the natural environment surrounding us. Behind these activities are people: our employees, partners with whom we build and maintain our projects, local communities open to cooperation and involved in shaping the image and wellbeing of their towns and involving all residents in this change. Our report summarizes many years of dialogue, solidarity and responsibility for creating a better world.

I invite you to read our report!

Iwona Sierżęga

**Member of the Management Board
of the Polenergia S.A.**



INTRODUCTION

2023 was the year when the Polenergia Group published its first Consolidated Non-Financial Statements with a Financial Report for 2022. The report was preceded by a comprehensive materiality analysis taking into account GRI (Global Reporting Initiative) indicators. The Management Board of Polenergia also approved the new Sustainable Development Strategy (ESG Strategy) for the years 2023-2030, which is the fruit of the Group's mature reporting and sustainable development. It also serves as the basis for building a resilient and mature business.

The entire Group's persistence in the implementation of ESG aspects had been acknowledged – Polenergia was awarded the CSR Silver Leaf of the Polityka weekly, as one of the Polish ESG leaders included in the 12th ranking of socially responsible companies for 2022. It is also worth noting that the Group ranked 16th in the Ranking of Responsible Companies organised by Kozminski University, Deloitte and the Responsible Business Forum.

The Group's efforts in the area of social engagement and climate education activities were recognised at the beginning of December, during the "Polish Power of Business" conference at the "DNA - Helping is in our genes" Gala. The aim of the DNA competition was to highlight leaders who had shown

exceptional commitment to environmental, social and fair governance aspects of their organisation. The DNA award is presented to two groups of entities – companies and NGOs, in three categories: environmental measures, social assistance and fair governance. The Polenergia Group was a finalist in the social activities category – the award went to the **Play green with us!**® educational project, aimed at educating primary school students on the environment and climate.

The year 2023 was also an intensive period of implementation of the Group's ESG Strategy. Polenergia prepared educational materials meant to introduce its employees to sustainability issues. One of the first meetings in the **"A zoom on ESG"** series, held in a webinar format, took place on 21 December. The meeting participants had the opportunity to learn about key sustainability issues and non-financial reporting requirements. More than 80 people attended the meeting. The high attendance is a testament to the importance of "internally oriented education" for an organisation. Polenergia also prepared onboarding materials and scenarios for new hires. Change starts with education and dialogue, and these values form the basis of ESG implementation in the Group. A milestone in the responsible approach to the implementation of the Polenergia Group's Social Engagement Policy was the organisation of the

"Polenergia Group's Social Engagement Policy – local action in practice" workshop for Managers of projects in development, in operation and under construction, as well as for persons responsible for individual SPVs. This meeting was crucial to understanding the Group's ESG Strategy, in particular the implementation of the social engagement policy as regards local community-focused activities. Participants had the opportunity to exchange experiences and systematise their knowledge of the Group's social engagement.

The Polenergia Group's social engagement is the result of a well-thought-out strategy, the overarching goal of which is to grow Polenergia Group's business while making a positive impact and mitigating or preventing negative impact. Social engagement has been an important part of the Group's strategy since 2018. Polenergia is sensitive to the needs of its stakeholders (both internal – employees, and external – local communities, among others). Polenergia is actively planning and implementing activities in cooperation with local communities, taking into account their needs and environmental aspects.

The report consists of two main parts: The first describes the actions taken from January to December 2023 in the area of social engagement and climate education, as well as initiatives for Group employees (incorporating diversity and inclusion (D&I)), corporate governance and biodiversity. Up-to-date information related to the actions which are detailed in the report was published on an ongoing basis in the Group's ESG Service. The paragraphs feature links to respective articles published on the website: [ESG Service \(polenergia.pl\)](https://www.polenergia.pl).

The second part of the document presents a preliminary road map for the Polenergia Group's Social Engagement Policy and Biodiversity Strategy for 2024.



01

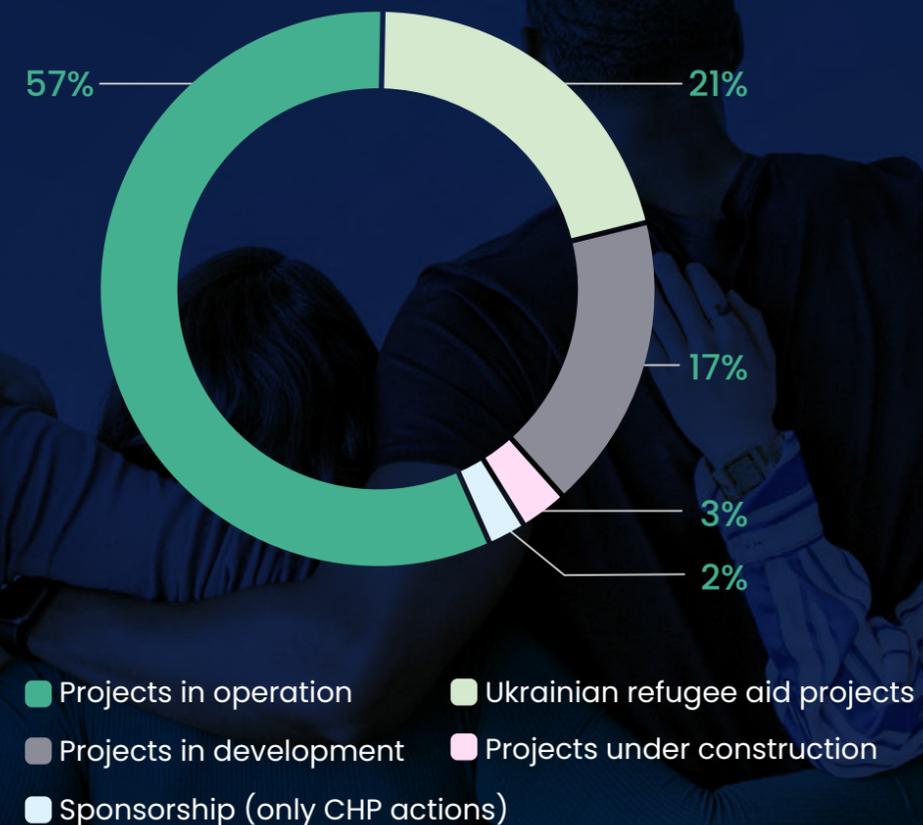
Activities carried out
from January to December 2023

Polenergia Group is involved in social activities because it cares about others. The Group voluntarily supports activities for culture, sport, institutions and social organizations, as well as is engaged in providing support to war refugees from Ukraine. The Group supports organizations working for refugees, which it declared to support at the very beginning of the armed conflict.

In 2023, Polenergia allocated

2,378,130.08 PLN

for activities in the area of social responsibility.



Implementation of the Group's Social Engagement Policy – local activities

Polenergia's involvement in local activities is aimed at building long-term relationships with local communities at the highest possible level. The Group's impact should be positive, based on mutual respect, an inclusive culture, understanding and cooperation.

The basis of Polenergia's actions is to come up with initiatives and offers of support. This is done by presenting the assumptions of the Group's Social Engagement Policy in each municipality and commune where Polenergia projects exist or are planned.

The Environmental Protection and Sustainable Development Department, within which the ESG Team operates, supports Managers of projects in development, in operation and under construction in identifying and responding to local community needs. The aim of this approach is to align activities and create synergies in line with the Group's Social Engagement Policy. The disbursement of funds for all projects in 2023 was coordinated by the ESG Team.

Between January and December 2023, 333 donation and sponsorship agreements were signed regarding projects in operation, development and construction, for a total amount of 1,885,864.70 PLN.

Broken down by project phase, the funds were spent as follows:



Funds provided for projects in operation were disbursed from the charity budgets for a given company, which are set at the beginning of the year according to plans prepared by the ESG Team in consultation with project managers. In total, 278 agreements for projects in operation were processed.

The funds distributed for projects in development and under construction were individually allocated by supervisors of the respective project in consultation with the ESG Team. In total, 48 agreements for projects in development and under construction were processed.

Subsidies allowed to implement 333 projects.

The projects were mostly implemented by schools, kindergartens and Parents' Councils acting for schools. A large part of them were projects organized by Libraries, Sports Clubs, local associations and foundations, as well as municipalities and counties. An important number constitute projects for women and elderly people run by Rural Women's Circles and local Senior Clubs. In addition, projects were also implemented by Volunteer Fire Brigades.

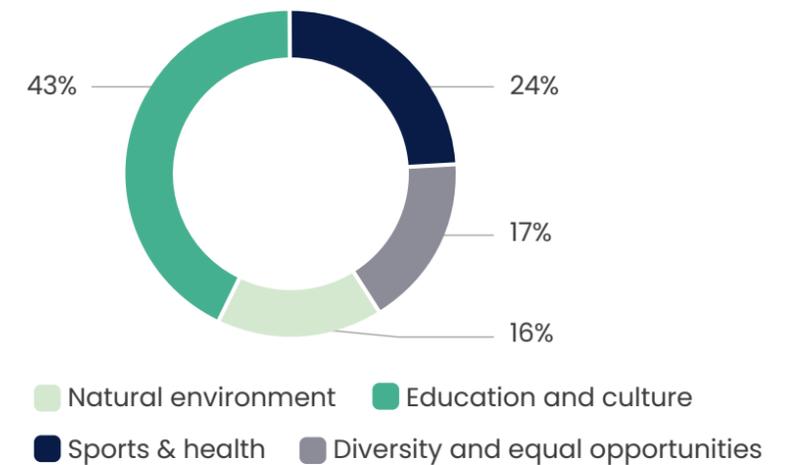
IMPLEMENTATION OF THE GROUP'S SOCIAL ENGAGEMENT POLICY – DESCRIPTION OF PROJECTS BY AREA OF SUPPORT

The assumptions made in the Polenergia Group's Social Engagement Policy cover 4 main areas:

- diversity and equal opportunities,
- education and culture,
- environment,
- sport and health.

Within each of the area there are specific objectives to shape the directions of support for local communities. Every year, the Group and local communities enter into cooperation, the cornerstone of which is to act with due diligence.

The table shows the percentage of implemented projects broken down by area:



DIVERSITY AND EQUAL OPPORTUNITIES

The table below shows the number of donations granted in the DIVERSITY AND EQUAL OPPORTUNITIES area. This area encapsulates measures aimed at combatting social exclusion, which is meant to create a level playing field. In particular, it includes the activation of women from rural communities, support for senior citizen clubs and sporting activities among women and girls.

The projects subsidised in 2023 met the above assumptions and were implemented by local institutions, such as:

communal farmer’s wives’ associations, local NGOs and municipal/communal cultural centres. The projects involved:

- organisation of meetings to celebrate special occasions, which are particularly meaningful to seniors citizens,
- organisation of educational workshops for children and young people from excluded communities,
- integration of persons with disabilities and their families.

Part of the subsidies was allocated to retrofitting projects to support the creation of an educational and rehabilitation base.

| | |
|--|---|
| Number of projects | 56 |
| Number of recipients | >1500* (senior citizens, members of farmer’s wives’ associations, adults and children with disabilities; their families; students) |
| Number of educational projects | 43 |
| Number of retrofitting projects | 13 (e.g. equipment for sensory integration rooms; purchase of equipment for asocial cooperative) |

* Polenergia collected partial data. In 2024, the company is implementing an automated project settlement system that will enable more precise data collection.



The District-Municipal Public Library established cooperation with Polenergia in 2023. Thanks to the company’s involvement, we organized a Christmas Chocolate Workshop for a group of seniors, which was very positively received by the participants. The ladies not only prepared chocolate sweets, but also learned from the presentation how chocolate is made (from a cocoa grain to a bar). Thanks to the funding, we organized an unusual, fragrant and sweet event. By supporting the library, Polenergia participates not only in activities supporting and integrating the local community, but also promoting our institution and reading, among others. by donating funds to purchase books for the library. Thank you once again for your support. We are glad that we can count on you!

Joanna Rakoczy
Director of the District-Municipal Public Library in Żuromin



EDUCATION AND CULTURE

The area where the largest number of subsidies were granted was **EDUCATION AND CULTURE**. It includes projects in the field of environmental education, support for science development and knowledge transfer initiatives, cultural development and teaching equipment for schools.

An important part of the Education and Culture area is made up of subsidies for the implementation of activities under the **Play green with us!**® project (for a detailed description, see chapter 1.4.1. **Play green with us!**® educational project). A large number of projects implemented under this measure involved the restock-ing of libraries - more than 2,000 books on environmental issues had been pur-chased.

| | |
|--|--|
| Number of projects | 145 |
| Number of recipients | >3000* children and young people, local community |
| Number of educational projects | 112 |
| Number of retrofitting projects | 33 int. al. 23 projects involving the purchase of books for libraries |

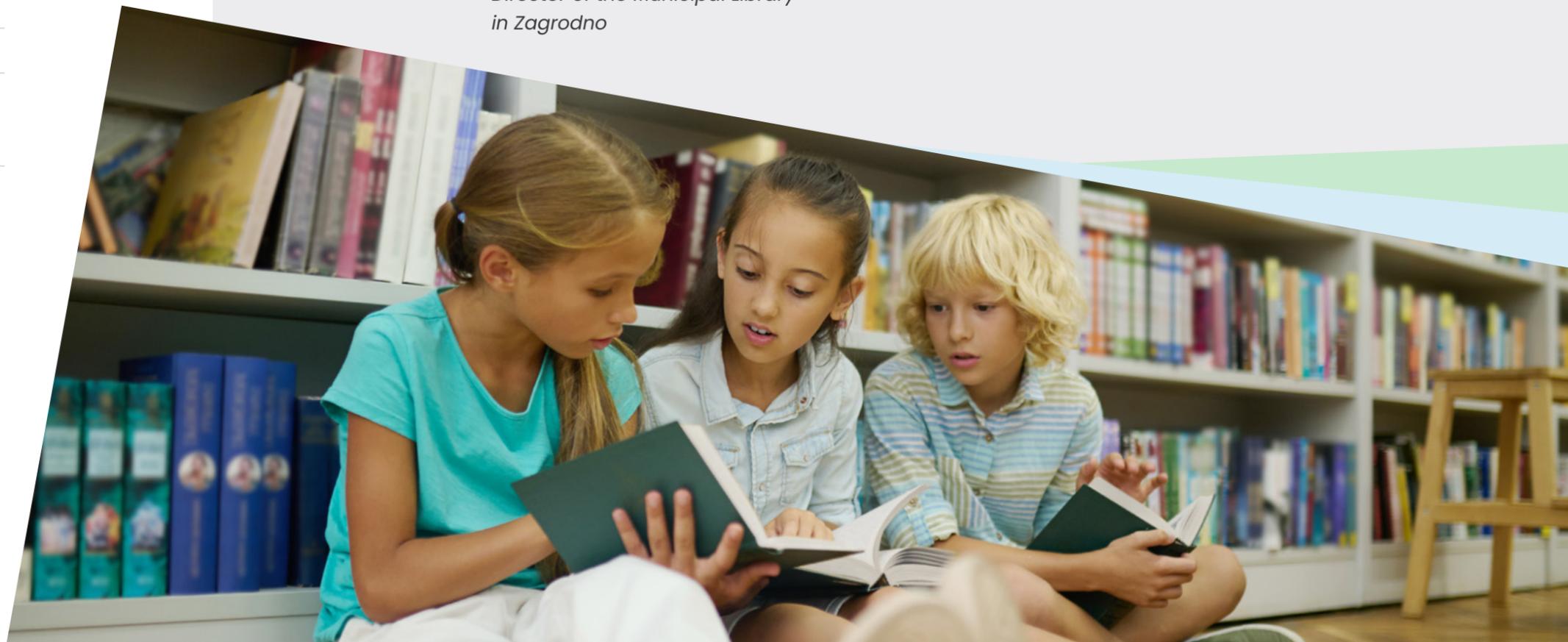
* Polenergia collected partial data. In 2024, the company is implementing an automated project settlement system that will enable more precise data collection.

