



2025

Social Engagement and Biodiversity Actions Report of the Polenergia Group

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Ladies and Gentlemen,

We are pleased to share with you this report on the implementation of Polenergia Group's social engagement and biodiversity initiatives carried out in 2025. This report highlights not just our projects, but the very approach that lies at the foundation of the Polenergia Group. Over the past year, we have witnessed once again the power of working hand in hand with our colleagues and in close partnership with the communities where we operate. It is through these shared efforts that we can strengthen local communities, build trust and meaningful relationships, and deliver initiatives that create real, lasting value for both people and the environment.

We pay close attention to the needs of the communities in the vicinity of Polenergia Group's projects and respond to them through collaborative, partnership-driven initiatives. This approach enables us not only to develop Polenergia's renewable energy portfolio and support energy transition, but also to co-create initiatives that truly matter to local communities. Our actions are not just an add-on to our business – they are an integral part of it. In line with our ESG Strategy, for another consecutive year we have allocated 1% of consolidated net profit to social engagement initiatives.

These funds support four key areas defined in the Polenergia Group Social Engagement Policy: promoting health, including safety and physical activity; fostering equality and supporting diversity, including programs for seniors and people with disabilities; education and culture; and environmental initiatives, including biodiversity conservation. Climate education and the development of future energy professionals hold a special place in our efforts. By sharing expertise and experience, we aim to inspire younger generations to shape the future consciously and responsibly. At the same time, we actively support the engagement of adults and seniors, helping prevent social isolation, strengthen self-worth, and promote independence.



Join us and watch a film on our cooperation with local communities.

[Good energy from Polenergia. We support local initiatives.](#)

Content available in Polish only.

It is important to emphasize that the success of our social engagement initiatives is possible thanks to the dedication and commitment of Polenergia Group employees. Together, we foster a collaborative spirit, support new initiatives, and take part in charitable actions and health-promoting activities. We are a community that acts with positive energy and the firm belief that **WE HAVE THE POWER** to make a meaningful difference in our surroundings.

We sincerely thank everyone who, in 2025, demonstrated that responsible business practices and care for local communities can go hand in hand. It is thanks to your engagement that we show how energy projects can be carried out in a way that respects the needs of local residents, safeguards the environment, and builds long-term partnerships. We look back on this year's achievements with pride and look forward with even greater optimism to the coming years. Together, we will continue initiatives that strengthen communities, raise climate awareness, and contribute to building a modern, responsible energy sector. Together, we can do more!

The ESG Team

The ESG Team



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Introduction

In 2025, the Polenergia Group carried out several activities within the frame of implementing the **Social Engagement Policy of the Polenergia Group**. With the well-being of local communities, its female and male employees, and environmental concerns in mind, the Group has undertaken a number of initiatives and projects.

In 2025, we concluded the implementation of our previous ESG Strategy and presented the results of the double materiality analysis, which identified the areas with the greatest impact on Polenergia Group's operations. These findings were the basis for the update of our Sustainable Development Strategy, and care for our stakeholders remains one of its core pillars. One of the ethical values highlighted in the updated Strategy is **environmental protection, dialogue, and collaboration with local communities**. Building relationships and supporting local communities continues to be the underlying foundation of how we conduct our business.

The new objectives of the 2025–2030 ESG Strategy, with a perspective up to 2035, set the course for our continued development and engagement in environmental and social matters. They include targets aimed at strengthening our positive impact on biodiversity and maintaining social engagement at the highest level, including sustaining the allocation of **1% of net profit** to social initiatives.

In 2025, Polenergia collaborated with partners such as **the Kulczyk Foundation, UNEP/GRID Warsaw, UNGC, Lesław Paga Foundation, Warsaw University of Technology, University of Gdańsk, University of Zielona Góra, the Zielona Góra Student Chapter of the League for Nature Conservation** (Zielonogórskie Akademickie Koło Ligi Ochrony Przyrody), **and the Responsible Business Forum** (Forum Odpowiedzialnego Biznesu). It is through these partnerships that Polenergia contributes to positive environmental impact, supports the education of the future energy workforce, spreads ESG knowledge, and advances climate education initiatives. Our projects also rely on collaboration with municipalities, local authorities, and organizations in the communities near Polenergia Group's investments.

It is worth highlighting that the Group's commitment to sustainable development has received recognition. Polenergia received the main award in the **'ESG Eagles'** competition and has been thus acknowledged for the high quality of its sustainability report and the consistent promotion of best practices in this area. The scale of our social initiatives has also been noted: in 2024, **Polenergia supported the implementation of over 440 projects**.



Furthermore, Polenergia ranked **11th in the overall 'ESG Ranking: Responsible Management'** and secured **2nd place in the 'Fuels, Energy, Extraction' industry category**. This represents an improvement of one position in the sector ranking compared to last year and serves as clear evidence that consistency and responsibility in action do not go unnoticed.

To maintain an effective communication with stakeholders, Polenergia publishes regular information on social engagement and sustainable development on its dedicated ESG website: [ESG Service](#). Employees also have the opportunity to participate in internal online 'A Zoom on ESG' meetings, during which issues covering the three areas, namely the Environment, Society, and Governance, are presented.

This report presents Polenergia Group's activities implemented during the period from January to December 2025 in four areas:

- **Sports and Health,**
- **Diversity and Equal Opportunities,**
- **Education and Culture,**
- **Environment.**

The initiatives are categorized into projects benefiting local communities, employee engagement programs, and biodiversity-related actions. The second part of the report outlines the planned activities for 2026.

01

Activities carried out from January to December 2025

Implementation of Polenergia Group's Social Engagement Policy: Local Activities for Onshore Projects

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

Polenergia is active in over 20 locations.



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

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

Cooperation with representatives of local communities (including municipalities) **follows 6 steps, as shown in the diagram below.**

COOPERATION WITH POLENERGIA GROUP IN SIX STEPS:



Meeting with representatives of municipalities - analysis of local community needs



Contacting selected organizations



Applying for funding through an electronic system



Decision on granting the funding



Execution of an agreements - implementation of the tasks



Financial reconciliation of the funding

An electronic system for the submission of applications for funding and financial reconciliation of funding granted has been in place since 2024. These new solutions enable the ESG Team to obtain detailed information on projects, such as the number and age of beneficiaries, and the impact and effectiveness of projects. This data facilitates the planning of social activities' funding and provides the basis for assessing the effectiveness of initiatives undertaken by the Polenergia Group for the benefit of local communities. The electronic system has also been deployed for the purpose of reporting on the activities within the frame of the [Play Green With Us!®](#) programme.

In 2025, efforts were initiated to integrate the funding application form with the donation settlement form, in response to the needs of local communities and to facilitate a streamlined and user-friendly application process for the available support.

Organisations that report on projects carried out jointly with the Polenergia Group are encouraged to use the **#DobraEnergiaZPolenergií** (#GoodEnergyFromPolenergia) tag. Thanks to the tagging, organizations can draw inspiration from one another and undertake activities that have proven successful in other locations.

In 2025, all in all **391 donation and sponsorship agreements** were signed for **558 initiatives** implemented as part of projects in operation (Wind Farms, Photovoltaic Farms and Nowa Sarzyna Heat and Power Plant), development projects (Wind Farms and Photovoltaic Farms), and projects under construction (Photovoltaic Farm) for a total sum of **PLN 3 922 519.44**.

Broken down by project phase, the funding was allocated as follows

| Budget | Value |
|------------------------------------|-------------------------|
| Projects in development | 1,008,421 PLN |
| Projects under construction | 160,500 PLN |
| Projects in operation | 2,753,598.44 PLN |
| Total: | 3,922,519.44 PLN |

The social engagement budget compliant with the ESG Strategy is first approved by the Supervisory Board and then the Management Board in the annual Budget of the Group. Funding granted for projects in operation have been allocated from the social engagement budgets of the respective SPV, which are set at the beginning of the calendar year by the ESG Team in consultation with Project Managers.

A total of **391 donation or sponsorship agreements** have been entered into for Polenergia projects in operation. Funding for projects in development and under construction was determined individually by Project Managers in consultation with the ESG Team. All in all, **88 donation agreements** were concluded for Polenergia projects in development and under construction.

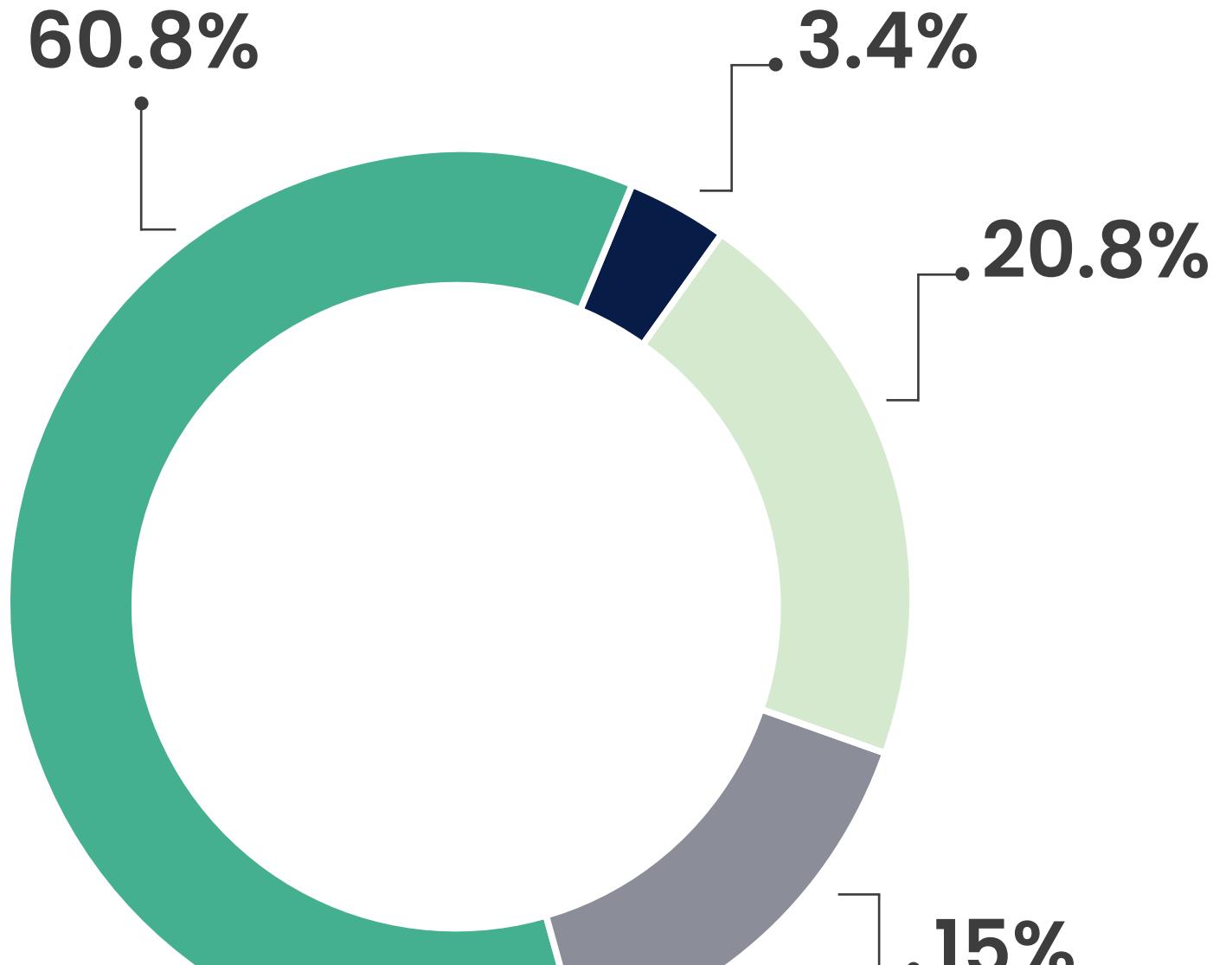
Funding for community initiatives and projects is possible under one of the objectives of the Polenergia Group's Sustainable Development Strategy. This objective has also been continued in the updated 2025 ESG Strategy. The goal is to maintain the allocation of 1% of the Group's consolidated net profit to social engagement projects.

Thanks to funding allocated by the Polenergia Group, local institutions, associations and organizations implemented more than **550 projects**.

The projects funded by Polenergia were implemented in four areas:

- **Sports and Health** – 116 projects
- **Diversity and Equal Opportunities** – 84 projects
- **Education and Culture** – 339 projects
- **Environment** – 19 projects

The chart shows the percentage share of ongoing projects by areas:



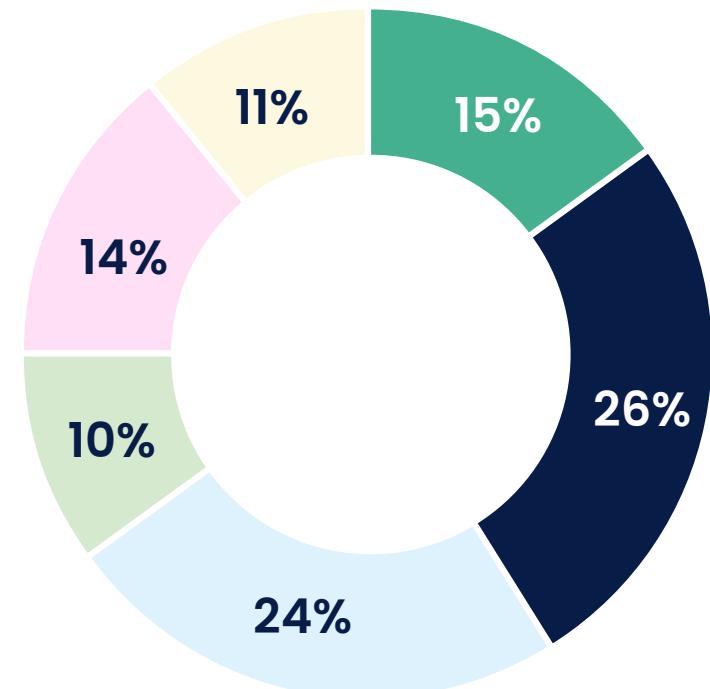
THE NUMBER OF THE INSTITUTIONS THAT RECEIVED FUNDING IN 2025.

| | Number |
|---|---------------|
| Educational institutions | 84 |
| National Fire Service and Volunteer Fire Brigades | 42 |
| Sports clubs | 30 |
| NGOs | 29 |
| Cultural centres | 26 |
| Rural Women's Associations and Senior Citizens' Clubs | 25 |
| Municipalities and village administrative units | 14 |
| Libraries | 8 |
| Other | 4 |

Age structure of project beneficiaries. The data does not include all the institutions.

