



NON-FINANCIAL REPORT FOR THE YEAR 2025

Intereko Energia Sp. z o.o.
Łódź 2026



“Together for a Sustainable Future”



"Intereko Energia Sp. z o.o. operates in the field of waste management and transport, focusing on delivering high-quality services while minimizing environmental impact.

As a participant of the United Nations Global Compact (UNGC), the company is committed to adhering to the principles of sustainable development, including environmental protection and responsible business conduct.

The company's activities include implementing solutions that support carbon footprint reduction, optimization of operational processes, and the development of modern technologies in waste management.

Intereko Energia ensures safe and compliant operations, continuously strengthening its ESG approach and building long-term value for clients and business partners."



Global Compact
Network Poland





Intereko Energia



Jarek Grobelny
Prezes Zarządu, 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 enhance our efficiency but also contribute to a better tomorrow for the Earth and its inhabitants.

Our technologies are designed to improve quality of life, with a strong emphasis on health and longevity, without compromising on short-term solutions at the expense of social well-being. We believe that we can do better—and we are committed to continuously striving for excellence.

As the 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 shape the future of our planet. That is why 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 world as a whole. I believe that together, we can drive lasting change that will contribute to a better tomorrow for all of us.



Ewa Dwornik
Vice Prezes Zarządu, COO



E

Environmental

ENVIRONMENTAL 2025

Intereko Energia's activities in 2025 focused on minimizing environmental impact through transport optimization, the use of renewable energy, and the development of waste recovery and recycling processes.

KPI

Indicator	2025
Waste volume (Mg)	12 724,89
CO ₂ emissions (tCO ₂ e)	143
CO ₂ emissions per Mg	0,0112
Energy consumption (MWh)	12,3
Renewable energy share (%)	100%
Fuel consumption (l)	56 738
Water consumption (m ³)	19,8



Transport accounts for over 97% of the company's total emissions.

In 2025, Intereko Energia's total greenhouse gas emissions amounted to approximately 143 tCO₂e. Direct emissions (Scope 1), mainly from transport and heat energy consumption, totaled approximately 143 tCO₂e. Indirect emissions related to electricity (Scope 2, market-based) were reduced to zero, thanks to the use of energy sourced 100% from renewable sources.



GHG emissions structure (Scope 1 & 2), 2022–2025

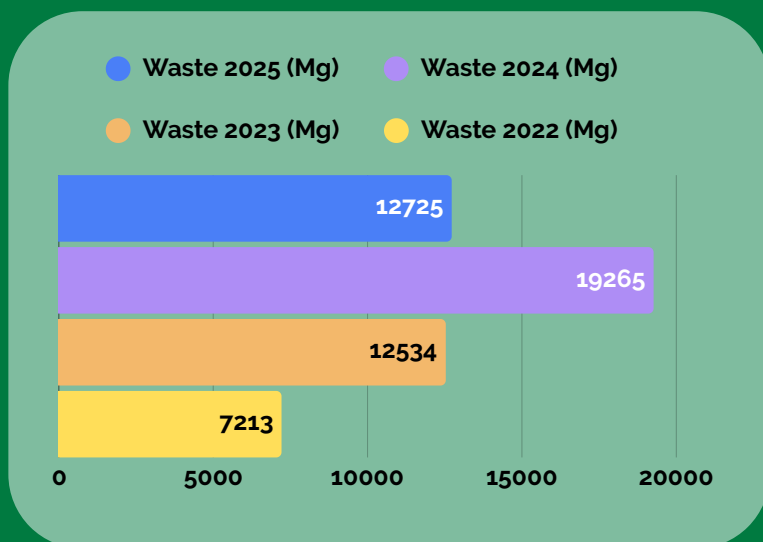
Waste Management

In 2025, Intereko Energia processed 12,724,888 Mg of waste and wastewater, focusing on maximizing recovery and recycling.