An important scope of the projects was the support for local cultural events, that integrate the community, while cultivating the traditions of small homelands.



Thanks to Polenergia’s financial support, we organized for students a „Meeting with history - Workshops - Gutenberg era” in the library in Zagrodno. A printing press modeled on the Gutenberg press was used during the workshops. The students were delighted with the participation of the illustrator and the opportunity to experience how time-consuming and laborious creating the text was. „I am glad that I live in more modern times, and I really liked the living history lesson,” said participant Paweł. Hania said after the workshop that she had been learning about the history of printing, but only now she had a true picture of how it really happened.

Dorota Jasińska
Director of the Municipal Library
in Zagrodno



NATURAL ENVIRONMENT

The environment is one of Polenergia Group's most important areas of support. Subsidised projects in this area included those related to the development of RES, environmental education, the protection of local animal populations and valuable natural areas.

Projects carried out in the Environment area had brought more greenery to school grounds and contributed to the development of biodiversity. A major part of the projects were environmental competitions, which had increased students' knowledge of environmental protection.

A detailed description of biodiversity conservation measures is provided in chapter 1.5. Biodiversity.

Activities related to biodiversity projects are in line with the Group's ESG Strategy and Biodiversity Strategy.

| | |
|--|---|
| Number of projects | 52 |
| Number of recipients | >1000* children and youth, local society members, 600 race participants |
| Number of educational projects | 51 |
| Number of retrofitting projects | 1 |

* Polenergia collected partial data. In 2024, the company is implementing an automated project settlement system that will enable more precise data collection.



SPORT AND HEALTH

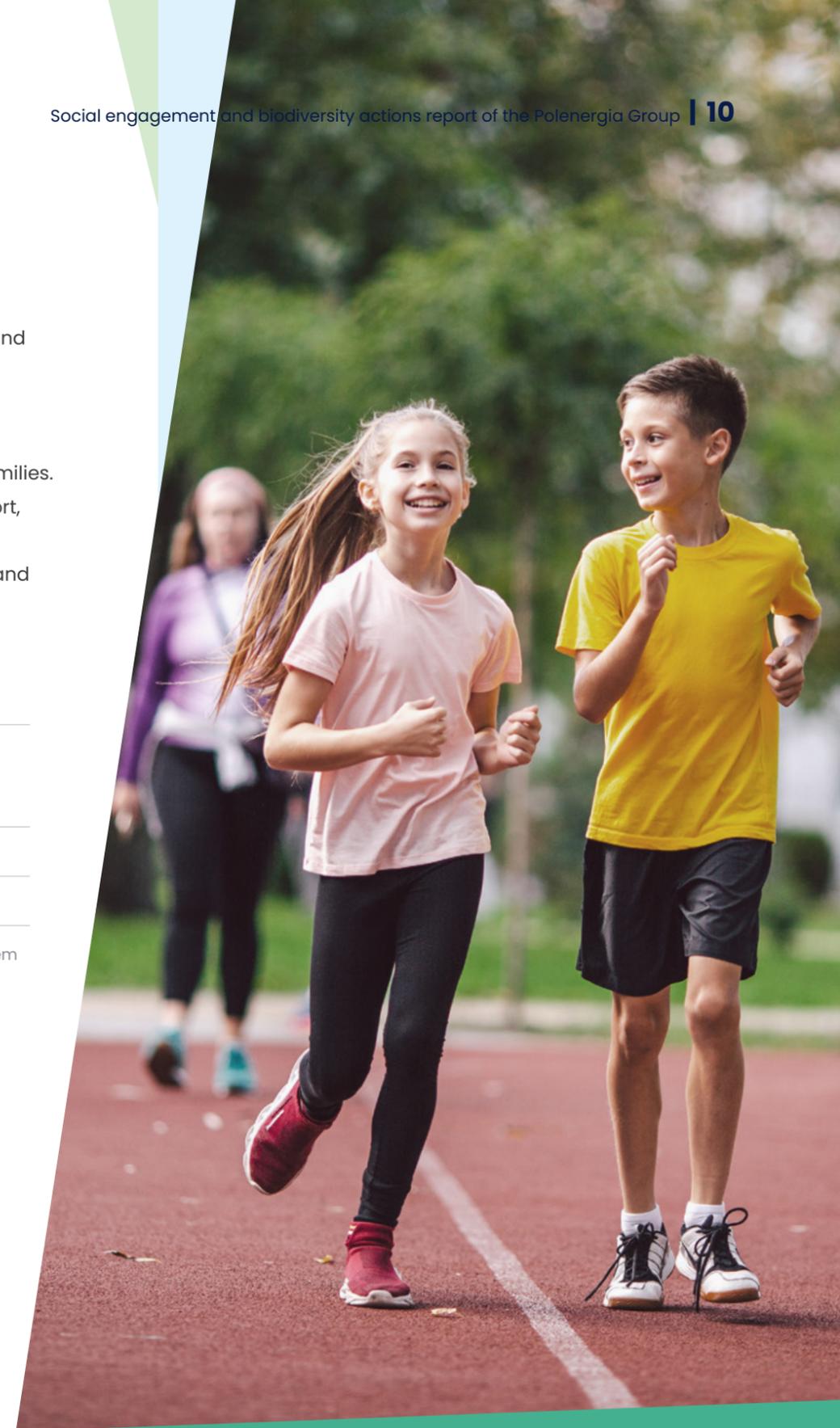
Taking into account the need for physical activity, especially for children and young people, the Polenergia Group supported initiatives that encourage physical activity and promote health.

The group contributed to key projects targeting excluded communities, children and young people, the elderly, people with disabilities and children from dysfunctional families. A crucial portion of the subsidies was allocated to retrofitting projects, so as to support, among others, voluntary fire brigades, thereby significantly increasing their ability to protect health and life. As part of these projects, 11 defibrillators, 3 rescue vehicles and first aid kits were purchased.

| | |
|--|---|
| Number of projects | 80 |
| Number of recipients | >2000* dzieci i młodzież, społeczność lokalna, 600 uczestników biegów |
| Number of educational projects | 44 |
| Number of retrofitting projects | 36 |

* Polenergia collected partial data. In 2024, it is implementing an automated project settlement system that will enable more precise data collection

In 2023, support was also provided to 1 family of a company's employee under the Employee Assistance Fund.



MEETINGS WITH LOCAL COMMUNITIES



13 MEETINGS WITH LOCAL COMMUNITIES

Objectives of the Social Engagement Policy



LOCAL COMMUNITY NEEDS ANALYSIS



COOPERATION WITH SELECTED ORGANISATIONS

In order to establish good rapport and build a relationship based on involvement and trust of local communities, in 2023, the Group held meetings in 13 locations of its projects:

- Wind Farm 3 (Dębask WF) – Żuromin and Kuczbork-Osada communes,
- Wind Farm 4 (Skurpie WF) – Płońnica commune,
- Sulechów I, II, III Photovoltaic Farm – Sulechów commune,
- Mycielín Wind Farm – Niegosławice commune,
- Dębice/Kostomłoty Wind Farm (plus Wind Farm II and Photovoltaic Farm 6) – Kostomłoty commune,
- Wind Farm 24 (Żarów WF) – Żarów commune,
- Wind Farm 24 (Żarów WF) – Żarów commune,
- Wind Farm 1 (Gawłowice WF) – Radzyń Chełmiński commune,
- Szymankowo Wind Farm – Miłoradz commune,
- Szymankowo II Wind Farm – Lichnowy commune,
- Grabowo Wind Farm – Grabowo commune,

Visits to communes and meetings with active organisations and associations were aimed at presenting the scope of activities under the Polenergia Group’s Social Engagement Policy, exploring the needs of individual local communities and defining a plan for cooperation in 2023. During the meetings, Polenergia was represented by members of the ESG Team and managers of individual projects in development, in operation or under construction, or their colleagues. **Each meeting was concluded with a report summarising the needs of the respective commune, as well as highlighting areas for collaborative efforts. It is vital that this type of relationships be built with a long perspective in mind, as set out in the Public Communication Plan.**

WORKSHOP FOR SOCIAL ENGAGEMENT LEADERS

Dialogue with local communities, which are important stakeholders of the Group, is carried out in line with the standards that are written down and communicated to the persons responsible for such contacts.

A Social Communication Plan was created in Q3 2023 and will be implemented in 2024. It lays down the principles of publicising the Group’s efforts in planning projects on new sites, during their construction and after their commissioning. The Social Communication Plan provides for the creation of a Stakeholder Engagement Plan in 2024, which will be updated to include new projects. An important element of the Social Communication Plan is the Social Engagement Policy. In October 2023, a workshop was held for Social Engagement leaders, i.e. managers of projects in development, in operation and under construction, as well as designees from individual SPVs of the Group.

The objective of the workshop was to outline the Group’s communication standards in this area, as well as its principles of conduct in relations with local communities. It is essential that Project Managers know that they can receive support from the ESG Team, which is responsible for the implementation of the Group’s Social Engagement Policy.

ORGANISATION OF MEETINGS WITH LOCAL COMMUNITIES 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 the Norwegian company Equinor hold 50% of shares each, are actively engaged in dialogue with local

communities in connection with the implementation of the Bałtyk II Offshore Wind Farm and Bałtyk III Offshore Wind Farm projects. The main purpose of the meetings is to provide access to up-to-date information on the Projects, to conduct investment activities transparently, to gather comments and opinions from the local community and to plan appropriate measures accommodating the needs of the residents affected by the Projects, including owners of the land parcels through which the onshore infrastructure will run. The meetings are held on a quarterly basis. In 2023, 4 meetings were held in the Słupsk, Ustka and Łeba municipalities/communes.

COMMUNICATION ACTIVITIES IN OFFSHORE PROJECTS

To keep the public opinion updated on the Bałtyk projects, the Group publishes articles and interviews in local and industry-oriented media. The Group also posts information on project-specific pages and on the ESG Service website ([ESG Service \(polenergia.pl\)](https://www.polenergia.pl)) on an ongoing basis. Also, a one-stop web portal called baaltyk123.pl has been developed and will be launched in 2024.

LOCAL EVENTS

MFW Bałtyk II sp. z o.o. and MFW Bałtyk III sp. z o.o. actively participate in local events, during which Polenergia representatives establish direct contact with the local communities. They present information on the Bałtyk Projects and talk about the benefits of these investments. People at the events have access to information stands with educational and promotional materials that are tailored to various age groups.

In July 2023, the companies took part in a celebration of the 666th anniversary of Łeba’s town charter. Residents of Łeba and tourists could visit a stand devoted to the projects and talk about wind farms, as well as enjoy the attractions prepared for them.

In September 2023, the companies participated in the Harvest Festival of the Słupsk commune (Swotowo). Apart from competitions with awards, workshops for children on building a wind turbine, an electricity-generating bike powering a juice squeezer, participants’ attention was also drawn by demonstrations and training on first aid prepared by the companies.

Implementation of the Polenergia Group's Social Engagement Policy – assistance for war refugees from Ukraine

Polenergia pledged to maintain support for the most deprived Ukrainian war refugees until the end of 2023.

In 2023, we implemented 13 projects to support refugees from Ukraine, amounting to 492,265.38 PLN. The support was received by organisations that operated on the territories covered by the Group's projects. The projects included, above all, assistance for women with children staying in the Nowa Sarzyna commune, support for psychologists and receptionists working at the ward for Ukrainian children at the Mazovian Neuropsychiatry Centre, and support for the wrestling coach of the KS "Bloczek Team" from Pelplin.



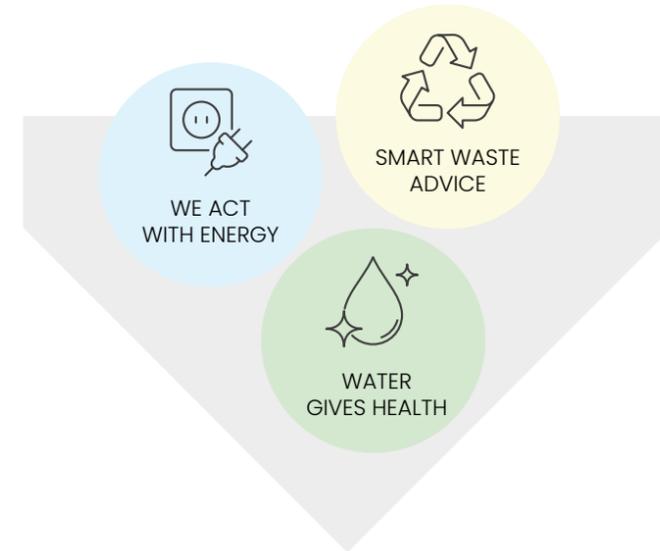
Environmental education and training of future workforce of the energy sector

The Polenergia Group is aware that the future of the world depends on the actions being taken now, therefore, it supports the education of the younger generations on climate change and combatting global warming.

Polenergia is committed to promoting good habits and raising awareness of the environmental issues. It cooperates with educational establishments at all levels, from nursery schools to universities. Through its educational programmes, the company is influencing the education of young people, future experts in the fields of int. al. renewable energy sources.

Play green with us!® educational project

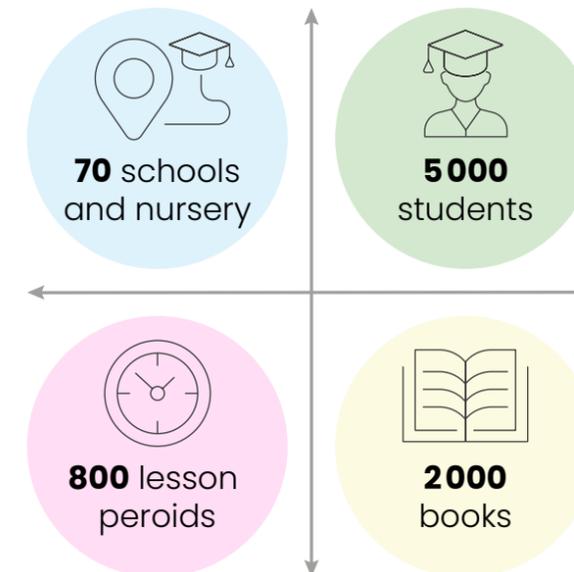
Until mid-June 2023, eco-classes based on the lesson plans of the Play green with us!® project were implemented. The classes were conducted by teachers in primary schools and nursery schools, in localities where Polenergia projects are located or are planned to be implemented. Between September 2022 and June 2023, **more than 70 educational establishments implemented eco-lesson plans** prepared by Polenergia in collaboration with the Kulczyk Foundation and UNEP/GRID-Warsaw.



Thanks to the teachers' commitment, the first edition of the project saw the completion of **over 1100 lesson periods** on the closed-loop economy, water management and a range of matters related to renewable energy sources. The classes also covered biodiversity and action for the planet. **The students completed the Play green with us!®, worksheets, carried out numerous experiments and took part in outdoor activities. They built birdhouses, planted a forest (over 1500**

young pine seedlings + 120 tree and shrub plantings) and cleaned up the world.

As the project had been very positively evaluated by the teachers, all the establishments that had been actively involved in climate education declared their willingness to continue to run eco-classes also **from September 2023. Thus, the start of the new school year marked the commencement of the second edition of the Play green with us!® environmental project.**



As Polenergia projects were being developed in new areas, new primary schools had been invited to join the project. A total of 75 educational establishments declared their willingness to participate in joint activities related to environmental education.



In the first semester of the 2023/2024 school year, more than 800 lesson periods were completed as part of the Polenergia's programme. It attracted almost 5000 students.

Participation in the project brings numerous benefits for the establishments and students involved.

Since mid-September 2023, **the establishments have received 72 educational boxes (the so-called "Good Energy" EduSboxes)**, which contain worksheets, a description of the experiments, instructions for the teacher, as well as a set of accessories required to carry out the experiments.



