



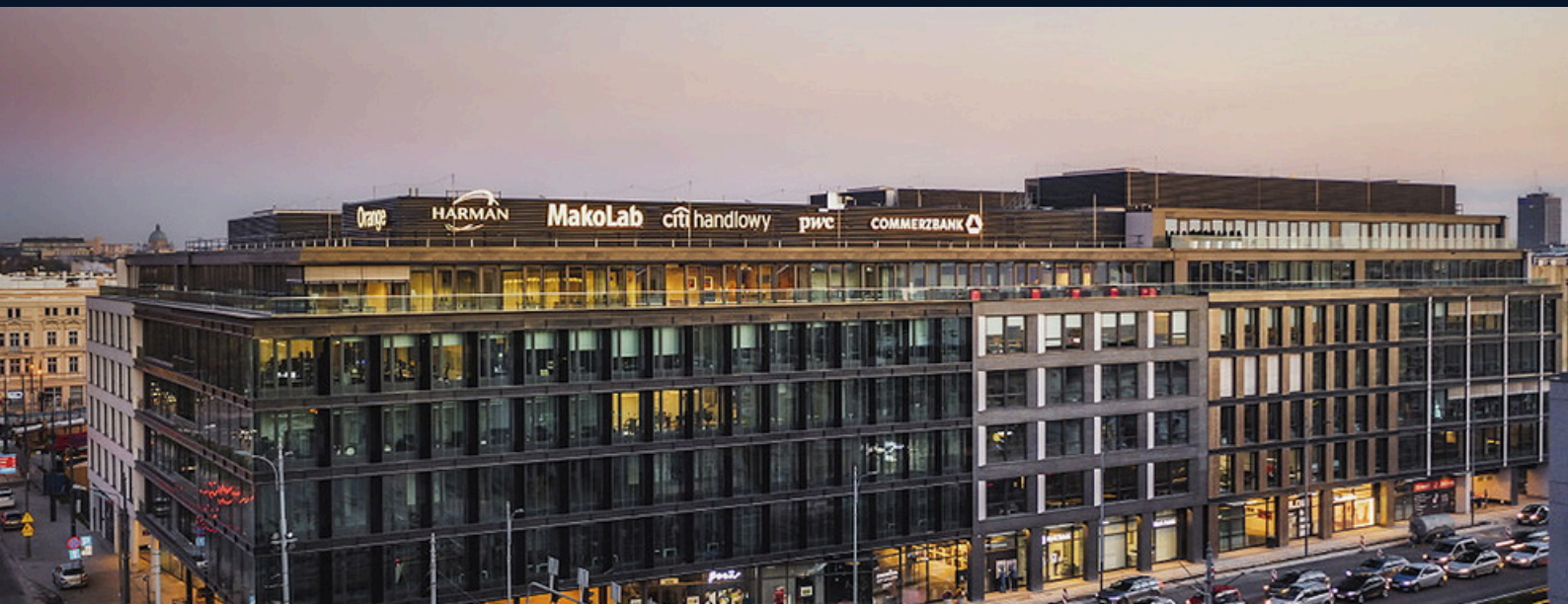
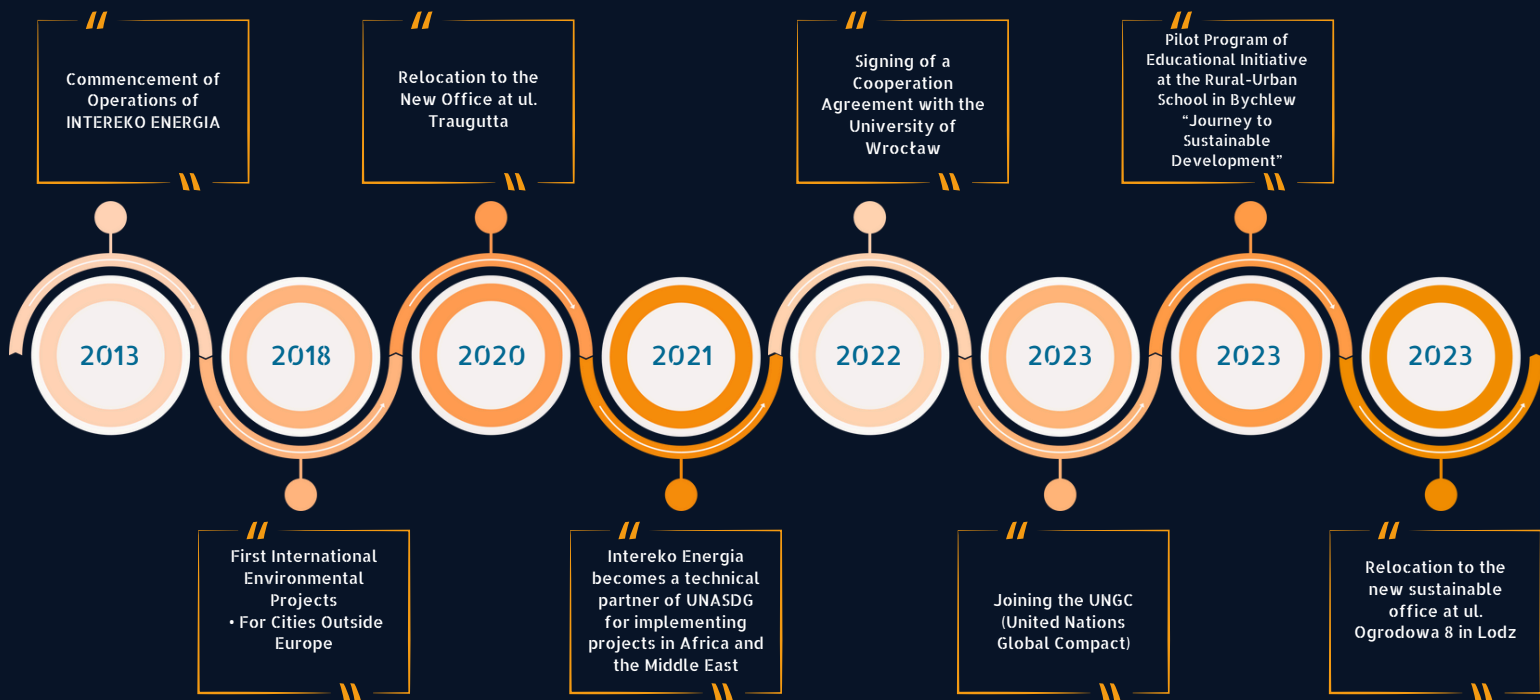
Intereko Energia