Some projects are in the implementation phase.

- ▶ Children aged up to 6 years
- ▶ Children aged 6–12 years
- ▶ Children aged 13–18 years
- ▶ Young adults aged 19–26 years
- ▶ Adults aged 27–60 years
- ▶ Adults aged 60+



"We can always rely on Polenergia. It has not only delivered investments in our municipality, but continues to be present and actively involved. There is hardly a quarter in which Polenergia does not engage in initiatives undertaken by the municipality or local non-governmental organisations."

Michał Bodenszak

Mayor of the Town and Municipality of Żuromin

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



3 GOOD HEALTH AND WELL-BEING



Sports and Health

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

funding for their implementation. In 2025, projects funded in the area of sports and health involved the operations and activities of:

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

SUPPORT FOR VOLUNTEER FIRE BRIGADES AND NATIONAL FIRE SERVICE

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

In July and August 2025, Polenergia **organised drills with the National Fire Service** in Łukaszów and Gąlowice Wind Farms. The purpose of the drills was to enhance cooperation among emergency and rescue services and to familiarize them with the specific characteristics of turbine operations. As in previous sessions, the drill scenarios were adapted to the features of the facilities, allowing firefighters to practice and improve evacuation procedures and responses to emergency situations.

In 2025, Polenergia continued the programme named '**Support for Volunteer Fire Brigades and National Fire Service located in the vicinity of Polenergia Group sites**'. The objective of the programme is to provide additional specialised equipment for both the National Fire Service and the Volunteer Fire Service. Particular emphasis was placed on equipment needed for rescue operations at heights.

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

Moreover, in 2025 **Polenergia allocated funding to equip units of the National Fire Service and Volunteer Fire Brigades** with essential rescue equipment and specialized personal gear. The provided financial support allowed for, among other things, the purchase of power generators, helmet-mounted flashlights, technical protective gloves, firefighter helmets, and high-altitude rescue equipment. The funding also covered the acquisition of sludge pumps as well as firefighting and barracks uniforms and footwear. Additionally, funding was provided to co-finance the purchase of operational vehicles. These measures enhanced the operational readiness of the firefighting services and improved the safety of both firefighters and the wider community.

In 2025, Polenergia delivered support to 37 Volunteer Fire Brigades and 5 National Fire Service units.





Support for Children and Youths' Sports Clubs and Primary Schools

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

In 2025, Polenergia provided co-financing for 30 sports clubs.

Among others, Polenergia co-financed the trip of athletes from the Akro Pasja Sports Club to the National Corona Cup 7 Competition (Ogólnopolskie Zawody Corona Cup 7) in tumbling and double mini-trampoline. The Akro Pasja Sports Club from Słupsk is supported as part of the social engagement initiative of the Strzelino Photovoltaic Farm. For years, the club has provided children and youth with opportunities to develop their acrobatic passions. Thanks to the support received, the Club's team was able to participate in the competition, where they demonstrated a high level of skill, winning numerous medals and distinctions.

Support for Municipalities and Organisations Promoting Sports Activities

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

Polenergia supports the efforts of organising local sports events. In 2025, among others, Polenergia co-financed the 5th Edition of the 'Run with a View of the Volcano' (Bieg z Widokiem na Wulkan) organized in Zagrodnica in the vicinity of the Łukaszów and Modlikowice Wind Farms. Polenergia also provided co-financing to organise the 'Windmill Trail Communal Cycling Rally' (Gminny Rajd Rowerowy Szlakiem Wiatraków) and the 'Windmill Trail Run' (Bieg Szlakiem Wiatraków) in Żuromin, at the site of the Dębsk Windmill. The funding provided by the Polenergia Group is allocated for purchasing prizes for small and large sporting event participants and helping to organize events.

In 2025, Polenergia provided support to 31 municipalities and organisations promoting sports activities.

Support for Associations and Foundations Promoting Health

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

- **The Association of Parents of Children with Diabetes** (Stowarzyszenie Rodziców Dzieci z Cukrzycą – CukierAsy), the objective of which is to activate children with type I diabetes to engage in sports,
- **The Butterfly Touch Association** (Stowarzyszenie Dotyk Motyla) which organizes activities for those suffering from cancer or cancer survivors,
- **The Association for Change** (Stowarzyszenie Q Zmianom) which works with children and young people who need psychological support,
- **The Mums' Strength** (Siła Mam) Association, which brings together parents and carers of persons with disabilities, working to promote their social integration and shape attitudes based on understanding and respect.

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

In 2025, Polenergia provided support for 53 associations and foundations promoting health and safety.

Sport and Health

| | |
|--|------------|
| Number of projects | 116 |
| Number of equipment-related projects | 76 |
| Number of educational projects | 6 |
| Number of projects related to event organization | 34 |





Diversity and Equal Opportunities

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

The carried out tasks included support for:

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



Support for Rural Women's Clubs (KGW) and Associations that Empower Women

The Polenergia Group responds to the needs of women's organisations that work to animate local community and empower women. Funding is provided, among others, to purchase equipment for village community centres where members of the Rural Women's Clubs (Koła Gospodyń Wiejskich) meet. Funding is also provided for special events that are important for the community, which are managed by members of the Rural Women's Clubs, such as **Children's Days in the municipality, village days, family picnics**.

In 2025, Polenergia provided financing for 23 Rural Women's Clubs.

The Group actively engages in local initiatives, including **support for municipal harvest festivals, fairs, picnics, and themed events**. As part of its cooperation with local communities, creative and handicraft workshops are also organized, such as '**Forest in a Jar**' (**Las w słoiku**) **workshops** and **traditional bread-baking workshops**. These initiatives aim not only at supporting local organizations but also at strengthening social ties and creating spaces for community interaction and joint activities.

Support for Senior Citizens' Clubs and Organisations that Support the Elderly

Polenergia takes an active part in the activation of the elderly, particularly those living in small towns. Thanks to funding by Polenergia, elderly people can take part in art workshops, sports activities and excursions. Polenergia also co-finances important events for senior citizens, such as **Senior Citizens' Days, Senior Citizens' Balls, as well as Christmas and Easter celebrations.**

In 2025, Polenergia provided financing for 2 Senior Citizens' Clubs.

Support for Associations that Help People with Disabilities and People in Difficult Life Situations

Polenergia provided financing for a number of events and campaigns for the benefit of people with disabilities and people in difficult life situations. In 2025, these included **a gold panning tournament** for people with disabilities in Złotoryja organised by the Animus Foundation in the area of the Łukaszów and Modlikowice Wind Farms; **sports competitions** organised by the Community Self-Help Centre (Środowiskowy Dom Samopomocy) in Krzecin; and **regular activities of the 'Szansa' Social Cooperative** from Żuromin for people in difficult life situations.

In 2025 the Group provided financing for **34 projects** for people with disabilities and people in difficult life situations. Out of those projects, **4 projects** were educational; **10 projects** were aimed at providing additional equipment; and **20 projects** were organizational by nature.

Diversity and Equal Opportunities

| | |
|--|-----------|
| Number of projects | 84 |
| Number of equipment-related projects | 39 |
| Number of educational projects | 5 |
| Number of projects related to event organization | 40 |





Education and Culture

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

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

Climate Education Implementation of the Play Green With Us!®

The objective of the **'Play Green with Us!'®** programme is to support teachers in organising ecology classes for primary school pupils in grades from 1 to 8. Teachers of older preschool groups can also use the eco-scenarios, adapting them to the level of their group. Lessons based on **'Play Green with Us!'®** materials introduce young people to issues related to sustainable development in a accessible and friendly way.

In June 2025, the third edition of the environmental education project under the name **Play Green With Us!®**, which has been implemented continuously since 2022, came to an end. During its third edition, more than 80 primary schools and preschools in the locations where Polenergia develops its projects organized more than 3 000 hours of environmental activities. As part of these efforts, more than 15 000 pupils participated in the **'Play Green with Us!'®** eco-lessons.

From the launch of the first edition of the programme in September 2022 until the end of the third edition of the programme in June 2025, a total of **6 985 hours** of eco-classes were conducted, attended by **22 572 pupils**.

Together with the participating educational institutions, the Polenergia Group carried out numerous environmental activities aimed at raising awareness among pupils about climate change. Teachers delivered classes based on four thematic blocks devoted to climate education. The first block addressed waste segregation issues under the theme **'Smart Tips for Waste'** (Sprytne rady na odpady). The second block under the theme **'Acting with Energy'** (Działamy z energią) explored the causes of climate change and focused on renewable energy sources and their relevance for the environment. The third block covered matters related to water: **'Water for Health'** (Woda zdrowia doda), while the fourth block under the name: **'Challenges of Nature! Biodiversity – Learn to Protect It!'** (Przyrodnicze wyzwania! Bioróżnorodność – poznaj by zachować!) encouraged pupils to care for biodiversity.



„The programme truly exceeded our expectations. It is an excellent initiative that not only introduces pupils to ecology and renewable energy, but does so in an engaging, interesting, and – most importantly – understandable way. The kids were thrilled because instead of a pure theory, we engaged in games, outdoor activities, team tasks, and plenty of hands-on exercises. It was clear that topics like energy saving and care for the environment genuinely captured their interest. What was particularly important for us as teachers is that the students not only learned something new, but also started thinking with a greater awareness about their everyday impact on the planet. A fantastic idea, superbly executed, and a huge plus for combining education with fun. We definitely recommend projects like this! We hope more schools will adopt them.”

Małgorzata Andrzejewska,

teacher at John Paul II Primary School
No. 2 in Sulechów, Sulechów Photovoltaic
Farm area

The fourth edition of the **Play Green With Us!®** programme began in the 2025/26 school year. **Over 80 educational institutions** (such as primary schools, preschools, and cultural centres) cooperate with Polenergia in the implementation of this programme. Polenergia is thus consistently advancing these initiatives, and in doing so supporting the development of pro-environmental and proactive attitudes together with teachers.



Eco-Contests and Eco-Projects

As part of the **Play Green With Us!®** programme, every educational institution that applies for participation in a programme edition has the opportunity to receive funding to **purchase prizes for winners of environmental competitions** organised by educational institutions. Schools and preschools can also seek funding for eco-projects. Ideas for the eco-projects are submitted by teachers.

With Polenergia's support, in its third year the **Play Green With Us!®** programme enabled educational institutions to deliver **over 50 eco-competitions and more than 50 eco-projects**. Through close collaboration between Polenergia, teachers, and pupils, impactful initiatives such as **school gardens, flower meadows, irrigation systems, and sensory gardens were created**. The funding also allowed schools to upgrade and better equip their biology classrooms. Teachers emphasise that by actively engaging young people and empowering them to take initiative, climate protection efforts are more effective.

‘‘

„In May, as part of the Eco project, our preschool set up a school garden aimed at fostering pro-environmental attitudes among children. The garden serves as a hands-on learning space where children engage in practical activities. Prior to creating the garden, the children planted seedlings in small pots to later move them into the school garden. Together with their teachers, the older children enthusiastically planted flowers, plants, and seedlings in our new garden, and have actively participated in the care and maintenance of the garden. Each day, a group of children is assigned, to tend and water the plants under teacher supervision. Through cultivating the garden, children learn about plant growth, structure, and caring for them, while also developing teamwork and responsibility. Practical experience in gardening and observing plant growth allows them to expand their knowledge, understand the basics of cultivation, and gain appreciation for nature. Children also learn about essential growth factors such as soil, water, and sunlight. These activities have a positive impact on mental well-being, providing opportunities for rest as well as recreational engagement.‘‘

Magdalena Szarek,
teacher at the 'Forget-Me-Not' (Niezapominajka) local-government run preschool in Nowa Sarzyna (in the area of Polenergia's Nowa Sarzyna Power Plant)





As part of the **eco project, azalea greenhouses** have been opened in two schools in the Nowa Sarzyna municipality. The greenhouses were planted with seedlings of the unique yellow azalea (Pontic azalea). This initiative is the outcome of cooperation between municipal primary schools implementing Polenergia's **Play Green With Us!®** educational programme. The Azalea Project also includes a range of **educational activities, such as workshops for children and young people, as well as eco-competitions** delivered under the Play Green With Us!® programme. For more information, please visit the site: [Opening of Two Azalea Greenhouses as Part of the "Play Green with Us!®" Program - ESG Service.](#)





Climatic Reading Campaign

Schools and preschools that play green with Polenergia can join the **Climatic Reading** campaign, which aims to encourage pupils to read books, particularly those on nature and climate protection. In some schools the campaign takes place outdoors, while in other schools, in the school library or in classrooms. Literary meetings are also held as part of the campaign. Polenergia regularly provides funding for the purchase of books on nature and climate for libraries in schools that joined the **Play Green With Us!®** programme.

The Climatic Reading initiative is not only aimed at promoting reading, but also at encouraging independent search for innovative ecological solutions and developing pro-environmental attitudes. During the third edition of the **Play Green With Us!®** programme, **more than 2 000 new books** on climate have been purchased for school libraries.