Additionally, any establishment that engages in the implementation of eco activities has the opportunity to:



organise environmental competitions (maximum 1 per semester) with awards to be funded by Polenergia up to the amount of 1000 PLN,



present an eco-project to be funded by Polenergia (e.g. setting up a flower meadow, building insect houses or birdhouses, creating green areas around the school),



take part in the "Climate Reading" campaign, which involves Polenergia subsidising the purchase of Books for the Climate (i.e. publications on environmental protection, ecology and nature) for a school library up to the amount of 1000 PLN,



take part in lessons organised at a wind farm or photovoltaic farm, so that students can learn from experts about the production of electricity from renewable energy sources.

Polenergia prepares, supports and motivates young people to adopt new ways of thinking about energy options and to change their habits. Past actions have brought us to the brink of climate catastrophe.

It is worth noting that the project is highly appreciated by school authorities. Thanks to an open dialogue with representatives of educational establishments, new ideas regarding the project development have emerged, to make it even more attractive to participants. One of the ideas assumes the creation of a closed Facebook group, where everyone involved in the programme would be able to exchange information about it.

CLIMATE READING

As part of the Play green with us!® project, schools have been invited to participate in Polenergia's "Climate Reading" campaign. It is meant to spread the idea of reading, as well as to increase the knowledge of ecology, climate, environmental protection and nature.

Every establishment participating in the **Play green with us!®** project has the opportunity to receive funds to purchase Books for the Climate to stock up their school library. In 2023, **49 schools, 3 nursery schools and 2 public libraries** took part in the Climate Reading campaign. More establishments are slated to join the campaign in 2024.

The times when the library was associated solely with compulsory school reading are gone. Today, the library facility relies on state-of-the-art technology and serves as a multifunctional hub for accessing culture, knowledge and entertainment. The library organises workshops, exhibitions, tours and offers activities for audiences of all interests and ages.

Among the ventures pursued by the Grabowo Commune Public Library, initiatives aimed at activating residents to participate in cultural life, carried out in cooperation with schools, organisations, associations, investors, the local government and various local entities, play an important role. In the second half of 2023, the Polenergia Energy Group became one of such partners and since then has cooperated with the library in implementing the "Play green with us" project. Among the joint activities there was a workshop at the Domino Effect Studio to promote healthy eating, a visit to the Palace of Culture and Science and a visit to the Copernicus Science Centre. As part of the Climate Reading campaign, popular science books have been purchased for the library to promote the environment and nature among the library's youngest readers; also in the nursery school.

We would certainly not have been able to carry out all these initiatives in such an attractive form if it had not been for the goodwill, the willingness to cooperate and financial support of our new partner, the Polenergia Energy Group."

Iwona Akus
Director of the Grabowo Commune
Public Library



ENVIRONMENTAL COMPETITIONS

As far as cooperation with schools and nursery schools is concerned, Polenergia funded awards for a number of environmental competitions. **The first edition of the project brought 14 intra-school competitions and 2 communal competitions**, held in the Miłoradz commune ([Playing green in the Miłoradz commune - \(polenergia.pl\)](https://www.polenergia.pl)) and the Nowa Sarzyna commune from September to December 2023, competitions were held in 12 schools, one of them including the „Climate Reading” campaign.

A summary of the competitions can be found at: [Competitions Play green with us!® - ESG Service \(polenergia.pl\)](https://www.polenergia.pl)

“NATURE: THE ENERGY OF THE FUTURE” COMPETITION FOR CHILDREN

Polenergia Fotowoltaika S.A. announced a nationwide competition for children entitled “Nature: the energy of the future”. The competition was announced on Children’s Day and the deadline for the submission of entries was the end of June 2023.

The aim of the competition was to raise children’s awareness of the advantages of using renewable energy sources, such as sun, wind and water, in the manufacture of devices.

Each participant was tasked with hand-drawing a renewable energy-powered device that could be used in the future. When assessing the drawings, the jury paid attention to the creativity and originality of the ideas; the consistency of the work with the

competition theme; and the quality of the drawing, understood as: legibility, aesthetics and coherence.

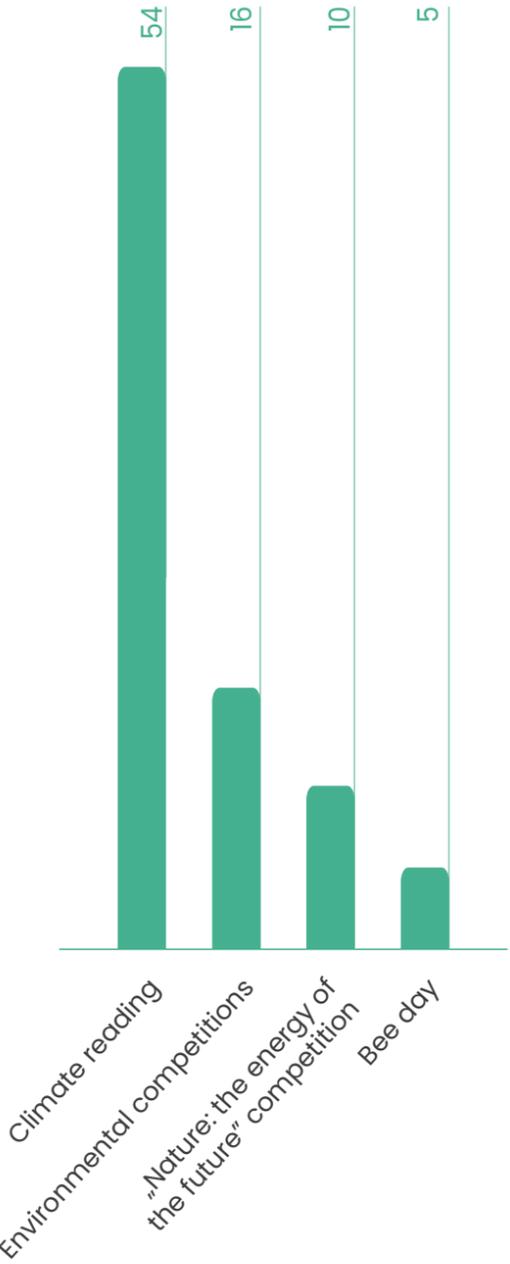
Winners who made their way to the podium received interesting awards donated by Polenergia Fotowoltaika. Details of the competition can be viewed at: [“Nature: the energy of the future” competition - ESG Service 2022 \(polenergia.pl\)](https://www.polenergia.pl).

BEE DAY

On 20 May, we celebrated the World Bee Day at the Sulechów Photovoltaic Farm. Joining forces with students and teachers from 5 primary schools located in the Sulechów commune which were actively involved in the **Play green with us!®** project, we had the opportunity to act for the climate.

- The event featured three meetings hosted by experts:
- a walk and classes on the role of insects in the ecosystem, led by Ms Alicja Dubicka-Czechowska from the University of Zielona Góra,
 - a lecture on beekeeping and the role of bees in farming, given by the beekeeper in charge of Polenergia’s apiary, Mr Krystian Bedynek,
 - a joint visit to the photovoltaic farm premises and classes on renewable energy sources, led by project managers at the Polenergia Group.

Number of actions taken under the **Play green with us!®** project



LESSONS WITH NATURALISTS

Between April and June 2023, educational activities on the protection of valuable species and habitats were conducted in selected primary schools that played green with Polenergia.

Selected experts and naturalists who work with the Polenergia Group under environmental procedures held meetings during which they introduced local species of birds of prey and predatory mammals to the students.

The classes were conducted in primary schools in the areas surrounding the **Dębsk Wind Farm**: in Chamsko, Gościszka, Chojnów, Będzimin, Kliczewo Duże, 1st Primary School in Żuromin and in the Complex of Educational Institutions in Kuczork-Osada. A lesson on nature was also delivered at the Primary School in Kostomłoty, in the vicinity of the **Debice/Kostomłoty Wind Farm project**.

The 2nd edition of classes with naturalists took place in September and October 2023 in the Żuromin, Płońnica and Radzyń Chełmiński communes, i.e. in the area covered by the **Dębsk WF, Skurpie WF and Gawłowice WF projects**.

Lessons with a nature expert were held in five primary schools. The topic of the second edition of the lesson was **“Protecting biodiversity – cavity-nesting birds”**, focusing on this important aspect of ecosystems. ([Education in biodiversity conservation – Success of the 2nd Edition of Polenergia’s Education Classes – ESG Service \(polenergia.pl\)](#)).



During the two editions of lessons with naturalists, a total of 28 lessons on nature were organised for more than 700 students.

LESSONS AT THE NOWA SARZYNA CHP PLANT AND THE PATRONAGE OVER A HYDROGEN TECHNOLOGY CLASS

In order to introduce younger generations to the operation of a CHP plant, the generation of electricity and heat, as well as the principles of hydrogen production, meetings with school students are organised on the premises of the Nowa Sarzyna CHP plant.

- In April 2023, the Nowa Sarzyna CHP plant (ENS) was visited by an excursion of seventh-graders from the Public Primary School of the Piarist Order in Rzeszów.
- In June 2023, ENS was visited by an excursion of eight-graders from the Primary School in Wola Zarczycka.

ENS is working towards a hydrogen energy transition. As a neighbour of the 1st General Secondary School in Nowa Sarzyna, in September 2023, Polenergia took patronage of a Hydrogen Technology Class for a period of 4 years. This decision involves the organisation of hands-on training at the Nowa Sarzyna CHP plant, as well as lectures by experts from the Polenergia Group at the school.

Thanks to this partnership, students will be able to learn the hydrogen production process in practice and from the basics. Details: [Polenergia has taken patronage over a Hydrogen Technology Class at the 1st General Secondary School in Nowa Sarzyna – ESG Service](#)

PLAY GREEN WITH US!® ECO-STAND AT THE FAMILY PICNIC IN GRABOWO

The Group **promotes environmental activities** together with teachers, in collaboration with the students involved in the **Play green with us!®** project. The promotion takes place not only during school activities, but also during eco projects and eco competitions. In August 2023, a family picnic for the **inhabitants of the Grabowo commune** took place. During the event, teachers and students from three primary schools looked after Polenergia’s **Play green with us!® eco-stand**. The picnic participants could also take part in various eco games.

PLAY GREEN WITH US!® CLASSES AT THE DOMINO EFFECT STUDIO



To enable local community members to fulfil their dream of coming to Warsaw, the ESG Team and the coordinators of Play green with us!® and the “Yellow Plate” project of the Kulczyk Foundation, organised 2 trips to Warsaw.

In April 2023, Warsaw was visited by students, volunteers and senior citizens from the “WZU” Association from Żuromin (Dębsk WF); in September 2023, a similar itinerary was followed by students from three primary schools in the Grabowo commune (Grabowo Wind Farm).

Elderly people from Żuromin along with some students from the Grabowo commune had the opportunity to visit the Palace of Culture and Science and admire the view of Warsaw. Meanwhile, the rest of the group was expanding their knowledge of the planetary health diet and waste separation as part of the **Play green with us!®** project.

Once the group activities at the Domino Effect studio were over, everyone took the metro to the Copernicus Science Centre, where they explored the world of science together.



Training of future workforce

COOPERATION WITH THE LESŁAW PAGA FOUNDATION – THE ENERGY ACADEMY

In 2023, Polenergia was the Strategic Partner of the 12th edition of the Energy Academy for the fifth time. It is an educational project meant to enhance participants' knowledge of the energy market in Poland and educate modern-day managers.

Educational activities addressed to the industry, students and graduates are the materialisation of the Group's development strategy for educating the energy sector's future workforce. At the Energy Academy 2023, young people had the opportunity to look at the complex interplay between global and local energy sectors.

It was the fifth time the Group experts had taken on the role of lecturers and imparted knowledge of energy to the participants.

In 2023, a series of lectures and workshops was initiated by **Olga Dyczkowska-Uss**, Director of the Internal Control and Risk Management Department of the Polenergia Group, who introduced young people to the **topic of safety, corporate governance and risk management** – the essence of the functioning of any organisation.

Then, the following lectures were given:

- in September, **Bogusław Pieczykolan outlined the prospects for RES development in Poland and worldwide,**
- in October, **a session on hydrogen development was held by Adam Klepacki and Aleksander Korytkowski,** who had prepared a "case" for the Academy participants,
- in November, **Kamil Sankowski talked about prosumers and homes of the future.**

The guest of honour at the 12th edition of the Energy Academy finale was **Iwona Sierżęga, member of the Management Board of Polenergia.** She **gave an inspiring lecture on business leadership.** There was no shortage of valuable tips on career building, setting one's goals, motivation at work and responsible leadership.

COOPERATION WITH THE LESŁAW PAGA FOUNDATION – ESG LEADERSHIP ACADEMY
For the second time, Polenergia has become a Strategic Partner of another project of the Lesław Paga Foundation – ESG Leadership Academy. It is Polenergia's imperative to support the development of women of all ages, leaders of change in business organisations, who are responsible for implementing and promoting ESG solutions.

The programme was launched in October 2023 and is scheduled to end in June 2024.

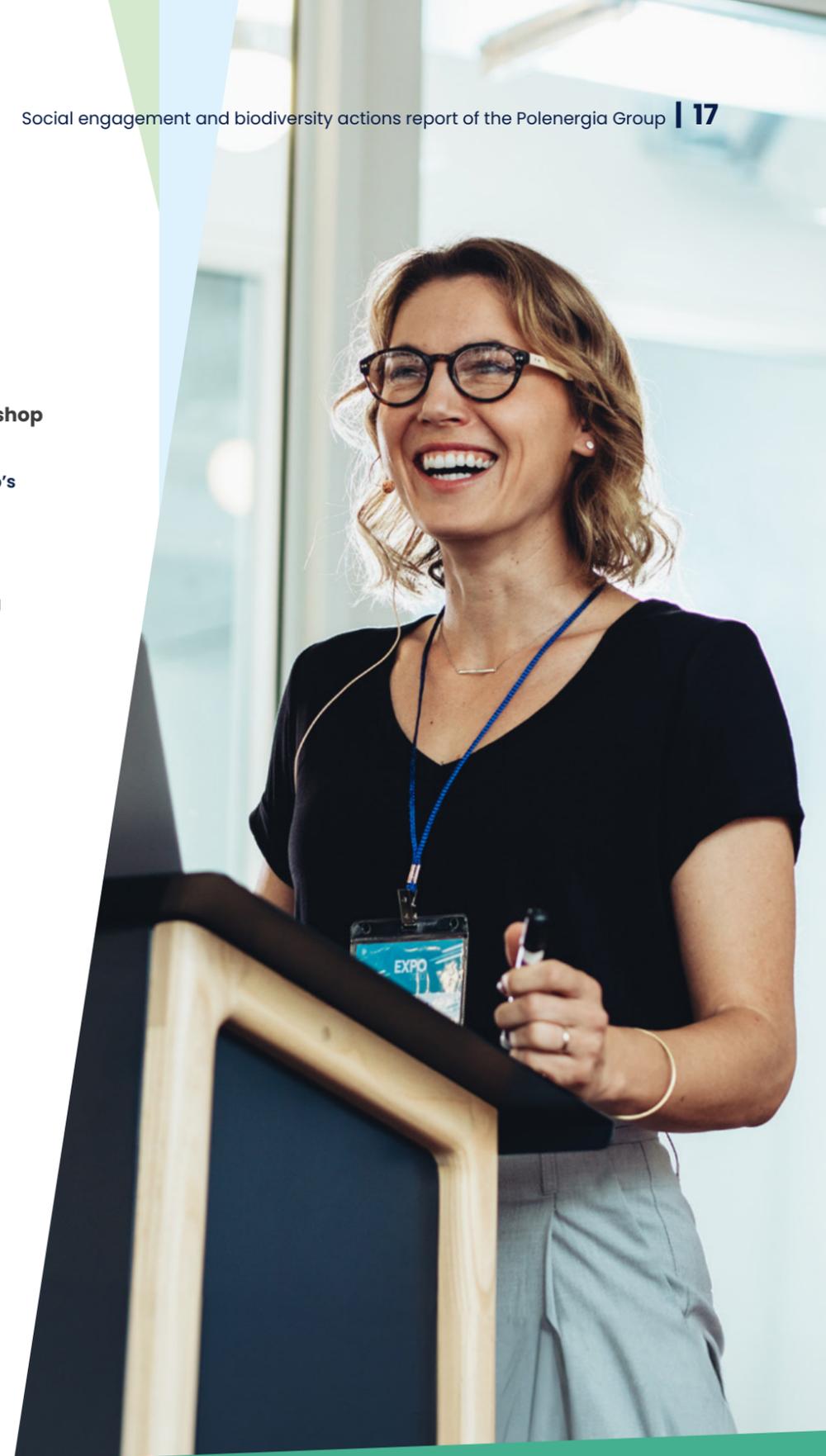


Polenergia held a lecture and workshop devoted to:

Implementation of the Polenergia Group's Sustainable Development Strategy 2023-2030 in the "S" area (which stands for "social" aspects, including stakeholder involvement), by activating the local community: supporting the localities where the Group's projects operate through the development of a participatory budget.