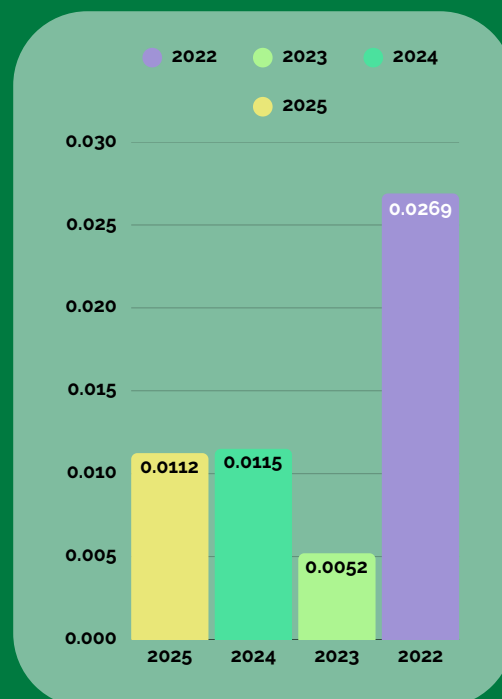
Process	Amount (Mg)	Share (%)
Recovery	2 502	19,70%
Recycling	2 281,67	17,90%
Treatment in wastewater treatment plants	7 941,22	62,40%

A significant portion of the waste stream is directed to treatment processes in wastewater treatment plants, where it undergoes biological and technological processing, reducing the need for landfill disposal.

The combined share of recovery and recycling processes reached 37,6%.



Trend in managed waste volume (2022–2025)



Improvement in environmental efficiency (CO₂/Mg)

Key environmental efficiency indicator (CO₂/Mg):

11.2 kg CO₂/Mg

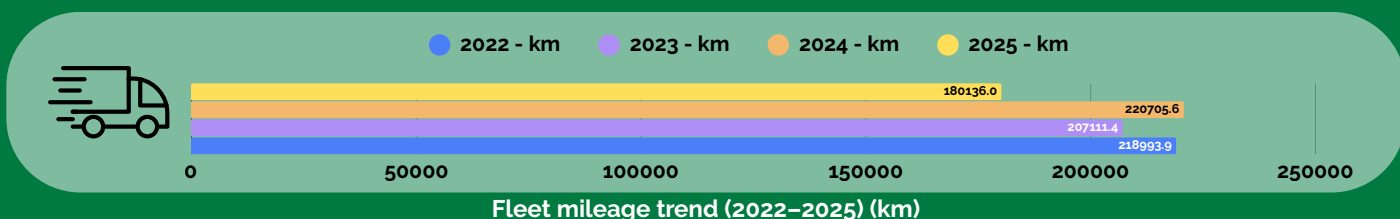
Emissions and Transport

Transport is the main source of greenhouse gas emissions in the company's operations.

Indicator	2025
Distance (km)	180 136
Fuel consumption (l)	56 738
CO ₂ emissions (t)	139,27
Average fuel consumption (l/100 km)	31,5
Eco Score	8,9

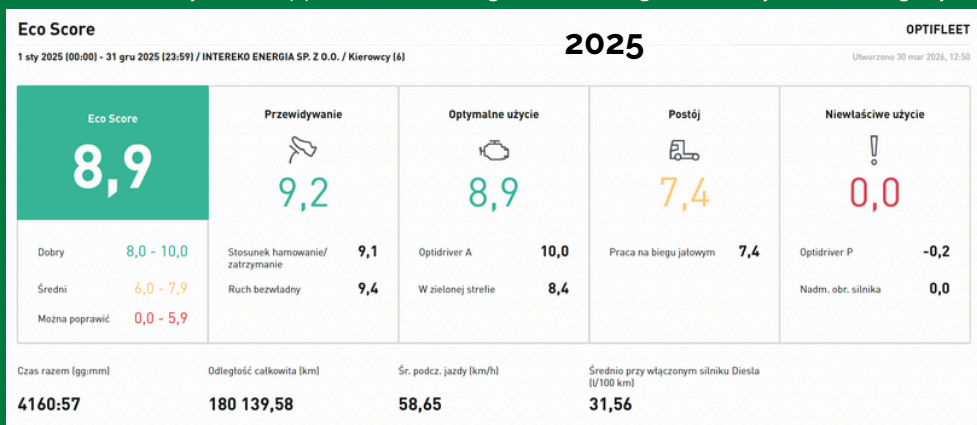


The company uses a telematics system to monitor driving style, fuel consumption, and emissions, enabling ongoing operational optimization and emission reduction.