NON-FINANCIAL REPORT FOR THE YEAR 2023

**Intereko Energia Sp. z o.o.
Lodz 2024**

Our History - Intereko Energia

Intereko Energia sp. z o.o., registered under Polish law (VAT number: PL7282794290) with its main office at ul. Ogrodowa 8, Łódź 91-062, Poland, has been operating since 2013 and provides comprehensive, tailored solutions in the field of waste management and other environmental issues. Intereko Energia's highly efficient work, innovative technologies, and customer-oriented approach to solving waste problems have been recognized by many industries, agencies, authorities, and research centers in the form of patents, awards, and certificates.



Management of Intereko Energia



Jarek Grobelny
President of the Management Board, CEO

Our mission is to create a future with the environment in mind. Striving to minimize our impact on the planet, we promote development that harmonizes with nature. Believing in the power of green technologies, we focus on innovations that not only increase our efficiency but also contribute to a better tomorrow for Earth and its inhabitants.

Our technologies are dedicated to improving the quality of life, with an emphasis on health and longevity, without compromising on short-term solutions at the expense of social good. We believe we can do better – and we are committed to continuously striving for excellence.

As Vice President of Intereko Energia, my goal is to inspire and mobilize communities to take action for environmental protection. Each of us has the power to influence the future of our planet. Therefore, we focus on education, innovation, and collaboration to create more sustainable waste management solutions. By working hand in hand with developing countries, we help them build efficient waste management systems that benefit both local communities and the entire world. I believe that together we can achieve lasting changes that will contribute to a better tomorrow for all of us.



Ewa Dwornik
Vice President of the Management Board, COO

E Environmental



Environmental

Waste Management

Intereko Energia believes that waste is not an end product, but an untapped resource. Our innovative technologies and services focus on transforming waste into valuable raw materials, contributing to the reduction of waste going to landfills and the reduction of pollution.



Waste that cannot be recycled is redirected to other recovery facilities. The goal of this process is to utilize it as sustainable biomass, which serves as an energy feedstock for the production of thermal and electrical energy. This biomass is certified and covered by the KZR INIG system.



Environmental

Emission Reduction

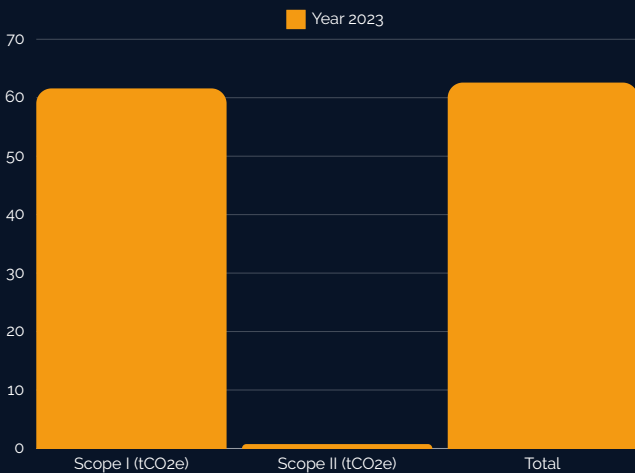
We actively take measures to reduce greenhouse gas emissions. Our technologies enable efficient waste processing, minimizing emissions associated with landfilling and incineration.

In the face of global climate challenges, every action matters. Reducing emissions not only protects our planet but also contributes to improving our health and ensures a better future for future generations. In our company, we treat this as a priority by adopting sustainable practices and engaging in environmental protection initiatives. Here is what we have already achieved:

- Continuous improvement of transport means (Euro 6)
- Optimization of waste transport
- A more environmentally friendly workplace
- Streamlining processes



CO2 Carbon Footprint



Environmental

Protection of Natural Resources

Our technological processes aim to maximize recycling and resource recovery, which helps protect natural resources and reduce the exploitation of primary materials.