The Polenergia Group has invited female ESG leaders to prepare a project incorporating a participatory budget within the "S" area – Activation of the local community as a responsible action of the Polenergia Group and support for the localities where the wind farms operate, through the development of a participatory budget. The task of the working group is to estimate costs, draw up a road map with the local community and to prepare a communication plan.



COOPERATION WITH THE UNIVERSITY OF GDAŃSK

In line with its 2021 commitment to support, coordinate and actively promote the Agenda 2030 goals for sustainable development among the academic community, public administration bodies and the socio-economic environment, **Polenergia continues its collaboration with the University of Gdańsk concerning the transfer of knowledge and efforts towards a sustainable EU economy.**

Just like the year before, in 2023 the Group subsidised 2 places in the postgraduate course “Education for sustainable development: offshore wind energy” organised by the Centre for Sustainable Development of the University of Gdańsk, for female residents of the Ustka or Słupsk communes. Through this action, the Group is contributing to creating and **promoting equal opportunities**, appreciating the inherent values of cultural differences between people and tapping into the potential of diversity for the effective implementation of its diversity and inclusion measures. By doing so, it is also supporting the training of future workforce of the energy sector

COOPERATION WITH THE INSTITUTE OF ECONOMIC SCIENCES OF THE POLISH ACADEMY OF SCIENCES (INE PAN)

In pursuit of its mission to build partnerships for the implementation of the Sustainable Development Goals, the development of ethical standards and achieving the safety of business and its environment, Polenergia has committed to cooperate with the **Institute of Economic Sciences of the Polish Academy of Sciences** for the mutual transfer of knowledge and experience.



Drawing on its experience, Polenergia is willing to support the building of competences of experts in the field of transparent and secure business, representing domains such as int. al. compliance, internal control, risk management, internal audit and investigation.

COOPERATION WITH SGGW

Polenergia Fotowoltaika cooperates closely with the Warsaw University of Life Sciences (SGGW), which has housed a state-of-the-art photovoltaic laboratory since 2020.

As part of this cooperation, experts from Polenergia Fotowoltaika also run regular workshops on photovoltaic systems for students of the Faculty of Production Engineering at SGGW. In the first half of 2023, Polenergia Fotowoltaika engineers gave the students a presentation on popular energy storage units, demonstrating the principles of their commissioning, installation, operation and maintenance. In the second half of the year, a meeting was held with the Green Engineering Scientific Circle, during which an expert from the Implementation Department of Polenergia Fotowoltaika introduced students to the role of internships in the development of an engineering career. There was also a lecture for students from the Faculty of Agriculture and Engineering entitled “The Principles of Sustainable Development”.



INFORMATION AND EDUCATION ACTIVITIES RELATED TO OFFSHORE WIND POWER

WORKSHOPS

MFW Bałtyk II and MFW Bałtyk are engaged in information and education activities related to the project implementation,

consisting, inter alia, in the organisation of workshops for the administration bodies involved in the issuance of decisions, opinions and arrangements for the Bałtyk Projects. The aim of the interactive exercises organised by the companies in March 2023 was to hone practical skills required in emergencies and to learn how to properly respond to emergencies.

During the workshop conducted in Gdańsk by instructors from Squadron, participants took on the role of staff members of a future offshore wind farm monitoring centre. Through the use of cutting-edge computer technology, they were able to practice the interaction of multiple units in emergencies and respond to emergencies as they occur, by issuing appropriate messages and commands and checking the effects of their decisions on screen.

**BAŁTYK OFFSHORE WIND FARM
INFORMATION CENTRE**
In June 2023, Polenergia and Equinor opened Poland's first stationary information point called "Bałtyk offshore wind farm information centre", which is located at ul. Kościuszki 88 in Łeba.

The stationary Bałtyk offshore wind farm information centre is the first year-round facility to provide up-to-date information on the status of the three offshore wind farm projects (i.e. OWF Bałtyk I, OWF Bałtyk II and OWF Bałtyk III) with a total capacity of 3 GW that are being carried out jointly by Equinor and Polenergia in the Polish part of the Baltic Sea.

CHILDREN'S ART COMPETITION ON THE THEME OF OFFSHORE WIND ENERGY

In November 2023, the Polenergia Group embarked on the "One sea, numerous benefits. Offshore wind power in my region" educational project. The project covers 6 primary schools located in the vicinity of onshore infrastructure of the Bałtyk Projects and in Łeba, where a maintenance base will be erected. The purpose of the competition is to disseminate knowledge about the role of offshore wind energy in Poland's energy transition and to raise students' awareness of energy security and independence, diversification of energy sources and the benefits of developing offshore wind farms. The project involves the conduct of educational workshops in schools, followed by an art competition, giving students an opportunity to express their own vision of offshore wind farms.

POLENERGIA AT THE EDUOFFSHORE FAIR

Polenergia's team responsible for the Bałtyk II and Bałtyk III projects takes part in the EduoffshoreWind fair in Gdańsk, organised during the Educational Career Fair. During the fair, the staff give advice on how to become an offshore wind energy specialist.

The EduOffshore fair is organised for secondary and tertiary school students. Anyone to visit the Polenergia stand will find out what specialists are sought in the offshore wind industry, where to start in order to bind one's professional future with the sector and how to increase one's chances of working in the industry. The stand also offers games, competitions and a hefty dose of knowledge for visitors.

COOPERATION WITHIN THE FRAMEWORK OF THE "WIND ENERGY - THE ENERGY OF FREEDOM" PROJECT

In November 2023, MFW Bałtyk II sp. z o.o. and MFW Bałtyk III sp. z o.o. established cooperation with the Rumia municipality and Rumia Invest Park concerning the "Wind energy - the energy of freedom" project, which is co-financed by the Provincial Environmental Protection and Water Management Fund in Gdańsk and the National Environmental Protection and Water Management Fund under the Regional Environmental Education Programme (edition 2023). The aim of the project is to conduct a series of workshops in primary and secondary schools across the Pomeranian province, with a view to enhancing the region's human resources potential.

Diversity-oriented activities for the Polenergia Group employees

Initiatives for employees – promotion of healthy lifestyles

It is vital that employees of both sexes be involved in the Group, but also integrated within the Group. Fostering good relationships and open communication makes it easier for employees to identify with the company, which has a positive impact on employee relations and commitment to their tasks.

Polenergia organises events promoting healthy lifestyles.



BIKE DAY

To mark the first day of the calendar spring, i.e. 21 March 2023, the Polenergia Group employees were given an opportunity to use a mobile bicycle service at the offices in Warsaw and Nowa Sarzyna.

The “Bike Day” was organised to encourage employees to choose the bicycle as an environmentally friendly means of transport used for commuting to work. The campaign was very popular and marked the start of a series of sporting activities entitled “POWER UP!”

During the “Bike Day”, staff from a professional bicycle service carried out bike inspections that included a check of the

general condition of the bike, adjustment of derailleurs, brakes and star nuts, a check of bolted connections, lubrication of the drivetrain and a check of the air pressure in the tyres.

More information about this event can be found on the Group’s ESG website, at: <https://esg.polenergia.pl/2022/en/we-are-increasing-the-power-in-polenergia>.



POWER UP! SPORTS CHALLENGE

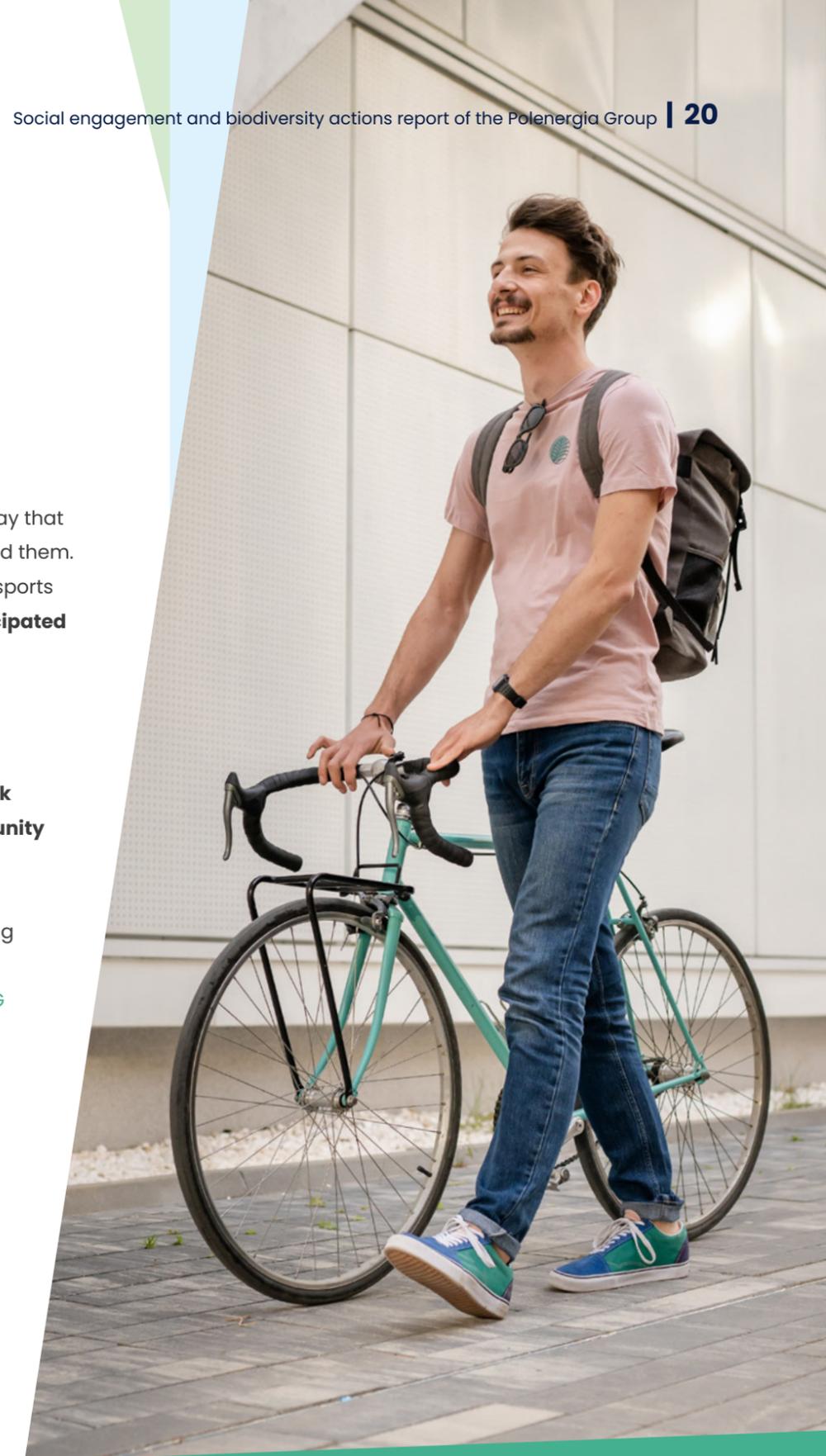
Activity is a sports challenge for companies, supported by a mobile app, provided by third-party company Activity Ltd. The POWER UP! challenge was intended to motivate employees of the Polenergia Group to be physically active, count their steps and adopt healthy habits, such e.g. commuting to work by bicycle or on foot.

All of these activities led to a charitable goal, which consisted in participants collecting a pool of points, which at the end were exchanged by the Polenergia Group for the sum of 30,000 PLN for the Rak’n’Roll. Wygraj życie! foundation. In addition to the charitable aspect of the challenge, equally important was the increase in participants’ involvement and the fostering of teamwork. The challenge lasted 3 months.

The “POWER UP!” challenge was designed in such a way that everyone could find the form of activity that most suited them. Participants could collect points by practising various sports disciplines. **Nearly 200 employees of Polenergia participated in the challenge.**

Its main benefits were to **develop a healthy habit of practising a sport regularly, integrate the challenge participants, reduce CO₂ emissions on the way to work and, most importantly, involve the company’s community in actively pursuing a charitable goal.**

Since the campaign attracted a lot of interest, it is going to be continued. The challenge is further described on the Group’s ESG website: Power up! at Polenergia! – [ESG Service 2022 \(polenergia.pl\)](https://esg.polenergia.pl).





THE U DAY

Together with the “Rak’n’Roll” foundation and under the “Mosznowladcy” banner, **Polenergia Fotowoltaika is taking part in a nationwide campaign reminding people about regular preventive examinations. Employees of Polenergia Fotowoltaika can take advantage of a “U Day”, i.e. an extra day off for checking their health and doing tests.** In particular, employees are recommended to undergo ultrasound examinations of breasts and testicles and smear tests.

A “U Day” can be taken by full-time employees after submitting an application in the HR department, as well as by people working under a contract of mandate and B2B contract, having agreed the fact with their immediate superior. Eligible persons can take one U Day per calendar year, at a date of their choice.

“KUDOS” – SEND POSITIVE EMOTIONS



“Kudos” means appreciation, commendation, praise. A report published in The Spanish Journal of Psychology, which surveyed more than 1800 people, found that peer recognition has twice the impact on our well-being as recognition from superiors.

For this reason, **from 15 to 22 June 2023, encouraged by the HR Department, employees of Polenergia Fotowoltaika sent one another named or anonymous “Kudos” cards as a token of appreciation. Then, all the “Kudos” were**

displayed on boards in the office space for everyone to see and draw motivation for action.



“TAME YOUR STRESS AND REGAIN CONTROL” TRAINING

In Poland, more than 20% of economically active people experience stress every day. This condition is very dangerous to health and significantly reduces the quality of life. To address this problem, **Polenergia Fotowoltaika has introduced a regular training course entitled “Tame your stress and regain control”.**



OHS TRAINING AND ACTIONS FOR EMPLOYEES’ HEALTH

At the Polenergia Group, the safety of employees and all those involved in the Group’s projects is a priority. For this reason, **periodic OHS training courses are organised.**

On 23 and 30 May 2023, and on 6 June 2023, at the Nowa Sarzyna CHP plant (ENS), compulsory training sessions were held for 3 groups of employees to improve their skills in the use of handheld firefighting equipment and respiratory protective devices. ENS employees also participate in periodic health and safety briefings. There was also training on the operation of motorised forklifts (attended by 8 people), as well as preparatory training and examination for NICEIC electrical certification for 3 people. Furthermore, ENS staff and employees of external companies present at the site underwent an evacuation (fire safety) drill with the participation of fire brigade units.



WEBINARS AND TRAINING ON FIRST AID

On 29 June 2023, a webinar entitled “First aid – how to survive the holidays?” took place, during which Group employees were able to recall the **basic principles of first aid and how to behave in the event of an accident.** Out of concern for the health and lives of its employees, in **October 2023** Polenergia, together with Ane Piżl, organised an online meeting entitled **“Helping someone who lost consciousness – the basics of first aid”.** In 2023, 5 on-site first aid training sessions were held. They were attended by about 50 employees of Polenergia.