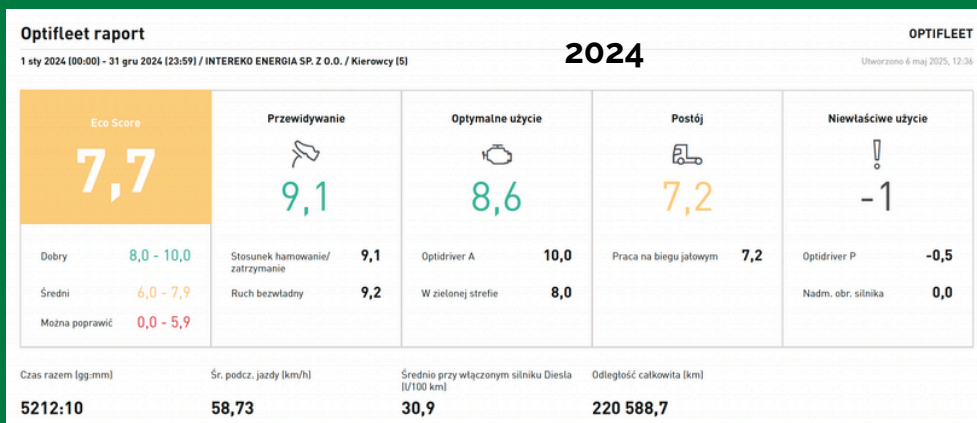


A high Eco Score confirms efficient driving behavior of drivers and effective fleet operational optimization.

The telematics system supports fleet management through the analysis of driving style and operational efficiency.



Analysis of telematics data enables ongoing optimization of driving style, reduction of fuel consumption, and limitation of CO₂ emissions.



Energy

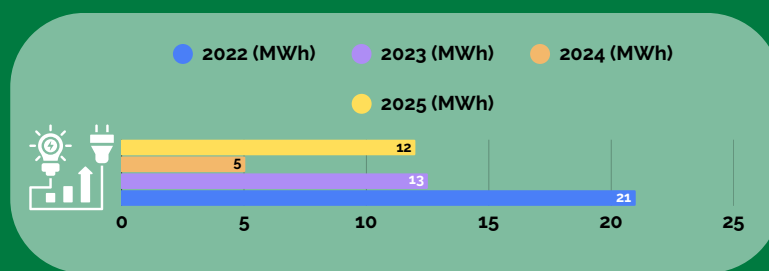
In 2025, 100% of the electricity consumed by Intereko Energia came from renewable energy sources (wind and photovoltaic), which enabled the reduction of Scope 2 (market-based) emissions to zero.

Source	Consumption
Electricity	12,3 MWh
Thermal energy	68,78 GJ
Renewable energy share	100%
Scope 2 emissions (energy)	~4.2 t CO ₂ e
Scope 2 emissions – electricity	0 t CO ₂ e (market-based)

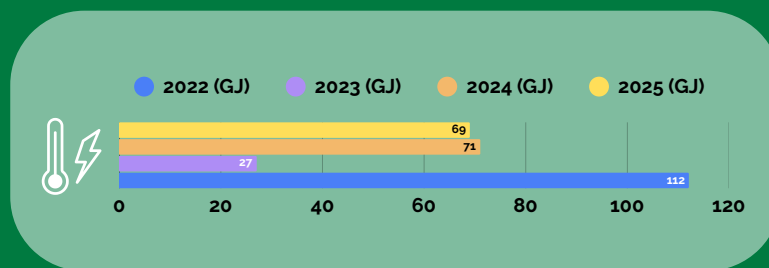
Energy-related emissions in 2025 were associated exclusively with purchased thermal energy, while electricity-related Scope 2 emissions were reduced to zero on a market-based basis due to 100% renewable energy sourcing.