‘‘

„The objective of Climatic Reading is to encourage pupils to engage with books, particularly those addressing the topics of nature and climate protection. A dedicated reading corner has been set up in the library, featuring books purchased under the Play Green With Us!® programme. Pupils regularly pick up the newly acquired books during breaks. In addition, during library classes, third-grade pupils listened to excerpts from Małgorzata Kur's book entitled 'The Last Tree on Earth' (Ostatnie drzewo na ziemi), which has also been purchased using project funding. The book presents a disturbing vision of the world after an ecological disaster. Beyond its environmental message, the novel highlights the importance of friendship and family bonds. Furthermore, the books are also used during educational activities aimed at raising pupils' environmental awareness.”

Anna Filutowska,

teacher at Maria Konopnicka Primary School in Kalinów
(in the area of the Wind Farm 26 project in development)

‘‘

“Our collaboration with Polenergia has been great! Thanks to this partnership, our library could expand the scope of its activities. It is no longer just about books or meetings with authors – with Polenergia's funding, we are now able to engage in social initiatives and organise activities for the local community. As part of this collaboration we also conduct environmental education programmes, primarily for children and young people, but we also welcome adults and senior participants.”

Joanna Rakoczy

Director of the District and Municipal Public Library in Żuromin



Workshops on Nature

In May and June 2025, together with students from the University of Zielona Góra, Polenergia conducted 16 educational sessions on biodiversity under the **'Nature Trackers'** (Tropicele Przyrody) initiative. The sessions organised under the title **'Birds of the Agricultural and Urban Landscape'** (Ptaki krajobrazu rolniczego i miejskiego) and **'The Ecosystem in Your Hand'** (Ekosystem w Twojej ręce) were held in eight schools located within the Sulechów municipality (in the Sulechów Photovoltaic Farm project area). **More than 200 students from grades 1–8 participated in these activities.**





Bee Day with Polenergia

On 10 June 2025, Polenergia organized a '**Bee Day**' at one of the Group's photovoltaic farms located in the Sulechów municipality. This event, held for the third time, was part of the celebrations for **International Bee Day** under the frame of the **Play Green With Us!**® programme. More than 80 pupils from schools in Buków, Kalsk, Cigacice, Kije, and Sulechów (the Sulechów municipality, site of the Sulechów Photovoltaic Farm) accompanied by their teachers and guardians participated in the event.

The 2025 '**Bee Day**' combined education with entertainment, enabling participants to learn about the crucial role bees play in the functioning of ecosystems. The event also provided an opportunity to expand their knowledge of biodiversity and renewable energy sources. The programme featured a wide range of activities, including workshops dedicated to entomology, sources of renewable energy and beekeeping. The '**Bee Day**' in Sulechów was held as part of the **Play Green With Us!**® educational programme delivered by Polenergia to schools and preschools and aimed at supporting the development of environmental awareness.

„

„The effectiveness of education is rooted in pupils' engagement, personal experience, and the know-how, skills and commitment of educators. When combined with highly positive emotions, this creates a proven formula for success. This is exactly what we experience during activities organised by Polenergia. I am convinced that educational initiatives such as the 'Bee Day' allow us all to gain the sense of belonging to a community, which unites us in our efforts to understand climate-related phenomena and to counteract the degradation of the natural environment.”

Ewa Przybyła-Mężyńska
teacher at Melchior Wańkowicz Primary School in Cigacice



Join us and watch the film.
[Sulechów: Play Green With Us!](#)

Content available in Polish only.



“ ”

“It is no coincidence that we celebrate the ‘Bee Day’ here in Sulechów. This is home not only to our farm that generates solar energy, but also to our very own ‘photovoltaic’ apiary located on its grounds and comprising 10 hives, which can host hundreds of thousands of bees during the summer months. When engaging with pupils, we aim to share the know-how about biodiversity, environmental stewardship, and the role of renewable energy in ways that are engaging, innovative, and, above all, practical. We are committed to being close to the local community – as a responsible neighbour who, in caring for a healthier climate, also actively contributes to local development.”

Marta Porzuczek

Director of the Environmental Protection and Sustainable Development Department,
ESG Coordinator at Polenergia Group

In the 2025 season, thanks to the dedicated care of a local beekeeper, our apiary produced **180 litres of honey** across two harvests by diligent bees from 50 hectares of wildflower meadows cultivated within the Farm Complex. This biologically diverse environment provides ample space and rich foraging resources for managed bees as well as wild pollinators. At the site of the Sulechów Photovoltaic Farm, the presence of **39 species of wild bees** from all native families has been identified, including the Brown-banded Carder Bee (*Bombus humilis*), the Shrill Carder Bee (*Bombus sylvarum*), and the Violet Carpenter Bee (*Xylocopa violacea*). The presence of these wild pollinators has been scientifically confirmed through entomological studies carried out by researchers at the University of Zielona Góra.

Honey from the apiary is thoughtfully shared as small gifts and served at various community events, including harvest festivals and cultural gatherings organized by municipalities in regions where the Polenergia Group operates.



Patronage of Specialised Classes

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

These climate education initiatives are an integral part of Polenergia's Sustainable Development Strategy. For this reason, Polenergia supports selected educational institutions located in the vicinity of the location of the Group's projects. In 2025, Polenergia supported the following institutions

- **First General Secondary School in Nowa Sarzyna** (I Liceum Ogólnokształcące w Nowej Sarzynie), where Polenergia sponsors the Hydrogen Technology Class, which in 2025 was converted into a **New Technologies-oriented class**, with a focus on renewable energy sources (the Nowa Sarzyna municipality, the site of the Nowa Sarzyna Heat and Power Plant);
- **Jan Paweł II Technical and Vocational School Complex in Żuromin** (Zespół Szkół Techniczno-Zawodowych im. Jana Pawła II w Żurominie), where Polenergia sponsors a class preparing students for careers as **technicians in renewable energy systems and devices** (the Żuromin municipality, the site of the Dębsk Wind Farm)

NEW TECHNOLOGIES CLASS IN NOWA SARZYNA UNDER THE AUSPICES OF POLENERGIA

At the First General Secondary School in Nowa Sarzyna (Liceum Ogólnokształcące w Nowej Sarzynie), students have the opportunity to explore emerging technologies in energy production, including hydrogen and renewable energy sources. This initiative is closely linked to the school's location within a municipality that also hosts Polenergia's project – **the Nowa Sarzyna Combined Heat and Power Plant**. Since 2023, Polenergia has been supporting the class, developing both hands-on and theoretical knowledge in this field.

In 2025, **two meetings** were held at the site of the Nowa Sarzyna Heat and Power Plant, during which students had the opportunity to learn about the operation of the facility. Furthermore, Polenergia's experts in charge of development of renewable energy projects and energy storage facilities delivered **two lectures** during the class's visit to H2Poland, which is the largest hydrogen expo in Poland held in April in Poznań. Seventeen male and female students participated in insightful discussions, panels, and workshops. **The trip to the expo was co-funded by Polenergia.**





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

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

In 2025, experts from Polenergia conducted 4 practical and theoretical workshops aimed at raising environmental awareness and promoting renewable energy sources within local communities. The Polenergia Health & Safety Manager and the students together explored the concept of occupational health and safety (OHS), why it is a critical concept in the renewable energy sector, and how accidents generate costs. The sessions also covered the qualifications, training, and formal requirements necessary to work in the renewable energy industry. Key principles of OHS on construction sites and risk assessment during the operation of facilities were presented, with particular attention to hazards associated with working at heights.

During the autumn term, students participated in a session focused on energy storage in various forms, including **modern Battery Energy Storage Systems (BESS)**, molten salt thermal energy storage, and hydrogen-based storage. The programme also introduced essential concepts of the **circular economy in the energy sector and the decentralized energy model**. Participants examined the challenges of adapting the transmission network to a dynamically evolving energy generation landscape, where local sources play an increasingly important role. Discussions further explored how energy storage solutions can stabilize the power grid, enhancing its flexibility and operational security.

Through its patronage program, Polenergia supports educational institutions in developing technical and environmental competencies, providing young people with direct contact with practitioners from the energy industry.

Cooperation with Cultural Centres and Public Libraries

The activities of municipal cultural centres and public libraries play a vital role in local communities. The Polenergia Group supports their initiatives by funding workshops and courses which are open to all members of the respective local communities.

Furthermore, cultural centres and libraries can apply for funding to purchase essential accessories, equipment, stationery, and prizes for, amongst others, literary and art contests.

Supporting the Organisation of Major Cultural Events in Municipalities

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

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



Join us and watch the film.
[2025 Play Green With Us Picnics](#)

Content available in Polish only.





Cooperation with Educational Centres and Support for Training of Future Staff

In 2025, for the sixth time Polenergia became the Strategic Partner of the Energy Academy of, organized by the Lesław Paga Foundation. The objective of this project is to support young managers invested in expanding their know-how of the energy market in Poland. The Energy Academy is addressed at students (from the second year of the course onwards) and graduates (up to 26 years of age) who wish to expand their leadership skills and acquire a comprehensive knowledge of the energy sector in Poland and worldwide.

The 14th edition of the Energy Academy was organised under the main theme 'ENERGY FOR FUTURE GENERATIONS'. The main theme of the 14th edition of the Energy Academy was 'Energy Critical Point', i.e., the moment when strategy, security vision, projects, and the necessary resources must align to enable the creation of a new energy order.

Polenergia Group specialists conducted 3 lectures:

1. 'The Role of PPA in Stabilizing Electricity Prices Amid Regulatory Changes and Market Mechanisms for Electricity and Related Products';
2. 'Energy Consumption Management and Dynamic Pricing: Leveraging Green Energy to Reduce Corporate Costs';
3. 'Energy Storage as an Essential Component of the Energy Transition';

as well as a workshop on M&A focused on investment decision-making. In addition, Łukasz Buczyński, Member of the Management Board of Polenergia S.A., led a leadership workshop for the Academy participants.

PAGA
Akademia
Liderów
Energii

PAGA
Akademia
Liderów
Rynku
Kapitałowego

Under the partnership, Polenergia Group specialist delivered a lecture entitled: '**Financing the Baltic 2 and Baltic 3 Offshore Projects: The Largest Project Finance Transaction in the History of the Polish Energy Sector.**' Furthermore, Piotr Sujecki, Second Vice President of the Management Board and CFO of Polenergia S.A., conducted a leadership workshop for the Academy participants.

As part of its collaboration with the Lesław Paga Foundation, in 2025 Polenergia also became a **Gold Partner of the 20th edition of the Capital Markets Leaders Academy**. The key objective of this programme is to comprehensively prepare participants for careers in the financial sector. During the sessions, participants acquire specialized know-how of the capital market and develop analytical, leadership, and interpersonal skills.

In 2025, Polenergia signed an agreement with the Warsaw University of Technology to support the education of future professionals in the energy sector. Under the five-year partnership, the Group will serve as patron of the Environmental Engineering program. The collaboration aims to enhance the competencies of students at the Faculty of Environmental Engineering in the fields of renewable energy, energy management, and sustainable development. Partnerships focused on strengthening sectoral skills and promoting education are an integral part of Polenergia Group's ESG strategy.

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"Collaborating with the Warsaw University of Technology is an investment in the future of Polish energy. Our joint objective is to train the next generation of professionals who will not only meet the challenges of the energy transition but actively contribute to its development. Thanks to the engagement of our experts, who will share practical knowledge and experience, we can effectively align students' skills with the real needs of a rapidly evolving energy market"

Marta Porzuczek

Director of the Environmental Protection and Sustainable
Development Department, ESG Coordinator
at Polenergia Group