HEALTH WEBINARS DEPRESSION

Taking care of the health of Group employees is one of the goals of the ESG Strategy. For this reason, meetings with specialists are organised. In April 2023, a webinar was held by psychologists from the Mazovian Neuropsychiatry Centre (with which Polenergia is working to help refugees from Ukraine), **during which they presented general issues concerning depressive disorders.** The meeting was an opportunity to increase one’s knowledge of depression and its symptoms. **Participants learnt when their own health and the health of their relatives and friends should be seen as a source of concern.** More of similar meetings are planned in the future.

DIABETES

At the end of September, the Group and the CukierAsy Association organised a webinar for Group employees, during which the **key issues of diabetes** were discussed. Diabetologist Jędrzej Nowaczyk, taking care of the Słodka Polska team, talked about the disease, its symptoms, course and treatment. Michał Jeliński, Beijing Olympic champion in rowing, shared his experience of combining daily routine and sport with Type 1 diabetes, while Mikołaj Illukowicz, President of the CukierAsy Association, presented the idea of Słodka Polska, a football team composed of children with diabetes, which operates within the Association.

CANCER DISEASES

At the beginning of October, the Polenergia Group employees took part in an online meeting on cancer prevention. The workshop was led by an expert from the Rak’n’Roll. Wygraj Życie! foundation. **Polenergia supported this foundation during the company’s first “POWER UP!” sports challenge.**



PSYCHOLOGICAL EDUCATION FOR PARENTS

During the first quarter of 2023, the Polenergia Group employees had an opportunity to participate in weekly psycho-educational workshops on children's mental health for parents. The workshops were organised in cooperation with the Mazovian Neuropsychiatry Centre.



"A WOMAN BURNS OUT DIFFERENTLY" WEBINAR

Employees of the Polenergia Group participated in a webinar as part of the Career Cycle – a nationwide, original programme for employers organised by the Kulczyk Foundation.

The webinar was entitled "A woman burns out differently. The Impact of the menstrual cycle on mental resilience and job satisfaction", and was hosted by Kamila Raczynska-Chomyn, sexuality and menstrual educator.

During the meeting, basic information about the menstrual cycle was discussed. Also, the impact of hormones on physical and mental wellbeing was explained and the fact that women burn out differently to men was pointed out. The issue of building women's mental resilience in line with the natural biological rhythms was also discussed.



Initiatives for employees – integration

It is important to act together. The Polenergia Group makes every effort to ensure that its employees identify with the company's values. It has engaged in many a project to improve mutual understanding and identification with the following values:

- **Observance and promotion of human rights and labour standards,**
- **Respect and openness,**
- **Environmental protection, dialogue and cooperation with local communities,**
- **Integrity,**
- **Accountability and commitment**



VALENTINE'S DAY MESSAGE SENDING

On 14 February 2023, Polenergia Fotowoltaika organised a Valentine's Day message sending event at its offices. The

Marketing Department prepared heart-shaped card templates on which **employees could write kind words** and send them to their office colleagues.

The Valentine's Day cards were delivered to the recipients on the same day and brought them a lot of joy. In total, over 250 cards were delivered during the event. The Group is planning to **extend the campaign to include all of its companies in the following years.**



CLIMATE READING – REDUX

Polenergia's company library "Climate Reading" is a campaign initiated in 2022. The library's holdings are constantly being supplemented with new inspiring publications on environmental protection.

Books for the Climate are stored in the Polenergia Group's office space and can be accessed by all employees. The staff members are thus encouraged to reach out for new titles and share their insights after reading, both with colleagues, and with families and friends. **In 2023, employees of Polenergia Fotowoltaika and Nowa Sarzyna CHP plant were invited to participate in the initiative.**

Books for the Climate is an initiative through which the Group wishes to motivate employees to spend their time reading and to enhance children's and adults' knowledge of ecology, nature and climate change.



CHILDREN'S DAY AT THE POLENERGIA FOTOWOLTAIKA OFFICE

On 31 May 2023, the Polenergia Fotowoltaika office celebrated Children's Day. Employees brought their children to work to spend that day together. 25 children participated

in the celebration. An entire office floor, offering plenty

of (educational, creative and sporting) activities, was at their disposal. There was a playground, a cinema room, face painting, colouring of houses, toy car races, scientific experiments, ball pools, as well as candyfloss and popcorn machines. Outside, the children could watch a large soap bubble show.

The children's carers dressed up as characters from popular cartoons and films. The children were keen to participate in all of the activities. They enjoyed an office tour, during which they could see what the parents' work was like. The experiments were particularly instructive, as the children were able to carry them out on their own. They made e.g. a candy rainbow, lava in glass and dancing drawings.

The Children's Day at the office was also important for parents, who could feel that the company cared about their family's well-being. A description of the initiative can be found at: [Children's Day at the Polenergia Fotowoltaika office - ESG Service 2022 \(polenergia.pl\)](https://www.polenergia.pl)



PERSON OF THE MONTH

"Person of the month" is an initiative of Polenergia Fotowoltaika. Its aim is

to recognise employees who stand out with above-average commitment to their duties and the ability to establish good and lasting relationships. A

person of the month is someone ambitious and helpful, who successfully motivates his/her team.

Candidates for the title are nominated monthly by the company's employees. Then, a vote takes place in the "MS Teams" application. Whoever receives the most votes is titled the "Person of the month". The results are published on the "MS Teams" application and in the newsletter, where an article on the achievements and interests of the person of the month appears regularly.



POLENERGIA FOTOWOLTAIKA SCHOOL

Experienced employees of Polenergia Fotowoltaika have implemented the "Polenergia Fotowoltaika School" project, which is to serve as a platform for sharing

knowledge with less experienced colleagues during on-site and remote classes. The knowledge imparted during the classes focuses on management, personal branding, communication, data analysis and the RES industry. This project represents not only educational, but also integrative qualities - building stronger bonds and lasting relationships between employees of Polenergia Fotowoltaika.

Corporate Volunteering

Corporate Volunteering is an opportunity to create a space to take collective action for the benefit of others, and to increase sensitivity and openness to other people and their needs. The Polenergia Group strives to make as many employees as possible involved in such activities, providing them with a wide range of initiatives to choose from. In 2023, the ESG Team organised 4 corporate volunteering events.

| Event | Volunteers |
|--|------------|
| "Easter from the Heart" collection campaign for senior citizens | 40 |
| Volunteering at the Pegasus shelter | 35 |
| Cleaning the Vistula beach and the banks of the Trzebośnica river | 15 |
| Nature workshop and corporate volunteering for the Open Door Association | 12 |



"EASTER FROM THE HEART" COLLECTION CAMPAIGN FOR SENIOR CITIZENS

Before Easter, employees of the Polenergia Group catered for the needs of the elderly under care of the Open Door Association. For

more than 26 years, the association has supported people at risk of social exclusion: people with disabilities, homeless people, children and young people from dysfunctional families and senior citizens.

The Group organised the collection of food and cleaning products for 20 of the most deprived senior citizens from Warsaw's Praga-Północ district. The donees were able to spend Easter in peace and with dignity. More information about the event can be found at: [Polenergia opens its heart to senior citizens - ESG Service 2022](#).

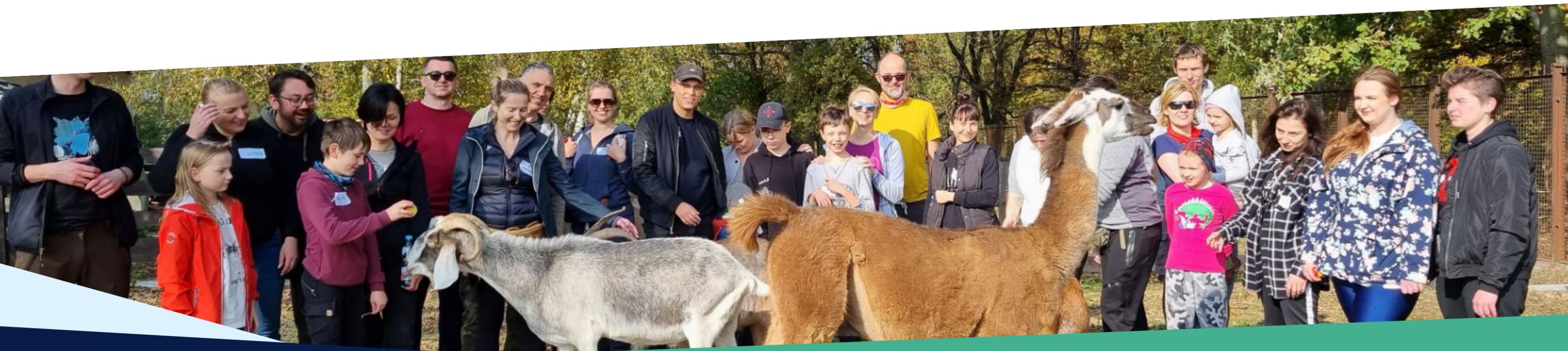


VOLUNTEERING AT THE PEGASUS SHELTER

The Polenergia Group employees spent Earth Day doing charity work at the Pegasus homeless animal shelter. The shelter keeps both domestic and farm animals, such as horses, goats, donkeys, llamas; but also wild animals: raccoons, raccoon dogs.

In 2023, the Polenergia Group organised its third volunteer campaign at this oldest farm animal shelter in Poland. Participants planted more than 50 fruit trees and shrubs, cleaned up and set up an aviary for raccoons, and painted a new horse shelter, which had been funded by the Polenergia Group.

The volunteers' work made the Pegasus shelter an even more beautiful and safer place for animals, plus it integrated staff members from individual companies of the Polenergia Group. More information about helping the shelter can be found at: [We support the Pegasus shelter - ESG Service 2022 \(polenergia.pl\)](#).





CLEANING THE VISTULA BEACH AND THE BANKS OF THE TRZEBOŚNICA RIVER

In July 2023, the Polenergia Group employees who work in Warsaw participated in a joint beach clean-up effort near the Poniatowski Bridge. They collected 13 bags of rubbish, which was then sorted and sent for recycling via the Warsaw City Hall.

Meanwhile, people working at the Nowa Sarzyna CHP plant cleaned up the banks and bottom of the Trzebośnica river during a canoe trip. They collected 15 bags of rubbish. After this team effort, the volunteers spent time relaxing and socialising around the campfire.



NATURE WORKSHOP AND CORPORATE VOLUNTEERING FOR THE OPEN DOOR ASSOCIATION

As part of corporate volunteering, on 7 October 2023, more than 30 employees and their families gathered in Warsaw's Praga district to help the Open Door Association. After a nature workshop conducted by experts from UNEP/GRID-Warsaw, the Polenergia Group employees proceeded to do some garden work. This involved them planting flower bulbs, raking leaves and pruning branches, thereby tending the grounds around the association's facility and the "Little Prince" day care centre for children and young people from Warsaw's Praga-Północ district.

Participants also prepared "forests in a jar". The preparation of forests in a jar and the garden work were not only educational fun, but also a way to develop sensitivity to nature and an understanding of the importance of caring for our environment. It was an amazing opportunity for children and adults to better understand the workings of nature and the beauty of wilderness.

Volunteering at the Open Door Association helped integrate the company's employees, broadened their knowledge of nature and increased their social engagement. Supporting the community of the Praga district has shown that by working together we can make a positive change - not only in the community, but also in ourselves.



SKILL VOLUNTEERING PLAY GREEN WITH US!®

Climate education is key for the Polenergia Group. In **April 2023**, one of the Group's employees conducted classes for two groups at the Jaś i Małgosia nursery school in Żuromin as part of the corporate volunteering programme.

Through the meetings, the children learnt about the 6 Rs and the principles of waste separation. The 6 Rs stand for: Rethink, Refuse, Reduce, Reuse, Recycle, Recover.



Charitable initiatives

Polenergia involves its employees in charitable initiatives, thus promoting openness and sensitivity to the needs of others.



COLLECTION FOR ANIMALS OF THE DOG ANGEL ASYLUM

On 12 January 2023, Polenergia Fotowoltaika S.A. donated food and accessories for homeless animals sheltered in Warsaw's Dog

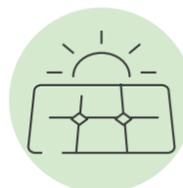
Angel Asylum. The asylum provides abandoned and harmed dogs and cats with safety and treatment and prepares them for adoption. Employees of Polenergia Fotowoltaika S.A. donated more than 100 kg of animal food.



RELAY RACE FOR "SAVING KIDS WITH CANCER!"

On 20 May 2023, six people from the Polenergia Group collectively covered the marathon distance during a relay race. Their effort turned into financial support for children from the "Saving Kids With Cancer" foundation.

Before the race, the team set themselves a target of raising 1550 PLN. In the end, 1550 PLN was raised and donated to the children. This amount was raised by employees of the Polenergia Group, Polenergia S.A. and anonymous donors.



PHOTOVOLTAIC INSTALLATION FOR CHARITY PURPOSES

In 2023, Polenergia Fotowoltaika S.A. donated a 9.84 kWp photovoltaic installation to the Special Needs School and Education Centre in Huta, Mazowieckie Province. This is already the fifth photovoltaic installation donated under the Good Power by Polenergia programme.

Polenergia Fotowoltaika, in cooperation with partners and suppliers, provides free of charge power systems to various non-profit institutions as part of the Good Power by Polenergia programme. In previous years of the initiative solar power plants were installed for the Children's Home run by the Congregation of the Franciscan Sisters of the Family of Mary in Warsaw, the Mother Veronica Children's Home in Siennica, the Children's Home in Jasieniec Ilżecki Dolny and the Pegasus shelter for farm animals.

The Order of the Smile Special Needs School and Education Centre is located in the small town of Huta, about 150 kilometres from Warsaw. The centre is currently providing education and rehabilitation activities for 96 children.

With the installed capacity of 9.84 kWp, the system will be able to generate more than 8.5 MWh of clean green energy, reducing carbon dioxide emissions by 4 tonnes. The

investment will also enable the establishment to save around 200,000 PLN over the next 25 years of its operation.

More details about this initiative can be found at: Centre for people with disabilities powered by green energy - ESG Service 2022 (polenergia.pl).



WSPARCIE FINANSOWE WSPÓŁPRACOWNIKA

In March 2023, one of Polenergia Fotowoltaika's employees found himself in a distressful situation. His wife had died. He was left alone with five wonderful children and in need of support. In order to help him, employees of Polenergia Fotowoltaika organised an auction. All of the proceeds (amounting to 13,461 PLN) were donated to the fundraising initiative organised for the colleague and his children on the zrzutka.pl portal: <https://zrzutka.pl/xdwdr6>.



CHARITY AUCTIONS

Thanks to the commitment of the Managers responsible for the Wind Farm oversight, Polenergia took part in 2 charity auctions. Participants were able to bid for a voucher, thereby making a donation to an institution of their choice. The voucher let the winner enter the top of one of the Polenergia Group's a wind turbines.

In this way, Polenergia supported the "We are close" foundation and the Great Orchestra of Christmas Charity Foundation.



THE NOBLE GIFT

In 2023, employees of the Polenergia Group once again helped families in need during the Christmas season. They collected foodstuffs, textiles and footwear needed to prepare gifts for 5 families from different regions of Poland. The household appliances and medical devices that the needy families lacked were financed and donated by the individual SPVs involved in this initiative: Polenergia S.A., Polenergia Elektrociepłownia Nowa Sarzyna and Polenergia Obrót.

The organisation of the collection of in-kind donations was also an excellent opportunity for the Polenergia Group employees to socialise and work as a team.



"OPEN YOUR HEART FOR CHRISTMAS" – SUPPORT FOR SENIORS IN NEED

As part of the "Open Your Heart for Christmas" campaign, employees of the Polenergia Group organised a collection of foodstuffs and cosmetics. They collected enough products to prepare Christmas parcels for 10 senior citizens. In addition, Polenergia S.A. funded a Christmas Eve dinner for 20 elderly people under care of the Open Door Association.