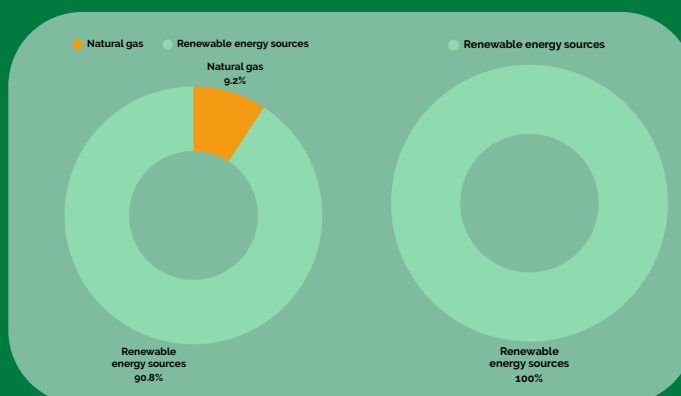
Certificate confirming the use of electricity sourced 100% from renewable energy.



Electricity consumption in 2022–2025 (MWh)



Thermal energy consumption in 2022–2025 (GJ)

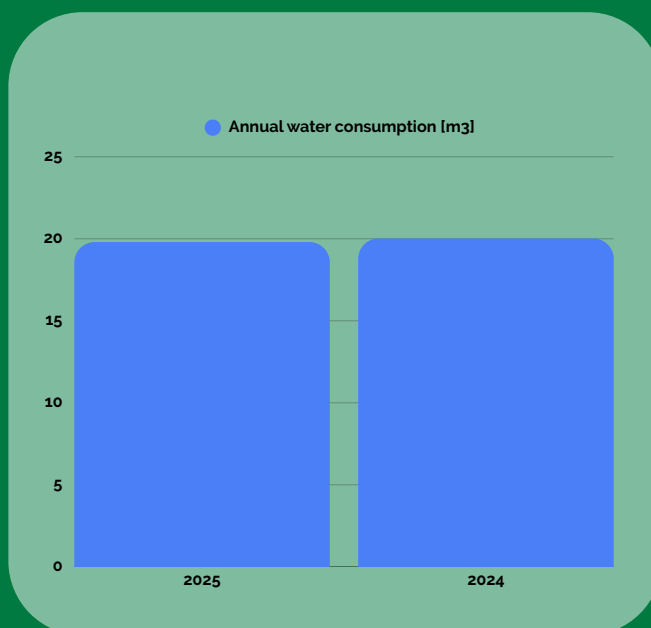


Energy source structure in 2024–2025

Water and Resources

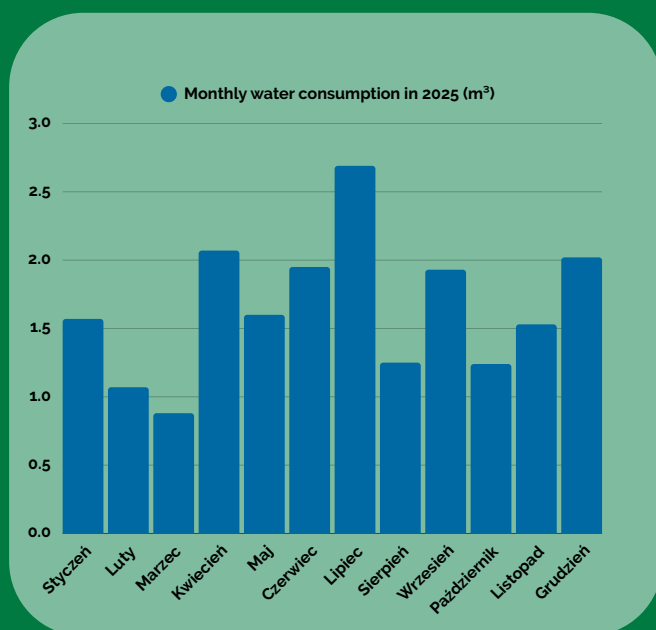
The company monitors resource consumption, including water, to identify areas for optimization.