Recycling



Composting
572,3920 TON



Waste paper recycling
6267,233 TON

PAPER



PLASTIC

Plastic recycling
73,592 TON

Energy recovery



Energy recovery from waste
5620,4436 TON

Intereko Energia, in its waste management strategy, does not collaborate with or utilize landfill disposal methods.

ZERO TO LANDFIL





S

Social



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



13 CLIMATE ACTION

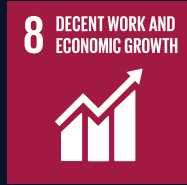


17 PARTNERSHIPS FOR THE GOALS



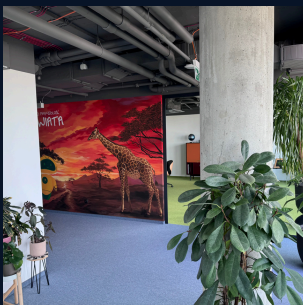


Social

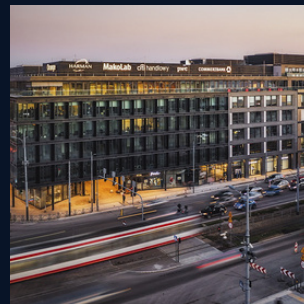
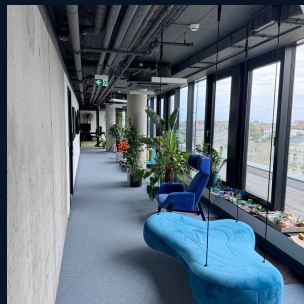


Occupational Health and Safety

We provide safe and healthy working conditions for our employees. Our company is ISO 45001 certified, which confirms our commitment to maintaining high standards of occupational health and safety management. We regularly conduct health and safety training and invest in modern personal protective equipment.



We prioritize comfortable working conditions by providing our employees with access to ergonomic workstations and modern office spaces. Our fleet of vehicles, driven by our employees, is of the latest generation and equipped with advanced safety and comfort systems. Attention to vehicle maintenance and regular technical inspections minimize the risk of accidents and ensure safe working conditions on the road.



Additionally, we run wellness programs aimed at improving the health and well-being of our employees. We organize regular health screenings, workshops on healthy living, and provide access to psychological support programs. We believe that the health and safety of our employees are crucial to the success of our company.



Social

17 PARTNERSHIPS FOR THE GOALS



Social Engagement

International Cooperation and Foreign Initiatives

Intereko Energia actively participates in social and educational initiatives. Our commitment extends beyond the borders of Poland. We regularly organize trips to developing countries, where we collaborate with local authorities, non-governmental organizations, and communities. Our goal is to promote a holistic approach to solving environmental problems.

As part of our international activities, we organized a summit for South Sudan, which took place in Łódź. The event aimed to discuss the environmental challenges facing South Sudan and to present innovative solutions that can help address these issues. The summit brought together government representatives, NGOs, and experts from various fields.

Additionally, we held meetings with the ambassador of Cameroon to discuss potential cooperation in waste management and environmental protection.

Among the developing countries we visited were São Tomé and Príncipe and Chad. In these countries, we held talks with local authorities about implementing our holistic waste management solutions. Our visits aimed to educate and promote innovative technologies that can aid in environmental protection and sustainable development in these regions.



São Tomé e Príncipe



Republika CZAD



Sudan Południowy



Kamerun

Social

Social Engagement

Education and Environmental Awareness

National Educational Program

We support local communities through educational programs on environmental protection and recycling. One of our key projects was a proprietary educational program conducted at the rural-urban school in Bychlew. This program focused on environmental education based on sustainable development goals. Its aim was to increase ecological awareness among young people and promote a responsible approach to environmental protection.

This program received the Energy Globe Award in Poland and was nominated for the global award in the "Youth" category. This recognition confirms the effectiveness and innovation of our educational initiatives.



Social

Equality and Diversity

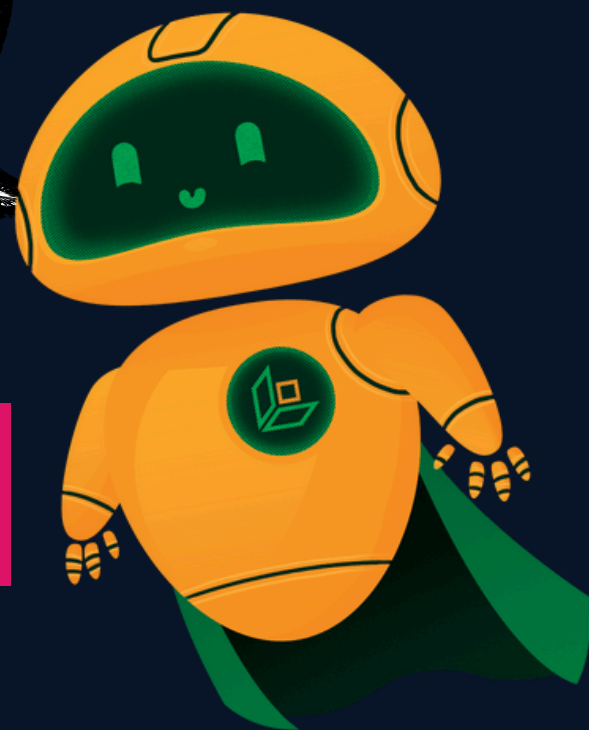
Intereko Energia promotes a policy of equality and diversity in the workplace, ensuring that every employee has equal opportunities for development and advancement. Our management board includes both a man and a woman, reflecting our commitment to promoting gender equality at the highest levels of management.