Environmental initiatives



WALK AROUND THE CAŁOWANIE MARSH

In 2023, a series of meetings were held to enhance the Polenergia Group employees' knowledge about the need

to protect biodiversity. In partnership with UNEP/GRID, a webinar entitled "Get immersed in a wetland" led by experts from UNEP/GRID-Warsaw, was organised.

As a follow-up to the educational sessions on wetland and peat moor conservation, a wildlife walk around the Całowanie Marsh was organised in **May 2023** for employees and their families. **The walk was led by an ornithologist and a habitat expert from the Wetland Conservation Centre** and was attended by 25 people.



A WILDLIFE WALK IN THE KAMPINOS NATIONAL PARK

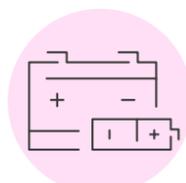
On 16 September 2023, Polenergia organised its second wildlife walk, which was also attended by employees and their

families. The walk was an opportunity to relax together outdoors and learn about the unique natural characteristics of the Kampinos National Park wetlands.

The walk was led by an expert from the **Wetland Conservation centre**, an organisation that had implemented one of the Park's first non-forest ecosystem conservation projects. The participants (this time almost

40 people strong) walked a 6 km route, learning about the role of national parks and the need to protect wetland habitats. It was a time of relaxation, learning, integration and fun.

COLLECTION OF E-WASTE



As part of the ECO Office initiative, a collection of e-waste at the offices of Polenergia Group companies continued from April 2023 until the end of November 2023.

This project is carried out in cooperation with Asekol PL Organizacja Odzysku Sprzętu Elektrycznego i Elektronicznego i Organizacja Odzysku Opakowań S.A. In accordance with Asekol PL's guidelines, the collection covered complete (i.e. not stripped of motors, generators, etc.), used electrical and electronic equipment marked with a crossed-out bin symbol that needed to be powered from the grid or battery to operate.

In November 2023, the Polenergia Group delivered more than **500 kg of e-waste to Asekol PL, which handled the collection, transport and recycling of used batteries, electrical and electronic equipment.**



PLANTS IN OFFICES

In the spirit of Eco Office, **new plants have been added in the office at ul. Krucza** in Warsaw. This has increased air humidity and improved air quality. **The initiative is expected to continue in other offices of Polenergia companies.**





D&I initiatives

In line with the Polenergia Group’s Social Engagement Policy, the Group takes measures to counteract social exclusion and to level the playing field, both within and outside the organisation.

WEBINARS ON INCLUSIVE LANGUAGE



Webinars on inclusive language were very popular in 2022. Therefore, they were continued in 2023, in collaboration with Ane Piżl, a specialist in this field.

There were a total of 4 meetings devoted to the following topics:

- Mental health and disability – “How to speak so as not to hurt and exclude others, i.e. equality at different levels of ability and health condition”.
- Equality of origin vs. racism – “Why did the N-word have to disappear from the language and why is it racist for white people to say that skin colour doesn’t matter? The issue with migrants. Can you say at work that someone is a Jew? Are Ukrainians hardworking? Why no one is an “illegal immigrant” but most of us are “migrants”.
- Age talks – “How to show respect to our interlocutors regardless of age? How (not) to speak to older or much younger people? What is the interplay between ageism and sexism? How to talk to make everyone feel better?”

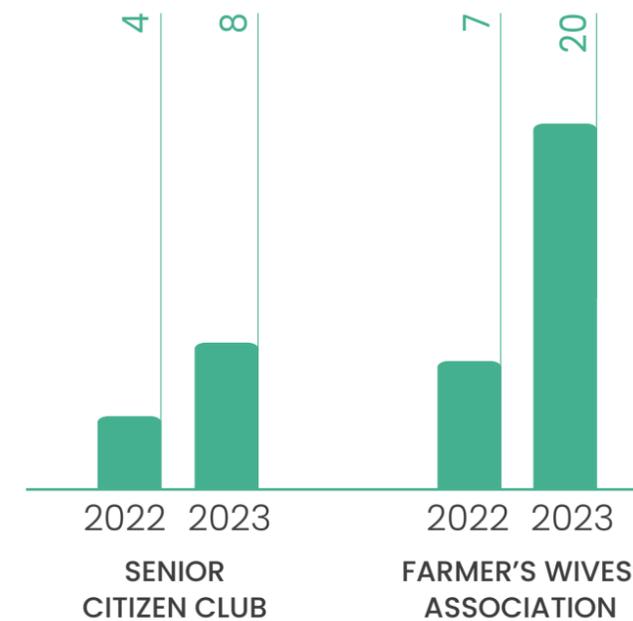


- Language etiquette, or “How to write e-mails and address the others” – this training course was co-conducted with an expert from the Language Culture and Policy Team of the National Cultural Centre.



SUPPORT FOR FARMER’S WIVES’ ASSOCIATIONS AND SENIOR CITIZEN CLUBS

Since 2022, Polenergia has been in dialogue with active associations and organisations supporting the elderly and people with disabilities and activating women. Through reconnaissance, which is carried out during meetings in communes/municipalities



and telephone conversations, the Group verifies which activities are worth supporting. The ESG Team finds out which organisations and associations are actively working for local communities.

Here, it is worth highlighting the **50+ Skurpianki Club**, a group of 25 ladies who address their initiatives to the Skurpie village community. Thanks to Polenergia’s support, the ladies are able to organise meetings once a week.

Another example of excellent organisation of activities for women and the elderly is the **Kociewian Women’s Forum from the Pelplin commune**, which has been working for the local community since 2006.

Since 2022, Polenergia has been supporting organisations actively working to activate the elderly, increasing the number of beneficiary organisations and the amount of subsidies.



“WOMEN WITH A PASSION” CALENDAR

Polenergia Fotowoltaika’s female managers appeared in front of the camera lens and presented their hobbies. The result of this session is the “Women with a passion” calendar.

The idea behind the calendar was to **highlight the role of women in the organisation, as well as showcase their interests and incredible energy.**

More details can be found at: [Woman with a passion | limited calendar from Polenergia Fotowoltaika - YouTube.](#)

Biodiversity



The Polenergia Group's commitment to biodiversity conservation at wind and photovoltaic farms is directly linked to the implementation of the Sustainable Development Goals and the EU Biodiversity Strategy, which is part of the European Green Deal.

As part of its ESG Strategy, the Polenergia Group takes active measures to protect biodiversity, which includes monitoring of the environmental impact of the implemented projects (covering the construction site with full environmental supervision) and raising Group employees' awareness of the need for nature and climate protection.

BIODIVERSITY STRATEGY

In line with the provisions of the Polenergia Group's ESG Strategy, a Polenergia Group Biodiversity Strategy has been developed. It stipulates that investment processes must be carried out with due diligence as regards the protection of valuable species and ecosystems.

ENVIRONMENTAL SUPERVISION OVER WIND FARMS

The premises of the projects (wind farms) implemented by the Polenergia Group companies are subject to mandatory environmental supervision, both during their construction and after they have been put into service. The constant presence and supervision of naturalists during construction

is a unique good practice pursued by the Group, which guarantees that the investment processes are carried out with the utmost care for the environment and the preservation of biodiversity. Following the recommendations of the environmental supervision experts, not only is Polenergia minimising the negative impact of its projects, but it is also strengthening the protection of endangered species and habitats. Additionally, the ongoing wildlife monitoring reduces the risk of interruptions in the construction works.



An important initiative taken in 2023 was to increase monitoring of the impact of the projects on nature, by conducting pre- and post-investment environmental surveys.

During the implementation of the projects in 2023, environmental supervision was carried out at the construction sites of the Piekło and Grabowo Wind Farms. **A total of 52 environmental supervision inspections were carried out at the Grabowo WF, and 28 inspections at the Piekło WF.**

Following the recommendations of wildlife monitoring, the Group has been engaged in conservation measures to protect amphibians (frogs and newts) and insects (carabi and beetles), by relocating them from the excavation area. The Group is also securing land piles that can be used as breeding sites by bank swallows or shrikes.

SULECHÓW PHOTOVOLTAIC FARM – SUMMARY OF ACTIVITIES

In 2023, a cooperation agreement was signed with the University of Zielona Góra, which had carried out research at the Sulechów Photovoltaic Farm. The aim of the researchers' work was to determine the diversity of selected fauna groups and plant habitats found within the farm and to assess the impact of the photovoltaic farms on nature. They also compared the data on inventoried fauna with the fauna existing on the control plots within the Lubuskie province.

The research yielded very satisfactory results, which prove that the measures taken on the farm premises, i.e. sowing of flower meadows and pasture grasslands, apiary management, the set up of stone mounds and insect houses, have contributed to an increase in biodiversity. During the research, the presence of, among other things, protected insect species such as the European praying mantis (*Mantis religiosa*), was recorded.

The annual research and its subsequent analysis will form the basis for scientific publications and will be used as source material for a doctoral thesis to be written at the Doctoral School of Exact and Technical Sciences of the University of Zielona Góra. In addition, a report will be published containing the full results of the observations, featuring a relevant

commentary and a code of good practice for protecting and enhancing biodiversity on the premises of photovoltaic farms.

The actions taken at the farm will serve as a good practice for other investors implementing photovoltaic projects and a model procedure for subsequent investment sites within the Polenergia Group.

The wildlife monitoring work carried out at the Group's large-scale photovoltaic farms shows that the areas that have been covered with solar panels are characterised by higher natural richness than before. The measures taken by Polenergia further enrich the biodiversity of the area around the photovoltaic installations and enhance the ecosystem services of the multi-hectare acreages.

Thanks to the cooperation with the scientific entities, Polenergia has been able to implement tasks and achieve Sustainable Development Goals that promote, among other things, the protection of natural resources on land and the minimisation of the environmental impact of investments. By engaging in wildlife monitoring activities in liaison with the University of Zielona Góra, the Polenergia Group is pursuing Goal 17 - Partnerships for the goals.

CULTIVATION OF MELLIFEROUS MEADOWS AND PASTURE GRASSLANDS AT THE SULECHÓW PHOTOVOLTAIC FARM

- the first flower meadow sowing took place in 2021,
- 50 ha of melliferous meadows and pasture grasslands were sown,
- the plants were planted in areas between the photovoltaic panels,
- the combination of plants is adapted to the local species composition and site conditions,
- continuity of flowering throughout the growing season is ensured, as the plant species have been selected from a variety of systematic groups,
- the base of melliferous plants has increased, the appearance of the surroundings and the habitat conditions for pollinating insects have improved and the area has become more attractive,
- environmental awareness among the managers of neighbouring areas has been built.

APIARY

- the apiary was set up in 2020,
- the apiary consists of 10 beehives,
- annual honey production is around 400 kg,
- the apiary is under constant care of a local beekeeper,
- the honeybee and other pollinating insects are under professional care.

MONITORING

- it started in autumn 2021,
- monitoring of predatory birds has been carried out since 2022,

- 6 species of mammals and 30 species of birds have been found on the farms; 4 of the species are partially protected and 26 are strictly protected; 2 species are listed in Annex I of the Natura 2000 Birds Directive.

STRZELINO PHOTOVOLTAIC FARM – SUMMARY OF ACTIVITIES

From March to October 2023, environmental supervision was carried out at the construction site of the Strzelino Photovoltaic Farm during the preparation and construction phase. The environmental supervision covered the roads to be used for transportation, the area of the planned photovoltaic farm and the accompanying infrastructure (HV cable), as well as the adjacent grounds.

During the 20 inspections, the farm site had been regularly examined to identify and assess the potential threat of the project area being inhabited by protected animal species. The supervision contractor suggested treatments to prevent and minimise the impact of the construction on the local natural environment. Due to the earthworks continuing during the breeding season, it was necessary to verify whether nesting birds had been present on the project site, so the treatments were particularly targeted at avifauna and consisted in the levelling of ground cover vegetation to reduce the attractiveness of a potential breeding habitat for ground-nesting birds such as the lark and bunting. The fenced area of the farm was also patrolled for any trapped animals. The Group took compensatory measures, which were not, however, necessitated by a decision or order of the RDEP, but taken on its own initiative, and alternative habitats for birds, mammals,

amphibians, reptiles and insects were created on the farm premises in the form of stone mounds. The Group also planned to sow a flower meadow to enrich the feeding habitat of pollinating insects.

SUMMARY OF THE SUPERVISION

- environmental supervision during the preparation and construction phase was carried out from March to October 2023
- the farm site was examined on a regular basis,
- treatments to prevent and minimise the impact of the construction on the natural environment were suggested,
- due to the construction taking place during the breeding season, the attractiveness of the site was reduced to minimise the potential of a hazardous construction environment as a nesting habitat.

PLANNED BIODIVERSITY ACTIVITIES

- compensatory measures were taken – on the Group's own initiative, and not necessitated by a decision/order of the RDEP,
- alternative habitats were arranged for birds, mammals, amphibians, reptiles and insects – stone mounds,
- a flower meadow was sown to enrich the breeding habitat for pollinating insects and breeding baskets were installed for the local long-eared owl.



SZPROTAWA I AND SZPROTAWA II PHOTOVOLTAIC FARMS

In line with the Polenergia Group’s good practice, non-mandatory pre-investment surveys are carried out at planned project locations to examine the sites and their environmental value. A wildlife inventory is currently being carried out on the area planned for the construction of the Szprotawa Photovoltaic Farm. The construction of the Szprotawa PV Farm will be subject to environmental supervision in 2024.

PLANTINGS



In 2023, the Polenergia Group was engaged in planting activities. It planted a total of 369* trees and shrubs, which now adorn parks, roads and squares and surround public buildings.

In April and May 2023, climbing plants were planted along the fence of the Buk Photovoltaic Farm, to shield the photovoltaic panels from the public road. Shrubs were also planted to enhance biodiversity around the farm site.

These plantings are an integral part of Polenergia’s activities for sustainability. They fit in with the company’s biodiversity efforts. This initiative focused on areas related to the Group’s projects, such as the Krzęcin, Skurpie, Grabowo Wind Farms and the Kostomłoty Photovoltaic Farm.

The Polenergia Group’s commitment to ecology contributes not only to improving the quality of residents’ lives, but also to creating more sustainable and environmentally friendly surroundings.



369 trees and shrubs were planted (excluding those planted to replace removed ones):

- 163 shrubs: Krzęcin Wind Farm (WF 23), premises of the primary school in Krzęcin, 15 June 2023, as part of the **Play green with us!**® project,
- 45 trees: Skurpie Wind Farm (WF 4), premises of the H. Sienkiewicz primary school in Niechłonin, April 2023, under a donation agreement,
- 15 trees: Skurpie Wind Farm (WF 4), November/December 2023, under a donation agreement,

- 55 trees and shrubs: Grabowo Wind Farm, premises of the Antoni and Jakub Waga primary school in Grabowo, June 2023, under a donation agreement,
- 91 trees: Kostomłoty Photovoltaic Farm (PV Farm 6), Środa Śląska county, along county road No 2075D, sections: Ciechów – Cesarzowice and Kostomłoty – Zabłoto, and along county road No 2052D, ul. B. Chrobrego in Brzezina, November 2023,

PROTECTION OF THE MONTAGU’S HARRIER

Since 2014, the Polenergia Group has supported the Montagu’s Harrier Protection Project, thus implementing the Sustainable Development Goals and the EU Biodiversity Strategy. As part of the active protection efforts, ornithologists, in consultation with Polenergia, search for broods on the Group’s project premises. The measures include int. al. the installation of fences around harriers’ nests, so that they are not damaged during harvesting or other agricultural work. Since the Programme’s inception, i.e. for the last 10 years of its duration, a total of 106 young birds have been rescued.