Indicator	2025
Water consumption (m ³)	19.8
Water consumption per employee	1,4

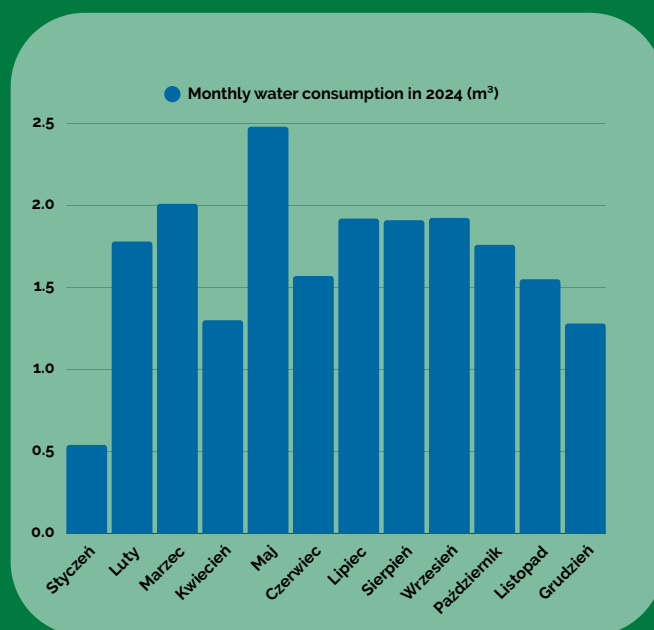


Comparison of total water consumption in 2024–2025 (m³)

Water consumption is analyzed on a monthly basis, enabling the identification of trends and potential areas for resource use optimization.



Monthly water consumption in 2025 (m³)



Monthly water consumption in 2024 (m³)

S

Social



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



11 SUSTAINABLE CITIES AND COMMUNITIES



17 PARTNERSHIPS FOR THE GOALS



Introduction

In 2025, Intereko Energia operated based on stable employment conditions, a safe working environment, and continuous development of employee competencies. The company focused on maintaining operational continuity, providing competitive remuneration, and systematically improving team qualifications.

Key social KPIs

Indicator	2025
Number of employees	14
Active employees	13
Employees on maternity / parental leave	1
Average monthly gross salary	approx. 10 200 zł
Total absence	490 days
Sick leave (excluding pregnancy and parental leave)	approx. 4,4%
Number of training topics	20
Total training time	57 hours
ESG / environmental training	Yes
Compliance / anti-corruption training	Yes

The company maintained a stable workforce and implemented activities supporting skill development, workplace safety, and operational compliance.

The company provides employees with access to non-wage benefits, including private medical care (Salve) and a sports program (Benefit Systems), supporting health prevention, physical activity, and reducing sick leave.



14
employees



0
accidents



100%
of the team covered by training

Employment and Working Conditions

In 2025, Intereko Energia employed 14 people, of whom 13 were actively involved in operational activities, and 1 person was on maternity/parental leave. Payroll data for December 2025 confirms both the employment scale and salary levels within the company.

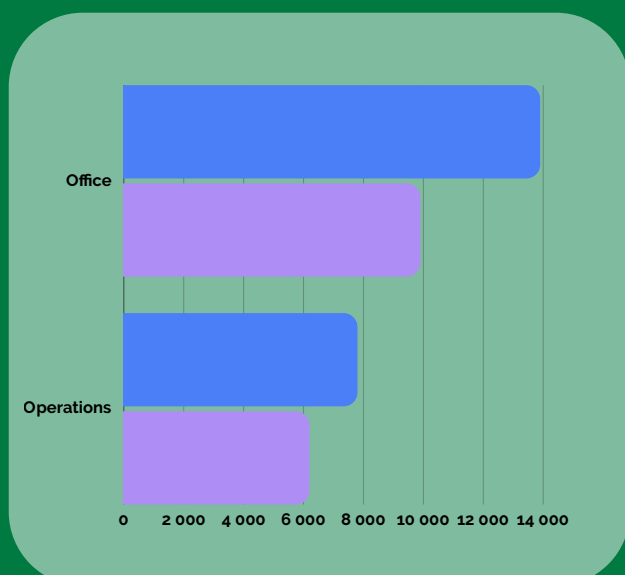
The company ensured stable employment conditions and competitive remuneration. The total gross payroll for December 2025 amounted to PLN 132,554.88, corresponding to an average monthly gross salary of approximately PLN 10,200 per active employee.

The company applies working time, remuneration, and occupational safety principles in accordance with applicable labor law regulations.