In our office, the majority of employees are women (4 women and 3 men), highlighting our pursuit of balanced employment. One of our employees comes from a developing country, and the company funds his Polish language education to facilitate his integration and professional development.

Every employee has the opportunity to request specialized training tailored to their individual needs and career aspirations. We believe that continuous improvement and skill development of our employees are crucial to the company's success.

Every year, we organize health and safety (H&S) and first aid training to equip our employees with the necessary knowledge and skills in safety and health. Additionally, we promote cultural diversity and strive to create an inclusive work environment where every employee feels respected and valued.

"We are different, but we all deserve equality and respect."





G

Governance



Governance

Transparency and Ethics

Our company adheres to the highest standards of ethics and transparency in business operations. We regularly publish financial and non-financial reports, ensuring complete transparency in our activities. We have clear and comprehensible ethical policies that are regularly communicated to our employees and stakeholders. We ensure that all our actions comply with applicable laws and regulations.

ISO Certifications

Intereko Energia holds ISO certifications that confirm our commitment to maintaining high standards in various areas of our operations:

- ISO 14001: Environmental Management System, which confirms our efforts towards environmental protection.
- ISO 45001: Occupational Health and Safety Management System, which confirms our commitment to providing safe and healthy working conditions.
- ISO 9001: Quality Management System, which confirms our pursuit of operational excellence and customer satisfaction.



Collaboration with UNGC Network Poland

Intereko Energia participated in co-creating the anti-corruption standard within the framework of UNGC Network Poland. Our involvement in this initiative confirms our commitment to promoting ethics and transparency in business and combating corruption.



UN GLOBAL COMPACT
Network Poland

Anti-Corruption

PIERWSI CZŁONKOWIE KOALICJI

CEOs
for Anti-Corruption

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Governance

Risk Management

We use advanced risk management tools to minimize potential threats related to our operations. We conduct regular audits and risk assessments, which allow us to continuously monitor and manage risks. Our approach to risk management is holistic and encompasses financial, operational, and reputational aspects.

Regulatory Compliance

Intereko Energia operates in full compliance with applicable legal regulations and environmental standards. We regularly update our procedures to meet the latest legal requirements. We collaborate with independent auditors and certifiers to ensure that our activities align with industry best practices.



Global Compact Network Poland

Management Structure

The management structure of Intereko Energia is diverse and balanced, allowing for effective and efficient decision-making. The main shareholder, holding 90% of the shares, is a woman, reflecting our commitment to promoting gender equality at the highest levels of management. Our board of directors includes both a man and a woman. Regular board meetings and clearly defined roles and responsibilities enable us to manage the company efficiently.



Governance

Equality and Diversity

Intereko Energia promotes a policy of equality and diversity in the workplace, ensuring that every employee has equal opportunities for development and advancement. In our office, the majority of employees are women (4 women and 3 men), highlighting our commitment to balanced employment. One of our employees comes from a developing country, and the company funds his Polish language education to facilitate his integration and professional development. Every employee has the opportunity to request specialized training tailored to their individual needs and career aspirations. Every year, we organize health and safety (H&S) and first aid training to provide our employees with the necessary knowledge and skills in safety and health.

Innovation and Technological Development

Intereko Energia is a leader in technological innovations related to waste management and environmental protection. We invest in research and development to continuously improve our technologies and services. We collaborate with leading research centers and universities to stay up-to-date with the latest scientific and technological advancements.



Social Responsibility

Intereko Energia actively participates in social and educational initiatives. We support local communities through educational programs on environmental protection and recycling. Our commitment to social activities is an integral part of our sustainable development strategy. Additionally, we are active in developing markets, promoting holistic waste management among governments and local communities.



Governance

Sustainable Development and Environmental Protection

Our actions align with the principles of sustainable development. We strive to minimize our environmental impact through efficient resource management, emission reduction, and the promotion of a circular economy. Our environmental initiatives focus on continuous improvement and the implementation of best ecological practices.



Intereko Energia



Summary of the 2023 ESG Report

Intereko Energia sp. z o.o., operating since 2013, is a leading company in waste management and environmental problem-solving. Our activities are based on three pillars: Environmental, Social, and Governance (ESG). In this report, we present our actions and achievements in each of these areas.

Environmental

Intereko Energia believes that waste represents an untapped resource. Our innovative technologies and services focus on transforming waste into valuable raw materials, contributing to the reduction of waste going to landfills and pollution reduction. We actively strive to reduce greenhouse gas emissions and protect natural resources by maximizing recycling and resource recovery.