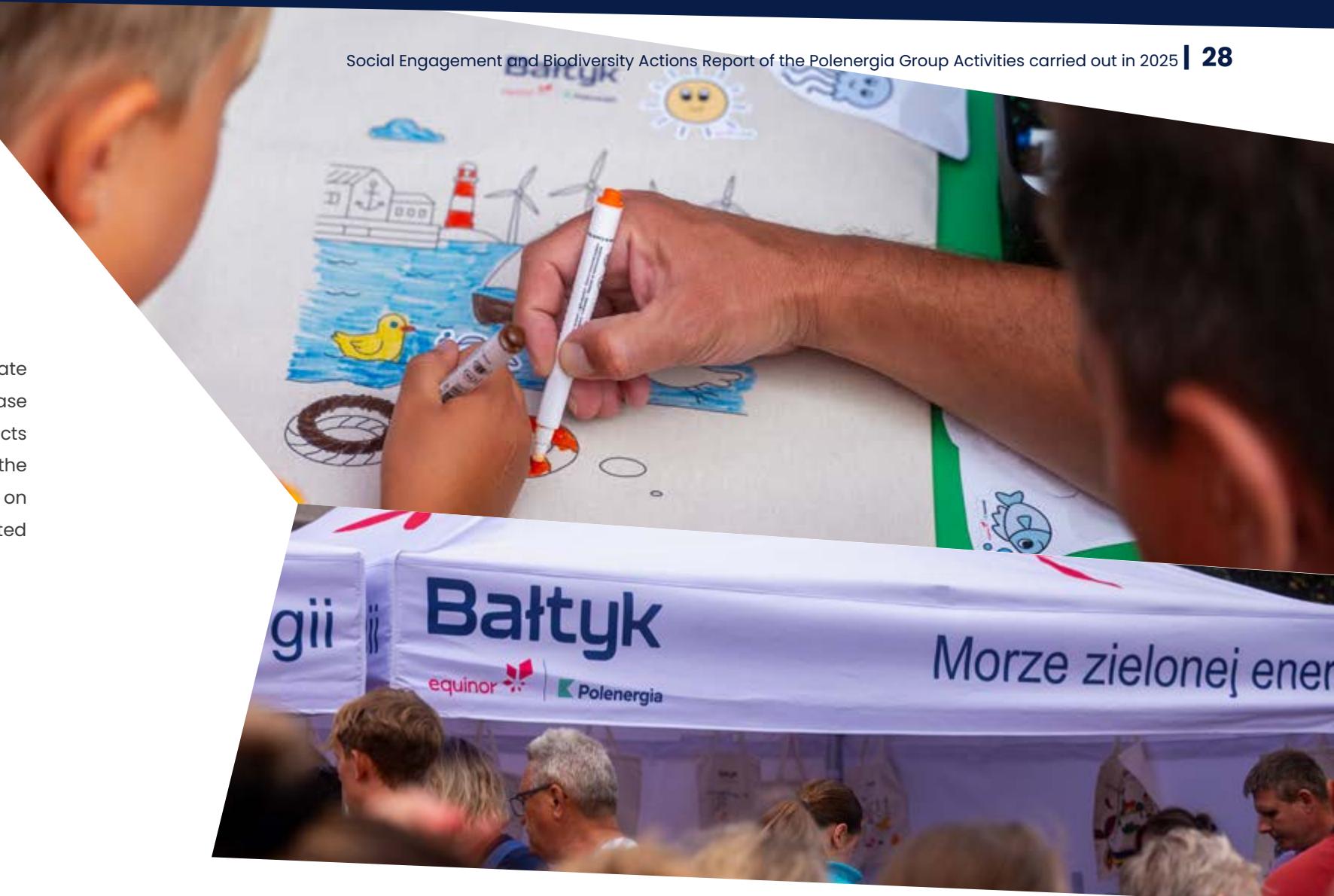
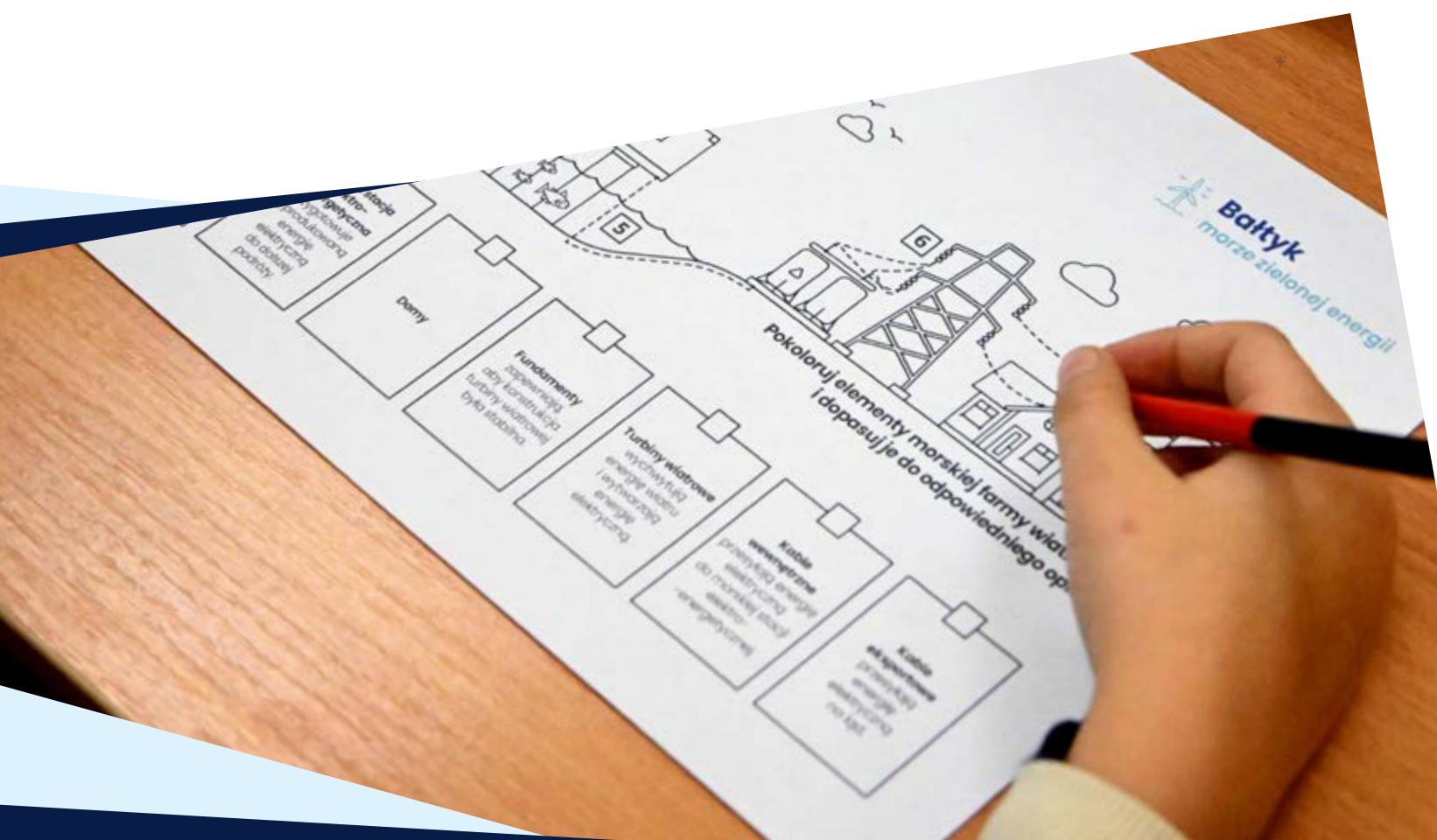




Informational and Educational Activities on Offshore Wind Energy

INFORMATION ACTIVITIES ON BALTIC OFFSHORE WIND FARMS

The companies **MFW Bałtyk II** and **MFW Bałtyk III** undertake numerous communication activities to provide access to up-to-date information on the Projects (including their progress, milestones, schedules, etc.) and their transparent implementation, and showcase the results. One of the key communication tools is the <https://baltyk123.pl/> portal launched in April 2024, which covers all Baltic projects and is continuously updated with new content, including progress updates and visualizations. Information is also published on the ESG Service website. Furthermore, press releases are distributed to local, industry, and national media, and posts are published on LinkedIn (via the official profiles of Polenergia Group and Equinor) to inform stakeholders about important developments related to the Baltic projects.



Educational Activities

In the school years 2023/2024 and 2024/2025, the Polenergia Group in collaboration with Equinor launched its proprietary educational project '**One Sea, Many Benefits: Offshore Wind Energy in My Region**' with the participation of over 4 500 pupils from primary schools located in the rural municipality of Ustka, Redzikowo, Łeba, as well as selected secondary schools, also from the Słupsk region.

Another phase completed in 2025 was the creation of ready-to-use lesson plans, compiled in the educational workbook '**Baltic: The Sea of Green Energy**' for primary schools. These materials provide a comprehensive teaching resource for educators, enabling them to independently conduct engaging lessons for each of the three age groups on the topics of offshore wind energy and the energy transition. Lesson plans are inspired by Polenergia's proprietary educational programme **Play Green With Us!**®.

As a Partner of the University of Gdańsk and the Centre for Sustainable Development, the Polenergia Group has been supporting the postgraduate programme '**Education for Sustainable Development: Offshore Wind Energy**' (Edukacja na rzecz zrównoważonego rozwoju: morska energetyka wiatrowa) since its very first edition in 2022. This programme provides a platform for the exchange of know-how, effective communication, and collaboration. In 2025, Polenergia also co-financed the publication of the scientific work '**Education for Sustainable Development: Offshore Wind Energy**' (Edukacja na rzecz zrównoważonego rozwoju. Morska energetyka wiatrowa) edited by Sylwia Mrozowska and Dorota Pyć. Through its synergistic approach, Polenergia Group enables students to fully develop their potential and opens up new opportunities for their professional growth.



BALTIC OFFSHORE WIND FARM INFORMATION CENTRE

In June 2023, Polenergia and Equinor opened Poland's first on-site information centre named the '**Baltic Offshore Wind Farm Information Centre**' (Centrum informacji o morskich farmach wiatrowych Bałtyku) located in Łeba. The on-site Baltic Offshore Wind Farm Information Centre is the first year-round facility where visitors can obtain up-to-date information about the progress of three offshore wind farm projects with a total capacity of **3 GW**, developed jointly by Polenergia and Equinor in the Polish section of the Baltic Sea.

In 2025, the Centre welcomed numerous local community members as well as tourists.

Visitors to the exhibition can view photographs and films showcasing the evolution of offshore wind energy. The exhibition also features a range of unique items provided to the organisers by key suppliers of components for the **Baltic 2 & 3 offshore wind farms**. These include segments of submarine cables, ship models, and a fan from a transformer station. The very heart of the exhibition is an interactive model illustrating the various phases of offshore wind farm construction. An educational zone located in the vicinity of the exhibition hosts workshops and lectures.

From June 2023 to December 2025, the exhibition was visited by nearly 45 000 guests.

Education and Culture

| | |
|--|------------|
| Number of projects | 339 |
| Number of equipment-related projects | 123 |
| Number of educational projects | 128 |
| Number of projects related to event organization | 88 |

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

In June 2024, Polenergia and Equinor jointly opened Poland's first exhibition at the National Maritime Museum in Gdańsk devoted to offshore wind energy. The exhibition titled '**The Baltic Sea: A Sea of Green Energy**' (Bałtyk. Morze zielonej energii) delves into the process of wind formation, the history of its utilization, and the vast potential of the Baltic Sea for the development of offshore wind energy.



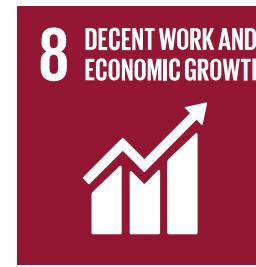
Environment

Polenergia supports municipalities and schools in implementing environmental initiatives, primarily through revitalization of green areas and creation of new green spaces. In 2025, funding was provided for local ecological projects, such as

- the purchase of trees,
- shrubs,
- ornamental plants,
- and elements of small architecture such as insect condominiums and birdhouses.

The Polenergia Group also co-financed an initiative by the **Four Paws Association** (Stowarzyszenie "Cztery Łapy") (in the Dębsk wind farm area), which involved neutering and spaying dogs, providing specialist treatment for older pets, implanting dog microchips and working with behaviourists.

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



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

Organising Meetings with the Local Community as Part of Offshore Projects

MFW Bałtyk II sp. z o.o. and MFW Bałtyk III sp. z o.o. maintain an active dialogue with the local community related to the implementation of the Baltic projects. The primary goal of the meetings is to provide access to up-to-date information about the projects, ensure transparency of investment activities, gather feedback and opinions from the local community, and plan appropriate actions that address the needs of residents. Dialogue with the local community is particularly important at the current stage of progress of the Baltic 2 & 3 projects, i.e. during the construction phase. The meetings are held quarterly and as needed.

Communicating Offshore Projects

To ensure continuous access to up-to-date information about the Baltic projects, articles and interviews are published in local and sectoral media. Updates are also regularly shared on dedicated project websites and the main website: [ESG Service](#). A comprehensive [BałtykI23.pl](#) website was also launched in April 2024.

Environment

Number of projects **19**

Number of equipment-related projects **8**

Number of educational projects **10**

Number of projects related to event organization **1**

Engagement in the Life of Local Community Through Offshore Projects

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

In June 2025, the companies took part in a **local picnic in Pełplin** – a town near which the onshore infrastructure for the Baltic projects (including an onshore power station) is being built.

In July, the companies took part in the 668th anniversary of granting municipal rights to Łeba, and in September, the companies participated in the **Harvest Festival of the Redzikowo Commune and Słupsk County** (Swołowo).

In addition, the companies made donations to support the equipping of local community activity centers (youth clubs) in Łeba, Bruskowo Małe (Redzikowo municipality), Duninowo, and Pełplin (Ustka municipality), as well as to improve the playground in Modlinek (Ustka municipality).



Local Content Supporting Events

To present the purchasing requirements of projects and establish contacts with local companies, the Companies organize the so-called 'Supplier Days', introducing Polish subcontractors to the offshore wind market and integrating them into the global supply chain. These events are held in collaboration with key suppliers of components and services for the Baltic projects. Two such events were organized in 2025, including the first event for the Baltic Sea 1 project. **The events attracted several dozen Polish companies interested in partaking in the implementation of these investments.**

Temporary Fishermen Compensation Programme

In 2025, the Companies developed and launched a temporary compensation programme for fishermen in connection with the construction of the Bałtyk 2 and Bałtyk 3 offshore wind farms. In March, July, and September, roadshows were held in selected locations across the Pomerania region to present the program, conduct consultations, and engage in social dialogue. The mechanism is transitional in nature and will be operational throughout the construction period of the offshore wind farms or until the introduction of national legislative solutions applicable to all investors implementing projects in the Polish part of the Baltic Sea. The application submission process and verification of applications have been in progress since September. Ultimately, agreements will be concluded with eligible fishermen, followed by the disbursement of appropriate financial compensations.



Implementation of the Group's Social Engagement Policy: Activities Aimed at Polenergia Group's Employees



Sports and Health

POWER UP! SPORTS CHALLENGE

POWER UP! is a sports challenge for companies, supported by a mobile app provided by the external company Activy Ltd. Launched in 2023 and continued throughout 2024 and 2025, the challenge aims to motivate employees of the Polenergia Group to engage in physical activity, track their steps, and adopt healthy habits, such as commuting to work by bicycle or walking.

All these actions contributed to attainment of a charitable goal, as participants accumulated points, which were then exchanged by the Polenergia Group for a donation of **PLN 30 000**.

In 2025, the donation was made to the **CukierAsy Association** (Stowarzyszenie CukierAsy), an Association of Parents of Children with Diabetes that supports sporting development of children with type 1 diabetes. Apart from the charitable purpose, the challenge also aimed to increase participant engagement and encourage teamwork. The challenge lasted for 3 months, from April to June.



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

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

Due to a high interest in the initiative, we plan to continue it. The next edition will take place in 2026. This year's edition was described in a greater detail at the website: [Final of the 3rd Edition of the Sports Challenge POWER UP!](#)



**Join us and watch the film.
POWER UP 2025**

Content available in Polish only.



Bike Day

On 9 April 2025 employees of the Polenergia Group once again had the **opportunity to use the mobile bike service at the offices in Warsaw and Nowa Sarzyna**. The Bike Day initiative aims to encourage employees to choose bicycles as an eco-friendly means of transportation for commuting to work.