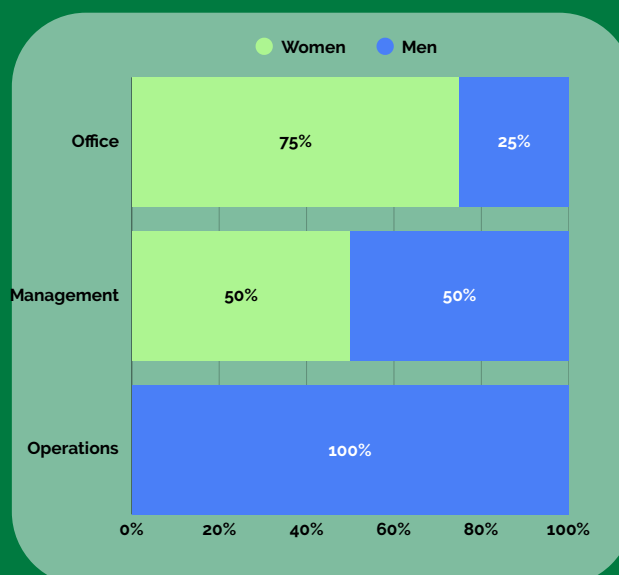
Indicator	2025
Employment	14
Active employees	13
Maternity leave	1

Area	Women	Men
Office	6	2
Management	1	1
Operations (drivers)	0	6

The team structure reflects a diversity of operational and administrative roles. In the office area, there were 6 women and 2 men, while the management consisted of one woman and one man, ensuring balanced gender representation at the decision-making level.



Average gross and net salary by area of activity in 2025



Team structure by gender and area of activity in 2025

Occupational Health & Safety and Well-being

Intereko Energia operates with a strong focus on high occupational health and safety standards and employee well-being. The organization is based on structured operational procedures, job-specific training, and measures supporting the safe performance of duties.

In 2025, the company maintained operational continuity while monitoring employee absences and responding to team needs. This approach supports both safety and organizational stability.

In 2025, no workplace accidents were recorded.

Number of workplace accidents: 0



Indicator	2025
Workplace accidents	0
Sick leave	~4,4%
OHS training	Yes
Absence monitoring	Yes

The company maintains a high level of workplace safety and actively monitors employee health indicators.

In 2025, the total number of absence days amounted to 490, a significant part of which was related to maternity and parental leave.

Excluding these periods, the sick leave rate was approximately 4.4%, remaining at a stable and controlled level.



0
workplace accidents



4,4%
sick leave

Training and Competency Development

In 2025, Intereko Energia implemented an employee competency development program covering 20 training topics with a total duration of 57 hours.

The training covered, among others, waste management, transport, ESG, ISO systems, compliance, and information security.

The program included employees from various areas of the company, supporting skill development and operational compliance.



20
trainings



57h
hours total



100 %
of the team covered

Ethics and Compliance Training

The training included, among others:

- anti-corruption
- cybersecurity
- data protection (PII)
- insider threat awareness
- CUI (Controlled Unclassified Information)
- ESG and CSRD reporting

The training covered key areas of operational risk and regulatory requirements.



Sample certificates confirming the completion of ethics and compliance training.



G GOVERNANCE

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

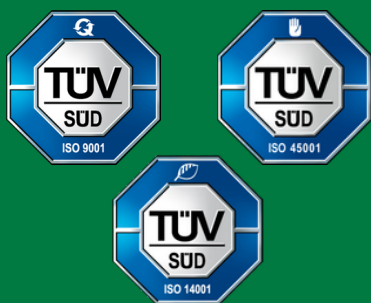


17 PARTNERSHIPS FOR THE GOALS



Corporate Governance and ESG Oversight

Intereko Energia operates based on the principles of responsible management, business ethics, and regulatory compliance. The company actively participates in the UN Global Compact initiative and is represented on the Program Council of UN Global Compact Network Poland, confirming its commitment to ESG standards and responsible business practices.