Social

Intereko Energia is involved in a wide range of social activities. We provide safe and healthy working conditions, hold ISO 45001 certification, and invest in modern personal protective equipment and comfortable working conditions. We implement national and international educational initiatives, including our proprietary educational program in Bychlew, which won the Energy Globe Award in Poland. We actively promote equality and diversity in the workplace, supporting employees from various backgrounds and cultures.

Governance

Intereko Energia adheres to the highest ethical and transparency standards, as confirmed by our ISO 14001, ISO 45001, and ISO 9001 certifications. We have a diverse management structure, with the majority shareholder being a woman, underscoring our commitment to gender equality. We regularly update our procedures to meet the latest legal requirements and minimize operational risk. We collaborate with UNGC Network Poland in anti-corruption efforts, affirming our commitment to promoting ethics and transparency in business.

Intereko Energia is a leader in technological innovations, investing in research and development, and collaborating with leading research centers. Our commitment to social responsibility and sustainable development is reflected in numerous social and environmental initiatives.

We strive for continuous improvement in our ESG practices to contribute to creating a more sustainable future and support global sustainable development goals.

This summary comprehensively presents Intereko Energia's commitment to various ESG aspects, highlighting the company's key actions and achievements in 2023.



Intereko Energia

Lodz 2024

Attachment

2023 Report - CO2 Emissions

REPORT 2023

EMISSIONS OF CO₂

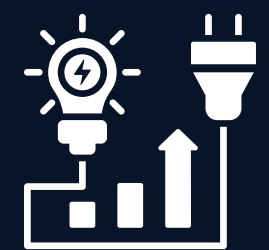
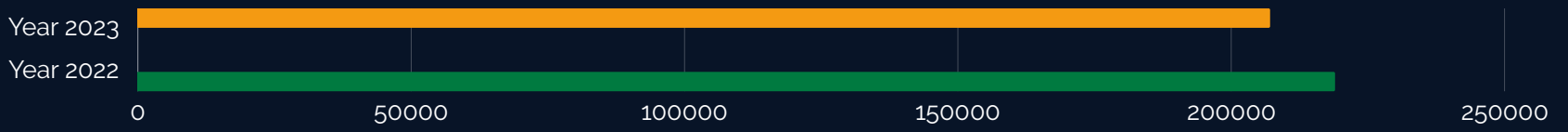




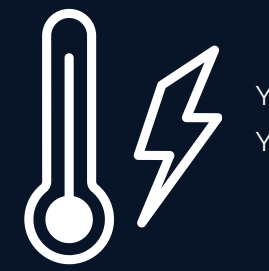
Intereko Energia



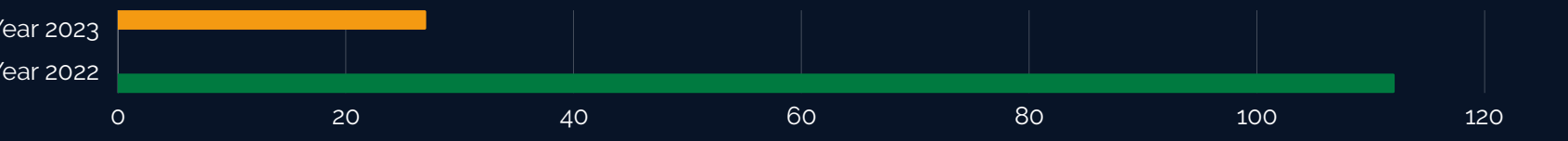
Number of kilometers driven



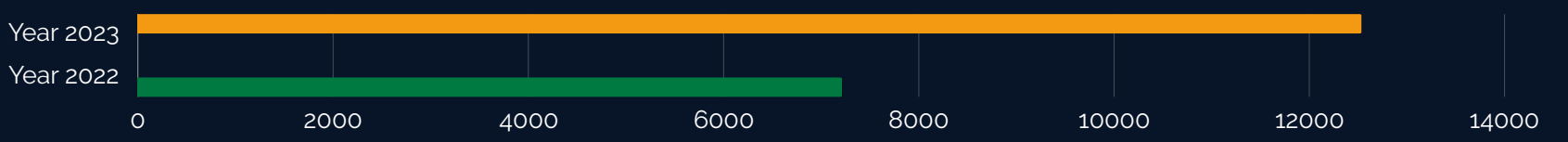
Energy Consumption (MWh)