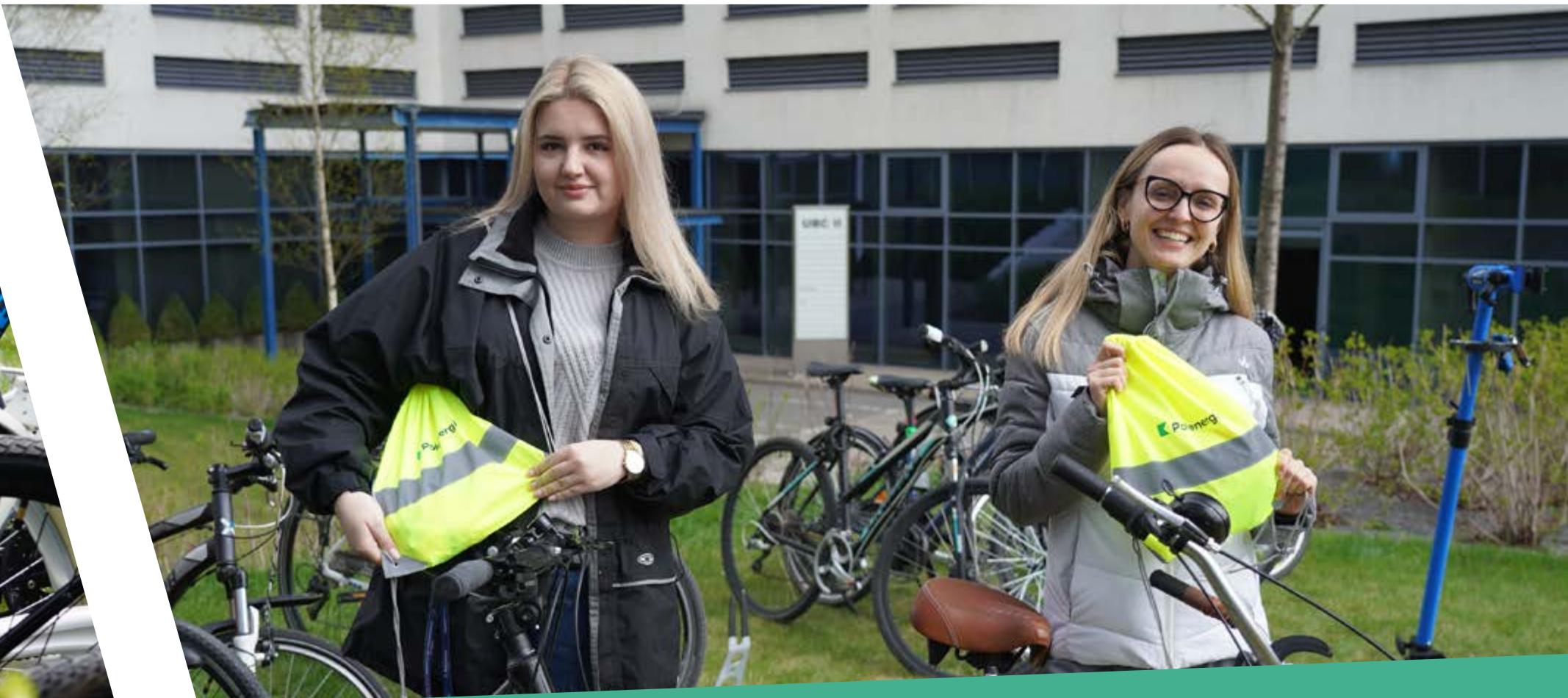
During **Bike Day**, professional bike service technicians provided a thorough bike check-up, which included inspecting the overall condition of the bikes, adjusting gears and brakes, checking bolt connections, lubricating the drivetrain, and checking tire pressure. **The initiative enjoyed tremendous interest and over 70 bikes were serviced as part of Bike Day in 2025.**

Bike Day participants received surprise gifts from the Health and Safety Department, including a highly practical bicycle repair kit, a first-aid kit, and a reflective vest.



Occupational Health and Safety Trainings

Safety of employees and all individuals involved in the Group's projects is a top priority of the Polenergia Group. In 2025, **mandatory OHS training sessions** were held at the Nowa Sarzyna Heat and Power Plant (ENS) for three groups of employees to enhance their skills in using portable firefighting equipment and isolating breathing apparatuses.

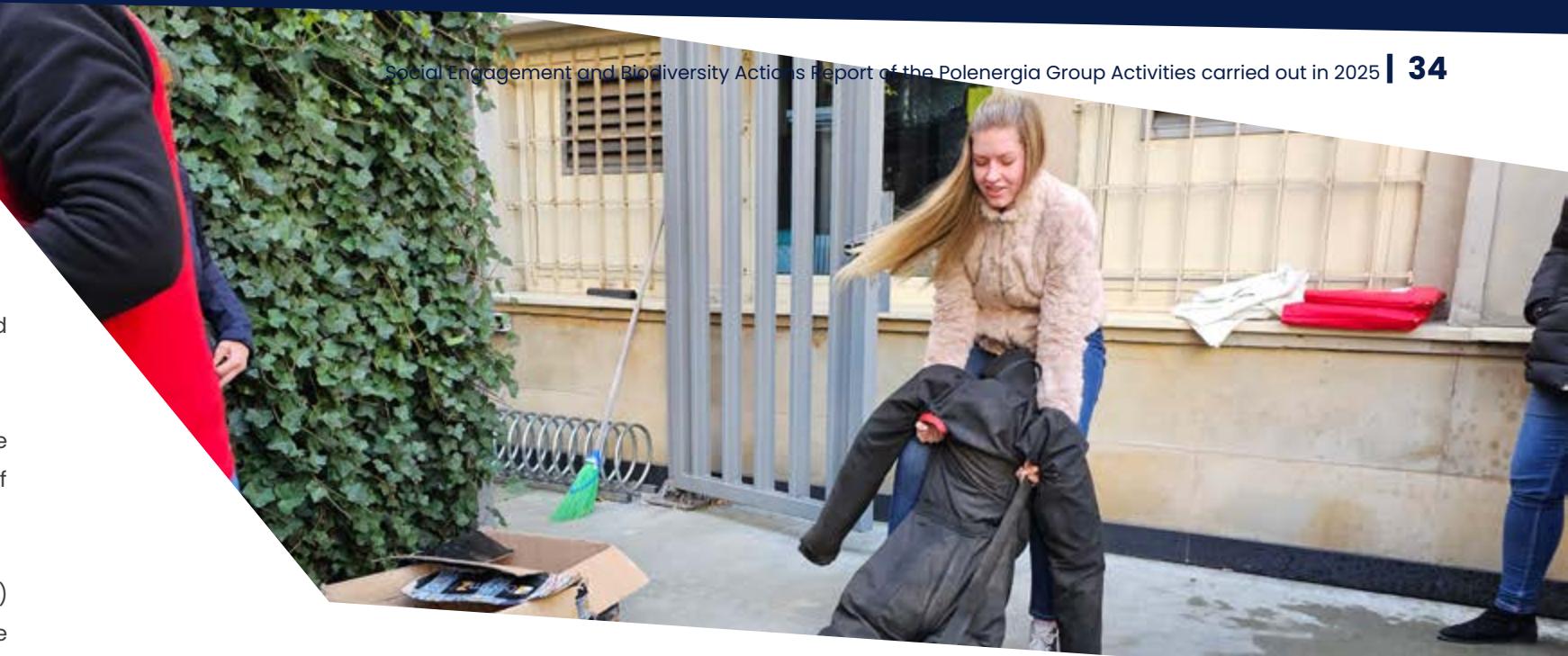
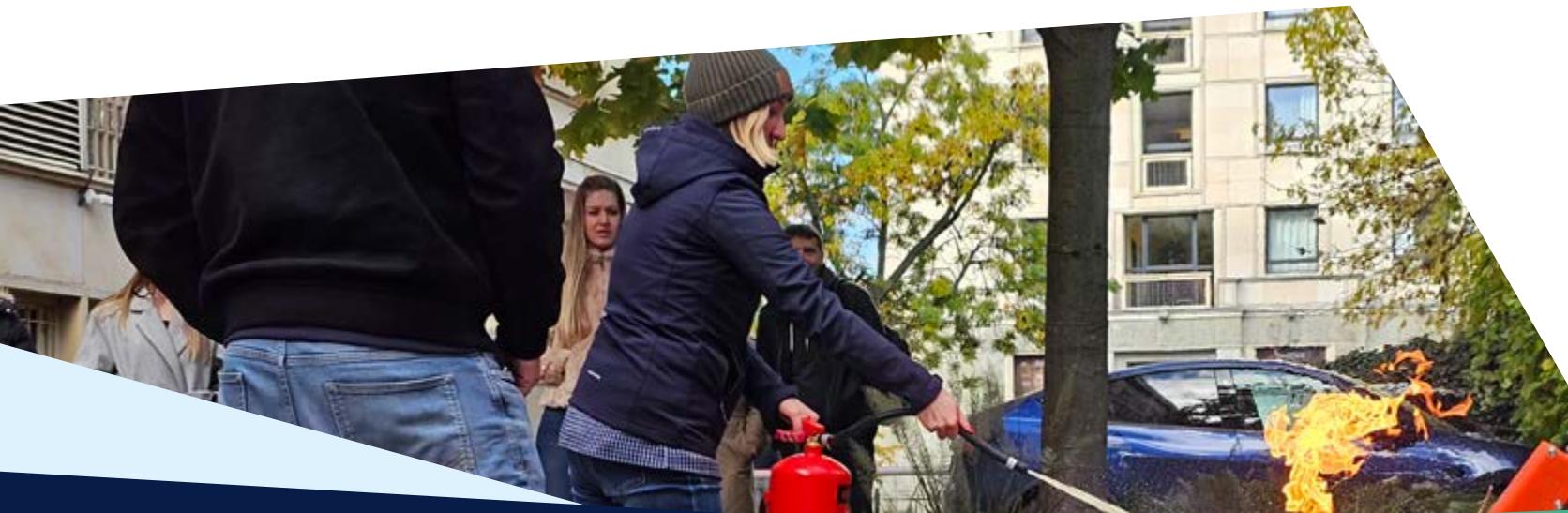




First Aid Webinars and Trainings

In addition to mandatory trainings, Polenergia offers additional first aid courses for all interested employees. These are essential for both office and on-site staff. Each year, Polenergia organizes training on-site sessions and online webinars. The following online trainings were available to all employees:

- **May 2025:** During the webinar '**Your Life May Depend on Your Reaction – Refresh Your Familiarity With First Aid!**' (Życie może zależeć od Twojej reakcji. Odśwież swoją wiedzę na temat pierwszej pomocy!), participants reviewed the basic principles of first aid.
- **June 2025:** The webinar on '**Safe Summer: How to Avoid Holiday Hazards**' (Bezpieczne lato. Jak uniknąć wakacyjnych zagrożeń?) raised participants' awareness of safety rules during summer leisure activities. The session covered, among other topics, the prevention of heat stroke, avoiding rip currents while swimming, appropriate responses when encountering a bear, and safe behaviour in the mountains during thunderstorms.
- **October 2025:** The webinar on '**Small Bodies, Big Challenges – First Aid Training for Children and Infants**' (Małe ciało, wielkie wyzwania – szkolenia z pierwszej pomocy dzieciom i niemowlętom) focused on providing first aid to children in life-threatening situations. Participants learned about the key differences between administering first aid to adults and to infants and children, which require different procedures.
- **December 2025:** The webinar on '**Holiday and New Year's First Aid and Updates to Guidelines for the Coming Year**' (Świąteczno-sylwestrowa Pierwsza Pomoc i zmiany w wytycznych na kolejny rok) addressed first aid in life-threatening situations during the holiday season. Topics included responses to falls from height, alcohol-related injuries, and injuries caused by fireworks.



In addition, employees had the opportunity to participate in classroom training courses:

- **May 2025: An on-site first aid training session** was held two times in May. During the training, participants acquired practical first aid skills, including proper wound dressing, performing cardiopulmonary resuscitation (CPR) on adult and child manikins, and appropriate response to burns and various types of injuries.
- **October 2025** – During **the on-site fire safety training**, participants became familiar with key fire safety regulations and principles, evacuation procedures, and appropriate actions in the event of a fire or other hazards. The training also included a practical component, covering the use of portable fire-fighting equipment and selected fire safety devices. The training was held two times to accommodate a larger number of participants.

First aid training sessions were also organized in October and November for employees of Polenergia's Nowa Sarzyna Heat and Power Plant. The training was conducted five times to ensure that the largest possible number of employees could participate.



Diversity and Equal Opportunities

Policy of Diversity, Equality, and Inclusion of the Polenergia Group

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

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

The Policy is available at: [Diversity, equality, and inclusion policy at Polenergia Group](#).



In April 2025, a Diversity Committee was set up, comprising employees from various companies within the Polenergia Group. Its purpose is to develop proposals for initiatives and actions that foster an open, diverse, and inclusive work environment. The Committee strives to create a workplace where everyone is treated equally and with respect, regardless of their personal attributes or background.

WORKSHOPS AND WEBINARS

As part of the '**Energy of Diversity**' (Energia Różnorodności) project, Polenergia Group organized a series of webinars dedicated to key topics in diversity and inclusion in the workplace. During the session on neurodiversity, participants learned about effective communication within diverse teams, adapting collaboration styles to individual needs, and creating an environment that leverages the strengths of each team member.