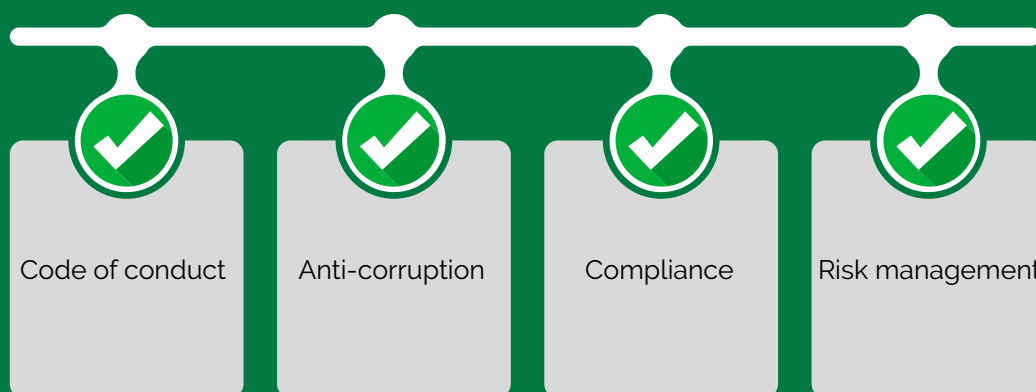
The company operates based on certified management systems: ISO 9001, ISO 14001, and ISO 45001.



UN Global
Compact
Program
Council



Management System



The system covers key areas of organizational governance, ensuring compliance, transparency, and effective control of operational risks.

Code of Ethics and Principles of Conduct

Intereko Energia has implemented a Code of Business Conduct that defines the principles of ethics, integrity, and responsibility in relations with employees, partners, and clients.

Principles:

- prohibition of corruption and bribery
- fair competition
- conflict of interest
- whistleblowing
- employee rights



100% activities
carried out in
accordance
with adopted
principles



0
reported
ethical
violations

The absence of reported ethical violations in 2025 confirms the effectiveness of the implemented compliance and risk management system.

Anti-Corruption System and Decision Control

The company applies a zero-tolerance policy towards corruption and has implemented decision control mechanisms for business transactions with elevated risk, ensuring transparency and operational compliance.

Key elements:

- procedure for sensitive transactions (> PLN 5,000)
- decision approval by the Management Board
- archiving of decisions
- operational oversight



100%
of transactions subject
to control



0
anti-corruption
violations

Decision control mechanisms are an integral part of the company's compliance system.

Compliance and Information Security

Intereko Energia develops a compliance system covering information security, data protection, and compliance with national and international regulations, reducing operational and information risks.

Scope:

- cybersecurity
- data protection (GDPR / PII)
- CUI (Controlled Unclassified Information)
- access control and IT systems

KPI

Indicator	2025
GDPR compliance	100%
Data security system	implemented
Cybersecurity training	conducted regularly



0
data security incidents



Data security system
based on Microsoft 365

Risk Management and Compliance

Intereko Energia develops a risk management system covering operational, financial, and environmental areas. The objective is to mitigate risks and ensure compliance with applicable regulations and industry standards.

- Regular monitoring of operational and environmental risks
- Cooperation with auditors and certification bodies
- Updating compliance procedures and adapting to regulatory changes

The company operates based on certified management systems:

ISO 9001:2015 – quality

ISO 14001:2015 – environment

ISO 45001:2018 – occupational health and safety



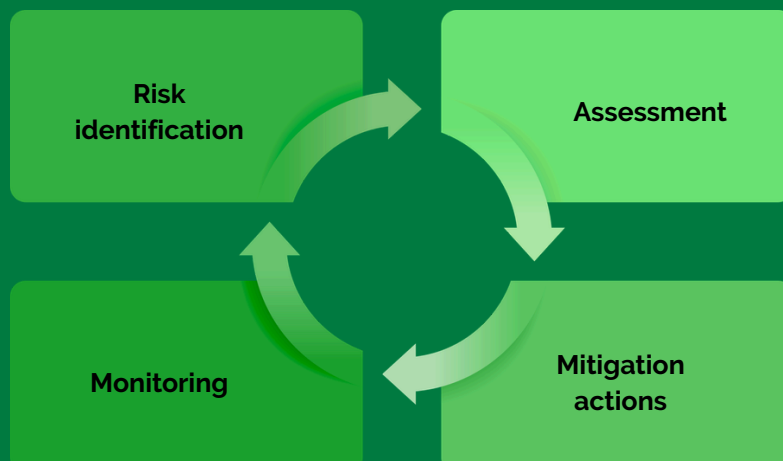
3
certified ISO
systems

100%
of activities
compliant with
procedures

0
significant
regulatory
violations

The company's operations comply with local and international regulations, strengthening Intereko Energia's credibility as a partner for both the public and private sectors.