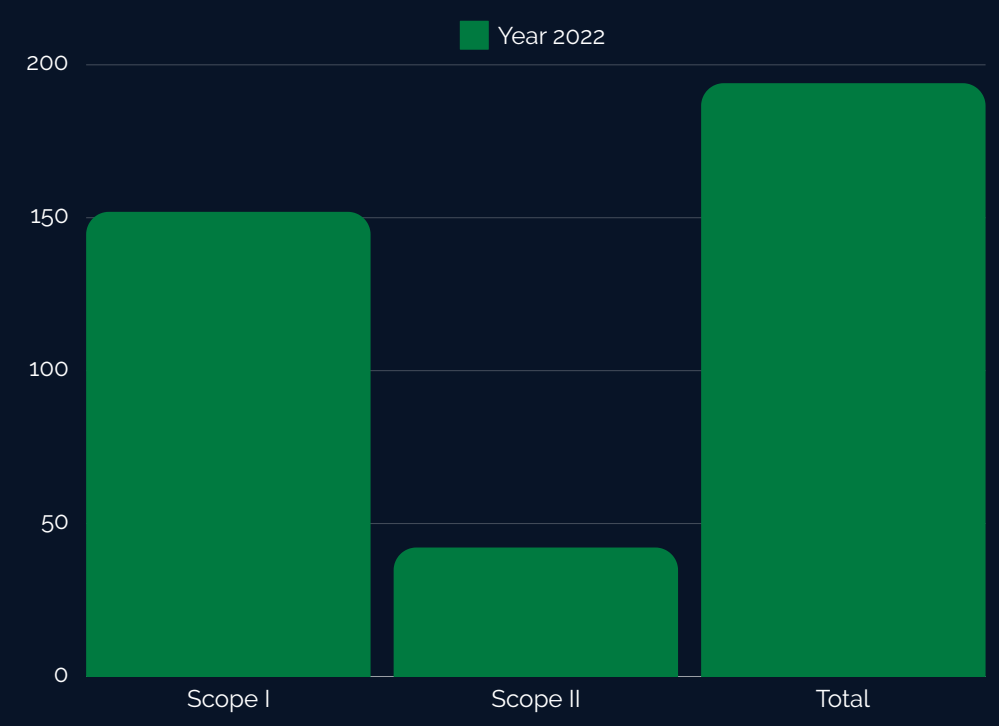
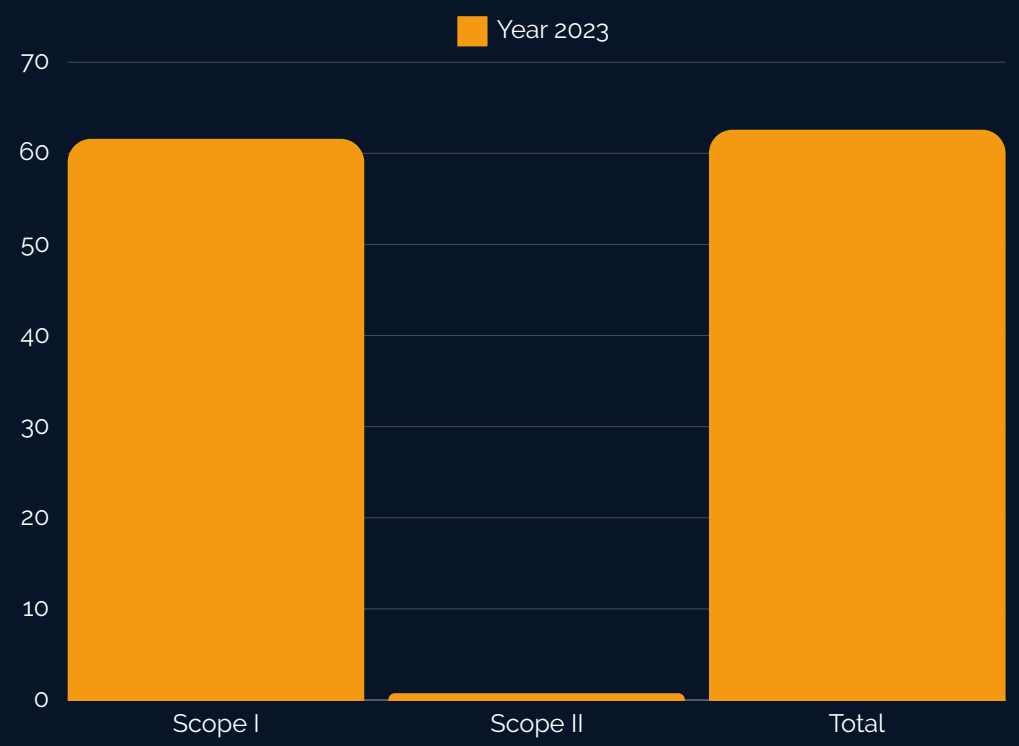
Thermal Energy Consumption (GJ)



Collected Waste (Mg)