Thanks to data obtained from ornithological monitoring we learnt that three nests of this rare accipitridae species had been protected at the Modlikowice and Łukaszów Wind

Farms in 2023. 7 chicks took flight safely. All young birds were leg-banded by the ornithologists to enable tracking their further life and migrations.

Similar harrier protection measures were also taken at the Kostomłoty Wind Farm. In 2022 and 2023, 9 new nests were found, 4 of which were successfully protected from damage caused by agricultural machinery. A total of 13 chicks were leg-banded.

The Montagu’s harrier is one of the smaller birds of prey in Europe. It usually nests in the middle of cereal fields or other high-growing crops. This species is strictly protected and included on the red list of species that require active protection. Due to the harrier’s nesting location, its broods are particularly endangered. In the summer season, these birds are common throughout Europe, while their wintering sites are located in eastern Africa towards south from Sahara (North and East European population), as well as in east Africa and India. Harriers arrive in the Polish breeding grounds in the second decade of April or the first half of May and leave them between August and October.



Currently, three contracts for active protection of harriers on the Polenergia Group’s project areas for the 2024 and 2025 seasons are in progress. (<https://esg.polenergia.pl/2022/en/good-practices/ten-years-of-the-meadow-harrier-conservation-project/>).

The programme was launched in 2014 and has continued ever since; it covers:

- support for the Montagu’s harrier protection programme,
- 6 wind farms: Skurpie WF, Rajgród WF, Dębask WF, Grabowo WF, Łukaszów WF, Modlikowice WF,
- in 2023, 3 nests were protected at the Modlikowice and Łukaszów Wind Farms; 7 chicks took flight; all young birds were leg-banded,
- in 2022 and 2023, 4 nests were secured at the Kostomłoty Wind Farm; 13 chicks were leg-banded,
- a contract was signed for the monitoring of the Montagu’s harrier on the Łukaszów WF, Modlikowice WF and Kostomłoty WF for the years 2024–2025.

COOPERATION WITH THE UNEP/GRID-WARSAW CENTRE – RE:GENERATION PROGRAMME



In the first half of 2023, the Polenergia Group, in tandem with UNEP/GRID-Warsaw, engaged in the active protection of three nature reserves under the RE:GENERATION programme.

Re:generation is one of the projects implemented by the UN Environmental Agendas as part of the “Decade of Ecosystem Restoration”.

The Polenergia Group has been participating in the Project since its inception. In previous years, Polenergia has been involved, among other things, in the protection of coastal ecosystems around the Vistula Spit. In 2023, the Polenergia Group supported the activities carried out in the Słowiński National Park, Kamionka Valley Nature Reserve and the Kołaczna Reserve.

SŁOWIŃSKI NATIONAL PARK – HIMALAYAN BALSAM

A growing problem for the protection of the Słowiński National Park is the occurrence of invasive species that are suppressing indigenous species, thereby impairing and destroying the ecosystem. Invasive species are considered to be one of the main causes of biodiversity decline and extinction of indigenous species, and protection against them is one of the key objectives of the EU Biodiversity Strategy.

When it comes to plant species, the greatest threat is represented by the possible invasion of the Himalayan balsam (*Impatiens glandulifera*) and the ensuing deformation of the Natura 2000 habitat code 1150 (coastal lagoons), as well as degradation of this habitat’s natural flora species composition. The Himalayan balsam is one of the most invasive and widespread plants in Poland – it is included in the Regulation of 9 December 2022 on the list of invasive alien species posing a threat to Poland. In 2023,

the Himalayan balsam was found to occupy 11 ha of the Słowiński National Park territory, around Gardno and Łebsko lakes. The invasion is not yet widespread, but 1500 ha of rush habitat is potentially at risk, therefore, it is vital to curb the expansion of the Himalayan balsam, educate about the species and monitor its accidental spread.

Elimination of the Himalayan balsam sites and control of its spread is a long-term measure included in the draft Protection Plan of the Słowiński National Park. Tasks in the active protection area on Lake Gardno were carried out from June to September 2023. Specimen uprooting and mowing works were carried out three times in the past year. As a result, 1.5 ha of the park’s area was cleared. In addition to the active conservation measures, discussions were held with residents whose land adjoins the park area about the ongoing treatments and the invasiveness of the species to be eradicated.

KAMIONKA VALLEY NATURE RESERVE – ROBINIA PSEUDOACACIA

The Kamionka Valley Landscape Park in the Międzychód-Sieraków Lake District was established to protect the unique ecosystems associated with the Kamionka Valley and its distinctive plant species. These are mainly fertile beech and wet riparian forests. The Park also features unique plant communities associated with seepage springs located on the valley slopes. The majority of the Park’s most valuable natural areas directly adjacent to the Kamionka River are protected under the Natura 2000 programme.

The Kamionka River, flowing through a glacial trough, is distinguished by its swift, almost mountainous current, and cool waters. It is the habitat of the strictly protected noble crayfish.

Thanks to the involvement of the Polenergia Group and UNEP/GRID-Warsaw, the following objectives were achieved between July and November 2023:

- restoration of habitats and plant communities: by eliminating the invasive species of black locust (*Robinia pseudoacacia*) from an area of ca. 0.3 ha. These activities have contributed to restoring the natural character of the forest;
- maintaining the correct floristic composition and ecological processes by mowing and de-bushing a semi-natural meadow ecosystem in order to preserve the environmental integrity of a total area of ca.0.3 ha;
- reduction of anthropogenic pressure: the elimination of an illegal waste dump has helped reduce the negative human impact on the reserve’s environment. Nearly 6 tonnes of construction and municipal waste was collected from approx. 200 m2 of the reserve’s area. The waste was transferred to the waste treatment plant in Mnichy for disposal.

These actions have contributed to restoring the natural character of the reserve, preserving the environmental integrity of the area and reducing the negative human impact on the reserve’s environment.

KOŁACZNA RESERVE – PONTIC AZALEA

In the picturesque village of Wola Zarczycka in the Podkarpacie province, a small sand dune is home to the smallest nature reserve in Poland - Kołaczna. This place is special not only because of its modest size, but above all because of its unique site of occurrence of the yellow azalea (*Rhododendron luteum*), the only one of its kind in the country.

The yellow azalea, also known as the pontic azalea, belongs to the heather family. Its magnificent yellow flowers exude an intense fragrance that diffuses over a considerable distance, creating a unique atmosphere. This plant species is under special protection, appearing on the Red List of Vascular Plants and in the Polish Red Book of Plants.

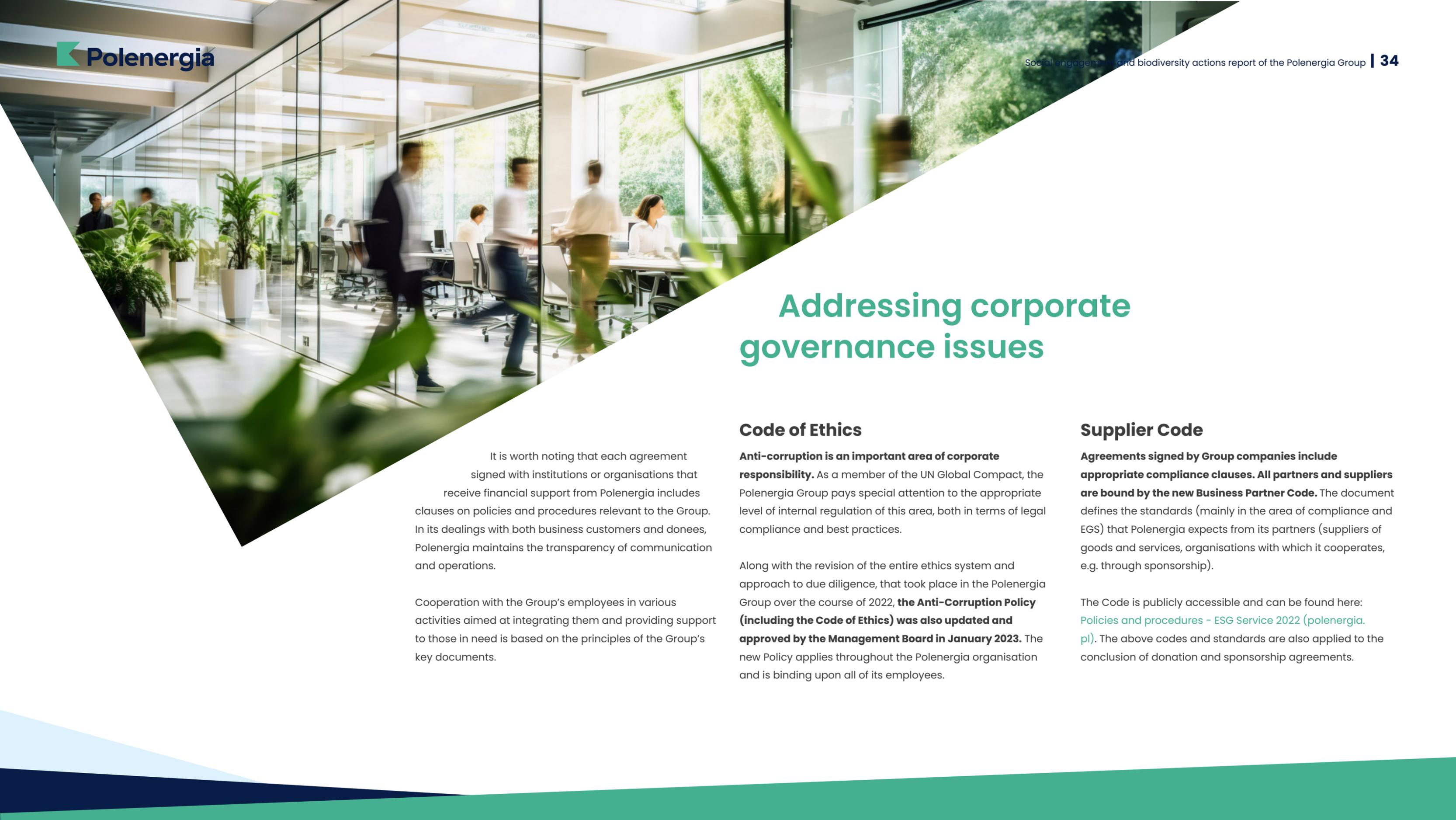
With a view to protecting this unique natural site, the Polenergia Group, in cooperation with UNEP/GRID, decided to support the reserve. Thanks to this integrated effort, 5 inspections of the reserve were carried out between May and September 2023, with simultaneous deposition of blackberry and wild hop offshoots that had grown into the azalea shrubs. Meanwhile, between October and November, the black cherry and robinia pseudoacacia shrubs competing with the azalea were completely removed; so were the blackberry and wild hop offshoots. Invasive plants were eradicated from 100% of the reserve area.

POLENERGIA'S ELECTRIC HONEY

The apiary project is continued at the Sulechów I Photovoltaic Farm. In March 2023, an agreement was signed with a local beekeeper, who maintains the apiary, performs inspections, conservation and hygiene treatments, and also harvests honey. In the first half of 2023, two honey harvests were carried out, yielding 110 litres of honey. The benefits of running an apiary and activities supporting pollinating insects are described at:

[Photovoltaic apiary full of honey - ESG Service 2021 \(polenergia.pl\)](#)





Addressing corporate governance issues

It is worth noting that each agreement signed with institutions or organisations that receive financial support from Polenergia includes clauses on policies and procedures relevant to the Group. In its dealings with both business customers and donees, Polenergia maintains the transparency of communication and operations.

Cooperation with the Group's employees in various activities aimed at integrating them and providing support to those in need is based on the principles of the Group's key documents.

Code of Ethics

Anti-corruption is an important area of corporate responsibility. As a member of the UN Global Compact, the Polenergia Group pays special attention to the appropriate level of internal regulation of this area, both in terms of legal compliance and best practices.

Along with the revision of the entire ethics system and approach to due diligence, that took place in the Polenergia Group over the course of 2022, **the Anti-Corruption Policy (including the Code of Ethics) was also updated and approved by the Management Board in January 2023.** The new Policy applies throughout the Polenergia organisation and is binding upon all of its employees.

Supplier Code

Agreements signed by Group companies include appropriate compliance clauses. All partners and suppliers are bound by the new Business Partner Code. The document defines the standards (mainly in the area of compliance and EGS) that Polenergia expects from its partners (suppliers of goods and services, organisations with which it cooperates, e.g. through sponsorship).

The Code is publicly accessible and can be found here: [Policies and procedures - ESG Service 2022 \(polenergia.pl\)](#). The above codes and standards are also applied to the conclusion of donation and sponsorship agreements.



02

Road map for 2024

Activities implementing the Group's Social Engagement Policy

Cooperation with local communities



It is crucial to continue to work with local communities, maintain the highest level of contact and respond to their needs in line with the Group's Social Engagement Policy, which was updated in early 2024.

In order to structure the Group's activities in this regard, the Group has also had its **Public Communication Plan approved; it will serve as a framework for implementing a Stakeholder Involvement Plan**, providing for its fine-tuning for each newly created project. The Complaints and Motions Procedure has also been updated.

The Group is also planning to continue its meetings with local communities (that started in 2023), primarily through the following projects: Piekło WF, WF 23 (Krzęcin), Amon, Talia and Buk Photovoltaic Farm (Rudniki WF). **A project-specific social engagement road map for 2024 will also be drafted.**

Environmental education and training of future workforce of the energy sector

PLAY GREEN WITH US!® CLASSES

Polenergia will continue to work on the implementation of the **Play green with us!® eco-classes with all the educational establishments** that have committed to holding them in the school year 2023/2024. Schools located in the vicinity of Polenergia's new projects will be invited to join the programme. The company will also renew its invitation to organise eco-projects and eco-competitions in schools, nursery schools and communes/municipalities. The "Climate Reading" campaign will be promoted on a wider scale.



Educational establishments cooperating with the Polenergia Group will also be invited to participate in biodiversity efforts by means of establishing school gardens and caring for insects (building insect houses) and birds (building feeders and nest boxes).

Practical classes are crucial for the project, so the plan is to organise educational classes at wind and photovoltaic farms in locations where such lessons are feasible while ensuring the safety of students. Building on the experience of the first edition of the Play green with us!® project, the Group is planning activities such as the organisation of a Bee Day on the premises of the Sulechów PV Farm and cooperation with schools in setting up Eco Stands during important local events, namely: the unveiling of the "Suleszek" statue in Sulechów, Children's Day in Płońnica, "Pelplin Days" in Pelplin, "Azalea Days" in Nowa Sarzyna, "Family Picnic" in Grabowo, "Eco Picnic" in Żuromin.

Polenergia has declared its support for the organisation of the communal Eco-Olympics in Pelplin and the communal environmental competition „There is only one Earth – Play green with us!” in Nowa Sarzyna.

The Polenergia Group is planning to prepare a third edition of the **Play green with us!®** project, which will include:

- cooperation with UNEP/GRID-Warsaw or the University of Zielona Góra and the League of Nature Conservation in the organisation of a grant project for schools, a field game and the preparation of a new set of lesson plans on biodiversity,
- the "Water in schools available to all students" campaign, which will involve the funding of the installation of drinking water points for all students in a school,
- involvement in the Nowa Sarzyna commune's project of preparing Pontic Azalea seedlings in schools and promoting knowledge of the Kołacznia Reserve.

TRAINING OF FUTURE WORKFORCE

As part of the cooperation with the Lesław Paga Foundation, classes will be organised for female students of the **ESG Leadership Academy**, as declared in 2023. In January 2024, Marta Porzuczek, Director of Environmental Protection and Sustainable Development, ESG Coordinator, shared her experience with the programme participants.

Diversity-oriented activities for the Polenergia Group employees

VOLUNTEERING AND ENVIRONMENTAL ACTION

In January 2024, the ESG Team organised the second webinar in the “A zoom on ESG” series. The guidelines for the Group’s volunteering action were presented and employees were invited to participate in the events planned for 2024. The online meeting was attended by active volunteers. They heard, among other things, the announcement of the “WE HAVE POWER!” volunteering grant competition. Its objective will be to involve more people in charitable activities. .