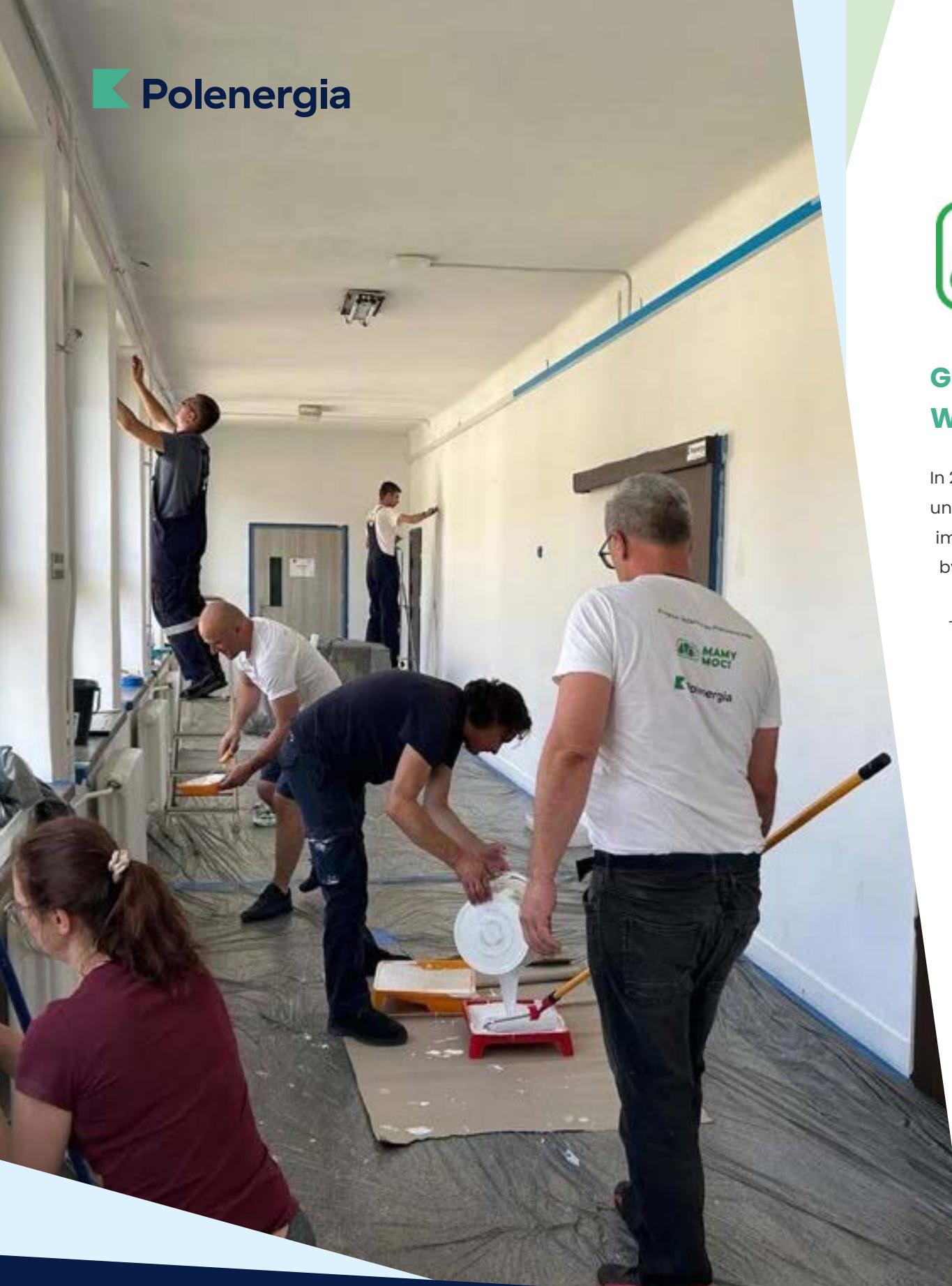
During the successive webinar, the focus was on **intergenerational differences in teamwork**, highlighting ways to harness generational diversity to enhance collaboration and strengthen relationships within teams. The session on supporting working parents addressed the challenges employees face at different stages of their professional and family life.

The webinar on inclusive communication covered topics related to brain function and conscious management of cognitive processes, emphasizing the importance of utilizing the space between stimulus and response.

The series concluded with a **session on international collaboration, conducted with a focus on psychological safety and inclusivity**. Participants explored methods for consciously considering diverse perspectives and work styles, fostering an open mindset, and identifying the needs of others.

In 2025, Polenergia also launched a **series of webinars on change management**, addressing the emergence of change and helping participants understand the emotions that accompany change.

Additionally, in 2025, Polenergia initiated a **series of Insights Discovery workshops** aimed at understanding personal communication styles, recognizing behavioural preferences, and developing collaboration and conflict resolution skills. During the workshops, participants learned to identify the communication styles of their colleagues and counterparts. The workshops will be continued next year, with the goal of including all employees by the end of 2026. This initiative will further contribute to an open and inclusive workplace culture.



Grant Competition for Volunteering in the WE HAVE THE POWER! Programme

In 2024, the Polenergia Group implemented a new **grant programme of employee volunteering** under the name **WE HAVE THE POWER!** (MAMY MOC!). As part of this programme volunteers implement projects for social organizations of their choice with financial support provided by Polenergia.

The second edition of the programme took place in 2025. A total of **11 applications** were submitted, of which **10 received funding for completion of social and environmental projects**. The engagement of employees enabled the implementation of numerous initiatives bringing tangible benefits to local communities and their surroundings. As part of these projects, renovation works were carried out, common leisure spaces were greened, animal enclosures were refurbished, and workshops and integration activities were organized for adults with intellectual disabilities. Thanks to the dedication of the volunteers, a variety of initiatives that significantly improved the quality of life for the beneficiaries have been completed.

The **WE HAVE THE POWER!** programme not only supports selected organizations but also **fosters the development of Polenergia Group employees' potential**. Participation in volunteer initiatives provides an opportunity to develop leadership skills, build teams, and actively contribute to supporting people in crisis, individuals with disabilities, and animal welfare.

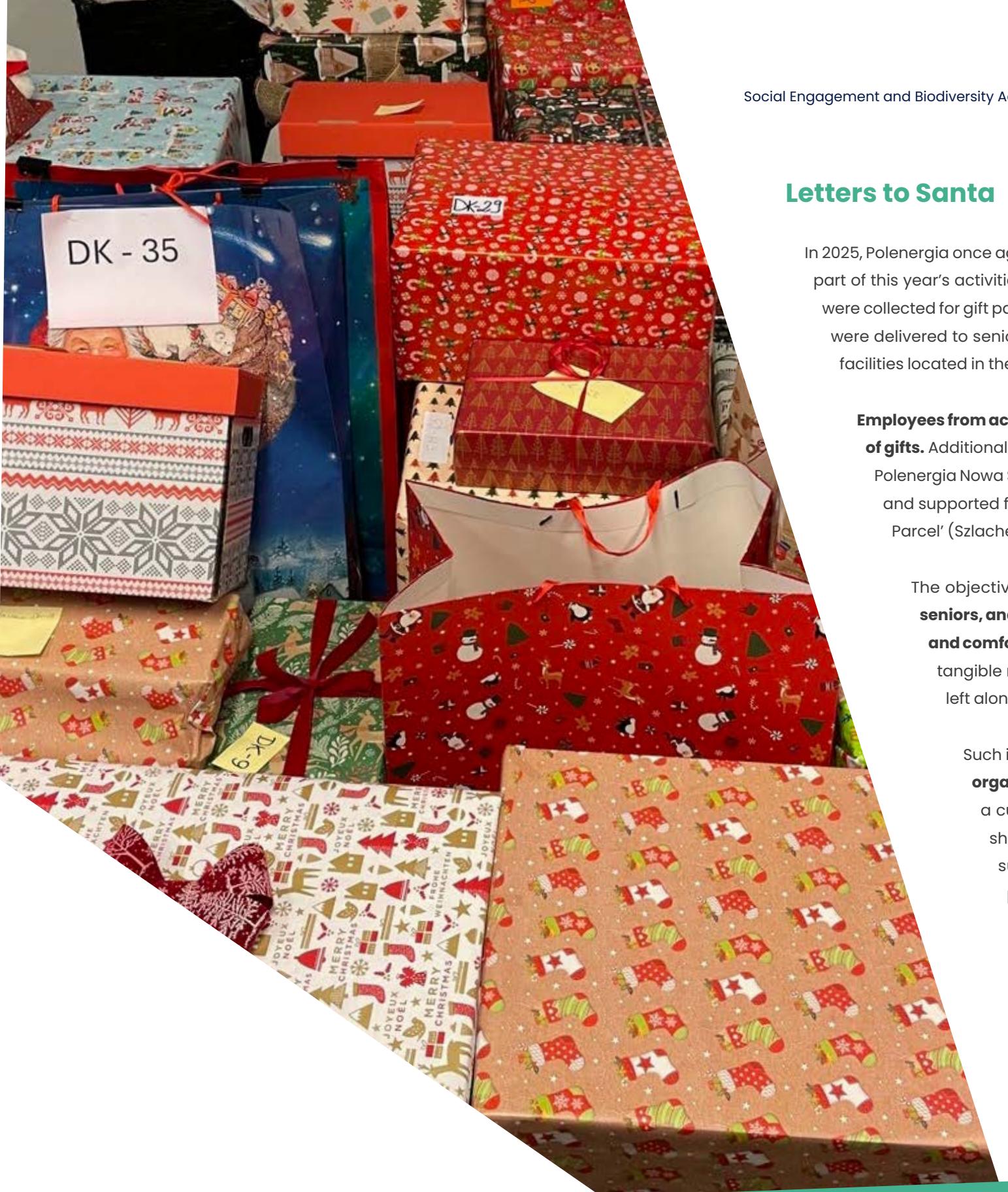
The first edition of the programme was described on the Polenergia Group ESG website: [WE HAVE THE POWER! at Polenergia - ESG Service](#).





Climatic Reading. Books on Diversity

Polenergia's offices in Warsaw and Nowa Sarzyna feature **company libraries**, set up in 2023 as part of the Climatic Reading initiative. Initially, these libraries originally focused solely on **books about nature and climate**. In 2024, the book collection was expanded to include titles addressing **diversity and equal opportunities**. In 2025, the libraries were further enriched with current publications in these thematic areas.



Letters to Santa

In 2025, Polenergia once again organized **Christmas season's support for those in need**. As part of this year's activities, food items, textiles, electronics, and rehabilitation equipment were collected for gift packages as part of the '**Letters to Santa**' campaign. The packages were delivered to senior citizens as well as people with disabilities living in senior care facilities located in the vicinity of Polenergia's project sites.

Employees from across the Polenergia Group actively participated in the collection of gifts. Additional initiatives were carried out by the teams at Polenergia Obrót and Polenergia Nowa Sarzyna Heat and Power Plant, who organized their own collections and supported families from different regions of the country as part of the '**Noble Parcel**' (Szlachetna Paczka) program.

The objective of all these gift collections was to **enable selected families, seniors, and people with disabilities to spend Christmas in a safe, peaceful, and comfortable way**. Polenergia successfully achieved this goal, providing tangible material support while ensuring that recipients felt they were not left alone.

Such initiatives bring **benefits not only to the recipients but also to the organization** as a whole, strengthening social engagement, fostering a culture of collaboration and empathy, and uniting teams around shared values. These are concrete actions that demonstrate real support for local communities and directly improve the lives of people in need.



Education and Culture

A Zoom on ESG

'A ZOOM ON ESG' (ESG pod LUPA) is an educational cycle addressed to employees of the Polenergia Group, during which the ESG Team introduces the **key issues related to responsible business practices**. The cycle covers areas related to environmental protection, social responsibility, and corporate governance, addressing the Group's current activities in these areas.

Four meetings with over 100 participants attending were held in 2025.

The webinars covered the following topics:

1. **Introduction to ESG** – a summary of the 2024 ESG Report and the Social Engagement and Biodiversity Activities Report;
2. **Review of the implementation of the current ESG strategy**, results of the double materiality assessment, and objectives of the new ESG Strategy for 2025–2030, with a perspective extending to 2035;
3. **Greenwashing** – how to communicate the company's activities responsibly;
4. **Decarbonization** in practice as a means of building competitive advantage.



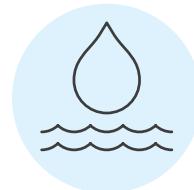
Readers' Contest

Employees of the Polenergia Group are encouraged to read **books covering the topics of nature, climate, and diversity**. The aim of this initiative is both to develop environmental awareness and to promote values related to openness and equal opportunities.

Yet another edition of the reading contest was organised for employees of the Polenergia Group in November. The task was to prepare a summary of any book relating to nature, climate, or diversity-related topics. Among the most frequently chosen subjects were the those involving lives of wolves, bees, and trees. All the submitted works were of a very high standard, and participants expressed a strong interest in taking part in future reading contests.



Environment



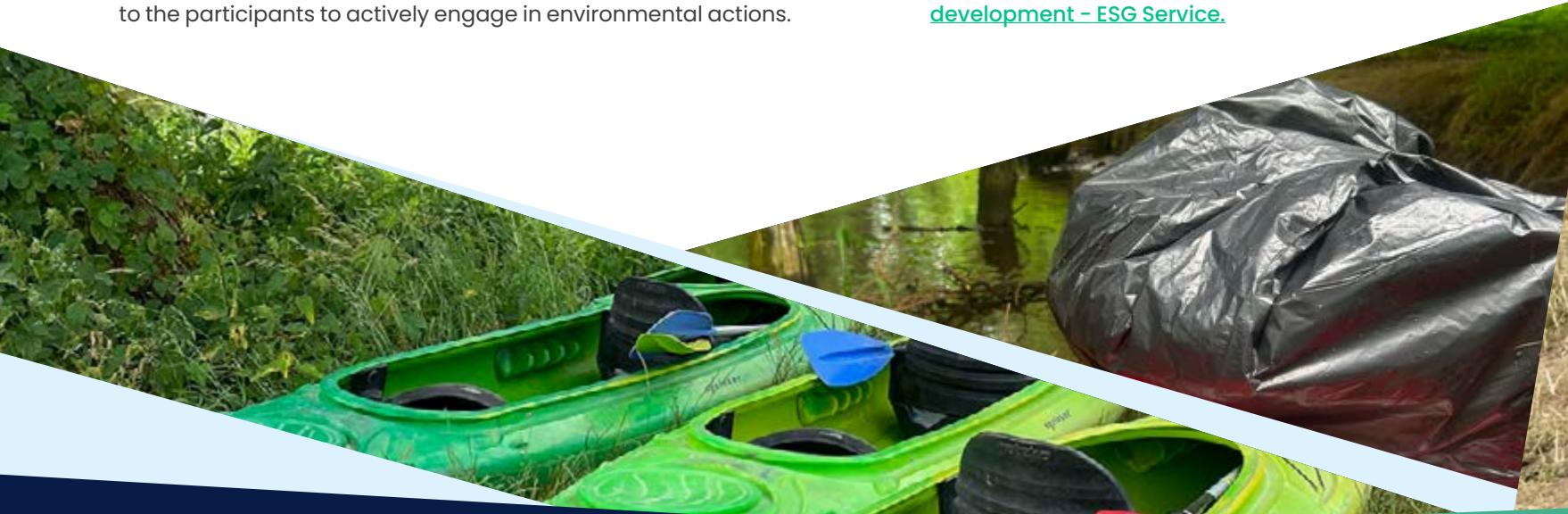
Eco Rafting

Two events were organized in 2025 as part of the Polenergia Group's employee volunteering programme WE HAVE THE POWER!, with the aim to **protect rivers and aquatic ecosystems**.