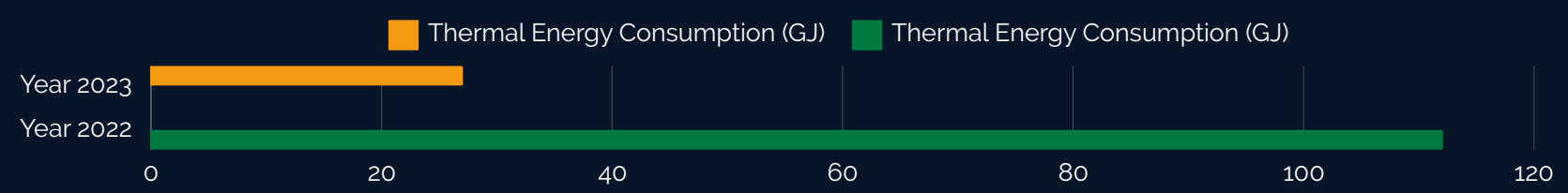
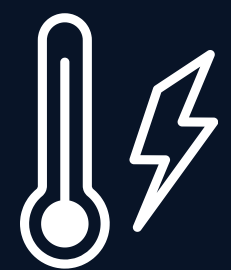
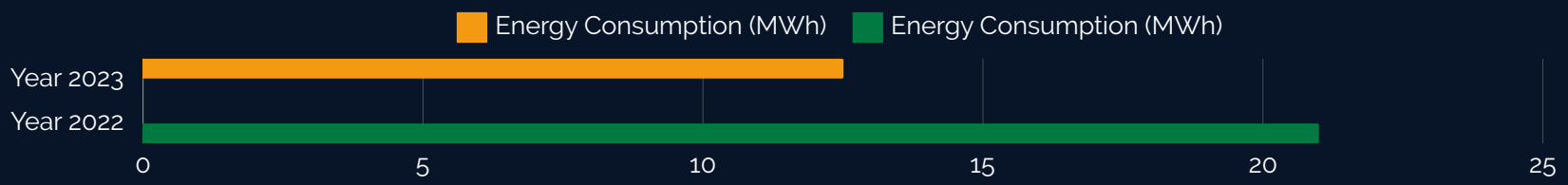
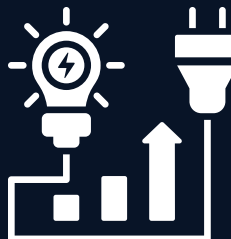