WE HAVE POWER! GRANT PROGRAMME AS PART OF POLENERGIA’S CORPORATE EMPLOYEE VOLUNTEERING PROGRAMME

One of the objectives of Polenergia’s ESG Strategy is to promote the idea of helping others. **In the first quarter of 2024, the WE HAVE POWER! volunteering grant programme was launched in the Polenergia Group,**

The ESG Team is planning to engage staff in bottom-up philanthropy in collaboration with the ESG Team.

PLAY GREEN WITH US!® VOLUNTEERING

There are plans to reactivate corporate volunteering as part of the Play green with us!® project, which involves classes utilising Polenergia’s eco-notebooks conducted in schools and nursery school attended by children of Polenergia employees.



WILDLIFE WALKS AND COMPETITIONS COMBINED WITH THE “CLIMATE READING” CAMPAIGN

In 2024, the Group is planning to carry out a number of activities to integrate its employees, which will be combined with actions for the environment and will enable the participation of the employees’ families. There will be wildlife walks and competitions under the “Climate Reading” campaign.

ECO OFFICE

For the sake of the environment and in order to fulfil Polenergia’s commitment to promoting eco-attitudes, a webinar on recycling entitled “Up-cycling – responsible gifts before Christmas” is planned. The company is also planning to repeat the e-waste collection event in cooperation with Asekol.

CHARITABLE INITIATIVES

The ESG Team is planning a number of charitable initiative to show support for the most deprived. .

- **During the first quarter,** the Dog Angel Asylum in Warsaw, the “Four Paws” shelter from Żuromin and “Azorki” shelter from Gorzów Wielkopolski will receive donations (food and blankets) from Polenergia, which were collected at the Group’s offices.
- **In March and December,** a collection will be held for senior citizens under care of the “Open Door” Association. Parcels containing food and hygiene products will be presented to them for Easter and Christmas.

- **In December 2024,** Polenergia Group companies will once again join in supporting those in need under the Noble Parcel initiative.

HEALTH MEASURES

It is vital that Polenergia employees feel comfortable performing their daily duties. Health is one of the values that should be cherished by every human being. Therefore, **the Group’s activities must not be lacking the support for colleagues in caring for themselves and their loved ones.** Below are the tasks that the Group intends to carry out in this area in 2024.

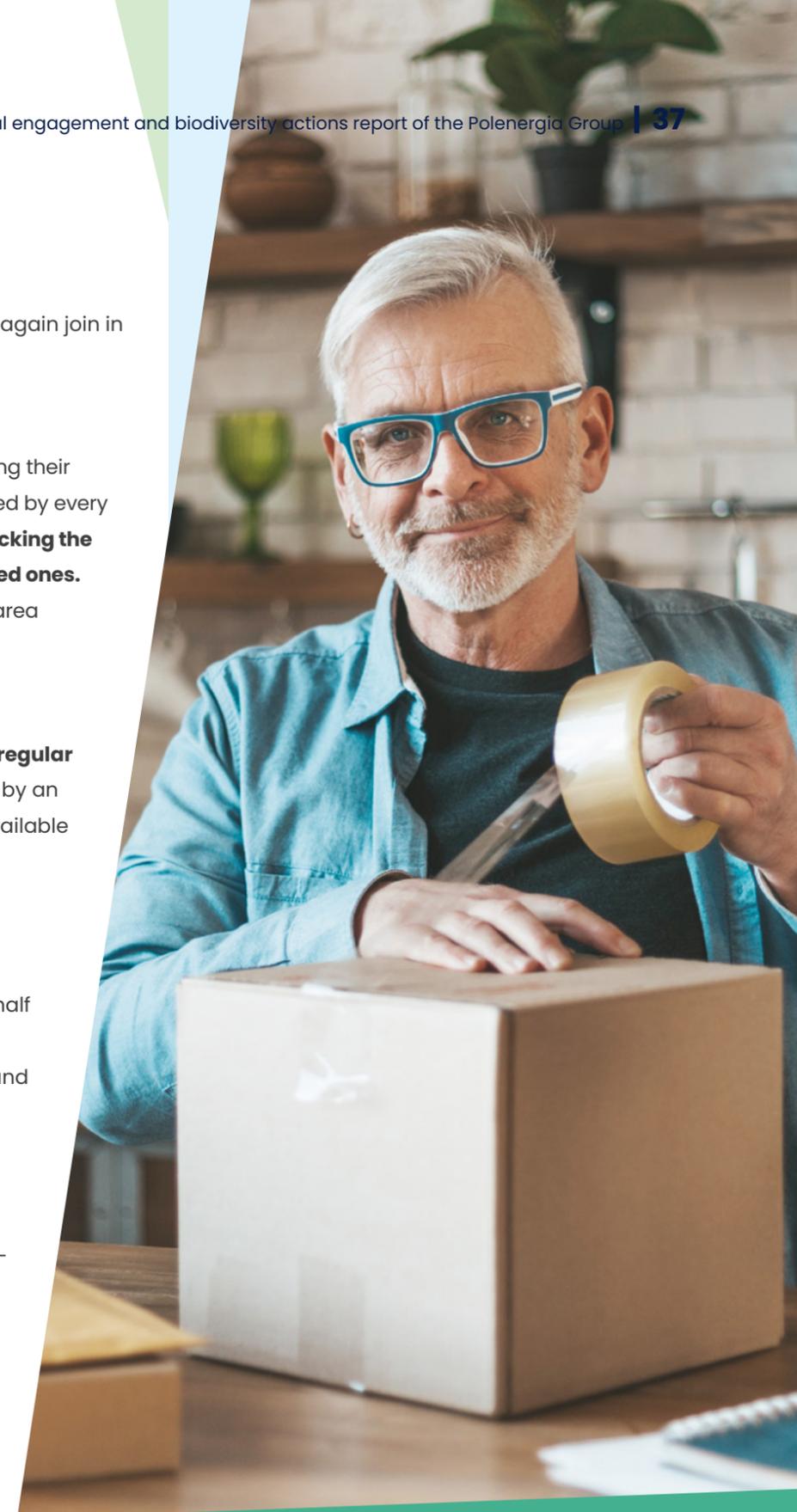
“TAME YOUR STRESS AND REGAIN CONTROL” TRAINING

In the first half of 2023, Polenergia Fotowoltaika introduced regular training entitled “Tame your stress and regain control”, led by an experienced coach. It is important that training like this be available to every employee of the Group.

WEBINARS WITH THE “Q ZMIANOM” ASSOCIATION

3 meetings with mental health professionals from the “Q Zmianom” association have been scheduled for the second half of 2024, namely:

- a meeting for parents of young children – self-regulation and the development of emotional intelligence,
- a meeting for parents of adolescents – mental health prevention – symptoms and behaviours that should worry parents of adolescents,
- a meeting for people interested in personal development – self compassion.





Biodiversity and climate action

Main objective E.5 of the Polenergia Group's ESG Strategy, adopted in early 2023, is about the development of biodiversity due diligence system. The Polenergia Group has developed its Biodiversity Strategy, which is consistent with the EU Biodiversity Strategy 2030. The strategy is based on the LEAP methodology and the TNFD (Taskforce on Nature-related Financial Disclosures) Guidelines. Drawing on its best practices, **the Polenergia Group will assess and mitigate its impact and continue its actions to support biodiversity.**

PHOTOVOLTAIC FARM SULECHÓW

- The wildlife monitoring carried out by the University of Zielona Góra on the premises of the Sulechów PV Farm will be continued. The studies will comprise the watching of insects and birds of prey.
- A study on biodiversity measures at photovoltaic farms, using the activities carried out at the Sulechów PV Farm as an example, will be compiled and published in cooperation with the University of Zielona Góra.
- Polenergia also intends to maintain the apiary and install a lookout for birds of prey.
- As the premises of the PV Farm are inhabited by deer, measures will be taken to ensure the safety of the animals, and fences will be marked to improve their visibility.

PHOTOVOLTAIC FARM STRZELINO

- **The areas between the rows of panels at the Strzelino PV Farm, that is being put into service, will be managed** (planting of flower meadows using a seed mixture containing plant species meant to suppress the invasive species – golden rod) – **in accordance with field conditions, guidelines from the naturalist supervising the project construction and best practices derived from the implementation of the Sulechów PV Farm projects.**
- The Group is also planning to plant shrubs along the fence, to enrich the feeding habitat of pollinating insects.
- Breeding baskets for the long-eared owl will be installed in the nearby forests. The number of baskets and the installation locations will be indicated by the naturalist responsible for environmental supervision during the construction process.
- The stone mounds placed in 3 locations of the Strzelino PV Farm will be marked with boards informing about the mounds' function – to provide shelter and potential habitat for amphibian, reptile or mammal species.



PHOTOVOLTAIC FARM SZPROTAWA

■ **As is the case with all of the Polenergia Group’s projects, the Szprotawa I PV Farm and Szprotawa II PV Farm projects under construction will be covered by full environmental supervision (lasting from the start of the construction works until their completion).**

■ Polenergia has arranged for environmental supervision at the PV Farm construction stage, plus training for the construction contractor’s workers on environmental protection, in accordance with the company’s good practice.

■ The supervision will involve measures to minimise negative impacts on amphibian, reptile, mammal or breeding bird species encountered during construction works.

The Group will continue partnerships for the support and regeneration of ecosystems and will still support biodiversity of existing projects, including:

■ 10-year project for the active protection of the Montagu’s Harrier at 3 wind farms in operation (in Lower Silesia);

■ assessment of the usefulness of additional measures employed as part of the construction of wind and photovoltaic farm projects (e.g. shelters for burrowing owls at the Dębsk WF, slopes for bank swallows, stone mounds to serve as shelters for small animals, planting of green areas). The assessment will be carried out as part of the post-investment surveys, as an additional module beyond the scope of obligations arising from the environmental decisions.

WIND FARM DĘBSK

■ Polenergia has arranged for the monitoring of 3 white-tailed eagle alternative nests, made to compensate for a nest removed from the vicinity of one of the wind turbines. Polenergia has removed the nest in order to minimise the risk of collision between young and adult birds and the wind turbines.

■ The company is also considering planting trees and shrubs at the wind farm substation and installing information boards to mark habitats of bank swallows.

WIND FARM PIEKŁO

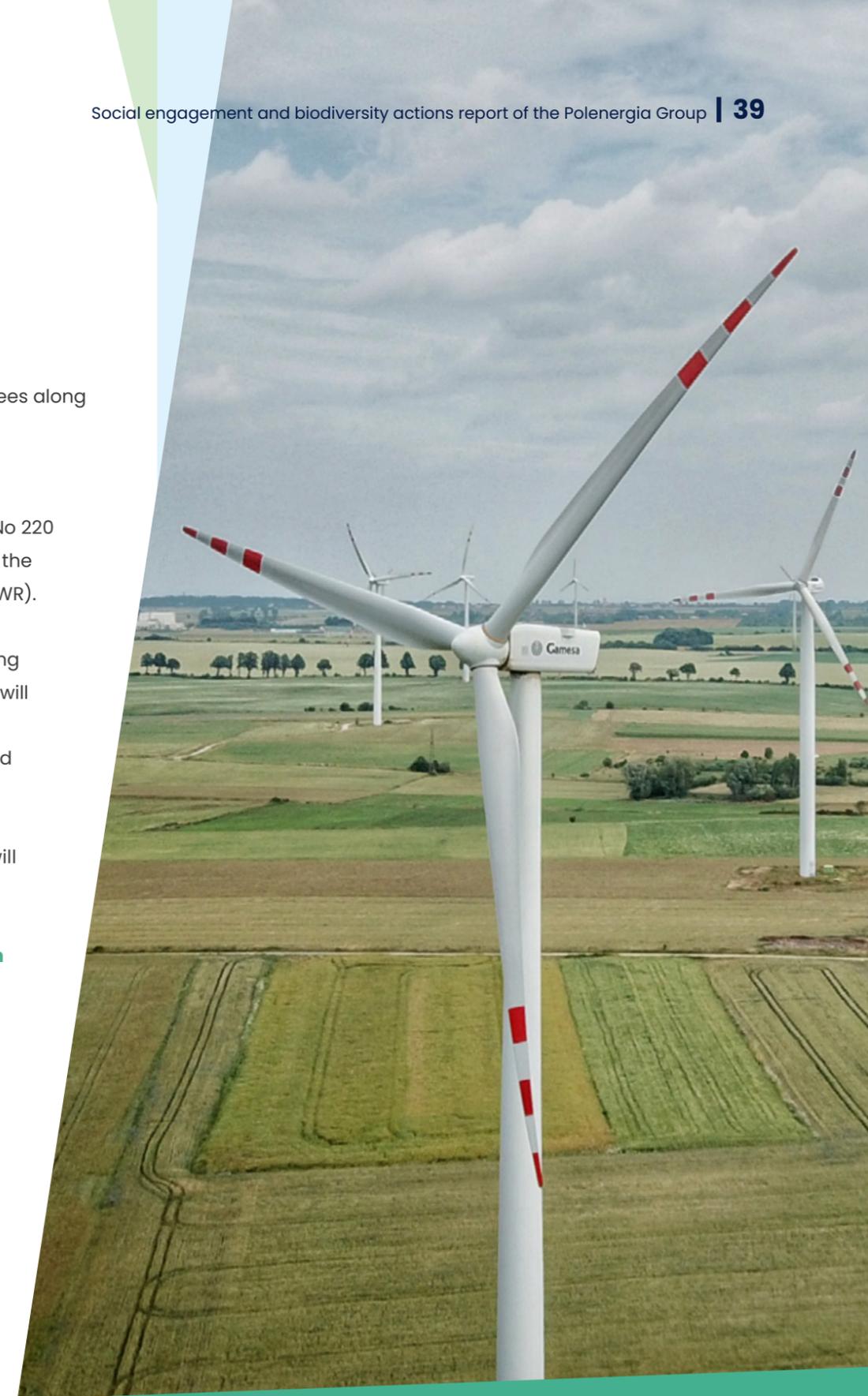
■ Polenergia is planning to plant additional trees along the Sieraków line.

WIND FARM PUCK

■ Biodiversity measures are planned on plot No 220 as part of the farming activities required by the National Support Centre for Agriculture (KOWR).

Contractual provisions governing projects being prepared for construction from 2024 onwards will be accompanied by biodiversity commitment clauses (both for supply chain assessment and collaboration under social engagement)

Being a socially engaged group, Polenergia will create local initiatives, including int. al. new plantings and lessons with naturalists, which will be implemented as part of the **Play green with us!**® project



CONCLUSION

The ESG Team, which carries out tasks within the Environmental Protection and Sustainable Development Department, conducts a transparent dialogue with the Polenergia Group employees and with local communities, keeping in mind the surrounding nature and climate action

Both the measures stemming from the Polenergia Group's Social Engagement Policy and the biodiversity activities planned for 2023 were successfully implemented. Managers of projects in development, in operation and under construction were brought in to collaborate in tasks for local communities. A number of activities targeting employees were carried out, which underlines how important a stakeholder they are for the Polenergia Group.

The Polenergia Group's Sustainable Development Strategy, adopted at the end of Q1 2023, has been operationalised. Project managers' annual targets will be expanded to include tasks related to the implementation of the Group's Social Engagement Policy.

2024 will be a year of continued dialogue with local communities to further collaborate and implement the Group's Social Engagement Policy with due diligence.

It will also be crucial for the company to broaden the scope of employee-oriented activities and, consequently, to strengthen cooperation between the ESG Team and the Human Resources Department.

The Polenergia Group acts socially and responsibly, taking into account biodiversity and the environment. It has set itself ambitious objectives in line with the ESG Strategy. It subsidises projects kicked off by organisations working for local communities. It supports team integration, while promoting health and nature activities.

The year 2024 will bring new opportunities and new challenges, for which the Polenergia Group is open and ready.