The first Eco Rafting took place on 6 June on the Trzebońska River near the Nowa Sarzyna Combined Heat and Power Plant, while the second event was organized on 28 June on the picturesque Liwiec River. Nearly **90 volunteers** participated in both initiatives and collectively cleaned up approximately **240 kg of waste**, which was subsequently handed over to the appropriate bodies for proper disposal. These activities not only contributed to the protection of local rivers but also offered an opportunity to the participants to actively engage in environmental actions.

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

Due to a high interest in the rafting clean-ups and the positive environmental impact of the initiative, the Eco Rafting initiatives will be continued in future seasons. **Eco Rafting events have been described in a greater detail on the Polenergia Group ESG website: [River clean-up – Eco rafting in Polenergia Group in the spirit of sustainable development – ESG Service.](#)**



Actions in Support of Biodiversity: Best Practices

In alignment with the objective of the Group's ESG Strategy to develop a robust due care system for biodiversity, Polenergia has developed the **Biodiversity Strategy of the Polenergia Group** which is consistent with the EU Biodiversity Strategy for 2030. The Biodiversity Strategy was adopted in March 2024 alongside the **Environmental and Social Policy**. This policy aims to establish a cohesive approach to managing Polenergia Group's impact on both the environment and society. The policy also sets out actions aimed at protecting and restoring the health of natural ecosystems, with a particular focus on biodiversity.

In addition, in 2025, the Polenergia Group adopted an **Environmental and Social Management System**. Based on its best practices, the Group assesses and mitigates the impacts associated with the implementation of its projects and, following good practices, implements solutions that support local biodiversity at every stage of project execution. The Group also carries out educational initiatives and local support projects for nature conservation, which are described in this report in the chapter on **Implementation of the Polenergia Group's Social Engagement Policy – Local Activities for Onshore Projects under the subchapters on Education and Culture and Environment**.

The diagram below presents the key documents that reflect the due diligence and best standards in the Polenergia Group's approach to creating a positive environmental impact while minimizing its negative environmental footprint:



The Polenergia Group places a strong emphasis on **environmental protection during the planning and implementation of its projects**. The selection of project locations is preceded by environmental analyses and pre-construction monitoring of birds and bats for wind farms, as well as comprehensive biodiversity inventories for all projects under development.

Environmental surveillance is conducted during construction phase by experienced biologists with many years of expertise. Environmental surveillance is the basis for projects tailored to the local conditions, projects aimed at supporting and restoring local biodiversity, including meadow ecosystems.

By integrating these measures, Polenergia's projects align with local environmental and ecological conditions, fostering the development of native plant and animal species identified by naturalists.

During the operational phase, wind farms are subject to multi-year monitoring of birds and bats, and post-construction biodiversity inventories are conducted for photovoltaic farms.

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

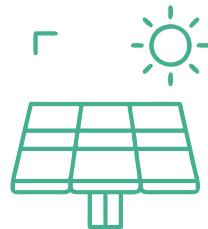
Phase I: Pre-Development

Wind farms



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

Photovoltaic farms



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

The development phase covers:

Phase II: Construction



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

Post-Development phase covers:

Phase III: Post-Development

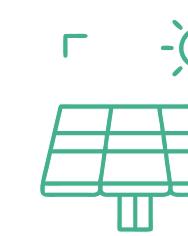
Wind farms



- 1. Development and implementation of biodiversity measures** in the vicinity of the wind farm.
- 2. Post-construction monitoring of birds and bats** for at least three years during the first five years of operation.
- 3. Biodiversity activities arising from the Biodiversity Management Plan** or environmental permit, such as sowing grasses and meadows, planting shrubs, installing nesting boxes, or constructing stone piles.

Phase III: Post-Development

Photovoltaic farms:



- 1. Post-construction ecological inventory** (at least one year after completion of the construction), including an assessment of biodiversity status.
- 2. Biodiversity measures** under the Biodiversity Management Plan or environmental permit, such as sowing grasses and meadows, planting shrubs, installing nesting boxes, or constructing stone piles.



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



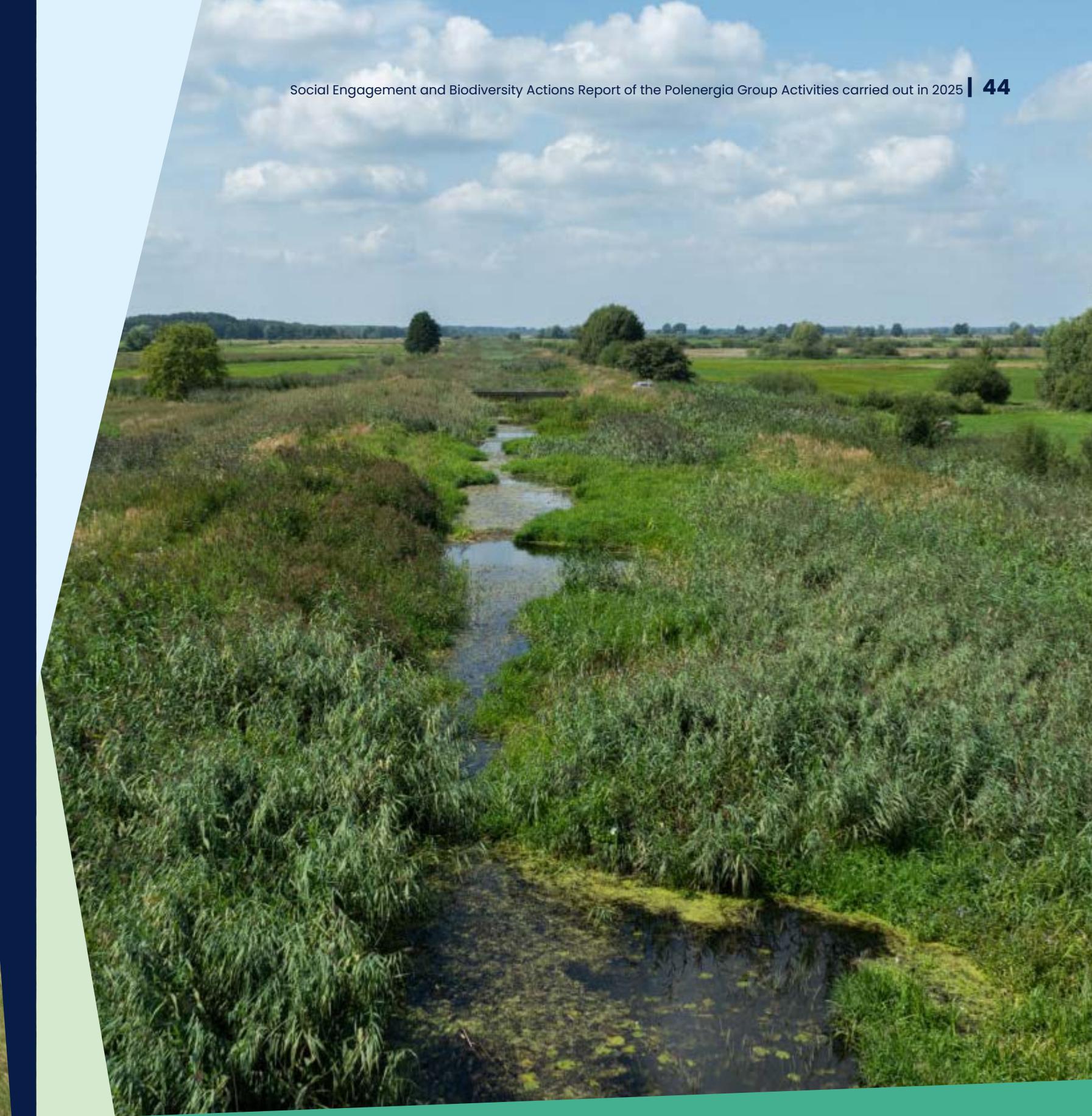
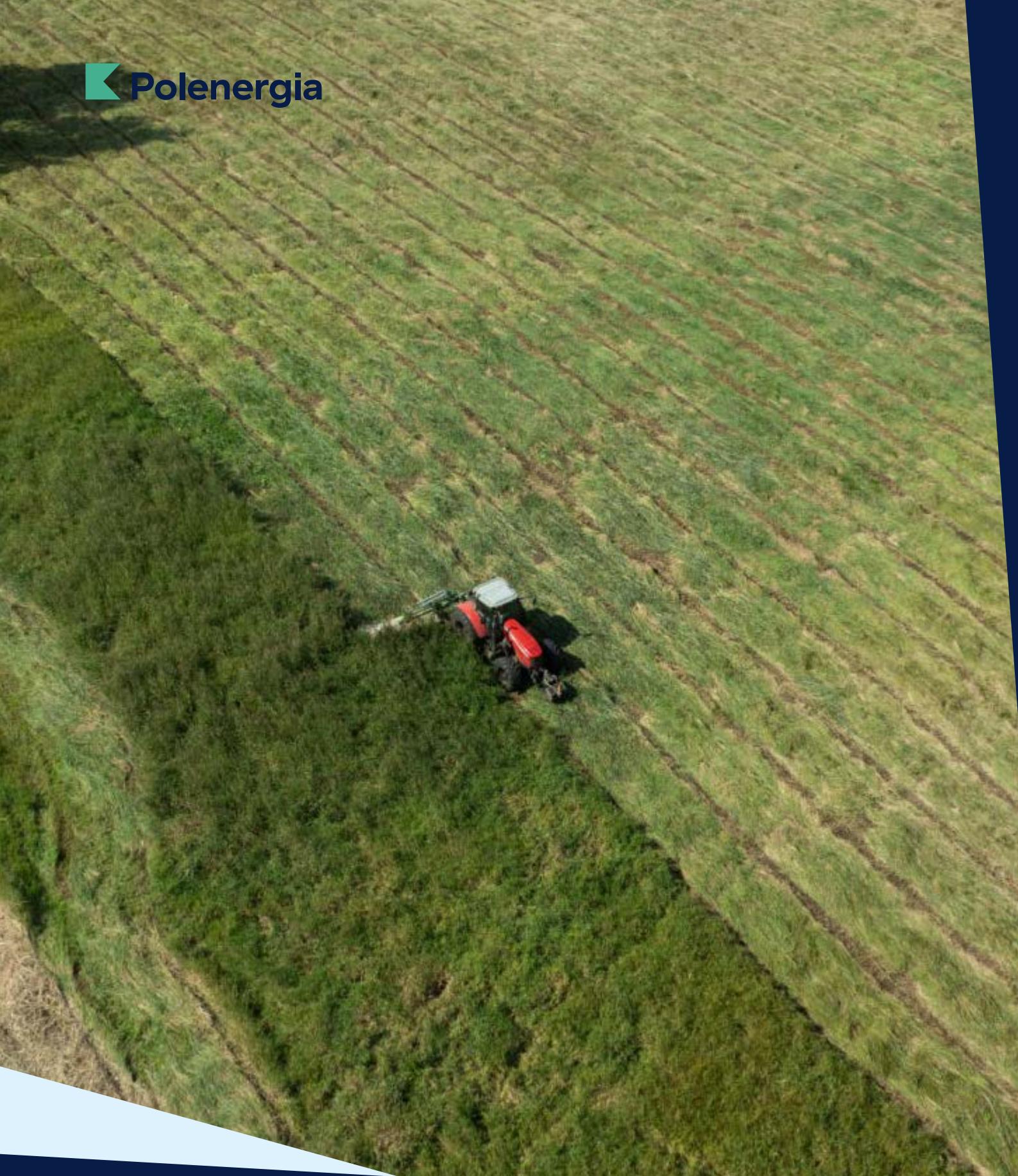
Mowing in the Przemkowski Landscape Park within the area of the Szprotawa Photovoltaic Farm

In line with best practices, the Polenergia Group conducts investment **pre-development monitoring and full nature protection surveillance** for the site of each construction project to minimize environmental impacts.

As part of activities supporting the protection of biological diversity in the area of the Szprotawa Photovoltaic Farm, **30 hectares of meadows and reedbeds in the Przemkowski Landscape Park** were mown in August 2025.

The work was carried out in the area of the **Przemkowskie swamp** (Przemkowskie Bagno) ecological utility site. The mowing took place in the summer as part of local engagement by Polenergia and TELE-FONIKA Kable while commissioning the new Szprotawa Photovoltaic Farm. The initiative was implemented in cooperation with the Lower Silesian Landscape Parks Team and a local farm.

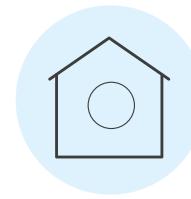
The purpose of the mowing was to maintain the proper condition of habitats and protect valuable species. Regular mowing prevents excessive spread of shrubs and the formation of homogeneous habitats. It also helps preserve a rich and diverse meadow vegetation, which serves as important breeding grounds for many bird species.