Carbon Footprint CO2 tCO2e

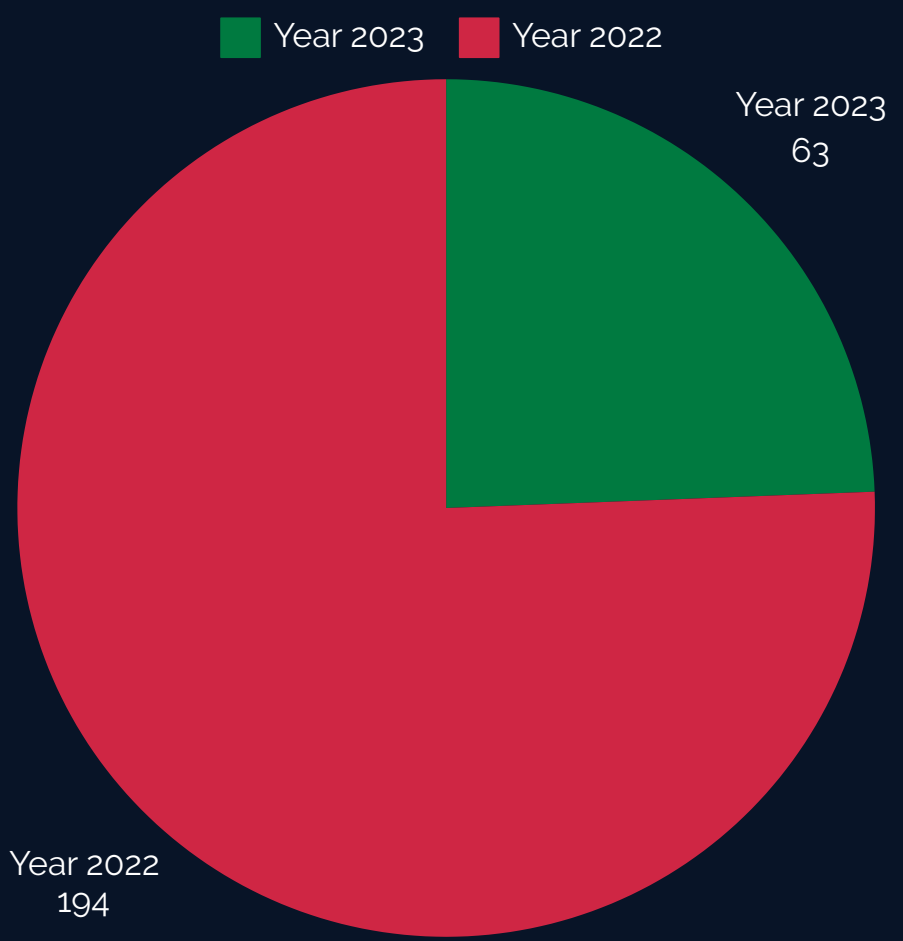




Intereko Energia 2023

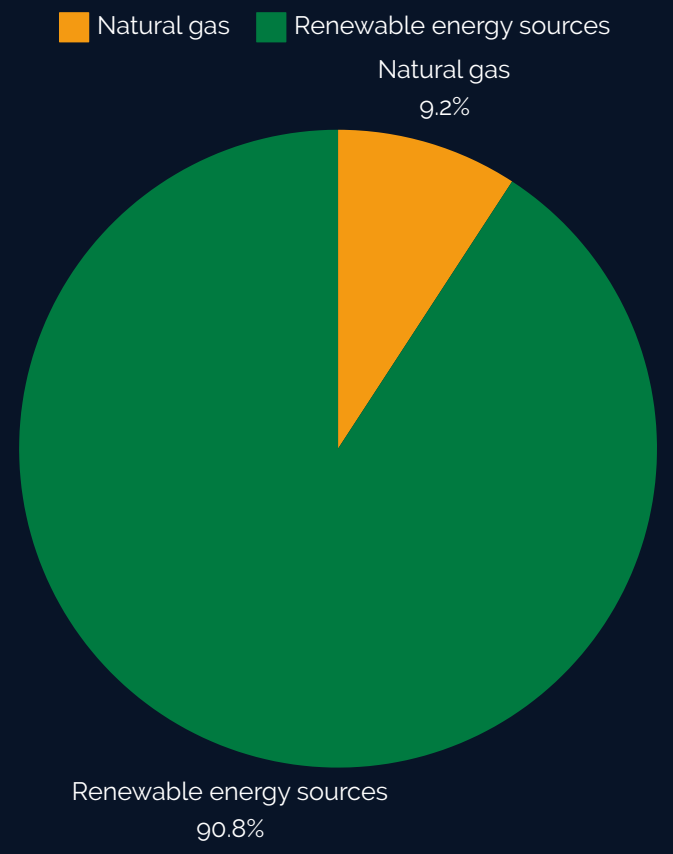
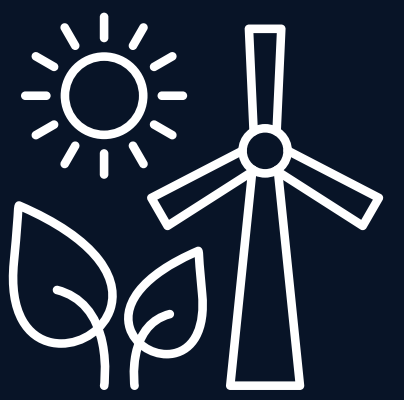


CO2 CARBON FOOTPRINT tCO2e



less by 68%

% energy sources





Intereko Energia

Carbon Footprint

Scope I						
Year 2023						
	value	unit	data source	tCO2	tNOx	tCO2e
Road Transport						
trucks with a load capacity >3,5 t	66 449,52	l	invoices	210,64	55 820,92	56 031,56
passenger cars powered by gasoline	103 242,04	km	meter readings	18,33	4 856,52	4 874,85
passenger cars powered by diesel	15 617,68	km	meter readings	2,58	684,87	687,45
total						61 593,87
Scope II						
	value	unit	data source	tCO2e	tNOx	tCO2e
thermal energy - 97.43 GJ	27,06	MWh	zarządca budynku	0,006	1,47	1,475
electricity	12,5175	MWh	zarządca budynku	0,003	0,68	0,682
baling of waste paper	858,278	Mg	faktury	2,815	745,87	748,684
total				2,82	748,02	750,84
TOTAL SUM					62,59	tCO2e

Scope I						
Year 2022						
	value	unit	data source	tCO2	tNOx	tCO2e
Road Transport						
kilometers driven	218993,09	km	Optifleet	133,17	0,00488	134,63
kilometers driven by rented transport up to 6 Mg	2123	km	estimated			1,15
kilometers driven by rented transport up to 24 Mg	14259	km	estimated			16,15
total						151,93
Scope II						
	value	unit	data source			tCO2e
thermal energy	112,1	GJ	building manager			10,48
electricity	20,88857	MWh	building manager			14,79
baling of waste paper	1491,64	Mg	invoices			16,90
total						42,17
TOTAL SUM						194,10



Intereko Energia Indicators

Coefficients for Carbon Footprint Calculations - 2023				
	value	units	data source	Data source link
conversion factor from Nox to CO2	265	100 lat GWP	EPA	https://www.epa.gov/system/files/documents/2024-02/ghg-emission-factors-hub-2024.pdf
indicator for trucks >17 Mg	9,1264	Total kg CO2e /km	DEFRA	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
indicator for diesel consumption by delivery vehicles	3,17	kg CO2e /l	DEFRA	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
indicator for electricity consumption for baling	16	kWh/Mg	dane podwykonawcy	
emission factor for electricity	0,20496	kg CO2/kWh	DEFRA	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
emission factor for thermal energy	0,20496	kg CO2/kWh	DEFRA	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
indicator for gasoline consumption by passenger cars	0,17751	kg CO2e /km	DEFRA	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
indicator for diesel consumption by passenger cars	0,16548	kg CO2e /km	DEFRA	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
electricity production indicator - Scope II	0,20496	kg CO2e /kWh	DEFRA	https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023
Coefficients for Carbon Footprint Calculations - 2022				
	value	units	data source	Data source link
conversion factor from Nox to CO2	298	100 lat GWP	EPA	EPA
indicator for trucks >17 Mg	1,13291	Total kg CO2e /km	DEFRA	DEFRA
indicator for trucks >7 Mg	0,54291	Total kg CO2e /km	DEFRA	DEFRA
indicator for electricity consumption for baling	16	kWh/Mg	dane podwykonawcy	
emission factor for electricity	708	kg/MWh	KOBIZE	www.kobize.pl
emission factor for thermal energy	93,49	kg/GJ	KOBIZE	www.kobize.pl