The risk management system is part of the company's ESG approach and supports operational stability and long-term development.



The risk management system covers the full cycle of identification, assessment, implementation of mitigation measures, and monitoring of operational and environmental risks.

Supply Chain Responsibility

The company cooperates with business partners based on high ethical, environmental, and regulatory standards, requiring compliance with laws and principles of responsible business conduct.

Requirements:

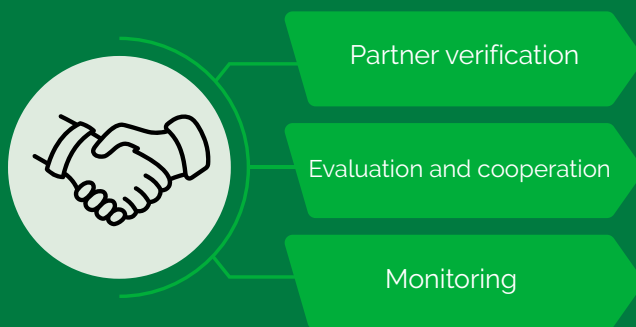
- legal compliance
- anti-corruption
- human rights
- environmental protection
- data security



100% of partners covered by standards



0 reported violations in the supply chain



The cooperation process includes verification of partners' compliance with ESG requirements and ongoing monitoring.

Governance Summary

Intereko Energia develops a management system based on principles of ethics, compliance, and corporate responsibility. Activities include implementing procedures, employee training, and controlling operational and regulatory risks.



Ethics and compliance implemented



Active risk management



Regulatory compliance confirmed

The company operates in a transparent manner, in compliance with regulations, and based on responsible supply chain management.

The indicators cover data for 2025 and form the basis for monitoring the effectiveness of the company's ESG activities.

Environmental The company reduces resource consumption and emissions through operational optimization.

Indicator	Value 2025	Unit	Notes
CO ₂ emissions (Scope 1)	139,27	t	emissions from transport
Fuel consumption	56 738	l	transport fleet
Transport distance	180 136	km	total mileage
Average fuel consumption	31,5	l/100 km	fleet efficiency
Electricity consumption	12,3	MWh	100% renewable energy
Thermal energy consumption	68,78	GJ	building
Share of renewable energy	100	%	electricity
Water consumption	19,8	m ³	total
Water consumption per employee	1,4	m ³ /person	efficiency indicator

Social The indicators confirm stable employment and a high level of workplace safety.

Indicator	Value 2025	Unit	Notes
Number of employees	14	persons	employment level
Active employees	13	persons	excluding leave
Maternity / parental leave	1	person	
Workplace accidents	0	number	no incidents
Sick leave	~4,4	%	excluding maternity/parental leave
Total absence days	490	days	including maternity
Number of trainings	20	number	
Total training time	57	hours	
Training coverage	100	%	entire team

Governance The management system ensures full operational compliance and risk control.

Indicator	Value 2025	Unit	Notes
Certified ISO systems	3	number	9001, 14001, 45001
Operational compliance	100	%	compliance with procedures
Ethical violations	0	number	
Regulatory violations	0	number	
Partners covered by ESG standards	100	%	
Transactions subject to control	100	%	>5 000 PLN

ESG Goals for 2026

Intereko Energia plans further development of ESG activities, focusing on improving environmental efficiency, maintaining high social standards, and strengthening corporate governance.

Environmental

- further optimization of transport routes to reduce CO₂ emissions per Mg of waste
- continued reduction of CO₂ emissions per Mg of waste (year-over-year)
- maintaining 100% use of renewable electricity
- monitoring and reducing fuel and energy consumption
- increasing the share of recovery and recycling processes

Social

- maintaining zero workplace accidents
- further reduction of sick leave through health-focused initiatives
- development of employee competencies – minimum 20+ training topics annually
- maintaining full team coverage with training and benefits

Governance

- further improvement of the compliance and risk management system
- maintaining zero ethical and regulatory violations
- development of procedures for decision control and sensitive transactions
- strengthening ESG standards in relations with business partners

Intereko Energia consistently develops its ESG management system, treating it as a key element of its long-term strategy and value creation.



0 violations



100% renewable
energy



0 accidents



Intereko Energia

31.03.2026r.

Łódź 2026