Wildflower Meadow at the Szprotawa Photovoltaic Farm

In 2025, the area between the photovoltaic panels at the Szprotawa Photovoltaic Farm was sown with a mixture of meadow plants. The established wildflower meadow is intended to provide suitable habitats for pollinating insects, enhance biodiversity, and naturally strengthen the ecosystem surrounding the photovoltaic installation.



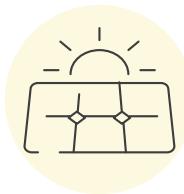
Nesting Birdhouses at the Site of the Strzelino Photovoltaic Farm

In the vicinity of the Farm, **10 nesting sites have been created** for bird species identified during environmental surveillance: **4 baskets for long-eared owls, 4 nesting boxes for kestrels, and 2 boxes for barn owls**. These boxes were installed in 2024 near the Strzelino Photovoltaic Farm. Maintenance works of the nesting sites are scheduled before the start of the nesting season in 2026.

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



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



Measures Undertaken During the Construction Phase of the Rajkowy Photovoltaic Farm

Before commencing construction works at the Rajkowy Photovoltaic Farm, a **Coordination Meeting** was held in August 2025. The meeting was attended by representatives of the Polenergia Group from the Department for Environmental Protection and Sustainable Development, Occupational Health and Safety, Operations, and Onshore Development and Construction, as well as by representatives of the Contract Engineer and the General Contractor. Representatives of the Environmental Protection and Sustainable Development Department outlined the requirements under the applicable legal regulations, the environmental decision issued for the investment project, and non-regulatory commitments, including requirements imposed by financial institutions, Polenergia Group's Partners, and the Group's internal regulations such as the **Sustainable Development Strategy 2025–2030 with a long-term ambition towards 2035, the Environmental and Social Policy, the Social Engagement Policy, the Social Communication Plan, the Complaints and Requests Procedure, the Biodiversity Strategy, and the Code of Ethics**. In addition, an **Environmental and Social Action Plan (ESAP)** was developed for this investment project and appended to the General Contractor agreement.

In line with Polenergia Group's good practices, environmental surveillance is carried out throughout the construction phase to protect nature and **minimise the environmental impact** of the investment. The surveillance ensures compliance

with applicable regulations, enables prompt responses to environmental risks, and identifies mitigation measures that can be implemented during the construction process. Upon completion of the surveillance, the contractor provides recommendations for additional active conservation measures, tailored to the conditions at the specific site and its surroundings, with the aim to enhance its local biodiversity.

Furthermore, a **pre-construction environmental inventory** was taken at the area of the Photovoltaic Farm between September 2024 and March 2025, allowing for a comprehensive assessment of the site's biodiversity. This will enable comparing the environmental status after the construction phase with baseline conditions and the results of the impact assessment, taking into account mitigation measures implemented during construction works.

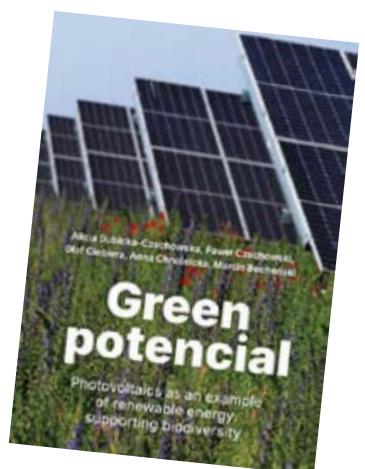
The environmental supervision contractor is also preparing a **Biodiversity Management Plan (BMP)** for the Rajkowy Photovoltaic Farm. This plan constitutes a pilot project within the Polenergia Group and aims to define site-specific conservation and biodiversity enhancement measures for the project area and its surroundings. The BMP will be the basis for preparation of a detailed action plan, including technical guidelines, an implementation schedule, and performance indicators to assess the long-term ecological effectiveness of the undertaken measures.



Sulechów Photovoltaic Farm – Publication and Continued Research

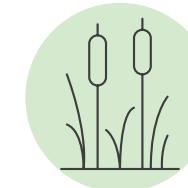
At the beginning of 2025, the Polenergia Group and the University of Zielona Góra jointly published a scientific monograph dedicated to the environmental footprint of photovoltaic farms. The book entitled '[Green Potential: Photovoltaics as an Example of Renewable Energy Supporting Biodiversity](#)' presents the results of research conducted by scientists from the University of Zielona Góra and the League for Nature Conservation (Liga Ochrony Przyrody), carried out at the Polenergia Photovoltaic Farm Complex in Sulechów.

The publication presents the findings of studies conducted in areas free from photovoltaic panels, where a 50-hectare flowering pasture meadow has been grown. The published research confirmed the presence of numerous protected plant and animal species, as well as the rapid development of ecological interdependencies between them. Such development of biodiversity has been made possible through long-term, deliberate changes in project management practices implemented consistently over the years. It is also the outcome of the development and implementation of the Group's internal policies and strategies, including the **Biodiversity Strategy and the Environmental and Social Policy of the Polenergia Group**.



In 2025, scientists from the University of Zielona Góra continued their research focusing on bats and invertebrates. Ongoing field observations led to the identification of additional bee species previously not seen in the area, as well as new nesting sites, indicating the continued development of local biodiversity. The **insect hotel** located at the photovoltaic farm also attracted new residents. Initially inhabited solely by the **red mason bee (Osmia bicornis)**, from 2025 it has also been increasingly occupied by the **Heriades resin bee (Heriades truncorum)** and **Little Dark Bee (Stelis breviuscula)**.

Further research is planned for 2026 in order to continue exploring and monitoring the biodiversity of the Sulechów Photovoltaic Farm Complex.



Puck Wind Farm– Newly Sown Meadow

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

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

In April 2025, a selectively chosen mix of plant species was sown to create a **6.75-hectare fresh meadow at the Puck Wind Farm**. The seed mix included species naturally occurring in the Gdańsk Pomerania region, both native and well-established. This mix, combined with spontaneously growing meadow species, was aimed

to partially restore the plants naturally characteristic of this region. Ultimately, the meadow is intended to correspond to the habitat 6510 – ‘Lowland and Mountain Meadows, Extensively Used (Arrhenatherion elatioris)’, **thereby creating and maintaining a habitat that is increasingly rare across many European regions.** This will contribute positively to the preservation of local plant species diversity.

The sowing was preceded by necessary agrotechnical works to prepare the soil and remove crop residues left by the previous landowner. Subsequently, in accordance with expertise provided by the University of Gdańsk, the plot has been mown twice.



Meadow Harrier Conservation – Wrap-Up of the 2025 Season

The 2025 season of the Meadow Harrier Active Protection Programme led by the Environmental Protection and Sustainable Growth Department of Polenergia brought further successes in the efforts to protect this remarkable bird of prey. In the areas of the Łukaszów, Modlikowice, Grabowo, Dębsk and Kostomłoty Wind Farms, ornithologists identified **11 Meadow's harrier nests** located in agricultural fields and meadows. Of these, 6 nests have been secured against predators and agricultural machinery. These efforts yielded results of **11 chicks that have been ringed**, thus enabling future monitoring of their migration and life history.

In addition, feedback was obtained from rings placed on three harriers in previous years. A male from the Modlikowice Wind Farm, ringed in 2023, returned to the same breeding territory. A harrier ringed in 2018 was seen in Germany as a nesting bird, approximately 500 km from its place of hatching. Meanwhile, a male ringed in 2019 was recorded 170 km from its hatching site, in the Greater Poland Voivodeship. These observations confirm the effectiveness of the conservation measures implemented and indicate a positive impact of the programme on the species' population.



EDUCATIONAL ACTIVITIES

As part of educational initiatives, **two films are planned to be shot**: one focusing on the Meadow harrier and the other on the white stork. Their purpose is to familiarise children, adults, and seniors with the life of these species, showcasing their daily behaviours, challenges, and the importance of environmental protection. The films will support the development of ecological awareness, enhance understanding of the role of individual species within the ecosystem, and inspire actions that promote biodiversity.



BIODIVERSITY CONSERVATION MEASURES

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



NATURAL REGULATION OF RODENT POPULATIONS

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



COLLABORATION FOR THE FUTURE

The Meadow Harrier Active Protection Programme aligns with the **15th United Nations Sustainable Development Goal**, which addresses the conservation of land ecosystems and combating biodiversity loss. The programme is also a product of effective collaboration between Polenergia, ornithologists, farmers, and environmental organizations. Through joint efforts, it has been possible to take meaningful action to protect key species, making a tangible impact on preserving valuable ecosystems. The successes achieved during the 2025 season lay a strong foundation for the continuation and further development of the programme in the future.

For more information visit the Group's website: [Meadow Harrier Conservation. Summary of the 2025 season.](#)

QUANTITATIVE HIGHLIGHTS OF THE 2025 MEADOW HARRIER ACTIVE PROTECTION PROGRAMME

| | Nests found | Nests secured with a mesh net | Ringed chicks |
|---|--------------------|--|----------------------|
| The area of Modlikowice and Łukaszów Wind Farms | 5 | 2 | 11 |
| The area of Kostomłoty Wind Farm | 6 | 4 | 9 |
| The area of Dębsk Wind Farm | 7 | 0 | 0 |
| The area of Grabowo Wind Farm | 1 | 1 | 0 |
| Total: | 19 | 7 | 20 |

In the area of the Dębsk Wind Farm, nests have not been covered with protective netting because agricultural work during the harvest was delayed by rain and did not pose a threat to the nests. Consequently, there was no need to implement additional protective measures.

Since the launch of the Meadow harrier conservation programme in 2014, **a total of 169 chicks have been protected**. As part of the program, nests have been fenced with netting, chicks have been ringed, and other tailored conservation measures have been implemented.





02

2026 Action Plan



Actions for Local Communities

In 2026, the Polenergia Group will continue to implement its Social Engagement Policy in the areas where it develops and operates its projects. As in previous years, Polenergia's community engagement will be continued in four categories, that is:

- sports and health;
- diversity and equal opportunities;
- education and culture;
- and environment.

Meetings with municipal authorities and representatives of actively operating local organisations will be continued. **Group representatives plan to participate in important municipal events** and support the organisation of educational tasks, among others, as part of Bee Day or at '**Play Green with Us!**'® eco-stands. Polenergia will keep on supporting trainings of local fire brigades and equipping selected units with the necessary emergency and rescue equipment.

In 2026, Polenergia will continue to implement the '**Play Green with Us!**'® programme in primary schools and preschools that have declared to be conducting climate education. Lessons will also be organised in cooperation with secondary schools that have been under Polenergia's patronage.

Partnerships will also be pursued to develop the energy sector's future talents, including working with the Lesław Paga Foundation and further cooperation with the University of Gdańsk and the Warsaw University of Technology.



Actions for Employees of the Polenergia Group

Projects that have proven successful in previous years will be continued in 2026, with both female and male employees actively engaged in new initiatives. In the area of education and culture, the '**A Zoom on ESG**' educational series will certainly be continued. The initiative familiarises employees with key topics related to responsible business conduct, with particular emphasis on the company's impact on its surroundings, especially on people and the natural environment. Furthermore, **reading competitions** for employees will be organized.

In the sports and health category, **BikeDay** is planned for spring of 2026. As part of this event, mobile bicycle service will be made available to all those who commute to the office by bike that day. The next, fourth edition of the **POWER UP!** sports challenge will take place during the period between April and June 2026. Furthermore, webinars on physical or mental health will be organised and a range of onsite and remote training courses on health and safety and first aid will be held.

In the area of diversity and equal opportunities, webinars focused on workplace diversity and leveraging differences within teams will once again be held. The third edition of the **WE HAVE THE POWER!** volunteer **grant programme** will also be announced. In the final quarter of 2026, **in-kind donation drives will again be organized to support families in need, seniors, and people with disabilities.**

In the environment category, **Eco Rafting**, that is canoeing combined with river clean-up activities, is on the schedule again in 2026. These events were very popular with employees and their families in 2024 and 2025. In addition, a **nature walk** will also be organized in 2026, during which employees and their families will have the opportunity to discover the richness of biodiversity in a selected area. The walk will be led by naturalists, who will share their knowledge in an accessible way and encourage participants to explore nature further in the future.



Actions for Biodiversity

In 2026, the Polenergia Group will proceed to implement the successive steps of its Biodiversity Strategy. Furthermore, in accordance with internal procedures, guidelines, and regulations, the Group will carry out **nature monitoring at wind farms and photovoltaic farms**. It will also actively support local communities' biodiversity activities such as **planting, sowing meadows and assisting in the removal of invasive plant species**.

In addition, with regard to the **Meadow Harrier Active Protection Programme**, analyses will be conducted to assess the feasibility of expanding the programme to cover additional Polenergia Group projects. Expanding the scope of this initiative could bring additional environmental benefits, such as an increase in populations of predators that naturally regulate rodent numbers.

Research will continue at the Sulechów Photovoltaic Farm Complex to further understand the processes enhancing biodiversity in this area. **Maintenance of nesting boxes** located at the Strzelino Photovoltaic Farm is also planned, preparing them for occupancy by bird species observed in the vicinity. In addition, a post-construction environmental inventory is planned to evaluate the impact of activities carried out near the Strzelino Photovoltaic Farm on the biodiversity of the site.

Executive Summary

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

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

At the same time, supporting local community initiatives allows Polenergia to build **dialogue with stakeholders** who increasingly expect companies to take solid actions to protect the climate and improve the quality of life. Thoughtfully designed projects, consultations with residents, and collaboration with social organizations ensure that implemented solutions are long-term and respond to the real needs of the surrounding environment.

A key area of Polenergia's activities is education – both in environmental protection and in the generation and responsible use of energy. Educational programs, workshops, and lessons in schools and kindergartens help raise social awareness and foster responsible attitudes among the younger generation.

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

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

